

Revena Smart Solutions, with headquarters in Tres Cantos, Madrid, production center in Colmenar Viejo (Madrid), Delegations in Abadiño (Vizcaya) and San Sebastián (Guipúzcoa) and with permanent offices in Turkey, Brazil, Ecuador, Colombia, Chile, Qatar, Uruguay and Egypt, develops **HW&SW technology solutions for the Smart Mobility** sector. With more than 50 years of experience, we've deployed our solutions in more than 30 countries, our focus is on technological innovation, making mobility safe, sustainable, simple and satisfying for the end user. We are the technological partner of infrastructure managers and operators, from railways, metros and trams; expressways and highways; bus fleets, to stations and terminals (airports, ports, train and bus stations).

Revena Smart Solutions continuously improves its position in the market, focusing its efforts on offer every day, *better customer service, connected, resilient and promoting sustainability* (Sustainability Strategy 2021-2030). The company considers as strategic elements, the ensuring its products and services quality, environmental protection and prevention of pollution, and criteria ESG (Environmental, Social and Corporate Governance), and the progressive improvement of our environmental and energy behavior in the environment in which it operates and throughout entire life cycle from products and services provided, and the sustaining a strong commitment to provide safe and healthy workings conditions, demonstrating its proactive effort in improving the work environment and eliminating hazards and risks reduction to its employees, customers, suppliers, subcontractors and other stakeholders, aplying the principle of mitigation hierarchy (avoid, minimize, restore and offset as a last resort).

Since 2007 **Revena Smart Solutions** has signed up to the United Nations Global Compact, we made a commitment to take the same principles regarding huma rights, labor rights, the fight against corruption and commitment to the environment. Annually we report corporate sustainability information and submit progress reports based on the 10 principles and Sustainable Development Goals (SDG).

We have integrated the Sustainable Development Goals (SDGs) to which we contribute: No Poverty (SDG#1), Good Health and Well-Being (SDG#3), Gender Equality (SDG#5), Clean Water and Sanitation (SDG#6), Affordable and Clean Energy (SDG#7), Decent Work and Economic Growth (SDG#8), Industry, Innovation and Infrastructure (SDG#9), Sustainable Cities and Communities (SDG#11), Responsible Consumption and Production (SDG#12), Climate Action (SDG#13), Life Below Water (SDG#14), Peace, Justice and Strong Institutions (SDG#16) and Partnerships for the Goals (SDG#17).

Revena Smart Solutions is integrating the Taxonomy Regulation, aligned with The Do No Significant Harm principle (DNSH) to any of the environmental objectives established in the regulation.

Revena Smart Solutions belongs to the Network of Healthy Companies and we express our commitment to the Declaration of Luxemburg by managing workers' health from a holistic and integrated approach.

The Directorate has the will of boost sustainability and maintain certification of our Integrated Quality Management System, Environment and Occupational Health and Safety, and maintenance Energy Management System, complying with the requirements of the Standards UNE-EN ISO 9001: 2015, UNE-EN ISO 14001: 2015, ISO 45001:2018 and UNE-EN ISO 50001: 2018.

Revengea Smart Solutions has aligned its interests with the scientific demand not to raise the Earth’s average temperature above 1,5 °C, and has adhered to the United Nations Campaign Business Ambition For 1,5 °C, setting science-based target (SBTi) and accelerating the transition to net emissions through the **Net Zero Acceleration Plan 2022-2040**.

Revengea Smart Solutions has registered its carbon footprint in the register of companies to reduce greenhouse gas emissions, obtaining the carbon footprint registration and stamp, compensation and carbon dioxide absorption projects of the Ministry for Ecological Transition and Demographic Challenge, according to the **Climate Change Strategy 2021-2030** and the **Net Zero Acceleration Plan 2022-2040**.

In this sense, the Directorate has approved the following guidelines (which will apply to all products and services to be performed for all its employees and all its facilities, centers and implementation projects for which the resources provided):

- Improve the efficiency of our Integrated Management System implemented and our processes and behavior including improvement, energy, environmental performance of preventive action, and the full satisfaction of our customers continuously.
- Develop all processes under the premise of continuous improvement, evaluating their performance and implementing improvement opportunities and lessons learnt, for optimization.
- Ensure compliance with customer requirements and compliance with applicable laws and regulations on environmental matters, energy, Occupational safety and health as well as any requirements that our organization subscribes voluntarily or imposed by any interested parties.
- Look after of the quality of our products and services, as well as its high technological level.
- Digitalization of Business Processes (RSS4.0) and Manufacturing Industrialization (FAB4.0 Next).
- Promote the innovation and product design, to provide competitive advantages and improve environmental performance and occupational health and safety, and encourage eco-innovation and eco-design.
- Accelerate the Diversity, Equity and Inclusion (DE&i) strategy to consolidate competitive teams.
- Integration of risk management with a preventive approach and control of the risks of our activities, incorporating sustainability risks, and where appropriate, implementing contingency plans and mitigation measures as necessary.
- Climate Change adaptation and mitigation. Control and reduce atmospheric emissions of greenhouse gases and the carbon footprint, implementing improvement measures, energy saving and efficiency.

- Adopt practices consumption energy efficient products and services and design and implement solutions to improve energy performance.
- Control comprehensive from consumption and waste generated by replacing components and process changes made by others less harmful to the environment.
- Make responsible and sustainable use of materials and energy resources and minimize waste generation, applying the waste hierarchy, optimizing waste management and using sustainable materials of renewable, recyclable and reusable origin. Accelerate the transition to a Circular Economy to give a second use to products, reuse, repair, recycle and extracting value.
- Elimination of hazards, and prevent and minimize of significant occupational risks, while maintaining a commitment to continuous improvement of the performance preventive, which involves monitoring the decrease in time of occupational hazards towards Zero Accident.
- Promote information, training and awareness of workers regarding the specific risks of their jobs and preventive measures develop therein, as well as for the environment protection and improvement of environmental performance.
- Encourage information, consultation and participation workers in occupational safety and health.
- Promote the protection and conservation of biodiversity and natural capital, oriented towards not net loss and net positive impact on nature and biodiversity.
- Make rational and sustainable use of water, managing the risk relating to water scarcity and ensuring that water used is returned to the environment in the desired condition.
- Awareness, training and involvement workers and the supply chain and other special interest groups in the commitments of this Policy.

Our integrated policy to develop measurable goals are defined annually, resources are provided and available to all staff periodic information on actions and objectives to be achieved.

Revenga Smart Solutions encourages to the staff to make any contribution to the implementation and improvement the Integrated Management System, and appreciates the effort of all workers in achieving commitments. Integrated Policy is documented, implemented, is reviewed annually in order to adapt to the new requirements under the permanent improvement approach keep going.

This Policy has been approved by Arturo Revenga, CEO of Revenga Smart Solutions, on February 19, 2024.

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