



Comunicación de Progreso 2021 (CoP 2021) elaborado en 2022

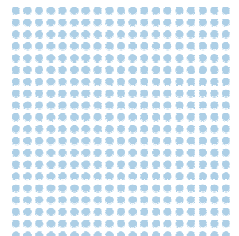
Tabla de Contenidos

01

Carta de Renovación del CEO

02

Comunicación de Progreso CoP 2021
Informe elaborado en 2022





— Carta de Renovación del CEO



En este momento de disrupción e incertidumbre, en medio del contexto de pandemia mundial que hemos vivido durante estos años provocado por la COVID19 y que actualmente nos está desolando frente al conflicto bélico en Ucrania, las cuestiones ambientales, sociales y de gobernanza (ESG) que determinan la responsabilidad empresarial cobran una importancia relevante. El compromiso con la sostenibilidad y la lucha contra el cambio climático es ineludible, y acaba repercutiendo a medio plazo en la cadena de valor de todas las compañías, haciéndonos más competitivos, resistentes y resilientes. Al garantizar una buena gobernanza empresarial dentro de nuestra organización, apoyamos una mejor gobernanza mundial.

Con nuestra adhesión en el año 2007 a Global Compact de Naciones Unidas y a la Asociación Española del Pacto Mundial, adquirimos el compromiso de asumir principios basados en los Derechos Humanos, Derechos Laborales, de lucha contra la corrupción, de protección del medio ambiente, así como la labor de apoyar, promover y difundir los principios del Pacto Mundial. REVENGA Smart Solutions, reafirma un año más de nuevo su compromiso de renovación con la Asociación Española del Pacto Mundial de Naciones Unidas y del cumplimiento de los 10 Principios y de los 17 ODS. Estamos muy orgullosos de formar parte de la mayor iniciativa mundial de sostenibilidad empresarial promovida por Naciones Unidas.

Como uno de los participantes pioneros dentro del programa Early Adopter de UN Global Compact, me complace presentar nuestra **Comunicación de Progreso (CoP) 2021 en 2022**. La nueva plataforma de CoP permite a las empresas participantes entender, medir, seguir y divulgar su progreso en los Diez Principios del Pacto Global de las Naciones Unidas y su contribución a los Objetivos de Desarrollo Sostenible.

La Innovación y la Tecnología, de la mano de nuestro capital humano, como herramientas para aumentar nuestra ambición en el cumplimiento de los ODS. Hemos aumentado nuestra ambición e integrado los ODS en la estrategia del negocio estableciendo objetivos corporativos ambiciosos, cuantificables y medibles en el tiempo, pasando de disponer de una recopilación estática de datos a sistemas inteligentes que alinean los ODS en la toma de decisiones:

- Revenga Smart Solutions ha alineado sus intereses con la demanda científica de no elevar la temperatura media del planeta por encima de 1,5 °C, y se ha comprometido, desde 2019, a través de su adhesión a la iniciativa Business Ambition for 1.5 °C promovida por las Naciones Unidas, estableciendo objetivos de reducción de emisiones basados en la ciencia (SBTi) (ODS 13)
- Embajadores de la I Edición del Target Gender Equality (TGE): Programa internacional de impacto para empresas comprometidas con la igualdad de género; En 2020 nos adherimos a la Declaración WEP: Women's Empowerment Principles y medimos en el tiempo los avances de este target, avanzando en 2022 en el ODS 5 y en concreto con la meta 5.5.
- Nuestra participación en los Programas Acceleradores como SDG Ambition y Climate Ambition Accelerator de Pacto Mundial nos han permitido aumentar esa ambición de cumplimiento en los ODS y nos está ayudando en el diseño de procesos para garantizar que las acciones y los objetivos estén completamente integrados en la estrategia empresarial.
- Hemos definido la Estrategia de Sostenibilidad de RSS de 2021 a 2030 en sus tres pilares (ESG).
- En 2022, REVENGA Smart Solutions ha recibido el **Premio Forbes-Credit Suisse Sustainability Awards** en la categoría de empresas de **Tecnología** en la **I Edición de los Forbes-Credit Suisse Sustainability Awards**. Reconocimiento a la trayectoria y el esfuerzo de las empresas familiares (pymes y grandes empresas) españolas que trabajan con el compromiso de desarrollar en sus negocios políticas que se preocupan por los principios de impacto medioambiental, social y de buen gobierno.

Seguimos identificando nuestros desafíos, riesgos y oportunidades de mejora para cada uno de los grupos de interés que tenemos identificados, planificando nuevos objetivos y analizando nuestro posicionamiento como empresa dentro de la Sociedad.

Nuestro compromiso es seguir trabajando día a día para salvaguardar estos principios y los ODS (Agenda 2030) y extender su cumplimiento a todos los Grupos de Interés con los que nos relacionamos: clientes, empleados, proveedores, el medio ambiente, Comunidad-Sociedad Civil y en definitiva extenderlo a toda la Sociedad.

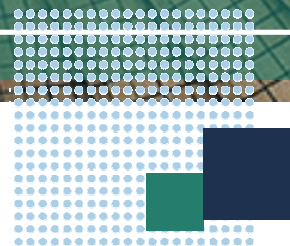
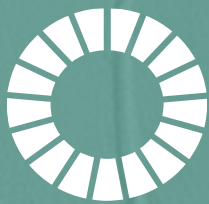
El cambio es ineludible y debemos ser líderes del mismo.

Por el bien de nuestro planeta y sus habitantes, necesitamos promover urgentemente, ahora más que nunca, un liderazgo auténtico y valiente y una cooperación mundial renovada.

Arturo Revenga Shanklin
CEO REVENGA Smart Solutions

REVENGA Smart Solutions

Comunicación de Progreso CoP 2021
Informe elaborado en 2022





2022 Communication on Progress Revenge Ingenieros, S.A.

Published date
June 30, 2022

No. of questions
60

Supplemental files

RSS Sustainability Strategy to 2030
RSS sustainability presentation with
some policies as examples
INTEGRATED QUALITY, ENVIRONMENT,
SAFETY&HEALTH, ENERGY AND
SUSTAINABILITY POLICY
Code Ethics RSS 2022

CEO Statement



Signed

Governance



Human Rights



Labour



Environment



Anti-corruption




2022 Communication on Progress
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[RSS Sustainability Strategy to 2030](#)
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[Code Ethics RSS 2022](#)

CEO Statement
 Signed

Governance

Policies and Responsibilities

1. Does the Board / highest governance body or most senior executive of the company:

- Issue an annual statement about the relevance of sustainable development to the company☐
- Issue an annual statement that addresses impacts on both people and the environment☐
- Issue an annual statement highlighting a zero tolerance for corruption☐
- Sign off on organizational sustainability targets☐
- Supervise Environmental, Social, and Governance reporting☐
- Regularly review potential risks related to the business model☐
- None of the above☐

