



## COMMITMENT TO SUSTAINABILITY AND EQUALITY

### OUR COMMITMENT

FIXALIA is a company committed to sustainability and equality. We understand that business objectives must drive sustainability by integrating environmental, social, and governance aspects into our strategy and decision-making. Our activity must generate both business and social benefits on a permanent basis and with a spirit of continuous improvement, while preserving the environment.

### OUR CHALLENGE

To ensure that business objectives are compatible with sustainable development, preserving natural resources and promoting a fairer and more inclusive society.

For this reason, FIXALIA's Management establishes, implements, reviews, and periodically maintains this commitment to sustainability and equality, a document that reflects our commitment to sustainable growth and sets out the global framework for action in sustainability and equality matters.

#### 1. Promotion of Sustainability

At FIXALIA, we have a moral obligation to promote sustainable lifestyles that can be applied both at home and at work. Therefore, we commit to:

- Involving all personnel working at FIXALIA in a permanent sustainability commitment, proposing and implementing the actions deemed appropriate to strengthen a sustainability culture.
- Extending this sustainability culture to FIXALIA's suppliers and collaborators.

#### 2. Regulatory Compliance

FIXALIA undertakes to comply with the regulations applicable in the countries and territories where it operates, adopting commitments, standards, and guidelines in those cases where local regulatory development is not adequate or sufficient. Likewise, FIXALIA's relations with local public authorities must be based on loyalty, trust, professionalism, collaboration, reciprocity, and good faith.

#### 3. Climate change and environmental impact

Climate change affects us all. Its potential impact is enormous, with forecasts of shortages of drinking water, major changes in conditions for food production, and an increase in mortality rates due to floods, storms, droughts, and heatwaves.

As an eco-responsible company, FIXALIA wants to contribute its share to the fight against climate change by committing to:

- Transitioning toward a low-carbon economy, minimizing the environmental impact of its facilities, and preventing pollution by gradually reducing greenhouse gas emission intensity, progressively introducing the most efficient technologies with lower carbon emissions.
- Minimizing the environmental impact of the solutions and services it offers to its customers.
- Promoting and designing solutions powered by clean and renewable energy.
- Supporting the circular economy as a way to avoid waste generation and enable material reuse.

#### 4. Diversity

Diversity is key to business competitiveness and to the social development of countries. FIXALIA aims to consolidate a culture of respect for people and positive, open attitudes toward diversity, while ensuring effective equality of opportunity and treatment for all groups with which it interacts.

## 5. Gender equality

Gender equality means that all people, men and women, must receive the same rights, benefits, equal opportunities, the same treatment, and be treated with the same respect in all aspects of daily life: work, health, and education. The principle of equality and non-discrimination based on sex is a general principle of international law that binds all nations and, due to its fundamental nature, serves as a principle inspiring all other fundamental rights.

At FIXALIA, we want to be an example in equal opportunity policies, instilling the value of fairness throughout our organization through internal awareness and the adoption of measures consistent with this policy. Therefore, we commit to:

- Ensuring equal treatment and opportunities for men and women in all areas and processes of the company: access, selection, hiring, internal promotion, training, work-life balance, etc.
- Ensuring equal pay between men and women and non-discrimination in wages based on sex.
- Preventing harassment and discrimination, fostering a work environment free from such situations.
- Promoting balance between men and women in the different areas or professional groups of the company.

## 6. Exclusion

Fixalia rejects any conduct that may involve a violation of human rights. Therefore, a priority objective is to consolidate within its organization a culture in which human rights are scrupulously respected, promoting and generating behaviours that demonstrate respect for people.

Fixalia maintains an exclusion policy regarding companies involved in any type of activity related to the following sectors:

- Controversial weapons: anti-personnel mines, cluster bombs, chemical weapons, and biological weapons.
- Companies involved in child exploitation and terrorism financing.

Juanjo Díaz Blas  
General Manager  
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