

Corporate Social Responsibility

2024

The Company

Esteyco is an engineering and architecture consultancy founded in 1970. For more than five decades we have stood out as providing high-quality, independent professional services, developing all kinds of projects in the infrastructure and energy fields.

We have evolved from a "traditional" engineering firm to a technological consultancy that also develops its own products. Beyond our solid positioning in infrastructure, this strategy has enabled us to stand out as a design benchmark in the renewables sector.



VISION

An independent, long-lasting engineering firm, based on excellence and focusing on innovation, which is essential for a modern, efficient society facing major challenges, such as the necessary energy transition to achieve a fairer, more sustainable world.

MISSION

Vocationally and passionately, we use engineering and design as a tool in order to build a better future and society.

OUR PROPOSAL

We advise and support our clients by providing them with innovative, sustainable solutions to help them stand out and be more competitive.

STRATEGY

TALENT A permanent aim of ours is to build and consolidate an efficient, integrated human team with sound, in-depth preparation and equipped with modern, effective work instruments.

EXCELLENCE The final quality of any works depends on the service provided by the consultants in planning, designing and directing the works project. The experience we have built up over the years has enabled us to successfully handle the total management of a host of projects and works for public entities, industry, energy and the environment.

DIVERSIFICATION We are committed to diversification as a vehicle for the stability of services and markets.

INNOVATION We ensure that RDI is maintained as a constant part of our business. Something in Esteyco's genetics has always closely linked us to innovation, driving us to ask questions, to ask why things are the way they are and to seek imaginative solutions for issues that we sometimes help to define. The challenge has been and continues to be to innovate a management model based on values that are deeply rooted in the company's culture.

VALUES All the above is based on our values and the culture that we have gone hand in hand with since 1970 and will continue to accompany us with the goal of reaching our centenary.

Corporate Policies





To complement our corporate structure to assure good governance, the management of the Esteyco Group has established a set of corporate policies.

- **General Code of Conduct**
- **Compliance and Anti-Corruption Policy**
- **Disciplinary System**
- **Remuneration Policy**
- **OHS Policy**
- **Recruitment Policy**
- **Digital Disconnection Policy**
- **Human-Rights Policy**
- **Data-Protection Policy**
- **QAE Policy**

Ethics and Corporate Responsibility

- ESTEYCO is committed to the recommendations of good governance generally recognized by the markets, to the principles of business ethics and to transparency in all areas of operations.
- In pursuit of the common interest, i.e., the corporate purpose, in accordance with the applicable legislation, without hindering any legitimate public or private interest involved in the company's business operations.
- Esteyco personnel must always act with integrity and honesty. This means acting in accordance with the ethical principles of fair competition and good faith derived from probity, honesty and respect.
- Our personnel can access the Code of Ethics and Conduct via the **Employees' Web Portal**, which also features an **Ethics Channel**, to enable all employees to report any breaches of the Code of Ethics and Conduct and consult the applicable legislation and internal rules.

No breaches of the Code of Conduct have been detected.



Our Employees





Employment practices and decent work

Employment
Occupational health and safety (OHS)
Training and education
Diversity and equal opportunities
Equal pay for women and men

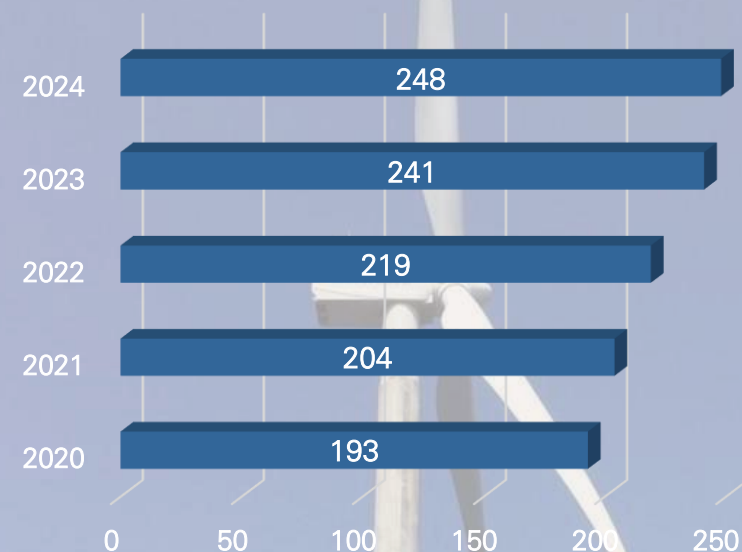
Human rights

Commitment towards the UN Global Compact
Non-discrimination
Child labor
Forced labor

