

## HEALTH AND SAFETY POLICY

This Policy sets out the requirements to be respected by all employees, partners, and suppliers of Engie Renováveis Portugal, SA, in terms of the health and safety of people and property.

These are fundamental and priority values for Engie Renováveis Portugal, SA.

This policy aims to pursue and consolidate a culture of high standards, with the participation and involvement of all employees, service providers, and suppliers.

It seeks to respond to a motto and ambition:

- To make each individual an active participant in promoting their own health and safety and that of the Organization.

This is, therefore, a personal and collective commitment, and can only be viable with the involvement and contribution of everyone.

Three fundamental challenges are advocated:

- Preserve the integrity of people and property;
- Promote quality of life at work;
- Improve health and safety through everyone's commitment and professionalism

This policy contains the fundamental principles to be applied, which include essential concepts and emphasize the need for a climate of trust, exchange, and cross-functional cooperation—conditions essential for successful implementation. Namely:

1. Consider risks in any decision-making process.
2. Participatory approach in risk prevention.
3. Promotion of a climate of trust and exchange.
4. Prioritization of prevention.
5. Benchmarking and conclusions.
6. Level of prevention and protection for service providers equivalent, at minimum, to permanent employees.
7. Compliance with regulations and internal rules.

Engie Renováveis Portugal, SA's commitments:

- Safety is an integral part of the Organization's activity and is reflected in all aspects and processes;
- Safety, as an attitude, is affirmed through compliance with legal requirements, applicable standards and procedures, as well as through the initiative and contribution of all (management and employees) to its improvement;

- Safety is an inherent component of individual and collective responsibility within the Organization. However, hierarchical responsibility includes the application of regulations, visible and ongoing personal commitment, promotion of training and information for employees, and continuous monitoring of the work environment;
- At all times and in any situation, the Organization conducts its activities with the goal of "zero accidents," through continuous improvement in safety management and performance, with the definition of concrete progress objectives;
- Safety in carrying out work must be achieved through systematic risk analysis, involving employees and service providers, to identify and address all risk situations during the preparation phase, aiming for acceptable risk levels. As a fundamental rule, if a task cannot be performed safely, it should not be executed or must be stopped.
- Investigation and analysis of incidents—accidents and near misses—will be carried out systematically to prevent recurrence, a fundamental condition for continuous improvement in accident and occupational disease prevention.

Note: This document is a translated version of the original Environmental Policy coded as PL.00.005.ERP. All content has been adapted from the original source to ensure consistency and alignment with the original intent.

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