HUMAN RIGHTS POLICY

Effective Date: November 11, 2026

1 Introduction and Purpose

Amrize is committed to respecting and protecting human rights throughout our operations and supply chain. We believe every person should be treated with dignity, fairness, and respect and should be free from discrimination, harassment, exploitation, forced labor, modern slavery, and other forms of abuse.

This Policy establishes the principles and expectations that guide Amrize's approach to human rights.

Our approach is informed by internationally recognized standards, including:

- The Universal Declaration of Human Rights;
- The United Nations Guiding Principles on Business and Human Rights (UNGPs);
- The International Labour Organization’s Declaration on Fundamental Principles and Rights at Work (ILO Declaration);
- The OECD Guidelines for Multinational Enterprises; and
- The UN Declaration on the Rights of Indigenous Peoples (UNDRIP).

1.1 Scope

This Policy applies to Amrize Ltd. and its subsidiaries and consolidated affiliates (“Amrize” or the “Company”). Amrize also expects all suppliers, service providers, contractors, and business partners throughout our supply chain to commit to these same human rights principles.

1.2 Our Human Rights Commitments

Amrize is committed to identifying, preventing, mitigating, and addressing actual and potential human rights risks across our operations and supply chain. Where appropriate, we engage with relevant stakeholders to understand and address human rights concerns.

1.2.1 Forced Labor and Modern Slavery

Amrize has zero tolerance for modern slavery, forced labor, and human trafficking. We prohibit all forms of forced, bonded, involuntary, or coerced labor, including forced overtime, debt bondage, or forced prison labor. Workers must freely choose their employment.

Workers shall not be required to pay recruitment fees or surrender money, identification documents, or personal belongings as a condition of employment. Employees are expected to remain alert to indicators of forced labor and modern slavery and promptly raise concerns through available reporting channels.

1.3.2 Child Labor

Amrize does not tolerate child labor in our operations or supply chain. Employment must comply with applicable minimum-age requirements and Amrize standards, or local law, whichever is more stringent. The minimum working age is the age of completion of compulsory schooling, but never less than 15 years old. Young employees between the ages of 15 and 18 years shall not be exposed to work that is likely to harm their physical or mental health, safety, or morals.

1.3.3 Discrimination, Harassment, or Abusive Behavior

Amrize does not tolerate discrimination, harassment, intimidation, retaliation, or other abusive conduct. Employment-related decisions—including hiring, promotion, working conditions, and remuneration—must be based on relevant and objective criteria without distinction on grounds such as age, disability, gender, sexual orientation, political opinion, ethnicity, indigenous or social origin, or religion. We strictly prohibit corporal punishment, harsh or degrading disciplinary practices, and any other form of harassment or abusive behavior, including physical, sexual, or psychological compulsion, exploitation, or coercion.

1.3.4 Freedom of Association

Amrize respects the right of workers to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly without fear of intimidation, discrimination, or retaliation.

1.3.5 Working Conditions and Welfare

Amrize is committed to fair employment practices and compliance with applicable requirements relating to wages, working hours, overtime, benefits, and rest periods. We expect suppliers, service providers, contractors, and business partners to provide fair and decent working conditions, abide by labor standards, and offer required welfare benefits. Workers shall be paid at least the local industry rate or minimum wage stipulated by applicable law, whichever is higher, and benefit from social security schemes. Overtime shall be voluntary where required by law and compensated in accordance with legal requirements, and working times must respect applicable laws and international labor standards.

1.3.6 Health and Safety

Amrize is committed to providing safe, healthy, and respectful working environments and protecting the health, safety, dignity, and well-being of our workforce. We expect suppliers, service providers, contractors, and business partners to provide safe and healthy workplaces, comply with applicable occupational health and safety requirements, and maintain appropriate processes, training, equipment, and controls to protect workers and others who may be affected by their activities.

1.3.7 Indigenous Rights

Amrize recognizes the importance of respecting the rights, cultures, traditions, lands, and interests of indigenous peoples. We are committed to conducting our activities responsibly and respectfully and considering potential impacts on indigenous peoples, communities, lands, and rights.

Where our activities may affect indigenous communities or interests, Amrize seeks to engage appropriately and respectfully and to follow applicable requirements. Employees involved in activities that may affect indigenous rights are expected to seek appropriate guidance and escalate concerns appropriately.

1.3.8 Fair and Equitable Pay

Amrize strives for employee compensation and benefits that are designed to attract and retain strong talent for our businesses, while also complying with all applicable regulations pertaining to wages, hours, and legally mandated benefits.

2. Responsible Supply Chain and Human Rights Due Diligence

We expect suppliers, service providers, contractors, and business partners to operate responsibly and ethically, act with integrity, comply with applicable requirements, and respect human rights. These entities must uphold these principles within their own operations and throughout their supply chains.

Our human rights due diligence focuses on identifying, preventing, and addressing potential human rights risks across our supply chain, prioritizing areas where the potential for forced labor, modern slavery, child labor, or other human rights impacts is greater. Our due diligence approach includes supplier risk screenings, third-party assessments, direct supplier engagement, and monitoring. We expect business partners to cooperate with these processes. Significant or unresolved concerns will be escalated and may result in corrective action plans or termination of the business relationship.

3. Remediation

Where Amrize identifies that it has contributed to an adverse human rights impact, we seek to take appropriate steps to address and remediate the impact. Where an impact is directly linked to our business through a supplier or business partner, we seek to use our influence and available leverage to encourage appropriate remediation. We are committed to continuously monitoring and improving our approach.

4. Speak Up

Any conduct that you believe to be a violation of this Policy should be reported to the Compliance Department, the Chief Compliance Officer, or the Chief Legal Officer. Alternatively, you may report any suspected violations anonymously to the Amrize Integrity Line.

The Company has zero tolerance for retaliation against anyone who makes a good-faith report of suspected violations.

5. Approvals

The Amrize Executive Committee reviewed and approved this Policy on November 11, 2026.

6. Related Policies

- Amrize Code of Business Conduct
- Amrize Supplier Code of Conduct