Softtek®

# CSR 014- Sustainability Policy

Corporate Sustainability

June 2026

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## 1. Objective

At Softtek, a global leader in next-generation digital solutions, we recognize our commitment to sustainable development through technology by incorporating sustainable practices into our processes to make decisions with environmental, social, and corporate governance awareness. In doing so, we add value to our business, ensure its long-term continuity, and contribute to building a more sustainable future by meeting present needs without compromising the ability of future generations.

We strive to balance our operations across the three pillars of sustainability: environment, social well-being, and economic growth, through our Environmental, Social, and Governance (ESG") strategy, which incorporates the 10 principles of the United Nations Global Compact, to which we are committed, and considers the Sustainable Development Goals of the 2030 Agenda

## 2. Scope

This policy has a global scope and applies to employees, service providers, trainees, and shareholders. Our commitment also extends to companies—suppliers, partners, and clients—with whom we maintain business relationships.

## 3. Definitions

Sustainability: The organization's commitment to responsible development, balancing economic growth, environmental protection, and social well-being. It involves integrating environmental, social, and governance (ESG) criteria into decision-making, promoting ethical, efficient, and resilient practices that generate long-term value for all stakeholders, without compromising the ability of future generations to meet their own needs.

Stakeholders: Individuals, communities, organizations, or entities that are directly or indirectly affected by the company's activities or that can influence its economic, social, and environmental performance.

## 4. General guidelines

This policy is aligned with the sustainability strategy "Innovation that transcends," which includes three pillars, four focus areas, and eleven commitments:

- Pillars: Governance, Culture, Ethics
- Focus areas: Planet, People, Community, and Business
- Initiatives: a) Planet: Circular Economy, Climate Action, Energy Efficiency b) People: Diversity & Inclusion, Holistic Well-being, Human and Labor Rights c) Community: Social Responsibility, Strategic Alliances d) Business: Sustainable Procurement, Integrity Program, Quality

## 5. Our pillars

**5.1.** Gobernance: Ensures the integrity, transparency, and effectiveness of our sustainability strategy through risk management and regulatory compliance.

**5.2.** Softtek Culture: We foster a flexible and human-centered environment that promotes professional development and well-being in all dimensions for our Softtekians. We strive to build strong, healthy, and lasting relationships based on trust, respect, and collaboration.

**5.3.** Ethics: We are committed to ensuring that integrity, honesty, respect, transparency, and responsibility guide every decision and action we take. This principle governs our relationships with employees, clients, suppliers, and communities, promoting growth and innovation within a framework of respect for human rights, inclusion, and collective well-being.

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## 6. Our commitments

**6.1.** The planet

**6.1.1.** Minimize the environmental impact of our operations to preserve and protect the environment.

**6.1.2.** Responsibly manage electronic waste through recycling or donation to promote a circular economy model.

**6.1.3.** Reduce the carbon footprint of our operations to help mitigate climate change.

**6.2.** People

**6.2.1.** Promote safe, healthy, diverse, and inclusive workplaces that foster a culture of personal and professional growth for all employees.

**6.2.2.** Respect, protect, and promote the Human Rights of all our stakeholders.

**6.3.** La Community

**6.3.1.** Generate value in the communities where we live and work, support our business partners, and positively contribute to societal well-being.

**6.4.** Business

**6.4.1.** Promote sound corporate governance practices that ensure compliance with business objectives and transparency in decision-making, strengthening integrity, ethics, quality, and business profitability.

## 7. Principles

The Sustainability strategy is the reference framework that conveys a cross-functional commitment across the organization and should serve as the starting point to guide our actions. Therefore, each area, industry, or Value Enable Unit (VEU) must rely on the following principles when defining their efforts to contribute to Sustainability:

**7.1.** Operational excellence: Business operations must focus on the efficient and effective use of Softtek's resources.

**7.2.** Sustainable people and communities: Each area must contribute to the well-being of our employees and the communities where Softtek operates, acting as an agent of sustainable development.

**7.3.** Sustainable procurement: Each area must communicate and demonstrate to clients and suppliers its commitment to environmental, social, and governance objectives, strengthening relationships as business partners.

**7.4.** Environmental management: Demonstrate a fundamental commitment to the preservation and protection of the environment.

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## 8. Sustainability Management

We are committed to establishing an organizational structure that ensures:

**8.1.** Coordination of the implementation of the sustainability strategy between the corporate sustainability area and the involved areas.

**8.2.** Analysis of the required documentation and guidelines to understand and apply the minimum standards established for initiatives.

**8.3.** Measurement and reporting to the Board of Directors on sustainability performance results.

**8.4.** Alignment of strategic decisions with sustainability objectives.

**8.5.** Collaboration with clients, suppliers, and stakeholders to strengthen sustainability objectives.

**8.6.** Continuous promotion of sustainability culture and knowledge among all employees so they integrate it into their daily activities.

## 9. Measure, Communication and Disclosure

Transparency is one of our core values; therefore, in collaboration with other areas, industries, or VEUs, we are committed to annually publishing information on our environmental, social, and governance performance for all stakeholders.

**9.1.** Ensure accurate, timely information aligned with selected reporting frameworks.

**9.2.** Share information for the preparation of the annual integrated report and for any communication with stakeholders.

**9.3.** Prepare progress reports on relevant key performance indicators.

## 10. Related Documents

Code of Ethics

Environmental Policy

Diversity & Inclusion Policy
Human Rights Due Diligence Policy
Universal Declaration of Human Rights

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