

6th Edition of Safety, Health and Well-being Awards

LIVE HEALTHY AWARDS

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These awards are there to recognise the exceptional work carried out by the people who work at FCC Group companies (FCC), Inmocemento Group companies (Inmocemento) and in the communities where we are present by ensuring health, safety and well-being in the work environment.

• CATEGORIES:

The Health, Safety and Well-being Awards feature three categories:

- Prize for Prevention of Risks at Work
- Prize for Promoting Health and Well-being
- Prize for Personal Career Achievement

Prize for Prevention of Risks at Work

Recognition of a strong commitment, which has proven its worth, to improving occupational health and safety, resulting in: significant milestones, processes implemented, innovative technical measures, entrepreneurial initiatives, and any other action or circumstance that may have helped to control risks and improve safety conditions.

Prize for Promoting Health and Well-being

Recognition of efforts to promote healthy values, habits and practices and to help protect and improve people's health and well-being, and of proposing innovative alternatives for a healthier working environment.

Prize for Personal Career Achievement

Professional recognition for FCC and Inmocemento employees who have made an outstanding contribution to improving health and safety at work in their area of responsibility.

APPLICATIONS

All organisational structures, business and production units, and personnel of all FCC Group companies and Inmocemento Group companies may put their name forward under any of the categories.

SUBMISSION OF APPLICATIONS

All applications must be submitted in Spanish or English, in Arial 10 font, in PDF format and subject to a maximum of 20 A4 sheets. Applications must meet the terms and have the structure detailed below:

Category: Prevention of risks at work:

- Title
- Details of the representative (first name/s, surname/s and organisational location of the person/s submitting the application)
- Contact person (full name and contact details)
- Organisational area data (business area, company, area/local office, contract/centre, country, activity, no. of employees, type of installation)
- Description of the application (e.g. a significant milestone, a process implemented, an innovative technical measure, an entrepreneurial initiative):
 - Background information and supporting arguments
 - Category/type of proposal and detailed description
 - Implementation and practical outcome
 - Assessment of the effectiveness/results
- Other relevant information:
 - Beneficiaries (scope)
 - Contribution to improving health and safety
 - Parties involved (workers, senior officers, management)
 - Cost
 - Any other factors considered relevant

Category: Promoting Health and Well-being

- Title
- Details of the representative (first name/s, surname/s and organisational location of the person/s submitting the application)
- Contact person (full name and contact details)
- Organisational area data (business area, company, area/local office, contract/centre, country, activity, no. of employees, type of installation)
- Description of the project/plan/programme to promote health and well-being
 - Background information
 - Detailed description (areas targeted, actions carried out, etc.)
 - Objectives
 - Development and implementation
 - Assessment of effectiveness/results/impact

- Other relevant information
 - Persons or groups benefitting from the action (scope)
 - Contribution to the promotion and improvement of health and well-being
 - Parties involved (workers, senior officers, management)
 - Cost
 - Any other factors considered relevant

Category: Personal Career Achievement

- Details of representative/s and contact person/s (name/s, surname/s, organisational location and contact details of the person(s) submitting the application)
- Full name, position and organisational location of the proposed candidate
- Presentation and profile of the candidate (professional background, occupational health and safety duties, training, etc.)
- Further information and justification (meritorious deeds, values and actions that have helped to improve occupational health and safety conditions in the subject's areas of responsibility).
- Recent photograph

Any questions in this regard may be sent to the following e-mail address:
DireccionPRL@fcc.es or otherwise resolved by calling +0034 91 757 47 38.

The application, which may include other attached or complementary documentation (photographs, descriptive documents, videos, etc.), must be submitted as an electronic document:

- If weighing 10 MB or less, to the email address DireccionPRL@fcc.es
- If the application weighs more than 10 MB, It shall be submitted through large file transfer services or on electronic storage media (e.g. pen drive) and posted to:

FCC
LIVE HEALTHY AWARDS
Corporate Human Resources Department – FCC Group
Avda. Camino de Santiago, nº40 (Las Tablas)
Edificio 2- 6ª Planta
28050 Madrid
Spain

JURY

The jury set up to appraise the applications will take the form of an Evaluation Committee comprising members of FCC's Corporate Human Resources Department, management of the business areas from FCC and Inmoco, as well as representatives of the trade union organisations and external collaborators specialised in occupational health, safety and well-being.

