

Occupational health and safety policy

Objective

This policy, under Zelestra's General Sustainability Policy, establishes the framework for all the company's activities. It ensures that in the context of these activities, the health and safety of both workers and third parties involved are guaranteed.

This Policy is based on the following basic principles:

- **Management System:** To establish a management system based on continuous improvement and the establishment of appropriate objectives in order to optimize performance.
- **Mitigation of Risks:** To identify, evaluate and control actions, for the elimination of hazards and mitigation of risks to safety and health related to the activities developed in the workplaces where Zelestra operates.
- **Awareness and preventive culture:** To prioritize and give a high visibility to the Health and Safety practices at Zelestra, properly informing the employees about the risks they may be subject to. Likewise, to become a positive reference in Health and Safety matters.
- **Safe working environment:** To provide safe and healthy working conditions for the prevention of work-related injuries and health deterioration.
- **Compliance:** To ensure compliance with applicable legislation and other minimum requirements that the company takes on in each and every country where Zelestra develops its activities.
- **Employees involved:** To achieve the active and responsible involvement of all Zelestra employees by developing consultation and participation mechanisms to promote personal development, teamwork and training to facilitate performance and collaboration in continuous improvement.
- **Involved Contractors:** To integrate our contractors in the commitment of Health and Safety, within all ZELESTRA processes. To demand compliance and respect for our safety practices.
- **Commitment:** To specifically follow this Policy through Zelestra's Board of Directors or a Committee appointed by it for this purpose.

Monitoring system

The approval of the Health and Safety Policy is the responsibility of the Board of Directors of Zelestra, which, either directly or through a committee appointed for this purpose, will supervise it, ensure compliance with it and periodically review it for its continuous adaptation.

The Company will establish an internal monitoring system that allows the correct implementation of the Policy at all organizational levels.

Communication and stakeholder engagement

This Policy is communicated and understood within Zelestra and is available on the information and communication channels that the Company makes available to all its stakeholders.

This Policy is publicly available on the Zelestra website.

In order to make it easier for any person to confidentially and anonymously report any breach of the principles described in this Policy, Zelestra's Ethics Line (<https://zelestra.integrityline.com/>) guarantees independence, impartiality and the absence of conflicts of interest throughout the process of receiving, processing and resolving such reports.

Scope

This Policy applies to all the companies of the Zelestra Group, ZELESTRA CORPORACIÓN, S.A.U., and to those companies in which a majority of the shares, equity interests or voting rights are held, directly or indirectly, or in whose governing or administrative body it has appointed or has the power to appoint a majority of its members, such that it effectively controls the company. In those investees in which the companies of the Zelestra Group do not have effective control, Zelestra shall promote principles and guidelines consistent with those set forth in this Policy.