

## SIGN OF THE NEW COLLECTIVE AGREEMENT REAL CLUB DE GOLF GUADALMINA



Dear Members,

I would like to inform you that yesterday, January 10, at 9:30 p.m., the new Collective Agreement of the Real Club de Golf Guadalmina was signed.



This agreement replaces the one we signed in 2021, which expired last December. The new agreement will remain in effect until December 2028, ensuring stable labor relations at the club.

This is the second agreement signed by this board of directors, reflecting the proven management skills demonstrated in this and other areas.

The negotiations took place over the months of December and January. I want to express my gratitude to the Worker´s Council, led by its president, Mr. Víctor Vaca, representing the staff, and Mr. Peru Alonso, representing the Club. Together with their collaborators, they carried the weight of the work, and I appreciate their ability to reach agreements that have fully satisfied both parties.

For the current board of directors, it is an honor to lead such a professional team, driven by their commitment to the club.

They negotiated their demands with responsibility that deserves recognition, and their colleagues can be proud of them. Once again, I thank them and assure them that the club will always be ready to support its employees in whatever they may need. We wish them and their families all the best.

Together—employees, members, and the board of directors—we will make the Real Club de Golf Guadalmina even greater and better.

Best regards,  
Manuel Muñoz  
President