



Respect for human rights is a fundamental and inherent axis at HIPERBARIC, which is why we believe that companies like ours have the opportunity to have a positive impact on their human team, on suppliers and customers, and on society in general.

We respect and encourage the work of those who are defenders of human rights, so we expect all individuals and/or legal entities linked to the Company to defend these principles and we urge them to adopt similar policies within their own businesses. In this sense, our professionals must show strict respect for the human rights recognized in national and international legislation in the development of their activity in all the countries in which they operate and, in particular, they will ensure compliance with this Policy and the normative framework of human rights.

Said commitment, furthermore, is aligned with the European Convention on Human Rights, the International Bill of Human Rights in the United Nations (UN), the Declaration of the International Labor Organization (ILO), the fundamental conventions, the Convention on the Rights of the Child of the United Nations and the conventions of the ILO. At HIPERBARIC we reinforce our responsibility with sustainability and the protection of Human Rights by contributing to the United Nations Sustainable Development Goals within the framework of the 2030 Agenda for Sustainable Development.

Thus, the guiding principles in this matter that determine our way of acting in the development of business activity and that, in turn, are specific to the organization are detailed below:

Decent employment and economic growth, rejecting forced or compulsory labor and child labor. Hiperbaric denies any form of forced or compulsory labor, as established in ILO Convention 29, paying the workforce decently and competitively based on the sector and the local labor market so that workers can meet their needs and their families basic needs in a flexible work environment. In addition, we prohibit any form of prison labor, debt labor, military labor, modern forms of slavery, and any form of human trafficking.

Likewise, Hiperbaric respects children's rights and rejects child labor, in compliance with ILO Convention 138, and in accordance with the minimum age of the legal framework of the corresponding country.

Respect for personal dignity, non-discrimination, and inclusion of diversity. In line with the provisions of the internal Equality and Diversity Policy, we reject any form of discrimination, respecting the diversity of our workforce, and providing equal opportunities and professional work advancements. No worker will be discriminated against for reasons of sex, race, nationality, ethnicity, religion, belief, sexual orientation, gender, disability, or marital status.

We try to incorporate programs that favor better decision-making and diversity-based culture. For us, the latter brings respect, equality, and creativity and, in turn, benefits the productivity and talent of all people.

Freedom of association and collective bargaining. We respect the right of our workforce to establish freely, participate in or join union organizations for the defense and promotion of their interests without fear of reprisals, intimidation, or harassment. The relationship with the workers' representatives is based on a constructive dialogue through good faith negotiation among its members.

Health and Safety at Work. Within our organization, the health and safety of our staff are paramount. We seek to facilitate a healthy and safe workplace within the requirements established in the International Standard ISO 45001, making safety a non-negotiable value, and acquiring the commitment of zero accidents and damage to people's health. We try to develop risk awareness to promote responsible behavior on the part of workers through information and training sessions, among other activities.

Within this framework, we are committed to maintaining an environment free of violence, harassment, intimidation, and other unsafe or alarming conditions derived from internal and external threats.

Healthy lifestyle and environmental responsibility. Our management style is oriented toward quality, innovation, and professional development, betting on the physical and emotional well-being of the workforce and generating a favorable work environment.

Explicitly, given the current strategic nature of Hiperbaric's business lines, we are committed to promoting quality and food safety and zero waste, developing critical technology for developing advanced materials, and helping to decarbonize the planet with our hydrogen compression.

Fight against corruption. The organization shows its commitment and fight against corruption, extortion, and bribery, whatever the forms they present. For this, we have developed policies for the prevention of crimes that seek to identify and classify the operational and legal risks that we face, as well as establish internal mechanisms for prevention, management, control, and reaction against them.

Freedom of expression. There is a firm determination on Hiperbaric's part regarding the workers' freedom of expression. Hiperbaric is responsible for maintaining the confidentiality and intimacy of communications, whether outward or using internal mechanisms.

Consequently, Hiperbaric is committed to taking care of the people involved in any of our business lines. In this way, we intend for our principal stakeholders to get involved and transmit these principles as their own.

Hiperbaric's commitments are included in our Code of Ethics and Conduct and are developed in internal rules and procedures. The Code of Ethics and Conduct enjoys the highest regulatory status within the organization, and this Policy forms an essential part of said code. Each breach will be analyzed individually and, if necessary, sanctioned following

the internal procedure, the Company Collective Agreement, and the legally applicable regulations.

Regarding our **clients and suppliers**, we consider that they are a vital ally in executing this policy. Hiperbaric will do everything in its power to promote this compliance, encouraging the transmission of these principles within their organizations and promoting this policy.

Regarding **society** in general, we are committed to contributing to society's economic and social growth, paying particular attention to conflict and high-risk situations. In this way of understanding participation in promoting respect for human rights, Hiperbaric participates in socially responsible practices that generate value in the community.

Hiperbaric will spread its commitment to human rights throughout its value chain and will maintain a constant dialogue with its stakeholders. To achieve this objective and **to guarantee compliance**, Hiperbaric has a **complaints channel** through which any comment, doubt, or complaint regarding its interpretation, application, or compliance can be formalized. All communication received will be treated with absolute confidentiality and guarantee no retaliation for the caller.

Likewise, this policy will be progressively updated as due diligence procedures and processes incorporate new aspects related to human rights.

As proof, I sign this current declaration.

A handwritten signature in blue ink, appearing to be 'Hiperbaric', written over a horizontal line.