BERKELEY minera ESPAÑA S.L.

# PERFORMANCE OF THE 2023-2024 SUSTAINABILITY PLAN



AENOR ENVIRONMENTAL MANAGEMENT ISO 14001

AENOR SUSTAINABLE MINING MANAGEMENT UNE 22480

AENOR OCCUPATIONAL HEALTH & SAFETY ISO 45001

REDUZCO COMPENSO CALCULO 2021 2

REDUZCO COMPENSO CALCULO 2022 2

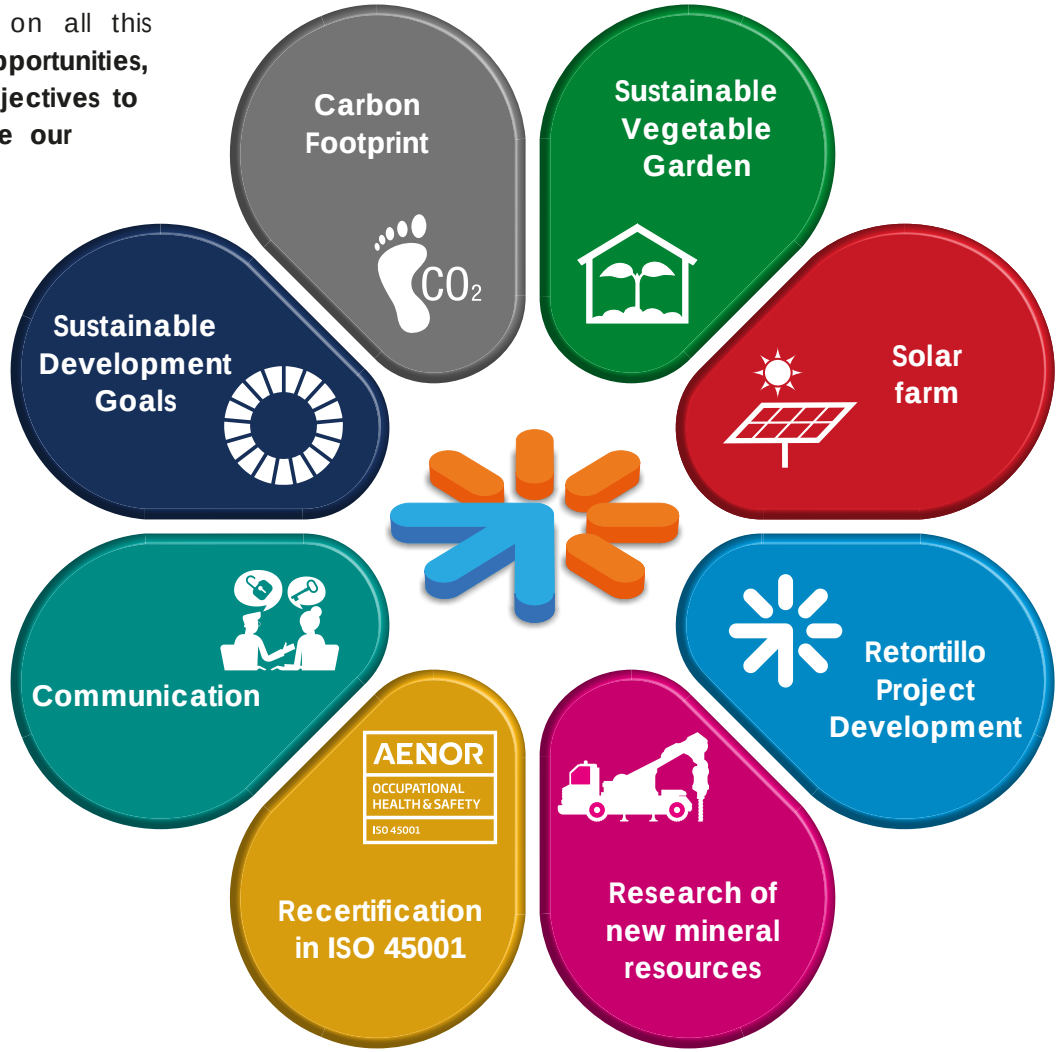
REDUZCO COMPENSO CALCULO 2023 2

# 2023-2024 Sustainability Plan

**We have designed our Sustainability Plan taking into account the environmental, social and economic characteristics of our environment, as well as our internal context.** Based on all this information, **we have carried out an analysis of risks and opportunities, evaluated each of them and defined the necessary objectives to address the most significant issues in order to improve our sustainability performance.**

The details of this procedure are described in section 3: "Sustainability and Social Responsibility" of the "Sustainability Report 2020".