2. Does the company have a publicly stated commitment regarding the following sustainability topics?

| | No, this is not a current priority | No, but we plan to have a commitment within 2 years | Yes, and the commitment is focused on our own operations | Yes, and the commitment includes our own operations and the value chain | Yes, and the commitment includes our own operations and the value chain along with communities and society |
|-----------------------------|------------------------------------|-----------------------------------------------------|----------------------------------------------------------|-------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|
| Human Rights | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Labour Rights / Decent Work | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Environment | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Anti-Corruption | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |

Optional comment

With our adherence in 2007 to the United Nations Global Compact, we acquired the commitment to assume principles established by it in terms of human rights, labor rights, the fight against corruption and commitment to the environment. On an annual basis, we present Progress Reports based on the 10 Principles and the Sustainable Development Goals. We are very proud to be part of the largest global corporate sustainability initiative promoted by the United Nations. REVENGA Smart Solutions has been awarded this year in the First Edition of the Forbes-Credit Suisse Sustainability Awards, in the category of Technology companies. These awards have been convened to recognize the trajectory and effort of Spanish family businesses (SMEs and large companies) that work with the commitment to develop policies in their businesses that are concerned with the principles of environmental, social and good governance impact. The announcement of the awards has had a large specialized jury that, in the first place, selected the 30 finalist companies from among the more than 250 companies that presented their candidacy. Subsequently, in a second round, a delegation from the jury visited us at our headquarters to personally interview the company's management, in order to assess the detail and scope of our commitment to promoting sustainability.

3. Does the company have in place a code of conduct regarding each of the following sustainability topics?

| | No, this is not a current priority | No, but we plan to have a code of conduct within two years | Yes, focused on employee conduct | Yes, focused on employees and suppliers | Yes, focused on employees, suppliers, and other business relationships |
|-----------------------------|------------------------------------|------------------------------------------------------------|----------------------------------|-----------------------------------------|------------------------------------------------------------------------|
| Human Rights | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Labour Rights / Decent Work | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Environment | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Anti-Corruption | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |

4. Has the company appointed an individual or group responsible for each of the following sustainability topics?

| | No one is specifically responsible for this topic | Yes, with limited influence on outcomes (e.g., limited access to internal information, limited decision-making authority) | Yes, with moderate influence on outcomes (e.g., has access to relevant information, reports to senior manager) | Yes, with direct influence of some outcomes (e.g., has access to relevant information, includes one or more senior manager with decision making rights) | Yes, with direct influence at the highest levels of the organization (e.g., has access to relevant information, includes most senior members of organization) |
|-----------------------------|---------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Human Rights | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Labour Rights / Decent Work | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Environment | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Anti-Corruption | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |

5. Does the company have a formal structure(s) (such as a cross-functional committee) to address each of the following sustainability topics?

| | No formal structure | Yes, and with limited influence on outcomes (e.g., limited access to internal information necessary to understand risks, poor representation from relevant departments or functions) | Yes, with moderate influence on outcomes (e.g., it includes representatives of some functions, departments, or business units most relevant for addressing the risks concerned, has access to relevant information, reports to senior manager) | Yes, with direct influence on some outcomes (e.g., it includes representatives of functions, departments, or business units most relevant for addressing the risks concerned, has access to relevant information, it involves one or more members of senior management) | Yes, and with direct influence at the highest level of the organization (e.g., full access to relevant information, it involves members at highest level of organization) |
|--------------|-----------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Human Rights | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |

| | | | | | |
|-----------------------------|-----------------------|-----------------------|-----------------------|-----------------------|----------------------------------|
| Labour Rights / Decent Work | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Environment | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Anti-Corruption | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |

Prevention

6. Does the company have a process or processes to assess risk?

| | No, this is not a current priority | No, but we are planning to develop one in the next two years | Yes, related to our own operations | Yes, related to our own operations and entire value chain and other business relationships |
|---------------------|------------------------------------|--------------------------------------------------------------|------------------------------------|--------------------------------------------------------------------------------------------|
| Human rights risks | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Labour rights risks | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Environmental risks | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Corruption risks | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |

Optional comment

Revenga Smart Solutions continuously improves its position in the market, focusing its efforts on offering, day by day, a better customer service, connected, resilient and promoting Sustainability (Sustainability Strategy 2021-2030). The Company considers as strategic elements the quality assurance of its products and services, the protection of the environment and the prevention of pollution, the ESG sustainability criteria (Environmental, Social and Good Governance) and the progressive improvement of our environmental and energy behavior in the environment in which it carries out its activity and throughout the life cycle of the products and services supplied, and the maintenance of a firm commitment to provide safe and healthy working conditions, demonstrating its proactive desire in the improvement of the work environment and in the elimination of dangers and reduction of risks for its workers, clients, suppliers, subcontractors and other groups of interest. The Company has an Operating Procedure with Ref: 5.12.00 OPERATING PROCEDURE MANAGEMENT OF RISKS AND OPPORTUNITIES The purpose of this procedure is to establish a system to identify, analyze, evaluate, classify and manage risks and take advantage of opportunities, which allows anticipating potentially adverse situations and compliance with the objectives of REVENGA Smart Solutions, operations, compliance of the commitments or others that could cause damage to the business

6.1. During the assessment of risk, which business relationships are reviewed?

| A few suppliers or business relationships [approximately less than 25 %] | Several suppliers / business relationships (i.e., first tier or other high priority) [approx. 25 - 50 %] | Most suppliers / relevant business relationships [approx. 51 - 99 %] | All suppliers / relevant business relationships outside the supply chain |
|--------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|--------------------------------------------------------------------------|
|--------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|--------------------------------------------------------------------------|

| | A few suppliers or business relationships [approximately less than 25 %] | Several suppliers / business relationships (i.e., first tier or other high priority) [approx. 25 - 50 %] | Most suppliers / relevant business relationships [approx. 51 - 99 %] | All suppliers / relevant business relationships outside the supply chain |
|---------------------|--------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|--------------------------------------------------------------------------|
| Human rights risks | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Labour rights risks | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Environmental risks | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Corruption risks | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |

7. Does the company have a due diligence process through which it identifies, prevents, mitigates, and accounts for actual and potential negative impacts on sustainability topics?

| | No, this is not a current priority | No, but we are planning to develop one in the next two years | Yes, related to our own operations | Yes, related to our own operations and entire value chain and other business relationships |
|---------------------|------------------------------------|--------------------------------------------------------------|------------------------------------|--------------------------------------------------------------------------------------------|
| Human rights risks | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Labour rights risks | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Environmental risks | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Corruption risks | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |

7.1. During the due diligence process, which business relationships are reviewed?

| | A few suppliers or business relationships [approximately less than 25 %] | Several suppliers / business relationships (i.e., first tier or other high priority) [approx. 25 - 50 %] | Most suppliers / relevant business relationships [approx. 51 - 99 %] | All suppliers / relevant business relationships outside the supply chain |
|---------------------|--------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|--------------------------------------------------------------------------|
| Human rights risks | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Labour rights risks | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Environmental risks | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Corruption risks | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |

Concerns and grievance mechanisms

8. Are there any processes through which members of the company's workforce can raise concerns about the company's conduct related to human rights, labour rights, environment, or anti-corruption?

