



CODE OF ETHICS

NG-CTO-002

LALIGA

 **DO THE RIGHT THING.**

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1. INTRODUCTION AND PURPOSE

The purpose of the Code of Ethics is to establish the values and principles of the LALIGA Organization, which allow us to consolidate an upright, ethical and responsible conduct. Therefore, this document is conceived as a set of rules that define LALIGA's corporate culture.

In this sense, although the Code of Ethics cannot and does not intend to contemplate all situations that may arise in our day-to-day work, it does constitute a normative framework of reference to orient and guide our actions and decisions.

2. SCOPE OF APPLICATION

The Code of Ethics binds and applies to the following persons (hereinafter referred to as "subject persons"), without exception:

- (i) All professionals of the LALIGA Organization, understood as "professionals", any natural persons who carry out their professional activity within the scope of the LALIGA Organization, regardless of the modality of their contractual relationship – employment, provision of services or other – with the entity in question, their geographical location, the place of provision of their services and their hierarchical position.
- (ii) All members of the governing bodies of the LALIGA Organization, understood as members of the bodies of the Liga Nacional de Fútbol Profesional and members of the administrative bodies of the rest of the entities belonging to the LALIGA Organization, as well as their natural person representatives when they are legal persons, regardless of the type of contractual or organizational relationship, geographical location, place of provision of their services and the hierarchical position they occupy.

For the purposes of this Code of Ethics, the term "LALIGA organization", "Organization" or "LALIGA" means the Liga Nacional de Fútbol Profesional and any other entities majority-owned or wholly owned by it, regardless of their geographical location, as well as the Fundación LALIGA.

All subject persons must be aware of and respect the content of this Code of Ethics insofar as it is applicable to them.

3. THE VALUES OF LALIGA

The values that define LALIGA's culture and must guide the conduct of the people subject to this Code are the following:

3.1. MAKE IT MATTER. TO EVERYONE

We are aware that football is a sport capable of reaching, involving and uniting everyone, being present in any corner of the world. For this reason, we recognize and celebrate the diversity of people, cultures and countries, promoting their integration, universality and accessibility through sport.

We also believe in the importance of teamwork, solidarity, generosity and the vocation to help achieve a better and fairer society.

3.2. AIM HIGH. WITHOUT FEAR

We are ambitious and competitive by nature, we try to overcome the challenges and obstacles that may appear on a day-to-day basis with the greatest possible proactivity.

At the same time, we anticipate the needs and desires demanded by society, always with a pioneering spirit and self-improvement, trying to go beyond our limits and aiming for excellence to be better people and professionals, reaching new goals and objectives.

3.3. BELIEVE IN TALENT. LEAVE A MARK

We believe in the strength of people's talent, recognizing and appreciating the abilities of all. Therefore, collaboration and the exchange of ideas are encouraged, both internally and externally, with our stakeholders, maintaining ethical and quality standards in everything we do.

We seek results in the most correct and efficient way possible, based on meritocracy and promoting a fair and equitable environment. All of this allows us to boost the potential of individuals, our clubs and other stakeholders.

3.4. DO THE RIGHT THING. PERIOD

We believe in the power of sport to change attitudes that make us better as people and as a society, always promoting an environment where every decision and action is based on compliance with applicable regulations, the highest ethical standards and respect for others.

It all starts with fair play, so being transparent and honest is one of our main premises. In short, integrity, legality, ethics, transparency and respect are pillars that must define our actions.

4. GENERAL PRINCIPLES OF CONDUCT

On the basis of LALIGA's values, the following are the guidelines of conduct that all persons subject to this Code of Ethics, without exception, must respect within the scope of their relationship with LALIGA, prioritizing and being common in all of them, compliance with laws, regulations, circulars of regulatory and/or supervisory bodies, as well as the internal regulations of the Organization that are applicable to our activities. Consequently, when the regulations applicable to the relationship with LALIGA of a subject person establish provisions in relation to the guidelines of conduct listed below, the provisions of the applicable regulations will be fully applicable, without prejudice to the fact that they must be complemented with the provisions of this Code of Ethics.

4.1. INFORMATION-RELATED CONDUCT GUIDELINES

4.1.1. Confidentiality of Information.

LALIGA considers that the protection of information and knowledge are essential for the performance of its activity. For this reason, the persons subject to this Code must maintain secrecy with respect to all confidential information¹ of which they have knowledge within the scope of their relationship with the Organization, whether related to LALIGA or any other third party, and in addition, they must:

- a. Use such information exclusively for the performance of his/her activity or professional responsibilities in the Organization.
- b. Not use the confidential information of the LALIGA Organization for their own benefit or for the benefit of a third party.

