

MASATS understands its contribution to sustainable development in its social, environmental and economic aspects through ethical, transparent and responsible business management that goes beyond legal compliance. We are committed to the principles set out in the United Nations Global Compact and the 17 Sustainable Development Goals (SDGs) of the 2030 Agenda, adopting this Sustainability Policy.

Objective:

The purpose of this Policy is to establish MASATS' basic principles and commitments in terms of sustainability and to serve as a frame of reference for decision-making and actions, considering the impact they have on their environment, the creation of long-term value, the expectations of stakeholders and their contribution to sustainable development, through ethical, transparent and responsible behaviour.

Due to the cross-cutting nature of sustainability, this Policy establishes the principles that guide the entity's sustainable actions, especially in environmental and social matters and in relation to the good governance of the organisation. It is therefore developed and complemented by the rest of MASATS' Policies that address specific issues.

This Policy applies to all MASATS staff, members of the Management Committee and members of the Board of Directors, who are obliged to know, understand and comply with the provisions contained in this Policy.

Principles of action:

MASATS' principles of action in the area of sustainability are as follows:

- Ensure the viability and economic sustainability of the organisation as an efficient and competitive entity, guaranteeing the generation of value for both the company and its stakeholders.
- To encourage the pursuit of sustainable business, promoting the creation of social value, establishing alliances and collaborations for business development, innovation and technology with other stakeholders that result in improved service, progress and sustainable development of the sector and society.
- Respect and protect the economic, social and environmental context in the performance of the organisation's activities, promoting a socially responsible commitment that goes beyond legal and contractual responsibilities, promoting and projecting the public transport sector for the benefit of sustainable development and the fulfilment of the goals of the United Nations 2030 Agenda.
- Integrate sustainability into all areas of business, ensuring the availability of the necessary resources, taking into account the perspective of stakeholders.
- Regularly identify and analyse the needs and expectations of its various stakeholders, such as authorities, employees, customers, suppliers, local communities and society in general.
- Ensure that stakeholders are informed about corporate sustainability by issuing reliable, rigorous and comprehensive information in a transparent manner through economic, environmental and social performance indicators.
- Transfer the culture of sustainability to the workforce and stakeholders that make up the value chain, promoting the recognition of good practices in sustainability internally and externally as a socially responsible business entity.

Commitments:

To this end, the company establishes the following commitments:

COMMITMENT TO SOCIETY:

As a company in the industrial sector, we are committed to contributing to the social and economic development of the communities in which we operate, promoting the well-being of our employees, suppliers, customers and other stakeholders. This includes:

1. **Job creation and training:** We promote local employment and provide professional and personal development opportunities for our employees, ensuring an inclusive work environment where all people are treated with respect and dignity. We implement ongoing training programmes to improve the skills and abilities of our employees. Professional development opportunities are ensured on equal terms, with special attention given to vulnerable or underrepresented groups. The company guarantees decent, sufficient and timely remuneration, in line with current legislation and applicable collective agreements. The salary structure will be transparent and equal pay for work of equal value will be ensured, avoiding any unjustified gaps based on gender or other personal conditions. Masats respects regulations on working hours, breaks, leave and holidays, avoiding excessive hours and any form of forced labour. Wherever possible, the reconciliation of work, personal and family life will be promoted through organisational flexibility measures.
2. **Support for education and culture:** We invest in educational, research and development programmes, as well as cultural initiatives, which promote the comprehensive training of new generations and contribute to the sustainable development of our community.
3. **Promotion of health and well-being:** We promote the health and well-being of our employees by implementing occupational risk prevention programmes, promoting healthy habits and improving access to medical services.
4. **Respect for human rights, freedom of association, the right to collective bargaining, the absence of child and adolescent labour, and the elimination of forced or compulsory labour, declaring the organisation's absolute opposition to practices that may violate individual or collective dignity.**
5. **Ensuring equal opportunities and non-discrimination.** Selection and recruitment processes are carried out based on merit and ability, without discrimination (in particular on grounds of race, nationality, social origin, marital status, sexual orientation or identity, age, religion, political ideology, disability or any other personal, physical or social condition), as well as promoting diversity, managing, attracting and retaining talent, and balancing professional and personal life. All forms of discrimination in recruitment, remuneration, training, promotion and dismissal are prohibited, as is any type of harassment (sexual, gender-based, moral or other). The company establishes confidential reporting channels and action protocols to ensure a rapid response, protection for victims and sanctions for conduct contrary to this policy. The company promotes effective equality between women and men in access to employment, training, promotion and participation in decision-making. Measures are taken to eliminate the pay gap, facilitate work-life balance and prevent gender-based violence and sexual harassment at work.
6. **Rights of minorities and indigenous peoples.** In the places where the company operates, the rights of ethnic and cultural minorities and indigenous peoples are respected, including their identity, culture and forms of organisation. The company is committed to maintaining a genuine dialogue with these groups and to not participating in practices that involve their discrimination or marginalisation.
7. **Land, forest, water and forced eviction rights.** The company is committed to respecting the rights of communities to land, forests and water resources, and to not participating in or benefiting from forced evictions. Any project that may affect these resources will be carried out with an assessment of human rights impacts, prior consultation and the search for fair agreements, in accordance with applicable international standards.

