

SUSTAINABILITY POLICY



Q U E K A

REAL PARTNERS

INDEX

1.	Introduction and Objectives	3
2.	Scope of Application	3
3.	Purpose and Values	3
4.	Sustainability Objectives of the Company	4
5.	General Principles	4
6.	Specific Commitments to Stakeholder Groups	5
	a. Human Rights	5
	b. Clients	6
	c. Employees	6
	d. Diversity and Inclusion	7
	e. Corporate and Internal Governance	7
	f. Shareholders and Investors	7
	g. Environment	7
	h. Suppliers	8
	i. Prevention of Corruption and Other Illegal Conduct	8
7.	Policy Review	9
8.	Version Control	9

1. Introduction and Objectives

Queka RP S.G.E.I.C, S.A. (hereinafter, the "**Company**" or "**Queka**") is a management company for private equity entities, authorized and registered in the Registry of the National Securities Market Commission under number 210.

The Company aims to be a sustainable entity, in accordance with the purpose and values contained in this policy. The Company considers that sustainability offers opportunities to increase positive impacts in the social, environmental, and corporate governance (ESG) spheres.

Through this Policy, the Company's positioning is defined from the perspective of strategy and general objectives, business management, and the design and marketing of financial products and services in accordance with ESG criteria.

2. Scope of Application

This Policy applies to all employees and directors of the Company, who must be aware of, understand, and comply with this Policy, its action plans, and associated activities.

This Policy will be published in a specific repository, accessible to all employees, allowing current regulations to be maintained in an organized and understandable manner at any given date.

3. Purpose and Values

The Company's purpose is to promote economic and social development within its area of activity, with full respect for the environment, taking into account the needs and expectations of the various stakeholder groups.

To achieve this purpose, the Company upholds the same core values that govern all its activities, also applied to this area:

- **Experience:** Queka has a team of highly experienced professionals, providing deep knowledge of the market in which it operates. This knowledge enables the identification of potential opportunities and risks in the field of sustainability, facilitating decision-making that promotes its objectives in this area.
- **Transparency:** The Company will communicate and execute its sustainability strategy clearly, striving to demonstrate its results in this area.

- **Commitment:** Queka commits to working closely with and for its stakeholder groups on sustainability matters, using its experience, resources, and knowledge to understand their needs and design strategies that contribute to their social, environmental, and governance objectives.
- **Service:** The Company understands its responsibility in sustainability as an essential part of the service it provides to its stakeholder groups.

4. Sustainability Objectives of the Company

The main objectives of Queka in the area of sustainability are as follows:

- **Carbon footprint reduction:** The Company will promote internal behaviours aimed at reducing its carbon footprint, implementing more sustainable practices in its operations and promoting energy efficiency in general.
- **Financial education:** The Company will strive to promote financial literacy among its employees, supporting informed, responsible, and sustainable economic and financial decision-making.
- **Transparency and responsible governance:** The Company will establish sound commercial and governance practices, ensuring that its decisions are aligned with the principles of sustainability and social responsibility, as well as independence and diversity.

5. General Principles

The Company's sustainability strategy, in line with the values outlined above, will be developed in accordance with the following principles:

- **Stakeholder relations:** The Company's strategy will be based on establishing a balanced, transparent, and clear relationship with its stakeholder groups — primarily clients, employees, and suppliers — guided by sustainability principles.
- **People management:** Queka will promote the management of its workforce in a way that fosters their well-being and motivation through work-life balance measures, personal and professional development, safety, training, and health, while promoting inclusion and diversity within the team.
- **Supplier relations:** Queka will promote responsible and sustainable supply chain management, fostering mutual positive influence to improve the ethical, social, and environmental performance of its suppliers.

- Environmental respect: The Company's strategy will seek to have a positive impact on the global challenge posed by climate change, engaging its main stakeholder groups in establishing principles and habits focused on its mitigation within business operations.
- Promotion of the integration of environmental, climate-related, and governance risks into the Company's strategic and business processes, encouraging the financing of projects that contribute to the improvement of society and the environment.
- Consistency in the management of ESG factors will guide the Company's actions in order to adhere to compliance with commitments, applicable regulations, and supervisory expectations.
- The Company will observe the principle of transparency in the definition, disclosure, and application of strategies, policies, and procedures related to the integration of sustainability factors into corporate strategy.
- The Company will develop the management of ESG factors in its business in accordance with a line of action based on proportionality, taking into account the nature of the Company's main activity, the relevance of assets, and the complexity of the modifications or adaptations required to be made to its infrastructure, policies, and procedures.

