

# WE ARE GREEN LIGHT

## A CULTURE THAT INSPIRES US

At Argos, we understand culture as the particular way of doing things, a way that differentiates us and strengthens us. A way that defines what we are, what we believe in, and where we are headed: Our Identity. A culture that we have called "We Are Green Light", which drives us to be the light that guides, inspires, and builds our purpose. Guiding us in everything we do from the way we work together, to the way we interact with our stakeholders, radiating from within to impact the world around us. The Green Light leads us to have a deep reflection on who we are and who we want to be, where we are, and how to continue evolving TOWARDS THE FUTURE WE DREAM.



### WHAT DOES EACH ONE MEAN?

▶ 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 IS

- ▶ **WE TAKE RESPONSIBILITY**  
We have a sense of ownership that holds us accountable for achieving challenging goals and serving as a role model for others.
- ▶ **WE DO THE RIGHT THING**  
We are committed to performing in the best interests of our company, its shareholders, and society, following our principles of respect, integrity, and transparency.
- ▶ **WE CARE FOR OURSELVES, OTHERS AND OUR ENVIRONMENT**  
We promote a safe and healing work environment, caring for the physical and emotional health of everyone.

#### WHAT IT IS NOT

- ▶ I disclaim any responsibility for the outcomes or their consequences, seeking excuses or placing blame to justify myself.
- ▶ I do not consider the consequences of my actions and decisions to achieve the result at any cost. I do not manage the company's resources with diligence, and I give priority to personal benefit.
- ▶ I sacrifice my integrity, and that of my team, disregarding the impact of my actions on the environment to achieve objectives.

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

#### WHAT IT IS

- ▶ **WE ARE AGILE, FLEXIBLE AND PRAGMATIC**  
We embrace an agile and flexible mindset, enabling us to navigate change effectively and deliver meaningful outcomes.
- ▶ **WE HAVE A GROWTH MENTALITY**  
We seize business growth opportunities by embracing ambitious actions and by thinking big.
- ▶ **WE FOSTER INNOVATION AS A DRIVER OF GROWTH AND DIFFERENTIATION.**  
We dare to experiment with fresh ideas and solutions, embracing learning from mistakes and fostering continuous improvement.

#### WHAT IT IS NOT

- ▶ I tend to stick to what I know best, prioritizing bureaucracy and process control.
- ▶ I impose restrictions and limitations instead of recognizing opportunities for growth and innovation.
- ▶ I avoid experimenting or doing things differently due to a fear of being wrong.

#### WHAT IT IS

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

- ▶ **WE BUILD STRONG RELATIONSHIPS**  
We foster authentic relationships based on trust, extending both within and beyond the organization.
- ▶ **WE MAXIMIZE SHARED VALUE**  
We put the customer's needs at the center of decisions and develop differentiating capabilities that add significant value for all involved.
- ▶ **WE DELIVER SOLUTIONS UNDERSTANDING THE CUSTOMER'S NEEDS**  
We understand and anticipate the needs of our customers, to deliver extraordinary solutions from every corner of the organization.

#### WHAT IT IS NOT

- ▶ My actions, conversations, and decisions often conform to hierarchy or bureaucracy, impacting interactions with customers and other departments.
- ▶ I carry out my work without considering the impact on the customers or the potential inefficiencies for the business.
- ▶ I only take the customer's order without fully comprehending their actual needs or exploring alternative solutions that could truly satisfy them. I wrongly assume that creating value for the customer solely falls under the responsibility of the sales or commercial teams.

▶ 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.

#### WHAT IT IS

- ▶ **WE ENCOURAGE DIRECT CONVERSATIONS**  
We speak out with confidence, courage, empathy, and sincerity, enabling high-performance teams that maximize growth.
- ▶ **WE GO OUT TO WIN AND WIN AS A TEAM**  
We collaborate as a team between areas with the conviction of achieving a superior result.
- ▶ **WE PROMOTE DIVERSITY AS A SOURCE OF VALUE GENERATION**  
We make sure to include different perspectives and criteria to increase the impact of everything we do.

#### WHAT IT IS NOT

- ▶ I harm the team's performance by avoiding giving feedback or expressing my opinions if they generate controversy. I make light-hearted judgments with bad intentions that generate mistrust.
- ▶ I choose to work with people who align with my perspective and opinions.
- ▶ I exclude people or teams who think differently to avoid disagreement, believing that this way I move forward faster.

