PANEL SISTEMAS

CORPORATE SOCIAL RESPONSIBILITY

GHG REDUCTION PLAN

GHC PLAN. UPDATED: JUNE 2026

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Presentation

PANEL SISTEMAS

WHO WE ARE

A NEW WAY OF DOING THINGS

We are what we do: the change that will drive your business

At Panel we accompany organizations in their process of **Digital Transformation** with **end-to-end services and solutions** that promote cultural, technological and processes change necessary in this trip.

We are backed by more than **20 years of experience** in IT sector and a team of **more than 350 people,** to which we are united by our entrepreneurial spirit and our passion for technology.

We work with more than **50 clients** and we have collaborated in more than 1.200 projects in a national and international level, always with the same motivation and goal: deliver the Value our customers expect.

OUR

OFFERINGS

End-to-End Solutions focused on Digital Transformation

48%

New Generation Services

Drives end-to-end **transformation of a client's digital strategy** through strategic consulting, technological innovation and integration of new age value-added services.

41%

Software Engineering

Expertise in developing **custom software solutions** and applications that provide viable solutions to complex problems.

11%

Product Solutions

Proprietary **software solution products** developed through our R&D unit.

HOW WE WORK

We carry the innovation and technological excellence in our DNA, and we work with a positive attitude and passion.

FOCUSED ON INNOVATION

We promote and develop **Intra-Entrepreneurship and Open Innovation**, supporting the discovery of differentiating ideas and value proposals to accompany our clients on their Digital Transformation.

COMMITTED TO SECURITY

We incorporate Security into our organization culture, integrating secure development and information management criteria into all our activities. We have a system implemented and certified by the standard **ISO 27001** of Information Security.

QUALITY IS PART OF OUR DNA

We guarantee the highest quality of the final product in real projects, whatever their nature, size, deadlines and budgets.
We are evaluated in **CMMi-DEV and CMMi-SVC model at maturity level 3 for software development and services**, and certified in the standards **ISO 9001** for **Quality and ISO 14001** for **Environmental management.**

RESPONSIBILITY AND SOCIAL COMMITMENT

Each and every one of the activities we develop are carried out bearing in mind our **sustainable development model**, respecting current legislation, and with the strictest levels of integrity, transparency, governance and equal opportunities.

AENOR Empresa Registrada UNE-EN ISO 9001 ER-0874/2006
AENOR Gestión Ambiental UNE-EN ISO 14001 GA - 2007/0011
IQNet
EQA Organización Certificada ISO 27001 Certificado Nº 9004-INF
CMMI DEV ML 3 APPRAISED Appraisal # 62094 | Exp. Dec 14, 2024
CMMI SVC ML 3 APPRAISED Appraisal # 62094 | Exp. Dec 14, 2024
APOYAMOS EL PACTO MUNDIAL
UN GLOBAL COMPACT
SUSTAINABLE DEVELOPMENT GOALS

WE WORK WITH RESPONSABILITY AND SOCIAL CONSCIOUSNESS

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01

Committed to the Environment
We have been certified for more tan 10 years in Quality standars such as **ISO 14001 Environment.**

02

UN Global Compact & ODS
Since 2022 we have been **Partners of the United Nations Global Compact**, aligning our operations with the Ten Principles universally accepted in the areas of human rights, labor standards, the environment and the fight against corruption.

03

Corporate Policies
Our firm commitment to a better and more sustainable future is manifested through our **Policies**, publicly shared with all interest groups through our website
https://www.panel.es/responsabilidad-social-corporativa/

04

Sustainability Report
Annually, on a voluntary basis, we publish the **Corporate Sustainability Report** on our website with a comprehensive approach to the management we carry out to produce a positive impact on society, through economic, environmental, social performance and good governance.

05

Carbon Emissions
Althought Panel is not currently required to comply with the Climate Change and Energy Transition Law, **we voluntarily assume the commitment to calculate the carbon emissions** in order to contribute to the reduction of greenhouses gases.

