

ROAD SAFETY POLICY

The Board of Directors of Sacyr, S.A. ("**Sacyr**") has the utmost responsibility to determine the Company's general policies and strategies, a competence that cannot be delegated. Within the framework of this responsibility, the Board of Directors has approved this *Road Safety Policy* (hereinafter the "**Policy**"), which was put forward and reviewed by the corresponding Committee.

This *Policy* aims to define and establish the principles and criteria governing road safety matters.

1. Purpose

Sacyr and the other companies belonging to its Group ("**Sacyr Group**") carry out activities in the construction, services, and concessions business areas. As a result, these activities involve a wide variety of works in which Road Safety is of particular importance.

The main concern of Sacyr Group's management is to safeguard the health and safety of its employees while carrying out activities within our Group, and this *Road Safety Policy* has been established and documented in response to this concern. This Policy sets a common framework to control and manage road safety risks, manage road safety for employee road transport, and ensure employees safely interact with roads when carrying out road management, construction, conservation, operation, and maintenance processes.

2. Scope of application

This Policy applies to Sacyr and to all the companies in its Group. For purposes of this Policy, the SACYR Group is to be understood to comprise (i) all subsidiary or majority-owned companies effectively controlled by Sacyr, S.A. directly or indirectly, irrespective of their geographical location and (ii) the Fundación Sacyr [Sacyr Foundation]. Therefore, all mentions of the Sacyr Group contained in this Policy are to be understood to refer to all the above companies and the Foundation.

It does not apply to subsidiaries or companies in which a minority interest is held that are not effectively controlled by Sacyr directly or indirectly. These will have their own tax policies approved by their own competent bodies. Sacyr will encourage investee companies that are not part of the Group, particularly Sacyr's tax consolidation group, to implement similar reporting procedures.

3. General Principles

To meet the objectives of this Policy, Sacyr's actions and those of other companies belonging to the Group shall be guided by the following principles:

- a) Demonstrate Senior Management's commitment to road safety for employees and stakeholders.



- b) Comply with current and future legal and regulatory requirements related to Road Safety.
- c) Set annual Road Safety objectives and targets together with the corresponding plans to achieve such targets.
- d) Promote Road Safety leadership and culture.
- e) Implement continuous improvement of the Road Safety Management System to improve road safety performance and reduce the occurrence and risk of death and serious injury from road accidents.
- f) Maintain and improve employee engagement by promoting Training, Competence, and Awareness.

This *Road Safety Policy* was approved by the Board of Directors of Sacyr on May 26, 2022, and was last modified on December 22, 2022.