WORKFORCE DESCRIPTION

	ARGOS	GRI	2022	2023	2024	2025
Workforce Description						
Regular workforce (#)		2-8; 2-7; 405-1	4,671.00	4,511.00	4,256.00	3,931.00
Temporary Workforce (#)		2-7; 2-8; 405-1	452.00	325.00	307.00	195.00
Regular workforce - males (#)		2-8; 2-7; 405-1	3,836.00	3,680.00	3,474.00	3,193.00
Regular workforce - females (#)		2-7; 2-8; 405-1	835.00	831.00	782.00	738.00
Percentage regular workforce - males (%)		2-8; 2-7; 405-1	82.12 %	81.58 %	81.63 %	81.23 %
Percentage regular workforce - females (%)		2-8; 2-7; 405-1	17.88 %	18.42 %	18.37 %	18.77 %
Level 1: Executive - men (#)		2-8; 2-7; 405-1	4.00	4.00	4.00	4.00
Level 1: Executive - men (%)		2-8; 2-7; 405-1	80.00 %	80.00 %	80.00 %	80.00 %
Level 2: Management - men (#)		2-8; 2-7; 405-1	47.00	47.00	45.00	43.00
Level 2: Management - men (%)		2-8; 2-7; 405-1	79.66 %	77.05 %	75.00 %	72.88 %
Level 3: Direction - men (#)		2-8; 2-7; 405-1	106.00	99.00	98.00	92.00
Level 3: Direction - men (%)		2-8; 2-7; 405-1	58.24 %	55.93 %	56.98 %	57.14 %
Level 4: Specialists - men (#)		2-8; 2-7; 405-1	707.00	693.00	657.00	622.00
Level 4: Specialists - men (%)		2-8; 405-1; 2-7	58.67 %	58.28 %	59.19 %	59.07 %
Level 5: Operatives - men (#)		2-7; 2-8; 405-1	2,972.00	2,837.00	2,670.00	2,432.00
Level 5: Operatives - men (%)		2-8; 2-7; 405-1	92.30 %	92.14 %	91.78 %	91.67 %
Level 1: Executive - Women (#)		2-8; 2-7; 405-1	1.00	1.00	1.00	1.00
Level 1: Executive - Women (%)		2-8; 2-7; 405-1	20.00 %	20.00 %	20.00 %	20.00 %
Level 2: Management - Women (#)		2-8; 2-7; 405-1	12.00	14.00	15.00	16.00
Level 2: Management - Women (%)		2-8; 2-7; 405-1	20.34 %	22.95 %	25.00 %	27.12 %
Level 3: Direction - Women (#)		2-8; 2-7; 405-1	76.00	78.00	74.00	69.00
Level 3: Direction - Women (%)		2-8; 2-7; 405-1	41.76 %	44.07 %	43.02 %	42.86 %
Level 4: Specialists - Women (#)		2-8; 2-7; 405-1	498.00	496.00	453.00	431.00
Level 4: Specialists - Women (%)		2-8; 2-7; 405-1	41.33 %	41.72 %	40.81 %	40.93 %
Level 5: Operatives - Women (#)		2-8; 2-7; 405-1	248.00	242.00	239.00	221.00
Level 5: Operatives - Women (%)		2-8; 2-7; 405-1	7.70 %	7.86 %	8.22 %	8.33 %
Younger than 30 years (#)		2-8; 2-7; 405-1	391.00	380.00	339.00	305.00
Younger than 30 years (%)		2-8; 2-7; 405-1	8.37 %	8.42 %	7.97 %	7.76 %
30 to 40 years (#)		2-7; 2-8; 405-1	1,390.00	1,288.00	1,186.00	1,064.00
30 to 40 years (%)		2-8; 2-7; 405-1	29.76 %	28.55 %	27.87 %	27.07 %
40 to 50 years (#)		2-8; 2-7; 405-1	1,435.00	1,415.00	1,355.00	1,316.00
40 to 50 years (%)		2-8; 2-7; 405-1	30.72 %	31.37 %	31.84 %	33.48 %
50 to 60 years (#)		2-8; 2-7; 405-1	1,242.00	1,184.00	1,135.00	1,038.00
50 to 60 years (%)		2-8; 2-7; 405-1	26.59 %	26.25 %	26.67 %	26.41 %
Older than 60 years (#)		2-8; 2-7; 405-1	210.00	243.00	241.00	208.00
Older than 60 years (%)		2-8; 2-7; 405-1	4.50 %	5.39 %	5.66 %	5.29 %
Level 1: Executive (#)		2-8; 2-7; 405-1	5.00	5.00	5.00	5.00
Level 1: Executive (%)		2-8; 2-7; 405-1	0.11 %	0.11 %	0.12 %	0.13 %
Level 2: Management (#)		2-8; 2-7; 405-1	59.00	61.00	60.00	59.00
Level 2: Management (%)		2-8; 405-1; 2-7	1.26 %	1.35 %	1.41 %	1.50 %
Level 3: Direction (#)		2-8; 2-7; 405-1	182.00	177.00	172.00	161.00
Level 3: Direction (%)		2-8; 2-7; 405-1	3.90 %	3.92 %	4.04 %	4.10 %
Level 4: Specialists (#)		2-8; 2-7; 405-1	1,205.00	1,189.00	1,110.00	1,053.00
Level 4: Specialists (%)		2-8; 2-7; 405-1	25.80 %	26.36 %	26.08 %	26.79 %
Level 5: Operatives (#)		2-7; 2-8; 405-1	3,220.00	3,079.00	2,909.00	2,653.00
Level 5: Operatives (%)		2-8; 2-7; 405-1	68.94 %	68.26 %	68.35 %	67.49 %
Older than 70 years (#)		2-8; 2-7; 405-1	3.00	1.00	0.00	0.00
Older than 70 years (%)		2-8; 2-7; 405-1	0.06 %	0.02 %	0.00 %	0.00 %

