

SUSTAINABILITY POLICY

SAES integrates sustainability into the Purpose and Values of the company, at all levels and in all its businesses, as well as in its external projection. The Sustainability Policy establishes the reference framework for the effective integration of environmental, social, and governance (ESG) issues into the Company's decision-making process, in the development of products and services, and in the relationship with its value chain and the main stakeholders of the Company, all within the framework of the **Sustainable Development Goals of the 2030 Agenda and the European Green Deal**.

To achieve this, the Sustainability Policy includes the following principles of action:

From an environmental perspective ("E"):

- **Promote the decarbonisation** of SAES's operations, facilities, and production processes, enabling our company, our value chain, and our clients to contribute to better natural resource management and the fight against Climate Change, in line with the agreements established in the Paris Agreement, the United Nations Framework Convention on Climate Change, and the European Union.
- **Incorporate sustainability criteria** from the initial phases of projects in accordance with current legislation and our clients' requirements.
- **Minimise environmental impact** and promote the circular economy through the rational use of resources and a zero-waste strategy.
- **Commit to environmental protection** and the fight against climate change as strategically important elements and as criteria to be considered from the outset of the planning and development of all activities.
- **Identify and assess environmental risks**, exercising control over the most significant ones to avoid or reduce the impacts that our activities may generate. Priorities include the reduction and offsetting of greenhouse gas emissions and the protection of the marine environment.

From a social perspective ("S"):

- **Implement measures** aimed at promoting equality, diversity, and work-life balance.
- **Occupational Health and Safety** constitute a core element at SAES.
- **In its social sphere**, SAES continues to provide the necessary impetus to corporate social responsibility actions that aim to strengthen partnerships with the local community and other stakeholders.

From a governance perspective ("G"):

- **Integrate decisions** on Good Governance, Transparency, and Compliance, reinforcing alliances and promoting and defending Human Rights, in accordance with the framework established in the United Nations International Bill of Human Rights, the Universal Declaration of Human Rights, as well as the framework of the United Nations and other international instruments.
- **Establish mechanisms** that ensure the identification, analysis, and adoption of best practices, principles, and ESG recommendations, always complying with current legislation and national and international agreements in all territories where SAES is present, incorporating the ethical dimension into its governance.
- **Disclosure financial and non-financial information** in a manner consistent with our commitment to transparency, in a reliable, rigorous, and relevant way.

The senior management of SAES demonstrates its ongoing commitment to the design, development, and implementation of this Policy, as well as to the continuous monitoring and improvement of its application, providing the appropriate tools and resources to achieve and meet the set objectives. This ensures a fully sustainable approach in their decision-making and ordinary actions in terms of ESG. This Policy is developed taking into account compliance with legal, regulatory, and contractual requirements, the satisfaction of our clients, value chain, and society, offering leadership and commitment in terms of sustainability.