

SUPPLIERS CODE OF CONDUCT

Signed at, Date:,.....

Statement and mutual commitment

Genneia S.A. (all together with its controlled companies, “**Genneia**” or the “**Company**”) is committed to doing business with honesty, integrity, and transparency (see Code of Conduct section 1.2¹). The Company is committed to carry on all of its operations in full compliance with all applicable laws, from a perspective of rights and ethical business practices. In furtherance of these standards, the Company expects all of its suppliers and contractors (the “**Suppliers**”) to comply with all applicable laws and regulations in the places in which they do business, to take appropriate measures to ensure that their third-party agents, contractors and suppliers do so as well, while respecting and safeguarding their rights, and maintain the highest degree of ethics in every aspect of their business with Genneia and third parties.

Suppliers and contractors are expected to: identify and size the scope of their operations and those they carry out on behalf of Genneia, as well as potential risks that may affect the communities, the environment and their surroundings; promote ethical values of respect, cooperation, teamwork and the behavior guidelines included in this Code of Conduct; maintain accessible, open and constructive communication channels to the community and its employees (or adopt those provided by Genneia²); train its employees, agents and subcontractors on topics that Genneia considers appropriate, according to the level and magnitude of the products and / or services provided; make its employees aware of the concepts and practices enshrined in this Code of Conduct, including mechanisms to make complaints or report non-compliance concerns.

Regulatory Compliance

Genneia expects its suppliers and its agents and subcontractors to strictly comply with the Code of Conduct and all of the Company’s Compliance Policies, including:

- Anti-Bribery and Corruption Policy¹, and all applicable laws regarding political contributions and payments;
- Sanctions Policy¹, and all applicable laws regarding imports, exports and manufacturing, including those related to technology imports or exports, and responsible sourcing, such as the U.S. Dodd-Frank Act regarding conflict minerals, and regulations concerning the import or export of goods that contain prohibited animal wildlife, plant products or by-products;
- Insider Trading Policy¹;
- Data Protection Policy¹, and all applicable laws regarding privacy, data and information security; and
- Supplier Compliance Policy and Compliance Reporting Policy¹.

Genneia further expects each supplier, its agents and subcontractors to strictly comply with all applicable laws, including those regarding:

- Anti-money laundering, and maintenance of accurate financial reporting systems and records relating to each Supplier's dealings with the Company;
- Government contracting, public tenders, execution of administrative contracts or any other interaction with the public sector, including Law No. 27,401 of Corporate Criminal Liability, Decree No. 277/2018, and Decrees No. 1023/2001 and 1030/2016 on Public Procurement;
- Fair trade, including free competition, anti-trust laws, and intellectual property rights;
- Comprehensive labor and pension regulatory framework and the provisions of the Argentine Labor Risk Law;
- Prohibitions against discrimination, harassment and retaliation;
- Workers' rights to join workers organizations or trade unions, or to collective bargaining, respecting their conventional framework.
- Retrenchment planning in accordance with Argentinian regulations and international best practices.
- Fair and ethical labor and recruitment practices, regardless of gender, sexual orientation, ethnicity, nationality, origin, religion, beliefs, age, or disability, free from any form of discrimination; Actual compliance with labor laws and contractual standards on wages, days of service, rest periods, hours, overtime, benefits, leaves, occupational health and safety, and any other institute derived from these regulatory frameworks;
- Prohibition against the use of child labor and forced labor, and human trafficking;
- The environment and environmental safety.

Suppliers must ensure and maintain confidentiality, integrity and availability of Genneia's information, its associated assets and the processing facilities of such information. In particular, it undertakes to:

- Use this information only for the purposes agreed in the contractual agreement and comply with the terms of Law No. 25,326 on the Protection of Personal Data. In the case of subcontracting, the information must be shared with Genneia's consent only, and the responsibilities regarding confidentiality, integrity and availability are extended to the subcontracted parties.
- Maintain secrecy and confidentiality with respect to all the information to which it has access due to the products or services provided to Genneia or regarding information that arises directly from its commercial relationship with the Company, for a term of up to two (2) years counted after the end of the contractual relationship.
- Act as diligently as possible regarding information treatment, conservation, storage and transportation. To do so, it must adopt the means that ensure and guarantee its custody and secrecy to prevent the loss of such information and its unauthorized access by third parties without Genneia's express authorization.
- Not falsify, modify or engage in the unauthorized disclosure of Genneia's information. Under no circumstances, shall contractors' personnel communicate on behalf of GENNEIA or make public statements, being bound to respect the Company's social media use procedure.
- Return all Genneia's assets in its possession upon termination of the agreement or contract, including confidential information.

