



# Diversity, Equity and Inclusiveness Policy

For SAAM, Diversity, Equity, and Inclusion are integral to how we do business. They enhance our workplace environment, corporate reputation, brand positioning, and overall quality of life for our people.

As a company, we are committed to management practices grounded in the principles of meritocracy, equal opportunity, respect, and non-discrimination. Additionally, we actively promote Inclusion as a core value that permeates both our organization and our interactions beyond it.

### **Our Commitments:**

- 1. Respect for Diversity and Non-Discrimination:** We value and treat every individual within the company based on their skills and professional contributions.

We do not differentiate based on factors such as sex, age, social status, religion, sexual orientation, gender identity, gender expression, race, color, marital status, union membership, political opinion, disability, nationality, ethnic group, or any other unique attribute that defines a person.

- 2. Inclusion Management:** We actively assess Diversity, Equity, and Inclusion through diagnostics to identify environmental barriers and develop action plans that foster meaningful inclusion, making us a more diverse and equitable organization.

We ensure that all company management adheres to principles of non-discrimination and equal opportunity, offering access to employment, training, reasonable accommodations, fair compensation, universal accessibility, career development, and continuous improvement.

We are also dedicated to embedding the values of Diversity, Equity, and Inclusion in all interactions and communications.

- 3. Work-Life Balance:** We respect the personal circumstances of each individual during their time with our organization.

We strive to harmonize work responsibilities with family commitments and personal interests by adopting measures that encourage shared responsibilities in household tasks and dependent care.

- 4. Integral Behavior:** We adhere to our company's values, internal policies, and the laws and regulations of every country where we operate, with a particular focus on issues such as inclusion of people with disabilities, equal opportunity, gender equity, work-life balance, and prevention of workplace and sexual harassment.

We are committed to fostering a positive work environment, protecting our reputation, and upholding the dignity of all individuals by condemning any behavior that compromises it.

SAAM's executive management team and the employees of all its subsidiaries are committed to allocating resources for proper implementation of and compliance with these principles.

**Macario Valdés Raczynski**  
*Chief Executive Officer*

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