



ALMAVIVA GROUP

ENVIRONMENTAL POLICY

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1. INTRODUCTION

Almaviva Group accompanies the growth of the country's system, supporting enterprises in the new challenges they must face in order to remain competitive in the digital age and innovating its own business model, organization, corporate culture, and information and communications technology.

As a technology company, we are dedicated to contributing to sustainable development through innovative and environmentally friendly technologies that have a positive impact on the planet.

2. OUR COMMITMENT

We are aware that our corporate activities have an impact on the environment in which we operate. For this reason, we are continuously striving to improve our environmental performance and develop solutions that allow our clients to sustainably manage their businesses and transform them into the businesses of the future.

3. OUR PRINCIPLES

3.1. Environmental Management System

We measure environmental performance in order to understand the impact of our activities on the environment and implement plans and actions for improvement. We manage environmental impact through our Environmental and Energy Management System (EMS-SGE), certified in accordance with ISO 14001 and ISO 50001 standards. We take environmental issues into account when making corporate decisions, through the adoption of eco-friendly behaviors, technologies, and production methods, with the goal of reducing our environmental footprint and improving our energy efficiency. We constantly monitor crucial aspects related to energy and the environment, like emissions, energy and water consumption, and waste, promoting the use of energy from renewable sources and striving to reduce waste and our negative impact on the environment, embracing the circular economy approach.

3.2. Employees

We are dedicated to promoting a culture of environmental stewardship among our employees, encouraging environmental awareness.

We develop virtuous learning programs, raising employees' awareness about the environmental impact of their work, the rationalization of consumption, and the conscientious use of energy and environmental resources, and encouraging active participation in social initiatives like events, volunteering, cleanup activities, and more.

3.3. Clients

We work with our clients to help them reduce their environmental impact, supporting them in the development of innovative solutions that improve the surrounding environment in a growth process that involves technological, organizational, social, cultural, and managerial changes.

3.4. Procurement

We assess the environmental and energy performance of our suppliers, identifying both direct and indirect environmental aspects and their impacts, and encourage their commitment to adopting sustainable solutions that align with the Group's environmental goals, specifically in relation to reducing emissions, water and energy consumption, impact on biodiversity, and waste production.

3.5. Compliance

We are committed to complying with all environmental regulations and meeting all applicable

legal requirements related to conducting our business activities. We guarantee the compliance of our Environmental and Energy Management System (EMS-SGE) with the requirements of the ISO 14001 and ISO 50001 standards.

4. ADDITIONAL INFORMATION

In its implementation of the following Policy, Almaviva Group is committed to a program of continuous improvement, setting short, medium and long-term goals and objectives, measuring its progress against them, and sharing its results with stakeholders.

The Group's Environmental Policy is supplemented by other corporate policies and principles, specifically:

- Group Policy
- Code of Ethics
- Supplier Code of Conduct
- Policy on Human Rights, Diversity, Gender Equality, Slavery, and Human Trafficking
- Health and Safety Policy
- Principles of the ISO14001 Environment Standard
- Principles of the ISO50001 Energy Standard
- Principles of ISO14064 Carbon Footprint Guidelines

Details regarding Almaviva Group's commitment to these issues are available on Almaviva website in the *Corporate Governance* section and in the published *Sustainability Reports*.