

NON-FINANCIAL INFORMATION STATEMENT (EINF)

AICOX SOLUCIONES, S.A.U.

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LETTER FROM THE CEO

At Aicox Soluciones, we understand that business development must go hand in hand with respect for people, society, and the environment. Our activities are focused not only on innovation and efficiency, but also on generating a positive and sustainable impact in all areas where we operate.

We have voluntarily decided to prepare our Non-Financial Information Statement (EINF) as a demonstration of our commitment to transparency, sustainability, and corporate responsibility. We firmly believe that sharing our progress in social, environmental, and governance (ESG) matters is an essential part of ethical management.

This report outlines our actions and results in areas such as responsible resource management, the well-being and development of our workforce, the quality of our relationships with customers and suppliers, business ethics, and respect for the environment, as well as our action plan for the coming year.

Our purpose is clear: to contribute to technological progress in a responsible and sustainable manner, creating long-term value for our employees, customers, partners, and society.

We will continue to advance the integration of ESG criteria into all our decisions, fostering a corporate culture based on integrity, innovation, and a commitment to future generations.

Thank you to everyone at Aicox Soluciones for your effort, professionalism, and dedication, which make this shared purpose possible.

Signed:



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01. INTRODUCTION TO THE NON-FINANCIAL INFORMATION STATEMENT (EINF)

1.1 Sustainability Goals, Corporate Responsibility, Corporate Values, and ESG Commitment

At Aicox, we understand that sustainable growth is not only measured in economic terms but also by the impact we have on our environment, on the people who are part of our organization, and on society at large. Therefore, this Non-Financial Information Statement (EINF) outlines our most significant actions in the areas of environmental, social, and governance (ESG), aligned with the values that guide our business.

Our sustainability and corporate responsibility plan is based on three fundamental objectives:

- **Protecting the environment:** Adopting responsible practices that minimize our environmental impact, promoting energy efficiency, sustainable mobility, and proper resource management.
- **Caring for people:** Fostering a safe, healthy, and motivating work environment that supports the professional and personal development of our employees, as well as providing support for their families.
- **Upholding business ethics:** Building a corporate culture based on integrity, transparency, regulatory compliance, and a commitment to our stakeholders.

Through this report, we reaffirm our commitment to continue moving toward a more responsible, conscious, and engaged business model that addresses the challenges of the present and the future.

02. CORPORATE PROFILE

2.1. Core Activities and Strategic Sectors

Aicox Soluciones is a company specializing in the integration and development of high-value-added technological solutions. Our business focuses on the supply, implementation, and support of innovative systems in strategic sectors such as:

- **Telecommunications:** network solutions, transmission, and advanced communication services.

- **Defense and security:** critical technologies for command and control systems, secure communications, and specialized applications for the armed forces and law enforcement agencies.

- **Energy:** projects focused on the digitization, monitoring, and optimization of energy infrastructure.

- **Transportation and other industrial sectors:** solutions for the smart management of infrastructure and mobility services.

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Our commitment is to offer state-of-the-art technologies tailored to each client's needs, ensuring reliability, efficiency, and continuous support.

2.2. Organizational Structure and Business Units

Aicox Soluciones' organizational structure is designed to provide flexibility and close customer relationships. It is organized into specialized business units, enabling us to offer comprehensive, customized services:

- **Telecommunications and Broadcast Unit:** network deployment, transmission solutions, and audiovisual services.
- **Defense and Security Unit:** communication systems, command and control, intelligence solutions, and cybersecurity.
- **Energy and Smart Solutions Unit:** system integration for smart grids, infrastructure management, and energy efficiency projects.
- **Services and Technical Support Unit:** comprehensive maintenance, consulting, technical support, and specialized training.

Each unit has expert, multidisciplinary teams that ensure quality at every stage of a project: from engineering and supply to integration, commissioning, and maintenance.

2.3. Geographic Presence

Aicox Soluciones operates in both the domestic and international markets. Headquartered in Spain, the company has established its presence through strategic projects in Europe, Latin America, Africa, and the Middle East.

