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GENERAL SUSTAINABILITY POLICY

Proposed by

Reviewed by

Approved by

SSGG

DT

CD

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1. INTRODUCTION

The Management Committee of **Entiba Energy S.L.**, reaffirms its commitment to sustainability, always seeking to integrate sustainable development, itself and its stakeholders, into its purpose and raison d'être. For this reason, **Entiba Energy** has established this General Sustainability Policy, linked to the Sustainable Development Goals (SDGs) of the United Nations (UN).

The implementation of this Policy is based on the acceptance of basic principles of action that frame the management of sustainable business, concretizing with the design of strategic objectives. From these, the specific commitments assumed by **Entiba Energy** are derived. These commitments to each of **Entiba Energy's** stakeholders are aligned with the Sustainable Development Goals (SDGs). In particular, **Entiba Energy** has identified that its greatest contribution is focused on the following SDGs: SDG 5 Gender Equality, SDG 6 Clean Water and Sanitation, SDG 7 Affordable and Clean Energy, SDG 8 Decent Work and Economic Growth, SDG 9 Industry, Innovation and Infrastructure, SDG 11 Sustainable Cities and Communities, SDG 12 Responsible Consumption and Production and SDG 13 Climate Action.

The relationship between the principles of this policy and its founding objectives is illustrated in the following diagram:



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2. OBJECTIVE OF THE POLICY

The objective of this policy is to define the principles that govern our activity to ensure the long-term sustainability of the company.

In general terms, **Entiba Energy** aligns itself with the Sustainable Development Goals (SDGs) as a fundamental guide for the formulation of its policy, identifying in this document the priority objectives according to the potential social and environmental impact of the company.

3. SCOPE OF APPLICATION

The Sustainability Policy applies to all Entiba **Energy** entities, including those in which it has effective control. This policy also covers all geographical locations where **Entiba Energy** conducts its operations, regardless of their nature or phase within the corporate value chain.

In the case of entities in which **Entiba Energy** does not have effective control, but participates, its actions will be encouraged to be aligned with the commitments established in this document.

In addition, **Entiba Energy** will endeavour to promote behaviour consistent with this policy among its stakeholders, especially within its supply chain. In this regard, **Entiba Energy** will promote compliance with the commitments set out in this policy between distributors, contractors, service providers and other relevant third parties during their contractual relationships.

This policy provides for the possibility of developing specific regulations that are tailored to local requirements, as long as they do not conflict with the principles set out herein.

4. MANAGEMENT COMMITTEE AND DUTIES DERIVED FROM THE POLICY

Entiba Energy's **management committee** is responsible for the implementation and oversight of the sustainability policy. The committee approves the policy, ensuring the integration of sustainability objectives into the rest of the internal policies and standards, will develop quantifiable commitments and produce annual and specific reports for stakeholders. In addition, it acts as a transmitter of the principles and objectives adopted, ensuring their effective application in daily operations and in the monitoring of strategic objectives.

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5. BASIC PRINCIPLES OF ACTION

To achieve the objectives established by this Policy, **Entiba Energy** adopts five basic principles of action that are applied transversally in the management of its activities and are directly related to compliance with this Policy.

5.1. Integrity and transparency

Entiba Energy is built on integrity and transparency, acting honestly and ethically in all operations. We promote integrity of business conduct through clear policies against corruption and fraud, and foster a respectful work environment. We maintain accurate accountability, with detailed reporting and independent audits, to ensure the trust of investors and business partners. These values are essential to building a reliable, responsible and sustainable company.

5.2. Care for people

At **Entiba Energy**, we care deeply about the well-being of our employees. We promote a safe and healthy work environment, offer continuous professional development and support work-life balance. We value diversity and inclusion, we encourage open and transparent communication.

We are committed to creating an environment where everyone feels valued and motivated to succeed together.

