

OCCUPATIONAL HEALTH AND SAFETY POLICY

GRUPO ARGOS S.A., a company dedicated to investment activities in infrastructure, is committed to protecting and promoting the health of its employees by ensuring their integrity within the framework of a preventive culture that encourages self-care. This includes the identification, evaluation and assessment of physical, biomechanical, psychosocial, biological, chemical risks and safety conditions, as well as the implementation of the respective controls through the maintenance and continuous improvement of the Occupational Health and Safety Management System.

Senior Management assumes responsibility for promoting a healthy and safe work environment, complying with applicable legal requirements, engaging stakeholders in the Occupational Health and Safety Management System and assigning the necessary human, technical and financial resources.

All persons, regardless of their form of hiring or engagement, have the responsibility to comply with safety and health standards and procedures in all workplaces for safe and productive work, promoting mutual care and self-care. In addition, they will be responsible for timely notifying all those conditions that may generate consequences and contingencies both for themselves and for the company through the defined participation and consultation mechanisms.

Approval date: 01/13/2025

A handwritten signature in black ink, appearing to read 'Sara Sánchez', with a stylized flourish at the end.

SARA SÁNCHEZ
Administrative Manager

OBJECTIVES OF THE OSH POLICY

OBJECTIVE	GOAL
1. Identify hazards, evaluate and assess risks, and establish the respective controls.	Intervene in 98% of the risks identified in the hazard and risk matrix.
2. Protect the health and safety of all employees, through the continuous improvement of the OH&S Management System.	Ensure compliance with 98% of the minimum standards of the OH&S Management System.
3. Comply with the current national regulations applicable to occupational risks.	Ensure compliance with 99% of applicable OSH legal requirements.

OBJECTIVES OF THE OSHMS

OBJECTIVE	GOAL
1. Continue with the management of occupational health and safety through the identification, evaluation and prevention of health conditions, including all personnel to which it applies.	Achieve 96% coverage in scheduled periodic exams.
2. Update the psychosocial PVE and establish the necessary activities for its implementation.	Achieve 90% compliance in the execution of the planned activities.
3. Maintain and monitor the implementation of the activities of the PESV to ensure their continued compliance.	Achieve 95% execution of the planned activities.

Approval date: 01/13/2025

SARA SÁNCHEZ
Administrative Manager

Change Control			
Date of revision or update	Description of the change	Responsible	Version
01/26/2024	<p>*OHS policy is updated including all the guidelines and requirements of Decree 1072 and ISO 45001 and approved.</p> <p>*The goals of the objectives of the OSH Policy are adjusted according to the recommendations of Management to increase the defined value and it is approved.</p> <p>*The objectives of the OHSMS for 2024 are defined and approved in accordance with the self-assessment and the result of the 2023 OHSMS audit.</p> <p>The Administrative Management, the person in charge of the OHSMS and COPASST participate in this review and update.</p>	OSH Senior Management Copasst	03
01/13/2025	<p>*The goals of the objectives of the OSH Policy are adjusted according to the recommendations of Management to increase the defined value and it is approved.</p> <p>*The objectives of the OHSMS for 2025 are defined and approved in accordance with the self-assessment and the result of the audit of the OHSMS in 2024.</p> <p>The Administrative Management, the person in charge of the OHSMS and COPASST participate in this review and update.</p>	OSH Senior Management Copasst	04

Complementary Policies and/or Guidelines:

As an integral part of this Occupational Health and Safety Policy, the following provisions are adopted and applied in a complementary manner:

- **Disconnecting from Work Policy:** aimed at ensuring employees' right to enjoy their rest periods, leave, licenses, and vacations, as well as promoting an adequate balance between personal, family, and work life.

This instrument is aligned with the Occupational Health and Safety Policy and forms part of its mandatory application framework for all employees of the organization.

DISCONNECTING FROM WORK POLICY



GRUPO ARGOS

Investments that transform

1. PRESENTATION

This policy of disconnecting from work is created considering the right of employees to disconnect from work, that is, to be disconnected at times outside their working day, during their vacation or breaks, from matters related to their work activity.

2. OBJECTIVE

The purpose of this policy is to guarantee the effective enjoyment of free time and rest times, leaves and/or vacations to reconcile personal, family and work life.

3. SCOPE

This policy is applicable to all employees of Grupo Argos who do not hold positions of leadership or high-level personnel and to those who, due to the nature of the activity they perform, do not have to be permanently available in their duties. In turn, this policy shall be applicable to apprentices who are performing their internship period in Grupo Argos.

4. POLICY

Employees and apprentices shall enjoy their right to disconnect from their work, once their workday is over, during their vacation, leaves and/or breaks.

The employer and/or sponsor shall refrain from making direct requests to the employee or apprentice, by any means or tool, whether technological or not, such as calls, emails, text messages, communication platforms and/or chats outside their working day or when they are enjoying their vacation, leaves and/or breaks to ensure that the employee and/or apprentice can adequately enjoy those spaces.

The right to disconnect from work must take into account the nature of the position held by the employee, therefore, the following will not be subject to the disconnecting from work policy:

- Employees who hold positions of leadership or high-level personnel.
- Those employees who, due to the nature of the activity or function they perform, must be permanently available.

In situations of force majeure or acts of God, in which it is required to fulfill extra duties of collaboration with the company, when necessary for the continuity of service or to solve difficult or urgent situations in the operation of the company, provided that the non-existence of another viable alternative is justified, the right of the employee and/or apprentice to disconnect from work may be waived.

The employer and/or sponsor may not impose clauses or agreements that go against the purpose of this policy.

5. COMPLAINT FILING AND DISPUTE RESOLUTION

The non-observance of the right to disconnect from work may imply for employees a conduct of work harassment, provided that it meets the characteristics of being persistent and demonstrable, in accordance with Law 1010/2006.

The employee may send to the Work Coexistence Committee, through the email convivencia@grupoargos.com, the complaints related to the violation of their right to disconnect from work. They will receive a respectful, confidential and reserved treatment, always with the intention of finding possible solutions to the conflict.

Upon receipt of the complaint, the Work Coexistence Committee will apply the company's Protocol for the Prevention and Attention of Workplace and Sexual Harassment, which includes the stages of receiving the complaint, prior qualification, verification and analysis, conciliation, and decisions.

Both the form for the presentation of the complaint and the Protocol for the Prevention and Attention of Workplace and Sexual Harassment can be consulted by [clicking here](#).

VERSION, DATE AND JUSTIFICATION

Version	Date	Justification
1	February 1, 2022	Document creation

RESPONSIBLE PARTY

Talent Management and Work Coexistence Committee.