Our ability to adapt to different environments and our collaboration with top-tier technology partners allow us to participate in global projects, supporting our clients wherever they need us.

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03. ENVIRONMENTAL ISSUES

3.1. Environmental Policy

At Aicox, we recognize the importance of protecting the environment and promote sustainable development as a fundamental part of our corporate strategy. We are committed to minimizing the environmental impact that may result from our activities, always seeking to improve our environmental performance and foster a culture that is responsible and respectful of the environment.

3.2 Aicox's Commitments

1. **Regulatory Compliance:** We are committed to complying with all applicable environmental laws in the regions where we operate, as well as with any voluntary requirements adopted by the organization, ensuring that our operations adhere to the applicable legal framework.
2. **Prevention and Minimization of Impacts:** We implement measures to prevent pollution and minimize the generation of waste, emissions, and energy consumption. This includes identifying and controlling the significant environmental aspects of our activities.
3. **Responsible Resource Management:** We promote the efficient and sustainable use of natural resources, including raw materials, water, and energy, with the aim of minimizing our consumption and fostering conservation and efficiency practices.
4. **Waste Management:** We adopt responsible waste management practices that include proper segregation, treatment, recycling, and final disposal in accordance with applicable regulations, promoting the circular economy and reducing waste generation.
5. **Awareness and Training:** We promote continuous training and environmental awareness among all our staff, providing the knowledge and tools necessary for each employee to actively contribute to environmental protection.
6. **Continuous Improvement:** We establish clear and measurable environmental objectives, periodically reviewing our performance to identify opportunities for improvement, implement corrective actions, and optimize our environmental processes and practices.
7. **Stakeholder Relations:** Integrating environmental criteria into our relationships with customers, suppliers, and other stakeholders, fostering cooperation to promote sustainable practices throughout our entire value chain.
8. **Communication and Implementation:** This environmental policy is communicated to all Aicox employees and is available to all stakeholders. Every person in the organization is responsible for implementing and adhering to this policy, contributing to the environmental objectives and the overall commitment to sustainability.

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3.3. Waste Management at Aicox

Aicox is committed to managing waste responsibly to minimize its environmental impact. This involves separating, sorting, and disposing of waste in accordance with current regulations and best environmental practices. In addition, we encourage the reduction, reuse, and recycling of materials to promote the circular economy.

All employees must actively participate in waste management initiatives, ensuring the efficient use of resources and contributing to environmental protection.

