

1. Introduction

The purpose of this document is to show the **Policy of the Sponsorship Committee of HIPERBARIC S.A.** (hereinafter, HIPERBARIC).

The Sponsorship Committee Policy develops the content of the Sponsorship Policy and is aligned with the ethical values and that of the company, guided **by responsible behavior and attentive to the needs of society, people and the environment.**

At HIPERBARIC we are committed to being a force for positive change, both in society and in the environment. Therefore, **we reject all actions that violate legal regulations and our ethical principles.**

Therefore, this Policy establishes a **basic compliance framework** for participation in events, donations and sponsorships to ensure that such activities are transparent and consistent with our codes.

2. Scope of Application

This Policy applies to all HIPERBARIC staff, regardless of their position or title. In addition, it must be complied with by all persons working for or in connection with external organizations and acting on behalf of HIPERBARIC.

In HIPERBARIC, **we are responsible for knowing and following this Policy**, making the entire company, without exception, responsible for ensuring proper compliance with it, being the responsibility of the management of the **People Department.**

3. Objective of the Policy

Through this Policy, HIPERBARIC seeks to establish a clear approach and criteria for **donations and sponsorships or actions of a social nature.** In addition, it is intended to take measures to ensure that **the company's resources are not used for improper purposes** and in accordance with the values of the company.

4. Sponsorships and Donations

HIPERBARIC **may sponsor events organized or supported by third parties.** This sponsorship includes a financial contribution to an activity or event organized by a third party in exchange for advertising or not our brand.

In order to carry out this sponsorship, the event or association/foundation must have prior approval from the HIPERBARIC team and **meet the following conditions:**

- That they are **permitted by law**, conducted in good faith, and do not provide any undue advantage to any individual or government official.
- They do not have the appearance of being **acts of bribery or corruption or any other unethical behavior**. It is important that the sponsorship or donation is for the benefit of society or a common good.
- The event or sponsorship must be **fully transparent**. Should concerns arise that this is not the case, HIPERBARIC will verify that the established guidelines are not violated.

In order to carry out a sponsorship or donation, HIPERBARIC reserves the right to carry out the **following checks:**

1. **The real corporate name** of the entity.
2. **The identity of the executive members** of the entity.
3. **The social purpose and the activity carried out by the organization**, which must follow the policies of the company HIPERBARIC.
4. **No criminal record, nor connection with organizations that have one**, including both the organization and its members.
5. No relationships with **people with public responsibility**.

The following groups of sponsorships or donations are allowed in HIPERBARIC:

- Events that are part of educational programs whose objective is to **promote scientific-technological culture and innovation**.
- Youth programs for the development of **skills such as creativity, computational thinking, and the use of technologies**.
- Programs to help young people **without jobs, studies, or internships** to learn about our sector and to put into practice what they have learned in the classroom.
- Foundations and/or associations whose main objective is to provide **social assistance** to those in need.
- Events whose objective is to promote a **healthy lifestyle** and the participation of the internal staff.

All actions to be carried out must be **reflected in writing**, being documented in the **People Department** of the company.

HIPERBARIC does not allow the sponsorship or donations of funds to certain groups in order to avoid misappropriation of resources, fraud, and concealment of recipients.

HIPERBARIC will refuse to participate in activities with the following characteristics:

- Sponsorships or events where there is **direct, improper, or violent interaction with animals.**
- Sponsorships or events to **organizations that are investigated or responsible for the following crimes:** corruption, money laundering or capital crimes or other illicit or illegal activities.
- Sponsorships or events that are related to **organizations or individuals that discriminate on the basis of race, color, sex, origin, sexual orientation or any other personal attribute.**
- Sponsorships or events of **sports teams**, both professional and non-professional.
- Sponsorships or events that promote **violence or violation of human rights.**
- Sponsorships or events that are directly or indirectly related to any **political party.**

5. Approval of donations and sponsorships

In HIPERBARIC **the department in charge of approving and documenting any contribution for sponsorship or social investment programs is the People Department.** This department will be in charge of making an initial evaluation in which they will carry out the checks deemed appropriate mentioned previously in this Policy.

HIPERBARIC has established a **point of contact**, both internally and externally, to resolve doubts and attend to people interested in sponsorship and donations. The contact e-mail address is <mailto:accionsocial@hiperbaric.com>.

6. Methods of payment

All payments of donations or sponsorships must be made by **electronic means or checks, never in cash**, and must be supported by a donation certificate clearly describing the activity, who receives it and the corresponding amount or value.

7. Non-compliance

This Policy commits the entire staff and constitutes a goal for the same, expecting that **all its team know and respect the contents of it.**

In the event that any person, member of the company, breaches the provisions of this Policy, **the company will react immediately in accordance with the provisions of its internal regulations and within the parameters established in the current legislation.**

In case of detecting a breach of this Policy or having suspicions about whether any observed practice may involve a breach of this Policy, the company makes available the whistleblower mailbox canaldedenuncias@hiperbaric.com also available on the corporate website

8. Approval, entry into force and updating

This Policy will be **updated** over time on the corporate website.

All changes will be communicated and published to the staff, as well as to all stakeholders through the means of communication deemed appropriate.

As proof of this, I hereby sign this:

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

ANNEXES

1. Definitions.

- **Financial contribution:** any type of payment in which a natural or legal person **allocates money to pay for services to another person, association or organization**, on a voluntary or mandatory basis, in order to subsidize some expense shared by a given community.
- **People Department:** administrative division within HIPERBARIC that is mainly in charge of **human resources**.
- **Donation:** a gift from someone who **freely transmits something that belongs to him or her** to another person who accepts it.
- **Event:** academic, cultural, sporting, artistic or social activity that is organized, where **the purpose is to have a positive impact on stakeholders and strengthen brand positioning**.
- **Sponsor:** support or finance an activity with a monetary or material contribution to a corporation, group or individual in the organization of an event for advertising purposes.