

Inclusion and Diversity Policy

OSSA is a construction company founded in 1952, operating in the execution of underground works for the civil engineering, mining and energy sectors.

In line with its vision of **“being a world leader in the field of execution of underground works”** and with its mission of **“carrying out i**

ts daily responsibilities and operative tasks obtaining the greatest profit for shareholders, within a framework of compliance with the legislation and other good environmental practices, safety and respect for human rights”, OSSA is aware that respect for diversity and inclusion in the labour market are fundamental values for the promotion and personal development. For this reason, OSSA is committed to respecting diversity and inclusion and ensuring that everyone has the right to be treated with dignity and respect.

OSSA's management establishes this policy as a framework for its daily management, and undertakes to:

- Taking care of the people who work for OSSA, promoting their professional and personal development, because our greatest strength is our team of people. Diversity and inclusion within our organization help us to be a better company, because they enable the diversity of thought that is needed to deliver better decision-making and achieve superior results.
- Develop and promote talent independently of gender, ethnic origin, sexual orientation, sexual identity and orientation, gender expression, sexual characteristics, LGTBI collective or any other characteristic that makes our collaborators unique.
- That the activities carried out by OSSA and its employees are carried out under absolute and constant respect for Human Rights and Public Liberties included in the Universal Declaration of Human Rights.

In San Sebastián de los Reyes (Spain), on May 06, 2025
Mr. Carlos Puente Costales
President

