

OCCUPATIONAL HEALTH AND SAFETY POLICY



The promotion of a safe and healthy working environment and the integration of Occupational Risks Prevention in all activities and the hierarchical levels are part of the values and business culture of Talgo. For this reason, Talgo's management is committed to:

- ✦ Identification of the hazards inherent to the design, manufacturing, and maintenance of rolling stock, as well the assessment and efficient management of the risks associated with these processes, integrating the gender perspective.
- ✦ Analysis of processes, techniques, work methods and means used in order eliminate, reduce or control the different types of risks for occupational safety and health.
- ✦ Continuous improvement of working conditions, by means of developing of programs for prevention of injuries and health deterioration, with the participation of all workers, contractors and suppliers.
- ✦ Effective coordination of business activities with contractor's companies.
- ✦ Adherence to ethical principles and good business practices that ensure the fulfillment of current legislation, the contractual obligations regarding safety and health, and requirements of Occupational Health and Safety Management System of Talgo.
- ✦ Informing and training regarding Occupational health and safety, sufficient and adequate for the correct development of the activities.
- ✦ Consult and promote the participation of workers and their representatives in the issues that may affect occupational health and safety.
- ✦ Take into consideration the needs and expectations of parties interested in the design of Occupational Health and Safety Management System.
- ✦ Apply the mechanisms and principles of due diligence in case of infringement or noncompliance, own or of supply chain.
- ✦ Implement and periodically evaluate the performance of Occupational Health and Safety Management System and adopt the measures to ensure its effectiveness and continuous improvement.

This policy constitutes the reference framework for the definition of Talgo targets regarding occupational health and safety.

All employees are responsible for the implementation of Occupational Health and Safety Policy, and the compliance of its objectives.

Carlos Palacio Oriol

Presidente

Las Matas, November 27, 2023