

Environmental, Social and Governance Commitments

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Corporate Social Responsibility

1 Introduction

At *Haya Energy Solutions*, we understand that our success is not only measured in financial terms, but also by the footprint we leave on our environment. We strive to integrate sustainability into every aspect of our business, from resource management and technological innovation to the well-being of our employees and the development of the communities in which we operate.

This document details our ESG (Environmental, Social and Governance) vision and commitments, addressing our core principles, our strategic actions and the initiatives we have implemented to contribute to a more responsible future. Through clear policies and objectives aligned with global challenges, we seek to strengthen our position as a leader in the energy sector and to be a benchmark in sustainability and corporate responsibility.

1.1 About us

Haya Energy Solutions was founded in 2011 by Antonio Haya, former CEO of Endesa France. Since then, HES has been operating as a consultancy helping consumers and producers to optimise their energy management.

At *Haya Energy Solutions*, we are committed to the transition towards a sustainable energy model, promoting innovative solutions that generate a positive impact on society and the environment. Our mission is to provide efficient and sustainable energy services, aligned with the Sustainable Development Goals (SDGs) and best practices in the sector.

Mission, vision y values

- **Mission:** At *Haya Energy Solutions*, we believe in the power of knowledge and the importance of sharing it. Our mission is to provide comprehensive and customised solutions for large energy consumers, generators and Investment funds, helping them to optimise their consumption and achieve their business goals in an increasingly complex and changing energy environment.

We are a team of experts committed to the energy of the future and its pivotal role in the transformation to a more efficient world. Through our 360° vision and analysis of market trends, we anticipate industry changes and develop innovative solutions that generate significant improvements in efficient and responsible energy production.

We are committed to providing expert advice based on our deep industry knowledge, ensuring efficiency, sustainability and cost-effectiveness in energy management.

- **Vision:** At *Haya Energy Solutions* we aspire to be a benchmark in the energy sector, standing out for our service excellence, our ability to adapt to market challenges and our contribution

to a more sustainable energy future. We aim to be our customers' preferred strategic partner, offering innovative, high-impact solutions that generate long-term value.

- **Values**

At *Haya Energy Solutions* we are guided by the following values:

- **Excellence:** We strive for excellence in everything we do, from the quality of our service to the accuracy of our solutions.
- **Commitment:** We are committed to our customers' success, working proactively and dedicatedly to meet and exceed their expectations.
- **Innovation:** We promote innovation in all areas of our work, constantly seeking new ways to optimise energy consumption and generate value for our customers.
- **Integrity:** We act with honesty, transparency and ethics in all our business and professional relationships, maintaining the trust of our customers and partners.
- **Sustainability:** We are committed to promoting sustainable and responsible energy practices, thus contributing to the protection of the environment and the development of a more sustainable energy future for generations to come.

1.2 Business areas

At *Haya Energy Solutions*, we are a team of experts dedicated to offering customised solutions in the energy field, helping large energy consumers, producers and collaborators to optimise their consumption, improve energy efficiency and adapt to a constantly changing environment. Our mission is to promote an energy transition towards a more sustainable future, adding value at every stage of the production chain.

We specialise in several key areas of the energy sector, such as asset optimisation, risk management and mergers and acquisitions. With more than 10 years of experience, we have worked on high-profile projects with renowned companies such as Siemens, Total Energies, Engie and EDF, contributing to the success of the industry through innovative and strategic solutions.

Haya Energy Solutions' strategy focuses on five essential pillars:

1. Extensive technical expertise.
2. Strategic development and energy transformation.
3. Investment in portfolio and new energies.
4. In-depth knowledge of market dynamics.
5. Compliance with regulatory processes.

Our 360° vision allows us to anticipate changes in the industry by analysing market trends, enabling us to develop innovative and responsible solutions. This positions us as a strategic partner for those seeking to improve energy efficiency and ensure long-term sustainability.

2 Environmental Commitment

At *Haya Energy Solutions*, our environmental commitment is a fundamental pillar of our business strategy. We seek to minimise our environmental impact and promote practices that favour sustainability and energy efficiency.

