

The company has group-level public commitments ensuring respect for labor rights, which incorporate the following aspects:

### PAYING A LIVING WAGE

Línea Directa Aseguradora maintains commitments, policies, and management mechanisms regarding labor practices (outlined in its public corporate disclosures and Group policies including **the Human Rights Policy, Gender Equality Policy, Diversity and Inclusion Policy, Talent Policy, and Prevention, Safety, Health, and Well-being Policy**).

The **collective bargaining agreements** applicable to Group companies (which are publicly available) establish minimum wage standards and other working conditions for the workforce. These agreements serve as a key reference point for shaping Línea Directa's remuneration policy. Furthermore, the Company utilizes external compensation studies prepared by specialized consultancies, such as Willis Towers Watson, to assess the competitiveness and appropriateness of its salary levels relative to the market. This approach helps ensure fair, competitive remuneration aligned with sector standards, within a framework of stable, high-quality employment

**This commitment covers own operations, contractors and partners.**

### AVOIDING OR REDUCING OVERTIME OR EXCESSIVE WORKING HOURS

Regarding working time, Línea Directa has mechanisms in place to manage the workday and prevent excessive working hours. The Internal **Policy on Digital Disconnection** reinforces the Company's commitment to work-life balance and expressly recognizes employees' right not to respond to any type of business communication outside of their working hours.

Additionally, applicable **collective bargaining agreements** regulate working hours, rest periods, and—where applicable—the performance and compensation of overtime.

**This commitment covers own operations**

### SETTING MAXIMUM WORKING HOURS

Regulations governing maximum working hours are set out in the **collective bargaining agreements** applicable to the Group's companies and workplaces, as well as in current labor legislation. These agreements establish conditions regarding working hours, schedules, rest periods, vacations, and the distribution of working time, ensuring compliance with legal limits on working hours.

According to the 2025 Consolidated Non-Financial Information Statement, **100% of the Group's employees are covered by collective bargaining agreements**, ensuring a regulatory framework for working conditions, including working hours and minimum rest periods.

Furthermore, the company promotes responsible management of working time through measures designed to prevent excessive working hours, ensure statutory rest periods, and support work-life balance. These measures include advance schedule planning, time-tracking systems, a digital disconnection policy, and compensation for any exceptional, pre-authorized extensions of working hours.

**This commitment covers own operations**

### EQUAL REMUNERATION FOR MEN AND WOMEN

Pay equality between men and women is enshrined in the Línea Directa Aseguradora Group's **Gender Equality Policy**. This policy establishes a commitment to ensuring equality and transparency regarding remuneration by setting objective criteria for determining pay, progressively advancing toward greater wage transparency, and periodically measuring the gender pay gap in accordance with national and European requirements. Additionally, Línea Directa has mechanisms in place to monitor pay equality, including a remuneration register and periodic analysis of the gender pay gap.

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### PAYING WORKERS FOR ANNUAL LEAVE

Regulations regarding paid annual leave are set out in applicable labor laws and relevant **collective bargaining agreements**. These agreements govern employees' rights to paid annual leave.

Furthermore, Línea Directa improves upon the minimum conditions established by legislation and collective bargaining by increasing the number of vacation days available to its staff, thereby reinforcing its commitment to well-being, rest, and work-life balance.

Additionally, the 2025 Consolidated Non-Financial Information Statement reports that Línea Directa offers paid leave beyond statutory or collective agreement requirements, including a bank of hours for the care of dependent family members, leave to accompany family members to chemotherapy or radiotherapy treatments, and leave to accompany first-degree relatives to diagnostic tests requiring sedation.

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### SETTING MINIMUM CONSULTATION OR NOTICE PERIODS BEFORE MASS TERMINATIONS

Minimum consultation or notice periods prior to collective redundancies are regulated by Article 51 of the Workers' Statute. Should the need arise, Línea Directa would comply with the information, consultation, and negotiation procedures set forth in current labor legislation.

To date, no collective redundancies have taken place, as the company's strategy is based on organic growth.

**This commitment covers own operations**

All the policies mentioned in the document are publicly available.  
To consult them, you can click here.  
<https://www.lineadirectaaseguradora.com/en/sustainability/policies>