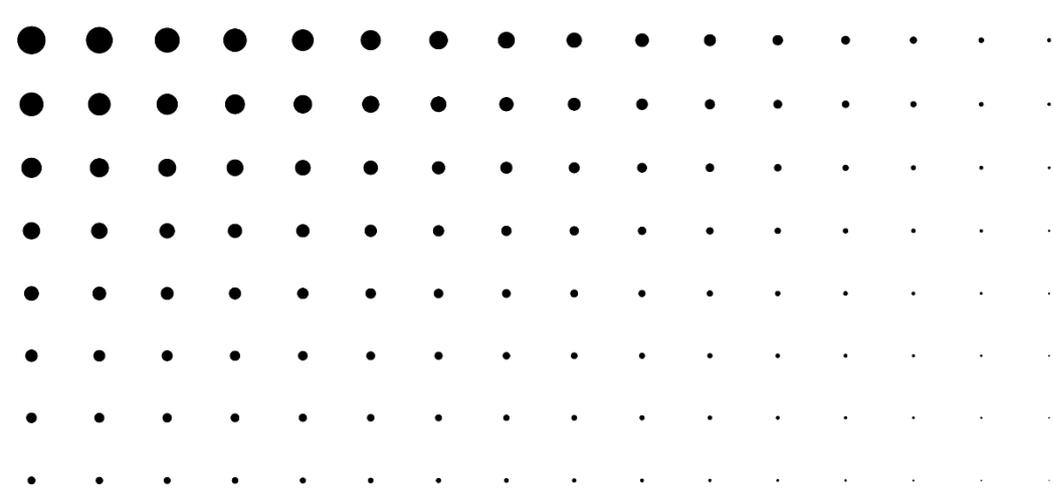


ANDINO
Global

**DIGITAL
DISCONNECTION
POLICY**



DIGITAL DISCONNECTION POLICY

Andino Inversiones Global S.A.

Approved by the Board of Directors — 2025 Version

Purpose and Objective

This Digital Disconnection Policy aims to guarantee the right of Andino Group employees to disconnect from digital tools and work-related communications outside working hours. Its objective is to promote a healthy balance between professional and personal life, while preventing risks associated with hyperconnectivity, digital overload, and technology-related stress.

Scope of Application

This Policy is mandatory for all individuals employed under Spanish labor legislation, regardless of their working arrangement (on-site, remote, or hybrid). Its principles and recommendations are also voluntarily extended to Andino Group subsidiaries in other regions and countries, subject to applicable local labor laws in each jurisdiction.

Regulatory Framework

This Policy is aligned with, among others, the following regulations and standards:

- Organic Law 3/2018 on Personal Data Protection and the Guarantee of Digital Rights (Article 88).
 - Workers' Statute (Article 20 bis).
 - Law 10/2021 on remote work.
 - Recommendations of the National Institute for Safety and Health at Work (INSST).
 - OECD and ILO principles on well-being and work–life balance.
 - ESG commitments and the United Nations 2030 Agenda (SDGs 3 and 8).
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Guiding Principles

The Andino Group conducts its activities in accordance with the following principles:

- The right of all employees not to respond to work-related communications outside working hours, except in cases of force majeure affecting business continuity or where otherwise agreed in relation to overtime.
- Respect for rest periods, leave, and vacation time.

- Responsible and reasonable use of communication technologies (email, instant messaging, video conferencing).
 - Adaptation of management and leadership systems to ensure effective digital disconnection.
 - Promotion of a culture of respect and balance between work and personal life.
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Exercise of the Right to Digital Disconnection

The right to digital disconnection shall apply:

- Outside the working hours established by collective bargaining agreements or individual employment contracts.
- During daily and weekly rest periods, vacations, leave, and public holidays.
- Under remote or hybrid work arrangements, with the same guarantees applicable to on-site work.

Contact outside working hours shall not be considered a breach of this Policy when justified by force majeure, operational emergencies, or other previously defined and justified circumstances.

Responsibilities

The Board of Directors, through Corporate Management or the Corporate Human Resources Department, is responsible for ensuring the effective implementation of this Policy. Middle management shall plan team activities in a manner that respects working hours and avoids unnecessary requirements outside working time.

Training and Awareness

The Andino Group shall promote training and awareness initiatives for all personnel on the healthy use of digital technologies, work–life balance, digital health, and the prevention of psychosocial risks associated with hyperconnectivity. Annual campaigns and practical workshops shall be developed and coordinated by the Equality Committee and the ESG area.

Oversight and Monitoring

Compliance with this Policy shall be supervised by the Compliance Officer, in coordination with the Human Resources Department. The Compliance Officer shall prepare an annual report on the implementation of the right to digital disconnection and the improvement measures adopted.

Reporting and Grievance Mechanisms

Any violation of the right to digital disconnection may be reported through the Ethics Channel or to the Compliance Committee. Confidentiality and protection against retaliation shall be guaranteed in accordance with Law 2/2023 on whistleblower protection.

Recommendations for International Subsidiaries

Andino Group subsidiaries in Peru and Mexico shall adopt the following digital disconnection principles as corporate best practices:

- Establish reasonable limits on the sending of emails and messages outside working hours.
- Encourage advance planning of meetings, taking time zone differences into account.
- Promote digital well-being and work–life balance initiatives.
- Adapt internal protocols in accordance with local legislation and the Group’s sustainability policies.

These measures shall be implemented progressively and supervised by the Corporate Human Resources Management.

Approval and Entry into Force

This Digital Disconnection Policy has been approved by the Board of Directors of Andino Inversiones Global S.A. and enters into force on the date of its approval. It is mandatory for Group companies subject to Spanish legislation and recommended for application by international subsidiaries.