



Windar renewables

Corporate Sustainability Strategy

2025 / 2030

Introduction



We present the WINDAR Group's Corporate Sustainability Strategy as the roadmap and commitment to the company's sustainable development.

The purpose of the strategy is to determine short, medium and long-term objectives and inform clients, investors, and other stakeholders about the environmental, social, and governance actions we implement for the sustainable development of our business operations. Through it, we realistically and transparently commit to conducting our operations sustainably, looking to ensure that the impacts we generate are positive for society and the environment.

We have designed a strategy that develops these objectives through goals with key lines of action and realistic timeframes for achievement. This strategy is evaluated to report annually on our progress toward meeting the objectives outlined therein, both in the medium and long term.

As a leading company in the energy sector, **climate change** caused by human activities has long been one of the greatest challenges facing us today. The climate changes we are undergoing, increasing atmospheric greenhouse gas concentrations, primarily **CO2 emissions**, are a consequence of the burning of fossil fuels, deforestation, changes in land use and the industrial processes currently used globally.

Global warming is a problem that has emerged as a key issue for the sustainable development of our business. It creates potential impacts, risks and opportunities for the planet's ecosystems, society and the global economy. The strategy we have designed includes combating the problems caused by climate change through a **just transition** to renewable energy sources.

Wind energy - as the driving force behind our business - is key to the transition process. As members of the industry that collaborates in the development of this type of energy, we are addressing this objective.

We firmly believe it is vitally important to establish concrete goals that materialize the effort to minimize **greenhouse gas (GHG) emissions**, which are the cause of atmospheric degradation. Our strategy offers the opportunity to demonstrate that we are taking the initiative and directing our efforts and resources toward a more sustainable business model, collaborating in the **energy transition** process at the global and local levels, and supporting a decarbonized operating model.

We cannot forget, in the roadmap outlined by the strategy, to strengthen our **governance model** through due **diligence mechanisms** that guide our actions in an ethical and integral manner. Socially, the communities and individuals that are part of it demand an authentic, sincere statement aligned with the fulfillment of their expectations through these mechanisms of good corporate governance.

The best way to demonstrate our commitment to society is through the fundamental principles of the **United Nations Global Compact**, which, through this strategy, embraces the UN mandate on the Sustainable Development Goals, especially in relation to **human rights**.

In short, we propose a viable, robust, and realistic sustainability strategy containing concrete proposals, objectives, and measures aimed at addressing the main concerns of the current business environment. It addresses all the environmental, social and governance aspects involved to position us as a competitive benchmark in the medium and long term. The social and environmental awareness of clients, investors, employees, and other stakeholders has increased to such an extent that their trust is based on the sustainable development values applied in their activities.

Periodic evaluation of progress in meeting the objectives of our proposed sustainability strategy will demonstrate our true commitment.



Sustainability

the energy that leads our future

Orlando Alonso
Presidente de WINDAR RENOVABLES



Mission



We have designed our corporate **sustainability strategy** with the aim of ensuring that the results of our operations have a positive impact on the living conditions of the people and communities where we operate, thus ensuring that the resources we obtain from them allow them to continue meeting their needs without undermining their integrity and stability. To this end, using this as a foundation, we will create transformation mechanisms to mitigate, or at least combat within our sphere of influence, the adverse effects of **climate change**, which currently threatens to become unsustainable, with an uncertain future and drastic consequences for our well-being if we do not try to reverse its effects.

Implementing and meeting sustainable development goals will guarantee stability and growth. For this reason, the strategy will include short, medium, and long-term actions that cover the following dimensions:

⇒ Environmental Protection and Preservation

The sustainability strategy includes relevant material issues related to the environment, such as combating climate change, the circularity of the economy, threats to biodiversity and forests, and preventing pollution and environmental degradation.

⇒ Social Inclusion and Protection

The sustainability strategy includes relevant material issues related to changes in the current production model and threats to employment stability, including respect for fundamental human rights, the implementation of fair labor practices, and the safety and health of workers.

⇒ Governance for Growth

The sustainability strategy includes relevant material issues related to our social responsibility through the transformation toward normative and regulatory compliance, the fight against corruption and bribery, fair competition, market complexity, globalization, economic uncertainty and instability, non-financial risk analysis, information quality, loss of stakeholder trust, due diligence, and information and cybersecurity security.

Scope



We align our mission with the way we operate the business in each of our companies, production centers, and for each individual within the company **worldwide**, thus covering the entire value chain. We extend this strategy to all operations and activities within the scope of the WINDAR Group, which are listed below:

- Design of sections for wind turbine towers.
- Steel processing services.
- Manufacture of sections for wind turbine towers.
- Manufacture of offshore foundations.
- Assembly of internal components in wind turbine structures.
- Transportation, storage, maintenance, and shipping of structures.

Our sustainable development strategy incorporates the management of business activities and operations based on the requirements of recognized international standards, demonstrating a firm commitment to a management model that includes commitments related to environmental protection, social inclusion, and economic growth.

Building upon a traditional business model based on excellence in quality management (ISO 9001), environmental management (ISO 14001), and occupational health and safety (ISO 45001), this strategy positions us to manage other factors such as carbon footprint calculation (ISO 14064), sustainable development (ISO 37101), social responsibility (ISO 26001), information security (ISO 27001), innovation (ISO 56002), and the confidentiality and protection of personal data in accordance with current legislation.

