



ARGOS CULTURE OUR EVOLUTION



At Argos, we are proud of the culture we have built through nearly 9 decades of **a history of growth, big dreams,** and hundreds of learnings. A culture in constant evolution and centered on the founding values that have always guided us on a noble purpose that gives us meaning as an organization.

The culture at Argos is the key to the company's sustainability and the source of success in the execution of the strategy. It is manifested in our day-to-day life in the stories we build, the behaviors we live, what we do and what we do not do, the leadership we practice, the communication we deliver, the symbols that identify us, the relationships we build, the decisions we make, the processes we develop, the rituals we live and the values we believe in.



It is the light that guides us to integrity, good actions, ethics, transparency, and respectful relationships with all our stakeholders.

These elements help us to have a positive, inclusive, healthy, constructive, respectful, empathetic, and inspiring work environment that invites us to seek superior performance, encourage commitment, and have a positive impact on society.

Our culture enables strategy and is how we add talent to maximize results, growth, and impact. It is a driver that allows us to make what we dream of come true and be protagonists of the large housing and infrastructure projects that impact the quality of life of thousands of people. It enables us to create new solutions, multiply our value, and make

sustainability a source of growth through technology and innovation.

It is the light that inspires us to give life to who we are, that drives diversity, promoting a call to action for more people to represent and build new paradigms from the diversity of their countries and cultures.

It is the determination that empowers our leaders to take care of their health and that of others, promote well-being, and generate psychologically safe work environments that inspire us to act in a flexible, responsible, and autonomous manner.

It multiplies our talents and capabilities to go the extra mile, share achievements, difficulties, and findings, and motivate us to recognize those who make things happen, or when we contribute to bring development to communities.

THE EVOLUTION

Just as in nature, **culture evolves and advances;** at Argos, we recognize this. Just as we recognize the challenging and constantly changing environment in which we live.

We understand the need to evolve our culture to continue to move our organization forward. This need has led us to deeply reflect on who we are and who we want to be, where we are, and how we can continue to evolve toward the future we dream of.

It is in this process of evolution that we found the opportunity to give visibility and make recognizable the name that we believe best defines our culture. A name that connects and reflects our deepest identity, embraces us, guides us, and unites us. A name that enlightens us and drives us to keep moving forward.





WE ARE
GREEN LIGHT
A CULTURE THAT INSPIRES US

That's how we want to embrace
**“WE ARE
GREEN LIGHT”**

We are Green light means to inspire and build our higher purpose. It is the mindset that accompanies every action we take and every relationship we build, projecting our essence into the world around us.

It is the place where our external vision and our internal connection converge. It is the way we relate and act among teams to bring dreams to life.

We are Green light is a source of inspiration. It drives us to make everything we dream come true. It is at the core of the culture and defines why we do what we do and how we want to impact the world.



OUR CULTURE Pillars

With this evolution of the cultural identity, and having a clear organizational purpose, we identified the need to enrich the cultural pillars that support the solid foundation on which we build the way we work and behave.





So far, we have three pillars: “We deliver outstanding client solutions”, “We are a team”, and “We take ownership”. With **We are Green light**, we have adjusted the existing ones and added a new pillar, so that we move more effectively toward the organization’s goals.

The four Pillars of our **We are Green light** culture are:

We are solution oriented: We foster reliable relationships with our customers, optimizing mutual value and providing customized solutions that meet their requirements.

We are a winning team: We are confident that by synergizing our proficiencies, we can reach remarkable goals. We promote open and direct dialogues, acknowledging diversity as a catalyst for achieving exceptional outcomes.

We are drivers of profitable growth: We embrace a mindset of profitable growth with agility and flexibility. We innovate to be competitive and move towards our purpose.

We take ownership: We are accountable for the outcomes and interest of the organization, while also respecting, acknowledging, appreciating, and caring for both individuals and the environment.