No, this is not a current priority

☐

No, but we plan to within two years

☐

Yes, we have an informal process (e.g., through supervisors, others)

☒

Yes, we have a formal process

☐

8.1. Please provide additional detail regarding the process(es) the company has through which members of the company's workforce can raise concerns about the company's conduct.

No

Yes

Is the process communicated to all employees/workers in local languages?

☐
☒

Is the process available to non-employees (e.g., contractors, vendors, suppliers)?

☒
☐

Is the process confidential (e.g., whistleblowing process)?

☐
☒

Are there processes in place to avoid retaliation?

☐
☐

Can concerns be raised about suppliers or other business relationships (e.g., clients, partners, etc.)

☐
☐

Other (Please provide additional information)

☐
☐

9. Does the company provide or enable access to effective remedy to right holders / stakeholders where it has caused or contributed to the adverse impact?

| | No process to enable remedy to stakeholders | Remedy available to some stakeholders (i.e., some geographies, employees only) | Remedy is available to all affected stakeholders | Remedy is available to all stakeholders, and suppliers are expected to have similar policies |
|-----------------------------|---------------------------------------------|--------------------------------------------------------------------------------|--------------------------------------------------|----------------------------------------------------------------------------------------------|
| Human Rights | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Labour Rights / Decent Work | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Environment | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Anti-Corruption | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |

Lessons

10. How does the company capture lessons regarding each of the following sustainability topics?

| | No lessons are regularly captured | Conducts root cause analyses/investigation of major incidents | Conducts root cause analyses/investigation and changes organizational policies, processes, and practices accordingly | Systematically conducts root cause analyses/investigation and leverages learnings to influence both internal and external affairs |
|-----------------------------|-----------------------------------|---------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|
| Human Rights | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Labour Rights / Decent Work | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Environment | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Anti-Corruption | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |

Executive Pay

11. Is executive pay linked to performance on one or more of the following sustainability topics?

| | No, and we have no intention to change | No, but we plan to within two years | Yes |
|-----------------------------|----------------------------------------|-------------------------------------|-----------------------|
| Human Rights | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Labour Rights / Decent Work | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Environment | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Anti-Corruption | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |

Board Composition

12. Percentage of individuals within the company's Board / highest governance body by:

| | Number/Percentage | Not applicable (Please provide additional information) |
|----------------------------------------|-----------------------------------|--------------------------------------------------------|
| Total number of board members (#) | <input type="text" value="11"/> | <input type="radio"/> |
| Male (%) | <input type="text" value="72.7"/> | <input type="radio"/> |
| Female (%) | <input type="text" value="27.3"/> | <input type="radio"/> |
| Non-binary (%) | <input type="text" value="0"/> | <input type="radio"/> |
| Under 30 years old (%) | <input type="text" value="0"/> | <input type="radio"/> |
| 30-50 years old (%) | <input type="text" value="36.4"/> | <input type="radio"/> |
| Above 50 years old (%) | <input type="text" value="63.6"/> | <input type="radio"/> |
| From minority or vulnerable groups (%) | <input type="text" value="0"/> | <input type="radio"/> |
| Executive (%) | <input type="text" value="100"/> | <input type="radio"/> |

| | Number/Percentage | Not applicable (Please provide additional information) |
|-----------------|-------------------|--------------------------------------------------------|
| Independent (%) | <div>0</div> | <div></div> |

13. Do you produce sustainability reporting according to:

- National/local regulation on sustainability
- Security exchange regulations
- European Union Corporate Sustainability Reporting Directive (CSRD)
- Global Reporting Initiative (GRI)
- Sustainability Accounting Standards Board (SASB)
- International Integrated Reporting Council (IIRC)
- Climate Disclosure Standards Board (CDSB)
- Task Force on Climate-related Financial Disclosures (TCFD)
- Other voluntary frameworks (please specify in text box)

CDP

- No sustainability reporting according to any frameworks nor regulations
- We do not produce sustainability reporting outside of this Communication on Progress

Optional comment

In the Global Compact Progress Reports (CoP) that we prepare, the issues are aligned with the Global Reporting Initiative (GRI), although we do not report directly in accordance with the GRI standard.

Data Assurance

14. Is the information disclosed in this questionnaire assured by a third-party?

- No assurance for any metrics

Limited assurance for minority of metrics (e.g., GHG emissions only)

☒

CDP 2020

Limited assurance for majority of metrics

☐

Reasonable assurance for minority of metrics

☐

Reasonable assurance for majority of metrics

☐

Other (Please provide additional information)

☐

Human Rights

Materiality / Saliency

1. Which of the following has the company identified as material human rights issues connected with its operations and/or value chain, whether based on their salience (i.e., the most severe potential negative impacts on people) or another basis?

Freedom of association and the effective recognition of the right to collective bargaining

☒

Child labour

☐

Forced labour

☐

Non-discrimination in respect of employment and occupation

☐

Occupational safety and health

☐

Working conditions (wages, working hours)

☐

Freedom of expression

☐

Access to culture

☐

Access to water and sanitation

☐

Digital security / privacy

☐

Rights of women and/or girls

☐

Rights of indigenous peoples

☐

Free, prior and informed consent☐

Rights of refugees and migrants☐

Other☐

Response

8. Briefly describe practical actions the company has taken during the reporting period and/or plans to take to implement the human rights principles, including any challenges faced and actions taken towards prevention and/or remediation.

We have implemented a Code of Ethics: which we send to our Stakeholders to responsibly manage our supply chain. To comply with the 10 principles of the United Nations Global Compact, Suppliers and Subcontractors of Revenga Smart Solutions must participate in Responsible Supply Chain Management. We have a public Human Rights Policy. We collaborate with UNHCR with the Refugee Aid Fund and in a specific Emergency Aid Campaign with Ukraine. We also collaborate with the Spanish Alliance of Families of von Hippel-Lindau

Labour

Commitment

1. Does the company have a policy commitment in relation to the following labour rights principles?

| | No, and we have no plans to develop a policy | No, but we plan to in the next two years | Yes, included within a broader policy | Yes, articulated as a stand-alone policy | Not applicable (Please provide additional information) |
|--------------------------------------------------------------------------------------------|----------------------------------------------|------------------------------------------|---------------------------------------|------------------------------------------|--------------------------------------------------------|
| Freedom of association and the effective recognition of the right to collective bargaining | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| <div>2022</div> | | | | | |
| Forced labour | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| <div>2022</div> | | | | | |
| Child labour | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |

| | No, and we have no plans to develop a policy | No, but we plan to in the next two years | Yes, included within a broader policy | Yes, articulated as a stand-alone policy | Not applicable (Please provide additional information) |
|------------------------------------------------------------|----------------------------------------------|------------------------------------------|---------------------------------------|------------------------------------------|--------------------------------------------------------|
| <div>2022</div> | | | | | |
| Non-discrimination in respect of employment and occupation | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| <div>2022</div> | | | | | |
| Occupational safety and health | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| <div>2022</div> | | | | | |
| Working conditions (wages, working hours) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

