



SUSTAINABILITY REPORT 2025

**LOMA
NEGRA**

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100 YEARS OF LEADERSHIP AND SUSTAINABLE COMMITMEN



This year marks a significant milestone for our Company: **Loma Negra celebrates 100 years** of contributing to Argentina's sustainable and productive development.

Therefore, in this special context, we proudly present the fifth edition of our Sustainability Report, a document that reflects Loma Negra's economic, environmental, and social performance. Our history has been built over this century through the work and trust of all the people involved in each achievement: our employees, customers, suppliers, contractors, communities, and partners.

We honor the past, but we also build the future, guided by our sustainability strategy. Focused on circular economy, decarbonization, energy and operational efficiency, and community impact initiatives, this report shows how we continue to consolidate a resilient and sustainable business model.

We continue to strengthen our leadership in the industry, facing the challenges that 2025 presented. The complexity of the country's political and economic context affected the level of activity and the recovery trend achieved in the first half of the year. However, with our characteristic strength, we maintained investment and employment, and we are prepared to continue supporting the country's sustainable productive development.

In 2025, we reached a historic milestone: the launch of our new 25-kilo bag. This initiative represents far more than a mere change in format; it embodies a profound operational transformation that required the adaptation of plants and production processes. Over the course of five years, we invested more than 65 million dollars to achieve this milestone. The result is a significant advancement that not only strengthens the construction industry but also generates a lasting positive impact, particularly in safeguarding the health and well-being of our workforce.

This commitment to sustainable development is noted in our social initiatives, through Fundación Loma Negra. On its 20th anniversary, we reaffirm this path by promoting programs that strengthen education, employment, and community development through collaborative work. In 2025, we promoted more than 170 social projects, reaching over 90,000 people, with 701 collaborations by partner organizations and the engagement of more than 3,500 volunteers, including employees and community members.

Because being part of the history of so many Argentinians also means committing to their future.

With this in mind, I invite you to explore these pages, which reflect our commitment to a shared purpose: **Transform people's lives by fostering sustainable growth.**

Thank you very much.

Sergio D. Faifman
Chief Executive Officer (CEO)



01

ONE HUNDRED YEARS, ONE VISION, AND ONE LEGACY

SUSTAINABILITY
REPORT
2025

**LOMA
NEGRA**

ONE VISION AND ONE LEGACY

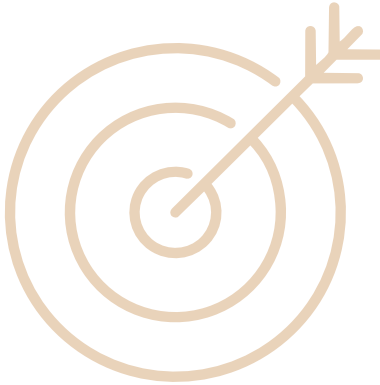
SOLID FOUNDATIONS FOR A SUSTAINABLE FUTURE

For a century, we have been building our history together with all our stakeholders. We are leaders in the cement industry. We offer quality products that are part of the foundation of the country's development.

Our trajectory is based on innovation, operational excellence, and the continuous search for sustainable solutions that drive the growth of communities. With a presence across multiple regions of Argentina, we create economic, social, and environmental value, fostering inclusive progress and promoting responsible environmental stewardship.

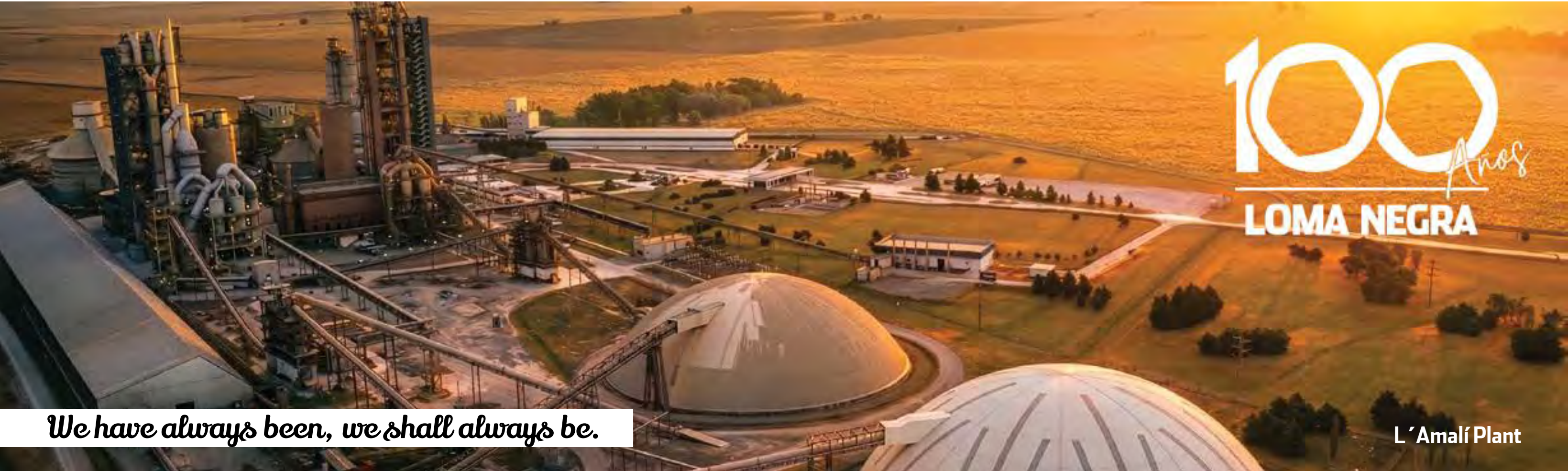
Thus, we reaffirm our commitment every day to continue building a sustainable future¹.

¹ This report refers to Loma Negra CIASA and includes, as appropriate, information about Ferrosur Roca S.A., Recycomb S.A.U. and Fundación Loma Negra.



OUR PURPOSE

A CENTURY OF HISTORY GUIDED BY A SINGLE PURPOSE:
TRANSFORM PEOPLE'S LIVES BY FOSTERING
SUSTAINABLE GROWTH.



We have always been, we shall always be.

L'Amalí Plant

OUR **CULTURAL PRINCIPLES** GUIDE EVERY **DECISION
AND ACTION** WE TAKE:

We have a
 **GOOD
TIME**

Because we recognize the effort and commitment behind achievements and we celebrate them as a team, because we create places to learn from our mistakes and we have an optimistic attitude.

We are
 **ALL
LOMA**

Because we share our opinions to add value, promote spaces for listening to different voices, and work as a team, fostering diversity.

We make it
 **SAFE**

Because we respect the rules and procedures, we are attentive and alert while we work, we raise early warnings and stop when there are dangerous conditions and we take care of others and ourselves.

We always have a
 **SERVICE
ATTITUDE**

Because we ask about customer satisfaction with the services and products we deliver, we listen to requests, analyze needs, and respond by adding value. Because we engage with a holistic vision and work together to find the best way to solve problems.

We
constantly  **CHALLENGE
OURSELVES**

Because we take nothing for granted and always seek the best way to do things. We make things agile and simple, taking calculated risks.



OUR VALUES



RESPECT FOR PEOPLE

and the environment, acting fairly toward employees, customers, suppliers, public agencies and communities.

QUALITY AND INNOVATION

promoting excellence and the continuous development of our products and services.

RESPONSIBLE CONDUCT

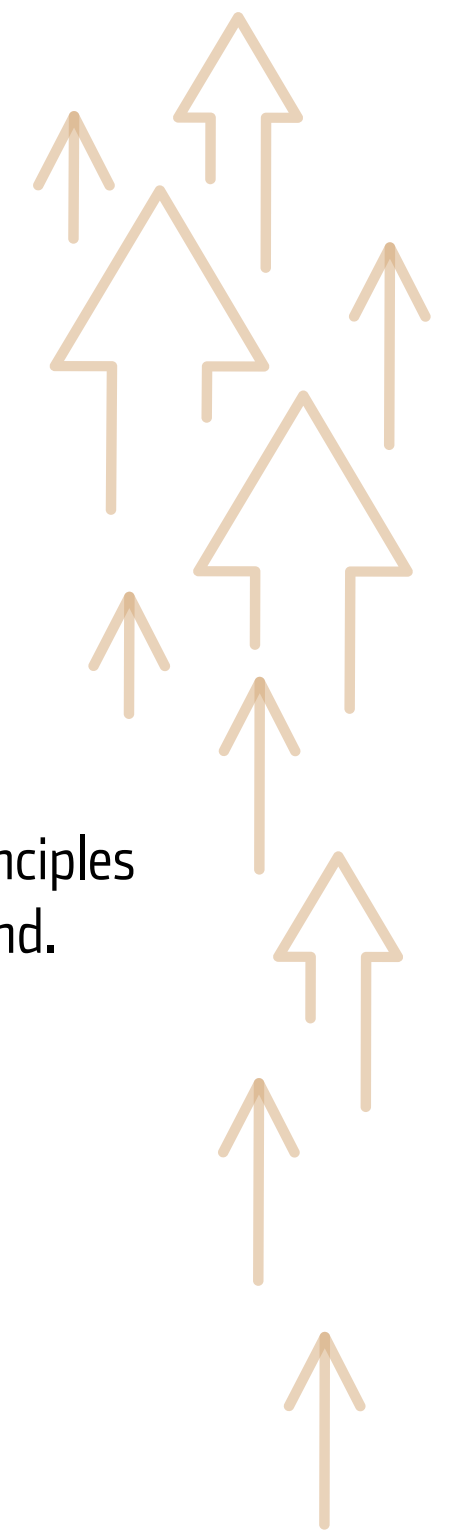
complying with Argentine law and universal principles of coexistence, without discrimination of any kind.

FOCUS ON RESULTS

driving sustainable performance.

TRANSPARENCY

guaranteeing clear, complete, and accessible information.



MISSION



Grow and develop together with customers, employees, suppliers, shareholders and communities focused on **INNOVATION, SUSTAINABILITY, AND OPERATIONAL EXCELLENCE.**

VISION



STAND OUT IN FRONT OF CUSTOMERS for the level of alliance and services, leading the markets in which it operates in the cement industry.

HONORING THE PAST, BUILDING THE FUTURE

<p>1926</p> <p>WE EXPANDED TERRITORIALLY</p> <p>LOMA NEGRA IS FORMED IN OLAVARRÍA</p>	<p>1950 - 1989</p> <p>WE EXPANDED TERRITORIALLY</p> <p>We inaugurated plants in Barker, San Juan, Zapala and Catamarca and expanded the production capacity in Olavarría.</p>	<p>1992</p> <p>WE DIVERSIFIED THE BUSINESS</p> <p>FERROSUR Roca</p> <p>We obtained the concession for the Ferrosur Roca railway network.</p>	<p>1997</p> <p>RECYCOMB</p> <p>We created Recycomb, dedicated to recycling industrial waste.</p>	<p>1998</p> <p>LOMAX</p> <p>The Lomax concrete mixer was launched.</p>	<p>1998</p> <p>WE PURSUED CONTINUOUS GROWTH</p> <p>We inaugurated the Technical Center.</p>	<p>2000</p> <p>WE PURSUED CONTINUOUS GROWTH</p> <p>We inaugurated LomaSer, the country's first Logistics Supercenter.</p>	<p>2001</p> <p>WE INCREASED OUR PRODUCTION CAPACITY</p> <p>L'Amalí began operations in Olavarría.</p>
<p>2005</p> <p>WE PURSUED CONTINUOUS GROWTH</p> <p>InterCement</p> <p>Loma Negra becomes part of the InterCement Group.</p>	<p>2006</p> <p>WE PURSUED CONTINUOUS GROWTH</p> <p>Fundación LOMA NEGRA 20 años</p> <p>Fundación Loma Negra is formed.</p>	<p>2009</p> <p>WE CONTINUED DIVERSIFYING OUR BUSINESS</p> <p>We acquired La Preferida quarry, allowing us to enter the construction aggregates market.</p>	<p>2017</p> <p>WE ARE AN INTERNATIONAL PUBLIC COMPANY</p> <p>We launched an IPO and went public on the Buenos Aires and New York Stock Exchanges.</p>	<p>2021</p> <p>WE INCREASED OUR PRODUCTION CAPACITY</p> <p>We invested 300 million dollars in the inauguration of the second production line of our L'Amalí Plant, increasing production capacity by 40%.</p>	<p>2025</p> <p>WE INCREASED OUR PRODUCTION CAPACITY</p> <p>25k</p> <p>25 KG BAG: We developed 7 new bagging lines and modernized 5 others. This was a 5-year, + 65 million dollars investment in technology and infrastructure.</p>	<p>2026</p> <p>100 años LOMA NEGRA</p> <p>AUGUST 5TH 100 year anniversary.</p>	

BUSINESS UNITS



LOMAX

LOMA NEGRA'S CONCRETE

Our **Lomax** business unit has fixed and mobile plants that adapt to the needs of each project, offering custom-designed ready-mix concrete. With over 25 years of experience, it provides high-standard technical and logistical solutions and participates in projects of varying sizes, including infrastructure projects, private developments, and wind farms.



RECYCOMB

WE TRANSFORM WASTE INTO ENERGY

With 100 % ownership, our Company engaged in the treatment of industrial waste offers the best alternative for thermal valorization in Argentina. We apply Fuel Blending technology to emulsions, paint and oil sludge, solvents, and shells, among others, to generate an alternative fuel called Recyfuel ® that is used only in our clinker kilns at the L'Amalí Plant in Olavarría.

LA PREFERIDA

EXTRACTION AND PROCESSING OF AGGREGATES

In our La Preferida Quarry located in Olavarría, Province of Buenos Aires, we extract and process aggregates to supply concrete mixers, cement and other construction material distributors, construction companies and road companies.



FERROSUR ROCA

WE PROVIDE A FREIGHT TRANSPORT SERVICE

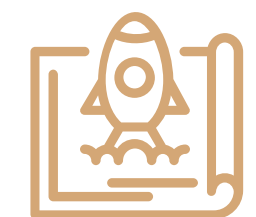
seeking to provide logistic solutions and ensure our customers' satisfaction. With an 80 % shareholding, we operate the concession of a network of more than 3,000 kilometers that crosses the provinces of Neuquén, Río Negro, southern La Pampa and Buenos Aires, linking productive poles and providing transport service for mining, chemical, agricultural, cement and aggregate companies such as Loma Negra.





HIGHLIGHTS

BUSINESS



ARS 181,002
MILLION EBITDA

ARS 848,087
MILLION
NET SALES

8.3/10
overall customer
SATISFACTION

+950
SUPPLIERS

3,231,422 tons
OF CLINKER PRODUCED

4,974,472
TONS DISPATCHED
(including masonry, cement and lime)

ENVIRONMENT



CARBON FOOTPRINT:

-22 % CO₂e EMISSIONS² compared to the 2021 baseline year

CARBON FOOTPRINT
CERTIFICATION for OPC
40, OPC 50 from L'Amalí,
and CPC 40 from LomaSer

ENVIRONMENTAL PRODUCT
DECLARATIONS (EPD) for OPC 50
from L'Amalí and CPC 40 from LomaSer
registered internationally

WASTE MANAGEMENT AND CIRCULAR ECONOMY:

85 %
OF WASTE
RECOVERED

+270,000 TONS
OF RECOVERED MATERIALS USED
AS ALTERNATIVE INPUTS, through the
use of alternative materials and fuels, including
biomass, for cement production

WATER MANAGEMENT:

-3.5 %
WATER
WITHDRAWAL

-21 %
OF WATER WITHDRAWAL
in water-stressed areas

²Gross direct absolute emissions.

SOCIAL



2,689 EMPLOYEES

contribute with their talent in **Loma Negra (1,714)** and in **Ferrosur (975)**

100 %

completion of the **ANNUAL TRAINING PLAN**

+55.670

HOURS OF TRAINING representing an 11 % increase compared to 2024

91,453

DIRECT BENEFICIARIES

701

participations of **PARTNER ORGANIZATIONS** in social programs and projects

172

PROJECTS were supported through the various programs of the **Fundación Loma Negra**

GOVERNANCE



100 %

of new suppliers hired during the fiscal year were **EVALUATED IN ENVIRONMENTAL AND SOCIAL CRITERIA**

100 %

RESOLUTION OF CASES submitted through the Ethics Line

100 %

OF LOMA NEGRA EMPLOYEES TRAINED IN OUR INTEGRITY PROGRAM

SAFETY



-24 %

DECREASE IN LOST WORKDAYS (LWDS) in 2025 compared to 2024 (25 vs. 33)

0

FATAL ACCIDENTS OR ACCIDENTS WITH SERIOUS INJURIES



AWARDS AND RECOGNITION



Recognition "Program Connecting Companies with SDG"

The Argentine Business Council for Sustainable Development (CEADS) recognized our strategy, which is integrated with the United Nations Sustainable Development Goals (SDGs).

Global Compact Recognition

Within the framework of the 2025 Circular Economy Competition, we received an award for our Recycomb project, "Co-processing of disused wind turbine blades, converting them into alternative fuel for the L'Amalí Plant's kilns."

Dircoms Award 2025

Our "Hacemos Loma" campaign was recognized with 3rd place in this award, in the Internal Communications category.

Clarín Award for Excellence

We were recognized by Clarín's Arquitectura magazine, along with the consulting firm D'Alessio Irol, with 3rd place in the Materials Manufacturers category.

Britcham Award

We received 2nd place in the Britcham Argentina Sustainability Leadership Awards for our 2024 Sustainability Report.



Impact Awards

We received 3rd place in the 2025 ADRHA Impact Awards for our safety campaign: "The Ideal XI: The 10 Golden Rules + You," recognized for its contribution to the culture, well-being, and safety of our teams under our motto, "We make it safe or We Don't make It."

Eikon Awards

We received the Silver Eikon Award for our 2024 Sustainability Report.



Conciencia Award

We won the 3rd place in the Conciencia Award for our "Carbon Footprint Calculator" project.



BA Certification

During the reporting period, the 2024 Sustainability Report was awarded the BA certification from the Government of the Autonomous City of Buenos Aires, which recognizes the presentation and validation of sustainability reports prepared in accordance with GRI and SASB international standards.

Sustainability Index

Recognition for best mining performance awarded by the Environmental Management Department.

ECONOMIC PERFORMANCE

	2025	2024
DIRECT ECONOMIC VALUE GENERATED		
Income	948,387	1,276,310
ECONOMIC VALUE DISTRIBUTED		
Operating Costs	659,042	644,089
Salaries and benefits for employees	125,225	125,021
Payments to capital providers	57,960	109,340
Payments to the government	82,788	195,963
Community Investments	552	586
RETAINED ECONOMIC VALUE		
Retained economic value	22,821	201,311
Net Income for the Period	22,821	202,094

Values expressed in millions ARS



Learn more about our economic performance in detail



02

SOLID FOUNDATIONS FOR LEADERSHIP

SUSTAINABILITY
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2025

**LOMA
NEGRA**

A LEGACY OF TRANSPARENCY AND POSITIVE IMPACT



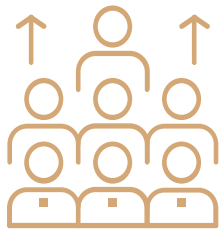
Learn more about our Corporate Governance in detail

At Loma Negra, we have a corporate governance structure that ensures transparent, efficient, and responsible management, addressing the expectations of all our stakeholders.

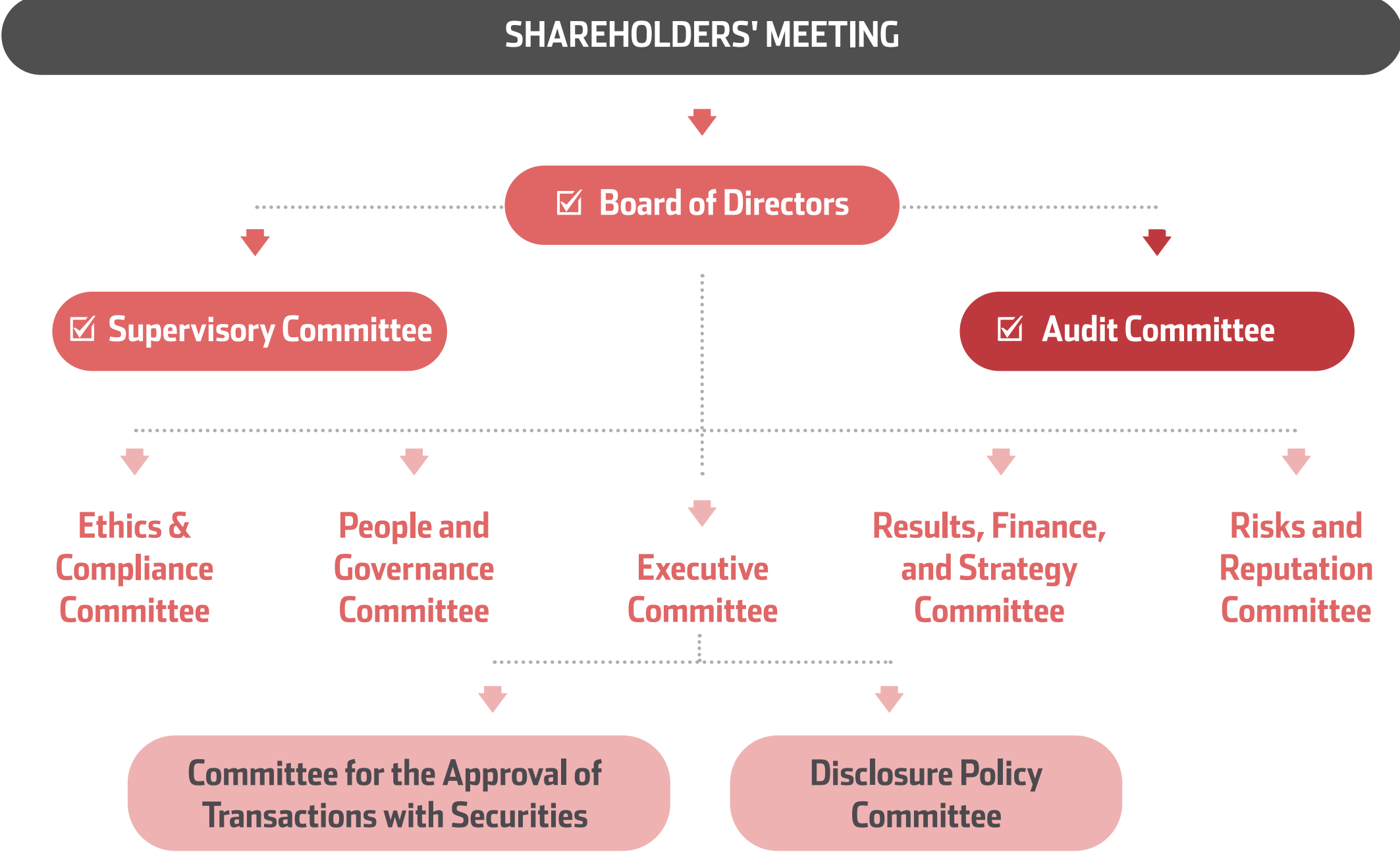
Our committees are composed of specialized professionals with the capacity to evaluate and decide on complex issues that cut across different areas of the Company. This multidisciplinary approach allows us to anticipate risks, identify opportunities, and ensure decisions aligned with the creation of sustainable value.

We also have a framework of policies, internal regulations, and control processes that guarantee clear, ethical and well-founded decision-making. These mechanisms not only strengthen transparency but also promote fairness, integrity and regulatory compliance in all our operations.

The commitment to good corporate governance is a fundamental pillar of Loma Negra's sustainability strategy. We believe that ethical and responsible management is essential to strengthening the trust of our stakeholders and contributing to the sustainable development of the communities in which we operate.



CORPORATE GOVERNANCE STRUCTURE



BOARD OF DIRECTORS

The Board of Directors is the highest governing and management body of the Company, responsible for defining strategic business decisions, risk management, and compliance with sustainability commitments.

COMPOSITION

The controlling shareholder nominates the members of the Board of Directors, who are then appointed for a term of one year. The election of directors takes place at the Annual Shareholders' Meeting, in which all shareholders may participate and cast their vote, along with the presence of the directors and members of the audit committee. Decisions related to the appointment of directors require the approval of an absolute majority of the shareholders present.

For its composition, we consider criteria of diversity and inclusion, academic background, and professional experience, thus ensuring a comprehensive and representative perspective. In accordance with the regulations of the National Securities Commission, at least 20 % of its members must be independent directors, guaranteeing objectivity and balance in decision-making.


The Board of Directors meets at least quarterly to oversee the performance of operations and the progress of projects. The members of the Executive Committee participate in these meetings, presenting the progress and results of the different areas, while strategic issues, objectives, and policies are discussed.

³ We have not received proposals and/or opinions from other minority shareholders or stakeholders to be considered at the Meeting.

None of the members of the highest governing body holds any significant additional positions or commitments that would compromise their ability to fulfill their obligations within the organization.

OUR BOARD OF DIRECTORS

POSITION	NAME	YEARS AS BOARD MEMBER	INDEPENDENCE
President	Paulo Diniz ⁴	9	No
Vice president	Sergio Damian Faifman ⁵	14	No
Regular Director	Javier Enrique Patrón	4	No
Regular Director	Humberto Junqueira de Farias	1	No
Regular Director	Laura Gé	3	Yes
Regular Director	Sergio Daniel Alonso	9	Yes
Regular Director	Cesar Javier Graña	7	Yes

⁴ Our Chairman, Paulo Diniz, is not part of the Executive Committee of the Company. 

⁵ Sergio D.Faifman is the only member of the Board who is, in addition, an executive member of the Company (CEO). 

SUPERVISORY COMMITTEE

The General Corporations Law imposes multiple duties and functions on the Supervisory Committee. One of its primary functions is to oversee the management of Loma Negra and ensure that the other bodies of the Company comply with laws, bylaws, shareholders' resolutions, and internal policies and procedures.

The members of the Supervisory Committee must be lawyers or accountants and all must be unrelated to Loma Negra.

Statutory Auditors:

Omar Raúl Rolotti, Antonio Juan Lattuca and Adriana Irene Calvo

Alternate Statutory Auditors:

Claudio Aldo Forti and Carlos Roberto Chiesa



COMMITTEES

We have eight committees comprised of our directors and managers. These committees address the most important issues for our Company. The profile of each director and manager is taken into account when forming these committees. Each committee must include at least one independent director.

AUDIT COMMITTEE 01

This is a strategic body within the corporate governance structure of publicly traded companies. Its main function is to guarantee transparency, regulatory compliance, and the reliability of financial information. It oversees internal control systems as well as the accounting and administrative system, verifies compliance with the code of conduct, and ensures that the market receives complete information on transactions with potential conflicts of interest.

In addition, it prepares an annual action plan and reports to the Board of Directors and the Supervisory Committee. Together with the Ethics and Compliance Officer, it promotes ethical and transparent management, overseeing compliance with the Code of Ethics and Conduct and monitoring reports from the Ethics Line.

President:

Sergio Daniel Alonso

Vice president:

Laura Gé

Regular Member:

César Javier Graña

ETHICS & COMPLIANCE COMMITTEE

02

It is the body responsible for promoting an ethical and transparent culture within the Company. Together with the Ethics and Compliance Officer, it ensures compliance with the Code of Ethics and Conduct and internal regulations, investigates potential violations, and takes the necessary measures. It also oversees the operation of the Ethics Line and manages the handling and resolution of received cases.

President:
Sergio Daniel Alonso

Members:
Sergio D. Faifman and Javier Enrique Patrón

PEOPLE AND GOVERNANCE COMMITTEE

03

Their role involves complying with Human Capital guidelines and processes. They evaluate the compensation of all employees and appoint members of the Executive Committee. They review the compensation of the CEO and the Executive Committee and define the succession plan for leadership positions.

President:
Paulo Diniz

Members:
Sergio Daniel Alonso and Sergio D. Faifman

RESULTS, FINANCE AND STRATEGY COMMITTEE

04

It is responsible for setting the Company's goals, preparing and managing the budget, controlling profits and losses and cash flow, the financial plan and managing business opportunities.

President:
Sergio D. Faifman

Members:
Humberto Junqueira de Farias, Paulo Diniz and César Javier Graña

RISKS AND REPUTATION COMMITTEE

05

It manages the Company's integrated risk map and monitors risk prevention and mitigation plans and policies. It also manages crisis contingency plans.

President:
Javier Enrique Patrón

Members:
César Javier Graña, Laura Gé and Humberto Junqueira de Farias

COMMITTEE FOR THE APPROVAL OF TRANSACTIONS WITH SECURITIES

06

Its main activity is to monitor the application of our Company's Insider Information Policy and the creation of rules and procedures for safeguarding material, non-public information that may affect our Company's securities trading or any other trading by our employees.

Members: Marcos Gradin, Gerardo Diez, Lucrecia Loureiro, Luis M. Ovando (Company Securities Officer), Sergio D. Faifman (alternate)

DISCLOSURE POLICY COMMITTEE

07

Its aim is to ensure that both the Company's internal and external communications are accurate, appropriate and comply with our Disclosure Policy.

Members: Sergio D. Faifman, Marcos Gradin, Lucrecia Loureiro, Diego Matías Jalon, Luciano Babuin

EXECUTIVE COMMITTEE

08

This team is responsible for the Company's daily operations and for implementing the Board of Directors' decisions. Composed of professionals appointed by the Board, it brings together the experience and capabilities necessary to achieve the best results for the Company and its stakeholders, working in a coordinated manner through regular meetings.

* Based on the information available and in accordance with the criteria defined by the organization, no members belonging to underrepresented social groups have been identified on the Board of Directors — considering “underrepresented group” as those whose presence in a specific sphere is lower compared to their proportion in society.



EXECUTIVE COMMITTEE MEMBERS



Chief Executive Officer (CEO):

SERGIO D. FAIFMAN

He was appointed Director of the Company in 2012 and has been CEO since 2016 and cooperating for 30 years. He is also Chairman of the Boards of Directors of Ferrosur Roca S.A., Cofesur S.A.U. and Recycomb S.A.U. and Vice President of Loma Negra. He is President of the Portland Cement Manufacturers Association (AFCP) and the Argentine Institute of Portland Cement (IACP). He graduated as a Certified Accountant from the University of Buenos Aires and has an MBA from Universidad del CEMA.



Chief Financial Officer (CFO):

MARCOS ISABELINO GRADIN

He has been the Company's CFO since March 2016, with more than 25 years of experience at Loma Negra. He is currently serving on the boards of directors of Ferrosur Roca S.A., Cofesur S.A.U. and Recycomb S.A.U. He holds a degree in Business Administration from the Pontificia Universidad Católica Argentina (UCA) and a master's degree in Corporate Finance from the Universidad del CEMA.



Director of Operations:

LUCAS AMCHITE

He has been Director of Operations since March 2025. He is in charge of the management and operation of integrated plants and grinding units, as well as the Engineering, Technology, Processes, and Maintenance areas. He has been with the Company since the year 2000, with extensive experience in industrial units, and was Plant Manager of San Juan and Industrial Manager of Yguazú Cementos S.A. He holds a degree in Mechanical Engineering from the National University of Mar del Plata.



