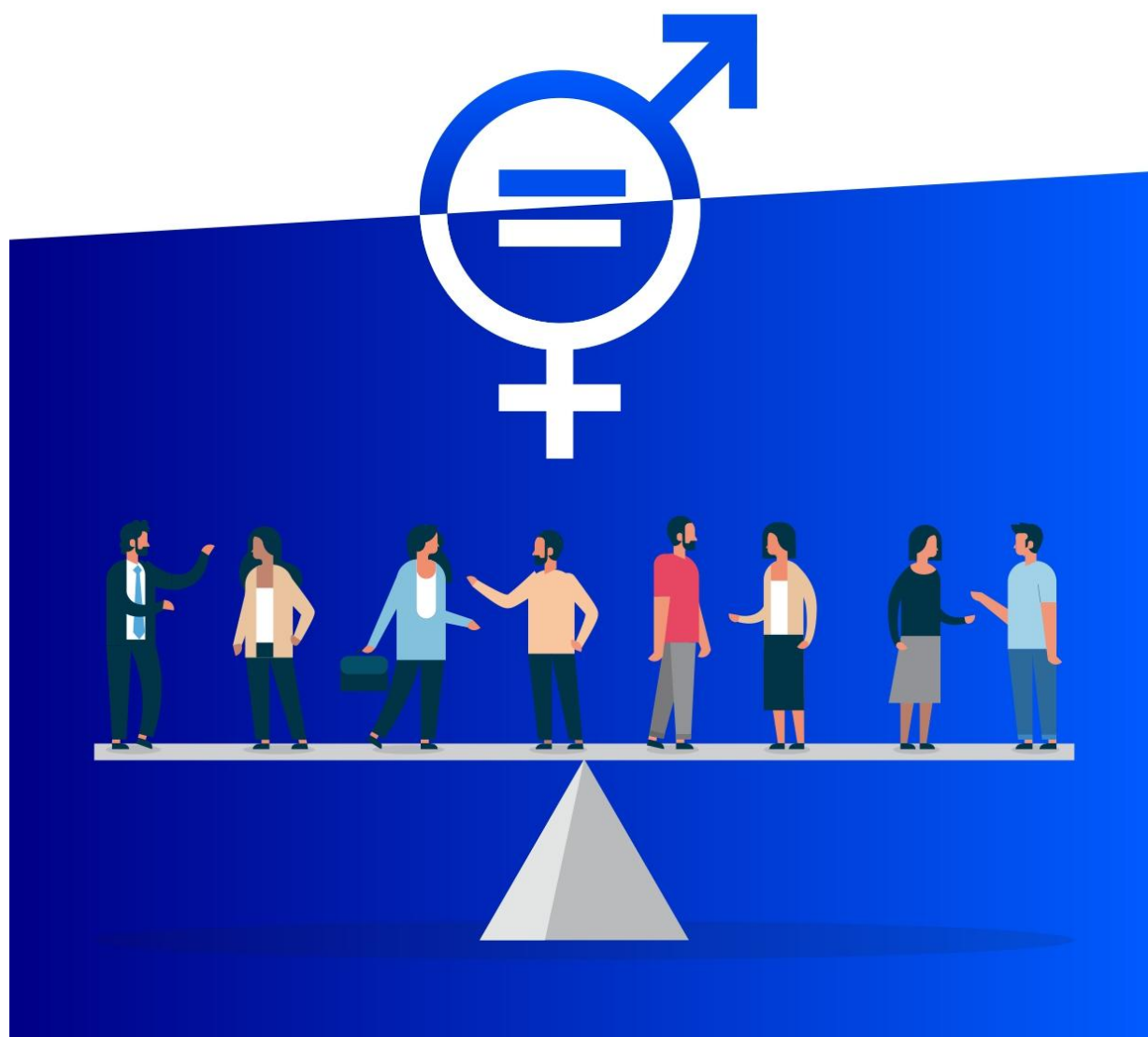




II EQUALITY PLAN

2025-2028

Technological Institute of Aragón (ITA)

#EqualOpportunities | igualdad@ita.es

CONTENTS

- Introduction
- Overview of the Technological Institute of Aragon
- Objectives of the Equality Plan
- Scope of application
- Entry into force and period of validity
- Signatory parties
- Diagnosis
- Axes of action and measures of the Equality Plan
- Equality Committee: monitoring and evaluation

INTRODUCTION

The Technological Institute of Aragon is at the forefront of technological innovation and is fully aware of the importance that technology and innovation have for society. As an organisation focused on managing technological innovation projects, our asset is the experience and knowledge of the people who make up ITA. Our philosophy is to innovate technologically around people, placing people at the centre around which progress and innovation revolve.

The Technological Institute of Aragon (ITA) is at the forefront of technological innovation and is fully aware of the relevance that technology, knowledge and applied research have for economic and social development. As an organisation dedicated to the management and execution of technological innovation projects, its main asset is the talent, experience and knowledge of the people who make up its workforce.

ITA's philosophy is based on innovating technologically around people, placing them at the centre of progress and organisational development. From this perspective, equal treatment and equal opportunities for women and men are not merely a legal obligation; they are a structural element of organisational quality, institutional sustainability and professional excellence.

The technology sector has historically been characterised by a lower presence of women, particularly in certain technical areas. Aware of this structural reality, ITA has continuously developed actions aimed at promoting, showcasing and fostering female talent, thereby contributing to balanced growth in both quantitative and qualitative terms.

The organisation has progressively integrated equal opportunities into its corporate and human resources policies, adopting equality as a cross-cutting strategic principle. The principle of equality is understood in the terms set out in Article 3 of Organic Law 3/2007 of 22 March, on effective equality between women and men, which provides that equal treatment and equal opportunities require the absence of all discrimination on grounds of sex, whether direct or indirect, and especially discrimination arising from maternity, the assumption of family responsibilities and marital status.

The regulatory framework on equality has evolved significantly in recent years. The approval of Royal Decree-Law 6/2019 strengthened the obligation to prepare and negotiate equality plans in companies with 50 or more employees, established minimum content requirements and reinforced the need to include a pay audit. Subsequently, Royal Decree 901/2020 regulated the content, negotiation procedure and registration of equality plans, while Royal Decree 902/2020 developed specific obligations in relation to equal pay for women and men.

