

## 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: 01/16/2026



**SARA SÁNCHEZ**  
Administrative Manager

## OBJECTIVES OF THE OSH POLICY

OBJECTIVE	GOAL
1. Identify hazards, evaluate and asses 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 the occupational health and safety management through the identification, assessment, and prevention of health conditions, covering all applicable personnel.	Achieve 100% coverage in scheduled periodic medical examinations.
2. Strengthen employee participation in the OHS re-induction process, promoting knowledge, ownership, and compliance with OHS-MS guidelines.	Achieve participation of at least 95% of employees in the OHS re-induction during the scheduled period.
3. Document and communicate action protocols for psychosocial risks, ensuring compliance with current regulations and promoting healthy work environments.	Document 100% of the psychosocial risk and mental health action protocols defined by current regulations and share them with the relevant committees and employees in general.

Approval Date: 01/16/2026



**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>	<p>OSH Senior Management Copasst</p>	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>	<p>OSH Senior Management Copasst</p>	04
01/16/2026	<p>OHS-MS objectives for 2026 defined and approved. Administrative Management, the OHS officer, and COPASST participated in this review and update.</p>	<p>OSH Senior Management Copasst</p>	04