04. SOCIAL AND PERSONNEL ISSUES

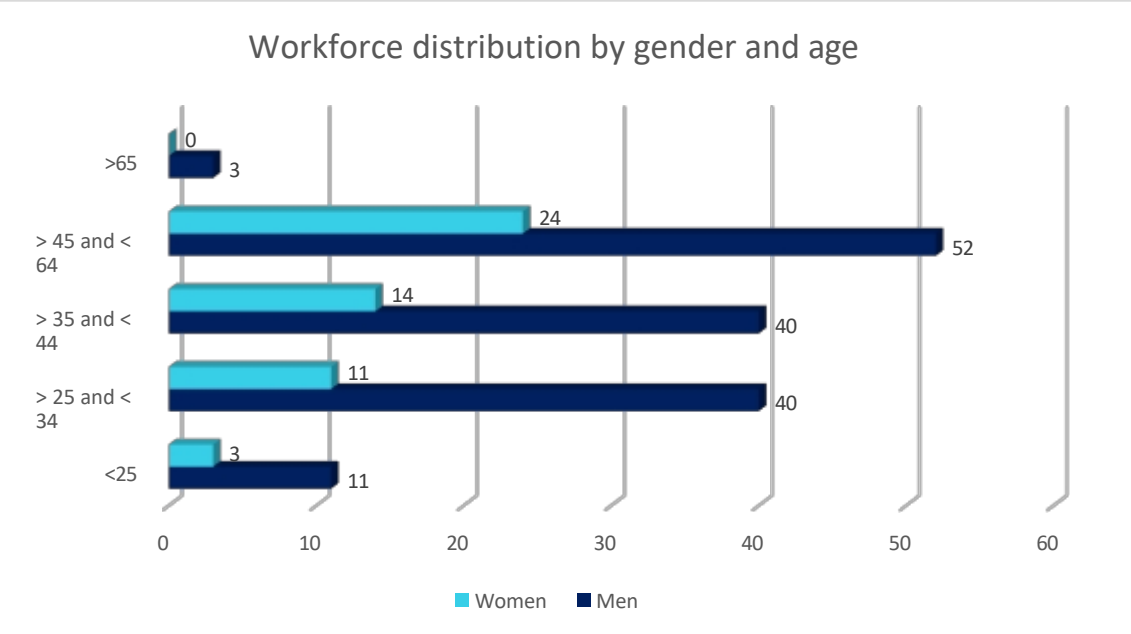
4.1 Workforce Analysis

- **Workforce analysis by gender and age groups:**

Based on the analyzed data, the company's workforce shows a higher proportion of men across all age groups. This trend is consistent across the entire workforce.

The age distribution shows that both men and women are concentrated primarily in the 25–64 age group, which is typical in sectors where technical and professional experience is valued. The largest age group for both sexes is 45–64.

G. Age	<25	> 25 and < 34	> 35 and < 44	> 45 and < 64	>65
Men	11	40	40	52	3
Women	3	11	14	24	0



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- Conclusions on workforce diversity and composition:

    - **Female representation:** Although the presence of women is growing in the middle age groups (35–44 and 45–64), it remains lower than that of men.

    - **Age distribution:**

        - Low representation of young people (<25 years old): Only 14 people in total, which may present opportunities to strengthen internship programs, training, or efforts to attract new talent.

        - Predominance of middle-aged employees (25–64 years): This group constitutes the core of the organization. This pattern is associated with highly specialized and experienced teams.

        - Presence of staff over 65: Only 3 men. This is consistent with typical retirement patterns.

- Generational balance:

Although there is a reasonable balance in the middle-aged group, the low proportion of young employees suggests a risk of workforce aging in the medium term.

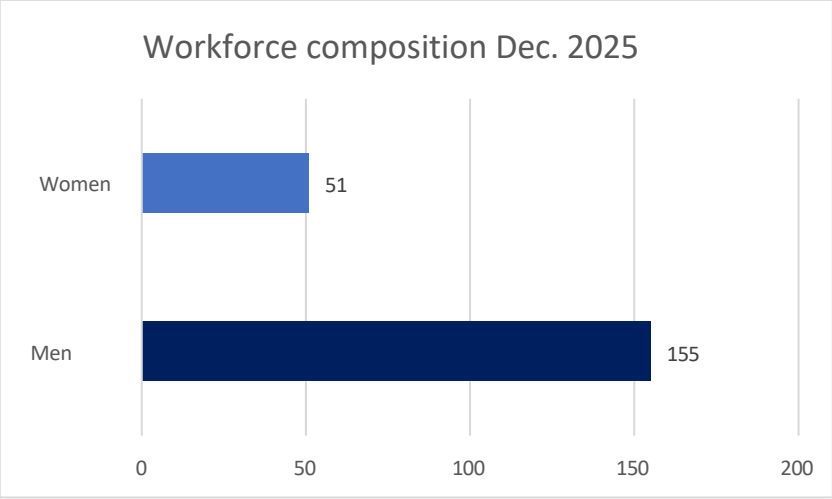
- Conclusion by age and gender:

The company's workforce structure reflects a predominance of men and a strong concentration of employees between the ages of 25 and 64, with a limited presence of younger workers. These data suggest a need to reinforce strategies that promote the recruitment of young talent and a greater presence of women to ensure generational balance in the future. Overall, the workforce demonstrates stability and experience.

