

Sustainability Policy

At Elmya, we strive to conduct our business responsibly, minimizing risks and adverse environmental impacts and promoting sustainable practices in all areas of our operations.

As a company committed to leading the energy transition, we assume our responsibility to protect the environment, contributing to decarbonization and addressing climate change in a fair and responsible manner. These principles form an essential part of our code of conduct and guide decision-making within the organization.

We adopt an approach that goes beyond mere compliance with current legislation and align this policy with the United Nations Sustainable Development Goals (SDGs) through sound environmental, social and corporate management practices.

Our strategy is geared towards creating sustainable value, combating climate change, and offering high value-added services that promote a low-carbon economy.

Senior management promotes and is committed to the following principles:

1. Comply with legal requirements and other applicable commitments in the areas of the environment, labor, health and safety, and social responsibility, as well as with the requirements agreed with customers and other stakeholders.
2. Protecting the environment by promoting responsible environmental performance and continuous improvement.
3. Encouraging the efficient use of energy and resources by raising awareness and communicating good practices that promote sustainable behavior throughout the organization.
4. Properly managing waste by promoting its reduction and maximizing its recovery through innovative and sustainable solutions.
5. Engage all Elmya employees through sustainability campaigns, environmental training and awareness-raising activities that reinforce respect for and protection of the environment.
6. Provide the human, technical and material resources necessary to establish and periodically evaluate objectives and targets aligned with our strategy.
7. Adopt a commitment to pollution prevention and the prevention of damage and deterioration to health, integrating it into our working methods and procedures.
8. Consider sustainable criteria in the supplier selection and approval process.
9. Manage our management systems transparently and orient them towards fulfilling our commitment to stakeholders, building trust at a legal and contractual level, and good management practices.
10. Contribute to economic development and social cohesion in the territories where we operate, promoting local employment and supporting social and economic initiatives.

The dissemination and application of this policy reflects our commitment to customers, stakeholders, suppliers and society in general. We communicate our progress in sustainability in a transparent manner. We also work to ensure that everyone acting on behalf of Elmya — employees, subcontractors, suppliers, intermediaries or agents — is aware of and shares our ethical and responsible commitment.



Rev:01 - December 2025
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