

MISSION, VISION AND POLICIES



MISSION

We create value for company and for our shareholders by providing the necessary services and management for designing, building, and operating industrial infrastructures and services which efficiently, sustainably and safely contribute to the well-being of people.

VISION

We aspire to be the global leader in providing industrial 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
- Respect for the environment
- 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

The actions of FCC Industrial aim at continuous improvement in the construction, industrial and energy infrastructure sectors. Thus, the necessary measures are taken to:

- Consolidate and enhance its **international position as a leader** in these sectors.
- Guarantee **customer's satisfaction**.
- Ensure that staffs receive the level of **training** required to continually improve their work performance.
- Meet all **customer requirements** and comply fully with all applicable regulations and codes.
- Ensure that working conditions offer **safety and satisfaction to workers**.
- Achieve a level of **profitability** that guarantees the appropriate return on assets allocated and the best possible distribution of profits.
- Commit to the **continuous improvement** of the Quality Management System.

FCC Industrial has established a **Quality Management System** aimed at demonstrating the ability of the Company to supply products which meet the needs of its customers, as well as any other applicable requirements (regulatory, normative, legal), always within the scope of sustainable development, and respect for the environment.

Through the establishment and effective implementation of the Quality Management Systems, PECAL Quality, Environmental, Information Security Management System, R&D and BIM, FCC Industrial works toward **increasing customer satisfaction**, emphasizing, as the main feature of the system, the processes related to continuous improvement and prevention of non-conformities.

In the processes of verification and review the Company assesses, using the feedback information provided by our customers, the degree of fulfilment of the established or implicit needs and expectations.

In order to achieve its **Quality Objectives**, FCC Industrial relies on the following Quality Management principles:

Customer focus. Since FCC Industrial depends on its customers, the Company strives to understand their present and future needs, meet their requirements and exceed their expectations.

Define and take into consideration the **risks and opportunities** that may affect the compliance of products and services, as well as the ability to increase customer satisfaction.

The General Manager of FCC Industrial establishes unity of purpose in the management of the Company, and creates a favourable internal environment to promote the involvement of the employees in the achievement of its objectives.

FCC Industrial staff are, regardless of the level of the organization they work in, the essential element enabling, through their full involvement, the best use of their capabilities for the benefit of the organization.

Every activity carried out by FCC Industrial, as well as the related resources, are managed as a process in the spirit of ISO 9001 standard. And, in particular, the activities carried out at the Systems Area for the Ministry of Defense are managed in accordance with the guidelines set by the PECAL/AQAP-2110/2210 standards.

The Quality, Environmental and Information Security Management System of FCC Industrial is conceived as a system of interrelated processes aimed at improving the effectiveness and efficiency of the Company.

Continuous improvement is one of the permanent objectives of FCC Industrial.

FCC Industrial's Senior Management bases its decisions on information and data analysis allowing for effective decision making.

FCC Industrial maintains mutually beneficial relationships with its suppliers, allowing for the improvement of both parties' ability for value creation.

DIGITAL POLICY - BIM

FCC Industrial's actions are aimed at enhancing the **digitalization** of information management systems through the following measures:

- The promotion of methodologies, tools, and systems form digitalization in the management, development, and archiving of information in the organization.
- Encourage and promote the use of **BIM** methodology.
- **Integration** of the BIM system into the company's management systems.
- The commitment to ensure that the design complies with **legal regulations** and **aplicable requirements** suscribed by the Company, wich, if BIM is used, must be duly reflected in the BIM Execution Plan of the project.
- The maintenance of adequate and updated BIM software and hardware.
- The commitment to **continuous improvement** of the BIM information system for the improvement of the use of the BIM methodology.
- The involvement of **stakeholders** (own staff, clients, suppliers, and others) in the implementation of the BIM methodology.

FCC Industrial has established a **BIM Information Marnagement System** with the objective of ensuring that all FCC Industrial members working with BIM methodology do so consistently and efficienctly; this initiative aligns with our corporate digitalization policy and falls within the common digitization strategies of the FCC group and, particularly FCC Construcción.

CUSTOMER POLICY

The actions of FCC Industrial with regard to customers shall aim at:

- Paying special attention to **customer** relations.
- Expanding the geographical areas of action of the Company through relationships with customers from other **strategic countries**.
- Seeking the **diversification** of current activities into complementary strategic sectors.

EMPLOYEE POLICY

With regard to employees, FCC Industrial shall act in such a way that:

- Professionals in FCC Industrial are **proud to be part of the Company**.
- Employees are **interested in staying with the Company**.
- There is no **internal discrimination** in the Company because of the organisation where the services are rendered.

SUPPLIER POLICY

With regard to suppliers, FCC Industrial shall act in such a way that:

- Suppliers wish to belong to the group of **stable partner companies**.
- **Leading companies** in their fields of activity are included in the list of suppliers.
- There is the necessary transparency in relationships with suppliers in order to encourage **mutual trust**.