Integrity and Transparency

Each and every one of our activities are carried out keeping in mind our sustainable development model, a model that tries to find a balance that maximizes the benefits for everyone, respecting current legislation, and with the strictest levels of integrity and transparency.

Human Resources

Our commitmet is based on a responsible management of the company's human resources, in terms of equal opportunities, non-discriminatory treatment, maintenance of a good work environment, and attention to your personal needs as well as training and profesional development.

Clients and Suppliers

We offer quality service to our clients, marked by honesty, transparency and trust. We maintain solid ethical standards, good governance, anti-corruption and transparency in relationships with our stakeholders and in day-to-day operations. And we promote correct supplier management, selecting those that are aligned with our corporate policies.

Our Environment

We minimize the negative impacts on our environment, both social and environmental, while trying to enhance the positive ones. We contribute to the development of a better, more responsible, more supportive, and more respectful society, improving people's quality of life.

APOYAMOS EL PACTO MUNDIAL
UN GLOBAL COMPACT

SUSTAINABLE DEVELOPMENT GOALS

GHG REDUCTION PLAN

PANEL SISTEMAS

INTRODUCTION

The purpose of this document is to provide all stakeholders with updated information about our strategy, actions and commitment to the Environment, and about our commitment to the reduction of Greenhouse Gases (GHG Plan) as an environmentally responsible company.

The document covers three blocks of information:

1. Review of the Environmental Plan developed according to the strategy defined since 2021.
2. Report on the actions and measures implemented to date.
3. Review of the following stages of the GHG plan, both the scope to be achieved in each of them and the planned schedule.

Our Plan: Halve GHG emissions by 2030

We commit to collaborating in stabilizing the increase in global temperature to a maximum of 1.5° C above pre-industrial temperatures, which implies that global emissions must be reduced by at least 50% each decade until reaching net zero emissions. in 2050.

PLANNING

CALENDAR AND OBJECTIVES

PANEL – GHG PLAN 2030

2021	End 2024	End 2026	End 2029	End 2030
STAGE 1	STAGE 2	STAGE 3	STAGE 4	

Objetives

Design and implemetation of environmental strategy	**GHG absolute emissions reduction**		**Consolidation and influence of climate action in society**

Main Action

Identification and implementation of environmental optimization	Carbon footprint calculation. Scope 1 and 2	Carbon footprint calculation. Scope 3	Goals Review and impact dissemination

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GHG REDUCTION PLAN

STAGE 1
2021 - 2024

Completed
In progress
Planned

OBJECTIVE STAGE 1

DESIGN AND IMPLEMENTATION OF ENVIRONMENTAL STRATEGY

Identification and implementation of environmental optimization actions

01 GENERAL ACTIONS

- Energy audit Certification.
- Change of Head Offices.
- 1st floor for occasional use only.
- Implementation of Teleworking: more environmentally friendly transportation.
- Awareness of good practices among employees.
- Elimination of printers from individual stations: Print-Corner.

02 LIGHTLING

- Use of natural light.
- Use of LED lamps.
- Lighting zoning.
- Installation of presence sensors.
- Regular cleaning of windows and lamps.
- Use of thermoregulating blinds.
- Daily visual check of lights out.
- Monitoring and control of electricity and gas consumption.

03 AIR CONDITIONING

- Regulation of air conditioning temperature.
- Replacing radiators with air heat.
- 4th floor: temperature regulation and turning off AC when not in use.
- Optimization of boiler performance and ensuring good maintenance.
- Availability of termal blinds.

04 WASTE

- Waste separation (coffee-corner).
- Apply 3R behavior: reduce, reuse, recycle.
- Collection and recycling of waste by Authorized Manager.

05 DOCUMENTATION, DISSEMINATION AND AWARENESS

- Establishment of environmental Policy an objectives.
- Publication of Environmental Declaration.
- Waste Recycling Guide Publication.
- Welcome Guide Publication: Take Care of the Environment.
- Development and implementation of teleworking.
- Publication of Corporate Sustainability Report.
- Supply Chain Control Procedure.
- Publication of informative pills in social media.