1.1. For each labour rights policy, is it:

| | Aligned with international labour standards? | Publicly available? | Approved at most senior level of the company? | Applied to the company's own operations? | Applied to the company's supply chain and/or other business relationships? | Developed involving labour rights expertise from inside and outside the company? | Other (Please provide additional information) |
|--------------------------------------------------------------------------------------------|----------------------------------------------|--------------------------|-----------------------------------------------|------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------------|-----------------------------------------------|
| Freedom of association and the effective recognition of the right to collective bargaining | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Forced labour | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Child labour | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Non-discrimination in respect of | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

employment and
occupation

| Aligned with international labour standards? | Publicly available? | Approved at most senior level of the company? | Applied to the company's own operations? | Applied to the company's supply chain and/or other business relationships? | Developed involving labour rights expertise from inside and outside the company? | Other (Please provide additional information) |
|----------------------------------------------------------|--------------------------|-----------------------------------------------------------|------------------------------------------------------|----------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|-----------------------------------------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Occupational safety
and health

| | | | | | | |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|

Working conditions
(wages, working
hours)

| | | | | | | |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|

Prevention

2. In the course of the reporting period, has the company engaged with affected stakeholders or their legitimate representatives in relation to the following labour rights issues?

| No engagement on this topic | To better understand the risks/ impacts in question | To discuss potential ways to prevent or mitigate the risks/ impacts in question | To agree on a way to prevent/ mitigate the risks/ impacts in question | To assess progress in preventing/ mitigating the risks /impacts in question | To collaborate in the prevention/ mitigation of the risks/ impacts in question | Other (Please provide additional information) | |
|--------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|-----------------------------------------------------------|-----------------------|
| Freedom of association and the effective recognition of the right to collective bargaining | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Forced labour | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Child labour | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Non-discrimination in respect of employment and occupation | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |

| | No engagement on this topic | To better understand the risks/impacts in question | To discuss potential ways to prevent or mitigate the risks/impacts in question | To agree on a way to prevent/mitigate the risks/impacts in question | To assess progress in preventing/mitigating the risks/impacts in question | To collaborate in the prevention/mitigation of the risks/impacts in question | Other (Please provide additional information) |
|-------------------------------------------|-----------------------------|----------------------------------------------------|--------------------------------------------------------------------------------|---------------------------------------------------------------------|---------------------------------------------------------------------------|------------------------------------------------------------------------------|-----------------------------------------------|
| Occupational safety and health | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Working conditions (wages, working hours) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

3. What type of action has the company taken in the reporting period with the aim of preventing/mitigating the risks/impacts associated with this labour rights issue?

| | Provided internal training/capacity building for the direct workforce | Building capacity among relevant business relationships (e.g., partners, suppliers, clients, etc.) | Conducting an audit process and/or corrective action plan | Collective Action with peers or other stakeholders, in particular workers' organizations, to address the issue | Collaboration with governmental or regulatory bodies | Other (Please provide additional information) | No action within reporting period |
|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|-----------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|------------------------------------------------------|-----------------------------------------------|-----------------------------------|
| Freedom of association and the effective recognition of the right to collective bargaining | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Forced labour | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Child labour | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Non-discrimination in respect of employment and occupation | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Occupational safety and health | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

| | Provided internal training/capacity building for the direct workforce | Building capacity among relevant business relationships (e.g., partners, suppliers, clients, etc.) | Conducting an audit process and/or corrective action plan | Collective Action with peers or other stakeholders, in particular workers' organizations, to address the issue | Collaboration with governmental or regulatory bodies | Other (Please provide additional information) | No action within reporting period |
|-------------------------------------------|-----------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|-----------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|------------------------------------------------------|-----------------------------------------------|-----------------------------------|
| Working conditions (wages, working hours) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

4. Who receives training for the following labour rights issues?

| | No training provided | Select employees | All employees | Contractors | Direct suppliers of the organization | Indirect suppliers of the organization | Other – such as partners, clients, etc. |
|--------------------------------------------------------------------------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------------------|----------------------------------------|-----------------------------------------|
| Freedom of association and the effective recognition of the right to collective bargaining | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Forced labour | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Child labour | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Non-discrimination in respect of employment and occupation | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Occupational safety and health | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Working conditions (wages, working hours) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

5. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following labour rights issues?

| | No monitoring of progress | Review issues on ad-hoc basis | Set annual targets/ goals, track progress over time (internal programs only) | Set annual targets/ goals, track progress over time (internal and external programs) | Other (Please provide additional information) |
|--------------------------------------------------------------------------------------------|---------------------------|----------------------------------|------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|-----------------------------------------------|
| Freedom of association and the effective recognition of the right to collective bargaining | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Forced labour | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Child labour | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Non-discrimination in respect of employment and occupation | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Occupational safety and health | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Working conditions (wages, working hours) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Performance

6. What is the percentage of employees covered under collective bargaining agreements?

Percent of employees (%)

Unknown

Employees covered under collective bargaining (%)

100

☐

Optional comment

Metal convention

7. What is the percentage of employees in a trade union or other workers' organization?

| | Percent of employees (%) | Unknown | Not applicable (Please provide additional information) |
|---------------------------------------------------------|--------------------------------|-----------------------|--------------------------------------------------------|
| Employees in a trade union or on a worker committee (%) | <input type="text" value="0"/> | <input type="radio"/> | <input type="radio"/> |

8. In the course of the reporting period, what was the percentage of women in:

| | Percent of women (%) | Unknown |
|----------------------------------|-----------------------------------|-----------------------|
| Senior leadership level position | <input type="text" value="27.3"/> | <input type="radio"/> |
| Non-executive board | <input type="text" value="33.3"/> | <input type="radio"/> |

9. What was the average ratio of the basic salary and remuneration of women to men (comparing jobs of equal value) during the reporting period?

| | Salary ratio (%) | Unknown | Choose to not disclose |
|-----------------|---------------------------------|-----------------------|------------------------|
| Women / Men (%) | <input type="text" value="14"/> | <input type="radio"/> | <input type="radio"/> |

10. In the course of the reporting period, how frequently were workers injured (injuries per hour worked)?

| | Frequency of injury | Unknown | Choose to not disclose |
|---------------------|------------------------------------|-----------------------|------------------------|
| Frequency of injury | <input type="text" value="18.79"/> | <input type="radio"/> | <input type="radio"/> |

Optional comment

Number of accidents: 7 Number of hours worked: 372400 Indicator value: 18,79699248

