



BIODIVERSITY POLICY OF RAMON CLEMENTE S.A.

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01. OBJECT

This policy aims to establish and reaffirm the commitments of RAMON CLEMENTE S.A. to ensure the protection and conservation of biodiversity, taking precautions or minimizing impacts on it, and promoting the necessary measures for the management of the environment surrounding our operations.

02. SCOPE

This Policy applies to all employees involved, directly or indirectly, in the activities and processes of RAMON CLEMENTE S.A.

03. BASIC OPERATING PRINCIPLES

To implement its commitment to biodiversity, RAMON CLEMENTE S.A. will be guided by the following basic principles, which apply to all its activities:

1. Identify and periodically assess the main impacts of our activities on biodiversity.
2. Promote the identification of the impacts and dependencies of our activities on ecosystem services to assess the potential risks and opportunities for the business.
3. Promote the protection of biodiversity by applying the mitigation hierarchy principle—avoid, minimize, restore, and compensate—to preserve biodiversity and natural capital, especially by avoiding the loss or degradation and/or fragmentation of ecosystems and their habitats, and promoting the conservation of sensitive species.
4. Raise awareness of the importance of protecting and conserving nature, including employees, suppliers, and other stakeholders.
5. Collaborate with public administrations, non-governmental organizations, local communities, experts, and other stakeholders, considering their needs and expectations regarding biodiversity.
6. Promote knowledge and training on biodiversity for the professionals of RAMON CLEMENTE S.A.'s companies, as well as for subcontracted personnel and suppliers.

04. **APPROVAL AND EFFECTIVENESS**

This *Biodiversity Policy* was approved by management on November 29, 2024. It will come into effect upon publication and is available to all collaborators.

The person holding the position of HSEQ Responsible is responsible for publishing, reviewing, and updating this Policy as needed. This Policy replaces and supersedes any other Policy or procedure.