At regional level, Law 7/2018 of 28 June, on equal opportunities between women and men in Aragon, consolidated the commitment of Aragonese institutions to removing obstacles that prevent or hinder real and effective equality, thereby reinforcing the framework of action for public and business entities in the Autonomous Community.

ITA's First Equality Plan (2022-2024) was the first structured exercise in diagnosis, planning and monitoring in the field of equality. It made it possible to consolidate a more equality-aware organisational culture, make progress in the systematisation of processes and establish objective measurement tools.

This Second Equality Plan of the Technological Institute of Aragon (2025-2028) arises from the evaluation of the previous plan and from a collective bargaining process carried out in accordance with current regulations. This new Plan is based on a comprehensive diagnosis that includes:

- A quantitative analysis of all mandatory variables.
- A qualitative study through a perception survey.
- A pay audit in accordance with Royal Decree 902/2020.
- An evaluation of the measures implemented during the previous period.

The Second Plan does not start from scratch; rather, it consolidates the work already carried out, strengthens the areas in which opportunities for improvement have been identified and establishes a more structured, measurable and adaptable monitoring system.

ITA Management's commitment to equality is firm and explicit, and equality is integrated as a strategic principle of corporate and human resources policy. Equal opportunities for women and men form part of the Institute's management model, not as an accessory element, but as an essential component of its organisational culture.

The ITA Second Equality Plan 2025-2028 is therefore a strategic, regulatory and operational tool that will make it possible to continue progressing towards a more equitable and transparent working environment aligned with the institutional values of the Technological Institute of Aragon.

OVERVIEW OF THE TECHNOLOGICAL INSTITUTE OF ARAGON

The Technological Institute of Aragon (ITA) is a non-profit public-law entity created in 1984 and recognised at regional and national level as a benchmark technology centre in the fields of innovation, applied research and technological development.

Over more than four decades of activity, ITA has consolidated a distinctive organisational model, characterised by its simultaneous adaptation to three highly demanding environments:

- The business market for innovation, where it competes in terms of technical excellence and transfer capacity.
- The scientific and technological ecosystem linked to R&D&I, where research quality and talent attraction are strategic elements.
- The field of public policy and administrative procedures, which are inherent to its legal nature as a public-law entity.

This threefold dimension makes ITA a complex and unique organisation, which must harmonise the agility required by a competitive environment with the legal guarantees and transparency inherent to the public sector.

This particular legal nature and the heterogeneity of the activities carried out by the Institute require it to adapt and expand regulatory compliance in many areas, including equal treatment and equal opportunities for women and men. The integration of equality is not limited to formal compliance with regulations; it also requires incorporating the gender perspective into internal processes, staff policies, decision-making and talent management.

As a public-law entity attached to the Autonomous Community of Aragon, ITA is also bound by the regional equality framework, particularly Law 7/2018 of 28 June, on equal opportunities between women and men in Aragon, which establishes the obligation to remove obstacles that prevent or hinder real and effective equality.

ITA's First Equality Plan (2022-2024) used the regional strategic framework then in force as a reference and adapted it to the Institute's organisational specificities. The Second Equality Plan (2025-2028) consolidates that previous experience and goes further in developing ITA's own model, aligned with updated national and regional regulations and with ITA's specific reality as a technology centre.

In addition, the Institute's field of activity involves participation in programmes financed with public funds, including European structural funds and national R&D&I programmes, in which equal opportunities constitute a mandatory cross-cutting principle. In this context, ITA must guarantee the effective application of the principles of equal treatment between persons and equality between women and men in the development of its projects, in team management and in relations with collaborating entities.

From a sectoral perspective, it should be noted that the fields of technology and applied research continue to have a greater male presence. Official statistics show that, in R&D&I activities and technology sectors, male employment is around 69-70%, which evidences the persistence of a structural imbalance in women's access to and participation in certain technical profiles.

This sectoral context directly influences talent inflows, the number of applications received and the composition of certain technical areas. Nevertheless, ITA assumes organisational responsibility for promoting measures that favour the attraction, retention and development of female talent, especially in traditionally male-dominated fields.

Throughout its history, the Institute has developed an organisational culture oriented towards equal opportunities, progressively incorporating criteria of non-discrimination, transparency and objectivity into its selection, promotion and training processes. The Second Equality Plan forms part of this evolution, reinforcing the institutional commitment and providing it with a structured, measurable and evaluable framework.

In short, ITA's legal nature, its position in the innovation ecosystem and its responsibility as a public entity make it essential to consolidate active equality policies that not only comply with current regulations, but also help strengthen an organisational model based on talent, equity and professional excellence.

OBJECTIVES OF THE EQUALITY PLAN

This Second Equality Plan includes a series of general objectives that apply to the whole organisation:

- To consolidate the principle of equal treatment and equal opportunities for women and men, guaranteeing equity in access to employment, selection, professional classification, training, promotion, pay and working conditions.
- To guarantee the absence of direct or indirect discrimination on grounds of sex, especially discrimination arising from maternity, paternity, the assumption of family responsibilities or any personal circumstance linked to sex.
- To move towards a more balanced representation of women and men across all professional categories, technical areas and decision-making bodies of the Institute.
- To integrate the gender perspective transversally into all ITA policies, procedures and strategic decisions.
- To guarantee the effective application of the principle of equal pay for work of equal value, reinforcing transparency and the monitoring of salary items.
- To prevent sexual harassment and harassment on grounds of sex, ensuring the dissemination, knowledge and correct application of the action protocol.
- To promote awareness-raising and training in equality, encouraging the elimination of unconscious gender bias at all organisational levels, especially those with decision-making capacity.
- To promote the co-responsible exercise of rights relating to the reconciliation of personal, family and working life, without this having a negative impact on professional development.
- To foster the participation and visibility of women in the Institute's scientific and technological sphere.
- To contribute, through ITA's activity, to generating a positive impact on equal opportunities in the scientific, technological and business environment.

SCOPE OF APPLICATION

This Equality Plan shall apply to all employees of the Technological Institute of Aragon (Q5095008H), irrespective of their hierarchical level or any other circumstance, and shall also apply in all workplaces.

The applicable Collective Agreement is the "Implementation Agreement for the VII Collective Agreement for the labour staff of the Government of Aragon at the Technological Institute of Aragon" (agreement code 72000342012009).

The Technological Institute of Aragon has two workplaces, one located in Zaragoza and the other in Huesca. The activity of both centres is R&D, through the development of projects and services.

