



MASAVEU CORPORATION GROUP

(Corporación Masaveu, S.A. and Subsidiary Companies)

Health and Safety Policy at Work

1. Purpose

This policy is part of the Corporate Policies of the Masaveu Corporation Group and, therefore, its objective is to establish the principles, objectives and values that should guide behaviour within the Masaveu Corporation Group.

Specifically, the "Health and Safety Policy at Work" aims to establish the Group's principles of action to create a management system capable of guaranteeing the health and safety of each and every one of its workers in all activities that are carried out within the work environment and to comply satisfactorily with the legal framework in force.

2. Scope of Application

This policy shall be applicable to all senior managers, executives, workers, and, in general, to all persons providing services in the Masaveu Corporation Group, regardless of the legal status of their employment or service relationship, the position they occupy in the organisational structure or the geographical location in which they carry out their work.

It shall therefore affect all the companies that make up the Masaveu Corporation Group, regardless of the country in which they operate.

For the purposes of this policy, the Masaveu Corporation Group shall be understood as the Group comprising Corporación Masaveu, S.A. (hereinafter, "the Company") and all its subsidiaries and investee companies that are in the situation provided for in article 42 of the Code of Commerce.

In the rest of the companies in which Masaveu Corporation has direct or indirect participation without control, Masaveu Corporation will promote the adoption of the health and safety policies through its participation in their governing bodies.

3. Principles for action

The general principles and objectives governing the "*Health and Safety Policy at Work*" are as follows:

- All work-related **injuries, illnesses, diseases, accidents and incidents must be prevented.**
- The prevention of risks at work is the **responsibility** of the entire hierarchy of the companies that make up the Group, and of **each of its members.**
- Ensure consultation and **active participation of workers** and their representatives in all elements of the prevention management system.
- **Integrate risk prevention** in each and every one of the processes and operations carried out in the company.
- **Monitor workers' health**, as an essential element of risk prevention at work

- **Involve** subcontractors in the **safety standards** established by the Group and in the preventive culture implemented.
- Promote a **preventive culture** through the continuous training of employees, in order to involve each worker and make them aware of the impact of their work on the safety of people, processes and facilities and the promotion of behaviour that respects the safety and health of the workers.

The Masaveu Corporation Group also takes into account that **Work Risk Prevention Management** must be understood at the **same level as any other activity of the Group**, and that its actions must be governed in accordance with the following guidelines:

- Avoid the risks.
- Assess the risks that have not been possible to prevent.
- Combat risks at origin.
- Adapt the work to the person, taking into account their psychophysical conditions.
- Take technical developments into account.
- Substitute what is dangerous with what is of little or no danger.
- Adopt measures that put collective protection before individual protection.
- Provide necessary and sufficient information and training to all workers.

Finally, the Group has put in place a coherent plan of preventive activities with a view to meeting the objectives set out for the progressive reduction of accidents and the continuous improvement of working conditions.

4. Approval and review of this policy

This Policy was initially approved by the Board of Directors on 13 February 2020 and last amended on 18 June 2024.