



Ethical Code

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a. Purpose

1. The Grupo T-Solar Ethical Code (the "**Ethical Code**" or "the **Code**") aims to establish a catalogue of ethical principles and rules governing the action of all the companies and people in Grupo T-Solar. These basic principles and values govern all of the actions of the people in Grupo T-Solar and give rise to all of the internal policies of Grupo T-Solar, including the specific rules for the prevention of crimes set out below in this Handbook.

b. Grupo T-Solar Basic Principles and Values

(i) Values of Grupo T-Solar

2. The values which govern the Grupo T-Solar activity are integrity, respect, loyalty, honesty, responsibility, leadership, commitment, excellence and transparency. These values form the basis of this Code.

(ii) Compliance with Legal Provisions

3. Every person who forms part of Grupo T-Solar must strictly comply with the legal regulations in force in any place where Grupo T-Solar is present.

(iii) Labour Development and Commitment to its Workers

4. Grupo T-Solar's labour policy seeks to foster the management of the talent and its workers' commitment to the company project through measures and tools which allow them to achieve the maximum professional and life goals.
5. The Grupo T-Solar's recruitment and selection policy is based on the principles of equality, diversity and social integration and non-discrimination.
6. Grupo T-Solar promotes its employees' development not only thanks to promotions and successions, but also through the internal mobility policies, training plans and diversity integration policies. It also promotes work-life balance for all of its employees.

(iv) Commitment to Health and Safety

7. All of the activities carried out at Grupo T-Solar are performed under the strictest health and safety criteria in all of the countries where it operates by updating the occupational hazard prevention measures, respecting the regulations and reporting these to all of its workers, suppliers, contractors and collaborating companies.

(v) Eradication of Child Labour

8. Grupo T-Solar supports, respects and demands the eradication of child and forced labour in any territory where it operates.

(vi) Right of Association

9. Grupo T-Solar respects its employee's right of association and the effective recognition of the right to collective negotiation of the personnel representatives and trade unions, in accordance with the laws and regulations in force in each country.

(vii) Data Protection

10. Every person in Grupo T-Solar must respect the personal data protection regulations according to the laws and regulations in each country where it operates and keep secret any data which they know through their professional activity.

(viii) Quality Commitment

11. Quality, continuous improvement and the search for excellence are basic within Grupo T-Solar's relationship with its clients, with the end users of its works and with the other stakeholders in those places in which Grupo T-Solar operates.

(ix) Transparency

12. Transparency is a principle which must govern all Grupo T-Solar activities. Furthermore, all of the members of Grupo T-Solar must comply with the rules of action in the Stock Market established by the Spanish Securities and Exchange Commission (CNMV).

(x) Zero Tolerance with Corruption

13. Grupo T-Solar has a policy of "zero tolerance" with corruption. In the firm commitment to comply with the applicable anti-corruption regulations and to combat all kinds of corruption, the Grupo T-Solar Anti-Corruption Policy has been approved, as well as the other provisions set out herein which is compulsory for all the recipients of this Code.

(xi) Extension to Suppliers and Third Parties

14. According to the previous paragraph III, "Scope", the suppliers and third parties contracted by Grupo T-Solar must respect the provisions of this Ethical Code, in the other provisions stated in this Code, in the Grupo T-Solar Anti-Corruption Policy and any other policy or protocol adopted in the enforcement of the previous ones. In

this sense, they must comply with the specific obligations imposed on them by these regulations.

(xii) Conflicts of Interest

15. Any conflict of interest is forbidden at Grupo T-Solar. As such, all the Employees and Representatives and, where applicable, the other Affected Parties shall always act so that their private interests, those of their relatives or other persons related to them do not prevail of the interests of Grupo T-Solar or the interests of its clients. This action guideline shall be applied in the relationship between all of the members of Grupo T-Solar and the Group, as well as those relations with clients, suppliers or any other third party.

(xiii) Prevention of Money Laundering and Terrorism Finance

16. Although Grupo T-Solar is not bound to the Spanish laws and regulations regarding the prevention of money laundering, Grupo T-Solar is committed to the money laundering and terrorism finance prevention legislation. On this matter, Grupo T-Solar rejects any transfer, acquisition, possession and use of assets in the knowledge that they come from any criminal activity, as well as the concealment or covering up of the nature and source of said operations. For such purpose, special attention must be given to the control and monitoring measures in order to detect this type of operations.

(xiv) Commitment to the Environment

17. Grupo T-Solar's environmental commitment gives rise to policies which comply with the strictest international standards and are applied to all of our operations. Grupo T-Solar works to improve the environmental quality of the communities where its corporate structure is present.

(xv) Commitment to the Community

18. Grupo T-Solar is committed to improving the quality of life and the opportunities of the most disadvantaged peoples by generating employment, improving professional training and the labour and healthcare conditions.
19. Grupo T-Solar's social action is aimed at favouring the social and labour integration of disabled people. Furthermore, in developing areas, Grupo T-Solar contributes towards the social and economic evolution of the countries where it acts.

(xvi) Resources of Grupo T-Solar

20. Grupo T-Solar promotes an efficient, rational and legal use of IT systems and resources available to all of its Workers.