The Zaragoza workplace is located at C/ Maria de Luna No. 7-8, Zaragoza. At the diagnosis date, it was composed of 315 people, of whom 109 were women and 206 were men.

The Huesca workplace is located at CR/ de Zaragoza, km 566 - Walqa Technology Park - Huesca. It was composed of one person, a man.

ENTRY INTO FORCE AND PERIOD OF VALIDITY

This Equality Plan of the Technological Institute of Aragon shall enter into force on the day following its signature and shall remain valid until 31 December 2028.

Three months before the Plan expires, the parties shall meet to establish the Negotiating Committee for the next equality plan. Its mission will be to prepare and approve a new diagnosis and subsequent Equality Plan, adapted to current legislation and including a pay audit.

SIGNATORY PARTIES

A Negotiating Committee is created, composed of representatives of the entity and legal representatives of the employees at the Zaragoza workplace, together with the trade union committee constituted under the terms established in the applicable regulations to represent the employees at the Huesca workplace.

The Management of the entity and the Works Council have each appointed their representatives to the Equality Committee. The structure of this Committee is recorded in minutes at the time of its constitution.

The Negotiating Committee for the Equality Plan is composed of five representatives of the organisation and, on the employee side, the Works Council of the Zaragoza workplace (four representatives) and the representatives of the most representative trade union organisations that have chosen to participate; in this case, UGT (one representative), according to ITA's sector of activity.

The ultimate purpose of this Committee is to create a space for dialogue where its members can maintain fluid communication, so that the agreements and measures adopted throughout the development of the actions are carried out with the consensus of the participating persons and parties.

The main functions of the Equality Committee are:

- Negotiation and preparation of the diagnosis, as well as negotiation of the measures that will form part of the Equality Plan.
- Preparation of the report on the results of the diagnosis.
- Identification of priority measures in light of the diagnosis, their scope of application, the material and human resources required for their implementation, and the persons or bodies responsible, including a schedule of actions.
- Promotion of the implementation of the Equality Plan in the entity.
- Definition of measurement indicators and information collection instruments required to monitor and evaluate the degree of compliance with the measures of the Equality Plan implemented.

The commitment assumed by the organisation, as well as all information relating to this Plan, shall be communicated to the workforce through the communication channels established to ensure the widest possible dissemination of the information.

DIAGNOSIS

Methodology

For the preparation of the Second Equality Plan of the Technological Institute of Aragon (2025-2028), a comprehensive diagnostic process was carried out in accordance with Article 8 of Royal Decree 901/2020, incorporating both quantitative and qualitative analysis, as well as the pay audit provided for in Royal Decree 902/2020.

The process was negotiated and validated by the Negotiating Committee for the Equality Plan, formally constituted in December 2024, and was developed through periodic meetings with minutes and the adoption of agreements by both representations.

The methodology applied combined:

- Statistical analysis broken down by sex.
- Study of horizontal and vertical segregation.
- Analysis of adjusted pay averages and medians.
- Qualitative review through a perception survey.
- Technical discussion of results within the Committee.
- Joint validation of conclusions and areas for improvement.

Object of study

The object of study was the group of employees who maintain an employment relationship with the Technological Institute of Aragon.

For the purposes of the pay audit (data updated to 2025), the population analysed consisted of 280 active employees. For methodological purposes, persons hired under training modalities or training pathways were excluded, in order to avoid distortions arising from salary scales associated with training itineraries and thereby ensure the objective comparability of the data.

Scope of analysis

The diagnosis was structured in accordance with the areas established by current regulations and agreed by the Negotiating Committee:

General data

- Distribution of the workforce by sex.
- Distribution by age.
- Distribution by type of contract.
- Distribution by length of service.
- Distribution by professional categories.

Selection and recruitment process

- Number of new hires.
- Number of hires for established staff positions.
- Number of hires for personnel in a training period.
- Number of applications received.

Professional classification

- Number and percentage of women and men by professional category.
- Number and percentage of women and men by positions, according to the job catalogue.

Training

- Working hours of training: number and average values.
- Total hours of training: number and average values.
- Number of grants or allowances received for training under the collective agreement.

Female under-representation

- Bodies or committees in which women are under-represented, such as the Governing Board, Business Advisory Committee, Management Committee, Management Board, Works Council, Occupational Health and Safety Committee, and others.

Professional promotion

- Number of people who accessed salary modifications in recent years.

Working conditions, including the pay audit

- Other measures, such as remote working, digital disconnection and occupational risk prevention.
- Pay audit.

Prevention of sexual harassment and harassment on grounds of sex

- Processes and, where applicable, actions aimed at preventing sexual harassment or harassment on grounds of sex.

Co-responsible exercise of rights relating to personal, family and working life

- Number of employees who have used any type of leave or leave of absence for family care.
- Work-life balance measures implemented and distribution of their use by sex.

In order to complete the diagnostic analysis, a survey on the state of equality was carried out. All ITA employees were able to participate.

Responses were obtained from 79 people, representing 25% participation. By sex, 27 women (34.18%) and 38 men (48.10%) answered the questions asked, while 14 people (17.72%) did not identify their sex for the purposes of participation and response to the sociodemographic variable.

Period analysed

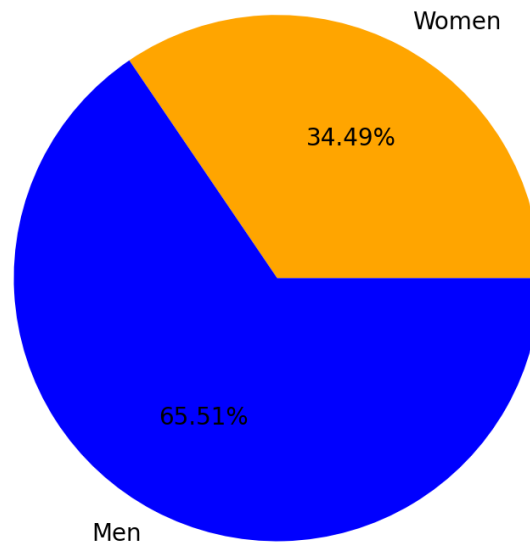
For each of the variables analysed, the study began with the quantitative data for 2022.

Diagnostic Report

General characteristics

At the closing date of the diagnostic analysis, the Technological Institute of Aragon had a workforce of 316 people: 109 women (34.49%) and 207 men (65.51%). This figure is close to, although it does not reach, the recommendation in the First Additional Provision of Organic Law 3/2007 of 22 March, on effective equality between women and men, in relation to balanced presence or composition, and it improves on sector data.

