

SUSTAINABILITY POLICY

R&Q INGENIERÍA S.A.

This Policy aims to define and deliver the guidelines that R&Q Ingenieria has established in terms of sustainability for business development. It also sets the framework of conduct expected from all R&Q employees.

Its purpose is to provide services with a focus on enhancing positive externalities in the relationship with employees, clients, neighboring communities, and suppliers, while also implementing control and mitigation measures for environmental impacts caused by operations, encouraging responsible use of resources, and reducing the carbon footprint.

The definitions set forth in this Policy extend to the Board of Directors, Executives, Managers, employees, suppliers, subcontractors, and any person working in the facilities or projects developed by R&Q Ingenieria.

Accordingly, we express our decision to carry out our activities under the following commitments:

Anti-Corruption

- Reject and combat any form of corruption, bribery, and/or extortion.

Community Relations

- Respect the culture, traditions, ethnic identity, and lifestyles of the communities within the project's area of influence.
- Build trust-based and shared-value relationships with the communities affected by the Company's operations.
- Contribute to the local development of neighboring communities.

Supply Chain

- Strengthen a supply chain with high sustainability standards.
- Ensure that our suppliers respect the standards established by R&Q Ingenieria.

Clients

- Contribute to the sustainable development of our clients' businesses by offering high-quality and innovative solutions.

People Management

- Create respectful and inclusive environments.
- Promote a culture of integration that fosters personal and professional development for each R&Q Ingenieria employee.
- Attract and retain professional talent within the Company.

Environment

- Maintain a preventive approach to protect the environment and the surroundings where operations are conducted.
- Assess the incorporation of solutions and technologies that reduce or mitigate the project's environmental impacts.

Human Rights

- Ensure respect for and compliance with the fundamental rights of R&Q Ingenieria workers, neighboring communities, and supplier companies.