

Sustainability Policy



Sustainability Policy

1. Purpose:

The purpose of this policy is to promote **Sustainability** as a way of working for Arca Continental and its associates in all its areas, as a way of contributing to the growth of the Company and the integral well-being of its various stakeholders.

2. Scope:

This policy is general and applies to all Arca Continental associates, in all the countries in which operates.

3. Definitions and abbreviations:

Stakeholders: These are the people or organizations that are affected by and/or affect the Company's operation or performance (e.g., civil society organizations that seek to protect the environment).

Sustainability: This means to work on the basis of ethical behavior and in compliance with the law; to create a world of shared prosperity that guarantees progress and permanence in the short and long term. We will accomplish this by developing our associates, our value chain partners and our communities.

Sustainability Indexes: These are instruments that measure the responsibility of a company in the social and environmental spheres. They are designed and built with the aim of providing information to its stakeholders.

4. Policy Guidelines:

All those who are part of the Company should understand the concept of Sustainability as a way of working and of guaranteeing the Company's permanence over time. Hence, Sustainability is not simply the exclusive responsibility of one area, but of the whole company.

The management of each of the different areas of the Company, must formally incorporate Sustainability into its activities. The form in which Sustainability is included and implemented may vary by each of the different areas.

The incorporation of Sustainability in an area will mean that management must:

- a. Understand and define how Sustainability contributes to saving, protecting, or creating value for the area.
- b. Include Sustainability within the area's strategy.
- c. Define and establish measurable and verifiable Sustainability objectives for the area in a given period, when possible.
- d. Document the evidence of the positive impact that Sustainability creates in their area.

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- e. Collect, consolidate, and communicate advances, progress, results, and evidence of the achievement of the Sustainability objectives, when applicable.

Additionally, management must actively influence the stakeholders with which they have a relationship, so that they too adopt Sustainability as a way of working and reflect it in their actions, using the opportunities and tools available to them.

The Company's Sustainability strategy is the benchmark that must be used and transmitted to the entire business. It must be shaped by the following pillars:

- I. **Operational excellence:** Business operations must be developed primarily through the efficient and effective use of the Company's resources.
- II. **Sustainable communities:** Every area must contribute to the well-being of all the communities where the Company operates, that is, it must be a pole of social development and a good neighbor for all of them.
- III. **Development of the value chain:** Every area must transmit and show to all its customers and suppliers its concern for them as business partners.
- IV. **Environmental management:** To show the important care for and protection of the environment.

Other references that we can use are the Sustainable Development Goals (SDG) and the UN Human Rights Principles, to which the Company is adhering.

5. Vigilance and Compliance with the Policy:

Every Executive Director and the directors that report to them are responsible for the adoption of and compliance with this Policy within their areas and teams and among their associates, seeking that it permeates all the geographical areas where the Company operates.

The responsibility for the implementation and monitoring of compliance with this policy lies with the General Management and the Executive Director of each of the areas of the Company. On the other hand, the Human Capital and Sustainability Committee of the Board approves the Sustainability strategy and monitors its general results, and the Sustainability Steering Committee facilitates the implementation of the Sustainability strategy and plans and monitors the objectives and indicators.

6. Consequences or Sanctions for Lack of Compliance with the Policy:

Any breach of this policy must be reported to the Public Affairs, Communication and Sustainability, and Human Capital Directors. Failure to comply with the provisions of this policy by any of the responsible parties may result in discipline, up to and including termination of employment in accordance with the Code of Ethics of Arca Continental and any other applicable Law.

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Changes Log POL-GG-ACM-APS-001:

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Director responsible for the issue or update:	Executive Director of Public Affairs, Communication, and Sustainability

Any associate who reasonably suspects or becomes aware of conduct that deviates from this policy is encouraged to make a complaint to any manager or by any other means, including the Transparency Mailbox, through the following options:

1. The “Transparency Mailbox” on the corporate intranet or on the Arca Continental web page <https://www.buzondetransparenciaac.com/>
2. The toll-free phone lines:
 - In Argentina: 0800-345-2036
 - In Ecuador: 1-800-001-684
 - In the USA: 1-833-761-8291
 - In Mexico: 800-880-0754
 - In Peru: 0800-74684