



## Sustainability Policy

Capital Energy is an organization devoted to development, construction, generation, storage and retail of 100% renewable energy in Spain and Portugal.

Our purpose is to contribute to the **transformation the energy sector**, in alignment with the decarbonization objectives and the **fight against climate change**, through deployment of renewable energy projects, boosting local economies in our operation areas and commitment to innovation and talent development. Such commitment to sustainable development will allow **for generating long-term shared value** to our stakeholders.

Capital energy's Top Management commits to **integrate sustainability in all our business and corporate areas, as well as in all organizational levels**. To this end, the following framework has been defined:

- Comply with applicable legal requirements, as well as other environmental, social and/or corporate governance (ESG) **requirements and commitments subscribed by the company**.
- Establish objectives to contribute to **Sustainable Development Goals (SDG)**.
- Promote **best practices** through the **Capital Energy Sustainability Strategy**, setting ambitious objectives and reviewing their progress periodically.
- **Manage responsibly risks and opportunities** stemming from our activity, feeding the business strategy and decision-making processes.
- Carry out our operations considering **environmental protection** and **health and safety** conditions of our employees and business partners our key priorities.
- Guarantee protection of **human rights** across all our activities.
- Promote **the best possible working conditions for our employees**, enhancing an adequate talent management, professional development and work life balance, as well as equal opportunities, diversity and non-discrimination.
- Ensure that **innovation and digitalization** are enablers for the generation of opportunities that maximize efficiency and value generation, contributing to the company's sustainable growth.
- **Extend our sustainability commitment across our value chain**: customers, partners, suppliers and any other stakeholder.
- Establish relationships with third parties based on **ethical, honest, trustworthy and transparent behaviour**, in order to ensure long-term relationships that are beneficial for all parties.
- Promote **information transparency** as well as truthful, rigorous and responsible communication with our stakeholders regarding operational, financial and non-financial performance.

This Policy is documented and implemented, being periodically reviewed to ensure adequacy to the company's operations and modified if considered necessary.

Capital Energy is committed to providing the necessary human and material resources to ensure its implementation, as well as its communication to all Capital Energy's employees, to those working on its behalf, and to all our stakeholders.

Approved by Board of Directors.