

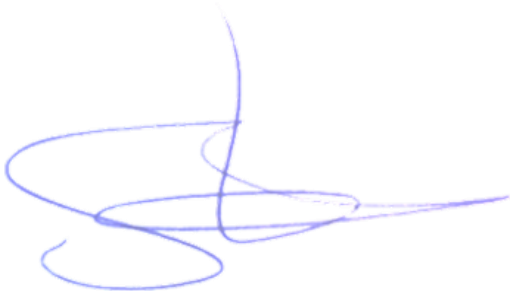
Leioa, 20th of December 2023

BC3's 2020 – 2023 EQUALITY PLAN EXTENSION

To whom it concerns,

Mari Jose Sanz Sanchez (ID: 22546743G), as Scientific Director, and Nerea Ortiz Olarra (ID: 30694039X), as Operation Manager of BC3, both certify that the active 2020 – 2023 Equality Plan has been extended until the new 2024 – 2027 plan is approved. This extension has been shared with BC3 employees in the 10th Management Committee meeting celebrated on the 19th of December, 2023.

Signed,



Maria Jose Sanz Sanchez
Scientific Director



Nerea Ortiz Olarra
Operation Manager