



2024



SUSTAINABILITY REPORT

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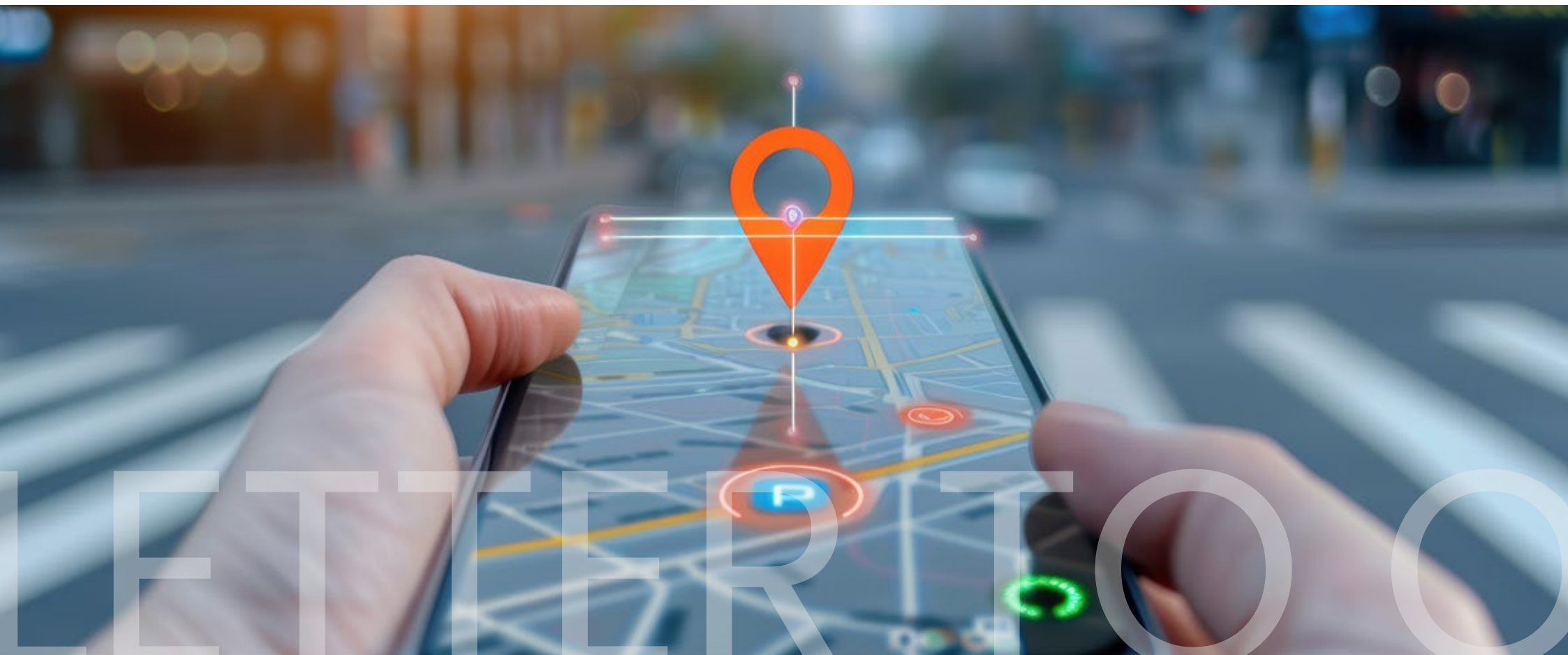
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01



LETTER TO OUR STAKEHOLDERS



Letter to our stakeholders

Javier Delgado

Chief Executive Officer ESG Movilidad S.A.



Dear Stakeholders:

It is an honour to address you all once again through this Sustainability Report, in which we reflect EYSA Group's commitment and progress in building a more efficient, innovative and sustainable future.

I can begin by acknowledging that 2024 has been a year of unprecedented transformation and consolidation for our company. We have strengthened our leadership both domestically and internationally, achieving our best financial results in our history and significantly expanding our capabilities with the acquisition of seven companies.

This growth, has not only allowed us to diversify our offering and broaden our portfolio of solutions, but has also laid the foundations to consolidate our position as a global benchmark group in mobility, infrastructure and digitalisation.

Year after year, for more than 40 years now, the excellence of our model has worked. 67 countries, more than 900 solutions and presence in 235 cities.

We are leaders in creating critical, innovative solutions that improve mobility and drive smarter, more sustainable and connected transport infrastructures.

Our mission to **"Deliver the mobility of the future"**. is guided by a twofold commitment: to improve. We are committed to the continuous improvement of our services and the positive

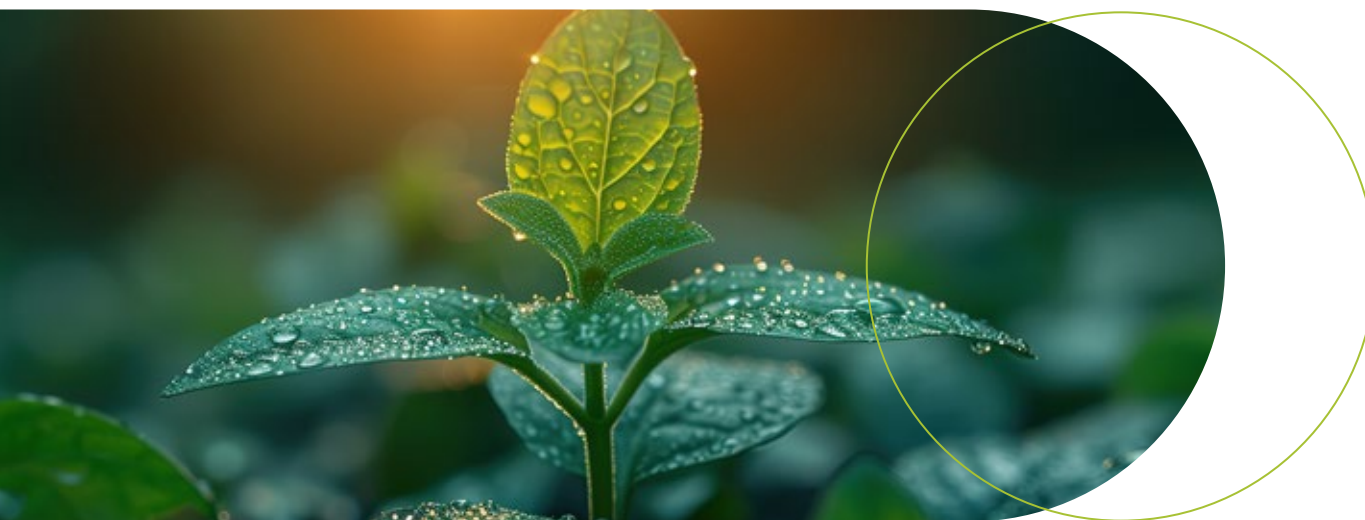


Mobility is a key factor in the energy transition and we are in the best position to support our customers and citizens.



impact on society. Through innovation, we have succeeded in developing and implementing solutions that optimise traffic, reduce congestion and improve road safety, while actively contributing to the sustainability of the environment. urban infrastructures. With a culture focused on our people, listening to our customers, our permanent search for new solutions, and our values of reliability, excellence and integrity, among others, we continue to lay the foundations of the EYSA Group today.

A quest for excellence shared by all the employees who are part of EYSA. They are the key element of our success, and the foundation of our group. In a world where technology is advancing rapidly, it is people who make the difference. From here, my personal recognition and on behalf of the Group to each and every one of them.



GROWTH AND LEADERSHIP IN MOBILITY

The growth of 2024 has enabled us to strengthen our presence in key sectors. The acquisition of **Serbet** has been instrumental in expanding our regulated parking business in Brazil, where we now manage operations in 20 cities. With the acquisition of **Net4thing**, we have incorporated state-of-the-art technology from connected car, positioning us as a key player in the implementation and management of smart mobility platforms. In addition, the purchase of **Tradesegur** has allowed us to strengthen our position in Smart Mobility and expand our capabilities in advanced traffic management. Our growth strategy has also included the entry into new businesses and customers with the integration of **SmartPool**, **Codice** and **Somintec**, specialised in advanced technological solutions. In addition, with the acquisition of **Lector Vision**, we have incorporated state-of-the-art hardware to our portfolio, which will enable us from now on to offer more complete and efficient solutions to our customers.

Within our **Smart Mobility** line, 2024 has been a year of consolidation and expansion. We have renewed strategic contracts in Spain, such as the regulated parking in Alcalá de Henares, the support and maintenance of the management platform for the mobility agents and municipal police service of Madrid City Council, the towing services in Basauri and Llanes, and the management of key car parks in Seville and Mieres. In addition, we have won new tenders such as the regulated parking in Calahorra and Galapagar, the tow truck and depot service in Las Palmas de Gran Canaria.

In the area of **low-emission zones**, despite delays in the implementation in many cities, we have continued to strengthen our leadership in the sector. We added the low emission zones of Oviedo and Santander to our portfolio, adding new projects to those we already managed and those we have acquired through Tradesegur, bringing the total to 26 in our country.

In our **ITS and tolling segment**, 2024 has also been a key year in our international expansion. We have reached new territories and consolidated our presence in strategic markets:

- **In Brazil**, we have strengthened our position in free-flow tolling solutions with new projects in **Sul de Minas** and the **first free-flow gantry in São Paulo**, positioning us as a leader in this mobility model.
- **In India**, we have won one of the largest ITS contracts in the country, covering more than 310 kilometres, where we have also implemented our **VIDES (Video Incident Detection and Enforcement System) solution on the Mysore Expressway in Bangalore**. This solution enables the automated detection of incidents and the enforcement of multiple traffic regulations (speeding, speeding, etc.), wrong-way driving, seat belts, etc.), which has contributed to a significant reduction in accidents.
- **In Mexico**, we have expanded our presence and already have 45 multimodal lanes and the project also includes the **management of ICA's Progreso toll and beltway system**, with integration with the **Administration of the National Port System (ASIPONA) Progreso** and the incorporation of a **dynamic weighing point** for detecting overloading of heavy vehicles.
- **In Europe**, we have taken an important step with the award of the toll contract for the **Tirana Airport access motorway in Albania**, which strengthens our presence in the south-east of the continent.
- **In Spain** we have entered new customers such as the Servei Català de Transít.

Within our Mowiz TRUCK secure truck parking network, we have continued to grow and consolidate, reaching 19 spaces and more than 3,500 parking spaces in Spain, with the highest safety standards and international certifications such as SSTPA Gold, TAPA EMEA, ISO 14001 and ESPORG. This year, we have signed agreements with several of the main national transport companies, such as Dachser, Marcotran, Primafrío, Noriega, ESP Solutions, Transonuba, Olano and Mazo, with more than 200 major transport companies as clients. and increasing our revenues by more than 40% over the previous year.

Throughout 2024, we have continued to expand the MOWIZ multimodal platform, which connects mobility services with the needs of the citizens. We added 100 new car parks, with more than 35,000 monthly operations, and we launched the regulated parking functionality in the last quarter of the year.

2024 has also been a year of great progress in digitisation. We have achieved an excellent performance in the GEISER v2 project for the General Secretariat for Digital Administration, which aims to build a new cloud platform for public administration.

INNOVATION AND DIGITALISATION FOR THE MOBILITY OF THE FUTURE

As I have said on other occasions, innovation is in our blood. If in 2023 I counted as a milestone the development and implementation of CityXplorer, the new tool for the global management of all mobility services of a city, we have to celebrate in a very special way in particular, the collaboration agreement with Palantir for the next three years, as the most advanced AI platform on the market, which will allow us to develop products that are simply impossible to implement with traditional AI tools.

Business Intelligence. As a first use case, a platform will be developed for Alcobendas that in a totally disruptive way will be able to offer the municipality a data analytics tool related to mobility and sustainability.

We have also launched a pioneering **e-ticketing** with **EMT Madrid**, allowing the purchase of QR tickets on conventional lines and the airport line, optimising the efficiency of public transport.

We have installed our first test gantry on the M-11 motorway in Madrid, where we integrate the most advanced equipment to analyse results incorporating the latest technology available in order to develop algorithms that cover cases that cannot be solved in any other way but are necessary and demanded by our clients.

LOOKING TO THE FUTURE

We close 2024 with the satisfaction of having achieved important milestones and with the determination to continue moving forward with the conviction that we are laying the foundations of

a great global group. We have grown, innovated and strengthened our position in strategic markets. Our commitment remains clear: to continue to develop innovative solutions that respond to the major challenges of mobility and sustainability. We are preparing for the future with the firm intention of continuing to develop solutions that facilitate the transition to more sustainable, efficient and connected cities.

We will continue to work with the same commitment and passion, accompanying our customers in their transformation and helping to build a better future for all.

*Thank you for your
trust and for being
part of this journey*



02



LEADING THE MOBILITY OF THE FUTURE

EYSA Group today

Purpose and values

A story of growth and innovation

How we are leading change

Sustainability, at the core



Eysa group today

A leader in innovative mobility solutions that drive smarter and more sustainable transport infrastructure.



+200 M
Sales



+300
Urban mobility contracts



+26
Contracts of Bajas
Zone Emissions



+16,500 Km
Toll under management

Presence in
+270
cities



+410 K
Parking spaces



+7,500
Toll roads



+200
People dedicated to R&D&I



+2,500 Partners



+3,5 Secure parking
spaces for trucks

Global presence

/ AMERICA

Argentina
Bolivia
Brazil
Chile
Colombia
Costa Rica
Curacao
Ecuador
USA
El Salvador
Guatemala
Honduras
Honduras
Jamaica
Mexico
Panama
Peru
Uruguay
Venezuela

/ EUROPE

Albania
Germany
Andorra
Austria
Bosnia & Herzegovina
Croatia
Denmark
Slovakia
Slovenia
Spain
Estonia
France

Ireland
Italy
Kazakhstan
Norway
Macedonia
Poland
Portugal

United Kingdom
Czech Republic
Romania
Serbia
Sweden
Switzerland
Ukraine

/ AFRICA

Algeria
Burkina Faso
Egypt
Equatorial
Guinea
Kenya
Nigeria
Malaysia
Mozambique
Senegal
South Africa
Tunisia
Turkey

/ ASIA-OCEANIA

Saudi Arabia
UAE
Hong Kong
India
Kuwait
Lebanon
Tajikistan
Thailand
Indonesia
Australia
New Zealand

67
Countries

● Offices

Purpose and values



Our solutions promote smart mobility based on innovation and the use of new technologies.



Our approach to working together prioritises the delivery of fast and reliable solutions that meet the needs of our customers, while being flexible and customisable in real time.

We are at the forefront of R&D&I

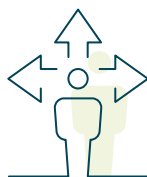
5 million

of euros invested annually



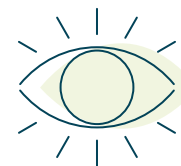
PURPOSE

Offering solutions mobility of tomorrow.



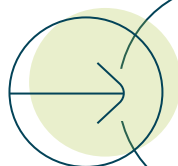
MISSION

Develop innovative services and technologies, scalable anywhere in the world.



VISION

To be the benchmark for smart mobility in governments, private operators and end-users.



Our values

Excellence, innovation, integrity, sustainability and reliability are reflected in our dynamic offering of products and solutions.

A story of growth and innovation

In its more than 45 year history, EYSA has evolved into a fully integrated mobility solutions provider, addressing its customers' key sustainability challenges.



1976

Driving growth and strengthening the business

1976-1993

- **First regulated parking.**
- **First car park** regulated.
- **First implementation of ETC** in Spain.
- **First contract of crane** in Burgos.
- **Pioneers in urban toll systems** (Oslo).

1994-2004

- **First centralised** parking management system.
- **First installation of speed cameras** on national motorways.
- **SCI - the first Spanish company** to offer digital ticketing.

2013 & 2014

- **First company in Spain** that designs and manufactures an all-in-one traffic monitoring camera.
- **First** traffic management contract.
- **Pioneers in linking LEZ2 and MLFF3.**

2011

Improving capabilities and moving forward in digitisation efforts



2015

- **Purchase of ICS** (Integrated Collaborative Services).
- **Launch of EI Parking** in Spain.

2016

- **Launch of the EMOV** (platform vehicle shared in partnership with PSA).

2018

- **Implementation of computer vision** for DGT.

2021

- **Launch of mowiz TRUCK** and mowiz App.