Commercial, Concrete and Aggregates Director:

GERARDO OSCAR DIEZ

He was appointed Commercial Director in January 2011 and has been part of Loma Negra since 1992. He is responsible for the Company's marketing strategy and business relations. He is a member of the boards of directors of Ferrosur Roca S.A., Cofesur S.A.U. and Recycomb S.A.U. He is a Certified Accountant from Universidad de Buenos Aires and holds an MBA from Universidad Austral.



Human Capital, Sustainability and Legal Affairs Director:

LUCRECIA LOUREIRO

She has been the Director of Human Capital, Sustainability and Legal Affairs since 2022 and responsible for Fundación Loma Negra for Sustainable Development since 2021. She is a member of the Board of Directors of Ferrosur Roca S.A. She holds a law degree from the University of Buenos Aires and a Master's degree in Commercial and Economic Law from the Catholic University of Argentina (UCA). She has completed an Organizational Skills Program and a Postgraduate Program in Human Capital at Universidad del CEMA, participated in the leadership challenges program at Universidad de San Andrés, obtained the International Certification of Ethics and Compliance at Universidad del CEMA, and completed the executive development program at Universidad del CEMA.



General Director at Ferrosur Roca:

HÉCTOR FABIÁN GEREZ

He is the General Manager and Vice President of Ferrosur Roca S.A. He began his career at Loma Negra in 1996, where he developed extensive experience in supply chain and logistics, including the role of Supply Chain and Logistics Manager between 2005 and 2021. He holds a degree in Electrical Engineering from the National University of the South in Bahía Blanca and has completed the Management Development Program (IAE Business School), as well as courses in Sustainable Logistics (ITBA), Integrated Logistics at IDEA Business School, and Logistics and Supply Chain at Universidad Blas Pascal.

ETHICS AND INTEGRITY

At Loma Negra and our subsidiary companies, we have the strongest foundation for conducting business with the highest standards of transparency, ethics, and integrity.

We believe that the true path to success is to act together, with consistency, responsibility, and honesty.

Our **Integrity Program** reflects this commitment to an ethical culture and seeks to ensure that every action is guided by our values and principles. The Program is aimed at preventing, detecting and correcting irregularities or acts contrary to our Code of Ethics and Conduct, internal regulations and applicable laws.

The Integrity Program incorporates commitments related to human dignity, equal opportunities, non-discrimination, the prevention of violence and workplace harassment, and the protection of the health and safety of all members of the organization. These principles are aligned with international human rights standards and serve as a benchmark for both internal management and expected conduct within the organization.

INTEGRITY PROGRAM COMPRISED OF THE FOLLOWING STANDARDS AND POLICIES:

- > CODE OF ETHICS AND CONDUCT
- > ANTI-CORRUPTION RULE
- > RULE OF RELATIONSHIP WITH COMPETITORS
- > POLICY ON DISCLOSURE OF INFORMATION
- > RULE ON GIFTS AND HOSPITALITY
- > POLICY ON CONFIDENTIAL INFORMATION
- > CONFLICT OF INTEREST
- > DONATIONS AND SPONSORSHIPS POLICY
- > AMOUNT OTHERS

WE CARRY OUT CONTROLS ON COMPLIANCE WITH POLICIES:

- > WE ANALYZE TRANSACTIONS BASED ON RISKS
- > WE HAVE RECORDS OF MEETINGS WITH PUBLIC OFFICIALS AND THE COMPETITION
- > WE PARTICIPATE IN THE DUE DILIGENCE PROCEDURE
- > WE MANAGE CONFLICTS OF INTEREST
- > WE REVIEW CONTRACTS AND INCLUDE ETHICS AND ANTI-CORRUPTION CLAUSES
- > WE MANAGE THE COMMUNICATIONS MADE TO OUR REPORTING CHANNEL

COMPLIANCE

The Compliance area, led by the Ethics and Compliance Officer, is responsible for implementing the Integrity Program, as well as addressing inquiries and providing internal advice. To strengthen and continuously improve the Program, its content is reviewed and updated, compliance is fostered, and training and communication initiatives are developed for all employees of Loma Negra, Recycomb, and Ferrosur.

ETHICS LINE

The **Ethics Line** is a formal, confidential, and secure channel that allows employees, suppliers, and third parties to report potential breaches, misconduct, or situations that affect the Company's integrity. Through this channel, incidents related to fraud, corruption, harassment, or other behaviors contrary to the law or internal policies can be reported.

The channel is managed by an external, specialized, and independent entity, which guarantees the transparency and confidentiality of the entire process. It has an operating protocol that ensures the proper management, follow-up, and closure of received reports.

The Ethics Line is communicated to all stakeholders through the following channels:

EXTERNAL

- > INSTITUTIONAL WEBSITE 
- > SOCIAL MEDIA

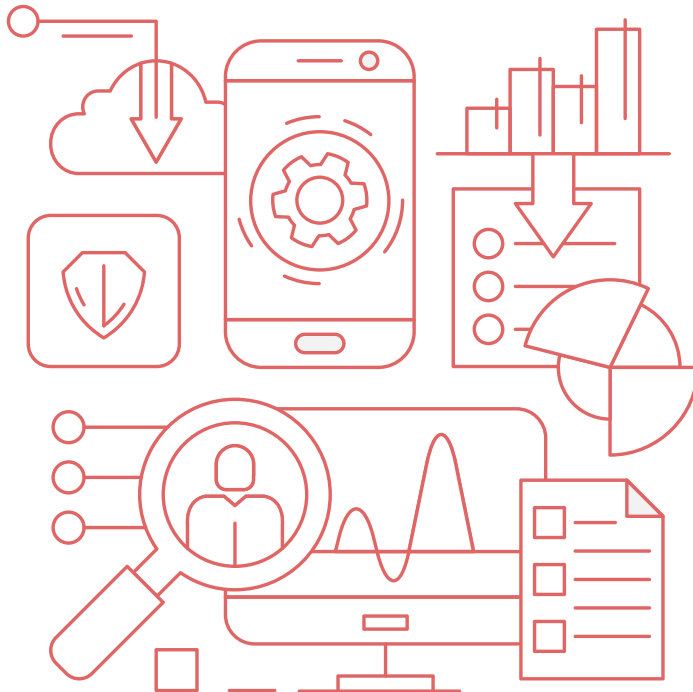
INTERNAL

- > CONNECTED INTERNAL COMMUNICATION PLATFORM
- > DIGITAL BULLETIN BOARDS AT PLANTS
- > PHYSICAL SIGNAGE

In addition, its existence is communicated during the onboarding process for clients and suppliers, through due diligence forms and contracts signed by the Company.

DURING THE REPORTED YEAR, **100 %** OF THE COMMUNICATIONS RECEIVED THROUGH THE **ETHICS LINE** WERE ANALYZED AND ARE NOW CLOSED.

The **Ethics and Compliance Committee** is responsible for the supervision, operation, and performance of the Line, as well as the quarterly evaluation of the effectiveness of the reporting and management procedures.



Upon detection of potential breaches or violations of the Integrity Program, specific action plans are developed, including preventive measures and/or disciplinary sanctions, as appropriate.

CONFLICT OF INTEREST MANAGEMENT

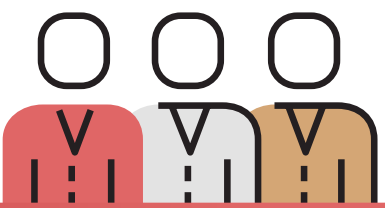
We have a Conflict of Interest Policy that requires all employees, managers, and Board members to complete a Conflict of Interest Statement at the start of their employment and periodically thereafter. Its purpose is to identify and manage situations that could affect independence of judgment or create incompatibilities.

Statements from all employees are updated every two years, or whenever changes occur, while directors, managers, team leaders, and Purchasing personnel update them annually.

If a conflict is detected, the Compliance and Human Capital departments evaluate the situation and define mitigation or remediation measures. If necessary, the case is referred to the Ethics and Compliance Committee for resolution.

Additionally, the Related Party Transactions Policy establishes specific review and approval mechanisms for cases involving related parties.

TRAINING AND DISCLOSURE OF THE INTEGRITY PROGRAM



During 2025, we continued to strengthen the disclosure and understanding of our Integrity Program, promoting an ethical and transparent culture in all of the Company's operations.

Through our internal social network, Conectad@s, we promoted various communication and training initiatives aimed at reinforcing the values, principles, and policies that comprise our compliance framework.

In addition, during the reporting period, the Compliance team conducted in-person and virtual training sessions on the Integrity Program, **reaching 89.21 % of Loma Negra employees⁶ and 100 % of Recycomb employees.**

WE CONDUCTED 17 IN-PERSON TRAINING SESSIONS ON THE INTEGRITY PROGRAM DURING 2025 AT LOMA NEGRA AND RECYCOMB, REACHING MORE THAN 500 EMPLOYEES.

In accordance with risk exposure, we also developed two workshops in the Purchasing and Sales areas, addressing competition law and anti-corruption issues.

Regarding communication, we have an annual communication plan for the disclosure of key aspects of the Integrity Program. During 2025, we conducted thematic campaigns and micro-learning sessions as part of Compliance Month, in addition to regular publications on Conectad@s, physical signage, and digital displays at our facilities. In total, we issued 14 communications on topics such as:

- > **Ethics Line and contact channels**
- > **Conflict of interest**
- > **Gifts and hospitality**
- > **Insider information**
- > **Workplace violence**
- > **Corruption prevention**

ALL THESE INITIATIVES CONTRIBUTED TO MAINTAINING A HIGH LEVEL OF AWARENESS AND COMMITMENT AMONG OUR EMPLOYEES, CONSOLIDATING A CULTURE OF INTEGRITY THAT IS IMPLEMENTED ACROSS THE ENTIRE COMPANY.

⁶ It excludes employees covered by the collective bargaining agreement in the Concrete Business Unit.

COMPLIANCE MONTH

In October 2025, we held a new “Compliance Month,” an initiative aimed at strengthening the ethical culture and integrating the values of the Integrity Program in a close, participatory, and dynamic way.

Throughout the month, various activities were developed to learn, play, and reflect on key topics related to compliance, integrity, and ethical conduct.

The Compliance team promoted a series of weekly micro-learning sessions, through Conectad@s and the digital bulletin boards. These sessions covered topics such as anti-corruption, conflicts of interest, gifts and hospitality, insider trading, and the responsible use of ethics channels. Each post invited employees to leave their comments, fostering interaction and the exchange of experiences.

In addition, themed "carnival kiosks" were set up in various plants and offices, where teams could test their knowledge through games, trivia, and challenges related to the Integrity Program policies. These activities promoted playful learning and reinforced the internalization of the Company's ethical values.



San Juan



Ferrosur

IN TOTAL, **MORE THAN 800 EMPLOYEES** PARTICIPATED IN THE ACTIVITIES, BOTH IN PERSON AND VIRTUALLY, CREATING A SPACE FOR **AWARENESS, DIALOGUE, AND FUN.**

WITH THESE ACTIONS, WE REAFFIRM THAT INTEGRITY IS NOT ONLY COMMUNICATED: IT IS LIVED, PRACTICED, AND CELEBRATED.

E-LEARNING “JOURNEY TO THE ISLAND OF INTEGRITY”

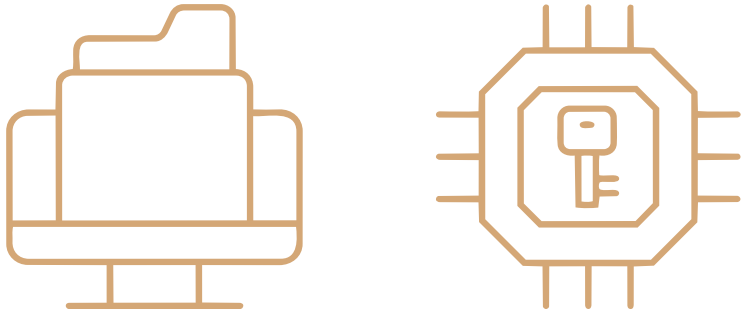
In 2025, we launched a new interactive e-learning course of the **Integrity Program**, a playful experience where participants undertake a symbolic journey to the “Island of Integrity.” Through challenges and ethic related decisions, movement reflects how decision contributes to a more transparent and responsible organizational culture.

THE JOURNEY INCLUDES THREE MAIN STOPS RELATED TO DIFFERENT ASPECTS OF THE PROGRAM: GIFTS AND HOSPITALITY, CONDUCT, ETHICS AND CONFLICTS OF INTEREST AND ETHICS LINE AND DECISION-MAKING THROUGH PRACTICAL SITUATIONS AND CHALLENGES, THE IDEA IS REINFORCED THAT ETHICS IS A CONTINUOUS PROCESS BUILT COLLECTIVELY.



CYBERSECURITY

At Loma Negra, we continue to strengthen our digital ecosystem with a proactive and evolving approach. Our commitment is to guarantee a secure and reliable environment that protects people, information, and operations, while driving innovation and sustainable business growth.



1 PROTECTION OF OUR CRITICAL INFRASTRUCTURE

We have enhanced monitoring and evaluation through regular surveys, early identification of vulnerabilities, and the implementation of corrective improvements.

We have added specialized audits, penetration tests, and resilience assessments of both networks and operational technology, allowing us to anticipate risks and strengthen our response capabilities.

In addition, our Security Operations Center provides continuous 24/7 event monitoring, ensuring active and constant vigilance.

2 RESILIENCE AND OPERATIONAL CONTINUITY

We strengthened preventative controls on the most sensitive systems to minimize disruptions and ensure the availability of critical platforms.

At the same time, we made progress in improving incident response processes, focusing on shortening detection, containment, and recovery times to guarantee that the Company's essential services remain operational even in the face of disruptive events.

3 SUPPLY CHAIN SECURITY

We continue to integrate cybersecurity criteria into our relationships with third parties through contractual clauses linked to responsible data management and compliance with minimum protection standards.

This approach strengthens end-to-end security, reduces vulnerabilities, and helps preserve data integrity and operational stability throughout the value chain.

4 SECURITY AWARENESS AND TRAINING

We promote awareness initiatives to ensure that security is part of the daily routine for all our teams. Through targeted training, engaging activities, and meetings with team leaders, we promote best practices and cultivate a proactive culture throughout the organization.



03

SOLID BASES FOR OUR COMMITMENT TO SUSTAINABLE DEVELOPMENT

SUSTAINABILITY
REPORT
2025

**LOMA
NEGRA**

We honor our century-long history and build our future on the foundation of our sustainability strategy. This foundation guides every business decision and strengthens our role as industry leaders.

We work with a long-term vision, integrating the expectations of our stakeholders and strengthening an operating model capable of generating value today and in the future.

We contribute to the United Nations Sustainable Development Goals Agenda through the sustainable management of our business.

OUR PILLARS



**RESPONSIBLE PRODUCTION
MANAGEMENT**



**SUSTAINABILITY
STRATEGY**



2030 GOALS



Our commitment to sustainable growth continues to be reflected in the 2030 Goals, which were defined in 2021 and in 2023, 10 goals were prioritized across four dimensions. Throughout 2025, we continued working towards achieving them, consolidating the progress made and strengthening our actions towards increasingly sustainable development.

CORPORATE GOVERNANCE

- Expand and strengthen with suppliers and customers in our value chain compliance with ethical principles and transparency and the commitment to the fight against corruption.
- Evaluate and strengthen ESG criteria in the strategic suppliers of our value chain.

BUSINESS

- Strengthen our commitment to transparency by publishing the integrated report annually, along with an external verification report.
- Boost the sales volume of EPD products (Environmental Product Declaration).

EMPLOYEES

- Maximize the percentage of vacancies filled internally.
- Promote diversity and inclusion to ensure equal opportunities.

ENVIRONMENT

- Maximize the use of energy from renewable sources.
- Do not exceed 465 kg of CO₂ per ton of cementitious materials.
- Promote the circular economy through thermal substitution and the use of alternative materials.
- Achieve a clinker factor of less than 65%.

With over a century of history, our Company is driven by a sustainability strategy that shapes every business decision and takes account of all stakeholders. We contribute to the United Nations Sustainable Development Goals Agenda through the sustainable management of our business.

OUR DNA:

ONE PURPOSE AND FIVE PRINCIPLES

OUR PRODUCTION PROCESSES

OUR SUSTAINABILITY STRATEGY

Loma 2030 Commitments

In 2021, we defined 26 sustainability goals based on five dimensions:

- › Corporate Governance
- › Business
- › Employees
- › Community
- › Environment



INPUTS

- › Total investments of ARS 73,411 million

PROFIT/LOSS

- › 848,087 million net sales
- › ARS 181,002 million EBITDA

INPUTS

- › Loma Negra Suppliers and Customers
- › Loma Negra Foundation
- › 4 structural programs - 8 Civic Programs - 5 Community Development Centers - 8 Local Technicians

PROFIT/LOSS

- › 172 projects
- › 701 partner organizations
- › 91,453 beneficiaries

INPUTS

- › 6 active quarries with natural reserves
- › Integrated Management Policy
- › Climate Strategy
- › Water Strategy
- › Environmental Risk Assessment

PROFIT/LOSS

- › -22% CO₂ equivalent emissions compared to the 2021 baseline
- › -3.5% in water extraction and 21% less in water-stressed areas
- › 85% of waste recovered
- › +270,000 tons of waste and byproducts recovered

INPUTS

- › Installed capacity of 12.1 million tons of cement per year
- › 8 Cement plants in the country
- › More than 19 cement, masonry, and lime products to meet market needs

PROFIT/LOSS

- › 4,974,472 tons shipped
- › 3,231,422 tons of clinker production

INPUTS

- › Technical Center for research, innovation, and development
- › Systems and tools for knowledge and innovation management
- › Internal technical capabilities (engineering, process, and quality teams)

PROFIT/LOSS

- › Sustainable Products: EPD CPC 40 LomaSer and OPC 50 L'Amalí
- › CPC A certification and production at the Zapala plant
- › Development of new projects to improve concrete performance

INPUTS

- › 1,714 people

PROFIT/LOSS

- › 100% of annual training compliance (55,670.63 hours of training)
- › 11.2% women of the total workforce
- › Participation Performance Evaluation Cycles Associated with Cultural Principles

PARTICIPATION AND DIALOGUE WITH STAKEHOLDERS

Maintaining a close dialogue with our stakeholders allows us to understand their needs, expectations and concerns, as well as to identify and manage the impact of our activities.

STAKEHOLDER	NEEDS OR EXPECTATIONS	COMMUNICATION CHANNELS	MEASUREMENT MONITORING
Employees	Business and operational updates, health and safety policies, compliance, information security, compensation, growth opportunities, career paths, internal transfers, benefits, organizational culture.	Email, corporate WhatsApp groups, results meetings, Conectados (internal platform), digital and physical bulletin boards, Dialogue Sessions, Good Conversations, continuous improvement meetings.	Conectados metrics, internal communication survey, climate survey, digital bulletin board metrics.
Customers	Product and service quality, punctuality, technical advice, personalized attention, differentiated commercial conditions, speed in management, closeness and relationship with the brand and new developments.	Website, sustainability report, LomaNet portal, meetings with sales representatives, social media, BOT (ExperTito), WhatsApp, Loma Atiende (0800) linked to CRM.	Customer satisfaction surveys, social media metrics, feedback in meetings and email.
Suppliers	Payments on time, higher sales, good working conditions, reputation, and training.	Visits to plants, website, telephone line, sustainability report, face-to-face and/or virtual meetings with buyers.	Feedback in meetings, email.
Trade Unions	Improvement in working conditions and wages, resolution of labor conflicts, agreements in forms of work.	Meetings with Human Capital Leaders, telephone calls, hearings.	Meetings related to labor union negotiations, meetings at the Ministry of Labor, email.

STAKEHOLDER

NEEDS OR EXPECTATIONS

COMMUNICATION CHANNELS

MEASUREMENT MONITORING

Construction Industry Companies

Industry news, product quality, training, initiatives and good practices.

Meetings in associations or chambers of the sector.

Feedback at meetings.

Chambers and Associations

Industry and business news.

Participation in committees (AFCP), webinars, events.

Feedback, email, meetings.

Investors and Market Analysts

Economic performance, organizational changes, sustainability initiatives, achievement of goals, macroeconomic context.

Results reports, email, meetings and conferences.

Quarterly results event.

Government Entities

Investments, business development, regulatory compliance, employment, public-private projects.

Virtual/in-person meetings, email, meetings with officials.

Comments from stakeholders.

CSOs (NGOs, Universities, Institutes and Government)

Partnerships, resources, implementation of programs, education and professional practices.

Community Development Centers (CDCs), meetings, email, civic engagements, volunteers, WhatsApp, agreements.

Follow-up meetings, email.

Communities

Company information, quality of life, employment, less environmental impact.

Visits to plants, website, telephone line, media networks, sustainability report, management report of Fundación Loma Negra.

Email, plant front desk, meetings with key stakeholders, social media comments.

Communication Media

News about the Company and its directors, information about the industry, investments, projects.

Social media, email, participation in awards and recognitions, WhatsApp, meetings, interviews.

Relationship meetings, email, WhatsApp.

WE FOSTER DIALOGUE WITH COMMITMENT AND VISION

- › **AAC:** Asociación Argentina de Carreteras. (Argentine Highway Association).
- › **AAEF:** Asociación Argentina de Estudios Fiscales. (Argentine Association of Fiscal Studies).
- › **AAHE:** Asociación Argentina de Hormigón Elaborado. (Argentine Association of Manufactured Concrete).
- › **AATH:** Asociación Argentina de Tecnología del Hormigón. (Argentine Association of Concrete Technology).
- › **ACIGRA:** Asociación de Consumidores Industriales de Gas de la República Argentina. (Association of Industrial Gas Consumers of the Argentine Republic).
- › **AFCP:** Asociación de Fabricantes de Cemento Portland. (Portland Cement Manufacturers Association).
- › **AGUEERA:** Asociación de Grandes Usuarios de Energía Eléctrica de la República Argentina. (Association of Large Electricity Users of the Argentine Republic).
- › **AMCHAM:** Cámara de Comercio de los Estados Unidos en Argentina. (United States Chamber of Commerce in Argentina).
- › **CÁMARA DE LA PIEDRA DE LA PROVINCIA DE BUENOS AIRES.** (Chamber of the stone of the Province of Buenos Aires).
- › **CEADS:** Consejo Empresario Argentino para el Desarrollo Sostenible. (Argentine Business Council for Sustainable Development).
- › **CICYP:** Consejo Interamericano de Comercio y Producción. (Inter-American Council on Trade and Production).
- › **CIRA:** Cámara de Importadores de la República Argentina. (Chamber of Importers of the Argentine Republic).
- › **CONSTRUYA:** Initiative that brings together twelve leading companies in order to jointly promote the growth of construction.
- › **DIRCOM:** Asociación de Directivos de Comunicación. (Association of Communication Directors).
- › **FICEM:** Federación Interamericana de Cemento. (Inter-American Cement Federation).
- › **GDFE:** Grupo de Fundaciones y Empresas. (Group of Foundations and Companies).
- › **ICPA:** Instituto del Cemento Portland Argentino. (Argentine Portland Cement Institute).
- › **IDEA:** Instituto para el Desarrollo Empresarial de la Argentina. (Institute for Business Development of Argentina).
- › **ITECO:** Instituto Tecnológico de Olavarría. (Olavarría's Technology Institute).
- › **RED DI TELLA:** Red de Empresas por la Diversidad. (Network of Companies in favor of Diversity)



MATERIALITY MATRIX

This matrix allows us to prioritize the issues that have the greatest impact on the business and our stakeholders, and guides how we communicate our performance and progress.

The matrix was developed with the participation of directors, managers, employees, suppliers, customers, social organizations, the media, and representatives of the public sector. Its structure reflects the expectations of investors and stakeholders and continues to guide the definition of our strategic priorities and the organization of the Report's content.

THEMES ESG

ENVIRONMENTAL TOPICS

- 1|** Impact on biodiversity and sustainable management of quarries
- 2|** Sustainable products and innovation*
- 3|** Sustainable procurement
- 4|** Materials used, recycled and/or reused*
- 5|** Waste management, coprocessing and circular economy*
- 6|** Gas emissions and air quality*
- 7|** Carbon footprint*
- 8|** Energy efficiency and renewable energy of operations*
- 9|** Water management and effluent treatment*

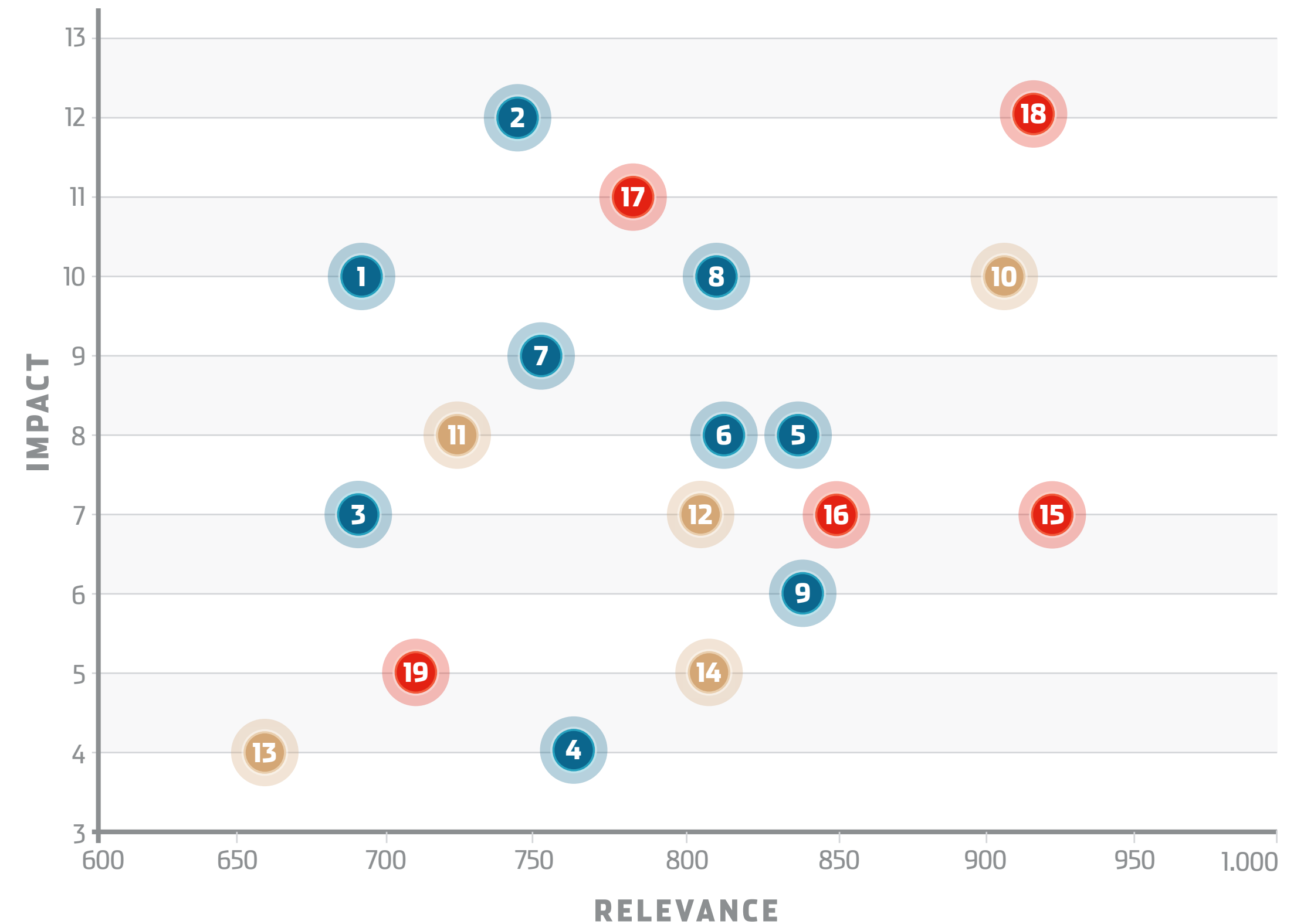
SOCIAL TOPICS

- 10|** Occupational health and safety*
- 11|** Human capital development and well-being*
- 12|** Diversity, inclusion and equal opportunities
- 13|** Relationship with customers*
- 14|** Community development

CORPORATE GOVERNANCE

- 15|** Company economics
- 16|** Circular economy
- 17|** Risk management and compliance with laws*
- 18|** Ethics and anticorruption
- 19|** Fair competition*

*SASB Indicators





04

100 YEARS GENERATING VALUE

SUSTAINABILITY
REPORT
2025

**LOMA
NEGRA**

CEMENT PRODUCTION PROCESS

100 YEARS OF BUILDING TRUST THROUGH EXCELLENCE

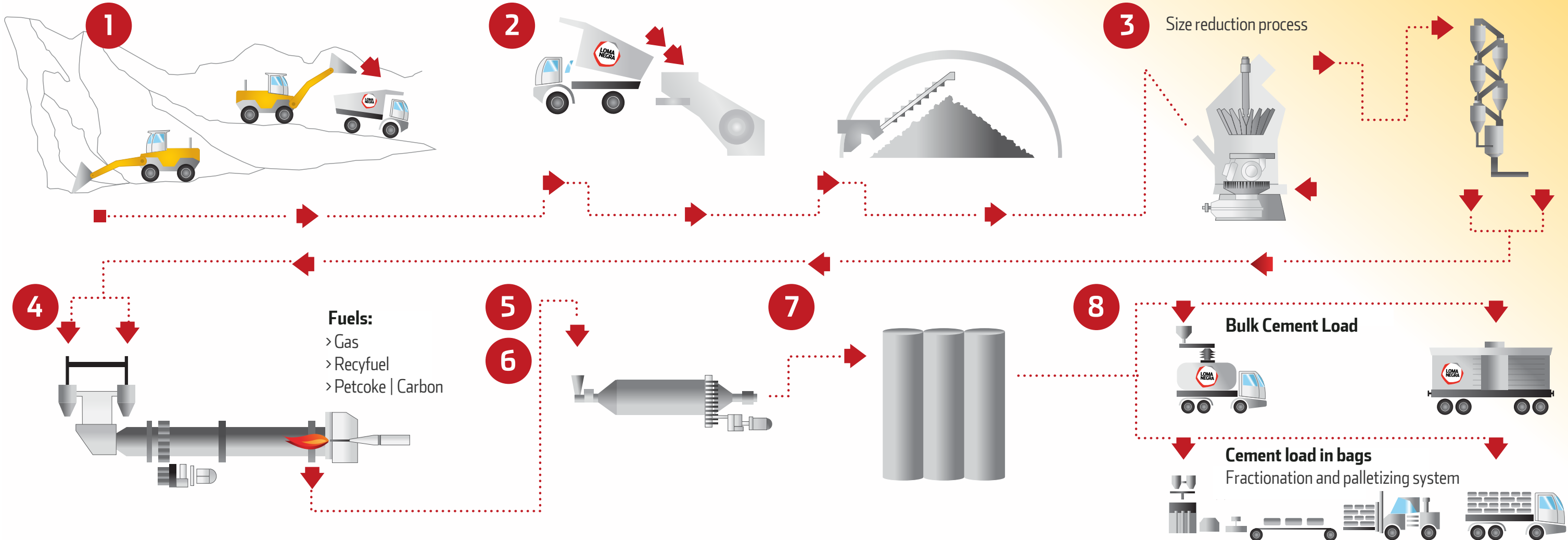
For a century, we have solidified our leadership in the cement and concrete industry through rigorous processes, guaranteeing reliable products that build the future.