- **Workforce analysis by tenure and gender:**

Overall workforce composition:

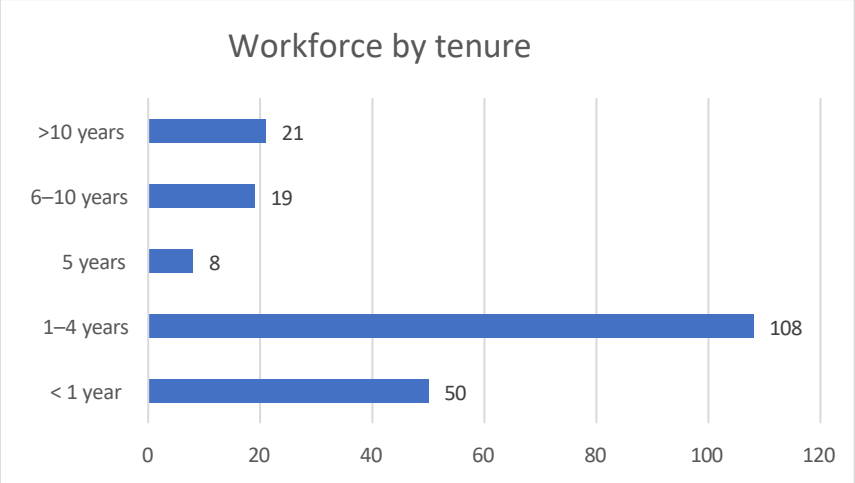
206 employees, of whom 155 are men, representing 75% of the workforce, and 51 are women, representing 25% of the workforce.



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- Distribution by tenure:

It can be seen that the workforce is relatively young, which is due to the company's growth in recent years.



4.2 Aicox's Commitment to Workplace Well-being and Sustainability

At Aicox, we are firmly committed to the holistic well-being of our employees, work-life balance, and respect for the environment as key pillars of our corporate culture. Over the past year, we have continued to promote initiatives that reinforce this commitment:

- **Sustainable Mobility:** The installation of charging stations for electric vehicles at our facilities not only aligns with an environmental strategy but also provides a direct benefit to our employees, promoting cleaner and more efficient mobility.
- **Commuting:** We offer a shuttle service between the workplace and Atocha Station, which helps reduce the carbon footprint of daily commutes. The environmental impact of this initiative has already been assessed and will be included in the report once reviewed. *Included as ANNEX I.*
- **Physical and Mental Well-being:** We promote healthy lifestyle habits through yoga classes during work hours and physical therapy sessions that are partially subsidized by the company. In addition, we have agreements with gyms and other sports facilities that offer special rates to our employees.
- **Health insurance:** Aicox provides health insurance to its employees.
- **Benefits and work-life balance:** We have a flexible compensation program that allows each person to allocate part of their salary according to their needs. We also encourage flexible hours and the option to work remotely depending on the nature of the position.
- **Professional growth:** We actively promote filling internal vacancies, prioritizing talent development and internal promotion as pillars of sustainable growth.

These actions reflect our ongoing commitment to building a healthy, motivating, and responsible work environment.

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05. HUMAN RIGHTS AND BUSINESS ETHICS

5.1 Code of Ethics

Ethical Commitment at Aicox

Aicox's Code of Ethics and Conduct formalizes its commitment to ethics as the foundation for transparent and responsible relationships with clients, suppliers, and third parties. This code establishes guidelines for conduct that promote honesty and trust, safeguarding the company's integrity.

In addition, it ensures compliance with the laws and regulations in the jurisdictions where Aicox operates, reflecting its commitment to sustainability and good corporate governance. This code complements, but does not replace, applicable laws and contractual or labor obligations.

Purpose, Scope, and Applicability

The Aicox Code of Ethics provides a guide to values and guidelines to foster a culture of ethics and compliance among everyone who is part of the company. It establishes minimum standards of conduct that guide professional behavior.

Violations of the code may result in disciplinary action or termination. It is intended for all employees, leaders, as well as customers and suppliers, so that they are aware of their responsibilities and expectations in their relationships with Aicox.