4.1.2. Completeness and veracity of information

Transparency is an essential principle of LALIGA and, therefore, all persons subject to the Code of Ethics must ensure the integrity and veracity of all information to be communicated, both internally and externally, including accounting and financial information, which must be complete, accurate and truthful. Therefore, under no circumstances will incorrect or inaccurate information be knowingly provided that may mislead the recipient of such information.

¹Any data, documentation or information, of a technical, economic, financial, commercial, strategic, creative, design or any other nature, including, but not limited to, discoveries, concepts, ideas, know-how, techniques, designs, drawings, drafts, diagrams, models, samples, replicas, databases, computer programs, client lists, procedures or documents of any kind relating to the activities of the LALIGA Organization, which has not been published by it.

In this regard, the accounting and financial information of the entities that make up the Organization must be carried out with transparency and rigour, respecting in all cases the applicable Law and complying with the Organization's internal control procedures, in order to ensure that they reflect the true image of each and every one of the operations carried out.

4.1.3. Protection of personal data

All persons subject to this Code must ensure the protection of the personal data processed within the scope of their relationship with LALIGA, and in particular, respect for and compliance with the applicable legislation and/or internal regulations on data protection.

4.2. CONDUCT GUIDELINES RELATED TO CORPORATE ASSETS

4.2.1. Responsible use of resources

Persons subject to this Code to whom corporate resources are provided for the performance of their activities and responsibilities within the scope of their relationship with LALIGA must use them to meet the professional purposes for which they are intended, in an efficient manner and with due diligence. Therefore, they will refrain from making any improper or inappropriate use of such corporate resources.

4.2.2. Use of information and communication technologies

In addition to the provisions of the previous section (4.2.1), in the use of computer systems and information technologies, maximum security measures must be taken and the rules of use established for this purpose by the Organization must be strictly complied with.

Likewise, in relation to the use of information and communication technologies, including Artificial Intelligence (AI) software programs or systems capable of performing tasks that generally require human intelligence, such as learning, reasoning, perception, understanding, problem-solving and interaction with the environment, such use must be carried out in a responsible manner, guaranteeing at all times the fundamental rights of citizens, including their privacy, the security and confidentiality of information, and the applicable internal or legal regulations.

4.2.3. Corporate image and reputation

LALIGA pays special attention and care to its corporate image and reputation, and the persons subject to this Code must act with the utmost diligence to preserve the good image and reputation of the Organization in all its activities, acting loyally and avoiding disqualifications, criticisms or any type of statements through any oral or written means, including social networks, which could compromise or damage, directly or indirectly, the image and reputation of LALIGA, its dependent entities, its directors, members of its governing bodies or, in general, any interest group, and in particular, comments that could have defamatory or discrediting content or intentions, or that are insulting, offensive or vexatious.

4.3. PATTERNS OF CONDUCT RELATED TO THE ENVIRONMENT AND THE MARKET

4.3.1. Respect for the environment

LALIGA is committed to the rational and efficient use of the resources it manages, and carries out its activity with an active and responsible commitment to protecting and conserving the environment.

Therefore, the persons subject to this Code must seek the sustainable development of their activity within the scope of their relationship with the Organization, and with the utmost respect for the applicable environmental regulations, which must also be promoted in relations with our stakeholders.

4.3.2. Relationship with the market

LALIGA is committed to fair and honest market competition, not admitting deceptive, fraudulent or malicious practices or conduct with which to obtain inappropriate advantages in the market. All persons subject to this Code must protect, within the scope of their relationship with the Organization, the fundamentals of free competition, avoiding preventing, restricting or distorting competition.

4.3.3. Fight against bribery, corruption, money laundering and terrorist financing

LALIGA expresses its absolute rejection of any type of corruption, bribery or extortion, and therefore, all persons subject to the Code of Ethics, without exception, will refrain from carrying out any type of practice that could be framed in such behaviors, to obtain directly or indirectly an undue benefit or advantage of any nature, through the use of practices that contravene the Law, the values set out in this document, or the internal regulations that may be applicable, where applicable, in matters of corruption, gifts, invitations, donations, purchases and contracts.

In addition, appropriate rules and procedures for the prevention of money laundering and terrorist financing must be applied in business relations.