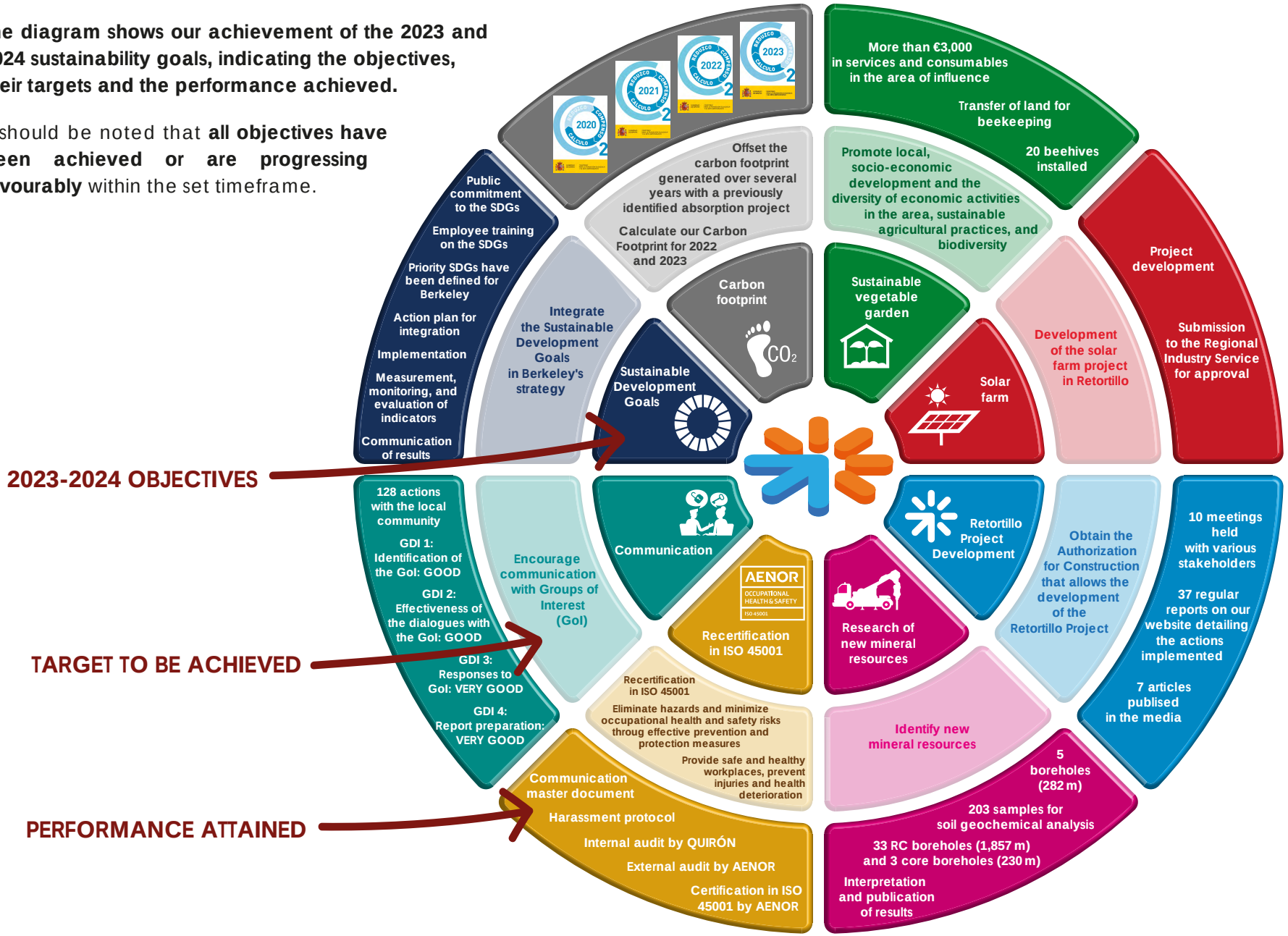




**The Sustainability Plan designed for the years 2023 and 2024 consists of the 8 objectives depicted in the image.**

# 2023-2024 Sustainability Plan

**The diagram shows our achievement of the 2023 and 2024 sustainability goals, indicating the objectives, their targets and the performance achieved.**

It should be noted that **all objectives have been achieved or are progressing favourably** within the set timeframe.



# Objective 1: “Sustainable garden and beekeeping”

## 1 SUSTAINABLE GARDEN AND BEEKEEPING



**DUE BY: 2025**

**LEVEL OF COMPLIANCE: 2023 ACHIEVED ✓**
**2024 IN PROGRESS**

| AIMS | MEASURES | PERFORMANCE |
|---|---|---|
| 1.1 Promote local socioeconomic development<br>1.2 Promote the diversity of economic activities in the environment<br>1.3 Provide food to those in need<br>1.4 Encourage sustainable practices in agriculture<br>1.5 Encourage biodiversity | ✓ Recruiting local Manpower, procuring local services and purchasing local consumables<br>✓ Identifying sustainable practices<br>✓ Searching for suitable land within Berkeley owned plots for beekeeping<br>✓ Searching for beekeepers in Salamanca<br>✓ Signing land transfer agreements for the development of beekeeping activities<br>✓ Installing beehives to promote pollination<br>✓ Launching agricultural production (honey) | - Recruitment of local worker<br>- €3,165 in services from the area of influence<br>- 20 hives<br>- Approximately 200,000 bees<br>- 1.13% of plots transfered for beekeeping in Retortillo |

# Objective 1: “Sustainable garden and beekeeping”

The creation of the Sustainable Garden aims t**o boost economic activity in the area** and encourage the local population to engage in natural agriculture as a viable economic resource and a sustainable way to utilise the land.

To support this objective, all consumables and necessary resources are sourced within the province of Salamanca, with preference given to suppliers located as close as possible to Retortillo. **This approach fosters local socio-economic development**.

To ensure the sustainable management of the garden, several practices have been implemented: **natural agriculture, the use of animal-based fertilisers, the exclusion of chemical herbicides and pesticides, and the adoption of drip irrigation to reduce water consumption**. **A local company has been contracted to install the drip irrigation system**, and water is sourced directly from a well on the property. Consequently, the Sustainable Garden supports environmentally responsible agricultural practices in line with EU guidelines.

Agriculture plays a crucial role in achieving the Sustainable Development Goals (SDGs). It is the most cross-cutting sector within the sustainable development agenda, influencing issues such as poverty, hunger, biodiversity loss, climate change, unemployment, water use, healthy living, security, women’s empowerment, desertification, energy, inequality, consumption, and the protection of ecosystems. No other economic sector is as extensively integrated into the SDGs as agriculture. Thus, agriculture must be seen as a key part of the solution to the sustainability challenge.

**Pollination is also essential for the survival of ecosystems** and for the production of many crops and plant species. **Bees play a critical role in biodiversity conservation**; they act as indicators of environmental health and **contribute significantly to sustainable development**.

Beekeeping is one of the core objectives outlined in our Sustainability Plan. Through bee pollination, biodiversity is enhanced in the surrounding environment, which we consider essential to maintaining ecological balance and worth preserving. **Promoting beekeeping in the area supports biodiversity conservation and contributes to rural socio-economic development by fostering new agricultural activities that advance sustainable development in the Province of Salamanca**.

# Objective 1: “Sustainable garden and beekeeping”

To carry out this activity, Berkeley assessed the available land to identify areas suitable for the placement of beehives, selecting the most appropriate plot based on the availability of food and water sources for the bees. The Company also prioritised finding a site located on elevated, clear terrain with a south-facing orientation, which is highly beneficial for bee colonies.

Following the land selection, several beekeepers from Salamanca were consulted and invited to inspect the site to confirm its suitability. **Since 2021, beehives have been installed on our plots. In 2023, a total of 20 hives were established, housing approximately 200,000 bees, which successfully carried out their pollination role. Although it was not possible to install hives in 2024 due to a shortage of equipment, we plan to reintroduce them to our land in 2025**.

Our objective is to promote economic diversification in the local environment. Beekeeping contributes significantly to the achievement of multiple Sustainable Development Goals (SDGs), including SDGs 1, 2, 3, 8, 9, 12, 13, and 15, as outlined below:

- SDGs 1, 3, 9: Bees help support resilient livelihoods and generate employment opportunities, particularly for smallholder farmers in economically vulnerable areas. This supports efforts to eradicate poverty (SDG 1: No Poverty), improve health and well-being (SDG 3: Good Health and Wellbeing), and foster innovation and infrastructure (SDG 9: Industry, Innovation and Infrastructure).
- SDGs 2, 12: Pollinators are vital to sustainable agriculture, influencing around 35% of the world's agricultural land and contributing to the production of 87% of major global food crops. This supports the fight against hunger (SDG 2: Zero Hunger) and promotes sustainable consumption and production patterns (SDG 12: Responsible Consumption and Production).
- SDG 8: Pollination is among the most impactful agricultural ecosystem services, with the potential to boost crop yields by up to 25%, thus fostering decent work and economic growth (SDG 8: Decent Work and Economic Growth).
- SDG 13: Bees also serve as bioindicators, offering insights into climatic changes based on their presence or absence, thereby contributing to climate action (SDG 13: Climate Action).
- SDG 15: Additionally, bees support the maintenance of ecological balance, biodiversity, and the health of terrestrial ecosystems (SDG 15: Life on Land).

