

IMAGINE WHAT WE CAN BUILD TOGETHER



Health & Wellness Model

In Argos, during 2022 and from the Strategic Health Subcommittee, we defined the Health & Wellness model with the main focus on the integral vision of employees and their environments. For the company, well-being is a determining factor for health and vice versa, being the basis for generating healthy environments, organizations, and societies.

For this reason, different strategies have been implemented aimed at understanding, identifying, managing, and communicating both well-being and health at different levels, inside and outside the workplace, at the physical, mental, emotional, financial, social and even environmental health levels. Additionally, it was defined to implement from 2023 the Health & Wellbeing Indicator, which is the result of the measurement of the mainly proactive management of these areas.



Another important achievement during 2022 was the definition of the corporate procedure for the identification and management of psychosocial factors, which provides guidelines for addressing these risks at three levels: structural, for team leaders and at the individual level. Implementation began in the different countries with the establishment of professional support networks for emotional management,

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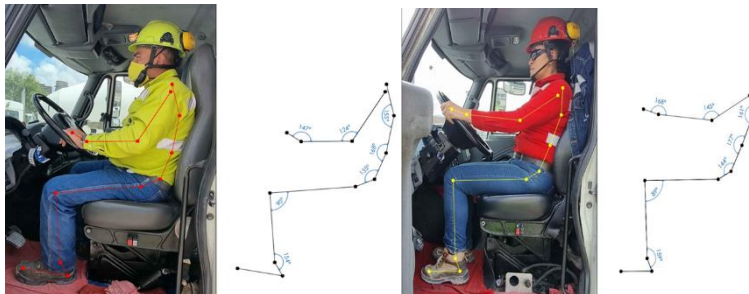


addressing high-risk cases at this level and identifying technological tools for employee support.

Cardiovascular risk has been a focus of work in different countries, with initiatives in nutrition, exercise and chronic disease control. This has resulted in an improvement in the health of employees, which has been evidenced by the incorporation of data analytics, mainly in countries such as Honduras, where the traceability of information shows the change in the level of risk according to indicators defined by the system.

This year was also very important for the prevention of musculoskeletal system diseases, highlighting the following achievements:

- Execution of a pilot study of the biomechanical conditions of mixer drivers, demonstrating that there is a lack of knowledge about the individual adjustment of the chairs according to the anthropometric characteristics of the driver, in addition to the variations to be taken into account when the car is unladen and the impact of driving habits or behaviors on the presentation of symptoms.



- Implementation of hydraulic tables to reduce the risk of inadequate posture and lifting of loads in some tasks.



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- Modification of material transport equipment, reducing the risk of lifting loads.



Health days and even health weeks were held at different sites, with a preventive focus on the different health risks at work and common illnesses. These days were well attended and highly valued by employees. They included high-impact topics such as conscious eating, as well as the incorporation of technological solutions for health and well-being needs.

Activities related to cardiovascular risk, including nutrition assessments, guided physical activity, follow-up of health indicators with the accompaniment of specialized doctors and nurses. All this within the framework of a program called "VIVE".

