

# TALENT POLICY



**GRUPO ARGOS**

Investments that transform

At Grupo Empresarial Argos, companies work together to ensure the best talent to achieve our higher purpose and materialize our strategies. Because we have unique opportunities to attract and develop the best talent as a business group, we join forces to quickly mobilize between areas and companies to build it comprehensively and apply it where it has the most significant impact.

**We manage talent and organization following shared principles:**

- We take care of the quality of life of our collaborators and their families by promoting a balance between work and personal life and ensuring that they have a positive work experience from the start.
- We ensure that each company has an explicit strategy for talent management that responds to its competitive realities and the business group's corporate context.
- We assure our collaborators the right to equal opportunities, non-discrimination and freedom of thought, culture, religion, and ideology politics, in a dignified, safe, and healthy work environment.
- We promote respect for human rights among our groups of interest, without any distinction.
- We respect the right of association and collective bargaining of our collaborators.
- We reject and help combat forced or compulsory labor, labor child and corruption.
- We strictly comply with applicable regulations, corporate governance, and our Business Group Work Model.

**Our joint efforts are focused on:**

- Ensure that each company has an explicit strategy for talent management and organization that responds to its competitive realities and the corporate context of the business group.
- We assure our collaborators the right to equal opportunities, non-discrimination, and freedom of thought, culture, religion, and ideology politics, in a dignified, safe, and healthy work environment.
- We promote respect for human rights among our groups of interest without any distinction.
- We respect the right of association and collective bargaining of our employees.

- We reject and help combat forced or compulsory labor, labor child, and corruption.
- We strictly comply with applicable regulations, corporate governance, and our Business Group Work Model.
- Promote excellence in talent management and organization in all companies, complying with demanding minimum common standards that apply to all companies, including formal processes for the entire management life cycle talent and organization that reflect our culture.
- Manage key talent with an integrated key talent management model unique for the entire business group.
- Have compensation and incentive systems aligned with the strategy and as a business group that ensure equity, recognize the contribution, promote excellence and results, facilitate mobility and comply with international standards.
- Guide the pillars of values and transversal behaviors to all collaborators to have a corporate culture motivated by our higher purpose.
- Develop a strong corporate group employer brand to attract and retain top-notch talent.
- We take advantage of synergies that allow us to have greater power and efficiency in talent management and organization.
- Share information to continually improve, learn together, and make informed decisions.

Our companies have a higher purpose and have committed collaborators to materialize it, acting within the framework of values and habits that characterize our cultures.

Our leaders are actively involved in talent management and exemplify the values and behaviors that are expected of all our collaborators.

Our suppliers have high standards of talent management.

We make decisions based on facts and data and with technical rigor.

Their progressive vision distinguishes our human management teams, their broad and deep understanding of companies' strategies and priorities, advanced knowledge in talent management and organization, and focus on critical, fast decision-making, and innovative and constantly evolving management.