OCCUPATIONAL HEALTH AND SAFETY POLICY

Industrial

At FCC Industrial e Infraestructuras Energéticas, S.A. (FCC Industrial), the prevention of injuries and ill health, and the continuous improvement of workers' health and safety conditions and their well-being, are a priority in each and every one of the organisation's activities and resources. This translates into the effective integration of this management approach at all levels and across all areas of the organisation, incorporating health and safety into the company's decision-making processes.

In this regard, the company's management is responsible for planning, organising, implementing, communicating and maintaining the company's Health and Safety Management System, as well as all the standards established in this area, committing to the elimination of hazards and the reduction of health and safety risks.

It is essential that all FCC Industrial staff, subcontractors and suppliers receive information, training, instruction and supervision to work safely and manage health and safety within their area of responsibility. Furthermore, all employees have a duty to protect their own health, safety and well-being, and that of others who may be affected by their activities.

As part of our ongoing commitment, the entire organisation must comply with the requirements set out in the applicable legislation in force in each country, as well as with internal regulations, codes of good practice and standards defined within the relevant industry.

With a view to effectively integrating management practices and improving working conditions, objectives are set and a plan is drawn up on an annual basis.

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Communication and the management of information regarding occupational health and safety are considered essential for effective management. Consequently, the results of health and safety management must be communicated and made known clearly and transparently throughout the organisation, facilitating consultation and the involvement of employees in all aspects of health and safety. Similarly, collaboration on health and safety with our customers, suppliers and subcontractors is a fundamental pillar of FCC Industrial.

The commitment to continuous improvement entails all activities being regularly audited in accordance with the Health and Safety Management System.

Healthy working environments will be promoted, as well as healthy habits among employees both at work and outside work.

Throughout this continuous and integrated process, the health and safety organisation will provide advice and support to ensure compliance with obligations in this area by the line management. To this end, the Management will allocate the appropriate resources and qualified personnel to achieve a high level of health and safety.

All company managers are responsible for ensuring that this Policy is disseminated, implemented and known to all company employees, and that it is made available to other interested parties.

Miguel Ángel Mayor Gamo
General Manager FCC Industrial I.E.

Review 00
19/05/2026

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Industrial

1. Principles and commitment

- Prioritising the safety, health and well-being of workers
- Commitment to preventing injuries and ill health
- Integrating health and safety into all decisions and at all levels of the organisation
- Promoting continuous improvement in working conditions

2. Responsibility and leadership

- The line management is responsible for:
  + Planning, organising and implementing the system
  + Communicating and maintaining health and safety management
- Commitment to:
  + Hazard elimination
  + Risk reduction

3. People and training

- Ensure that employees, subcontractors and suppliers receive:
  + Information
  + Training
  + Skills development
  + Supervision
- Individual responsibility for:
  + Safeguarding one's own health and safety
  + Ensuring the health and safety of others

4. Regulatory compliance

- Compliance with:
  + Applicable legislation
  + Internal regulations
  + Codes of good practice
  + Industry standards

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5. Planning and objectives

- Annual definition of:
  + Health and safety objectives
  + Action plans to achieve them

6. Communication and participation

- Promotion of:
  + Clear and transparent communication
  + Dissemination of health and safety results
- Promotion of:
  + Consultation and participation of workers
- Collaboration with:
  + Customers, suppliers and subcontractors

7. Continuous improvement

- Regular auditing of activities in accordance with the management system
- Constant review of processes to:
  + Improve conditions
  + Increase safety levels
- 8. Health promotion
- Promotion of:
  + Healthy working environments
  + Healthy habits both at work and outside the workplace

9. Resources and support

- Provision by management of:
  + Adequate resources
  + Qualified staff
- Ongoing support for line managers in matters of health and safety

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10. Dissemination and management commitment

- Management is responsible for:

  + Disseminating the policy

  + Ensuring that it is known throughout the organisation

  + Making it available to stakeholders