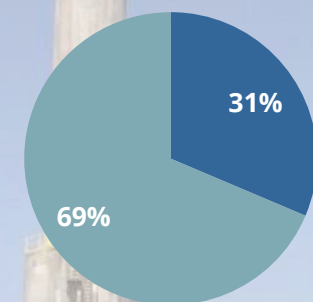
EMPLOYMENT

Esteyco is a firm that is growing apace, with a workforce that has increased by 23% over the last five years. The period under study in this document is 2024, so the indicators detailed below correspond to that period.

Evolution number of employees



Distribution by gender Esteyco SA 2024



■ Mujeres ■ Hombres

Social Benefits

Esteyco works for continuous improvement, where the primary goal is always the welfare of our employees. That is why, and although this is a living project that always seeks to provide better services to enable employees to improve their work-life balance or standard of living, Esteyco currently provides the following services:



Flexible pay



Health-insurance agreements



Wage supplement for temporary disability



**Wage supplement for
maternity/paternity leave**



**Access to work-life balance
arrangements through flexible
working hours and remote
working**



Technical and OHS training

OCCUPATIONAL HEALTH AND SAFETY (OHS)

ESTEYCO provides its employees with a safe, stable working environment, providing for and informing all personnel — particularly those involved with the use of machinery, hazardous or harmful products, etc. — of an OHS program. For this, Esteyco implements the following:

- Risk-identification and risk-assessment procedure
- PPE-management procedure
- Health-surveillance procedure
- Safety-review procedure
- Procedure for identifying and legal requirements

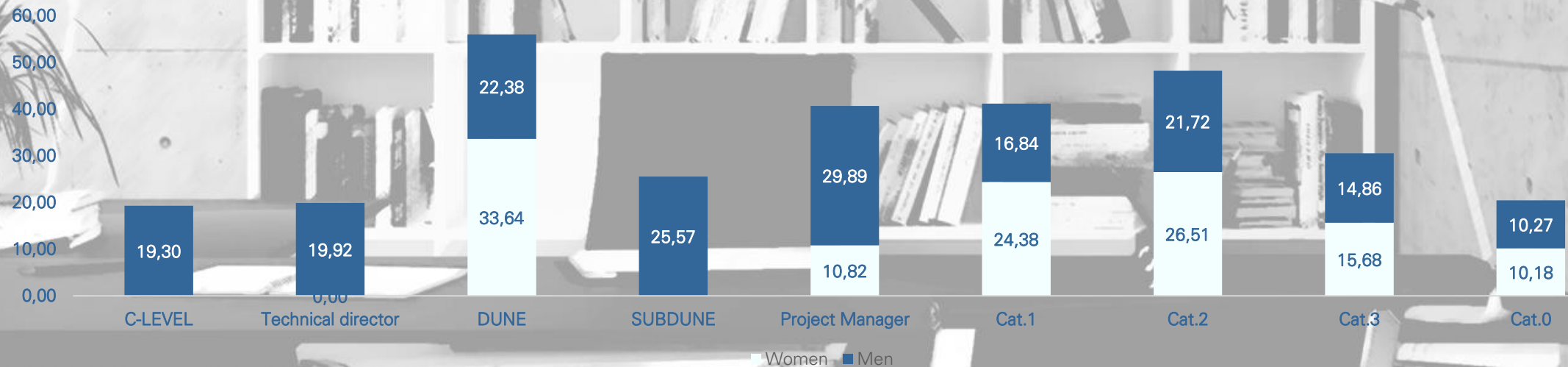
3% of the company's staff are members of the **OHS Committee**. At quarterly meetings, the company's OHS activities are monitored, reviewing any suggestions made via the suggestions box available at the employees' web portal. Feedback is also given on planned future actions to be taken into account during implementation.

