

COMMUNICATION ON PROGRESS (COP)

Period covered by your Communication on Progress (COP) From: January 28th, 2021 to: January 27th, 2022

1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER (OWNER OR PRESIDENT IN THE CASE OF SMALL BUSINESSES)

Molins de Rei (Barcelona), January 27th, 2022

To our stakeholders:

I am pleased to confirm that Buildair Ingeniería y Arquitectura, S.A. reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

A handwritten signature in blue ink, appearing to read 'Daniel Quer Domingo', is displayed on a light blue background.

Daniel Quer Domingo, CEO

2. DESCRIPTION OF ACTIONS

Human Rights

- Actually, the areas of action suggested in the document are not a matter of preoccupation by Buildair management or by its employees nowadays. Our facilities count with proper sanitary facilities, special places to have lunch, a game area with ping pong and other entertainment items to relax, together with freezer, coaches, stools and high tables to socialize, all intended to periodically remove the labor pressure of the basically engineering work of our company and that of the manufacturing people o administration personnel.
- We have a policy of zero tolerance against any type of harassment, either sexual or psychological and had never to receive a complain about this.
- Critical safety points of our machinery are properly protected and we have never had any accident during the work with machines. The work in altitude, common in our setup operations at the customer's premises, is only performed by specially trained personel and they are equipped with all the protection equipment against falling. Again, no accident of any type in our entire life as a company on this matter.
- The usage of our products is conducted by the clients and the receive a very precise user's manual indicating how to properly use to secure a proper performance, a long-lasting life and to avoid problems of any type, including potential problems to the personnel that interacts with the product. We don't sell our products without a maintenance contract that includes periodic visits to the site where the product has been erected to ensure that they are properly used and maintained and that the people that interact with them do not suffer any accident. However, there is no way to ensure that they will follow all the instructions neither to physically avoid any maluses. Our products consist on very large sheltering structures and the most common problems can be derived from climbing to the top without the proper precautions. We can ensure our personnel behave properly, but cannot ensure our clients personnel do during the usage.
- The disposal of the products is made by the customer and we have no control over this part of the process. Typically, because of its nature (large PVC + polyester structures) this is done by specialized waste management companies, but again, out of our control.

Labour

- Our company does not participate at all in any form of forced or bonded labor. Beyond the fact that work with forced labor would be absolutely against our principles, there is the fact that inside our premises, all of workers are covered by the laws of Spain and subject to labor inspection procedures.
- We pay over the minimum wage standards, and over the union set wage levels for every one of the levels and categories of personnel.
- Being a small startup, we don't have wide sets of criteria to deal with all the aspects of the labor relations and thus we cannot ensure that the decision making is always based on objective criteria. But, probably because of the engineering bias of our company, the truth is that most of the decisions a very carefully thought to avoid grievances among personnel and to make sure that the decisions that are taken are those that well informed personnel about company policy and practices would rationally expect.

Environment:

- By nature, our production processes involve no risk of damage to the environment. We sew textiles (PVC + polyester) and we "weld" them with a sort of microwave technology. We do not use chemicals of any type and don't generate waste difficult to be disposed of. No air pollution is produced and we don't use industrial water waste either. We have two types of suppliers: those of the basic product, typically large

manufacturers of special textiles situated in France, Germany, Belgium or Italy, subject to very strict control environmental control systems, and those that cut the textile following our designed patterns, that because the nature of the operation they perform don't generate either pollution, water waste, etc.

- The only part of our process that, although beyond our control, is not totally free of potential environmental problems is the disposal of the textiles at the end of the product life. Disposal of the product is not our direct responsibility but one of our goals is to come up with procedures that we can suggest our customers to follow, specially if traditional waste management companies don't know how to do it.
- We have developed new line of products that reduce the energy consumption by 60 % in some cases and in more than 90 % in others. We have also started a research program to allow our customers to reduce the energy need derived from climatizing the interior of our structures by 65 %.
- No accidents to environment can be derived from the manufacturing or from the use of the product.
- We don't use chemicals or dangerous substances.

Anti-Corruption

- We sell in countries that are typically origin of corrupted business relationships. Therefore, we are exposed to potential conflicts at different levels: sales people, customers, intermediaries.
- As per today, we do not have any "anti-corruption" and/or "ethical behavior" measure included in any of our contracts with business partners, be final customers, agents or even our sales people. It is company policy not to pay any type of bribery or to enter into personal compensations of any type to facilitate a sale, but for the moment nothing in writing. Therefore, we will devote the following months to introduce provisions in all our contracts with third parties as well as in internal contracts to ensure that no corruption practices can happen.

3. MEASUREMENT OF OUTCOMES

- Demographics of management and employees broken down by diversity factors (e.g., gender, ethnicity, age, etc.)
- Rate of occupational diseases, injuries, and absenteeism
- Percentage of recycled materials

