

tecno 
packaging



*Equality
Plan*



Contents of the Equality Plan 2025-2029

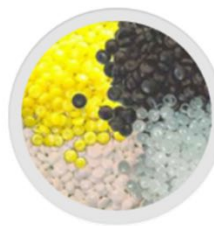
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1 Presentation

The company **Nuevas Tecnologías para el Desarrollo de Packaging y Productos Agroalimentarios con componente plástica S.L.** (hereinafter **TECNOPACKAGING**) (<http://www.tecnopackaging.com/>) is dedicated to the development of cutting-edge materials and sustainable products. From a circular economy perspective, the company designs new efficient and environmentally friendly processes, as well as reusable, recyclable, and biodegradable products.

More specifically, we are experts in:



Plastic Materials

We develop specific plastic products that meet the needs of our customers.



Multifunctional Packaging

We design and produce short series of packaging



Industrial Plastic Applications

We manufacture industrial plastic parts



Transformation Processes

We are specialized in various plastic processing



Eco-Innovation

Analyze and minimize the environmental impact of products

Plastic materials: Using extrusion-compounding techniques, we develop advanced materials with enhanced properties for various industrial applications and transformation processes (injection molding, blow molding, rotational molding, 3D printing, etc.).

Beyond packaging for food and cosmetics, and agricultural plastic tools/consumables, we also serve other industrial sectors such as furniture, automotive, and 3D printing.

We work with matrices based on combinations of **technical and bio-based materials**, incorporating custom functional additives according to specifications, both synthetic and natural.

Multifunctional packaging: We specialize in the development of innovative packaging, exploring industry trends and challenges and combining them with cutting-edge sustainable materials to deliver maximum added value to our clients' products. In addition to material sustainability, we focus on product design to improve barrier properties and offer solutions that enable recyclability, especially in the case of multi-layer or multi-material packaging.

Industrial plastic parts: We are experts in transitioning products toward more sustainable concepts by introducing recycled and/or bio-based materials into our clients' products, and by modifying the original end-of-life design.

We offer a wide range of additives that add value (antibacterial, antioxidant, UV-resistant, etc.). We have designed solutions for hospital furniture, urban and outdoor furniture, automotive, construction, and even electronics—participating in all stages of the process, from design and prototype development to the launch of initial production series.



Transformation processes: We manufacture all products using various plastic processing and transformation technologies. We are equipped to produce everything from simple parts to complex geometries for sectors such as automotive, aerospace, agri-food, construction, and biotechnology.

Eco-innovation: Our commitment to environmental protection means that every new product design considers aspects such as reusability, recyclability, and biodegradability.

The goal of TECNOPACKAGING is to offer our clients advanced, innovative, and sustainable products that meet the strict economic requirements of the market, as well as the quality standards of their respective sectors.



Packaging

Our solutions are at the forefront of innovative packaging development; we translate industry trends and challenges into solutions utilizing cutting-edge sustainable materials.



Agri-food

With our new materials, we create innovative solutions that address the unique challenges that farmers face, promoting both productivity and environmentally responsible practices.



Industry

At Tecnopackaging, we help you transitioning your current product to a more sustainable concept by incorporating recycled and/or bio-based materials.

2 Management Commitment

The management of TECNOPACKAGING declares its commitment to the establishment and development of policies that integrate equal treatment and opportunities between women and men, without direct or indirect discrimination based on sex. It also commits to promoting and encouraging measures to achieve real equality within the organization, establishing gender equality as a strategic principle of our corporate and human resources policy, in accordance with the definition set forth in Organic Law 3/2007 for the effective equality of women and men.

In every area of TECNOPACKAGING’s activity—from professional recruitment to promotion, salary policy, training, working conditions and employment, occupational health, work time management, and work-life balance—we uphold the principle of equal opportunities between women and men, with special attention to indirect discrimination, understood as “a situation in which an apparently neutral provision, criterion, or practice places a person of one sex at a particular disadvantage compared to persons of the other sex.”

Regarding both internal and external communication, all decisions made in this regard will be communicated, and the company will project an image aligned with the principle of equal opportunities between women and men.



These principles will be implemented through the adoption of gender equality guidelines, which will address, among other areas: access to employment, professional classification, promotion and training, remuneration, work time organization to support work-life balance in terms of gender equality, and the prevention of sexual and gender-based harassment. In these areas, actions will be designed to improve the current situation, with appropriate monitoring systems in place to advance the achievement of real equality between women and men within the organization and, by extension, in society as a whole.

These principles have inspired the equality measures included in this Equality Plan. This Plan, which is voluntary in nature, aims to be the starting point for implementing improvements in the company's current situation, establishing the necessary monitoring systems to move toward real equality between women and men at TECNOPACKAGING.

3 Scope of Application

This Equality Plan will apply to the entire TECNOPACKAGING workforce, regardless of the type of employment contract, and will remain in effect for a period of four years from the date of its signing, that is, from July 2025 to July 2029.

4 Regulatory Framework of Reference

Gender equality is a universal legal principle recognized in various international, European, and national texts.

The European Union recognizes it as a fundamental principle from the Treaty of Amsterdam of May 1, 1997, considering that equality between women and men and the elimination of inequalities between them is a cross-cutting objective that must be integrated into all its policies and actions and those of its Member States.