11. In the course of the reporting period, what was the company's incident rate?

| | Incident rate | Unknown | Choose to not disclose |
|---------------|------------------------------------|-----------------------|------------------------|
| Incident rate | <input type="text" value="36.84"/> | <input type="radio"/> | <input type="radio"/> |

Optional comment

Number of accidents: 7 Number of hours worked: 372400 Indicator value: 18,79699248

Response and Reporting

12. In the course of the reporting period, has the company been involved in providing or enabling remedy where it has caused or contributed to the adverse impact associated with the following labour rights issues?

| | Yes | No | Choose to not disclose | Not applicable (Please provide additional information) |
|--------------------------------------------------------------------------------------------|-----------------------|----------------------------------|------------------------|-----------------------------------------------------------|
| Freedom of association and the effective recognition of the right to collective bargaining | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Forced labour | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Child labour | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Non-discrimination in respect of employment and occupation | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Occupational safety and health | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Working conditions (wages, working hours) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

13. Briefly describe practical actions the company has taken during the reporting period and/or plans to take to implement the labour rights principles, including any challenges faced and actions taken towards prevention and/or remediation.

* Ambassadors of the I Edition of the Target Gender Equality (TGE): International impact program for companies committed to gender equality. Target Gender Equity of the United Nations Global Compact (Goal 5.5.) and set measurable and quantifiable objectives over time * Training and awareness for the entire staff * Long-term TGE target for 2030, medium-term for 2027 and short-term for 2024 * WEP Statement: Women's Empowerment Principles. Signatories since 2020. Compliance with the 7 Principles. TGE and WEP: Both actions are allowing us to advance on SDG 5 and specifically with target 5.5. * Creation of a multidisciplinary and transversal Equality Committee to fight for gender equality * Comprehensive Reconciliation Plan: Revenga Smart Solutions has implemented an Equality Plan and has various conciliation measures such as: teleworking initiatives; measures to make the annual working day more

flexible and/or reduce it to make it compatible with the school calendar, aimed at both mothers and fathers with school-age children up to 14 years of age, with the aim that all employees can reconcile their work and family life; reorganization of working hours distinguishing summer time and winter time; Access to nurseries (nursery check); flexible vacations; Absence from the post due to an emergency; Grouping of breastfeeding hours; professional support; coaching; Training Plan for all levels of the company on gender, which includes topics such as human rights and non-discrimination * SDG training pills. * Occupational Health and Safety Management System certified in accordance with ISO 45001 * Commitment to the Luxembourg Declaration for the management of workers' health from a comprehensive and integrated approach * Membership in the Network of Healthy Companies * Project Healthy Work, Healthy Body for the promotion of physical activity and healthy eating * Healthy architecture and safe work environments * Object of zero accidents and reduction of accident rates * Deployment of technological solutions focused on reducing accidents and protecting lives * Musculoskeletal disorder prevention campaign (healthy back training workshops) * Blood donation campaigns * Telecommuting in hybrid work model * Running Club: participation in various races * Annual paddle tennis tournament * Collaboration with the Spanish Alliance of Von Hippel-Lindau families (it is a rare, cancerous, familial and hereditary disease, with little investment by pharmaceutical companies and industry) * Collaboration with UNHCR, the UN Refugee Agency, in support of the Emergency Response Fund (ERT) and Donation Campaign Collaboration in favor of victims in Ukraine * Donation of masks and disinfection products to a nursing home in the first stage of the Covid-19 pandemic * R&D: Development of innovative Technological Products that favor the Health of people and the reduction of accidents in the railway and road transport sectors: for example RailROX (Safety Level SIL 4) and ITS Products (OpenITS).

Environment

Commitment

1. Does the company have a formal policy on the following environmental topics?

| | No, and we have no plans to develop a policy | No, but we plan to in the next two years | Yes, included within a broader policy | Yes, articulated as a stand-alone policy | Not applicable (Please provide additional information) |
|-----------------------------------|----------------------------------------------|------------------------------------------|---------------------------------------|------------------------------------------|--------------------------------------------------------|
| Climate Action | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 2022 | | | | | |
| Water | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 2022 | | | | | |
| Oceans | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 2022 | | | | | |
| Forests / Biodiversity / Land Use | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |

| | No, and we have no plans to develop a policy | No, but we plan to in the next two years | Yes, included within a broader policy | Yes, articulated as a stand-alone policy | Not applicable (Please provide additional information) |
|------|----------------------------------------------|------------------------------------------|---------------------------------------|------------------------------------------|--------------------------------------------------------|
| 2022 | | | | | |

Air Pollution

☐☐☒☐☐

2022

Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)

☐☐☒☐☐

2022

Energy & Resource Use

☐☐☒☐☐

2022

Optional comment

Attached INTEGRATED QUALITY, ENVIRONMENT, SAFETY&HEALTH, ENERGY AND SUSTAINABILITY POLICY

1.1. For each environmental policy, is it:

| | Aligned with international environmental standards? | Publicly available? | Approved at most senior level of the company? | Applied to the company's own operations? | Applied to the company's supply chain and/or other business relationships? | Developed involving environmental expertise from inside and outside the company? | Other (Please provide additional information) |
|-----------------------------------|-----------------------------------------------------|--------------------------|-----------------------------------------------|------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------------|-----------------------------------------------|
| Climate Action | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Water | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Oceans | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Forests / Biodiversity / Land Use | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Air Pollution | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

| | Aligned with international environmental standards? | Publicly available? | Approved at most senior level of the company? | Applied to the company's own operations? | Applied to the company's supply chain and/or other business relationships? | Developed involving environmental expertise from inside and outside the company? | Other (Please provide additional information) |
|----------------------------------------------------------------------|-----------------------------------------------------|--------------------------|-----------------------------------------------|------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------------|-----------------------------------------------|
| Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Energy & Resource Use | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Prevention

2. In the course of the reporting period, has the company engaged with affected stakeholders or their legitimate representatives in relation to the following environmental issues?

| | No engagement on this topic | To better understand the risks/impacts in question | To discuss potential ways to prevent or mitigate the risks/impacts in question | To agree on a way to prevent/mitigate the risks/impacts in question | To assess progress in preventing/mitigating the risks/impacts in question | To collaborate in the prevention/mitigation of the risks/impacts in question | Other (Please provide additional information) |
|-----------------------------------|-----------------------------|----------------------------------------------------|--------------------------------------------------------------------------------|---------------------------------------------------------------------|---------------------------------------------------------------------------|------------------------------------------------------------------------------|-----------------------------------------------|
| Climate Action | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Water | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Oceans | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Forests / Biodiversity / Land Use | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Air Pollution | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |

| | No engagement on this topic | To better understand the risks/impacts in question | To discuss potential ways to prevent or mitigate the risks/impacts in question | To agree on a way to prevent/mitigate the risks/impacts in question | To assess progress in preventing/mitigating the risks/impacts in question | To collaborate in the prevention/mitigation of the risks/impacts in question | Other (Please provide additional information) |
|----------------------------------------------------------------------|-----------------------------|----------------------------------------------------|--------------------------------------------------------------------------------|---------------------------------------------------------------------|---------------------------------------------------------------------------|------------------------------------------------------------------------------|-----------------------------------------------|
| Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Energy & Resource Use | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |

3. What type of action has the company taken in the reporting period with the aim of preventing/mitigating the risks/impacts associated with these environmental topics?

| | Provided internal training/capacity building for the direct workforce | Building capacity among relevant business relationships (e.g., partners, suppliers, clients, etc.) | Conducting an audit process and/or corrective action plan | Collective Action with peers or other stakeholders to address the issue | Collaboration with governmental or regulatory bodies | Other (Please provide additional information) | No action within reporting period |
|----------------------------------------------------------------------|-----------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|-----------------------------------------------------------|-------------------------------------------------------------------------|------------------------------------------------------|-----------------------------------------------|-----------------------------------|
| Climate Action | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Participating in I and II Edition Climate Ambition Accelerator | | | | | | | |
| Water | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Oceans | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Forests / Biodiversity / Land Use | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Air Pollution | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

| | Provided internal training/ capacity building for the direct workforce | Building capacity among relevant business relationships (e.g., partners, suppliers, clients, etc.) | Conducting an audit process and/or corrective action plan | Collective Action with peers or other stakeholders to address the issue | Collaboration with governmental or regulatory bodies | Other (Please provide additional information) | No action within reporting period |
|--|------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|-----------------------------------------------------------|-------------------------------------------------------------------------|------------------------------------------------------|-----------------------------------------------|-----------------------------------|
|--|------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|-----------------------------------------------------------|-------------------------------------------------------------------------|------------------------------------------------------|-----------------------------------------------|-----------------------------------|

Energy & Resource Use

☐☐☐☐☐☐☐

Optional comment

Participating in I and II Edition Climate Ambition Accelerator and SDG Ambition Programme

4. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following environmental topics?

| | No monitoring of progress | Review issues on ad-hoc basis | Set annual targets/ goals, track progress over time (internal programs only) | Set annual targets/ goals, track progress over time (internal and external programs) | Other (Please provide additional information) |
|----------------------------------------------------------------------|---------------------------|----------------------------------|------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|-----------------------------------------------|
| Climate Action | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Water | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Oceans | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Forests / Biodiversity / Land Use | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Air Pollution | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.) | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Energy & Resource Use | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |

Optional comment

QUALITY, ENVIRONMENTAL AND SAFETY OBJECTIVES Every four months, the Director of Quality, Environment and Occupational Safety prepares a report that reflects the monitoring carried out for each of the quality objectives, environmental, safety and sustainability, as well as its evolution and degree of compliance, based on the responsibilities and extended dates. These reports serve as a basis for the Quality, Environment, Safety and

Sustainability Committee to carry out the four-monthly review of Objectives. A single monitoring report on quality, environment, health and safety, and sustainability objectives is prepared, as well as a joint review by the Management (Quality, Environment, Safety and Sustainability Committee).

4.1. For each environmental topic in which the company sets timebound goals / targets, what kind of targets has the company set?

| | Description of targets (e.g., what is the target, absolute vs. intensity, externally verified, on track, etc.) |
|----------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Climate Action | Environmental Objective 7: "Fight against Climate Change: Train employees and communicate our strategy to fight against climate change to suppliers and stakeholders. #Because of the weather. Sustainable Development Goal 13 Climate Action". Environmental Objective 8: "Creation of a Smart Building: Intelligent Building, energy efficiency, healthy building and comfortable environments in the Fragua center". Environmental Goal 9: "Limit global warming below 1.5 °C through Climate Science-Based Targets (SBTi)". Environmental Objective 10: "Calculate the impact of plastic consumption and reduce the plastic footprint of the Fragua center by 5%. Environmental Objective 11: "Generation of green energy for self-consumption through the installation of a photovoltaic plant on the roof of the Fragua center". Environmental Objective 12: "Reduce by 3% the generation of hazardous waste fractions that, depending on their nature and treatment operations, do not have the option of recovery or recovery, regeneration, reuse or recycling." |
| Energy & Resource Use | Environmental Objective 3: "Reduce electricity consumption by 3% compared to the same period of the previous year in the Abadiño center". Environmental Objective 4: "Reduce electricity consumption by 3% compared to the same period of the previous year in the center of San Sebastián". |
| Water | 1: "Reduce the consumption of electricity, gas and water by 1% compared to the same period of the previous year at the Fragua center". 2: "Reduce electricity consumption by 1% and water consumption by 3% compared to the same period of the previous year in the Colmenar center". |
| Forests / Biodiversity / Land Use | |
| Air Pollution | 5: "Reduce by 5% the corporate carbon footprint of the Fragua center measured in equivalent CO2 emissions". 6: "REVENGA Smart Solutions and the Circular Economy: Supporting the shift towards an efficient economy in the use of resources and low carbon emissions". |
| Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.) | |
| Oceans | |
| Optional comment | There are ENVIRONMENTAL OBJECTIVES 2021 |

4.2. For each environmental topic in which the company sets timebound goals / targets, how is progress against target / goal tracked?

Progress is reviewed
against goals
annually or more

Progress is reported
internally to the most

Progress is reported
externally

Other (Please provide
additional

| | annually or more frequently Progress is reviewed against goals annually or more frequently | senior level Progress is reported internally to the most senior level | externally Progress is reported externally | information) Other (Please provide additional information) |
|----------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|--------------------------------------------------------------------------|-----------------------------------------------|---------------------------------------------------------------|
| Climate Action | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Energy & Resource Use | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Water | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Forests / Biodiversity / Land Use | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Air Pollution | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Oceans | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Optional comment

Quarterly and semi-annual follow-ups are carried out

5. In the course of the reporting period, has the company been involved in providing or enabling remedy for any actual impacts associated with the following environmental issue(s)?

| | Yes | No | Choose to not disclose | Not applicable (Please provide additional information) |
|--------------------------------------------|-----------------------|----------------------------------|------------------------|-----------------------------------------------------------|
| Climate Action | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Water | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Oceans | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Forests / Biodiversity / Land Use | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Air Pollution | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Waste (e.g., chemical spills, solid waste, | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |

hazardous, plastic, etc.)