To strengthen the management model, our sustainability strategy firmly integrates voluntary sustainable development initiatives, such as the Fundamental Principles of the **United Nations Global Compact**, as guarantors of the **Sustainable Development Goals (SDGs)** of the 2030 Agenda. Finally, we integrate into the sustainability strategy the influence of the main current and future regulatory frameworks, such as the **European Green Deal**, a roadmap for the transition to a net-zero emissions economy in the EU, as well as the European **Commission's Blue Growth Strategy**, which considers marine energy a priority area for development by recognizing the importance of seas and oceans as economic drivers for sustainable growth.





Context and diagnosis



More than fifteen years in the energy transition

From our inception, the sustainable development and growth of our business has been driven by the energy transition as a means to combat climate change. For over a decade, we have positively impacted the communities and environments where our products have been deployed. We have supplied energy sector components to more than twenty countries, supporting the transition to a decarbonized global economy where fossil fuel-based energy generation sources are replaced by renewable energy sources; in particular, wind turbine towers and substructures for onshore and offshore wind farms worldwide.

New challenges and opportunities

At the end of 2019, the Board of Directors decided to review the company's strategy to address new challenges and opportunities presented by investors, customers, governments, regulatory frameworks, and society in general. The aim was to incorporate current concerns into a new strategy, addressing issues such as the climate emergency, the circular economy, the fight against corruption and bribery, cybersecurity, and human rights, among others. To achieve this, all these issues were integrated into the strategy, transforming it into a corporate sustainability strategy that included objectives related to the significant impacts, risks, and opportunities for the company and business growth. The following are some of the key issues that formed part of the initial situation analysis.

We align ourselves with our clients' development goals

The company's growth over the years has been sustained by a globalized market within the renewable energy sector, a growth that has gone hand in hand with our clients: leaders and benchmark companies in the energy industry. Today, we maintain open channels of communication and cooperation with all of them, building relationships based on integrity, transparency, and trust. These channels reflect the commitments we have made to their sustainability objectives through our strategy. These include, among others, our signed commitments to reducing our industrial emissions and to circularity, aiming for fully recoverable products at the end of their useful life.

We support renewable energy as an engine for growth

Renewable energy has played a key role as an alternative for creating a more sustainable energy system in the future. Among these, wind energy has historically had the greatest potential. Wind is a natural resource characterized by its strength and speed. It is an unlimited, clean, and renewable energy source, more powerful over seas and oceans than inland, where it also encounters no orographic barriers and blows more consistently. Advances in wind energy are driven by innovation, along with the introduction of new, more efficient and sustainable technologies.

+15.000

Wind turbine towers supplied worldwide

+44 GW

Clean energy introduced to the market

31 M Hogares

Powered by renewable energy

32 MtCO₂

Avoided from the atmosphere with our products

The sea and ocean as a source of opportunities

One of the fastest-growing sectors in recent years has been **offshore wind energy**, where harnessing the wind's power allows for significantly greater renewable electricity generation. To maximize wind energy efficiency, offshore wind farms are being built and installed worldwide, featuring increasingly larger and more powerful wind turbines.

The wind found at sea and in oceans is a superior and much more consistent resource than that found on land. For this reason, the electricity generation of wind turbines of the same dimensions increases in offshore installations, even doubling compared to an average onshore wind farm. At sea, installations can utilize enormous areas and their capacity can be hundreds of MW greater compared to onshore installations.

Onshore wind turbines have limitations related to both the terrain's topography and transportation to their site. Their approximate power outputs range from 5 to 7 MW. Offshore wind turbines have fewer limitations regarding the transportation of components. The most recent ones have power outputs that can reach up to 20 MW. Currently, most wind farms are located in shallow waters, up to approximately 60 m deep.

The European Commission's 2012 **Blue Growth Strategy** considers marine energy a priority area for development and recognizes the importance of seas and oceans as economic drivers of sustainable growth.

We lead the development of wind power technologies

It is expected that the annual installed capacity of offshore wind energy will surpass that of onshore wind installations by 2030. Therefore, offshore wind energy represents a solid alternative within the strategy for contributing to achieving a **climate-neutral economy by 2050** and has strategic value from both a socio-economic and environmental perspective.

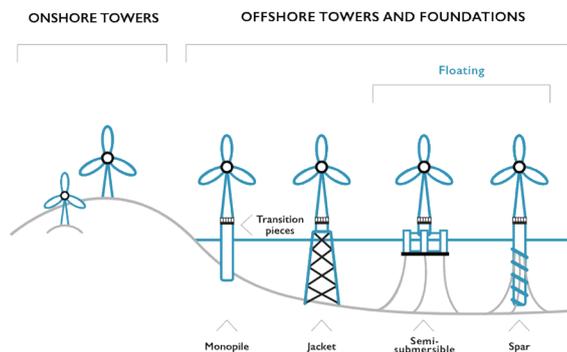
In this respect, we are a benchmark company for the main operators in the energy sector, as the only company in the world that has currently built all existing types of proven marine technologies for offshore wind farms, both with fixed and floating foundations.