WHAT IT MEANS TO US

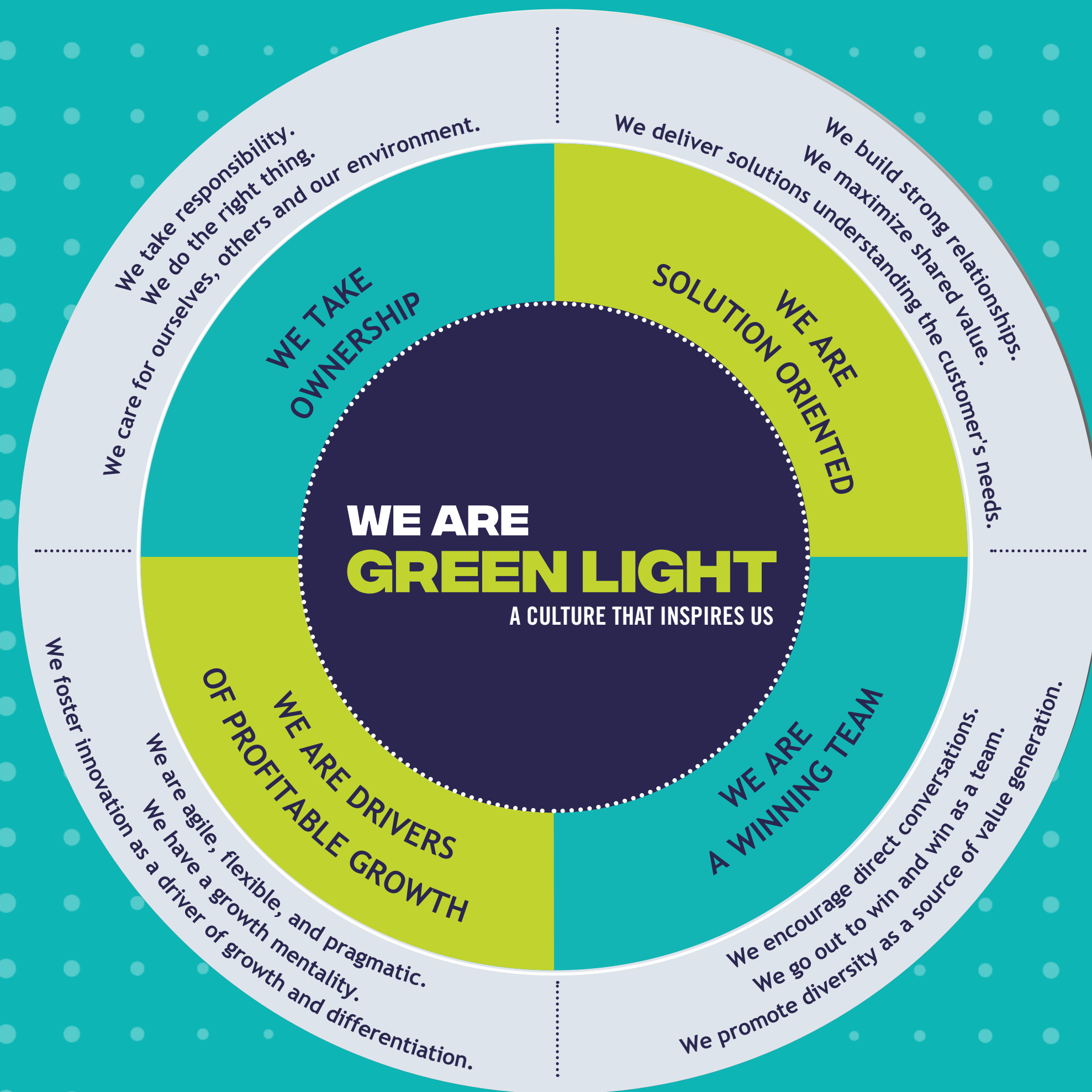
For each of us, this cultural evolution represents an opportunity to continue to transcend with the company. We will strengthen ourselves through our current skills and develop new capabilities that will propel us into the future.

When **We are Green light**, we strengthen the individual connection with the culture and thus move forward at a faster pace to achieve the results defined in the organizational strategy.

Let's continue to build our culture, "We are Green light".



OUR CULTURE





ARGOS