

# Stakeholder Engagement Policy

## Introduction

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The Board of Directors of ZELESTRA CORPORACIÓN, S.A.U. (hereinafter "Zelestra" or the "Company" and the group of companies of which Zelestra is the parent company, the "Zelestra Group"), has approved the Stakeholder Engagement Policy (hereinafter, "the Policy"), which is integrated into its Corporate Governance Regulations. This Policy is aligned with the provisions contained in Zelestra's General Sustainability Policy and Social Investment Policy.

## General objectives of the policy

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The Policy is dedicated to establishing global principles and framework to guide stakeholder engagement practices throughout the Company, with the following objectives:

1. Create shared value with a focus on building long-term, lasting relationships.
2. Enable the Stakeholders to actively participate and benefit from the transition to clean and affordable energy.
3. Enable the company to build and preserve its corporate brand and reputation and fulfil its purpose of changing the world by making decarbonization a reality for its partners.
4. Ensure that the stakeholders are engaged acting with integrity and complying with all applicable national and international laws, regulations and rules, as well as in agreement with international governance standards.
5. Communicate with all Stakeholders with respect, integrity and transparency, and involve them as key participants in the company and in the decision-making process.

## Scope

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This Policy applies to all employees in Zelestra while exercising their job function, and all projects managed by Zelestra or Zelestra subsidiaries and business partners, as well as subcontractors.

When relevant, Zelestra will reserve the right to audit projects and potential business partners on their stakeholder engagement practices before concluding business contracts.

Vendors, suppliers and entities acquiring renewable energy projects initiated by Zelestra are encouraged to adhere to this Policy when engaging with stakeholders, incorporating internationally recognized best practices in stakeholder engagement to ensure that all beneficial practices initiated by Zelestra are upheld. This inclusive approach extends to all stakeholders who may impact the generation of shared value, fostering cooperation and mutual benefit for all involved parties.

## Governance

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This Policy is based and sets forth the International Finance Corporation's Performance Standards on Social and Environmental Sustainability, the Equator Principles, the AA1000 Standard, and the United Nations Guiding Principles on Business and Human Rights as global standards for Zelestra's general and specific stakeholders' procedures and practices to be aligned and compliant with.

## Zelestra's stakeholders

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Before reporting the stakeholders identified by Zelestra, the definitions of what a stakeholder is and what stakeholder engagement refers to are presented below.

**Stakeholders:** Stakeholders are those individuals, Institutions or groups who affect and/or could be affected by an organization's activities, products or services and associated performance.

This does not include everyone who may simply have knowledge of or views about an organization, only those who can be affected by the organization's actions.

Organizations will have many stakeholders, each with distinct types and levels of involvement, and often with diverse and sometimes conflicting interests and concerns (based on AA1000 Standard).

**Stakeholder Engagement:** Stakeholder engagement is the process used by an organization to engage relevant stakeholders for the purpose of sharing value creation, achieving agreed outcomes and creating positive impact (based on AA1000 Standard).

Zelestra's diverse global and local stakeholders, reflecting its geographic reach, are categorized into distinct groups.

- Customers
- Shareholders
- Employees
- Local communities
- Suppliers/contractors/business partners
- Nature
- Financial community
- Regulators and public authorities (National, Regional and Local)
- NGOs, sectoral associations and bilateral organizations
- Academia
- Media
- Individuals or companies whose economic activity may affect or be affected by the company's activity, and with whom coexistence agreements need to be established.

## Guiding principles

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Zelestra's stakeholder engagement principles are aligned with the corporate purpose and corporate beliefs which guide every aspect of its dialogue with Stakeholders.

Zelestra shows its commitment to the rights of individuals, groups, and communities by following global standards and guidelines. These include the International Finance Corporation's Performance Standards on Social and Environmental Sustainability, the Equator Principles, the AA1000 Standard, and the United Nations Guiding Principles on Business and Human Rights.

Zelestra adopts and promotes the following guiding principles to engage and establish relations of trust with its Stakeholders:

### Principle 1: Shared Value Creation

Zelestra's stakeholder engagement activities are purposefully designed and implemented to create shared value, aligning the business objectives with societal needs and environmental sustainability, thereby fostering economic growth and social progress.

### Principle 2: Participation and Collaboration

Zelestra proactively involves stakeholders and collaborate with them to identify opportunities, address challenges, and co-create solutions that benefit all parties involved. Through open dialogue, active listening, mutual respect, and inclusive engagement, the Company foster a culture of collaboration that promotes innovation and drives shared value creation.

### Principle 3: Transparency

Zelestra practices ethical communication by transparently and honestly sharing information with stakeholders, while actively listening to their concerns to cultivate trust and durable relationships through dialogue and mutual understanding.

#### Principle 4: Responsibility and Accountability

Zelestra acts with integrity and accountability, while fostering positive relationships founded on ethical conduct, sustainable practices, and a deep respect for human rights and the well-being of communities impacted by the organization's endeavors.

#### Principle 5: Standardization and Continuous Improvement

Zelestra prioritizes aligning its stakeholder engagement procedures with international best practices. Its commitment involves regularly evaluating and enhancing the stakeholder engagement standards and processes to ensure they remain effective and responsive to evolving needs.

### Monitoring system

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The Company shall establish an internal monitoring system that allows the correct implementation of the Policy at all organizational levels, its supervision and its periodically review as well as the monitoring of the relevant associated indicators.

The Stakeholder Engagement Policy is implemented through a robust procedure that ensures the effective management and active involvement of all relevant stakeholders in all phases of a renewable energy production project, from initial prospecting during the development phase to decommissioning or dismantling upon completion of the asset's operation.

### Communication and stakeholder engagement

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This Policy is communicated and understood within the Company, and it is available through the information and communication channels that Zelestra makes available to all its stakeholders.

This Policy is publicly available on the Zelestra website.

In order to make it easier for any person to confidentially and anonymously report any breach of the principles described in this Policy, Zelestra's Ethics Line (<https://zelestra.integrityline.com/>) guarantees independence, impartiality and the absence of conflicts of interest throughout the process of receiving, processing and resolving such reports.