WHERE ARE OUR CEMENTS USED?

Cal Cacique (lime), air-mixed and Plásticos: Masonry
Bagged cement: Masonry and in-situ concrete
Bulk cement: Ready-mix concrete, precast concrete, and cementitious industries

HOW DOES LOMASER WORK?

With 25 years of experience, our LomaSer Super Logistics Center receives pre-ground raw materials from the L'Amalí (base cement), Barker (limestone), and Ramallo (blast furnace slag) plants, stores them in silos, and mixes them in a continuous process according to a predetermined product design. This allows us to produce different types of bulk cement and also bag products for distribution to our customers.



	L'Amalí	Olavarría	Barker	Ramallo	LomaSer	Catamarca	San Juan	Zapala
1 Limestone extraction	✓		✓					
2 Crushing	✓		✓			✓		✓
3 Raw material grinding	✓					✓		✓
4 Clinkerization	✓					✓		✓
5 Cement grinding	✓	✓	✓	✓		✓	✓	✓
6 Mixing					✓			
7 Storage in silos	✓	✓	✓	✓	✓	✓	✓	✓
8 Dispatch of bulk or bagged cement	✓	✓	✓	✓	✓	✓	✓	✓

DISPATCH OF BULK OR BAGGED CEMENT

Our value creation process is based on an integrated value chain that extends from the production of aggregates, cement, and concrete to logistics and energy solutions that make our processes more efficient and allow us to make better use of resources.

Working together with our suppliers, strategic partners, and customers allows us to deliver our products to every corner of the country, guaranteeing efficient and sustainable operations, and **advancing our purpose of transforming people's lives.**

Cement Plants:

Catamarca, Zapala (Neuquén), Olavarría and L'Amalí (Olavarría), Barker⁷ (Benito Juárez) and San Juan⁷.

Cement Grinding:

Ramallo (Buenos Aires).

Logistics Center:

LomaSer, Cañuelas (Buenos Aires).

Concrete Plants:

Estación Sola, Dock F1, Dock F2 (Buenos Aires City); Uriburu, Don Torcuato, Vicente Casares and Llavallol – (Buenos Aires Province).

Central Administration:

Buenos Aires City.

Technical Center:

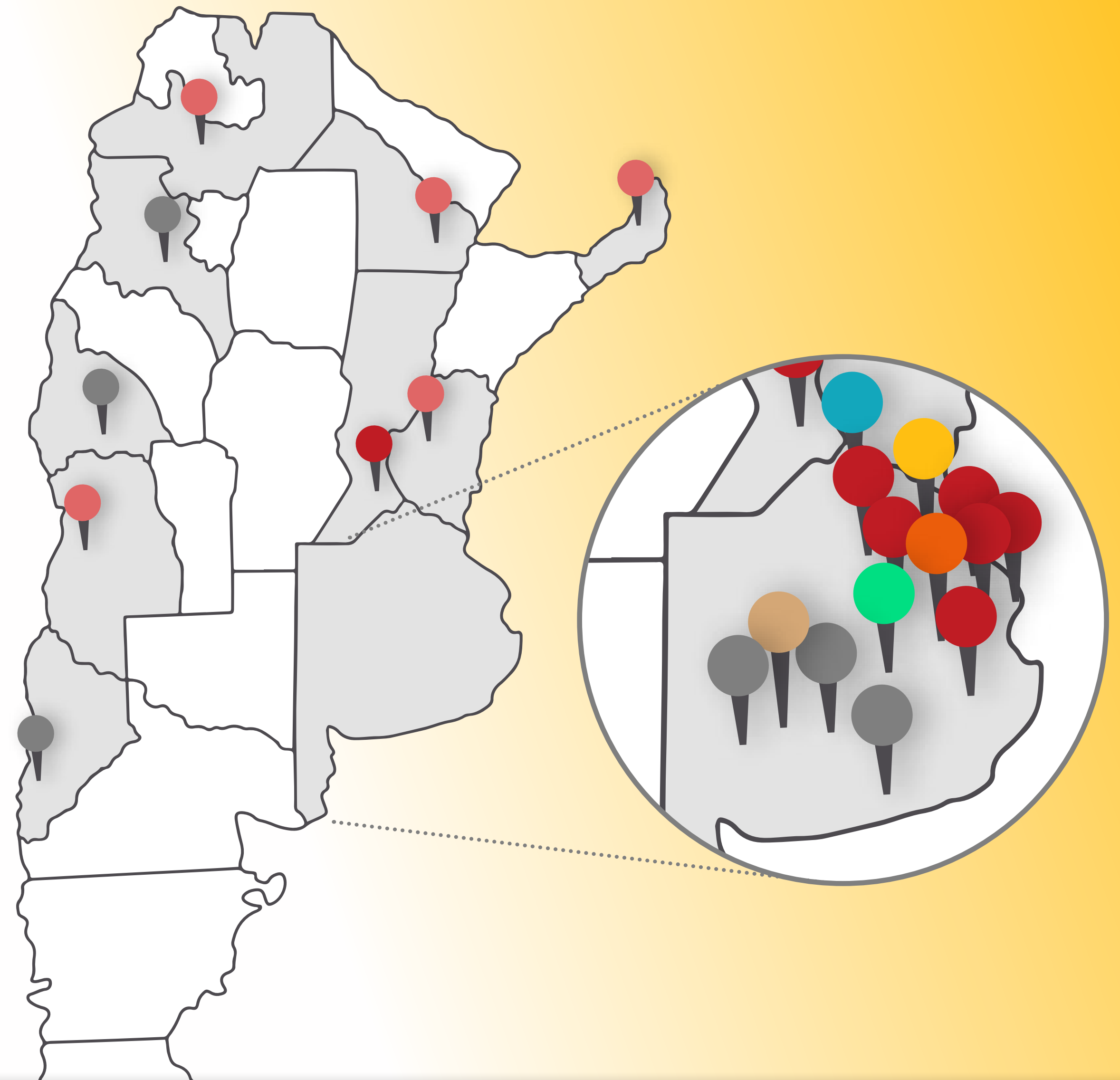
Buenos Aires City.

Warehouses:

Paraná (Entre Ríos); Resistencia (Chaco); Palmira (Mendoza); Garupá (Misiones) y Salta.

Aggregate Plant:

La Preferida (Olavarría).



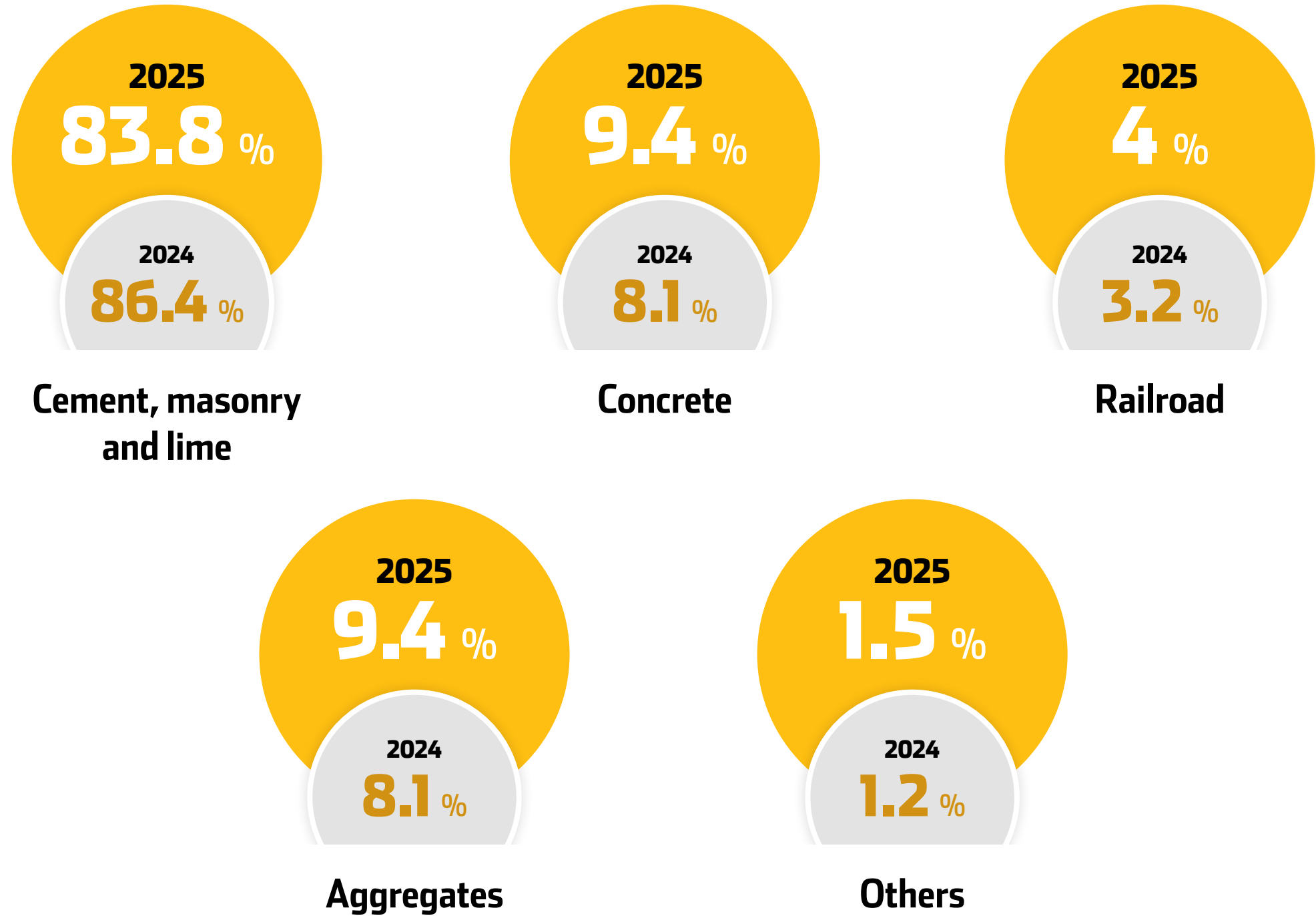
⁷ Currently, the Barker and San Juan plants operate exclusively as grinding and dispatch centers.

OUR PRODUCTIVE CAPACITY

We measure our installed capacity in millions of tons per year, calculated based on continuous 365-day operation, in accordance with international standards and indicators.

	2025	2024
CEMENT INSTALLED CAPACITY	12.0	12.1
CLINKER INSTALLED CAPACITY	6.2	7.3
CONCRETE INSTALLED CAPACITY (M ³)	1.3	1.3
AGGREGATES INSTALLED CAPACITY	1.8	2.2
LIME INSTALLED CAPACITY	0.5	0.5
CEMENT, MASONRY CEMENT, AND TOTAL LIME PRODUCTION VOLUME	4.9	4.8
CLINKER PRODUCTION VOLUME	3.2	3.1

SALES SHARE BY SEGMENT



OUR PRODUCTS

Our products are integral to the works, projects, and infrastructure that support the country's growth. Behind every solution we offer, lies hard work, expertise, and an industrial operation that drives the development of the communities where we operate.

With a history marked by continuous improvement, we manage our operations with a focus on efficiency, innovation, and sustainability, integrating responsible criteria at every stage of the value chain.

THE QUALITY OF WHAT WE PRODUCE IS INSEPARABLE FROM HOW WE PRODUCE IT:
WITH RELIABLE PROCESSES, EFFICIENT USE OF RESOURCES, AND A STEADFAST COMMITMENT TO ENVIRONMENTAL STEWARDSHIP.

- > CEMENT
- > LIME
- > MASONRY
- > CONCRETE
- > AGGREGATES

NEW LAUNCH: 25 KG BAG

We reaffirm our commitment to worker health and safety, industrial innovation, and the evolution of the construction sector with the launch of our new 25 kg cement bag.

This initiative, supported by international standards and recommendations, establishes a maximum weight of 25 kg for cement bags. Argentina is the third South American country to adopt this standard.



This milestone represents a turning point for the Argentine construction industry, traditionally accustomed to 50 kg bags, and marks a new, safer stage for all construction workers.



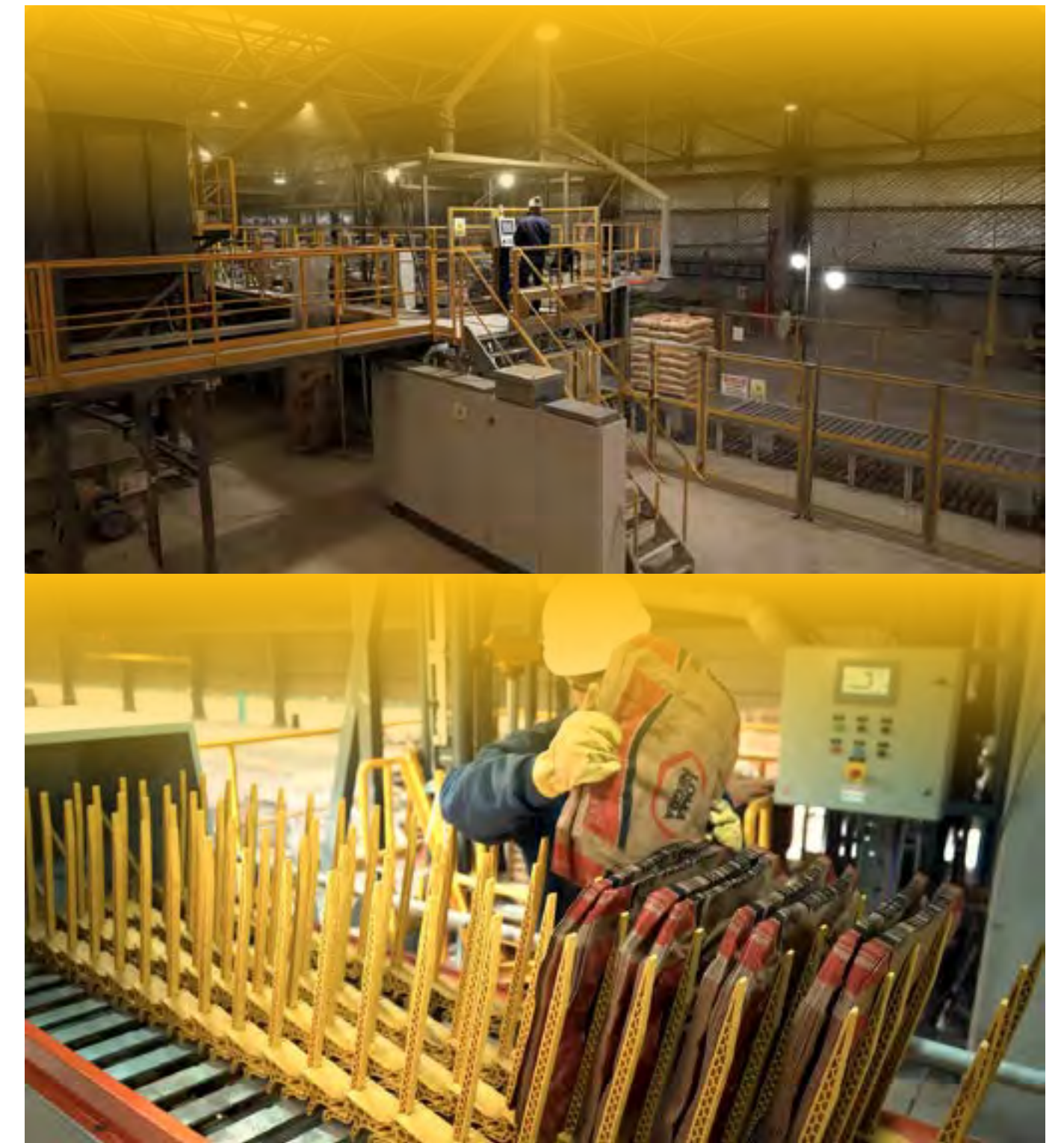
“AT LOMA NEGRA, WE CONTINUE TO BUILD OUR PRESENT AND FUTURE BASED ON OUR VALUES, WITH A FIRM **COMMITMENT TO THE HEALTH, SAFETY, AND WELL-BEING OF OUR PEOPLE.** THIS PLANT MODERNIZATION PROJECT IS THE RESULT OF FIVE YEARS OF CONTINUOUS WORK, CARRIED OUT BY AN INTERDISCIPLINARY TEAM THAT SHARES THE SAME PURPOSE: **TO TRANSFORM PEOPLE'S LIVES BY DRIVING SUSTAINABLE GROWTH**”



Sergio D. Faifman, CEO of Loma Negra



WATCH VIDEO 25 KG BAGS



MAIN PROJECT RESULTS:



+65 MILLION DOLLARS INVESTED

7
PLANTS
MODERNIZED

11
PRODUCTION LINES
UPGRADED

+15
SUPPLIER
COMPANIES
national and international

+170
PEOPLE INVOLVED,
equivalent to 1,300,000 work hours

45 DAYS OF TECHNICAL TRAINING
with international specialists

With this transformation, we continue to consolidate our position as leaders in the cement sector for responsible and innovative practices, driving industrial transformation and promoting positive change throughout the construction value chain.

"FOR THE THIRD CONSECUTIVE YEAR, THE ORGANIZATION RECORDED NO WORK-RELATED MUSCULOSKELETAL DISORDERS, highlighting the effectiveness of its **ERGONOMICS PREVENTION PROGRAM (EPP)** with a gender perspective, focused on the early and structural intervention of ergonomic risks.

Among the most impactful measures is the implementation of the **25 KG CEMENT BAG**, which significantly reduces the physical demands of manual handling in the cement industry. This action, integrated into the **CONTINUOUS IMPROVEMENT MODEL IN ERGONOMICS**, not only ensures regulatory compliance but also constitutes a strategic decision that directly contributes to protecting the health and well-being of workers and to sustained results in occupational health at Loma Negra."

Plinio Julián Calvento, occupational health leader.





ENVIRONMENTAL PERFORMANCE OF OUR PRODUCTS



WE OBTAINED PRODUCT FOOTPRINT CERTIFICATION FOR OUR PRODUCTS OPC40, OPC50 L'AMALÍ AND CPC40 LOMASER.

*Pursuant to ISO 14,067

WE HAVE THE ENVIRONMENTAL PRODUCT DECLARATION (EPD) for OPC 50 from the L'Amalí Plant and CPC 40 from the LomaSer Plant, which demonstrate with concrete, reliable, and transparent results that our products have the lowest carbon footprint in Argentina.

*In accordance with ISO 14,025

Our EPDs are published in → **EPD International** a platform recognized for its high level of rigor, transparency, and strong international credibility.

We are industry leaders, offering products that meet the highest standards of quality and environmental performance, providing concrete solutions for more efficient and sustainable construction.

MEASURING TO TRANSFORM:



CONCRETE WITH A VISIBLE FOOTPRINT

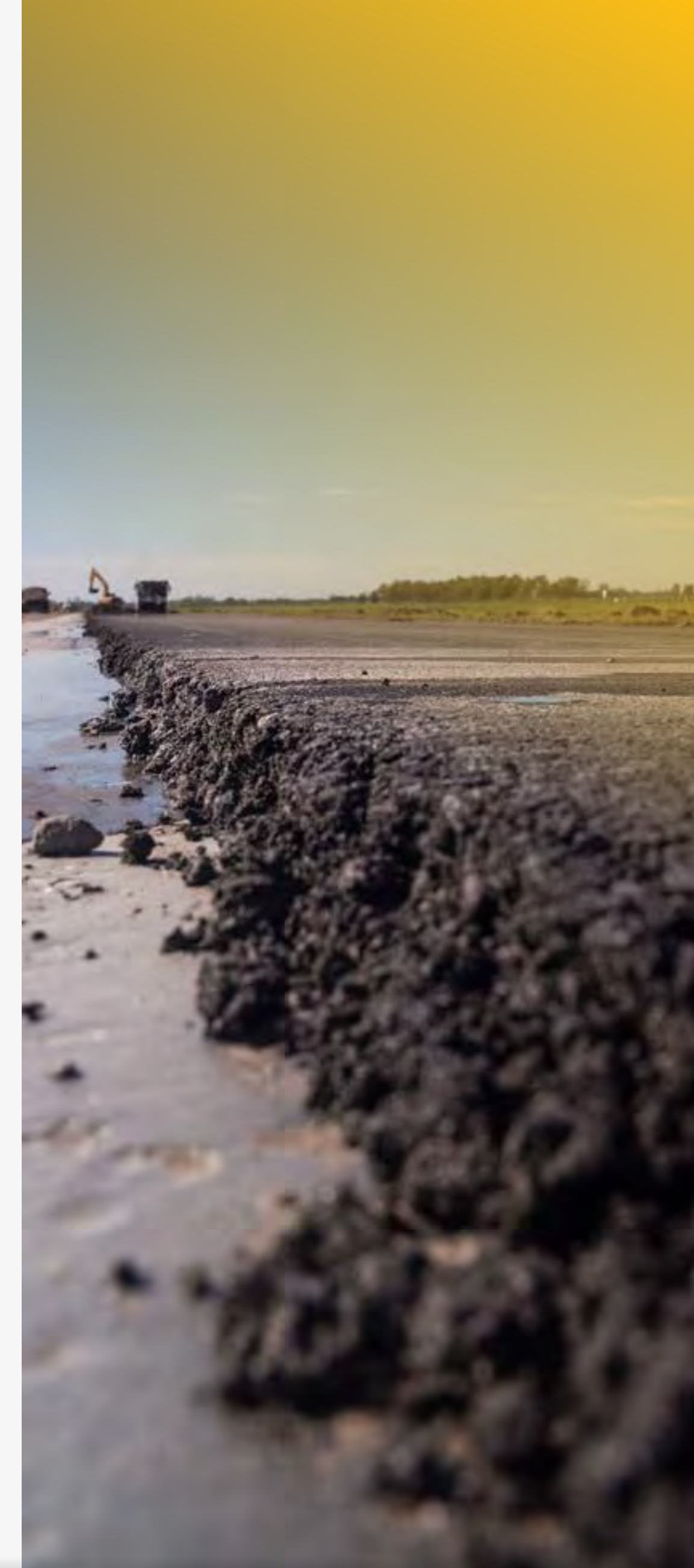
Since 2023, we have been developing the Concrete Carbon Footprint Calculator Project, in collaboration with the Inter-American Cement Federation (FICEM), with the goal of measuring the CO₂ emissions of our concrete business unit, Lomax. This tool allows us to generate detailed carbon footprint reports at both the plant and product levels.

This information not only helps our customers make more sustainable decisions, but also allows us to measure, optimize, and improve our own concrete production and cement sourcing processes. At the same time, it facilitates the comparison of our emissions with reports from other regions, providing a broader perspective on our performance.

This tool, along with the Cement Products Carbon Sheet, supports our customers in adopting more conscious, responsible, and sustainable construction practices.



We won the 3rd place in the Conciencia Award!



IRAM 50,000

THE TECHNICAL CENTER AT THE SERVICE OF OUR CLIENTS

Our products are manufactured pursuant to the quality standards of the Argentine Institute of Standardization and Certification (IRAM).

In 2024, the organization updated the IRAM 50,000 standard, incorporating a new type of composite cement (CPC A) that allows for increased use of admixtures.

The standard was certified at three of our plants, and in 2025, CPC A cement was produced at the Zapala plant. This development guarantees the quality and performance of our products under this new composition.

Our Technical Center, a leader in Latin America, provides consulting, training, and technical development services to our clients. Through a specialized team, it supports the efficient use of our products, answers technical inquiries, develops training programs tailored to each client's needs, and defines internal quality standards. It also works with clients to develop customized solutions and concrete mixes, contributing to raising the standards of the construction industry.

FEATURED PROJECTS DURING THE YEAR, RESEARCH PROJECTS WERE DEVELOPED FOCUSED ON IMPROVING CONCRETE PERFORMANCE.

WATERPROOF CONCRETES

This project focuses on evaluating the performance of mineral admixtures, such as blast furnace slag, the behavior of commercial waterproofing additives, and the influence of curing, among other variables.

MEASURING HEAT GENERATION IN CONCRETES

We conducted a study comparing three methods for measuring the heat generated by the hydration of cementitious materials. The objective was to determine which type of concrete is most appropriate based on dosage, cementitious material content, the type and size of the structure, placement temperature, and other technical parameters.

NEW CONCRETE

During the reporting period, the Technical Center initiated a process focused on the development of a new type of low-paste concrete, aimed at reducing cement use and, consequently, clinker consumption. This approach contributes to minimizing performance-related defects and achieving more durable concrete, generating an environmental benefit associated with greater resource efficiency.



RECARBONATION PROJECT IN CONCRETE



Together with the Portland Cement Manufacturers Association (AFCP) and other companies in the sector, we are continuing the collaborative study to determine and quantify the amount of CO₂ captured by structures made with cementitious materials.

CPC A

CLINKER IS THE MAIN RAW MATERIAL FOR PORTLAND CEMENTS.



Composite Portland Cement (CPC) was created to reduce the environmental impact of cement production and offer technical advantages for construction. By using mineral additives (such as pozzolans, limestone filler, or blast furnace slag) to replace up to 35 % of the clinker, CO₂ emissions and energy consumption are reduced.

The new CPC A category, incorporated into the IRAM 50,000 standard, expands this approach by allowing the replacement of up to 50 % of the clinker, promoting the use of industrial byproducts and a further reduction in the environmental footprint. In this way, the Company aligns itself with global and local environmental policies aimed at more sustainable production.



LOMAX WORKS⁸

WIND FARMS

Through LOMAX, we play a pivotal role in the construction of wind farms across the country, developing high-performance concrete engineered to meet the highest technical, safety, and sustainability standards. We have contributed to Argentina's primary wind energy developments in Olavarría, Tandil, and Gonzales Chaves. With on-site plants, specialized equipment, guaranteed supply chains, and the expertise of the Loma Negra Technical Center, we have successfully completed 103 foundations that now support a portion of Argentina's renewable energy infrastructure.

- La Elbita Wind Farm (36 foundations) — Tandil
- Buena Ventura Wind Farm (24 foundations) — Gonzales Chaves
- Vientos de Olavarría (22 foundations) and La Rinconada (21 foundations) — Olavarría

⁸Lomax supplied the concrete used in the construction of these works.

"ISLAS MALVINAS" ROSARIO INTERNATIONAL AIRPORT

This project that connects more than just destinations. It bridges regions, drives development, and shapes the future

- Total volume delivered: 25,100 m³
- From the on-site mixing plant: 16,320 m³
- From the Uriburu batching plant via mixer truck: 8,780 m³, of which 7,461 m³ used for road surface and 1,319 m³ for other uses.
- 100 % of the material was delivered during the 3-month construction period; 88 % of the volume was delivered within 60 days.
- The mixing plant produced 16,320 m³ of concrete over a period of 45 days.
- Total cement consumption for the project: approximately 9,300 tons

**BECAUSE WHEN A COUNTRY GROWS,
IT DOES SO ON SOLID FOUNDATIONS**



Wind Farms

Rosario International Airport

LUJÁN RIVER WORK

- Volume: 20,000 m³
- Duration: 16 months

The Luján River project is a key undertaking for the Province of Buenos Aires. It aims to widen the river channel and improve water drainage capacity to mitigate historical flooding in the region. Since it focuses on improving the hydraulic infrastructure, it is considered one of the most significant interventions in the area.



DELLEPIANE MASTERPLAN

THE GREAT TRANSFORMATION OF THE CITY'S SOUTHERN AREA

Lomax participated in three parts of the project:

- 1 | Dellepiane Railway and Southern Collector Road
- 2 | Underpass – Railway - Irigoyen Avenue
- 3 | Dellepiane local lane Drainage

- Volume: 15,000 m³
- Timeframe: 14 months

The Dellepiane Highway project, known as the Dellepiane Masterplan, is a comprehensive modernization project that aims to improve connectivity and safety in the southern area of the city, including the "Park Highway" creation. It adds a central public transport lane (Metrobus), reconfigures lanes local lanes, improves drainage, and adds a new 4 km linear park.

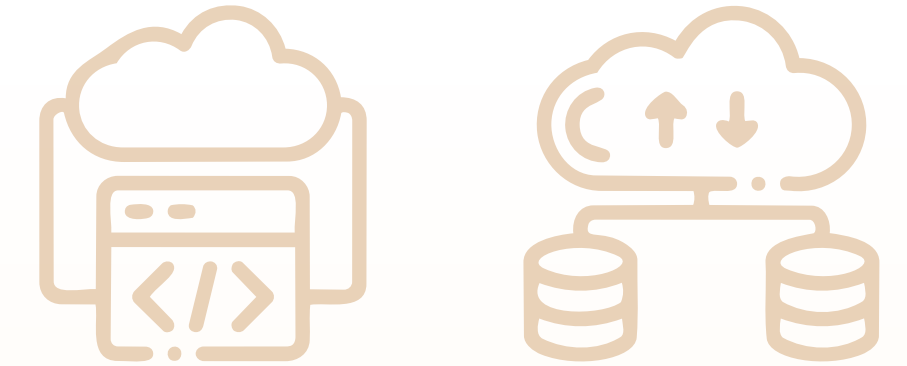
INNOVATION BRIDGE

- Volume: 16,000 m³
- Duration: 12 months

The project expands and renovates the Labruna Bridge to enhance connectivity between Parque de la Innovación (Innovation Park) and the Ciudad Universitaria (University City). The project upgrades the Labruna Bridge by adding new vehicular access ramps for Lugones and Cantilo Avenues, and a pedestrian walkway adapted to the increased pedestrian and cyclist traffic.



WE MODERNIZE PROCESSES, WE STRENGTHEN OUR IDENTITY



WE DIGITALIZED OUR PRODUCTION PROCESS

We are advancing the digitization of our production processes to monitor variables in real time, optimize consumption, improve maintenance, and strengthen operational efficiency. This approach, based on process optimization, sustainability, and continuous training, incorporates technologies that allow for continuous data analysis, streamlined decision-making, and the anticipation of issues throughout the entire production chain.

Digitalization contributes to a more sustainable operation by reducing emissions and optimizing resource use, and it supports the development of our teams' capabilities. In the medium and long term, this process aims to increase productivity, reduce costs, and consolidate our leadership in innovation within the industry.

Currently, the production centers in Ramallo, L'Amalí, Olavarría, and Zapala, along with the Logistics area, are already actively participating in this process. The Catamarca and LomaSer centers, as well as the Ferrosur train positioning information system, have also been incorporated, expanding the project's scope and strengthening operational integration.

