

## GENERAL BENEFITS



### Parental leave and gradual return to work

#### COLOMBIA

**Maternity leave:** 18 weeks

**Paternity leave:** 8 days

**Breast-feeding\***

Gradual return to work: 4 hours per day the first week, 3 hours per day the second week, 2 hours per day the third week, and 1 hour per day from the fourth week until the child is one year old.

**Coparenting:** apply

#### DOMINICAN REPUBLIC

**Maternity leave:** 14 weeks

**Paternity leave:** 2 + 3\* days

**Breast-feeding\***

Gradual return to work: 4 hours per day the first two weeks, 2 hours per day the second and third week, and 1 hour per day from the fourth week until the child is one year old.

**Coparenting:** not apply

#### HONDURAS

**Maternity leave:** 12 weeks

**Paternity leave\*:** 5 days

**Breast-feeding\***

Gradual return to work: 4 hours per day the first week, 3 hours per day the second week, and 2 hours per day from the third week until the child is 9 months old.

**Coparenting:** not apply

#### PANAMA

**Maternity leave:** 14 weeks

**Paternity leave:** 3 days

**Breast-feeding\***

1 hour per day

**Coparenting:** not apply

#### PUERTO RICO

**Maternity leave:** 8 weeks

**Paternity leave:** 5 days

**Breast-feeding\***

Gradual return to work: 4 hours per day the first week, 3 hours per day the second week, and 2 hours per day the fourth and fifth weeks.

**Coparenting:** not apply

#### HAITI

**Maternity leave:** 6 + 6\* weeks

**Paternity leave\*:** 3 days

**Breast-feeding\***

1 hour per day for 3 months or 1 day per week for 3 months

**Coparenting:** not apply

#### FRENCH GUIANA

**Maternity leave:** 16 weeks

**Paternity leave:** 11 days

**Breast-feeding\***

1 hour per day until the child is one year old

**Coparenting:** not apply

#### SURINAME

**Maternity leave\*:** 12 weeks

**Paternity leave\*:** 2 days

**Coparenting:** not apply

#### ANTILLES

**Maternity leave\*:** 18 weeks

**Paternity leave\*:** 3 days

**Breast-feeding\***

Gradual return to work: 4 hours per day the first week, 3 hours per day the second week, 2 hours per day the third week, and 1 hour per day from the fourth week until the child is one year old.

**Coparenting:** not apply

*\* Additional benefits granted by the company*

**Additional parental leave benefits:** Other benefits present in some countries are childbirth bonus for women or men, breastfeeding rooms, breastfeeding bonus for ten months for women or men, special parking spots, active parenting awareness program, more days leave if it is the second child, the inclusion of adopters of children under five years old, and others.



### Marriage license

Some days off for marriage in accordance with the legislation of the countries to which this benefit applies. Applies to any union approved by law.

# EMPLOYEE SUPPORT PROGRAMS



## GENERAL BENEFITS



### Life insurance

At Argos, we care about our employees and their families, so we seek with this benefit to provide economic stability to the employee's family members and/or dependents in the event of an adverse situation.



### Sick leave

100% salary reimbursement in case of medical sick leave of not more than 180 days.



### Group vehicle insurance

Possibility of including 1 vehicle in the company's group policy with a preferential rate and a 12-month interest-free credit.



### Teleworking

Possibility to work from home a few days a week or autonomously, depending on the employee's choice. In 2021, we had 758 teleworkers.



### Flexible working hours

Special schedules. 20% of the working day may be used for Master's and/or Doctorate studies.



### Restaurant services

Restaurant service for some operational and administrative employees covered by the company. Available in plants with restaurant service.



### Health insurance

Complementary health insurance for the employee and in some countries with coverage for his or her family group.

*The benefits described above are not applicable in their entirety to all Argos territories, these are a summary of the main benefits our company offers in the different operations.*