Workforce distribution by sex



With regard to the distribution by age, the following observations are made:

Horizontal analysis:

- In the youngest age bands (under 24), the percentage of men is significantly higher than that of women.
- In the age bands between 35 and 59, the proportion is balanced. The highest percentage of women is found in the older age bands.

Vertical analysis:

- In vertical segregation, the percentage of younger men is found to be higher than that of women. These data are consistent with the evolution of hires during the period analysed.

The workforce has a significant level of seniority, but the same pattern is repeated as in the age variable: in the lowest-seniority band, the percentage of men is higher than that of women, which coincides with the greater incorporation of men into ITA in recent years.

The type of contract follows the same pattern in terms of the representation of women and men as that observed in the overall percentages; therefore, no pattern is observed that could reflect inequality on grounds of sex in this respect.

A horizontal analysis of the data shows a significant deviation in temporary full-time contracts, with this type of contract distributed as 72% men and 27% women. These data are consistent with the previous analysis of seniority and age, as this distribution corresponds to the incorporation in recent years mainly of men, especially in training pathways, through different forms of training contract.

The vertical analysis indicates that the distribution of contracts is similar for both sexes, with more than 80% stability among both men and women.

Selection and recruitment process

The analysis of the selection process reviewed the indicators for the 2022-2024 period, as well as the segmentation of selection processes by phases and teams during 2024. The analysis shows that the volume of applications received is higher among men than among women.

Nevertheless, taking into account the volume of applications and the small number of final hires in some processes, the available data do not allow conclusive patterns to be identified that evidence the existence of bias in the selection

process. Likewise, the phases of the process are based on objective assessment criteria, which contributes to guaranteeing equal opportunities in access to employment.

In conclusion, the main difficulty lies in the lower volume of applications from women (31.69%) compared with men (68.31%).

Professional classification

With regard to professional classification, certain categories present a higher concentration of one sex or the other, with a higher male presence identified in the auxiliary technician category and a higher female presence in the administrative category. This distribution appears to be linked, in part, to historical factors and factors external to the Institute itself. In any case, both categories are comparable in terms of responsibility, required academic level and salary range.

In the technician category, which is the most representative category in the workforce, the distribution by sex is similar to the overall composition of women and men in the Institute, with no significant deviations observed.

Likewise, the vertical distribution by professional categories shows a similar structure for both sexes, with around 75% or more of both women and men concentrated in the technician category.

Training

The analysis of the most recent training data shows significant participation by the workforce in the training activities developed by the Institute. In 2024, 207 men and 109 women accessed training, which represents, in relative terms with respect to the total number of people of each sex, 55% of the men and 77% of the women in the workforce.

In relation to participation in more than one training activity during 2024, the data also show a balanced distribution between women and men. Of the 126 people who completed more than one training activity, 65 were men (52%) and 61 were women (48%), showing similar participation by both sexes in repeated access to training activities.

Data relating to the collective-agreement training allowance associated with training outside working hours were also analysed. In 2023 and 2024, 33% of applications corresponded to women and 67% to men, while in 2022 the distribution was more balanced between both sexes. These data may be linked to different factors, including availability for training outside working hours.

Overall, the analysed data show relevant participation by women and men in training actions, with access percentages close to the composition of the workforce and no significant concentrations in access to training observed.

Professional promotion

Professional promotion is analysed as changes in salary levels and salary supplements.

The analysis of data relating to professional promotion during the 2022-2024 period shows that, at global level, the aggregated percentages present similar values for women and men, with variations in different years in favour of one sex or the other, although with small differences.

In 2022, one of the years in which a higher number of modifications was recorded, 12% of women experienced changes linked to promotion or professional progression compared with 9.55% of men. In 2023, the percentages were 1.90% for women and 2.16% for men. In 2024, a year in which a significant volume of modifications was again observed, 9.17% of women experienced changes compared with 11.11% of men.

It can be inferred that salary supplements are received to a greater extent by men.

With regard to levels, in 2024, the year with the greatest number of salary-level increases, women's salary-level increases were concentrated in groupings made up of positions associated with pay group C.

Working conditions, including the pay audit between women and men

Different working conditions applicable to the people of the Technological Institute of Aragon were analysed.

In relation to contract type, the existing pattern of contract types and working hours indicates that there is no gender criterion that marks a difference with respect to the type of contract or working hours. In this regard, the pattern is the same as that detected in the configuration of the workforce data.

In order to identify differences in working conditions, the distribution of workplace accidents was analysed. The level of accident occurrence is low and there is no evidence of a gender pattern leading to a higher percentage of occupational accidents.

Through the survey, the general assessment of working conditions by the workforce is positive, with average scores at high levels within the survey scale. The scores obtained by women and men are similar, with no relevant differences in perception between the sexes. In general terms, the results reflect a favourable perception of existing working conditions, without significant differences being identified that could indicate an unequal perception between women and men in this area.

Pay audit

The pay audit of the Technological Institute of Aragon was carried out within the Negotiating Committee for the Second Equality Plan, through the analysis of workforce pay information using the official tool of the Ministry of Equality and working on annualised pay adjusted to 100% working hours and working time.

The purpose of the analysis was to verify the effective application of the principle of equal pay for women and men, identify possible pay differences and analyse whether such differences respond to objective factors linked to professional classification, duties performed, working conditions, availability, responsibility or organisational characteristics.

Methodology applied

The pay audit was carried out on a workforce of 280 active employees.

For methodological purposes, persons hired under training modalities or professional pathways in progression were excluded from the analysis, in order to avoid distortions arising from salary scales associated with those itineraries.

Likewise, in order to ensure data comparability and preserve the confidentiality of personal data, positions or professional groupings that did not have a minimum representative sample of employees of both sexes were not analysed.

The Negotiating Committee analysed:

- base salary
- salary supplements
- non-salary items
- professional classification
- salary levels
- distribution of supplements
- level changes and salary modifications

Both adjusted pay averages and medians were also taken into account in order to obtain a more accurate view of the organisation's salary structure.

Job evaluation system

The evaluation of jobs was carried out by reference to the professional classification and pay system applicable at the Technological Institute of Aragon, taking into account:

- professional categories
- salary levels
- duties performed
- required qualification

- responsibility
- specific conditions of the position
- supplements associated with certain additional duties or responsibilities

The analysis was carried out in accordance with the principle of equal pay for work of equal value, taking into account the nature of the duties actually performed and the organisational conditions linked to certain positions or projects.

