



INTEGRATED POLICY ON QUALITY, ENVIRONMENT, AND OCCUPATIONAL HEALTH AND SAFETY

DB CARGO IBERIA is a railway transport operator managing intermodal operations and rail traction, providing logistics services for warehousing and distribution, leasing, selling, and upgrading railway assets, and developing cutting-edge technology focused on logistics management.

This policy also includes MDL DISTRIBUCIÓN LOGÍSTICA, specifically dedicated to integrated logistics, warehousing, and transport services.

Management considers quality, environmental protection, and occupational health and safety to be fundamental pillars for the delivery of its services and therefore commits to the following:

- **CONTINUOUS IMPROVEMENT** of our processes, activities, and integrated management system to deliver high-quality services that achieve full customer satisfaction, minimize our environmental impact, and ensure the safety and health of our workforce. In terms of quality, we will work to achieve annually a customer satisfaction index at least 5% above the threshold value defined by the parent company.
- **LEGAL COMPLIANCE:** We identify and comply with applicable legal requirements related to our services and facilities, as well as any other requirements to which we voluntarily subscribe.
- **ENVIRONMENTAL PROTECTION AND POLLUTION PREVENTION:** We identify and manage those aspects of our services and facilities that interact with the environment, considering a life cycle perspective and promoting the circular economy to reduce environmental impacts and optimize resource use, with the objective of achieving at least 90% recovery of railway asset waste. We assess the relevance of Climate Change within our organizational context and stakeholder expectations, committing to reduce Scope 1 and 2 emissions by 42% and Scope 3 emissions by 25% by 2030.
- **SAFE AND HEALTHY WORKING CONDITIONS:** We provide the means and implement the actions necessary to eliminate hazards and minimize occupational risks, preventing accidents and avoiding harm to the health of our workforce. We are committed to reducing the frequency and severity rates of occupational accidents reported in 2025 so that by 2030 they are reduced by at least half, achieving zero serious accidents, and ensuring that 100% of employees receive job-specific occupational health and safety training. We actively promote consultation and participation of workers and their representatives. We also promote health through vaccination campaigns and additional testing included in annual medical check-ups, enhancing monitoring and prevention beyond occupational health requirements.
- **INTEGRATION** of quality, environmental, and occupational health and safety aspects into the processes of our management system.
- **COMPETENCE, AWARENESS AND TRAINING:** We ensure the competence of our workforce through appropriate training and awareness actions so that employees understand their roles and responsibilities and the importance of complying with quality, environmental, and occupational health and safety requirements within the management system.

Management ensures that this policy is communicated, understood, and applied at all levels of the organization, is available to interested parties, and is periodically reviewed to ensure its continued suitability and effectiveness.

CEO

Idoia Galindo Jiménez