

The background of the entire image is a top-down view of many hands of various skin tones stacked in a circle, with fingers pointing towards the center. The hands are of different ages and ethnicities, symbolizing diversity and unity. The background also features diagonal stripes in shades of yellow, grey, and blue.

DIVERSITY AND INCLUSION POLICY

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DIVERSITY AND INCLUSION POLICY

Karina's Management is committed to forming and maintaining a human team based on the principles of diversity and inclusion, so as to reflect the social reality in which the company operates. Similarly, it considers that the amplification of these principles has a real impact on the commitment, satisfaction, talent and leadership quality of its professionals.

1- Objective

The purpose of this Policy is to design a favorable environment that facilitates and values diversity and includes the company's professionals.

Diversity is understood as the set of characteristics that make people unique and singular, i.e., the richness that each person brings through their personality, including visible and non-visible conditions.

Inclusion, in turn, refers to the way in which differences between individuals are valued and opportunities are created so that everyone can develop their potential. Thus, conscious strategy favors the development of structures, systems, processes and culture that generate respect for the particularities of all

people in the organization, also promoting a sense of belonging that makes them feel valued and part of a group or community.

Within the framework of its firm commitment to diversity and inclusion, Karina ensures non-discrimination among its professionals on the basis of any personal or social conditions or circumstances that are worthy of protection on the basis of this commitment, respecting current legislation and following the best international practices, as well as the provisions in this area in the framework of the Sustainable Development Goals (SDGs) approved by the United Nations.

The company maintains a solid commitment to its human capital, as the main strategic and essential asset for the success of the business, and bets on a management model of people committed to professional excellence and quality of life and well-being.

In this sense, providing a diverse and inclusive work environment, in which all people feel represented and is a true reflection of today's society, is Karina's unbreakable commitment.

2- General principles

The company is strongly committed to the different manifestations of diversity and the promotion of inclusion, according to the following general principles:

- a) Encourage all Karina professionals to contribute their knowledge, experiences and skills, regardless of any personal or social conditions or circumstances;
- b) Foster a sense of inclusion in Karina, to ensure that all professionals consider themselves part of the entrepreneurial project and recognize their role in the local and national community, so that Karina's values, principles and objectives are assumed to be their own and contribute not only to professional development, but also to personal development;
- c) Recognize the coexistence of several generations as a source of continuous enrichment, due to diverse skills and approaches, both for professionals and for different businesses

and corporate areas. Diversity contributes decisively to the adaptation of the services that the company provides to the needs of the communities where it operates.

3. Guidelines, Basic lines of action and Responsibilities

To achieve the objective established in this Policy and comply with the general principles set forth above, Karina assumes and promotes the following basic lines of action:

- a) Promote information and communication with the different communities in which Karina operates so that it is recognized as an ideal space for the professional development of its employees, as a result of its inclusive practices;
- b) Ensure that the selection and hiring processes are based on equity and competencies of the position to be held and, consequently, minimize biases or prejudices against diversity, while establishing specific actions to promote inclusion of the groups

that have more difficulty accessing the labor market

c) Respect, in the establishment of working conditions, the principle of equal working conditions for those who represent the same requirement and the same value, taking advantage of the talent that all professionals can bring in their diversity;

d) Ensure that decisions regarding professional promotion, as well as professional development, are based on equitable criteria, eliminating in all business decisions in this regard the reasons or harmful consequences for diversity, promoting the adequate inclusion of all professional groups;

e) Exclude prejudices that may exist in relation to people whose social, cultural or educational condition does not correspond to models traditionally considered reference or habitual or that may unduly condition professional progress, disregarding the merit and capacity of people;

f) Ensure that the training of each professional provides them with sufficient knowledge, skills and abilities to carry out their work properly, and provide for specific actions in the training and qualification processes that promote the acceptance of diversity and the rejection of discrimination;

g) Encourage the use of inclusive language in any type of corporate communication, internal or external, and eradicate, in any case, the use of discretionary language;

h) Preserve an environment free of moral harassment at work, especially one whose intention or basis is direct or indirect discrimination, ensuring the establishment of agile and effective reporting channels;

i) Constantly develop policies to raise awareness of the professionals who are part of the company, especially those who perform management responsibilities, so that they value and promote the importance of diversity and what it represents for Karina;

j) Incorporate behaviors into leadership programs that encourage decision-making and a culture based on diversity, as well as an internal communication strategy that conveys the diverse and inclusive nature of the company;

k) Facilitate internal mobility and interaction in the organization in order to promote networks of contacts and teams that promote multiculturalism. Monitor and constantly update management processes and procedures so that these

contacts and joint work are produced that enhance inclusive diversity; and

l) In line with the Human Rights Respect Policy, guarantee the right to freedom of association enshrined in international rules, in order to preserve the option of each person in the relationship with trade union organizations and in their action in defense of their legitimate interests.

In order to achieve the objectives established in this Policy, the Human Resources Management is responsible for the implementation, dissemination, monitoring and verification of compliance with this Policy.