

QUESTIONNAIRE FOR THE NOMINATION AND/OR ELECTION OF MEMBERS OF BOARDS OF DIRECTORS.

This questionnaire is filled out at the request of the Pension Fund Administrators of the Individual Savings System, hereinafter PFA, by **Jaime Palacio**, potential candidate to the Board of Directors of **Grupo Argos S.A.**, a legal entity in which the Mandatory Pension Funds and/or Severance Funds are shareholders¹.

In order to answer the following questions, the Candidate must take into account the list of legal entities and related companies for each PFA, according to the ANNEXES to this document.

1. Except in case of your re-election as an independent member of the board of the issuer of securities, are you or have you been during the immediately preceding year an employee or a director (member of the Board of Directors or legal representative), or of any of the related entities² described in the annexes to this form? The term of related entities includes, among others, subordinates (affiliates or subsidiaries) or controlling entities of the PFA.

YES NO Of which entity_____. In relation to which PFA _____

2. Are you a shareholder who directly or by means of an agreement directs, guides or controls the majority of the voting rights, or determines the majority composition of the management bodies of the PFA or their related entities?

YES NO Of which entity_____. In relation to which PFA _____

3. Are you a partner or employee of entities that provide advisory or consulting services to the PFA, their related entities or the companies of the same economic group of the PFA³, when the revenues from such services represent for them twenty percent (20%) or more of their operating revenues?

YES NO Of which entity_____. In relation to which PFA _____

4. Are you an employee or director of a foundation, association or company that receives donations representing more than twenty percent (20%) of the total donations received by the respective institution from the PFA or its related entities?

YES NO Of which entity_____. In relation to which PFA _____

¹ This questionnaire is carried out in order to comply with the provisions in articles 2.6.13.1.5 and 2.6.12.1.13 of Decree 2955/2010, incorporated in Title 12 of Book 6 of Part 2 of Decree 2555/2010, amended by Decree 857/2011.

² The entities related to the PFA are listed in the documents attached to this questionnaire for review.

³ **Economic Group.** The Superintendence of Companies by means of concept 220-021321 dated February 13, 2011 set forth that it corresponds to "one of the modalities in which the conglomerates can be structured and we understand that, **despite lacking unity of purpose and direction**, it is a determining assumption of business groups that they are configured under the criteria of articles 260 and 261 of the Code of Commerce," which refer to the subordination and its presumptions, respectively.

5. Do you receive any remuneration from the PFA or its related entities representing 20% or more of total income received during the last year for fees other than the fees received in your capacity as a member of the board of directors, the audit committee or any other committee created by the Board of Directors of the PFA or its related entities?

YES NO Of which entity_____. In relation to which PFA _____

6. Do you have enough time to allow you to actively and efficiently participate in the meetings of the Board of Directors as an Independent member?

YES NO

7. Mention the number of Boards of Directors to which you belong.

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8. How many times have you been elected by the PFA to be a member of this Board?

I have not been elected to the Board of Directors of Grupo Argos before.

This questionnaire was filled out on March 12, 2024.

Best regards,

(original signed)

Jaime Palacio
C.C. 70.546.791

ANNEX

TO THE QUESTIONNAIRE FOR THE NOMINATION AND/OR ELECTION OF MEMBERS OF BOARDS OF DIRECTORS.

1. Entities related to the PFA. In accordance with applicable rules, the following are considered entities related to the PFA:

- (a) Subordinated or controlling entities of the PFA:
- (b) Shareholder(s) or beneficial owners of five percent (5%) or more of interest in the PFA or whoever has the capacity to appoint one member of the board:
- (c) Companies in which the PFA is shareholder or beneficial owner of five percent (5%) or more of interest therein, or those in which it has the capacity to appoint a member of the board. (Persons appointed in the exercise of the political rights corresponding to the investments made for the mandatory pension funds administrating the PFAs are excluded):
- (d) Companies in which shareholders with 5% or more of the PFA capital have 5% or more of the capital, or those in which they have the capacity to elect a member of the board:

2. Companies belonging to the same Economic Group of the PFA:

3. Entities tied to the PFA:

- (a) Associations or partnerships providing advisory or consultancy services to the PFA, entities belonging to its same economic group or its related parties:
- (b) Foundations, associations or partnerships receiving more than 20% of their total donations from the PFA or its related parties.