GRUPO HAME

GROWING PROSPERITY

Sustainability

Policy

V3;April 2026.



going BEYOND

because for GRUPO HAME it matters










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Sustainability
Policy

At Grupo HAME, we believe the future is built through responsibility, compliance, and a long-term vision. Every action, decision, and commitment reflected in this policy represents our conviction to generate shared value by promoting people's well-being, ensuring the integrity of our processes, and respecting the environment in which we operate.



For us, this policy is more than a document; it is a framework and a living guide that evolves with the challenges of our time, reaffirming our determination to turn commitments into action as we continue to grow across all the sectors in which we operate.

For this reason, we reaffirm our vision of becoming leaders in sustainability, conducting business with ethics and transparency. From the Board of Directors, we have established criteria that guide our operations and conduct in governance, Human Rights, and the environment, ensuring that sustainability is integral to our business strategy.

Aligned with international best practices in sustainability and corporate governance, this policy was developed by the Head of Sustainability of Grupo HAME and has the approval and support of the Board of Directors. We ensure that its content reflects the Group's corporate values, contributes to our strategic objectives, and complies with applicable legal and ethical standards.

Felipe Molina
Member of the Board of Directors

Commitment

Sustainability is the foundation of how Grupo HAME operates and of its responsible growth strategy, reflecting a strong commitment to a better future. Grupo HAME's purpose is to plant with passion to cultivate prosperity and leave a lasting mark for future generations. Its vision is to be a world-class business group, geographically diversified and recognized as a benchmark for operational efficiency and sustainability.

Its sustainability actions contribute to the United Nations Sustainable Development Goals (SDGs), particularly those related to decent work, responsible production and consumption, climate action, and equal opportunities.

Grupo HAME believes that true value is measured not only by economic results, but also by the positive impact it leaves on people, the environment, and communities. This policy reaffirms its commitment to sustainability as a cross-cutting principle and defines the shared framework that guides all operations, ensuring consistency and alignment with the highest standards.















Scope

This policy applies to all operations and business units of Grupo HAME, regardless of the region or country in which they operate. Its scope includes employees, contractors, business partners, suppliers, and all participants within the value chain[1], who are expected to comply with the principles and commitments established herein, promoting the integration of sustainability into business management.

[1] *Includes actors that participate in the creation of products from Grupo HAME, from the raw materials' origin to the final client.*



Guiding **Principles**

At Grupo HAME, sustainability management is supported by the highest standards and global commitments.

Operations are guided by:

- Compliance with applicable national and international legislation across all operations, as well as the voluntary adoption of globally recognized standards.
- The Ten Principles of corporate sustainability of the United Nations Global Compact, related to Human Rights, Labor Standards, the Environment, and Anti-Corruption.
- Unwavering respect for human and labor rights, in accordance with the International Bill of Human Rights and the applicable fundamental conventions of the International Labour Organization (ILO).
- Protection of and respect for the environment, promoting sustainable production that balances business growth with the care of the planet.
- Grupo HAME's Code of Values and Behaviors, and the practice of business behavior grounded in ethics, integrity, and transparency.

These principles form the foundation and guidance for Grupo HAME's Sustainability Policy.



Policy
Management

Grupo HAME integrates sustainability through a continuous improvement approach and reports on its performance with transparency. Sustainability is not an isolated purpose, but rather a way of conducting business, creating value, and building trust with all stakeholders[2].

To implement this policy, Grupo HAME commits to:

- Establishing and periodically reviewing sustainability commitments and goals that guide strategy and enable the measurement of progress toward governance, Human Rights, and environmental objectives.

- Integrating sustainability criteria into all strategic and operational decisions, ensuring that the Group's growth is carried out responsibly.

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[2] *They are all the people, groups, or entities that may be affected by, or that may influence, directly or indirectly, the activities and decisions. This includes employees, local communities, suppliers, contractors, customers and business partners, authorities, investors, strategic allies, and civil society organizations.*



- Implementing voluntary national and international certification standards that support continuous improvement and validate compliance and sustainable performance.

- Strengthening accountability through the publication of periodic sustainability reports aligned with best reporting practices, transparently reflecting results, progress, and challenges.

- Reviewing this policy when necessary in response to regulatory, strategic, or contextual changes, ensuring its relevance and continuous improvement.

Through these commitments, sustainability is reinforced as a fundamental pillar of Grupo HAME's organizational culture, strengthening trust, transparency, and the creation of shared value in every area where the Group operates.









Sustainability
Model

We go beyond by transforming the ordinary into the extraordinary.

