
SUBJECT NBTECH POLICY

RECIPIENTS PUBLIC TO ALL PEOPLE

Nabrawind Technologies S.L. (NBTECH) was founded with the clear aim of developing advanced products to achieve a drastic reduction in energy costs. Therefore, the object of the company is the design, development, manufacturing and commercialization of advanced wind technologies for wind turbine components as well as engineering services advisory.

Following this, our mission is to accelerate the ecological transition by the wind energy evolution through high-added value technologies based on disruptive innovations in four strategic drivers:

- Drastic cost of energy reductions which increase the wind energy competitiveness.
- Solution to the logistic barriers by means of modularity which allows the wind turbine components growth.
- Use of proven technologies that facilitate robust manufacturing and assembly all over the world.
- Greenhouse Gas (GHG) reduction.

All in all, our long-term vision is to become one of the advanced wind technology leaders and influencers in the world, taking into account that the approach is to differentiate from other competitors through pioneering solutions, supported by a high-level team, an agile organization and a scalable company.

To do so, NBTECH is aware of the influence our company might exert not only on our environment but also on the people who work for or with NBTECH. This awareness has led us to develop the highest standards regarding our involvement with the environment surrounding us.

Deeply involved in this matter, we hereby expose our commitment to providing and promoting a safe and healthy working environment, preserving the environment and guaranteeing our customers the highest quality standards. We also ensure following and fulfilling all legal aspects our customers demand, regarding a healthy working environment, environment policy and quality policy.

We will accomplish these goals as follows:

Healthy working environment:

- Preventing injury and work-related illness through management commitment.
- Compromising to our team that they will be an active part of the Security System Plan.
- Giving the utmost priority to safety when developing and executing our operations.
- Analysing fortresses and weaknesses and assuring continuous development through appropriate levels of managers and employee training.
- Promoting positive behaviours and supporting an internal culture where employees feel their ideas are taken into account and properly rewarded.
- Committing to periodically inform and instruct the NBTECH team.
- Sharing our lessons learned to prevent repeat incidents

Environment Policy:

- Bearing always in mind our responsibility as a renewable energy company.
- Foreseeing with special care whichever side effect our solutions might take on the environment and, in consequence, reducing the impact at its minimum.
- Rejecting projects that turn out to be non-eco-friendly.
- Passing on our environmental responsibility to our suppliers and customers.
- Procuring a green office space, reducing the use of plastics, avoiding unnecessary printing and being particularly sensitive with recycling.
- Complying with relevant environmental laws and obligations
- Working with our stakeholders to understand the scientific, community and cultural values within our areas of influence to ensure optimal environmental management and performance
- Sharing our lessons learned to prevent repeat incidents.

Excelling quality

- Assuring the best quality material from our providers, pursuing the highest standards across the value chain.
- Following certified and successful processes, specifications and procedures in order to achieve customer satisfaction.
- Implementing extremely rigorous quality management systems.
- Enforcing an integral communication plan, both internal and external.
- Ensuring adequate resources will be allocated.
- Sharing our lessons learned to prevent repeat incidents.

NBTECH is committed to periodically revising and updating this Policy, as well as making it public to all the people involved who work in this company.

In witness thereof, this document was revised and approved by the Company Management on the 25th of September of 2024.

Eneko Sanz Pascual, CEO of NBTECH

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