



MOLGAS INTEGRATED MANAGEMENT SYSTEM POLICY

The Management of MOLGAS ENERGÍA and its subsidiaries, hereinafter called MOLGAS, aware of the importance to the company of meeting the needs and expectations of its customers and interested parties, provides the resources needed to ensure that the services provided are of sufficient quality, respect the environment, promote health and safety and the prevention of serious accidents, all under the protection of corporate social responsibility and safety in operations and services provided through protection systems, including those related to information and communication technologies.

The scope of this policy covers the company and its shareholders, our employees and collaborators, as well as our customers, suppliers and competitors and also the community, with regard to our activities which are the:

"DESIGN, INSTALLATION, MAINTENANCE AND MARKETING OF REGASIFYING SATELLITE PLANTS FOR LIQUEFIED NATURAL GAS (LNG) AND NATURAL GAS VEHICLE (NGV), BIONGV AND LIN SUPPLY STATIONS. DESIGN AND INSTALLATION OF HYDROGEN VEHICLE SUPPLY STATIONS.

NATIONAL AND INTERNATIONAL TRANSPORT AND UNLOADING OF GASES. MARKETING AND RETAIL OF NATURAL GAS (LNG), BIOLNG, BIOMETHANE AND LIN. SALE OF ENERGY MANAGEMENT SOLUTIONS FOR LIQUEFIED NATURAL GAS (LNG)."

MOLGAS establishes, declares and accepts a policy based on the following principles:

- Quality, protection of the Environment, Health and Safety of workers and subcontracted personnel, Road Safety, Protection, Prevention of serious accidents and Corporate Social Responsibility are **strategic considerations** for our company.
- Compliance with **the legal and regulatory requirements** applicable in the scope of the development of our activity: Labour, environmental, health and safety, road safety, prevention of serious accidents, protection and social responsibility regulations, as well as others that the organisation subscribes to in all activities and services.
- Definition and periodic review of **the objectives and goals** of the management systems.
- A management approach aimed at continuous improvement in operational safety, employee health and safety and environmental protection, and road safety, as well as in the quality of operations and services, protection (including ICT protection), in order to always achieve compliance with customer requirements, based on technification and risk management.
- To promote comprehensive **processing of non-compliance issues** as one of the fundamental axes to drive continuous improvement.
- A commitment to **prevent, minimise and reduce** any environmental issues and impacts, to which end we are committed to carrying out our activities in a manner that respects the environment and to continually improving our environmental practices using, whenever possible and economically viable, the best existing technologies in order to prevent contamination.
- It is the intention of MOLGAS to **reduce any risks of serious accidents** as far as is practically possible.
- The commitment to **provide safe and healthy working conditions** for the protection of workers' safety, prevention of injuries and work-related health impairment.



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- The commitment to **eliminate hazards and reduce occupational health and safety risks**.
- The commitment to prevention, minimisation and reduction of incidents, accidents and near misses, pursuing the goal of "zero accidents". To this end, we periodically evaluate the occupational risks of our activity in all our workplaces.
- To ensure **protection during activities related to high-risk goods** (by virtue of their value and dangerousness) by applying the necessary measures and precautions to minimise the risk of theft, inappropriate use or loss by intentional destruction of dangerous goods, as well as data and information, related to communications and applicable technologies, including information provided by customers, which may endanger people, goods or the environment. To this end, we create and maintain protection plans, which we evaluate by carrying out drills in order to help us act effectively when confronted with emergencies.
- To promote, implement and maintain the practices of **prevention and reduction of road risks**, therefore the Management is committed to establish mechanisms and controls for the promotion and prevention of accidents on public and private roads, therefore, people who provide their services directly or indirectly in MOLGAS, are responsible for their participation in activities that are developed and scheduled for the mitigation of traffic accidents that may occur in the operation of their activities. Including among these measures, the prohibition of the use of mobile phones and any electronic device during loading, driving and unloading operations.
- To **Incorporate BEHAVIOUR BASED SAFETY (BBS)** into the Integrated Management System and the requirements for safe driving, loading and unloading of vehicles: **Safe Conduct (SC)** is a tool for increasing safety in operations and positively influencing workers' attitudes and behaviours through observation, personalised training and communication. As well as to establish awareness strategies for all workers and contractors, through training on the prevention of traffic accidents and respect for traffic signs and compliance with the regulations that allow the acceptance of safe behaviour against preventive and defensive driving
- To dedicate all the means and resources necessary to ensure compliance with the **ZERO tolerance drug and alcohol policy** established by MOLGAS, which prohibits all personnel from using (or being under the influence of) alcohol and/or drugs and narcotics, with voluntary tests designed to detect these.
- To monitor the responsibility of **preventive and corrective maintenance of our own and contractors' vehicles** in order to optimise their condition and performance. To establish control measures to prevent the occurrence of accidents and incidents that may cause injury or damage to themselves and others.
- Promotion of **training and awareness** amongst our employees, to ensure their competence in the workplace and to ensure their awareness of the relevance and importance of their activities in achieving the company's objectives, through the establishment of continuous training for all staff, as well as communication with suppliers and subcontractors, making them a part of this policy.
- Creating a **work environment that is appropriate** for the staff, through their active participation and involvement in achieving the objectives of MOLGAS.
- Commitment to **consultation and participation of workers** and, where relevant, of workers' representatives.



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- The **access to the** management system policy is guaranteed to the **Interested parties**.
- Periodic **review** of the Management Systems Policy by senior management.
- Senior management is committed to respecting the principles of **ethical, social and labour CORPORATE SOCIAL RESPONSIBILITY**, including principles regarding working conditions and hours, respect for fundamental human and environmental rights:
 - ✓ Accountability.
 - ✓ Transparency.
 - ✓ Ethical behaviour in accordance with our values: Integrity, employee commitment and sustainability.
 - ✓ Respect for the interests of all involved parties.
 - ✓ Respect for the principle of legality. Commitment to comply with legal requirements and other requirements to which the organisation subscribes with regard to social responsibility.
 - ✓ Respect for international behaviour standards.
 - ✓ Respect for human rights, non-discrimination, freedom of association, and the non-acceptance of work carried out by people under the minimum age established by law.
 - ✓ Commitment to continuously improving the management system.
 - ✓ Integrating social, labour and human rights together with safety, environmental and management concerns into our business operations and interaction with our partners while remembering that a fair business is an ethical business.
 - ✓ Our ethical values: Integrity, employee commitment and sustainability.

The Management, which fully identifies with these values, is recognised as the main body responsible for their fulfilment. To this end, it undertakes to:

- Allocate the necessary financial, human and technical resources to comply with this policy.
- Provide whatever means may be at its disposal to enable staff to identify and eliminate any obstacles that may impede continuous improvement.
- Instruct all personnel regarding the principles and methods for continuous improvement through participation.

All this under the umbrella of carrying out due diligence, which includes all necessary measures taken against corruption, bribery, conflicts of interest, fraud, money laundering, anti-competitive practices, trafficking in human beings and organs, financing of terrorism.



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This Integrated Management Policy is sent to and made available to the interested parties of MOLGAS so that it can be understood, applied and kept up to date by all.

San Fernando de Henares, June 4th, 2024



Sofoklis Papanikolaou
CEO