SCORING CRITERIA

The following criteria shall be followed when appraising nominations and determining those worthy of an award:

- SCOPE: no. of workers/community directly benefiting from the action
- EXPORTABILITY: extent to which the action or initiative can be adopted/implemented at other areas or business units
- INTEGRATION: involvement of the different levels of the organisation, including possible management support.
- RISK REDUCTION (ORP): nature of the risk targeted and level of risk reduction achieved.
- IMPLEMENTATION: level of implementation or current status or phase
- EFFECTIVENESS: measurement of effectiveness and results
- INNOVATION: adoption of new technologies or systems, or other novel features
- COST/IMPACT relationship

PRIZES

All awards will receive the recognition and commendation they deserve, through various communication and promotional actions, in addition to the following tangible prizes:

- For the awards relating to prevention of risks at work and promotion of health and well-being, the winner of each category will receive:
 - A prize certificate
 - A trophy
- For the personal career achievement award:
 - An award plaque or certificate

TIMELINE

Publication of the terms and conditions: **14 September 2026**

Deadline for submitting nominations: **15 November 2026**

Jury's decision: **December 2026**

Awards ceremony: **January/February 2026**

RESERVATION OF RIGHTS

The organisation reserves the right to amend, postpone or cancel, in whole or in part, this call for entries, as well as to declare any of its categories void where justified circumstances so require.

Furthermore, the organisation may disqualify any nomination that fails to comply with these Rules, contains false or plagiarised information, or infringes the intellectual property rights, image rights, or data protection rights of third parties.

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 the Guarantee of Digital Rights ("LOPDGDD"), and Organic Law 1/1982 of 5 May on the civil protection of the right to honour, personal and family privacy, and one's own image, FCC, with its registered office 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 for participation in the VII FCC Safety, Health and Well-being Awards ("Healthy Living Awards") will be processed for the following purposes:

- Managing the receipt, validation, evaluation and follow-up of nominations.
- Contacting participants or contact persons whenever necessary.
- Organising the jury's decision process, the awards ceremony and related administrative activities.
- Certifying participation and, where applicable, winner status.
- Promoting the Healthy Living Awards, their results and the winning nominations, in accordance with the relevant authorisations.
- Creating a historical and documentary archive of the Healthy Living Awards editions for corporate memory purposes and to demonstrate best practices in safety, health and well-being.
- Producing promotional, advertising and corporate communication materials for FCC, the FCC Group and Inmoco Group, including the incorporation of videos, images or testimonials from participants in internal or external campaigns.

Data Processed

The data processed may include identification and contact details, professional information, job title, professional profile, information contained in the nomination, 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

Should any audiovisual materials submitted 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 where proper authorisation cannot be demonstrated.

Recipients of the Data

Personal data may be disclosed to:

- i. Members of the Evaluation Committee or jury;
- ii. Internal FCC and Inmocemento departments involved in the organisation, evaluation, communication or presentation of the Awards;
- iii. External service providers engaged in the management of the Awards (acting as data processors in accordance with Article 28 GDPR);
- iv. Media organisations, press outlets and digital platforms for the promotion 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.
- vii. Inmocemento Group companies.

Should a nomination receive an award, the nominee's identification data, professional details, image and associated content may be published through the corporate channels and media referred to in these Rules. For detailed 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 under 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 nomination evaluation: consent of the data subject (Art. 6.1(a) GDPR).
- Use of image, voice and audiovisual materials: explicit consent of the data subject (Art. 6.1(a) GDPR).
- Promotional and advertising use: explicit consent of the data subject (Art. 6.1(a) GDPR). FCC may use participants' videos, images and testimonials in promotional, advertising and corporate communication materials, both internal and external, provided that consent has been granted.
- Organisation, internal management and corporate promotion of the Awards: FCC's and Inmocemento Group's legitimate interest (Art. 6.1(f) GDPR), provided that the rights and freedoms of the data subject do not override such interest.

- Historical and documentary archive: FCC's and Inmocemento Group's legitimate interest (Art. 6.1(f) GDPR) in maintaining a historical record of Award editions for corporate memory and the recognition of best practices.
- Compliance with legal obligations, where applicable (Art. 6.1(c) GDPR).