In our country, the 1978 Constitution proclaims in Article 14 the right to equality and non-discrimination based on sex; and Article 9.2 enshrines the obligation of public authorities to promote the conditions so that the equality of the individual and the groups in which they are integrated is real and effective.

The full recognition of formal equality before the law was completed with the approval of Organic Law 3/2007, of March 22, on effective equality between women and men (LOIEMH), whose main objective is “to make effective the right to equal treatment and opportunities between women and men, in particular by eliminating discrimination against women, whatever their circumstances or condition, in any area of life and, especially, in the political, civil, labor, economic, social, and cultural spheres to achieve a more democratic, fairer, and more supportive society.” The TECNOPACKAGING Equality Plan for women and men aims to comply with this Law.

Article 45.1 of the LOIEMH obliges companies to respect equal treatment and opportunities in the workplace and, to this end, they must adopt measures aimed at avoiding any type of labor discrimination between women and men, measures that must be negotiated, and, where appropriate, agreed upon with the legal representation of workers (RLPT).

At the regional level, Law 7/2018, of June 28, on equal opportunities between women and men in Aragon, aims to make effective the right to equal treatment and opportunities



between women and men in the Autonomous Community of Aragon, in accordance with Articles 9.2, 14, and 23 of the Constitution, and 6.2, 11.3, 24.c) and 73.37.^a of the Statute of Autonomy of Aragon, and through the necessary measures, remove obstacles that prevent or hinder its fulfillment to advance towards a freer, fairer, more democratic, and more supportive Aragonese society.

5 Structure of the Plan

The TECNOPACKAGING Equality Plan is structured into the following sections:

Diagnosis of the initial situation of women and men within the organization. The diagnosis has been carried out based on the analysis of available quantitative and qualitative information regarding: workforce characteristics, access, recruitment and working conditions, promotion, remuneration, work-life balance, occupational health, and communication and awareness policies related to equality.

Objectives and Action Plan, developed from the conclusions of the diagnosis and the identified gaps in gender equality. This section establishes: the objectives to be achieved to ensure equality, the necessary positive measures and actions to reach those objectives, an implementation timeline, the individuals or groups responsible for execution, and indicators and/or criteria for monitoring the actions.

Approval, monitoring, and evaluation of the Plan's implementation, carried out by individuals designated by TECNOPACKAGING management. These individuals will review and evaluate the actions to determine the effectiveness of the Plan, assess whether the initial situation has improved, verify if the proposed objectives have been met, and confirm whether the expected results have been achieved.

The Action Plan serves a dual purpose: on one hand, to define corrective measures addressing existing inequalities, and on the other, to specify measures that ensure all organizational processes integrate the principle of gender equality.

5.1 Diagnosis

The diagnosis, conducted during the first half of 2025, consisted of a detailed analysis of the real situation regarding equal opportunities between women and men. Various tasks were carried out to collect and analyze information and to propose improvement actions to be incorporated into the Equality Plan.

For the preparation of the diagnosis and its conclusions, all employment relationships within the company during the period from 01/01/2025 to 30/06/2025 were considered, including all types of employment contracts.

The diagnostic phase focused on the following areas:

5.1.1 Workforce Composition

An analysis of the workforce has been carried out based on different parameters (gender, age, employment status, type of employment relationship and contract, working hours, seniority, hierarchical level, position held, and level of education)



Gender distribution

The workforce at TECNOPACKAGING, consisting of a total of 47 employees, is made up of 36 men (77%) and 11 women (23%). By levels, it is observed that the main decision-making within the organization is led by women (71%), with appropriate consensus from men (29%). At the research staff level, women now account for 33% compared to 67% men, and among technical staff, 94% are men.

	Nº	%
Total headcount	47	100%
Men	36	77%
Women	11	23%

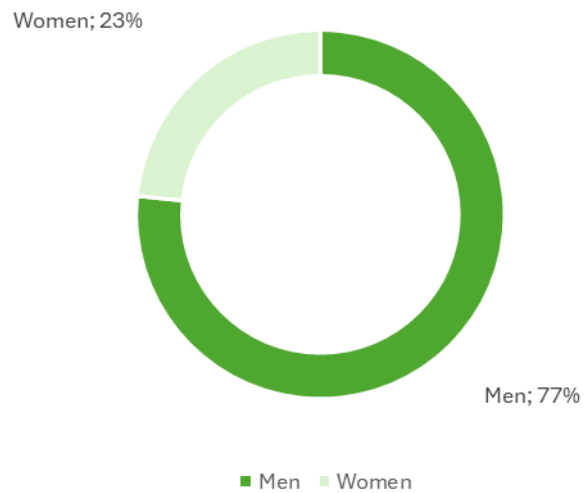


Table 1 – Gender distribution of the workforce

Chart 1 – Gender distribution

Decision-makers	%
Men	29%
Women	71%

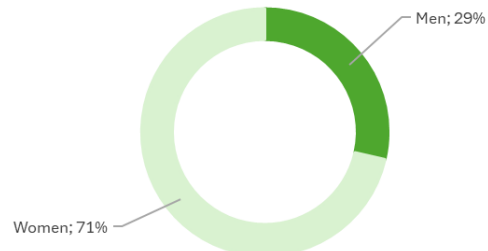


Table 2 – Gender distribution in decision-making Chart 2 – Gender distribution in decision-making

Age distribution

If we analyze the workforce by age range, we find a young team—62% of the staff is under 40 years old. In all age brackets, the number of men exceeds that of women.

