

SUSTAINABILITY POLICY OF GRUPO NEGRATÍN

I.- PURPOSE

This Sustainability Policy sets out the general principles and the grounds of the sustainable development strategy of Grupo Negratín in order to guarantee that all its corporate and operational activities are developed to promote the creation of value on the long-term for all Negratín's groups of interest such as the society in general, the communities where Grupo Negratín is present, employees, clients, subcontractors, suppliers, business partners, public administrations and other organizations with which it collaborates or stakeholders promoting therefore sustainability values and favouring the accomplishment of Sustainable Development Goals in particular those in which Negratín's contribution may be more significant.

Negratín requires to focus the development of the activities conforming its corporate object on the creation of a sustainable value.

The basic principles of action with respect to sustainable management appearing in this Policy contribute to the accomplishment of the Sustainable Development Goals (SDG) approved by the United Nations (UN).

II.- SCOPE OF APPLICATION

This Policy shall apply to all Group companies. Moreover, this Policy is also applicable to joint ventures and other equivalent partnerships in which the Company is entrusted with its management.

In turn, the different companies forming the Group will be responsible for the execution, monitoring and supervision of the corporate social responsibility, sustainability and ESG (*Environmental, Social, Governance*) strategy defined and approved by the Board of Directors.

III.- BASIC PRINCIPLES OF ACTION

The Group's commitment with the sustainable management is structured around the following basic principles of action:

- The development of a business model based on economic activities environmentally sustainable;
- The reduction of the environmental impact of all activities developed by Group companies;

- The creation of sustainable value shared with Groups of interest;
- The promotion of social commitment of the Group and in particular of the respect of human rights;
- The promotion of the responsible use of energy;
- The wholeheartedly promotion of health and safety at workplace of employees as well as the rest of collaborators and subcontractors working in our projects.
- The work for sustainability, innovative management practices, equal opportunities, profitability, efficiency and productivity as instruments to improve the Group's competitiveness.
- The promotion of a culture of ethical behaviour and foster corporate transparency as instrument to generate credibility and trust in groups of interest among which we find the society as a whole.

IV.- SOCIAL CONTRIBUTION OF GROUP'S ACTIVITIES

Negratín with its activities that shall be carried out pursuant to the principles of this Policy, contributes to the protection of the environment and the fight against climate change by the development of technical solutions aimed at the construction of efficient plants or generating quality employment for professionals to achieve the progress of the communities in the continents where the Group is present both economically and from the point of view of business ethics, promoting equality and boosting innovation.

An essential requirement for the success of the business action of Negratín is the contribution of its activity to the communities where the Group is present. In the development of this activity, the Company takes as reference the UN Sustainable Development Goals ("SDG").

Therefore the Group carries out activities to increase social contribution generated by the business activity of the Group as main source of creation of value for communities where it operates, contributing to the design and construction of plants providing cleaner and more sustainable energies.

In this sense Negratín's sustainability strategy is transversal and extends to all its activities both corporate and operational. It considers aspects related to corporate governance, environment and relation with the society all of it in an action coordinated between the departments involved. This strategy seeks to contribute value added reinforcing positive impacts and minimizing those potentially negative and is adapted to all projects executed by Negratín.

V.- OBJECTIVES OF THE SUSTAINABLE DEVELOPMENT STRATEGY

Grupo Negratín has implemented a strategy oriented towards the creation of value in a sustainable manner and to the provision of services with high value added that may provide its clients with efficient and sustainable plants, respectful with the environment, that contribute to fight climate change as well as the transition towards a low-carbon economy making the most of all commercial opportunities arising from its

high technological qualification and showing its commitment to the Sustainable Development Goals.

Within the Sustainable Development Goals, the Group contributes specially to the supply of affordable and non-polluting energy, to build resilient infrastructures and to foster innovation and the fight against climate change, respectively.

This technical capacity of Negratín allows to fight against climate change and the accomplishment of a clean energy system that contributes to decarbonisation of the economy.

The Group is strongly committed to innovation and provision of efficient, sustainable and clean technical solutions fostering the growth and development of talent and skills of its professionals and constantly works to build a successful corporate project along with all members of the value chain.

VI.- PRINCIPLES OF ACTION WITH RESPECT TO ALL GROUPS OF INTEREST

Without prejudice of the basic principles of action mentioned in section III, the Group's principles of action with respect to corporate sustainability, sustainability and ESG, common to all groups of interest, will be those mentioned below. These principles represent the Group's commitment to its intention of increasing social contribution arising from the application of these principles to the development of its corporate activities.

Principles with respect to the creation of a sustainable value

The basic principle to guide policies, strategies and operations of the Group is the creation of sustainable value in virtue of which all groups taking part in the Group's activities will be equally remunerated in order to generate long-term employment and wealth to contribute to a better future without compromising or reducing actual results.

Therefore the Group pays special attention to the management of its processes and resources in order to optimize both its own activity and the services provided to its clients. Sustainability; it promotes excellence in the scope of health and safety and promotes a sustainable use of resources and the reduction of negative impacts arising from Group's activities.

Principles of action with the environment

The Group in the development and execution of its activities is strongly committed to preserve biodiversity of ecosystems, landscapes and species in the territories where it operates, it shall boost transition towards and low-carbon economy, will implement environmental management systems for the correct identification and compliance of all environmental requirements of each project, will streamline the management of hazardous and non-hazardous wastes by actions to reduce wastes and the observance of good practices and will work for a circular economy.

Principles of action with respect to transparency

Transparency involves the creation of trust and credibility, an essential aspect for the Group given its impact on the relations with professionals, markets, investors and all other groups of interest. Therefore, the Group undertakes to promote transparency in the exercise of its activities expressly assuming the commitment to prepare the financial and non-financial information applying, for the case of the non-financial one, a generally accepted methodology and submitting the information to an independent external verification.

Principles of action with respect to innovation.

Innovation is one of the main tools of the Group to guarantee its sustainability, efficiency and competitiveness and represents a strategic element for all its businesses and activities developed. The Group seeks to achieve innovations promoting sustainable growth and efficient management of resources, contributing therefore to the social and economic development in which the Group carries out its activity.

VII.- PRINCIPLES OF ACTION WITH RESPECT TO CERTAIN GROUPS OF INTEREST

With the human and talent team

The human team of the Group is a strategic asset and as such, the Group shall ensure its care offering a good work environment and encouraging its training, development, conciliation measures and favouring equal opportunities.

To this end, the Group shall seek the contracting, fostering and retention of talent fostering personal and professional growth of all its professionals making them part of its project of corporate success and guaranteeing a respectable and safe work position.

With clients

The Group works to know the needs and expectations of its clients and to offer the best solutions, making continuous efforts to care for and increase their satisfaction, reinforcing their relationship with the Group.

With local communities

The Group develops its activities in different countries. Therefore, in the development of its activity, it shall create strong ties with communities where the Group develops its activity in order to create trust and adapt the Group's activities in the different countries where it operates with the different social and cultural realities of each of them.

With suppliers and subcontracts

It is essential for the Group to guarantee that all members of the value chain of Group companies respond and adhere to the current legislation and the ethical and sustainability principles generally accepted.

VII.- ENTRY INTO FORCE

The Board of Directors has been entrusted the duty to approve and update corporate policies which contain the guidelines governing the actions of Negratín Global Services S.L.U. and companies forming the Group.

In the exercise of these responsibilities, the Board of Directors of Negratín Global Services S.L.U. has agreed in its session of July 27 2023 to approve a Sustainability Policy.