



GRUPO
Azvi //

Sustainability
Policy



Sustainability Policy

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1.- OVERVIEW

Since its founding GRUPO AZVI has remained committed to serving society through the activities carried out by the various companies within the Group whether by creating value or in the management and improvement of social and environmental aspects.

The activities carried out by GRUPO AZVI companies are aimed at generating positive impact and creating value for their stakeholders: employees, clients, users of infrastructures and services, society as a whole, and shareholders.

Sustainability is a key pillar of GRUPO AZVI's operations, contributing to the creation of new opportunities and supporting long-term growth.

GRUPO AZVI'S commitment to sustainability reflects its dedication to social progress, environmental stewardship and economic growth.

2.- AIM

The aim of this policy is to outline the core principles that will guide the sustainability strategy across GRUPO AZVI's companies.

This Sustainability Policy aims to promote a firm commitment to sustainability among GRUPO AZVI's administrators, directors and employees and the entire value chain.

This policy holds strategic importance for the company as sustainability is a fundamental component of the implemented model.

3.- AREA OF APPLICATION

This policy shall apply to all entities that form part of GRUPO AZVI at any given time.

4.- MISSION, VISION AND CORPORATE VALUES

The corporate culture of GRUPO AZVI companies is centred on meeting stakeholder expectations through dynamic and efficient organisation and a commitment to continuous improvement. As a socially responsible entity, the Group integrates regulatory economic, social and environmental criteria and measures for the prevention and detection of criminal offences into the management of its operations to achieve sustainable development.

Mission

- We build connections that unite people and places.

Vision

- To develop and manage profitable projects which integrate technology, sustainability and safety.

Corporate Values

- **Commitment.** We are committed to fulfilling goals with integrity and responsibility.
- **Excellence.** We maximise our performance to achieve the best results.
- **Teamwork.** We combine skills with professionalism and ethics to build trust.

6.- PRINCIPLES

The following principles underpin GRUPO AZVI's Sustainability Policy:

(i) **COMBATTING CLIMATE CHANGE.** GRUPO AZVI is committed to addressing climate change from two perspectives:

- Mitigation of climate change by reducing greenhouse gas emissions.
- Adaptation to climate change by implementing measures to anticipate and respond to the effects of climate change.

(ii) **ENVIRONMENTAL CONSERVATION AND PROTECTION.** All of the Group's activities are guided by sustainability-focused models, including:

- Energy efficiency, optimising the consumption of resources.
- Waste management and circular economy, promoting reuse and recycling.
- Protection of biodiversity, minimising the impact on ecosystems.
- Prevention of air, water and soil pollution.

(iii) **PROFESSIONAL DEVELOPMENT AND STAFF WELLBEING.** GRUPO AZVI fosters a safe, inclusive and motivating work environment to attract and retain talent. The Group's commitments include:

- Continuous training for professional development
- Risk prevention and promotion of health.

c. Work-life balance.

d. Respect for human rights, guaranteeing equal opportunities, diversity and non-discrimination across all its activities and value chain.

(iv) PARTICIPATION AND COMMUNICATION. Promoting active participation and listening to the concerns and expectations of the Group's stakeholders through permanent communication channels.

(v) QUALITY SERVICE AND CLIENT SATISFACTION. As a key aspect of its social responsibility and sustainability, GRUPO AZVI is committed to providing high quality service which meets the needs and expectations of its clients.

a. A culture of continuous improvement is promoted, based on active listening, innovation and operational excellence.

b. Quality management systems are implemented to evaluate and optimize processes, guaranteeing client satisfaction and long-term trust.

(vi) TRANSPARENCY AND GOOD GOVERNANCE. Commitment to the highest standards of business ethics, integrity and transparency. GRUPO AZVI maintains a policy of "zero tolerance" for any form of criminal activity, prioritizing ethical conduct above any type of economic or other benefit, be it direct or indirect, for GRUPO AZVI or its employees.

(vii) RESEARCH AND DEVELOPMENT. Promoting research, development and innovation to improve activities and drive sustainable growth.

At GRUPO AZVI, when it comes to sustainability, we are committed to leading by example - integrating responsible practices to ensure the well-being of the planet and our communities.

This Sustainability Policy reflects our commitment to a more sustainable, equitable future for everyone. It has been approved by the President of GRUPO AZVI and will take effect on the date of signature.

