

QUALITY, ENVIRONMENT AND SAFETY

The Management of PERSES ENERGY, fully aware of the commitment that assumes towards its clients and other stakeholders, has established an Integrated Management System (IMS) based on the ISO 9001, ISO 14001 and ISO 45001 standards, and has adopted the following MANAGEMENT POLICY as a reference framework for the management of quality, environment, and occupational health and safety across all its activities.

We are committed to implementing and maintaining this policy at all levels of the organisation, ensuring the continuous improvement of the company and a way of working that is firmly grounded in: the achievement of objectives, the customer satisfaction, the environmental protection, the health and safety of all individuals involved in our projects, the compliance with legal and regulatory requirements, the promotion of active participation of our personnel, the transparent communication, and the adoption of benchmark standards that allow us to meet and exceed the expectations of our stakeholders.

To this end, we have established the following principles and commitments:

- Ensure quality in the design, execution, operation and maintenance of all projects undertaken, respecting the environment and the well-being of people, while applying innovative and economically viable technologies.
- Protect the environment and reduce the environmental impacts of our activities, such as air pollution, soil degradation, impacts on flora and fauna or waste generation, as an integral part of our daily operations, as well as minimise the consumption of natural resources.
- Assess the impact of climate change on our activities and on our relationship with our relevant stakeholders, identifying and implementing actions aimed for their mitigation.
- Identify, assess and prevent occupational health and safety risks within our activities, ensuring safe and healthy working conditions for the prevention of injuries and health deterioration, and continuously improving the working conditions of both our own personnel and those of subcontracted or external collaborators.
- Comply with applicable legislation and regulatory frameworks in all jurisdictions where PERSES ENERGY operates, as well as with any other additional or complementary requirements that the Organisation may subscribe to.
- Foster communication at all levels of the organisation, as well as staff participation, knowledge management and teamwork.
- Train, engage, motivate and commit all personnel, ensuring a highly qualified team capable of carrying out their tasks efficiently and guaranteeing the stability and sustainability of the organisation.
- Create an innovative culture and encourage collaboration with technological centres and industry partners to develop highly advanced and innovative products and processes that bring distinctive value to our projects.

- Manage our processes with a focus on excellence, providing the necessary resources to ensure the continuous improvement of our management system. For that purpose:
 - We will carry out periodic reviews of the integrated management system to ensure its effectiveness and ongoing improvement.
 - We will promote the participation and feedback of our employees, clients and other stakeholders in the enhancement of our processes and practices.
 - We will establish Key Performance Indicators (KPIs) to measure and monitor progress towards our quality, environmental, and occupational health and safety objectives.
- Promote communication and collaboration with our stakeholders to understand their needs and expectations.
- Address the main concerns of the groups with which the company interacts, by participating and collaborating in projects and initiatives related to cultural, socio-economic or environmental development — or any other relevant area — that foster progress in the regions where we operate.

This policy is communicated to all members of PERSES ENERGY and to all relevant stakeholders. Furthermore, it is publicly available and accessible to any other interested party.

Approved by Mr. Santiago del Valle, Chief Executive Officer (CEO), PERSES ENERGY.

Gijón, 3rd March 2025.