



# COMPLIANCE POLICY - FREE COMPETITION-ANTI-BRIBERY.

At NERVIÓN INDUSTRIES, ENGINEERING AND SERVICES S.L.U. and its subsidiaries (Fivemasa, etc.), faithful to its principles of impartiality, transparency and ethical conduct and aware that the materialisation of any crime and malpractice can represent an obstacle to the evolution of the organisation, we are committed to:

1. Strictly prohibit any type of crime in all its forms and implement measures to prevent and detect its possible execution.
2. Require compliance with regulations and obligations, as well as anti-bribery, free competition and wherever we carry out activities.
3. Take as a reference and comply with the management systems for Compliance, Free Competition, Criminal Compliance and Anti-bribery established in the organisation based on the updated standards ISO 37301, ISO 37001, UNE19601 and UNE 19603 as well as art. 31 bis of the penal code.
4. Promote and resolve concerns and/or complaints, in good faith or on the basis of reasonable belief, and without any type of retaliation.
5. Continuously improve the Compliance management system.
6. Raise awareness, provide training and information to all staff, business partners and business units.

NERVION has a Compliance Officer, whose main task, among others, is to monitor the correct development and implementation of the standards of conduct established in this Policy and in the ethical code. Management ensures that the Compliance Officer has the resources, authority and independence to be able to carry out his or her responsibilities effectively.

Likewise, in the event of non-compliance with the Code of Ethics, as with this policy, the system of sanctions implemented in the organisation will be applied.

This policy may be complemented and does not override others of MUTARES as the majority shareholder.

March 1, 2025

Executive President

Antonio Alfonso