2023 & 2024

- **Purchase of Serbet** (Operator of regulated parking in Brazil).
- **Purchase of Tradesegur** and Lector Vision in Spain.
- **Buy Net4things** (IoT).

2022

- **Purchase of Tecsidel** (ITS and tolls specialist).
- **Launch of CityXplorer** (integrated mobility platform for cities).
- **Start of LEZ2** in large cities in Spain.

2022



Professionalising and transforming the company into a global leader in smart mobility solutions



2025+

Taking advantage of unique integrated capabilities in a market that demands more blended solutions

- **Improving the digital offer and encouraging greater integration** of products organically and through partnerships.
- **Anticipating the trends and regulations** by designing innovative solutions.
- **Entering new markets organically** and/or through mergers and acquisitions (M&A).
- **Strengthening market presence** existing.

2024

Global trends that are transforming mobility and transport infrastructure

Mobility is an essential need for individuals and societies, but with a high impact on the planet and the people...

- Transport accounts for 23% of global greenhouse gas emissions.
- Citizens spend on average 100 hours a year in traffic.
- In 2020, exposure to nitrogen dioxide led to 49,000 deaths premature.
- Annually +1.19 million people lose their lives as a result of traffic accidents.
- Between 20 and 50 million people suffer from non-fatal injuries resulting from road accidents leading to disability.

To address these trends, states are taking measures that in many cases take the form of regulation...

- Promotion of electric vehicles with subsidies and aid or reinforcement of the charging infrastructure.
- Traffic restriction measures – implementation of low emission zones in the main European capitals (Madrid, London, Milan,...).



- Promotion of public transport and sustainable mobility – investments in public transport, car-free cities, subsidies for bicycles and electric scooters.
- Production of alternative fuels – promotion of green hydrogen, biofuels or synthetic fuels that could be used in the existing fleet.
- Improving infrastructure.

as a result, new mobility models and ecosystems are being born...

- ...with shared mobility and low-emission services for individuals and businesses, as they naturally complement public transport and active mobility.

...and cities evolving to put the citizen at the centre...

- ...in order to create more liveable, sustainable and inclusive environments by integrating advanced technologies in urban planning and management, especially of public space.

Source: United Nations, European Environment Agency, International Environment Agency.

How we are leading change

EYSA Group is a leader in the development of innovative and critical solutions that improve mobility and promote smarter, more sustainable and connected urban and interurban transport infrastructures, responding to the main challenges of the transport sector.



"We respond to our customers' needs with innovative solutions that span the entire mobility cycle, from planning and design to operation and enforcement, generating a tangible impact on efficiency and sustainability".

Iván Pérez – Strategy Director

URBAN SOLUTIONS



On street parking



Urban traffic management



Removal of vehicles and tow truck depot



Low Emission Zones (LEZs) and Congestion charging



Management and operation of car parks



Management of fines, taxes and fees

INTERURBAN SOLUTIONS



Toll and pay-per-use systems: canalised, free-flow, electronic, satellite tolls



Intelligent systems for traffic management



Tunnel management and operation



Back office system operational and commercial



Fraud management, evasion and charging systems

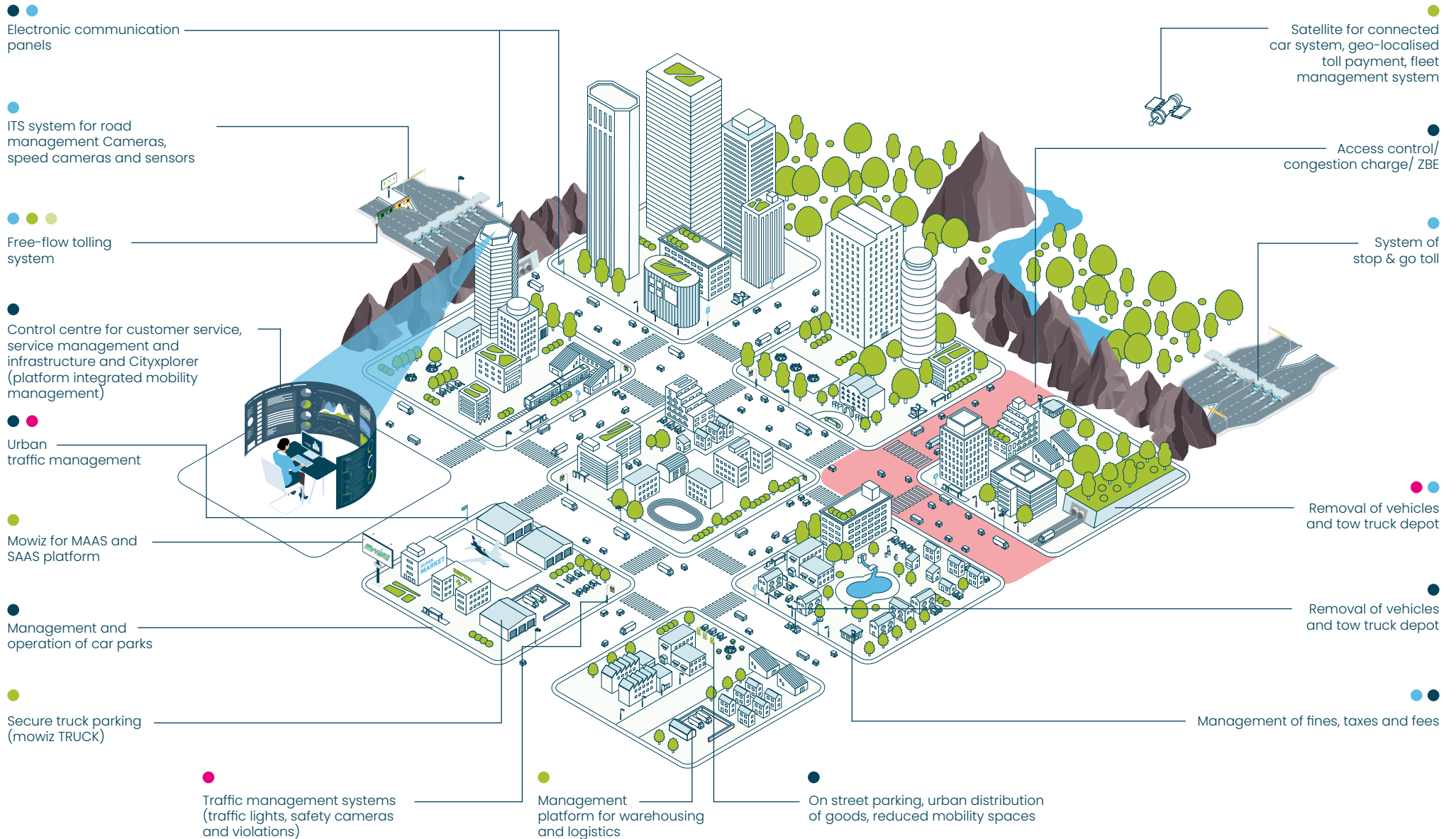
ROAD AND CITIZEN SAFETY

TRANSPORT AND LOGISTICS SOLUTIONS

MOBILITY AS A SERVICE

DATA ANALYTICS

Application of EYSA's solutions in urban and interurban areas



We have a comprehensive and differentiated value proposition



"Our portfolio of solutions enables us to support cities and regions in their transition to cleaner, safer and more efficient mobility. We actively contribute to addressing key challenges such as improving air quality, reducing congestion, enhancing road safety and the economic sustainability of transport infrastructures."

Adela de Olano – Sustainability & ESG Director

Sustainable transition to smart cities

Growing environmental and social concerns are driving regulation in cities to improve air quality, reduce air pollution, traffic and improve road safety. This, together with the migratory pressure towards urban centres and the elimination of the limits between cities and interurban areas that we have had until now, means that cities and mobility have a key role to play in the transition and decarbonisation processes.

EYSA Group's integrated portfolio of services and solutions in the urban segment allows us to support the main challenges of cities and territories in this transition process and anticipate their needs.

Our integrated concession system includes the design, financing, development, equipping and operation of major mobility solutions.

- On street parking
- Removal of vehicles and tow truck depot
- Management and operation of car parks
- Urban traffic management
- Low Emission Zones (LEZs) and Congestion charging
- Management of fines, taxes and fees

CITYXPLOER PLATFORMS

EQUIPMENT

BUSINESS DATA



300 urban mobility contracts



~236 cities



~26 ZBEs in Spain



~410k parking spaces under management

IMPACTS



36% reduction of CO₂ emissions in urban areas*



30% modal shift to more sustainable modes of transport*



38% reduction in traffic intensity*



"During 2024 we consolidated our leadership position in Spain with renewals of historical contracts and new awards. Internationally, we reinforced our teams to increase our presence mainly in Latin America and in the Brazilian market following the acquisition of Serbet.

We continue to innovate with the development and implementation of CityXplorer, the new tool for the global management of all mobility services.

We are especially celebrating our partnership with Palantir, the most advanced AI platform in the market, which will allow us to continue to develop more sophisticated solutions for building predictive models that can finally combine all the mobility information available in a city."

Fernando Izquierdo

Managing Director of Smart Mobility

Source: own elaboration based on the methodology developed by the University of Berkeley and the Polytechnic University of Madrid. Impact information referring to the average impact of the measures in relation to a non-regulated scenario (annual basis).



CityXplorer, an integrated experience for the efficient management of mobility services for citizens, operators and cities



Access control

- Congestion charge
- Low emissions zone



Parking

- On street parking service
- Parking space management
- Parking management



Urban traffic

- Urban traffic management
- Traffic light regulation
- Jump control red traffic light
- Speed control fixed and portable

- CityXplorer integrates multiple sources of information on traffic, parking, access control, fleet management, road and citizen safety, and different modes of transport, providing advanced tools to assist operations and decision making.
- This solution not only optimises urban mobility, but also promotes sustainability by reducing CO2 emissions, improving energy efficiency and encouraging the use of more sustainable transport.
- Through a coordinated and comprehensive control of the mobility of the transition to greener mobility is facilitated, enabling regulatory compliance, the dissemination of real-time information to all stakeholders, and thus contributing to the improvement of the quality of life of the city's inhabitants air quality and reduction of environmental impact.

CityXplorer

Greener cities through Low Emission Zones (LEZs)

Low Emission Zones (LEZs) are a key tool for moving towards more sustainable forms of transport by restricting the access of the most polluting vehicles in urban areas. These measures, driven by regulation, contribute to improving air quality and fostering urban environments greener and healthier.

At EYSA, we are leaders in access control to Low Emission Zones in Spain - where we manage more than 50% of these systems - and we play a key role in the implementation of these public policies. Through innovative technological solutions and in-depth knowledge of the urban environment, we contribute to reducing polluting emissions, improving air quality and mitigating the effects of climate change in cities. This positions us as a strategic ally for the administrations in the journey to a cleaner, more efficient mobility and environmentally friendly.



/ LOW EMISSION ZONES (LEZs)



/ SUSTAINABILITY IMPACTS



-40% NO_x
Improved Air Quality in the Restricted Zone



-37% CO₂
Greenhouse gas reduction in the restricted area



-29%
Average reduction of traffic intensity (IMD)



+9%
Modal shift to sustainable transport modes

Source: own elaboration based on the methodology developed by the University of Berkeley and the Polytechnic University of Madrid. Impact information referring to the average impact of the measures in relation to an unregulated scenario (annual basis).

We connect the future efficiently and responsibly through interurban solutions that link cities and territories

We support digitisation, electrification and infrastructure optimisation, making it possible to reduce emissions, improve traffic efficiency and foster the development of cleaner and more resilient transport corridors.

- Development, implementation and maintenance of tolling and pay-per-use systems (canalised, free-flow or satellite tolling, including digital bill payment solutions via APP).
- Operational and commercial back-office systems for toll environments, developed in web technology and 100% in the cloud.
- Installation, operation and maintenance of management platforms for inter-urban traffic and tunnel control.
- Platform for the evaluation and improvement of road safety on roads, integrating a multitude of data sources for optimal decision-making.
- Support services for the operation of critical systems (free-flow tolls, violation collection systems, tunnel management, etc.).

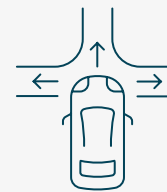


"We improve the user experience and optimise process management by streamlining traffic and reducing congestion. We are ready to respond globally to the change in toll technology, free-flow channelled tolling ensuring enforcement in all situations."

David Francos – General Manager ITS and Tolling

Our free-flow tolling solutions contribute significantly to reducing the environmental footprint associated with transport. By eliminating the need to stop for payment, unnecessary emissions from braking, acceleration and congestion are avoided, improving traffic flow and reducing pollution levels on the roads.

Operationally, these systems improve the user experience and the efficiency of infrastructure use. While the removal of physical barriers may increase the risk of unauthorised use, our technology ensures the viability of the model through a holistic approach: accurate vehicle identification, automated fare calculation and agile and secure payment solutions. This solution combines innovation, efficiency and sustainability, aligning with the goals of transport decarbonisation and road infrastructure modernisation.



15%
average reduction
of traffic *



35%
reduction of
CO₂ emissions*

Source: own elaboration based on the methodology developed by the University of Berkeley and the Polytechnic University of Madrid. Information from impact referred to the average impact of the measures in relation to a business-as-usual scenario (annual basis).

Transport and logistics solutions

SEGA, a complete modular solution that allows the management of conventional, automated, transport and yard warehouses integrated in a single system.

The system allows us to integrate with manufacturers to align the conventional and automatic part.

ERP / BUSINESS SYSTEM

SEGA WMS

SEGA WCS

Operation management system automated

SEGA OES

Intralogistics Process Optimisation System

SEGA TMS

Management of Transport System

SEGA LTM

Yard Management System

Logistics Intelligence

Simulation

SCADA

Other Transversal Modules

PHYSICAL

Automated Warehouses

RF Thermianles

Transport agencies

Field devices

Conveyors, sorters, transport

Pick to Light

Dedicated fleet

Carriers

AGV's
Other mechanisations

Pick by Voice

RFID, RTLS, etc...

We provide efficient management solutions of our customers' supply chain.

Our robust experience allows us to customise our solutions and adapt to the changing needs of our customers' business flows.



MANAGEMENT WAREHOUSE

- Warehouse and distribution centre management system for medium and large volume warehouses and distribution centres.
- Management of small-medium warehouses and warehouse networks with unguided operation
- Automated operation management system
- System for automated execution of intralogistics processes combining technologies
- Yard management system



TRANSPORT AND LOGISTICS

- Optimal flow management transport
- Transport management with agencies, freight design, distribution management with dedicated fleet, delivery control
- Connectivity solution and telemetry for fleets
- Network of secure parking facilities for trucks



A sustainable infrastructure
that promotes safety and
energy transition.



Road safety

The facilities comply with European standards and support the drivers' rest regulation.



Driver welfare

Safe and comfortable environment for drivers and their cargo.



Security

Facilities prepared to guarantee cargo security: surveillance, vehicle weighing, access control.



Connectivity

Digital interface to connect with customers and drivers via platform and app.



Energy transition

Parking network ready to accelerate the transition to a fossil fuel free sector.



+3,500

Parking spaces



19

Secure parking



+800 k

**Accumulated users
in car parks**



Commercialised

**Own
management**



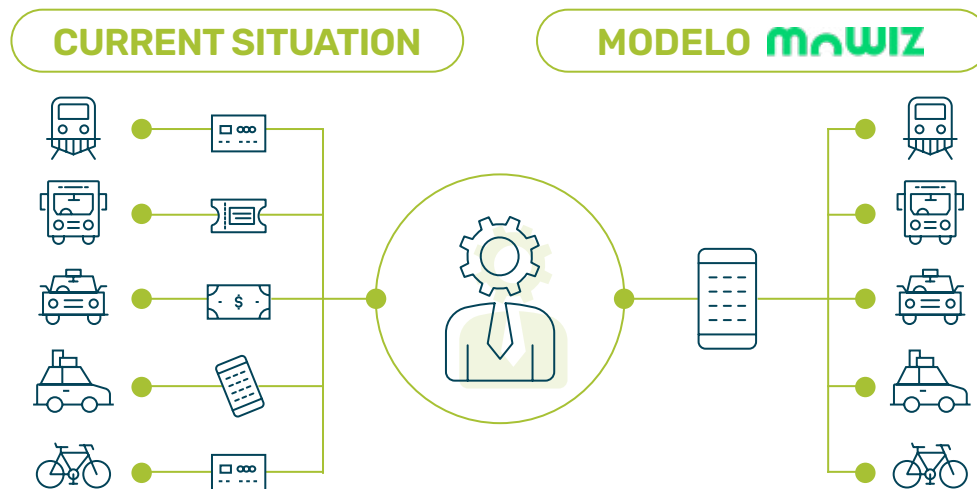
"Our mowiz TRUCK secure truck parks are designed to minimise their environmental impact and take care of drivers on their long days away from home."

