

# Corporate Sustainability Policy

## Purpose

The Corporate Sustainability Policy establishes a comprehensive framework that defines the company's approach to sustainability across all its operations. This framework integrates existing policies and codes of conduct, ensuring effective and aligned implementation. It aims to generate long-term value by addressing the social and environmental impacts of the company's activities. Through this policy, the company demonstrates its genuine commitment to a sustainable future.

## Scope of Application

This policy applies to all individuals employed by companies within Lantania, including members of governing bodies, who must comply with it in the performance of their duties. It also extends to companies in which Lantania holds a majority stake, regardless of geographic location or activity. Additionally, the policy applies to temporary joint ventures or similar associations under Lantania's management.

## Commitments

For Lantania, engaging with stakeholders is integral to fulfilling its responsibilities. The company continuously develops a sustainability strategy in collaboration with stakeholders, promoting transparency in environmental, social, and governance (ESG) commitments and performance. This policy also encourages active stakeholder engagement and integrates sustainability into the Group's key strategic areas.

### **Environment**

- ✦ Environmental Impact Management: Through an integrated management system, we continually enhance our environmental performance, mitigating costs and risks.
- ✦ Minimizing Environmental Impact: We are committed to measuring, reducing, and controlling emissions, resource consumption, and waste generation.
- ✦ Carbon Footprint: We set targets to reduce greenhouse gas emissions by investing in renewable energy and implementing energy-efficient measures.
- ✦ Climate Strategy and Energy Transition: A robust climate strategy enables us to adapt to climate change and support the transition to a low-carbon economy.
- ✦ Water Resource Management: We practice responsible water management by reducing consumption, reusing water, and safeguarding water sources.
- ✦ Circular Economy and Waste Management: Circular economy principles guide our value chain to minimize waste and increase reuse and recycling.
- ✦ Biodiversity Protection: We prioritize the protection and restoration of biodiversity, ensuring our projects and operations respect and preserve local ecosystems.

### **Employees**


- ✦ Safety and Health: We provide a safe and healthy work environment through occupational risk prevention and fostering a culture of safety.
- ✦ Diversity and Equality: We value inclusion and promote diversity and equal opportunities at all organizational levels.
- ✦ Talent Acquisition and Development: Opportunities for professional growth and continuous training are key to attracting and nurturing talent.
- ✦ Employee Retention and Satisfaction: Policies supporting work-life balance, well-being, and job satisfaction drive employee engagement and retention.

## Communities

- “ Commitment to Social Development: We contribute to the social development of communities through social investment, volunteering, and partnerships with local organizations.
- “ Human and Labor Rights: We uphold human and labor rights across our value chain, actively combating child labor and discrimination.
- “ Sustainable Supply Chain: Collaboration with suppliers ensures adherence to sustainable practices throughout the supply chain.
- “ Stakeholder Engagement: We maintain open and transparent communication with stakeholders, including civil society, local communities, and investors.
- “ Product Quality and Customer Satisfaction: Delivering high-quality products and services is central to meeting and exceeding customer expectations.

## Corporate Governance

- “ Alignment with the European Taxonomy: We align our activities with the European Taxonomy by undertaking sustainable projects like railway infrastructure, renewable energy, and energy distribution.
- “ Innovation, Technology, and Digitalization: We adopt clean and digital technologies, such as BIM, to enhance environmental and social outcomes.
- “ Good Governance: A robust and transparent corporate governance framework ensures responsible decision-making.
- “ Ethical Conduct and Compliance: Ethical and responsible practices underpin all activities, with full adherence to applicable laws and regulations.



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