5.3. Care for the environment

At **Entiba Energy**, we want to make a positive contribution to the environment through responsible and sustainable practices in all our operations, which is why we are committed to:

- Clean and sustainable energy generation.
- Maximizing energy efficiency.
- Responsible resource management and waste reduction.
- Protection of local biodiversity.
- Environmental education and awareness.
- Strict compliance with environmental regulations.

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5.4. Comprehensive project approach

At **Entiba Energy**, we look at projects with a comprehensive approach based on:

- Commitment to quality, reliability and safety in our solutions.
- Active promotion of environmental sustainability and renewable energy.
- Priority in satisfying the needs of our customers with solutions that are durable, efficient, cost-effective and respectful of the environment and the communities where they are implemented.
- Encouraging continuous innovation to improve our services.

Our goal is to implement energy solutions that are not only effective and efficient, but also reflect our commitment to sustainability.

5.5. Risk and opportunity assessment

At **Entiba Energy**, we assess the risks and opportunities of each action in a comprehensive way to ensure sustainability and growth, both for the company itself and for its stakeholders. We identify early and proactively manage regulatory, geopolitical, economic-financial, operational, social and environmental risks, while exploring technological and market opportunities. Our approach includes adaptive response plans and continuous review to maximize value and mitigate uncertainty.

6. KEY OBJECTIVES OF THE STRATEGY

Based on the basic principles of action, we classified them into four groups

6.1. Stakeholders

At **Entiba Energy**, we value the relationships with our diverse stakeholders that are critical to our long-term success and sustainability. These groups include:

- **Customers:** We are committed to providing high-quality energy solutions that meet our customers' needs efficiently and sustainably. We maintain close communication to ensure your satisfaction and trust.
- **Employees:** We recognize our employees as integral to our mission to promote the efficient use of renewable energy. We foster a safe, inclusive and professional development work environment, where each employee can contribute to the growth of the company.
- **Shareholders and investors:** We maintain a transparent relationship with our shareholders and investors, providing clear reports on our performance. We seek to maximize return on investment through responsible and profitable business practices.

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- **Local community:** We are committed to being good neighbors and contributing positively to the communities where we operate. We proactively listen and respond to local concerns. We promote education on consumption and generation of renewable energy, creating opportunities for employment and economic development.
- **Suppliers and business partners:** We work with suppliers and business partners who share our values of sustainability and business ethics. We establish long-term collaborative relationships based on trust and mutual respect. We care about promoting responsible practices within our scope in the upstream and downstream supply chain.
- **Government and regulators:** We comply with relevant regulations and standards, collaborating with authorities to promote public policies that favor the development of renewable energy, responsible and efficient energy consumption, and the reduction of the anthropomorphic carbon footprint.
- **Environment:** We are committed to protecting and preserving the environment through the design of our projects to minimize negative impacts and enhance positive ones, energy savings, clean energy generation, and the implementation of sustainable practices in all our operations. We continuously seek to minimize our environmental impact and contribute to the fight against climate change.

We strive to maintain strong and collaborative relationships with all our stakeholders, demonstrating our commitment to sustainability, social responsibility and progress towards a cleaner and more sustainable energy future.

6.2. Projects

At **Entiba Energy**, we are dedicated to designing and executing projects that enable our customers to generate, store, and save their own energy efficiently and sustainably. Our projects are characterized by:

- **Customized design:** we develop solutions adapted to the specific energy needs of each client, considering factors such as historical consumption, local climatic conditions and the characteristics of the available space.
- **Advanced technology:** We use state-of-the-art technology to ensure maximum efficiency and performance of each system.
- **Optimisation of consumption:** we integrate intelligent energy management systems that allow us to monitor and optimise energy consumption in real time. This helps our customers reduce operating costs and maximize solar energy self-consumption.
- **Regulatory compliance:** we ensure that we comply with all local rules and regulations related to projects, ensuring safety and legality.
- **Ongoing advice and support:** We provide expert advice from initial planning to commissioning and long-term maintenance. We are committed to providing fast and efficient technical support to ensure optimal system operation throughout its lifetime.
- **Economic and environmental benefits:** Our projects not only help reduce reliance on conventional energy and associated costs, but also contribute positively to the

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environment by decreasing carbon emissions and promoting sustainable energy practices.