Overall results

The analysis of adjusted average pay shows that the average total annual remuneration amounts to:

- 44,752 euros for men;
- 44,135 euros for women.

The overall average pay difference stands at approximately 1.38% in favour of men.

In relation to base salary, the data reflect a balanced situation:

- average base salary for men: 41,555 euros;
- average base salary for women: 41,225 euros.

The difference observed in base salary is below 1%.

Likewise, the analysis of adjusted medians reflects a practically balanced situation in both total remuneration and base salary.

In view of the data analysed, there is no evidence of a structural pay gap linked to fixed remuneration or base salary.

Analysis of salary supplements

The analysis carried out shows that certain pay differences are concentrated mainly in some salary supplements and items associated with specific duties, availability or certain organisational conditions.

At global level, a higher male presence is observed among recipients of salary supplements, representing approximately 72% of the recipient population compared with 28% women.

However, these differences must be interpreted taking into account:

- the composition of certain technical teams
- the different functional distribution of some positions
- the assignment of ancillary or specific tasks
- the availability required in certain projects
- the small number of recipients for some specific items

The main results analysed are as follows:

Seniority

Women present higher amounts for seniority both on average and at the median, a circumstance that appears to be linked to a greater average length of service in certain positions or groups.

Ancillary tasks and functional supplements

A higher male receipt is observed in certain supplements linked to ancillary tasks, availability, functional supplement or certain specific responsibilities.

These differences appear to be associated mainly with:

- specific technical duties
- functional availability
- participation in certain projects
- the organisational distribution of certain responsibilities

The Committee considers it necessary to maintain periodic monitoring of these items during the term of the Plan.

Social action and training

Women present slightly higher amounts in items linked to social action and collective-agreement training, and relevant participation by women in training actions and training-related allowances is also observed.

Overtime

Overtime has a reduced and residual economic impact across the workforce as a whole, although during the period analysed it was received only by men.

Given the limited economic impact and the low number of recipients, this item alone does not allow the conclusion that there is a structural pay inequality, although it will continue to be monitored.

Non-salary items

In relation to non-salary items, an overall difference is observed in favour of men, especially in items associated with:

travel

subsistence

per diem allowances

mileage

compensation linked to mobility

These differences appear to be related to greater male participation in activities or projects involving travel.

By contrast, a slight difference in favour of women is observed for the item linked to remote working.

In any case, the analysis of non-salary medians reflects significantly smaller differences, indicating that the average differences observed are influenced by isolated situations or amounts concentrated in certain specific cases.

Professional classification and promotion

The Negotiating Committee also analysed pay distribution by professional classification, salary levels and salary modifications.

The analysis carried out does not indicate a structural pay inequality associated with professional classification.

However, a different concentration by sex is observed in certain categories or functional areas, especially in some technical and auxiliary profiles, a circumstance that may indirectly influence the receipt of certain supplements or items associated with specific duties.

With regard to salary modifications and level changes produced during the period analysed, the data show a similar distribution between women and men, with no conclusive differences indicating the existence of a gap in professional promotion.

Conclusions

The following conclusions are drawn from the analysis:

- the overall average pay difference is small and stands at around 1.38%;
- base salary shows a balanced situation between women and men;
- there is no evidence of a structural pay gap linked to fixed remuneration;
- the main differences detected are concentrated in certain supplements associated with availability, ancillary tasks, mobility or specific duties;
- these differences appear to be linked mainly to organisational and functional factors and to the distribution of responsibilities;
- nevertheless, the Committee considers it necessary to maintain periodic monitoring of those items during the term of the Plan.

The measures for monitoring, review and periodic analysis arising from this pay audit are developed in the action plan, under the axes of action relating to working conditions, professional promotion and remuneration in this Equality Plan.

In order to reduce the pay difference between men and women, the Monitoring Committee for the Equality Plan will carry out periodic checks analysing quantitative data relating to remuneration.

The Committee shall meet every six months with the following objectives:

- To guarantee the effective application of the principle of equal pay.
- To work to eliminate possible pay differences that are not objectively justified.
- To reinforce the transparency and traceability of pay criteria.
- To reinforce the integration of the equal-pay perspective into organisational and people-management processes.
- Among the specific actions that may be carried out, the following are highlighted:
 - Continue guaranteeing access to any vacancy processes for all people.
 - Continue applying pay supplements according to the duties of the position in the same way for all people.
 - Maintain homogeneous criteria for all people in the assignment of salary supplements.
 - Continue reinforcing transparency in the assignment of salary criteria.

Responsibility for ensuring compliance with the Plan within the planned deadlines and with the stated objectives lies with the Monitoring Committee, composed, on the organisation side, of five appointed persons including Management, and, on the employee side, of five persons appointed by the Works Council.

The person responsible for the Human Resources department shall be responsible for compliance with the established monitoring calendar.

In addition, if the Committee becomes aware of any non-compliance outside the scheduled meetings, additional measures shall be adopted.

Co-responsible exercise of rights relating to personal, family and working life

The Technological Institute of Aragon has implemented various measures that can contribute to the co-responsible exercise of rights relating to personal, family and working life.

In this regard, there are measures that allow flexibility in the working day and in the distribution of working hours; measures that allow flexibility in the place of work (remote activity policies); and measures that allow flexibility in professional career paths (leaves of absence with job reservation for both personal and family circumstances, as well as leave). These measures are included in the Collective Agreement and have also been expanded through different agreements with the employee representation and the approval of new laws.

The analysis of data relating to the use of leave and work-life balance measures during the years analysed does not show patterns that could indicate significant inequality between women and men in access to or use of these measures.

In relation to unpaid leave, variations are observed in its use depending on the year. In 2022, this leave was taken only by men, while in 2023 the opposite situation occurred, with a higher number of women using this leave.

In addition, leave for accumulated lactation time was used during the different years by both women and men, reflecting shared use of this work-life balance measure.

Overall, the data analysed show use of work-life balance measures by both sexes, with no constant trends indicating a significant concentration in either group.

Female under-representation

The organisation has different collegiate bodies in which the representation of women and men can be analysed. Some of these bodies are included in the organisation's regulations and statutes (the Governing Board and the Business Advisory Committee - CAE - and the Management Committee); others derive from general regulations or labour

representation (the Occupational Health and Safety Committee, the Joint Committee of the Collective Agreement or the Works Council), or are configured as internal participation bodies.

