

Sustainability Policy

GHSA-POL-09

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1 Introduction

Through this Sustainability Policy (hereinafter, the “Policy”), the Board of Directors of Hispasat conveys to all its stakeholders a message of firm commitment to ethics and sustainable development. This Policy was approved by the Board of Directors on 21 July 2026, following a favorable report from the Audit Committee. Any amendments will follow this same procedure.

This Policy sets out the basic principles and general framework for the management of sustainability practices undertaken by the HispaSat Group (hereinafter the “Group” or “HispaSat”) and serves as the basis for integrating these into its business model and strategy.

The Audit Committee is responsible for monitoring and supervising the objectives and principles set out in this policy and will report its findings to the Board of Directors

2 Our commitments

As a technology group and operator of space services, our focus is constantly on the future and on anticipating the needs of the communities in which we operate.

At present, one of humanity’s greatest challenges is to ensure that development is sustainable, fair and inclusive, making progress towards achieving the UN Sustainable Development Goals, which inspire this Policy. Now, more than ever, improving the world means making it more sustainable.

Technology is a fundamental tool for transforming the world: our commitment is to contribute to sustainable development through technology.

At HispaSat, we have taken on the challenge of designing and implementing technologies that help address the social and environmental challenges facing our society.

These include combating climate change, improving people’s safety, health and well-being, reducing inequalities, developing sustainable cities and communities, and promoting peace and justice globally, amongst others.

To achieve this, we are committed to developing technologies that put people at the center, respect their rights, and are environmentally friendly.

At HispaSat, we firmly believe that developing innovative technology in line with sustainability criteria creates long-term value for our shareholders, customers, employees and, more broadly, for society as a whole and the communities in which we operate.

3 Scope of application

This Policy applies to and is binding on all companies within the HispaSat Group worldwide and is extended to suppliers and business partners through the Supplier Sustainability Policy.

4 Guiding Principles

The Sustainability Policy serves as the framework for the effective integration of environmental, social and governance (ESG) considerations into HispaSat’s decision-making process, the development of its products and services, and its relationships with the Group’s key stakeholders. To this end, the Policy sets out the following guiding principles:

Governance model for responsible business

- To promote and maintain mechanisms that ensure the identification, analysis and adoption of best practices, principles and recommendations regarding corporate governance, both nationally and internationally.
- To preserve an appropriate balance, proportionality of powers and diversity in the structure and composition of the Board of Directors by adopting the necessary measures to enable it to act with unity of purpose and independence of judgement, pursuing the interests of the company and its shareholders, as well as the Group’s sustainability.

- To comply at all times with the legislation in force in all territories where HispaSat operates, as well as to fulfil the national and international commitments entered into by the Group in the environmental, social and corporate governance spheres. This includes the commitments set out in the Code of Ethics and Conduct and the Principles of the United Nations Global Compact.
- To respect the human rights recognized in the United Nations International Bill of Human Rights and the Universal Declaration of Human Rights; as well as in the ILO Declaration on Fundamental Principles and Rights at Work and its conventions, and in the Guiding Principles on Business and Human Rights.
- To ensure the application of sound tax practices in the communities where HispaSat operates.
- To ensure that trade and the export of technology are conducted in accordance with the Group's ethical standards of conduct and in compliance with applicable legislation.

Promoting technology that contributes to sustainable development

- To drive innovation and investment in products and services within HispaSat's portfolio that contribute to sustainable development, with solutions that enable our customers to contribute to the well-being of people and society as a whole, to better management of natural resources, and to the fight against climate change.
- Incorporate sustainability criteria into the design and development of our offering from the outset
- Measure the social and environmental impact of HispaSat's activities, as well as its contribution to the development of society.
- Combating climate change and protecting the environment
- To commit to combating climate change and decarbonization in HispaSat's operations and facilities, in line with the agreements set out in the United Nations Framework Convention on Climate Change, the European Union and/or the governments of the countries in which the Group operates.
- Minimize the environmental impact of HispaSat's facilities and internal operations, as well as of the solutions and services it offers to its customers.
- To incorporate the principles of the circular economy by promoting the rational use of resources and the responsible management of waste and products at the end of their useful life.