In this regard, if there are doubts about any type of practice and, in particular, whether or not it is prohibited, or how to act in a given situation, the LALIGA Compliance Body (cumplimiento@laliga.es) must be consulted.

4.3.4. Integrity of LALIGA's sports competitions

Professional sport plays a fundamental role in society. It has a strong social, educational, cultural and recreational dimension, and contributes greatly to economic and social cohesion. The values transmitted through sport contribute to the development of knowledge, motivation, skills and a willingness to make a personal effort.

For this reason, principles such as fair play, compliance with the rules of the game, respect for others, solidarity and discipline become essential in our sports competitions, and the people subject to this Code must not only respect them but also promote them in order to avoid or mitigate the risk of any conduct that has the purpose of the game, by act or omission, deliberately and fraudulently predetermine or alter the outcome of the competition.

Likewise, persons subject to the Code of Ethics shall refrain from participating and/or making, directly or indirectly through third parties, any type of bet, whether promoted by public or private institutions, linked to LALIGA sports competitions or others in which the Clubs and Sports Limited Companies (SADs) that are part of LALIGA participate.

4.4. STAKEHOLDER CONDUCT GUIDELINES

4.4.1. Relationship with customers, suppliers and collaborators

LALIGA considers its customers, suppliers and collaborators, together with its employees and affiliated Clubs/SADs, essential for the achievement of its objectives of growth and continuous improvement, and must establish a framework of collaboration with all of them governed by trust, legality, respect, transparency and mutual benefit.

Likewise, the persons subject to the Code of Ethics and, in particular, those who intervene directly or indirectly in the selection or contracting of clients, suppliers or collaborators, must act with impartiality, objectivity and transparency, respecting the applicable regulations for this purpose and avoiding any interference or personal interests with those of the LALIGA Organization.

On the other hand, all customers, suppliers and collaborators with whom it is contracted must also respect, within the framework of the contractual relationship, the values and principles set out in the Third Party Code of Ethics.

4.4.2. Relationship with affiliated Clubs/SADs

Relations with LALIGA affiliates must be based on respect, equal treatment, transparency and mutual trust, within a framework of continuous collaboration governed by compliance with the Law, the applicable Statutes and Regulations.

4.4.3. Relationship with authorities and Public Administrations

Relations with Institutions, Bodies and Public Administrations, both national and international, must be governed by institutional respect, transparency and maximum collaboration, and must duly comply with their resolutions and instructions within the legally required deadlines.

In this sense, the persons subject to the Code of Ethics must maintain at all times, in relation to their functions in the LALIGA Organization, an attitude of respect, transparency and collaboration in the face of any requirement, inspection or supervision that may be carried out, all of which must be managed by the persons validly authorised to do so. Therefore, any information or documentation that is transmitted to the authorities or Public Administrations must be truthful, adequate, useful and consistent.

4.4.4. Relationship with professionals of the LALIGA Organization

LALIGA rejects any manifestation of physical, sexual, gender, psychological, moral harassment or abuse of authority, as well as any other conduct that could be offensive and/or that violates the individual rights of the person. Therefore, intimidation, disrespect or any form of physical or verbal aggression are unacceptable and will not be allowed at work. And in this sense, no type of discrimination based on race, sex, religion, nationality, political opinion, sexual orientation or any other personal, physical or social condition of people will be tolerated.

Likewise, LALIGA considers the development of its professionals to be important, and equal treatment must be provided between men and women, with equal opportunities in access to work and professional promotion, which must be carried out with criteria of equity, objectivity and transparency. All this, facilitating the necessary balance between professional and personal life, in order to be able to reconcile work needs with family responsibilities and personal needs in the best possible way.

4.4.5. Prevention of violence against children and adolescents

Child abuse in all its forms is a social problem of extraordinary magnitude that concerns all citizens, and in particular all persons who are in contact with or carry out their professional activity with minors, which is the case in the field of sport.

For this reason, the persons subject to this code, and especially those who, in the context of their relationship with LALIGA, may have a direct or indirect relationship with minors, must ensure that all activities with minors are carried out in safe environments and equipped with adequate protection measures against any form of violence against children and adolescents, as well as fully complying with both the applicable legislation and internal regulations.

4.4.6. Occupational health and safety

Health and safety at work is a priority for LALIGA, and a safe and risk-free working environment must be guaranteed. Therefore, all persons subject to this Code must be aware of, respect and comply with the occupational health and safety protection standards applicable to them.

