



Occupational safety and health policy

Calucem 
by Molins[®]

1. Subject

The Board of Directors of Cementos Molins, S.A. is responsible for defining and approving policies that form an integral part of the corporate governance system, including this Occupational Health and Safety Policy (hereinafter referred to as the "Policy").

The purpose of this Policy is to define the principles of action necessary to promote a safe and healthy working environment in all Molins companies, with the aim of eliminating accidents at work. To achieve this goal, all Molins companies, together with the Department of Occupational Safety and Health, have designed an Occupational Risk Prevention Management System and implemented a number of protocols.

2. Purview

This Policy applies to Cementos Molins, S.A. (hereinafter referred to as "Molins") and to all national and international companies individually controlled by Molins ("Subsidiaries").

In national and international companies where Molins has no control or control is shared ("Company Portfolio"), persons acting as representatives of Molins will promote the implementation of the principles and guidelines consistent with those set forth in this Policy.

This Policy applies to all employees, officers and members of Molins' board of directors, as well as third parties associated with Molins (hereinafter, and solely for the purposes of the provisions of this Policy, defined as "Associates").

3. Report non-compliance

Any incident or non-compliance with the principles set forth in this Policy must be reported through the Ethics Channel. Any non-compliance will be sanctioned by the Ethics and Compliance Committee in proportion to the gravity of the facts, regardless of any other legal consequences that may arise from it.

4. Principles of operation

Occupational safety and health is a fundamental pillar of Molins' business strategy. For us, the prevention of accidents, and the detection and correction of unsafe behaviors are crucial, because they allow us to improve on a daily basis.

Since one of the goals of Molins is the elimination of accidents, Molins has established the following principles of action that should guide all Contributors to always act in the safest possible way at work:

- Foster a corporate culture that prioritizes occupational safety and health throughout the value chain, as well as promote a healthy working environment.
- Comply with applicable occupational health and safety regulations and require compliance from all Associates associated with the company.
- To develop an occupational risk prevention system adapted to each part of Molins' business, as well as to mitigate and/or eliminate risks through the implementation of preventive measures.
- Continuously develop training campaigns and continuous improvement plans to prevent risks and harms in the work environment, prevent deterioration of health and thus improve the working conditions of all Associates associated with the company.

Additionally, Molins promotes the following values through its training and communication plan:

- Safety, as a fundamental value, is everyone's responsibility.
- All accidents can and must be prevented.
- Management has a responsibility to prevent accidents.
- Prevention of risks at work is a condition of employment.

5. Audit and monitoring of the Occupational Risk Prevention Management System

5.1. Occupational Risk Prevention Management System

Molins' occupational risk prevention management system is not only compliant with applicable regulations in each country in which we operate, but also adheres to the principle of continuous improvement, including the following actions:

- Risk assessment.
 - Development of workflows for high-risk tasks.
 - Identification and monitoring of applicable legislation.
 - Training staff on the risks of their jobs.
 - Internal behavior audit and periodic inspection of the affected areas.
 - Managing contractors.
 - Accident and incident investigation.
 - Control of the implementation of corrective and preventive measures.
 - Monitoring the annual improvement plan, goals and indicators.
 - Development of an emergency intervention plan.
 - Monitoring of health at work, with supervision by management.
-

- Preparation of an annual report on the implementation of measures and monitoring.

5.2 Audits of the Occupational Risk Prevention Management System

The Head of Occupational Risk Prevention coordinates risk audits in each of the national companies. In addition, the Internal Audit Department cooperates with and supervises audits, as prescribed by applicable regulations.

6. Approval, entry into force and revision

This Policy has been approved by the Board of Directors of Cementos Molins, S.A. and has entered into force on May 15, 2017.

The Health and Safety Department is responsible for ensuring the accurate implementation and appropriateness of this Policy and will therefore inform Contributors of the principles of operation and periodically review its content. Audits will be subject to approval by the Board of Directors, once approved by the Audit and Compliance Committee, with immediate effect upon publication.

6.1 Audit Minutes

Internal reference	Version	Update Date	Subject matter of the audit
P.26.2025	2	29.01. 2025	Updating and standardizing the policies of the Corporate Management System.