ENVIRONMENTAL COMMITMENT:

Recognising our responsibility to the environment, we implement industrial practices that minimise the environmental impact of our operations. This includes:

1. Efficient use of resources and circular economy

Efficient use of resources:

Promoting the reduction, reuse and recycling of resources and materials in order to reduce waste in our industrial activities.

Promoting the transition to a circular economy and reducing the use of resources in all our processes and in our value chain, through proper waste management. Committing to proper waste management, promoting reduction, reuse and recycling, and promoting the circular economy as the basis for sustainable and environmentally responsible development.

Product life cycle:

Integrate the product life cycle approach into all design phases in order to minimise energy consumption and waste generation.

2. Water consumption and waste management

Water consumption and waste management: Efficiently manage water consumption in all production centres, as well as the management of associated waste, and promote investment in technologies and processes that favour reuse and recycling.

3. Minimisation of pollution and chemical products

Minimisation of pollution:

Adopt technologies and processes that reduce pollutant emissions, industrial waste and the impact on the environment. Ensure compliance with all local, national and international environmental regulations.

Adopt responsible chemical management in all our processes, prioritising options with low environmental impact to minimise pollution.

4. Emissions (GHG and acoustic)

GHG emissions:

Continuously reduce Scope 1 and 2 greenhouse gas emissions through efficient energy use, the adoption of renewable sources and the optimisation of our processes, thereby contributing to the reduction of air pollution and the protection of the environment.

Acoustic emissions:

Commit to rigorously controlling noise emissions from our activities to avoid disturbing neighbouring communities and protect the well-being of people and animals.

5. Renewable energy and energy efficiency

Renewable energy and energy efficiency:

Investing in renewable energy sources and improving the energy efficiency of our processes, promoting a more sustainable business model.

Commit to supplying 100% of the organisation's energy consumption with green energy from renewable sources, promoting decarbonisation and efficiency in all our operations.

GOOD GOVERNANCE: ETHICS AND TRANSPARENCY

Our company is governed by ethical standards, seeking transparency in our operations and accountability to our stakeholders. In this regard, we strive to:

1. Maintain and promote a management model based on good governance that favours sustainable, ethical and honest growth, based on its corporate values with the necessary systems and guarantees, in a responsible and transparent manner towards its stakeholders.
2. Ensure the economic sustainability of the company in the medium and long term, guaranteeing the generation of sustainable economic value for both the organisation and its stakeholders, adopting responsible investment practices and corporate governance based on ethics, transparency and integrity, managing risks through effective and responsible business management.
3. Guarantee ethical behaviour recognised by all stakeholders and society in general, condemning any illegal or fraudulent practice, form of corruption, bribery or extortion in its activity and value chain.
4. Promote transparency, reliability and accuracy of information about its activities and in its relations with stakeholders.
5. Maintain a regulatory compliance system that adequately responds to the legal and regulatory requirements to which the entity is subject or to which it submits on its own initiative.

INNOVATION AND SUSTAINABILITY

We are committed to the constant search for innovative solutions that enable our company to move towards a more sustainable future, integrating social and environmental criteria into the development of new products, processes and services

SUPERVISION

The body responsible for supervising the operation and compliance with this policy is the ESG Sustainability Team.

PUBLICITY AND DISCLOSURE

In compliance with the requirements of international standards and transparency practices, this Policy will be available to all interested parties on the MASATS website for their information and consultation.

Similarly, timely dissemination and internal communication will be carried out using existing tools (employee handbook and supplier handbook) to ensure understanding and application by all persons acting on behalf of MASATS, in order to increase environmental awareness and training among staff and the community regarding MASATS' activities.

This policy will be reviewed annually and will remain in force as long as no changes are made to it, which will be communicated appropriately.

CONCLUSION

Sustainability is a fundamental pillar of our company, as we seek not only economic profitability but also to generate a positive impact on society and the environment. This policy reflects our vision of being an ethical, sustainable organisation committed to the well-being of all our stakeholders.

Ignacio Elburgo
Managing Director
January 2026

