

SUSTAINABILITY POLICY

GD ENERGY SERVICES (GDES) is an international business group that develops its services in the energy sector, supporting industry and society in the transition towards a more sustainable and low-carbon energy model through its activities, supporting plant operations and maintenance, surface treatment, decommissioning facilities, renewable energy services, logistics and circular economy services, emergency response, digital transformation and energy efficiency improvement.

This Policy sets out the commitments and values adhere to in the field of Corporate Social Responsibility. GDES is a family-owned organization, focusing on long term strategic sustainability for future generations. GDES decision-making is driven by these principles of long-term sustainability, shaped by the following objectives:

- The respect for the principles of the Universal Declaration of Human Rights, the ILO Fundamental Conventions and the United Nations Convention against Corruption.
- The economic viability of the company, characterized typically by enhancing economic growth in our operating environments, generating wealth for all stakeholders.
- The positive socioeconomic and environmental impacts of our activities as members of the United Nations Global Compact to collaborate in achieving its Sustainable Development Goals.

And through the values associated with our commitment to sustainability:

- **ETHICS**, all members of GDES must prevent any form of fraud, extortion, bribery or corruption, and communicate any conflict of interest regarding their activities. This standard of expected behaviour is developed through our Code of Ethics.
- **SAFETY**, taken in its broadest sense, includes occupational health and safety, care for the environment, and the prevention of incidents and accidents in the workplace as the highest priority, which is developed in the Policy for Quality, Health and Safety, Environmental Protection and Radiation Protection.
- **LIABILITY**, which means preventing harassment or discrimination in the workplace due to any personal circumstance or characteristic and the absolute prohibition within GDES of any form of child labour, forced labour, physical or psychological coercion or unacceptable disciplinary practices.
- **SOLIDARITY**, GDES ensures the right to freedom of association and collective bargain of our members, to wages and benefits that respect internal equity and a working time within the accepted standards of the sector, to allow a work/ family life balance.

This Policy, and its objectives, are part of the GD ENERGY SERVICES culture, must be known, understood, maintained, and applied by all staff, including our subcontractors and temporary workers, be available to all stakeholders and reviewed periodically to ensure that it remains appropriate.

A handwritten signature in blue ink, appearing to read "Héctor Dominguis Pérez", is written over a light blue circular stamp.

Héctor Dominguis Pérez
CEO GD ENERGY SERVICES
October 26th, 2023