Observing the composition of the different bodies and committees at the Institute as of the close of the period analysed (2024), the following results are obtained in terms of representation by sex:

- Governing Board: representation is close to balanced composition, with 43.75% women (7) and 56.25% men (9), out of a total of 16 people.
- Business Advisory Committee (CAE): a majority representation of men is observed, with 20% women (4) compared with 80% men (16) in 2024. Nevertheless, progressive development is observed compared with previous years, when the female presence was lower.
- Management Committee: composed of 10 women (58.82%) and 7 men (41.18%), showing a majority female presence.
- Social Action Committee: has a balanced composition, with 3 women (50%) and 3 men (50%).
- Joint Committee of the Collective Agreement: likewise maintains a balanced composition, with 3 women (50%) and 3 men (50%).
- Works Council: composed of 4 women (44.44%) and 5 men (55.56%), showing a distribution close to balance.
- Occupational Health and Safety Committee: composed of 4 women (80%) and 1 man (20%), reflecting a majority female presence.

Prevention of sexual harassment and harassment on grounds of sex

ITA has a harassment protocol that includes sexual harassment and harassment on grounds of sex, as established in Article 48 of Organic Law 3/2007, negotiated and included in the Collective Agreement.

No communication of situations of sexual harassment and/or harassment on grounds of sex occurred during the time period studied.

The results of the perception survey show a high assessment of the area related to the prevention of sexual harassment and harassment on grounds of sex. The average scores obtained are above 4.80 points (out of 5), with very similar values for women and men, reflecting a high degree of awareness among the workforce regarding the importance of preventing this type of conduct.

The survey data indicate that this is one of the best-rated areas among the subjects analysed, evidencing a positive perception of the organisation's commitment to preventing sexual harassment and harassment on grounds of sex.

Nevertheless, the analysis of the results highlights the advisability of continuing to strengthen information, training and dissemination actions regarding the protocol for preventing and acting against harassment, in order to ensure that all members of the workforce know the existing mechanisms for the prevention, detection and management of possible harassment situations.

General results of the equality survey

The perception survey on equality had the participation of 79 members of the workforce, representing approximately 25% of the total. In relation to the sociodemographic characteristics of the participants, 48% were men, 34% were women and 18% preferred not to indicate their sex. The highest participation was concentrated in the age groups equal to or under 34 years (32%) and equal to or over 46 years (23%), and the most represented educational level was university degree (64%). The most representative position was R&D&I technician (59%), with greater participation by people belonging to the Mechatronics and Robotics Technology teams (24%), Materials and Components Technology (15%) and Digital Technologies (13%).

In general terms, the different areas analysed in the survey receive very high levels of importance, with percentages above 90% in most variables, particularly work-life balance (97.5%), equal pay (94.9%), working conditions (95%) and professional promotion (91.1%). Likewise, the perception of the current situation in the organisation is mostly positive,

with high percentages of responses between 4 and 5 points in areas such as working conditions (more than 90%), work-life balance (96.2%), access to employment (84%) and training (more than 80%).

The assessment of the measures included in the First Equality Plan shows positive results, although slightly below the general perception of the current state of the organisation. In most areas, between 60% and 73% of participants rate the measures between 4 and 5 points, with the areas of reconciliation of personal, family and working life and working conditions standing out in particular.

On the other hand, the areas where a greater dispersion of ratings is observed are female under-representation in certain areas or positions, professional classification and professional promotion, where average scores are around intermediate values on the rating scale.

In relation to the prevention of sexual harassment and harassment on grounds of sex, 83.5% of participants give the maximum score to the importance of this area. Nevertheless, the perception of the existence or knowledge of prevention and action mechanisms receives a more moderate assessment, with 41.8% of responses at the maximum level and 29.1% at level 4.

Overall, the survey results reflect a mostly positive perception of the equality situation in the organisation, especially in areas such as work-life balance, working conditions and access to employment. However, the results also show the advisability of continuing to go deeper into areas such as professional promotion, professional classification and female under-representation in certain areas.

AXES OF ACTION AND MEASURES OF THE EQUALITY PLAN

The following measures set out the specific objectives to be achieved in the different areas analysed through the diagnosis, as well as the actions to be implemented. Taking into account that there is a period extending until 31 December 2028 for their implementation, the actions may be developed gradually, becoming naturally embedded in ITA's mission, vision and values.

In order for the Equality Plan to be effective and achieve greater positive impact, and to speed up the execution of the measures, specific, measurable and realistic actions and objectives are established.

The actions are structured into axes:

- Axis A) Access to employment, selection of personnel and filling of positions.
- Axis B) Awareness-raising and training.
- Axis C) Professional promotion.
- Axis D) Working conditions.
- Axis E) Co-responsible exercise of family, working and personal life.
- Axis F) Female under-representation.
- Axis G) Remuneration.
- Axis H) Occupational health.
- Axis I) Prevention of sexual harassment and harassment on grounds of sex.
- Axis J) Gender-based violence.
- Axis K) Protection during pregnancy, lactation and maternity.

Axis A) Access to employment, selection of personnel and filling of positions

Objective: To ensure that there are no gender biases in personnel selection and that, in any case, people trained in gender equality join the organisation, either from the outset or after completing the probationary period.

Measure 1	Periodically remind the people responsible for teams/technologies of the data relating to the composition by sex of their team. The most automated option will be studied so that this information can be available through one of the corporate tools.
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Implementation deadline	December 2026
Responsible for implementation	HR / IT Services
Result indicators	100% integration into Capital

Measure 2	Carry out more campaigns to help increase interest in STEAM careers or activities which, consequently and even in the long term, may influence the number of applications received for future recruitment.
Implementation deadline	Periodic, quarterly actions
Responsible for implementation	Monitoring Committee
Result indicators	Number and type of actions

Measure 3	Ensure that all people who participate in selection and onboarding processes at the Institute have completed the basic training course. If they have not completed that training, they may not form part of selection teams.
Implementation deadline	Ongoing
Responsible for implementation	HR and IT Services
Result indicators	100% of selection committees trained in equality

Axis B) Awareness-raising and training

Objectives:

- Gender awareness-raising and training for the people who make up ITA.
- Proactive institutional participation to help achieve a more equal society.
- Promotion of training for a greater number of women in technological areas.

