VII LIVE HEALTHY Awards

Personal Data Protection

In compliance with Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data ("GDPR"), Organic Law 3/2018 of 5 December on Personal Data Protection and Guarantee of Digital Rights ("LOPDGDD"), and Organic Law 1/1982 of 5 May on Civil Protection of the Right to Honour, Personal and Family Privacy and Self-Image, Fomento de Construcciones y Contratas, S.A. ("FCC"), with registered address at Calle Federico Salmón, 13, 28016 Madrid (Spain), acting as Data Controller, hereby informs you of the following:

Purposes of Processing: The personal data provided to participate in the VII Edition of the Live Healthy Awards will be processed for the following purposes:

- Managing the receipt, validation, evaluation and monitoring of applications.
- Contacting participants or designated contact persons when necessary.
- Organising the jury's decision process, the awards ceremony and associated administrative activities.
- Certifying participation and, where applicable, winner status.
- Promoting the Live Healthy Awards, their results and the winning entries, in accordance with the relevant authorisations.
- Creating a historical documentary archive of the Live Healthy Awards editions for corporate memory purposes and as evidence of good practices in safety, health and wellbeing.
- Producing promotional, advertising or corporate communication materials for FCC and the FCC Group (hereinafter comprising all entities identified in the latest annual accounts available at www.fcc.es), and, where applicable, the Inmocemento Group (hereinafter comprising all entities identified in the latest annual accounts available at www.inmocemento.es), including the incorporation of videos, images or participant testimonials in internal or external campaigns.

Data Processed: Identification and contact details, professional details, job title, professional profile, information included in the application, photographs, image, voice, and audiovisual materials (including videos, recordings, testimonials and any multimedia content provided or generated in connection with participation in the Awards).

Data Relating to Minors: Where audiovisual materials include minors, prior, express and written authorisation from their parents, guardians or legal representatives will be required. Such authorisation may be requested at any time. FCC reserves the right to exclude any material containing images of minors without duly evidenced authorisation.

Data Recipients: Personal data may be disclosed to: (i) members of the Evaluation Committee or jury; (ii) FCC internal departments and FCC Group companies involved in organising, evaluating, communicating or awarding the prizes; (iii) external service providers necessary for the management of the Awards process (acting as data processors under the guarantees established in Article 28 GDPR); (iv) media organisations, press and digital platforms for dissemination of the Awards and their results; (v) FCC and FCC Group corporate social media

channels (LinkedIn, X/Twitter, YouTube, Instagram, etc.); (vi) sponsors or collaborators of the Awards, where expressly authorised; and (vii) entities belonging to the Inmocemento Group. Should an application be selected as a winner, identifying and professional details, images and related content may be published through the corporate channels and media established in these Rules. For further information regarding recipients, please contact protecciondedatos@fcc.es.

International Transfers: No transfers of personal data outside the European Economic Area are currently envisaged. Should such transfers become necessary, FCC will implement the safeguards required by applicable legislation and will inform you in advance.

Legal Basis for Processing: The processing of personal data is based on the following legal grounds, depending on the relevant purpose:

- Participation management and evaluation of applications: data subject consent (Article 6(1)(a) GDPR).
- Use of image, voice and audiovisual materials: explicit consent of the data subject (Article 6(1)(a) GDPR).
- Promotional and advertising use: explicit consent of the data subject (Article 6(1)(a) GDPR). FCC may use participants' videos, images and testimonials in promotional, advertising or corporate communication materials, both internal and external, provided consent has been given.
- Organisation, internal management and corporate promotion of the Awards: FCC's and Inmocemento Group's legitimate interest (Article 6(1)(f) GDPR), provided that such interest does not override the fundamental rights and freedoms of the data subject.
- Historical documentary archive: legitimate interest of FCC and the Inmocemento Group (Article 6(1)(f) GDPR) in preserving a historical record of the Awards for corporate memory and evidence of good practices.
- Compliance with legal obligations where applicable (Article 6(1)(c) GDPR).

Authorisation for Use of Image and Grant of Rights: By accepting these Rules, participants expressly authorise FCC and entities belonging to the Inmocemento Group, pursuant to Organic Law 1/1982 of 5 May, to capture, reproduce, distribute and publicly communicate their image, voice and identifying information, on an exclusive basis and without financial compensation, as a consequence of their participation in the Live Healthy Awards. [(ES) PREMI...PD_2026 F | Word]

Participation in the Awards, as well as the authorisations and consents referred to in this section, is entirely voluntary. Refusal to grant such authorisations or subsequent withdrawal of consent shall not result in any detriment or negative consequence for the employee, nor affect their employment relationship with FCC or with any participating employer entity.

Scope of the Authorisation: This authorisation includes, without limitation:

- Dissemination through websites, intranet platforms, corporate social media, magazines, newspapers, digital media and any other communication channel.
- Inclusion in promotional, advertising, informational or corporate communication materials of FCC, the FCC Group and the Inmocemento Group, both internally and externally.