TRAINING AND EDUCATION

100% of the company's employees undergo a performance review between March and April every year, regardless of their job category, level or geographical location.

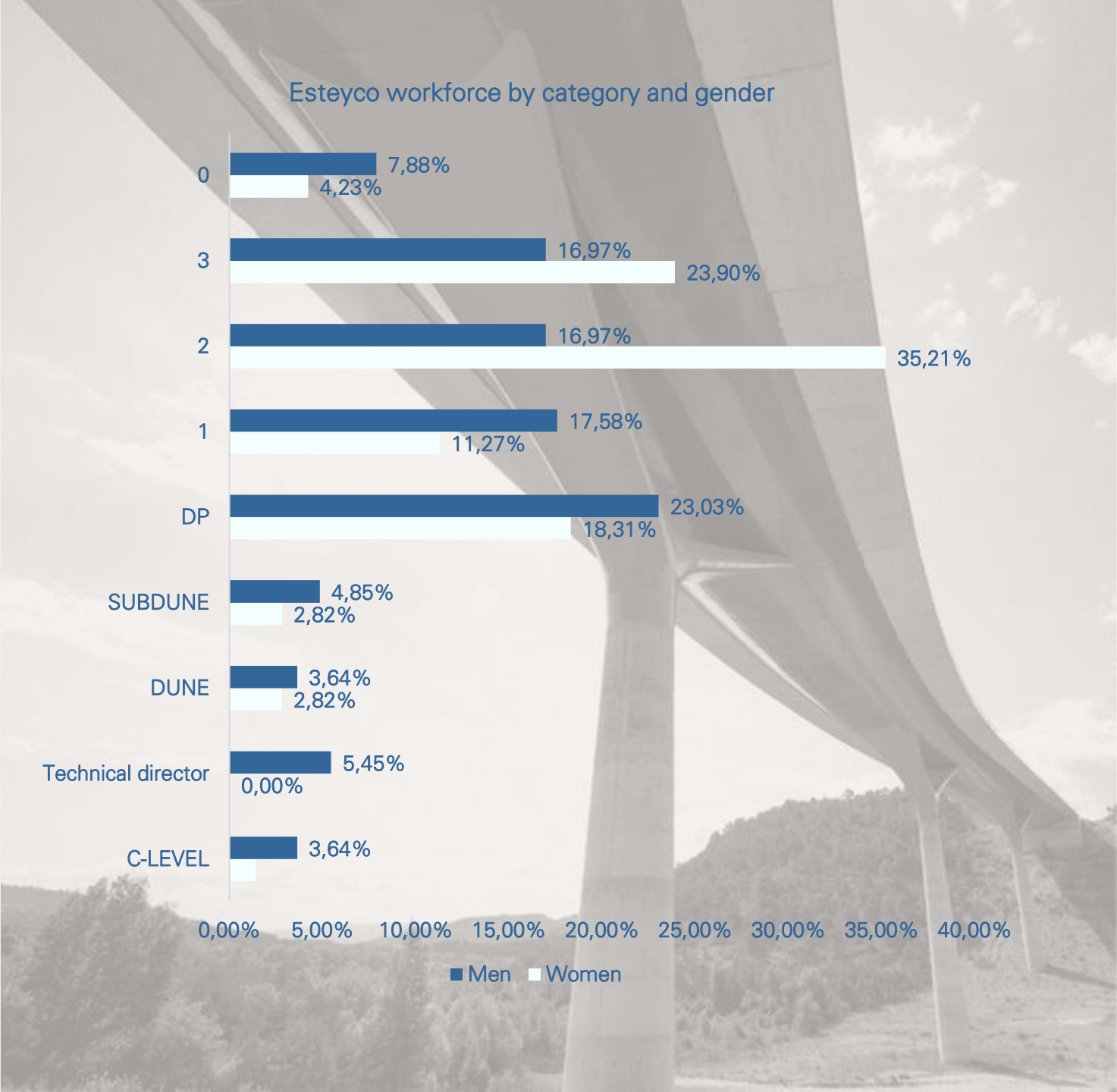
At this annual review, our employees' professional development is also addressed, defining any training needs that might contribute towards it and planning challenging, motivating projects for Esteyco's workforce.

