ENVIRONMENTAL, SOCIAL AND HUMAN RIGHTS COMPLAINTS RECEIVED

	ARGOS	GRI	DJSI	SASB	2022	2023	2024	2025
Communities								
Impacts on water (#)	A-ETH1				1.00	1.00	0.00	2.00
Impacts on air (#)	A-ETH1				5.00	2.00	4.00	4.00
Noise impacts (#)	A-ETH1				3.00	3.00	5.00	7.00
Impacts on fauna, flora, landscape and soil (#)	A-ETH1				1.00	2.00	1.00	1.00
Vibration impacts (#)	A-ETH1				1.00	0.00	2.00	5.00
Odor impacts (#)	A-ETH1				0.00	1.00	0.00	1.00
Passage limitation impacts (#)	A-ETH1				4.00	1.00	1.00	1.00
Impacts on public and private property (#)	A-ETH1				25.00	24.00	15.00	13.00
Economic impacts (#)	A-ETH1				2.00	1.00	0.00	0.00
Non-compliance with traffic regulations (#)	A-ETH1				9.00	6.00	10.00	5.00
Failure to meet commitments to the community (#)	A-ETH1				1.00	5.00	4.00	2.00
Others (#)	A-ETH1				0.00	0.00	0.00	8.00
Open cases from previous year up to January 1st of next year. (#)	A-ETH1				0.00	0.00	1.00	0.00
Total cases received. (#)	A-ETH1				52.00	46.00	42.00	49.00
Total cases for the fiscal year of reporting. (#)	A-ETH1				52.00	46.00	43.00	49.00
Cases closed with legal or administrative actions. (#)	A-ETH1				0.00	1.00	2.00	1.00
Cases closed with corrective actions. (#)	A-ETH1				39.00	21.00	20.00	12.00
Total cases closed. (#)	A-ETH1				50.00	44.00	41.00	47.00
Labor relations								
Disrespect (#)	A-ETH1				13.00	13.00	14.00	5.00
Bad work environment (#)	A-ETH1				6.00	3.00	10.00	12.00
Failure to perform duties (#)	A-ETH1				6.00	4.00	10.00	7.00
Breach of duties (#)	A-ETH1				0.00	2.00	2.00	1.00
Retaliation (#)	A-ETH1				0.00	1.00	0.00	0.00
Human rights breaches (#)	A-ETH1				1.00	0.00	2.00	0.00
Sexual harassment at work (#)	A-ETH1				1.00	4.00	6.00	2.00
Disagreements regarding labor management (#)	A-ETH1				6.00	7.00	0.00	0.00
Other labor cases (#)	A-ETH1				6.00	7.00	18.00	5.00
Total cases for the reporting fiscal year (#)	A-ETH1				49.00	41.00	62.00	33.00
Open cases from previous year up to January 1st of next year (#)	A-ETH1				10.00	0.00	0.00	1.00
Total cases received (#)	A-ETH1				39.00	41.00	62.00	32.00
Cases closed with legal or administrative actions (#)	A-ETH1				7.00	10.00	11.00	12.00
Cases closed with corrective actions (#)	A-ETH1				3.00	8.00	13.00	8.00
Total cases closed (#)	A-ETH1				11.00	33.00	48.00	37.00
Conduct								
Undue management of conflicts of interest (#)	A-ETH1				7.00	9.00	1.00	7.00
Irregularities in contracting or purchases (#)	A-ETH1				6.00	6.00	9.00	11.00
Misappropriation of assets and inventory (#)	A-ETH1				8.00	10.00	8.00	1.00
Bribes, kickbacks, or illegal tips (#)	A-ETH1				17.00	10.00	11.00	11.00
Money laundering or insider trading (#)	A-ETH1				0.00	0.00	1.00	3.00
Fraudulent reports, records or documents (#)	A-ETH1				2.00	3.00	5.00	1.00
Forgery, counterfeiting (#)	A-ETH1				4.00	1.00	2.00	9.00
Misuse of benefits (#)	A-ETH1				0.00	2.00	1.00	1.00
Competition (#)	A-ETH1				0.00	1.00	1.00	0.00
Public sector bribery (national) (#)	A-ETH1				0.00	0.00	1.00	0.00
Breach of confidential or privileged data rules (#)	A-ETH1				0.00	0.00	0.00	0.00
Money laundering - Financing of terrorism (#)	A-ETH1				2.00	0.00	0.00	0.00
Other uses of privileged information (#)	A-ETH1				0.00	0.00	0.00	2.00
Total cases managed (#)	A-ETH1				63.00	77.00	64.00	100.00
Policy and regulatory compliance irregularities (#)					0.00	0.00	0.00	5.00
Other frauds (#)	A-ETH1				8.00	10.00	0.00	5.00
Declarations and conduct queries (#)	A-ETH1				0.00	1.00	1.00	5.00
Application and complaints from third parties (#)	A-ETH1				0.00	11.00	16.00	4.00
Dissatisfaction closing complaints (#)	A-ETH1				0.00	1.00	0.00	1.00
Irregularities and labor relations of related third parties (#)	A-ETH1				0.00	0.00	0.00	18.00
Open cases from previous year up to January 1st of next year (#)	A-ETH1				11.00	12.00	7.00	16.00
Total cases received (#)	A-ETH1				52.00	65.00	57.00	84.00
Cases closed with legal or administrative actions (#)	A-ETH1				0.00	3.00	5.00	6.00
Cases closed with corrective actions (#)	A-ETH1				11.00	20.00	14.00	24.00
Total cases closed (#)	A-ETH1				24.00	52.00	38.00	86.00