- Editing, adaptation, transformation or incorporation into photographic or audiovisual compositions together with other images, text or graphic elements.
- Transfer to third parties (media organisations, sponsors and collaborators) for the purposes described in these Rules.

The authorisation is granted worldwide and for an indefinite period until expressly revoked, without prejudice to the participant's right to withdraw consent at any time in accordance with the section “Withdrawal of Consent”.

Assignment of Intellectual Property Rights: By submitting an application, the participant assigns to FCC, FCC Group entities and Inmocemento Group entities, on an exclusive basis and without compensation, the exploitation rights (reproduction, distribution, public communication and transformation) over audiovisual, photographic, documentary and any other original materials submitted with the application, in accordance with Royal Legislative Decree 1/1996 of 12 April approving the revised text of the Intellectual Property Act.

This assignment is granted worldwide, for the maximum period permitted by law and for the purposes set out in these Rules. The participant warrants that they are the holder of the assigned rights or have obtained the necessary authorisations from the relevant rights holders and undertakes to hold FCC and Inmocemento Group entities harmless against any third-party claims relating to intellectual property infringement.

Withdrawal of Consent: You may withdraw your consent to the use of your image at any time. However, such withdrawal shall not prevent the completion of actions or campaigns already underway and committed before the withdrawal. Once withdrawal has taken effect, FCC and/or the relevant Inmocemento Group entity will assess, where technically feasible and reasonable, the removal or limitation of the use of images in future communications.

Retention Periods: Personal data will be retained for the following periods:

- Applications: for the time necessary to manage the Live Healthy Awards and, as a general rule, for one (1) year following completion of the relevant edition.
- Audiovisual materials and images: until authorisation is withdrawn, notwithstanding that lawfully disseminated materials may continue to be retained for historical-documentary archive or corporate memory purposes.
- Historical documentary archive: in accordance with retention periods established by FCC and Inmocemento Group entities for their corporate archives, subject to periodic review.
- Legal liabilities: data may be retained for longer periods where necessary to address legal liabilities, claims or requests from competent authorities.

Materials lawfully disseminated through corporate channels or media outlets may remain available for the period necessary to fulfil the informational, historical or corporate purpose for which they were published, without prejudice to the exercise of recognised rights.

The participant acknowledges that where their image forms part of a photographic or audiovisual composition, its removal may require a reasonable period of time to assess and implement alternative solutions capable of addressing the request effectively and proportionately, taking into account the specific circumstances of each case.

Exercise of Rights: You may exercise your rights of access, rectification, erasure, restriction, portability, objection and withdrawal of consent by submitting a request marked "Data Protection" to: Information Security Department, Calle Federico Salmón, 13, 28016 Madrid (Spain), or by email to protecciondedatos@fcc.es.

If you believe your request has not been properly addressed, you may seek further information or lodge a complaint with FCC's Data Protection Officer and, ultimately, with the Spanish Data Protection Agency (AEPD) at www.aepd.es.

The participant acknowledges and expressly accepts that their image, voice, identifying information and audiovisual materials may be used by FCC, FCC Group entities and Inmocemento Group entities in corporate communication campaigns, internal marketing initiatives, promotional materials, social media publications and any other advertising or informational medium, whether owned by FCC or third parties, for the purposes of promoting the Live Healthy Awards, fostering a culture of safety, health and workplace wellbeing, and strengthening the corporate image of FCC, the FCC Group and the Inmocemento Group. Such use shall always be carried out with due respect for the participant's dignity and in compliance with applicable legislation.

I, _____, declare that I have read and understood this Data Protection Notice and, by ticking the relevant boxes below, give my consent to the processing activities indicated.

☐ I consent to the processing of my personal data for the management of my participation in the Live Healthy Awards. If I do not tick this box, FCC will be unable to process my participation.

☐ Should my application be selected as a winner, I authorise the publication of my identifying and professional details, image, voice and content associated with the winning application through the corporate channels and media established in the Live Healthy Awards Rules and this document, for the purpose of communicating the results of the competition and promoting the awarded best practices.

☐ I authorise the use of my image, voice, identifying information, testimonials and audiovisual materials provided or generated in connection with my participation in the Live Healthy Awards for inclusion in promotional, advertising, informational or corporate communication materials of FCC, the FCC Group and the Inmocemento Group, both internally and externally, including websites, intranet platforms, corporate social media, magazines, digital media, media outlets, corporate campaigns and similar media, always in connection with the Live Healthy Awards, the promotion of a culture of safety, health and workplace wellbeing, and the corporate image of FCC, the FCC Group and the Inmocemento Group.

Where the materials provided include images, voice recordings, data or any other element capable of identifying third parties, I declare that I have obtained the necessary authorisations or, failing that, undertake to ensure that such individuals cannot be identified in the materials provided to FCC.

In _____, on the _____ day of _____ 2026.

Signature: _____