	< 30 years	%	30 – 40 years	%	40 – 50 years	%	> 50 years	%
Total	9	19%	20	43%	7	15%	11	23%
Men	6	17%	17	47%	4	11%	9	25%
Women	3	27%	3	27%	3	27%	2	18%

Table 3 – Age distribution of the workforce

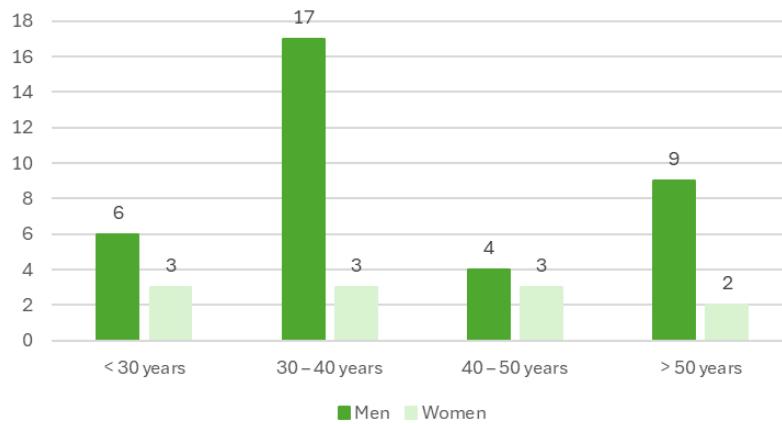


Chart 3 – Age distribution of the workforce

Working time distribution

The option to request part-time work is accessible to everyone, regardless of gender. According to the available data on working hours, 100% of the staff work full-time. The work-life balance measures implemented by the company allow all employees to opt for this arrangement without needing to reduce their working hours.

Contract type distribution

Analyzing the variables related to the characteristics of the workforce based on organizational traits, the type of contract is one of the key factors for the current assessment. From the data obtained regarding the contractual arrangements of the employees at TECNOPACKAGING, it has been confirmed that 98% of the workforce holds permanent contracts (Code 100). There is only one employee with a temporary contract, and she is a woman.

	Fixed	%	Eventual	%
Men	36	100%	0	
Women	10	91%	1	9%

Table 4 – Contract type distribution

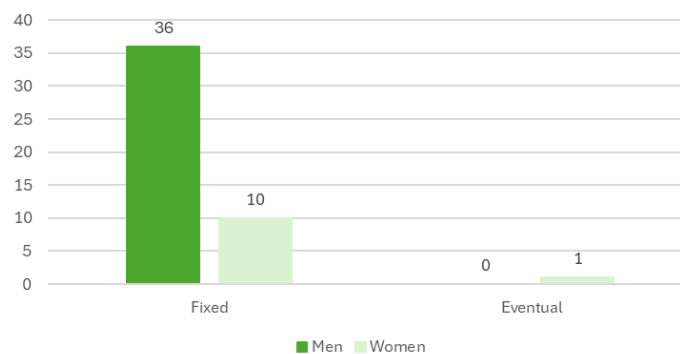


Chart 4 – Contract type distribution

All activities carried out at TECNOPACKAGING are performed by directly hired personnel who are part of the company's workforce.



Seniority distribution

If we study the workforce's seniority, we can observe that the highest concentration falls within the 5 to 10 years range, which aligns with the fact that TECNOPACKAGING is a young company, established in 2010.

When analyzing seniority by ranges, the segment with the highest percentage of employees is the 5 to 10 years range, comprising 49% of the workforce.

In all seniority brackets, the number of men exceeds that of women. However, in the last five years, hiring practices have significantly favored the incorporation of women, who represent 44% of new hires. This trend demonstrates a growing commitment to equal opportunities and a progressive transformation in the workforce composition.

In this context, improvements will be proposed in the selection and promotion processes, as well as in reducing female underrepresentation, with the aim of fostering a balanced presence of women and men at all levels of the organizational structure.

	> 15 years	%	10 – 15 years	%	5 – 10 years	%	< 5 years	%
Total	1	2%	7	15%	23	49%	16	34%
Men	1	3%	5	14%	21	58%	9	25%
Women	0	0%	2	18%	2	18%	7	64%

