

Diversity, Equity, and Inclusion Policy

Grupo Supervielle S.A.

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1. INTRODUCTION

Grupo Supervielle actively fosters a work culture that is diverse, equitable, and inclusive, valuing every individual and their contributions, irrespective of gender, age, sexual orientation, origin, ethnicity, or any other characteristic.

We believe that a diverse work team fosters creativity and innovation, enabling employees to share their distinct experiences and perspectives.

We are committed to respecting and promoting human rights in our scope of action and to preventing or minimizing any violation directly caused by our activity.

The purpose of this policy is to establish a framework for action that promotes a work environment where these values are upheld and respected.

2. GOVERNANCE

The Board of Directors of Grupo Supervielle is the body in charge of approving this policy with the recommendations of the Diversity Forum.

The execution of this Policy will be overseen by the Sustainability Department in collaboration with the Human Resources Department, which will assume responsibility for implementing the various actions defined to achieve its objectives.

3. SCOPE

This Policy is applicable to Grupo Supervielle and its related companies and the reference to Grupo Supervielle S.A. in this document shall include each of its related companies.

It is intended for the members of the Board of Directors and of the Supervisory Committee as well as for employees under any of their employment modalities.

This Policy should be read and interpreted in conjunction with the Code of Ethics of Grupo Supervielle S.A.

4. OUR GOAL

What do we look for when we talk about Diversity, Equity, and Inclusion at Grupo Supervielle?

- To promote a DIVERSE work environment, where a heterogeneous group of individuals is valued for their social, biological, and psychological differences.
- To foster an EQUITABLE work environment, ensuring equal opportunities for all individuals within Grupo Supervielle S.A. to exercise their rights.
- To attain the INCLUSION of diverse perspectives, preventing any form of discrimination, and raising awareness

within our organization to encourage all individuals to cultivate and apply inclusive practices.

5. OUR COMMITMENT

In order to promote diversity, equity, and inclusion, every member of Grupo Supervielle is dedicated to fostering the behaviors and values outlined below:

Diverse, equitable and inclusive environment. We expect our employees to actively promote practices that embrace diversity, equity, and inclusion, and to identify and alert us to any obstacles preventing the generation of a more diverse, equitable, and inclusive environment.

We ensure working conditions that comply with applicable laws and regulations, upholding diversity and condemning labor discrimination based on gender, race, age, ethnic origin, religion, nationality, disability, or any other circumstance.

Fair recruitment practices and merit recognition. Our commitment to diversity, equity, and inclusion is reflected in unbiased recruitment and selection, promotion and career development, training, and compensation processes, all guided by objective criteria and equal conditions.

Our employment policies and practices, compensation structure, working conditions, access to training, promotions, and termination procedures are exclusively determined by job requirements, free from any form of discrimination. We are dedicated to making development decisions based on evaluation, merit recognition, and job performance, regardless of individual characteristics.

Balanced representation of men and women. We advocate for equal opportunities for all employees, striving to achieve a balanced representation of men and women across all functions and responsibilities.

Safe and friendly environment, free of violence. We foster a safe and friendly work environment, promoting freedom of expression and ensuring a workplace free from violence and aggression.

It is imperative to cultivate a workplace devoid of violence, emphasizing respect and positive interpersonal relationships across all organizational levels. Internal diversity, as well as that of customers and suppliers, must be acknowledged and respected.

The privacy and personal data of all individuals must be safeguarded.

At Grupo Supervielle, the use of offensive language, verbal or physical abuse, and the disqualification of others and/or their opinions or points of view is strictly prohibited.

Threats, threatening behavior, harassment, intimidation, and aggression are prohibited.

Treating others with respect. We endorse respect as a fundamental aspect in maintaining a diverse and inclusive workspace that appreciates and acknowledges the unique strengths and talents of each individual. Employees of Grupo Supervielle are expected to consistently uphold respect for religion, beliefs, origin, sexual orientation, race, age, and other personal characteristics. This

principle extends to our interactions with customers and suppliers, emphasizing adherence to internal codes and treating everyone with respect and without any form of discrimination.

We will not tolerate instances of discrimination, harassment, or mistreatment.

Stereotype free communication. We advocate for the adoption of language with a gender perspective in all forms of corporate, internal, or external communication. We promote communication that is free from stereotypes and prejudices, emphasizing respect for all groups, irrespective of age, sexual orientation, origin, social class, religion, beliefs, physical and intellectual abilities, etc.

Product design. We guarantee that the design of products, services, or channels does not incorporate biases that, either in their design or effective implementation, contradict the objectives and commitments of Grupo Supervielle regarding diversity, equity, and inclusion.

Ensuring fair and equal access to training opportunities. We will establish mechanisms to guarantee fair access to training, education, and participation in meetings and events. Additionally, we are dedicated to offering all employees, at every stage of their professional journey, equal access to training and professional development opportunities to enhance their employability, without any form of discrimination.