Luis Manuel Calvo – Director mowiz TRUCK

Mobility as a service

We drive the transformation of urban and interurban mobility by integrating the entire multimodal transport system into a single digital platform. Through our mowiz mobility-as-a-service solution, we make it easy for citizens to plan, select, book and pay for all their journeys from a single application, in a convenient, agile and secure way.

This innovation optimises the use of public transport, carpooling and active mobility, reducing the use of private vehicles and thus traffic, pollutant emissions and the occupation of public space. The result: more time-efficient travel with less environmental impact, in line with the goals of urban sustainability and energy transition.



- Car parks – digital access and payment
- On street parking
- Ticketless ticketless payment (scan & pay)
- Public transport
- Taxis and VTC
- Shared mobility
- Access control/Low emissions zone
- Corporate Mobility (EDP)
- Connected car technology for private vehicles (telemetry, emission compensation, park & go)



+200mil
users



+100
cities



“The mowiz ecosystem integrates the needs of drivers, passengers and ridesharing users, facilitating more efficient, connected and sustainable mobility. By promoting the combined and optimised use of different modes of transport, mowiz contributes to reducing the environmental footprint of urban transport and fosters a more inclusive and environmentally friendly mobility model.”

Carlos Ramírez – Business Development Director mowiz

Road and citizen safety



Road Safety Assessment



Detection of infringements



Automated infringement management system



Handling of disciplinary proceedings



Monitoring Indicators



Protection of Areas of Interest



Forensic analysis

The Group's commitment to the development of solutions aimed at road and citizen safety responds to its firm believe of protecting the life and physical integrity of people in urban and interurban environments. Every year, approximately 1.19 million people die in road accidents, and more than 40 million suffer non-fatal injuries, many with permanent sequelae.

Faced with this reality, during 2024 Grupo EYSA acquired four companies specialising in road safety and urban environments: Tradesegur, Somintec, Smartpol and Lector Vision.

Our initiatives aim to reduce accident rates through the deployment of advanced technologies that enable more efficient traffic management, safer mobility and a greater capacity to prevent risky behaviour. In this way, we contribute to creating safer and more sustainable urban environments and territories for all citizens.



"Our responsibility goes beyond technology: we seek to transform the urban environment into a safer and more humane space. Every solution we develop is designed to save lives, reduce risks and protect people in their daily lives."

Jose Lozano – Director Road and Citizen Safety



Data analytics

Our data-driven solutions **actively contribute to improving the sustainability of the cities and territories** in which we operate.

Through a more efficient management of mobility, the use of public space and urban resources, we support local administrations and entities in making decisions in real time. These decisions enable them to reduce emissions, reduce energy consumption and improve the quality of life of their citizens. In this way, we promote the decarbonisation of urban and territorial environments.



Mass data ingestion and processing/
Artificial Intelligence and analysis



Artificial vision systems for visual content in images and videos



Internet of Things and operational devices



In 2024, we signed an alliance with Palantir Technologies, a world leader in the development of Artificial Intelligence systems. This agreement aims to continue driving the development of mobility applications in the Group's different business lines, promoting more sustainable solutions.

Through Artificial Intelligence, we will be able to anticipate and forecast mobility patterns, enabling cities and territories to make more informed decisions to improve transport efficiency, reduce congestion and optimise the use of resources. In addition, these technologies will help improve air quality and the well-being of citizens, contributing to the design of healthier and more sustainable urban environments. The solutions we develop will be aligned with our environmental commitments, favouring the transition to cleaner mobility and supporting the achievement of sustainability goals.



"We work to ensure that every digital solution we develop actively contributes to building more efficient, resilient and environmentally friendly cities. Artificial intelligence and advanced data analytics are now key allies in anticipating challenges, optimising resources and improving the quality of life of citizens."

Alberto Solís – Chief Technology Officer

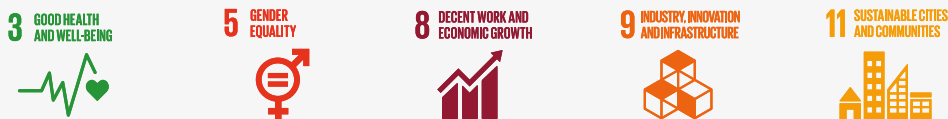
Sustainability, at the **core**

The nature of our business means that we are a key element in our customers' environmental commitments. **Our solutions contribute** significantly to the reduction of greenhouse gas emissions, noise reduction, improved road safety, and integrated traffic management; in summary, we contribute **to smart and more efficient mobility**.



As an organisation we recognise the impact of our operations and develop the necessary processes to manage them.

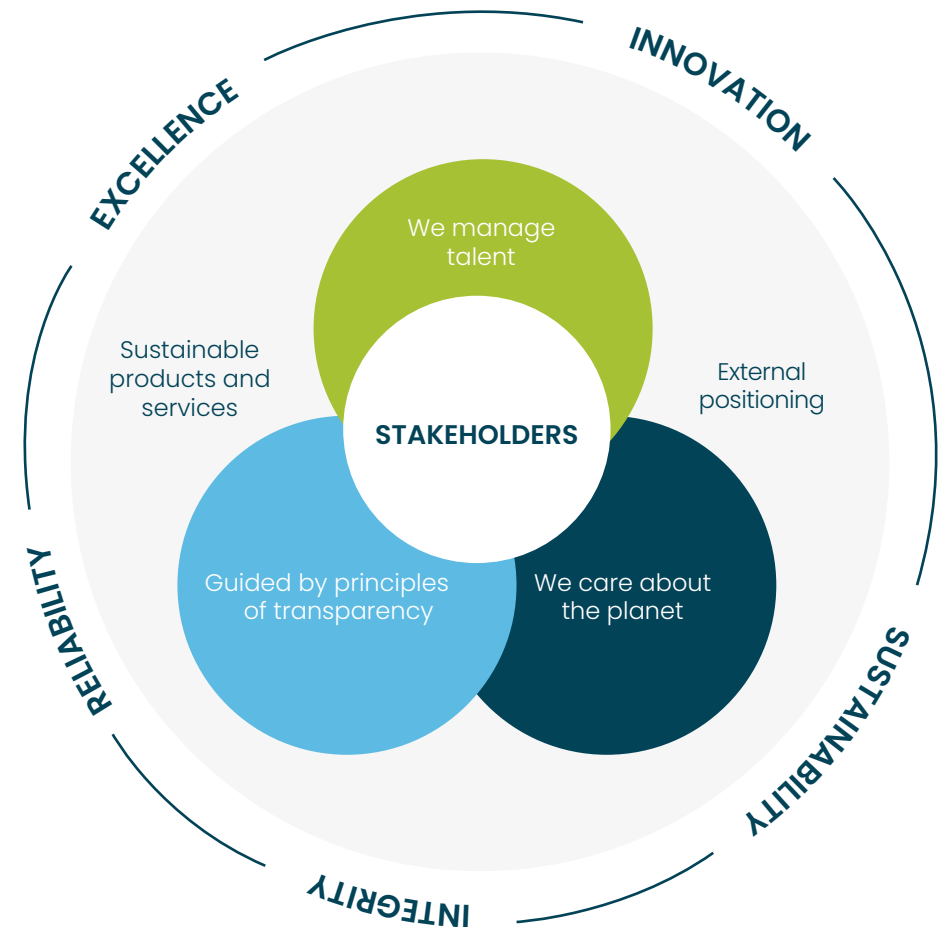
We contribute to achieving the targets of the Sustainable Development Goals (SDGs) included in the 2030 Agenda, with our priority goals, to which we contribute the most, being the following:



1. <https://unglobalcompact.org/what-is-gc/participants/159564-Grupo-EYSA>

Since 2023 we have been a signatory to the United Nations Global Compact and we present our Communication on Progress (COP) report in a timely manner¹.

Our commitment to sustainability is based on a Group-wide strategy, led by the Board of Directors, which supports our aim of "Delivering tomorrow's mobility solutions".



Respect for Human Rights

EYSA Group **remains committed to respecting the Human Rights enshrined in the Universal Declaration of Human Rights** and our firm rejection of child labour, forced or precarious labour, and we pledge to continue to respect freedom of association and collective bargaining in all the countries in which we operate.



100% of the
of workplaces is covered by
collective agreements

As signatories of the United Nations Global Compact we respect the Ten Principles, and specifically in Human Rights:

- **Principle 1** – Businesses should support and respect the protection of internationally proclaimed human rights within their sphere of influence.
- **Principle 2** – Businesses should make sure that they are not complicit in human rights abuses.

During 2024, two complaints related to Human Rights have been received through the complaints channel. At the close of this report, the analysis procedures have not been completed to determine whether or not there have been non-compliance, which will be reflected in the 2025 non-financial information report. Apart from the reported case which is under investigation, we have not incurred, contributed to or been complicit in any other human rights breaches or violations.

03



WE MANAGE OUR TALENT

- Social and employee matters
- Diversity and inclusion
- Pay gap
- People with disabilities
- Training
- Health and safety
- Working with communities



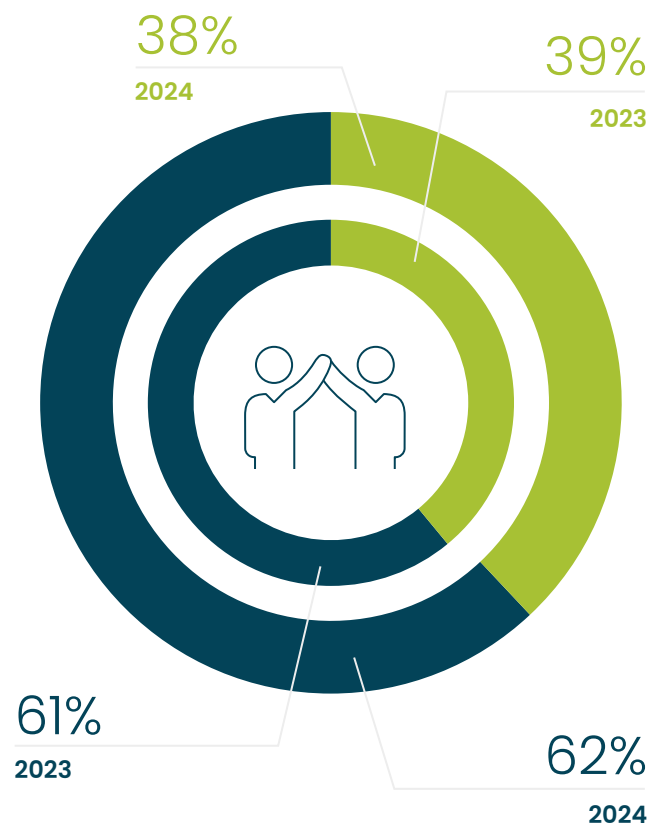
Social and employee matters

At EYSA Group, **our employees represent the essential pillar for the development and excellence** of the products and services we offer. Their talent, continuous innovation and commitment to constant improvement are the key to our success.

We recognise that the differential value of our company lies in the people who are part of it. For this reason, we continue to implement and strengthen initiatives that promote the recognition and appreciation of their efforts, guaranteeing an equitable and motivating work environment.

Our aim is to continue to grow in a sustainable way, promoting a working environment based on equal opportunities and conditions that facilitate work-life balance, based on co-responsibility.

In line with our sustainability strategy, we have a variable remuneration system linked to the achievement of objectives established at the beginning of each financial year. This model applies to executive, management and middle management levels, and includes targets aligned with our commitment to sustainability.



At the close
of the 2024:



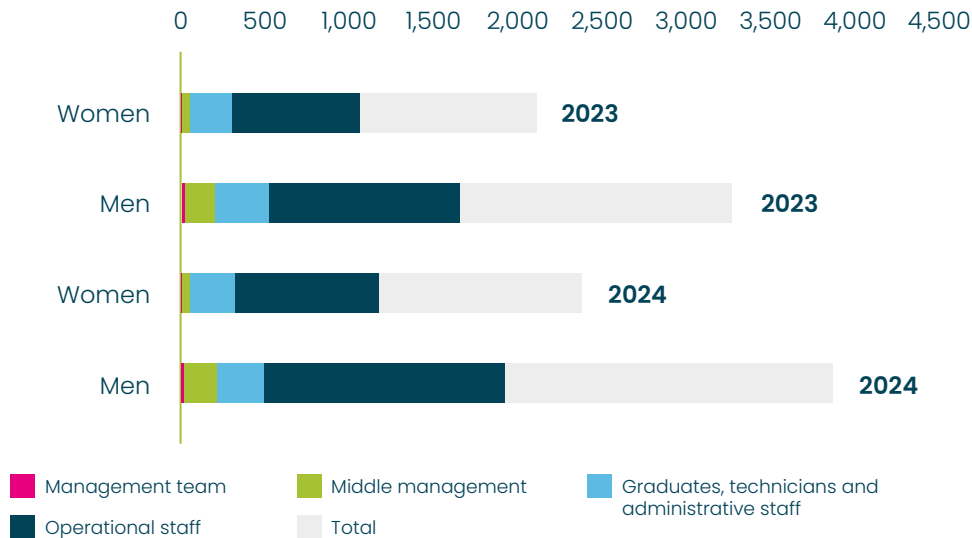
62%
Men



38%
Women



The actions we launched at the beginning of the year to promote greater equality in certain professional categories with lower representation of women have had a positive impact. We have improved our equality indicators in management and middle management, increasing to 18% and 22% women's representation respectively.



"Forty-six percent of our employees are over 50 years old, a reflection not only of their commitment and experience, but also of their extraordinary ability to adapt in a highly technological and innovative group. This generational diversity enriches our culture, fosters knowledge sharing and reinforces our inclusive view of talent, which is key to meeting the challenges of increasingly digital and sustainable mobility."

Justo Collar – Operations Director



Diversity and inclusion

At EYSA Group **we promote an inclusive work environment free of discrimination**, based on our commitment to equal opportunities.

To this end, we have equality measures in place, agreed upon with the legal representatives of the workers, whose purpose is to practically and practically integrate our commitment into the organization's operations and extend it to all our employees. Our measures, included in the equality plans of all companies, are based on the following principles:



They are designed for **the entire workforce**, regardless of whether they are male or female, for all group companies.



Establishes gender equality as a **cross-cutting principle** in all operations of the organisation, including processes and policies.



It has a **preventive approach** with appropriate channels for complaints and a harassment policy to be applied if necessary.



It is **dynamic**, so that it can be adapted according to the needs and/or changes in the organisation.

Despite our firm commitment to achieving an inclusive workplace free of discrimination, the nature of our business means that in many cases the staffing levels are defined in the administrative specifications that establish the obligation to subrogate in the event of being awarded the contract, making it difficult to achieve a programmed parity at operational levels.

Measures to promote equality are conceived in the broadest possible terms, establishing specific objectives related to the reconciliation of work and personal life with a focus on shared responsibility for care.

Specific measures to promote work-life balance include the following:

- Requests for leave related to work-life balance and/or care that are managed directly on a case-by-case basis: reduction of working hours, suspension of contract, leave of absence, maternity or paternity leave, including adoption.
- Flexible timetable model based on the needs of the projects and in agreement with the teams that can adapt to work-life balance needs, always complying with the provisions of the tender contracts.
- Remote working is encouraged for certain jobs and functions.
- Possibility of requesting leave for assisted reproduction treatments or procedures related to serious illnesses.
- Preference for geographical mobility for those cases where there is a need to conciliation and/or care.
- Voluntary leave of absence for periods of less than the 4 months stipulated in the workers' statute.
- In cases of gender-based violence, favour temporary or permanent transfers of work centres, flexible working hours and/or shifts, which allow for the protection of the victim.
- Possibility of accumulating reduced working hours or, where applicable, breastfeeding hours (this can be taken by either the mother or the father).
- Work disconnection policies and IT tools that support the sending of emails and notifications during working hours.

All these measures are public within the company and are available to all employees through the organisation's internal channels.



During 2024 in Grupo EYSA we received the Talavera Equality Company 2024 Award, recognition from the Talavera de la Reina City Council to companies that have implemented equality measures.