ENVIRONMENTAL POLICY

The actions of FCC Industrial are focused on the **respect for the Environment** by:

- **Analysing and minimising the environmental incidences** which arise as a result of the Company's activity.
- Developing its commitment to **environmental protection, contamination prevention, adaptation to and mitigation of climate change**, waste reduction and **sustainable use of resources**.
- Complying with **regulations, laws** and other **applicable commitments** made by the Company.
- **Continuously improving** the Environmental Management System in order to enhance the environmental performance of the Company.
- Involving **interested parties** (Company staff, customers and subcontractors) in environmental management

FCC Industrial has established an **Environmental Management System** aimed at demonstrating the ability of the Company to supply products which meet the needs of its customers, as well as any other applicable requirements (regulatory, normative, legal), always within the scope of sustainable development, and respect for the environment.

RESEARCH, DEVELOPMENT AND INNOVATION MANAGEMENT POLICY_R&D

FCC Industrial's leadership is expressed through innovation activities in line with the most significant breakthroughs in the sector, in terms of:

- **Technological and process innovation** linked to its activities.
- **Active participation** in those initiatives focused on the following lines of action:
 - Process management
 - Energy infrastructures
 - Transport infrastructures
 - Industrial engineering Design and Development
 - MEPS (Mechanical electrical piping and systems)
 - Occupational Health and Safety
 - Environment / Sustainability / Life cycle
 - Energy efficiency
 - Technologies for industrial and energy use
 - Industrial control solutions
 - Computer systems development and maintenance
 - Cibersecurity
- Research and innovation involves cooperation between the different **departments, services and units**.
- R&D activity dissemination.
- Commitment to satisfy **application requirements**.
- R&D management system **continuous improvement** commitment.
- This policy provides the reference framework for setting **R&D&I objectives**.
- FCC Industrial **adheres to** the FCC Group innovation management **policies**.

EQUALITY POLICY

FCC Industrial, has had an **Equality Plan** since 2012 that constitutes an ordered set of measures that allows the development of the objectives of equal treatment and opportunities between women and men and eliminates any hint of discrimination based on sex, promoting the defense and effective application of the principle of equality between woman and men, guaranteeing in the workplace the same income opportunities and professional development at all levels.

The main objectives of the equality plan are:

- Reinforce the commitment of sustainability assumed by FCC Industrial, to improve the quality of life of workers and their families, as well as to promote the principle of equal opportunities.
- Improve the balanced distribution of gender in the scope of the plan, mainly in those professional groups in which women are less represented.
- Promote and improve the possibilities of women's access to positions of responsibility, helping to reduce inequalities and imbalances that, although of historical, cultural, social or family origin, could occur within the company.
- Encourage the reconciliation of work and family life of workers and ensure the non-discrimination of people who are enjoying rights of conciliation in the company.
- Prevent situations of labor and sexual harassment, through an action protocol for these cases.

- Guarantee the protection of women workers who are victims of gender violence.
- Guarantee equal treatment and valuation in the application of the remuneration system aimed at rewarding achievement, without discrimination based on sex, respecting criteria of objectivity and equity.

Likewise, since 2014, it has had the **distinctive of Equality** granted by the Ministry of Health, Social Services and Equality, which recognizes FCC Industrial e Infraestructuras Energéticas, S.A.U. as an excellent company in the promotion of equal opportunities.

INFORMATION SECURITY MANAGEMENT POLICY, THE SECURITY SYSTEM AND THE NATIONAL SECURITY SCHEME

FCC Industrial uses and processes a large amount of information in its daily activity in order to meet its business objectives. The Management of FCC Industrial, aware of the need to promote, maintain and improve the customer focus in all its activities, has implemented an Integrated Management System (SGSI, Security and ENS) in accordance with standards whose ultimate objective is to ensure that we understand and we share the needs and goals of our clients, trying to provide services that meet their expectations by working on continuous improvement. This Information Security Management Policy, the Security System and the National Security Scheme, integrated in this document, and the regulations related to it, establish a framework that allows information to be managed securely, real and effective and according to the purpose of the organization. For this purpose, **the involvement of all the organization's personnel** is sought in the application of the measures that are determined. For this reason, one of the primary objectives of this policy is to publicize both the guidelines adopted and the objectives they seek to cover with all of this, given the active role that all the people in the company will play in achieving them.

FCC Industrial expressly states its commitment to enhance the Security and Cybersecurity of the Information of the service provided, and undertakes to satisfy the needs and expectations of the interested parties, and to maintain our competitiveness high in the services and products detailed in the **scope**, according to the **legal and regulatory framework** in which the activities are developed, and which are specified in the MCMA_ FCC Industrial Quality Management System Manual.

FCC Industrial is aware of both the importance of the security of the information it processes and the importance of ensuring the **confidentiality, integrity, availability, authenticity and traceability** of its **information** systems, as well as the irreplaceable and inherent nature of work on a daily basis day-to-day and an essential part of the service provided to our clients, within parameters that ensure the quality and effectiveness of the information technology service, under the following basic principles:

- Security management must be in accordance with the **requirements** of the information security management system and the ENS and must comply with the provisions of current legal regulations.
- Information is a strategic resource for FCC Industrial and, therefore, its adequate **protection** must be guaranteed in the performance of daily activity and in relations with external entities.
- Information security and cybersecurity are tasks that involve all FCC Industrial personnel, both individually and through cooperation between the different departments, services and units. It is necessary to have **personnel sensitive** to the needs of a good information security system.