Measure 1	Equality course. Continue with the same approach in the onboarding process. New format and content.
Implementation deadline	Ongoing
Responsible for implementation	Monitoring Committee
Result indicators	Number of people who have completed the onboarding course. Target: 100%

Measure 2	Promotion of training during working hours.
Implementation deadline	Ongoing
Responsible for implementation	Management and team managers
Result indicators	Number of working hours / number of total hours

Measure 3	Training resource library, especially in ITA technological areas or technologies, accessible to people in the organisation, with videos and resources that allow access at different times, thereby expanding the possibilities for more training to be carried out and for it to take place during working hours.
Implementation deadline	During the term of the Plan
Responsible for implementation	Management
Result indicators	Library created

Measure 4	Communication/dissemination plan: Short communications, as training pills, on actions in the equality area. Periodic short communications including the existence of training resources, especially covering topics such as access to the collective-agreement training allowance or other matters that may be of interest in this area.
Implementation deadline	Periodic, quarterly actions
Responsible for implementation	Monitoring Committee
Result indicators	Number and type of actions

Measure 5	Carry out and participate in internal and/or external dissemination campaigns on relevant dates (11 February, 8 March and 25 November: 11F, 8M and 25N).
Implementation deadline	Ongoing
Responsible for implementation	Equality Committee
Result indicators	Communication or action carried out

Measure 6	Update and expand the Equality and Diversity section of the corporate website, including the entire diversity area.
Implementation deadline	Ongoing
Responsible for implementation	Communications and Digital Marketing / Equality Committee
Result indicators	Expanded and updated space

Axis C) Professional promotion

Objective: To ensure equal opportunities in professional promotion.

Measure 1	Disseminate access to the performance of ancillary functions (technology coordination, advisory role, PCT line leadership).
Implementation deadline	Periodic
Responsible for implementation	Monitoring Committee
Result indicators	Communication carried out

Measure 2	Annual analysis of quantitative data (indicators: number of people who have level changes or supplements associated with promotion, broken down by sex, by departments/analysis groups and by levels).
Implementation deadline	Ongoing. Monitoring meetings
Responsible for implementation	Monitoring Committee
Result indicators	Data analysed

Axis D) Working conditions, including the pay audit

Objective: To guarantee ongoing pay transparency.

Measure 1	Pay audit.
Implementation deadline	Annual
Responsible for implementation	HR / Monitoring Committee
Result indicators	Audit carried out and analysed

Axis E) Co-responsible exercise of family, working and personal life

Objective: To increase the degree of knowledge of the measures existing in the organisation in relation to the reconciliation of personal, family and working life. To encourage use of the measures by both women and men.

Measure 1	Dissemination. Create a more visual infographic and disseminate more widely all ITA benefits in this area.
Implementation deadline	Periodic. Updated when appropriate.
Responsible for implementation	HR / Monitoring Committee / Communications
Result indicators	Information and support updated

Axis F) Female under-representation

Objective: To maintain representation in terms of equality in the different committees existing in the organisation.

Measure 1	Promote, in newly created bodies or in the renewal of positions in existing bodies, female representation in those bodies over which ITA has decision-making capacity, thereby moving towards greater equality.
Implementation deadline	Ongoing
Responsible for implementation	Management
Result indicators	Monitoring indicators

Axis G) Remuneration

Objective: To identify and correct the causes that could give rise to pay inequality.

Measure 1	Annual analysis of quantitative data (analysis of salary supplements for the significant recipient population, broken down by sex, by departments/analysis groups and by levels).
Implementation deadline	Annual
Responsible for implementation	HR / Monitoring Committee
Result indicators	Data analysed

Measure 2	Communicate the criteria associated with salary changes that are in force at any given time.
Implementation deadline	Ongoing
Responsible for implementation	HR / Monitoring Committee
Result indicators	Communications carried out

Axis H) Occupational health

Objective: To include the gender perspective within occupational health.

Measure 1	Continue to go deeper into the integration of the gender perspective in the field of Occupational Risk Prevention at ITA.
Implementation deadline	Ongoing
Responsible for implementation	Occupational Risk Prevention
Result indicators	Number of actions with gender impact or related to gender

Axis I) Prevention of sexual harassment and harassment on grounds of sex

Objective: To have active mechanisms at ITA that prevent any situation of sexual harassment or harassment on grounds of sex from arising.

Measure 1	Continuous dissemination on this topic and on available channels (expand the harassment infographic available on the portal and include the full LGTBI area). Carry out specific harassment training and dissemination sessions.
Implementation deadline	Periodic
Responsible for implementation	Monitoring Committee
Result indicators	Communications or actions carried out

Measure 2	Dissemination of the use of the psychosocial tool (talk/session by the external prevention service).
Implementation deadline	Second / third quarter of 2026
Responsible for implementation	Monitoring Committee / Occupational Health and Safety Committee
Result indicators	Dissemination action carried out and number of people who use the service

Axis J) Gender-based violence

Objective: To have active mechanisms at ITA and to advise and support people who may be experiencing this situation.

Measure 1	A visual and simple guide on applicable legal and procedural aspects.
Implementation deadline	Second / third quarter of 2026
Responsible for implementation	Monitoring Committee / Communications
Result indicators	Action and dissemination carried out

Measure 2	Issue reminders, making use of sessions or meetings that may be held, to explain that anyone experiencing this situation has the external support tool available to them.
Implementation deadline	Periodic
Responsible for implementation	Monitoring Committee
Result indicators	Communication / actions carried out

Measure 3	Periodic reminders about the protocol and dissemination of the infographic in onboarding processes (Occupational Risk Prevention).
Implementation deadline	Ongoing
Responsible for implementation	Human Resources / Occupational Risk Prevention / Monitoring Committee
Result indicators	Action carried out

Measure 4	Study the creation of or adherence to a Punto Violeta (Violet Point) at ITA.
Implementation deadline	Term of the Equality Plan
Responsible for implementation	Management / Monitoring Committee
Result indicators	Action carried out

Axis K) Protection during pregnancy, lactation, maternity and paternity

Objective: To increase the degree of knowledge of protection measures relating to pregnancy, lactation, maternity and paternity.

Measure 1	Disseminate and reinforce knowledge of rights linked to pregnancy, lactation and maternity/paternity.
Implementation deadline	Third / fourth quarter of 2026
Responsible for implementation	Monitoring Committee / Communications
Result indicators	Action carried out and number of people who use the measures

EQUALITY COMMITTEE: MONITORING AND EVALUATION

Members of the Monitoring Committee

The Committee is constituted on a parity basis, with the same number of representatives of the Organisation and representatives of the employees.

