

OCCUPATIONAL HEALTH, SAFETY AND WELL-BEING POLICY

Safety, health, and employee well-being are fundamental competitive assets for improving productivity and sustainability, as well as essential values for full individual development.

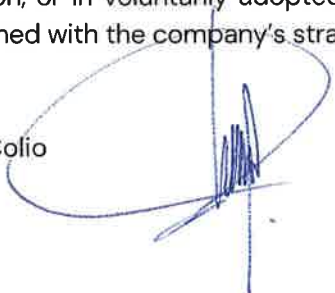
The Cementos Portland Valderrivas Group has a permanent and fundamental objective: to provide its employees, contractors, customers, and other stakeholders who may interact with its activities with safe and healthy working environments, free from injuries and harm to health, while also promoting their overall well-being.

Top Management establishes and commits to the following principles of action of the Cementos Portland Valderrivas Group in matters of safety, health, and well-being:

- ▶ Establish the necessary controls and safeguards to ensure that all Group decisions comply with the legal framework and the internal regulations of each Group company regarding occupational risk prevention, applicable to both internal and external personnel.
- ▶ Develop a preventive culture that encourages the active participation of workers, fostering care for their own safety and health and that of others.
- ▶ Implement and maintain an occupational health and safety management system that continuously improves our performance, identifies hazards, assesses risks, and implements controls for their elimination or minimization.
- ▶ Ensure real and effective integration of occupational health and safety in all decisions and activities, involving collaborators, contractors, and suppliers in the preventive culture.
- ▶ Promote innovation and the application of the best available techniques for occupational health and safety.
- ▶ Ensure consultation and participation of personnel and their representatives in decision-making related to workplace safety, health, and well-being.
- ▶ Provide the necessary resources to implement and maintain the occupational health and safety system.
- ▶ Promote people's health and well-being through specific activities aimed at creating healthy working environments and strengthening individual capacity to maintain and improve physical and emotional health, as well as overall quality of life.
- ▶ Establish effective and easily accessible communication channels with all stakeholder groups within the organization.
- ▶ Incorporate a gender perspective into prevention management, ensuring that occupational safety and health take into account differences in risk exposure, working conditions, and access to preventive measures between men and women.

This policy will be reviewed periodically by Management, and whenever changes occur in the policy itself, in legislation, or in voluntarily adopted agreements, in order to ensure that it remains relevant, appropriate, and aligned with the company's strategic direction.

Pablo Colio
CEO



Madrid, 1 february 2026