



GLOBAL AGREEMENT

between UNI Global Union and Banco de la
Nación Argentina

Philadelphia

24 August 2023



INTRODUCTION

Banco de la Nación Argentina and UNI Global Union (UNI), hereinafter "the parties", operate in a multinational global market that is generating new challenges.

UNI Global Union is the voice of 20 million workers in service sector companies around the world. UNI represents workers in 150 countries in all regions of the world. UNI Finance is the global union for the banking and insurance sectors.

The parties wish to use this global agreement to strengthen and sustain their dialogue on human rights and fundamental labour rights, in particular freedom of association and the right to collective bargaining, to support the pursuit of the sustainable growth of Banco de la Nación Argentina's activities and satisfactory working conditions for the Bank's workers in the countries where they operate.

1. SCOPE OF THE AGREEMENT

This agreement applies to legal entities controlled by Banco de la Nación Argentina and integrated in its global operations, considering the local legal framework of each country in which the subsidiary operates.

This agreement constitutes a framework and is not intended to replace national legislation and/or national or company collective agreements currently in place or which may be negotiated in the future where their provisions are more favorable.

The provisions of this agreement between Banco de la Nación Argentina and UNI may be more favorable than national law in some cases. In such cases, Banco de la Nación Argentina will seek to promote these provisions recognized by this agreement.

UNI signs this agreement on its own behalf and on behalf of all its affiliates worldwide.

Banco de la Nación Argentina signs this agreement and agrees to disseminate and apply all its principles through all legal entities, both directly and indirectly controlled by it. The list of countries in which Banco Nación Argentina operates is annexed to this agreement (Annex 1).

2. COMMITMENT TO HUMAN RIGHTS

Banco de la Nación Argentina reaffirms its commitment to observe the United Nations Guidelines on Business and Human Rights, to avoid human rights violations and to strive to remedy any adverse human rights impact of its activities and business. It will take reasonable steps to oppose and mitigate any violations and remedy them where appropriate.



Banco de la Nación Argentina reaffirms its commitment to observe the provisions of the International Labour Organization's (ILO's) Declaration on Fundamental Principles and Rights at Work¹, including freedom of association and, in particular, the right of all workers to organize, join a trade union and bargain collectively.

Banco de la Nación Argentina reaffirms its commitment to respect all national labour laws, collective bargaining agreements and health and safety standards, as well as internationally recognized legislation and human rights applicable in all markets where the Bank operates.

Banco de la Nación Argentina reaffirms its commitment to fair employment and working conditions throughout the company, considering local labor laws and regulations and national or company collective bargaining agreements, where they exist.

The Bank reaffirms its commitment to withstand against all forms of discrimination in its employment relations and, in particular, will recruit people on the basis of their specific competencies, treat each person with dignity, not discriminate on the basis of age, social origin, family status, gender, sexual orientation, disability, political, trade union or religious opinions, or actual or perceived membership of an ethnic group or nation, in accordance with ILO Convention 111.

3. TRADE UNION RIGHTS

In order to enable workers to exercise their freedom of association, in particular the right of all workers to organize, join a trade union and engage in collective bargaining, Banco de la Nación Argentina will take all necessary measures to ensure that:

- a. Bank managers in all countries will create a free and open environment for the exercise of the right to freedom of association and will not object to workers joining a union or exercising their rights as union members.
- b. Bank management in all countries reaffirm their commitment to maintain an environment in which workers are free from intimidation, harassment, or from retaliation and reprisals while exercising their rights. The Bank recognizes the

¹ The core ILO conventions are:

- Convention 87 on Freedom of Association and Protection of the Right to Organize, 1948;
- Convention 98 on the Right to Organize and Collective Bargaining, 1949;
- Forced Labour Convention 29, 1930;
- Convention 105 on the Abolition of Forced Labour, 1957;
- Minimum Age Convention 138, 1973;
- Convention 182 on the Worst Forms of Child Labour, 1999;
- Equal Remuneration Convention 100, 1951;
- Discrimination (Employment and Occupation) Convention 111, 1958



right to freely join a trade union. It shall not obstruct the recognition or representation of the union. The union will be recognized provided that they use the relevant legal procedures for the recognition of trade unions and provided that they meet the legal requirements for recognition as set out in the relevant law.