Yes

No

Choose to not disclose

Not applicable
(Please provide additional information)

Energy & Resource Use

Climate Action

6. What were the company's gross global greenhouse gas emissions for the reporting period?

Scope 1 Emissions

Full

None

Emissions (tCO2e)

229.96351

Scope 2 Emissions

Full

None

Emissions (tCO2e)

0

Scope 3 Emissions

Full

Partial

None

We have not yet been able to address the calculation of scope 3

Emissions (tCO2e)

Optional comment

Scope 1: DIRECT emissions from sources owned or controlled by REVENGA: Emissions from fuel consumption in fixed installations; Vehicle fleet emissions, Fugitive emissions of refrigerant gases. Scope 2: INDIRECT emissions from electricity consumption in buildings. It's 0 (tCO2e) because the energy is 100% from renewable sources. Scope 3: We still cannot calculate the scope 3 of our Carbon Footprint. We are in the process and it is one of the objectives for 2022 and SBTi. Business ambition for 1.5°C and Science Based Targets (SBTi) Adherence to the Business Ambition for 1.5°C Campaign, a movement to limit global warming to 1.5°C through ambitious objectives, based on science and verifiable in an independent and transparent manner. REVENGA Smart Solutions among more than 1,000 companies that commit to science-based emissions reductions in line with the 1.5°C climate ambition. Public recognition at the COP25 in Chile held in Madrid in December 2019. Objective set in Science Based Targets (SBTi) dated February 2021: "Reduction of Scope 1 and 2 Emissions by 30% by 2030 in line with the Business Ambition For 1.5 °C commitment, taking the year 2018 as a reference and advance in scope 3"

7. What percentage of the company's revenue was invested in R&D of low-carbon products/services during this reporting period?

Percent of revenue (%)

Unknown

☒

Not applicable (Please provide additional information)

☐

Optional comment

The economic investment of the Company is focused on contracting low-carbon services. During 2021, 100% renewable energy has been contracted and the study to install two photovoltaic plants for self-consumption in 2 of the company's main buildings

8. Has the organization acted to support climate change adaptation and resilience?

We have taken action to increase organization-wide resilience to climate change

☐

We have taken action to increase resilience in our supply chains

☐

We have taken action to increase resilience in the communities in which we operate

☐

We have provided funding for climate change adaptation and resilience initiatives and projects

☐

We have not taken actions to build climate change resilience in the reporting period

☐

Other (Please provide additional information)

☐

Unknown

☐

Optional comment

Yearbook 2020 – Business Climate Action in Spain REVENGA Smart Solutions appears in the 2020 Yearbook – Business Climate Action in Spain. ECODES and the Spanish Network of the Global Compact analyze the ambition and commitment of Spanish companies in climate action initiatives. The private sector in Spain has moved towards a green, decarbonised, inclusive and resilient economy. Report that analyzes the ambition, commitment and presence of Spanish companies in the main national and international initiatives related to climate action. Yearbook 2021 – Business Climate Action in Spain REVENGA Smart Solutions is one of the 36 Spanish companies that have committed to reducing emissions and are acting against climate change. Express mention of REVENGA Smart Solutions in the 2nd edition of the Business Climate Action Report in Spain, prepared by the Global Compact and ECODES, and presented in June 2021, which presents a summary of the initiatives being carried out by companies in the country to achieve carbon neutrality in the coming years, setting emission reduction targets in the short, medium and long term.

Energy / Resource Use

9. Please report the company's renewable energy consumption as a percentage of total energy consumption in the reporting period.

% of total energy consumption

100

Unknown

☐

Optional comment

The electrical energy contracted by REVENGA Smart Solutions is 100% of renewable origin (origin: solar, wind, hydraulic), thus contributing to the reduction of CO2 emissions and therefore to the reduction of our Carbon Footprint.

Technology

10. What percent of the company's revenue came from environmentally friendly products / services during this reporting period?

Percent of total revenue (%)

50

Projects Rail & Terminals and ITS Systems.

Unknown

☐

Not applicable (Please provide additional information)

☐

Sector-specific Questions

11. Which sector(s) does the company operate in? If diversified, choose top 3 by revenue.

| | |
|-----------------------------|-------------------------------------|
| Oil & gas | <input type="checkbox"/> |
| Chemicals | <input type="checkbox"/> |
| Basic resources | <input type="checkbox"/> |
| Construction & materials | <input type="checkbox"/> |
| Industrial goods & services | <input type="checkbox"/> |
| Automobiles & parts | <input type="checkbox"/> |
| Food & beverage | <input type="checkbox"/> |
| Household & personal goods | <input type="checkbox"/> |
| Health care | <input type="checkbox"/> |
| Retail | <input type="checkbox"/> |
| Media | <input type="checkbox"/> |
| Travel & leisure | <input type="checkbox"/> |
| Telecom | <input checked="" type="checkbox"/> |
| Utilities | <input type="checkbox"/> |
| Banks | <input type="checkbox"/> |
| Insurance | <input type="checkbox"/> |
| Real estate | <input type="checkbox"/> |
| Financial Services | <input type="checkbox"/> |
| Technology | <input type="checkbox"/> |

Optional comment

At REVENGA Smart Solutions we provide technological solutions for Smart Mobility. We do this both for subways, railways, roads and highways, as well as for terminals and stations of all modes of transport: airports, ports, buses and railways. We have more than 49 years of experience and have deployed projects in more than 30 countries. Alone or, often, as technological partners, we have deployed our smart mobility solutions in reference projects around the world, such as: in Marmaray, Quito Metro, the Central Railway in Uruguay, the Denver airport in the USA , and many others. In Spain, AVE, trams, subways and buses throughout the country use our solutions to achieve more sustainable, safe and satisfactory mobility. We have an Integrated Management System for Quality, Environment, and

Occupational Health and Safety, and we maintain the Energy Management System, complying with the requirements established by the UNE-EN ISO 9001:2015, UNE-EN ISO 14001 Standards: 2015, ISO 45001:2018 and UNE-EN ISO 50000:2018. We are currently in the process of implementing the UNE-EN ISO/IEC 27001:2017: Information Technology. Security Techniques. Information Security Management Systems and the family of ISO/IEC 33000 Standards: Quality Management Systems for Software Development processes

Sector-specific: Forest, biodiversity, and land use

14. Please report the number and area (in hectares) of sites owned, leased, or managed by the company in or adjacent to protected areas and/or key biodiversity areas (KBA).

| | Number | Unknown | Not applicable (Please provide additional information) |
|-------------------------------------------------------------------------------------------------------------|----------------------|-----------------------|--------------------------------------------------------|
| Sites | <input type="text"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| <div>The company's offices are not located in to protected areas and/or key biodiversity areas (KBA).</div> | | | |
| Hectares | <input type="text"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| <div>The company's offices are not located in to protected areas and/or key biodiversity areas (KBA)</div> | | | |

15. What area (in hectares) of natural ecosystems was converted during the reporting period in areas owned, leased, or managed by the company?

| | |
|--------------------------------------------------------|----------------------------------|
| Conversion of natural resources (hectares) | <input type="text"/> |
| Unknown | <input type="radio"/> |
| Not applicable (Please provide additional information) | <input checked="" type="radio"/> |
| <div>None area</div> | |

16. Is the company supporting or implementing project(s) focused on ecosystem restoration and protection?

| | | |
|----|----------------------------------------|-----|
| No | No, but we plan to in the next 2 years | Yes |
|----|----------------------------------------|-----|

| | No | No, but we plan to in the next 2 years | Yes |
|------------------------------------|-----------------------|----------------------------------------|-----------------------|
| Forest ecosystem restoration | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Other ecosystem restoration | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Reforestation | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Natural regeneration | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Agroforestry | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Set-aside land | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Biodiversity offsetting | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Other (please specify in text box) | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |

Optional comment

The company has designed a seeding drone that facilitates planting in areas that are difficult for people to access and to repopulate burned areas, but we have not yet managed to develop it in areas

Overall Environment

21. Briefly describe practical actions the company has taken during the reporting period and/or plans to take to implement the environment principles, including any challenges faced and actions taken towards prevention and/or remediation.