**The implementation of these initiatives serves as further evidence of the compatibility of mining operations with environmentally responsible and sustainable business practices. Our goal is to foster economic diversity while supporting local development and ecological stewardship.**

# 2 SOLAR FARM

**DUE BY: 2025**

**LEVEL OF COMPLIANCE: ADVANCED**



| AIMS | MEASURES | PERFORMANCE |
|---|---|---|
| 2.1 Build a photovoltaic solar park that will supply the mine with renewable energy, preventing the emission of more than 3,000 tons of $CO_2$ and more than 1,000 tons of oil | ✓ Development of the solar park project in Retortillo | - Project development<br>- Presentation to the corresponding public ruling services for authorization |

# Objective 2: “Solar farm”

Energy production from renewable sources continues to grow worldwide. According to estimates by the International Energy Agency (IEA), by the end of 2023, 450 GW of new green energy will have been installed worldwide, two-thirds of which will be photovoltaic systems.

That is why Berkeley has decided **to implement a solar energy system in the Project, in line with the Company's ongoing commitment to environmental sustainability and to continuing to have a positive impact on society and the environment**.

The chosen location has an abundance of natural sunlight that favors solar power generation, **a reliable source of low-cost energy that is free of carbon dioxide production**. In addition to making a significant contribution to reducing carbon dioxide emissions, the proposed solar energy system will potentially contribute to reducing the Project's energy-related operating costs.

The proposed installation will have an installed capacity of 20.1 MW and will be able to supply up to 75% of the Project's energy requirements. The scope of work included a detailed analysis evaluating storage capacity versus operating and capital costs to ensure the optimal outcome of the Project. The benefits of implementing a solar energy system are:

- **Against climate change**. Photovoltaic solar energy does not emit greenhouse gases, so it does not contribute to global warming. In fact, it is one of the most efficient renewable technologies in the fight against climate change.
- **Non-polluting**. It should be noted that photovoltaic solar energy does not emit toxic or polluting substances, which can be very harmful to the environment and to humans.
- I**t is inexhaustible and renewable**. Unlike traditional energy sources, whose reserves are finite, the sun's energy is available worldwide and adapts to natural cycles. This makes it an essential element of a sustainable energy system that allows for present development without jeopardizing that of future generations.
- **Increasingly competitive**. Today, renewables, specifically wind and solar power, are cheaper than conventional energies in much of the world. The main renewable technologies are drastically reducing their costs, making them fully competitive with conventional energies in a growing number of locations and becoming the most sustainable solution, not only environmentally but also economically.
- **Generates local wealth and employment**. In addition, photovoltaic solar energy is a native energy source, available in practically the entire planet, which contributes to reducing energy imports and creating wealth and employment locally. For all these reasons, the production of electricity through photovoltaic energy and its efficient use contribute to sustainable development.

# 3 RETORTILLO PROJECT DEVELOPMENT



**DUE BY: 2025**

**LEVEL OF COMPLIANCE: ADVANCED**

| AIMS | MEASURES | PERFORMANCE |
|---|---|---|
| 3.1 Obtain the Authorisation for Construction that allows the Retortillo Project to be developed | ✓ Define the actions required to obtain the pending permit<br>✓ Implement the actions required to obtain the pending permit<br>✓ Stakeholder participation<br>✓ Appropriate communication strategy | - The Action Plan has been designed<br>- The Action Plan has been implemented<br>- For stakeholder engagement, 10 meetings have been held in 2023 and 2024<br>- 37 periodic reports have been published on our website in 2023 and 2024<br>- Also, 7 articles have been published in the media during these last two years |

# Objective 3: “Retortillo Project Development”

We are convinced that Berkeley's Salamanca Project is an opportunity for progress, as we find ourselves in a context in which Spain is facing problems caused by the economic crisis, the energy crisis, the depopulation of rural areas and unemployment. Berkeley can provide a way forward to help combat these difficulties in the three areas of sustainability: social, environmental and economic.

**SOCIAL:**

The Salamanca Project is developed in a depopulated rural area, thus helping to combat "España vaciada (Empty Spain)" and creating jobs. It is estimated that the Company could generate around 2,500 direct and indirect jobs, which would not only bring greater socioeconomic development to a depopulated area, but would also help to considerably reduce the unemployment rate in the province of Salamanca (13.82% in February 2025, more than 8,700 unemployed people in Salamanca). The construction of the mine would therefore improve this employment situation and would also be a source of wealth for the region for at least 14 years.

**ENVIRONMENTAL:**

The European Commission has added nuclear energy to the European green taxonomy as it hardly produces any carbon dioxide emissions and has been recognised as a necessary alternative in the energy mix to combat climate change.

We have been certified in sustainability standards since 2012; ISO 14001 "Environmental Management" and UNE 22480/70 "Sustainable Mining Management".

Notably, we received the CFI.co sustainability award for the largest contribution to sustainable mining in Europe in 2020.

**ECONOMIC:**

We have invested just over €102,000,000 and plan to invest a further €400,000,000 in the project.

We provide foreign investment to Spain, as our largest investors to date have been from the UK and Australia.



# Objective 3: “Retortillo Project Development”

The war in Ukraine has highlighted the importance of guaranteeing energy supplies to Europe. In this respect, Spain has the largest uranium reserve in the European Union in Salamanca, with the capacity to cover national demand and to position itself as an energy independent country for the supply of this material to the national nuclear power plants, which currently consume approximately 1,260 tonnes of uranium per year. However, Spain currently spends more than €145,000,000 a year buying uranium from other countries that represent a geopolitical risk, such as Russia, Uzbekistan and Kazakhstan, instead of using its own resources. Specifically, 20.5 per cent of the energy consumed in Spain in 2022 was produced by nuclear energy.

Nuclear power is going to be a key part of Europe's energy and environmental policy. This energy from nuclear power plants is reliable and resilient, manageable 24 hours a day, seven days a week and totally independent of weather conditions or the time of day. It also generates employment, which is key to rural development in Spain.

The main goal is to obtain the Authorisation for Construction that will allow the development of the Retortillo Project, as the first stage of the Salamanca Project.

The measures required include implementing permitting actions, stakeholder involvement and employing the appropriate communication strategy.

The scope achieved to date is as follows:

- **Action Plan.**
- **Quarterly Reports** make these actions public and serve as communication to Stakeholders.
- **Meetings are held with Stakeholders** in order to involve them.

