



Sustainability policy

Calucem²
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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 sustainability policy (hereinafter referred to as the "Policy").

Molins strives to achieve a business based on sustainable development, aligning our strategy and value creation with the Sustainable Development Goals ("SDGs"). The purpose of this Policy is to establish a framework of general sustainability principles applicable to all our business activities, processes and operations. Molins has also developed various policies that regulate in more detail the different areas of action related to this Sustainability Policy.

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. General obligations

In line with our purpose of promoting social development and improving people's quality of life by creating innovative and sustainable construction solutions, Molins defines the following sustainability commitments:

- Establish a strong governance system that ensures regulatory compliance and encourages responsible and sustainable business development, based on Molins' values: efficiency, integrity, continuous improvement, passion and respect for the environment.
- Promote the establishment and achievement of strategic goals through the integration of sustainability into all business activities.
- Working together across our entire value chain to implement our 2030 Plan, with the goal of achieving carbon neutrality by 2050.

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- Contributing to the fight against climate change, promoting the conservation of ecosystems, biodiversity and natural capital, minimising environmental impacts and promoting climate action.
 - Develop clean energy by investing in the procurement of green energy and renewable energy parks for consumption in plants.
 - Contribute to the protection of marine life by managing wastewater discharges and implementing measures to reduce water consumption and reuse water.
 - To respect and promote the human rights of our Associates and stakeholders, encouraging our value chain to also adopt this commitment.
 - To establish comprehensive and sustainable management in our value chain through stable and fair relationships with our suppliers and customers, promoting economic development and the well-being of our surrounding communities.
 - Promote organic and inorganic growth of products and solutions with a lower carbon footprint, and support a circular economy model that enables the revaluation of waste and reduces the consumption of natural raw materials.
 - Manage the company's financial and sustainable risks by establishing appropriate control systems and continuous improvement mechanisms.
 - To foster a corporate culture based on ethical, transparent and integral behavior.
 - To enhance talent, promote opportunities for growth within the company and ensure the health and safety of Associates, as well as encourage respect and a healthy work environment.
 - Invest in innovation and digitalization with a focus on new technologies to improve efficiency, growth, and continuously improve customer satisfaction, looking for more sustainable alternative products.

This Policy must be viewed comprehensively in conjunction with Molins' corporate sustainability policies.

4. 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 January 29, 2025.

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.

4.1. Audit minutes

Internal reference	Version	Update Date	Subject matter of the audit
P.22.2025	1	29.01.2025	Approval // Odobrenje