Pay gap

In the EYSA Group, 100% of **our workforce is covered by a collective bargaining agreement that guarantees equal working conditions for all employees.** However, the diversity of existing contracts, derived both from their nature and from the incorporation of previously established administrative conditions, generates a wide variety of salary levels. Despite this heterogeneity, there are no structural wage inequalities within the organisation.

Historically, certain professional categories have been less diversified, which, combined with a high average age of the workforce, has led to pay differentials at certain levels. Aware of this situation, since 2023, we have implemented specific measures to encouraging greater diversity in these categories. The first results have started to become evident in 2024, and in 2025 we will continue to reinforce this strategy with the aim of progressively reducing the existing gaps, promoting a more equitable and inclusive work environment.

CONSOLIDATED PAY GAP¹ OF COMPANIES IN SPAIN

	Under 30	From 30 to 50	Over 50s
Management Team	---	10%	---
Middle Management	11%	-9%	8%
Graduates, technicians and administrative staff	2%	-21%	-2%
Operational Staff	17%	8%	6%

PAY GAP OF COMPANIES ABROAD

	Under 30	From 30 to 50	Over 50s
Management Team	---	---	---
Middle Management	---	-48%	---
Graduates, technicians and administrative staff	---	23%	---
Operational Staff	35%	20%	---

Within companies abroad in EYSA Group, number of employees are small and, in certain professional categories, it has a predominantly male composition, which contributes to the existence of representation gaps. In order to foster greater diversity and inclusion, we are extending the measures implemented in Spain to promote more equitable representation in all the countries where we operate.

People with disabilities

Our commitment to diversity and inclusion is reflected in the percentage, above the legal requirements, of people with disabilities in our workforce. And not only that, we collaborate with non-profit organisations and the Integra Foundation to ensure that we incorporate profiles that meet the technical competencies required for the requested role, without the need to create specific positions.

	WOMEN			MEN			TOTAL
	Under 30	From 30 to 50	Over 50s	Under 30	From 30 to 50	Over 50s	
Management Team	0	0	0	0	0	0	0
Middle Management	1	0	0	0	1	1	3
Graduates, technicians and administrative staff	0	2	2	0	3	4	11
Operational Staff	0	20	26	0	18	28	92
TOTAL	1	22	28	0	22	33	106

With the growth of the workforce in the last year our total percentage of employees remains 4%, we continue to work actively to increase these numbers and continue our commitment to inclusion.

Most of the facilities where the Group's offices and operations are located have adequate access for people with reduced mobility, and where necessary we take the necessary steps to adapt the facilities for people with reduced mobility.

1. Wage gap calculation formula: $\text{Wage gap} = (\text{Average male wage} - \text{Average female wage}) / \text{Average male wage} * 100$. Categories where both sexes are not represented are excluded from the calculation.

Training

At EYSA Group, **we are committed to the well-being and development of our employees**, promoting an inclusive work environment that fosters professional growth and work-life balance. We firmly believe that continuous training is a fundamental pillar to ensure the development of skills, efficient performance and adaptation to a constantly evolving work environment.

Aware of the importance of lifelong learning, our training plan is structured in such a way that it identifies and addresses the specific needs of each employee. This plan is managed, to a large extent, through funds from the State Foundation for Employment Training (FUNDAE) and aims to keep our staff up-to-date with the latest technical and theoretical advances, as well as to strengthen their skills for sustainable and efficient performance.

/ HOURS OF TRAINING


	2023	2024
Management Team	531	773
Middle Management	1.742,5	2.393
Graduates, technicians and administrative staff	5.5500,5	6.926
Operational Staff	23.704	10.442
TOTAL	31.478	20.534

/ NUMBER OF PEOPLE

	2023		2024	
	Women	Men	Women	Men
Management Team	1	8	5	13
Middle Management	4	26	16	30
Graduates, technicians and administrative staff	43	54	58	70
Operational Staff	153	158	125	99
TOTAL	201	246	204	212

Our training offer is divided into two main areas:

- **In-house training**, provided by experts within the organisation, that includes:
 - / Induction programme for new employees.
 - / Training in Occupational Risk Prevention (ORP), led by our team specialising in occupational health and safety.
- **External training**, aimed at improving competencies and skills, adapting to the individual needs of each employee. It is given in classroom or hybrid formats, facilitating the reconciliation of personal and professional life.

	 HOURS		 PARTICIPANTS	
	2023	2024	2023	2024
Internal	13.468	4.449	1.620	611
External	14.055	16.085	447	416

/ TYPE OF INTERNAL TRAINING

	2023	2024
Initial training post	11,558	3,802
PRL training	1,910	647

/ KEY AREAS OF TRAINING:

 / **Administration, regulation and legislation**

 / **Risk prevention and health**

 / **Driving**

 / **Languages**

 / **Business skills and management**

 / **Ofimatic**

Through these initiatives, we reaffirm our commitment to sustainable development, ensuring that our employees have the necessary tools to perform their duties safely, efficiently and in line with the company's values..






Health and safety

The health and safety of all our employees is a priority for our Group and **our objective is to ensure that everyone has the optimal conditions to carry out their work**, both direct and indirect employees, including all those who are part of the temporary joint ventures in which we are involved or subcontract personnel.

Our policies reflect this commitment to the health and well-being of our employees through training, provision of approved means, information and processes for the continuous improvement of working conditions, with the participation and consultation of all.

- We adopt recognised standards as a management guarantee in the area of health and safety at work (Standard ISO 45001).
- The parameters we include in the medical examinations are above the standards and risks (electro, chromatopsia, spirometry, audiometry for all positions or certain indicators such as PSA, triglyceride detail, or complementary tests).

Continuous training is a particularly important element in ensuring that we continue to maintain and implement the highest standards in the field of health and safety in the workplace. The main mechanisms relating to ORP training are:

-  / **Induction** training for new recruits or refresher training, as well as more specific information on the management system.
-  / **General training** for the position and the tasks to be performed.
-  / **Other enabling training initiatives** such as the basic OHS training or on the specific risks, depending on the functions to be performed.

During 2024, compliance has continued with respect to workers' rights to consultation and participation through health and safety committees that meet quarterly, single-person delegates or the workers themselves where there is no representation in order to continuously participate in technical or activity-specific matters.

Preventive activity is monitored and reviewed through inspection plans for the control of activity and working conditions, as well as internal and external audits for compliance with legislation and the requirements of the ISO45001 standard.

In addition, the management system is subject to an annual review by the management, who, together with the organisation's prevention manager, assesses its suitability according to the scope that has been defined and the tasks that are carried out.

Accident rates and absenteeism

The data analysed cover all group companies and those of the joint ventures in which EYSA participates.

The procedures for the management, treatment and follow-up of occupational accidents are carried out in the following areas collaboration with the mutual insurance companies and the various accredited medical prevention services.

The accident rate in the group's companies is low and minor, with no serious or fatal accidents:

ACCIDENTS	WOMEN		MEN		TOTAL	
	2023	2024	2023	2024	2023	2024
Official accidents with sick leave ¹	20	22	56	53	76	75
Non-eligible accidents ²	17	5	8	8	25	13
Serious accidents	0	0	0	0	0	0
Fatal accidents	0	0	0	0	0	0
Frequency index ³	11.91	12.56	23.52	19.63	18.72	16.85
Incidence rate ⁴	17.78	22.61	42.72	30.28	31.20	30.28
Severity index ⁵	0.59	0.70	0.89	0.91	0.76	0.83

1. These are those that occur because of or on the occasion of work, excluding those that occur while travelling, which will be treated in the same way, but do not count for the purposes of official rates.

2. Those accidents with the same legal coverage as accidents at work that have not been triggered by the cause or occasion of work (in itinere or of moonlighters caused in another company).

3. Frequency rate= (No. of accidents with sick leave *1,000,000) / Hours worked in selected period.

4. Incidence rate= (No. of accidents with sick leave *1,000) / Average number of workers.

5. Severity rate= (No. of days lost due to AT*1000/ Hours worked).

- In terms of accident rates, the data for 2024 reflect a positive evolution. The indicators of accidents per hours worked (frequency rate) and per worker (incidence rate) have shown a significant decrease.
- Although the total number of accidents within the working day has decreased slightly, there has also been a slight increase in the number of days lost due to sick leave.
- Particularly noteworthy is the significant reduction in accidents on the way to and from work.
- On the other hand, the average duration of sick leave has increased, which is reflected in the increase in the severity rate, which measures the number of days lost per 1,000 worked.
- Once again this year, no serious, very serious or fatal accidents have been recorded, and the accidents recorded continue to be of a minor nature.
- No accidents or absenteeism have been recorded in companies outside Spain.

	WOMEN		MEN		TOTAL	
ABSENTEEISM	2023	2024	2023	2024	2023	2024
Lost days due to accidents	1,508	1,507	2,925	3,545	4,433	5,052
Days lost to common contingencies	37,752	36,751	25,025	30,619	62,777	66,370
No. of hours absenteeism ¹	206,503	201,028	136,887	167,485	343,390	368,514
Absenteeism rate OSH ²	0.43	0.41	0.61	0.63	0.53	0.55
Absenteeism rate by CC ³	10.69	10.67	5.19	6.15	7.52	7.94

1. Absenteeism hours; based on the assumption that there is no calculated data on absenteeism hours, that sick leave processes are measured in working days, that these are counted for the period from the date of sick leave to the date of discharge and that, on the other hand, the theoretical working day is calculated based on the deduction of time off, public holidays, holidays and perhaps even some other leave; it has been understood that the best way to calculate the hours is to make an estimate of the actual hours, since the concept of hours is directly related to the actual working day; thus, making an estimate reduces the bias that would be implied by understanding all the days lost as actual. With all this, by virtue of the ratio of theoretical hours to the supposed annual working day, discounting weekly days off and annual public holidays (holidays are not deducted as these are generally - in some cases - not taken after sick leave), the estimate of effective working days would be approximately 67% of the working days lost.

2. Days lost due to occupational contingencies per 100 theoretical hours worked.

3. Days lost due to common contingencies for every 100 theoretical hours worked.



In 2024, an overall increase in absenteeism of approximately 4% was observed compared to the previous year. This increase was mainly concentrated in one of the group's activities, which recorded almost all of the additional absence days compared to 2023. This reflects a significant variation in attendance behaviour mainly due to long-term sick leave, which stands out as a relevant factor in the overall trend.

Working with communities



HUMANA Federation People to People

Since 2019, we have been **working in partnership with the non-profit organisation HUMANA**, with the aim of making the most of the spaces available in our car parks through the installation of containers for the collection of textile waste.

These containers allow the collection of used clothing and footwear, promoting the circularity of resources. Everything collected is treated by HUMANA, which uses it either for sale to finance social projects or for direct donation to third countries.

Thanks to this initiative, in 2024 we managed to collect 28,138 kg of textile waste through the 16 containers installed in Spain. This action has prevented the emission of more than 960 tonnes of CO₂ into the atmosphere.

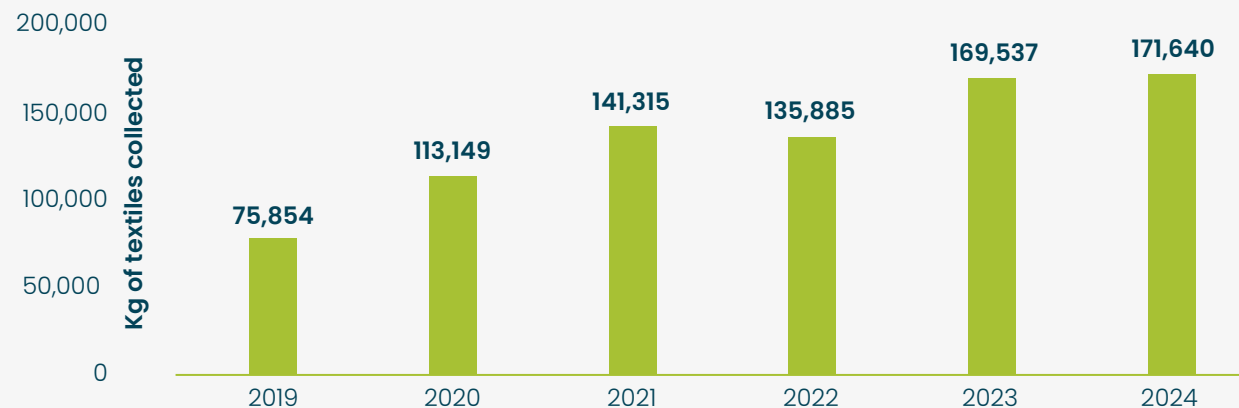


Kg of CO₂ avoided thanks to textiles collected by humans in EYSA car parks

From 2016 to 2024

Total

968,885 kg CO₂
/7,230 trees



Source: prepared by Humana



Cre100do Foundation

Cre100do promotes business collaboration between *middle market* companies in Spain, betting on by social and environmental responsibility, stimulating the adoption of new technologies and incorporating best management practices.

The Foundation holds training sessions, workshops, communities and conferences on specific topics in which many of EYSA Group's directors have actively participated, sharing and learning together with other professionals.

During 2024, Cre100do Foundation has completed 10 years of activity, from Grupo EYSA we have participated in the commemorative yearbook and the different celebration events.



Integra Foundation

The selectivity of the labour market is one of the essential causes of the social inequalities we suffer in Spain. This inequality is the result of discrimination related to "objective" characteristics of people: gender, age, nationality, ethnic-racial origin, educational level, socio-economic situation, culture, etc.

At Grupo EYSA we are one of the 70 companies nationwide that work on socially responsible employability through our collaboration with the Integra Foundation.

During 2024 we have participated in the following joint actions:



Corporate volunteering



Communication and campaigns



Social footprint reporting



Events/networking



Regulatory compliance

IMPACTS

59

People trained in the school of **empowerment** and the IntegraTech programme in Madrid and Barcelona

+110

Hours of training received by candidates

27

People have found employment following training provided by EYSA Group volunteers

3

Actions of campaigns

13

Actions of communication

Average rating of the volunteers

10





Anjos da Cidade

EYSA Group's operations in Brazil participated in a volunteering action in collaboration with Anjos da Cidade in São Paulo, with the aim of supporting homeless people. Through this initiative, collaborators from Tecsidel, EYSA and Serbet joined the "Levando Amor" bus project, an initiative that promotes the social reintegration of homeless people through concrete actions that seek to dignify and improve the quality of life of those who are going through this difficult situation.

During the action, **300 snacks** were handed out and **69 people were assisted**.



Institute Human

We continue to collaborate with the Human Institute in Brazil where we support social projects related to human rights with an approach that seeks to promote and encourage people's development and social commitment through voluntary actions.



Red Acoge

During 2024, we supported the Red Acoge in Spain with the aim of supporting migrant children, promoting equal opportunities and favouring their educational and social development.

The right to education is universal, but many migrant children and teenagers face barriers that hinder their educational process, such as lack of access to school materials. These difficulties contribute to a significantly higher failure rate among migrant pupils, and in Spain, the school enrolment rate is 33 per cent lower.

In collaboration with Red Acoge, we launched a campaign among our employees to collect school kits to support the educational process of migrant children in Spain, thus breaking down one of the barriers to their development. In line with our social commitment, the EYSA Group doubled the contributions made by our staff.

Red Acoge supports more than 4,000 children in Spain, promoting equal opportunities and the educational and social development of students migrant, by implementing joint strategies with different social actors to facilitate their schooling and the management of diversity.

IMPACT:
39 kits
of school supplies
for primary and
secondary school
students.





MELYT – Association of Women in Logistics and Transport

Our mowiz TRUCK network of secure truck parking facilities joined MELYT in 2024, with the aim of joining forces to promote the incorporation and participation of women in the logistics sector.

With this commitment we want to give visibility to the problem of gender equality in the sector, promoting the recruitment of talent and encouraging the active participation of women in logistics.

At mowiz TRUCK we already have numerous measures in place to promote the incorporation of women in the sector, starting with facilities that cater to their needs, such as separate and safe showers and toilets, or feminine hygiene elements in supermarkets and vending machines.