Relations with stakeholders

- To maintain responsible, fluid and two-way communication with HispaSat's stakeholders: shareholders, investors, customers, employees, authorities, regulators, employee representatives, suppliers, partners, knowledge institutions, the entrepreneurial ecosystem, foundations, local communities and society at large.
- To disclose relevant financial and non-financial information in a manner consistent with our commitment to transparency, integrity and comprehensiveness, so that stakeholders can make informed decisions about HispaSat, as specified in the Code of Ethics and Conduct.
- To disclose HispaSat's sustainability commitments, along with their monitoring and evaluation, through reports or annual reports in accordance with commonly accepted methodologies, and to subject this information to independent external verification.
- To promote the integration of social and environmental criteria into commercial, labour and other relationships with key stakeholders.
- To raise awareness and foster understanding among stakeholders regarding sustainability, so that they become allies of HispaSat in jointly contributing to the sustainable development of communities.

Through this Policy, HispaSat undertakes to apply a continuous improvement approach to its sustainability management which, through the periodic review and setting of objectives in each of the Group's areas of activity, will enable it to progressively and consistently mitigate the most significant sustainability risks and impacts, as well as to capitalize on the opportunities presented by the environment in terms of making a positive contribution to sustainable development.

5 Commitments to stakeholders

Commitment to employees

- To provide a working environment that fosters the integration and development of all employees, respect, the fight against all forms of discrimination, and the promotion of diversity and equal opportunities through measures that encourage a healthy work-life balance and the integration of groups at risk of exclusion.
- To create open, dynamic and flexible working environments that foster creativity and innovation as one of the cornerstones of HispaSat's strategy and business model.
- To promote job security for our employees, thereby contributing to their financial well-being.
- To promote the health, safety and wellbeing of all employees at HispaSat, with a particular focus on those aspects that may have a significant impact within the sector.
- To promote and expand channels of communication between HispaSat and its employees.
- To guarantee employees' rights to social dialogue and collective bargaining.
- To ensure that, through awareness-raising and training initiatives, employees have the necessary skills and knowledge to implement HispaSat's sustainability policies and management systems, thereby contributing to the achievement of the Group's ESG objectives.

Commitment to customers

- To develop products and services that help our customers operate more sustainably.
- To guarantee safety, compliance with applicable regulations and the highest quality standards for HispaSat's products and services.
- To carry out responsible project management, aimed at improving customer satisfaction and at identifying, assessing and responding to their needs in line with sustainability criteria.
- To promote and expand communication channels that enable customers to contact the Group regarding any incidents or matters relating to HispaSat's products or services.
- To guarantee the confidentiality of their data in accordance with the provisions of HispaSat's Code of Ethics and Conduct.

Commitment to shareholders and investors

- To safeguard shareholders' rights, such as transparency of information, the right to submit proposals, and the right to attend and vote at the Annual General Meeting, amongst others.
- To maintain governing bodies that guarantee their independence and professionalism and represent the interests of all shareholders.
- To have governing bodies with the necessary diversity to eliminate any potential bias in decision-making.

Commitment to suppliers and partners

- To integrate the principles of responsibility and sustainability into supply chain management, extending the commitments set out in this Policy and the principles and values enshrined in HispaSat's Code of Ethics and Conduct to the company's suppliers.
- To uphold the highest standards of respect for human rights in relation to the origin of the materials used in its products and, in particular, so-called conflict minerals.
- To ensure fair and impartial treatment of suppliers and, where possible, to seek to promote the economic development of the communities in which HispaSat operates by engaging local suppliers.
- To apply due diligence processes when establishing relationships with third parties, to ensure that they are aligned with the commitments set out in this Policy and in the Supplier Sustainability Policy.

Commitment to governments and public decision-makers

- To ensure the strictest compliance with the law in all the Group's activities and in its dealings with third parties.
- Maintain a policy of transparency in relations with governments and public decision-makers.
- To provide expert insight in those areas of technical regulation where governments and public decision-makers may require support, either directly or indirectly through sectoral or business associations.
- Not to advocate proposals that may run counter to the general interest of society or local communities.