Responsibilities

The Sole Administrator approves the Code, demonstrating his commitment to ethics and compliance. Employees must:

- Be familiar with and follow the Code.
- Help others act in accordance with its values.
- Serve as a model of ethical conduct.
- Participate in ethics training.
- Report violations and resolve questions.
- Use the Whistleblower Channel responsibly.
- Collaborate on research related to the Code.

Values and Ethical Principles

Aicox bases its conduct on integrity, excellence, trust, transparency, and sustainability. These principles guide everyone's business ethics.

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Compliance with the Law:

- **Prevention of Corruption:** Zero tolerance for corruption. Any deceptive conduct must be avoided; the legality and honesty of third parties must be verified; and gifts or suspicious payments must be refused.
- **Prevention of money laundering:** Participation in activities linked to money laundering or illegal financing is not permitted. The identity of partners must be verified, and non-contractual or suspicious payments must be avoided.
- **Tax Compliance:** Aicox fulfills its tax obligations transparently, providing accurate information and acting prudently to avoid tax risks.

Integrity and Objectivity

Aicox promotes transparent, fair, and respectful relationships with third parties, based on accurate information and confidentiality.

- In tenders and dealings with suppliers, transparency and equality are required, and any manipulation or meetings that could affect prices or reputations must be avoided.
- We strive for continuous improvement of services, offering quality, resolving complaints, and avoiding conflicts of interest with clients.
- Relationships with suppliers must be objective, transparent, and free of conflicts of interest, with clear communication and a zero-tolerance policy toward any illegal conduct or corruption.

Respect for People

Aicox is committed to respecting labor rights, opposing forced child labor and discrimination. It guarantees freedom of association, equal opportunities, and a harassment-free environment.

It promotes workplace safety, health, and well-being, encouraging a balance between personal and professional life, and providing training in risk prevention. Employees are required not to work while under the influence of substances that impair judgment.

It fosters diversity and respect, creating an inclusive, fair environment free from discrimination based on gender, sexual orientation, disability, or other differences.

Quality and Security

Aicox protects personal information and data, ensuring their confidentiality and restricting access to authorized personnel only. Confidentiality agreements must be signed, security measures must be followed, and any incidents must be reported.

Information disclosed must be clear, truthful, and transparent, without concealing or altering data, documents, or accounting records, and avoiding any illegal activity.

Company assets (equipment, facilities, intellectual property, etc.) must be used responsibly and protected to maintain Aicox’s image and reputation. Sharing passwords, installing unauthorized software, or using the logo without permission is prohibited.

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Environmental Protection

Aicox is committed to preserving and improving the environment by minimizing the impact of its activities. Everyone is expected to comply with environmental regulations, participate in initiatives to reduce waste and use resources efficiently, and receive training in environmental protection. We promote sustainable consumption and the reduction of waste, noise, odors, and light pollution.

Human Rights

Aicox firmly upholds human rights, particularly in the areas of labor, children's rights, equality, and non-discrimination.

Specific Policies

The company has policies on conflicts of interest, anti-corruption, hospitality and gifts, information security, good governance, and the functioning of the Board or Management Committee.

5.2 Whistleblowing Channel

At Aicox Soluciones, we believe that the conduct of every member of our organization plays a key role in establishing a strong and sustainable ethical culture. As a fundamental pillar that helps us comply with the standards set forth in our Code of Ethics, Aicox has implemented the Whistleblower Channel as a mechanism that promotes the confidential—including anonymous—reporting of any information regarding acts contrary to our principles and values, or violations of applicable laws or internal regulations, in order to prevent the commission of acts that could cause harm of any kind to the organization, its employees, or related third parties.

The purpose of the Whistleblowing Channel is:

- To regulate Aicox's Internal Reporting System, which will be known and respected by all members of the organization.

- Ensure the effective implementation of the Whistleblower Channel in accordance with Law 2/2023 of February 20, which regulates the protection of individuals who report regulatory violations and combats corruption.