- c. Once Banco de la Nación Argentina recognizes the union, its management will ensure a positive approach to labour relations and participate in collective bargaining, acting in good faith and seeking to reach agreements with union representatives.

Banco de la Nación Argentina operates in countries where freedom of association and trade union rights are recognized by local legislation. The parties agree to jointly assess any reports of violations of the aforementioned trade union rights (as described in Article 3. points a), b) and c)) from local unions affiliated to UNI Global Union. Any disagreement concerning the implementation of this agreement will be dealt with in accordance with the dispute resolution process (Art.13), which provides for initial solutions to be sought at the local level.

If access problems occur and cannot be solved locally, each party can request a decision from the joint Central Monitoring Committee (Art. 12).

4. COMBATING SEXUAL HARASSMENT

According to the ILO, sexual harassment is a form of discrimination under its Convention 111, one of the ILO's core conventions. The Convention affirms that all human beings, irrespective of race, creed or sex, have the right to pursue their material well-being and spiritual development in conditions of freedom and dignity, economic security and equal opportunity.

Banco de la Nación Argentina and UNI want to ensure that all workers are aware of what constitutes sexual harassment so that they fully understand what is expected of them, know how to report any problems, and can describe alleged acts in confidence.

Sexual harassment is a form of violence that affects women and men in the workplace. The parties also want to combat sexual harassment based on sexual orientation (e.g. lesbian, gay, bisexual, transgender and intersex), regardless of the seniority of the employee or the type of contract they have with the Bank and address it in the same way.

Sexual harassment violates the principle of equality and damages labour relations. It can take various forms:

- Insults, inappropriate comments or innuendos about clothing, physique, age, etc;
- Condescending attitudes with offensive sexual implications.
- Inappropriate sexual invitations or solicitations, implicit or explicit, whether or not accompanied by threats.
- Gestures that could be interpreted as sexual in nature.



- Unwarranted physical contact such as fondling, petting, pinching or physical aggression.
- Creation of a working environment that is not respectful of sexual orientation and any other individual diversity.
- Affirming sexual or romantic interactions as a condition of employment matters (including hiring, compensation, promotion, access to meetings or other workplace opportunities, and career development more generally).

Banco de la Nación Argentina and UNI agree to take the necessary measures to mitigate the risk of sexual harassment in the workplace.

According to this commitment, the Bank respects the national laws and collective bargaining agreements under which it operates. Some provisions of this agreement between the Bank and UNI may be more favourable than some national laws. In such cases, the Bank will seek, through dialogue, to promote more favourable principles recognized by this agreement to combat sexual harassment in the workplace, while remaining free from any obligation to contravene the laws of any of these countries. This commitment builds on the efforts made by Banco Nación Argentina and UNI to promote diversity and inclusion of people in the workforce, regardless of gender, age, ethnicity, disability or sexual orientation. UNI highlights the Bank's policy of inclusion with our affiliate La Bancaria in Argentina.

In addition, the Bank affirms its commitment to combat sexual harassment by clients and subcontractors, putting the welfare of its employees at the top of its priorities.

Banco de la Nación Argentina and UNI encourage the creation of a positive working environment, promoting best practices and practical actions.

The Bank has internal policies and procedures on the prevention of harassment, bullying, sexual misconduct and retaliation in the workplace.

UNI affiliated unions around the world representing workers at Banco Nación Argentina may wish to organize awareness-raising and training activities for their members.

5. COMBATING DISCRIMINATION AND PROMOTING DIVERSITY

Banco de la Nación Argentina is committed to stand against discrimination and promote diversity, equal opportunities, recruitment and retention of disabled workers and respect for equality between women and men.

Diversity can be reflected in differences in gender, age, origin, culture, sexual orientation, nationality, opinions and beliefs, disabilities, family status, education and trade union membership.

Under no circumstances should these differences be allowed to influence decisions on recruitment, training or career management and development.

UNI will encourage greater diversity in union representation and staffing among its affiliates.

The Bank will continue promoting its policy to increase diversity at all levels, in particular at management and supervisory levels; as well as further developing its policy of welcoming employees with disabilities through recruitment, integration, retention and career development.