WORKFORCE DIVERSITY

	ARGOS	GRI	2022	2023	2024	2025	Goal 2030
Diversity							
Percentage of women in all management positions including junior, middle and senior level (Positions include Executive (level 1), Management (level 2) and Director (level 3)) (%)		2-7; 2-8; 405-1	0.00 %	0.00 %	37.97 %	38.22 %	
Share of women in junior management positions, i.e. first level of management (as % of total junior management positions) (%)		2-7; 2-8; 405-1	0.00 %	0.00 %	43.02 %	42.86 %	
Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions) (%)		2-7; 2-8; 405-1	0.00 %	0.00 %	24.62 %	26.56 %	
Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.) (%)		2-7; 2-8; 405-1	0.00 %	0.00 %	53.55 %	45.83 %	
Proportion of women in STEM-related positions (as % of total STEM positions) (%)		2-8; 2-7; 405-1	0.00 %	21.45 %	27.82 %	37.27 %	
Percentage of leadership positions held by women (%)	A-TM4	2-7; 405-1	29.90 %	39.88 %	39.31 %	39.25 %	35.00 %

WORKFORCE BREAKDOWN: RACE/ETHNICITY AND NATIONALITY

	ARGOS	GRI	2022	2023	2024	2025
Direct labor force according to nationality						
Colombians (%)			79.98 %	81.18 %	82.61 %	80.21 %
Panamanians (%)			5.72 %	6.01 %	4.11 %	4.22 %
Dominicans (%)			2.98 %	3.17 %	3.50 %	4.83 %
Hondurans (%)			4.67 %	4.61 %	4.89 %	5.32 %
Puerto ricans (%)			0.00 %	0.00 %	0.00 %	1.40 %
Surinamese (%)			0.00 %	0.00 %	0.00 %	1.37 %
United States (%)			0.09 %	0.04 %	0.07 %	0.10 %
Others (%)			6.57 %	4.99 %	4.82 %	2.54 %
Management positions including junior, middle and senior management according to their nationality						
Colombians (%)			0.00 %	0.00 %	0.00 %	79.11 %
Panamanians (%)			0.00 %	0.00 %	0.00 %	2.67 %
Dominicans (%)			0.00 %	0.00 %	0.00 %	2.67 %
Hondurans (%)			0.00 %	0.00 %	0.00 %	7.56 %
Puerto ricans (%)			0.00 %	0.00 %	0.00 %	0.44 %
Surinamese (%)			0.00 %	0.00 %	0.00 %	1.33 %
United States (%)			0.00 %	0.00 %	0.00 %	0.00 %
Others (%)			0.00 %	0.00 %	0.00 %	6.22 %

FREEDOM OF ASSOCIATION

	ARGOS	GRI	2022	2023	2024	2025
Freedom of association						
Total employees covered by collective bargaining agreements (#)		2-30	2,016.00	1,969.00	1,895.00	1,668.00
% of employees represented by an independent trade union or covered by collective bargaining agreements: (%)		2-30	43.16 %	43.65 %	44.53 %	42.43 %

