



Sustainability Policy

Exiros is committed to operating responsibly in its day-to-day activities, following applicable policies and procedures to develop a long-term sustainable business, which complies with the highest in Environmental, Social and Governance standards.

In order to comply with this commitment and to lead a sustainable business practice, together with Exiros' Code of Conduct, Human Rights Policy, Business Conduct Policy, Policy of Diversity and Work Environment Free of Harassment and Quality Policy, Exiros follows these principles:

- To build an organizational culture of transparency and integrity, based on ethical behavior and compliance with the law, that prioritizes integration, quality of life and personnel safety, as well as the wellbeing of local communities.
- To maintain a work environment which is respectful of people's fundamental rights and dignity, and is free of violence, harassment, abusive treatment, or exploitation.
- To promote diversity and reject any type of discrimination, whether based on gender, sexual orientation, ethnicity, color, age, religion or political opinion.
- To promote the protection of the environment in our suppliers' operations, whilst looking for an efficient use of resources, and collaborating with our partners to proactively address climate change and reduce emissions throughout the supply chain.

Exiros is responsible for the supply chain of its clients and understands the impact that its sustainable procurement process has on them. Therefore, Exiros expects all its suppliers to apply the standards contemplated in this Policy within their own organizations and supply chains.

A handwritten signature in black ink, appearing to read "Julián Eguren". The signature is stylized and includes a horizontal line that extends to the left and then curves back under the name.

Julián Eguren

Exiros Managing Director

May 2022