

Sustainability Policy

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This document is a translation of the original Spanish.

If there are differences between this translation and the original, the Spanish text will be considered the official source.

1 Introduction

Through this Sustainability & ESG Policy, the Altia Group (hereinafter, "the Group" or "Altia group") reaffirms its commitment to sustainable development and ESG (environmental, social and corporate governance) criteria, seeking to define the principles that guide its relations with all stakeholders.

The Altia group is committed to integrating sustainability practices throughout its business model, ensuring that all its activities are carried out in a manner that respects people, the environment and the community at large, in line with respect for Human Rights and sustainable development.

This policy establishes the basic principles and general framework of action for the management of sustainability practices in the Group, and serves as the basis for their integration into the corporate strategy.

The monitoring and supervision of the objectives and principles of this policy are the responsibility of the Sustainability & ESG Department, which will report its conclusions to the Board of Directors, in line with the company's ongoing commitment to ethics and sustainable development, as well as with the requirements of its stakeholders.

2 Our Commitment

At the Altia group, we recognize that **technology and sustainability** are two fundamental aspects on the path to a more prosperous and equitable future. We strive to deliver innovative solutions that not only drive business growth, but also minimize our impact on the environment and promote sustainable development.

We are aware of global challenges, which is why we are committed to the United Nations 2030 Agenda and its Sustainable Development Goals (SDGs). We work to align our strategy with the SDGs where we can have the greatest impact to create a more equitable, resilient and sustainable future for people and the planet.

The United Nations recognises for the first time in the 2030 Agenda the leading role that the business community must play in the implementation of a global action plan, conceiving companies not only as actors that generate wealth, but also as development. The 2030 Agenda affirms that private entrepreneurship, investment and innovation are the great drivers of productivity, inclusive economic growth and job creation and encourages all companies to harness their creativity and innovation to solve sustainable development problems. We share the vision that sustainable development generates new business opportunities, promotes innovation and improves reputation; in addition, the SDGs allow companies to strengthen relationships with their stakeholders, favouring employee motivation and talent retention and

generating credibility with customers, investors and suppliers, driving greater operational efficiency in the organisation ¹.

3 Scope of application

This Policy constitutes a reference framework for sustainability. It is applicable and mandatory for all Altia group companies on a global scale, without prejudice to strict compliance with the applicable regulations in each of the countries in which Altia group operates.

All governing bodies and the different units of the Group have the obligation to know, understand and comply with the guidelines contained in this Policy, in order to make it extensible and accessible to all Altia group personnel.

This policy may be extended to suppliers and partners of, where possible and depending on the nature of their relationship.

4 Related policies

The Sustainability & ESG Policy complements and supports the different internal regulations of the Altia group, in particular:

- Code of Ethics
- Stakeholder Management Policy
- Internal Code of Conduct
- Regulations of the Board of Directors
- Equality Plans and Policies
- Protocols and Measures for the Detection and Treatment of Gender-Based Violence
- Protocols and Policies for the Prevention of Harassment in the Workplace, Sexual, Based on Sex, Sexual Orientation, Sexual Identity or Gender Expression

¹ The business sector in the face of the 2030 Agenda. Spanish Global Compact Network.

5 General principles

Our sustainability model is based on values of integrity, responsibility and commitment to the well-being of people and the planet. Through ethical and transparent management, we seek to create long-term value for all our stakeholders and contribute positively to the sustainable development of society.

In this sense, our ESG approach reflects the company's ongoing commitment to environmental sustainability, concern for people's well-being, and the importance of strong corporate governance in our activity and decision-making.

