



OCCUPATIONAL HEALTH AND SAFETY POLICY

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1. OBJECT

The **Board of Directors of CONSTRUCCIONES Y AUXILIAR DE FERROCARRILES, S.A.** is empowered to approve corporate policies that establish the basis for the homogeneous functioning of the **CAF Group** (hereinafter “**CAF**”) in certain matters, establishing, among other measures, general principles and criteria.

CAF, aware that the development of its activity can generate risks for the safety and health of people, will develop actions that build safety, promoting measures that contribute to the protection against the occupational risks of all people, both **CAF** workers and subcontractors.

This Policy has as its main objective to ensure safety and health, projecting to our Interest Groups our commitment to people established within the **CAF Sustainability Policy**, where it undertakes to use the necessary means to eliminate or reduce occupational risks by promoting a preventive culture among all people who carry out their professional performance in **CAF**.

With all this, through a transparent communication and information model, **CAF** responds to the expectations of people and Interest Groups in general, regarding the protection of health and safety.

2. SCOPE

This Policy applies to all **CAF** entities and compliance with this Policy is the responsibility of all employees, managers or members of a governing body of any **CAF** entity, regardless of the position they hold or their geographical location.

For investee companies that do not belong to **CAF** because they do not have sufficient shareholding to

ensure control, it is encouraged that their principles of action are consistent with the provisions of this policy, at least as far as they coincide with the General Principles of the **CAF** Group's Code of Conduct.

Similarly, in application of the due diligence criteria, these principles can be extended to third parties in the value chain (Business Partners), in particular to their project partners, agents and suppliers and, where appropriate, to their customers, depending on the type of business relationship, in a reasonable manner and proportionate to the risk. To define the specific requirements for the different types of Business Partners, objective factors such as whether **CAF** has operational control or decisive influence over the third party, or similar criteria recognized in the main international best practice guides.

3. BASIC PRINCIPLES IN OCCUPATIONAL HEALTH AND SAFETY

In order to achieve the stated objectives, **CAF** assumes and promotes the following basic principles of action that govern all its Occupational Health and Safety:

Principle 1: Build a Positive Preventive Culture through the leadership of the Direction and Line of Command, and with the consultation and participation of people.

In **CAF**, Positive Preventive Culture is understood as the result of the values, beliefs, attitudes, competencies, abilities and skills, both of individuals and of the group of them, which form the performance and commitment to Occupational Health and Safety becoming visible through self-care and care for others.

CAF is committed to building a positive preventive culture, through the leadership of the Direction and

Line of Command, and with the participation of people, maintaining safe and healthy workplaces, where people are an example of self-care and care for others, as well as the work environment.

To this end, **CAF** develops a positive preventive culture that helps to reduce accidents and occupational diseases to levels that are not only attainable by improving working conditions and improving management and work processes.

Principle 2: Comply with the regulations on the prevention of occupational risks in force in the countries where it operates and, as far as possible, anticipate the implementation of new regulations.

CAF undertakes to comply with the Occupational Health and Safety regulations in force in the countries where it operates and, as far as possible, anticipate the implementation of new regulations, as well as comply with voluntary commitments in this area.

Principle 3: To establish or strengthen the Occupational Health and Safety Management Systems, focused on continuous improvement, and that contributes to the integration of preventive culture in all its activities.

CAF establishes an Occupational Health and Safety Management System which should:

- Being a **structured** process that fosters health and safety working environments.
- **Provide tools** to identify and control health and safety risks
- Promote **people's commitment to** self-care and care for others.

Principle 4: Continuously identify and evaluate the working conditions of the activities performed, to generate health and safety work environments.

CAF establishes a continuous process to identify, evaluate and manage the Occupational Health and Safety risks associated with its activities.

This process includes the identification and categorization of the risk factors present or derived from the different work activities carried out in order to eliminate or minimize their impact on people's health and safety, implementing mitigation measures and specific action plans. These mechanisms are regularly reviewed and updated to ensure their effectiveness and suitability for changing circumstances.

Principle 5: Report transparently on the results and actions in the field of Occupational Health and Safety.