Table 5 – Seniority distribution

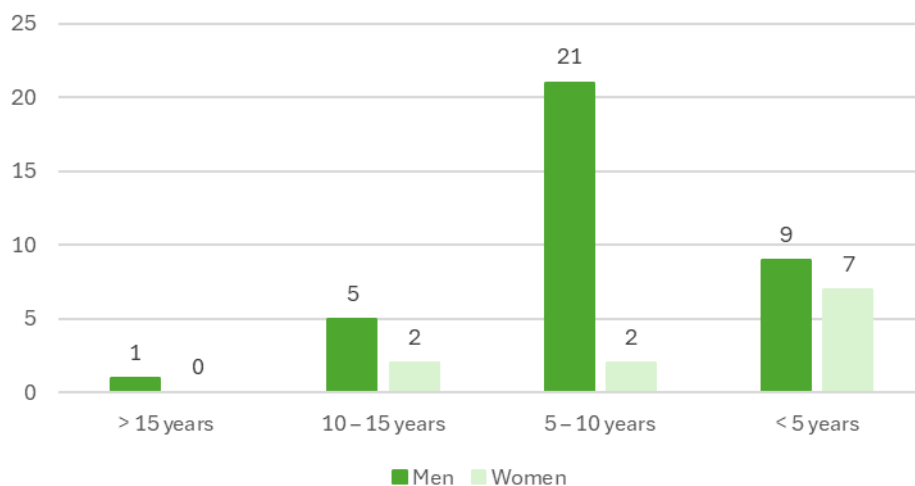


Chart 5 – Seniority distribution

Education level distribution

	Doctors	%	University Graduate	%	VT Technician	%	No Studies	%
Total	3	6%	7	15%	20	43%	17	36%
Men	1	3%	1	3%	18	50%	16	44%
Women	2	18%	6	55%	2	18%	1	9%

Table 6 – Educational Level Distribution of the Workforce.



64% of the workforce holds higher education degrees: 43% have completed vocational training, 15% hold a university degree, and 6% have completed doctoral studies.

As shown in the previous table, there is a higher percentage of women at the highest educational levels: 55% of women hold university degrees compared to 3% of men, and 18% of women have completed doctoral studies compared to 3% of men. The concentration of women at these levels is significantly higher than that of men.

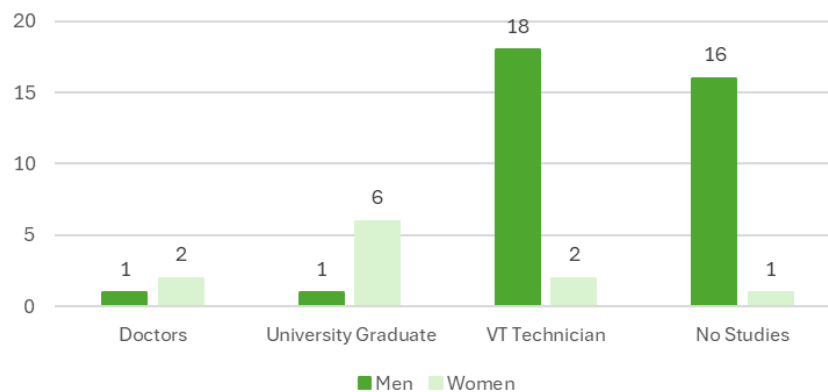


Chart 6 – Educational Level Distribution of the Workforce

5.1.2 Recruitment and Selection Processes

TECNOPACKAGING ensures that its personnel selection processes respect the principles of open competition, equality, merit, ability, and transparency. The selection of professionals is carried out without any discrimination based on origin, condition, or personal or social circumstances, thereby guaranteeing transparency and efficiency throughout all phases of the process.

Furthermore, the company promotes balanced composition in selection teams, uses inclusive language, and adopts specific measures to ensure that women can participate on equal terms. This fosters balanced representation of women and men across different areas, with positive action measures applied when necessary.

Recruitment is conducted through job postings on both social media and public employment services. The most common method for hiring staff is a personal interview based on the candidate's CV, which is previously evaluated by management and the person responsible for the department where the new hire will be placed.

The criteria used for selection do not depend on gender, but rather on the candidate's profile, experience, level of motivation, personality, and ability to adapt to the role, the team, and the company.

No incidents related to these aspects have been detected.

5.1.3 Training

"A training plan is developed annually based on the needs of each department at TECNOPACKAGING, in accordance with the identified requirements.

To define the training plan, the various departments identify the training needs to improve the knowledge and skills of their staff, which are necessary for the company's activities; to



develop new R&D&I projects; or to acquire the knowledge and skills required to operate new technological equipment. The plan also includes general knowledge training in cross-cutting areas such as sustainability, leadership, communication, and other topics. When defining the annual training plan, it is ensured that there is no discrimination based on gender.

Regarding training schedules, almost all training activities have been conducted during working hours, avoiding the need for participants to use personal time that could affect work-life balance and shared responsibility.

It is worth noting that the working group created to support the implementation of this Equality Plan has received training in equal opportunities for women and men.

5.1.4 Professional Promotion

Equity in promotion processes represents a fundamental principle in the business environment and is one of TECNOPACKAGING's strategic commitments. This commitment aims to ensure that both women and men have the same opportunities to advance in their professional careers, based solely on merit, skills, and individual capabilities.

Transparent promotion criteria have been verified, as well as the elimination of gender bias in decision-making, ensuring that decisions are based exclusively on objective parameters of suitability and performance.

TECNOPACKAGING fosters an organizational culture that actively promotes diversity and inclusion, ensuring equitable access to development and career growth opportunities within the company.

In 2024, a total of two promotions were made due to the acquisition of new responsibilities, both of which were awarded to women, reflecting the absence of gender discrimination in promotion processes.

5.1.5 Remuneration Policy

At TECNOPACKAGING, the compensation policy is fair and equal, in general terms and without gender-based distinctions. Following the appropriate job evaluation, no salary differences have been detected among groups of positions with equal value.

