

Title	Health and Prevention Policy
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Committee/Board involved:	

Table of Contents

1. Purpose

2. Scope

3. Policy Framework

3.1. Guiding Principles

3.2. General Responsibilities

3.3. General Guidelines

3.4. Compliance and Auditing

3.5. Revision and Update

4. Related Documents

1. Purpose

This policy seeks to establish principles, strategic guidelines, and responsibilities intended to ensure the comprehensive and preventive management of Health and Safety in all of Banco Macro's buildings, activities, and services, promoting an organizational culture based on well-being, legal compliance, and continuous improvement.

2. Scope

This policy applies to all of the Bank's premises, whether of a permanent or occasional nature, and covers:

- Employees.
- Suppliers, contractors, and third parties performing activities on our premises.
- Visitors in the workplace.

3. Policy Framework

The Health, Prevention, and Environmental Department leads preventive management and continuous improvement in the workplace, ensuring that tasks are performed in safe and healthy surroundings. It is committed to the coordination of audits, the setting of standards, and the promotion of training and an active culture of care, taking into account all the departments involved.

3.1. Guiding Principles

Banco Macro maintains and promotes the following strategic commitments:

- Protecting the life, preserving the health, and promoting the physical and psychosocial well-being of all people.
- Identifying, assessing, and mitigating occupational risks across all transactions.
- Complying with the laws in force and other Health and Safety requirements adhered to.
- Promoting a culture of prevention and selfcare through continuous training and teams' active participation.
- Systematically managing documentation, findings control, and improvement actions, ensuring traceability and follow-up.
- Acting with transparency and collaborating with regulatory bodies, insurance companies, and other stakeholders on an ongoing basis.

3.2. General Responsibilities

The implementation of this policy is coordinated by the Health, Prevention, and Environmental Department in collaboration with other departments involved.

Each department is jointly responsible for the performance of the tasks it has been assigned and the observance of regulatory and internal standards.

3.3. General Guidelines

As a part of its institutional commitment and pursuant to the laws in force, Banco Macro has established the following guidelines to ensure preventive management and continuous improvement in the areas of Health and Safety:

Occupational Risk Management

- Collecting information about the health and safety conditions of all the premises on a regular basis.
- Recording findings and causing the departments responsible for their management and resolution to take action.
- Investigating incidents and occupational accidents and diseases, establishing their causes and implementing corrective actions intended to prevent their reoccurrence.
- Assessing and updating risk matrixes on a regular basis in order to ensure that they reflect process, facility or regulatory changes, in this way guaranteeing effective preventive management.

Regulatory Compliance before Occupational Risk Insurance Companies (ARTs) and the Office of the Superintendent of Occupational Risks (SRT)

- Maintaining the General Occupational Risk Assessment (RGRL, acronym in Spanish) forms up to date as required by the Office of the Superintendent of Occupational Risks.
- Conducting the Risk Agent Assessment (RAR) on an annual basis.
- Ensuring the availability of information in the event of audits or demands for such information.

Institutional Training Programs

- Implementing the annual training program with the relevant department, which is mandatory for everyone working at the Bank.
- Developing specific training programs for those with prevention, first-aid, and evacuation roles.
- Coordinating planned and supervised emergency drills and exercises.
- Developing specific training programs regarding the functionalities of the document control systems used to manage suppliers' visits to the Bank's premises.

Provision of Preventive Equipment and Resources

- Ensuring the provision and availability of signage, first-aid kits, and personal protective equipment (PPE).

- Ensuring the coverage of the Protected Area Medical Service on each of the premises insofar as the service is locally available.
- Verifying the effective date, availability, and operational conditions of the firefighting and fire prevention systems and resources (for example, extinguishers and hydrants) on a systematic basis.

3.4. Compliance and Auditing

This policy is mandatory. Any deviations will be treated as provided in the Code of Conduct and the internal regulations in force.

Deviations will be addressed by the Health, Prevention and Environmental Department, which may generate reports for the top management.

The policy is published on Banco Macro's institutional channels and is actively promoted across all work settings.

3.5. Revision and Update

The Health, Prevention and Environmental Department will revise this policy at least once a year, upon the introduction of regulatory or organizational structure changes.

4. Related Documents

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