6. RESPONSIBILITIES

It is the duty of all employees to promote and observe behaviors, actions and expressions aligned with the fundamentals of diversity, equity, and inclusion outlined in this policy.

In turn, leaders are committed to inspire and promote a culture of diversity, equity, and inclusion in Grupo Supervielle. Therefore, leaders must undertake the following responsibilities:

- Contribute to fostering an inclusive environment within their teams, inspiring and promoting a context and practices that embrace diversity and equity.
- Proactively communicate the Diversity, Equity, and Inclusion (DEI) commitments undertaken by Grupo Supervielle.
- Identify obstacles that hinder the creation of a more diverse, equitable, and inclusive environment.
- Prevent instances of discrimination, harassment, or mistreatment from occurring.
- Advocate for and uphold the values and competencies of Grupo Supervielle, while actively preventing, detecting, and reporting any situation that jeopardizes these values.
- Guarantee that individuals and activities within their sphere of responsibility adhere to the principles outlined in this Policy.
- Enable equitable access to training, education, meetings, and events or panels.
- Safeguard the public image of Grupo Supervielle.

7. DIVERSITY, EQUITY, AND INCLUSION FORUM

Grupo Supervielle hosts a Diversity, Equity, and Inclusion Forum comprising representatives from the Sustainability, Compliance, HR, and Communications Departments, various Business areas, and two Directors.

Its primary role is to oversee the implementation of the DEI strategy set by the Sustainability Department. Additionally, the forum holds the authority to propose specific topics for inclusion in the strategy. Meetings will be scheduled on an ad hoc basis, following the agenda outlined by the Sustainability Department.

8. TRAINING

The Sustainability Department will implement and maintain a training program to provide continuous education on Diversity, Equity and Inclusion to all employees and Directors of Grupo Supervielle.

The initiative will be conducted by the Sustainability Department in collaboration with the Human Resources Department and may be mandatory for all employees. The training will encompass topics such as the components of human diversity, unconscious biases, and strategies for their mitigation.

Grupo Supervielle's Diversity, Equity, and Inclusion (DEI) commitments must be actively communicated.

The training program must cover, at a minimum, the following topics:

- Cultivating a culture that is diverse, equitable, and inclusive, actively promoting adherence to this policy.
- Advocating for an inclusive environment that values the unique abilities, strengths, and differences of all individuals, emphasizing the importance of complementarity.
- Ensuring equal opportunities for all employees, striving for a balanced representation of men and women across all functions and responsibilities.
- Condemn discrimination, harassment, or mistreatment in interpersonal relationships and specific areas, instituting a zero-tolerance policy for such behavior.

9. WORK LINES

Grupo Supervielle initially identified four priority work areas to undertake actions in support of diversity, equity, and inclusion. These areas involve defining policies and allocating the required resources to implement this initiative effectively.

The currently designated focal points are:

GENDER: Foster the advancement of women, ensuring salary equity, and strive to enhance the representation of women in leadership positions.

DISABILITY: Create opportunities for individuals with disabilities to promote inclusion.

PSYCHOLOGICAL SAFETY: Establish secure environments where all employees can freely express their ideas without fear of judgment, neglect, or reprisal.

EQUAL OPPORTUNITY: Advocate for equal growth possibilities for all individuals within Grupo Supervielle through transparent and well-defined processes.

10. ETHICS & VALUES LINE

Any individual who observes any conduct that does not comply with this policy is encouraged to report it through the designated channels without fear of retaliation or adverse consequences. Any violations of this policy can be reported through the Ethics & Values Line:

By phone: 0800-777-7813

Online https://eticagruposupervielle.lineaseticas.com/

Username: Supervielle / Password: Supervielle.

QR:

Additionally, in-person discussions can be held with the leader of the respective area, a representative from the Human Resources Department, or the Sustainability Department.

Grupo Supervielle ensures the confidentiality of reports and provides the option of remaining anonymous. Retaliation will not occur in the event of a good-faith report of a violation of this Policy.

If there are any uncertainties about this Policy, the Sustainability Department should always be consulted.

11. GLOSSARY OF TERMS RELATED TO THIS POLICY

Diversity. At Grupo Supervielle we understand diversity as the set of biological, psychological, and social differences that define and represent a group, making it more or less heterogeneous.

Equity. Active exercise of recognizing the diversity of people by equalizing conditions through differentiated treatment in different situations so that everyone is equally able to exercise their rights.

Gender identity. How each person lives their identity, regardless of the sex assigned at birth according to their biological characteristics.

Inclusion. Exercise of promoting diversity in the organization, actively seeking the participation of all people, with a focus on historically underrepresented groups.

Person with Disability. Person who, due to a lasting physical or mental condition, faces barriers to access social inclusion and participation.

Psychological Safety. Confidence, freedom, and security that people should feel to perform fully and express their full potential in their work environment within Grupo Supervielle.

Gender Perspective. Conceptual tool that seeks to show that the differences between women and men occur not only due to their biological determination but also due to the cultural differences assigned to human beings in society, visible for example in language, advertising, etc.