AMONG THE MOST SIGNIFICANT ADVANCES ARE:

IMPLEMENTATION OF PI VISION AND PI DATALINK IN WAGON LOADING

They improved process efficiency, time measurement accuracy, real-time visualization, and historical tracking for deviation management.

OPERATIONAL SUPPORT SCREENS

They expand access to information for different levels, strengthen decision-making, and improve efficiency by integrating and visualizing production stages.

LOGISTICS MONITORING SCREENS

They allow remote monitoring of production processes, material flows, stock levels, and rail maneuvers, optimizing logistics coordination.

OPERATIONAL EVENT SCREENS

They facilitate timely communication of critical situations, anticipate incidents, reduce maintenance tasks, and increase operational availability.

- › **IN TERMS OF SUSTAINABILITY**, monitoring of water consumption and discharges was initiated at L'Amalí plant, allowing continuous control of resource use and the activation of alerts for deviations.
- › **IN MAINTENANCE**, progress was made toward a condition-based system, optimizing interventions and reducing unnecessary tasks through real-time information available to operational teams.
- › **IN THE AREA OF QUALITY**, daily automated reports on product durability were incorporated, improving access to key information.
- › **IN LOGISTICS**, real-time monitoring of loading, unloading, and transport operations—including train positioning—strengthened coordination and the efficiency of the distribution process.

The system continues to expand, with 3,500 points continuously monitored and more than 500 operational support screens. Since its inception, it has registered 71,000 views, with a monthly average of 6,000 views and 1,100 system logins, reflecting the growing adoption of the tool.

DIGITALIZATION IS BECOMING ESTABLISHED AS A **STRATEGIC PILLAR** FOR IMPROVING PRODUCTIVITY, SAFETY, SUSTAINABILITY, AND OPERATIONAL EFFICIENCY.

TIME TRACKING IMPLEMENTATION

In line with our pillars of digital transformation, operational efficiency, and employee experience, we launched Time Tracking, a SAP integrated tool that enhances time and leaves of absence management within the organization.

The platform centralizes and automates processes, enables agile self-management of leave of absence requests, and strengthens transparency and traceability of information. It also reduces administrative workload and optimizes report generation, minimizing errors thanks to its integration with SAP HCM and SAP Payroll.

The implementation, developed collaboratively by the Human Capital, IT, and external consulting teams, involves more than 1,500 employees from different units across the country, with a projected reach of an additional approximately 1,200 employees during the first half of 2026.

This initiative contributes to consolidating simpler, more efficient, and people-centered processes.

PROJECT *Lucy*

In 2025, we began a comprehensive transformation process with the implementation of Project Lucy. This strategic initiative marked a milestone across all areas of the Company and its business units: Loma Negra, Recycomb, and Ferrosur.

Lucy represents an evolutionary leap in how we work, manage, and make decisions. Through the implementation of **SAP S/4HANA**, the Company took a decisive step toward process digitization, promoting more efficient, integrated management based on reliable data.



KEY CONTRIBUTIONS OF THE PROJECT

- ➔ **Immediate access to reliable information**
We will have clear and up-to-date data to support quick decisions, without relying on parallel spreadsheets.
- ➔ **Focus on high-value tasks**
By reducing unnecessary steps and duplicated work, we will free up capacity for activities that have the greatest impact on results.
- ➔ **Simple and connected workflows**
The entire value chain will operate in an integrated and collaborative manner, reducing deviations and rework.
- ➔ **Intuitive user experience**
Screens and visualizations will be more agile and user-friendly, facilitating the daily work of each role.
- ➔ **Organizational culture**
More agile, collaborative, and results-oriented.

COLLABORATIVE AND MULTIDISCIPLINARY PROJECT

Lucy is made possible by the coordinated work of an interdisciplinary team of nearly 50 people, with business and technology experts distributed across 14 areas: Production, Maintenance, Quality, Health, Safety, Logistics, Sales, Treasury, Accounts Payable, Accounting, Fixed Assets, Credit and Collections, Taxes, Purchasing, and Warehousing.

Throughout the project, a cross-cutting approach to Change Management and Communication was incorporated, aimed at ensuring that people understand, adopt, and sustain the new processes effectively, strengthening the cultural evolution that drives this transformation.

The project also benefited from the support of specialized consulting firms and the participation, at different stages, of more than 100 professionals who contributed to its development.



A HISTORY AND A FUTURE HAND IN HAND WITH **OUR CLIENTS**

Throughout this century, our growth has reflected the development of our clients and the collaborative work that allows us, through this partnership, to promote growth and development for Argentina.

OUR CLIENTS ARE DISTRIBUTED ACROSS DIFFERENT SEGMENTS THAT SUPPORT THE GROWTH OF THE INDUSTRY:



1
Distributors

Represent the majority of sales and play the role of intermediaries between the producing plants and the final consumer.



2
Concrete Plant

Customers whose main activity focuses on the production of concrete.



3
Industries

Another segment of our customers, primarily dedicated to the manufacturing of cement-based construction products.

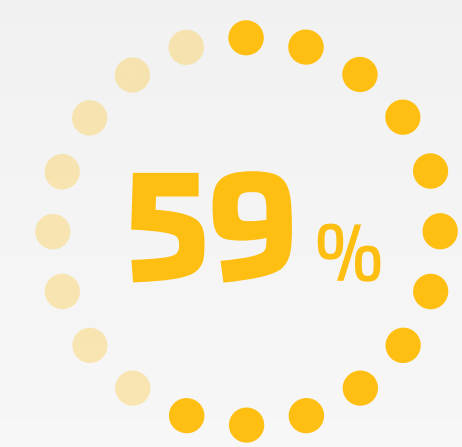


4
Construction Companies

Mainly dedicated to building, purchase our materials directly from the factory.



PARTICIPATION IN SALES OF CEMENT BY CHANNELS (ACCUMULATED PERCENTAGE IN THE CEMENT SEGMENT):



Distributors



Concrete Plant



Industries



Construction Companies

WE STRENGTHENED THE BOND WITH OUR CUSTOMERS

CEMENT EXPERTS



Interactions with ExperTito:

It's the Loma Negra BOT, designed to provide solutions to thousands of inquiries annually. We've launched a new series of business-focused videos. These 28 videos cover topics such as formalizing employment, networking, costs, budgeting, and more.

We're also finalizing the development of an AI-powered knowledge cloud. This will allow the chatbot not only to answer questions within its existing knowledge base but also provide answers to broader queries.

TO DATE, WE HAVE **11,030 ACTIVE USERS**, COMPARED TO 5,962 REGISTERED USERS IN 2024.

- Total registrations: **+7,070**
- Bot calculations: **10,200**
- Sessions: **12,511**
- Messages received: **115,553**

PLUS!
We now have members in all provinces across Argentina.



LOMA Community

We continue to develop and enrich the platform with new experiences so our clients can enjoy unique and unforgettable moments. We have added more attractions and new partnerships, including basketball games and sponsorship activations for Boca Juniors and River Plate matches, as well as Turismo Carretera with Marcos Landa, bringing the thrill of motorsports closer to our clients.

In total, **more than 395 clients participated in these experiences**, which included soccer (River Plate), basketball (Boca Juniors), Turismo Carretera, and events at the Movistar Arena.

WE CURRENTLY HAVE **543 ACTIVE REGISTERED CLIENTS** AND THIS FIGURE CONTINUES TO GROW.



CUSTOMER RELATIONSHIP AND LOYALTY



We continue to implement the annual sales action plan, which includes personalized strategies for each client, as well as the development of signage and merchandising materials.

DIGITAL TRAINING



We conducted a joint training program with Digital House on artificial intelligence applied to business, aimed at strengthening digital skills and innovation within the team.



CUSTOMER SATISFACTION

Once again, the satisfaction survey reflects a very high level of participation, reaching 54 % response rate, with a total of 482 surveys received.



THE OVERALL SATISFACTION LEVEL WAS 8.3 OUT OF 10.

In turn, many attributes reached record levels of satisfaction, with stock and deliveries standing out in particular, achieving their best historical ratings and consolidating clear improvements in service and operations.

Finally, the quality of our products continues to be the attribute most valued by our customers, with a score of **9.3**, reaffirming one of our main differentiators.

EVOLUTION OF DIGITAL REACH AND INTERACTION (2025 VS 2024)



FACEBOOK

+12.810 FOLLOWERS

ENGAGEMENT: 160 vs 104 > **+53.8 %**

INTERACTION: 1M vs 579K > **+72.7 %**

PRINTS: 28,6M vs 22.7M > **+26.0 %**

SCOPE: 6,2M vs 5.5M > **+12.7 %**

INSTAGRAM

+6.745 FOLLOWERS

ENGAGEMENT: 345 vs 152 > **+127 %**

INTERACTION: 1.5M vs 592K > **+153 %**

PRINTS: 21M vs 17.7M > **+18.6 %**

SCOP: 4.4M vs 3.9M > **+12.8 %**

RESPONSIBLE AND SUSTAINABLE SUPPLY CHAIN MANAGEMENT

Throughout our century-long history, procurement management has been an essential part of our evolution as a Company. It is a cornerstone for sustaining efficient, safe operations aligned with the highest standards. We have consolidated a supply model that promotes responsible and transparent relationships with our supplier network, contributing to the development of a strong and reliable value chain.

All our suppliers must adhere to the Code of Conduct, the Integrity Program, and our anti-corruption guidelines. Those operating in our facilities must also comply with Health, Safety, and Environmental requirements, consistent with our cultural principle, "We Make It Safe", which guides every decision we make.

We have a specialized team that systematically monitors management and performance indicators, facilitating strategic decision-making and ensuring timely and high-quality supply. Through clear internal policies and robust control systems, we guarantee the correct implementation of our procurement practices and the overall efficiency of the process.

HOMOLOGATION FOR KEY SUPPLIERS

It is a fundamental pillar for ensuring a reliable supply chain aligned with our standards. It applies to suppliers of critical inputs and ongoing services, representing a significant percentage of our total purchases. This allows us to verify compliance with ethical, environmental, and quality standards.



SEMI-ANNUAL EVALUATION TO GUARANTEE QUALITY AND CONFORMITY

The quality and conformity of products and services are evaluated semi-annually in aspects such as the quality of the service or input, safety in the work performed and commitment to environmental protection. These evaluations strengthen our relationship with suppliers and guarantee excellence at each step of our value chain.



FRAMEWORK AGREEMENTS FOR CONTINUOUS IMPROVEMENT

In pursuit of continuous improvement, we developed framework agreements with suppliers to streamline the delivery of goods and services, allowing for a quick response to internal demands and optimizing all stages of the process.



SUPPLIER PORTAL: AGILITY AND TRANSPARENCY

The portal offers a centralized access point to essential information—orders, invoices, and contractual documentation—improving communication and facilitating coordination with our suppliers. This tool strengthens transparency at every stage of the process and enables more agile and efficient collaboration.



SUPPLIERS, QUALITY PARTNERS

Our network of goods and services suppliers is fundamental to Loma Negra's operations. Their presence throughout the country, and especially in the communities where we operate, allows us to sustain our operations, strengthen the value chain, and contribute to local and national economic development.

NETWORK OF
1990
SUPPLIERS

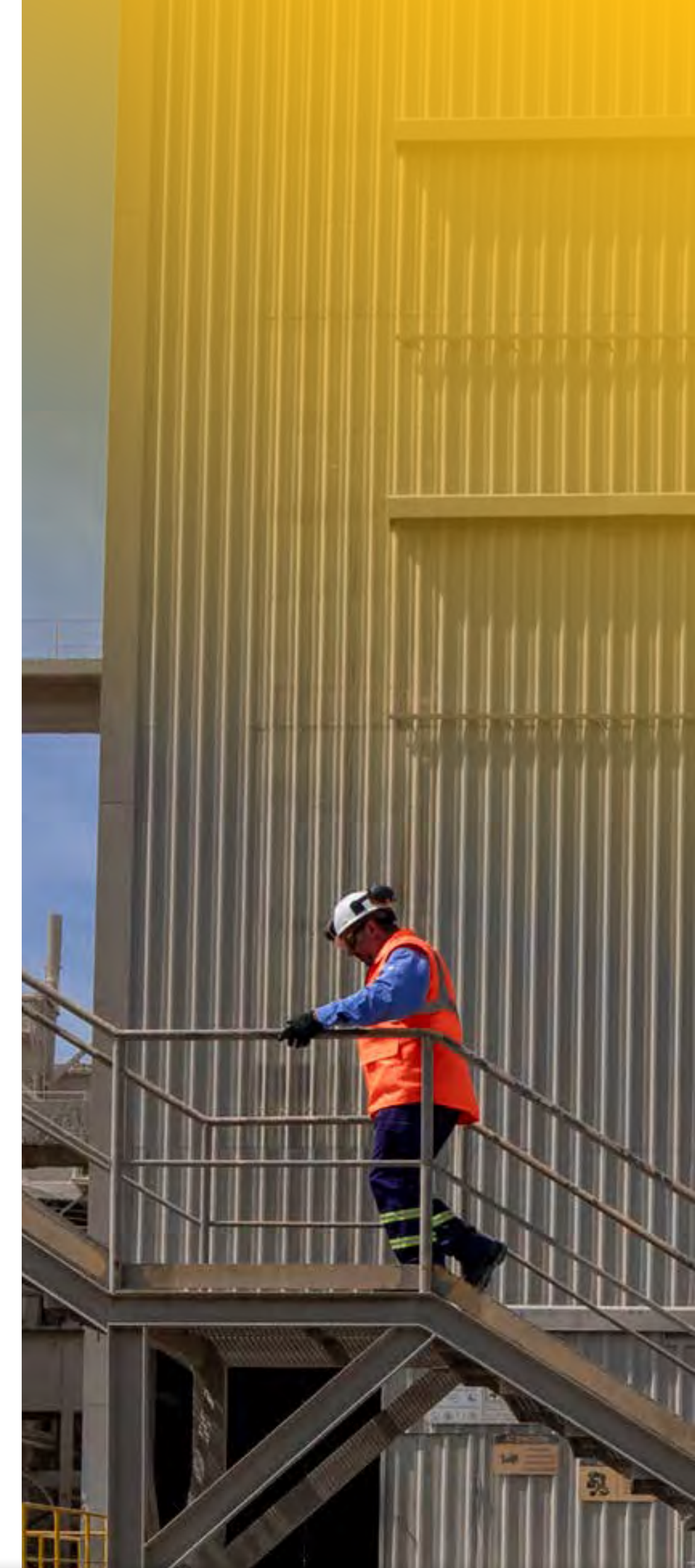
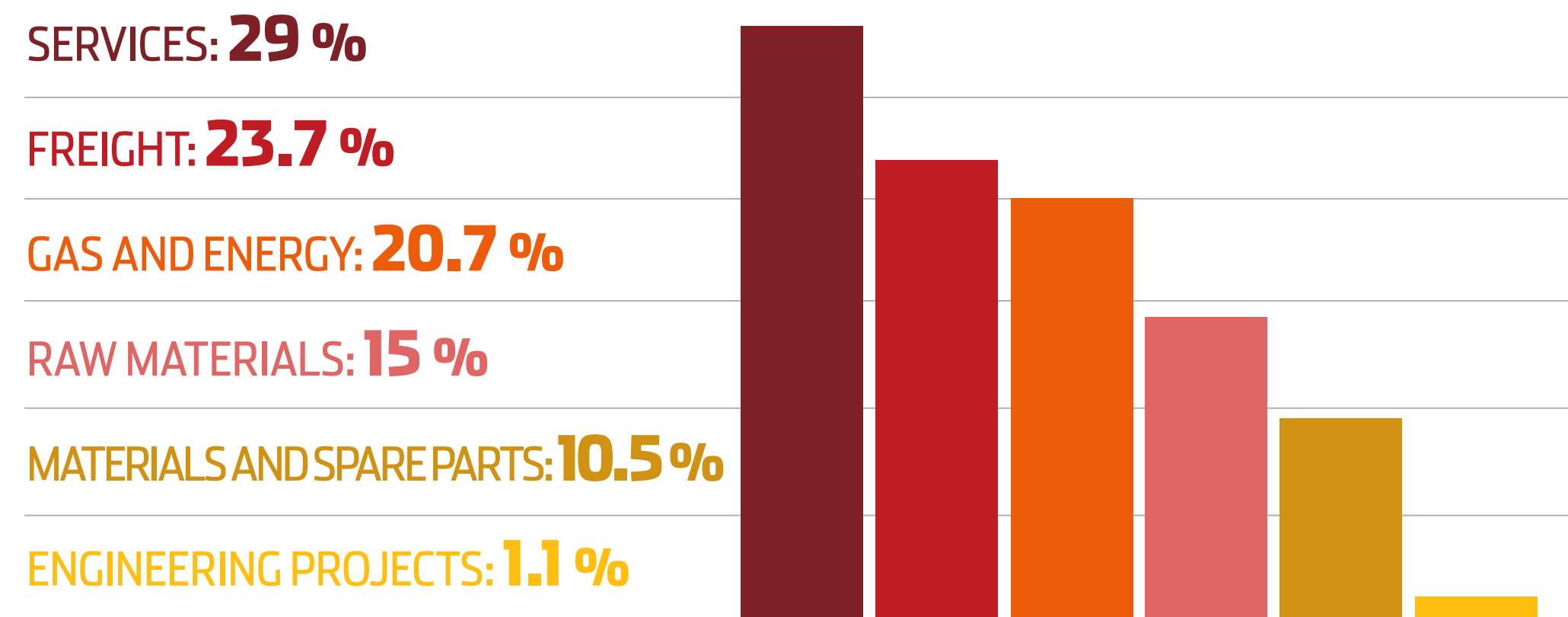
96 % of purchases were made from **SUPPLIERS THAT OPERATE IN THE COUNTRY**

23 % of our purchases were made from **SUPPLIERS IN THE COMMUNITIES IN WHICH WE OPERATE**

As part of our commitment to transparency and ethics, **100 %** of new suppliers hired during 2025 were evaluated in environmental and social criteria.

OUR SUPPLIERS PER CATEGORY

We continue to focus our purchases on sectors that are key to our operations:





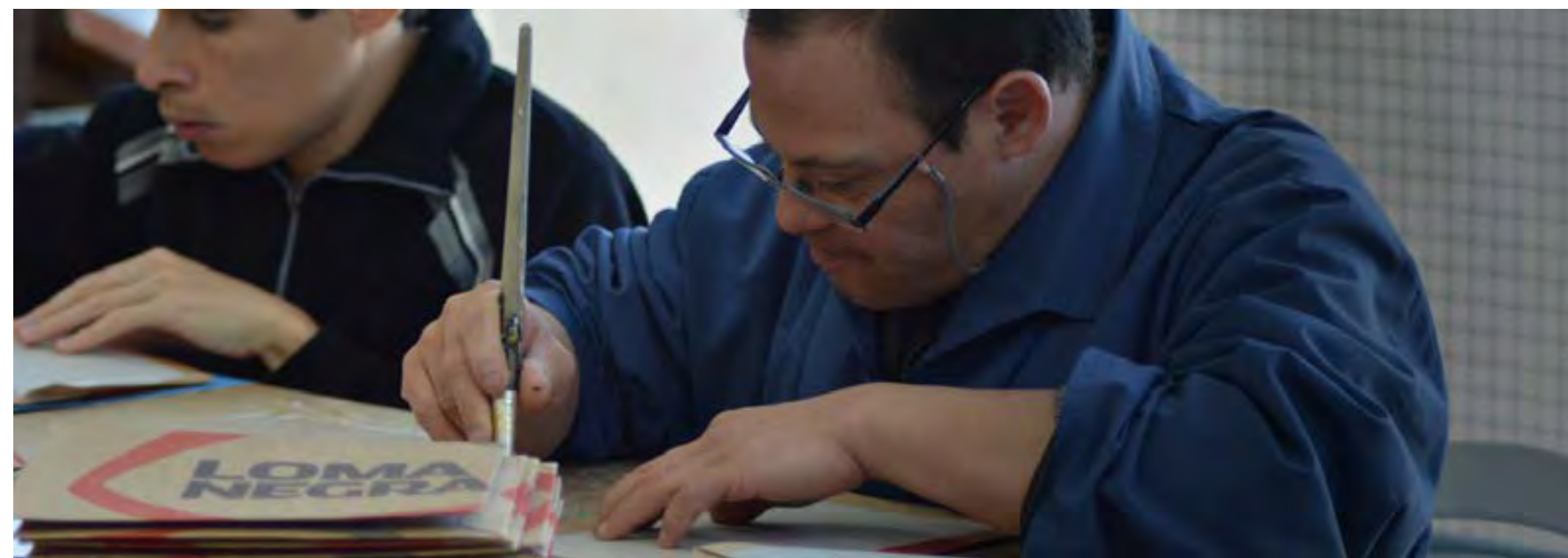
INCLUSIVE PURCHASING

We believe in the transformative power of opportunity. We know that our presence in each community can generate a positive impact and pave the way for local organizations and small businesses.

That is why we promote inclusive purchasing practices that foster diversity and integration throughout our value chain.

Together with the Loma Negra Foundation and the Human Capital and Purchasing departments, we support the development of inclusive suppliers, creating new job opportunities and contributing to the improvement of the communities where we operate.

DURING 2025, **WE INVESTED ARS70,659,941 MILLION** AMONG MORE THAN **20 SOCIAL SUPPLIERS.**





FOSTER PROGRAM

We understand that sustainability is built collaboratively, together with those who share our values and purpose. **This is how the Foster Program was born, aimed at strengthening environmental, social, and governance (ESG) criteria throughout our value chain.** The initiative promotes the adoption of best practices, sustainability maturity, and continuous improvement among suppliers and customers.

For the fifth consecutive year, an interdisciplinary team made up of our Sustainability, Compliance, Corporate Affairs, Logistics and Fundación Loma Negra departments worked side by side with suppliers, customers, and social organizations, fostering their development and supporting them in incorporating best practices that generate a real impact in communities.

The program unfolds in various stages, including self-assessment, content creation, awareness workshops, communication campaigns, and technical mentoring. These actions allow us to understand each stakeholder's ESG progress, support their growth, and disseminate strategic tools related to sustainability, ethics, and environmental management.

KEY MILESTONES OF THE YEAR

- › RELAUNCH OF THE SELF-ASSESSMENT TOOL.
- › DEVELOPMENT AND PUBLICATION OF A NEW CORPORATE GOVERNANCE GUIDE.
- › CONDUCT OF THREE AWARENESS WORKSHOPS FOR THE VALUE CHAIN.
- › INTERNAL PRESENTATION FOR THE ENTIRE COMPANY IN A HYBRID FORMAT.

The initiative reflects Loma Negra's commitment to corporate responsibility and the integration of sustainability across all links of its value chain.



Romina Grand, Meraki Consulting

"We now have a Transparent Line channel, an easy and confidential way to report anything you feel is inappropriate or illegal, and also to share ideas for improvement."



María Luz Ponzi, Meraki Consulting

"This will even help us highlight the improvement recommendations for each of our training and mentoring services with Entrepreneurs and Micro-SMEs."

RESULTS OF THE FOSTER PROGRAM

ENVIRONMENT

21 carriers prepared their carbon footprint, with **11** new actors joining the emission measurement and management process initiated in 2024.

SOCIAL AND GOVERNANCE

6 carriers developed community projects together with Fundación Loma Negra, and **3** created their own Code of Ethics, strengthening governance standards.



05

THE PILLARS OF OUR HISTORY

SUSTAINABILITY
REPORT
2025

**LOMA
NEGRA**

OUR PEOPLE

Our people are the protagonists of Loma Negra's century-long history. Through their professionalism, commitment, and passion, they make every achievement and every step forward for the Company possible, contributing sustainably to building its present and its future.

Guided by a shared purpose —**transforming people's lives by driving sustainable growth**—, they bring this commitment to life in every daily action, consistent with our cultural principles: prioritizing safety, constantly taking on challenges, acting with a service-oriented mindset, strengthening pride in belonging, and promoting diversity and inclusion.

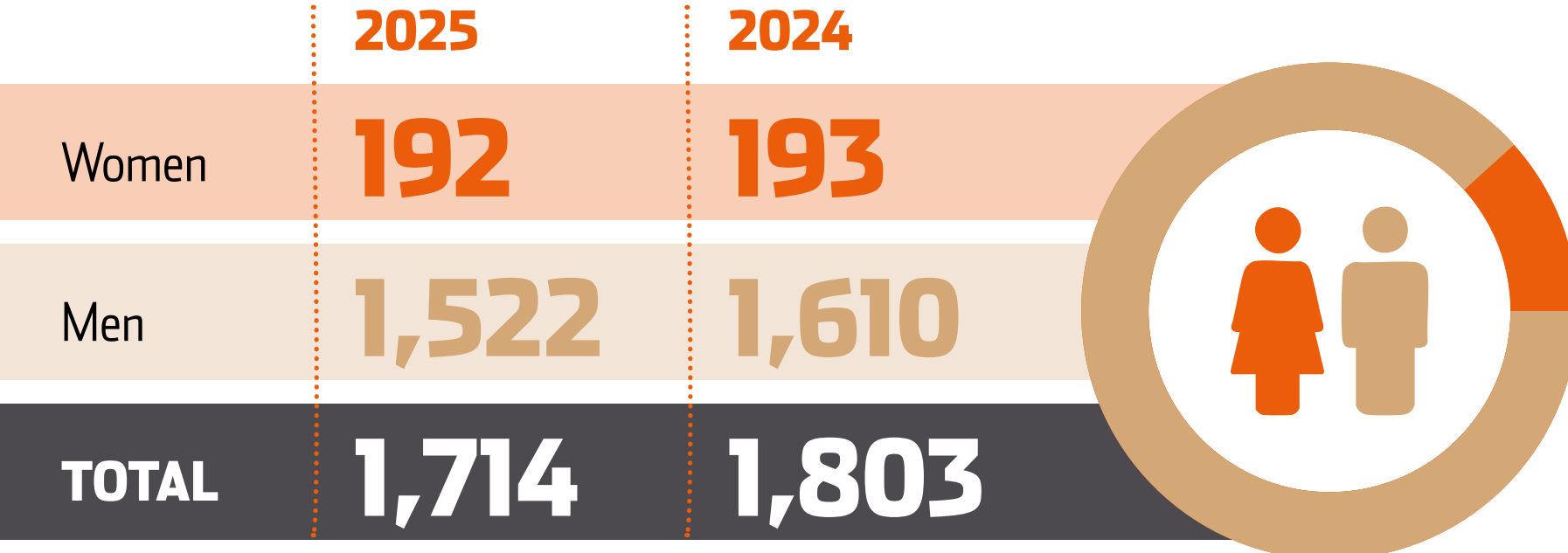
Together, we uphold a culture where safety, ethics and integrity, and customer service are the pillars upon which we continue to evolve and build a more sustainable, diverse Company, prepared for the challenges of the future.



1,714 OF OUR PEOPLE

COMMITTED TO THE DEVELOPMENT OF LOMA NEGRA AND TO THE GROWTH OF THE INDUSTRY IN THE COUNTRY.

PAYROLL DISTRIBUTION BY GENDER



DISTRIBUTION BY EMPLOYMENT CONTRACT

	2025		2024	
	WOMEN	MEN	WOMEN	MEN
Permanent employees	187	1,508	186	1,583
Temporary employees	5	14	7	27

DISTRIBUTION PER SHIFT

	2025		2024	
	WOMEN	MEN	WOMEN	MEN
Full time	192	1,453	193	1,525
Part time	0	69	0	85



PAYROLL DISTRIBUTION BY EMPLOYEE CATEGORY AND GENDER

EMPLOYEE CATEGORY	2025		2024	
	WOMEN	MEN	WOMEN	MEN
Executive Officers	0.1%	1.6%	0.1%	1.4%
Staff	7.8%	31.8%	7.5%	31.6%
Operations	3.3%	55.4%	3.1%	56.3%

PAYROLL DISTRIBUTION BY EMPLOYEE CATEGORY AND AGE

EMPLOYEE CATEGORY	2025			2024		
	YOUNGER THAN 30	BETWEEN 30 AND 50	OLDER THAN 50	YOUNGER THAN 30	BETWEEN 30 AND 50	OLDER THAN 50
Executive Officers	0%	0.8%	0.9%	0%	0.6%	0.9%
Staff	4.4%	26.0%	9.2%	4.9%	25.6%	8.6%
Operations	6.1%	42.1%	10.5%	6.8%	42.9%	9.8%

DISTRIBUTION PER GEOGRAPHICAL LOCATION

	LOCATION	2025		2024	
		WOMEN	MEN	WOMEN	MEN
📌 BENITO JUÁREZ	Barker	2	82	4	102
📌 BUENOS AIRES	Buenos Aires	0	2	0	2
📌 AUTONOMOUS CITY OF BUENOS AIRES	Estación Sola L.	4	91	3	101
	Adm. Central LN	63	80	64	86
	Technical Center	2	15	1	15
	Darsena F	1	6	0	0
	Chaco	0	1	0	1
📌 CHACO	Chaco	0	1	0	1
📌 CÓRDOBA	Córdoba	0	1	0	1
📌 DON TORCUATO	Torcuato	1	44	1	36
📌 EL ALTO	Catamarca	25	219	23	223
📌 ENTRE RÍOS	Entre Ríos	1	1	1	1
📌 LLAVALLOL	Llavallol	0	33	3	43
📌 MISIONES	Misiones	0	1	0	1
📌 OLAVARRÍA	Olavarría	13	254	14	274
	L´Amalí	37	246	38	246
	La Preferida Ol.	4	68	5	66
	Olavarría (Ing)	2	18	2	19



DISTRIBUTION PER GEOGRAPHICAL LOCATION	LOCATION	2025		2024	
		WOMEN	MEN	WOMEN	MEN
📌 OLAVARRÍA	Sierras Bayas	0	5	0	6
	Olavarría LMX ⁹	0	0	0	33
📌 PARANÁ	Paraná	0	2	0	3
📌 RAMALLO	Ramallo	2	39	2	39
📌 RÍO NEGRO	Río Negro	0	1	0	1
📌 RIVADAVIA	San Juan	7	52	7	52
📌 ROSARIO	Rosario	1	34	1	25
📌 SANTA FE	Santa Fe	0	1	0	1
📌 TUCUMÁN	Tucumán	0	1	0	2
📌 VICENTE CASARES	LomaSer	13	106	10	100
📌 ZAPALA	Zapala	14	106	14	113
📌 LUJÁN	Luján LMX	0	1	0	5
📌 BAHÍA BLANCA	Punta Alta	0	8	0	8
📌 RUFINO	Rufino	0	4	0	5

⁹ Olavarría Lomax was a mobile plant temporarily installed for a specific project during 2024.



WE DRIVE GROWTH

PERFORMANCE AND DEVELOPMENT PROCESS



100 % OF OUR PERMANENT EMPLOYEES¹⁰ PARTICIPATE IN PERIODIC **PERFORMANCE AND PROFESSIONAL DEVELOPMENT EVALUATIONS.** 

These processes allow us to support their growth, recognize their achievements, and identify opportunities for improvement to further enhance their career paths within the organization.

