



# BE KIND TO THE PLANET POLICY

(English translation\*)

In Madrid, May 2025

\* This version is a translation of the internal regulation that was originally written in Spanish (check [here](#)). In the event of any discrepancy between the two versions, the Spanish version shall prevail over the English version.

\* Esta versión es una traducción de la regulación interna original que se redactó en español (revisar [aquí](#)) En caso de discrepancia entre las dos versiones, la versión en español prevalecerá sobre la version inglesa.

We dream to make the world a better place, one step at a time. This is Sportian's main purpose, and we want to honor it by taking care of our common home.

**There is no Planet B.** For this reason, we are committed to honoring its physical limits, carrying out our activity within the parameters of sustainable development. We are determined to support regenerative projects that promote environmental well-being and revert climate change, through environmentally thoughtful practices that reduce our footprint, prevent and avoid pollution and mitigate our impact.





**Be Kind to the Planet** is a team effort to transform our company into a net-positive environmental agent and leader in sustainable transformations. We believe that the way we relate to one another and to our environment will determine our future and the future of generations to come. This implies raising the bar of our role in the ecosystems we live in, working with our employees, clients, business partners, suppliers, investors, stakeholders and other interested third parties' needs and expectations in ways that are both inspiring and visionary.

Our **Environmental Management System** reinforces our commitment to tackle climate change and prevent pollution by considering a life cycle perspective and engaging our supply chain's key members. Climate-related strategy, risks and opportunities, metrics and targets are assessed and managed by C-Level personnel within the Group. An oversight of the Company's ESG (Environmental, Social and Governance) matters relies on the board of directors.

### **Our environmental objectives are:**

#### **Net-Zero**



Reduce our Greenhouse Gas emissions to limit global temperature rise to 1.5°C above pre-industrial levels and reach net-zero by 2050.

-  On-site Climate Transition Plan moving all operations to 100% renewable energy sources.
-  Promoting energy efficiency with our clients.
-  Stakeholders' engagement building a low-carbon supply chain.
-  Greening our commuting and working from home modalities.



#### **Carbon Neutral**

Offsetting all remaining emissions by supporting regenerative projects that promote environmental wellbeing and revert climate change.

### Transparency




-  Complying with all applicable environmental laws and obligations where we operate, and other requirements voluntarily assumed by Sportian.
-  Measuring and reporting Sportian's greenhouse gas emissions as a result of our operations, raising awareness and setting up programs to reduce these emissions.

### Natural resources



-  Reviewing, reducing and reusing natural resources in our operations with sustainable water management and pollution prevention where relevant to our business.
-  Managing waste (especially e-waste) in a responsible manner.

### We will achieve sustainable growth by collaborating with:





#### Employees:

-  Promoting research and development of technologies to tackle the climate crisis.
-  Developing technologies that enable an efficient use of natural resources.
-  Generating environmental friendly culture, offering opportunities and training for raising awareness to be kind to the planet.




#### Suppliers and vendors:

-  Implementing responsible procurement processes.
-  Considering environmental factors when procuring goods and services from our key suppliers and vendors.

#### Clients, investors and other stakeholders:

-  Committing to deliver our work being kind to the planet.
-  Offering tech solutions to our clients to reduce their environmental impact.
-  Reporting annually our environmental objectives and performance, if applicable.
-  Encouraging and promoting effective public-private and civil society partnerships.

**Partners, joint ventures, mergers and acquisitions:**

-  Performing ESG due diligence with potential partners, joint ventures, mergers and acquisitions.
-  Assessing and engaging our partners and joint ventures to be aligned with our environmental commitments.
-  Ensuring rapid integration of our acquired entities within our sustainability framework.

At Sportian, we are committed to setting objectives and measuring environmental performance in a continual improvement program, expecting to apply these standards to our suppliers, business partners and vendors.