

DOP-POLI-01

SAFETY POLICY

Policy Owner: General Operations Management

Approved by / Date: February 23th 2026
Board of Directors ALEATICA SAU

Scope: This shall apply to all companies in which ALEATICA SAU has control.

Document classification: Public

Related and applicable documentation

Code	Document name
	Code of Ethics and Conduct
IFM Investors	Asset Management Guideline—Occupational Health & Safety
ISO 45001	Occupational health and safety management system
ISO 39001	Road Safety Management System
DSA-POLI-01	Sustainability Policy

Review	Brief description of the change
01	This document repeals regulatory document DOS-POLI-01 Safety and Security Policy.

SAFETY POLICY

ALEATICA positions safety as a key pillar in its operations when providing services to our users, employees, contractors, communities and first responders (hereinafter, Stakeholders).

ALEATICA considers safety to be an integral value, approached from four different perspectives:

- **Occupational safety:** refers to the protection and well-being of our employees and contractors in the workplace to prevent accidents at work, prioritising collective control over individual control as a fundamental principle of prevention.
- **Occupational health:** refers to ensuring the monitoring of employees' occupational well-being, which, together with occupational safety, prevents work-related illnesses.
- **Road safety:** refers to the prevention of traffic accidents and the protection of our users.
- **Physical security:** refers to the physical protection of stakeholders and assets in our infrastructure.

Hereinafter, "Safety" will refer to the four approaches mentioned above.

The principles that govern us are:

- a. Promote the participation of our employees in safety initiatives at all levels of the organisation.
- b. Foster, both among Aleatica members and its stakeholders, a safety culture based on respect for human rights that allows all our operations and activities to be carried out under safe and healthy conditions, ensuring compliance with all applicable regulations and ALEATICA's rules.
- c. Prioritise the health of our employees and the safety of all our stakeholders.
- d. Continuously assess safety levels to detect risks and threats promptly, conduct investigations, and design and implement protective measures.
- e. Establish communication channels and collaboration policies with public institutions in order to promote a safety environment that benefits the entire community.

To meet these principles, ALEATICA seeks to:

1. Develop preventive and operational tools to ensure that safety complies with the internal and external requirements of all applicable standards, codes and legislation in force in each country where it operates.
2. Identify hazards and assess risks using the ALEATICA Management System, which allows us to monitor, reduce or eliminate these risks as much as possible, thereby achieving continuous improvement in our processes.
3. Encourage consultation and participation among employees by establishing appropriate channels of communication. ALEATICA will promote a training plan

that allows all ALEATICA personnel, including related subcontractors, to receive information, training, and supervision to work safely and operate infrastructure that provides the highest safety standards.

4. Aleatica has established as an organisational policy to have zero serious accidents involving death or permanent disability for its own personnel.
5. Communicate internally and manage all incidents and accidents that occur (both in infrastructure and involving employees and users), with the aim of investigating their root cause and taking action to reduce or prevent their recurrence, analysing risk situations, and subsequently planning and scheduling the necessary actions for the implementation of the various mitigation measures.
6. Increase relations and participation with various public and private institutions to strengthen the safety of our stakeholders.
7. Monitor the health of employees through health surveillance programmes and require legal compliance in this area for contractors, ensuring that good health conditions exist in the workplace.
8. Provide safe and healthy working conditions to prevent work-related injuries and health deterioration.
9. Provide the highest safety standards within the excellence of our service quality and infrastructure to ensure the well-being of our stakeholders.
10. Challenge unsafe behaviours and promote best practices to reduce accidents.
11. Incorporate all safety approaches into Corporate Social Responsibility reports as an element of sustainability management and reporting.

Safety is the responsibility of everyone at ALEATICA, which is why we must openly challenge unsafe behaviour, promote best practices in safety management and commit to excellence based on continuous improvement.