



OCCUPATIONAL HEALTH AND SAFETY AND ROAD SAFETY POLICY

OD-SST-003 -V.5

It is the policy of **Odinsa S.A.**, a Grupo Argos concessions company dedicated to the structuring, promotion, development, management, and investment in road and airport infrastructure with projects that contribute to competitiveness, connectivity, and the generation of opportunities in the regions, through a comprehensive portfolio of assets via a Private Equity Fund with two infrastructure investment platforms: **Odinsa Vías S.A.S.** and **Odinsa Aeropuertos S.A.S.**, managed by **Odinsa Gestor Profesional S.A.S.**, in each of our activities and in the different locations where we operate, including work-related travel and other mobility-associated activities, to declare our commitment to protecting the health and safety of our employees and stakeholders. This aims to contribute to their development, promoting comprehensive well-being, mental health, workplace coexistence, and the management of psychosocial factors, providing safe and healthy work environments. We also commit to implementing best practices aimed at capacity building that allow us to efficiently manage occupational health and safety, thereby providing safe and healthy working conditions for the prevention of work-related injury and ill health, as well as events associated with mobility and road safety derived from our activities. We strive to achieve the goal of zero fatalities and serious injuries (SIF) by controlling hazards, reducing risks, and mitigating the probability of unwanted events occurring.

The development of this policy is based on the commitment of our top management and the implementation of the Occupational Health and Safety Management System (OHSMS) and the Strategic Road Safety Plan (SRSP), under an approach of continuous improvement and comprehensive management of occupational and road risks.

The continuous improvement of the OHSMS and the PESV will be carried out through the following commitments:

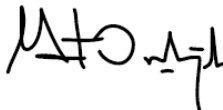
- Ensure compliance with current legislation regarding OHS and Road Safety.
- Monitor the performance of the OHSMS and PESV through periodic evaluation of results and indicators, promoting continuous improvement.
- Allocate the necessary resources for the implementation and continuous improvement of the Occupational Health and Safety Management System (OHSMS) and the Strategic Road Safety Plan (PESV).
- Strengthen a culture of care based on co-responsibility, self-care, comprehensive well-being, mental health, and the preventive management of occupational and road risks.
- Promote safe, healthy, and respectful work environments, fostering comprehensive well-being, mental health, workplace coexistence, and the management of psychosocial factors that contribute to the care of our people.
- Promote respectful, inclusive work environments free from violence, discrimination, harassment, and any conduct that may affect health, well-being, or workplace coexistence.
- Identify, assess, and control hazards, including road-related hazards, in order to prevent workplace accidents, injuries, and/or occupational illnesses.

- Promote safe mobility and the development of responsible behaviors on the road, encouraging compliance with traffic regulations and the prevention of road incidents and accidents.
- Ensure the participation and consultation of employees and their representatives in the management of Occupational Health and Safety and Road Safety.
- Ensure compliance with legal requirements and established controls regarding Occupational Health and Safety and Road Safety by contractors and/or stakeholders.

It shall be the responsibility of all employees, contractors, suppliers, and other stakeholders to comply with the guidelines and standards for safe work and mobility, adopting responsible and preventive behaviors during the execution of their activities and travel associated with the organization. It is also their responsibility to promptly report any hazardous conditions that may cause an incident, accident, or occupational illness.

APPROVAL,

August 2026

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