ROTATION AND MOBILITY

	ARGOS	GRI	2022	2023	2024	2025
Employment information						
Total number of vacancies (#)			0.00	0.00	600.00	492.00
Total number of promotions (#)			0.00	0.00	112.00	62.00
Percentage of vacant positions filled by internal candidates (internal hires) (%)			52.87 %	52.26 %	49.50 %	47.56 %
Percentage of promotions - women (%)			0.00 %	0.00 %	36.61 %	43.55 %
Promotion percentage - men (%)			0.00 %	0.00 %	63.39 %	56.45 %
Average recruitment cost FTE (COP)			$0.00	$0.00	$3,944,288.00	$4,326,992.31
New hires (gender, age, job category)						
Total number of new hires. (#)		401-1	386.00	317.00	303.00	258.00
Employee turnover rate - Females (#)		401-1	94.00	102.00	80.00	62.00
Employee turnover rate - Males (#)		401-1	292.00	215.00	223.00	196.00
New hire rate, broken down by gender (male) (%)		401-1	75.65 %	67.82 %	73.60 %	75.97 %
New hire rate, broken down by gender (female) (%)		401-1	24.35 %	32.18 %	26.40 %	24.03 %
Under 30 years old (%)		401-1	40.93 %	42.59 %	34.98 %	38.76 %
From 30 to 40 years (%)		401-1	40.41 %	42.27 %	42.24 %	41.47 %
From 40 to 50 years (%)		401-1	15.54 %	12.30 %	17.49 %	16.28 %
From 50 to 60 years (%)		401-1	2.85 %	2.84 %	4.62 %	3.10 %
People over 60 years old (%)		401-1	2.85 %	2.84 %	0.66 %	0.39 %
People over 70 years old (%)		401-1	0.26 %	0.00 %	0.00 %	0.00 %
Level 1: Executive (%)			0.00 %	0.00 %	0.00 %	0.00 %
Level 2: Managerial (%)			0.00 %	0.00 %	0.33 %	0.78 %
Level 3: Direction (%)			0.00 %	0.00 %	2.64 %	0.78 %
Level 4: Specialists (%)			0.00 %	0.00 %	28.71 %	33.33 %
Level 5: Operational (%)			0.00 %	0.00 %	68.32 %	65.12 %
Employee turnover rate (by gender, type, age, and job category)						
Total employee turnover rate (%)		401-1	8.35 %	10.77 %	13.13 %	14.88 %
Employee turnover rate - Women (%)		401-1	2.03 %	2.44 %	3.05 %	2.70 %
Employee turnover rate - Men (%)		401-1	6.32 %	8.34 %	10.08 %	12.19 %
Employee turnover rate - Involuntary (%)		401-1	1.48 %	3.28 %	1.32 %	2.04 %
Employee turnover rate - Voluntary (%)		401-1	3.77 %	4.43 %	5.26 %	6.21 %
Employee turnover rate - Mutual agreement (%)		401-1	3.10 %	3.06 %	6.56 %	6.64 %
Under 30 years old (%)		401-1	0.00 %	1.55 %	1.60 %	1.73 %
Between 30 and 40 years old (%)		401-1	0.00 %	3.68 %	4.06 %	4.12 %
Between 40 and 50 years old (%)		401-1	0.00 %	2.39 %	3.10 %	3.18 %
Between 50 and 60 years old (%)		401-1	0.00 %	1.71 %	2.09 %	2.39 %
Over 60 years old (%)		401-1	0.00 %	1.44 %	2.28 %	3.46 %
Level 1: Executive (%)			0.00 %	0.00 %	0.00 %	0.00 %
Level 2: Managerial (%)			0.00 %	0.00 %	0.09 %	0.10 %
Level 3: Direction (%)			0.00 %	0.00 %	0.45 %	0.28 %
Level 4: Specialists (%)			0.00 %	0.00 %	4.35 %	4.04 %
Level 5: Operational (%)			0.00 %	0.00 %	8.25 %	10.46 %
Retreats (by gender, age, type)						
Terminations - Females (#)		401-1	95.00	110.00	130.00	106.00
Terminations - Females (%)		401-1	24.36 %	22.63 %	23.26 %	18.12 %
Terminations - Males (#)		401-1	295.00	376.00	429.00	479.00
Terminations - Males (%)		401-1	75.64 %	77.37 %	76.74 %	81.88 %
Under 30 years old (#)		401-1	0.00	0.00	68.00	68.00
Between 30 and 40 years old (#)		401-1	0.00	0.00	173.00	162.00
Between 40 and 50 years old (#)		401-1	0.00	0.00	132.00	125.00
Between 50 and 60 years old (#)		401-1	0.00	0.00	89.00	94.00
Over 60 years old (#)		401-1	0.00	0.00	97.00	136.00
Terminations - Voluntary (#)		401-1	176.00	200.00	224.00	244.00
Terminations - Involuntary (#)		401-1	69.00	148.00	56.00	80.00
Terminations - Mutual agreement (#)		401-1	145.00	138.00	279.00	261.00
Total terminations (#)		401-1	390.00	486.00	559.00	585.00

