



Ethical Code



APRIL 2025

I. COMMITMENT OF THE GOVERNING BODY

The Board of Directors of PRAXIA ENERGY S.L. declares its firm commitment to regulatory compliance, ethical behavior and the prevention of any illicit or criminal conduct.

As a result of this commitment, the Board of Directors adopts the necessary measures to implement in the company a culture of compliance and ethical standards that must be respected both by the members of PRAXIA ENERGY and by third party collaborators.

Among the different measures adopted, this Code of Ethics stands out as a central element of the behavior expected by the members of PRAXIA ENERGY in the performance of their professional activity and in their relations with our stakeholders, complying with the values and principles representative of PRAXIA ENERGY.



II. PRAXIA ENERGY'S MISSION, VISION AND VALUES

MISSION	VISION
<p>PRAXIA ENERGY's mission is to provide a high quality service in photovoltaic structures and solar panel structures, offering the customer the latest technological innovations.</p>	<p>PRAXIA aspires to be a reference company in the field of photovoltaic structures and solar panels always faithful to a constant commitment to innovation through which we offer the best technical and quality solutions.</p>

VALUES

PRAXIA ENERGY promotes among its members the values it considers essential to achieve its mission and vision with respect to its standards of conduct, the United Nations Global Compact and the Sustainable Development Goals:

- Quality
- Respect for people
- Transparency
- Integrity
- Care for the environment
- Responsibility

III. EXPECTED BEHAVIOR OF PRAXIA ENERGY MEMBERS

All members of PRAXIA ENERGY will adjust their behavior to the principles and values expressed in this code:

1. Respect for legality and internal regulations

All members of PRAXIA ENERGY will comply with and respect the current legislation and the company's internal regulations, developing their professional activity with full respect for the legislation, always acting with integrity, honesty and transparency.

To this end, the company disseminates among its members the internal rules and procedures to be observed in the development of their professional activity.

2. Respect for people and non-discrimination

The members of PRAXIA ENERGY will treat with respect to their colleagues, superiors and subordinates, as well as any supplier, customer or collaborator who is related to the company. It is absolutely forbidden any conduct that involves discrimination based on sex, age, religion, race or ideology.

Also, PRAXIA ENERGY prohibits conduct that may involve sexual harassment, harassment based on sex or harassment at work adopting in any case, the necessary measures for prevention, detection and sanction.

3. Equal opportunities and professional development

PRAXIA ENERGY promotes equal opportunities in the company, not accepting any type of discrimination in the professional and labor development of its members, fostering a corporate culture based on objectivity and professional merit.

4. Prevention of conflicts of interest

All members of PRAXIA ENERGY must respect the interest of the company, avoiding any conflict of interest. Conflict of interest is understood as those situations in which the members of PRAXIA ENERGY, for personal, family, friendship or other reasons, have interests opposed to those of the company, in such a way that their objectivity in decision making is affected. Situations of conflict of interest, whether apparent or real, must be reported immediately to the hierarchical superior and to the Ethics Committee, and the person involved must refrain from making the decision affected by the conflict of interest.

5. Gifts and hospitality

The members of PRAXIA ENERGY shall not offer or accept any type of gift, gift or hospitality that by its characteristics or the conditions of the offer and acceptance may give rise to an illicit purpose or to obtain undue benefits. Gifts received shall be immediately brought to the attention of the hierarchical superior and the Ethics Committee, which shall determine the destination to be given to the same.

6. Protection of internal information

The information to which all members and third party collaborators of PRAXIA ENERGY have access in the exercise of their professional activity must be treated confidentially, and its disclosure to unauthorized persons is expressly prohibited.

To carry out the protection of information, PRAXIA ENERGY adopts appropriate technical and material protection measures, which must be respected and observed by its members.

All documentation and information produced in the execution of the professional activity is owned by PRAXIA ENERGY and must be protected from any unauthorized access.

All information to which you have access in the exercise of the professional activity must be treated with confidentiality.

7. Protection and proper use of assets

The tools, technical means and equipment that PRAXIA ENERGY makes available to its members are valuable assets and must be properly used and preserved. Also, the equipment, tools and technical means made available to the members of PRAXIA ENERGY must be used for the exercise of professional activity, being expressly prohibited its use for personal purposes. PRAXIA ENERGY takes the necessary measures to control the proper use of its assets in accordance with the professional activity for which they have been intended.

8. Protection of intellectual and industrial property

Given the activity carried out by PRAXIA ENERGY all its members must be aware of and be strongly committed to the protection of intellectual and industrial property rights, both their own and those of the organizations or companies with which it collaborates or maintains business relationships.

All members of PRAXIA ENERGY must be aware of the importance of adequately protecting the intellectual and industrial property of both PRAXIA ENERGY and third parties.

In their relations with collaborators, suppliers or customers, the members of PRAXIA ENERGY shall comply with the procedures and regulations in force for the protection of intellectual and industrial property.

9. Relations with collaborators and third parties

PRAXIA ENERGY acts fairly in the market, respecting competition and condemning any action that involves collusive practices.

In their relations with third parties and collaborators, they will observe the principles of respect, objectivity and transparency, avoiding situations of conflict of interest.

10. Relations with public administrations

PRAXIA ENERGY relates to the different public administrations, respecting in any case the applicable regulations without incurring or promoting any unlawful or unethical conduct.

The relations it maintains with public administrations will conform to the principles of truthfulness and transparency, compliance with the law and the corresponding requirements.

The members of PRAXIA ENERGY shall conform, in their relations with Public Administrations, to the highest ethical standards, avoiding any conduct that may involve obtaining undue benefits, unjustified rules or obtaining or transferring confidential or protected information that may affect the reputation of both parties.

11. Health and safety at work

PRAXIA ENERGY has as a permanent and priority objective the improvement of working conditions in compliance with the obligations of protection and safety of workers, promoting preventive measures established by current legislation.

All members of PRAXIA ENERGY must comply with the prevention and occupational health and safety regulations established by the company, and unsafe behavior or behavior that could cause serious damage to people or facilities is not permitted.

Any non-compliance with occupational risk prevention measures must be immediately reported to those responsible and to the Compliance Committee.

12.Environmental Protection

The protection of the environment is one of the basic principles of PRAXIA ENERGY, therefore the company and all its members must respect the current regulations, applying the technological advances and the best practices applied to the preservation of the environment.

The members of PRAXIA ENERGY must act with respect to the principles of sustainability, applying good environmental practices compatible with the performance of their professional activity, minimizing the environmental impact.

IV. COMPLIANCE OFFICER

In order to disseminate and ensure the application of this Code of Ethics, the governing body of PRAXIA ENERGY has appointed a Compliance Officer.

The Compliance Committee is responsible for the interpretation of this Code of Ethics, as well as for promoting the necessary measures to implement in PRAXIA ENERGY a culture of compliance in accordance with the principles and values of the company.

V. ETHICAL CHANNEL

Non-compliance with this Code of Ethics and the rules applicable to PRAXIA ENERGY must be immediately reported to the Compliance Committee through the internal communication channel.

Communications made through the ethical channel shall be treated by the Compliance Committee with the utmost confidentiality, protecting the identity of the informant and of the persons affected by the communication by applying a procedure for processing communications with all the guarantees.