5.1.6 Working Condition

TECNOPACKAGING uses as a reference the annual number of working hours established in the General Agreement for the Chemical Industry, which sets the maximum annual working time at 1,752 effective hours for the years 2024 and 2025, and 1,744 effective hours starting January 1, 2026. Whenever possible, the company offers a flexible working hours system that allows employees to adapt their schedules to their personal, family, and professional needs.

100% of the workforce works full-time, fulfilling the total annual hours. Additionally, 98% of current contracts are permanent, reflecting a stable and consolidated workforce.

TECNOPACKAGING ensures that all employees receive equal treatment regarding working conditions, including type of contract, working hours, schedule, and access to training, applying



the provisions of the collective agreement equitably and without discrimination based on gender, race, religion, nationality, or other personal circumstances.

TECNOPACKAGING has a Workplace Risk Prevention Plan that covers all employees and complies with occupational health and safety regulations. These regulations, in some cases, establish distinctions based on gender. The plan also specifically addresses risks associated with pregnancy, including the identification of factors that could affect it and the corresponding measures.

5.1.7 Work-Life Balance

Currently, TECNOPACKAGING does not have a formal work-life balance plan for its general workforce. However, the company addresses each employee's work-life balance requests on an individual basis.

In addition, measures are applied such as flexible working hours and vacation scheduling, subsidized meal vouchers for dining at a nearby restaurant, and an on-site dining area with a kitchen for those who prefer not to eat out. Other measures related to employee safety and well-being are also in place, such as protected work areas that ensure safety and hygiene throughout all processes.

Although the workforce is aware of the available work-life balance tools, there have been no requests for leave of absence or reduced working hours in the past year. The company offers the possibility of flexible schedules and remote work, whenever the nature of the job allows it, which helps and supports the reconciliation of personal and family life.

5.1.8 Female Underrepresentation

Currently, the workforce is composed of 77% men and 23% women. Although the sector is male-dominated, the percentage of women in positions of responsibility increases compared to the overall workforce, reaching 71% women and 29% men. This demonstrates that women's representation within the company is concentrated in key departments and roles, while positions with lower female presence are primarily linked to production. Therefore, there is no evidence of barriers preventing women from accessing leadership positions within the company.

5.1.9 Prevention of Sexual Harassment and Other Forms of Violence

No cases of sexual harassment or harassment based on sex have occurred among the TECNOPACKAGING workforce during the validity period of the previous Equality Plan.

5.1.10 Communication and Awareness

At TECNOPACKAGING, the use of inclusive and gender-neutral language is promoted in all communications, both internal and external. To this end, neutral or inclusive expressions are used to help achieve the established communication objectives.

Although TECNOPACKAGING does not have a specific gender-based communication protocol, it takes great care in how it communicates, always aiming to avoid any form of discrimination, whether in internal company relations or external interactions.



On TECNOPACKAGING's website and social media, as well as in the projects it participates in, numerous visual resources are used. When images include people, efforts are made to represent gender diversity, showing both women and men in a balanced way.

In addition, TECNOPACKAGING ensures that both women and men have equal access to the various available communication channels and media, thus promoting equitable participation in organizational life.

5.2 Conclusions of the diagnosis

Based on the detailed analysis carried out in the diagnosis of each of the areas covered by the Equality Plan, a series of conclusions have been identified and are summarized below:

- ✘ Although there is a higher percentage of men in the TECNOPACKAGING workforce (77% men vs. 23% women), over the past five years, hiring has significantly favored the incorporation of women, with 7 women and 9 men joining the company. This trend demonstrates a growing commitment to equal opportunities and a progressive transformation in workforce composition.
- ✘ A higher percentage of women hold university degrees—80% of women compared to 20% of men.
- ✘ Two women have been promoted in the past year due to the acquisition of new responsibilities.
- ✘ Salary ranges for both women and men have improved compared to the previous Equality Plan.
- ✘ 98% of the workforce has a permanent contract, reflecting a stable and consolidated team.
- ✘ Various measures have been implemented to improve work-life balance, notably flexible working hours and the possibility of remote work.
- ✘ TECNOPACKAGING promotes inclusive and non-sexist communication that is accessible to the entire workforce. Although it does not yet have a specific protocol, it takes care with its messaging and visual representation to avoid discrimination and reflect diversity.

These conclusions consolidate TECNOPACKAGING as an organization committed to equality, work-life balance, respect, and the protection of employee right.

6 Equality Plan Objectives

Achieving real equality means not only eliminating all forms of discrimination based on sex, but also ensuring that women and men have the same opportunities in all areas of working life: from access to the organization, recruitment, and working conditions, to promotion, training, remuneration, work-life balance, and occupational health.



6.1 General Objectives

The general objectives established by TECNOPACKAGING for this Equality Plan between women and men are:

- ✘ Incorporate equal treatment and opportunities between women and men as a cross-cutting principle in all areas of the company, ensuring its application in policies, processes, and decision-making.
- ✘ Apply a gender perspective in business management through the creation of the role of Equality Officer, who will be responsible for ensuring its effective integration within the organization.
- ✘ Promote the reconciliation of personal, family, and professional life for all employees, fostering an environment that supports balance between responsibilities and well-being.

