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2025

ENVIRONMENTAL AND SOCIAL POLICY



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1 | INTRODUCTION

Grupo Cooperativo Cajamar is committed to the social, economic and environmental context in which it operates, supporting the long-term development of the regions where it is active by financing projects that create real economic impact and place people at the very heart of its purpose. Despite the inherently low environmental impact of its activities, the Group is firmly committed to sustainable development. Its business model seeks to address not only direct impacts, but also the indirect effects arising from its lending activity, asset management and value chain operations.

Addressing climate challenges –which increasingly threaten biodiversity, society and the economy– is essential. As a channel for directing savings towards productive activity, the financial sector plays a vital role in this transition.

A key objective of the European Green Deal is to prioritise the protection and enhancement of natural capital in order to foster a sustainable and competitive economy within the European Union. In a constantly evolving regulatory landscape and facing growing international commitments, financial institutions are expected to act transparently and align with nature-positive strategies and actions. These include the EU Biodiversity Strategy for 2030, the Global Biodiversity Framework (GBF) and the EU Sustainable Finance agenda, encompassing the EU Taxonomy, the Sustainable Finance Disclosure Regulation (SFDR) and the Corporate Sustainability Reporting Directive (CSRD).

Grupo Cooperativo Cajamar has always aspired to be a leader in sustainability and reaffirms this ambition in its current Strategic Plan 2025-2027. Particularly significant is the Group's connection with agri-food development, which is central to its founding purpose and carries important environmental implications.

This policy sets out Grupo Cooperativo Cajamar's commitment to the social, economic and environmental context in which it operates. It consolidates and supersedes previous related policies, including the 2010 Environmental Policy, the 2016 Financial Inclusion Policy and the 2021 Sustainability Policy.



➔ GUIDING PRINCIPLES AND GUIDELINES

The objective of Grupo Cooperativo Cajamar's Environmental and Social Policy is to establish the principles and guidelines that govern its relationship with the environment and society in the course of its activities. The Group is committed to contributing to the reduction of both direct and indirect negative impacts arising from its operations, its lending activity and its value chain. The policy also promotes respect for human rights, the financing of sustainable opportunities, the efficient use of resources and the proper management of any waste generated.

A key part of developing this Environmental and Social Policy is identifying stakeholder expectations and establishing channels of dialogue to respond to current needs and future changes. This policy applies to all stakeholder groups identified by the Group, directly affecting members and customers, employees and suppliers.

The Environmental and Social Policy de Grupo Cooperativo Cajamar

is based on the following **guiding principles**



Compliance and continuous improvement



Sustainable development



Commitment to human rights



Prevention and reduction of environmental impacts



Alignment with international climate goals



Integration of ESG criteria in management



Inclusion, accessibility and equity



Ethics and transparency



ENVIRONMENTAL AND SOCIAL POLICY

The previous guiding principles are embodied in the following guidelines:

✓ Regulatory Compliance and commitments	Respect and implement the current environmental and social regulations and the voluntary commitments adopted by the Group
✓ Environmental and energy management	Implement systems to reduce emissions and save resources, developing sound environmental principles and practices in its actions
✓ Due diligence	Promote the human rights policy, through the Group's ethical management system and code of conduct
✓ Minimisation of environmental impacts	Establish goals and measures to reduce negative impacts
✓ Embedding of environmental and social criteria in financial activity	Apply sustainability principles to products and services
✓ Commitment to sustainability and continuous improvement	Maintain a permanent focus on sustainability
✓ Awareness and training	Promote awareness and training of our own staff, and other stakeholders regarding ESG matters
✓ Responsibility in the value chain	Encourage sustainability and environmental and social performance among suppliers
✓ Participation in climate, environmental and social initiatives	Collaborate and provide support for initiatives that contribute to both the protection of nature and the fight against climate change, as well as to sustainable social development, promoting the well-being of communities and social equity
✓ Transparency and communication	Report environmental and social commitments and results in a clear and accessible way, and maintain open dialogue with stakeholders



2 | AREAS OF ACTION

➔ CLIMATE AND ENVIRONMENTAL COMMITMENTS

Grupo Cooperativo Cajamar undertakes a range of actions to reduce its negative impact on nature and climate change, while also working to preserve and strengthen the environment and ecosystems. These efforts are carried out both at the operational level –by setting and monitoring decarbonisation targets, developing a transition plan, and implementing eco-efficiency measures– and in its relationships with customers and the broader value chain linked to its core activity. They are also advanced through research, innovation and knowledge transfer initiatives led by Fundación Grupo Cajamar.