6. Specific Commitments to Stakeholder Groups

To this end, and in line with the Company's Internal Code of Conduct, certain specific practices of general scope and others relating to the various stakeholder groups are highlighted, to be observed on an ongoing basis:

a. Human Rights

Respecting, in the development of relationships with employees, clients, shareholders, investors, and suppliers, as well as with society as a whole, human rights as a globally shared ideal, in accordance with the International Bill of Human Rights and other universally accepted principles.

Driving initiatives — both internal, through plans and actions, and collective, by establishing strategic alliances — for the achievement of the Sustainable Development Goals.

b. Clients

Providing clients with clear and truthful information about the financial products and services offered throughout the entire lifecycle (pre-contractual information, contract formalization, and execution). Informing clients about the ESG nature or consideration of the products offered by the Company and obtaining their acknowledgment when products that cannot be considered sustainable are offered.

Responsibly exercising freedom of commercial communication as a means of ensuring respect for consumer rights and free and fair competition.

Developing responsible communication practices that avoid information manipulation and protect integrity and honor.

Following best practices in information security, cybersecurity, protection, and confidentiality of personal data.

Implementing quality management and accessibility systems aligned with the strategic objective of a client-focused approach.

Maintaining a Customer Service department available to all clients of the Company, facilitating contact and accessibility to the Company in all cases.

c. Employees

Interpreting and applying labour regulations in accordance with the most advanced international standards approved by the United Nations and the European Union in this area.

Applying the principles of equal treatment, equal opportunities, non-discrimination, and respect for diversity, in defence of the dignity, individual freedom, and fundamental rights of workers.

Prioritizing human capital management in a safe, sustainable, and healthy environment that drives and improves teamwork capabilities.

Promoting professional development through training and career plans for staff, as well as work-life balance.

Attracting and retaining talent.

d. Diversity and Inclusion

Following a people and talent management strategy that guarantees a favourable framework of labour relations based on equal opportunities and non-discrimination on grounds of gender, race, ethnic or social origin, language, religion or belief, political opinion, wealth, disability, age, sexual orientation, etc.

Engaging professionals with varied profiles, within the framework of established decision-making processes and procedures, with the conviction that this contributes to creating differential approaches and greater value for the Company.

e. Corporate and Internal Governance

Developing good corporate and internal governance practices that ensure a framework of relations based on transparency and trust.

f. Shareholders and Investors

Permanently practicing transparency in the information provided to shareholders and investors and to the markets in general.

Protecting the legitimate interests of shareholders and investors, keeping up-to-date information about the Company available to them, in compliance with applicable regulations.

Preserving strict compliance with the provisions of applicable regulations on market abuse.

g. Environment

Defining specific actions that demonstrate the Company's environmental and energy-saving commitment, as well as its position on climate change.

Encouraging initiatives and actions aimed at the protection and conservation of the environment and social development, minimizing the direct environmental impact of its activity, and promoting awareness and training in this culture.

Promoting the financing of projects that contribute to improving energy efficiency and achieving greater long-term environmental sustainability, in addition to integrating environmental risks into the risk analysis of financing and investment projects.

Fostering a responsible attitude toward the environment among staff and society in general, through the application of good practices in recycling, energy consumption, and responsible spending.

h. Suppliers

Establishing transparent, objective, and impartial processes with suppliers, encouraging competition and equal opportunities.

Properly managing the delegation of service provision to third parties, both at the prior stage of analysis and approval of the delegation, and in its subsequent formalization, development, and monitoring.

Scrupulously adhering to payment deadlines and the conditions contractually agreed upon with suppliers.

Engaging local suppliers within the Company's area of operation wherever possible.

i. Prevention of Corruption and Other Illegal Conduct

Maintaining the commitment to establishing a culture of regulatory compliance that enables honest and ethical professional conduct.

Maintaining an Ethics Channel available to all employees, managers, and directors of the Company, as well as to third parties outside the organization.

Rejecting practices of economic crime, fraud, and violation of consumer rights.

Fighting against corruption, extortion, and bribery in all its forms, applying the highest compliance standards in this regard.

Condemning the possible commission of any type of unlawful act within the Company, particularly in the criminal sphere, with the understanding that its hypothetical commission can in no case be justified on the basis of obtaining a benefit for the Company.

Establishing and maintaining a Criminal Risk Prevention Plan that allows the highest degree of control in this area.

7. Policy Review

This Policy will be reviewed by the Regulatory Compliance Unit at least annually and, in any case, whenever a relevant regulatory or operational change affecting it occurs. It will be submitted for approval by the Board of Directors if it has been modified.

8. Version Control

Version	Date	Drafted by	Description of changes	Approved by	Approval date
1.0	December 2024	Miguel Fernández Calera	First version	Board of Directors	13/01/2025