

IMPARTIALITY AND INDEPENDENCE POLICY

Ineco, a leading engineering and consulting company in sustainable mobility and digital transformation, is aware of the special relevance of some of the activities it carries out for the Spanish State Administration, of the possible implications for third parties and, therefore, of the need for them to be carried out with the highest level of **impartiality** and **independence**.

This policy highlights **Ineco's commitment** to address this issue and to promote and consolidate among all employees of the organization a culture of integrity in which the aforementioned values of **impartiality** and **independence** are preponderant.

To this end, **Ineco** has an effective management system in place to ensure that its actions are carried out correctly, and which includes tools for ongoing monitoring and follow-up of compliance through periodic audits.

Ineco personnel who participate in assignments for the Spanish State Administration in which a potential conflict of interest may arise are periodically trained and made aware of the importance and need to maintain integrity in all their work activities, as well as in the application of the processes established for this purpose.

Ineco is committed to providing the best conditions for those who carry out this activity to do so with complete freedom and in conditions that in no case limit their independence, nor condition their judgment due to possible conflicts of interest. The suitability of personnel assigned to activities with potential risk is ensured and they are required to disclose situations that could undermine the integrity of their actions.

April 8th, 2022

Sergio Vázquez Torrón

Chairman