To ensure a comprehensive and coherent approach to talent management, we held 66 People Committees throughout the year. These forums allow us to align criteria, share perspectives, and assess each employee's positioning.

Based on the results of these committees, individual development plans are designed to guide concrete actions to strengthen the skills and professional growth of each member of our team.

¹⁰ With a minimum tenure of 4 months at the start of the evaluation period. This process includes all genders and job categories on an equitable basis.



TRAINING

DURING 2025, WE HAVE REACHED **55,67.63 HOURS**
IN EMPLOYEE TRAINING.



TRAINING HOURS BY EMPLOYEE CATEGORY AND GENDER

	2025				2024			
	MEN	WOMEN	TOTAL HOURS	EMPLOYEE CATEGORY	MEN	WOMEN	TOTAL HOURS	EMPLOYEE CATEGORY
Executive Officers	200.2	22.9	223.1	7.69	803.1	0.2	803.3	30
Operations	31,765.39	2,992.08	34,757.47	34.52	31,430.2	2,723.2	34,153.4	32
Staff	16,626.19	4,063.87	20,690.06	30.52	13,331.6	3,532.6	16,864.1	24
Total Hours	48,591.78	7,078.85			45,564.9	6,255.9		
Average	31.93	36.87			28	32		
Overall average	32.48				29			

TRAINING HOURS BY SUBJECT AND GENDER


	2025		2024	
	MEN	WOMEN	MEN	WOMEN
Compliance	966.5	190.1	926.5	172.2
Diversity, equity and inclusion	751.5	119	0	1,080
Skills management	4,121.5	754	2,005.5	422.5
Management tools	7,048.6	1,529.1	7,699.66	829.87
Induction	341.1	122.9	214.1	97.5
Environment	2,381.65	253.5	1.917	209
Health	4,453	620	4,785.63	260.29
Security	8,832.23	914.73	12,888.14	1,037.58
Technical	19,695.7	2,575.52	15,128.35	2,147




COMMITMENT TO SAFETY

Safety is a non-negotiable value at Loma Negra and has been a constant throughout its history. **We work to ensure that all tasks are performed safely, with the goal of preventing serious, disabling, or fatal incidents.**

To this end, we promote programs and actions aimed at identifying, managing, and mitigating the critical risks of our operations, with procedures aligned to the ISO 45,001 standard. Since 2018, we have implemented a comprehensive strategy for the prevention of serious and fatal accidents, focused on the highest-impact risks, which allows us to address their precursors and strengthen operational controls.

Such strategy resulted from the analysis of 3,750 reports where related critical hazards were identified. 

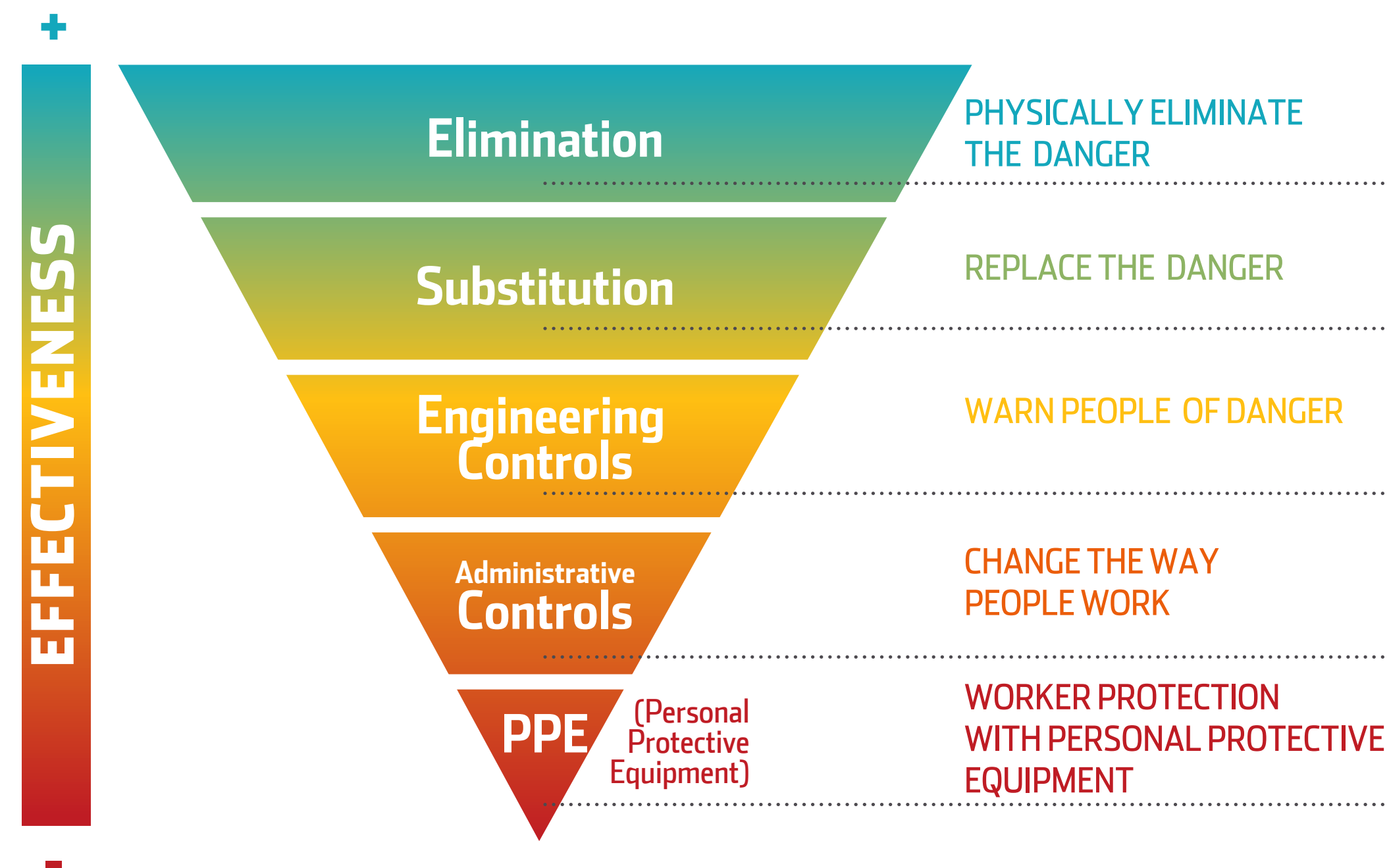
Hazard identification, continuous risk assessment, and incident investigation are carried out through a Hazard Identification Matrix, which guides preventive management across all our operations. 

CRITICAL HAZARDS AND RISKS



- > ENERGY BLOCKAGE | OPERATIVE INTERVENTIONS
- > LOAD LIFTING
- > LOADING OR MOVING MATERIALS
- > ELECTRIC ARC
- > HOT MATERIAL
- > WORK AT HEIGHT
- > TRAFFIC IN PLANT | QUARRY
- > PROJECTION OF MATERIALS OR PIECES DUE TO DETACHMENT
- > PRESENCE OF EXPLOSIVE, FLAMMABLE OR COMBUSTIBLE MATERIAL

This definition allows us to focus the preventive strategy to implement the following control hierarchy:



DESCRIPTION OF THE FUNCTIONS OF OCCUPATIONAL HEALTH SERVICES

We have occupational health teams and professionals who play a key role in the identification, assessment, and control of workplace risks, as well as in the prevention of occupational illnesses and accidents. Through medical examinations, health surveillance, workplace inspections, preventive campaigns, vaccination programs, active breaks, ergonomics, emergency care, and first aid, among other services, they contribute to the comprehensive protection of individuals and support in adapting workstations.

WORKERS' ACCESS TO SERVICES IS FACILITATED BY:

- Coverage across all workplaces, with on-site medical offices and referral mechanisms to external providers.
- Confidential and free service channels, guaranteeing non-discrimination and equal opportunities in healthcare.
- Communication and awareness programs that disseminate information about available services and promote active employee participation in preventive activities.

CONTINUING EDUCATION PROGRAMS

We believe it is essential to implement continuing education programs in occupational safety and health (OSH) for all workers, including employees and contractors.

GENERAL OSH TRAINING

- Mandatory induction training: OSH policies, rights and responsibilities, emergency procedures, first aid, and use of personal protective equipment (PPE).
- Periodic training: talks, practical workshops, and campaigns on ergonomics, workplace hygiene, disease prevention, and healthy habits.
- Safety leadership programs: for middle management and supervisors, focused on safety culture and preventive management.

SPECIFIC TRAINING ON WORKPLACE HAZARDS

- **Physical and chemical risks:** safe handling of substances, dust control, noise, vibration, heat, and radiation.
- **Critical and high-risk activities:** working at heights, confined spaces, lifting loads, electrical hazards, and industrial driving.
- **Safe work procedures:** work permits, lockout/tag out, fire prevention, and evacuation plans.
- **Emergencies and advanced first aid:** regular drills for fire, spills, serious incidents and rescues.

METHODOLOGY AND ACCESS

- In-person, virtual, and blended learning modalities, with digital materials and practical simulations.
- Attendance records, skills certification, and availability at all work sites.
- Effectiveness evaluation through surveys, exams, and on-site follow-up.

We also make it safe for our suppliers and customers. That's why we work collaboratively to implement actions aimed at reducing high-potential incidents and strengthening a shared safety culture.

Key initiatives include:

- Safe handling and unloading programs for both our product carriers and the truck fleet that supplies our raw materials.
- Specially designed facilities to ensure safe product removal.
- Awareness and promotion initiatives on road safety and other preventative measures, aimed at minimizing risks in daily life.

STRATEGIC ACTION PLAN 2025

To strengthen a preventive culture, reduce incidents, and foster safer and healthier work environments across all operations, we developed a plan that includes the following actions:

CALIBRATION OF SIGNIFICANT PRECURSORS 01

Definition of the most relevant precursors for priority critical hazards.

CLASSIFICATION OF HIGH-POTENTIAL EVENTS 02

Update of the decision tree for a more precise analysis of incidents.

PROACTIVE INDICATORS 03

Incorporation of metrics aligned with visible leadership and the identification of safe behaviors.

RISK MANAGEMENT TOOLS 04

Organization of a safety forum with multidisciplinary HSE and Operations teams to review and update internal ART and APT tools.

PERFORMANCE MONITORING IN PRODUCTION UNITS 05

Monitoring compliance with "hard" barriers and significant precursors in the four most prevalent critical hazards.

REVIEW OF ART IN CRITICAL ACTIVITIES 06

Update of the ARTs related to the six most relevant critical hazards, incorporating layers of defense and reliability criteria.

LEADERSHIP WORKSHOP 07

We conducted a pilot workshop on the role of leadership in safety management, with the participation of 43 employees from the L'Amalí Plant and Ferrosur. The session addressed the evolution of preventive culture, the HOP (Human and Organizational Performance) approach, and the practice of "See It, Stop It, Say It," strengthening operational discipline with safety as the central focus.

SAP S/4 HANA PROJECT 08

Adaptation the system to the current safety management framework.

SPECIFIC STRATEGIC PLANS 09

Developing specific plans for the Lomax and La Preferida Plants.

SAFETY MANAGEMENT IN NUMBERS

	2025		2024	
	OWN STAFF	THIRD-PARTY CONTRACTOR	OWN STAFF	THIRD-PARTY CONTRACTOR
ACCIDENTS WITH LOST DAYS (LDA)	19	6	24	9
ACCIDENTS WITH LOST DAYS	76 %	24 %	73 %	27 %
HOURS WORKED	3,831,040	2,317,538	3,778,117	2,495,111
T.F ACCIDENTS CPT	4.96	2.59	6.35	3.61

ACCIDENTS RATE

	2025	2024
SEVERITY RATE (LOST DAYS PER MILLION HOURS WORKED)	94.17	123.22
HIGH POTENTIAL LOST TIME INJURY FREQUENCYRATE	0	0.6
INJURY FREQUENCY RATE (LOST TIME, NON-LOST TIME, AND FIRST AID) RELATED TO CRITICAL RISKS)	0.8	1.4



The main types of injuries, most frequent, are: fractures, sprains and strains, cuts, musculoskeletal disorders and contusions.

While there were no major workplace accidents, of the 25 lost-day accidents reported during the period, only two were associated with critical hazards. Both were considered low-potential lost-day incidents with critical hazards.

Among the main measures taken or planned to eliminate these hazards and minimize risks through the hierarchy of controls, a review and update was carried out of: Task Risk Analysis (TRA), Preventive Behavior Verification (PBV), Operational Committees (with operators), field inspections, training sessions, dissemination of infographics, development of procedures, and implementation of replicable actions derived from the analysis of high-potential incidents and associated critical hazards.

SAFETY CAMPAIGN FOCUSED ON EARLY WARNING SIGNS

Continuing with the motto **“You Are The Ideal 11”**, we launched a new communication campaign aimed at reinforcing our **10 Golden Rules**, with a special focus on early warning signs of safety.

The objective was to continue raising awareness about deviations or early warning signs that, if not detected and corrected in time, can lead to a serious or fatal accident (SFA).

Using a soccer analogy, we reinforced the idea that each person is part of the same team, where attention, anticipation and coordinated work are key to playing safely and protecting one another.

The campaign was disseminated through Conectad@s, billboards, and WhatsApp, and aimed not only to reinforce a rule but also to recognize and amplify best practices originating from within the teams themselves, thus consolidating a stronger, more participatory, and committed culture of prevention.

#WeMakeLoma
when we do it safely.



THE IDEAL 11 ARE THE 10 GOLDEN RULES + YOU



We proudly secured 3rd place at the 2025 ADRHA Impact Awards!



VEHICLE SAFETY

The Company travels approximately **50 million kilometers annually** using both its own **Lomax fleet** and **third-party fleets**.

As freight forwarder, it works with more than **55 transport companies** and **1,000 drivers** to promote a shared safety culture based on prevention, training, and commitment. This comprehensive management approach combines road safety and sustainability, aiming to reduce risks, optimize operations, and contribute to safer and more responsible transportation.



STATISTICAL VEHICLE SAFETY MANAGEMENT MODEL

For Lomax's own fleet and CyF's third-party fleet, the model integrates a GPS system and a collaborative platform that compiles key road safety data, such as speeding, abrupt maneuvers, and fatigue management.

The information is systematized through geolocation, allowing for the generation of indicators and scoring by driver, transport unit, zone, and fleet, adding value to both safety and logistical and operational management.

Since its implementation in 2019, the model has reduced reported traffic accidents in the Autonomous City of Buenos Aires, lowered operating costs (fuel, tires, and maintenance), optimized travel times, and improved overall fleet efficiency.



AUTOMATIC DETECTION SYSTEM

An AI-based automatic detection system was implemented in the bagging area of the L'Amalí Plant to monitor driver behavior during pallet loading.

The tool detects risky behavior around moving machinery and issues real-time alerts to the Company, drivers, shipping department, and carriers or clients, promoting the timely correction of unsafe habits.

The use of cameras with video analytics (AI) eliminates subjectivity, ensures an immediate response, and has proven effective in reducing high-risk incidents, especially when interacting with forklifts, strengthening a proactive safety culture.



THIS MADE IT POSSIBLE TO ACHIEVE, FOR THE FIRST TIME, A RATE OF 0 HIGH-POTENTIAL EVENTS (HPE) ON ROUTES, REDUCING THE INDICATOR FROM 17 HPE TO ZERO. Likewise, safety management within Loma Negra plants with CyF and FOB drivers achieved, for the first time, a rate of 0 HPE associated with behaviors or conditions during loading and unloading operations of raw materials within the Company's premises.



COMMITMENT TO HEALTH AND WELL-BEING

We implement a comprehensive health and well-being approach for all workers, including employees, outsourced workers, and contractors under Company control, guaranteeing equal access and coverage at all operational centers nationwide.

Key initiatives include:

MEDICAL COVERAGE AND AGREEMENTS WITH EXTERNAL PROVIDERS

Access to primary care, specialists, diagnostic tests, and hospitalization through social security, health insurance, or corporate agreements.

REGULAR PREVENTIVE CAMPAIGNS

Influenza vaccination and preventive medical checkups (blood pressure, blood sugar, cholesterol).

HEALTH PREVENTION AND HEALTHY HABITS PROGRAMS

The In-Company Nutrition Program offers a practical, accessible, and holistic approach to health, aimed at fostering sustainable improvements in employees well-being. It is structured around five pillars: continuous education, sustainable habits, ongoing improvement (through diagnostics and indicators), comprehensive well-being, and accessibility, addressing nutrition, hydration, physical activity, and emotional aspects.

Through nutrition talks and both in-person and virtual interactions with each employee, the program seeks to build an everyday culture of health, focused on achievable, human-centered changes rather than quick fixes or restrictive approaches.



INTEGRATED ERGONOMICS PROGRAM WITH A GENDER PERSPECTIVE

Based on continuous improvement, with proposals generated by workers and evaluated by middle management and senior management. Incorporating a gender perspective allows for the adaptation of operational tasks to consider the diversity of body types and work experiences, with the goal of reducing ergonomic risks and preventing musculoskeletal disorders. Thanks to this approach, for the third consecutive year, the Workers' Compensation Insurance Company (ART) did not register any musculoskeletal occupational diseases in the mandatory periodic examinations.

GUIDANCE AND PSYCHOSOCIAL SUPPORT SERVICES

Confidential helplines, crisis intervention, work-life balance counseling, and financial guidance.

HEARING PROTECTION PROGRAM

Regarding other health risks, nine cases of hearing loss associated with noise exposure were registered throughout the organization during the period. In response to this situation, a specific action plan was implemented, which included:

- 📌 **UPDATING THE NOISE MAP** FOR WORKSTATIONS.
- 📌 **NOISE MEASUREMENTS** TO ASSESS EXPOSURE LEVELS.
- 📌 SPECIFIC TRAINING ON THE **PROPER USE OF PERSONAL PROTECTIVE EQUIPMENT (PPE)**.
- 📌 **MANDATORY USE OF HEARING PROTECTION** IN AREAS AND WORKSTATIONS IDENTIFIED AS HIGH-RISK.

Early identification and targeted management of hearing loss cases reaffirm Loma Negra's commitment to prevention and health care in its industrial operations. Within this framework, the implemented actions align with the risk management hierarchy, prioritizing technical and administrative measures and strengthening the preventive approach of the Occupational Health and Safety Management System.

In this context, the results for the 2025 period, reported by the Workers' Compensation Insurance Company (ART), reflect the Company's sustained commitment to protecting the health and safety of its employees, as well as the effectiveness of its preventive programs.





WE BUILD CULTURE

RECOGNITION PROGRAM

Our **"Together we are more"** Program promotes a culture of recognition based on our cultural principles and collaborative work.

One of its objectives is to highlight improvements in key processes and indicators fostering a commitment to improvement and growth of our employees.

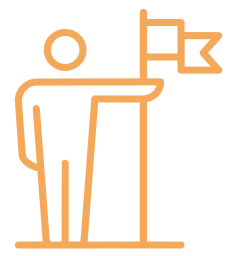
In response to the 2024 Climate Survey, an action plan was implemented to address the areas with the lowest approval ratings, particularly in the areas of recognition, communication, integration, and processes.

With the ongoing goal of continuing to grow and improve the employee experience, in 2025 the new Climate Survey was carried out, with 89% of the Company's employees participating. This high participation rate allowed us to obtain a representative view of various aspects of the culture and work environment at Loma Negra.



DURING 2025, **35 INITIATIVES** WERE HIGHLIGHTED IN WHICH **251 EMPLOYEES** WERE RECOGNIZED.

Since the Program's inception, **782 employees have been recognized** for their implementation of projects and initiatives.



INTERNAL LEADERSHIP WORKSHOP FOR COORDINATORS

Following up on this workshop, which arose in response to the 2023 Climate Survey, two sessions of the leadership development workshop were held in 2025, one in Olavarría and the other in Buenos Aires. **The program was structured into three main modules:**

MANAGER'S ROLE

COMMUNICATION

PERFORMANCE MANAGEMENT AND RECOGNITION

Each session lasted **18 hours**, during which **42 coordinators** from all plants participated in this learning experience, guided by 11 instructors from the production line, Human Capital, and Internal Communications teams.

Satisfaction surveys showed:

44 %
of participants rated the Program as Excellent

49 %
as Very Good

7 %
as Good

In total, **686 hours of effective training** were recorded, reaffirming the organization's commitment to the development of its leaders.

TECHNICAL ACADEMY

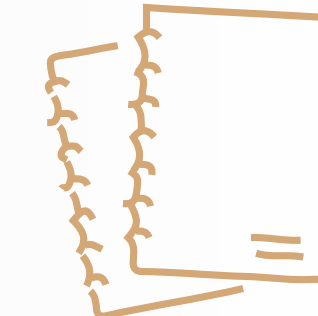


After several years of collaborative work, the Technical Academy concluded, resulting in a dynamic and evolving tool that offers Operations Analysts a clear path for professional development based on internal technical expertise.

The program included more than **130 readings, 330 guided exercises, and 40 internal courses**, strengthening skills in areas such as Quarry, Manufacturing, Maintenance, Laboratory, Bagging, Quality, and Processes. This achievement was made possible through the collaborative work of technical experts, validators, and the Human Capital team, and marks the beginning of an impact that will continue to grow within the organization.



STAFF ACADEMY LAUNCH



This initiative provides a training tool for skills and knowledge across various areas of the Company. Created by and for our employees, the Staff Academy is another step in the development and internal training of our Company.

It features 31 learning modules, now available on the @prendiendo online training platform:

- > Loma Negra's Products
- > Introduction to Logistics
- > Internal Logistics
- > Self-Service Delivery
- > Introduction to Marketing
- > Procurement Management
- > Cement Process - Purchasing

- > Agreement
- > Contracts
- > Competition and Anti-Corruption Law
- > Information Safety
- > SOX Audit
- > Introduction to SAP
- > Description of Position
- > Selection Interview
- > Introduction to Community Development
- > Planning: Comprehensive Business Planning Process
- > Kiln Operation and Energy Procurement Strategy
- > Carbon footprint
- > Investment Cycle

- > Expense Control
- > Expense Control, Bank Reconciliation, and Provisioning
- > Debt Management and Recovery
- > Credit Management
- > Accounts payable
- > Taxable income
- > Customer Registration, Modification, and Deletion
- > Current Account Administration and Management
- > Order Details
- > Invoicing
- > Automation 4.0
- > PowerPoint

DIRECTORS' DIALOGUE SESSIONS 2025

During the year, the **Dialogue Sessions** were redesigned to strengthen communication and recognition, incorporating a participatory approach in which teams present their achievements and improvements. This solidified the space as an environment for presentation, active listening, and building trust.

Additionally, **safety Stand Downs** were conducted, open to both Company personnel and contractors, along with plant tours, reinforcing the commitment to safety and close relationships with the teams.

A total of **18 meetings** were held, with the participation of **234 employees**, rotating attendance by Directors depending on the business unit, and ongoing support from the Director of Human Capital, Sustainability, and Legal Affairs. This evolution contributed to improving the work environment, strengthening teams, and enhancing organizational dialogue.



GOOD CONVERSATIONS WITH DIRECTORS

The “Good Conversations with Directors” initiative was implemented in Central Administration to strengthen the bond between management and the teams of Analysts and Consultants, fostering closer relationships and mutual understanding.

This year, six in-person breakfast meetings were held with the participation of 73 employees. Each meeting was led by the Director of the corresponding Department and included the participation of the Director of Human Capital, Sustainability, and Legal, reinforcing the commitment to organizational culture and cross-functional dialogue.

LOCAL INTEGRATION ACTIVITIES

LomaPinto, Building Bridges, or Principles Soaring High

Fun activities were developed at different plants to promote the practical application of Cultural Principles and strengthen collaboration and integration among teams, supporting the Company's cultural change process.

The activities included group projects such as building a Formula 1 car, creating interconnected bridges, and flying kites.



FIRST WORK EXPERIENCE

Our program, specially designed for children of employees, aims to introduce the world of work to young people of the Loma Negra family. This year, **51 young people** enrolled in our various units: Central Administration, LomaSer Logistics Center, Olavarría, Barker, L'Amalí, Zapala and Catamarca.

Each participant completed **40 hours** of practical experience in different areas, such as Logistics, Human Capital, Maintenance, Laboratory, Training and Recruitment and Auditing.



FAMILY DAY

As part of our initiatives to promote well-being and strengthen the bond with our employees, we once again opened the doors of our plants and offices to welcome the sons and daughters of those who are part of Loma Negra.

This event allows families to experience our production process and workspaces firsthand and in a personalized way, through specially designed fun and educational activities. The initiative aims to promote work-life balance, strengthen a sense of belonging, and create meaningful experiences that reinforce the sense of community within the Company.



Central Adm.



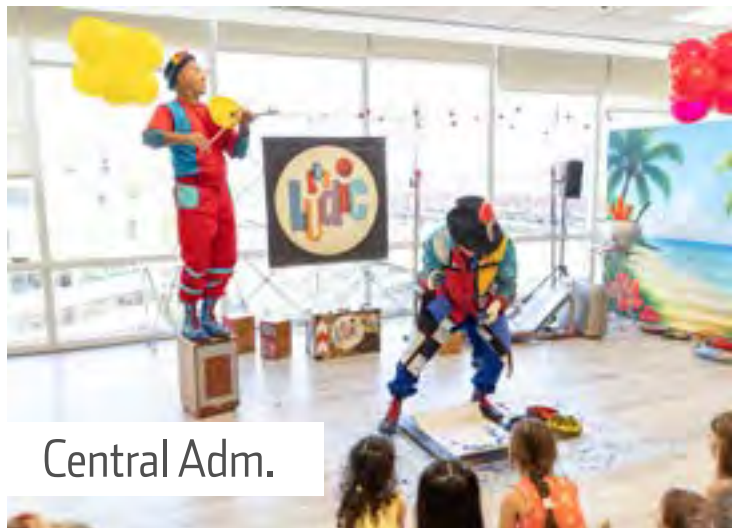
Ramallo



Olavarría



Catamarca



Central Adm.

WE ARE LOMA WEEK

We Are All Loma reaffirms the Company's commitment to diversity and inclusion, promoting gender equality and the integration of people with disabilities since 2021.

The week included three core sessions—**Gender, Intergenerational Collaboration, and Unconscious Biases**—aimed at highlighting caregiving in the workplace, strengthening intergenerational connections, and reflecting on the biases that limit inclusion. More than **430 employees** participated, both in person and virtually, across all our companies.

The initiative received **210 responses** in the Loma Negra satisfaction survey, **72 %** more than the previous year.

Attendees rated learning about the experiences of our employees at 95 % (Very Interesting + Interesting); they also highlighted the presentation on Unconscious Biases at 86 % (Excellent + Very Good) and the Intergenerational Collaboration presentation at 74 %.

NEW DIVERSITY AND INCLUSION E-LEARNING

Through the @prendiendo platform, e-learning courses were made available, segmented for managers and non-managers, covering the following topics:

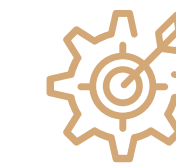
What do we understand by diversity?

- > Microaggressions
- > Disability
- > Discrimination
- > Gender
- > Unconscious Biases
- > Inclusive Leadership (managers only)
- > Generations

By the end of the year, **1,372 employees had completed the training**, representing **80 %** of our workforce.

ESG OBJECTIVES DIVERSITY

To strengthen our commitment to being a more diverse and inclusive Company, we established goals for different processes:



SELECTION

Guarantee the participation of women in all external selection processes.



TRAINING

Women in Concrete: train 65 women.



PURCHASES

Increase the amount of billing from inclusive suppliers.



PERFORMANCE LINKEDIN 2025¹¹

POSTS PER YEAR: **152**

NET GROWTH: **+19,081**

INTERACTIONS: **14,456**

ANNUAL PERCENTAGE GROWTH: **29 %**

ANNUAL AVERAGE INTERACTIONS: **1,205**

TOTAL IMPRESSIONS: **1,059,673**

FOLLOWERS: **84.537**

AVERAGE ANNUAL ENGAGEMENT RATE: **1.36 %¹²**

¹¹ Source: LinkedIn Analytics.

¹² The engagement rate on LinkedIn reflects how actively users interact with a post. It is calculated as the percentage of total interactions relative to total impressions.

FEATURED PLANT ANNIVERSARIES

ZAPALA PLANT 55TH ANNIVERSARY



“Over these 40 years, I have witnessed profound transformations at the plant, both cultural and operational. **THE INCORPORATION OF BEST PRACTICES, INCLUSION, AND TEAMWORK** have fostered a healthy and respectful work environment, along with improvements in facilities, production, environmental stewardship, and a constant evolution in safety culture. This growth has strengthened the role of industry in Neuquén and its connection with the community. Personally, I feel proud and grateful for what I have learned and for the well-being this work has allowed me to provide for my family.”

Marcelo Gabriel Zamora,
Central Control Analyst at the Zapala Plant with 40 years of service.



CATAMARCA PLANT 45TH ANNIVERSARY



“I joined the factory at 18, in 1979. Having left a part of myself in every product is a source of immense pride. **MORE THAN A WORKPLACE, IT WAS A FAMILY** that grew alongside the community, generating employment, development, and well-being for the region and surrounding cities.”

Daniel Castillo,
Maintenance Analyst at the Catamarca Plant with 45 years of service.



LOMASER 25TH ANNIVERSARY



“Being part of the LomaSer Plant's 25th anniversary was very special for those of us who work here every day. We celebrated not only years of production and growth, but also **THE SHARED EFFORT, THE COMMITMENT TO SAFETY, AND THE SENSE OF BELONGING WE BUILT AS A TEAM.** It is an honor to continue being part of the team, following the same values, the same vision and mission that led us to become the Company's highest-volume plant. Thank you to those who were here and those who are here now, here's too many more years for our beloved plant.”

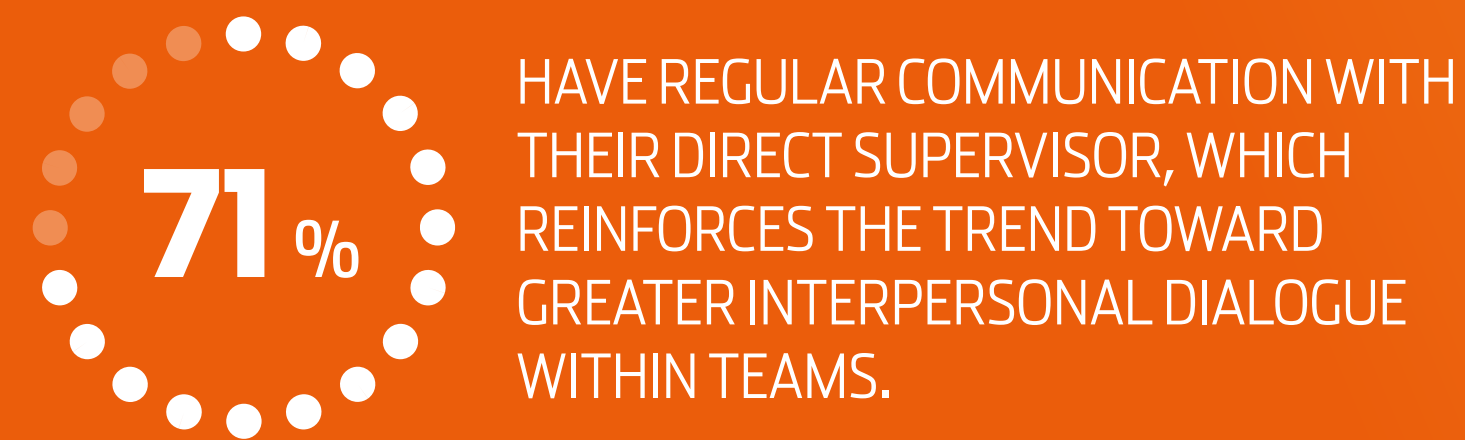
Fabricio Abel Perazzo,
a functional operator at LomaSer with 45 years of service.



