

Health and Safety (H&S) Policy

January 2026

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Scope

We consider the health and safety of our employees essential to achieving a safe and healthy work environment. Therefore, we are firmly committed to leading by example, integrating occupational risk management into our corporate strategy, allocating the necessary resources, and promoting a culture of prevention based on the following objectives:

- **Preventive Culture and Self-Care:** We promote resilient environments where each person assumes an active role in preventing injuries and ill health, as well as mutual care. We are committed to identifying, eliminating hazards, and reducing risks through effective controls and continuous improvement.
- **Consultation and Active Participation:** We encourage the meaningful participation of workers and their representatives at all levels of the OHS Management System, including hazard identification, decision-making, and performance evaluation. We value their contributions as essential to building safer work environments.
- **Mental Health and Harmonious Coexistence:** We promote respectful workplaces, free from violence, that prioritize emotional well-being, inclusion, and constructive dialogue as pillars of a healthy organizational culture. Likewise, we maintain a workplace free from the possession, acquisition, sale, and/or consumption of any psychoactive substance before or during work activities.
- **Safe Mobility:** We implement responsible practices for work-related travel, focusing on the prevention of road accidents and the protection of life, integrating road safety as part of our risk management.
- **Responsible Contractor Management:** We require and monitor compliance with OHS standards, ensuring their training, supervision, and alignment with our corporate values, promoting safe and sustainable labor relations.
- **Regulatory Compliance and Continuous Improvement:** We operate in accordance with current legislation, customer requirements, and other applicable standards.

This Policy applies to all employees, contractors, subcontractors, and visitors at every location and within every work arrangement.

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Consequences of Violations

Violations of this Policy jeopardize the health and safety of Ufinet employees, as well as that of its contractors and subcontractors. Consequently, all employees, contractors, and subcontractors are obligated to report to their supervisor any non-compliance or irregular practice observed during the performance of their work duties.

Ufinet could face severe criminal and civil penalties, as well as reputational damage, for non-compliance with this Policy. Ufinet may also incur significant costs associated with investigating allegations of illegal activities, be debarred from public procurement, and be subject to civil lawsuits from shareholders, customers, and competitors.

Employees who violate this Policy will be subject to disciplinary action, which may include termination of employment. Additionally, they may be held personally liable for participating in such activities. Ufinet may refer suspected violations to the relevant authorities or regulators, which could result in sanctions, fines, and/or prison sentences for employees found guilty of breaking the law.

If the Business Integrity Committee (BIC) determines that a third party has failed to comply with the provisions of this Policy, Ufinet will take appropriate action, which may include termination of the third party's contract, initiation of relevant legal action, and/or notification to the competent authorities regarding the violation.

How can I raise a concern?

Please refer to the Whistleblowing Policy for information on how to properly report any conduct that may constitute a potential violation of this Policy or to raise a concern.

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Approval and Updates

The approval of this Policy shall be carried out by the Board of Directors. Likewise, it will be reviewed at least once a year, or whenever significant changes occur, to ensure its continued suitability, adequacy, and effectiveness.

Versions

- Version 1.0. December 2022. Original version. Prepared by Sophia Paz. Reviewed by Álvaro de Pablo. Approved by the Board of Directors.
- Version 1.1. December 2024. Update. Prepared by María Ximena Mayorga. Reviewed by Álvaro de Pablo. Approved by the Board of Directors.
- Version 2.0. January 2026. Update. Prepared by Andrea Patarroyo. Reviewed by Álvaro de Pablo. Approved by the Board of Directors .



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