

INTERNATIONAL SANCTIONS DECALOGUE

At Técnicas Reunidas, strict compliance with all **international sanctions** is fundamental to our global operations and to upholding the highest standards of integrity and legality. The following principles guide our actions and business relationships worldwide.

Ethical and Transparent Business Conduct.

We maintain responsible business practices, avoiding any direct or indirect involvement with sanctioned countries, entities, individuals or restricted sectors, and apply a zero-tolerance approach to any action intended to evade, facilitate or enable the circumvention of international sanctions by any stakeholder.

Global Responsibility.

As an international engineering group, we conduct our activities in strict alignment with all applicable international sanctions and export control frameworks.

However, as a European Company we are fully aligned with international sanctions issued by the European Union and, specially, we are mainly committed with international sanctions issued by the United States, the United Kingdom and the United Nations.

TR collaborates proactively with international and national authorities responsible for their enforcement and avoids participating, knowingly and intentionally, in activities with the object or effect of which is to circumvent any applicable international sanctions.

Strong Internal Controls.

We maintain internal policies, procedures and monitoring systems designed to identify risks, ensure compliance and promptly incorporate regulatory developments.

Training and Awareness.

We provide continuous training for our teams, particularly those involved in high-risk activities, ensuring a clear understanding of obligations and best practices in sanctions compliance.

Rigorous Third-Party Screening.

We apply robust due diligence procedures to all third parties, including screening, ownership and control verification and risk assessment, to ensure compliance across our value chain.

Contractual Compliance Safeguards.

Our contracts systematically incorporate compliance clauses requiring counterparties to respect applicable sanctions, reinforcing our commitment throughout all business relationships.

Reporting and Integrity Channels.

We encourage employees and stakeholders to report, in good faith, any suspected breach through our secure and confidential reporting channels, protected under our non-retaliation principles.

Reports can be submitted via our corporate whistleblowing channel:

<https://canaletico.tecnicasreunidas.es/tecnicasreunidas>.

Breaches may lead to disciplinary and other corrective measures in accordance with applicable policies and laws.

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Rev.	Description	Compliance Department	Audit and Control Committee	Board of Directors