

# COPEC S.A. DIVERSITY AND INCLUSION POLICY



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## INTRODUCTION

For Copec S.A. (hereinafter referred to interchangeably as “Copec” or “the Company”), Diversity and Inclusion among its Employees is a fundamental cornerstone for the development of a sustainable value proposition and the commitment to the country that characterizes it.

At Copec, people are a priority, which is why they are accepted according to the deepest essence of their being in order to achieve the comprehensive development of their skills, abilities, and leadership, which is a constant concern of the Company.

For Copec, it is essential to promote the creation of multidisciplinary, diverse, and inclusive teams, where different opinions, talents, characteristics, and conditions are respected and valued in order to strengthen the Company and ensure the achievement of its strategic objectives.





## Objective

This Policy aims to provide general guidelines to be followed by company directors, executives, and employees (hereinafter referred to collectively as "Employees") in their daily work and operations with a view to building a Culture of Diversity and Inclusion.

Additionally, it provides guidelines to be followed by Employees in their relationships with suppliers, distributors, contractors, dealers, and consignees.



## General Principles

The following General Principles should inspire the actions of all Employees in their daily work. Faithful adherence to these principles will enable us to build a strong Culture of Diversity and Inclusion.

All Copec Employees must comply with the duties, obligations, or prohibitions arising from these principles. This is without prejudice to the specific directions or guidelines established in the Human Resources Policies or procedures applicable to a particular type of process or operation.

### Respect for Diversity:

Copec values and respects diversity as an expression of the characteristics that make each person different and unique, and is confident that this constitutes valuable capital for building a sustainable company.

Copec Employees must always treat each other and everyone associated with the Company with respect, based on human dignity and free from any bias related to their particular characteristics. Respect for people who are part of any of the Special Protection Groups is particularly important. Therefore, it is not acceptable to make any disparaging remarks, offensive comments, or caricatures about people who are part of any of the Special Protection Groups.

No verbal or written communication, inside or outside the Company, may contain statements or material that is offensive or intimidating.

It is not permitted to transmit images or texts that include slanderous content, offensive epithets, or content that could be construed as harassment, intimidation, offenses, or insults toward these individuals through the Company's systems, computer equipment, mobile phone equipment, or applications.



### **Equity:**

Copec acknowledges the individual merits of each Employee, regardless of their personal characteristics, and values their contribution and dedication in an equitable manner.

In this regard, the Company will make every effort to adopt inclusive measures regarding people belonging to certain Special Protection Groups in order to promote full participation and access to development opportunities under equal conditions.

### **Rejection of arbitrary discrimination:**

Copec promotes and values personal dignity. Therefore, it is unacceptable to distinguish, exclude, or segregate other people based on their race, religion, gender, sexual orientation, age, nationality, or other characteristics.

This type of discrimination has no reasonable justification and not only violates people's dignity and infringes on their human rights and individual freedoms, but also prevents the development of a Diversity and Inclusion Culture within the Company.

### **Climate of trust, free from harassment or bullying:**

All Employees, especially managers, must promote diversity in their work teams and actively foster a trusting work environment where the contributions and input of all Employees are valued, regardless of their particular characteristics, and allowing them to perform to the best of their abilities.

Building and maintaining a trusting work environment is essential for the Company. For this reason, harassment of any kind is unacceptable, including any attitude or behavioral pressure that is unwanted by the affected person or that affects their continuity or development in the Company.

Therefore, it is the duty of all Employees, and especially managers, to promote a work environment free from harassment, mistreatment, or abusive behavior, whether physical, verbal, or visual.





## Measures for a Culture of Diversity and Inclusion

### Human Management Process

As a way to achieve more diverse and inclusive teams, Human Management will ensure that the guidelines of this policy are incorporated into each of its Human Resources Policies.

### Universal Accessibility

The Company will strive to develop spaces, infrastructure, language, communications, and signage that create the conditions necessary for each Employee to perform their duties with equal opportunities, regardless of their particular characteristics.

In this regard, Copec will continue to strive to ensure that both its corporate building and most of its facilities throughout the country are designed to consolidate a culture that promotes collaboration, teamwork, and sustainability and allows for universal accessibility.

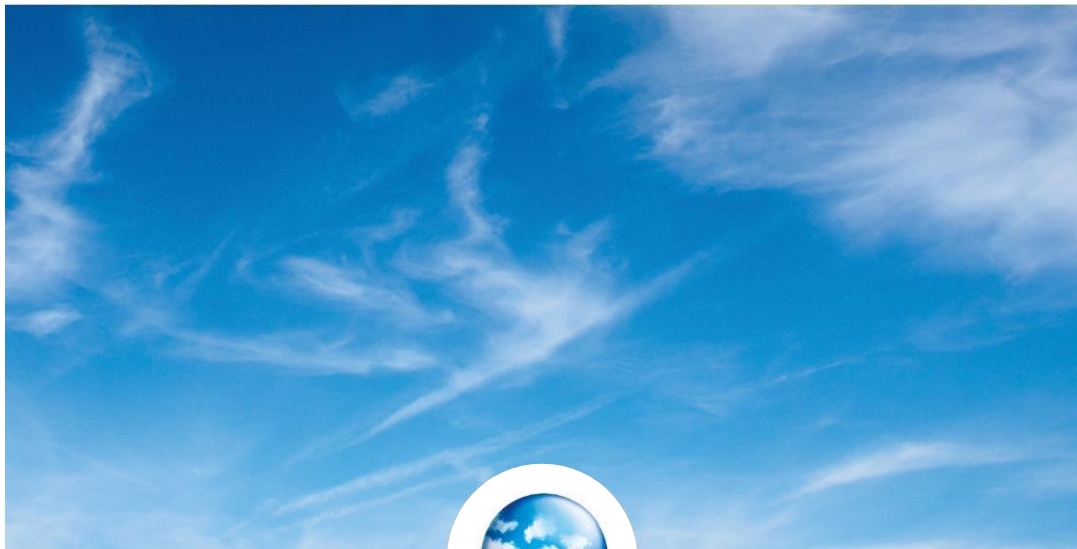
### Awareness and consciousness-raising

Copec will develop a series of activities aimed at raising awareness among Employees about the importance of accepting and promoting a Culture of Diversity and Inclusion, as well as eliminating myths, judgments, prejudices, and/or stereotypes that may exist and undermine respect and healthy coexistence.

Among the different awareness and consciousness-raising activities, there may be communication campaigns, dissemination, training, seminars, testimonials, interventions, facilities, among others.

### Management and Monitoring Indicators

Diversity and Inclusion management is a way to add value to the Company and make it more competitive, as it allows for different and diverse points of view, increasing creativity and innovation. In order to adequately measure the degree of progress and existing gaps in the Company in terms of Culture of Diversity and Inclusion, the Diversity and Inclusion Committee will approve the performance indicators for each Special Protection Group proposed by the diversity and inclusion officer and will monitor their progress on an annual basis.



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