# 4 RESEARCH OF NEW MINERAL RESOURCES



**DUE BY: 2025**

**LEVEL OF COMPLIANCE: ADVANCED**

| AIMS | MEASURES | PERFORMANCE |
|---|---|---|
| 4.1 Identify new mineral resources within Berkeley’s tenements | ✓ Stage I mining research:<br>- Geological Mapping<br>- Geochemistry<br>- Spectrometric Analysis<br>- Data Interpretation and Reporting<br>✓ Stage II mining research:<br>- Geological Mapping<br>- Geophysics<br>- Trenches<br>- Drilling campaings<br>- Data Interpretation and Reporting<br>✓ Stage III mining research:<br>- Drilling campaigns<br>- Petrography and Mineralogical Study<br>- Geological Model<br>- Mineral Resource Estimation | - Stage I soil sampling: 87 samples in 200x200 m mesh<br>- Stage II soil sampling: 116 samples in 100x100 m grid<br>- Drilling campaign: 5 boreholes and 282 m drilled<br>- Interpretation and publication of results<br>- Stage III drilling campaign: 33 RC boreholes with 1,857 m drilled and 3 core boreholes with 230 m drilled |

# Objective 4: “Research of New Mineral Resources”

After analysing the context in which we find ourselves in Spain, in which there is a problem caused by:

- The economic crisis; Spain is one of the only countries in Europe that has not recovered its pre-pandemic level of production, the CPI has soared to its highest rate in 37 years and the Russian invasion of Ukraine is further aggravating economic problems.
- Rural depopulation and unemployment; Salamanca continues to empty: 23,000 fewer inhabitants in 2022 than in 2012 according to the Spanish Institute of Statistics.
- That Salamanca is an area rich in tin, tungsten and even has areas where "rare earths" and other metals such as lithium or rubidium have been found.
- Also, the Ilustre Colegio Oficial de Geólogos (ICOG - Spanish National Geologist Association) has requested that Spain's hydrocarbon and mineral resources be explored.
- Moreover, Europe encourages mining research into elements related to the green economy and the domestic supply of these elements in order to avoid dependence on third countries.

We have assessed the risks and opportunities, concluding to define the objective of identifying new metallic mineral resources (lithium, tin, tungsten, rare earths...).

This is why we have designed the following Research Programme:

***Mining Research - Stage I:***

- Geological Mapping
- Geochemistry
- Spectrometric Analysis
- Data Interpretation and Reporting

***Mining Research - Stage II:***

- Geological Mapping
- Geophysics
- Trenches
- Drilling Campaigns
- Data Interpretation and Reporting

***Mining Research - Stage III:***

- Drilling Campaigns
- Petrography and Mineralogical
- Study
- Geological Model
- Mineral Resource Estimation

**The scope achieved to date is as follows:**

The soil geochemistry campaign carried out indicated high values for lithium in the Northern Area of the Conchas I Permit. The tin values of the Central Area do not have sufficient grade or extension to be considered in future works, so these will focus only on the aplo-pegmatite leucogranite zone north of the Permit. The work has been programmed in three phases where each of them depends on the results obtained in the previous one.

# Objective 4: “Research of New Mineral Resources”

In November 2022, the **drilling campaign** planned for the CONCHAS-I Exploration Permit was carried out. The drilling programme included five reverse circulation (‘RC’) holes drilled at wide intervals, with a total of 282 metres drilled. The drill samples were sent for multi-element analysis. Subsequently, a series of mineralogical studies were conducted to determine the present minerals and understand their characteristics and properties. The results of these studies indicate that the mineralised muscovite leucogranite is composed mainly of plagioclase (average content of 55%) and quartz (average content of 25%), with potassium feldspar, muscovite mica and Li-mica in the remainder of the rock. The samples have an average Li-mica content of 3%.

A follow-up RC drilling and core recovery programme was completed in late 2024, focused on improving confidence in the geology, continuity and grade distribution of the multi-element mineralisation zone. The drilling programme comprised 33 RC holes totalling 1,857 metres drilled on a 100-metre by 100-metre grid, with depths ranging from 16 metres to a maximum of 169 metres. In addition, three 230-metre core boreholes were drilled to collect samples for metallurgical testing.

All holes intersected muscovite leucogranite hosting mineralisation, confirming and improving the results obtained in the 2022 drilling campaign

**Next steps:**

- Representative samples obtained from the three core recovery holes from the 2024 campaign have been sent to the University of Oviedo laboratory for preliminary metallurgical testing.
- The metallurgical testing programme has been designed to evaluate the potential recovery of Li, Rb and other elements of economic interest and will include crushing and grinding (calculating the adhesion index), gravity (templates, vibrating tables and multigravity separator), high intensity, wet and dry magnetic separation of concentrates, foam flotation and sample characterisation.
- A 3D model of the drill data will also be developed to refine the geological interpretation and evaluate the volumes, average grade and grade distributions for Li and Rb mineralisation at different cut-offs.

**Conclusion:**

- Stage I has been completed with the work carried out.
- Stage II has been completed with the work carried out (see Quarterly Report for March 2023).
- Stage III is currently in progress (see Quarterly Reports for September and December 2024).

# Objective 5: “Recertify in ISO 45001”

## 5 RECERTIFY IN ISO 45001

**DUE BY: 2025**

**LEVEL OF COMPLIANCE: ACHIEVED ✓**




| AIMS | MEASURES | PERFORMANCE |
|---|---|---|
| 5.1 Recertify in ISO 45001<br>5.2 Provide safe and healthy workplaces, prevent injury and ill health<br>5.3 Eliminate hazards and minimise occupational health and safety risks through effective prevention and protection measures | ✓ Review and update documentation by the Health and Safety Department by any other department involved<br>✓ Adapt the System to the Company's new activities and situation<br>✓ Review by Company Management Team<br>✓ Internal audit by QUIRÓN<br>✓ External audit by AENOR | - Review and update context, SWOT analysis, objectives, training plan and maintenance plan<br>- Creation of a communication matrix<br>- Harassment protocol<br>- Review and approval by Management<br>- Internal audit carried out by QUIRÓN<br>- External audit carried out by AENOR<br>- ISO 45001 certification obtained |

# Objective 5: “Recertify in ISO 45001”

Berkeley, committed to occupational health and safety, has among its **objectives** the **recertification of the System based on the ISO 45001 Occupational Health and Safety Management Systems standard has been proposed,** replacing OHSAS 18001 as the international standard for occupational health and safety management systems, **aimed at protecting workers and visitors from accidents and occupational illnesses**. ISO 45001 certification was developed to mitigate any factors that could cause irreparable harm to employees or the business, adopting a proactive approach that requires hazard risks to be assessed and corrected before they cause accidents and injuries.

Previously, the system was already accredited under both the former OHSAS 18001 and the current ISO 45001 standards. With a view to a future in which new activities may begin, and in order to roll out the system so that it is fully implemented and operational in the eventual situation of exploration and other mining activities, it has been decided to recertify the System.

In 2023, an **Internal Audit** of the Health and Safety Management System was carried out by Quirón Prevención. This audit found an effective system of communication and participation among the different members of the Company, as well as consultation and support and monitoring of the Health and Safety Management System by senior management and department heads.

Berkeley is also certified under ISO 14001 for Environmental Management Systems and UNE 224470 and 22480 on Sustainable Mining Management, which certify senior management's support for management systems as a tool for controlling, planning and organising in order to optimise and improve the Company's results without compromising essential aspects such as sustainability, quality, relations with stakeholders and, in this case in particular, health and safety.

Given that the scope of the Health and Safety Management System is established in the exploration activities for uranium minerals (section D) and in section C) minerals, in order to be certified in the AENOR External Audit, it was necessary to wait for exploration activities with drilling, scheduled for the third quarter of 2024.