Average training hours by category and gender Esteyco 2024



Diversity and equal opportunities

Composition of governance bodies and breakdown of staff by professional category gender, age, minority group membership, and other diversity indicators.



Equal pay for women and men

The basic pay scales of Esteyco's workers are as set by the relevant collective-bargaining agreement in force at any time. The company currently has a pay audit showing that the difference in wages between men and women at the firm is not significant, i.e., less than 25%, although it does show that main management positions are occupied by men.

GENDER EQUALITY POLICY

ESTEYCO is committed to the legislation in force, for which it defines an Equality Policy with the aim of fulfilling and enforcing the right to equal treatment and opportunities between women and men, particularly by eliminating discrimination against women, whatever their circumstance or condition, in any sphere of life and, especially, in the political, civil, labor, economic, social and cultural spheres, in order to achieve a more democratic, fairer and more caring society. Equal opportunities constitute one of the essential pillars of professional progress and its development implies an equitable treatment to promote the personal and professional progression of ESTEYCO's human team.

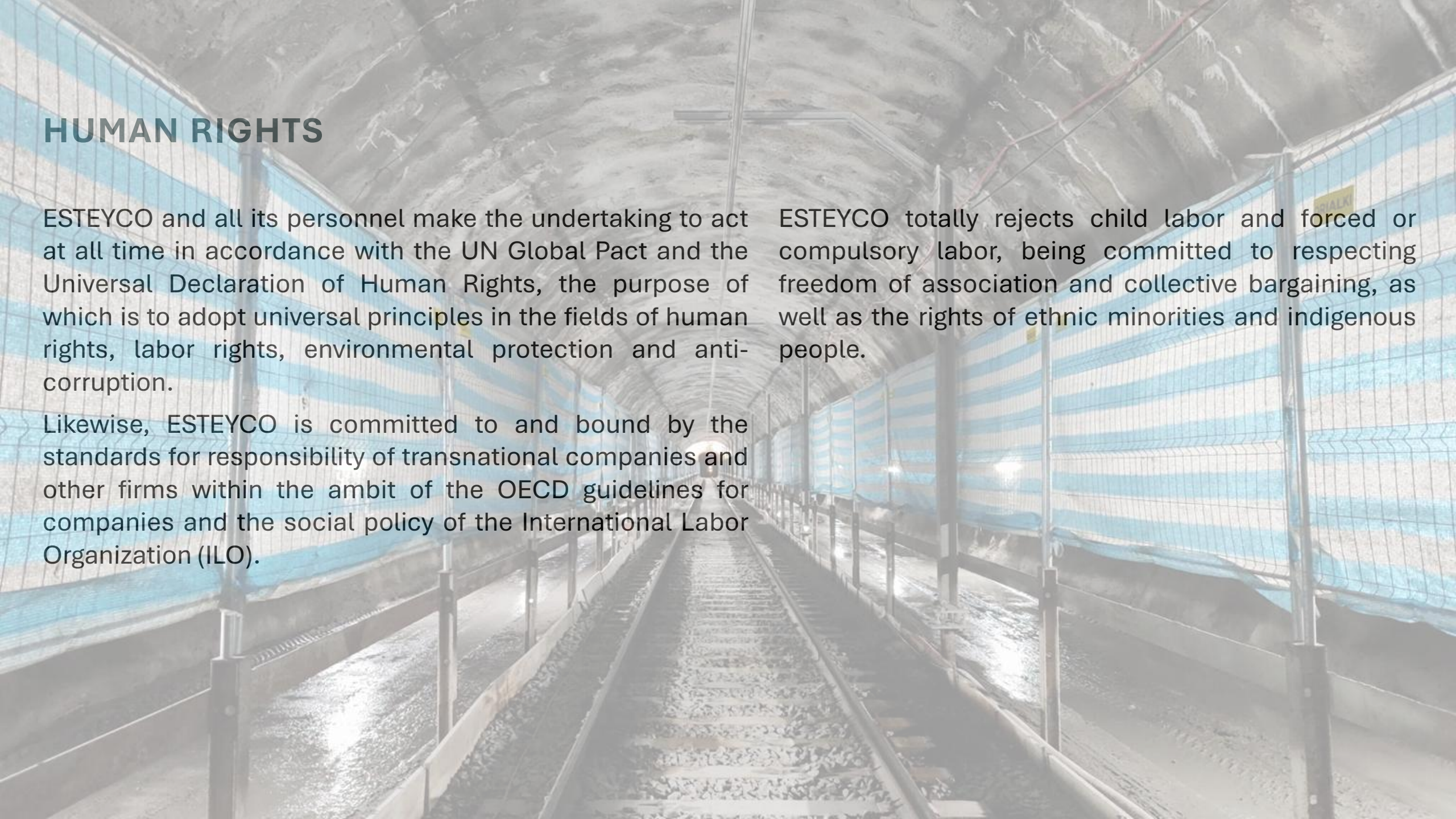


HUMAN RIGHTS

ESTEYCO and all its personnel make the undertaking to act at all time in accordance with the UN Global Pact and the Universal Declaration of Human Rights, the purpose of which is to adopt universal principles in the fields of human rights, labor rights, environmental protection and anti-corruption.

