

## **ENSA'S SUSTAINABILITY POLICY**

### **I. PURPOSE**

At Equipos Nucleares, S.A., S.M.E. (hereafter, ENSA) we recognise our responsibility in building a more sustainable, safe and inclusive future. We play a crucial role in providing clean technologies and low-carbon energy.

Within the framework of public exemplarity and business efficiency, we guide our public service business model towards the adoption of a sustainability policy based on double materiality, integrating both the company's impacts on the environment and the risks and opportunities in all affected areas: Environmental, Social and Corporate Governance; all with a view to promoting the achievement of the United Nations Sustainable Development Goals and the 2030 Agenda.

### **II. SCOPE OF APPLICATION**

This sustainability policy, applicable to all the activities carried out by ENSA, sets out the general principles and foundations of our sustainable development strategy, which will serve as a starting point for the further development of our corporate strategy, thereby aligning us with the group to which we belong: Sociedad Estatal de Participaciones Industriales, Grupo SEPI.

### **III. PRINCIPLES FOR ACTION**

The framework principles of this policy are aimed at providing the highest standards of quality in our activities, seeking both continuous improvement in processes and services and responding to the needs of public administrations and society as a whole.

#### **3.1 - CROSS-CUTTING PRINCIPLES**

- To integrate **sustainability across the board** in decision-making and at all organisational levels.
- To integrate impacts, risks and opportunities into the risk map, applying due diligence principles to manage material issues in the most appropriate manner, especially to **identify, prevent, mitigate and remedy negative impacts**.
- To **maintain ongoing dialogue with key stakeholders** in order to ensure that our business strategy is aligned with their expectations, strengthening trust and enhancing our reputation and brand.

- To **promote information and training on sustainability culture** among our most relevant stakeholders.
- To **promote research, development and technological innovation** as a strategic pillar to accelerate the development of sustainable and safe solutions in the nuclear field.
- To **encourage** sustainable **digitalisation** as a tool **to improve efficiency, traceability and safety** in the industrial processes we develop.
- To **generate robust cybersecurity systems** that ensure the protection of our processes, our customers' information and operational continuity.

### 3.2 - GOVERNANCE PRINCIPLES

- To **comply with current legislation in an exemplary and diligent manner**, always acting from a preventive approach and minimising economic, social and environmental risks, including tax risks.
- To guarantee and promote an exemplary corporate culture through the adoption of **best practices in corporate governance, transparency, integrity and ethics**, as instruments to generate credibility and trust, promoting **recognition and strengthening the reputation**.
- To ensure **accountability** to stakeholders, providing relevant, reliable, comparable, verifiable and understandable 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.

### 3.3 – 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 our objectives with those of the Paris Agreement and implementing and developing measures for mitigation and adaptation.
- To **encourage a culture of respect for the natural environment**, reducing the potential **pollution** caused by our activities and promoting the protection of natural heritage and **biodiversity**.

- To ensure the **safety and energy efficiency** of our processes including our environmental performance through continuous improvement.

### 3.4 - SOCIAL PRINCIPLES

- To improve the **attraction and management of talent** and personal and professional development and to maintain the non-existence of wage 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 work spaces, consolidating a preventive culture that minimises occupational hazards and absenteeism and maximises the well-being of our 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.

### 4.- MONITORING AND DISSEMINATION OF THE POLICY

This Sustainability Policy sets out the main aspects and commitments in terms of sustainability and shall form part of the Company's corporate governance system, being available to all stakeholders.

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 Society.

**Policy approved by the Steering Committee on 22 May 2025**