06 GHG PLAN

- Update and approval of the 2024-2030 GHC Plan.
- Dissemination and awareness of the GHC Plan.
- Definition of the data collection procedure for Carbon Footprint Calculation (stage 2 of the plan).
- Climate Action Indicator Dashboard Design.

STAGE 1

DESIGN AND IMPLEMENTATION OF ENVIRONMENTAL STRATEGY
Schedule of implemented actions

2021

- MARCH: QUALITY and ENVIRONMENTAL Policy; Definition of Environmental Objectives
- MARCH: ENERGY AUDIT Certification
- CLIMATE ACTION PLAN
- JULY: Change of HEAD OFFICES; DANGEROUS WASTE COLLECTION
- SEPTEMBER: Facilitation of PRINT-CORNER
- OCTOBER: LED lighting installation
- NOVEMBER: Publication of 1st ENVIROMENTAL DECLARATION

2022

- MARCH: Waste Recycling Guide Publication
- APRIL: Closing of 1st Building Floor
- MAY: Publication Guide: Take Care of the Environment.
- MAY: TELEWORKING Policy
- JUNE: UN GLOBAL COMPACT Partners; Publication 1st CSR Report
- JULY: Dangerous Waste Collection
- OCTOBER: Change holder Facilities
- NOVEMBER: Thermal Blind installation

2023

- JANUARY: Dangerous Waste Collection
- FEBRUARY: Publication of 2nd ENVIROMENTAL DECLARATION
- MARCH–APRIL: Social Media Awareness Publication
- MAY–JUNE: Publication 2nd CSR Report
- SEPTEMBER: Publication of Good Practices in the Global Compact
- OCTOBER: Supply Chain Process Improvement
- NOVEMBER: Boiler performance control

2024

- JANUARY: Publication of 3th ENVIROMENTAL DECLARATION
- FEBRUARY: Low Voltage Check
- MARCH: Social Media Publication
- APRIL: Dangerous Waste Collection
- MAY: Carbon Footprint Calculation Plan
- JUNE: Publication 3th CSR Report
- JULY: Global Compact CoP Publication
- SEPTEMBER: Publication of Good Practices in the Global Compact
- OCTOBER: Dangerous Waste Collection
- NOVEMBER: Fire extinguisher control (Re-stamping)

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GHG REDUCTION PLAN

STAGE 2
2025-2026

Completed
In progress
Planned

OBJECTIVE STAGE 2

GHG REDUCTION

Carbon footprint calculation scope 1 and scope 2

ACTIONS

1. **BaseLine Year:** since 2022

2. **Variable Identification:**

Scope 1:
- Company vehicle fuel
- Refrigerant gas leaks

Scope 2:
- Electricity and gas purchased/consumed

Units of measurement: kWh gas , kWh light, gas leaks from the fire extinguishers.

3. **Analysis of the temporal evolution** of the carbon footprint in the Organization.

4. **Establishment of quantitative objectives** for future years.

2021 | Fin 2024 | Fin 2026 | Fin 2029 | Fin 2030

ETAPA 1 | ETAPA 2 | ETAPA 3 | ETAPA 4

STAGE 2

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- Completed
- In progress
- Planned

ENVIRONMENTAL STRATEGY DESIGN AND IMPLEMENTATION
Schedule of **IMPLEMENTED and PLANNED** actions

1S - 2025

- Definition ENVIRONMENTAL Objectives
- Publication of 4th ENVIRONMENTAL DECLARATION
- **ENERGY AUDIT Certification**
- Dangerous Waste Collection
- **CARBON FOOTPRINT CALCULATION FOR 2022 AND 2023 (Scope 1 and 2)**
- **DEFINITION OF QUANTITATIVE OBJECTIVES OF THE CARBON FOOTPRINT**
- ISO 14001 AUDIT
- Publication 4th CSR Report
- Update and Publication of the GHG Plan