Technically, it is now possible to install floating platforms at depths between 60 and 300 meters, and the depth range is being increased to waters up to 800 meters. Therefore, floating technology offers the opportunity to reach locations further from the coast, in deeper, more complex seabeds, and where fixed foundations cannot be installed due to technical and economic constraints.

Currently, most commercial offshore wind farms worldwide have installed this type of foundation. They are built and assembled in areas near ports, from where, once completed, they are transported to the offshore wind farm on specialized vessels such as jack-up rigs. These vessels influence the installation time and costs of these fixed foundations.

Floating technologies allow for the installation of wind turbines in vast areas of the sea and oceans, where deep-water wind potential is much greater, using techniques that also minimize impacts compared to fixed foundations. Their installation is less invasive on the seabed, with less visual and acoustic impact than onshore wind farms. The wind turbines are installed on platforms that float on the sea and are anchored to the seabed using different systems: chains, steel cables, flexible moorings, etc.

The concept of depth imposes restrictions that are now being applied to the deployment of underwater electrical infrastructure. In contrast, the installation of floating platforms does not require expensive and complex vessels, but rather tugboats towing them offshore to their final destination.





Sustainable and technological innovation

Another important factor in our sustainability strategy is the company's commitment to technological innovation, aimed at generating added value and competitive solutions within our sector. To this end, we integrate core principles of **innovation and R&D** into our policies to develop processes designed to analyze growth opportunities. The use of new information technologies and related technologies, such as **digitalization** and **artificial intelligence**, will contribute to achieving the company's strategic objectives.

Extension of development to the value chain

We must recognize that the participation and involvement of diverse actors, stakeholders, and interested parties are crucial to achieving our strategic objectives, as their collaboration helps accelerate progress. These include suppliers and subcontractors. Typically, the greenhouse gas (GHG) emissions generated in their value chain exceed our own emissions. Therefore, we extend the commitments and objectives of our sustainability strategy to all of them, with the aim of driving the transition and leading climate action.

The climate problem

In our strategy, climate change is a priority, not only internally, but also due to commitments made to clients, investors, and other stakeholders. We know that the Earth is overheating. In 2019, the average temperature was almost 1°C higher than pre-industrial levels, according to NASA. Climate change is not only a problem, but has also emerged as a key factor in the strategic context of sustainable development, with a direct influence on society, the economy, and ecosystems.

Global warming causes glaciers to melt and sea levels to rise, desertification, and an increase in extreme weather events such as hurricanes, floods, and fires. Climate change could cause incalculable damage. Global experts attribute global warming to greenhouse gas (GHG) emissions released into the atmosphere, the main one being CO₂. This polluting gas comes from 90% of the energy sector, primarily from power plants that use fossil fuels such as coal.

Climate change caused by human activities is one of the greatest challenges we face today. It stems from climate transformations that are progressively increasing the concentration of greenhouse gases (GHGs) in the atmosphere, a consequence of burning fossil fuels, deforestation, changes in land use, and industrial processes. Furthermore, it affects public health, food and water security, migration, peace, and security.

At the **2015 Paris Agreement**, an international accord was signed establishing the goal of keeping global warming below 2°C above pre-industrial levels by the end of the century, and, if possible, limiting it to 1.5°C. These reasons have led us to integrate a commitment to supporting this goal into our sustainability strategy.

By 2050, the world population is expected to reach 9 billion, doubling electricity consumption and demand. If we add to this the problems caused by climate change, we foresee a major challenge in the coming years, as well as a source of opportunities based on the transition to clean energy.

Decarbonization of operations

The transition will shift global systems from fossil fuel-based systems to low-emission systems based on renewable sources. In recent years, solar photovoltaics and wind power have joined technologies like hydroelectric and geothermal as key players in the ongoing transition, and new sectors such as offshore wind and green hydrogen will contribute to it.

Their development is an opportunity that boosts the economy, creates new jobs in the communities involved, and helps save the planet from the effects of climate change. Combating energy poverty and investing in ensuring access to clean energy for all represent a development opportunity for local communities. The **energy transition must be inclusive and equitable**.

We have integrated this **decarbonization** process into our strategy by setting objectives and goals with actions that benefit the climate, the economy, and society, through the reduction of emissions from our facilities, involving actions such as the following:

- The gradual replacement of the fossil fuels we use,
- The use of clean energy sources or new, more efficient fuels,
- The electrification of our energy system and facilities, and
- The digitalization of processes and operations,

In addressing the problem, we have included the calculation of the carbon footprint generated by our activities and operations, in line with the **United Nations global goal SDG 13**. To this end, we have identified the objectives (**Decarbonization Plan**) related to Greenhouse Gases (GHG) aimed at reducing the footprint in the short, medium (2030) and long term (2050: Net Zero).

Furthermore, we publicly communicate our targets through **SBTi**, a global initiative for setting corporate net-zero emissions targets based on climate science. Our strategic plan includes registering our emissions using official government calculation models.

Set short-term goals

We will focus on rapidly reducing emissions by setting 2030 reduction targets in line with 1.5°C

Set long-term goals

By 2050, we will reduce our emissions to a near-zero residual level

Offset emissions outside the value chain

In the transition to net-zero emissions, we will take steps to mitigate emissions beyond the value chains.

