

QUALITY, ENVIRONMENT AND OCCUPATIONAL HEALTH & SAFETY POLICY

The Management of MONTERO FyE, S.A., through this document, which is known and shared, wishes to reflect its constant commitment to quality, to responsible environmental management, and to the health and safety of people.

The mission of MONTERO FyE, S.A. is to develop, manufacture and supply high-quality standard products for Fluid Sealing and Thermal Insulation, with competitive quality, price and lead times capable of meeting the needs and expectations of customers worldwide, especially in the supply of specific solutions (Expansion joints, Rings and all types of gaskets) in large production runs for OEMs and End Users.

It also aims to maintain creativity in the search for new solutions, in the satisfaction of our customers and employees, and in achieving the continuous development of the company, taking into account the Context and the interested parties that affect it.

From this perspective, MONTERO FyE, S.A. sets its vision on the manufacture and marketing of our products, strengthening its presence at an international level and on being a competent, flexible, available and always customer-focused SUPPLIER for our CUSTOMERS.

In this way, the entire organization of MONTERO FyE, S.A. is committed to achieving the quality of our products and services, to ensuring profitability and competitiveness, to showing due respect for the environment and for people's safety, and to meeting applicable requirements, while striving to spread a culture of continuous improvement in our work.

In order to carry out our mission, and through the guidelines defined in its MANAGEMENT SYSTEM, MONTERO FyE, S.A. establishes the following general objectives.

- ✓ Ensure the satisfaction of our customers.
- ✓ Consolidate our products in an environment of continuous improvement.
- ✓ Achieve the integration and renewal of our company.
- ✓ Comply with legal requirements and other requirements applicable to our activities.
- ✓ Minimize risks and harm to people's health.
- ✓ Minimize our impacts and prevent pollution resulting from our activities.
- ✓ Achieve the flexibility to adapt to our customers' requirements in a highly dynamic and competitive environment.
- ✓ Have staff with the appropriate training and motivation, so as to improve processes and focus them on the satisfaction of customers and of the staff themselves.

October 2025

MONTERO FyE, S.A.

Guadalupe Montero
Director Gerente