Attention during the DANA emergency in Valencia

The Isolated High Level Depression (DANA) that caused torrential rains in Spain particularly affected the Valencian Community in October 2024. EYSA Group implemented actions to help those affected through our network of infrastructure and solutions:

- **The mowiz Truck car park in Fuente de San Luis** provided support for the isolated truckers by offering its space for rest and meals to those affected.
- **The Empresa Municipal de Transportes de Madrid (EMT) used the mowiz Truck car park at Fuente de San Luis** to store the platforms, tractor units and cranes they sent for help.
- **The mowiz TRUCK car park in Astigarraga** centralised the collection of aid in the area, in coordination with institutions and town councils where our collaborators, family members and volunteers palletised all the donations received and the shipment in 4 trucks of volunteer drivers filled with 100 pallets with clothes, hygiene items, food, water, animal feed, and bilge pumps.
- **The EYSA Group provided part of the fuel** needed to send the aid and a pallet of water.
- **We support the Alicante Red Cross** in the transfer of donations received between Alicante and Elche to Valencia.

Supporting those affected by the DANA requires follow-up in order to restore the affected economic fabric by promoting the return of small and medium-sized enterprises in the area to their normal level of activity.

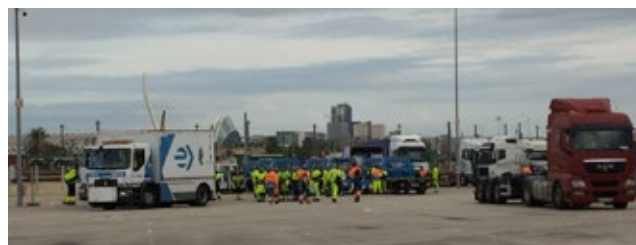




The Cre100do Foundation has launched the RENA100DO project to support affected companies by promoting the economic and social recovery of the Valencian Community, an initiative of companies for companies¹.

The project offers access to financial resources supported by the companies of the Foundation and the transfer of capacity, skills and experience by the professionals who are part of the companies of the Cre100Do Foundation.

At EYSA Group aware of the impact of the DANA in Valencia and the affected areas, our employees decided to forgo their Christmas lunch to donate the money to the victims through the RENA100DO programme, promoted by the Cre100DO Foundation. In addition, as a company, we have strengthened our commitment to this initiative by providing additional financial resources, as well as technical expertise and know-how of our professionals, contributing to the recovery and resilience of the business ecosystem in the affected communities.



1. Link RENA100DO platform to apply for assistance: <https://www.cre100do.org/landings/rena100do/>

II Christmas Card Competition

In 2024 we held the second edition of the Christmas card competition among our youngest employees. The winning postcard was used at corporate level by all EYSA Group companies to send Christmas greetings.

Numerous proposals were received from many of the countries in which we have high quality operations.



Mowiz TRUCK receives the Truck Friendly award in the category "Other companies"

This initiative, which has the support of hauliers' and shippers' organisations represented in ASTIC, ACE, ALIA and CEL, arises from the conviction that responsible practices related to freight transport, in general, and towards the vehicle driver, in particular, require recognition that serves as a driver and boosts corporate social responsibility policies in this area.

This award highlights the company's commitment to improving the working conditions of truck drivers and the promotion of innovative and sustainable solutions in the road haulage sector.

The recognition comes at a crucial time for the sector, which is facing challenges such as ageing workforces, the driver shortages and increased crime on transport routes.



04



WE CARE FOR OUR PLANET

Global information

Circular economy, waste prevention and management

Sustainable use of resources: water, raw materials, energy

Biodiversity protection








Global information

EYSA Group remains firmly committed to **environmental improvement by developing solutions that optimise traffic flow**, reduce congestion and transport-related emissions, and enhance road safety—while also promoting infrastructure sustainability through effective regulatory monitoring and enforcement.

From an internal point of view, the nature of EYSA Group's activity does not have a major environmental impact, the only material impacts being greenhouse gas emissions, waste generation and management, and the consumption of raw materials.

Despite this limited impact, in line with our commitment to sustainability, we take actions to prevent and mitigate the impact of our operations. We have a Quality and Environment Policy, which is communicated to our stakeholders and available on our website; we also have ISO 14001 certification at many of our sites, which we extended in 2024 and are in the process of extending through 2025.

Our products and solutions are a key element in helping to address today's key mobility challenges:

	 POLLUTION	 CONGESTION	 ROAD SAFETY
EYSA SOLUTIONS			
Parking regulated	✓	✓	
Parking	✓	✓	
Casualty areas emissions/Controls of access	✓	✓	
Traffic management	✓	✓	✓
Enforcement		✓	✓
Cranes		✓	✓
ITS			✓
Free-flow tolls	✓	✓	✓
Mobility as a Service	✓	✓	
Connected car	✓	✓	✓
Secure parking for trucks	✓		✓

In terms of resource consumption, the nature of EYSA Group's business does not make us a resource intensive organisation. However, our operations can have a specific impact on water and paper consumption. In addition, our emissions are mainly linked to the use of electricity in our facilities and fuel consumption in our fleet.

Circular economy, waste prevention and management

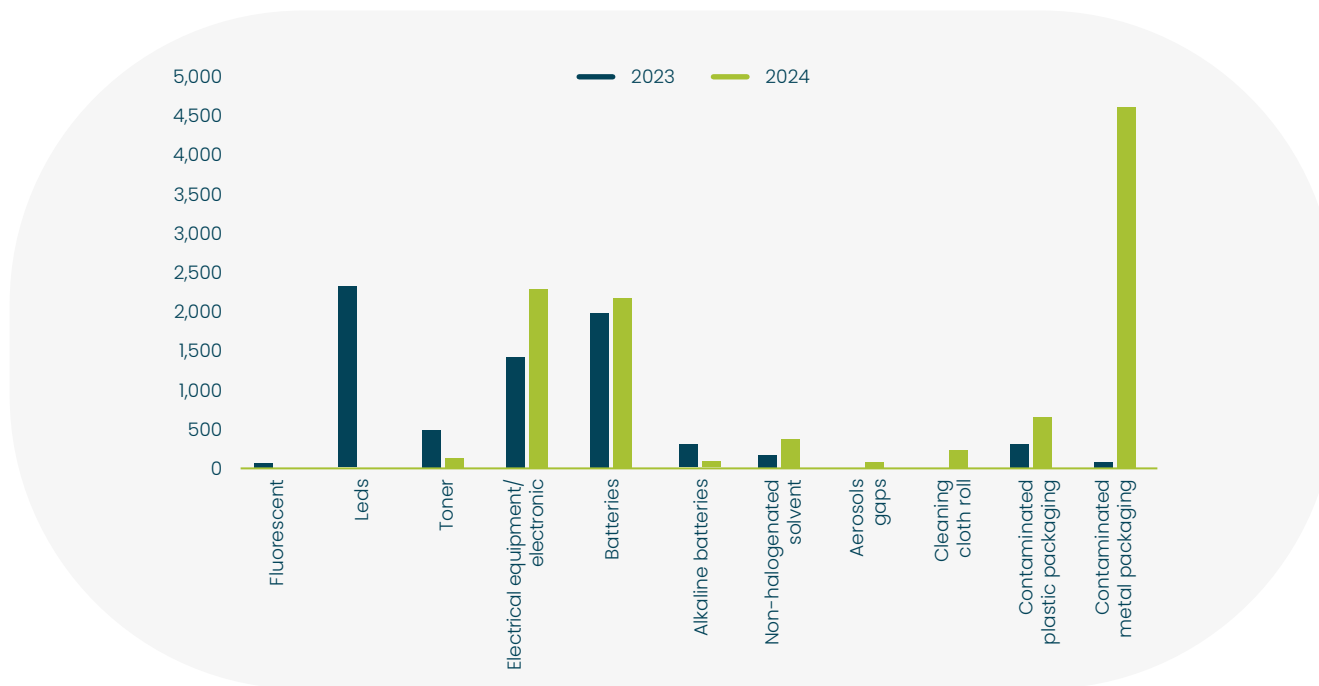
At EYSA Group, we apply the principles of the circular economy in our operations with the aim of optimising the use of resources, minimising waste generation and promoting reuse and recycling in all our activities.

To reduce our environmental impact, we have implemented a number of initiatives, such as the elimination of single-use plastic in our offices and the digitisation of key processes, which has led to a significant reduction in paper consumption.

In addition, we manage electrical, electronic and paper waste responsibly generated in our operations. We have specific processes for the collection, sorting and recycling of computer equipment, printers payment terminals and other electronic devices in disuse, ensuring their proper disposal and reuse through authorised waste managers. Similarly, the paper collected is channelled through a certified manager, guaranteeing its safe destruction and its transformation into new raw material for reuse.

Through these initiatives, EYSA reinforces its commitment to sustainability and resource efficiency, aligning itself with the principles of the circular economy. We continue to explore new solutions that allow us to make further progress in optimising resources and reducing our environmental footprint.

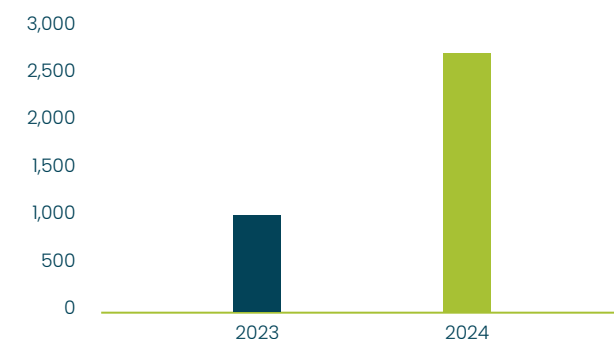
/ DETAILS OF HAZARDOUS WASTE GENERATED BY THE OPERATION



Increased activity in the implementation of Low Emission Zones and other solutions requiring more infrastructure intervention has resulted in a significant increase in waste, which is managed through our suppliers.

All the hazardous waste we generate goes through an authorised waste manager who collects and manages it in the best possible way, always seeking the least environmental impact, reusing and recycling whenever possible. During 2024 we considerably increased the amount of electronic and electrical waste (including batteries) that we recycled to 2,720.50 kgs.

/ ELECTRICAL AND ELECTRONIC WASTE RECYCLED (KG)



Sustainable use of resources: water, raw materials, energy



WATER

Water use in our activities is mainly related to the cleaning of car parks. Although it is not considered a material aspect of our activity, we implement measures to optimise its consumption.

In particular, at mowizTRUCK we have incorporated a water recovery system in the truck washes, allowing us to reuse between 50% and 80% of the water used in each cycle.



PAPER CONSUMPTION

Paper is a relevant input in our activity, especially in parking management, where it is used for the issuance of entry tickets, receipts in regulated car parks and control devices.

To minimise its impact, at EYSA Group we have been implementing solutions to reduce paper consumption and promote digitalisation for years::



/ **Digitalization of the payment verification process in regulated estations**, eliminating the need to print tickets.



/ **Implementation of number plate recognition systems** for subscriber access to car parks, avoiding the use of paper.



/ **Communication to users in certain regulated parking areas** so that they only print the ticket if expressly requested to do so.

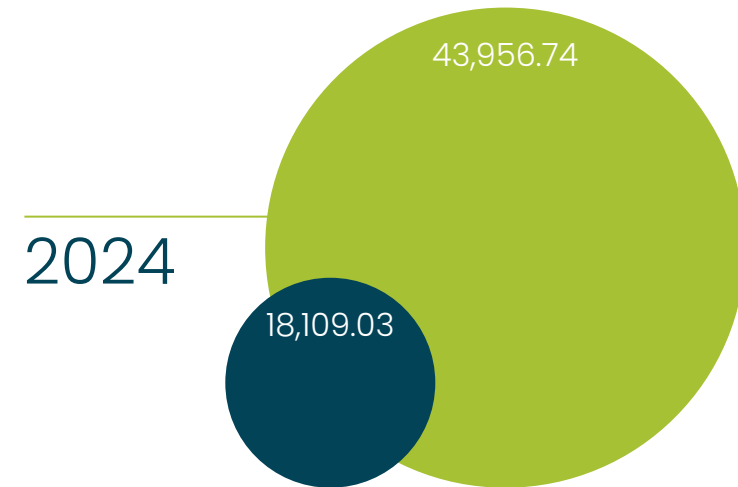
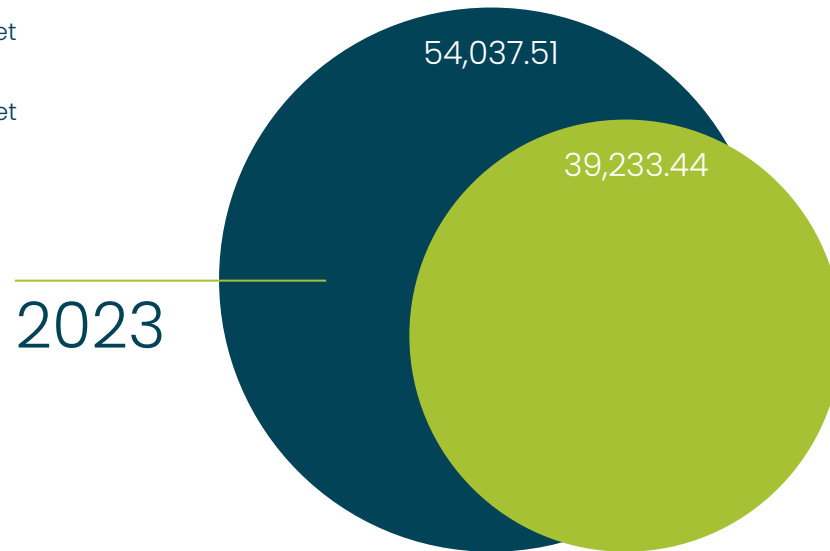


/ **Internal digitisation of processes to improve information management** within the company.

Through these initiatives, EYSA Group continues to reinforce our commitment to resource efficiency, promoting more sustainable solutions in our daily operations. During 2024, the initiatives launched to reduce the consumption and use of resources have made progress, achieving significant reductions in some activity-related waste.

/ PAPER CONSUMPTION OF THE OPERATION

On street
Off street



At EYSA Group we have achieved a reduction of more than 90% in paper consumption in our off-street parking business line, even with the increase of managed parking spaces, including a new car park with more than 500 spaces. This achievement has been possible thanks to the implementation of innovative solutions such as ticketless systems, payment via mobile apps and digital parking space reservations.

In on-street parking, paper consumption has also decreased significantly due to the increasing adoption of mobile payment and the elimination of the need to print tickets for in-vehicle validation.

Also, at the corporate level, the digitisation of internal processes has led to a reduction of more than 10% in paper consumption in our offices. By 2025, we plan to continue to improve these results by optimising and digitising a greater number of processes within the organisation.





ENERGY

The Group's operations are mainly carried out in its workplaces and offices, where energy consumption is mainly focused on air-conditioning systems, lighting and the use of computer and electronic equipment.

In addition, for the development of the activity (maintenance, repairs, developments, cranes, etc.) the Group has its own fleet of motorbikes, commercial vehicles and cranes.

The total fleet amounts to 529 vehicles, as follows next:

	2023	2024
Commercial vehicle	144	127
Crane	96	94
Tourism	165	172
Motorbikes	135	136

The fleet of vehicles, most of which are leased, is in constant updating due to the variability of the business.

Aware of the environmental impact of the large number of vehicles used in the company's operations, the use of less polluting vehicles, whether hybrid or electric, is promoted, provided that the conditions of the contract for each case and the levels of service provision allow it. By 2024, the percentage of the hybrid or electric fleet has been increased by one percentage point, reaching 38% of the total number of vehicles in the fleet.

	2023	2024
Combustion	303	316
Electric	151	165
Autogas	13	14
Hybrid	34	34



38% of
the EYSA Group fleet
is hybrid or electric

We continue with our efforts to increase the fleet of more sustainable vehicles, therefore, the purchasing area has the mandate to always consider hybrid or electric vehicles as the first option to cover the needs of the contracts. However, in many cases this cannot always be achieved, mainly due to cost issues or lack of charging infrastructure.

The main sources of energy consumption used by the EYSA Group are derived from the use of air conditioning equipment, lighting in offices and facilities (underground and surface car parks, for example), and crane depots, among others. To which we must add the fuels used to carry out operations (motorbikes, number plate reading vehicles, cranes, etc.).

Main sources of energy consumption used by EYSA Group emissions are derived from the use of air conditioning equipment, lighting in offices and facilities (underground and surface car parks), and crane depots. In addition to the fuels used for the development of the activity (motorbikes, control vehicles, cranes, etc.).