Likewise, ESTEYCO is committed to and bound by the standards for responsibility of transnational companies and other firms within the ambit of the OECD guidelines for companies and the social policy of the International Labor Organization (ILO).

ESTEYCO totally rejects child labor and forced or compulsory labor, being committed to respecting freedom of association and collective bargaining, as well as the rights of ethnic minorities and indigenous people.





Non-discrimination

In 2024 no cases of discrimination were recorded at Esteyco.

A virtual **ethics channel** has been made available for employees at all the company's offices. This enables workers to report — anonymously, if they wish — any situations or behavior that they consider to be inappropriate. Whenever a complaint of this type is received, the company opens an investigation to corroborate the allegations and take any steps necessary. This channel is a new measure that provides a service for all Esteyco's employees, even those who are working remotely.

Since Esteyco was founded, we have received no complaints about any alleged infringements of human rights by any of our employees, clients or suppliers.

Child labor

Owing to the nature of Esteyco's business, there are no risks of any cases of child labor or young people being exposed to dangerous work.

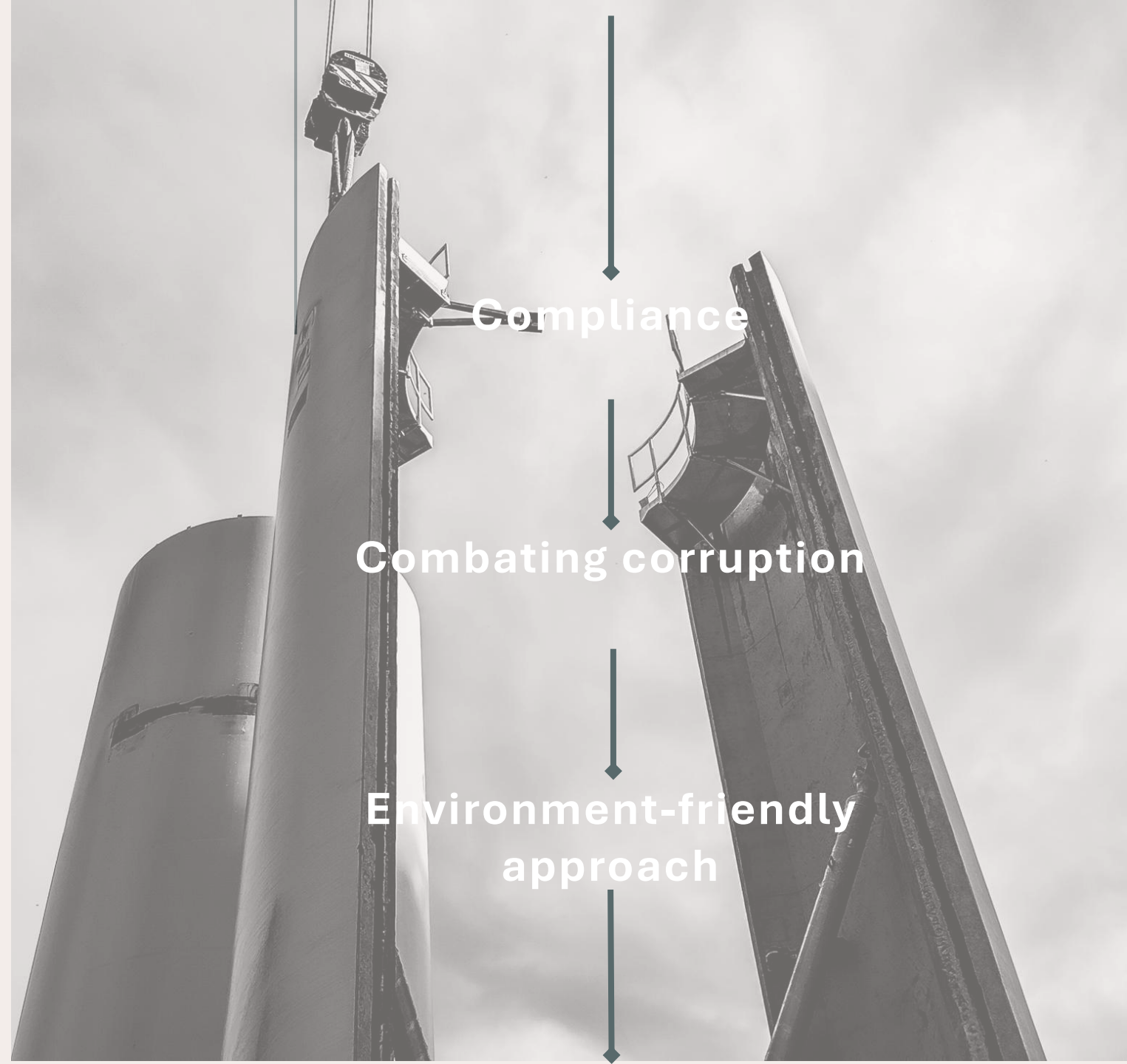
As for our suppliers, we require them to sign a declaration confirming that they operate in accordance with internationally recognized human rights and are not involved in any activities related to child labor.