RESULTS OF THE 2025 INTERNAL COMMUNICATION SURVEY



To evaluate the impact and effectiveness of our internal communication efforts, we conducted a survey that gathered feedback from 700 employees across the Company. The results reflect a positive perception and sustained progress in the quality of our internal communication:



More data on our communications:

86% CONSIDER THE INFORMATION SHARED TO BE INTERESTING.

76% BELIEVE THE VOLUME OF COMMUNICATION IS APPROPRIATE.

40% OF OUR EMPLOYEES ACCESS CONECTAD@S, OUR INTERNAL SOCIAL NETWORK, DAILY.

INTERNAL COMMUNICATION DEMONSTRATES THAT **DIALOGUE HAS BECOME PART OF OUR CULTURE.**

The next step is to strengthen the clarity, consistency, and prioritization of messages so that everyone receives the information at the right time and through the most effective channel.

06

A STORY COMMITTED TO THE ENVIRONMENT

SUSTAINABILITY
REPORT
2025

**LOMA
NEGRA**



WITH **100 YEARS OF HISTORY**, OUR STRENGTH, STABILITY, AND EXPERIENCE HAVE ESTABLISHED US AS AN **INDUSTRIAL LEADER**. COMMITTED TO PRESENT AND FUTURE GENERATIONS, WE CONTRIBUTE TO GENERATING VALUE WITH A LEGACY THAT TRANSLATES INTO ACTION. WE OPERATE GUIDED BY GLOBALLY RECOGNIZED STANDARDS, ENSURING **RELIABILITY AND TRANSPARENCY** IN OUR ENVIRONMENTAL **SUSTAINABILITY PERFORMANCE**.



We are convinced that the continuous improvement of our operations, through concrete actions such as those in our 2030 Climate Roadmap, energy management, waste management within the framework of circular economy, and care of water, air and biodiversity, as part of our environmental sustainability strategy and 2030 goals, demonstrate our commitment to continue generating value in accordance with our purpose of transforming people's lives by fostering sustainable growth.



CLIMATE ACTION

Throughout the Company and our value chain, we comprehensively manage the key aspects that impact CO₂ emissions from our processes.

Since 2023, we have had our 2030 Climate Roadmap, which focuses on four priority areas: Clinker Factor, Thermal Efficiency, Electrical Efficiency and Fuel Mix, given that the production of clinker, the main component of cement, requires the intensive use of energy, and this entails significant CO₂ emissions inherent to its chemical transformation.

Our environmental sustainability strategy is rooted in the principles of a circular economy. We emphasize optimizing and reducing material and energy consumption, while accelerating the transition to lower-emission fuels, such as carbon-neutral biomass. By closely monitoring key indicators—including the Clinker Factor and thermal substitution via co-processing—we actively reduce our carbon footprint and enhance our portfolio of increasingly sustainable products.

In fact, in 2025 we obtained the Carbon Footprint certification for three (3) of our main products: OPC 40 and OPC 50 from the L'Amalí Plant, and CPC 40 from the LomaSer Plant, in accordance with the guidelines of ISO 14,067.

Likewise, in partnership with INTI (National Institute of Industrial Technology), we prepared the Environmental Product Declaration (EPD) for OPC 50 from the L'Amalí Plant and CPC 40 from the LomaSer Plant, conducting a comprehensive assessment of environmental impacts throughout the entire product life cycle, in accordance with ISO 14,025.



[Learn more about the certification of our products](#)



PERFORMANCE 2025

The following tables show the Organizational Carbon Footprint results obtained in our cement plants, excluding lime.¹³

ABSOLUTE EMISSIONS	2025	2024¹⁴
Total Net Direct Emissions - t CO ₂ e	2,347,158	2,230,498
Total Gross Direct Emissions - t CO₂ e	★ 2,375,149	2,256,749
Total Indirect Emissions (by location) - t CO₂ e	★ 170,395	170,006
Total Indirect Emissions (by market) - t CO₂ e	★ 134,097	134,484
EMISSION INTENSITY		
Total Net Emissions (scope 1 and 2) Kg CO ₂ / t cementitious	510.57	508.28
Total Absolut Emissions (scope 1 and 2) Kg CO ₂ / t cementitious (by market)	516.48	514.09
Total Absolut Emissions (scope 1 and 2) Kg CO₂ / t cementitious (by location)	★ 524.13	521.96
Total Net Direct Emissions (scope 1) Kg CO ₂ / t cementitious	495.16	493.80
Total Absolut Direct Emissions (scope 1) Kg CO ₂ / t cementitious	501.07	499.61
Total Indirect Emissions (scope 2) Kg CO ₂ / t cementitious	15.41	14.48

During 2025, we continued implementing the actions defined in our 2030 Climate Roadmap. Within this framework, progress was made in the thermal substitution of the cement manufacturing process, with a higher percentage of biomass as an alternative fuel, contributing to the diversification of the energy matrix and the reduction of the use of non-renewable fossil fuels.

WE REACHED A 22% REDUCTION IN CO₂ e EMISSIONS¹⁵ COMPARED TO THE 2021 BASELINE.

In parallel, we continued to strengthen the analysis of scope 3 indirect emissions within our organizational carbon footprint. During this period, we calculated emissions corresponding to the most relevant categories for the industry, including raw materials, fuels, and energy not covered by scopes 1 and 2, as well as upstream and downstream transportation and distribution activities. This work contributes to a better understanding of our value chain impact and helps us define and implement comprehensive actions and strategies to reduce our organizational carbon footprint.

¹³ For the calculation of the carbon footprint emissions, only CO₂ was considered, using 2021 as the base year with gross GHG emissions of 3,053,201 tCO₂ e in Scope 1 and 121,972 tCO₂ e in Scope 2, applying an operational control consolidation approach. The methodology used is based on the GCCA (Global Cement and Concrete Association) "Cement CO₂ and Energy Protocol version 3.1" standard, "The CO₂ and Energy Accounting and Reporting Standard for the Cement Industry." It is also aligned with IPCC guidelines (2006 IPCC Guidelines for National Greenhouse Gas Inventories), and as sources of emission factors, these were considered according to the Cement CO₂ and Energy Protocol Spreadsheet, Global Cement and Concrete Association (GCCA), for the case of Scope 1 emissions, and the 2024 Annual Report of the Wholesale Electricity Market (CAMMESA) and the data provided by Pampa Energía, for Scope 2 emissions. Likewise, we used as a reference for global warming potential the Second Assessment Report (SAR), IPCC (Scope 1) and the Fifth Assessment Report (AR5), IPCC (Scope 2).

¹⁴ The 2024 values for indirect emissions (scope 2) were updated based on the latest CAMMESA 2024 publication.

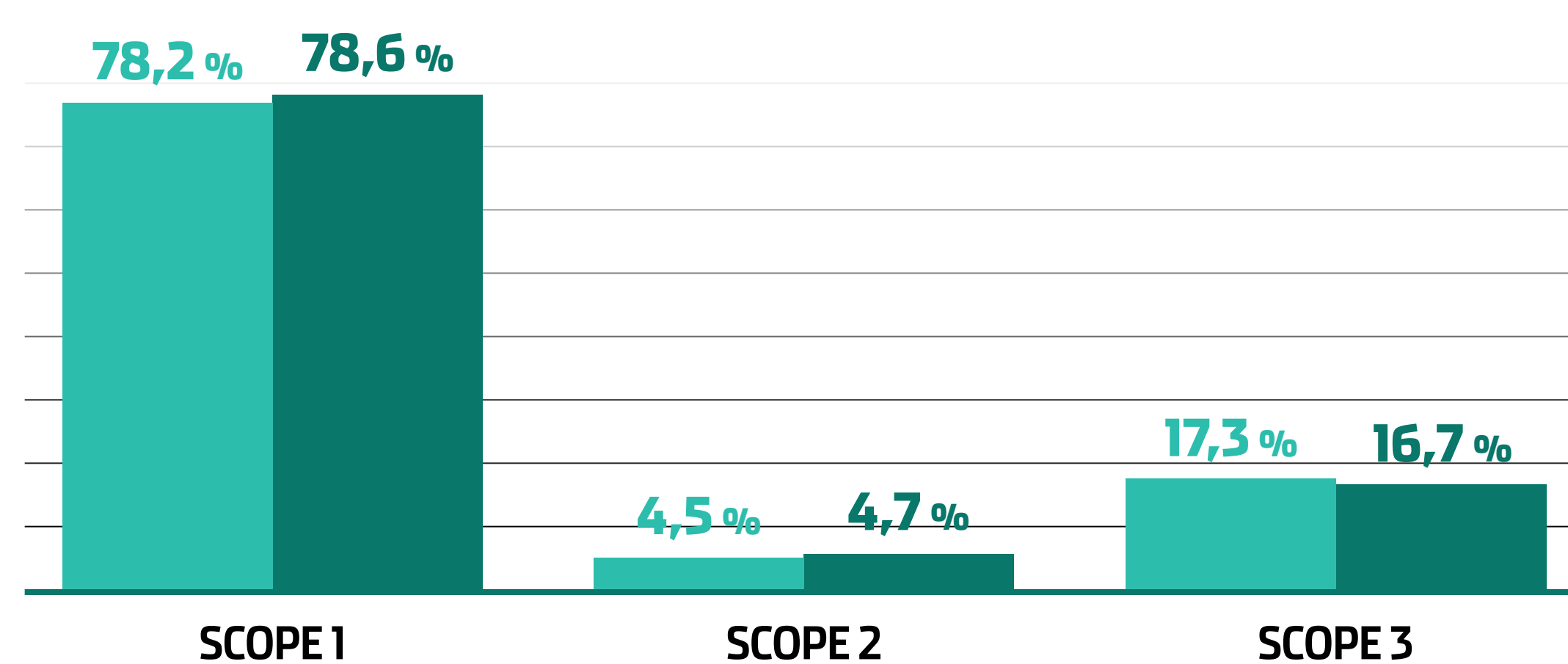
¹⁵ Direct gross absolute emissions.

CATEGORIES ACCORDING TO GHG PROTOLL

	2025	2024
	EMISIONES T CO ₂ e	EMISIONES T CO ₂ e
Category 1: Raw materials, critical inputs and purchased additives	277,395	218,505
Category 3: Fuel and energy related emissions, excluded from scopes 1 and 2	147,130	176,554
Category 4: Upstream Transport and Distribution	26,830	21,733
Category 9: Downstream Transport and Distribution	67,303	58,117
Total Indirect Emissions (scope 3) t CO₂ e	518,658	474,909

Considering both tables, the distribution of emissions according to scopes 1, 2 and 3 were as follows:

EMISSIONS DISTRIBUTION PER SCOPE



- 2025
- 2024

As can be seen, the variations are slight between 2024 and 2025, and, although the results obtained in the period reflect challenges inherent to the operating context, and a slight increase compared to the previous year, the Company maintains its firm commitment to the continuous improvement of environmental performance and to the fulfillment of its medium and long-term decarbonization goals.

ENERGY MANAGEMENT

Energy efficiency is a priority in our management and is part of our climate action strategy and carbon footprint reduction strategy.

We monitor energy consumption trends using key indicators. Among other actions, we measure electricity consumption at all stages of production, and during the calcination stage, we evaluate thermal energy consumption and the use of alternative fuels.

Optimizing thermal and electrical energy is a priority objective for our operating system.

To do this, we have specific areas within the Supply Chain Management, the Technical Management of Loma Negra, and the Alternative Fuels Management at Recycomb.

We have specialized teams that work in a coordinated manner to manage energy contracts, optimize consumption between plants and develop renewable fuels, including those based on biomass, a practice that is part of our sustainable business strategy.

We pride ourselves on promoting the use of clean energy, using renewable energy in our cement plants.

ENERGY PERFORMANCE

The following table presents the thermal and electrical energy consumption for the production of lime-free cement. Regarding electricity, the total consumption for each plant is considered, including that unrelated to the production process.

		2025	2024		
THERMAL					
SOURCES	FUEL	GJ	CONSUMPTION %	GJ	CONSUMPTION %
Non-renewable	Gas Natural	10,458,221	95.43 %	9,936,000	95.07 %
	Fuel Oil	1,000	0.01 %	10,000	0.10 %
	Mineral coal	0	0 %	0	0 %
	Petroleum coke	0	0 %	60,000	0.57 %
Alternative fuels without non-fossil biomass	Biogas, biofuels and other non-fossil plant-based fuels	345,099	3.15 %	324,000	3.10 %
Biomass	Total biomass including biomass contained in alternative fuels	154,565	1.41 %	121,000	1.16 %
ELECTRIC					
		1,659,937		1,532,790	

As can be seen, during 2025, the Company's thermal energy mix remained primarily based on natural gas, which accounted for over 95 % of consumption, in line with the previous year. At the same time, progress was made in the use of alternative sources, with an increase in the consumption of alternative fuels and biomass, which together raised their share of total thermal energy consumption. These results reflect the ongoing efforts to optimize energy performance and strengthen the use of sources with a lower environmental impact.

ENERGY INTENSITY BY TYPE

	2025	2024
Internal consumption of thermal energy (GJ/t clinker)	3.39	3.41
Internal consumption of electrical energy (GJ/t cement)	0.36	0.34

ELECTRICAL ENERGY

	2025	2024
Percentage of electricity from the grid	8.07	5.94
Percentage of renewable electricity	57.04	57.55

Regarding renewable electricity, although its share in the energy mix was lower compared to the previous year, it is important to note that it is significantly exceeding the 20 % target set by regulations for 2025. Furthermore, among the main barriers identified to further promoting its use is the availability of renewable energy in the Argentine electricity market.



THE CIRCULAR ECONOMY UNDERPINS OUR WASTE MANAGEMENT



At Loma Negra, we promote the circular economy in our production process by adopting industry best practices. One of the actions we implement is the use of co-processing techniques for hazardous and non-hazardous industrial waste.

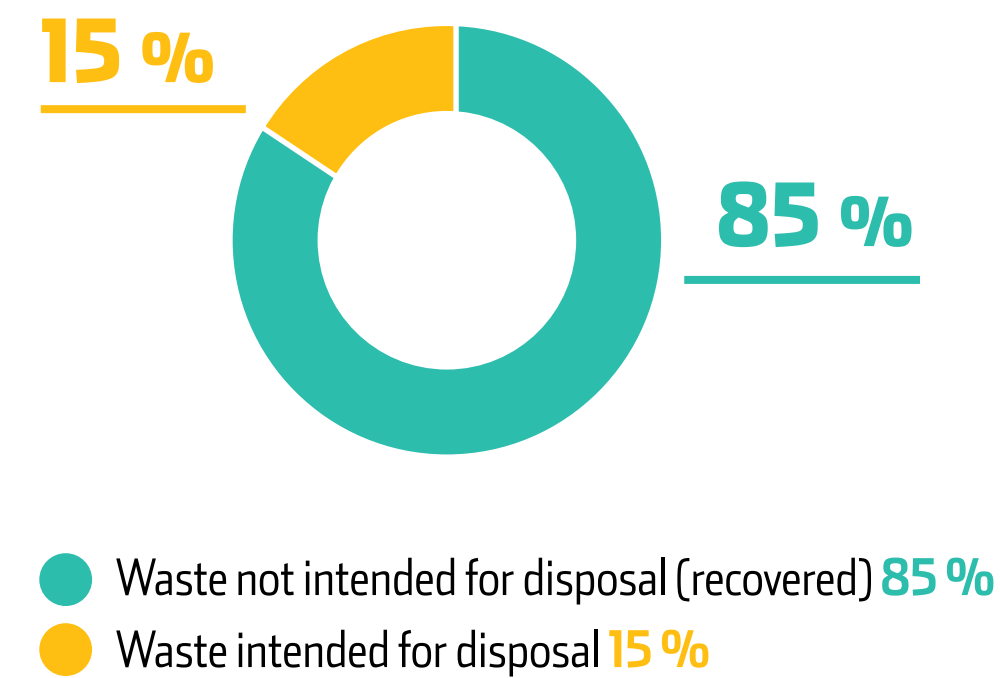
CO-PROCESSING INVOLVES USING INDUSTRIAL WASTE AND BY-PRODUCTS AS A SOURCE OF ALTERNATIVE MATERIALS AND ENERGY IN OUR FURNACES.

It is an environmentally responsible production practice implemented for more than 25 years in Loma Negra together with Recycomb SAU (a subsidiary Company), which produces alternative fuels that are transformed into inputs for the production of clinker (material necessary for the production of cement), offering a sustainable solution for waste management through its energy and material recovery.

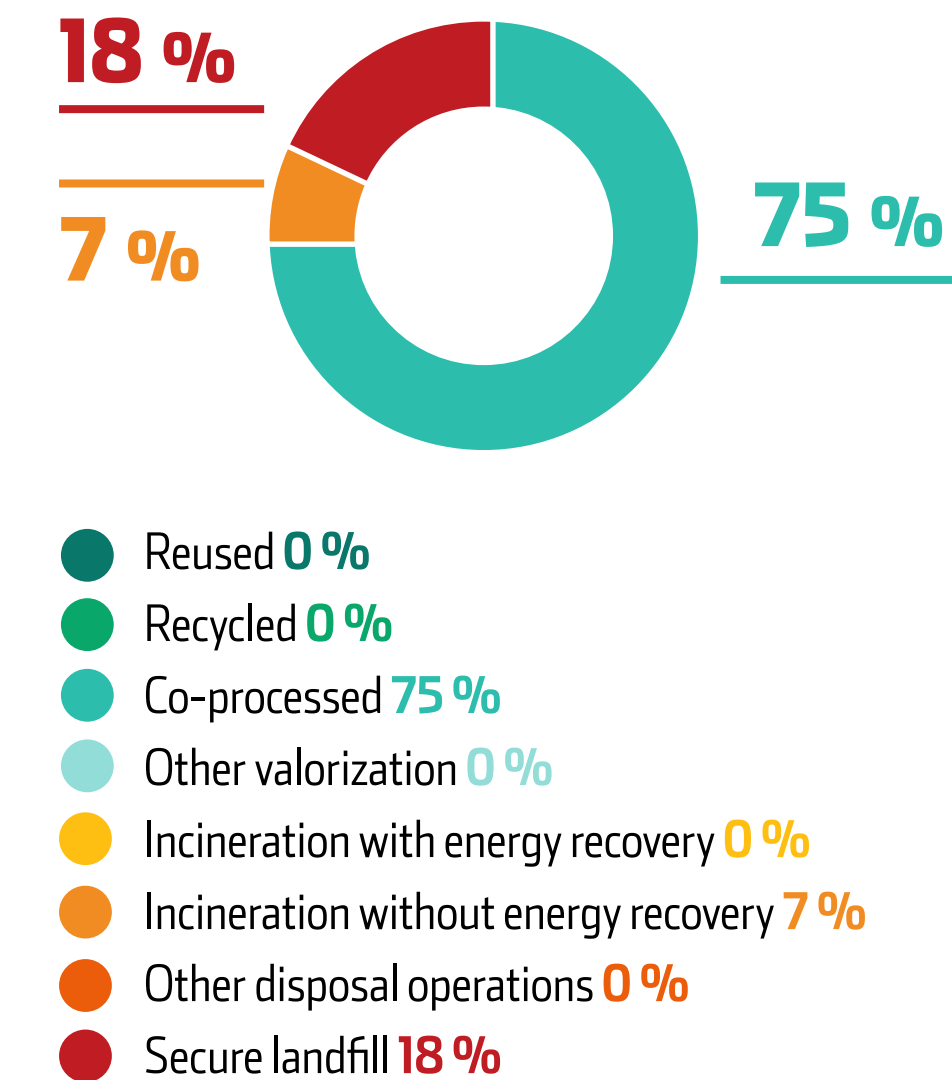
At each plant, we work with a hierarchical approach that prioritizes waste reduction at the source and material recovery through reuse, recycling, and co-processing. Only waste that cannot be recovered is sent for disposal at authorized sites. **AS A RESULT OF THESE EFFORTS, WE ACHIEVED A TOTAL OF 85% WASTE RECOVERY BY 2025.**

TYPE OF WASTE	WASTE GENERATED		WASTE NOT INTENDED FOR DISPOSAL (t)		WASTE INTENDED FOR DISPOSAL (t)	
	2025	2024	2025	2024	2025	2024
Hazardous waste	377.32	999.14	281.55	825.52	95.77	173.62
Non-hazardous waste	3,775.55	3,059.35	3,253.09	2,584.26	522.46	475.09
Total waste	4,152.87	4,058.49	3,534.64	3,409.78	618.23	648.71

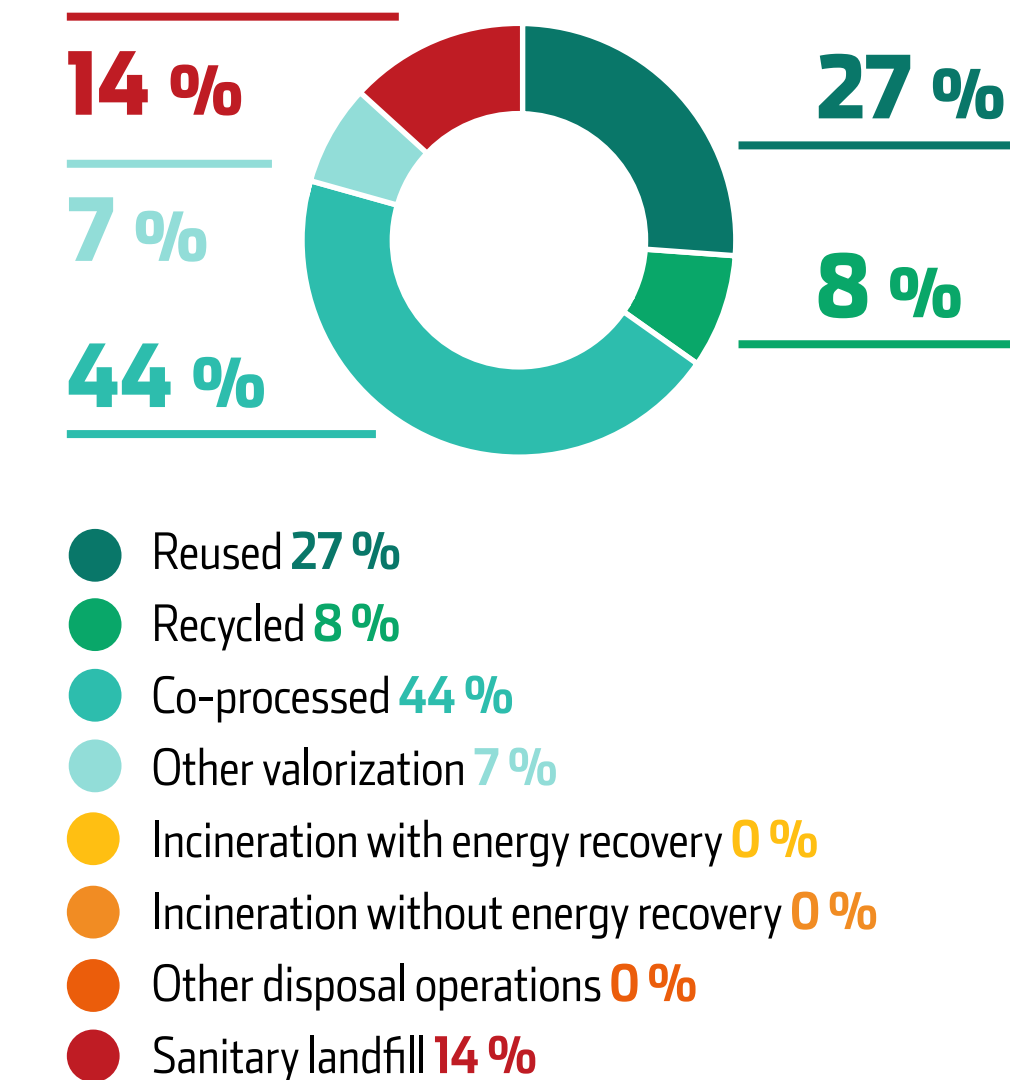
2025 TOTAL WASTE GENERATED



HAZARDOUS WASTE MANAGEMENT



NON-HAZARDOUS WASTE MANAGEMENT



NOT INTENDED FOR DISPOSAL (recovered)

INTENDED FOR DISPOSAL

Our track record and experience allow us to ensure traceable and transparent management: all plants have the corresponding manifests, certificates and records, and we carry out permanent monitoring through our environmental management indicators and goals.

As can be seen in the graphs, a high level of recovery of generated waste was maintained during 2025, consolidating the recovery practices implemented in recent years, reaching 85% of the total generated, slightly above the value recorded in 2024. Likewise, a reduction in the generation of hazardous waste was evident, reinforcing the Company's focus on minimization at the source and on the continuous improvement of environmental performance.

In Olavarría, the main town where we operate, we joined the Municipality's Municipal Waste Management Program, specifically the GIRO project (Comprehensive Waste Management of Olavarría). Through this initiative, we contribute as a key community partner to maximizing the valorization of the waste generated in the area.

At our L'Amalí Plant, our main facility, we already carry out composting activities, thereby promoting comprehensive waste management practices.

CO-PROCESSING: THE KEY TO OUR COMMITMENT TO SUSTAINABILITY

Co-processing is a key management tool to diversify our energy mix and reduce CO₂ emissions.

During 2025, **270,571 tons of alternative materials and fuels** were used in our cement production, including biomass derived from hazardous and non-hazardous waste, as well as industrial by-products.

In 2025, the thermal substitution rate **reached 4.6%**, an improvement over the 4.26% recorded in 2024.

This progress was mainly due to the increased use of alternative fuels and the greater proportion of biomass in the production process, replacing fossil fuels. These actions are part of the Company's strategy to optimize the use of energy resources and contribute to reducing its carbon footprint.



OUTSTANDING PARTNERSHIP TO GIVE NEW LIFE TO INDUSTRIAL WASTE

We partnered with Genneia to give a sustainable purpose to the disused wind turbine blades from the replacement of wind turbines at the Trelew Wind Farm. The challenge was to manage a highly complex waste product—due to its size and the composition of materials that are difficult to recycle—in an environmentally responsible manner.

THROUGH RECYCOMB, THE SHOVELS WERE PROCESSED TO BECOME RECYFUEL, AN **ALTERNATIVE FUEL** USED IN THE CLINKER KILNS OF LOMA NEGRA.

This co-processing allows for the substitution of fossil fuels, the reduction of CO₂ emissions, and the closing of the material's life cycle, without generating ash, integrating principles of circular economy and intersectoral collaboration between the energy and cement sectors.

 **We received a recognition from Pacto Global!**

OPTIMIZATION OF MATERIALS AND SUPPLIES

Regarding the materials and inputs used in cement production, the main ones consumed during the period are detailed below, classified by source—renewable or non-renewable, as applicable:

MAIN MINERAL MATERIALS AND INPUTS USED FOR CEMENT PRODUCTION (T)

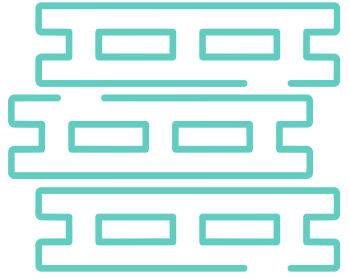
	TYPE OF MATERIAL / SUPPLY	2025	2024
Limestone	Non-renewable material	889,439	861,125
Pozzolans	Non-renewable material	106,732	115,542
Plaster	Non-renewable material	236,555	227,829
Other minor raw materials (e.g., granitic sand, etc.)	Non-renewable material	10	1,209
Steelmaking slag	Waste / valorized by-product	244,399	241,892
Fossil fuels	Non-renewable input	298,163	285,256
Alternative fuels	Waste / valorized by-product	17,652	16,835
Biomass	Non-renewable material	8,520	7,006

In our pursuit of promoting efficiency, eco-design, the circular economy, and reducing the carbon footprint, as mentioned in the Climate Action section, a key indicator in our sustainability strategy is the "Clinker Factor", which expresses the ratio of the amount of clinker contained in one ton of cement produced.

In our operations, transforming minerals into clinker (the main component of cement) involves the extraction of non-renewable resources and is the main source of CO₂ emissions, so reducing the clinker factor is key.

To achieve this goal, we partially replace clinker with other materials such as waste and by-products from other industries (for example, slag), thus optimizing the materials without affecting the properties and characteristics of the cement, even improving them with the production of composite cements.

During 2025, a clinker factor of 68.3 % was recorded, reflecting the inherent and circumstantial challenges of the operating environment that enabled an increase in the factor compared to the previous year. Likewise, our commitment remains firm to the continuous improvement of environmental performance and the achievement of our medium- and long-term emissions reduction targets.



FEATURED INITIATIVE: PALLET RECOVERY AND REDESIGN

With regard to the materials used for packaging, both the bags—amounting to a total of 86.7 million units consumed in cement production, made of kraft paper, which is fully recyclable—and the pallets used for stacking and transport are particularly relevant.

Regarding pallets, at Loma Negra we continued and strengthened the "**Pallet Recovery Program**", achieving sustained improvements in system efficiency. As a result, the percentage of monthly pallet purchases relative to total shipments kept decreasing, falling from 8.9 % in 2023 to 7.9 % in 2024 and reaching 6.3 % in 2025.

Furthermore, as part of the initiatives aimed at optimizing materials and operational efficiency, **we redesigned the wooden pallet**, going from a three-block model to a four-block model.

The new design offers multiple benefits over the previous one, with **40 % less wood, 50 % fewer nails, and 40 % less weight**, improving ergonomics, durability, maintenance, and operational efficiency, as well as generating less environmental impact and cost savings.

OUR MANAGEMENT IN NUMBERS:

To achieve our sustainability goals, we prioritized recovery over purchasing new supplies. This is how we closed the year:

- 1 DISPATCH EFFICIENCY:**
We moved 3.05 million tons of palletized products, which is equivalent to a flow of 1.52 million pallet units.
- 2 COMMITMENT TO RETURN:**
We managed to recover and classify 1.46 million pallets returned by our customers, ensuring that the vast majority of our units remain in the production cycle.
- 3 REPAIR AND REUSE:**
343,000 pallets (19 % of the total) were repaired and rebuilt, extending their useful life and avoiding the generation of unnecessary waste.

