

## **Modern Slavery Statement for the Fiscal Year 2025**

**SOCIEDAD IBÉRICA DE CONSTRUCCIONES ELÉCTRICAS, S.A.** (hereinafter «SICE») is a systems integration technology company that is dedicated to addressing and solving market requirements. Its primary value is technological know-how and the professional experience of its employees, as well as over 100 years of experience in the sector.

With offices in five continents, SICE has the capacity to work on all stages of a project, from design to operations. Thanks to this know-how, as well as a consolidated group of products and a wide range of services, SICE has become an international benchmark for the development, construction, operations and maintenance of systems in different types of infrastructure.

SICE is a part of SICE TECNOLOGÍA Y SISTEMAS Group, whose headquarters are located in Spain.

Both SICE and the rest of the Companies that make up the SICE TECNOLOGÍA Y SISTEMAS Group of which SICE is a part, have a zero-tolerance policy towards all types of forced labour in their business and in their supply chain.

Likewise, SICE, which is committed to the best practices in this regard, expects that these same values are shared by the members of its supply chain –whether direct suppliers or suppliers who directly or indirectly supply our direct suppliers–.

Accordingly, SICE has the following processes and procedures in place:

- A set of implemented Policies to guarantee the adoption of measures that ensure ethical, integrating and transparent practices, which are adjusted according to regulatory developments and international best practices. This includes, among others:
  - Manifiesto
  - Code of Ethics and Conduct
  - Anti-Corruption Code of Conduct
  - Guide on Human Rights
  - Plan for Equality
  - Code of Conduct for Business Partners
  - Sustainability Policy;
- As part of the push for constant improvement within the Corporate Compliance Programme of SICE TECNOLOGÍA Y SISTEMAS Group, to which SICE is a signatory, it is expected that Business Partners shall comply with the Code of Conduct for Business Partners, and that they shall lay down similar requirements for their own respective suppliers.

- A procedure for the selection and inclusion of Third Parties into the supply chain, which includes a Due Diligence process among others, intended to ensure that the supply chain fulfils the standards set by the SICE TECNOLOGÍA Y SISTEMAS Group, by means of an assessment of their qualitative and quantitative aspects, as well as their reputation and degree of respect for the laws in place. During this assessment, SICE pays special attention to any indicator of the presence of forced labour and/or modern slavery.

In the year 2025, and in line with new directives on sustainability and international best practices, there has been a significant effort to update the due diligence platform. This technological improvement ensures better traceability of processes, facilitates the management of all elements involved in the value chain, optimises procedural follow-up, speeds up communication with third parties, and boosts control over compliance with the ethical and legal standards required by the SICE TECNOLOGÍA Y SISTEMAS Group.

- The insertion of clauses in standard supply chain contracts pursuant to which said Third Parties must undertake to set sufficient measures for the prevention, handling and mitigation of any conduct that may entail a violation of the human rights listed in the Universal Declaration of Human Rights; as well as respect for the Guide on Human Rights of the SICE TECNOLOGÍA Y SISTEMAS Group.
- Boosting training on Human Rights and Procurement via the digital training platform for SICE employees.
- Human rights have continued to be introduced in the audit and reporting programmes, in line with established practice and international best practices in this area. This inclusion, which is adjusted to the risks that have been identified and to the different areas of activity, contributes to a more in-depth assessment of the degree of compliance for Companies that make up the SICE TECNOLOGÍA Y SISTEMAS Group (and therefore, for SICE), and facilitates the identification of areas for improvement, and the application of remedial actions when required.
- SICE makes available to all its employees and business partners, a global whistleblowing channel, promoting awareness of this mechanism , as well as whistleblowing procedures, as an additional measure to ensure compliance with the SICE TECNOLOGÍA Y SISTEMAS Group's code of ethics, policies and guidelines( and therefore of SICE); which are essential to ensuring that slavery and people trafficking have no place in the commercial transactions and supply chains of SICE TECNOLOGÍA Y SISTEMAS Group, and involving any Company that makes up the SICE TECNOLOGÍA Y SISTEMAS Group. This channel also complies with the requirements of Act 2/2023 on whistleblower protection, ensuring confidentiality and protection against reprisals for persons reporting possible violations.

We hereby make this declaration pursuant to the Modern Slavery Act of 2015. Any reference in this declaration to the term “forced labour” refers to any behaviour that constitutes an offence under said Act, including slavery, servitude, any form of forced or compulsory labour, or trafficking for the purposes of exploitation.

In witness whereof, I hereby make this declaration at Alcobendas, Madrid, Spain, this 28 January 2026.

Signed  
SICE TECNOLOGÍA Y SISTEMAS, S.A.U.  
Sole Director of SOCIEDAD IBÉRICA  
DE CONSTRUCCIONES ELÉCTRICAS, S.A.  
(Represented by Mr Antonio Pérez Hereza)