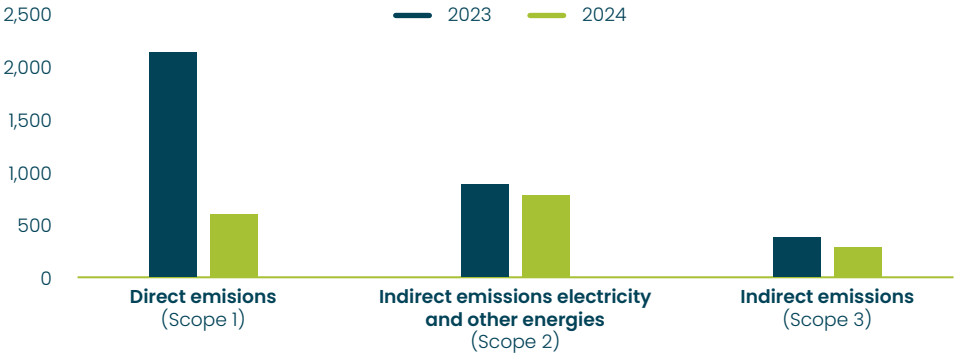
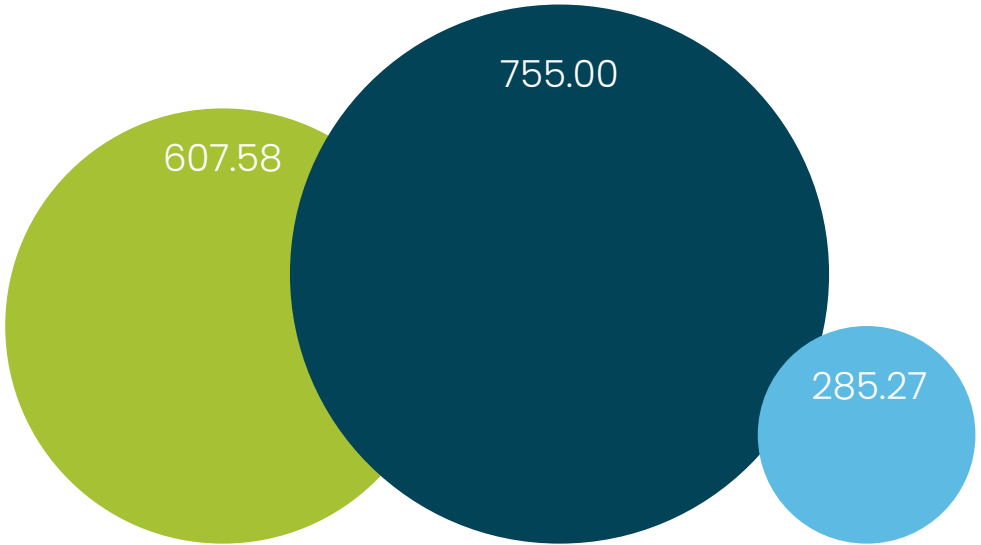
	2023	2024
	GJ	GJ
Fuel consumption	33,430.58	11,278.07
Electricity consumption	12,051.71	8,869.01

/ EMISSION CALCULATION

T CO ₂ E	2023	2024
Direct emissions (Scope 1)	2,158.89	607.58
Indirect emissions electricity and other energy (Scope 2)	863.70	755.00
Indirect emissions (Scope 3)	376.49	285.27
TOTAL	3,399.08	1,647.85

For the calculation of emissions we used the calculator of the Ministry for Ecological Transition and the Demographic Challenge (version 29) and the emission factors included therein for Scope 1 and 2 emissions. For Scope 3 emissions we used the factors published by DEFRA.

/ TOTAL EMISSIONS 2024 (TCO₂E)



At Grupo EYSA, we are actively working to improve energy efficiency and reduce our environmental impact, especially in terms of greenhouse gas emissions. To this end, we promote various actions aimed at optimising energy consumption and operational sustainability:

- **Electrification of the fleet:** We prioritise the incorporation of electric or hybrid vehicles wherever feasible. However, we recognise that the high cost and the need for adequate infrastructure limit their adoption in certain cases.
- **Optimisation of air-conditioning systems:** We carry out inspections to assess and improve the energy efficiency of our equipment.
- **Monitoring of electricity consumption:** Our Quality and Environment department monitors energy consumption on a quarterly basis in order to identify significant variations and implement corrective measures where necessary.
- **Training in efficient driving:** We give courses on Efficient Driving (CAP) to our drivers to reduce fuel consumption and minimise polluting emissions.
- **Maintenance of the fleet:** We implement periodic checks of the vehicles, ensuring a correct mechanical condition and optimal tyre pressure to improve their efficiency.

With these initiatives, we reaffirm our commitment to sustainability, aligning ourselves with the Sustainable Development Goals (SDGs) and promoting responsible management of energy resources.



During 2024 we registered our 2023 carbon footprint and reduction commitments in the Carbon Footprint Registry, offsetting and carbon dioxide absorption projects of the Ministry for Ecological Transition and the Demographic Challenge



CERTIFICADO DE INSCRIPCIÓN
Registro de huella de carbono, compensación y proyectos de absorción de CO₂ del Ministerio para la Transición Ecológica y el Reto Demográfico

GRUPO EYSA: ESG MOVILIDAD, S.L.

Año de cálculo 2023
Tipo de sello CALCULO
Alcances 1+2 y 3

Alcance 3 incluye las emisiones provenientes de los viajes de negocio.

Limites Se incluyen las actividades de diseño, explotación, gestión y control de estacionamiento regulado en la vía pública, de superficie, subterráneo y de centros integrales de transporte junto a sus actividades afines: sistemas de pago mediante telefonía móvil; servicios y suministros de sistemas de tratamiento de movilidad; gestión de cámaras de control de accesos a zonas peatonales, radar de control de velocidad, y control semafórico; retirada y depósito de vehículos indebidamente estacionados; gestión y recaudación de multas, sanciones y otros ingresos en período voluntario y ejecutivo; inspección y gestión tributaria y catastral; entre otros desarrolladas por las organizaciones: ESG Movilidad, S.L.; Estacionamientos y Servicios, S.A.U.; Tecsidel ITS, S.L.; Servicios de Colaboración Integral, S.L.; CIT Autopista A8, S.A.; UTE SCI-Gesumpal Bilbao; UTE MSM LOTE III; UTE MSM LOTE IV; UTE EYSA-Grúas Cabello; UTE EYSA-Aluvias Control Accesos Sevilla 2021; UTE EYSA-Aluvias Tráfico de Sevilla 2023; UTE EYSA-Aluvias Tráfico de Donost; UTE EYSA-SCI Teruel; así como, UTE EAS.

Elena Pita Domínguez
Directora General
Oficina Española de Cambio Climático
Ministerio para la Transición Ecológica y el Reto Demográfico

Fecha de inscripción: 17/01/2025
Cód. huella de carbono: 2024-a1580

During 2024, EYSA Group has offset its 2023 verified carbon footprint including Scopes 1, 2 and 3 with our partner Carbon Free Brazil. The offsetting has been done through credits emissions from the Jirau hydroelectric power plant project.



The Jirau Hydroelectric Power Plant (UHE) is the fourth largest electricity generator in Brazil, located on the Madeira River, 120 km from the capital Porto Velho (RO). The main objective of the project is to produce electricity using a renewable source, replacing part of the thermal matrix present in the National Interconnected System (SIN) of energy transmission with a hydraulic matrix. With an installed capacity of 3,750 MW, it supplies renewable energy to more than 40 million people.

The Jirau Project was developed as a hydroelectric power plant with an optimised engineering approach, prioritising environmental protection through continuous flow that minimises environmental impact. It uses special turbines designed to maximise efficiency, avoiding river diversions and keeping the flooded area to a minimum.

In addition, the company invests in and supports social projects in areas such as public health and the environment, education, innovation, among others, with the aim of improving the quality of life of the population.

CSV : GEN-339c-4017-0bc5-b52a-6798-8c69-bf8a-2bb8
DIRECCIÓN DE VALIDACIÓN : <https://sede.administracion.gob.es/pagSedeFront/servicios/consultaCSV.htm>
FIRMANTE(1) : ELENA PITA DOMINGUEZ | FECHA : 21/01/2025 14:19 | Sin acción específica | Sello de Tiempo: 21/01/2025 14:19

The project has been verified by the UNFCCC.
(United Nations Framework Convention on Climate Change).



Tecsidel Brazil's operations are carbon neutral certified by Carbon Free Brazil. Approximately 67 tonnes of carbon emitted by our operations are neutralised and will be offset with the Forest Maintenance Project - Envira Amazonia, which aims to contribute to the preservation of the Amazon Rainforest and fight against climate change.

In the context of the project, local communities and indigenous peoples living in the Envira River region, located in the state of Acre, play a key role. These communities adopt sustainable practices in the use of forest resources that seek to avoid degradation.



Due to the nature of our business, for EYSA Group the impacts caused by our activities and operations in protected areas have not been considered as material aspects.



"At EYSA Group, we believe that leading change means acting with accountability and transparency. Offsetting our carbon footprint 100% not only reinforces our commitment to sustainability, but also allows us to offer our customers cleaner mobility solutions aligned with their own environmental objectives."

Vitor Nunes –
Director EYSA Group Brazil

Biodiversity protection

Due to the fact that the scope of action and locations where the EYSA Group operates are mainly in urban areas, the measures considered for the preservation or restoration of biodiversity as well as the impacts derived from the company's operations have not been considered material.

05



WE ARE GUIDED BY PRINCIPLES OF TRANSPARENCY

Non-financial risks

Relationship with our suppliers

Policies

Governance

Corporate ethical culture, compliance system and prevention of criminal risks

Customer and supplier satisfaction

Tax information



Non-financial risks

/ EXTERNAL RISKS OF THE BUSINESS ENVIRONMENT

	Description	Controls
Competition in the field of citizen services/ <i>Smart Cities</i>	Lack of adaptation of the value proposition to customer requirements and to new regulations that imply the development of new solutions, in a context of change.	<ul style="list-style-type: none"> Market and competition analysis. Periodic studies of new technologies and needs. Analysis of legal requirements.
Legal and regulatory requirements	<p>Products, services and solutions must be adapted and respond to legal requirements in all countries in which we operate and those we are analysing as new markets.</p> <p>Services already in place need to adapt to regulatory changes, either at the customer's request or at the company's initiative to anticipate requirements.</p> <p>This includes regulatory, criminal, health and safety, information security and personal data protection risks.</p>	<ul style="list-style-type: none"> Review of the global risk map of EYSA, TECSIDEL and SCI. Criminal risk review of the criminal compliance management system. Inventory and review of controls. Training and awareness-raising actions as part of implementation.
Political and social environment risk	<p>The nature of much of the business involves dealings with public entities that are periodically subject to changes in the climate, which may affect existing implementations, renewals or even regulatory changes to ongoing activities.</p> <p>The diversity of the countries in which we operate and the administrations with which we have relations mean that we are almost permanently on the lookout for electoral cycles with their consequent impact.</p>	<ul style="list-style-type: none"> Risks associated with changes in the political cycle are monitored by the relevant bodies within the organisation, with continuous monitoring of possible changes. The management and control mechanisms are by the presence and proximity through the territorial directorates together with the development of periodic analyses and studies of markets/countries and the definition of action plans based on results.
Corruption in business	At EYSA Group we have a firm commitment against corruption in all its forms, however, we recognise that in some countries where we are present, the relationship with public entities has a high risk of influence peddling and embezzlement, or illegal financing of political parties so that we implement preventive measures.	<ul style="list-style-type: none"> The risks associated with this type of criminal offence.
Price-fixing in public tenders and auctions	Making an agreement among several people to alter the final price of the auction. Soliciting gifts or promises not to participate in a public tender or auction. Attempting to keep bidders away from tenders and auctions by means of threats, gifts, promises or other means. To alter the price, to concert with others who, having obtained the award, to go bankrupt or abandon the auction fraudulently.	<ul style="list-style-type: none"> The Code of Conduct includes a commitment to act in accordance with values that guarantee responsible behaviour and full respect for the law. Training to ensure awareness of policies, Code of Conduct and Anti-Corruption Policy.

/ INTERNAL AND OPERATIONAL RISKS

	Description	Actions
Compliance with regulatory models	A vital component of the Group's operational continuity by providing a quality service that meets the standards it has committed to.	<ul style="list-style-type: none"> We have a policy of Corporate Social Responsibility, Quality and Environment, Safety at Work. An Information Security, Criminal Compliance and Data Protection Management System. We regularly hold training sessions for our employees. Constant supervision of the correct application of policies and procedures, customer and end-user listening systems, whistle-blowing system, and definition of action plans based on results.
Information systems	A large part of the EYSA Group's business is based on the use of information systems, which means that all risks associated with technological infrastructure, information management, networks and communications are of great importance. As well as the physical and technological security of the systems in the event of cyber attacks, for example.	<ul style="list-style-type: none"> We apply standards and certifications that ensure proper information management. The Systems Directorate maintains permanent control to ensure rationalisation and coherence, as well as the uninterrupted development of operations. Continuous improvements and investments are made as part of a process of continuous improvement and adaptation to new solutions, avoiding obsolescence of the available systems and maintaining the response capacity at all times at the levels required by the organisation and our customers.
Labour and human resources issues	The development of the Group's operations depends to a large extent, in part of the business, on people. For this reason, appropriate human resources management is necessary to avoid problems in the working environment. At the same time, the lack of specialised talent makes it necessary to strengthen the company's position as a recruiter in order to make it attractive to new generations.	<ul style="list-style-type: none"> Equality plan in the Group's companies where it is stipulated by law, promoting the commitment and effective application of the principle of equal opportunities in an inclusive work environment that fosters reconciliation and care in a co-responsible manner. We have a Code of Conduct that ensures a healthy working environment, an apolicy of detection and prevention of harassment situations Other measures: flexible working hours, reduced working hours, teleworking, and training plans focused on the development.
Computer damage	Deleting, damaging, deteriorating, altering, deleting or making inaccessible to third parties' computer data, software or electronic documents, without authorisation and in a serious manner. Accessing computer systems of a competitor in the sector to damage or disrupt its productivity or competitiveness.	<ul style="list-style-type: none"> Procedures and policies establishing security measures to protect information. Rules for the use of devices and access to data. Information security risk analysis. Audit reports and records of IT incidents and information security. Cybersecurity and information security training. Certifications on compliance with information security management systems (ENS high level, ISO 27001).
Discovery, disclosure of secrets and computer hacking	Disseminate, disclose or assign to third parties the secrets discovered.	<ul style="list-style-type: none"> Specific training for employees on the prevention of criminal risks with special reference to criminal offences. computer technology. Subscription to the Code of Conduct by employees and collaborators of the organisation. Procedures and policies establishing security measures to protect information. Rules for the use of devices and access to data. Information security risk analysis. Audit reports and records of IT incidents and information security. Cybersecurity and information security training. Certifications on compliance with information security management systems (ENS high level, ISO 27001). DPD Designation. Personal data protection policy. Information security breach management procedure. Signing of processing order clauses

1. A reassessment of criminal risks and associated controls is being carried out.

/ INTERNAL AND OPERATIONAL RISKS

	Description	Actions
Intellectual property, market and consumers	Attacks on consumers. To harm the market and free competition.	<ul style="list-style-type: none"> Any relationship with the Group involving the exchange of information includes a <i>Non Disclosure Agreement</i>. Inventory of assets. Procedure for managing security breaches and data protection incidents.
Defrauding the Treasury or Social Security and other bodies	Defrauding the State, regional, provincial or local tax authorities or the Social Security by evading the payment of taxes or amounts withheld.	<ul style="list-style-type: none"> Currently we do not have a specific control, actions are being implemented such as training on taxation and tax management, as well as filing the register on a quarterly basis.
Illegal construction, building or development	Construction of buildings or installations in prohibited areas, construction without a licence or subdivision on undeveloped land.	<ul style="list-style-type: none"> Criminal risks and associated controls are currently being reassessed.
Risk of accidents in installations	Risk of occupational accidents both in facilities already developed and in projects under construction.	<ul style="list-style-type: none"> Occupational health and safety management system. Ensure adequate elements to prevent occupational accidents among workers. Prevention training.
Refusal of inspections	Refusing or impeding the actions of inspecting or supervising persons, bodies or entities.	<ul style="list-style-type: none"> Training to ensure awareness of the policies and Code of Conduct and the Anti-Corruption Policy.
High number of managers over 50 years old and lack of succession plans	Many of the Group's executives are over 50 years of age, which poses a generational and succession risk that jeopardises the company's operations. At the same time, there is no clear succession plan.	<ul style="list-style-type: none"> Define a succession plan that secures the strategic directions that have the greatest impact on the business and the company operation.