Forced labor

As with child labor, the nature of Esteyco's business is such that there is no risk of forced labor in any of our areas of operation.

We ensure that our suppliers sign a declaration confirming that they work in accordance with internationally recognized human-rights principles.

SOCIETY



Compliance

Combating corruption

Environment-friendly
approach

Compliance

ESTEYCO is aware that balance compliance with its corporate undertakings must be accompanied by the constant strive for excellence in the fields of business ethics in all decision-making processes. This should be understood in a corporate context in which strictly upholding the most advanced national and international regulations, practices and principles in this regard is one of the cornerstones of the company's operations.

Control and management system

- Criminal-risk-prevention model
- Code of Ethics or General Code of Conduct
- Policy for dealing and contracting with clients, partners and suppliers
- General Code of Conduct for partners and suppliers
- Disciplinary system
- Rules of the Regulatory Compliance Body



Combating corruption

ESTEYCO fosters professional ethics and rejects any acts of corruption or criminal activities. Consequently, the company has a “policy in place for relations and contracting with clients, partners and suppliers”, a procedure for selecting and assessing suppliers, and in-house rules establishing a set of guidelines or models for behavior when dealing or contracting with clients, partners or suppliers.

These procedures set out the following behavioral guidelines:

- Honesty and professional responsibility
- Transparency
- Client-handling
- Dealings with partners, suppliers and/or subcontractors
- Related transactions
- Dealings with public authorities

RESPECT FOR THE ENVIRONMENT

- As a result of the undertakings made at the Environment and Development Conference held in Rio de Janeiro, Brazil, in June 1992, Esteyco has been applying the standard **ISO 14001** to an integrated management system for more than 15 years now.
- At Esteyco we undertake to protect the environment by developing actions in order to prevent pollution and minimize any environmental impact generated by the company's activities. In this regard we apply in-house actions to minimize consumables (zero plastic and paper policy, selective recycling) and build awareness among our employees and suppliers.
- We calculate our **carbon footprint** every year, measuring the direct and indirect greenhouse-gas emissions generated by our activities and those of our employees.

ESTEYCO takes an environment-friendly approach to its activities, complying with or even exceeding the standards established under the applicable environmental legislation and minimizing the impact of its activities on the environment.

esteyco@esteyco.com