- Consider risks associated with information security, when facing changes in services or products provided to Genneia.
- Assign management responsibilities and establish procedures to ensure a rapid, effective and orderly response to information security incidents.
- Report any incident or security weakness observed or suspected in its own or Genneia's systems or services involved in the commercial relationship with Genneia.

Commitment to Quality, Environment, Sustainability, Social Dimension, Occupational Health and Safety

Genneia manages its activities through processes, conscious and committed to quality, the environment, sustainability, innovation, occupational health and safety, ensuring compliance with the legislation and regulations in force by all the collaborators working on behalf of the organization.

The knowledge and acceptance of our Integrated Management System (SIG) Policy, available on our website², commits suppliers to:

- Implement management systems to help develop and maintain the traceability of its activities, document its processes, and comply with applicable laws.
- Participate in required corporate activities and trainings.
- Promote a continuous improvement culture, including reports of findings with active participation in analyzes and treatments.
- Implement mechanisms to identify and manage risks.
- Promote respect and care in the relationship with its employees, suppliers and contractors; and with the communities in the areas where it operates, inserting itself in the communities in which it acts in a sustainable manner, always affording a decent and respectful treatment³.
- Develop their activities in a manner that prevents, minimizes, mitigates and/or compensates for negative environmental impacts, in accordance with the legislation in force at the site where they are acting, achieving a high level of safety in their facilities, products and services, paying special attention to the protection of its employees, contractors, customers and local environment. In particular, when such activities are developed at Genneia's facilities, the supplier must be aware of and cause its employees and subcontractors to comply with all of our Company's Health, Safety, Hygiene and Environmental standards that are applicable to them.

Genneia ensures respect for Human Rights and those principles governed by the International Labor Organization, as well as for safety and workplace wellbeing of all its employees.

Genneia also has a Recruitment Management Policy in place. As such, Genneia's and/or its subsidiaries' suppliers are expected to abide by, cause to comply with and adhere to such corporate policy in order to:

- Be guided by the premise of equal opportunities to equal capabilities among its employees and job candidates at all levels, avoiding any form of discrimination based on color, race, gender, sexual identity, gender, age, ethnic origin, national origin, sexual orientation, pregnancy, union affiliation, marital status, religion, disability, or any other characteristic protected by law.

- Comply with the parameters established by the applicable labor regulatory framework, mitigating contingencies, keeping information confidential, and promoting respect for all applicants.
- Support the promotion and integration of people with disabilities to the labor market.
- Encourage communication and optimize interpersonal relationships in a framework of clear rules and common expectations.
- Genneia will not tolerate any form of threats, harassment, and verbal or physical violence. Examples may include:
 - Disclosure of other person's e-mails and messages on social media accounts and/or submission of offensive images, videos or messages.
 - Insinuations, propositions, or unwanted physical contact.
 - Inappropriate comments about a person's appearance, including their clothing or body.

Suppliers must wear an identification card at all times in a visible manner when delivered or requested at Genneia's sites. No illegal drugs or unauthorized weapons by the contracted service will be admitted at the facilities, nor the entry of drunk personnel or under the effects of illegal narcotics.

Suppliers shall implement policies promoting effective integration and preventing any form of direct or indirect discrimination, committing to prove a common framework to raise awareness about the principles of equal opportunities and respect for diversity. Suppliers may not accept, request or receive any gift, gratuity or advantage from third parties, directly or indirectly, in connection with the provision of their services or products to Genneia.

Compliance Reporting and Adherence to the Code

Genneia will not tolerate violations of law or Company's policy, and we will investigate all issues, including those that are brought to our attention. We depend on you to report promptly any suspected violations or compliance concerns. We encourage you to be proactive by asking questions, seeking guidance, and reporting suspected misconduct and/or violations of the Code of Conduct or other Company Policy (see Code of Conduct section 1.2).

