

Occupational Health and Safety Policy
June/2025



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1. Objective

This document is the general occupational risk prevention policy applicable to the various companies belonging to the CIRSA Group (“**CIRSA Group**”) and its main objective is to establish and provide information about the guidelines that must guide compliance with occupational risk prevention regulations by the various people that make up the CIRSA Group (“**OHS Policy**”).

This ORP Policy derives from the CIRSA Group's objective of ensuring the Health and Safety of its personnel, and offering the highest possible level of protection, taking into account the particularities of the different companies, activities, positions and people that form part of the CIRSA Group.

2. Scope of application

The OHS Policy is applicable and mandatory for all personnel in the CIRSA Group, regardless of their geographical location.

The application of this Policy will be without prejudice to the policies, regulatory guidelines or instructions on this matter that are in force in each of the companies and workplaces of the CIRSA Group, and unless the applicable legislation provides otherwise.

3. Policy description

Achieving the highest level of compliance with occupational risk prevention regulations and guaranteeing physical and mental health and safety at work requires the active involvement of each and every one of the people who make up the CIRSA Group, regardless of their physical location, rank or seniority.

Individual compliance with this policy will undoubtedly contribute to making the CIRSA Group a safe and healthy workplace for each of us and those around us. Without the involvement of each and every one of the people to whom this document is addressed, it will not be possible to achieve the desired results, which have no other aim than to contribute to the professional well-being and to the people of the CIRSA Group.

Being aware of the differences and particularities of the activities carried out by CIRSA Group personnel and the way in which the multiple teams that comprise it are organised, as well as their respective environments, the following guidelines on preventive matters are urged to be taken into account on a day-to-day basis:

- Actively comply with current preventive regulations in the workplace and in the country.
- Read carefully and address any preventive communications provided by the CIRSA Group and, if in doubt, contact the person responsible.
- Follow the preventive instructions that the CIRSA Group carries out at all times.
- Attend preventive training held in-person or online which is organised by the CIRSA Group, unless the voluntary nature is expressly indicated, in which case attendance will be recommended.
- Properly use personal protective equipment (PPE) that, if applicable, has been made available.

- Ensure that the personnel in charge comply with current regulations on preventive matters.
- Inform the personnel responsible for the prevention of occupational risks of any situation of risk or non-compliance in preventive matters as soon as possible and, if necessary, activate the established emergency protocols.
- Protect yourself from situations that pose a health risk.
- Exercise due diligence on all matters related to workplace safety and health, and in case of doubt apply prudent judgement.
- In the event of a breach of this OHS Policy by any member of the CIRSA Group, remember the content of the same and indicate where it is available to be viewed.

CIRSA Group trusts each and every person who is part of it, and it is completely convinced that these same people will do everything they can to comply with this Policy.

The foregoing will be understood without prejudice to the definitions and obligations established by the applicable regulations.

If there are any doubts about this ORP Policy or any other question related to prevention of occupational risks, you can contact the Occupational Risk Prevention Manager in each country, directly by e-mail, or through the local People and Talent Manager.

4. Continuous improvement: policy approval, review and communication

This Occupational Health and Safety Policy has been approved by the Board of Directors of CIRSA Enterprises, S.A. at its meeting held on 18 June 2025 and enters into force on the date of its approval.

Its content will be subject to periodic review where appropriate in order to adapt it to regulatory changes or incorporate best practices in the matter. The aforementioned Board of Directors will be the competent body to amend it, after supervision by the Appointments and Remuneration Committee.

The Policy will be available on the Group intranet. It will also be made available to third parties via the CIRSA website.

The Spanish version of this document will prevail in the event of any discrepancy or dispute.

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