Neutralize residual emissions

Once the 2050 targets are achieved, we will have to neutralize the remaining emissions that cannot be eliminated through the storage or permanent removal of CO₂

Financial impact of climate ambition

In developing a sustainability strategy, the finance area plays a key role in the transition to a green economy. Sustainable finance initiatives are experiencing significant growth, and the regulatory framework is constantly expanding, increasing the responsibilities of the finance area and the governance team. Our business must lay the foundation for an economic infrastructure where Net Zero by 2050 serves as the impetus for climate action and attracts potential investors.

The objective is to develop mechanisms that will help us make decisions when efficiently allocating resources and financing for the transition to Net Zero. However, this task involves significant challenges related to decision-making in scenarios of high uncertainty, interconnected impact factors, and limited access to information for analyzing climate-related risks and selecting projects eligible for green bonds.

Due diligence-based governance

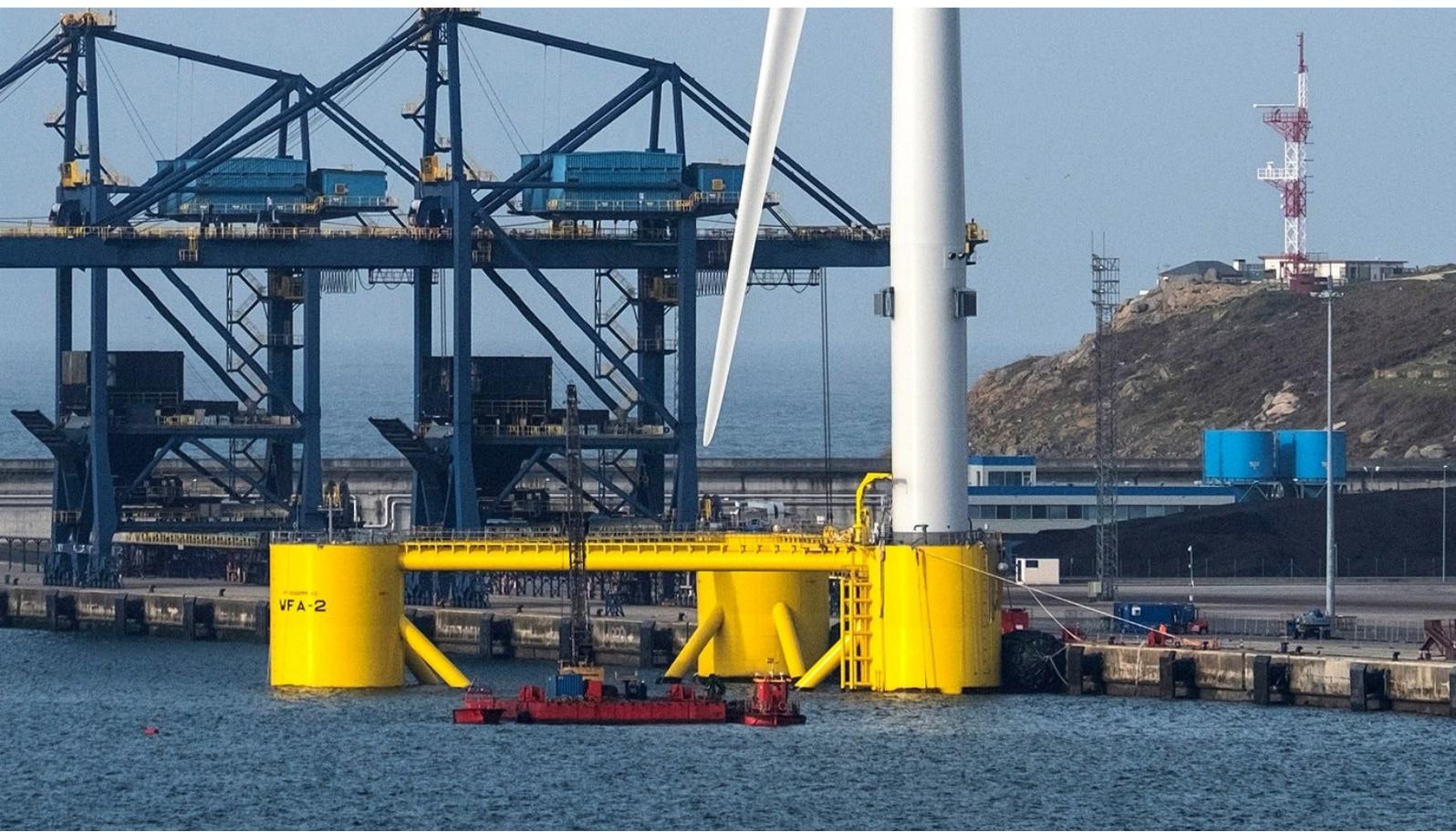
With the aim of strengthening our governance model and responsibly managing all our activities and operations worldwide, we have incorporated objectives and commitments related to ethical and transparent governance into our sustainability strategy.

Due diligence, which includes, among other things, the fight against corruption and bribery, fair competition, and conflicts of interest, must form the basis of the company's responsible social management model and its governing teams.

