



CONDUCT AND ETHICS POLICY INTEGRAL ENERGY PLUS

1) OBJECTIVE

To establish and make known the Conduct and Ethics Policy, through the guidelines established by INTEGRAL ENERGY PLUS.

2) SCOPE

The Conduct and Ethics Policy applies to all INTEGRAL ENERGY PLUS personnel, contractors, subcontractors, suppliers and visitors of the company.

3) DEFINITIONS

Ethics: Set of customs and norms that direct or value human behavior in a community.

Conduct: The way a person behaves in a given situation or in general.

4) DESCRIPTION OF THE PROCESS

Within EXCELLENCE, one of the fundamental values of INTEGRAL ENERGY PLUS, is the ethical behavior in everything we do. INTEGRAL ENERGY PLUS is committed to ensure the integrity and reputation of the company, its employees, customers and other stakeholders, cognizant of the importance of preventing cases of conflict of interest, self-benefit, favoring third parties, breach of confidentiality clauses, manipulation of information or any other conduct related to the Code of Conduct and Ethics.


The following standards define the basic rules of ethical behavior, without limitation (see Code of Conduct and Ethics). Failure to comply with any of these rules is considered a SERIOUS OFFENSE. In addition, the company will take the respective legal actions according to each case.

1. No employee of the company shall offer or give monetary or material benefit to a client or third party in order to favor or influence the award of a business or contract (see the exceptions and limits established in the Anticorruption Policy).
2. No employee of the company may solicit or receive monetary or material benefit from a supplier or third party in order to favor or influence the award of a business or contract.
3. No employee may take any action to favor himself/herself or any third party against the benefit of the Company, and must always act within the framework of the applicable law.
4. No employee shall alter, falsify or change information relevant to the customer or the company. All employees must ensure the probity and reliability of the work provided by INTEGRAL ENERGY PLUS.
5. No employee shall violate the confidentiality clauses of the company and disclose internal information to third parties, in particular competitors, for any reason, and even after leaving the company, if applicable.
6. All employees must inform the company of any conflict of interest that may exist. Reporting the existence of close relatives or similar relations working for a competitor or an

existing or potential supplier is a priority.

4.1 GENERAL PROVISIONS

The Conduct and Ethics policy must be posted in visible places in the office, stations and work fronts; it must be made known and disclosed to company personnel, contractors, subcontractors and visitors.

A handwritten signature in black ink is positioned above the name "Jorge Jara". To the right of the signature is a circular logo containing a stylized flame or leaf design. Below the signature and logo, the name "Jorge Jara" is printed in a standard font, and the title "Director" is printed in a bold font.

Jorge Jara
Director