

BIODIVERSITY POLICY

The Board of Directors at Sacyr, S.A. (“**Sacyr**”), as part of their general and non-delegable duties to determine the company’s policies and general strategies, and following the review and proposal on the part of the Commission responsible, has approved this *Biodiversity Policy* (hereinafter, the “**Policy**”).

The aim of this *Policy*, aimed at all stakeholders, is to define and establish the principles and criteria that govern activities related to Biodiversity.

1. Purpose

Sacyr, aware of the impact of its activities on the ecosystem and the importance of the conservation of biodiversity, adopts respect for these in the course of its projects and operations.

Sacyr understands that such behaviour cannot be imposed from the outside, rather it should come from its own human team, as well as the other companies in its Group, as part of its culture of respect for the environment, encouraging everyone to embrace it in their working environment and also encouraging its protection on the part of different stakeholders.

As a consequence, the protection of the environment and especially biodiversity is approached with a proactive attitude. For this reason, one of its strategy lines is aimed at different levels of the Sacyr organisation and other companies in the Group moving forward in the development of methods aimed at the conservation, the reestablishment and sustainable use of terrestrial ecosystems, putting a stop to the loss of biological diversity, the rehabilitation of degraded land, and the mobilisation and increase in financial resources for their conservation and use.

2. General Principles

To ensure the implementation of its pledge to biodiversity, Sacyr and the other companies that belong to its Group shall follow the guidelines contained in the general principles below:

a) Integrate the conservation of biodiversity and natural capital into the Group’s strategy, making it an important element in decision-making, in phases of project tendering, execution and operation, and establishing objectives that ensure the responsible management of natural capital.

b) Conserve and make sustainable use of biological diversity and natural capital.



- c) Protect species and habitats, both those that are under threat and those that represent a high value for biodiversity, through the adoption of preventive, minimising and improvement measures.
- d) Promote compensation for impacts generated by activities in biodiversity and, especially, on habitats and protected species.
- e) Encourage employee and collaborator training in responsible practices with terrestrial ecosystems and in the area of biodiversity.
- f) Promote knowledge and awareness in the area of biodiversity, collaborating with local communities, recovery centres, research centres, administrations and other interested parties, with the aim of conserving and protecting biodiversity.
- g) Encourage the enhancement of biodiversity and divulge news of actions undertaken by Sacyr for its conservation.

This *Biodiversity Policy* was approved by the Board of Directors at Sacyr on June 11 2020.