The balance between the three pillars—environmental, social, and economic—is built upon governance that fosters fair and sustainable development. For these reasons, these objectives have been voluntarily integrated into the strategy; as obligations not codified by law, but which we accept as binding, convinced that their non-compliance constitutes a breach of our cultural norms.

The actions included are the following:

- Materiality analysis to identify impactful issues.
- Defining our social responsibility.
- Integrating social actions into processes and routines.
- Expanding communications with stakeholders.
- Measuring results.
- Reviewing improvement actions.





Strategy design



Relevant issues

When developing our sustainability strategy, we analyzed the implications of transforming our traditional business model into one focused on **sustainable development**. This new vision is linked to the actions of our people and their relationship with the surrounding environment, understanding that it refers to socio-ecological processes characterized by their behavior when seeking a balance between the environment and available resources.

Along these lines, we understood the need to integrate into the strategy not only the traditional economic aspects of the business model, but also the most relevant environmental and social issues related to it, as this will add value for customers, investors, employees, and other stakeholders. In other words, they constitute our pillars of development and growth.

Given that the sustainability strategy includes mutually reinforcing environmental, social, and governance (ESG) issues, it was necessary to establish an objective, targets, and measures for each of them:

- **Environmental Issues (A):** The inclusion of environmental issues in the sustainability strategy aims to protect the ecological and biological conditions of the environment where we conduct our operations during the different stages of production. To this end, goals are identified to preserve the natural resources we use, promote our environmental responsibility, and develop human awareness regarding environmental stewardship. Measures implemented include environmental policies, eco-efficiency initiatives, environmental reports, a climate strategy, waste valorization, and more.
- **Social Issues (S):** The inclusion of social issues in the sustainability strategy aims to integrate ethical values of conduct, foster respect for fundamental human rights, develop human capital professionally, and improve training and awareness levels. To this end, goals are identified to provide the necessary support to the people and local communities where we operate, ensure an adequate quality of life, and promote participation and awareness to create or improve society. Measures implemented include the development of fair labor practices, inclusion and non-discrimination, well-being, health and safety, talent attraction and retention, stakeholder engagement, philanthropy, social reporting, and digital inclusion.
- **Governance Issues (G):** The inclusion of governance issues in the sustainability strategy aims to generate economic wealth in appropriate and equitable amounts across all social spheres, always through sound governance decisions. To this end, goals are identified that empower individuals to address their economic challenges, strengthen local production and consumption, and maintain a balance between people and nature without compromising future generations. Implemented measures include corporate governance mechanisms, risk management, sustainable supply chains, codes of conduct, customer and stakeholder relations, brand management, privacy standards, and innovation management.

Integrating all these issues into the strategy has presented a challenging landscape due to the wide range of existing environmental, social, economic, financial, and regulatory matters, exacerbated by the global context of crises, wars, climate change, and human rights issues. Furthermore, it must encompass the entire value chain, entailing an ever-increasing **(fiduciary) responsibility** for the Governing Body. This responsibility is based on the following principles:

- ⇒ **Improving financial performance** is key to driving the strategy and delivering value to potential investors, making sustainable development a driver of future competitiveness.
- ⇒ **Monitoring government, regulatory, customer, and investor objectives** to identify future trends related to climate, human rights due diligence, supply chain redesign, technological disruption, and other factors.
- ⇒ **Driving ESG actions** within the business through policies and strategies for customers, investors, employees, and other stakeholders.

Reference and regulatory frameworks for the identification of environmental, social and governance issues

In designing and developing our sustainability strategy, we have used as a reference the most recognized international initiatives in this area, as well as the commitments we have made to our clients and investors. Thus, in 2002, we officially joined the **United Nations Global Compact**, the leading initiative for corporate sustainability worldwide. We have based our sustainability strategy on this initiative, incorporating its universal principles relating to human rights, labor practices, the environment, and the fight against corruption.

This United Nations entity has been working to promote respect for human rights within the framework of the Ten Principles; particularly the first six, which stem from the 1948 **Universal Declaration of Human Rights**. It also promotes the implementation of the **UN Guiding Principles on Business and the United Nations** as an international framework of reference.

Furthermore, the UN Global Compact also holds the mandate to align with and integrate the **Sustainable Development Goals (SDGs)**; another initiative promoted by the United Nations to continue the development agenda following the Millennium Development Goals (MDGs). These 17 Goals, with 169 targets, were launched in 2015 and are scheduled to conclude in 2030 (**2030 Agenda**). We have defined our purpose by incorporating the SDGs into our sustainability strategy, as a path toward transforming the company into a sustainable and resilient business model, making firm commitments to work on actions related to the relevant SDGs.

Finally, regulatory frameworks relating to sustainability reporting such as **GRI** or the European **CSRD Directive** constitute a disclosure framework that will detail how we manage our risks in relation to ESG issues, promoting accountability and environmental protection.

Identifying impacts, risks, and opportunities relevant to the company: materiality analysis

As a first step in designing the strategy and determining the objectives and goals related to environmental protection, social inclusion and governance, we have identified the material issues relevant to the company; the most significant impacts, risks and opportunities on the activities, operations and business we carry out.

To this end, an initial and comprehensive diagnosis of the value chain and the stakeholders involved has been carried out, identifying all the impacts (positive and negative), risks and opportunities that may affect their concerns and needs in relation to ESG issues.

