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**Company policy for the management system for quality, environment and occupational safety**

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## 1. Preface

It is a priority objective of Amberg Infraestructuras, S.A. to ensure the highest quality in all the work it carries out.

Amberg Infraestructuras S.A. has been certified in quality management in accordance with ISO 9001:2015 standard since 26.08.2018 for the activity of "Project Development, Construction Management, Technical Assistance and Health and Safety Coordination".

Environmental protection occupies a prominent place in the company's objectives. In addition to the general corporate policy, the environmental policy is added to the general corporate policy, and environmental protection has become a new corporate objective beyond the company's own field of activity. To guarantee this objective, an Environmental Management System in accordance with ISO 14001 has been developed during 2024 to provide environmental guidelines and targets for the protection of the environment.

We will succeed in doing this thanks to the contributions and commitment of every employee. With the certifications according to ISO 9001 and ISO 14001, we not only show that we strive for a high-quality standard, but also that the environment is very important to us. For this reason, we are committed to ensuring that our actions and our services, from the order to the dismantling, are as far as possible in harmony with nature.

Another step is that all locations work in accordance with our Management System.

For our visions to have an effect, we depend on the cooperation of everyone. The management represents all points in this document and expects the employees to live and implement them. Everyone is encouraged to think about a quality-enhancing, more environmentally friendly and more sustainable design of everyday life, in business, in projects, as well as in private. Because many small steps can also make a big difference.

This enables us to grow in an environmentally friendly and sustainable manner within the company and improve our actions. If you have any further ideas on how we can improve our services, especially in these areas and together with our customers to be able to take care of a sustainable environment, please let us know. We are open to new suggestions and thank you for your personal contribution!

A handwritten signature in blue ink, appearing to read 'Eduardo Velasco', enclosed within a blue circular scribble.

Eduardo Velasco  
CEO

## **2. Quality policy**

### **2.1. Services**

- Our engineering and services meet the high-quality requirements and are state-of-the-art.
- We promote an open communication culture. This towards our partners and customers, as well as within the company and in exchange and cooperation with our subsidiaries and the other companies of the Amberg Group AG.
- We operate an active knowledge and improvement management. The experience gained is continuously incorporated into our processes in order to improve them.
- All relevant laws, standards and specifications are complied with.

### **2.2. Initial and further education**

- We actively support our employees with job-specific training and further education, provide it in the company and encourage participation in internal and external courses.
- We offer our employees participation in seminars and congresses and enable them to report on their own experiences in exciting projects and developments by giving lectures and thus making Amberg Infraestructuras S.A. and themselves known to a wider audience.
- We promote the integration of foreign employees by involving them in projects of all kinds and therefore provide language courses.

### **2.3. Awareness and continuous improvement**

- We have spread the responsibilities for our quality management system broadly. The responsibility for the individual processes stays with one person at a time. This increases the acceptance of the processes and the system. It also ensures that the processes are designed efficiently and contain the correct workflows.
- We continuously review and improve our management system with internal audits. For this purpose, employees have made themselves available as auditors, which further increases the acceptance of our system and its use.
- All employees are encouraged to submit suggestions for improvement and to actively contribute to improving the quality of our services and products.

## **3. Environmental Policy**

### **3.1. Moral obligation**

- We do everything we can to provide our services in harmony with nature. We want to contribute to influencing and changing our environment as little as possible and passing it on to the next generation, although our services for the construction of infrastructure buildings will always represent an intervention in nature.

### **3.2. Resources**

- We value careful use of resources when performing our services and in the projects themselves.

- It is important to us to influence our customers in this direction and to show them the appropriate options.
- When ordering materials, make sure that they can be recycled.
- Consumables, including IT equipment, are to be recycled instead of being thrown away.
- The further reduction in paper consumption is still very important to us, as it has been in recent years.
- We want to reduce power consumption in our project planning process by using new technical equipment and are committed to renewable energies.