ANTI-COMPETITIVE PRACTICES

	ARGOS	GRI	DJSI	SASB	2022	2023	2024	2025
Legal actions for anticompetitive behavior and antitrust practices								
Number of legal actions pending or completed during the reporting period in which the organization has been identified as a participant (#)		206-1			4.00	4.00	0.00	0.00

	ARGOS	GRI	DJSI	SASB	2022	2023	2024	2025
Fines and settlements								
Total amount (COP)		CSA		EM-CM-520a.1	$0.00	$0.00	$0.00	$0.00
% of revenues (%)		CSA		EM-CM-520a.1	0.00 %	0.00 %	0.00 %	0.00 %

STATEMENTS, EVALUATIONS AND TRAINING

	ARGOS	GRI	DJSI	SASB	2022	2023	2024	2025
Operations assessed in terms of corruption and fraud related								
Total number of operations (#)		205-1			14.00	15.00	13.00	14.00
Number of operations assessed in terms of corruption risks (#)		205-1			12.00	13.00	12.00	13.00
Percentage of operations assessed (%)		205-1			85.71 %	86.67 %	92.31 %	92.86 %

	ARGOS	GRI	DJSI	SASB	2022	2023	2024	2025
Training and communication on the organization's policies and procedures to fight against fraud, corruption								
Presidents and Vice Presidents (#)		205-2			9.00	9.00	8.00	8.00
Employees (#)		205-2			5,206.00	5,390.00	4,226.00	4,003.00
Suppliers (#)		205-2			2,668.00	2,455.00	1,541.00	2,179.00
Communities (#)		205-2			0.00	0.00	0.00	0.00
Total Argos (#)		205-2			7,883.00	7,854.00	5,775.00	6,190.00

	ARGOS	GRI	DJSI	SASB	2022	2023	2024	2025
Members of the highest governance body that have been informed and trained on issues related to corruption, fraud, asset laundering and financing terrorism								
Total number of Board Members (#)		205-2			7.00	7.00	7.00	7.00
Number of members of the highest governance body that have been informed and trained (#)		205-2			7.00	7.00	7.00	7.00
Percentage of members of the highest governance body that have been informed and trained (%)		205-2			100.00 %	100.00 %	100.00 %	100.00 %

