



OYIKIL TRAVEL

Catamarca 2250 - (B1640FVB) Martínez
Buenos Aires - ARGENTINA

ABOUT US

We design responsible luxury travel experiences in Argentina, Chile, and Uruguay that invite travelers to discover and preserve the authentic culture, history, and natural heritage of the Southern Cone.

Our itineraries explore some of the region's most extraordinary landscapes, fostering respect for and conservation of the environment while promoting a form of tourism that safeguards the territories it visits.

We are committed to generating a positive social impact by supporting educational development in the communities where we operate. We do this through programs aimed at reducing grade repetition and school dropout rates, as well as through social and workforce reintegration initiatives that help decrease recidivism and expand life opportunities.

NON-DISCRIMINATION POLICY

Oyikil is committed to providing a work environment in which all individuals are treated with dignity and respect, and where employment decisions are based on skills, experience, and performance. The company expressly prohibits any form of discrimination based on gender, race, color, disability, sexual orientation, age, religion, or any other status protected under applicable law.

This policy applies to all stages of the employment relationship, from recruitment and hiring to training, job assignments, promotions, compensation, and termination of employment.

RESPONSIBLE BUSINESS RELATIONSHIPS AND STAKEHOLDER CONCERNS

Oyikil seeks to build responsible business relationships with clients, partners, and suppliers whose activities are aligned with ethical conduct, respect for people, local communities, and the environment. When potential social, environmental, legal, or reputational risks are identified in connection with a client, partner, supplier, or service, Oyikil reviews the situation proportionately and may decide to accept, limit, condition, or decline the relationship. Stakeholders may raise

concerns, complaints, or good-faith reports through Oyikil's official contact channels. Oyikil is committed to reviewing such concerns responsibly, maintaining confidentiality where appropriate, and protecting individuals from retaliation when concerns are raised in good faith.

FORMAL STATEMENT OF EXPECTED SOCIAL AND/OR ENVIRONMENTAL IMPACT.

Oyikil directs its philanthropic and community investment activities toward generating verifiable positive impact in Argentina, prioritizing: (a) strengthening educational pathways and opportunities for children and youth; (b) promoting social and workforce inclusion for individuals in vulnerable situations; (c) providing compassionate end-of-life care and support for patients and their families; and (d) protecting the environment and biodiversity.

In alignment with these priorities, Oyikil supports initiatives such as sponsoring a school with more than 700 students, backing social and workforce reintegration programs, sustaining hospice care organizations, and collaborating with bird and habitat conservation entities.

Oyikil implements evaluation and measurement practices proportionate to the type and scale of its contributions.

ENVIRONMENTAL POLICY

At OYIKIL, we are committed to carrying out our activities responsibly by integrating environmental management into the organization's decision-making processes.

We recognize that, as a service-based company with primarily administrative operations, our main environmental impacts are associated with energy and water consumption, waste generation, and indirect greenhouse gas emissions.

Accordingly, we commit to:

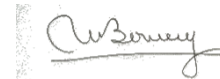
- Complying with applicable environmental laws and regulations, as well as other requirements relevant to our activities.
- Preventing pollution through the efficient use of resources, proper waste management, and the progressive reduction of our carbon footprint. We also promote reducing the use of disposable materials, reusing materials whenever possible, and properly sorting waste by providing clearly labeled bins and visible communication throughout our facilities.
- Measuring and managing our environmental impacts by establishing objectives and indicators that promote continuous improvement in our performance.
- Prioritizing responsible practices in procurement, mobility, and the use of supplies, encouraging lower environmental impact alternatives.
- Raising awareness and engaging our team in responsible environmental practices, fostering an organizational culture aligned with environmental stewardship.

This policy applies to all of OYIKIL's administrative activities, is communicated internally, and is reviewed periodically to ensure its continued relevance and effectiveness.



ALBERTO BILOTTE

Alberto Bilotte



MONICA BERNEY

Mónica Berney