The company developed robust and dedicated labor programs to ensures the effective management of its labor practices, describing the actions, the impact and the scope.

Topic	Action taken	Description of the Action	Impact	Scope
Ensure adequate wages at or above cost of living estimates or benchmarks	Periodic review of compensation conditions through collective bargaining agreements and external salary studies.	100% of the workforce is covered by collective bargaining agreements that regulate salary conditions. In addition, the company conducts periodic compensation analyses using market studies prepared by specialized consultants such as Willis Towers Watson (WTW) to benchmark external pay competitiveness and ensure internal equity and market alignment.	Maintain competitive compensation aligned with industry practices.	Entire workforce
Monitor working hours including overtime management	Working time monitoring and recording systems.	The company has working time monitoring mechanisms for on-site and remote employees. Collective bargaining agreements regulate working hours, breaks and overtime. In addition, the Internal Digital Disconnection Policy helps prevent excessive working hours and supports work-life balance.	Effective control of working time and prevention of excessive hours.	Entire workforce
Ensure employees are paid for overtime work	Overtime authorization and compensation procedure.	Overtime requires prior authorization and, once approved, is compensated in accordance with the collective bargaining agreement or applicable internal procedures.	Ensure appropriate compensation in compliance with labor regulations.	Employees who work authorized overtime
Regularly engage with workers' representatives on working conditions	Ongoing dialogue with trade union sections.	The company maintains communication and consultation channels with the trade union sections established within the organization regarding labor matters and working conditions. Likewise, 100% of the workforce is covered by collective bargaining agreements.	Promote participation, social dialogue and collective bargaining.	Entire workforce
Routinely monitor the gender pay gap to achieve equal remuneration for men and women	Periodic monitoring of pay equality.	The Gender Equality Policy establishes the commitment to apply objective remuneration criteria and periodically measure the pay gap. The company maintains a pay register and conducts salary analyses with support from external experts.	Identify and correct potential pay differences.	Entire workforce
Routinely monitor the gender pay gap to achieve equal remuneration for men and women	Periodic monitoring of pay equality.	The Gender Equality Policy establishes the commitment to apply objective remuneration criteria and periodically measure the pay gap. The company maintains a pay register and conducts salary analyses with support from external experts.	Identify and correct potential pay differences.	Entire workforce
Expand social protection coverage for workers beyond public programs	Additional benefits and work-life balance measures.	The company offers measures that extend social protection beyond legal requirements, including additional paid leave to care for family members, accompany relatives to medical treatments and other work-life balance measures. It also develops physical, emotional, social and financial well-being programs through the "Para Estar Bien" initiative.	Improve employee well-being, work-life balance and protection.	Entire workforce
Ensure employees are taking their paid annual leave entitlements	Management and monitoring of vacation use.	The company has procedures and tools for managing vacations and absences, ensuring effective exercise of the right to paid annual leave in accordance with regulations and collective bargaining agreements.	Support employees' rest, health and well-being.	Entire workforce
Provide training or reskilling to mitigate negative effects of industrial or climate transition changes	Training and skills update programs.	The Talent Policy includes training and development plans linked to the company's strategic needs. In addition, training is provided on sustainability, climate transition and regulatory changes through initiatives such as Aprende+, UN Global Compact training and specialized ICEA programs.	Strengthen employability and prepare the workforce for regulatory, technological and climate-related changes.	Entire workforce