	ARGOS	GRI	DJSI	SASB	2022	2023	2024	2025
Level - Total coverage in employee behavior training								
Total Argos (%)					70.00 %	79.50 %	94.00 %	100.00 %
Directive Commitee (%)					100.00 %	100.00 %	100.00 %	100.00 %
Senior Management (%)					99.00 %	97.20 %	100.00 %	100.00 %
Middle management (%)					99.00 %	97.80 %	100.00 %	100.00 %
Specialist (%)					94.00 %	95.60 %	97.68 %	100.00 %
Technical / Operatives (%)					60.00 %	71.30 %	95.26 %	100.00 %

	ARGOS	GRI	DJSI	SASB	2022	2023	2024	2025
Level - Total coverage of employees who made their declaration of potencial sources of conflict of interest								
Total Argos (%)		2-15			69.00 %	69.10 %	94.00 %	100.00 %
Directive Commitee (%)		2-15			100.00 %	88.00 %	100.00 %	100.00 %
Senior Management (%)		2-15			99.00 %	64.00 %	100.00 %	100.00 %
Middle management (%)		2-15			99.00 %	71.60 %	100.00 %	100.00 %
Technical / Operatives (%)		2-15			58.00 %	69.60 %	95.26 %	100.00 %
Specialists (%)		2-15			92.00 %	67.70 %	97.68 %	100.00 %

VIOLATION REPORT

	ARGOS	GRI	DJSI	SASB	2022	2023	2024	2025
Confirmed incidents of corruption								
Number of confirmed incidents of corruption (#)		205-3			5.00	10.00	12.00	5.00

	ARGOS	GRI	DJSI	SASB	2022	2023	2024	2025
Non compliance with environmental regulations								
Cases brought through dispute resolution mechanisms (#)		2-27			0.00	0.00	1.00	0.00
Total monetary value of significant fines (COP)		2-27			$0.00	$0.00	$452,870,640.00	$0.00
Total number of non-monetary sanctions (#)		2-27			0.00	0.00	2.00	0.00

	ARGOS	GRI	DJSI	SASB	2022	2023	2024	2025
Non compliance with social and economic regulations								
Cases brought through dispute resolution mechanisms (#)		2-27			0.00	0.00	0.00	0.00
Total monetary value of significant fines (COP)		2-27			$0.00	$0.00	$0.00	$0.00
Total number of non-monetary sanctions (#)		2-27			0.00	0.00	0.00	0.00

	ARGOS	GRI	DJSI	SASB	2022	2023	2024	2025
Confirmed incidents of discrimination and harassment								
Number of confirmed incidents of discrimination and harassment (#)					0.00	0.00	4.00	1.00

	ARGOS	GRI	DJSI	SASB	2022	2023	2024	2025
Incidents with the handling of Customer Privacy Data confirmed								
Number of incidents with the management of client's privacy data confirmed (#)					0.00	0.00	0.00	0.00

	ARGOS	GRI	DJSI	SASB	2022	2023	2024	2025
Confirmed incidents of conflicts of interest								
Number of confirmed conflict of interest incidents (#)					0.00	0.00	0.00	2.00

	ARGOS	GRI	DJSI	SASB	2022	2023	2024	2025
Incidents of money laundering or use of confirmed privileged information								
Number of confirmed money laundering or insider trading incidents (#)					0.00	0.00	0.00	0.00

CONTRIBUTIONS

	ARGOS	GRI	DJSI	SASB	2022	2023	2024	2025
Political contributions and other expenditures								
Lobbying, interest representation or similar (COP)		415-1	CSA		$0.00	$0.00	$0.00	$0.00
Local, regional or national political campaigns / organizations / candidates (COP)		415-1	CSA		$0.00	$0.00	$0.00	$0.00
Trade associations or tax-exempt groups (e.g. think tanks) (COP)		415-1	CSA		$3,470,700,408.28	$6,172,333,588.38	$6,889,118,918.26	$6,478,409,782.00
Other (e.g. spending related to ballot measures or referendums) (COP)		415-1	CSA		$0.00	$0.00	$0.00	$0.00
Data coverage (as % income) (%)		415-1	CSA		100.00 %	96.00 %	100.00 %	91.00 %
Total contributions and other spending (COP)		415-1	CSA		$3,470,700,408.28	$6,172,333,588.38	$6,889,118,918.26	$6,478,409,782.00

