

### MISIÓN

Lead GES into the reference partner for the design, construction and maintenance of generation and distribution facilities for renewable, wind and photovoltaic energy, all over the world. Serve the world's leading renewable operators. All this with the highest standards of occupational safety, respect for the environment and quality in the service.

### VIEW

GES's vision is to contribute to the reduction of CO2 through the provision of services to the renewable energy sector. GES is committed to applying the highest standards of quality and sustainability in the execution of its projects, creating value for its customers and employees and society in general.

### VALUES

**Transformers.** Feel proud and show ambition and enthusiasm to be the best in everything we do. Believe that our work represents us individually and collectively. We always aspire to more. We like to improve ourselves. We are proactive. We promote innovation. **Behaviors that define us:** We seek continuous improvement. We promote another way of doing things. We believe that if you stop you fall.

**Collaborative.** Work as a team, collaborating to improve together. We win and lose together, reaching the company's goals together. We help and ask for help. We work as a team. We are of integrity. We promote transparency. We believe in mutual help. **Behaviors that define us:** We feel collaborators, workers, we help others and we allow ourselves to be helped. We are receptive to diversity.

**Committed.** We care what we do. We promote business sustainability. We protect the environment. We ensure the quality of the supply. **Behaviors that define us:** We commit. We show a high level of professional demand. We carry out our work as if the company were ours. We understand that every small individual action has an impact on the company.

**Close.** Make yourself comfortable, we are by your side. Clear customer orientation. We like human relationships. We put ourselves in the shoes of the other. **Behaviors that define us:** We treat all people with the same respect. We like people and interact with them. We make everyone win.

### ORGANIZATION AND KEY COMMITTEES

GES structure is organized to provide a complete service to our clients around the world, with projects being the center of our activity and our efforts. In this sense, and at the initiative of the General Management, permanent committees have been created to support the assurance of an adequate process of governance and decision making.

**Information Committee:** Its function is to control management, results and improvement projects, as well as strategic decision-making.

**Operations Committee by Business Unit:** Its function is to know and analyze the situation of the projects in detail: scope, planning, execution, risks, results for decision-making.

**Commercial Committee:** Its function is to know and analyze the situation of the markets, as well as to assess the commercial evolution of the company and the strategies to follow.

Bilbao, 5th February 2021

Ricardo Leal Cordobés - CEO



## CONTROL OF MODIFICATIONS.

N°	DATE	CONTENT OF THE MODIFICATION
00	28/02/2018	<ul style="list-style-type: none"><li>Initial elaboration after the change in coding of the management system due to the change of management and strategy due to the purchase of GES by the CL Group and the adaptation to the new 2015 versions of UNE-EN ISO 9001 and UNE-EN ISO 14001</li></ul>
01	15/02/2019	<ul style="list-style-type: none"><li>Annual review. Incorporation of the updated logos according to the certifiers. (Change SGS for Aenor and change to new logo of Audelco). The content is maintained.</li></ul>
02	05/02/2021	<ul style="list-style-type: none"><li>Ricardo Leal Cordobes assumes the Management policy as CEO of GES. It is updated with the values and existing committees at the date of preparation.</li></ul>