### **3.3. Commute**

- The employees should make their commute to work as environmentally friendly as possible within the framework of the proportionality. Therefore, we create appropriate incentives and take part in campaigns that promote this.
- We support home office, develop, and approve modern and flexible working time models and provide employees with the appropriate tools.

### **3.4. Travel during working hours**

- Should our services require travel activities, these should take place by public transport whenever possible.
- Video conferences are preferable to long business trips. We provide the necessary tools and support for this.

### **3.5. Project planning and construction management**

- When planning structures (new construction and repair), care should be taken to ensure that materials are environmentally friendly and that they can be recycled.
- We always consider the entire life cycle in our projects.
- We also aim to conserve resources and influence our clients to build accordingly.
- The project planning considers the use of environmentally friendly means of transport. Here, too, we are striven to influence the customer and the subsequent construction work accordingly.
- Materials must be stored in an environmentally friendly manner on the construction site.
- All relevant laws must be observed. Special environmental requirements of the client must be considered and expanded further. The respective project managers are responsible and raise awareness of the project staff involved.

### **3.6. Awareness and continuous improvement**

- As part of the introductory presentation for new employees and ongoing training on our management system, the environmental issues are explicitly listed with the aim of promoting a positive attitude towards environmental issues.
- All employees are invited to actively submit suggestions to the management on how to treat our environment carefully, on the topic of sustainability and how to implement them.

## **4. Sustainability**

### **4.1. Moral obligation**

- We feel obliged to provide sustainable services. For us Sustainability means respecting the environment, society and the economy. We take over social responsibility in these matters. In addition to the choice of materials and the consumption of resources, we consider the entire life cycle of the projects in our planning and project planning activities. We try to prevent travel activities as much as possible or to exercise them in an environmentally friendly manner. A healthy and safe working environment, flexible working methods, avoidance of waste and transparent communication are important to us.

### **4.2. Ecology**

- Please refer to "Environmental policy», Chapter3.

### **4.3. Economy**

- Please refer to "Quality policy», Chapter2.

### **4.4. Social**

- We offer flexible and modern working time models and wages that are customary in the market.
- We comply with laws, standards and social values on employment and working conditions.
- We attach great importance to the equal treatment of all employees.
- Our communication is transparent. The employees are informed about the most important business figures.
- There is a lively communicative exchange between the management level and the employees.
- We promote training and further education.
- We continuously review our efforts to create good and interesting employment conditions and take part in appropriate initiatives.
- See also "Occupational health and safety», Chapter 5.

## **5. Occupational health and safety**

### **5.1. protective gear**

- The necessary protective equipment is made available to the employees by Amberg Infraestructuras S.A.
- All employees must wear the necessary protective equipment according to their work.

## 5.2. Workplace

- The workplaces are set up in a way that accidents are avoided.
- The workplaces are ergonomically designed to prevent tension and physical misalignments.
- Work is carried out with state-of-the-art equipment to prevent physical complaints.
- On construction sites, it must be ensured that an entrepreneur's health and safety protection concept is in place and observed.
- All relevant laws, guidelines and specifications must be complied with.

## 5.3. Travel activities

- The company and pool vehicles are serviced regularly. When replacing or purchasing new vehicles, considerations regarding the use of alternative drive types are considered.
- Employees are only sent to other countries classified as safe according to the EDA.

## 5.4. Personal conduct

- Every employee makes his / her personal contribution to their own occupational health and safety.

## 5.5. Awareness and improvement

- Through our investment in the external occupational safety and health provider, employees are competently trained on this subject.
- There are regular reviews of the security systems and processes.

Amberg Infraestructuras S.A.

A handwritten signature in blue ink, enclosed in a blue circular stamp. The signature is stylized and appears to read 'Eduardo Velasco'.

Eduardo Velasco  
CEO

Distribution: All Amberg Infraestructuras' employees