Main actions in the field:



● CLIMATE

- Managing climate risks, both physical and transitional, by incorporating them into the Group's global risk framework.
- Establishing policies to prevent undesirable links with carbon-intensive or environmentally harmful waste sectors, as well as customers who violate environmental laws and regulations.
- Continuing to develop sound environmental principles and practices related to resource optimisation in the actions established in the Group's Eco-efficiency Plan.
- Aligning the lending portfolio with the Net Zero goals of the Paris Agreement, setting carbon emission reduction targets to achieve climate neutrality.
- Promoting sustainable lending through green loans that favour the financing of low-carbon activities.
- Integrating climate change-related aspects in training: raising awareness and promoting employee engagement, so that climate change integration is embraced by the entire organisation in daily activities.
- Continuing to collaborate and support climate initiatives such as the Net Zero Banking Alliance (NZBA), Principles for Responsible Banking (PBR), as well as through commitments to the UN Global Compact.
- Transparently reporting progress on climate matters, complying with the standards set by the CSRD and the EU Green Taxonomy.



● ENVIRONMENT

- Advancing the identification and integration of nature-related impacts and dependencies, addressing all environmental risks within the Group's business environment. These risks should be identified and measured using available data and methodologies to enable effective management and mitigation.
- Continually assessing and evaluating environmental risks in relevant investment operations.
- Managing operational impacts on nature and the loss of ecosystem services through environmental management plans (circular economy, reducing pressure on resources), reforestation projects and initiatives that contribute to the reduction or offsetting of emissions. This includes ongoing work on supplier appraisals and actions across the value chain that promote environmental standards.
- Making ongoing progress in the embedding of nature-related considerations across the Group's products and services, offering sustainable investment products and promoting nature-positive solutions.
- Embedding nature-related aspects into training programmes: raising awareness and encouraging employee engagement so that environmental protection and conservation become an integral part of everyday operations across the organisation.
- Collaborating with and supporting environmental initiatives such as the Spanish Business and Biodiversity Initiative (IEEB), the Taskforce on Nature-related Financial Disclosures (TNFD) working group, and through publications, conferences, research and other activities involving Grupo Cooperativo Cajamar's experimentation centres.
- Transparently reporting progress on nature-related matters to stakeholders, applying TNFD disclosure recommendations.



➔ ENERGY COMMITMENT

Grupo Cooperativo Cajamar reaffirms its commitment to conducting its activities according to sustainability principles, recognising energy management as a core management priority. The Group's energy policy, based on its Energy Management System in line with the UNE-EN-ISO 50001:2018 standard, is founded on the following commitments:



● ENERGY COMMITMENTS ➔

- Comply with legal and other applicable requirements related to energy efficiency, energy use and energy consumption.
- Promote the adaptation of facilities and equipment to changes in the regulatory framework, establishing energy efficiency management standards across the organisation.
- Continually improve the effectiveness of the Energy Management System and overall energy performance.
- Establish principles, set and review energy objectives and targets, and ensure the necessary information and resources are provided to achieve them.
- Ensure good energy practices in service delivery by procuring energy-efficient products and services that influence energy performance.
- Optimise the use of energy-efficient resources and design actions to enhance energy performance.

These energy commitments are reviewed regularly to ensure their ongoing relevance and alignment with changing circumstances.

They are communicated to all staff and made publicly available through this policy.