DETAILS OF INCIDENTS AND LEGAL ACTIONS

Confirmed incidents of corruption and actions taken [GRI 205-3; CSA]

Confirmed corruption incidents	Incidents	Actions taken
Incident 1	User reports an employee for allegedly hiring third parties to work on the projects and thus be able to make payments to a company he owns.	Call for attention to the employee, supported by a work file. Disengagement from the supplier.
Incident 2	User reports employee for allegedly asking a supplier not to accept the discount request from the purchasing area.	Call for attention to the employee and adjust the supplier request process.
Incident 3	User reports an employee for allegedly misappropriating funds allocated for travel expenses in dollars, using the name of his superior to request advances.	Dismissal of the employee. Agreement with this one for the return of money. Modification to the travel allowance process
Incident 4	User reports alleged fuel theft.	Dismissal of the employee. Criminal complaint. Complaint to the fuel supplier. Modification to the fuel reception process.
Incident 5	The user reports to the Marketing Manager and his team at Argos Honduras S.A., in Tegucigalpa, for allegedly receiving commissions from suppliers with whom they have a friendly relationship.	The respective investigation was carried out by Internal Audit. Failures were evident in the supplier management process in the Marketing area and, as a result, the necessary controls were implemented. A sanctioning process (written wake-up call) was carried out to the area manager.

Incidents of discrimination and harassment confirmed and actions taken

Confirmed corruption incidents	Incidents	Actions taken
Incident 1	An employee feels discriminated against because of their relocation to work after health problems.	The employee's working conditions are adjusted to align with their health condition.

Conflict of interest incidents confirmed and actions taken

Confirmed corruption incidents	Incidents	Actions taken
Incident 1	User reports an employee for allegedly linking to a supplier, whose legal representative is his son, instead of declaring himself prevented when searching for and selecting the supplier.	The employee was fired for non-compliance with the company's guidelines.
Incident 2	User reports collaborator for allegedly assigning trips only to her husband and his closest group of friends.	The collaborator was relocated to another position.

Legal actions pending or completed during the reporting period in which the organization has been identified as a participant [GRI 206-1]

Confirmed corruption incidents	Legal actions	Main Results
Legal action 1	IN	IN
Legal action 2	IN	IN
Legal action 3	IN	IN
Legal action 4	IN	IN
Legal action 5	IN	IN

DETAIL OF MONETARY LOSSES

Ethics and compliance [SASB EM-CM-520a.1]

Comments
There were no events.

Most significant public policy contributions [GRI 415-1; A-ETH2]

Higher contributions	2025
Largest contribution 1	
Issue or topic related to the contribution	Interests of the construction industry.
Cementos Argos corporate position on issue or topic	It supports.
Description of position and contribution	To ensure, promote the interests of the construction industry.
Total expense per contribution	$2,723,273,540.00
Largest contribution 2	
Issue or topic related to the contribution	Stock market and specialized services
Cementos Argos corporate position on issue or topic	It supports.
Description of position and contribution	Participation in the securities market and specialized financial information services
Total expense per contribution	$1,054,815,649.00

Other significant contributions [GRI 415-1; A-ETH2]

Higher contributions	2025
Beneficiary of large expenditure 3	
Name of organization, candidate or topic	Colombian Chamber of Construction
Type of organization	Guild.
Description of organization, candidate or topic	Promote the adoption of good environmental, social and governance practices in the construction sector, contributing to the generation of collective value and to the sustainable development of Colombia.
Contribution value	$1,338,253,383.00
Beneficiary of large expenditure 4	
Name of organization, candidate or topic	National Association of Businessmen of Colombia (ANDI)
Type of organization	Guild.
Description of organization, candidate or topic	With our participation, we contribute to business representation, the construction of public policy and the economic development of the country.
Contribution value	$531,799,771.00
Beneficiary of large expenditure 5	
Name of organization, candidate or topic	Honduran Chambers of Commerce
Type of organization	Guild.
Description of organization, candidate or topic	Contribution to local business development, economic formalization and the competitiveness of the environment where it operates.
Contribution value	$238,298,273.00