We adopt a cross-cutting vision of sustainability in relation to our activity, based on the following principles:

- **Comprehensive approach.** Our sustainability model is based on a comprehensive approach that considers the environmental, social and economic aspects of our operations and activities. We recognize the interconnectedness between these three domains and work to balance them harmoniously.
- **Commitment to ESG principles.** We adopt and promote ESG principles as the guiding framework for our business performance. We are committed to strictly complying with the required regulations and to demonstrating our commitment to social responsibility and sustainability in all our actions and decisions.
- **Transparency and accountability.** We are committed to operating in a transparent and responsible manner, clearly and rigorously communicating our sustainability impacts and actions. We take responsibility for our actions and strive to make a positive impact on our communities and the environment.
- **Focus on the long term.** We take a long-term view in all our initiatives and decisions. We are guided by a clear purpose of "growing by growing" in a sustainable and lasting way, ensuring our future growth through responsible and prudent management.
- **Innovation and adaptability.** We promote innovation and adaptability as drivers of our business model. We are constantly looking for new solutions and approaches to address emerging challenges and respond effectively to the changing demands of the environment.
- **Collaboration and strategic alliances.** We recognize the importance of partnerships and collaborations to expand our impact and maximize our collective influence. We build strong relationships with other organizations in the private sector, public sector, and civil society to work together on projects and programs that drive our sustainability strategy.
- **Promotion of equality and inclusion.** We are committed to promoting equal opportunity, diversity and inclusion in all our activities and operations. We actively work

to eliminate any form of discrimination and ensure an equitable and respectful work environment for all people who are part of the Altia group team.

6 Our sustainability strategy

At the core of our sustainability strategy integrated into our business model are **four fundamental pillars** that guide our actions and define our commitment to creating a positive impact on society and the environment.

These pillars are the foundation that provides us with a solid structure on which to build a more sustainable future.



Technology and innovation

We believe that **innovation is an essential tool** for building more prosperous and sustainable societies, which is why we are continuously looking for new ways to address the challenges our customers face, helping them grow and adapt. **Our technology acts as a transformative agent, connecting people and fostering the development of solutions** that drive our clients' progress, always from a responsible and ethical approach.

This innovative vision is combined with **services based on our extensive experience and in-depth knowledge of the sectors** in which we operate. This allows us to offer **highly specialized services adapted** to the specific needs of our clients, thus contributing to their growth and success in an increasingly changing environment.



People are our greatest asset

We put in place **internal policies that guarantee equal and fair treatment for all people** in our workforce. We are committed to **fostering inclusion and diversity in our teams**, recognizing that diversity of thought and experiences enriches our company and makes us stronger as a team. We believe in creating a **more equitable technology industry**, where human rights are respected and promoted at all stages of the business process.

We strive to create **an inclusive, diverse, and respectful work environment**, where each person feels valued, supported, and motivated to achieve personal and professional success.



Dynamic and collaborative spirit

Our commitment to corporate social responsibility is reflected in our dynamic and collaborative spirit, where **corporate volunteering acts as a catalyst** for the company's social commitment, through which our employees act as agents of change in their communities.

We believe in the importance of **contributing to the well-being of our communities** and using our position as a company to **make a positive and lasting impact on society**.

We are committed to continue **promoting actions and programs that promote corporate social responsibility** and contribute to building a more just and equitable world for all people.



Integrity and transparency

We are guided by **trust and leadership to establish solid management structures**, which operate with transparency, rigor, ethics and integrity in all our operations and decisions.

We strongly believe in **fairness, dignity and respect as essential pillars** in all our interactions, both inside and outside the organization.

We are committed to maintaining **high standards of ethical conduct in all our activities**, ensuring that **our actions are aligned with our values and principles**.

7 Relationship with Stakeholders

In order to comply with the general principles of our Sustainability & ESG Policy, we establish the following commitments to our stakeholders:

7.1 Employees

The Altia group works to attract and retain the best talent for which it is committed to:

- To create stable and quality employment with a firm commitment to respect and defend human rights.
- Guarantee the right to effective equality of opportunity and treatment for all workers.
- Pay special attention to the reconciliation of personal and family life, and to the safety, health and well-being of the entire workforce.
- Respect diversity, non-discrimination in the workplace for reasons of sex, sexual orientation, sexual identity or gender expression, race, age, ethnic origin, religion, or any other circumstance.
- Maintain work environments free of harassment and violent or offensive behaviour towards people's rights and dignity, and ensure that, if they occur, appropriate procedures are in place to deal with the problem and correct it.
- To encourage and support corporate volunteering and commitment to the Altia group's social initiatives to contribute to the progress of the communities in which we are present.