Commitment to universities, research centres and the entrepreneurial ecosystem

- To provide opportunities to exchange and develop knowledge for the benefit not only of HispaSat, but also of society as a whole.
- To partner with these organizations to improve training for young people in local communities and offer fair employment opportunities.
- To promote careers in technology (STEM) and digital skills in collaboration with knowledge institutions and other organizations.

Commitment to foundations and society at large, and contribution to the development of local communities

- To promote social action initiatives that foster the development of a more inclusive and sustainable society through technology and innovation, with a particular focus on people with disabilities and on the social, environmental and climate change challenges facing local communities.
- To encourage staff to take part in voluntary initiatives in these areas.
- To create jobs and stimulate local economic activity in the communities where HispaSat operates.

6 Relationship with other policies or protocols

HispaSat has a set of standards designed not only to comply with applicable regulations, but also to incorporate national and international best practices and recommendations on sustainability. As such, this Sustainability Policy is complemented by HispaSat's other internal regulations, in particular:

- Code of Ethics and Conduct.
- Environmental and Energy Policy.
- Sustainability Policy for Suppliers
- Human Rights Policy.
- Integrated Management Policy.
- Donations and Sponsorship Policy.
- Information Security Policy.
- Information Security Policy for Suppliers.
- General Data Protection Policy.
- Criminal Compliance System Manual.
- Anti-Corruption Policy.
- Risk Management Policy.
- Corporate Risk Management Manual.

- Human Resources Policies: Equality Plans, Diversity Policy and Protocol on Psychological Harassment and Unacceptable Behaviour, amongst others.
- Health and Safety Policy and the Occupational Risk Management System's Prevention Programme.
- Tax Policy

7 Communication with stakeholders

HispaSat provides its stakeholders with various channels for communication, participation and dialogue, which are continuously reviewed and updated:

Main external channels	Main internal channels
○ Official announcements / Press releases ○ Corporate website and intranet. ○ Corporate reports ○ Media and social media. ○ Industry meetings / Seminars ○ Events, trade fairs, conferences, workshops ○ Supplier portal ○ Email / Contact forms. ○ Mailboxes (such as the Ethics and Compliance mailbox) ○ Bulletins, newsletters, posters. ○ Telephone numbers ○ Contact Centre / Customer surveys and customer service.	○ Intranet. ○ Memoranda, publications and internal documents. ○ Meetings and committees. ○ Information sessions / Meetings / Conferences ○ Training activities ○ Internal surveys and workplace climate assessments.

8 Governance and Oversight Model

In accordance with current legislation, the Board of Directors has the non-delegable power to approve the Sustainability Policy, relying on the Audit Committee for its review, updating and monitoring.

The Sustainability Policy serves as a framework for a further set of policies relating to HispaSat's social and environmental management, which are therefore subject to the same oversight process described in this document. These policies include, in particular, the Human Rights Policy, the Sustainability Policy for Suppliers and the Environmental and Energy Policy.

For HispaSat, the development of a sustainable business model and the guiding principles that underpin it means that these must form part of the processes and objectives of the Group's various departments and inform the decision-making of HispaSat's governing and management bodies.

The Safety and Sustainability Department is responsible for implementing HispaSat's sustainability strategy, executing the Sustainability Plan and establishing the mechanisms for monitoring, controlling and reporting on these aspects, on which it reports to the Audit Committee.

The Sustainability Plan sets out the specific sustainability objectives and the initiatives that HispaSat is undertaking to fulfil the commitments set out in this Policy, and is updated periodically. The design of the Sustainability Plan is based on HispaSat's Materiality Analysis and takes into account the company's risk map, the evolving expectations of stakeholders, the Group's strategy and current regulations. HispaSat monitors compliance with the Sustainability Plan on an annual basis, and the results are reported through the relevant reports prepared by HispaSat.

HispaSat's Internal Audit, Risk and Compliance department carries out the risk management and control function under the direct supervision of the Audit Committee.

The Audit Committee reports periodically to HispaSat's Board of Directors, which bears ultimate responsibility for determining the risk control and management policy and for supervising the internal information and control systems.

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