TRAINING AND DEVELOPMENT

	ARGOS	GRI	2022	2023	2024	2025
Training and development resources						
Total training hours - Executive (hFTE)		404-1	59.25	101.70	4.85	130.35
Total training hours - Management (hFTE)		404-1	2,647.77	3,281.55	2,310.85	2,239.70
Total training hours - Direction (hFTE)		404-1	9,618.10	11,708.93	9,879.39	10,347.68
Total training hours - Specialists (hFTE)		404-1	67,409.87	69,886.20	64,341.49	61,267.95
Total training hours - Operational (hFTE)		404-1	140,626.84	125,782.63	84,648.43	69,963.16
Total training hours - Classroom style (hFTE)		404-1	142,890.38	151,308.63	108,436.46	103,073.66
Total training hours - Virtual style (hFTE)		404-1	77,471.45	59,452.38	52,748.55	40,875.18
Total training hours - Classroom style - Males (hFTE)		404-1	123,113.71	127,459.41	92,814.34	85,281.38
Total training hours - Classroom style - Females (hFTE)		404-1	19,776.67	23,849.22	15,622.12	17,792.28
Total training hours - Virtual style - Males (hFTE)		404-1	53,675.84	39,816.45	36,071.27	23,851.17
Total training hours - Virtual style - Females (hFTE)		404-1	365.38	19,635.93	16,677.28	17,024.01
Total training hours - Males (hFTE)		404-1	176,789.55	167,275.86	128,885.61	109,132.55
Total training hours - Females (hFTE)		404-1	43,572.28	43,485.15	32,299.40	34,816.29
Total hours of face-to-face training - Executive (hFTE)		404-1	0.00	1.50	0.00	117.00
Total hours of face-to-face training - Management (hFTE)		404-1	0.00	2,033.66	1,241.13	1,608.30
Total hours of face-to-face training - Directors (hFTE)		404-1	0.00	41,594.40	4,834.64	5,851.75
Total hours of face-to-face training - Specialists (hFTE)		404-1	0.00	102,127.21	40,169.94	34,456.62
Total hours of face-to-face training - Other levels (hFTE)		404-1	0.00	120,923.81	62,190.75	61,039.99
Total hours of virtual training - Executive (hFTE)		404-1	0.00	100.20	4.85	13.35
Total hours of virtual training - Management (hFTE)		404-1	0.00	1,247.89	1,069.72	631.40
Total hours of virtual training - Directors (hFTE)		404-1	0.00	6,020.02	5,044.75	4,495.93
Total hours of virtual training - Specialists (hFTE)		404-1	0.00	28,291.80	24,171.55	26,811.33
Total hours of virtual training - Other levels (hFTE)		404-1	0.00	23,792.47	22,457.68	8,923.17
Total amount invested in employee training						
Ratio of FTE training hours (Ratio)		404-1	38.72	41.94	35.27	33.62
Average amount invested FTE (COP)		404-1	$190,871.00	$367,178.00	$400,611.00	$643,597.12

PERFORMANCE ASSESSMENT

	ARGOS	GRI	2022	2023	2024	2025
Performance Evaluation						
Level 1: Executive (%)		404-3	100.00 %	100.00 %	100.00 %	100.00 %
Level 2: Management (%)		404-3	100.00 %	100.00 %	100.00 %	100.00 %
Level 3: Direction (%)		404-3	100.00 %	100.00 %	100.00 %	100.00 %
Level 4: Specialists (%)		404-3	100.00 %	100.00 %	100.00 %	100.00 %
Level 5: Operatives (%)		404-3	99.00 %	75.00 %	68.96 %	75.61 %
Total Company (%)		404-3	96.60 %	84.00 %	79.19 %	84.03 %

BOARD MEMBERS BY AGE AND GENDER

	ARGOS	GRI	2022	2023	2024	2025
Board of directors broken down by age and gender						
Younger than 30 years (#)		405-1	0.00	0.00	0.00	0.00
30 to 40 years (#)		405-1	0.00	0.00	0.00	0.00
40 to 50 years (#)		405-1	2.00	1.00	1.00	1.00
50 to 60 years (#)		405-1	1.00	2.00	2.00	2.00
Older than 60 years (#)		405-1	3.00	2.00	2.00	2.00
Older than 70 years (#)		405-1	1.00	2.00	2.00	2.00
Total of women (%)		405-1	14.29 %	28.57 %	28.57 %	28.57 %
Total of men (%)		405-1	85.71 %	71.43 %	71.43 %	71.43 %

RATIO BETWEEN THE SALARY AND REMUNERATION OF WOMEN AND MEN

	ARGOS	GRI	2022	2023	2024	2025
Compensation Indicators						
Level 2: Management (#)		405-2	0.72	0.76	0.74	0.68
Level 3: Direction (#)		405-2	0.78	0.85	0.89	0.88
Level 4: Specialists (#)		405-2	0.94	0.94	0.95	0.97
Level 5: Operatives (#)		405-2	0.94	0.94	0.89	0.88