

ESG GRIEVANCE POLICY

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DOCUMENT NUMBER	APPROVAL DATE	APPROVED BY
000-000-000-000	December 1, 2024	SVP Compliance & Sustainability

PURPOSE

PROENERGY adopts the objectives of the United Nations Global Compact Principles and the United Nations Sustainable Development Goals as a means of taking initiative to promote environmental stewardship, human rights, ethical practices, and social care.

Aligned with these principles, PROENERGY considers the needs and perspectives of all stakeholders, including local communities, concerning its projects and business activities. PROENERGY uses feedback to assess impacts and create positive outcomes for all affected parties.

This grievance policy provides stakeholders with an open and transparent mechanism to raise concerns about PROENERGY projects and business activities. These stakeholders include employees, customers, suppliers, shareholders, and local communities.

REQUIREMENTS

HOW TO RAISE A CONCERN. PROENERGY offers several channels for raising concerns. As applicable, use the channel that is most comfortable for you.

For employees:

- Your supervisor
- Members of senior and executive management
- A member of the Ethics Committee comprised of the SVP Human Resources, Chief Compliance Officer, and Chief Legal Officer.

For all stakeholders, including employees:

- Use the Ethics Helpline at <https://PROENERGY.ethix360.com>.
- Make a toll-free call in the US at 1-844-463-2368 and in Argentina at 0800-999-1457. The helpline is available 24 hours a day, seven days a week. Translators are available.

RAISE CONCERNS EARLY. The longer we wait to address a concern, the worse it may become.

YOU MAY REMAIN ANONYMOUS. However, if you identify yourself, we can follow up with you and provide feedback.

CONFIDENTIALITY WILL BE RESPECTED. If you disclose your identity, the Company will take reasonable precautions to keep it confidential.

RETALIATION VIOLATES PROENERGY POLICY. PROENERGY prohibits retaliation against anyone who raises a concern in good faith.

Policy Administration

The Chief Compliance Officer is responsible for administering this policy, with the support and oversight of the Ethics Committee and ESG Council.

All concerns raised will be assessed fairly and consistently. Steps will be taken to address the concerns or reduce their impact where this is deemed appropriate and reasonable.

The Chief Compliance Officer will log all received concerns, assessments, and actions.