Sustainability Policy of EST, S.A.

Corporate sustainability is imperative for today's business – essential for long-term corporate success and for ensuring that markets deliver value across society. To be sustainable, companies must, above all, operate responsibly and in line with universal principles and take actions that support the society around them. EST, S.A. expresses its commitment to Sustainability (with the UN SDGs) through the following strategies for the Environment, Social and Governance.

Environmental [E]

We improve circularity and environmental efficiency and reduce CO_2 emissions across the value chain. EST aims to contribute to its customers' fully carbon-neutral production by 2030.

- We enable our customers to apply circularity through longer lifecycles of our technology solutions and the use of renewable and/or recycled raw materials.
- We constantly increase the efficiency of our own processes and maximize the use of recycled materials and green energy in our service and technology offerings.
- It is Our goal to reduce CO_2 emissions in our supply chain by *20%* and in our own operations by *80%* by 2030.
- Our Automation solutions, Electrical Panels and services are designed to improve energy efficiency and the consumption of natural resources.

Social [S]

We want an engaging and healthy work environment, we are committed to the health and safety of our employees and partners, and we strive to be a responsible corporate entity.

- We continually look for ways to increase employee engagement and develop our best talent.
- We value diversity and promote an inclusive and well-managed work environment.
- We constantly improve our OSH processes and practices focused on our goal of zero harm.
- We collaborate with our customers and partners to improve the safety of the contractor and customer site.

Governance [G]

We follow ethical business practices, ensure a sustainable supply chain and report transparently.

- Our daily operations are guided by EST's Code of Conduct and related policies.
- We integrate sustainability criteria into our compliance and due diligence processes.
- We have a standardized global way of working in accordance with ISO quality, health and safety standards.
- We have a systematic approach to sustainability management.
- We are implementing a comprehensive sustainable supply chain process, including supplier risk assessments and audits.
- We are developing a global supplier engagement program for sustainability to drive transparency in our supply chain.
- We want to be recognized in the industry for sustainability and we promote transparent and reliable reporting on our progress and impacts.

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