Banco de la Nación Argentina and UNI are committed to promoting professional equality between women and men.

The principles of equality between women and men and non-discrimination on grounds of gender shall be respected and promoted, in particular regarding selection and recruitment procedures, distribution of tasks, promotion, remuneration and vocational training. These principles also apply to any changes in working conditions, social benefits, termination of employment contracts and any other matters affecting working life.

6. POSITIVE WORKING CONDITIONS AND WORK-LIFE BALANCE

The new global context presents a growing number of challenges, on the one hand, arising from socio-demographic changes and, on the other hand, from digital developments, which are changing many aspects of our daily lives and the way we work.

Ongoing socio-demographic changes are influencing people's needs and expectations in terms of work-life balance.

At the same time, technological and digital developments have been bringing about sudden changes in people's habits in professional and private life, which has also led to new opportunities for flexibility at work.

In light of the current context, Banco de la Nación Argentina and UNI agree that an appropriate and proportionate balance of the different aspects of people's lives has a positive impact on the workplace, engagement, productivity and the overall sense of belonging to the company, as well as improving the quality of life and well-being of workers.

The Bank and UNI agree that promoting consistent actions and behaviour at all levels of the Bank's structure, starting with executives and managers, is the basis for a shift towards a work-life balance culture.

7. A HEALTHY AND SAFE WORKING ENVIRONMENT

The promotion of healthy and safe working conditions for all workers is a priority for Banco de la Nación Argentina.

The parties agree to promote respect for established health and safety standards.

In this context, the Bank encourages initiatives aimed at improvement:

- The physical, mental and social conditions of the workers in each entity;
- Prevention of occupational and psychosocial risks.



The Bank is committed to assessing and communicating best practices in this area in order to facilitate their use.

UNI encourages its affiliates to participate in these efforts by pointing out possible improvements and encouraging workers to comply with the prevention and protection standards set out in local regulations or directives issued by the employing Bank.

8. RESPONSIBLE SALES

The financial sector plays an important role in the economy, which goes far beyond the stability of the financial institutions themselves. It has a responsibility to ensure the stability of markets and to support the real economy. Therefore, the main objective of financial institutions is to provide reliable and sustainable financial services.

In addition, Banco de la Nación Argentina reaffirms its commitment to the following fundamental principles:

- Sales and financial advisory activities must responsibly meet the needs of clients.
- Employee development: the Bank will continue to provide employees with appropriate training and guidance on the conduct of customer relationship management in terms of the proper assessment of their risk attitude when advising and selling financial products.
- Sustainable products: the Bank's strategy and business practices shall inspire excellence in performance through the quality of products and services to generate lasting value. Attention will be strengthened to design and deliver products and services focused on customer needs.
- Organizational governance: the Bank will continue to ensure the enhancement of an appropriate environment that promotes integrity throughout the institution and the improvement of internal procedures and principles conducive to the responsible sale of products.
- Fair and transparent corporate culture: all processes and products will be suitable for customers and managed in a transparent manner.

9. DIGITALIZATION AND DIGITAL RIGHTS

Banco de la Nación Argentina wishes to highlight and promote good practices that will advocate for a better balance of lifestyles and improve working conditions. Digitalization can contribute to this, with important implications for the world of work that require specific commitments.

Digitalization and digital rights

The massive digitalization of the financial sector is transforming work organization, jobs and skills requirements. Changes in work organization can have a significant impact on working conditions, health and safety in the workplace, and work-life balance.



Banco de la Nación Argentina is committed to protecting health and safety in the workplace in the context of digitalization, while using the possibilities offered by new technologies to improve working conditions.

Banco de la Nación Argentina and UNI recognize that the measures to be considered can be based on the conclusions adopted globally at the ILO in January 2022.

Banco de la Nación Argentina undertakes to implement, while favouring social dialogue, measures that contribute to:

1. Protection against online violence and harassment, including internal or external cyber-bullying;
2. Developing digital skills to prevent the emergence of digital divides, including through targeted training;
3. Ethical and responsible use of AI, which in terms of human resources must always remain subject to the principle of "human control";
4. Limiting the use of surveillance tools to what is strictly necessary in a proportionate and transparent manner;
5. The protection of workers' data and privacy based on the following principles: right of access and transparency (allowing rectification or deletion of data), proportionality, limited retention period, protection and confidentiality;
6. Preventing the development practices and techniques that generate discrimination in the technological field.