6.2 Specific Objectives and Action Plan

The Plan aims to ensure the absence of discrimination (whether direct or indirect) in procedures, tools, and actions related to recruitment and selection, training, promotion and professional development, compensation, working conditions, and work-life balance, in line with TECNOPACKAGING's principles and policies

To achieve the general objectives of each area of action, we propose the following specific objectives and measures:

6.2.1 Recruitment and Selection Processes

Objective:

Promote a balanced representation of women and men across the different professional groups, with particular focus on areas where underrepresentation exists.

Measures:

- ✘ Ensure that the tests used during the selection process do not assess skills or aptitudes that disproportionately favor individuals of one sex over the other.
- ✘ Review job postings for positions with low female representation to encourage greater participation from women.
- ✘ Whenever possible, include candidates from the most underrepresented gender in areas or roles with significant gender imbalance during the selection and hiring process.
- ✘ Raise awareness among those involved in selection and recruitment regarding equal opportunity principles.
- ✘ Broaden selection methods through partnerships with vocational training centers, universities, and organizations that support women's employment, in order to build a



wider network that helps identify more female candidates for roles or areas where they are underrepresented.

Indicators:

- ✘ Number of applications submitted by gender.
- ✘ Number of women selected / Number of CVs submitted.
- ✘ Number of men selected / Number of CVs submitted.
- ✘ Contribution to workforce balance based on the selection of the less represented gender (reduction in the percentage of underrepresentation).

6.2.2 Training

Objective:

Ensure that the identification of training needs covers the entire workforce, guaranteeing equal opportunities in access to training.

Measures:

- ✘ Schedule training activities that promote greater access for the underrepresented gender in specific areas or levels.
- ✘ Ensure that access criteria and training schedules support equal opportunities for both sexes.
- ✘ Monitor the number of training activities delivered, total hours, and number of participants, disaggregated by gender, to properly assess the level of participation of women and men in training processes.
- ✘ Review internal and external training materials to ensure they do not contain gender stereotypes (language, images, examples, etc.).

Indicators:

- ✘ New training programs implemented based on identified training needs.
- ✘ Number of training activities conducted and number of participants, disaggregated by gender/job position.
- ✘ Number of hours conducted during working hours / Total training hours.
- ✘ Number of materials reviewed / Number of materials produced.
- ✘ Activities carried out to promote leadership talent development and number of participants, disaggregated by gender.



6.2.3 Professional Promotion

Objective:

To ensure equal opportunities, both direct and indirect, for women and men in promotion and professional development processes, with the aim of achieving balanced representation across all areas of the company.

Measures:

- ✘ Vacancy coverage will be carried out primarily through internal promotion, resorting to external recruitment only when no internal candidates meet the requirements.
- ✘ Facilitate the professional development of women in underrepresented areas, enabling them to access positions of responsibility with the same progression as men.
- ✘ Develop talent programs from a gender perspective, to identify specific competencies or areas for improvement within each group, allowing for the design of targeted development actions.

Indicators:

- ✘ Number of vacancies filled internally / Total number of vacancies for those positions.
- ✘ Number of women in positions where they are underrepresented.
- ✘ Number of women and men promoted.
- ✘ Activities carried out to promote the development of leadership talent and number of participants in such activities, disaggregated by sex

6.2.4 Remuneration Policy

Objective:

Continue along the lines of the current pay policy, ensuring pay equity for work of equal value.

Measures:

No pay inequalities have been identified among groups of positions of equal value. Therefore, the priority lines of action should focus on maintaining ongoing monitoring and continuously reinforcing current practices.

- ✘ Conduct a salary study by position and by gender, analyzing average compensation.
- ✘ If the study reveals gender-based pay differences, develop an Action Plan to correct them.

Indicators:

- ✘ Annual salary analysis report.



- ✘ Corrective action plan, if applicable Informe

6.2.5 Working Condition

Objective:

Ensure optimal and equitable working conditions for all employees.

Measures:

- ✘ Promote continuous improvement in Health and Safety policies, with a focus on addressing specific occupational risks affecting different employee groups.
- ✘ Support the integration of newly hired personnel, avoiding isolation by providing ongoing guidance that extends beyond the initial onboarding process to ensure full adaptation to the work environment.
- ✘ Conduct preventive health campaigns focused on ergonomics and posture correction.
- ✘ Encourage healthy living, safety, and well-being in the workplace.

Indicators:

- ✘ Annual health report for women and men within the organization, including data on workplace accidents and occupational illnesses, to generate gender-based indicators for planning risk prevention policies.
- ✘ Number of meetings or interactions between new employees and their supervisors/team.
- ✘ Number of awareness-raising actions carried out (minimum of one per year).

6.2.6 Work-Life Balance

Objective:

Guarantee and uphold employees' right to work-life balance and shared responsibility, actively promoting these rights.

Measures:

The measures will focus on promoting a balanced exercise of these rights, always respecting the individual preferences of employees.

- ✘ Establish an indicator system to monitor access to and use of work-life balance measures.
- ✘ Maintain flexible working hours for the time necessary to fulfill responsibilities related to work-life balance.



- ✦ Encourage the use of digital communication tools as a preferred alternative to work-related travel, whenever the nature of the activity allows, with the aim of reducing travel needs and contributing to greater balance and sustainability.
- ✦ For employees with family responsibilities, special attention will be given to the adaptation of working hours and/or additional flexibility measures.