Our sustainability model is built on a clear conviction: to create value by placing people at the center, operating responsibly toward the environment, and ensuring the strength and continuity of the business.

This model comes to life through four fundamental principles that guide how we operate, make decisions, and build relationships:

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Caring for what matters most: We protect what matters most: our people and our planet (Human Rights). We conduct responsible business that creates value and cultivates prosperity. Sustainability is integrated into every action and every step, because by caring for what matters most, we build a more prosperous future.

Beyond words — action!: Our actions define us. With integrity and transparency, we bring our commitments to life. With accountability and consistency, we stand by what we do.

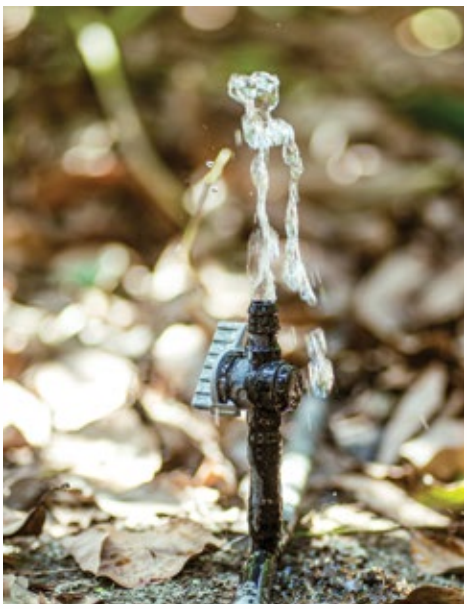
Beyond expectations: We comply with laws, regulations, and standards—both local and international—cultivating the trust of our partners and stakeholders. We apply the best economic, social, and environmental practices guided by the highest standards. We aspire to be a sustainability benchmark through actions that transform the ordinary into the extraordinary.

Connections that transcend: We build authentic and lasting relationships based on trust, collaboration, and shared vision. Together, we drive sustainable development and generate shared value.



















Grupo HAME's

Commitments

Sustainability management is structured around three pillars: **Governance, Human Rights and Environment.**



1. Governance

We lead with integrity because we care

> ***Grupo HAME's sustainability model is grounded in strong and transparent governance, guided by integrity and enriched by the perspectives of diverse stakeholders.***

This pillar establishes the principles and mechanisms that ensure ethical management aligned with the Group's values, enabling responsible decision-making and accountability to stakeholders.

Grupo HAME commits to:

1.1 **Maintaining a corporate governance structure** based on forums and processes that ensure strategies are aligned with internal policies, integrated into the business, and effectively implemented.

1.2 **Acting with integrity and transparency** in compliance with internal policies and procedures.

1.3 **Ensuring traceability and due diligence** in the supply chain through evaluation and monitoring mechanisms.

1.4 **Providing accessible, transparent, and confidential mechanisms** to receive and address complaints, reports, or concerns, ensuring proper management.

1.5 **Publicly and transparently reporting on sustainability performance** through various accountability mechanisms.

2. Human Rights

We value people because we care

> ***Grupo HAME recognizes its responsibility to respect and promote internationally recognized Human Rights and to provide remedies when necessary[3].***

Grupo HAME commits to:

2.1 **Identifying, preventing, and managing Human Rights risks and impacts**, ensuring respect for all individuals connected to its operations[4].

2.2 **Guaranteeing fair and dignified working conditions,** promoting decent work[5], fair compensation, and respect for fundamental labor rights.

2.3 **Preventing and prohibiting child labor,** human trafficking, forced labor, and exploitative working conditions.

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[3] *In accordance with the United Nations Guiding Principles on Business and Human Rights.*

[4] *Following international best practices and methodologies for Human Rights due diligence.*

[5] *According to the International Labour Organization (ILO), decent work refers to productive work that is adequately remunerated and carried out under conditions of freedom, equity, security, and human dignity.*









2.4 **Ensuring occupational health and safety management** focuses on risk prevention, regulatory compliance, and safe, healthy working environments.

2.5 **Preventing and prohibiting any form of discrimination** based on age, ethnicity, religion or belief, gender, sexual orientation, disability, pregnancy, nationality, or any other personal or social condition, ensuring equal opportunities.

2.6 **Recognizing and respecting freedom of association and collective bargaining** for mutual benefit, promoting respectful and continuous dialogue channels.

2.7 **Respecting the cultural identity,** customs, practices, and beliefs of local communities and Indigenous peoples, as well as their customary rights and constitutional rights to private property.

