



REPORT OF THE NOMINATION AND COMPENSATION COMMITTEE TO THE BOARD OF DIRECTORS ON THE QUALIFICATION OF DIRECTORS

I. INTRODUCTION

In accordance with the provisions of Article 6 of the Board of Directors Regulations of INMOCEMENTO, S.A. (hereinafter, the "**Company**" or "**INMOCEMENTO**"), which incorporates Recommendation 14 of the Good Governance Code of Listed Companies approved by the National Securities Market Commission on February 18, 2015 (Revised in June 2020), the Appointments and Remuneration Committee issues this Report in order to verify the category to which each of the Company's Directors are assigned in accordance with the four categories regulated in Article 6.2 of the Board Regulations (Independent Directors, Proprietary Directors, Executive Directors and Other Directors) and Article 529 duodecies of the revised text of the Capital Companies Act, approved by Royal Legislative Decree 1/2010, of July 2 (hereinafter, the "**Capital Companies Act**") so that the Board of Directors, once it has reviewed the category of the Directors, may submit to the next General Shareholders' Meeting of the Company, the ratification of the categories to which the members of the Board of Directors of INMOCEMENTO are currently assigned.

All members of the Appointments and Remuneration Committee have participated and actively participated in the preparation of this Report, under the direction and coordination of its Chairman, taking into consideration the comments and assessments made by all of them.

The verification of the categories of the Board Members has been carried out through a formal procedure of evaluation of the personal and professional circumstances of each one of them, in order to determine whether they allow ratifying the category to which the Board Members are currently assigned or whether there has been any change in the mentioned circumstances that may lead to a modification of such category.

This Report and its conclusions will be presented by the Chairman of the Nomination and Compensation Committee to the Board of Directors at its meeting on April 30, 2025 and made available to the shareholders at the time of the call of the next General Meeting.

II. ANALYSIS OF DIRECTORS' QUALIFICATIONS.

From the process of analysis of the qualification of the Company's Board Members carried out by this Appointments and Remuneration Committee, it is concluded, firstly, that all the Board Members meet the requirements of recognized honorability, solvency, technical competence and experience established in Article 16.1 of the Board Regulations, without any of them having been involved since their appointment in any of the causes for dismissal and resignation regulated in Article 18 of said Regulations.

In relation to the specific assignment of each of the Board Members to the different categories of Board Members, the following is stated for the record:



A) Executive Director (1).

The Board of Directors of the Company has a Director assigned to the category Executive Director (Mr. Pablo Colio Abril).

D. Pablo Colio Abril is an executive Director since, in addition to being a member of the Board of Directors of INMOCEMENTO, he is a member of the Company's Senior Management, being responsible for the Cement business.

B) External Proprietary Board Members 7).

External proprietary Board Members constitute a large majority of the members of the Board of Directors, with a total of seven Board Members in this category as of the date of this Report.

Proprietary Directors have this qualification as they have been proposed, in accordance with the provisions of Article 6.2.b) of the Board of Directors Regulations, by the significant shareholders of the Company Control Empresarial de Capitales, S.A de C.V. and Nueva Samede 2016, S.L.U.

The proprietary directors appointed at the proposal of Control Empresarial de Capitales, S.A. de C.V. are as follows:

- Mr. Juan Rodríguez Torres
- D. Gerardo Kuri Kaufmann
- D. Carlos Slim Helú
- D. Alejandro Aboumrad González

The proprietary directors appointed at the proposal of Nueva Samede 2016, S.L.U. are as follows:

- Ms. Alicia Alcocer Koplowitz
- Ms. Esther Alcocer Koplowitz
- Mrs. Esther Koplowitz Romero de Juseu

C) Independent Non-Executive Directors (2)

At the date of approval of this Report, the Board of Directors has two independent external Board Members: Ms. Gisselle Morán Jiménez and Mr. Álvaro Vázquez de Lapuerta.

This Committee considers that all of them maintain the personal and professional conditions that determined their qualification as external independent Directors, without any type of relationship with the Company, its significant shareholders or its executives, which could condition the performance of their duties as Directors or, particular, any of the circumstances established in Article 529 duodecies of the Capital Companies Act and in Article 6.2.a) of the Board of Directors Regulations for not being considered independent Directors.



III. CONCLUSIONS OF THE BOARD MEMBER QUALIFICATION REVIEW PROCESS.

The main conclusions reached as a result of the verification and analysis of the circumstances of each of the Company's Directors are as follows:

- All of the Board Members meet the requirements of recognized honorability, solvency, technical competence and experience established in Article 16 of the Board Regulations, and none of them has been involved in any of the causes for dismissal and resignation regulated in Article 18 of said Regulations.
- Since their appointment as Directors there has been no change in the personal or professional circumstances of the Directors that would justify the advisability of proposing a revision or modification of the category to which they are currently assigned, and therefore it is appropriate to maintain and confirm the classification of the Company's Directors.