AIR QUALITY

Air quality and preservation are another key component of our environmental sustainability strategy. As part of our cement manufacturing processes, emissions¹⁶ are among our main environmental concerns. To address this, we have implemented filtration systems at emission sources and conduct environmental monitoring to control emissions through external laboratories accredited in each jurisdiction, using internationally recognized methodologies.

↓ AS CAN BE SEEN, **PM10 EMISSIONS** IN CEMENT PRODUCTION **DECREASED BY 9.3 %** IN 2025 COMPARED TO 2024.

MAIN EMISSIONS (T)	2025	2024
IN CLINKER PRODUCTION		
NOx	8,101.84	16,202.40
SOx	39.20	80.20
IN CEMENT PRODUCTION		
Particulate Matter PM10	251.22	276.90

Regarding clinker production, the variations observed in NOx and SOx are mainly due to the methodological update applied to the calculation of emissions, based on using the effective operating hours of the kilns in order to have more representative data of the operation.

¹⁶ The main emissions correspond to particulate matter, NOx, and SOx. Secondary emissions — persistent organic compounds, volatile organic compounds, dioxins and furans, polycyclic aromatic hydrocarbons, and heavy metals — are released in very small or negligible amounts.

WATER MANAGEMENT

As part of our **water management strategy**, in 2025 we continued working in partnership with Waterplan, following the Alliance for Water Stewardship (AWS) approach. At basin level, local and global information from the eight cement plants was collected and analyzed, and **water risk assessments were developed** considering physical (scarcity, quality, flooding), regulatory, infrastructure, and reputational risks. These assessments allow us to understand the shared challenges related to water availability and stress.

WE ALSO HAVE SPECIFIC ANNUAL TARGETS ALIGNED WITH OUR 2030 GOAL, WHICH AIM TO REDUCE THE AMOUNT OF WATER EXTRACTED.

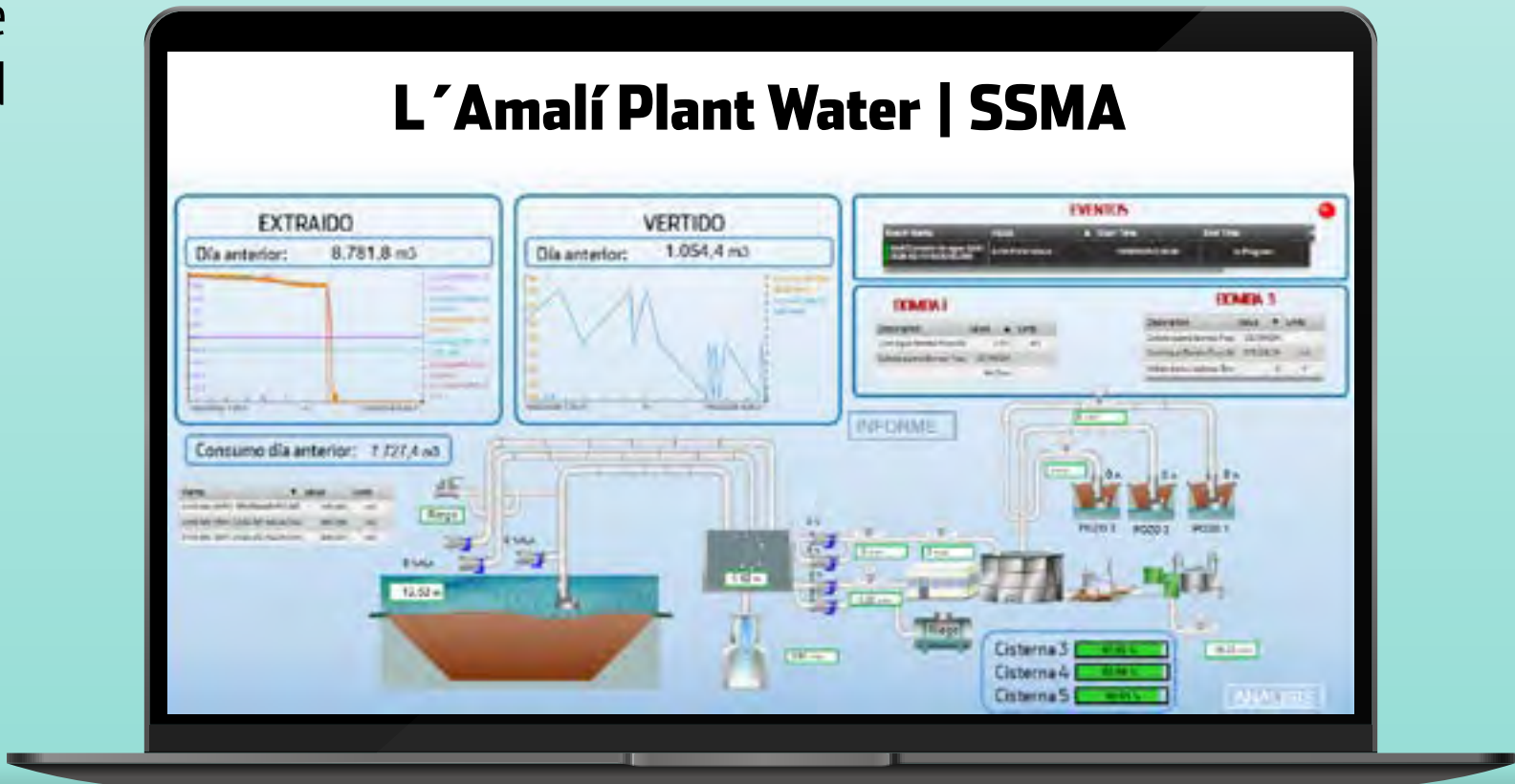


In parallel, at each plant, we are making progress in strengthening internal water management by preparing water balances and surveying measurement systems, aimed at improving knowledge of the flows and uses of the resource, and establishing action plans for their technological improvement.

Based on this, concrete actions were implemented, such as the use of artificial intelligence-enabled meters at the Lomaser Plant to improve consumption visibility. In collaboration with the Maintenance Management team, we also advanced projects for the **management and real-time visualization of water consumption** at the L'Amalí and Ramallo Plants through the **PI Vision System**, thereby promoting responsible management of the resource as a shared good.

Furthermore, using the Aqueduct Water Risk Atlas (WRI) tool to assess exposure to water stress, it is confirmed that only the San Juan and Zapala Plants are located in high-risk areas. These assessments are updated periodically and supplemented with water balances, water flow maps, and internal training.

We also monitor the quality of the water we extract and the effluents we generate, in accordance with current regulations and permits. In the case of cement plants, water use is primarily for closed-loop cooling, particulate matter control, and sanitation.



2025 PERFORMANCE - WATER EXTRACTION IN CEMENT PLANTS¹⁷

FOUNTAIN

	2025	2024
Surface water (from wetlands, rivers, lakes and oceans) [m³]	433,532.85	280,250.05
Groundwater [m³]	317,370.63	497,992.07
Municipal water supply [m³]	0	0
Total water extraction per source [m³]	750,900.48	778,242.12

THE COMPANY'S WATER PERFORMANCE SHOWED IMPROVEMENT IN 2025, **WITH AN APPROXIMATE 3.5 % REDUCTION** IN THE TOTAL ABSOLUTE VOLUME OF WATER EXTRACTED COMPARED TO THE PREVIOUS YEAR.

This result was accompanied by a decrease in groundwater use and a greater relative share of surface water from quarry reservoirs, consolidating a trend toward more efficient and responsible water resource management in operations.

¹⁷ The extraction volumes correspond to the cement production units, excluding the lime stage, and are from freshwater sources, with no extractions being made in seawater or produced water.



WATER EXTRACTION IN WATER-STRESSED REGIONS

SOURCE

Groundwater [m³]

2025

82,095.04

2024

103,756.94

In operations located in water-stressed areas, specifically the Zapala and San Juan Plants, a significant reduction in groundwater extraction was recorded in 2025. **The total volume extracted decreased by approximately 21 % compared to the previous year, representing a significant improvement in water management performance in contexts of greater resource sensitivity.**

In turn, it is important to highlight that both CO₂ emissions and air quality, as well as water extraction volumes, are part of the cross-cutting environmental sustainability objectives shared by all employees, including management, reflecting the alignment and commitment of the entire Company.

SUSTAINABLE QUARRY MANAGEMENT AND BIODIVERSITY

As part of our commitment, the safe and responsible environmental management of our quarries and the impact on biodiversity are key aspects of our activity.

The Raw Materials, Geology and Environment teams work together in an interdisciplinary manner to address technical, environmental and conservation aspects, and ensure that environmental impact studies are carried out before and during each operation, through specialized consultants and in accordance with current regulations.



During the annual period we carry out environmental monitoring campaigns in the quarries and their results are analyzed by experts from each production unit, addressing any deviations that may be recorded.

As part of our teamwork efforts, and to continue strengthening our shared capabilities, skills, and best practices, the **Geominero Workshop** was held from October 21st to 23rd, 2025 at the Olavarría Plant's clubhouse. The event focused on Mining Safety as its central theme and was conducted jointly with the Sustainability Management team.

Participants included representatives from the Quarry and SSMA departments of the various Plants, contracting companies, and representatives from Yguazu Cementos (Paraguay).

The event featured presentations from several companies and industry specialists, and representatives from Materias Primas Brasil gave a talk. As an additional activity, a visit was organized to the La Pampita quarry and the L'Amalí Plant.

THE MAIN OBJECTIVE WAS TO SHARE:

-  **Good Mining Practices** for each operation.
-  **Security events** that occurred, including investigations, improvements, and lessons learned.



In 2025, we continued working with EySA (Environmental Studies and Services) **on biodiversity monitoring at our operations.** After completing baseline studies in previous years, in 2025 we monitored the four Plants and quarries included in the plan: L'Amalí Plant and La Pampita-Don Gabino Quarry, Catamarca Plant and Doña Amalia Quarry, San Juan Plant, and Zapala Plant and El Salitral-Cerro Bayo and Toba Betel-Michacheo Quarries, in order to evaluate the evolution of our activities in these areas. With this scope in mind, **we are able to cover all the stone extraction quarries used for cement manufacturing.**

During 2025, the Closure Plan for the Piedras Blancas Quarry in San Juan was also approved. This plan was developed by an interdisciplinary team involving the San Juan Plant, Geology and Environment departments of Loma Negra, in agreement with the mining authority of the Provincial Government.

THIS PLAN MARKED A SIGNIFICANT MILESTONE, AS IT WAS THE **FIRST CLOSURE PLAN WITH CESSATION** PRESENTED BY LOMA NEGRA AND THE FIRST OF ITS KIND IN THE ENTIRE PROVINCE OF SAN JUAN.

THE PLAN INCLUDES A SET OF ACTIONS AIMED AT THE PROGRESSIVE REHABILITATION OF THE SITE AND THE RECOVERY OF ITS ENVIRONMENTAL CONDITIONS, AND WITHIN THE FRAMEWORK OF THE FIRST STAGE, THE FOLLOWING ACTIVITIES WERE CARRIED OUT DURING 2025:

- Slope reshaping areas.
- Conditioning of access and enclosures.
- Removal of disused infrastructure and of materials remaining from the operation.
- Adjustment of slopes with the aim of favoring surface runoff, ensuring the stability of land and promoting natural revegetation, respecting the natural drainage of the area.

And as part of environmental monitoring, biodiversity monitoring was carried out, which **showed progress in the natural regeneration of the site, with a predominance of native plant species and the presence of local fauna.**

Likewise, another of the highlighted initiatives of 2025 is the continuation of the **triple impact project “Sustainable Nurseries”**, which we carry out through our foundation Fundación Loma Negra.

This project, through local entrepreneurship, promotes the production of native species with the aim of contributing and articulating a destination not only for reforestation of our quarries (thus boosting locally developed suppliers and ensuring the planting of native species as part of the rehabilitation and restoration of quarries), but also for the service of the entire region, **contributing to the economic, social and environmental development of our communities.**





WE HONOR OUR COMMITMENT TO IMPROVING COMMUNITIES

SUSTAINABILITY
REPORT
2025

**LOMA
NEGRA**

07

FUNDACIÓN LOMA NEGRA: A LEGACY PROJECTED INTO THE FUTURE

A hallmark of this century-long history is our commitment to the communities near our operations. This bond, based on local proximity, dialogue, and the creation of shared value, guides our social impact initiatives and defines how the Company interacts with its surroundings.

Through Fundación Loma Negra, social initiatives aligned with the Sustainable Development Goals (SDGs) are managed, focusing on capacity building, promoting opportunities, and fostering sustainable local development. Program management relies on collaborative work with civil society organizations, educational institutions, governments, and other strategic partners, enhancing the reach and sustainability of the interventions.

 **Learn more about Fundación Loma Negra at www.fundacionlomanegra.org.ar**

In 2023, with the aim of aligning projects with the business and contributing to achieving the Company's 2030 goals, we carried out a methodological review that redefined the **four strategic work axes**:

01 GENDER AND DIVERSITY:

Labor inclusion of women and strengthening of vulnerable groups.

02 TRIPLE IMPACT:

Development of projects that positively impact the environmental, social and economic axes.

03 TECHNOLOGY:

Incorporation of new technologies that create job and educational opportunities for young people.

04 VALUE CHAIN:

Integrating supplier companies, customers and allied organizations in the implementation of projects.



Highlights 2025:

172 projects developed

701 participations of partner organizations

ARS 779 million used by Fundación Loma Negra for project management, with **43 %** being its own investment and the rest from third parties

ARS 333 million allocated to educational improvement projects

3,551 total voluntary contributions, with **36,4 %** being internal volunteers and the remainder external volunteers

91,453 people directly benefited from our programs

1,294 participations from internal volunteers

2,257 external volunteer participations

PROGRAMS



Programa **Puente**
(Bridge Program)

- Job Training
- Educational Improvement



Programa **Raíces**
(Roots Program)

- Strengthening Local Entrepreneurs
- Inclusive Businesses



Programa **Compromiso**
(Commitment Program)

- Volunteering
- Strengthening Social Capital



Programa **Transformar**
(Transform Program)

- Habitat
- Sustainable Construction

BRIDGE PROGRAM



JOB TRAINING AND EDUCATIONAL IMPROVEMENT

We foster the social and professional integration of young people through training programs that strengthen both their soft skills and technical competencies. We are committed to innovation, technology, and vocational training in industry-related trades, expanding their employment opportunities. At the same time, we support schools in their institutional development, enhancing their technical capacity through tax credits.

- WE CARRIED OUT **51** PROJECTS
- 10,729** DIRECT BENEFICIARIES
- 250** PARTNER INSTITUTIONS
- ARS 333.97** MILLION USED, of which **45.7 %** correspond to own investment and **54.3 %** to investment from third parties, reflecting a scheme of articulation with various actors.
- 260** INTERNAL VOLUNTEERS AND **542** EXTERNAL VOLUNTEERS PARTICIPATED




ROAD SAFETY

Workshops on road safety were held in Olavarría, Cañuelas, Catamarca, and Zapala, where high school students discussed the importance of traffic laws, the dangers of alcohol, drugs, and cell phone use while driving. The workshops included hands-on activities with driving simulators, alcohol goggles, and blind spot identification.

- 1,120** STUDENTS PARTICIPATED
- 15** EDUCATIONAL INSTITUTIONS
- 52** COMPANIES IN THE VALUE CHAIN





LOMATÓN

As part of Industry Week, the Loma Negra Foundation and the School of Engineering of UNICEN promoted the first edition of Lomatón in Olavarría, with the aim of fostering open innovation, collaborative work and the link between the educational system and the real challenges of the industry.

For 48 hours, more than 40 students and faculty members from UNICEN, ITECO, and the Higher Institute of Technical Training No. 130 worked in interdisciplinary teams in a hackathon format, developing proposals aimed at improving management, processes, products, and sustainability. The initiative generated concrete ideas and solutions, strengthened technical and teamwork skills, and promoted knowledge exchange between academia and the productive sector.

IN THE FIRST EDITION OF LOMATÓN, THREE WINNING PROJECTS STOOD OUT.

 **THE FIRST PRIZE WENT TO INNOVADAS,** WITH A PROPOSAL FOCUSED ON PREVENTING RAILWAY DERAILMENTS THROUGH AN AUTOMATIC SYSTEM

 **MENTIONS WERE AWARDED TO MensajerIA,** FOR AN AI-ASSISTED COMMUNICATION SOLUTION

 **INDUSTRIALIX AND GRUPO MAGNUS,** FOR INITIATIVES RELATED TO THE MANAGEMENT OF INDUSTRIAL WASTE AND THE IMPROVEMENT OF COMMUNICATION IN PRODUCTION ENVIRONMENTS

Lomatón is thus consolidated as a learning and co-creation experience with a positive impact, promoting applicable solutions, strengthening and contributing to the development of the local and regional productive network.



ROOTS PROGRAM

STRENGTHENING LOCAL ENTREPRENEURS AND INCLUSIVE BUSINESSES

We contribute to the development of local economies by supporting entrepreneurship as a strategy for youth and adult employment, as well as generating inclusive businesses that integrate the value chain of large companies.

WE CARRIED OUT **20** PROJECTS

1,691 DIRECT BENEFICIARIES

48 PARTNER INSTITUTIONS

ARS 111.09 MILLION USED, of which **30.9%** correspond to own investment and **69.1%** to third-party investment, consolidating a co-financing model

45 INTERNAL VOLUNTEERS AND **134** EXTERNAL VOLUNTEERS PARTICIPATED

MADE IN RAMALLO

During 2025, the Raíces Program in Ramallo aimed to strengthen the productive, commercial, and collective identity capacities of the Made in Ramallo entrepreneurs through workshops, mentoring, and technical support sessions. These initiatives focused on consolidating the brand's sustainability and its positioning in the local and regional markets, with the support of MUCOOP and the university Universidad Abierta Interamericana (UAI) as strategic partners. During this period, training and technical assistance were provided to approximately 25 businesses, including in-person workshops, thematic mentoring in subgroups, and ongoing support. These activities strengthened collaboration among stakeholders, product quality, and marketing strategies.

INCLUSIVE PURCHASING

Within the framework of our Inclusive Purchasing initiative in partnership with Loma Negra, the capacities of the protected workshop of the Luciano Fortabat School were strengthened for the provision of towels for the Company's employees.

We also received recognition from the Ministry of Human Development and Habitat of the City Government, awarding us a seal for connecting the Company's needs with local social entrepreneurs and inclusive businesses.

SUSTAINABLE NURSERIES

In the quarries of Zapala, Olavarría, and Catamarca, 760 native plants were acquired for the reforestation of the Loma Negra quarries. During this period, the first 400 native species were received, supplied by sustainable nurseries in the community.

This initiative seeks to contribute to the development of triple-impact entrepreneurship, promoting the production of native species and contributing to the improvement of the social and environmental conditions of local communities.

"Together with the Foundation, we are carrying out the nursery project for the reforestation of the quarry. With the team, we are working on preparing the land where the trees and native plants are being planted."
Engineer Javier Perez, Quarry Leader at the Catamarca Plant.

Paths of Transformation Campaign



COMMITMENT PROGRAM

VOLUNTEERING AND STRENGTHENING SOCIAL CAPITAL

We promote closer ties between Loma Negra employees and local communities through volunteer projects. Furthermore, with the aim of creating social value, we collaborate with organizations in the communities near our operations to strengthen their institutional capacity.

94 PROJECTS

18,542 DIRECT RECIPIENTS

391 ALLIED INSTITUTIONS

ARS 285.30 MILLION, with **40.6 %** own investment and **59.4 %** third-party investment

947 OWN VOLUNTEERS AND **1,523** EXTERNAL VOLUNTEERS

CIRCULAR CLOTHING

It is a project driven by collaborators of Loma Negra and Ferrosur and in alliance with local sheltered workshops and skills training centers, where work clothing is readapted to extend its useful life for young students of technical schools in Olavarría, Cañuelas and Zapala.



DAY OF DOING GOOD



The Day of Doing Good is part of the Commitment Program, given its focus on promoting corporate volunteering and strengthening social capital in the communities where the Company is present.

During October and November, all our CIVICO employees participated in corporate volunteer days, open to the community. The activities were defined jointly with partner organizations, prioritizing the specific needs of each location and promoting collaborative work with community stakeholders.

TRANSFORM PROGRAM

HABITAT AND SUSTAINABLE CONSTRUCTION

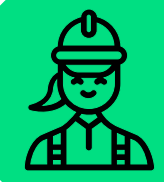
As a leading cement Company, we strive to improve the living conditions of the communities where Loma Negra operates. We focus on four key areas: providing microloans, offering self-construction training, providing technical assistance, and partnering with the value chain to purchase materials.

7 PROJECTS

60,560 DIRECT RECIPIENTS

12 PARTNER INSTITUTIONS

ARS 48.17 MILLION USED, with a participation of 59.9% of own investment and 40.1% of third-party investment



WOMEN IN CONCRETE

Construction Edition

With the aim of promoting the participation of women in the construction sector, we designed technical training programs along with actions to promote inclusion policies in the industry.

Since 2022, the Women in Concrete Program has trained 136 women in activities related to construction and transportation, opening opportunities and fostering new challenges and learning in the sector.

In 2025, with editions held in Ramallo, Tigre and Zapala, we trained 65 new students, who today have more tools to build their professional future.



MICROCREDITS 2025



During 2025, the Microcredits Transform project, aimed at improving housing and developed in partnership with Madre Tierra, Mujeres 2000 and Vivienda Digna, promoted access to affordable microcredits, technical assistance and community training to improve the housing conditions of families in unfavorable socioeconomic situations, incorporating criteria of sustainability, energy efficiency and gender equity.

48 microcredits were allocated (29 new and 19 re-funding), with 100% of the allocations being granted to women, strengthening their autonomy and their role in improving the family habitat.



08

ANNEX

SUSTAINABILITY
REPORT
2025

**LOMA
NEGRA**

ABOUT THIS REPORT

This Report includes the economic, environmental, social, and governance performance of Loma Negra C.I.A.S.A. and includes, where indicated, information from Ferrosur Roca S.A., Recycomb S.A.U., and the Loma Negra Foundation.

Its development was coordinated by the Human Capital, Sustainability, and Legal Department; and complements the information regularly submitted to the U.S. Securities and Exchange Commission (SEC) and the Argentine National Securities Commission (CNV).

Statement of use: Loma Negra has prepared this report in accordance with the GRI Standards for the period from January 1 to December 31, 2025.

GRI 1 used: GRI 1: Foundation 2021

GRI TABLE OF CONTENTS

Title	Link to content/direct answer	Omission	Chapter	External verification (GRI 2-5)
GRI 2: GENERAL DISCLOSURES				
The Organization and its reporting practices				
2-1 Organizational Details	Page 6			One Hundred Years, One Vision, and One Legacy
2-2 Entities included in the organization's sustainability reporting	Page 9 This report refers to Loma Negra C.I.A.S.A. and includes, as appropriate, information about Ferrosur Roca S.A., Recycomb S.A.U. and Fundación Loma Negra.			One Hundred Years, One Vision, and One Legacy
2-3 Reporting period, frequency and contact point	All information included in this Sustainability Report covers the period from January 1, 2025, to December 31, 2025. Loma Negra reports sustainability information annually, and this is the fifth consecutive year of publication. The financial reporting period coincides with the sustainability reporting period. The report will be published in March 2026. For inquiries or comments regarding the report or the information disclosed, please contact Luciano Babuin (lbabuin@lomanegra.com) and Pilar Frías (pfrias@lomanegra.com).			

Title	Link to content/direct answer	Omission	Chapter	External verification (GRI 2-5)
2-4 Restatement of information	<p>Regarding the previous edition, this Report includes an update of the information related to:</p> <p>1. GRI Indicator 305-2 Since the CAMMESA report update was issued after our 2024 Sustainability Report, the following data have been updated:</p> <p>Climate Commitment — Page 68:</p> <ul style="list-style-type: none"> › Total specific emissions (Scopes 1 and 2), in kg CO₂/t of cement, updated from 506.96 to 508.28 (final value). › Indirect specific emissions (Scope 2), in kg CO₂/t of cement, updated from 13.60 to 14.48 (final value). › Total absolute indirect emissions (Scope 2), in kg CO₂/year, updated from 128,489 to 134,483.80 (final value). <p>Page 69:</p> <ul style="list-style-type: none"> › Total specific emissions (Scopes 1 and 2), in kg CO₂/t cement equivalent, updated from 507.99 to 509.32 (final value). › Indirect specific emissions (Scope 2), in kg CO₂/t cement equivalent, updated from 13.18 to 14.51 (final value). <p>2. GRI Indicator 305-3 Due to an update of data provided by the Purchasing Area, the following data have been revised:</p> <p>Climate Commitment — Page 69:</p> <ul style="list-style-type: none"> › Indirect emissions (Scope 3) 2024 updated from 478,984.64 kg CO₂e to 474,908.50 kg CO₂e (correct value). › Specific indirect GHG emissions (Scope 3) 2024, in kg CO₂e/t cementitious material, updated from 106.04 to 105.14 kg CO₂e/t (correct value). › Specific indirect GHG emissions (Scope 3) 2024 from 106.26 kg CO₂e/t cem eq to 105.35 kg CO₂e (correct value). <p>Page 70:</p> <ul style="list-style-type: none"> › Category 1: from 222,615.11 t CO₂e to 218,505.19 t CO₂e (correct value). › Category 4: from 21,698.93 t CO₂e to 21,732.71 t CO₂e (correct value). › Indirect emissions (Scope 3) 2024: from 478,984.64 kg CO₂e to 474,908.50 kg CO₂e (correct value). 			

Title	Link to content/direct answer	Omission	Chapter	External verification (GRI 2-5)
2-5 External assurances	<p>Certain sustainability indicators, determined by the Company's Management and identified with reference "★" were voluntarily submitted to an external verification process conducted by an independent firm that meets the required ethical and professional standards. In 2025, the verification was performed by EY, which issued a limited assurance report in accordance with the relevant standards of Technical Resolution No. 37 of the FACPCE (Argentine Federation of Professional Councils in Economic Sciences), as indicated in said report (ref. page 125). Likewise, EY is the independent auditor of the Company.</p>			
2-6 Activities, value chain and other business relationships	Page 37		One hundred years, one vision, and one legacy	
2-7 Employees	Pages 11, 59 and 82		The pillars of our history	
2-8 Workers who are not employees	Page 59		The pillars of our history	
2-9 Governance structure and composition	<p>14.3% members of the Board of Directors are women (Laura Gé). The relevant competencies of the members of the Board of Directors are described on the Company's website: https://investors.lomanegra.com/es/corporate-governance/board-of-directors. All of them are taken into account by the Shareholders' Meeting when appointing the members of the Board of Directors. The mentioned chapter includes a description of the roles and responsibilities of the various Committees of the Company, as well as their composition.</p>		Solid foundations for leadership	★
2-10 Nomination and selection of the highest governance body	<p>Pages 15 and 16 The relevant competencies of the Directors for the Company are described in 2-9.</p>	<p>For item 2.b.ii (diversity) of indicator 2-10: Information not available: Although diversity criteria are considered when appointing and selecting members of the highest governance body, there is no policy defining the process.</p>		★

Title	Link to content/direct answer	Omission	Chapter	External verification (GRI 2-5)
2-11 Chair of the highest governance body	Page 16		Solid foundations for leadership	
2-12 Role of the highest governance body in overseeing the management of impacts	Page 16			
2-13 Delegation of responsibility for managing impacts	Pages 15 to 20			
2-14 Role of the highest governance body in the sustainability report	Our Board of Directors oversees the strategy, the objectives and the policies related to economic and financial performance, the environment and people through specialized Committees that report directly to it.			
2-15 Conflict of Interest	Page 23		Solid foundations for leadership	
2-16 Communication of critical concerns	Page 22			
2-17 Collective knowledge of the highest governance body	Pages 15 to 20			
2-18 Evaluation of the performance of the highest governance body	The Annual General Shareholders' Meeting evaluates the Board of Directors' performance each year through the review and approval of the Annual Financial Statements, which are submitted for shareholders' consideration and closed as of December 31 of each fiscal year.			
2-19 Remuneration policies	The compensation policy and the determination of benefits are based on the HAY methodology, an internationally certified approach used by numerous companies worldwide. This methodology is developed in three stages: 1. Organizational analysis and development of job descriptions. 2. Job evaluation according to the factors defined by the methodology, which gives a score to each position. 3. Determination of HAY level, based on the score obtained. The scores allow each position to be placed at a HAY level, facilitating salary comparisons with the market and ensuring internal consistency. The Company also has a salary administration system that promotes equal opportunities and ensures transparency, fairness, and competitiveness. Within this framework, compensation is Solid Foundations for Leadership.			
2-20 Process to determine remuneration				

Title	Link to content/direct answer	Omission	Chapter	External verification (GRI 2-5)
2-21 Annual total compensation ratio	Information not reported	Confidential		
2-22 Statement on sustainable development strategy	Page 3		Message from our CEO	
2-23 Commitments and policies	Page 31		A solid foundation for our commitment to sustainable development	
2-24 Embedding policy commitments	Page 31			
2-25 Processes to mitigate negative impacts	<p>The Company, through its Integrity Program and Ethics Hotline, identifies, investigates, and remedies potential irregularities related to ethics, integrity, and compliance, adopting corrective, disciplinary, and control-strengthening measures as appropriate. The Ethics Hotline is the primary channel for reports, complaints, and inquiries, managed under a protocol that ensures impartiality, confidentiality, and respectful treatment. Other sector-specific and institutional mechanisms are also used when applicable. In addition, due diligence processes are implemented for clients and suppliers, along with internal policies (anti-corruption, conflict of interest, gifts, and hospitality), and training/awareness campaigns. The Ethics and Compliance Committee evaluates feedback and proposes improvements, while Internal Audit & Compliance periodically monitors the effectiveness of the mechanisms and reports results to the Committee.</p>			
2-26 Mechanisms for seeking advice and raising concerns	Pages 21 and 22		Solid foundations for leadership	
2-27 Compliance with laws and regulations	There were no significant non-compliances with current laws. We define significant breaches as those that result in fines exceeding the amount of USD 1,000,000.			
2-28 Membership of associations	Page 34		A solid foundation for our commitment to sustainable development	
2-29 Approach to stakeholders engagement	Pages 32 and 33			

Title	Link to content/direct answer	Omission	Chapter	External verification (GRI 2-5)
2-30 Collective bargaining agreements	59% of employees is subject to collective bargaining agreements. For employees not covered by collective bargaining agreements, the organization defines their working conditions and terms of employment taking as reference the agreements applicable to the rest of the workforce, as well as market benchmarks provided by specialized consulting firms, in order to ensure external competitiveness across all aspects of employment.		A solid foundation for our commitment to sustainable development	
GRI 3: MATERIAL TOPICS				
3-1 Process to determine Material	Page 35		A solid foundation for our commitment to sustainable development	
3-2 List of material topics	Page 35			
Company Economics				
GRI 3 - MATERIAL TOPICS				
201-1 Direct economic value generated and distributed	Page 13		One hundred years, one vision, and one legacy	
201-3 Defined benefit plan obligations and other retirement plans	It is limited to compliance with the local laws in force based on the Argentine Retirement System (Law 26,425).			
201-4 Financial assistance received from government	There was no financial assistance from government.			
Community Development				
GRI 3 - MATERIAL TOPICS				
203-1 Infrastructure investments and services supported	Pages 101 to 106		We honor our commitment to improving communities	
203-2 Impactos económicos indirectos significativos	Pages 101 to 106			
204-1 Proportion of spending on local suppliers	23 % of our purchases made from suppliers in the communities in which we operate.			

