



SUSTAINABILITY POLICY

COMSA Corporación, aware of its impact on society, integrates into its operations the economic, social, environmental, and ethical concerns of its stakeholders.

The Sustainability Policy of COMSA Corporación establishes its key principles and creates a reference framework of a corporate social responsibility culture, to ensure that all activities carried out promote the creation of long-term value for all stakeholders (society, customers, employees, and suppliers), helping to achieve the Sustainable Development Goals (SDGs) of the United Nations, and rejecting all actions against them.

In this regard, **COMSA Corporación** declares its commitment to:

1. The conservation of sustainable ecosystems, through the development of the activity in a responsible way, generating positive impacts and common wealth in the social, environmental and economic context.
2. The retention and attraction of talent, considering people as the center of the mission, in a suitable framework of work relationships based on equal opportunities, non-discrimination, diversity in all its variants and the inclusion of professionals, implementing measures for the integration of disadvantaged groups and with different abilities, and for the right personal and professional life balance.
3. The fight against climate change, both in the required adaptation and in its mitigation, reducing greenhouse gas emissions, pretending to play an active role in more sustainable infrastructures, with projects of maximum energy efficiency, as well as in the transition to a circular economy.
4. Transparency and good governance, promoting a corporate ethical culture with responsible behaviors of managers, employees, and suppliers, in application of the Code of Ethics, and generating mutual trust with stakeholders.
5. Support, dissemination, and active participation in the achievement of the Sustainable Development Goals (SDGs), especially in the field of human and labour rights, equal opportunities for the disadvantaged groups, environmental protection and the fight against corruption.
6. Respect for the human rights recognized in national and international legislation, rejecting child labour, forced or compulsory, discrimination on any grounds, and respecting freedom of association and collective bargaining.
7. The promotion of research, development, and innovation (R&D&I) activities to achieve a sustainable growth of the operations.
8. Maximizing the creation of sustainable and collective value with stakeholders and the whole society, promoting active and continuous communication channels.
9. The correct management of financial risks, those derived from climate change, as well as the social and environmental impacts associated with the corporate activity.
10. The extension of the principles and values of this Policy to all the value chain: customers, partners, suppliers of products and services and any other stakeholders.

This Sustainability Policy is aligned, in its principles and values, with the Code of Ethics of COMSA Corporación.

As a sign of commitment and approval of this Policy, in Barcelona on June 30th, 2021.

Jorge Miarnau Montserrat
President
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