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	CORPORATE POLICY ON OCCUPATIONAL HEALTH AND SAFETY	2025-06-02
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I. PURPOSE AND SCOPE

Through this Corporate Occupational Health and Safety Policy (hereinafter the “Policy”), we establish guidelines applicable to Grupo UNACEM, which includes UNACEM Corp. S.A.A. (hereinafter the “Company”), its Subsidiaries (hereinafter “Business Units”), its Board of Directors, and employees (hereinafter “Employees”), as well as contractors and other persons under the supervision of the Grupo UNACEM; in the various regions where we operate, regarding the prevention of occupational health and safety risks, the protection of health and physical well-being, and the promotion of safe and healthy work environments in our operations.

In the event that local legislation in the jurisdictions where Grupo UNACEM operates imposes stricter requirements than the provisions of this policy, the more stringent requirements in that jurisdiction shall apply.

II. POLICY

Chapter 3, Section b) of our Code of Ethics and Conduct highlights the following:

“We provide all our employees with safe and healthy working conditions. In this way, we actively involve them in occupational safety and health management and provide them with training related to the risks of their work, with a particular focus on identifying and assessing those risks and establishing measures for their prevention, control, and response.”

III. GUIDELINES

The following guidelines help us focus our activities in accordance with our corporate Occupational Health and Safety policy:

- We apply our fundamental principle of Occupational Health and Safety at all times: “I take care of myself, I take care of you, and together we take care of each other.”
- We consider occupational health and safety a priority. Therefore, we conduct our operations in a safe and healthy manner, ensuring the well-being of our workers.
- Because life comes first, we prioritize a safe and healthy environment through everyone’s leadership and commitment, and we promote a culture of active prevention and continuous improvement in all our operations.
- We are committed to achieving our goal of zero occupational injuries and illnesses.
- We promote visible leadership and consistent role modeling by our leaders, who must foster safe behaviors and responsible management of occupational health and safety.

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- We manage risks in a timely manner by identifying, assessing, addressing, and monitoring hazards to protect the health and safety of our workers.
- We establish guidelines and obligations for our contractors and third parties under our supervision to implement this policy.
- We comply with current legal requirements and applicable occupational safety and health standards.
- We develop competencies and skills through ongoing training programs that ensure knowledge of and adherence to safe work practices in all the activities of Grupo UNACEM.
- We set clear and measurable goals each year across all our business units, which are periodically measured and evaluated based on priorities and action plans designed to ensure their achievement.
- We encourage active participation, consultation, and consideration of our employees, recognizing them as key players in strengthening our culture of prevention and interdependence.

IV. RESPONSIBILITY FOR THE POLICY AND ITS REVIEW

The Corporate Vice President of Industrial Operations is responsible for the Occupational Health and Safety Policy and must review it in the event of any significant changes in the environment of Grupo UNACEM, or at least every two years.

The Strategy and Sustainability Committee oversees the implementation of the Policy through monitoring, evaluations, and reports prepared by the Corporate Manager of Occupational Health and Safety.

The General Managers of the Business Units must take all necessary measures to ensure compliance with Occupational Health and Safety laws and regulations and to adopt and comply with policies and practices appropriate to the business, including, but not limited to, this policy. Likewise, they are responsible for taking the necessary measures to ensure that the personnel under their supervision comply with these policies.

At Grupo UNACEM, everyone has an individual responsibility to comply with the rules and guidelines set forth herein, as well as to seek guidance from the Corporate Manager of Occupational Health and Safety in case of any questions. Disciplinary measures and sanctions will be applied to those who fail to comply with the provisions of this policy.

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V. REFERENCE DOCUMENTS

- Code of Ethics and Conduct -;
- Supplier Code of Ethics and Conduct;
- Regulations of the Strategy and Sustainability Committee;
- Internal Work Regulations of the Business Unit;
- Corporate Procurement Policy;
- Corporate Travel Policy;
- Corporate Vehicle Policy;
- Corporate Policy for Comprehensive Risk Management;
- Life First Manual;
- Occupational safety and health legislation applicable to each Business Unit.

Document name	Corporate Policy on Occupational Health and Safety			Version
Responsible area	Corporate Industrial Operations			
Prepared by	Xavier Bonhommeau Corporate Manager of Occupational Health and Safety	Date of Review	02/06/2025	2.0
Reviewed by	Fernando Dyer Chief Risk and Compliance Officer	Date of Review	11/06/2025	2.0
Reviewed by	Eduardo Sánchez Corporate Vice President of Industrial Operations	Date of Review	29/09//2025	2.0
Reviewed by	Pedro Lerner Chief Executive Officer	Date of Review	30/09/2025	2.0
Approved by	Strategy and Sustainability Committee	Date of Approval	05/11/2025	2.0
Approved by	Board of Directors	Date of Approval	29/09/2025	2.0