- Disseminate and ensure compliance with the **mandatory** information security, security system and ENS regulations among all FCC Industrial personnel at different levels.
- Identify and consider **risks and opportunities** in order to ensure that the information security management system can achieve its intended results, prevent or reduce undesirable effects and achieve continual improvement. Identify risks and adopt protective **measures** against threats to information security proportional to the value of the assets to be protected, the existing risks and the impact of possible security failures, including the risks arising from the processing of personal data (according to the FCC Group's internal regulations on the LOPD).
- Preserve the **confidentiality, integrity, availability, authenticity and traceability** of the information during its treatment, regardless of the medium in which it is contained, and of the place where it is located.
- Commitment to **continuous improvement** the security process and the information, and to re-examine this policy at regular Senior Management meetings for this purpose..
- FCC Industrial adheres to the information security **policies** of the FCC Group.

MISSION AND OBJECTIVES:

FCC Industrial also defines these **generales objectives** for the application of these policies:

- Establish a risk analysis and management strategy aimed at better understanding them and their safeguards.
- Establish basic protection needs, security plans to apply the safeguards.
- Organize security based on criteria for classifying information, responsibility of its owners, descriptions of tasks and procedures, procedures for security violations, disciplinary consequences for non-compliance with security standards, security compliance checks and configuration and change management.
- Promote the continuous improvement of services and customer support.
- Continue positioning FCC Industrial as a benchmark in the sector.
- Provide solutions to transform data and information to help our clients make decisions.
- Provide clients with the most professional equipment and immediately and for as long as necessary have highly qualified technicians, experts in the required disciplines and accustomed to working as a team.
- Have a service provision based on our commitment to the continuous improvement of our systems, with information security and cybersecurity as a central pillar and by default.

The ultimate goal of information security is to ensure that an organization can meet its objectives using information systems. Safety decisions should take into account the following **Basic Principles**:

- a. Security as an integral process.
- b. Risk-based security management.
- c. Prevention, detection, response and maintenance.
- d. Existence of defence lines.
- e. Continuous surveillance.
- f. Periodic reassessment.
- g. Differentiation of responsibilities.

Our **mission** and objectives will be achieved through compliance with the following **Minimum Requirements**:

- Organisation and implementation of the security process.
 - Risk analysis and management.
 - Personnel management.
 - Professionalism.
 - Authorisation and control of access.
 - Facility protection
 - Procurement of security products and Security Services contracting.
 - Minimum privilege.
 - System integrity and updating.
 - Protection of stored and in-transit information.
 - Prevention against of other interconnected information systems.
 - Logging of activity and detection of malicious code.
 - Security incidents.
 - Business continuity.
 - Continuous improvement of the security process.
-
- A system of **objectives**, metrics and indicators of continuous improvement, monitoring, measurement of our internal processes, as well as the satisfaction of our customers. Establishing and supervising compliance with contractual requirements to ensure an efficient and safe service.
 - Continually training and raising awareness of our team to have the highest degree of **professionalism** and specialization possible, in addition to having our infrastructures in an adequate state and in accordance with the requirements of our clients.
 - With a secure product acquisition management procedure.
 - Complying with the requirements of current legislation, especially with the General Data Protection Regulations and compliance with our **Security Documentation**. The guidelines for the structuring of **the system security documentation**, its management and access are detailed in PR_FCCIND_120_01 Information Management and Security.
 - Introducing continuous improvement processes that allow permanent progress in our Information Security management.
 - Managing and preparing plans for the management and treatment of risks with an analysis and risk management methodology used, based on standards.
 - Managing internal and external communications and information stored and in transit.
 - Ensuring interconnection with other information system.
 - Managing and monitoring activity with log management.
 - With special attention to the management of **security incidents**.
 - Ensuring the **continuity** and availability of business and services.
 - Ensure that our Assets and Services comply with the ENS measures of the level established for the dimensions of **Confidentiality, Integrity, Availability, Authenticity and Traceability**.

Likewise, these principles must be considered in the following security areas:

- **Physical:** Comprising the security of dependencies, installations, hardware systems, supports and any asset of a physical nature that processes or can process information, as well as physical access.
- **Logic:** Including aspects of protection of applications, networks, electronic communication, computer systems and logical access.
- **Political-corporate:** Formed by security aspects related to the organization itself, internal rules, regulations and legal regulations.

Roles or security functions:

At FCC we have an information manager, systems manager, information security manager and a service manager, whose functions and responsibilities have been accepted by the respective managers.

The Information Security Committee of FCC Industrial is the coordination and conflict resolution mechanism.

The functions of those responsible and of the Committee itself are reflected in Procedure PR_FCCIND_120_01 Information Management and Security.

All the regulations that are issued in order to achieve these objectives will bind the people responsible for their application, and in general the entire organization in their compliance.

“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”.

Miguel Ángel Mayor
FCC Industrial General Director

Edition 12
Reviewed 11/04/2025