

## **A renewed commitment to human rights at Cablescom**

Since its inception, and now more than ever, human rights have been a fundamental part of Cablescom's global sustainability strategy.

In 2023, we renewed the Human Rights Policy in line with the main international standards and taking into account new trends that broaden the human rights approach, bringing it closer to the reality of the company and setting concrete and realistic objectives.

I am pleased to address you at this pivotal moment to reaffirm our unwavering commitment to the promotion and protection of human rights across all operations of our company. As we strive to reach new milestones and strengthen our position as industry leaders, we recognize the importance of integrating the principles of sustainability and social justice into all our business practices.

The annual report on human rights and sustainability reflects our ongoing progress and the challenges we face on this journey. We take pride in highlighting the significant achievements we have made in promoting diversity and inclusion in our workforce, as well as in the implementation of policies and programs to ensure a safe and respectful work environment for all employees and partners.

Furthermore, we remain steadfast in our dedication to upholding international and national standards on human rights. We are resolute in our commitment to align our operations with the Universal Declaration of Human Rights and other relevant international conventions and guidelines, as well as the human rights frameworks established by the governments in the countries where we operate.

However, we acknowledge that there is still much to be done. We recognize the importance of addressing existing gaps and redoubling our efforts to ensure that our operations are not only profitable but also ethical and socially responsible, adhering to the highest standards of human rights at all times.

In the upcoming year, we pledge to intensify our efforts in implementing sustainable and socially responsible business practices, working closely with key partners and stakeholders to drive positive change in our communities and the world at large.

I sincerely thank everyone who has contributed to our progress thus far and look forward to the continued support and commitment of every member of our valuable business community on this important journey toward a fairer, more equitable, and sustainable future for all.

Sincerely,



**Mr. Eddie Wang**  
**President of the BoD**  
**Zaragoza June 1st, 2023**