Determining the objectives and goals of the strategy

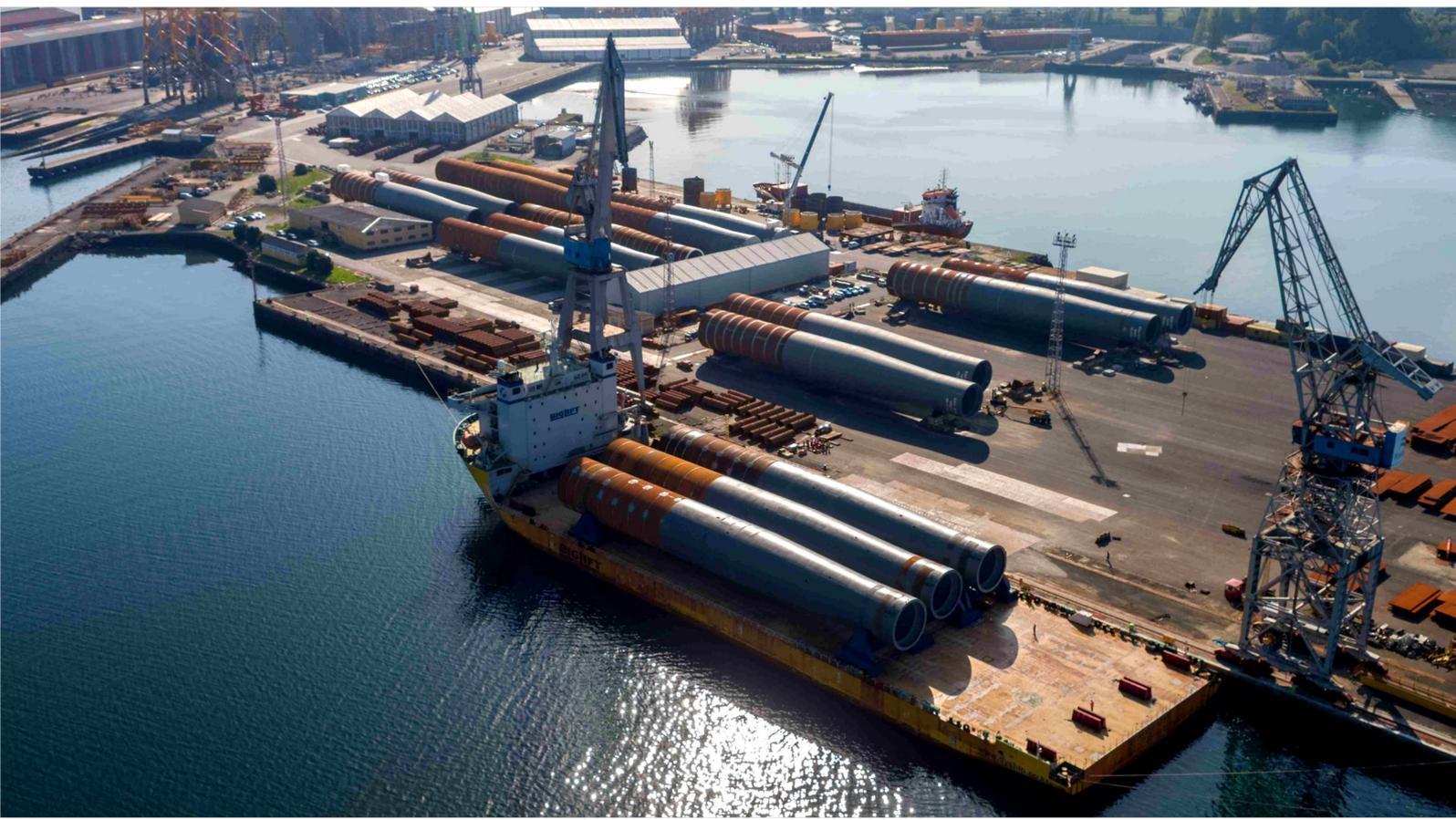
The purpose of the materiality analysis process across the entire value chain serves a dual function. Firstly, it identifies priority and relevant ESG issues upon which improvement objectives and targets will be based, especially those most important to our customers, investors, and other key stakeholders.

Secondly, it aligns these issues with the UN Global Compact Principles and the Sustainable Development Goals (SDGs).

Report on information regarding compliance with the sustainability strategy

The implemented governance model includes priorities that focus on objectives and goals such as ethics and integrity, social responsibility, control of financial and non-financial risks, compliance systems, and other related areas. For this reason, another function of the materiality analysis performed is to inform our stakeholders about compliance with the sustainability strategy through annual sustainability reports (non-financial statements).

Public communication of our sustainability efforts and results will constitute evidence of due diligence and transparency, generating trust among our clients, investors, and other stakeholders. To this end, we use various tools and indicators to monitor the performance of the strategy's ESG objectives. We also utilize internal and external communication tools such as an employee portal, corporate intranet, website, social media, and email.