➔ SOCIAL COMMITMENT

Through this policy, Grupo Cooperativo Cajamar commits to the responsible management of key social factors by undertaking the following actions:



● SOCIAL COMMITMENTS ➔

- Inform customers of their rights and available reporting channels, ensuring effective communication through the website and other accessible platforms. Ensure all commercial communication is guided by ethical principles and regulatory compliance, with the aim of promoting transparency, accuracy and accountability.
- Identify and, where appropriate, disclose any actions misaligned with the Group's ethical management system and key ESG governance policies, including anti-corruption and anti-bribery, fiscal transparency, anti-money laundering, conflict of interest management, and fitness and propriety standards.
- Promote our Human Rights Policy, grounded in prevention and stakeholder training, with the goal of ensuring the respect, support and protection of human rights across all activities and relationships. Communicate and actively promote our adherence to the Ten Principles of the United Nations Global Compact, and assess their relevance in both the procurement of products and services and across the Group's broader business processes and activity.
- Mobilise resources and provide training to vulnerable groups, particularly through proximity banking in areas at risk of financial exclusion, including services delivered via agencies, over counters or through mobile branches. This also includes financial education efforts to enhance access to finance and services, support rural population retention, and contribute to demographic and just transition goals.
- Implement protective measures for the vulnerable groups identified, including personalised services for customers over the age of 65, support for small businesses and the self-employed, and mortgage lending to customers with low or moderate incomes. Ensure full access to goods and services for all individuals, including those with diverse functional needs.
- Develop viable second-chance mechanisms for individuals acting in good faith, while striving for a fair financial balance between personal and real guarantees in credit operations.



➔ COMMITMENT TO EMPLOYEES

People are at the very heart of Grupo Cooperativo Cajamar's strategy. The Group promotes the well-being and development of its professionals through the following policies:



● DIVERSITY, EQUITY AND INCLUSION ➔

An organisational culture based on diversity, equity and inclusion (DE&I) is actively promoted, to ensure equal opportunities for all. To achieve this, initiatives are developed that promote an **inclusive and equitable environment**, including the following actions:

- Monitoring of indicators and targets related to reducing the gender pay gap and ensuring gender balance in leadership and decision-making positions, in order to promote gender equity in senior roles.
- Ensuring non-discrimination through unbiased selection, development, promotion, participation and remuneration processes.
- Dissemination of relevant information and ongoing monitoring of Diversity, Equity and Inclusion matters.
- Governance of workers' fundamental rights within the framework of our ethical management system.



● WORKPLACE ETHICS AND WORKING CONDITIONS ➔

The Group complies with current labour regulations and promotes **safe, fair and transparent working conditions** that ensure a **respectful** environment and support a **healthy work-life balance**. This commitment is reflected in the following principles and measures:

- Respect for human rights and compliance with International Labour Organization (ILO) standards.
- Prevention of all forms of harassment, abuse, violence or discrimination, supported by confidential and accessible reporting and whistleblower channels.
- Appointment of a dedicated People Management Division, focused on supporting employees and ensuring the proper implementation of policies related to talent development, training and management.
- Promotion of sustainable transport and planning of work-related travel in line with environmental efficiency criteria.
- Provision of employee benefits and work-life balance measures.
- Implementation of a work-life balance programme, including support services for employees and their families.



PROFESSIONAL AND PERSONAL DEVELOPMENT

Investment in the **continuing professional development and learning** of employees in line with the Group's values, as drivers of growth and value generation, through technical and ethical leadership training programmes. In an increasingly digital environment, the Group promotes the development of skills in financial technologies, cybersecurity and sustainability. It also encourages employee participation in **volunteering and financial education** initiatives, reinforcing their role as agents of positive social change, with training programmes for teenagers, older adults and solidarity teaming projects.



HEALTH AND WELL-BEING

The Group develops **health policies and physical, mental and emotional** well-being programmes for employees. These include value-added services such as psychological support and personal coaching, preventive health and physical activity campaigns, psychosocial risk assessments, and corresponding improvement plans.

All of these commitments are promoted within an ethical, inclusive and collaborative culture that encourages social dialogue and participation. This is supported by a clear and respectful internal communication policy and the disclosure of relevant public information to enable stakeholders to assess the Group's people management practices.