- To establish the general principles and safeguards of the Whistleblowing Channel, ensuring the highest standards of quality and protection and complying with current legislation.

Scope of Application:

The scope of application of the Whistleblowing Channel Policy extends to all companies that comprise or may come to comprise Aicox Soluciones, S.A.U. and/or the Aicox Group.

The Whistleblower Channel can and should be used by anyone associated with Aicox Soluciones—whether through an employment or professional relationship—including shareholders, employees, suppliers, customers, interns, or job applicants, as well as third parties connected to the organization.

In accordance with applicable regulations, reports submitted through the Whistleblowing Channel must concern conduct—whether acts or omissions—that may constitute:

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- Violations of European Union law, provided they fall within the scope of the Union acts listed in the Annex to Directive (EU) 2019/1937 or affect the financial interests of the European Union or impact the internal market.

- Violations of the Spanish Criminal Code or serious or very serious administrative violations.

- Violations of Aicox Soluciones' internal regulations, such as the Code of Ethics, the Conflict of Interest Prevention Policy, the Anti-Corruption Policy, the Gifts and Hospitality Policy, the Equality Protocol, and the Protocol against Sexual or Workplace Harassment.

Reports related to interpersonal conflicts that affect only personal interests (contractual, labor, vacation-related issues, etc.) or reports regarding incidents involving services provided (customer service) will not be processed through the Reporting Channel; these must be addressed through the specific channels provided.

Of course, reports knowingly made in a false or bad-faith manner will not be processed through the Reporting Channel; such actions constitute a very serious violation and will result in disciplinary measures being taken against those who use the Channel for this purpose.

Responsible Party for the Reporting Channel:

The body responsible for managing the Aicox Soluciones Reporting Channel is the Ethics Committee, which has designated the General Counsel as the Reporting Channel Manager.

The General Counsel will be responsible for overseeing the Whistleblower Channel, allocating the necessary resources to ensure its proper functioning, and ensuring at all times that the principles set forth in this Procedure are upheld, acting with complete autonomy and independence within the organization.

Principles and Guarantees of the Whistleblowing Channel:

The principles and safeguards upon which the Policy—and, consequently, the Aicox Soluciones Whistleblowing Channel—is based are:

- The Ethics Committee will publicize the Whistleblowing Channel, its safeguards, and its operation to all stakeholders through awareness-raising and information campaigns, and specific training sessions on the use of the Whistleblowing Channel will be included in the annual plan.

- Easy access will be ensured from the website itself.

- Throughout the process, the information provided by the parties involved will be treated as strictly confidential. In addition, reports may be submitted anonymously.

- All individuals involved in a complaint will be asked to sign the relevant confidentiality agreements.

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- The complainant will have access to the file regarding their complaint, and those involved will be kept informed of the results of the proceedings that affect them.

- The entire process is conducted by impartial individuals, ensuring the absence of conflicts of interest.

- We guarantee that there will be no retaliation of any kind against anyone who uses the Whistleblower Channel in good faith.

- We will ensure that the information provided is honest, complete, and truthful, rigorously upholding the good faith of the communications.

- The rights of the whistleblower and all interested parties will be protected. From the outset, it will be presumed that all communications are made in good faith and that all individuals are innocent unless evidence proves otherwise.

- The Channel Manager, together with the Ethics Committee, will diligently process the information reported to them, independently and autonomously.

- Applicable laws will be respected at all times.

Handling of Reports:

The process for managing communications received through the Aicox Whistleblowing Channel is detailed in the Management Procedure located on the Channel's platform.
In general terms, the process for handling complaints received can be summarized as follows:



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Approval, dissemination, and review:

The Management Committee of Aicox Soluciones, endorsed by the Sole Administrator, is the body responsible for approving the Whistleblowing Channel Policy, which becomes effective on the date of its endorsement and is published on the same day on the Whistleblowing Channel available on the corporate website. Training initiatives will be carried out to ensure the proper dissemination of this Policy and the culture of compliance and communication within the organization, through awareness and information campaigns for stakeholders and training programs for staff specifically responsible for managing the Whistleblowing Channel.

