



ENSA'S SUSTAINABILITY POLICY

1. PURPOSE

This sustainability policy includes the general principles and the bases of the sustainable development strategy of Equipos Nucleares, S.A., S.M.E., which serves as a starting point for subsequent development in accordance with the policies and strategies of the companies that make it up, and which is also a continuation of the sustainability policy of the group to which ENSA belongs, the SEPI Group. With this policy we intend to effectively address the main challenges arising from our activity in all the areas concerned: environmental, social and corporate governance.

Within the framework of public exemplarity and business efficiency, ENSA orients its public service business model by integrating a sustainable approach, aligning itself with a growing regulatory demand, a more demanding market in terms of ESG (Environmental, Social and Governance), a workforce that is increasingly sensitive and aware of the problems of our environment, responding to the concern and demand of our society, with a view to promoting the achievement of the United Nations Sustainable Development Goals and the 2030 Agenda.

2. SCOPE OF APPLICATION:

This Policy applies to ENSA, which shall promote the alignment of its policies with its own policies for those entities in which it holds a majority or minority interest or in which it does not exercise control, through the actions of its representatives on the governing bodies of such entities, so that they follow principles and guidelines consistent with those set out in this Policy.

3. PRINCIPLES FOR ACTION:

In this way, the following framework principles of this policy, through which ENSA expresses its commitment to sustainability, are set out below. These are aimed at providing the highest standards of quality in its activities in search of continuous improvement in processes and services, and responding to the needs of the administrations and society as a whole.

3.1.- ENVIRONMENTAL PRINCIPLES:

- To promote the **circular economy** based on a new model of production and consumption in which the value of products, materials and resources is maintained in the economy for as long as possible, and waste generation is minimised and those that cannot be avoided are used to the greatest extent possible.
- To commit to the fight against **climate change**, aligning ENSA's objectives with those of the Paris Agreement and implementing and developing measures for mitigation and adaptation.
- To strengthen the culture of respect for the environment, reducing the environmental impact of activities, promoting the protection of natural heritage and **biodiversity**, as well as promoting information and training in this culture.
- To guarantee **energy security and efficiency**, promoting a fair energy transition that takes into account its impact on people, local communities and society in general.

3.2.- SOCIAL PRINCIPLES:

- To improve the **attraction and management of talent** and personal and professional development, reducing the salary and gender gap, promoting **diversity and equal opportunities** as the pillars of growth and social progress, guaranteeing the work-life balance.
- To promote a commitment to **occupational health and safety**, guaranteeing sustainable and healthy spaces, consolidating a preventive culture that minimises occupational hazards and absenteeism and maximises the well-being of the workforce.
- To respect and promote internationally recognised **human and labour rights** in the company's activity and in its value chain, acting with due diligence, rejecting any form of abuse or violation of these rights.

- To generate a **positive impact on the environment and communities** in which the ENSA Group operates and on society as a whole, favouring the integration of the Group's activities in the social environment and promoting its development.

3.3.- GOVERNANCE PRINCIPLES:

- To **comply with current legislation in an exemplary and diligent manner**, always taking a preventive approach and minimising economic, social and environmental risks, including tax risks.
- To guarantee and promote exemplary behaviour through the adoption of **best practices in corporate governance, transparency, integrity and business ethics**, as instruments to generate credibility and trust, promoting **recognition and strengthening the reputation** of ENSA.
- To integrate **sustainability in a transversal manner** in the corporate governance system and at all organisational levels, particularly in the risk map, using dynamic tools such as sustainable public procurement.
- To ensure **accountability** to stakeholders, providing reliable, rigorous and relevant information, including that relating to compliance and progress in the commitments acquired in the area of sustainability, all of which is reflected in an annual ENSA Sustainability Report.

4.- MONITORING AND DISSEMINATION OF THE POLICY:

The Board of Directors of ENSA has agreed, at its meeting held on 29 May 2023, to approve this Sustainability Policy, which sets out the main aspects and commitments of the company in sustainability matters and shall form part of the Company's corporate governance system.

The implementation and application of the Policy is ensured, including the planning, coordination, continuous improvement, execution control and supervision of the actions required by the various areas and divisions of each Company.