➔ COMMITMENT TO THE AGRI-FOOD SECTOR

Grupo Cooperativo Cajamar has always believed that its primary mission is to contribute to the long-term development of the territories in which we operate, offering support to the agri-food sector from the outset. To continue supporting the sector as it transitions in response to new challenges, the Group puts the following actions in place:



● COMMITMENTS TO THE AGRI-FOOD SECTOR ➔

- Support innovation and the development of the agri-food sector by contributing to its efficiency, profitability and sustainability through the Group's research and knowledge transfer ecosystem. This is driven by its experimentation centres and their various initiatives and areas of activity, all aimed at promoting sustainable development, mitigating the adverse effects of climate change, fostering environmentally responsible practices, optimising resource use and advancing digitalisation and technological improvement. This work is carried out through resources such as the Cajamar Experimentation Station in Almería (Palmerillas), the Cajamar Centre for Agricultural Experiences in Valencia (Paiporta), Cajamar Innova, Plataforma Tierra, and a wide range of studies, publications and technical reports, all designed to facilitate knowledge transfer.
- Set decarbonisation targets for the agri-food sector that are sufficiently granular to reflect the diverse challenges faced by different actors across the value chain.
- Analyse specific initiatives to improve efficiency and promote the use of targeted technologies that minimise the environmental impact of the agri-food sector. To support this, technical agri-food reports linked to lending operations incorporate nature-related criteria, along with geolocation analysis to assess whether the activity is located in an environmentally sensitive area.
- Provide tailored financing solutions with optimal conditions to support the projects and investments needed to enhance efficiency and drive sustainable performance in the sector.



➔ COMMITMENT TO THE VALUE CHAIN

Grupo Cooperativo Cajamar extends its environmental and social commitment to the procurement of services and resources from suppliers. In its relationship with suppliers, the Group demands respect for the environment and strict compliance with environmental legislation, as well as the minimisation of negative externalities and environmental impact resulting from their activities. Similarly, it demands respect for human rights in production processes. To do this, it implements the following actions:



● COMPROMISOS CON LA CADENA DE VALOR ➔

- Include in the supplier approval manual the requirement for mandatory adherence to Grupo Cooperativo Cajamar's core sustainability policies, including the Environmental and Social Policy.
- Incorporate the commitments set out in the Code of Ethics and Good Practices for suppliers, partners and subcontractors.
- Assess the environmental performance of suppliers, recognising the value of services and/or products with a positive environmental impact. This includes compliance with environmental legislation, commitment to environmental protection, implementation of an environmental management system that ensures efficient use of natural resources and minimises environmental impact, possession of environmental management accreditations and/or certifications, and evidence of prevention practices.
- Assess suppliers' social performance, particularly their respect for human and labour rights. The Group will refrain from working with those that fail to meet these standards and will actively promote behaviours aligned with its own values and principles.
- Give positive consideration to suppliers that have implemented efficient production processes that minimise the use of natural resources, greenhouse gas emissions, waste generation, discharges and hazardous substances. Value the implementation of systems for identifying, preventing and mitigating environmental risks and impacts.
- In the case of critical suppliers, require a sustainability report that evaluates and monitors their management of environmental factors. Establish a communication channel with suppliers through which evaluation results and areas for improvement will be shared based on the assessments conducted.



3 | GOVERNANCE FRAMEWORK

This policy applies across the whole of Grupo Cooperativo Cajamar, covering all the financial institutions that make the Group, all its activity centres, and all the people who are part of the organisation, in relation to their way of interacting with the environment and society, both directly and indirectly in the course of their activities. Likewise, this policy establishes a series of principles and commitments focused on creating long-term value in the relationship with the community and the context in which Grupo Cooperativo Cajamar operates with its stakeholders, including suppliers, members and customers, supervisors and regulators, investors, rating agencies and society in general.

Banco de Crédito Cooperativo (BCC) is the Group's parent company, so any reference to governing bodies or organisational structures, unless expressly indicated otherwise, shall be understood as referring to the bodies and structures of BCC as an individual institution. BCC's Board of Directors is responsible for approving the Environmental and Social Policy of Grupo Cooperativo Cajamar, at the proposal of the Sustainability and Agri-food Development Division.

The Sustainability and Agri-food Development Division is responsible for coordinating the definition, development and refinement of sustainability strategies and policies. In this context, the development of the present Environmental and Social Policy — covering matters related to society, climate and nature — falls under the remit of this Division.