The Committee shall be composed, on the organisation side, of five representatives and, on the employee side, of the Works Council of the Zaragoza workplace (four representatives) and the representatives of the most representative trade union organisations that have agreed to participate in the preparation of the Equality Plan; in this case, UGT (one representative), according to ITA's sector of activity.

The Committee may rely on specialised external support and advice on equality between women and men in the workplace, both for the diagnosis and for the Equality Plan. Those advisers shall participate with voice but without vote.

Competences

The competences of the Equality Committee for the Equality Plan shall be:

- Identification of priority measures in light of the diagnosis, their scope of application, the material and human resources required for their implementation, and the persons or bodies responsible, including a schedule of actions.
- Promotion of the implementation of the Equality Plan at ITA, including awareness-raising throughout the organisation in matters of equality.
- Definition of measurement indicators and information collection instruments required to monitor and evaluate the degree of compliance with the measures of the Equality Plan implemented.
- Monitoring of the measures that make up the Equality Plan.
- Any other functions that may be assigned to it by the applicable regulations and collective agreement, or agreed by the Committee itself, including the submission of the approved Equality Plan to the competent labour authority for registration, deposit and publication.

Substitutions

The persons who form part of the Committee may be replaced by others in the following cases:

- Once the period planned for the implementation of the Equality Plan has been exceeded.
- If any person wishes to resign from membership of the Committee.
- If any person, for whatever reason, ends their employment relationship with ITA.
- In cases of sick leave, leave of absence or any other long-term absence.

The procedure shall consist of notifying the persons who make up the Committee. The side of the Committee that must replace any of its members shall proceed to choose and propose to the Equality Committee the person or persons who

would join the Committee. Such substitution must be recorded in the minutes of the relevant meeting, for the purposes of initiating the link between the substitute person and the activities agreed in the Committee.

Minutes

Minutes shall be taken of each meeting, signed by all persons who form part of the Committee, and shall record a summary of the matters discussed, agreements and disagreements. The minutes of the meeting must be sent to all Committee members at least five working days before the following meeting.

Confidentiality

All Committee members undertake to treat confidentially the information, data, documents and/or any other information used within the Committee or provided to them.

Operation

The Committee shall meet ordinarily every six months. Notices of ordinary meetings shall be sent by email at least seven days in advance.

The notice shall include the documentation to be discussed at the meeting to be held.

Extraordinary meetings may be held whenever the intervention of the Committee is required by either of the parties (organisation or employee representation) that make it up, following written communication indicating the items to be addressed on the agenda. Such Committee meetings shall be held within the period advised by the circumstances, which shall in no case exceed 15 days following receipt of the request for intervention or meeting.

Extraordinary meetings of the Committee shall be convened by the same procedure, without the advance notice period described above being required. The reasons for convening extraordinary meetings shall be:

- Knowledge by any of the persons who make up the Committee of situations of direct or indirect discrimination.
- Detection of significant incidents in the deployment of the action plan that require the reformulation of resources, deadlines or needs for its execution.

The Committee shall be considered validly constituted when the absolute majority of each representation (organisation and employee representation) attends, either present or represented. The parties may attend assisted by any advisers they deem appropriate.

For the Committee's agreements to be valid, they shall require the favourable vote of the absolute majority of each of the two representations. If the monitoring report raises the need to introduce adaptations or modifications to any aspect related to the execution of the Plan, ITA Management and the employee representation forming part of the Committee shall be informed in full.

Resources

For the fulfilment of the functions entrusted to the Monitoring and Evaluation Committee, the organisation undertakes to provide the necessary resources, in particular:

- An appropriate place to hold meetings.
- The necessary material for those meetings.
- Statistical information, broken down by sex, established in the monitoring criteria agreed for each of the measures, with the corresponding periodicity.

The organisation shall bear the travel, subsistence and accommodation expenses of Committee members in accordance with its existing system.

Committee meeting hours and preparation time for those meetings, which shall be at most equal to the duration of the meeting, shall be remunerated and shall not be counted against the trade union time credit available to employee representatives.

The designated coordinator shall be responsible for providing the appropriate resources in order to enable the Committee to work efficiently.

Procedure for modifying the Equality Plan and resolving disagreements

Without prejudice to the review periods specifically set out in this Equality Plan, the Plan must in all cases be reviewed if any of the circumstances provided for in Article 9.2 of Royal Decree 901/2020 of 13 October occur:

- When required as a consequence of the results of the monitoring and evaluation provided for in paragraphs 4 and 6 below.
- When its failure to comply with legal or regulatory requirements, or its insufficiency, is revealed as a result of action by the Labour and Social Security Inspectorate.
- In cases of merger, absorption, transfer or modification of the organisation's legal status.
- In the event of any incident that substantially modifies the organisation's workforce, working methods, organisation or remuneration systems, including non-application of the collective agreement, substantial modifications of working conditions or the situations analysed in the situational diagnosis that served as the basis for its preparation.
- When a judicial ruling condemns the company for direct or indirect discrimination on grounds of sex, or when it determines that the Equality Plan is not adequate to the legal or regulatory requirements.

If it is necessary to modify the Equality Plan, the modifications shall be agreed by the Monitoring Committee, which shall undertake the work required to update the diagnosis and the measures.

Notes on review and evaluation:

- The measures of the Equality Plan may be reviewed at any time during its term in order to add, redirect, improve, correct, intensify, attenuate or even cease to apply any measure it contains, depending on the effects observed in relation to the achievement of its objectives.
- The monitoring and evaluation of the measures provided for in the Equality Plan must be carried out periodically in accordance with the schedule of actions of the Equality Plan or the regulations governing the composition and functions of the committee responsible for monitoring. Nevertheless, at least one intermediate evaluation and one final evaluation shall be carried out, as well as whenever agreed by the Monitoring Committee.

In addition, this Equality Plan shall be reviewed if, during its term, new requirements or needs related to equal opportunities for women and men arise on the basis of ITA's activity and commitments, requiring specific decisions and actions by the Equality Committee.

Out-of-court dispute resolution

Disagreements arising within the Monitoring Committee, provided that at least a simple majority is not reached within the Committee for their resolution, may be settled in accordance with the conciliation procedure under the autonomous conflict resolution agreement in force at any given time.