

**OCCUPATIONAL
SAFETY AND HEALTH
POLICY**

GRUPO EMPRESARIAL ARGOS



GRUPO ARGOS

Investments that transform

1. INTRODUCTION

In Grupo Empresarial Argos¹ talent is key to the fulfillment of the organizational purpose, therefore, the care of health and integrity of employees is of the utmost importance and, to that extent, we work to provide the highest standards in Occupational Health and Safety in the development of the activities of employees and contractors, as well as to promote these good practices with all stakeholders.

2. OVERVIEW

2.1. Purpose

The purpose of the Occupational Health and Safety Policy is to establish the guiding principles and guidelines on Occupational Health and Safety for Grupo Empresarial Argos.

2.2. Scope

The Occupational Health and Safety Policy is applicable to all operations, employees and contractors, regardless of the region or country where they operate.

Each of the companies will have its own policy that will be adjusted to the reality and needs of each of the organizations, however, all must respect the framework of this policy.

3. GUIDING PRINCIPLES AND GUIDELINES

Grupo Empresarial Argos is committed to protecting and promoting the health of its human talent, ensuring its integrity within the framework of a preventive culture that promotes self-care and the intervention of physical, biomechanical, psychosocial, biological, chemical and safety risks. As well as the maintenance of the Occupational Health and Safety Management System.

Senior Management is responsible for promoting a healthy and safe work environment, complying with the applicable legal requirements, maintaining a permanent and public commitment to continuous improvement, engaging stakeholders in the Occupational Health and Safety Management System and allocating the necessary human, technical and financial resources. In this sense, the company will promote the participation of all employees through all its channels and will rigorously monitor this participation.

In order to meet the above commitment, the company sets clear goals and a detailed action plan each year to achieve this objective within the framework of the current regulations for Occupational Health and Safety Management Systems.

All people, regardless of how they are hired, have a responsibility to comply with health and safety regulations and procedures, to perform safe and productive work with mutual care and self-care.

¹ Grupo Empresarial Argos or Business Group is defined as the set of companies registered in the commercial registry as subordinate companies of Grupo Argos, with respect to which there is unity of purpose and direction.

They will also be responsible for notifying in a timely manner all those conditions that may generate consequences and contingencies for themselves and for the company.

3. PUBLICITY

The Occupational Health and Safety Policy will be published on the Grupo Argos website and must be updated whenever a modification to it is approved.

4. APPROVAL

The Occupational Health and Safety Policy of the Grupo Empresarial Argos has been approved by the Board of Directors through act number 2787 dated May 29, 2024.