Given the cross-cutting nature of this policy, the various relevant departments and divisions are responsible for its implementation, integration and execution within the scope of their operational activities and applicable internal regulations. They are also tasked with implementing monitoring and control mechanisms to assess progress and results.

This policy came into force in 2010. Its content is subject to regular review, with changes or updates made as deemed appropriate. The policy is reviewed annually, with the date of the most recent revision recorded in the Version Control and Revisions section. Grupo Cooperativo Cajamar's Environmental and Social Policy is published on its website, available for the general public.



4 | GUIDING STANDARDS AND COMMITMENT TO INITIATIVES

➔ PARTNERSHIPS AND PARTICIPATION IN INITIATIVES

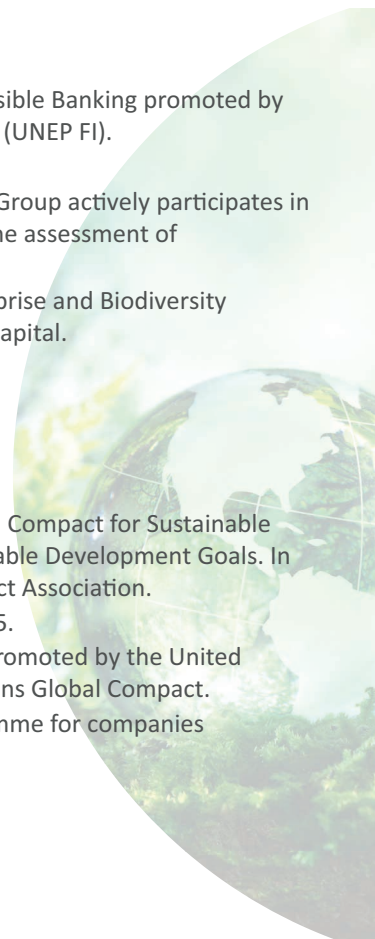
To fulfil this Environmental and Social Policy, Grupo Cooperativo Cajamar has signed up to initiatives that allow it to improve its ESG performance, seeking to be part of the most advanced movements in the field. In particular:

Environmental

- The Group is a founding signatory to the Principles for Responsible Banking promoted by the United Nations Environment Programme Finance Initiative (UNEP FI).
- Net Zero Banking Alliance (UNEP FI).
- TNFD (Taskforce on Nature-related Financial Disclosures): the Group actively participates in the TNFD Forum and the TNFD Spain Consultation Group for the assessment of nature-related impacts, risks and opportunities.
- Grupo Cooperativo Cajamar is a member of the Spanish Enterprise and Biodiversity Initiative (IEEB), signing the Pact for Biodiversity and Natural Capital.
- The Group is a founding member of Forética.

Social

- Corporate responsibility initiative of the United Nations Global Compact for Sustainable Development, committing to its ten principles and the Sustainable Development Goals. In addition, the Group is a member of the Spanish Global Compact Association.
- Commitment to the Diversity Charter for the period 2023-2025.
- Initiative to support the Women's Empowerment Principles, promoted by the United Nations for Gender Equality, UN Women, and the United Nations Global Compact.
- Target Gender Equality, a gender equality acceleration programme for companies participating in the UN Global Compact.
- Global Compact Initiative for Sustainable Suppliers.





→ GUIDING STANDARDS

In addition to the previous initiatives, the following standards, documents and initiatives have been used as a guide when developing the Group's environmental and social policy to establish best practices:

A. International regulations on Sustainability and Environment

Multilateral Agreements

- Paris Agreement (2015), adopted at the 21st Conference of the Parties (COP21) of the United Nations Framework Convention on Climate Change (UNFCCC).
- Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES), 1973.
- Ramsar Convention on Wetlands of International Importance, especially as Waterfowl Habitat (RAMSAR), 1971.
- Red List of Ecosystems and Endangered Species of the International Union for Conservation of Nature (IUCN)..
- World Database on Protected Areas (WDPA) of the United Nations Environment Programme (UNEP) and IUCN.
- Convention Concerning the Protection of the World Cultural and Natural Heritage, administered by UNESCO, 1972.

