

Transparency and Integrity Channel Non-Retaliation Policy

Mission

Improve the quality of life of the community in which we are involved through the knowledge economy, creating a corporate culture focused on individual and social well-being, and carrying out our activities with passion, commitment, and excellence.

Vision

Be a leader in innovative, knowledge-based technology solutions, focused on generating highly profitable business with flexibility and adaptability for the energy market.



Attributes

- Innovation
- Excellence
- Expertise
- Integration



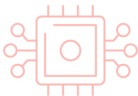
Through this Policy, BLC Global supplements the group's Non-Retaliation Policy (GLOB-SGI-DC-12), establishing specific protection guidelines for anyone using the Transparency and Integrity Channel, including audiences outside the group:



Extend protection against retaliation to all eligible users of the Transparency and Integrity Channel: clients, suppliers, contractors, communities, strategic partners, former employees, and any stakeholder who submits a report in good faith^[LR1], ensuring that protection extends beyond internal members of the organization to BLC Global's entire network of relationships.



Define retaliation to include, without limitation: dismissal, suspension, reduction of duties, or adverse changes in working conditions; exclusion from selection processes, contracts, or projects; pressure, threats, or intimidation of any kind; reputational harm or the dissemination of damaging information about the reporting person; and any action coordinated by third parties to the detriment of anyone who has reported in good faith.



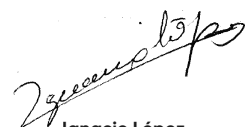
Establish that anyone who retaliates against a person reporting through the channel will be investigated by the Ethics Committee and may face separate sanctions, regardless of the outcome of the original case, reinforcing that protecting the reporting person is a priority on the same level as investigating the reported facts.

Ensure that protection applies regardless of the outcome of the investigation: a report made in good faith that is not substantiated by the investigation does not justify retaliation or consequences for the reporting person. Bad faith exists only when the person knows the facts are false at the time the report is submitted.

Encourage continuous improvement of the channel's specific protection mechanisms, ensuring that reporting persons know their rights, that post-report monitoring periods are effective, and that any evidence of retaliation is handled with the same urgency and rigor as the original case.



Carlos Cerrutti
President of BLC Global



Ignacio López
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