Priority strategic objectives



 	<p>Energy transition</p> <h3>Boost market footprint</h3> <p>To contribute to the global energy transition by increasing our market footprint annually, through the increase in the annual renewable energy capacity (GW) that the products we supply provide.</p>	<p>Goals 2050</p> <ul style="list-style-type: none"> • Increase the percentage of wind energy supplied to the market from the capacity introduced by the products supplied to our customers (equivalent GW). • Increase the number of homes globally lit with clean energy from the products supplied to our customers. • Reduce the amount of CO2 emissions released into the atmosphere globally from the products supplied to our customers. • Contribute to the development and innovation of the OW sector through participation in new technology projects.
	<p>Renewable energies</p> <h3>Use of clean energy</h3> <p>Increase the percentage of renewable electricity certified at source and used in our industrial facilities.</p>	<p>Goals 2030</p> <ul style="list-style-type: none"> • 60% of electricity used is certified at origin from clean and renewable energy sources. <p>Goals 2050</p> <ul style="list-style-type: none"> • 100% of the electricity used comes from renewable sources.
	<p>Climate and pollution</p> <h3>Decarbonization of activities</h3> <p>Reduce the amount of CO2 emissions from our own activities and operations and value chain, through a decarbonization plan that includes medium and long-term measures until achieving carbon neutrality.</p>	<p>Goals 2030</p> <ul style="list-style-type: none"> • Reduction of up to 75% of CO2 emissions for scopes 1 and 2 • Design and implement a Climate Change and Energy Use Policy • Calculate, verify, and record the emissions generated at each facility • Obtain a global and local carbon footprint • Validate emissions reduction targets through science (SBTi) • Have a decarbonization plan that reduces emissions from our own activities • Regularly report to stakeholders on progress in emissions reduction. <p>Goals 2050</p> <ul style="list-style-type: none"> • Carbon neutrality for scopes 1, 2, and 3. • Decarbonization plan that includes emissions across the entire value chain.
	<p>Responsible production and consumption</p> <h3>Sustainable products</h3> <p>To supply products to customers that at the end of their useful life are 100% recoverable (recoverable).</p>	<p>Goals 2030</p> <ul style="list-style-type: none"> • Working with designers and material suppliers to optimize component quantities and recyclability, extending responsibility throughout the entire value chain. • 100% of our industrial facilities worldwide are recognized through independent certification according to internationally recognized standards such as ISO 14001.
 	<p>Value chain</p> <h3>Ethical supply chain</h3> <p>Ensure that key suppliers are integrated into the company's model, meeting environmental, social and governance criteria, at the time of their contracting.</p>	<p>Goals 2030</p> <ul style="list-style-type: none"> • Design and implement a Critical Supplier Relationship Policy. • 100% supplier adherence to the company's Code of Conduct. • 95% of spending on local supplier procurement by 2030.
 	<p>Waste valorization</p> <h3>Zero waste to landfill</h3> <p>Reduce the overall amounts of hazardous and non-hazardous waste generated at our facilities and sent to landfill.</p>	<p>Goals 2030</p> <ul style="list-style-type: none"> • Reduce hazardous and non-hazardous waste generation by up to 75%. • Design and implement a circularity policy across the entire value chain. • Calculate and officially record the amount of waste generated at each production facility. • 100% of industrial plants are officially verified under recognized standards such as the Zero Waste to Landfill (ZWL) Directive. <p>Goals 2050</p> <ul style="list-style-type: none"> • 100% of generated waste is recovered. • Develop and collaborate on R&D and innovation projects that promote the use of recycling methodologies and waste minimization or recovery.
	<p>Incidents and accidents</p> <h3>Health, safety and well-being</h3> <p>To reduce workplace accidents in our facilities by improving working conditions and practices, ensuring the health and safety of people within our sphere of influence and the supply chain.</p>	<p>Goals 2030</p> <ul style="list-style-type: none"> • 100% of facilities are independently certified to international standards such as ISO 45001. • 75% of key subcontractors are certified according to occupational health and safety criteria. • Reducing the severity and frequency of incidents to levels below those commonly accepted within the sector. <p>Goals 2050</p> <ul style="list-style-type: none"> • Zero fatal or serious accidents. • 100% of key subcontractors certified according to occupational health and safety standards.