In 2024, a new **Internal Audit** of the Health and Safety Management System was carried out by Quirón Prevención, and finally, the **External Certification Audit** was carried out by the accredited auditing body AENOR, during the month of October for the field visit and inspection of drilling activities, and in November for the documentation review.

This objective was achieved on 2 December 2024, following the issuance of the corresponding certificate by AENOR.

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HEALTH & SAFETY
ISO 45001

# Objective 6: “Communication”

# 6 COMMUNICATION

**DUE BY: 2025**

**LEVEL OF COMPLIANCE: ACHIEVED ✓**



| AIMS | MEASURES | PERFORMANCE |
|---|---|---|
| 6.1 Encourage communication with our Stakeholders and take into account their needs and expectations in the development of the project | ✓ Produce regular sustainability reports in order to maintain informed our stakeholders about our sustainability performance<br>✓ Take into account the views of our stakeholders on key issues | We have carried out 73 actions of participation in 2023 and 55 actions of participation in 2024 with the local community<br>The performance of our communication indicators is as follows: |

| | 2023 | 2024 |
|---|---|---|
| STH 1 - Identification level with stakeholders | *Good* | *Good* |
| STH 2 - Inclusion and Efficiency level of dialogues with stakeholders | *Good* | *Good* |
| STH 3 - Level of the reply mechanisms of stakeholders | *Very good* | *Very good* |
| STH 4 - Level of reporting | *Very good* | *Very good* |

# Objective 6: “Communication”

Good communication with our stakeholders is vital to maintain a good relationship, to detect opportunities for improvement for the progress of the project, minimize risks, to generate trust and to contribute to sustainability.

**Our Policy includes the commitment to make an effective and appropriate communication taking into account each circumstance and responding to the information needs of its interested parties** in order to establish a good relationship with them. Therefore, **the information we provide is accurate, verifiable, understandable and appropriate for the recipients**.

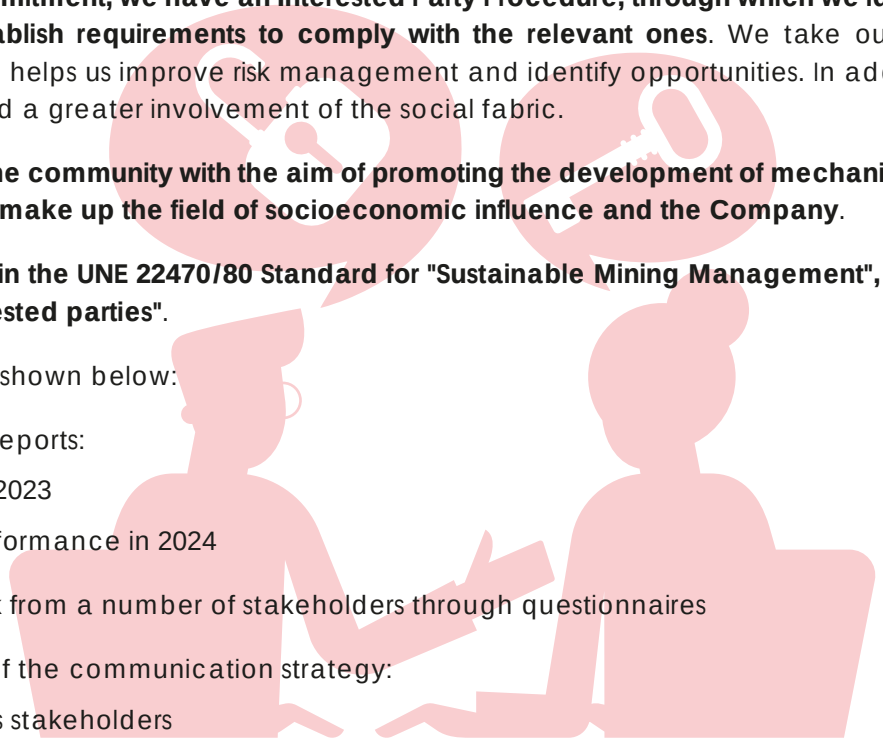
**To ensure compliance with this commitment, we have an Interested Party Procedure, through which we identify our stakeholders, collect their needs and expectations, and establish requirements to comply with the relevant ones**. We take our stakeholders into account in the Company's decision-making, which helps us improve risk management and identify opportunities. In addition, it seeks to promote the social responsibility of the organization and a greater involvement of the social fabric.

We carry out **multiple actions with the community with the aim of promoting the development of mechanisms of communicative participation between the interested parties that make up the field of socioeconomic influence and the Company**.

**Since 2012 we have been certified in the UNE 22470/80 Standard for "Sustainable Mining Management", which has the indicator "Number of actions for the involvement of interested parties"**.

Their performance over the years is shown below:

- Preparation of Sustainability Reports:
  - 2022 Sustainability Plan in 2023
  - 2022-2023 Sustainable Performance in 2024
- We have collected feedback from a number of stakeholders through questionnaires
- Design and implementation of the communication strategy:
  - Meetings held with various stakeholders
  - Articles published in the media, as well as other media relations
  - Periodic reports published on our website communicating the actions implemented



# Objective 7: “Integrating the SDGs in Berkeley´s strategy”

## 7 SUSTAINABLE DEVELOPMENT GOALS (SDGs)



**DUE BY: 2025**

**LEVEL OF COMPLIANCE: ACHIEVED ✓**

| AIMS | MEASURES | PERFORMANCE |
|---|---|---|
| 7.1 Integration and alignment of the Sustainable Development Goals (SDGs) in Berkeley's sustainability strategy | ✓ Berkeley public compromise with the SDGs<br>✓ Training on the SDGs (Disseminating the importance and making Berkeley staff aware of the importance of the SDGs)<br>✓ Prioritization of Priority SDGs<br>✓ Action Plan for integration<br>✓ Implementation<br>✓ Measurement and monitoring of indicators<br>✓ Assessment<br>✓ Communication of results | The following has been achieved:<br>- 8 out of 8 actions completed, representing 100% of the target achieved |

# Objective 7: “Integrating the SDGs in Berkeley´s strategy”

**The Sustainable Development Goals (SDGs) are a universal call to action to end poverty, protect the planet, and improve the lives of people around the world.**

In 2015, **all United Nations Member States adopted 17 Goals as part of the 2030 Agenda for Sustainable Development,** which sets out a plan to achieve the Goals in 15 years.

The SDGs should be a guide that **enables companies to identify whether their social, economic and environmental impact adds value to society**, thereby strengthening their reputation and their relationships with various stakeholders.

**We are aware of the importance of the SDGs and the 2030 Agenda, which is why we have decided to integrate them into our business strategy**. To this end, we have established measures to ensure that they are integrated into our internal management.

**In compliance with the measures established, we have made a public commitment to the Sustainable Development Goals (SDGs). We have also communicated the importance of the SDGs to our staff** through specific training on the SDGs and regular communications aimed at raising awareness, training and sensitising staff.

