

## TGCC HEALTH & SAFETY POLICY

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In recognition of the inherent risks in the construction sector and the growing expectations regarding occupational health, well-being, and work-life quality, **TGCC** is committed to ensuring a safe, healthy, and respectful working environment.

As a leading entity in the construction sector, **TGCC** acknowledges the impact of its activities on employees' health and safety. Accordingly, the company adopts a proactive Health & Safety Policy, fully aligned with its CSR objectives.

The policy aims to prevent accidents, manage professional risks, and reinforce a sustainable health and safety culture across all organizational levels. It is structured around three principal pillars :

- > **Strengthening the health and safety organization** : Ensuring full project coverage through the deployment of dedicated health and safety professionals across all **TGCC** sites ;
- > **Development of health and safety skills** : Implementation of training programs via **TGCC Academy** and valuation of internal expertise ;
- > **Standardization of health and safety practices** : Harmonization of procedures through common reference frameworks and benchmarking against international best practices.

This policy serves as the reference framework for defining **TGCC's** annual health and safety objectives and is based on the following commitments :

### 1. PREVENTION OF ACCIDENTS AND OCCUPATIONAL DISEASES

- > Provision of a safe and healthy working environment adapted to the specificities of each project.
- > Elimination of hazards and reducing health and safety risks through appropriate preventive and corrective measures.
- > Assurance of adequate medical monitoring for all workstations.

### 2. REGULATORY COMPLIANCE

- > Maintenance of a continuous and proactive regulatory watch.
- > Ensuring compliance with legal, regulatory, and other applicable requirements by providing the necessary resources.

### 3. EMPLOYEE CONSULTATION AND PARTICIPATION

- > Engagement of employees at all levels in the processes of the health and safety management system.
- > Adaptation of governance to encourage active participation of field teams in safety procedures and practices.

### 4. CONTINUOUS IMPROVEMENT OF THE THE HEALTH AND SAFETY MANAGEMENT SYSTEM

- > Continuous identification of improvement opportunities and prioritization of high-impact actions.
- > Regular evaluation of health and safety performance to strengthen the organizational culture of prevention.

### Implementation and responsibility

The Executive Management ensures the effective implementation of all commitments, integrating them into corporate strategy and allocating the necessary resources.

Each employee has a role to play in building a strong, shared, and proactive health and safety culture.

This policy is subject to review every three years, or more frequently if necessary, to ensure alignment with regulatory developments, evolving occupational risks, and industry best practices.