7.2 Customers

The Altia group works to build lasting relationships with its customers through quality work and trust, for which it is committed to:

- To offer innovative and quality solutions to accompany customers towards a more digital and sustainable future.
- To ensure regulatory compliance, especially in relation to the security of your data and confidential information, as well as to strictly comply with the Altia Group's Code of Ethics.

- Maintain adequate and efficient communication channels, using the means that best suit them.
- Carry out responsible project management.

7.3 Shareholders and investors

We maintain high standards of commitment and transparency in all our operations, with a zero-tolerance policy for corruption and a firm commitment to the transparent disclosure of economic and financial information.

In compliance with the provisions relating to market abuse established in the legislation on the securities market and BME Growth, the parent company of the Altia group regulates in its Internal Code of Conduct and in the internal Technical Instructions that develop it the obligations that must be fulfilled by the persons subject to said Regulation in relation to inside information, in guarantee of transparency and investor protection.

7.4 Partners, collaborators and suppliers

We establish relationships based on trust and mutual respect, ensuring confidentiality and the duty of professional secrecy in all our interactions, as well as promoting ethical principles in our supply chain and collaboration.

7.5 Institutional authorities or organizations

- Ensure the strictest legal compliance in all Altia group activities
- Maintain a policy of transparency in the relationship with governments and public institutions.
- Act in an ethical, transparent and socially committed manner.

7.6 Society

At the Altia group we are committed to contributing positively to the well-being of the community and the care of the environment, for which we are committed to:

- Comply with environmental and social regulations, as well as actively participate in the fight against money laundering and other illicit activities.
- Assume the impact that your activity may generate by assessing environmental risks.
- To be allies or promote social action initiatives that favour the development of a society with a greater knowledge of the possibilities of the technology sector as a tool for the future and sustainable progress.

7.7 Communication channels with Stakeholders

The Altia group has set up an Internal Information System (SII) consisting of a set of Ethical Channels for all the Companies that make it up and that are available to the different stakeholders identified.

INTERNAL CHANNELS	EXTERNAL CHANNELS
Corporate Intranet Communications to employees Internal Newsletters Meetings and talks Training activities	Group Websites Sustainability report Corporate Reports & Documents Social and professional networks Press releases Customer satisfaction surveys Phone numbers and contact mailboxes Meetings and conferences

8 Sustainability monitoring in the Group

The implementation and execution of the Sustainability & ESG Policy is a cross-cutting commitment throughout the Group, and it is the responsibility of all areas to gradually integrate it into their strategic and operational agenda.

Altia has established a corporate Sustainability & ESG Division, which operates as an internal body tasked with advising, informing and executing sustainability-related initiatives.

The Board of Directors has the authority to endorse and approve the Sustainability & ESG Policy, for which it is supported by the Sustainability & ESG Management when it is reviewed, updated and monitored.

8.1 Functions of the Sustainability & ESG Division

The Sustainability & ESG Department will be responsible for publicising the Group's sustainability principles and objectives and advising the different areas so that they can be integrated into the Group's activities, as well as in general into the internal regulations in which they are applicable.

Among its competencies, the Sustainability & ESG Department carries out the task of monitoring sustainability initiatives, as well as evaluating and proposing to the corresponding body, the adhesion of new initiatives that are relevant to the Altia group, related to this area of action.

In addition, the Sustainability & ESG Division is responsible for supervising the implementation of this Policy in the areas of its competence.

8.2 Sustainability & ESG Policy Update

The Policy will be subject to revision where appropriate to adjust it to legal changes and/or to incorporate the best practices deemed necessary, in order to achieve its objectives.

8.3 Communication and dissemination of the Sustainability & ESG Policy

The communication of sustainability practices will be made annually in the Sustainability Report and non-financial information report, which allows stakeholders to evaluate the performance of the Altia group in this area during the year in question.

The Sustainability & ESG Policy is available on the corporate website <https://www.altiacompany.com/es/altia/sostenibilidad-esg>

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