SUBJECT :	**SUSTAINABILITY POLICY**
DIVISION :	**CORPORATE**
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CONTENTS

1. INTRODUCTION 1
2. POLICY 1
3. SUSTAINABLE DEVELOPMENT PILLARS 2
4. INFORMATION AND COMMUNICATION 2
5. RESPONSIBILITY FOR IMPLEMENTATION 3
6. APPROVAL AND VALIDITY 3

1. INTRODUCTION

For MOTODYNAMICS S.A. (hereinafter the "**Company**"), sustainable development means a development policy that aims to meet the economic, social and environmental needs of society. It is approached as a strategy that ensures both short-term and long-term prosperity in the corporate and social environment, combining economic growth with the protection of the environment.

2. POLICY

This sustainability policy (hereinafter the "**Policy**") underlines the Company's responsibility for the safety of its employees, respect for the environment, cooperation with the local community and the satisfaction of its customers. It is based on its fundamental values: transparency, integrity, respect and honest communication. For the principles of sustainable development to be embedded across all of the Company's business activities, the dedication of all its people is important. With this approach, the Company seeks to continuously improve its performance and its reputation.

The Policy is guided by the Company's values, which form the core of its strategy and shape everything it does. These values are not just words, but the foundation on which relationships with customers, partners and its people are built. Its aim is to maintain the ideal balance between its financial performance and its responsible environmental and social practices. Together with strong financial performance, they form the basis for a successful path ahead.

With priority given to responsibility, teamwork, leadership and operational excellence, value is delivered to all stakeholders.

3. SUSTAINABLE DEVELOPMENT PILLARS

The Company's approach to sustainable development is based on the following pillars:

- **Environment**

  With steady dedication, the Company is committed to leading the way in addressing climate change and promoting sustainable practices. It is committed to strengthening actions for climate mitigation and adaptation, and to integrating innovative methods for the rational management of natural resources and waste. Relying on collective effort for the adoption of low-carbon solutions and electric mobility, it seeks to align with the "Fit for 55" initiative, with the aim of reducing net greenhouse gas emissions.

- **Society**

  At the Group, dedication to social responsibility and a wider contribution to society are central pillars of our strategy. The Group's focus on social contribution revolves around road safety, sport, support for people with mobility challenges, education, and the protection and restoration of the environment. The Company also promotes the development of its employees, so that they can better meet the challenges of the work environment. To strengthen and develop their professional careers, a variety of training programs are offered, aimed at helping them adapt better to their roles, which are directly linked to achieving the Company's goals. The Company's aim is to nurture strong working relationships, promote a culture of health and safety at work, and safeguard the privacy and security of data for all its employees.

- **Corporate Governance**

  For the Company, corporate governance is a fundamental concept. It is not limited to the responsible organization, operation, management and protection of the legitimate interests of shareholders, but also aims to increase investor confidence and attract new investors. Since 2002, the Company has applied the principles of Corporate Governance on the composition and responsibilities of the Board of Directors (the "Board") and on internal organization, aiming at transparency, reliability and an increase in the value of its share. These principles ensure equal governance and represent the foundations for the long-term growth and value of the Group. The Company has adopted and implements a Corporate Governance System for the effective management and operation of both itself and the other companies of the Group, strengthening transparency and independence in management and oversight. With steady commitment to the continuous improvement of its governance model, the Company aspires to set standards for ethical business practices in its sector, serving as an example to follow.

4. INFORMATION AND COMMUNICATION

The Policy is posted on the Company's intranet to keep staff informed. Actions taken in relation to the pillars of sustainable development are reported in the Company's financial statements as part of non-financial reporting, as well as in the Sustainability Report that is posted on the Company's website.

5. RESPONSIBILITY FOR IMPLEMENTATION

The implementation of the Policy is monitored by the Governance, Nominations and Sustainability Committee (hereinafter the "**GNSC**") and is the responsibility of the Company's Management. The Sustainability Department plans the actions, directs the necessary communications with the stakeholders involved, coordinates the communication of the actions internally and externally, and reports periodically to the GNSC, on matters relating to this Policy, on the results of the actions within the Company's sustainable development framework.
The Board of Directors has overall oversight of this Policy and of the Company's sustainable development framework.

6. APPROVAL AND VALIDITY

The Policy is approved by the Board of Directors following a recommendation by the GNSC. The GNSC periodically evaluates the Policy and recommends to the Board, for approval, any changes it considers appropriate or that arise from newer regulatory requirements.