

CODE: NG.FER.CR.004

TITLE: CORPORATE RESPONSIBILITY
POLICY

VERSION: 2

SCOPE: General

DATE OF THE FIRST PUBLICATION: 18/12/2014

CANCELS: Declaration of Principles for
Sustainable DevelopmentDATE OF PUBLICATION OF THE CURRENT
VERSION: 18 /06/2025LANGUAGE OF THE ORIGINAL VERSION:
Spanish

APPROVED BY: Board of Directors

ISSUING AREA: Department of
Communication and Corporate
Responsibility

Review history

Version	Date of dissemination	Reason and summary of changes	Cancels / Replaces
1	18/12/2014	N/A - first version	N/A
2	18/06/2025	To adapt the Policy to the new Policy of Belonging & Inclusion	N/A

CORPORATE RESPONSIBILITY AT FERROVIAL

Ferrovial understands Corporate Responsibility as a voluntary commitment to participate in the economic, social and environmental development of the communities where it operates.

To that end, as a global infrastructure and services company, it aims to contribute to society by improving citizens' living standards while at the same time creating value for its shareholders, employees and other stakeholders. Its actions are guided by values such as integrity, respect, excellence, innovation and collaboration.

FUNDAMENTALS

This policy is based on the Principles of the Global Compact and on a number of internationally accepted agreements and resolutions that address aspects of Corporate Responsibility.

SCOPE OF APPLICATION AND MONITORING

This policy is addressed to:

- Ferrovia N.V. and all of the companies that comprise the Group, whatever their area of business, geographical location or activities.
- Members of the governing bodies of Ferrovia N.V. or other companies of the Group (including supervisory boards or equivalent bodies).
- Employees of any of the companies that comprise the Group.

For these purposes, “Group” or “Ferrovia” refer to both Ferrovia N.V. and to the business group headed by that company, which includes all companies that are directly or indirectly controlled by Ferrovia N.V. “Control” is understood to exist when the majority of the voting rights is held on the governing body.

Ferrovia will seek to procure the principles established in this policy are observed by the companies it controls and in which it participates.

The Spanish version of this policy will prevail in Spanish speaking countries. In all other countries, the English version will prevail.

The Board of Directors of Ferrovia will procure to observe compliance with the Corporate Responsibility principles that the company adopts voluntarily.

Ferrovia will take steps to ensure that the policy and underlying principles are known, understood and adhered to by its employees and third parties.

PRINCIPLES

The underlying principles of Corporate Responsibility are:

1. Ethics and responsibility in all actions.
2. Respect for fundamental human rights.
3. Transparency and the application of best practices in corporate governance.
4. Contribution to socio-economic development.
5. Reduction of the environmental impact, combating climate change, and efficient management of resources.
6. Promotion of responsible practices in the supply chain.
7. Protection of workers' health and safety as well as fostering equality, work-life balance and a culture of belonging and inclusion.
8. Innovation as an element of competitiveness and value creation.
9. Stakeholder engagement.
10. Financial soundness and a long-term focus.