Actions to contribute to the reduction of atmospheric emissions on track with the 1.5 °C initiative Bet on renewable energies Installation of photovoltaic plant in Fragua for self-consumption Installation of photovoltaic plant in Colmenar for self-consumption Contracting electricity from renewable generation sources (green energy with a Certificate of Guarantee of Origin issued by the National Commission for Markets and Competition, CNMC) Calculation of carbon footprint and emission compensation Continue calculating the carbon footprint of scope 1 (direct emissions) and 2 (linked to electricity consumption) Carbon Footprint Registration in the Ministry for the Ecological Transition and the Demographic Challenge Compensation of emissions: Investment in projects to reduce CO2 emissions with environmental and social impact Advance in the measurement of indirect emissions generated in our value chain and address scope 3 of the carbon footprint. Improvement of infrastructure and management tools Remodeling of the production area (FAB4.0 Next) and improvement of the electrical installation with individual meters to differentiate and sectorize consumption Software/tool for monitoring consumption from the photovoltaic plant Data automation: Treatment of a greater volume of data and information, with information broken down and differentiated by areas/zones, processes, self-consumption, etc. Analysis of sources of energy consumption and focusing reduction measures on the most polluting sources Bicycle parking Awareness, participation and transparency Raising staff awareness of climate ambition actions, Business Ambition For 1.5 °C commitment, and established science-based targets and achieving them Participation in the Climate Ambition Accelerator program of the United Nations Global Compact to increase our climate ambition. Ecodesign and ecoinnovation Design of

products with the lowest possible electrical consumption and incorporating renewable energies. p.e. RailRox level crossing protection system Electrification of energy consumption (end of fossil fuel consumption) Calculation Recharging points for electric vehicles Increase the fleet of electric and hybrid vehicles Air conditioning of the building with electricity or biomass to the detriment of air conditioning with the natural gas boiler All these actions to reduce atmospheric emissions should not be considered as an exhaustive list, since the continuous measurement of the carbon footprint and other performance indicators, as well as the analysis of the sources of energy consumption, will allow establishing new reduction actions to advance this strategy and increase climate ambition.

Anti-corruption

Commitment

1. Does the company have an anti-corruption compliance programme?

No, it is not an immediate business priority

☐

No, but we plan to in the next two years

☐

Yes

☒

2022

Optional comment

Corporate Compliance RSS and Ethical code

2. Does your company have policies and recommendations for employees on how to act in case of doubt and/or in situations that may represent a conflict of interest, e.g. with regard to gifts and hospitality, donations, sponsorship, or interactions with public officials?

No, and we have no plans to develop a policy

☐

No, but we plan to in the next two years

☐

Yes, included within a broader policy

☒

Yes, articulated as a stand-alone policy

☐

Optional comment

Corporate Compliance RSS and Ethical code

Prevention

3. Who receives training on anti-corruption and integrity?

No training provided☐

Select employees☐

All employees☒

Contractors☒

Direct suppliers of the organization☐

Indirect suppliers of the organization☒

Other – such as partners, clients, etc.☐

3.1. How often is such training provided?

Login

| | | | | |
|-----------------------------------------|-----------------------|----------------------------------|-----------------------|-----------------------|
| All employees | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Select employees | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Contractors | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Direct suppliers of the organization | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Other – such as partners, clients, etc. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Indirect suppliers of the organization | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |

4. Does the company monitor its anti-corruption compliance programme?

No, we do not monitor the anti-corruption compliance programme☐

☐

Review issues on ad-hoc basis

Yes, through internal employee self-evaluations

Yes, through automated controls monitoring

Yes, through external independent monitoring

Yes, through other mechanisms

External accounting audits

Response and Reporting

5. Please report the company's total number and nature of incidents of corruption during the reporting year.

| | Number of incident(s) | Unknown | Choose to not disclose |
|------------------------------------------------------------------|-----------------------|-------------|------------------------|
| Confirmed during the current year, but related to previous years | <div>0</div> | <div></div> | <div></div> |
| <div>0</div> | | | |
| Confirmed during the current year, and related to this year | <div>0</div> | <div></div> | <div></div> |
| <div>0</div> | | | |

6. Within the reporting period, what measures has the company taken to address suspected incidents of corruption independently or in response to a dispute or investigation by a government regulator?

Initial case assessment

Internal investigation

Review by risk / ethics committee

Review by board of directors

External audit / review

Other (please provide additional information)

☐

Not applicable/no incidents in the reporting period

☐

7. Does your company engage in Collective Action against corruption?

No, it is not an immediate business priority

☐

No, but we plan to in the next two years

☒

Yes (please explain)

☐

8. Briefly describe practical actions the company has taken during the reporting period and/or plans to take to implement the anti-corruption principle, including any challenges faced and actions taken towards prevention and/or remediation.

We have an Anti-Corruption Policy. We are one of the companies selected in CEPYME500, which brings together the 500 leading Spanish companies in business growth, the Good Governance of companies must go beyond the legal imperative to impregnate and give meaning to all their activity and become a catalyst for productivity and competitiveness, and generator of economic and social benefits. There is a moral duty in which we all have to move forward in that direction. We rely on the recommendations and publications of the Family Business Institute (IEF). Its Family Business Models, which analyze structural risk as a function of the complexity of the family, the company and its sector and the development of the structure, have allowed us to advance in strengthening the structure itself (Management Committee, Board of Directors, Family Council and Protocol), with the idea of reducing the company's structural risk. Horizonte Bcorp: In our commitment to continuous improvement, we have begun the path to become a BCorp Company. We are in the process of complying with Impact Assessment B. We hope to comply with the standards of social and environmental performance, public transparency and legal responsibility that are required to reach the final certification (SDG 17). As a company we are firmly convinced that we must give a more ambitious response to trigger the social and economic transformation necessary to achieve the 2030 Goals and thus contribute to the achievement of better sustainable business models to transform the world.



smart mobility technology for a better world



REVENGA

Smart Solutions

Passenger Experience
Real Time Payment Platform
Stations Control Platform
Rail & Train Inspection System
Advanced Fleet Management System
Infraestructure & Traffic Control Platform
SIL-4 Eco-Level Crossings
Low Consumption Point Heaters

TIPublic
RT2P
X-THINGS
RailXCan
OpenSAE
OpenITS
RailRox
Aguterm+

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