

THE GS INIMA SUSTAINABILITY POLICY

GS Inima considers sustainability as the most appropriate way to carry out its operations, making economic growth compatible with ecological balance and social progress. For the company, managing its activities from a sustainable perspective generates value in the medium and long term, particularly in terms of generating confidence in its stakeholders and legitimacy for the performance of its business.

The fulfillment of the commitments acquired by GS Inima in the context of sustainability is firmly supported by the General Management, which disseminates them throughout the company on all levels, including contractors and suppliers. With this, it ensures that this Policy is reviewed regularly and updated, guaranteeing that its application takes place effectively and that it is available to and is known by all of GS Inima's personnel and interested parties.

The purpose of this Sustainability Policy is to establish GS Inima's basic principles of action and constitutes the core around which the rest of the corporate policies are built. The governing principles that guide GS Inima's performance in the context of sustainability are as follows:

- ▣ Respect the legislation in force in each of the countries in which the company carries out some kind of activity, adopting supplementary measures in those cases where the local legislation is less strict than the requirements established internally.
- ▣ Carry out the business in accordance with strict respect for integrity, furthering ethics in business affairs, acting at all times with a preventive focus to minimize the occurrence of risks that could go against free market practices or the appearance of practices that could turn out to be fraudulent.
- ▣ Operate with guarantees of economic sustainability, by undertaking projects that are feasible from a financial point of view.
- ▣ Support respect for internationally recognized human and workers' rights, rejecting in any case forced or child labor, and guaranteeing the right of association and collective bargaining.
- ▣ Protect the environment by means of the efficient use of natural resources, life cycle management, the protection of biodiversity, the fight against climate change by promoting responsible consumption practices, especially with respect to water, among customers, suppliers and other stakeholders.
- ▣ Align the company with the commitment to zero emissions in the long term, in accordance with international agreements, by reducing and controlling emissions of greenhouse gas pollutants into the atmosphere and promoting the improvement of the energy efficiency of equipment and facilities.
- ▣ Plan the transition to the increased use of renewable energies in the projects developed by the organization.
- ▣ Carry out personnel recruitment processes within a framework of equal opportunities, respect for diversity and the absence of discrimination.
- ▣ Guarantee a healthy and safe work environment, both for the company's own employees as well as for suppliers and contractors.

- ▣ Promoting innovation and digitalization, essential to improve competitiveness in a highly demanding market, which allows GS Inima to differentiate itself from other companies in its sector.
- ▣ Offer customers an excellent service, in accordance with the most stringent quality standards, seeking to exceed their expectations.
- ▣ Disseminate to stakeholders reliable and accurate information, on which they can base their decisions adequately.
- ▣ Further dialog, in such a way as to strengthen GS Inima's communication with its shareholders, customers, employees, suppliers and, in general, with all of its stakeholders, in order to harmonize their needs and expectations with GS Inima's business activity.

Madrid, May 2021

Signed: Marta Verde
General Manager