The following priority SDGs were defined for Berkeley**:**




To contribute to these priority SDGs, Berkeley has taken a series of actions and used indicators to measure and monitor its progress, as shown below:

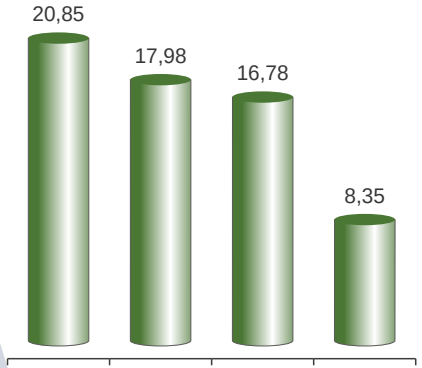
# Objective 7: “Integrating the SDGs in Berkeley´s strategy”

13 CLIMATE ACTION

## CARBON NEUTRAL

**In addition to calculating and reducing our carbon footprint, we have offset it through an absorption project, achieving carbon neutrality**

## $CO_2$ EQUIVALENT EMISSIONS CARBON FOOTPRINT ($tCO_2eq$) -59.95 %




*Data corresponding to the carbon footprint registry of the Spanish Ministry of Ecological Transition andDemographic Challenge from 2020 to 2023.

## Measure

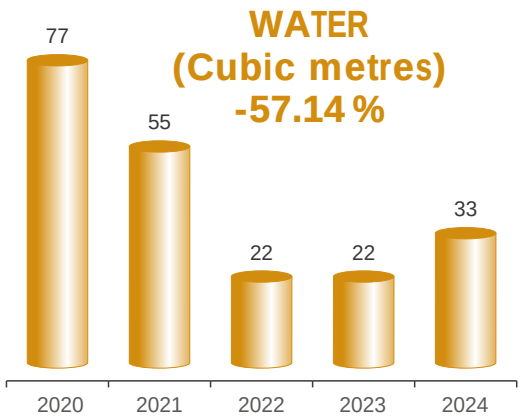
13.2 I*ncorporate **climate change** measures into national policies, strategies and plans*

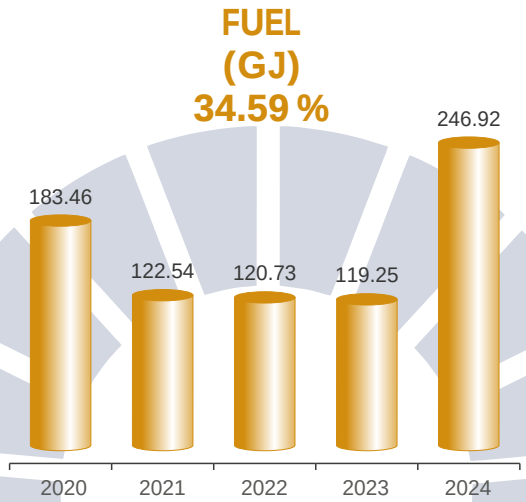
## Berkeley’s response

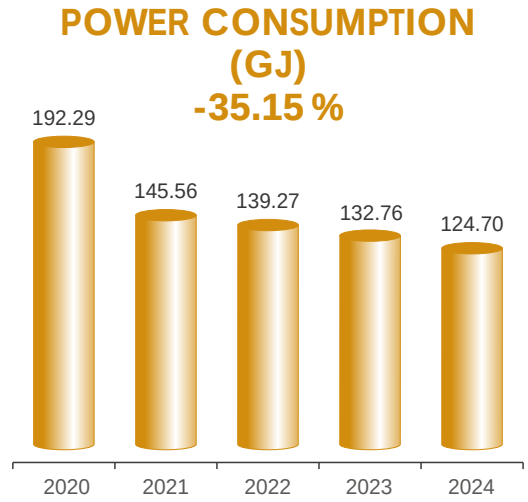
- ✓ Working from home is maintained, which minimizes travel and therefore $CO_2$ emissions.
- ✓ In 2023, our electricity supply came from a supplier with a Guarantee of Origin (Go) certificate, which ensures that 100% of the energy comes from renewable sources, contributing to the reduction of our $CO_2$ emissions.
- ✓ Addition of a non-plug-in hybrid petrol vehicle to our fleet.
- ✓ Solar Plant Project to produce renewable energy.

# Objective 7: “Integrating the SDGs in Berkeley´s strategy”




## Measure

12.2 *By 2030, ensure* ***sustainable management of natural resources and their efficient use***.

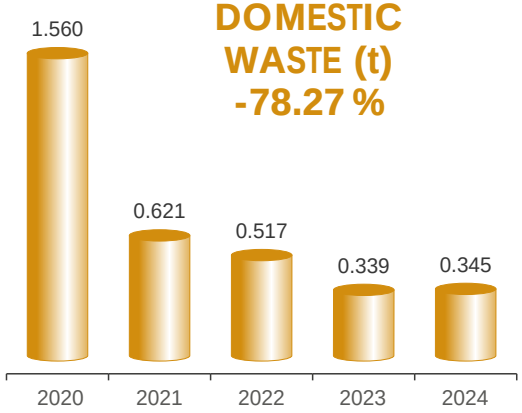
## Berkeley’s response

- ✓ Working from home is maintained, which minimises travel and therefore the consumption of fossil fuels.
- ✓ Installation of a drip irrigation system in the sustainable vegetable garden.
- ✓ Document digitisation procedure.

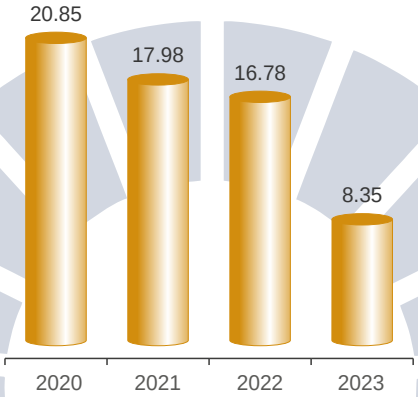
# Objective 7: “Integrating the SDGs in Berkeley´s strategy”

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

## DOMESTIC WASTE (t) -78.27 %

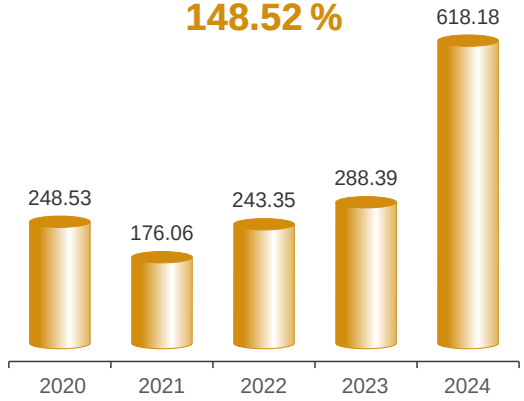



## $CO_2$ EQUIVALENT EMISSIONS CARBON FOOTPRINT ($tCO_2eq$) -59.95 %




*Data corresponding to the carbon footprint registry of the Spanish Ministry of Ecological Transition and Demographic Challenge from 2020 to 2023

## TOXIC SUBSTANCES (Kg) 148.52 %




## Measure

12.4 *By 2030, achieve **the environmentally sound management of chemicals and all waste** throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil so as to minimise their adverse effects on human health and the environment.*

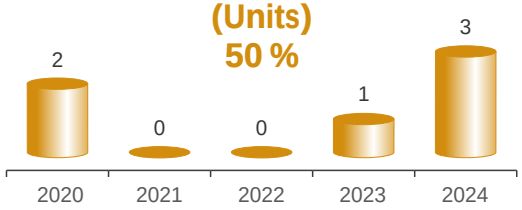
## Berkeley’s response

- ✓ In 2024, hazardous and non-hazardous waste was collected by an authorised waste management company.
- ✓ Life cycle analysis in survey campaigns.

