



Diversity, Equity and Inclusion Policy	
Department: People, Culture & Services	Area: Compensation & Benefits
Document Type: Policy	Code: 50.300.001 PO

DIVERSITY, EQUITY AND INCLUSION (DEI) POLICY

1 OBJECTIVE

This Diversity, Equity, and Inclusion Policy (the “Policy”) declares the commitment of SierraCol Energy Limited and its subsidiaries (the “Company”) to Diversity, Equity and Inclusion (“DEI”) as fundamental to carrying out their mission to responsibly develop energy resources and create value for their stakeholders.

This Policy establishes guidelines to foster a culture of non-discrimination, equity, and inclusion, promoting respect, equality, and access to job opportunities, as well as behaviors and actions that enable building valuable relationships with all the Company's stakeholders.

2 SCOPE

This Policy applies to all direct employees of the Company and employees of contractors and subcontractors who perform activities within the Company's offices and/or facilities. The Company communicates this Policy and its expectations regarding the respect and promotion of Diversity, Equity, and Inclusion to contracting companies and their employees, and to strategic partners.

3 DEFINITIONS

Diversity: The acceptance and respect for the fact that all human beings have characteristics that make us different.

Discrimination: Unfavorable treatment or inferiority towards a person or group for reasons of race, gender, sexual orientation, ethnicity, or religion, among other human diversities.

Equity: Fair and equal access to opportunities without distinction of age, race, sex, religion, sexual orientation, gender identity, marital status, ethnicity, physical, or social condition, migration and intersectionality, or any other condition.

Differential approach: Analysis perspective that involves diverse population groups in relation to age, gender, sexual orientation, ethnicity, and disability, among other characteristics.

Inclusion: Managing and integrating individual differences, generating well-being and a sense of belonging.

Migration: Displacement, whether voluntary or forced, from one country or place to another. Forced migration is related to situations that affect the quality of life and force displacement. Voluntary migration, on the other hand, is part of the search for new social and/or economic opportunities.

Intersectionality: Interaction between two or more social factors that define a person. Characteristics of identity such as gender, ethnicity, geographical location, or even age do not affect a person separately, on the contrary, they are combined in different ways, generating various inequalities or privileges.



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4 POLICY

The Company's commitment to Diversity, Equity and Inclusion is aligned with one of the most important values for the Company: our People. We make this commitment explicit, among others, in our Code of Business Conduct and in our Human Rights Policy.

The Company provides equal opportunities to all its employees and promotes a workplace in which employees can safely feel part of it.

This Policy is a fundamental element of the work culture and contributes to the business success.

The implementation of this Policy is aligned with the Company's purpose of contributing to the construction of a more inclusive country.

This Policy is aimed at attracting and retaining the best diverse talent, recognizing and valuing the interests and needs of all the Company's stakeholders, and generating value from teamwork.

The Company promotes programs that allow progress in Diversity and supports initiatives that contribute to closing gaps in Equity and Inclusion.

5 COMMITMENTS

The Company is committed to gender equality and a nondiscriminatory approach in its workforce, throughout its value chain and with the communities in the areas where it operates.

The Company proactively communicates this Policy, commitments, and actions on Diversity, Equity, and Inclusion to its stakeholders. Accordingly, the annual Sustainability Report provides information about the progress made in the implementation of this Policy and our future goals and targets.

The Company does not tolerate any form of discrimination, harassment, physical, sexual or psychological violence or intimidation of any employee or stakeholders. Likewise, no act of discrimination based on age, race, gender, religion, sexual orientation, gender identity, marital status, ethnicity, physical or social condition, migration and intersectionality, or any other condition, is permitted in the areas of access to employment, promotion, training, compensation, work-life balance and other working conditions, or in any other area.

The Company conducts all its processes following the established policies and procedures, merit and other standards that promote transparency and fairness within the Company and integrates initiatives that go beyond legal compliance.

Consistent with its commitment to respect ILO labor standards, the Company has created and promotes a culture of Inclusion among its employees and stakeholders by encouraging the incorporation of personnel with diverse characteristics, understanding this as a competitive advantage that contributes to achieving the organization's goals and building a more equitable and inclusive society.

The Company is committed to working to reduce physical, communication, and attitudinal barriers to promote diverse talent and a safe environment, and seeks to implement cultural transformation initiatives by promoting corporate, external and internal communication, using non-sexist, non-discriminatory and prejudice-free language, strengthening relationships of respect and equality among employees, contractors, partners, and communities.



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The Company is committed to addressing and resolving any case of discrimination or non-compliance with this Policy. It also undertakes to have several mechanisms in place to address requests, complaints, concerns, or claims from stakeholders, as appropriate, including through the anonymous Integrity Line, as described in the Code of Business Conduct or through the Company's Coexistence Committee.

6 RESPONSIBILITIES

All employees must promote the application of this Policy in their work areas and internal processes, seeking to create an open and inclusive mindset within teams and actions that enable a work environment that upholds respect and equality for all.

7 GOVERNANCE AND IMPLEMENTATION

The Company's CEO and management team will monitor and track progress in the implementation of this Policy.

The Vice Presidency of People and Corporate Affairs will lead the implementation, dissemination, and compliance of this Policy.

8 REPORTING AND NON-RETALIATION

The Company provides the mechanisms so that all employees, contractors, and partners can report situations where this Policy is violated without fear of retaliation, as part of our Reporting and Non-Retaliation Policy. The Company strictly prohibits any form of retaliation against Company Employees for raising questions, making reports in good faith, or cooperating in an investigation.

9 RELATED POLICIES

Code of Business Conduct

Human Rights Policy

10 VIOLATIONS OF THIS POLICY

If the Company determines that a violation of this Policy has occurred, the Company may impose disciplinary action, as appropriate, which may include training, written or verbal reprimands, disciplinary sanctions, suspension, relocation, or termination of the employment contract.