Global Initiatives

- Equator Principles, developed by financial institutions in collaboration with the International Finance Corporation (IFC) of the World Bank Group.
- United Nations Global Compact.
- United Nations Environment Programme Finance Initiative (UNEP FI).
- UNEP FI Principles for Responsible Banking (2019).
- United Nations Sustainable Development Goals (SDGs), Agenda 2030.
- United for Wildlife – Financial Taskforce, an initiative of the International Financial Group against Wildlife Trafficking, founded by Prince William and the Royal Foundation.

B. International Regulations on Human and Labour Rights

Human Rights

- Universal Declaration of Human Rights, adopted by the United Nations General Assembly in 1948.
- Guiding Principles on Business and Human Rights (UN), also known as the Ruggie Principles, adopted in 2011.

Labour Rights

- Fundamental Conventions of the International Labour Organization (ILO).
- OCDE Guidelines for Multinational Enterprises.



C. International and European Financial Regulations on Sustainability

European Directives and Regulations

- Regulation (EU) 2019/2088 on sustainability-related disclosures in the financial services sector (SFDR)
- Regulation (EU) 2020/852 on the establishment of a framework to facilitate sustainable investments (EU Taxonomy).
- Directive (EU) 2022/2464, known as the Corporate Sustainability Reporting Directive (CSRD).
- Directive (EU) 2024/1760 on Corporate Sustainability Due Diligence (CS3D).
- Directive (EU) 2019/882 European Accessibility Act (EAA). And Law 11/2023 with its transposition.

Regulatory Guidelines

- European Central Bank (ECB) Guide on Climate and Environmental Risk Management (2020).
- European Banking Authority (EBA) Guide on ESG Risk Management and Supervision (2022).

D. National Regulations

- Good Governance Code of the National Securities Market Commission (CNMV).
- Law 7/2021, of May 20, on Climate Change and Energy Transition.

E. Regulations on Environmental and Energy Management (ISO certifications)

- UNE-EN ISO 14001:2015 Environmental Management System.
- UNE-EN ISO 50001:2018 Energy Management System.



5 | GLOSSARY

Term	Description
ESG	Environmental, Social and Governance, a reference framework used to assess a company's performance in aspects beyond financial matters.
CITES	Convention on International Trade in Endangered Species of Wild Fauna and Flora.
CNMV	Spain's National Securities Market Commission.
COP	Conferences of the Parties to the United Nations Framework Convention on Climate Change.
CSRD	Corporate Sustainability Reporting Directive.
CS3D	Directive (EU) 2024/1760 of the European Parliament and of the Council on the Corporate Sustainability Due Diligence.
EAA	Directive (EU) 2019/882, European Accessibility Act.
GBF	Global Biodiversity Framework.
IEEB	Spanish Business and Biodiversity Initiative.
IFC	International Finance Corporation of the World Bank.
SRI	Socially Responsible Investment.
ILO	International Labour Organization.
RAMSAR	International treaty for the conservation and sustainable use of wetlands.
SFDR	Sustainable Finance Disclosure Regulation.
TNFD	Task Force on Nature-Related Financial Disclosures.
IUCN	International Union for Conservation of Nature.
UNEP FI	United Nations Environment Programme Finance Initiative.
UNESCO	United Nations Educational, Scientific and Cultural Organization.



6 | VERSION CONTROL AND REVISIONS

Version	Date	Description
1	2010	First version of the Environmental Policy.
2	24/06/2014	Update of the Environmental Policy in line with regulatory changes.
3	07/2017	As a consequence of implementing the energy management system (ISO 50001), compliance with the standard required a review and adaptation of the Environmental Policy, explicitly including the Group's energy policy and a series of points focused on energy efficiency.
4	30/05/2025	Review and approval of the update to the document. Change in the document structure; inclusion of actions related to climate, nature and agricultural and food development; update of the governance framework; inclusion of version control and reviews; and inclusion of reference standards. Expansion to the social sphere of politics, including the topics previously addressed in the Sustainability Policy, CSR Policy, Volunteer Policy, Energy Policy, Global Quality Policy, and Financial Inclusion Policy.



ENVIRONMENTAL AND SOCIAL POLICY



2025