Indicators:

- ✦ Record of leave and absences, disaggregated by reason, gender, age, seniority, department, hierarchical level, professional group, job position, and education level.
- ✦ Number of requests submitted and number of leaves granted.

6.2.7 Female Underrepresentation

Objective:

Advance toward a balanced representation of women and men within the company, as well as in leadership structures, by facilitating women's access to areas where they are underrepresented.

Measures:

- ✦ Broaden selection methods through partnerships with vocational training centers, universities, and organizations that support women's employment, in order to build a wider network that helps identify more female candidates for roles or areas where they are underrepresented.
- ✦ In new hires, to promote gender balance in positions where women are the less represented sex, when qualifications, knowledge, and competencies are equal and the required profile is met, preference will be given to the incorporation of women into the role.

Indicators:

- ✦ Reduction in the percentage of underrepresentation.
- ✦ Number of women hired in male-dominated positions.

6.2.8 Prevention of Sexual Harassment and Other Violence

Objective:

Raise awareness among employees about potential harassment situations and provide tools to address them.



Measures:

TECNOPACKAGING is committed to eradicating all forms of sexual harassment and violence in the workplace. To achieve this, the following actions will be implemented over the next four years:

- ✘ Develop a Protocol for the Prevention and Response to Sexual Harassment, Gender-Based Harassment, and Workplace Violence.
- ✘ Inform all employees of management's full commitment to maintaining a workplace free from harassment and intimidation, ensuring that every employee enjoys an environment where their dignity is respected and protected, and where inappropriate behavior is not tolerated.

Indicators:

- ✘ Rate of reported incidents related to this issue.
- ✘ Publication of the Protocol for the Prevention of Sexual and Gender-Based Harassment.
- ✘ 100% of employees informed.

6.2.9 Communication and Awareness

Objective:

To achieve unbiased communication and non-sexist language, ensuring that internal and external communication promotes an equal image of women and men, and guaranteeing that internal communication channels and their content are accessible to the entire workforce.

Measures:

- ✘ Disseminate and publish the current Equality Plan for all relevant stakeholders.
- ✘ Include specific information about the Equality Plan and the protocol for the prevention of sexual and gender-based harassment during the onboarding process for new employees.
- ✘ Conduct a review of internal communications, website content, and social media publications to ensure compliance with non-sexist language and non-stereotyped imagery criteria, and correct language and visuals where necessary.
- ✘ Strengthen outreach activities in schools and other educational institutions with the aim of inspiring STEAM vocations among girls and young women.

Indicators:

- ✘ Publication of the Equality Plan on the company's website.
- ✘ Number of corrected publications / Number of reviewed publications.



- ✂ Number of activities per year carried out with schools and other educational institutions.

6.3 Implementation Schedule for the Proposed Measure

Área de actuación	Medida	Responsable	2025	2026		2027		2028		2029
			S2	S1	S2	S1	S2	S1	S2	S1
Recruitment and Selection Processes	✂ Ensure that the tests used during the selection process do not assess skills or aptitudes that disproportionately favor individuals of one sex over the other.	Managing Director Area Manager who needs to hire staff	X	X	X	X	X	X	X	X
	✂ Review job postings for positions with low female representation to encourage greater participation from women.	Managing Director Area Manager who needs to hire staff	X	X	X	X	X	X	X	X
	✂ Whenever possible, include candidates from the most underrepresented gender in areas or roles with significant gender imbalance during the selection and hiring process.	HR Manager Equality Agent	X	X	X	X	X	X	X	X
	✂ Raise awareness among those involved in selection and recruitment regarding equal opportunity principles.	Equality Agent	X	X	X	X	X	X	X	X
	✂ Broaden selection methods through partnerships with vocational training centers, universities, and organizations that support women's employment, in order to build a wider network that helps identify more female candidates for roles or areas where they are underrepresented.	HR Manager Managing Director		X		X		X		X
Training	✂ Schedule training activities that promote greater access for the underrepresented gender in specific areas or levels.	Training Manager Managing Director		X		X		X		X
	✂ Ensure that access criteria and training schedules support equal opportunities for both sexes.	Training Manager Managing Director		X		X		X		X
	✂ Monitor the number of training activities delivered, total hours, and number of participants, disaggregated by gender, to properly assess the level of participation of women and men in training processes.	Training Manager	X		X		X		X	
	✂ Review internal and external training materials to ensure they do not contain gender stereotypes (language, images, examples, etc.).	Training Manager Equality Agent	X	X	X	X	X	X	X	X
Professional Promotion	✂ Vacancy coverage will be carried out primarily through internal promotion, resorting to external recruitment only when no internal candidates meet the requirements.	Managing Director Area Manager who needs to hire staff	X	X	X	X	X	X	X	X
	✂ Facilitate the professional development of women in underrepresented areas, enabling them to access positions of responsibility with the same progression as men.	Managing Director Area Manager who needs to hire staff	X	X	X	X	X	X	X	X
	✂ Develop talent programs from a gender perspective, to identify specific competencies or areas for improvement within each group, allowing for the design of targeted development action.	Training Manager Managing Director		X				X		
Remuneration Policy	✂ Conduct a salary study by position and by gender, analyzing average compensation.	HR Manager Managing Director	X		X		X		X	
	✂ If the study reveals gender-based pay differences, develop an Action Plan to correct them.	HR Manager Managing Director	X		X		X		X	