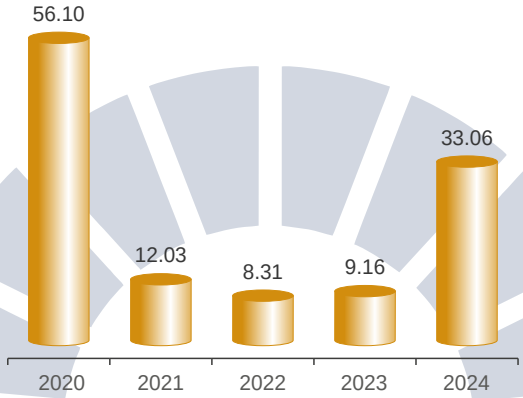
# Objective 7: “Integrating the SDGs in Berkeley´s strategy”

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

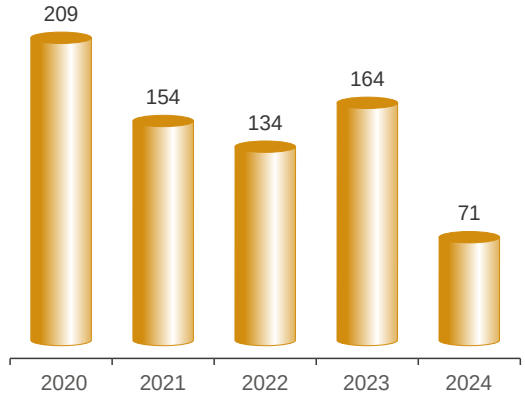
**TONER (Units) 50 %**




**PAPER (Kg) -83.67 %**




**TRAINING ON THE ENVIRONMENT AND SUSTAINABLE PRACTICES (hours) -66.03 %**




## Measure

12.6 *Encourage companies, especially large and transnational companies, to* ***adopt sustainable practices and incorporate sustainability information into their reporting cycle***.

12.8 *By 2030, ensure that people everywhere have* ***the relevant information and knowledge for sustainable development and lifestyles in harmony with nature.***

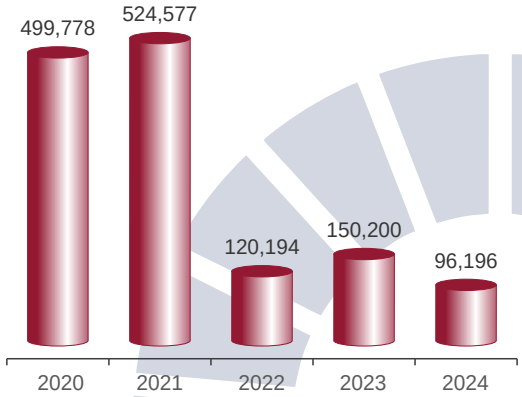
## Berkeley’s response

- ✓ Responsible consumption procedure for services and consumables.
- ✓ Maintenance of the printer usage protocol (digitisation of documentation) that reduces the number of printouts to the strict minimum necessary.
- ✓ Working from home is maintained, which minimises travel and, therefore, the consumption of fossil fuels.
- ✓ Publication of sustainable performance reports on the Company's website.
- ✓ Awareness and sensitisation of staff through training courses on sustainability and mailings.

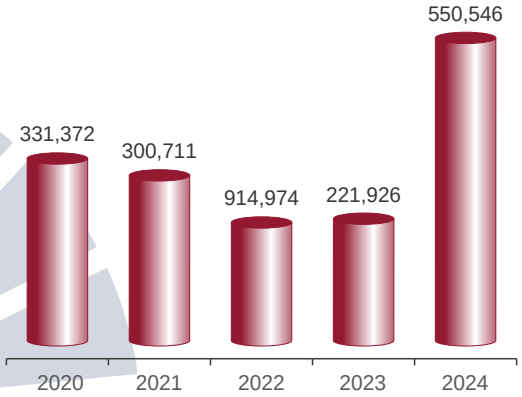
# Objective 7: “Integrating the SDGs in Berkeley´s strategy”

8 DECENT WORK AND ECONOMIC GROWTH

**R&D&i (€) -80.75 %**




**IGEO (€) 66.14 %**




## Measure

8.2 *Achieve higher levels of economic productivity through **diversification, technological modernisation and innovation**, focusing, among other things, on sectors with high added value and intensive labour use.*

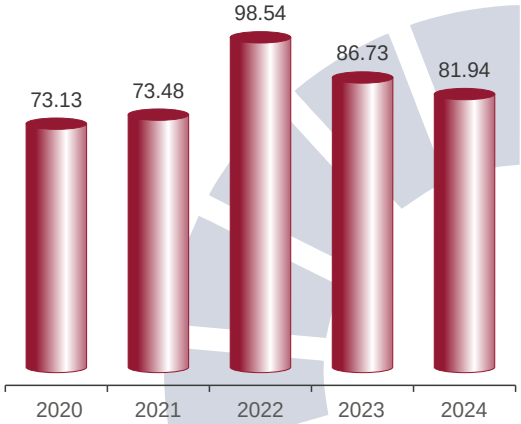
## Berkeley’s response

- ✓ **R&D&i:** Indicator of the Company's efforts to improve its processes and/or products, with the resulting environmental and social benefits.
- ✓ **IGEO**: Indicator of the Company's efforts to achieve greater knowledge of the resource to be exploited, improving its processes and reducing the economic risk of the activity, which in turn facilitates the economic development of the environment.
- ✓ We have expanded our research to base metal resources, in addition to energy resources.
- ✓ Solar Farm project for the production of renewable energy.

