

Sustainability policy Alperia

Sustainability is the foundation of Alperia and an **integral part** of the Alperia Group's **vision and strategy**. This incorporates the economic, social and environmental aspects of sustainability and ensures that all company activities are evaluated, continuously improved and implemented with regard to these aspects. To achieve this, **Alperia is committed to the following five strategic areas of action:**

Governance and Resilience

In order to promote a corporate culture based on **ethics and transparency** throughout the Group, Alperia integrates sustainability aspects into its corporate management, e.g. in policies, procedures, programmes and in compliance and risk management. Alperia **actively manages innovation, conducts research** and continuously develops new technological solutions as well as forward-looking and competitive energy products and services. This, while minimising the environmental impact and **ensuring a reliable, energy-efficient**

and sustainable supply. Alperia aims to create long-term economic added value for the company and the territory and to strengthen the **resilience of its business model** with regards to new developments and competitive scenarios. The **protection of all data and systems** is guaranteed at all times and the highest priority is given to the **technical safety reliability and robustness of our plants in order to protect employees and the community**.

Customers

To build **strong customer relationships**, Alperia actively involves its customers throughout the entire life cycle of its products and services and is constantly improving and expanding its customer service. Furthermore, Alperia **proactively promotes the development and sale of sustainable, innovative and environmentally friendly**

products and services that make a positive environmental and social contribution. Alperia's **marketing and corporate communication is transparent**, up-to-date and stakeholder-orientated and takes into account social and environmental aspects.

Green Mission

Alperia **aims to achieve NET ZERO** by reducing and offsetting greenhouse gas emissions and promoting low-emission energy production. By implementing measures to preserve biodiversity, the impact on the environment is minimised. Alperia also ensures the environmentally friendly disposal of waste and applies the **principles of the circular economy** in its business activities. In addition, Alperia promotes the prudent and responsible use of

energy by supporting **energy saving and efficiency measures** to improve business performance. Alperia also endeavours to **use water resources responsibly and sustainably** in collaboration with other stakeholders (e.g. agriculture and communities) and to manage the risks associated with water scarcity. Alperia also develops initiatives, projects and products that promote the rational use of water.

Territory

Alperia **creates local added value**, among other things through jobs, tax payments, procurement contracts and social commitment. **Proactive stakeholder management** ensures transparency and prevents **reputational and operational risks** to maintain added value. By defining minimum environmental and social requirements for

tenders, supplier selection, supplier evaluations and audits, Alperia actively contributes to the sustainable development of the **entire supply chain**. Primary energy sources are sourced **locally** wherever possible and are predominantly **renewable**.

People

The Alperia Group is an attractive employer and pursues a responsible human resources management policy. This includes active appreciation and recognition of the work performed, an open and **transparent communication culture, skills-based training** for employees, the creation of a **family-friendly** environment for women

and men and **the promotion of diversity and equal opportunities** in all its activities. The health of employees is at the centre of Alperia's activities, and the **highest level of occupational safety** is ensured for both staff and third-party companies.



Luis Amort
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