



Stakeholder Relations 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 Stakeholder Relations Policy (hereinafter referred to as the "Policy").

At Molins, we appreciate the importance of maintaining strong and transparent relationships with all our stakeholders. Therefore, our strategy is based on a framework of long-term relationships, based on trust, transparency and two-way communication. Maintaining constant and fluid channels of dialogue encourages stakeholder participation and allows us to understand the evolution of their needs. In this sense, we can adapt our business model to a reality that is closer and more aware of the environment in which we operate.

The purpose of this Policy is to establish commitments to develop a responsible business model that involves stakeholders, ensuring that our activities and operations are aligned with the company's values and the expectations of our stakeholders.

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 violation of the principles set forth in this Policy must be reported through the Ethics Line. Any violation will be sanctioned by the Ethics and Compliance Committee in a manner proportionate to the seriousness of the facts, without prejudice to any other legal consequences that may result.

4. Stakeholders of Molins

Molins stakeholders include, but are not limited to, the following categories:

- Associates
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- Constituency
- Suppliers, contractors and supply chain
- Shareholders and investors
- Local community
- Governments, public administrations and regulators
- NGOs and civil society
- Environment

5. Commitments

In order to incorporate and integrate the needs and expectations of our stakeholders into our operations and decision-making process, Molins commits to:

- To act responsibly and in accordance with our values and ethical principles, ensuring respect for human rights and environmental protection in all our relations with stakeholders.
- Comply with applicable legislation in all countries in which we operate.
- Be transparent and provide clear, timely and truthful information.
- Establish two-way communication channels that allow for feedback and active listening in our relationships with stakeholders.
- Treat all stakeholders with respect, recognizing the diversity of opinions, expectations and needs.
- Align our business decision-making process with sustainable development, creating long-term value for all our stakeholders.
- To promote the continuous improvement of our communication mechanisms.
- To encourage cooperation and stakeholder participation in order to build mutual trust and support local development, minimizing the impact of our activities on the environment and society.

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 Corporate Development and Sustainability Department is responsible for ensuring the accurate implementation and appropriateness of this Policy and will therefore familiarize associates with 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.29.2025	2	29.01.2025	Updating and standardizing the policies of the Corporate Management System.