



MATRICI

INTEGRATED MANAGEMENT SYSTEM POLICY

MATRICI S.Coop., since its origins as a cooperative in 1964, has developed into one of the world's leading companies in the die-making sector, a leader in the design and construction of global tooling solutions for complex skin panels and structure panels for the automotive industry. In addition, MATRICI also carries out activities in the design and production of tools for the aerospace sector and the production of metal components by cold forming for the aerospace sector.

MATRICI's integrated management system scope is documented in the management manuals and included within the context of the organization, its activity and stakeholders.

Consist with the Mission, Vision and Values of the organization, the Management establishes the following commitments:

- Make our maximum effort to satisfy **the requirements of our customers**, as well as **the needs and expectations of other important stakeholders** in order to reach a better overall satisfaction.
- Guarantee **compliance with the legislation and regulations** applicable to our activity, and fundamentally those related to the Quality, Environment, Health and Safety at Work, and Information Security, as well as any other contractual requirement.
- Promote **a safe and healthy working environment** for all members of the organization and those who have access to the workplace, by removing hazards and reducing occupational risks, encouraging self-care behaviors, mutual care and respect; in order to ensure the prevention of work-related injuries, illnesses, diseases and incidents.
- Promote the **protection and conservation of the environment**, through the prevention and reduction of pollution, compliance with environmental commitments and management of environmental aspects and impacts associated to our operations.
- Guarantee **adequate Information Security management**, understanding it as an integral process made up of technical human, material and organizational elements, implementing security measures to reduce the possibility of threats materializing and that any security incidents that may occur are detected and treated in time and do not seriously affect the information handled or the services provided, allowing for their restoration.
- Establish **tools, work systems and resources that minimize the risks** related to Quality, the Environment, Health and Safety at work, and Information Security.
- **Preserve the confidentiality, integrity and availability** of all the information it processes and stores, as well as the information resources that support the business processes.
- **Minimize the negative impacts and control the use of energy**, making a continuous effort to identify, characterize and minimize the energy impact derived from our activities and facilities. Seeking an efficient use of energy resources in order to improve our energy performance.
- **Training and raising the awareness** of our employees and contractors in the fulfilment of the objectives and targets set by the company in relation to the integrated management system. The Management establishes that all the Organization's personnel must comply with this policy and must know and accept compliance with the defined procedures and/or work instructions.
- **Consult, report and ensure** the participation of all the company's employees in all the improvement issues of the integrated management system (Health and Safety at Work, Quality of processes and products, Environmental Aspects, Information Security, etc.). Keep **the integrity of the processes**; and prevent illegal activities, corruption and bribery by complying with the ethical code.
- Promote **continuous improvement** in the organization in order to optimize and support to the performance of the Integrated Management System by ensuring the integration of its elements with other systems.
- **Promote a Fair, diverse and inclusive Culture and continually** improve the level of maturity **of the deployment of Human Factors** within the organization, promoting **equal opportunities and respect for diversity** in all dimensions, **including but not limited to gender, ethnicity, age, sexual orientation, disability and socioeconomic origin.**
- **Actively collaborate** with relevant authorities, governmental and non-governmental organizations, as well as other interested parties, **to promote the eradication of child and forced labor** in our communities and in the industry in general.
- Periodically set documented **measurable objectives and targets** to develop the activity of the integrated management system, and check our progress.

The commitments made in this policy will be incorporated into the organization's annual objectives, including a target for reaching them and reviewing compliance monthly. When the target is reached, the organization will define new stricter objectives. The organization has qualified personnel, own technology and an organizational structure suitable for the achievement of these commitments.

This policy will be communicated to employees and made available to all important parts of the organization.

Zamudio, January, 2024

Imanol Saitua, Virginia Toña, Raúl Pera
General Direction

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