



Environmental, Social, and Governance (ESG) Policy

Introduction: Our Commitment to a Sustainable Future

The SPB Group acknowledges its responsibility as a key economic and social actor and is firmly committed to integrating sustainable development principles into all its activities. This Environmental, Social, and Governance (ESG) policy outlines our core commitments and objectives to contribute to a more sustainable and responsible future for our stakeholders, our communities, and society as a whole.

Our approach is guided by a commitment to long-term value creation, transparency, and accountability. We believe that by embedding ESG considerations into our strategy and operations, we can build a more resilient and equitable world.

Core Principles

Our ESG strategy is founded on three core principles that guide our actions and shape our corporate culture:

- **Environmental Responsibility:** We are dedicated to minimizing our environmental footprint, actively promoting the circular economy, and preserving vital natural resources. Our commitment extends to reducing greenhouse gas emissions and improving energy efficiency across our operations.
- **Social Equity:** We are committed to fostering an inclusive and respectful work environment where every employee can thrive. We prioritize the well-being of our people and actively support the local communities in which we operate through meaningful engagement and investment.
- **Transparent Governance:** We uphold the highest standards of ethical corporate governance. We are committed to strengthening transparency in all our practices and engaging in constructive, open dialogue with our stakeholders to build trust and ensure accountability.

Our Commitments and Objectives

To translate our principles into action, we have defined clear commitments and objectives across each of the three ESG pillars.

Environmental Pillar

- **Circular Economy:** We actively develop and promote reuse and recycling solutions and establish strategic partnerships to advance the circular economy. We are committed to raising awareness and involving our clients and partners in these efforts.
- **Carbon Footprint Reduction:** We are focused on reducing our carbon footprint by gradually increasing our use of renewable energy, improving

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energy efficiency in our buildings, and consistently reducing our greenhouse gas emissions.

- **Sustainable Operations:** We are implementing sustainable practices across our operations, including reducing paper consumption through digitization, executing a comprehensive waste management program, and adopting responsible consumption of natural resources.

Social Pillar

- **Diversity and Inclusion:** We are dedicated to promoting an inclusive and respectful work environment, implementing fair and equitable recruitment and promotion policies, and fostering a culture of belonging.
- **Employee Well-being:** We prioritize the health and well-being of our employees by providing comprehensive wellness plans, implementing flexible work programs, and ensuring a safe and healthy work environment.
- **Community Engagement:** We invest in local social and educational projects, establish partnerships with non-governmental organizations (NGOs), and encourage employee volunteering to create a positive impact in our communities.

Governance Pillar

- **Transparency and Compliance:** We are committed to strengthening our corporate governance practices, maintaining a robust compliance system, and disclosing transparent information to all our stakeholders.
- **Stakeholder Dialogue:** We conduct regular consultations and maintain open, two-way communication channels to engage with our stakeholders, respond to their inquiries, and integrate their expectations into our strategy.
- **ESG in Products and Services:** We are integrating ESG criteria into our products and services, developing sustainable solutions for our clients and partners, and applying these standards in our supplier selection process.

Scope and Applicability

This policy applies to all entities and activities of the SPB Group. It serves as a guiding framework for all our ESG-related actions and decisions and is communicated to all our employees and stakeholders to ensure a unified and consistent approach to our shared sustainability goals.

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