2.8 **Maintaining open, transparent, and continuous dialogue with stakeholders,** as well as an "open-door policy" that promotes mutual trust and active participation.

2.9 **Preventing and prohibiting any form of harassment,** intimidation, violence, or retaliation against Human Rights Defenders and any other individual.

2.10 **Contributing to local development** and community well-being through Fundación HAME and its action pillars for shared value creation.



3. Environment

We support nature because we care

Grupo HAME recognizes that environmental protection and stewardship are essential to ensuring the well-being of future generations and the sustainability of the business. Its commitment focuses on preserving natural resources by adopting the best environmental management practices to generate a positive impact on the planet.

Grupo HAME commits to:

3.1 **Managing water resources efficiently and responsibly,** optimizing their use, and ensuring the proper treatment and disposal of wastewater.

3.2 **Ensuring deforestation free[6] operations** in accordance with applicable regulations and certification standards.

3.3 **Measuring and managing Greenhouse Gas (GHG) emissions,** identifying opportunities for progressive reduction, and promoting mitigation practices aligned with operational and financial capacities.

3.4 **Promoting a circular[7] economy model** through comprehensive waste management to progressively reduce waste generation.

3.5 **Promoting efficient operational practices to optimize energy consumption**, as well as the generation and/or use of renewable energy in accordance with the conditions of each operation.

3.6 **Ensuring product safety and quality** through risk management, compliance with applicable regulations and standards, and the strengthening of systems according to best practices.

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[6] *Conversion of forests to other land uses or the long-term reduction of forest cover (FAO, United Nations definition).*

[7] *A management model that seeks to optimize the use of natural resources, minimize waste generation, and promote the reuse, recycling, and regeneration of materials.*



















Implementation and **Monitoring**

To ensure that this policy is translated into concrete actions, the Sustainability Assurance team will coordinate its implementation through Sustainability Plans, which guide management toward measurable results.

Implementation and monitoring are structured around the following pillars:

- **Corporate responsibility:** The Board of Directors ensures that this policy aligns with the Group's business strategy and oversees that each Business Unit develops and implements specific policies consistent with this corporate framework.
- **Operational management:** The Sustainability Assurance team acts as a link between the different levels of the Group. This team leads the development of Sustainability Plans and ensures consistency in deployment, execution, monitoring, reporting, communication, and training efforts.
- **Sector-level deployment:** Each Business Unit assumes the commitments established in this policy and adapts them to its operational context.
- **Performance measurement:** Key performance indicators (KPIs) will be established to measure and monitor the achievement of objectives and targets.
- **Evaluation and continuous improvement:** Internal and external review and audit processes will be conducted to support continuous improvement, transparency, credibility, and accountability to stakeholders.

This way, the policy becomes a dynamic instrument that promotes transparency and strengthens corporate governance.

Communication

Grupo HAME will communicate this policy clearly, accessibly, and continuously to employees, suppliers, business partners, communities, and other stakeholders to ensure they understand the scope and commitments established.

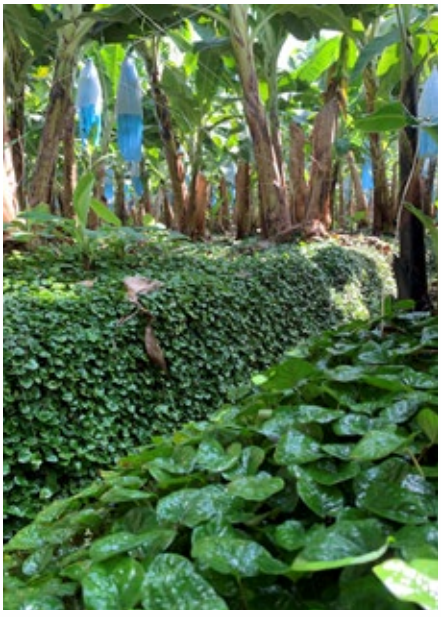
To ensure effective and transparent communication, the Group commits to:

- **Public Availability:** Publishing the policy and related reports on our website[8].
- **Internal dissemination:** Communicating the commitments of this policy to employees through training programs and tools tailored to each audience.
- **Organizational culture:** Promoting a culture of awareness and commitment to sustainability.
- **External dissemination:** Sharing the commitments of this policy with stakeholders.

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[8] *In line with Grupo HAME's environment commitment, the policy will be available online on the corporate website, avoiding any unnecessary use of printed materials.*





Term and **Validity**

The Grupo HAME Sustainability Policy enters into force immediately, replacing the version issued in 2021. Its content will be reviewed periodically to ensure continuous updating and compliance with the commitments established.







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