

HEALTH AND SAFETY IN THE WORKPLACE POLICY

The Board of Directors at Sacyr, S.A. (“**Sacyr**”), as part of their general and non-delegable duties to determine the company’s policies and general strategies and following the review and proposal on the part of the Commission responsible, has approved this *Health and Safety in the Workplace Policy* (hereinafter, the “**Policy**”).

The aim of this *Policy* is to define and establish the principles and criteria that govern activities related to health and safety in the workplace.

1. Purpose

Sacyr and the other companies that belong to its group (“**Sacyr Group**”) develop their activity in different business fields, and as such, a wide variety jobs are included within the diverse range of activities required.

In this regard, Sacyr considers it a top priority that all the Group’s activities, from the planning stage through to their execution, should adopt the necessary measures to avoid risks that may arise at the start or in the development of the same and, in cases where risks are considered inevitable, that all necessary preventive measures are taken to avoid any damage and deterioration to the health of our workers and collaborators.

Given that the essential concern of the management team at the Sacyr Group is to ensure the health and safety of the women and men who develop their activity within our Group, this *Health and Safety in the Workplace Policy* is established and documented, as a common framework for risk management and control, and serves as a working model of its activities and as a benchmark for its workplace health and safety management system.

The management team at Sacyr understands that, in order to achieve the highest safety levels in the workplace, occupational risk prevention should come from within the company’s human team, and for this reason encourages all its staff to understand and embrace the aforementioned guidelines in their working environment and also extends them to subcontractors and other collaborators.

Sacyr will establish specific, measurable, achievable and realistic health and safety objectives for the companies described in the scope of application.

2. Scope of application

This Policy applies to Sacyr and to all the companies in its Group. For purposes of this Policy, the SACYR Group is to be understood to comprise (i) all subsidiary or majority-

owned companies effectively controlled by Sacyr, S.A. directly or indirectly, irrespective of their geographical location and (ii) the Fundación Sacyr [Sacyr Foundation]. Therefore, all mentions of the Sacyr Group contained in this Policy are to be understood to refer to all the above companies and the Foundation.

It does not apply to subsidiaries or companies in which a minority interest is held that are not effectively controlled by Sacyr directly or indirectly. These will have their own tax policies approved by their own competent bodies. Sacyr will encourage investee companies that are not part of the Group, particularly Sacyr's tax consolidation group, to implement similar reporting procedures.

3. General Principles

To ensure the implementation of the objectives included in this *Policy*, Sacyr and the other companies that belong to the Group shall follow the guidelines contained in the general principles below:

- a) Promote leadership and a health and safety culture in the workplace.
- b) Accept that the health and safety of the Group's workers are as important as the quality, productivity, and excellence of their activities.
- c) Provide safe and healthy working conditions to prevent work-related injuries and deterioration in health.
- d) Promote well-being and a healthy lifestyle, supervising workers' health through protocols related to their activity and associated risks.
- e) Identify and analyze risk situations for health and safety in the workplace, as well as in all phases of our activities, and accidents that have occurred, not accepting them as part of our work, but deriving corrective measures through their analysis so they can be made known and put into practice to eliminate or reduce incidents and risks of accident to the maximum, in order to achieve safer working conditions.
- f) Facilitate worker enquiries and allow them to participate in the framework of all matters affecting health and safety in the workplace.
- g) Encourage communication and relations with local communities and society at large.
- h) Ensure workers' access to health and safety in the workplace training that is sufficient and suitable for them to work properly as well as boost training and awareness of all employees like a health and safety change engine.
- i) Ensure workers receive general information through their representatives, as well as direct information about specific risks that affect their respective jobs or functions, and the application and prevention of measures that apply to said risks.

- j) Ensure the integration of the Companies and subcontractors and suppliers in the common commitment to improving safety in the workplace.
- k) Verify both compliance with applicable legal requirements and the organization's own requirements that affect us in every activity, as well as those established in order to establish ambitious workplace health and safety targets for each company in the Group, and to adopt best practices.
- l) Develop, enforce and periodically review our organization's appropriate workplace health and safety system, as well as adopt measures that enable improvements to be continually made to the system's effectiveness.
- m) Demand that contractors adhere to internal safety rules and have them embrace a preventive culture in terms of health and safety in the workplace.
- n) Recognize the right of SACYR employees to refuse or discontinue any activity or process that threatens their health and safety, or that of any other person who may be affected.
- o) Ensure the protection of workers who, due to their own personal characteristics or known biological condition, including those with a recognized physical, mental, or sensory disability, are particularly sensitive to work-related risks, adapting the work to the person if necessary.

This *Health and Safety in the Workplace Policy* was approved on June 11, 2020 and was last modified by the Board of Directors of Sacyr on December 18, 2025.

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