

The purpose of this Sustainability Policy is to serve as a global framework by establishing the sustainability principles that govern all other policies, in accordance with our Mission, Vision, and Values. We understand that sustainability must be integrated into all business processes of **PINCASA** as a responsible company committed to Sustainable Development.

This Policy is part of **PINCASA**'s alignment with the Paris Agreement, the European Green Deal, and the United Nations 2030 Agenda for Sustainable Development, along with its support for the International Bill of Human Rights, as the foundational elements of the entity's performance.

Our Commitments:

Environmental Aspects

- Promote the decarbonization of operations.
- Minimize the environmental impact of our actions.
- Promote innovation based on sustainability criteria.
- Foster a circular economy by promoting the rational use of resources and the responsible management of waste and end-of-life products.

Social Aspects

- Respect for diversity, inclusion, and equality.
- Promote the Health and Safety of our employees and the Quality of our services.
- Foster social responsibility by strengthening alliances with our communities and stakeholders.
- Contribute to social and economic development by generating positive impacts and minimizing negative ones.

Governance Aspects

- Guarantee sustainable growth by maintaining management and control systems for financial and non-financial risks, and disseminating truthful, rigorous, and transparent information.
- Ensure ethical, transparent, and responsible behavior both in our own processes and across the supply chain.
- Maintain communication and dialogue channels with all stakeholders.
- Respect Human Rights both within the company and throughout the supply chain.
- Disseminate the sustainability commitments acquired, as well as their monitoring and evaluation, through reports or statements.

The Management extends this commitment to all employees and those who carry out any activity in or for **PINCASA**, ensuring they comply with the guidelines of this policy. This policy will be reviewed periodically to ensure it remains appropriate to the nature, scale, and impacts of the activities, products, and services offered by this organization.