

## COMMITMENT TO DECENT WORK AND RESPECT FOR LABOR RIGHTS

At Grupo Empresarial Argos, we believe in building labor relationships grounded in respect, equity, and human dignity. As part of our purpose of contributing to the harmonious development of our environment, we adopt a clear stance on the respect for labor rights, applicable to all people who are part of our operations and value chain. We value diversity, promote equal opportunities, and are committed to ensuring compliance with all obligations established in labor legislation and collective agreements in every country where we operate.

### 1. Our Vision of Decent Work (Labor Practices Commitment)

Our commitment is based on fundamental principles that we actively promote across all our investments and subsidiaries. We work to grow together with those around us, respecting the regulatory framework of each country, and ensuring working conditions that allow each person to thrive in safe and inclusive environments:

- **Freedom of association and right to collective bargaining:** We respect and promote freedom of association as a fundamental right of our employees, guaranteeing their full autonomy to decide whether or not they wish to join a collective. For those who choose not to join, we offer individual benefit plans with customizable options.
- Absolute rejection of forced or child labor.
- Working conditions free of discrimination.
- Safe, diverse, and inclusive work environments.

### 2. Working Conditions That Drive Well-Being (Labor Practices Programs)

At Grupo Argos we work to create a work environment that promotes the personal and professional development of each employee, ensuring conditions that reflect the economic and social realities of each region where we operate. Our labor practices programs include:

- **Payment of a living wage:** We guarantee that all people receive a living wage that equals or exceeds the cost of living and covers basic needs for themselves and their families, going beyond legally established minimums. We actively monitor that employees are receiving this wage and that any overtime hours are duly compensated.
- **Responsible and healthy working hours:** We promote sustainable working schedules, where the balance between business objectives and the physical and emotional health of our employees is prioritized. We establish a maximum of 8 hours per day and 47 hours per week of ordinary work, in line with applicable labor legislation, and actively monitor overtime to prevent excessive working hours. When additional hours are generated, they are duly recognized and compensated.
- **Right to disconnect:** We respect the right to disconnect outside working hours. We promote a culture where rest time, family life, and self-care are valued as essential components of overall well-being.
- **Vacation and rest:** All people are entitled to rest periods and paid annual leave, as part of our commitment to quality of life.

- **Pay equity:** We actively work to ensure equal opportunities and equal pay between men and women for work of equal value. We continuously monitor the gender pay gap to identify and close differences and report progress transparently.
- **Dialogue with workers' representatives:** We interact periodically with workers' representatives on working conditions, fostering spaces of open communication, mutual trust, and continuous improvement of our work environment.
- **Extended social protection:** We commit to extending social security coverage to our employees beyond what is legally required, seeking to protect their comprehensive well-being and that of their families.
- **Training and professional reskilling:** We provide training and reskilling programs to mitigate the negative effects that changes driven by the climate transition and digital transformation may generate in our organizations, ensuring the employability and continuous development of our employees.
- **Clear and respectful processes in organizational changes:** In situations that require adjustments to our structure, we commit to managing these processes in a transparent and respectful manner. We foster an environment of open communication, guaranteeing a minimum notice period of 30 days before carrying out mass layoffs, in line with applicable labor law, and ensuring the necessary support for people to help them through the transition.

### 3. Scope and Application

This commitment applies to all of our own operations in the countries where Grupo Empresarial Argos has a presence. We equally expect our suppliers, contractors, and business partners to adopt these principles as part of our value chain, as decent work is a non-negotiable condition for being part of our ecosystem. We believe that sustainable development is only possible if all people involved in our operations have fair and safe conditions.

### 4. Monitoring and Continuous Improvement

We have monitoring mechanisms, dialogue spaces, and confidential channels for handling labor situations. We constantly review our practices to ensure they are aligned with the best global trends in labor and human rights, using international standards such as those of the International Labour Organization (ILO), the UN Global Compact, and the Dow Jones Corporate Sustainability Assessment (CSA/DJSI) as benchmarks.

### 5. Publication

This commitment will be published on the Grupo Argos website and must be updated each time a modification is approved.