To inform in a transparent and proactive manner about the results and actions of **CAF's** Occupational Health and Safety, maintaining the right channels to promote communication with people and interest groups in general.

This communication, besides the transmission of information, contemplates listening and participation.

4. METRICS AND OBJECTIVES

To ensure compliance with the principles and commitments set out in the Occupational Health and Safety Policy, **CAF** has defined a robust monitoring and control system based on clearly defined short-, medium- and long-term performance indicators and objectives. These are reported annually in the Sustainability Report.

The regular monitoring of performance indicators makes it possible to evaluate the progress made in achieving the short-, medium- and long-term objectives previously defined. This makes it easier to identify areas that need attention and improvement and enables the right decisions to be made and

appropriate corrective action to be taken. This ensures a cycle of continuous improvement and optimizes performance and efficiency at all levels of the organization.

To ensure their effectiveness, performance indicators should comply with the following criteria:

- Relevance: Indicators must accurately and meaningfully measure and reflect progress towards a specific goal, providing information that can be used to make decisions and take action.
- True representation: Data sources must be reliable, and measurement methods must be standardized. The information presented through the indicators should be complete, neutral and accurate.
- Timeliness: The frequency of indicator measurement must be adequate for timely decision-making.
- Ease of use: They must be easy to understand and interpret, both for those who produce them and for those who analyze them.
- Effective communication: The results of the indicators must be communicated clearly and concisely at all levels of the organization.

The aim of this approach is to ensure that sustainability is a transversal axis in decision-making at all levels of the **CAF**, so that its activities generate value for both its shareholders and its Stakeholders.

5. GOVERNANCE AND OVERSIGHT

The **Executive Committee** is responsible for ensuring compliance with this **Policy**, under the leadership of the **Corporate Human Resources Officer (CHRO)**, for which the following roles and responsibilities in Occupational Health and Safety are established:

Corporate Human Resources Officer (CHRO)

In the field of Occupational Health and Safety, the key responsibilities of the CHRO include the adoption and high-level monitoring of the Occupational Health and Safety Policy, as well as the adoption and monitoring of the Key Performance Indicators and Objectives (KPI) defined in this field at corporate level.

Corporate Occupational Health and Safety Coordinator

The Corporate Occupational Health and Safety Coordinator, under the Corporate Human Resources Officer (CHRO), aims to coordinate the proper implementation of the Occupational Health and Safety Policy in **CAF Business**.

In addition, its functions include the monitoring of key performance objectives and indicators (KPI) at the corporate level, the promotion of a homogeneous culture and Occupational Health and Safety Management, the promotion of collaboration between the various activities of the group in Occupational Health and Safety Management issues, coordinating its activities with the principles set out in the Occupational Health and Safety Policy, and the definition of the corporate position.

Corporate Occupational Health and Safety Forum

The Corporate Occupational Health and Safety Forum, led by the Corporate Occupational Health and Safety Coordinator, and constituted by the Business Occupational Health and Safety Coordinators, aims to ensure the proper implementation of the **CAF Business Occupational Health and Safety Policy**. In addition, its functions include monitoring key performance goals and indicators at the corporate level, identifying synergies and good internal practices and validating the analysis of the degree of

compliance with the situation regarding Occupational Health and Safety in each Business.

Business Management

The Business Management is responsible for implementing and monitoring the Occupational Health Safety Policy in your Business.

Occupational Health and Safety Business Coordinator

The Occupational Health and Safety Business Coordinator, under the supervision of the Business Management, coordinates both business issues related to Occupational Health and Safety management, and the deployment of corporate occupational health and safety guidelines in the Business.

6. APPROVAL AND DISSEMINATION

This Policy is approved by the Corporate Human Resources Officer (CHRO).

To facilitate its content by stakeholders and recipients, this Policy will be published on the CAF website.

Date: 2024 December
Signature: Gorka Zabalegi Aginaga
Corporate Human Resources Officer (CHRO)

HISTORICAL	DATE
Initial Edition	2021-03
Update to point 2	2022-05
Complete review of the Policy with ESRS requirements.	2024-12

Note: Changes in the document will be marked in red