2.1 Sustainability strategy

At *Haya Energy Solutions*, our sustainability strategy is based on a comprehensive approach that encompasses both knowledge of regulations and knowledge of the energy markets. To this end, we have a team of specialised experts with extensive knowledge of regulations, which allows us to closely monitor regulatory changes and anticipate their possible consequences. Thanks to this strategic vision, we offer complete and sustainable energy solutions, adapted to the needs of each client and aligned with environmental standards.

2.2 Environmental policies

On the other hand, we apply environmental policies that establish guidelines for the responsible use of resources and the reduction of the ecological impact of our activity, guaranteeing compliance with the applicable regulations on sustainability and environmental protection.

In addition, we implement specific measures, such as recycling programmes at our facilities, promoting the use of efficient technology (promoting videoconferencing and remote working to reduce the need for business travel and, with it, CO2 emissions). These actions reinforce our commitment to preserving the environment and optimising resources.

2.3 Sustainable energy training

We promote continuous energy training through internal training sessions for our employees, as we believe that energy education is essential. To this end, we organise weekly sessions in which we address current energy issues as well as awareness-raising and sustainability training initiatives. Through these actions, we promote good practices in energy use and continuous learning within the company.

2.4 Alignment with the SDGs

We are committed to the 2030 Agenda and the Sustainable Development Goals (SDGs) set by the United Nations. Our corporate strategies are aligned with the following goals:

- **SDG 4: Quality education:** We promote education and training in renewable energy and sustainability for company employees through internal training sessions.
- **SDG 7: Affordable and clean energy:** We facilitate access to sustainable and integrated energy solutions through our experts' knowledge of the regulations and energy markets.
- **SDG 12: Responsible production and consumption:** We implement measures to optimise the use of resources and reduce waste generation, through recycling programmes at our facilities and by promoting the use of efficient technology.

3 Social Commitment

At *Haya Energy Solutions*, we are firmly committed to the development of a more equitable and sustainable society. Our social strategy is oriented towards fostering initiatives that promote sustainability, innovation and energy efficiency, thus contributing to a more responsible and resilient future.

3.1 Social objectives

At *Haya Energy Solutions*, our social responsibility is focused on contributing to the development of a more sustainable and inclusive environment, promoting the adoption of responsible practices in the energy field. Our work is aimed at strengthening knowledge in energy efficiency and renewable energies, as well as promoting professional growth in sectors linked to sustainability.

To this end, we align ourselves with the following objectives:

- **Fostering knowledge in sustainability and energy:** Through the knowledge of our experts and the characteristics of our integrated energy solutions, we contribute to improving the understanding of energy efficiency, renewable energy and innovative technologies, facilitating their application in various sectors.
- **Supporting professional development and employability:** We encourage specialisation and professional growth within the sustainable energy sector, supporting the transition to a labour market that is better prepared for the challenges of the energy transition.
- **Fostering cross-sector collaboration:** We seek to foster cooperation between different sectors and key actors, including companies and educational institutions to share knowledge around sustainability and energy innovation.
- **Promoting innovation and research:** We support the development of new technological solutions and business models in the energy sector, fostering advances that contribute to sustainability and the optimisation of resource use.

3.2 Alignment with the SDGs

We are committed to the 2030 Agenda and Sustainable Development Goals (SDGs) established by the United Nations. Our social strategies are aligned with the following goals:

- **SDG 7: Affordable and Clean Energy:** This goal is fundamental for an energy consultancy, as it highlights the importance of promoting and facilitating access to clean and sustainable energy sources.
- **SDG 8: Decent Work and Economic Growth:** Highlights the commitment to fostering a quality working environment and supporting sustainable economic growth, which can be reflected in innovation and professional development initiatives within the consultancy.
- **SDG 13: Climate Action:** Emphasises the responsibility to mitigate climate change by adopting energy solutions that reduce carbon footprint and environmental impact.

3.3 Impact on the community

At Haya Energy Solutions, we boost local employment and collaborate with companies in the area, generating a positive economic impact and promoting labour dignity. We encourage the exchange of ideas and innovation in the energy sector through our network of contacts and collaborate with educational and training centres to develop talent in the sector. Our commitment to sustainability and economic growth translates into concrete actions that strengthen the community and the energy future.

