

# MISION, VISION AND POLICIES

“This policy is available to interested parties, and is communicated to all collaborating partners”.  
“We express our commitment to continuous improvement of the management system, as well as to comply with the legal requirements, of those that the organization subscribes and of the applicable regulations”

## MISSION

We create value for society and our shareholders by efficiently, sustainably, and safely managing, designing, building, and operating infrastructures and services that enhance people’s well-being.

## VISION

We aspire to be the global leader in providing construction solutions that enhance the well-being of citizens, drive progress in the society, and promote sustainable development. As a diversified and integrated company, we are dedicated to our employees and renowned for our ability to create value and innovate in response to emerging social needs.

## VALUES

- Commitment
- Efficiency
- Excellence
- Commitment to environmental stewardship.
- Innovation and utilization of optimal technology
- Integrity
- Teamwork
- Prioritizing People’s Well-Being

Our mission, vision, and values are upheld by the following **POLICIES**:

## QUALITY POLICY

FCC Construcción is committed to **continuous improvement** in the construction sector. To achieve this, we implement measures to:

- Strengthen and expand our international leadership in the industry.
- Ensure **customer satisfaction**.
- Provide ongoing training for our personnel to enhance their skills and performance.
- Meet customer requirements and adhere to regulatory standards.
- Maintain **safe and satisfying** working conditions for our employees.
- Achieve profitability that ensures appropriate returns on invested capital and maximize distributed benefit.

## ENVIRONMENTAL POLICY

FCC Construcción is dedicated to **environmental stewardship** through:

- Adhering to all relevant **regulations, laws**, and company commitments.
- **Continuously improving** by analyzing and minimizing environmental incidents, preventing pollution, protecting biodiversity and water resources, combating climate change, and promoting a circular economy.
- Engaging **stakeholders** (both internal and external) in environmental management.
- Implementing a plan to reduce environmental impacts.

## OCCUPATIONAL RISK PREVENTION POLICY

FCC Construcción is committed to safeguarding the safety and health of its workers by establishing the following conditions:

- Complying with current **legislation** and internal regulations to ensure high safety standards in all projects.
- Integrating preventive measures into decision-making processes at **all levels** of the company.
- **Planning, organizing, and implementing** effective monitoring to prevent hazards, reduce risks on worksites, and continuously improve workers’ safety and health.
- Engaging all **stakeholders** (own personnel, clients, and subcontractors) in preventive management.
- Promoting healthy work environments and encouraging healthy habits among workers both on and off the job.
- Facilitating consultation and participation of workers in safety initiatives.

## CUSTOMER POLICY

FCC Construcción’s actions towards clients will focus on:

- Prioritizing strong **client** relationships.
- Expanding operations into new geographical areas with clients from strategic countries.
- **Diversifying** into complementary strategic sectors through these client relationships.

Ensuring the utmost respect and consideration for local communities, indigenous peoples, and cultural heritage.

## EMPLOYEE POLICY

Regarding employees, FCC Construcción will ensure that:

- FCC professionals feel proud to be **part of the company**.
- Employees are motivated to **stay with the company**.
- There are no instances of **internal discrimination** based on the organization in which services are provided.

## SUPPLIER POLICY

Regarding its suppliers, FCC Construcción will ensure that:

- They aspire to be part of the core group of **stable collaborating companies**.
- **Leading companies** in their specialties are included in the group of catalog of suppliers.
- Transparency in supplier relations foster **mutual trust**.

## R&D&I POLICY

The R&D&I activities of FCC Construcción will align with the most significant advancements in the sector focusing on **technological and process innovation** related to its core activities. The company will actively participate in the following areas: underground construction, materials, transportation infrastructure, sustainable building and rehabilitation, occupational risk prevention, environment, process management, maritime works, sustainable construction, and energy efficiency.

To achieve this, the company will comply with applicable **regulations, laws**, and other commitments.

## INFORMATION SECURITY MANAGEMENT POLICY

At FCC Construcción, we recognize information as a strategic resource and ensure its proper protection in our daily activities by:

- Preserving the confidentiality, integrity, and availability of information.
- Implementing protection measures proportional to the value of the assets, their level of exposure, and the impact of potential security breaches.
- Adhering to the information security policies of the FCC Group.

This Security Policy aligns with the interests of FCC Construcción while respecting the Group’s overarching Information Security policy.

## COLLABORATIVE WORKINGS RELATIONSHIP MANAGEMENT POLICY

FCC Construcción’s approach to establishing collaborative working relationships is based on:

- Promoting collaboration at all relevant levels with honesty, integrity, and transparency.
- Committing to rigorously comply with all applicable requirements in these relationships.
- Designing strategies focused on value contribution and innovation, aimed at the continuous improvement of the CBRMS.
- Consolidating sustainable relationships over time whenever possible.

## DIGITAL TRANSFORMATION POLICY

FCC Construcción drives digital transformation to improve the productivity and efficiency of its projects and a company as a whole. Digitalization at FCC Construcción involves not only its employees, but also clients and subcontractors, and is based on:

- Incorporating technology and training personnel to transform processes, with a focus on collaboration as the key to Information and Knowledge Management.
- Implementing effective digital services and tools that facilitate project control from inception to delivery, enhancing planning, operational efficiency, and the quality of the final work.
- Providing more accessible, reliable, and secure information to help employees achieve their business objectives through continuous innovation and advanced system.

## QUALITY POLICY FOR NUCLEAR FACILITIES SUPPLY CHAIN

FCC Construcción is committed to **continuous improvement** by implementing the following measures:

- Providing staff with the **necessary training** to ensure ongoing enhancement in this area.
- Ensure safety in nuclear facility projects, with a strong commitment to prioritize safety above all other consideration.

## HUMAN RIGHTS POLICY

FCC Construcción recognizes respect for Human Rights as a fundamental value, integrating it into our corporate culture, business strategy, operations, and activity chain. Accordingly, FCC Construcción:

- Is committed to **complying with international and national regulations and conventions on Human Rights**.
- **Integrates Human Rights due diligence** into our internal policies and risk management systems. We have a Human Rights Due Diligence System that includes a series of control measures to ensure respect for Human Rights.
- Maintain **internal standards related to the respect for Human Rights** (Code of Ethics, Compliance Policy, and Human Rights Policy of the FCC Group), and promotes their compliance among all personnel and business partners. We foster a culture of respect for Human Rights through training, communication, and awareness-raising initiatives.
- **Considers the needs and expectations of stakeholders** in HR management

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FCC Construcción General Director

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