

In Barcelona 25 September of 2025

By means of this document, **Mr Xavier Marin Rodriguez**, with ID number 40443880J, in his capacity as CEO of the company Artificial Nature S.L., with Tax Identification Number B67067173 and registered address for these purposes at Calle Baldiri Reixac, 10, 08028 Barcelona, expressly states that the company, in compliance with the provisions of Article 14 of the Spanish Constitution, is committed to equality between men and women and to diversity and inclusion policies within the policies applicable to the company's workforce. In particular, it is noted that the principles of equality set out in both Spanish and European legislation, such as Organic Law 3/2007 of 22 March for effective equality between women and men, Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation, and implementing regulations.

This commitment, within the company's possibilities in relation to the specific circumstances of its size and activity, is mainly reflected in the following:

- Selection and recruitment process
- Professional classification.
- Training.
- Professional promotion.
- Joint responsibility for personal, family and work life balance rights.
- Under-representation of women.
- Remuneration.
- Prevention of sexual and gender-based harassment.
- Gender violence, non-sexist language and communication.

This is hereby declared for all intents and purposes at the place and on the date indicated above.

Signed.

CEO. Xavier Marín

DAN*NA - Artificial Nature S.L.