4 Governance Commitment

At *Haya Energy Solutions*, we are committed to creating a working environment that fosters the development and well-being of our employees, promotes business ethics, drives technological innovation and is aligned with the Sustainable Development Goals (SDGs). The main pillars of our corporate commitment are described below:

4.1 Strategy for employee well-being and development

We believe that our employees are the foundation of our success, which is why we promote a working environment that facilitates their development, well-being and work-life balance.

- **Working conditions**

We foster a flexible environment that enables our employees to manage their personal and professional responsibilities effectively by implementing flexible working hours and remote work options.

We support family reconciliation through maternity, paternity and other family care leave policies, allowing our employees to attend to their family needs without affecting their work performance.

We offer a safe and comfortable working environment, with adequate spaces to foster productivity and overall well-being of our employees.

- **Occupational health and safety**

The occupational health and safety of our employees is paramount, so we ensure that we comply with applicable regulations, creating a safe working environment so that our employees can perform their duties in a safe and secure manner.

In addition, we have specialised occupational health and risk prevention services, including continuous training, regular medical assessments, health surveillance measures and ergonomic advice. These actions enable us to ensure regulatory compliance and promote the well-being of our staff.

4.2 Business ethics and best practices

We are committed to acting with integrity, transparency and accountability in the conduct of our business, ensuring that our performance reflects a commitment to honesty and respect for all our stakeholders.

- **Values and ethical principles**

Our fundamental values include integrity, responsibility, respect, commitment to quality and the environment, trust, transparency and confidentiality. These principles underpin our internal and external relationships and guide our decision-making.

We foster an inclusive and diverse culture, ensuring that all our employees are treated with dignity and respect, regardless of their gender, origin or beliefs.

- **General standards of conduct**

We have a Code of Conduct that sets out the standards and expectations of behaviour for employees, contractors and external collaborators working directly or indirectly with Haya Energy Solutions, regardless of their position or location.

The main objective of this Code is to promote ethics, responsibility and mutual respect in the conduct of work activities. It also covers areas such as non-discrimination, rejection of harassment and the procedure for managing conflicts and inappropriate conduct.

Furthermore, the Code of Conduct specifies that transparency is a core value at Haya Energy Solutions, so employees must act with total clarity in all actions and decisions by complying with the laws and regulations applicable in the normative areas that regulate the development of our activity.

4.3 Support for Innovation and Technological Development

Innovation and technological development are essential to move towards a more efficient and sustainable future. In this sense, our company promotes research and the adoption of new technologies that optimise processes and reduce environmental impact, thus contributing to general wellbeing.

At *Haya Energy Solutions* we are committed to innovation as a strategic pillar, continually exploring new tools and methodologies to optimise the use of resources and improve the sustainability of our

operations. We also encourage the exchange of knowledge with different actors in the technological ecosystem:

- **Promotion of new technologies:** Support for research into innovative solutions within the sector.
- **Collaboration with key actors:** Linking with knowledge centres, academic institutions and experts to explore trends and opportunities.
- **Digitalisation and efficiency:** Use of technological tools to improve internal processes and optimise resources.

The drive for innovation and technological development not only allows us to continuously improve but also contributes to a positive impact on the environment, promoting more efficient and sustainable solutions for the future.

4.4 Alignment with the SDGs

We are committed to the 2030 Agenda and the Sustainable Development Goals (SDGs) established by the United Nations. Our corporate strategies are aligned with these goals to contribute to global social, economic and environmental well-being:

- **SDG 3: Health and well-being:** We promote the physical and mental health of our employees through wellness programmes, ensuring their quality of life both inside and outside of work.
- **SDG 5: Gender equality:** We foster equal opportunities in the workplace, promoting an inclusive culture and providing an environment that supports the empowerment of all our employees, regardless of gender.
- **SDG 8: Decent work and economic growth:** We drive inclusive and sustainable economic growth by generating quality employment and providing professional development programmes for our employees, ensuring a fair, diverse and inclusive work environment.
- **SDG 16: Peace, justice and strong institutions:** We are guided by principles of ethics, transparency and compliance.

5. Version control

Date	Reason for Issue	Prepared by	Verified by	Approved by
29/10/2025	V.05 Publicación en la web	ISH	MDL	MDL

5.1. Approval date

This document has been approved by the management of *Haya Energy Solutions* on 27 February 2025.

The signature of this document by the management guarantees their agreement to the terms and their implementation within the company.