Priority strategic objectives



 	<p>Investment in innovation</p> <h3>Sustainable technological innovation</h3> <p>To enable a technology R&D center that addresses business process development projects by improving its general capabilities, infrastructure, digitization and cybersecurity.</p>	<p>Goals 2030</p> <ul style="list-style-type: none"> • Increase the number of technicians dedicated to R&D activities and projects, as well as innovation-related services, to thirty. • Promote transformation through the digitalization and automation of processes. • 100% of industrial facilities are recognized through independent certification in information security and cybersecurity, in accordance with internationally recognized standards such as ISO 27001. <p>Goals 2050</p> <ul style="list-style-type: none"> • Allocate 0.5% of turnover to investment in R&D&I projects; reaching 1%.
 	<p>Growth and development</p> <h3>Employability and decent work</h3> <p>Maintaining local employability by promoting working conditions, talent development and mobility that allow for a stable human team of professionals adapted to the labor needs of the market.</p>	<p>Goals 2030</p> <ul style="list-style-type: none"> • 100% of our technical staff are trained and informed on human rights, equal opportunities, and non-discrimination in the communities where we operate. • We are creating new jobs related to renewable energy, prioritizing technical and operational talent. • We aim to achieve a score of 90/100 in an independent ESG assessment of labor practices (ECOVADIS).
 	<p>Equality and non-discrimination</p> <h3>Gender balance</h3> <p>Promote gender equality at all levels, ensuring equitable participation of women in technical and leadership positions.</p>	<p>Goals 2030</p> <ul style="list-style-type: none"> • Implement commitments to gender equality through an Equality Policy • 100% of industrial plants with an Equality Plan • 100% of employees trained in equality and protocols against workplace harassment, sexual harassment, or harassment based on gender. • Reduce the gender gap to below 2% in technical and leadership positions. • Participate in mentoring and support programs for women's reintegration into the workforce. • Promote health campaigns aimed at women.
 	<p>Risk management</p> <h3>Organizational resilience</h3> <p>Strengthen the corporate business model by proactively mitigating the impacts and risks that may affect the sustainability and resilience of the company where it operates.</p>	<p>Goals 2030</p> <ul style="list-style-type: none"> • 100% of our production facilities worldwide are independently certified to internationally recognized standards such as ISO 9001. • We determine the materiality and address all ESG issues relevant to the value chain. • We analyze and assess corporate impacts, risks, and opportunities for each stakeholder. • 100% of our plants have undergone a climate risk assessment, identifying the most significant risks. <p>Goals 2050</p> <ul style="list-style-type: none"> • 100% of industrial plants adapted to the diagnosed climate risks.
 	<p>Ethics and the fight against corruption</p> <h3>Compliance and ethical conduct</h3> <p>Strengthening corporate integrity by implementing and improving the system for preventing, detecting and responding to corruption and bribery practices, ensuring regulatory compliance and promoting an ethical culture in all our operations.</p>	<p>Goals 2030</p> <ul style="list-style-type: none"> • Conduct a criminal risk analysis that covers all ESG dimensions of the organization. • Design and implement anti-corruption and anti-bribery policies. • Establish a public whistleblowing channel accessible to all stakeholders. • Implement a protocol with due diligence and remediation mechanisms. • Establish a compliance oversight body. • Ensure 100% of employees worldwide are trained on the Code of Ethics and the whistleblowing channel. <p>Goals 2050</p> <ul style="list-style-type: none"> • Certify the anti-corruption system in ISO 37001.
 	<p>Performance and information reporting</p> <h3>Sustainability Information Report</h3> <p>Implement a transparent model for reporting financial and non-financial information to clients, investors, employees, and other parties based on performance results.</p>	<p>Goals 2030</p> <ul style="list-style-type: none"> • Maintained adherence to the United Nations Global Compact and annual public reporting of progress. • Commitments and public reporting on ESG matters communicated through the website. • Internal model for controlling and verifying the content and data of sustainability reports, tailored to issues significant to the company. • 90/100 as a result of the annual ESG performance assessment (ECOVADIS). • Dissemination of progress through annual UN Global Compact Progress Reports.

Communication and transparency

Communication and transparency are two fundamental pillars for the success of our sustainability strategy. By making it public, we foster accountability.

We understand that communicating our sustainability objectives and goals will build trust among all our investors, customers, employees, and other stakeholders. For these reasons, we are firmly committed to publicly disclosing our sustainability performance and progress in a clear, truthful, and accessible manner. The reports we publish use understandable and visual formats that facilitate comprehension of our commitments and results.

To ensure accessibility to sustainability information, the strategy is publicly disseminated through the organization's internal and external channels, including:

- The **corporate intranet**,
- The WINDAR Group **corporate website**,
- The **employee portal**, and
- Other channels.

On our corporate website, we have created a section to publish our annual progress and sustainability reports, as well as any other information that demonstrates our evolution and performance, including key performance indicators, goals, and areas for improvement as fundamental elements for achieving our objectives.

In all cases, we ensure that our communications accurately reflect our actions, avoiding exaggerations or unverifiable claims about our environmental and social impact.

Furthermore, we have established effective channels for listening to our stakeholders, integrating their expectations and concerns into our decision-making processes.

Monitoring and review of the strategy

Monitoring and effectively achieving the objectives defined in our sustainability strategy ensures continuous improvement and reinforces the credibility of our commitment to sustainable development. Therefore, we adopt a systematic approach based on reliable data and information to evaluate our progress in meeting our environmental, social, and governance (ESG) objectives.

To this end, we have adopted the following measures:

- ⇒ **We ensure the traceability of our progress** by employing control mechanisms that allow us to verify compliance with the objectives defined in each strategic area.
- ⇒ **We facilitate evidence-based decision-making** through a set of quantitative and qualitative ESG indicators that identify deviations, opportunities for improvement, and best practices.
- ⇒ **We promote continuous improvement** through the periodic review of objectives and goals, adapting them to new challenges, regulations, and stakeholder expectations.
- ⇒ **We verify, audit, and certify our processes, systems, and reports** through independent third parties to validate compliance with our commitments.
- ⇒ **We transparently report the results** of our monitoring, communicating clearly and accessibly through physical and digital channels, thus strengthening stakeholder trust.

To achieve all of this, we have established an annual sustainability strategy review cycle, including the established ESG objectives and plans, to adapt it to the results, incorporate learnings and new trends, and promote a culture of continuous improvement.



Sustainability
the energy that leads our future