By contracting with Genneia, each supplier is representing and certifying to Genneia that it is in compliance with the Code set forth above. Should any supplier discover that it is not in compliance with this Code, it must promptly provide written notice to the Company of such circumstance.

Genneia also reserves the right to survey or audit its supplier's compliance with its Code of Conduct and Compliance Policies with respect to their business with the Company. Accordingly, Genneia includes such right in the terms and conditions of each supplier contract. Such surveys or audits may be conducted by Genneia or through an independent third party, in days and business hours to be coordinated with the supplier, to monitor compliance and contractual performance.

If it is found that a supplier has committed a violation of this Code, the Company may take appropriate actions, including sanctions and even suspension of the contractual relationship or termination for breach. Such measures shall be subject to an appropriate investigation and will depend on the violation.

For any questions regarding Genneia's Supplier Compliance Policy, please contact Genneia's Manager Compliance Officer.

If you become aware of any violation of this Policy, *you can make an anonymous report through the web <https://conductagenneia.lineaseticas.com/> or by emailing conductagenneia@kpmg.com.ar*⁴. If you identify

yourself, though, the Company can follow up with you to ensure that your concern is resolved and to provide feedback.

<https://www.genneia.com.ar/en/suppliers.php>

¹ <https://www.genneia.com.ar/en/integrity-compliance.php>

² <https://www.genneia.com.ar/en/commitment.php>

³ <https://www.genneia.com.ar/en/sustainability.php>

⁴ https://www.genneia.com.ar/en/home_en.php#contacto

SUPPLIER

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Signature and Stamp

Surname/s and Name/s:

Personal Id. (Type and N°):

Business Name:

Tax Id. N°:

Exhibit for Suppliers Working at Operational or Project Sites

This Code establishes certain expected and prohibited conducts that all our direct and indirect personnel developing activities at operational or construction sites are expected to know and comply with, namely:

- Respect the prohibition of cutting or collecting firewood from the fields being walked through and making fires in the project area. Under no circumstances will the removal of vegetation in the construction site and its surroundings be allowed, without the competent authority's authorization.
- Respect the prohibition of hunting, fishing, or capturing wild species in the project area.
- Display utmost respect for people's property and belongings, both during their stay in the project area and in nearby urban and circulation areas. This includes, but is not limited to, dwellings, livestock, fences, pastures, community assets, areas of cultural interest, water sources, plant species, etc.
- Avoid engaging in direct communication with the communities and channel them through the individuals specifically designated by GENNEIA for this purpose, within the framework of the project.
- In case of receiving any concerns or complaints from the communities or members of the local population, immediately report them to the direct supervisor for him/her to give notice to the designated individuals in our established Complaints and Grievance Management Mechanism.
- Immediately inform the direct supervisor in case of finding archaeological or paleontological material to trigger the established protocols for incidental finds. Under no circumstances should an archaeological artifact found during excavations at the work sites be taken and/or kept for personal use.
- Vehicle driving within and outside the operational or project site areas must be done in a safe manner for both the vehicle occupants and the communities and people residing in the area, in full compliance with applicable regulations, while ensuring not to disrupt local traffic dynamics.
- Driving should be restricted to authorized areas, avoiding any impact on local communities' property, usage and/or business activity areas, ensuring not to hinder their activities.

As concerns Occupational Health and Safety:

- All of the Company's personnel, vehicles and machineries will be identified using appropriate identifications,
- Personnel should undergo the initial and periodic health examinations, if required
- Personnel may not stay outside their work area or camp during working shifts, without express permission from their respective supervisors.
- Keeping animals on the premises will be prohibited unless they serve security purposes with their respective guardians.
- Lighting fires, either in controlled containers or for disposal of any type of waste, is strictly prohibited.

- Smoking is strictly prohibited in the entire workplace, except for such specific areas where smoking is allowed.
- Every worker must perform their job in a manner that avoids unnecessary exposure to danger, both for themselves and for other workers.
- Injuries, even if minor, must be immediately reported to the supervisor to be taken care of and monitored by the medical service.
- Every worker will be required to inform their immediate superiors about any unsafe act or condition within the construction site or operational site that may affect people or facilities or that may pose a risk for the community.