

OCCUPATIONAL HEALTH AND SAFETY POLICY

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1. INTRODUCTION

NORTEGAS is an infrastructure company that provides competitive and innovative energy solutions to move towards a decarbonized economy and promotes the use of gas as a clean, sustainable and affordable energy source with the aim of playing a relevant role in the framework of the energy transition, prioritizing safety, operational excellence and the creation of shared value.

Occupational Health and Safety is a strategic priority for the **NORTEGAS** Group.

NORTEGAS, with the participation and involvement of all its employees and value chain, is committed to:

- **Promote the improvement of working conditions** in order to increase the level of health and safety protection for the employees of the **NORTEGAS** Group.
- **Integrate and consolidate an occupational health and safety culture** in all its activities.
- **Promote this occupational health and safety culture among all stakeholders** who may be affected by the development of the **NORTEGAS** Group's activities.

2. SCOPE

This OCCUPATIONAL HEALTH AND SAFETY POLICY applies to the **NORTEGAS** Group (which is formed by Nortegas Energía Grupo, S.L.U., and its subsidiaries, provided that Nortegas Energía Grupo, S.L.U. has directly or indirectly at least 50% of the share capital) and, in particular, to all its related activities, processes, projects, products, and services, across all business lines and in all geographic areas in which it operates.; and to any external collaborators and suppliers in the performance of their activities in the context of their relationship with the **NORTEGAS** Group ("Nortegas Suppliers").

This POLICY is approved by the Board of Directors of **NORTEGAS** and provides the internal framework for setting improvement targets.

Likewise, this POLICY is periodically reviewed, communicated both to our own personnel and to the collaborating companies that work on behalf of the **NORTEGAS** Group and is available to all stakeholders.

3. COMMITMENTS

NORTEGAS is committed to implementing and developing, as part of its strategy, an **Occupational Health and Safety Management System**, in accordance with the **ISO 45001 standard, that is effectively integrated into all its activities and decisions**, involving all levels of the organization and other interested parties, with the aim of continuously improving the occupational safety conditions of its employees, contractors, the communities in which it operates and its customers, in order to:

- **COMPLY** with and promote strict compliance with occupational health and safety legislation, the requirements of ISO 45001 and other related requirements. Ensure good preventive practices in accordance with the Law on Prevention of Occupational Risks and safe and healthy working conditions to prevent work-related injuries and deterioration of health, appropriate to the purpose, size and context of **NORTEGAS**.
- **PROTECT** the physical and mental health safety of the people involved in the value chain, including their psychological and social well-being, which is as important as the quality, productivity and profitability of their activities.
- **INTEGRATE** Health and safety into risk and opportunity management and strategic decision-making as a pillar of sustainability.
- **RAISE AWARENESS**, encourage behaviour that respects health and safety by training and informing stakeholders according to the specific nature of their risks and opportunities for health and safety at work. Provide its employees with the necessary means to monitor their state of health according to the risks associated with their work.
- **LISTEN**, consultation and participation of all stakeholders in the management of occupational risk prevention is essential for the establishment of a preventive culture.
- **IMPROVE**, set goals that promote continuous improvement in the organization's health and safety performance, integrate health and safety criteria into all processes, and establish indicators to monitor performance.
- **ENSURE** the performance of the system through continuous evaluation by audits and monitoring by control bodies.

There is no situation or emergency that can justify putting a person's life at risk.

4. GUIDELINES

1. The preventive culture is a key factor in determining the effectiveness of an occupational health and safety system. It implies that the principles and objectives of health and safety are considered as fundamental values of the company and that they are incorporated in the actions, in the daily decisions, in the management of the personnel, in the relations with the customers and suppliers, as well as with the general public.
2. Preventive culture means setting a credible example of the behaviours and values that **NORTEGAS** promotes. Proactive supervision is important as a visible sign of the commitment to make safety a high priority in the organisation. It goes without saying that all employees are the first to respect the rules, procedures and legal requirements, analysing their actions to determine which behaviours are acceptable and which are not, as an initiative and contribution to the improvement of this Preventive Culture.
3. Safety is an inherent component of the hierarchical responsibility to ensure the application of the regulations, to make a visible and permanent personal commitment, to ensure that employees are trained and informed about the general and specific risks according to the tasks and activities they carry out.
4. The health and safety of employees will be one of the permanent and fundamental objectives.
5. Accidents at work or any injury caused by work can be prevented through appropriate management, which allows measures to be taken to identify, assess and control possible risks, with the aim of achieving "zero accidents".
6. Safety in the performance of work must be achieved through a systematic risk analysis, involving employees and their representatives and, where appropriate, partner companies, to identify and manage all risk situations in the preparation of work, which must converge on an acceptable risk. **If work cannot be carried out safely, it must not be carried out or must be suspended.**
7. Risks shall be avoided and those that cannot be eliminated shall be assessed and dealt with at source. Work equipment, substances and working methods shall be selected in such a way as to reduce adverse effects on health. To this end, technical progress shall be taken into account at all times.
8. The investigation and analysis of incidents, accidents and near misses shall be carried out systematically and lessons shall be drawn from them to prevent their recurrence, a fundamental condition for the continuous improvement of the prevention of accidents at work and occupational diseases.
9. Preventive procedures and measures shall be kept up to date in accordance with the risks and regulations in force, taking into account the evolution of technology in order to ensure that the most appropriate protection systems are available according to the existing risks. Continuous improvement will be promoted as a fundamental variable for the future of the company.

10. **NORTEGAS** will assume the participatory model of prevention, based on the right of employees to actively participate in everything that may affect their health at work. To this end, the representative channels established by law and others created for this purpose will be available.
11. No action will be taken against any employee who reports a health and safety concern or for their involvement in a near miss.
12. Working safely is a condition of employment, and any failure to comply with external or internal regulations that could result in damage to health is considered a serious offence.
13. All activities shall be carried out in a framework of full respect for the social and environmental surroundings, striving for the highest levels of safety and environmental protection, as well as the protection of employees and the value chain.