/ OTHER RISKS

	Description	Actions
Causing damage to public health in trafficking in human beings drugs	Causing damage to collective health and thus adversely affecting the general welfare, in the form of drug and/or narcotics trafficking.	<ul style="list-style-type: none"> Check that both existing and new employees have signed the Policy and are aware of it.
Unlawful association	Grouping of several persons to commit an offence or, promote the commission of the same.	<ul style="list-style-type: none"> Encourage ethical behaviour and responsible practices among employees.
Receiving and money laundering	Whoever by any means, without authorisation and in a serious manner, deletes, damages, deteriorates, alters, suppresses or makes inaccessible computer data, computer programmes or electronic documents belonging to third parties.	<ul style="list-style-type: none"> Criminal risks and associated controls are currently being reassessed.
Reputational	<p>The nature of our business as a service to the citizenship makes any aspect that could have a negative impact on the company's reputation or image relevant.</p> <p>For the EYSA Group, in a context of immediacy of information, fake news, and exposure in networks and media, it is key to achieve maximum trust from our customers, users and stakeholders.</p>	<ul style="list-style-type: none"> A Communications and Marketing Directorate has been created to centralise at group level all communications and image of the organisation towards the outside world, ensuring messages, image and narrative while responding to possible information requests and/or queries.



Compliance with the requirements and objectives set by shareholders and investors acts as a foil. The EYSA Group's business development roadmap, **guaranteeing growth aligned with principles of ethics, transparency and sustainability.**



"We promote responsible management that reinforces the Group's commitment to long-term value creation. This vision enables us to secure the trust of our stakeholders and to consolidate a solid, ethical and sustainable business model."

Álvaro Jiménez – Legal Director



Relation with our suppliers

At the EYSA Group, we maintain a relationship with our suppliers based on transparency, ethics and regulatory compliance. We apply selection and evaluation criteria that ensure quality and reliability in our supply chain. In addition, we promote procurement practices we promote an open and collaborative dialogue that contributes to efficient management in line with our corporate values. In this sense, we seek to incorporate sustainability criteria in our purchasing processes and in the management of our relationships with suppliers, thus promoting continuous improvement in our operations.

Specific measures within our procurement process:



We follow our responsible business principles The Code of Conduct.



Purchasing staff are trained on sustainability issues, particularly on the specific environmental clauses that must be included in all contracts.



We asked all suppliers for their ISO 9001 and ISO 14001 certificates.



We assess and report to all our suppliers about the objectives of our Principles and Policies.



We ensure that they comply with current legislation by requesting subcontractor/contractor certificates; and that they are up to date with social security payments.

To ensure compliance with the management system, certification audits are carried out and the results are shared internally as part of a continuous improvement cycle.

The control and monitoring of suppliers and subcontractors receives special treatment in occupational health and safety matters, in compliance with the applicable legislation (Law 31/1995, article 24, and its development through RD 171/2004 on the coordination of business activities). In addition, the management reaffirms its commitment by involving employees in the implementation of established practices in this area.

In addition, from 2025, a due diligence procedure for suppliers, customers and business partners will be designed and implemented as part of the criminal compliance programme, with the aim of strengthening transparency and responsible management of the value chain.

Policies

Relationships within the EYSA Group and from the Group outwards are regulated through internal policies and processes approved by the highest governance body of the company and published through the organisation's internal channels.

Anti-corruption framework

In order to comply with the applicable regulations, on the basis of the Code of Conduct, and the applicable management systems on which our relations with third parties are based, the reassessment of the anti-corruption framework within the criminal compliance management system and has started with the review of the main policies, procedures and controls on the prevention of corruption involving a relationship with a third party customer, supplier or business partner.

The defined anti-corruption framework includes the following documents under review approved by the Board of Directors:



Code of Conduct



Joint venture partner due diligence process



Code of Conduct for third parties

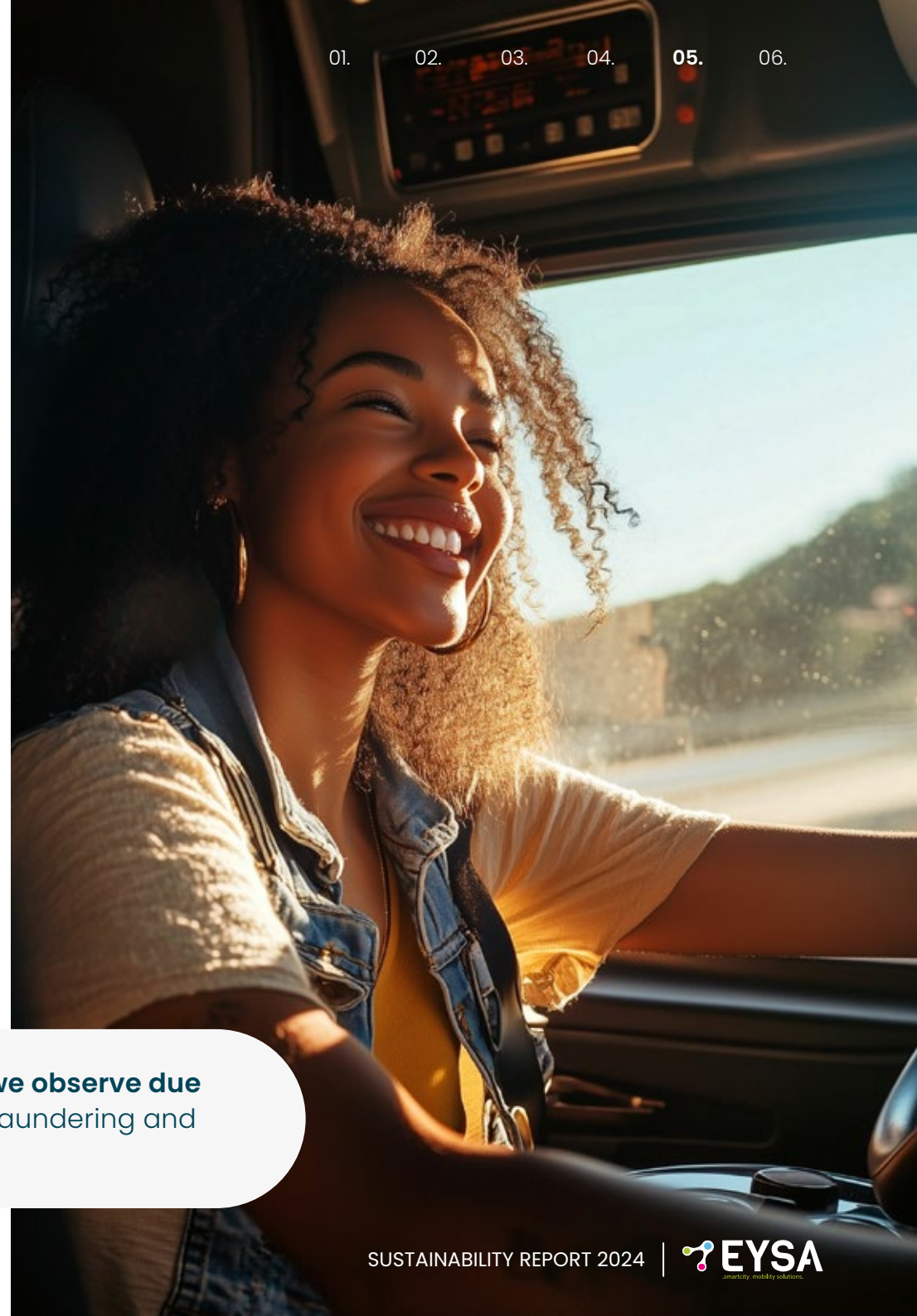


Customer due diligence process

These documents are part of a larger effort and commitment of the Group to avoid any kind of risk associated with corruption and will be subject to continuous review, adapted to the day-to-day operations of the different business lines.



In addition to the defined framework, **at EYSA we observe due diligence** in terms of compliance with money laundering and terrorist financing regulations.



Governance

At EYSA Group, we believe that making decisions in accordance with our Code of Conduct builds businesses to create value more effectively through the implementation of management systems that ensure the Group can meet its objectives, while ensuring a transparent relationship with our stakeholders.

Ultimately, at the corporate level, governance involves setting up and achieving the company's objectives, taking into account the social, regulatory and market contexts. In addition to demonstrating a more transparent, sustainable and responsible management that promotes the values of the EYSA group, with accountability mechanisms and incorporating continuous improvement in its processes into its corporate culture.

At Group level, we follow best practices and recommendations to develop a governance structure that is legally compliant and aligned with *compliance* and ensures our business and sustainability objectives, taking into account our industry and sectors.

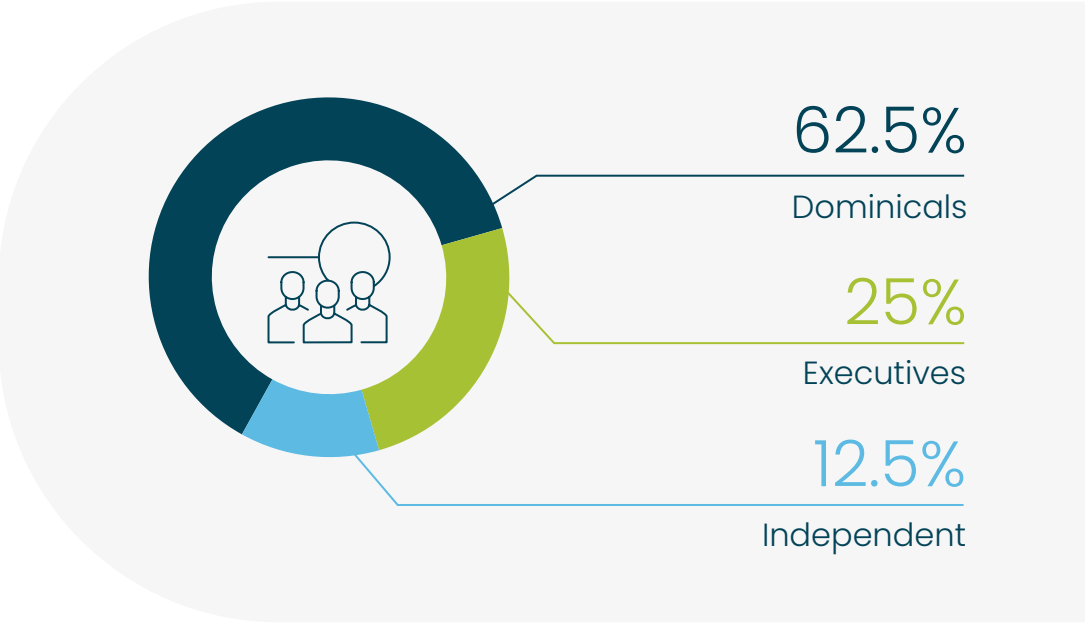
E.S.G. Mobility has the following joint administrators:

The joint administrators have not received any remuneration for the performance of their duties.

Andrew Liao	-
Gonzalo Sanchez-Arjona Voser	-
Ivan Perez Fernandez	-
Javier Delgado Delgado	Chief Executive Officer
Mihai Popescu-Greaca	-
Pedro Puig-Pey Claveria	-
Jaime Isidro Bergel Sainz de Baranda	President
Alberto Frasset Garcia	Non-director Secretary

At present, the Board of Directors is composed of seven (7) directors, who are assisted by a non-director secretary.

The board is currently made up of:



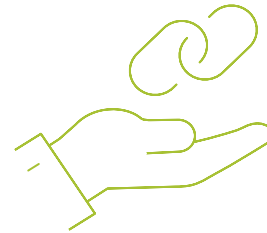
As the head of the EYSA Group, the board of Estacionamientos y Servicios S.A.U. oversees matters of particular importance to the group, being the body responsible for the strategy, governance, and management of the business and interests of all the companies that make up the Group.

We have an Executive Committee that reports directly to the Chief Executive Officer. Delegate and is made up of the Group's senior management.



Corporate ethical culture, compliance systems and prevention of criminal risks

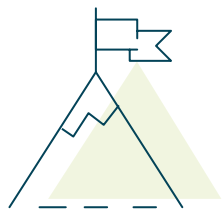
In the EYSA Group, compliance programmes have a transversal nature, which translates into the configuration of **key functions focused on the management of criminal, information security and data protection risks personal**. These programmes coordinate the areas and departments of each organisation in the Group, ensuring that all activities are carried out ethically and in compliance with current regulations.



The Compliance management system is based on a structure of basic rules that will be approved by the Board of Directors and are transversally applicable to all EYSA Group organisations. At a high internal level, it will be regulated in the following regulations:

- I. Codes of Conduct.
- II. Zero standard, which will be a document setting out the rules for the process of creating a typology of internal regulations, their hierarchy, as well as how and by whom they are to be approved, amended, updated and repealed.
- III. Anti-corruption policy.
- IV. Due diligence procedure.
- V. Conflict of interest policy.
- VI. Hospitality policy.
- VII. Donation policy
- VIII. Policy for representation expenses, gifts and hospitality.

Compliance management system policies are currently being designed and reviewed.



In relation to the criminal compliance programme, **during the 2024 financial year, a comprehensive review plan has started to be implemented which involves a reassessment of criminal risks**; verification of the adequacy and linkage of controls with identified criminal risks; reassessment of existing policies and procedures.

The management system of the criminal *compliance* programme will be specifically regulated through regulations in-house developments. We have designed the following at a high level:

- I. The Codes of Conduct specified in previous sections as a statement that will include the values of the EYSA Group, as well as the main guidelines for behaviour with special attention to the illicit conducts foreseen in the Spanish Criminal Code and which may be manifested with greater risk in the EYSA Group.
- II. Risk and control matrix, which also includes sustainability risks, although most of these do not have criminal implications.
- III. Criminal *Compliance* Policy, which shall contain the express commitment expressed by the EYSA Group in terms of criminal compliance, organisational measures, the conduct expected of persons associated with the EYSA Group, the consequences in the event of non-compliance and other equally essential content.
- IV. Catalogue of criminal risks and parameters that establishes a description of each of the criminal risks that affect the processes of each organisation.
- V. Crime Prevention and Response Manual, which is covered by the Criminal Compliance Policy and will be adapted to the circumstances of the EYSA Group.
- VI. Policy and regulations related to anti-corruption matters.
- VII. Due diligence procedure.

In order to implement the due diligence procedure, approved on 30 November 2023 by the Board of Directors, a training plan was designed and delivered to the Departments concerned.

In accordance with the specific applicable regulations – Directive (EU) 2019/1937 and Law 2/2023 of 20 February, both of which regulate the protection of persons who report regulatory infringements and the fight against corruption – and the specific regulations on personal data protection and information security, an (i) online channel has been designed and implemented in the EYSA Group, with access through the link <https://grupoeysa.whistlelink.com/> which can be found on the FAQ home-page in order to provide accurate and transparent information on the



management of the channel. The online channel is configured as a written online channel and verbal; and, (ii) postal. In this way we guarantee the possibility to report or communicate anonymously or with identification, and the contracted software complies with the regulations applicable to the channel and to the protection of personal data.

In order to avoid potential conflicts of interest, the phase of receipt of the communication involving the analysis and its prior assessment for (i) the online channel; and, (ii) the postal channel, it has been contracted with two different suppliers and which, according to instructions provided by the EYSA Group, we will assign to two members of the collegiate body responsible for the internal communication system. The internal regulations governing the Internal Communication Channel:

- I. Internal Communication Channel Policy.
- II. Internal Communication Channel Procedure.
- III. Privacy Policy in first and second layer.
- IV. FAQ form to provide information and understanding to any interested third party.

Personal data protection system

The personal data management system in the **EYSA Group is consolidated as a fundamental axis in the development of our processes.** In this sense, we have implemented a protection management system aligned with the information security management and the criminal *compliance* programme.

The system is based on a structure of basic rules that will be approved by the Board of Directors and are transversally applicable to all the organisations of the group. EYSA. At a high level, it will be regulated in the following internal production regulation:

- I. Data protection policy.
- II. Intra-group agreement.
- III. Exercise of rights policy.
- IV. Privacy policy by design and by default.
- V. Data protection breach management policy.

- VI. Analysis of the need to appoint a Data Protection Officer.
- VII. Personal data retention policy.
- VIII. Informative clauses according to the processing carried out.

In the EYSA Group, once the need to appoint a Data Protection Officer for EYSA, TECSIDEL ITS and SCI had been assessed and documented, the Board of Directors proceeded to designate one and subsequently notify the supervisory authority (in Spain, the Spanish Data Protection Agency). Subsequently, the Group company NET4THINGS will be included.