ENERO | FEBRERO | MARZO | ABRIL | MAYO | JUNIO

2S - 2025

- **Global Compact CoP Publication**
- Social Media Awareness Publication
- Dangerous Waste Collection
- **CARBON FOOTPRINT CALCULATION FOR 2024 (Scope 1 and 2)**
- Publication of Update GHG Plan
- Social media Awareness Publication
- Fire extinguisher control (re-stamping)
- Boler Performance Control

JULIO | AGOSTO | SEPTIEMBRE | OCTUBRE | NOVIEMBRE | DICIEMBRE

1S - 2026

- Definition ENVIRONMENTA L OBJETIVES
- Publication of 5th ENVIRONMENTAL DECARATION
- Dangerous Waste Collection
- Social Media Awareness Publication
- ISO 14001 AUDIT
- Dangerous Waste Collection
- **CARBON FOOTPRINT CALCULATION FOR 2025 (Alance 1 y 2)**
- **Update and Publication of GHG Plan**

ENERO | FEBRERO | MARZO | ABRIL | MAYO | JUNIO

2S - 2026

- **Global Compact CoP Publication**
- Publication 5th CSR Report
- Social Media Awareness Publication
- **Identification and Analysis of Environmental Factors - Operational Control**
- **Definition New Guide of Good Environmental Practices**
- Social media Awareness Publication

JULIO | AGOSTO | SEPTIEMBRE | OCTUBRE | NOVIEMBRE | DICIEMBRE

STAGE 2

Carbon Footprint Calculation and Analysis - Scope 1 and Scope 2

Cumulative reduction of 23.48% in 2025 compared to the base year

Concepto	Year				Variation	Goal for 2030 (50% reduction over baseline Year)
	2022*	2023	2024	2025		
Carbon Footprint	21.12 t CO2 e	11.56 t CO2 e	11.55 t CO2 e	16.16 t CO2 e	-23.48%	10.56 t CO2 e
Analysis of relative results (Carbon Footprint per:)						
MM €	1.0129	0.6133	0.6247	0.8351	-17.55%	0.5605
m2	0.0104	0.0057	0.0057	0.0079	-24.04%	0.0052
Employee	0.0646	0.0348	0.0382	0.0544	-15.79%	0.0329

* Baseline year

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GHG REDUCTION PLAN

STAGE 3
2027 - 2029

Completed
In progress
Planned

OBJECTIVE STAGE 3

GHG REDUCTION

Carbon footprint calculation scope 3

ACTIONS

1. Identification of variables:

- Work trips through external means (train, plane, taxi, etc.).
- Employee travel to the work center.
- Transportation of raw materials, fuels and products made by third parties.
- Products or services offered by others.

2. Actions with employees:

- Design and implementation of a questionnaire for employees: type of transport used, vehicle, characteristics, distance, use, etc.
- Awareness and motivation actions.

3. Actions with suppliers:

- Design and implementation of a questionnaire for suppliers.
- Support tools for calculating the carbon footprint.
- Resources for consulting suppliers.
- Awareness and motivation actions.

4. External support:

- External advice for the calculation of the Carbon Footprint scope 3.
- Verification by and external entity for Carbon Footprint.

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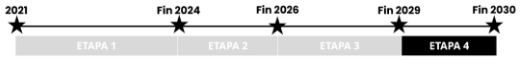
GHG REDUCTION PLAN

STAGE 4
2030



Completed
In progress
Planned

OBJECTIVE STAGE 4

MEASUREMENT, CONSOLIDATION AND INFLUENCE IN SOCIETY

Dissemination of Climate Action

ACTIONS

1. Compliance with objectives:

- Analysis of the degree of compliance with the stated objectives.
- Definition of new actions.

2. Supply chain process conslidation:

- Incorporation of new participants.
- Resources structuring.
- Organizational protocol definition.

3. Continuous broadcast:

- Internal and external communication campaign.
- Training pills.
- Dissemination of information on the Employee Portal.
- Dissemination of information on the web and public channels.
- Measuring impact on stakeholders.

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