Authorisation for Image Use and Assignment of Rights

By accepting these Rules, the participant expressly authorises FCC and Inmocemento Group, in accordance with Organic Law 1/1982 of 5 May, to capture, reproduce, distribute and publicly communicate his or her image, voice and identifying data, on an exclusive basis and without financial compensation, as a result of participation in the Healthy Living Awards.

Participation in the Awards, as well as the authorisations and consents referred to in this section, are entirely voluntary. Refusal to grant such authorisations, or the subsequent withdrawal of consent, shall not result in any prejudice or negative consequence for the employee, nor shall it affect his or her employment relationship with FCC or Inmocemento Group.

Scope of the Authorisation

This authorisation includes, by way of illustration and without limitation:

- Publication via 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 and Inmocemento Group, both internally and externally.
- Editing, adaptation, transformation or incorporation into photographic or audiovisual compositions together with other images, texts or graphic elements.
- Disclosure 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 entitled "Withdrawal of Consent".

Assignment of Intellectual Property Rights

By submitting a nomination, the participant assigns to FCC and Inmocemento Group, on an exclusive and royalty-free basis, all exploitation rights (including reproduction, distribution, public communication and transformation rights) over any audiovisual, photographic, documentary or other original materials submitted with the nomination, in accordance with Royal Legislative Decree 1/1996 of 12 April approving the Consolidated Text of the Intellectual Property Law. Such assignment is granted worldwide, for the maximum period permitted by law, and solely for the purposes set out in these Rules.

The participant warrants that he or she owns the rights assigned or has obtained all necessary authorisations from the rights holders and undertakes to indemnify and hold FCC and Inmocemento Group harmless against any third-party claims relating to infringement of intellectual property rights.

Withdrawal of Consent

You may withdraw your consent for the use of your image at any time. However, such withdrawal shall not prevent the completion of actions or campaigns already committed to before the withdrawal took effect.

Following withdrawal, FCC and Inmocemento Group shall, whenever technically feasible and reasonable, assess the removal or limitation of the use of images in future communications.

Data Retention Periods

Personal data will be retained for the following periods according to the processing purpose:

- Nomination management: for the period necessary to administer the Healthy Living Awards and, as a general rule, for one (1) year following completion of the relevant edition.
- Audiovisual materials and images: until the authorisation is revoked, without prejudice to materials lawfully published being retained for historical, documentary or corporate memory purposes.
- Historical and documentary archive: in accordance with FCC's and Inmocemento Group's corporate archiving policies, subject to periodic review, for the purpose of documenting the history of the Awards and FCC's and Inmocemento Group's corporate memory.
- 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 be retained for as long as necessary to fulfil the informational, historical or corporate purpose for which they were published, without prejudice to the exercise of applicable rights.

Where my image forms part of a photographic or audiovisual composition, its removal may require a reasonable period to evaluate and implement alternative solutions that effectively and proportionately address the request, 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 sending 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 that your request has not been handled appropriately, you may seek further information or submit a complaint to FCC's Data Protection Officer and, ultimately, to the Spanish Data Protection Agency (AEPD): www.aepd.es.

Incident Reporting

The FCC Group is committed to ensuring the protection of the personal data for which it is responsible. If you become aware of any possible breach of data protection regulations, please notify us at:

protecciondedatos@fcc.es.

The candidate acknowledges and expressly accepts that his or her image, voice, identifying data and submitted audiovisual materials may be used by FCC and Inmocemento Group entities (identified in the latest annual accounts available at www.fcc.es) in corporate communication campaigns, internal marketing initiatives, promotional materials, social media publications and any other advertising or informational media, whether owned by FCC or Inmocemento Group or by third parties, for the purpose of promoting the Healthy Living Awards, fostering a culture of occupational safety, health and well-being, and strengthening FCC's and Inmocemento Group's corporate image. Such use shall always be carried out in a manner that respects the dignity of the candidate and complies with applicable legislation.

Applicable Law and Jurisdiction

These Rules shall be governed by Spanish law. Any dispute arising from their interpretation or application shall be submitted to the Courts and Tribunals of Madrid, Spain, with express waiver of any other jurisdiction that may otherwise apply, without prejudice to the rights afforded to employees under applicable legislation.