06. FIGHT AGAINST CORRUPTION

6.1 Anti-Corruption and Transparency Protocol

Summary:

To identify the measures necessary to prevent and detect fraudulent acts and the misuse of the functions and resources available to Aicox Soluciones (hereinafter, AICOX or "the Entity") for financial or other gain.

Scope:

This Policy applies to all employees, executives, and collaborators of the Entity. This Policy covers all activities, processes, and relationships established by the company and its employees at all levels, whether formally set forth in a contract, policy, procedure, or similar document, or whether they apply through custom or standard practice.

General Requirements:

It is prohibited for any Aicox employee, as well as any person or entity acting on its behalf or in its representation, to offer, promise, or make, directly or indirectly, payments in cash or through any item of value to third parties, unlawfully, whether they are individuals or employees of private entities, domestic or foreign, for the purpose of obtaining or retaining any type of business, favor, or interest. Any decision to favor Aicox with preferential terms, or to provide confidential, private, or competitive information that could give the Company an unfair advantage, is included in this prohibition.

Aicox employees, as well as any person or entity acting on its behalf or in its name, may not offer, make, promise, or authorize the payment of any sum of money or property of value, directly or indirectly, to any individual, government official, political party, representative, member, or candidate of a political party or office, for the purpose of providing, obtaining, or retaining any business, favor, interest, or improper advantage for the company, or for the purpose of:

- Influencing any act or decision of the recipient in the exercise of their duties.
- Induce the recipient to act or refrain from acting in any manner that constitutes a breach of their legal duties.

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- Induce the recipient to use their influence in the state, regional, or local administration, in the Government, or in a public enterprise, for the purpose of altering or influencing any act or decision thereof.

A government official is defined as:

- Any person employed by an entity that is (partially or wholly) owned, controlled, or managed by a government or part thereof.

- Any employee of a government or any of its departments, agencies, or entities, including state-owned or state-controlled commercial entities.

- Any employee of an international organization such as the UN, the World Bank, or the IMF.

- Any person acting in an official capacity for, or on behalf of, a government or any department, agency, or entity thereof, or an international public organization.

- Any employee of a political party or candidate for public office. When meetings are held with government officials, political parties, representatives, members, or candidates of a party or political office that may lead to the formalization of contracts or agreements between the parties, at least two Aicox employees must attend the meetings.

A single employee of the Entity may attend when the matters to be discussed are of a technical nature. For internal purposes, minutes of the meetings held shall be prepared, detailing the topics agreed upon or discussed, and shall be signed by the attending employees. In case of doubt regarding any specific action, the Compliance Committee must be informed.

Measures established to prevent corruption:

- All expenses incurred in the name of or on behalf of the Entity must be properly documented with invoices or payment receipts. These expenses must always be reviewed and approved by a **supervisor or superior of the employee** and subsequently reviewed by the Finance Department to verify their proper documentation and reasonableness**.**

- Payments will be made against invoices submitted to the Entity. This rule applies in particular to expenses related to travel, lodging, meals, entertainment, etc. In exceptional cases, and in the event of unforeseen situations requiring the use of personalized payment methods (company cards), payments must be strictly substantiated by an invoice and proof of payment.

- All expenses shall be recorded in the Entity's accounting records with the level of detail required by applicable regulations, and supporting documentation must be retained for the periods established by current regulations.

- No payments shall be made to expedite administrative procedures or to obtain permits, licenses, authorizations, or similar documents.

- Any type of invitation extended to suppliers, customers, and other third parties associated with Aicox must ensure transparency and compliance with

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the law; therefore, such invitations must be brought to the attention of the Compliance Committee, which, if it deems it appropriate, will expressly issue the corresponding authorization.

- Any donation made for charitable purposes must be authorized by the Compliance Committee.

