

Corporate Sustainability Policy

At ETE Group, we are aware that we can only create prosperity for all stakeholders if we proactively work to combat climate change and develop inclusive and fair communities through socially responsible companies.

Therefore, we consider the following critical factors for our organizations:

Economic

- Ensure the quality and excellence of our products and services through high professionalism and dedication, focusing on full customer satisfaction and loyalty;
- Ensure risk assessment and management in decision-making, supporting the understanding of the organization's external and internal factors and ways to enhance or mitigate their effects;
- Promote the optimization and performance of the various business areas of ETE Group, as well as the strengthening of internal and external partnerships and synergies;
- Invest in innovation and technological development as support for market and sector leadership;
- Ensure that all suppliers and partners are selected through clear, objective, impartial criteria and encouraged to assume the same values and commitments that ETE Group assumes.

Social

- Promote the personal and professional development of all employees through continuous training and ensure equal access to new opportunities and promotion based on merit.
- Ensure a healthy and enriching work environment that enables inclusion, workplace safety, and well-being, promoting the balance between personal and professional life for all employees.
- Ensure the privacy and protection of all data related to stakeholders, including employees, suppliers, and customers.
- Actively participate in the community, contributing to its development and collective well-being.



GRUPO ETE

Environmental

- Encourage the adoption of best practices for pollution prevention and environmental protection, ecosystems, and biodiversity through the implementation of effective prevention, alert, containment, and mitigation mechanisms for environmental impacts;
- Promote energy efficiency and reduce the ecological footprint through the rational use of natural resources and the reduction of associated emissions, as well as the proper management of waste and effluents;

Leadership and Governance

- Ensure adherence to the principles of Ethics and Conduct promulgated by ETE Group and their compliance by all employees;
- Encourage all stakeholders to adopt conduct standards similar to those in force at ETE Group;
- Ensure the involvement of the shareholder structure in the management of the various companies in the different geographies where ETE Group is present.

The Administration,

June 15, 2022