In compliance with the principle of proactive accountability and with the aim of increasing control in the supply chain, we apply specific policies and procedures in our relationships with third parties involving the processing of personal data, which at a high level are as follows:



The procedure for the approval of suppliers in security matters and throughout the relationship with the third party, we carry out regular controls



The transfer procedure international data where applicable

Internally, the Data Protection Delegate has dealt with more than sixty (60) queries, and twenty-four (24) informative clauses have been designed, implemented and/or analysed and modified.



Eighteen of them have been analysed, reviewed and modified (18) policies and procedures that form part of the management system for the protection of personal data.

No personal data breaches have been reported.

More than sixty of them have been analysed and/or drafted (60) data processing contracts. The clauses of the contracts are always reviewed in accordance with the applicable regulations, as well as the guidelines, criteria and recommendations published by the European Board Data Protection, the Spanish Data Protection Agency, as well as other competent bodies in the field.

Para las sociedades EYSA, SCI, TECSIDEL, SUITS y NET4THINGS, se han analizado, revisado y modificado las políticas:



Privacy



Legal Notice



Privacy of the Internal communications Channel



From social networks



Cookies



Events



One hundred and ninety-three (193) rights exercises have been managed of which:

94 /

The following have been offices of the Corps and the State Security Forces

99 /

Have been exercised by natural persons

In terms of information requests, we have not received any requests from the supervisory authority during the year 2024.

During the year 2024, five (5) threats affecting personal data have materialised, affecting the confidentiality dimension. The breaches of personal data have been caused by the theft of a corporate device, or by theft of a corporate device, or by theft of a corporate device, or by theft of a corporate device. Once the mandatory analysis had been carried out, it was determined that it could not be reported to the Control Authority (in Spain, the Spanish Data Protection Agency) or to the affected data subjects, as it did not pose a high risk to their rights and freedoms.

During 2025 it is foreseen to (i) review, design and implement policies, processes, procedures and controls; (ii) comprehensively review records of treatment activities; (iii) design and implement training and awareness plans.

Certifications & references¹

- Occupational Health and Safety Management System (Occupational Health and Safety Standard UNE EN ISO 45001:2018).
- Road safety management systems UNE-EN ISO 39001:2013.
- Reference standard for quality and continuous quality management UNE EN ISO.
- ISO 9001:15.
- Environmental management system UNE, EN ISO 14001:15.
- ENS Medium Level for EYSA and SCI and SUITS.
- UNE-ISO 20000-1:2018 standard for EYSA that certifies the IT service management system of the company.
- National Interoperability Scheme (NIS) for ICS.
- National Security Scheme (ENS) of MEDIUM category.
- UNE-EN ISO/IEC 27001:2017 standard for information management in organisations.

1. <https://eysaservicios.com/el-grupo/>

Customer and supplier satisfaction

For the EYSA Group, **the opinion of our customers and users of products and solutions is essential.**

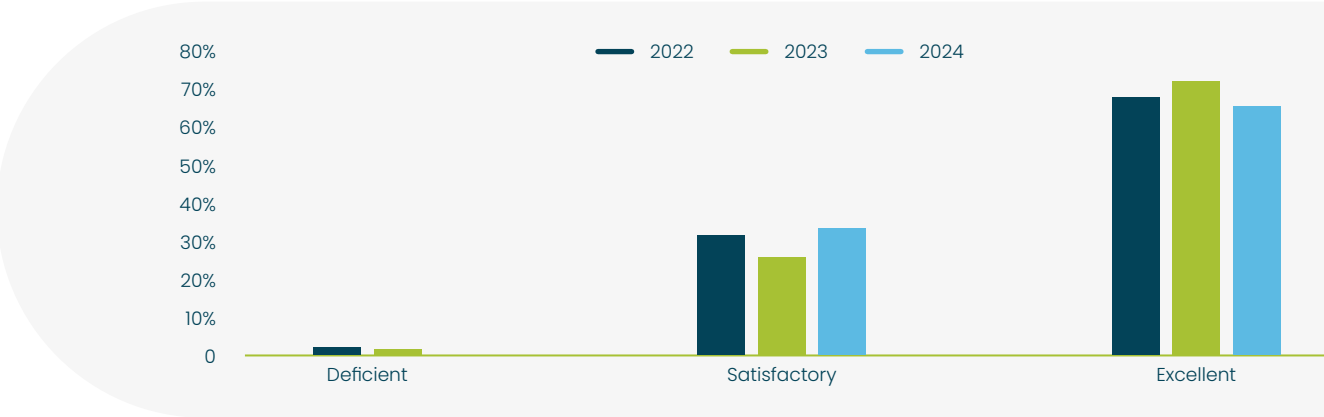
Committed to excellence, one of our core values, we conduct satisfaction surveys on a regular basis. This helps us to assess the quality of our services and to implement corrective measures if necessary, thus enabling us to constantly monitor user’s assessment.

Customer ratings: We continue to follow a positive trend with an increase in the excellent rating compared to the previous year for the towing service. In parking the trend of positive assessments has continued and there has been a decrease in the number of poor assessments.

For the parking service, no baseline data is available for 2023, with all results for 2024 being positive.

	2023			2024		
	EXCELLENT	SATISFACTORY	DEFICIENT	EXCELLENT	SATISFACTORY	DEFICIENT
ORA	83.33%	15.48%	1.19%	83.96%	15.45%	0.91%
Crane	87.50%	12.50%	0.00%	61.90%	38.10%	0.00%
Parking	92.86%	7.14%	0.00%	ND	ND	ND

/ USER RATINGS






Over the course of 2024, overall user satisfaction with our services has improved, with the majority of ratings being positive. In addition, the percentage of users who rate our services as deficient has been reduced.

Tax information



"The group presents a pre-tax loss of 25,791 thousand euros, of which 240 thousand euros correspond to profits from the Brazilian business and a loss of 10,350 thousand euros from the Spanish business."

Enrique Gallar – Financial Director

	2023	2024
 Profit before tax (in thousands of €)	(25,456)	(25,791)
 Tax on profits (in thousands of €)	7,619	(3,902)
 Subsidies (in thousands of €)	-	474

During 2024 the EYSA Group company Estacionamientos y Servicios SA has received a grant together with 12 other entities of 2,995,000 euros from the *European Climate, Infrastructure and Environment Executive Agency* (CINEA) for the project "Data space 4 mobility models integration" to be implemented over a period of 36 months. The amount corresponding to Estacionamientos y Servicios SA is 795,000 euros. The amount received during the review period is 474 thousand euros.

06



ANNEX

Scope and Limits of this Report
GRI Correlation Table



Scope and limits of this report

The sustainability report 2024 of ESG Movilidad S.A., hereinafter EYSA Group, includes the information required by Law 11/2018 on non-financial information and diversity. Furthermore, the statement of non-financial information attached to our annual accounts has been verified by our external auditors and is available to all our stakeholders on our website: <https://eysaservicios.com/wp-content/uploads/2025/05/Informe-EINF-ESG-Movilidad.pdf>

In relation to the natural persons mentioned or represented in this report, the necessary authorisations and consents have been obtained, in accordance with current legislation on personal data protection and image rights. This information has been compiled and processed in accordance with the principles of lawfulness, transparency and proportionality, ensuring at all times confidentiality and appropriate use in accordance with the purposes of this sustainability report.



Annex

/ CORRELATION TABLE

Area	Content of Law	GRI Indicator	Section EINF
Business model	<ul style="list-style-type: none"> A summary of the entity's business model, its business environment, its organisation and structure, the markets in which it operates, its objectives, strategies and projection; and the main factors and trends that may affect its future evolution. 	2-1 2-6	<ul style="list-style-type: none"> Company information Governance – Non-financial risks Governance Details of human resources comparative tables
Policies	<ul style="list-style-type: none"> Description of the policies applied by the Group including due diligence processes, and verification and control procedures. The results of these policies, including non-financial key performance indicators. 	3-3	<ul style="list-style-type: none"> Exposed throughout the report
Risks to CP, MP and LP	<ul style="list-style-type: none"> A description of the protocols applied by the company for the identification and prevention of risks. The Commission shall report on the results of the measures taken in this respect. 	3-3	<ul style="list-style-type: none"> Governance, detail of non-financial risks
Environmental issues	<p>Global environment</p> <ul style="list-style-type: none"> Detailed information on the current and foreseeable effects of the company's activities on the environment and, where appropriate, health and safety, environmental assessment or certification procedures. Resources devoted to environmental risk prevention The application of the precautionary principle, the amount of provisions and guarantees for environmental risks. 	3-3	<ul style="list-style-type: none"> Environmental issues Governance – Non-financial risk table
	<p>Pollution</p> <ul style="list-style-type: none"> Measures to prevent, reduce or remediate carbon emissions that seriously affect the environment; 	305-5	<ul style="list-style-type: none"> Environmental issues
	<ul style="list-style-type: none"> Taking into account any form of activity-specific air pollution, including noise and light pollution. 	-	<ul style="list-style-type: none"> Non-material aspect
	<p>Circular economy and waste prevention and management</p> <ul style="list-style-type: none"> Circular economy Waste: Waste prevention measures, recycling, reuse, other forms of recovery and disposal; Actions to combat food waste. 	- 306-2 -	<ul style="list-style-type: none"> Non-material aspect Environmental issues – Circular economy Non-material aspect
	<p>Sustainable use of resources</p> <ul style="list-style-type: none"> Water consumption and water supply according to local constraints. 	-	<ul style="list-style-type: none"> Non-material aspect
	<ul style="list-style-type: none"> Consumption of raw materials and measures taken to improve the efficiency of their use. 	301-1	<ul style="list-style-type: none"> Environmental issues – Sustainable use of resources: water, raw materials, energy
	<ul style="list-style-type: none"> Direct and indirect energy consumption, measures taken to improve energy efficiency and energy efficiency in the energy sector use of renewable energies. 	302-1	<ul style="list-style-type: none"> Environmental issues – Sustainable use of resources: water, raw materials, energy



Area	Content of Law	GRI Indicator	Section EINF
Environmental issues	Climate Change	305-1	<ul style="list-style-type: none"> Environmental issues Sustainable use of resources: water, raw materials, energy
	<ul style="list-style-type: none"> The significant elements of greenhouse gas emissions generated as a result of the company's activities, including the use of the goods and services it produces. 	305-2	
		305-3	
	<ul style="list-style-type: none"> Measures taken to adapt to the consequences of climate change. 	3-3	
	<ul style="list-style-type: none"> Voluntary reduction targets set for the medium and long term to reduce greenhouse gas emissions are greenhouse gas emissions and the means implemented for this purpose. 	3-3	
	Biodiversity protection	-	<ul style="list-style-type: none"> Non-material aspect
	<ul style="list-style-type: none"> Measures to prevent, reduce or remediate carbon emissions that seriously affect the environment. Taking into account any form of activity-specific air pollution, including noise and light pollution. 		
Social and staff issues	Employment	2-7	<ul style="list-style-type: none"> Social and staff matters Details of comparative human resources tables at Spain and companies abroad Average remuneration tables Pay gap
	<ul style="list-style-type: none"> Total number and distribution of employees by gender, age, country and occupational classification. 	3-3	
	<ul style="list-style-type: none"> Total number and distribution of employees by gender, age, country and occupational classification. 	401-1	
	<ul style="list-style-type: none"> Total number and distribution of types of employment contracts. 	405-1	
	<ul style="list-style-type: none"> Average annual number of permanent contracts, temporary contracts and part-time contracts by gender, age and occupational classification. 	405-2	
	<ul style="list-style-type: none"> Number of dismissals by sex, age and occupational classification. 		
	<ul style="list-style-type: none"> Average earnings and their evolution broken down by gender, age and occupational classification o equal value. 		
	<ul style="list-style-type: none"> Wage gap, the pay for equal or average jobs in society. 		
	<ul style="list-style-type: none"> Implementation of work disengagement policies 		
	<ul style="list-style-type: none"> Employees with disabilities. 		
	Work organisation	3-3	<ul style="list-style-type: none"> Social and staff matters
	<ul style="list-style-type: none"> Organisation of working time. 	403-9	
	<ul style="list-style-type: none"> Number of absence hours. 	403-10	
	<ul style="list-style-type: none"> Measures aimed at facilitating the enjoyment of work-life balance and fostering the co-responsible exercise of these are provided by both parents. 		
	Health and safety	3-3	<ul style="list-style-type: none"> Social and staff matters
	<ul style="list-style-type: none"> Health and safety conditions at work. 	403-9	
	<ul style="list-style-type: none"> Accidents at work, in particular their frequency and severity, occupational diseases, disaggregated by sex. 	403-10	



Area	Content of Law	GRI Indicator	Section EINF
Social and staff issues	Social relations <ul style="list-style-type: none"> • Organisation of social dialogue, including procedures for informing, consulting and negotiating with staff. • Percentage of employees covered by collective bargaining agreements by country. • The balance of collective agreements, particularly in the field of health and safety in the workplace, has work. 	3-3 2-30	<ul style="list-style-type: none"> • Social and staff issues • Company Information – Respect for Human Rights
	Training <ul style="list-style-type: none"> • Policies implemented in the field of training. • The total number of training hours per professional category. • Universal accessibility for people with disabilities. 	3-3 404-1	<ul style="list-style-type: none"> • Social and staff issues
	Equality <ul style="list-style-type: none"> • Measures taken to promote equal treatment and opportunities for women and men. • Equality plans (Chapter III of Organic Law 3/2007, of 22 March, for the effective equality of women and men), measures adopted to promote employment, protocols against sexual and gender-based harassment, integration and universal accessibility for people with disabilities. • The policy against all forms of discrimination and, where appropriate, diversity management. 	3-3	<ul style="list-style-type: none"> • Social and personnel matters
Human Rights	<ul style="list-style-type: none"> • Implementation of human rights due diligence procedures. • Prevention of risks of human rights abuses and, where appropriate, measures to mitigate, manage and redress possible abuses. • Complaints of human rights violations. • Promotion and enforcement of the provisions of the International Labour Organisation's core conventions related to respect for freedom of association and the right to collective bargaining. • The elimination of discrimination in employment and occupation. • The elimination of forced or compulsory labour. • The effective abolition of child labour. 	2-23 406-1 407-1 406-1 408-1 409-1	<ul style="list-style-type: none"> • Respect for human rights and certifications • Policies • Governance • Non-financial risk table



Area	Content of Law	GRI Indicator	Section EINF
Corruption and bribery	<ul style="list-style-type: none"> Measures taken to prevent corruption and bribery. Contributions to foundations and non-profit organisations. 	205-2 205-3 3-3 413-1	<ul style="list-style-type: none"> Governance Cuestiones sociales y relativas al personal
	<ul style="list-style-type: none"> Measures to combat money laundering considered as non-material. 	-	<ul style="list-style-type: none"> Non-material aspect
Society	Company commitments to sustainable development		<ul style="list-style-type: none"> Company information
	<ul style="list-style-type: none"> The impact of the company's activity on employment and local development; 	3-3	<ul style="list-style-type: none"> Society and communities
	<ul style="list-style-type: none"> The impact of society's activity on local populations and the territory; 	3-3	<ul style="list-style-type: none"> Society and communities
	<ul style="list-style-type: none"> Relations with local community actors and the modalities of the dialogue with these; 	413-1	<ul style="list-style-type: none"> Society and communities
	<ul style="list-style-type: none"> Partnership or sponsorship actions. 	-	<ul style="list-style-type: none"> Non-material aspect
	Subcontracting and suppliers	2-6	<ul style="list-style-type: none"> Governance - Relationship with our suppliers
	<ul style="list-style-type: none"> The inclusion of social, gender equality and environmental issues in procurement policy. Consideration in relations with suppliers and subcontractors of their social and environmental responsibility. 	308-1 414-1	
	<ul style="list-style-type: none"> Monitoring and audit systems and audit results. 	3-3	<ul style="list-style-type: none"> Governance - Relationship with our suppliers
	Consumers	3-3	<ul style="list-style-type: none"> Governance - Data protection and compliance Customer and consumer satisfaction
	<ul style="list-style-type: none"> Measures for the health and safety of consumers. Complaint systems, complaints received and their resolution. 		
	Tax information	3-3	<ul style="list-style-type: none"> Tax information Environmental issues
	<ul style="list-style-type: none"> Country-by-country benefits. Taxes on profits paid. 		
	<ul style="list-style-type: none"> Public subsidies received 	201-4	<ul style="list-style-type: none"> Tax information Environmental issues



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