			2025	2026		2027		2028		2029
Área de actuación	Medida	Responsable	S2	S1	S2	S1	S2	S1	S2	S1
Working Conditions	✘ Promote continuous improvement in Health and Safety policies, with a focus on addressing specific occupational risks affecting different employee groups.	Health and Safety Manager	X	X	X	X	X	X	X	X
	✘ Support the integration of newly hired personnel, avoiding isolation by providing ongoing guidance that extends beyond the initial onboarding process to ensure full adaptation to the work environment.	Managing Director Area Manager	X	X	X	X	X	X	X	X
	✘ Conduct preventive health campaigns focused on ergonomics and posture correction.	Health and Safety Manager		X		X		X		X
	✘ Encourage healthy living, safety, and well-being in the workplace.	Health and Safety Manager	X		X		X		X	
Work-Life Balance	✘ Establish an indicator system to monitor access to and use of work-life balance measures.	HR Manager Equality Agent Managing Director		X		X		X		X
	✘ Maintain flexible working hours for the time necessary to fulfill responsibilities related to work-life balance.	HR Manager Managing Director	X	X	X	X	X	X	X	X
	✘ Encourage the use of digital communication tools as a preferred alternative to work-related travel, whenever the nature of the activity allows, with the aim of reducing travel needs and contributing to greater balance and sustainability.	Head of IT Area Manager	X	X	X	X	X	X	X	X
	✘ For employees with family responsibilities, special attention will be given to the adaptation of working hours and/or additional flexibility measures.	HR Manager Managing Director	X	X	X	X	X	X	X	X
Female Underrepresentation	✘ Broaden selection methods through partnerships with vocational training centers, universities, and organizations that support women's employment, in order to build a wider network that helps identify more female candidates for roles or areas where they are underrepresented.	HR Manager Managing Director		X		X		X		X
	✘ In new hires, to promote gender balance in positions where women are the less represented sex, when qualifications, knowledge, and competencies are equal and the required profile is met, preference will be given to the incorporation of women into the role.	Managing Director Area Manager who needs to hire staff	X	X	X	X	X	X	X	X
Prevention of Sexual Harassment	✘ Develop a Protocol for the Prevention and Response to Sexual Harassment, Gender-Based Harassment, and Workplace Violence.	Equality Agent		X						
	✘ Inform all employees of management's full commitment to maintaining a workplace free from harassment and intimidation, ensuring that every employee enjoys an environment where their dignity is respected and protected, and where inappropriate behavior is not tolerated.	Managing Director		X						
Communication and Awareness	✘ Disseminate and publish the current Equality Plan for all relevant stakeholders.	Equality Agent	X							
	✘ Include specific information about the Equality Plan and the protocol for the prevention of sexual and gender-based harassment during the onboarding process for new employees.	HR Manager Equality Agent	X	X	X	X	X	X	X	X
	✘ Conduct a review of internal communications, website content, and social media publications to ensure compliance with non-sexist language and non-stereotyped imagery criteria, and correct language and visuals where necessary.	Head of Communications Equality Agent	X		X		X		X	
	✘ Strengthen outreach activities in schools and other educational institutions with the aim of inspiring STEAM vocations among girls and young women.	Training Manager Researchers	X	X	X	X	X	X	X	X



7 Approval, Monitoring, and Evaluation

This Equality Plan will come into force upon its approval by the management of TECNOPACKAGING, on July 25, 2025, and will be valid for 4 years.

During this period, the Plan may undergo modifications, which will be incorporated as new versions. The most recent approved version will be considered the current one.

The monitoring and evaluation phase outlined in TECNOPACKAGING's Equality Plan will enable the organization to assess the Plan's progress and the results achieved across the various areas of action, both during and after its development and implementation.

Monitoring: An annual review of the Equality Plan will be conducted. The objectives of this monitoring process are:

- ✘ Assess the degree of achievement of the objectives and actions outlined in the Equality Plan.
- ✘ Verify the implementation of the planned actions and ensure they align with the established objectives.
- ✘ Check compliance with the proposed timeline.
- ✘ Establish new measures or adjust existing ones if necessary.

Monitoring will focus on analyzing the implementation and development of the various actions defined in the Equality Plan, and on identifying whether it is necessary to modify the proposed actions or to include new ones.

Evaluation: The evaluation process aims to:

- ✘ Assess the degree of achievement of the objectives set out in the Equality Plan.
- ✘ Analyze the level of implementation of the Plan.
- ✘ Identify new needs that may require additional measures to promote and ensure equal opportunities for women and men at TECNOPACKAGING, in line with the organization's commitment.

An evaluation will be carried out midway through the validity period of the Plan and again at the end of the period. If necessary, improvement recommendations will be proposed, taking into account the evaluation of results, processes, and the impact on and for the organization and its workforce.

Monitoring and evaluation will be conducted by the Equality Officer, who will review them annually in coordination with Management.

Zaragoza, July 31, 2025

Signed: Fernando Rivera Ferrer