

CUSTOMERS 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 customers 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.

Customers are expected to 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); including mechanisms to make complaints or report non-compliance concerns.

Regulatory Compliance

Genneia request to its customers to 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.

Customers must 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, free of any form of discrimination.
- Actual compliance with labor laws and contractual standards on wages, days of service, rest periods, hours, overtime, benefits, leaves, and 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.

Where applicable, the customer must ensure and maintain the confidentiality, integrity, and availability of Genneia's information, its associated assets and the processing facilities of such information.

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 website³, promotes that customers:

- Implement management systems to help develop and maintain the traceability of its activities, document its processes, and comply with applicable laws.
- 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 treatment.

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.

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.

Also, encourages its customers 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, age, ethnic origin, national origin, sexual orientation, pregnancy, union affiliation, marital status, religion, disability, or any other characteristic protected by law. To support the promotion and integration of people with disabilities in the labor market.

Customer must/shall not accept, request or receive gifts, gratitudes or advantages from 3rd parties, directly or indirectly, since they might be considered as bribes, in connection with the purchase of energy, services or goods by Genneia, in excess of the limit established in the Code of Conduct (see section 7 of the Code of Conduct¹).

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 request information from its customers regarding their compliance with its Code of Conduct and Compliance Policies with respect to their business with the Company.

If it is found that a customer has committed a violation of this Code, the Company may take appropriate actions.

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 website <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.

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

CUSTOMER Signature and Stamp

Surname/s and Name/s:

Personal Id. (Type and N°):

Business Name:

Tax Id. N°: