



LION CAPITAL S.A.

POLICY FOR DIVERSITY

1. PURPOSE AND FRAMEWORK

This **Policy for Diversity** sets out the principles through which Lion Capital addresses diversity within its workforce and organizational structures, in the context of corporate governance requirements and ESG (Environmental, Social, and Governance) practices applicable at the European level.

Lion Capital bases its diversity policy on solid principles of fairness, professionalism, and inclusion, considering these elements essential to sustainable development and sound corporate governance. The Company approaches diversity not as a formal objective or solely as a compliance requirement, but as an **organizational resource of strategic relevance**, capable of supporting the quality of decision-making processes and long-term performance.

Diversity is understood in a functional and professional sense, going beyond mere demographic representation, and manifested through the complementarity of skills, experience, and professional perspectives. This approach reflects the principles of authentic meritocracy and substantive equality of opportunity, where the value of each individual is assessed solely on the basis of professional competencies, tangible contributions, and development potential.

Lion Capital's Policy for Diversity takes into account recognized European ESG requirements, with particular emphasis on the social and governance dimensions as outlined in relevant CSRD and ESRS standards. The policy is **normative and guidance-oriented**, defining principles, approaches, and good practice references, without establishing quantitative commitments or operational targets that are not supported by existing internal mechanisms.

2. STRATEGIC AND ORGANIZATIONAL CONTEXT

To achieve its strategic objectives, Lion Capital relies on a team of specialists with diversified expertise in investment management, supported by personnel dedicated to operational and administrative functions. The organizational structure is designed to ensure a balanced allocation of human resources and an appropriate distribution of competencies and responsibilities, thereby optimizing operational efficiency and the quality of managerial decision-making.

Team diversity is reflected in professional experience acquired in varied market contexts, complementary academic backgrounds, and generational differences that contribute to a balance between institutional continuity and the capacity to adapt to the dynamics of capital markets. This plurality of perspectives supports a multidisciplinary approach to decision-making processes and strengthens the Company's ability to navigate the complexity of the economic environment and the regulatory framework.

3. HUMAN RESOURCES PRACTICES

Lion Capital is committed to prioritizing the skills, capabilities, and experience of each candidate and employee, ensuring a fair, transparent, and coherent process for recruitment, selection, and professional development. Recruitment and selection procedures are structured to minimize the influence of criteria irrelevant to professional performance and to allow for objective assessment of individual merits.

Regarding professional development and performance management, the Company applies evaluation mechanisms based on professional criteria and results, providing equitable access to training and career progression opportunities, to the extent aligned with organizational needs and demonstrated performance. This approach reflects a solid business ethic and is consistent with the principles of ESRS S1 concerning workforce management, aimed at ensuring fair treatment and promoting a sustainable work environment.

4. WORK ENVIRONMENT, CONDUCT, AND INCLUSION

Lion Capital fosters and maintains a work environment free from discrimination, based on mutual respect, professional collaboration, and open communication. Internal policies explicitly prohibit any form of differentiated treatment unrelated to professional performance, considering the principles of responsible conduct promoted under ESRS G1 on workforce management.

Lion Capital benefits from a team of professionals with diverse expertise in investment management, supported by personnel dedicated to operational and administrative functions. The organization has structured its teams to ensure balanced allocation of human resources, with responsibilities and skills distributed coherently, thereby maximizing operational efficiency and the quality of managerial decision-making. Employee diversity — in terms of gender, age, and educational background — contributes to a multidisciplinary approach to decision-making processes, fostering creativity, innovation, and managerial effectiveness. The professionalism and accumulated experience of the teams are key factors both for compliance with industry standards and for achieving optimal organizational performance.

Leveraging diversity within the organization enhances decision-making quality, stimulates innovation, and strengthens professional relationships, transforming relevant individual differences into a factor of organizational balance and efficiency without over-instrumentalizing or formalizing them.

Promoting a work environment grounded in mutual respect, collaboration, and performance ensures equal opportunities for development for all employees, regardless of gender, ethnicity, age, or other personal characteristics. This approach is aligned with ESG principles (Environmental, Social, and Governance), with particular emphasis on the social dimension.

5. ORGANIZATIONAL VALUE OF DIVERSITY

Lion Capital considers that diversity of skills and professional experience can contribute to reducing the risks of uniform thinking, enhancing analytical quality, and increasing adaptability to changes in the economic and normative context. A work environment free from discrimination, where equal opportunities for professional and personal growth are provided in a framework that fosters respect and collaboration, leverages diversity to improve decision-making, stimulate innovation, and strengthen interpersonal relationships, thus turning individual differences into a competitive advantage.

These effects are considered potential benefits, dependent on governance quality and the maturity of internal practices and are not presented as guaranteed outcomes. By adopting a balanced diversity policy, the Company aims to consolidate a stable, professional, and performance-oriented organizational climate that supports long-term sustainability and the legitimate interests of shareholders.

6. GOVERNANCE AND REVIEW

By adopting an ethical approach to diversity, Lion Capital reaffirms its commitment to an inclusive organizational climate that supports the development of each employee. This approach not only stimulates creativity and innovation but also contributes to enhancing the organization's adaptability and long-term competitiveness. Respect for and promotion of diversity reinforce the Company's reputation as a responsible and modern employer, positively impacting both performance and sustainability.

This policy forms an integral part of Lion Capital's corporate governance framework and is monitored by the Company's governance structures. It may be periodically reviewed to reflect developments in the national and European regulatory context, as well as the progressive adaptation of internal practices to applicable ESG standards.