Occupational Health, Safety and Environment (EHS) Policy of Siemens Mobility

SIEMENS MOBILITY has integrated solutions for urban mobility and for all types of railway lines: signaling and control technologies, electrification systems, rolling stock, turnkey projects and maintenance services for all railway areas. Our products, solutions and services help customers around the world to take better advantage of their current facilities, increase efficiency, reduce operating costs and improve safety while minimizing their environmental impact.

Our Policy includes all our own personnel and activities of the two companies that are part of SIEMENS MOBILITY: Siemens Rail Automation SAU and Siemens Mobility SLU, considering that the prevention of risks and the care of the environment are the responsibility of each and every one of their employees.

The commitment for the Prevention of Occupational Risks, the Care of the Environment and the Protection of the Health of all SIEMENS MOBILITY employees are the essential elements that integrate and inspire our business policy based on the following principles:

1. Assume the Prevention of Occupational Risks and the Protection of the Environment as an inseparable and intrinsic activity of the work procedures, therefore, it must be contemplated from the very conception, planning and execution of the work systems. No decision or action will be detrimental to the health and safety levels of employees for achieving operational goals.
2. Guarantee compliance with the legal, occupational and technological framework and the internal regulations and other interested parties of SIEMENS MOBILITY regarding occupational risk prevention. It corresponds to the hierarchical line and to all employees to ensure scrupulous respect of the legislation and of the internal rules and orders on EHS.
3. Encourage the exercise of visible, effective and permanent leadership, with the participation of each employee, to achieve a work environment free of accidents and diseases. Each person must ensure their own health and safety at work, as well as the impact of their activity on the health and safety of other people and the environment.
4. Assume the consultation and participation of both the organizational structure of the Company (Directors and Managers) and the employees and their representatives, in such a way that everyone plays an active role in EHS issues. All employees of SIEMENS MOBILITY, whatever their professional qualifications, are responsible for compliance with the EHS Management System, taking into account their functions, delegation and authority in accordance with the principle of integrated security.
5. Encourage an EHS culture at all levels of the company, through the permanent training of its employees, in order to involve and mentalize each employee about the impact of their work on the safety of people, processes, facilities and in the environment.
6. Develop, apply and maintain an EHS Management model aimed at the Continuous Improvement of Working Conditions to ensure Occupational Health and Safety, and Environmental Performance.
7. Implement rigorously an EHS Management System to provide safe and healthy working conditions, prevent pollution and minimize occupational and environmental accidents, as well as occupational diseases. It must include the following actions:
   - Identify, evaluate, reduce and effectively control the risks for safety, health and the environment associated with work.
- The adequacy between the employee and his / her job through the systematic monitoring of his / her health status.
- The planning of the preventive activity that integrates the necessary measures of prevention and protection of EHS.
- The continuous monitoring of its effectiveness and efficiency.

8. Consider the needs and expectations of stakeholders in the EHS Management System.
9. Extend the scope of the EHS Management System to the contractors, introducing the EHS criteria in the homologation of suppliers, the contracts for works, services and supplies and enabling the appropriate channels of business coordination in this matter.
10. Guarantee and ensure the physical, mental and social well-being of all employees through integral wellness programs contributing to obtaining the best work and personal environment.
11. Consider investments in Occupational Risk Prevention as another benefit of the company that allows it to achieve its objectives, providing the necessary human and material resources.

This policy, which will be distributed to the entire organization, will serve as a guide for the determination of the objectives, which established according to criteria of continuous improvement, must ensure compliance with the EHS policy, with the effort and collaboration of all employees, managers, and the support of the management team of the entity.

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