10.COMMITMENT OF UNI

UNI will publicly support Banco de la Nación Argentina as a key stakeholder in improving employment standards and will work with the Central Administration of Banco Nación Argentina to periodically test employment standards in those parts of the world where it has branches or agencies, within the framework of this agreement and relevant local minimum employment standards.

UNI recognizes that employment conditions will vary according to the legal, social and economic conditions in each country.

11.DURATION

This agreement is valid for a period of four years. This agreement could be renewed by tacit agreement for a further period of four years, after expiration; but may be terminated by either signatory by giving six months' notice. While it is in place, this agreement may be modified by amendment.



12. IMPLEMENTATION

The parties will communicate this agreement and the commitment to its principles to all their respective organizations and structures and both will be responsible for implementing the agreement in good faith. Banco Nación Argentina will publish this agreement on its website and communicate it to national and local management, as well as to UNI affiliates in the different countries where it operates.

The parties agree that a Joint Central Monitoring Committee for the implementation of the agreement will meet once a year to review progress in the implementation of the agreement.

This supervisory process will be established and managed by UNI, the Asociación Bancaria and the Central Administration of Banco de la Nación Argentina.

The committee shall meet extraordinarily at the request of either party if circumstances require it.

Both parties will be equally represented on the monitoring committee, with five representatives from Banco de la Nación Argentina, one representative from UNI and three representatives from our affiliate La Bancaria Association.

13. SETTLEMENT OF DISPUTES RELATING TO THIS AGREEMENT

The parties agree to a consensual dispute resolution process and will make every effort to resolve issues through consultation.

Specific workers' issues or local collective bargaining disputes shall be dealt with and governed by local dispute resolution procedures.

If a complaint about this arrangement cannot be resolved by the relevant country or regional manager, UNI may raise the matter with the Central Management of Banco de la Nación Argentina.

An open and transparent investigation will then be conducted without delay. If the matter remains unresolved, it may be referred to the Central Supervisory Committee.

At the request of either party, and where both parties agree that it may be appropriate, they shall make a joint presentation of the Agreement and provide information about it in the country where the dispute is taking place.

In the event that the parties are unable to resolve a dispute concerning the implementation of this agreement after discussions during the meeting of the monitoring committee, it may be submitted, by mutual agreement, to a mediator. The mediator shall be chosen jointly by the parties. The request for mediation shall not be rejected by either party without a valid reason.

UNI recognizes that this agreement does not imply any contractual rights, as it remains exclusively within the scope of the relationship between Banco Nación Argentina and its local unions.

UNI undertakes not to take any public or legal action against Banco de la Nación Argentina or affecting Banco de la Nación Argentina in connection with the

implementation of this agreement without fair prior notice to the Bank, allowing Banco de la Nación Argentina a reasonable period of time to resolve the dispute before public or legal action is taken against the company. UNI will comply with the undertaking in respect of any dispute arising locally or nationally.

Philadelphia, 24 August 2023



Silvina Batakis
President
Banco de la Nación Argentina



Christy Hoffman
General Secretary
UNI Global Union



Sergio Palazzo
General Secretary
Asociación La Bancaria



ANEXO 1

AGENCIA ASUNCIÓN (PARAGUAY)

CENTRO de ATENCION a CLIENTES VILLAMORRA - ASUNCIÓN (PARAGUAY)

SUBAGENCIA CONCEPCIÓN (PARAGUAY)

SUBAGENCIA ENCARNACIÓN (PARAGUAY)

SUBAGENCIA VILLARRICA (PARAGUAY)

SUCURSAL MONTEVIDEO (URUGUAY)

SUCURSAL SAN PABLO (BRASIL)

SUCURSAL SANTA CRUZ DE LA SIERRA (BOLIVIA)

SUCURSAL NUEVA YORK (ESTADOS UNIDOS)

AGENCIA MIAMI (ESTADOS UNIDOS)

SUCURSAL MADRID (ESPAÑA)

REPRESENTACIÓN BEIJING (CHINA)