

GENDER EQUALITY PLAN (GEP)

1. Purpose

2EyesVision S.L. is committed to promoting equal treatment and equal opportunities between women and men and to maintaining a professional environment based on respect, diversity, inclusion and merit.

This Gender Equality Plan establishes the principles, commitments and measures adopted by the Company to prevent discrimination, promote equal opportunities and ensure a safe and respectful workplace for all employees and collaborators.

This Plan applies to all people providing services to the Company, regardless of the nature of their contractual relationship, including employees, interns, trainees, collaborators, candidates participating in recruitment processes and third parties maintaining a professional relationship with the Company.

2. Governance and Responsibility

The implementation, monitoring and continuous improvement of this Gender Equality Plan shall be coordinated by the People Manager.

For any questions, suggestions or communications related to gender equality matters, employees may contact cvalle@2eyesvision.com

In the absence of the designated responsible person, responsibility shall be assumed by the Chief Executive Officer.

The Company's management explicitly supports this Plan and commits the necessary resources for its implementation and maintenance.

3. Principles

2EyesVision adopts the following principles:

- Equal treatment and opportunities between women and men.
- Absence of direct or indirect discrimination based on sex, gender identity or gender expression.
- Equal access to employment opportunities.
- Merit-based recruitment, promotion and professional development.
- Equal access to training and professional growth.
- Equal treatment regarding working conditions and compensation.
- Respect for diversity and inclusion.
- Promotion of work-life balance and shared responsibility.

4. Areas of Action

Recruitment and Hiring

Recruitment processes shall be based exclusively on objective criteria related to skills, qualifications, experience and suitability for the position.

Job advertisements and recruitment communications shall use inclusive and non-discriminatory language.

Career Development and Promotion

Professional development and promotion decisions shall be based on objective and transparent criteria.

Training

The Company shall promote equal access to training opportunities and professional development initiatives.

Working Conditions and Compensation

2EyesVision is committed to ensuring equal treatment regarding working conditions, access to resources and compensation policies.

The Company shall periodically review its practices to identify and prevent potential inequalities.

Work-Life Balance

The Company supports measures that facilitate the reconciliation of professional, personal and family responsibilities, considering both employee needs and organizational requirements.

5. Prevention of Discrimination, Harassment and Gender-Based Violence

2EyesVision maintains a zero-tolerance policy towards:

- Discrimination based on sex.
- Sexual harassment.
- Harassment based on sex.
- Retaliation against individuals reporting concerns in good faith.

Examples of prohibited conduct include, among others:

- Sexist comments or insinuations.
- Unwanted physical contact.
- Exclusion or disparagement based on sex.
- Pressure to engage in personal or sexual relationships in exchange for professional benefits.
- Any conduct creating a hostile, intimidating, degrading or offensive environment.

Reports may be submitted confidentially through cvalle@2eyesvision.com

All reports shall be handled confidentially, objectively and without retaliation.

6. Data Collection and Monitoring

The Company shall periodically review relevant workforce information, including where appropriate:

- Gender distribution across the workforce.
- Recruitment and promotion data.
- Training participation.
- Compensation-related information.

- Equality-related incidents or complaints.

The objective of these reviews is to identify opportunities for improvement and support evidence-based decision-making.

7. Awareness and Training

2EyesVision shall promote awareness regarding:

- Equal treatment and opportunities.
- Diversity and inclusion.
- Prevention of discrimination and harassment.
- Respectful workplace behaviour.

Training activities may be incorporated into onboarding processes or provided periodically according to organizational needs.

8. Review and Continuous Improvement

This Plan shall be reviewed periodically and whenever significant legal, organizational or operational changes occur.

The Company is committed to continuously improving its practices related to equality, inclusion and workplace culture.

9. Publication

This Gender Equality Plan shall enter into force on the date of its approval by the Company's Management and publication on the Company's website.

The Plan shall be reviewed periodically, and at least annually, to assess its effectiveness, monitor its implementation and identify opportunities for improvement.

Additional reviews may be carried out whenever significant legal, organizational or operational changes occur.

Approved by:

Carlos Dorransoro

Chief Executive Officer (CEO)

2EyesVision S.L.