Every project we develop reflects our commitment to technological innovation, environmental sustainability and customer satisfaction. We are dedicated to driving the adoption of renewable energy and building a cleaner, more energy-independent future.

6.3. Impacts

At **Entiba Energy**, we are aware of the various impacts we generate in different aspects of our operation:

- **Positive environmental impact:** We actively promote the adoption of renewable energy, reducing greenhouse gas emissions and contributing to climate change mitigation. Our projects allow customers to save and generate clean, renewable electricity, thereby decreasing the ecological footprint.
- **Economic benefits:** We help our customers reduce costs in the long run by decreasing their reliance on conventional energy and stabilizing their energy bills. This translates into significant savings and better management of financial resources for homes and businesses.
- **Technology development and employment:** We contribute to the development and implementation of advanced technologies in the solar sector, which fosters innovation and creates new employment opportunities in the renewable energy industry.
- **Corporate Social Responsibility:** We are committed to responsible business practices that include strict compliance with environmental and labor regulations, as well as promoting ethical practices throughout our supply chain.
- **Education and awareness:** We educate our customers and the community about the benefits of renewable energy and the importance of sustainability across the board. We promote awareness of the responsible use of natural resources and the need to adopt clean technologies.
- **Social and community impact:** We improve the quality of life in local communities by providing sustainable energy solutions and collaborating on social responsibility projects that benefit vulnerable groups and promote community development.

We are committed to maximizing the positive impacts of our business activity and responsibly managing potential negative impacts, thereby ensuring sustainable growth and contributing to overall well-being.

6.4. Opportunities

At **Entiba Energy**, we identify several opportunities that allow us to grow and strengthen our position in the market:

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- **Growth of the renewable energy market:** With the rise in environmental awareness and the search for sustainable energy solutions, the renewable energy market is expanding. There is a growing demand from households, companies and governments to adopt renewable generation systems and photovoltaic self-consumption.
- **Technological innovation:** Continuous advancement in technology offers opportunities to improve system efficiency, reduce installation costs, and optimize energy management. We are positioned to integrate these innovations and deliver more efficient and cost-effective solutions to our customers.
- **Favorable regulations:** government policies and regulations that promote renewable energy, such as tax incentives and financial support programs, represent opportunities to expand our market and improve the economic viability of PV self-consumption projects.
- **Education and awareness:** There is a significant opportunity to educate and raise awareness in the community about the benefits of solar energy and the importance of sustainability.
- **Geographic expansion:** Expanding into new regions and emerging markets offers opportunities to diversify our revenues and reach new customer segments interested in renewable energy solutions and generate quality local employment.

We are committed to seizing these opportunities to take care of people and the environment by providing efficient and cost-effective energy solutions to our customers, while continuing to innovate and grow sustainably.

7. PUBLIC NATURE OF POLITICS

This Policy will be publicly accessible and will remain continuously hosted on the Entiba Energy website, together with any updates that may be made subsequently.

8. POLICY REVIEW

The policy will be reviewed at least every three years to ensure that it reflects both internal company changes and new environmental conditions. The main objective of this review is to maintain its relevance over time and strategically guide the company to meet the needs of our stakeholders.

9. VALIDATION OF THE POLICY BY THE STEERING COMMITTEE

As part of his oversight role, the CEO of **Entiba Energy** signs and approves this Policy, assuming full responsibility for the decisions and actions arising from it.

10. ANNEXES

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There are no annexes.

11. CHANGES COMPARED TO THE LAST VERSION

Version:	Description of the change
0.0	Initial version