4.4.7. Loyalty. Conflicts of interest

Persons subject to this Code of Ethics must always act, in the fulfilment of their responsibilities, with loyalty, honesty and in defence of the interests of the LALIGA Organization. Consequently, subject persons must refrain from prioritizing their personal interests at the expense of the Organization and from intervening or influencing, directly or indirectly, the decision-making affected by the potential conflict of interest. They must also refrain from using the name of LALIGA to unduly influence the conduct of private

transactions, make use of corporate assets for private purposes – including the Organization's confidential information – and carry out activities on their own account or on behalf of others that involve actual or potential competition with the Organization, or that place them in permanent conflict with the interests of LALIGA.

A conflict of interest is considered to exist in those situations in which the interest, direct or indirect, of a subject person or of a person linked to a subject person is opposed, collides, interferes or may interfere, directly or indirectly, with the interests of the LALIGA Organization.

For these purposes, and except where LALIGA's internal regulations provide otherwise, the following shall be considered as persons related to the subject persons:

1. In the case of a subject person who is a legal person:
 - Partners or shareholders who are in a position of control over the subject person.
 - De jure or de facto administrators, liquidators and attorneys-in-fact with general powers of attorney of the subject person.
 - Persons who, in respect of the representative of the subject person, are considered to be related persons in accordance with the provisions of paragraph 2) below.
 - Companies that are part of the same group as the subject person.
2. In the case of a subject person who is a natural person:
 - Your spouse or person with a similar affective relationship.
 - Their ascendants, descendants and siblings and those of their spouse or person with a similar affective relationship.
 - The spouses of their ascendants, descendants and siblings of the subject person.
 - Entities or companies in which it holds, directly or indirectly, including through an intermediary, a shareholding that gives it significant influence or in which it holds or in whose parent company it holds a position on the board of directors or in senior management.
 - The legal entity that is the subject person who has been appointed as its representative in the LALIGA Organization.

4.4.8. External labor, business, political or associative activities

Professionals with an employment relationship of the LALIGA Organization shall refrain from carrying out any other work, business, political or associative activity outside the Organization, whether paid or not, that takes place during working hours and may interfere with the performance of their duties or whose compatibility is subject to legal or contractual restrictions or conditions, nor use LALIGA resources in this context, and must consult with the People Management area or the Compliance Body for any exception in this regard.

Likewise, in general, the aforementioned professionals may not use the LALIGA brand in the aforementioned activities.

On the other hand, the link, membership or collaboration with political parties or with other types of entities, institutions or associations outside the LALIGA Organization, must be done in such a way that their personal nature is clear and any involvement of the LALIGA is avoided, during free time and without the use of resources of any entity of the Organization.

4.4.9. Intellectual and industrial property rights

Persons subject to the Code of Ethics must respect the intellectual and industrial property and the right of use that corresponds to LALIGA, to any of the entities of its Organization, to its affiliated Clubs/SADs or to any other third party, in relation to corporate logos, trademarks, logos,

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anagrams, logos, projects, programs and computer systems, equipment, manuals, knowledge and, in general, any work or work developed or created directly or indirectly by any of the entities of the LALIGA Organization, its affiliated Clubs/SAD or any other third party.

Likewise, the persons subject to this Code shall refrain from using the image, name or trademarks of LALIGA for private purposes or for purposes unrelated to the Organization, and shall act taking care not to infringe any type of image or intellectual or industrial property rights of third parties, and in particular, of the affiliated Clubs/SAD or their athletes, without proper authorization.

5. INTERPRETATION AND CONSULTATION ON THE CODE OF ETHICS

Any doubts that may arise regarding the interpretation or application of the Code of Ethics should be consulted with the Compliance Body (cumplimiento@laliga.es), which will promote the dissemination, knowledge of and compliance with this Code.

6. BREACHES AND YOUR DUTY TO REPORT

Persons subject to the Code of Ethics have the duty to comply with the provisions of the Code, as well as to inform the Compliance Body of any breach of this Code of which they are aware or suspected.

Any breach of the Code of Ethics may be subject to sanction in accordance with the legally applicable disciplinary, contractual, statutory or organic regime.

7. ENTRY INTO FORCE

This Code of Ethics, approved by the LALIGA General Assembly on the 23rd October 2023, repeals any previous version and will remain in force from the day following its communication by telematic means through the internal communication channels of the LALIGA Organization.

 **DO THE RIGHT THING.**

