



# Annual Modern Slavery Statement



## ANNUAL MODERN SLAVERY STATEMENT

---

This TYP SA Group Annual Modern Slavery Statement has been prepared in line with the provisions of the United Nations Global Compact principles, the UK Modern Slavery Act 2015, and the TYP SA Group Code of Ethics.

TYP SA Group is made up of Técnica y Proyectos S.A. (TYP SA), its subsidiaries around the world and the TYP SA Foundation for Cooperation and Development.

### ABOUT US

Founded in Spain in 1966, TYP SA brings six decades of experience delivering high-quality engineering and consultancy services. The TYP SA Group currently operates across all five continents and continues to grow through the delivery of major contracts. Building on the knowledge and experience we have gained, we are continuously enhancing the quality of our services for the benefit of our clients, while promoting environmental protection and sustainable economic and social development worldwide.

TYP SA Group is an independent conglomerate of companies, composed of engineers, architects, and consultants, with more than 4,000 professionals around the world, many of whom are shareholders, participating in the ownership of the company's capital.

### OUR COMMITMENT

In accordance with our Group's Code of Ethics, we treat people with respect and maintain ethical business behaviour in all the markets in which we operate.

In our work, it is important to establish lasting relationships of trust that respect the diverse cultures, and we could not do this without a strong commitment to ethics and integrity. Aware of the need to always uphold ethical behaviour in our work and guided by our Integrity Management System, we abide by principles of good business conduct that transcend the laws of the countries where we work.

Our performance in these areas is continuously monitored and our policies are subject to an ongoing process of improvement.

TYP SA is a participant member of the United Nations Global Compact. We respect and take measures to protect the Compact's 10 principles in the areas of human rights, labour, environment and anti-corruption.

### OUR CODE OF ETHICS AND OUR INTEGRITY MANAGEMENT SYSTEM (IMS)

TYP SA Group is committed to social and environmental responsibility, and has zero tolerance towards corruption, slavery and human trafficking. Our Code of Ethics is the pillar on which the Integrated Management System is based, establishing the principles that shall regulate our conduct and that of our supply chain in all our operations and processes.

The Code of Ethics is also the cornerstone of our Integrity Management System (IMS) which, since 2019, has been certified in compliance with ISO37001 (Anti-Corruption and Anti-Bribery Management Systems).

We have an autonomous and independent collegiate body, responsible for ensuring compliance with and improvement of the IMS; we have an internal and external reporting channel for complaints and any system-related issues, operating with full guarantees; likewise, there is an integrity training programme for all staff.

Our Corporate Integrity Policy sets out our commitment to act ethically in all our business relationships, and we trust in our employees to be known for obedience of the law and respect for our policies and guidelines.

## OUR SUPPLY CHAIN

Any company intending to be part of our supply chain must comply with our principles of conduct and business ethics.

TYP SA is present in more than 60 countries through its project offices, branches, and subsidiaries, and it has an extensive network of partners in the markets where it operates. In this regard, the company has adopted measures to prevent, detect, and/or manage the risk of irregular conduct in the various phases of its operations and value chain.

TYP SA's Integrity Management Manual expressly takes into account human trafficking crimes and crimes against workers' rights as part of the potential risks that the company could face in its activity, especially in relation to indirect contracting (supply chain) in countries that offer less robust guarantees regarding the protection of these fundamental rights.

TYP SA regularly collaborates with international and local partners, acting either as partners or as subcontractors, which allows us to integrate knowledge, optimize the quality of our services, and expand our operational capacity to tackle larger and more complex projects. During the bidding stage, a due diligence procedure is carried out to select potential partners and/or subcontractors that are nominated at this stage. Implementing this procedure enables us, among other things, to assess the level of commitment of these potential partners regarding respect for human rights, quality, and the environment, as well as in the fight against corruption, human trafficking, child labour, and forced labour. Additionally, there is an automated due diligence registry that must remain up-to-date and is periodically audited.

On the other hand, partnership agreements are required to include the obligation of partners to comply with TYP SA's Code of Ethics, Corporate Integrity Policy, Equality, Diversity and Inclusion Policy and this Statement on Modern Slavery and Human Trafficking, or with the provisions of any other integrity management system of equal or greater stringency in this area.

Regarding subcontractors, another due diligence procedure is required before contracting a supplier. This process is duly documented in our internal supplier database, where, during the execution and also once the work is completed, the subcontractor receives a rating. Additionally, project audits established under our Quality System include the review of aspects related to integrity and business ethics.

Lastly, TYP SA has implemented specific clauses in its subcontract model to ensure strict compliance with our Code of Ethics and policies, specifically including adherence to the same commitments that TYP SA has adopted in its Modern Slavery and Human Trafficking Statement. This model has been adapted to meet the requirements of the different markets in which TYP SA operates.

## TRAINING AND AWARENESS-RAISING

TYP SA professionals receive periodic training and/or information on the most relevant updates in the system. Additionally, specific training programs are delivered on concrete topics or tailored to various professional groups within the company.

TYP SA has developed a digital platform to facilitate ongoing training and evaluation of employees on the Integrity Management System (IMS). This tool is being implemented in the different countries where TYP SA operates, and approximately 1,900 employees have already completed the corresponding training.

Lastly, TYP SA is committed to the engineering and consulting sector, actively participating in various forums and associations where it shares its expertise.

### CONTINUOUS IMPROVEMENT OF THE IMS

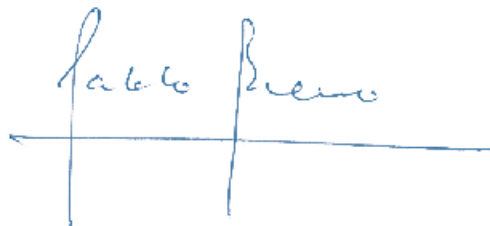
TYP SA's collegiate compliance body oversees the implementation, observance and continuous improvement of the Integrity Management System.

We have a series of prevention and control measures, as well as a series of indicators that allow us to evaluate the performance of the system. These indicators are periodically analysed to monitor the effectiveness of the controls, detect deficiencies and adopt improvement and mitigation plans if necessary.

### GOVERNANCE

This document constitutes TYP SA Group's Modern Slavery and Human Trafficking Statement for the financial year January 1 to December 31 2025, and has been approved by TYP SA's Board of Directors.

June 23, 2026

A handwritten signature in blue ink, reading "Pablo Bueno Tomás", written over a horizontal line.

**Pablo Bueno Tomás**  
President of TYP SA Group