Title	Link to content/direct answer	Omission	Chapter	External verification (GRI 2-5)
Ethics and anti-corruption				
GRI 3 - MATERIAL TOPICS				
205-1 Operations assessed for risks related to corruption	100 % No significant corruption related risks were identified.		Solid foundations for leadership	
205-2 Communication and training about anticorruption policies and procedures	Pages 35, 21 to 27			
205-3 Confirmed incidents of corruption and actions taken	0 (zero) cases.			
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	There was no action of this type during the term of the report.			
Materials used, recycled and/or reused				
GRI 3 - MATERIAL TOPICS				
			A solid foundation for our commitment to sustainable development	
301-1 Materials used by weight or volume	Pages 91 to 93		A story committed to the environment	
301-2 Recycled inputs used	Pages 91 to 93			
301-3 Reused products and packaging materials	Pages 91 to 93			
Energy efficiency and renewable				
GRI 3 - MATERIAL TOPICS				
			A solid foundation for our commitment to sustainable development	
302-1 Energy consumption within the organization	Pages 88 and 89 Heating consumption: Information not available since it is not commitment relevant for our operations. Its consumption is irrelevant for cement manufacturing.		A story committed to the environment	




Title	Link to content/direct answer	Omission	Chapter	External verification (GRI 2-5)
302-2 Energy consumption outside the organization	Energy consumption is insignificant outside the organization compared to energy consumption within the organization, therefore, it is not an aspect on which we focus our strategy.		A story committed to the environment	
302-3 Energy intensity	Pages 88 and 89			
302-4 Reduction of energy consumption	During the 2025 period, the organization achieved a 22% reduction in energy consumption (thermal and electricity) compared to the 2021 baseline year.			
302-5 Reduction in energy requirements of products and services	In 2025, progress was made in the development of the EPDs for OPC 50 L'Amalí and CPC 40 LomaSer, which include the energy requirements associated with both products.	Incomplete or unavailable information	100 Years generating value A story committed to the environment	

Water management and effluent treatment

GRI 3 - MATERIAL TOPICS


303-1 Interactions with water as a shared resource	Pages 95 to 97		A story committed to the environment	
303-2 Management of water discharged related impacts	Pages 95 to 97			
303-3 Water withdrawal	Pages 95 to 97 Water extractions are expressed in m ³ due to their magnitude.			
303-4 Water discharge	During 2025, Loma Negra conducted water balance exercises along with surveying extraction and discharge meters at each plant, which allowed for a preliminary estimate of average monthly discharge volumes. However, since direct and uniform discharge measurement systems are not currently in place at all facilities, the company is not yet able to report these values in a consolidated manner.	Incomplete or unavailable information		
303-5 Water consumption	Since water meters are not installed at all discharge points, consumption cannot be accurately calculated. All discharge points were surveyed, and the installation of meters at these points is being prioritized to obtain this information. Furthermore, water balance exercises help to understand the magnitude of water consumption at cement plants.	Incomplete or unavailable information		

Title	Link to content/direct answer	Omission	Chapter	External verification (GRI 2-5)
Impact on biodiversity and quarry sustainable				
GRI 3 - MATERIAL TOPICS				
304-1 Operational sites owned, leased or managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Our active mining operations are located in Buenos Aires, Catamarca and Neuquén outside natural protection areas (APN), whether they are provincial or national nature reserves, places of valuable biodiversity, archaeological heritage, scenic beauty, refuges wildlife or natural monuments. According to biodiversity monitoring reports carried out by EySA Consultores in Plants L´Amalí, Catamarca, San Juan and Zapala during 2025, the proximity to protected areas or areas of high value for biodiversity remains as reported in previous reports.			
304-2 Significant impacts of activities, products and services on biodiversity	According to biodiversity monitoring reports carried out by EySA Consultores in Plants L´Amalí, Catamarca, San Juan and Zapala during 2025, positive and negative impacts remain as reported in previous reports.			
304-3 Habitats protected or restored	According to biodiversity monitoring reports carried out by EySA Consultores in Plantas L´Amalí, Catamarca, San Juan and Zapala during 2025, regarding re-stored habitats, the reforestation and rehabilitation measures on the property as well as the natural revegetation are maintained in relation to what was reported in previous reports.			
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	According to biodiversity monitoring reports carried out by EySA Consultores en Plantas L´Amalí, Catamarca, San Juan and Zapala during 2025, all species found during the period, as indicated in previous reports, are of least concern according to the International Union for Conservation of Nature (IUCN).			


Title	Link to content/direct answer	Omission	Chapter	External verification (GRI 2-5)
Gas emissions, air quality and carbon footprint				
GRI 3 - MATERIAL TOPICS				
305-1 Direct GHG emissions (Scope 1)	Pages 86 and 87 Biogenic CO ₂ emissions in metric tons of CO ₂ equivalent: 16,994.		A story committed to the environment	
305-2 Indirect GHG emissions when generating energy (Scope 2)	Pages 86 and 87 The calculation of Scope 2 emissions includes CO ₂ , N ₂ O, and CH ₄ .			
305-3 Indirect GHG emissions (Scope 3)	Pages 86 and 87			
305-4 GHG emissions intensity	Pages 86 and 87 In line with global cement industry guidelines, we define our ratio in tons of cementitious materials.			
305-5 Reuction of GHG emissions	Page 86 Compared to 2024, the figures remain broadly in line, with a slight increase. However, a 22% reduction is reported compared to the base year, representing a total of 678,052 t of CO ₂ e.			
305-6 Emissions of ozone depleting substances (ODS)	The business does not generate significant emissions of substances that deplete the ozone layer.			
305-7 Nitrogen oxides (NOx), sulphur oxides (SOX) and other significant air emissions	Page 94			

Título del contenido	Link al contenido/ respuesta directa	Omisión	Capítulo	Verificación externa (GRI 2-5)
Waste management, coprocessing and circular				
GRI 3 - MATERIAL TOPICS				
306-1 Waste generation and significant waste related impacts	Pages 89 to 93		A story committed to the environment	
306-2 Management of significant waste related impacts	Page 90			
306-3 Waste generated	Page 90			
306-4 Waste diverted from	Page 90			
306-5 Waste Directed to disposal	Page 90			
Community Development				
GRI 3 - MATERIAL TOPICS				
308-1 New suppliers that were screened using environmental criteria	100 %		100 Years generating value	
308-2 Negative environmental impacts in the supply chain and actions taken	254 suppliers of critical inputs and permanent plant services were evaluated and no significant negative environmental impacts, potential or actual, were identified, so no corrective actions or termination of business relationships were required.			
Human Capital Development and Well-being				
GRI 3 - MATERIAL TOPICS				
401-1 New employee hires and employee turnover	2025 Turnover rate: 9.31 % 2024 Turnover rate: 7.1 % 2025 Turnover rate: 4.19 % 2024 Turnover rate: 5.4 %		The pillars of our history	

Title	Link to content/direct answer	Omission	Chapter	External verification (GRI 2-5)
401-2 Benefits provided to full time employees that are not provided to temporary or part time employees	Part-time employees receive the same benefits as full-time employees. The organization also has one intern who, due to being governed by the Internship Law, does not receive the same benefits; they are only provided with OSAF health insurance coverage through Swiss Medical.		The pillars of our history	
401-3 Parental Leave	During the reported period, 92% of those who used parental leave returned to work (8 women and 38 men), and 84% remained with the company 12 months later (5 women and 37 men).			
Occupational safety and health				
GRI 3 - MATERIAL TOPICS				
403-1 Occupational health and safety management system	Pages 66 to 74		The pillars of our history	
403-2 Hazard identification, risk assessment and incident investigation	Pages 66 to 74			
403-3 Occupational health services	Pages 66 to 74			
403-4 Worker participation, consultation and communication on occupational health and safety	<p>The organization guarantees the participation and consultation of workers and contractors through:</p> <p>Joint health and safety committees: hazard identification, risk assessment, and preventive proposals.</p> <p>Formal consultations and surveys: risk perception, improvements, and job satisfaction.</p> <p>Participation in preventive programs: ergonomics, health campaigns, and emergency drills.</p> <p>Ongoing social dialogue: with labor unions, prevention delegates, and legal representatives, in accordance with regulations and collective bargaining agreements.</p>			
403-5 Worker training on occupational health and safety	Page 65			

Title	Link to content/direct answer	Omission	Chapter	External verification (GRI 2-5)
403-6 Promotion of worker health	Pages 66 to 74		The pillars of our history	
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Each product has a safety sheet where the main risks of the product and the correct way of handling are identified.			
403-8 Workers covered by an occupational health and safety management system	100 % of workers, both our own and contractors, are covered by our Occupational Health and Safety Management System. Internal audits apply to everyone equally, own employees and/or contractors.			
403-9 Work-related injuries	Page 70 There were no fatalities during the reported period, so the mortality rate was 0. The rates presented consolidate information from both direct employees and contractors in the production lines, and are calculated based on 1,000,000 hours worked. For the calculation, the actual monthly hours worked by direct employees, permanent contractors, and temporary personnel performing activities at our facilities are considered. Hours corresponding to workers who, although belonging to these categories, are on vacation, on medical leave, or in any other administrative situation implying effective absence during the month, are not included. Thus, only the hours actually worked during the period are incorporated, including those of temporary personnel, provided they rendered services during the corresponding month. "Lost-time accidents" correspond to those classified by GRI as "recordable work-related injuries."			
403-10 Work related ill health				

Title	Link to content/direct answer	Omission	Chapter	External verification (GRI 2-5)								
Human Capital Development and Well-being												
GRI 3 - MATERIAL TOPICS												
404-1 Average hours of training per year per employee	Page 64		The pillars of our history									
404-2 Programs for upgrading employee skills and transition assistance programs	Page 68											
404-3 Percentage of employees receiving regular performance and career development evaluations broken down by gender and professional category	Page 63											
405-1 Diversity of governance bodies and employees	Page 60 Of the Board members active as of December 31, 2025, 85.7% are men and 14.3% are women. 100% of them are over 50 years old.											
405-2 Ratio of basic salary and remuneration of women compared to men	<table border="1"> <thead> <tr> <th>Category</th> <th>Ratio</th> </tr> </thead> <tbody> <tr> <td>Executive</td> <td>0.29</td> </tr> <tr> <td>Staff</td> <td>-0.16</td> </tr> <tr> <td>Operations</td> <td>-0.10</td> </tr> </tbody> </table>	Category	Ratio	Executive	0.29	Staff	-0.16	Operations	-0.10			
Category	Ratio											
Executive	0.29											
Staff	-0.16											
Operations	-0.10											
Ethics and anti-corruption												
GRI 3 - MATERIAL TOPICS												
406-1 Incidents of discrimination and corrective actions taken	0 (zero) cases.		Solid foundations for leadership									
Supply chain: Business and Human Rights in Supplier Social Assessment												
GRI 3 - MATERIAL TOPICS												
408-1 Operations and suppliers at risk for incidents of child labor	0 (zero) cases. Loma Negra expressly prohibits child labor and forced labor through its Code of Ethics and Conduct, which is mandatory for employees and third parties, and requires all its suppliers		100 years generating value									

Title	Link to content/direct answer	Omission	Chapter	External verification (GRI 2-5)
408-1 Operations and suppliers at risk for incidents of child labor	and customers to adhere to these principles. Furthermore, within the framework of the Integrity Program, third parties must complete Due Diligence Form, through which they declare their compliance with labor laws and their commitment to ensuring that neither they nor their subcontractors use guaranteeing respect for human rights throughout the value chain.		100 years generating value	
409-1 Operations and suppliers at risk for incidents of forced or compulsory labor	0 (zero) cases.			
Community Development				
GRI 3 - MATERIAL TOPICS				
413-1 Operations with local community engagement, impact assessments and development programs	100%. Considering the following production operations: cement plants, concrete plants, and the aggregates plant. This scope includes engagement and volunteering programs, stakeholder perception studies, and formal grievance and complaints mechanisms for local communities.		Commitment to improving communities	
413-2 Operations with significant actual and potential negative impacts on local communities	Pages 101 to 106			
414-1 New suppliers that were screened using social criteria	100 % of our suppliers were screened using social criteria.			
414-2 Negative social impacts in the supply chain and actions taken	254 suppliers of critical inputs and permanent plant services were evaluated and no significant negative environmental impacts, potential or actual, were identified, so no corrective actions or were required.			
415-1 Contribution to political parties and/or representatives	Loma Negra does not participate in political activities, and our employee may take part in political activities individually, without involving the name or resources of Loma Negra. No employee is financing or involvement of other employees or business units with any candidate or political party. Political activities carried out must occur outside the workplace environment and the work day.			

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) | CONSTRUCCION MATERIALS

Subject	Accounting Parameter	Category	Unit of measure	Code	Reference
Greenhouse Gas Emission	Gross global scope 1 emissions, percentage covered emissions limitation regulations.	Quantitative	Metric tons (t) CO ₂ -e, percentage (%)	EM-CM-110a.1	A story committed to the environment.
	Strategy analysis or long and short term plan to Scope 1 emissions and emissions reduction goals and of results in connection with such objectives.	Debate & analysis	n/a	EM-CM-110a.2	A story committed to the environment.
Air quality	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) particulate (4) dioxins/furans, (5) volatile organic compounds polycyclic aromatic hydrocarbons (PAHs), and (7).	Quantitative	Metric tons (t)	EM-CM-120a.1	A story committed to the environment.
Energy management	(1) Total energy consumed, (2) percentage of grid electricity, (3) percentage of alternative energy, (4) percentage of renewable energy.	Quantitative	Gigajoules (GJ), percentage (%)	EM-CM-130a.1	A story committed to the environment.
Water management	(1) Total freshwater withdrawn, (2) percentage in regions with high or extremely high initial water.	Quantitative	Thousand cubic meters (m ³), percentage (%)	EM-CM-140a.1	A story committed to the environment. (2) Loma Negra uses for human consumption in its plants and in such as equipment cooling. These systems in a closed loop, which promotes reuse and additional discharges (3) 11 %.
Waste management	(1) Quantity of waste generated, (2) percentage of hazardous waste, percentage of recycled waste.	Quantitative	Metric tons (t), percentage (%)	EM-CM-150a.1	A story committed to the environment. (2) Percentage of waste generated: 9 %

Subject	Accounting Parameter	Category	Unit of measure	Code	Reference
Effects on biodiversity	Description of environmental management policies and practices of active facilities.	Debate & Analysis	n/a<	EM-CM-160a.1	A story committed to the environment.
	(1) Area of disturbed land, (2) percentage of affected area recovered.	Quantitative	Acres (ac), percentage (%)	EM-CM-160a.2	(1) Total area of disturbed land: 9.860.047 m ² . (2) Percentage of affected area recovered: 25%.
Workforce Health and Safety	(1) Total Recordable Incident Rate (TTIR) and (2) Incident Frequency Rate (IFP) for (a) full-time employees and (b) contract employees.	Quantitative	Speed	EM-CM-320a.1	Table SASB to be using the information on survey list and enter data.
	Number of reported silicosis cases.	Quantitative	Number	EM-CM-320a.2	None. Answer submitted the pending verification with 2025 information because included in the health and survey form.
Product Innovation	Percentage of products eligible for credits from sustainable building design and construction certifications.	Quantitative	Percentage (%) sales income per year	EM-CM-410a.1	100 Years generating value. In 2025, progress was made in the development of the EPDs for OPC 50 L'Amalí and CPC 40 LomaSer, which meet the requirements of sustainable design and construction certification credits and include the energy, water, and material impacts during the production and use of both products.
	Total potential market and market share for products that reduce energy, water, and other substantial impacts during use and production.	Quantitative	Divisa para comunicar, porcentaje (%)	EM-CM-410a.2	

Subject	Accounting Parameter	Category	Unit of measure	Code	Reference
Price Transparency and Integrity	Total amount of monetary losses resulting from litigation related to cartel, price-fixing, or antitrust activities.	Quantitative	Currency to inform	EM-CM-520a.1	There were no monetary losses from such proceedings during the reporting period. That was answered last year - Pending checking with Lucho the 2025 info, because it's not on the AACC survey form.

TABLE 2 - ACTIVITY PARAMETERS

Activity Parameter:	Category	Unit of measure	Code	Reference
Production per main product line	Quantitative	Metric tons (t)	EM-CM-000.A	100 years generating value

INDEPENDENT PUBLIC ACCOUNTANT’S LIMITED ASSURANCE REPORT ON SUSTAINABILITY INDICATORS (translation of the report originally issued in Spanish)

To the Board of Directors of:
Loma Negra C.I.A.S.A.

Registered office: Boulevard Cecilia Grierson 355, 4th Floor, City of Buenos Aires, Argentina
Tax Identification Number (CUIT): 30-50053085-1

1. Identification of the information related to the engagement

We have been engaged by Loma Negra C.I.A.S.A. (hereinafter, the “Company”) to perform a limited assurance engagement, as defined by FACPCE (Argentine Federation of Professional Councils in Economic Sciences) Technical Resolution No. 37 (hereinafter, the “engagement”), aimed at reporting on certain sustainability indicators (hereinafter, referred to as “the indicators”) detailed in Annex 1 of this report and contained in the “Sustainability Report 2025” for the year ended December 31, 2025 (hereinafter, the “Report”).

This engagement has been performed by an interdisciplinary team which includes independent public accountants, sociologists, environmental engineers, and graduates in environmental sciences.

Other than as described in the first paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

2. Criteria applied by the Company

In preparing and presenting the indicators detailed in Annex 1, the Company applied the GRI Standards established by the Global Sustainability Standards Board (GSSB) (hereinafter, the “Criteria”), as specified on page 107, “About this Report”, of the Report.

3. Responsibility of the Company’s management in connection with the indicators

Management is responsible of selecting the Criteria and of presenting the indicators in conformity with such Criteria, in all material respects. This responsibility includes designing, implementing and maintaining internal controls, maintaining proper records and preparing estimates which may be relevant to preparing the indicators so that they are free from material misstatements, whether due to fraud or error.

4. Inherent limitations in the preparation of Sustainability Information

The absence of a generally accepted methodology or practice for identifying, evaluating and measuring non-financial information may give rise to different assumptions and criteria and thus to values not necessarily comparable with those of other entities, which represent an inherent limitation.

5. Responsibilities of the independent public accountants in connection with the indicators

Our responsibility consists in expressing a conclusion on the indicators based on the procedures performed and the evidence obtained.

We have performed a limited assurance engagement in accordance with FACPCE Technical Resolution No. 37 included in sections V.A. "Other assurance engagements in general" and V.F "Assurance engagement on the Financial statements for Social Responsibility Purposes" (related to the Sustainability Report), and with the reference terms agreed with the Entity on November 11, 2025. Such standards require that we plan and perform our engagement to express a conclusion about whether any material modifications should be made to the indicators in order for them to be in accordance with the Criteria and to issue a report.

The nature, timing of application and scope of the selected procedures depend on our judgment, including the assessment of material misstatements, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to sustain our limited assurance conclusion.

6. Our independence

We are independent from the Company and we have complied with the other ethics responsibilities in accordance with the Code of Ethics issued by the Professional Council in Economic Sciences of Autonomous City of Buenos Aires and FACPCE Technical Resolution No. 37, and we have the necessary skills and experience to carry out this assurance engagement.

We have also designed and operated a system of quality management including policies regarding compliance with ethical requirements professional standards and applicable legal and regulatory requirements.



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7. Description of procedures performed

In conformity with FACPCE Technical Resolution No. 37, in a limited assurance engagement, valid and sufficient evidence is obtained as part of a systematic process which includes obtaining an understanding of the indicators of the engagement and other circumstances of the work, making inquiries mainly from the persons in charge of preparing the information filed and applying analytical procedures and other appropriate procedures. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed; therefore, it does not enable us to obtain reasonable assurance that we have become aware of all the material matters that could be identified, so we do not issue an opinion on the indicators.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls, and our procedures did not include testing such controls.

The procedures we have performed, based on our professional judgment, included:

- a) Conducting interviews with Company's staff to understand the business and reporting process.
- b) Conducting interviews with key Company's personnel to understand the process for collecting, collating, and reporting the indicators during the reporting period.
- c) Checking that the calculation criteria have been correctly applied in accordance with the methodologies outlined in the Criteria.
- d) Undertaking analytical procedures of the data and made inquiries of management to obtain explanations for any significant differences we identified.
- e) Identifying and testing assumptions supporting calculations.
- f) Testing, on a sample basis, underlying source information to check the accuracy of the data.

We also perform other procedures that we deem necessary given the circumstances.

The limited assurance procedures applied do not relate to future periods and our conclusion on the indicators is for the period described only.



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8. Conclusion

Based on our procedures performed and the evidence obtained, we are not aware of any matters that may lead us to believe that the indicators detailed in the Annex 1 of this report and contained in the Company's Sustainability Annual Report for the year ended December 31, 2025, have not been prepared, in all material respects, in conformity with the Criteria included in the section "Criteria applied by the Company".

Autonomous City of Buenos Aires

March 5, 2026

PISTRELLI, HENRY MARTIN Y ASOCIADOS S.A.
C.P.C.E.C.A.B.A. T° 1 - F° 13



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Annex 1

The indicators subject to this engagement

The information corresponding to the indicators subject to this engagement, included in Loma Negra C.I.A.S.A.'s 2025 Sustainability Report published on its website, is presented in the following table:

Standard	Indicators	Unit	Assured Information
GRI	2-9 Governance structure and composition	Descriptive disclosure	Information titled “ <i>Board of Directors</i> ,” “ <i>Supervisory Committee</i> ”, and “ <i>Committees</i> ”, together with the corresponding descriptions of their composition, included in the “ <i>Solid Foundations for Leadership</i> ” section of the report.
GRI	2-10 Nomination and selection of the highest governance body	Descriptive disclosure	Information related to the nomination, election, and composition processes of the members of the Board of Directors, included in the Board composition subsection of the “ <i>Solid Foundations for Leadership</i> ” section of the report.
GRI	2-11 Chair of the highest governance body	Descriptive disclosure	Paulo Diniz, the Chairman of the Board of Directors, does not participate in the Company's Executive Committee.
GRI	2-12 Role of the highest governance body in overseeing the management of impacts	Descriptive disclosure	<p>The Board of Directors is the Company's highest governing and management body, responsible for defining the business's strategic decisions, overseeing risk management, and ensuring compliance with sustainability commitments.</p> <p>The Board of Directors meets at least on a quarterly basis to supervise and monitor operational performance and the development of ongoing projects. Members of the Executive Committee attend these meetings to report on progress and results across the different areas, while strategic issues, objectives, and policies are discussed.</p>
GRI	2-26 Mechanisms for seeking advice and raising concerns	Descriptive disclosure	<p>The Company has an Integrity Program, which includes the Code of Ethics and Conduct, the Anti-Corruption Standard, the Competition Interaction Standard, the Information Disclosure Policy, the Gifts and Hospitality Standard, and the Insider Information Policy.</p> <p>Guidance on the application of the Integrity Program is available through the Compliance area, the Ethics and Compliance Officer, and the Ethics and Compliance Committee. In addition, the Company has an Ethics Line that enables inquiries and reports related to internal regulations and the application of ethical values and principles in day-to-day management.</p> <p>Furthermore, there are diverse channels, including the Ethics Line—available to all stakeholders and communicated both internally and externally—as well as internal channels through direct supervisors and the Compliance and Ethics areas. All communications received are handled with strict confidentiality, and protection against retaliation is ensured for any inquiries or concerns raised in good faith.</p>
GRI	305-1 Direct (Scope 1) GHG emissions	tCO ₂ e	<ul style="list-style-type: none"> Gross value of direct GHG emissions (Scope 1): 2,375,149 tCO₂e Greenhouse gases included in the calculation: CO₂ Biogenic emissions: 16,994 tCO₂e The reference base year for GHG emissions is 2021, as it was the first year to be measured with certification from an external



The indicators subject to this engagement

Standard	Indicators	Unit	Assured Information
			<p>entity and reflects a representative period of the Company's operations, with a total of 3,053,201 tCO₂e of gross Scope 1 GHG emissions.</p> <ul style="list-style-type: none"> The sources of the emission factors considered were the Cement CO₂ and Energy Protocol Spreadsheet of the Global Cement and Concrete Association. GWP source: IPCC Second Assessment Report (SAR). Emissions were consolidated under the operational control approach. Data were collected in accordance with The CO₂ and Energy Accounting and Reporting Standard for the Cement Industry — Cement CO₂ and Energy Protocol Version 3.1 of the GCCA (Global Cement and Concrete Association). It was also aligned with the 2006 IPCC Guidelines for National Greenhouse Gas Inventories.
GRI	305-2 Energy indirect (Scope 2) GHG emissions	tCO ₂ e	<ul style="list-style-type: none"> Gross value of location-based indirect GHG emissions (Scope 2): 170,395 tCO₂e. Gross value of market-based indirect GHG emissions (Scope 2): 134,097 tCO₂e. Greenhouse gases included in the calculation: CO₂, CH₄ - N₂O The reference base year for GHG emissions is 2021, as it was the first year to be measured with certification from an external entity and reflects a representative period of the Company's operations, with a total of 121,972 tCO₂e of gross Scope 2 GHG emissions. As sources for the emission factors, the following were considered: the 2024 Annual Report of the Wholesale Electricity Market (CAMMESA) and the data provided by Pampa Energía. Likewise, the Global Warming Potential from the Fifth Assessment Report (AR5) of the IPCC was used as a reference (Scope 2). Emissions were consolidated under the operational control approach. Data were collected in accordance with The CO₂ and Energy Accounting and Reporting Standard for the Cement Industry — Cement CO₂ and Energy Protocol Version 3.1 of the GCCA (Global Cement and Concrete Association). It was also aligned with the 2006 IPCC Guidelines for National Greenhouse Gas Inventories.
GRI	305-4 GHG emissions intensity	tCO ₂ e per tonne of cementitious product produced	<ul style="list-style-type: none"> Emissions intensity: 516.48 tCO₂e per tonne of cementitious product produced Selected denominator: tonnes of cementitious product produced Emissions included in the ratio calculation: direct (Scope 1) and energy-related indirect (Scope 2) emissions. Greenhouse gases included in the calculation: CO₂, CH₄ - N₂O
GRI	403-9 Work-related injuries	Number / Rate / Descriptive information	<p><u>Employees of the Company:</u></p> <ul style="list-style-type: none"> Number and rate of work-related fatalities resulting from occupational injuries: 0 – 0 Number and rate of work-related injuries with high consequences (excluding fatalities): 0 – 0

The indicators subject to this engagement

Standard	Indicators	Unit	Assured Information
			<ul style="list-style-type: none"> Number and rate of recordable work-related injuries: 19–4.96 Number of hours worked: 3,831,040 <p><u>Contractors</u></p> <ul style="list-style-type: none"> Number and rate of work-related fatalities resulting from occupational injuries: 0 – 0 Number and rate of work-related injuries with high consequences (excluding fatalities): 0 – 0 Number and rate of recordable work-related injuries: 6 – 2.59 Number of hours worked: 2,317,538 <p><u>General</u></p> <p>The main types of work-related injuries are fractures, sprains and strains; cuts and lacerations; musculoskeletal disorders; and contusions.</p> <p>An analysis of 3,750 incident and hazard reports was carried out to identify occupational hazards associated with the potential for high-consequence injuries.</p> <p>For the period covered by the report, none of these critical hazards caused or contributed to causing high-consequence injuries.</p> <p>The measures taken to eliminate these hazards and minimize risks included the review and update of ARS (task risk analyses), Critical Operating Verifications (VCP) and the work of Operational Committees involving operators, field inspections, training sessions, dissemination of infographics, development of procedures, and the implementation of replicable actions based on high-potential incidents and associated critical hazards.</p> <p>The measures taken to eliminate other hazards and minimize risks included programs and actions aimed at identifying, managing, and mitigating the critical risks of operations, supported by procedures aligned with ISO 45000 standards. Since 2018, the Company had implemented a comprehensive strategy for the prevention of serious and fatal accidents, focused on the highest-impact risks, which enabled action on their precursors and strengthened operational controls.</p> <p>The rates presented consolidate information from both company employees and contractors working on production lines, and are calculated based on 1,000,000 hours worked.</p> <p>“Lost-time accidents” correspond to those classified by GRI as “recordable occupational accident injuries.”</p>
GRI	404-1 Average hours of training per year per employee	Hours	<p><u>Average hours of training</u></p> <p>By gender:</p> <ul style="list-style-type: none"> Men: 31.93 hours Women: 36.87 hours <p>By employee category:</p> <ul style="list-style-type: none"> Executives: 7.69 hours Operators: 34.52 hours Staff: 30.52 hours



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Annex 1

The indicators subject to this engagement

Standard	Indicators	Unit	Assured Information
GRI	404-3 Percentage of employees receiving regular performance and career development reviews	%	100% of permanent employees with at least four months of tenure at the beginning of the evaluation period received regular performance and career development reviews. This process included all genders and employee categories on an equitable basis.
			<p><u>Diversity in governance bodies</u></p> <p>Of the members of the Board of Directors in office as of 31/12/2025, 85.7% are men and 14.3% are women. 100% of them are over 50 years old.</p> <p><u>Diversity of employees per employee category</u></p> <p>By gender:</p> <ul style="list-style-type: none"> • Executives: 0.1% women – 1.6% men • Staff: 7.8% women – 31.8% men • Operators: 3.3% women – 55.4% men <p>By age group:</p> <ul style="list-style-type: none"> • Executives: 0.0% under 30 years old, 0.8% between 30 and 50, 0.9% over 50 • Staff: 4.4% under 30 years old, 26.0% between 30 and 50, 9.2% over 50 • Operators: 6.1% under 30 years old, 42.1% between 30 and 50, 10.5% over 50
GRI	405-1 Diversity of governance bodies and employees	%	
GRI	413-1 Operations with local community engagement, impact assessments, and development programs	%	<p>100% of the Company's productive operations had community engagement and volunteering programs, stakeholder perception studies, and formal grievance and complaint mechanisms for local communities.</p> <p>The indicator covered cement plants, ready-mix concrete plants, and the aggregates plant, and excluded operations associated with cement depots.</p>

¹ The maintenance and integrity of the Loma Negra C.I.A.S.A. websites (see web addresses) were the responsibility of the Company's Management. The work performed by EY did not include consideration of these activities and, therefore, EY does not accept any responsibility for any differences between the information presented on such websites and the Engagement contained in the Report on which the work was performed and the conclusion issued.

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WE ARE INTERESTED IN YOUR OPINION.

We encourage you to send us your questions and comments to our contact channel:
sostenibilidad@lomanegra.com