



Sustainability Policy

At Grupo Piñero, sustainability is part of our ethical culture and corporate values. We aspire to consolidate an ethical, transparent and responsible management that will lead the company to become a benchmark in Sustainable Development in order to create economic, social and environmental value for all its stakeholders, generate the greatest positive impact on People and the Planet and contribute to the achievement of the Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda. In the company, the SDGs are aligned with the Group's sustainability strategy.

This Policy is based on the principles, corporate values and guidelines detailed in Grupo Piñero's Code of Ethics, which is based on recommendations and practices of national and international benchmarks, and which will be applied in accordance with the regulations in force in the destinations in which we operate.

The Group's sustainability strategy revolves around three main lines: environmental, social and good governance criteria. The general principles and standards set out in this Policy are developed and specified in environmental, social and good governance policies, and in specific regulatory compliance that meet certain needs and expectations of the company's main stakeholders.

All our business management policies are framed within the sustainable vision, with which we intend to be a dynamic, modern company adapted to today's reality, seeking to be a reference in present and future management.

From an **environmental** standpoint, we strive to adapt our management to climate risks, creating a clean and circular business model that optimally manages resources. Accordingly, we are committed to:

- Move toward energy efficiency and decarbonization of the activity as a way to contribute to the fight against climate change.
- Implement a circular production model that optimizes resource management and guarantees zero waste.
- Guarantee the sustainable management of the values and natural resources of the territory where we are located, namely hotels, residential developments and golf courses in the Caribbean.

For the **socio-cultural** side, we seek to improve people's quality of life, paying special attention to health, well-being and professional growth within the Group, as well as social welfare. For all these reasons, we are committed to:

- Promote good practices to achieve physical, social and mental well-being in the workplace.
- Foster the professional growth of our employees, the retention and attraction of talent, based on diversity, inclusion, sense of belonging, equal opportunities, continuous training, non-discrimination in people management, ensuring safe and healthy work environments.
- Add value to the destinations where we operate by developing business models that contribute to economic, social and cultural development and improve people's quality of life.
- Actively defend human rights and children's rights, extending them to the value chain.
- Work toward developing, together with our suppliers, a supply chain that is more responsible with people and the environment.
- Support social or philanthropic initiatives aligned with our values that contribute to meeting local needs wherever we operate.

At the **good governance** level, we aspire to consolidate an ethical and transparent governance model. Our management is based on ethics, integrity and responsibility, which will allow us to establish relationships of trust with all our stakeholders, always aligned with our corporate purpose and values. Accordingly, we are committed to:

- Comply with the laws and regulations in force in the countries in which we operate, as well as respect and fulfill the commitments assumed.
- Promote a culture of ethical behavior and increase corporate transparency to generate credibility and trust from all our stakeholders.
- Responsibly manage ESG risks and opportunities derived from the evolution of the environment, as well as maximize the positive impacts of its activity in the different territories in which we operate and minimize, as far as possible, any negative impacts, avoiding short-term approaches or approaches that do not adequately consider the interests of all its stakeholders.
- Integrate ESG criteria in decision-making processes across the company's different management bodies, ensuring a consistent and solid management model aimed at promoting continuous improvement, and extending it to its value chain.
- Manage activities in close proximity to our stakeholders, maintaining an attitude of active, open and cooperative listening that strengthens long-term relationships based on trust, respect, transparency and mutual benefit.

*This Policy was approved by the **Board of Directors of Levantur, S.A.** on December 14, 2022.*