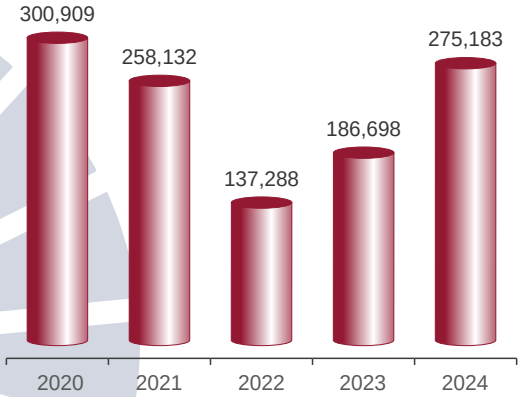
# Objective 7: “Integrating the SDGs in Berkeley´s strategy”

8 DECENT WORK AND ECONOMIC GROWTH

## CONSUMABLES - LOCAL SPHERE ON INFLUENCE (%)
## 12.05 %




## SERVICES - LOCAL SPHERE OF INFLUENCE (€)
## -8.55 %




### Measure

8.3 *Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalisation and growth of micro, small and medium-sized enterprises, including through access to financial services.*

### Berkeley’s response

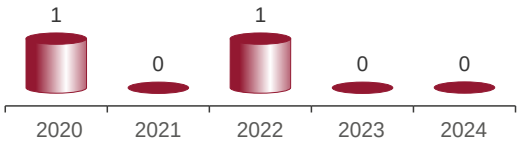
- ✓ Installation of beehives on Berkeley plots as a target for 2023.
- ✓ The contracting of local services and local consumption is encouraged, as well as the use of environmental labels.

# Objective 7: “Integrating the SDGs in Berkeley´s strategy”

8 DECENT WORK AND ECONOMIC GROWTH

AENOR
OCCUPATIONAL HEALTH & SAFETY
ISO 45001

**OCCUPATIONAL ACCIDENTS (nº)**
**-100 %**




## Measure

8.4 *By 2030, progressively improve global resource efficiency in production and consumption and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programmes on sustainable consumption and production patterns, starting with developed countries.*

8.6 *By 2030, significantly reduce the proportion of **young people** who are not in employment, education or training.*

8.8 *Protect labour rights and promote safe and **secure working environments for all workers, including migrant workers**, in particular women migrant workers and those in precarious employment.*

## Berkeley’s response

- ✓ Promote the efficient consumption of natural resources.
- ✓ Responsible consumption procedure.
- ✓ Energy supplier with renewable source certification.

- ✓ From 2009 to 2024, an average of 5% of the workforce has been made up of scholarship holders.
- ✓ In 2023, an intern will join the Administration Department through a 6-month scholarship from the University of Salamanca.

- ✓ Recertification in ISO 45001 as a target for 2023 and 2024.
- ✓ Achievement of ISO 45001 certification in 2024.

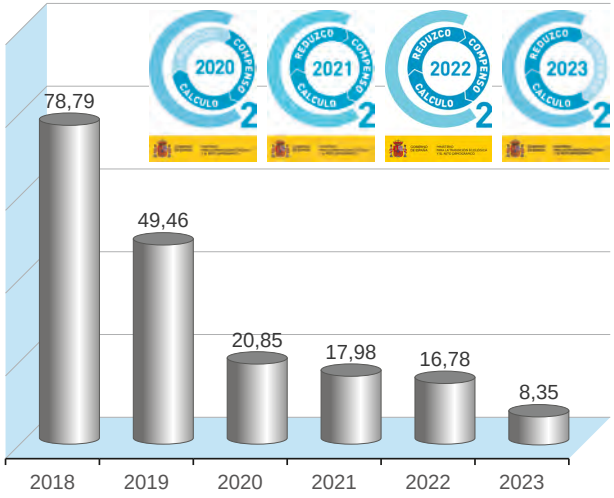
# Objective 8: “Carbon Footprint”

## 8 CARBON FOOTPRINT




**DUE BY: 2025**

**LEVEL OF COMPLIANCE: ACHIEVED ✓**

| AIMS | MEASURES | PERFORMANCE |
|---|---|---|
| 8.1 Calculate our Carbon Footprint, register it in the Carbon Footprint Register and obtain the “Calculo y Reduzco” certificate and label | ✓ Compilation of Berkeley GHG emissions data for 2022 and 2023<br>✓ Calculation of the 2022 and 2023 Carbon Footprint<br>✓ Completion of Carbon Footprint Calculation Registration Forms (2022 and 2023)<br>✓ Provision of the documentation required for data verification<br>✓ Organisation Description Report<br>✓ Preparation of the Carbon Footprint Reduction Plan<br>✓ Results, monitoring and measurement<br>✓ Identify potential carbon absorption projects registered in the Carbon Footprint Registry<br>✓ Evaluate the possibility of offsetting the carbon footprint generated over several years through an absorption project registered in the Registry | $CO_2$ equivalent emissions ($tCO_2eq$)<br><br> |

# Objective 8: “Carbon Footprint”

The Carbon Footprint of an organization is the totality of Greenhouse Gases (GHG) emitted by direct or indirect effect in the development of its activities.

**The Carbon Footprint has a great importance in the environment as an indicator of sustainability and impact towards climate change, since it provides information on the amount of Greenhouse Gases emitted into the atmosphere by the development of an activity**.

**Given its importance, we have set ourselves the goal of calculating our carbon footprint for 2022 by 2023, registering it in the Carbon Footprint Register of the Ministry of Ecological Transition and Demographic Challenge, and obtaining the Calculo y Reduzco (Calculate and Reduce) seals.** This tool allows for an objective comparison between entities in the sector, estimating the emissions that each one produces in a given period of time.

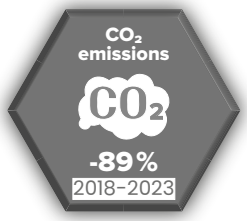
We have completed and submitted all the documentation required by the Ministry:

- HC Section Registration Form
- Summary Information on Calculations and Disaggregated Consumption Information
- Organisational Description Report
- HC Reduction Plan

In March 2024, we received notification of the positive decision on our registration in the **Carbon Footprint Register** and obtained the corresponding certificates and seals for:

- 2022: "Calculo y Reduzco" certificate and seal

In addition, three potential absorption projects have been identified and contacted to offset the carbon footprint generated, and the possibility of offsetting it with one of them is being evaluated.




**As can be seen we have significantly reduced our Carbon Footprint over the last five years, with an 89% reduction in our GHG emissions.**

# Objective 8: “Carbon Footprint”

In 2024, we have set ourselves the goal of calculating and recording our **2023 Carbon Footprint** and offsetting the footprint generated in 2020, 2021 and 2022, as part of our commitment to combating climate change.

To this end, we have completed and submitted all the documentation required by the Carbon Footprint Registry of the Ministry of Ecological Transition and Demographic Challenge in December 2024 to obtain the **“Calculo y Reduzco”** (Calculate and Reduce) seal, awarded in May 2025.




Furthermore, we have decided to offset the carbon footprint generated in 2020, 2021 and 2022 with the reforestation project in the Public Utility Catalogue of the province of Ávila nº 13 “El Pinar”, in the municipality of Mijares.

A total of 329 trees have been planted, which will absorb a total of 56 tonnes of $CO_2$, the amount expected over a period of 40 years according to the reference values of the Ministry of Ecological Transition and Demographic Challenge. The species planted include scots pine, birch, rowan, yew and holly.

**We are pleased to announce that we have achieved carbon neutrality for 2020, 2021 and 2022, as certified by the following seals from the Ministry of Ecological Transition and Demographic Challenge:**





info@berkeley.es