- Any sponsorship undertaken by Aicox must be duly approved by the Compliance Committee.

To ensure compliance with this Policy and anti-corruption laws, Aicox will create and maintain books, records, and accounts of its activities with absolute transparency, conducting internal controls to ensure proper compliance.

Retaliation against any person who, in good faith, reports the occurrence of such practices within the company to the relevant company officials or to the authorities is strictly prohibited.

Non-compliance with the Policy:

Any incident or action related to the Anti-Corruption Policy must be reported via email to: tsanchez@aicox.com

07. INFORMATION ON DIVERSITY IN GOVERNING BODIES

7.1 Composition of Governing Bodies

The executive committee consists of 10 members, 9 of whom are men and 2 are women, representing a 22% female representation. The members' ages span a wide range, from 35 to 67, which brings generational diversity and a combination of experience and fresh perspectives to strategic decision-making.

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08. COMMITMENT TO THE COMMUNITY

8.1 Social Initiatives

Aicox views social responsibility as a natural extension of its commitment to people, both within and outside the organization. In this vein, we have developed various initiatives aimed at strengthening ties with our employees' families and fostering a more humane, supportive, and inclusive work environment:

- **Support for employees' families:** In specific cases, Aicox offers flexible work opportunities tailored to the young family members of employees, helping them balance work with their studies and supporting their first professional experience.
- **Educational scholarships:** We are evaluating the feasibility of a scholarship program designed to support the education of employees' school-age children, as a measure to accompany and reinforce the educational development of Aicox families.
- **AICOX Solidarity:** Through this initiative, charitable activities involving the staff are organized.
- **Children's Day at Aicox:** This special event will allow employees' children to enjoy a fun experience in their parents' workplace, with activities organized to foster a connection between the family and professional spheres.

These initiatives reinforce our vision as a company committed to the holistic well-being of people and to a corporate culture of solidarity and approachability.

09. CONCLUSION AND CLOSING

This Non-Financial Information Statement (EINF) demonstrates Aicox's firm commitment to sustainability, corporate ethics, and the well-being of people, as well as to society and the environment. This report outlines the policies, actions, and results achieved in the areas of environmental, social, and governance (ESG), showing how these principles are integrated into the company's strategy and daily operations.

In 2025, Aicox has made progress in:

- Environmental protection, implementing responsible practices that reduce emissions, optimize resources, and promote the circular economy.
- Human capital development, promoting workplace well-being, equality, diversity, and inclusion, and ensuring a safe, motivating, and fair environment.
- Ethics and good governance have been strengthened through transparency, regulatory compliance, and risk prevention, ensuring responsible relationships with all stakeholders.
- Social responsibility, through initiatives supporting employees, families, and communities, reinforcing the positive impact on society.

The EINF reflects that sustainability at the company is not a one-time initiative, but rather a process of continuous improvement, learning, and adaptation. It reaffirms our commitment to continuing to move toward a responsible, conscious, and resilient business model capable of generating economic, social, and environmental value in a balanced manner.

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In short, this voluntary report is a public commitment to transparency and corporate responsibility, and serves as a tool to further strengthen our ethical, sustainable, and inclusive culture. At Aicox, we will continue working to overcome current and future challenges, consolidating our position as an innovative company and a leader in sustainability.

10. ACTION PLAN – 2026 COMMITMENTS

Over the coming year, we will continue working and improving in all aspects related to ESG through an action plan that reinforces our commitment to sustainability.

As part of our action plan, we have set goals that establish measurable and responsible objectives, which will be launched during the first quarter of 2026:

Environmental Issues:

- Actions to reduce our carbon footprint.
- Analysis of energy consumption and measures to reduce it.
- Inclusive waste management.

Internal social issues:

- Employee satisfaction survey.
- Training and Work-Life Balance Protocol.
- Approve the Occupational Safety and Health Policy.
- Employment, Hiring, and Workforce Development Policy.

Governance:

- Cybersecurity and privacy analysis.

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