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1	2021/10/26	N/A – first version	N/A
2	2023/07/27	Modifications to annexes due to updating the sustainability strategy	N/A
3	2025/05/27	To adapt the Policy to the new Belonging & Inclusion Policy	N/A

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## I. CONTEXT

Ferrovial develops and operates innovative, efficient and sustainable infrastructures, creating value for its stakeholders (employees, customers, users of its infrastructures, society and its shareholders). We are inspired by the United Nations Sustainable Development Goals (SDGs) to consolidate our position as an actor that contributes to a more sustainable, innovative, inclusive, and low-carbon economy. We understand sustainability as a key factor for the business model, which contributes to generating new opportunities and facilitating future growth.

Other existing policies in Ferrovial Group that have sustainability implications, approved by the Company and which remain in force, emanate from the principles and values of this Policy. Ferrovial will look out that the principles established in this Policy are observed in the entities that make up the Group, regardless of their business area, geographic location or activities they carry out, as well as in all the companies in which it participates.

## II. PRINCIPLES AND VALUES

Ferrovial's basic values are Innovation, Excellence, Respect, Collaboration and Integrity. Based on them, the Sustainability Policy globally establishes the following principles:

- a) Environment. Ferrovial focuses on the prevention of pollution and the proactive effects generated by its activities. Additionally, it develops and implements systems and tools to achieve a neutral or even positive impact on natural capital and biodiversity.
- b) Climate change. The Company contributes to global climate action by meeting ambitious emission reduction targets, aligned with Science (Science Based Targets Initiative or “SBTi”), managing risks and taking advantage of the opportunities offered by the Climate Change Agenda (Paris Agreement), promoted by the UN Paris Agreement on climate change.
- c) Positive social impact. Ferrovial adds value to the geographies and communities where it operates, contributing to local development and improving the quality of life of citizens by fostering local purchases and supply chain, as well as initiatives to bring development opportunities to vulnerable people, by means of partnership with social organizations.
- d) Ethical behavior. Ferrovial is committed to the highest standards of integrity and transparency. It practices a “zero tolerance” with any infringement of current legislation, and in particular with any conduct that could be considered as corrupt. It periodically checks out the effectiveness of the procedures and control systems aimed at preventing the risks of fraud and corruption in its activities.
- e) Equality and culture of belonging and inclusion. In accordance with the applicable laws, the Company provides an inclusive work environment where all employees feel valued and respected, guaranteeing equal opportunities and guiding professional careers exclusively based on merit.
- f) Well-being, safety and occupational health. Ferrovial is committed to creating safe work environments for all employees, every day.
- g) Human rights. Ferrovial contributes to protecting human rights, both in the development of its business activities and within the framework of collaboration with third parties, government agencies and civil society organizations; it respects human rights and contributes to their protection.
- h) Innovation. The Company is committed to innovation as a way to improve its main activities, supporting Ferrovial's digital transformation and developing new capabilities and services that

reinforce its competitiveness.

- i) Proactive management of risks and opportunities. The Company has an integrated compliance and risk management system. This system includes the necessary instruments to ensure the identification, assessment and monitoring of risks of any nature, including those non-financial, which may impact on Ferrovial's sustainability or on the achievement of its strategic targets.
- j) Fiscal responsibility. The commitment to contribute to the economic and social development of the different markets in which Ferrovial operates is materialized in the tax area in the commitment of the Ferrovial Group to comply with all the tax obligations generated as a result of its activity, in accordance with the applicable local and international regulations, as well as developing best practices in this area.
- k) Collaboration with stakeholders. The Company encourages mutual benefit in the relationship with its customers, suppliers, shareholders, employees, as well as the rest of the external agents involved in the 2030 Agenda for Sustainable Development or related to Ferrovial's activities and initiatives.
- l) Transparency and dissemination of information. Ferrovial undertakes to disseminate information that is relevant to the markets, shareholders and other stakeholders in a transparent, prompt, complete and truthful manner, following the principles of equal treatment and non-discrimination, and complying with applicable regulations.