

Diversity and Inclusion Policy of AES

Andes and affiliates

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1) Objective

Declare the commitment of AES Andes to respect and promote diversity and inclusion within the entire organization, committing to respect and appreciate the differences in a work environment free of any arbitrariness and prejudice, in order to maintain the leadership within the best companies to work in the region.

2) Scope

AES Andes and all its subsidiaries.

3) Background

Diversity of the workforce is defined as the degree of interorganizational representation of people with different affiliation groups and cultural meanings, a concept that aims to expand the plurality of perspectives and experiences within an organization understood as a strategic resource to ensure the comparative advantages of the business.

The added value that diversity can bring to a company is directly related to its management. Diversity management is a dynamic system based on up-to-date information that enables an analysis of the dynamics existing between people and work groups and their impact on the business. It involves continuous learning, linked to changes of people and their relationships with each other and with their environment.

Diversity management starts from accepting the characteristics and attributes of each person and understanding it as an added value to the business. It is reflected in a business commitment at a strategic level to create inclusive and respectful environments with this diversity. This is the reason why traditional management practices must adapt over time to an increasingly heterogeneous workforce.

Within this context, AES Andes, based on the Universal Declaration of Human Rights (UN-1948), the International Convention on the Rights of the Child (UN-1989) and its Code of Conduct, assumes the responsibility to respect the basic rights of all people.

Aligned with the above, the company has created a “Diversity and Inclusion Policy”, applicable to all people and its Board of Directors, with the conviction that consolidating teams that conform a geographical, ethnic, cultural, gender and professional diversity provides an added value to the company in the market.

4) Statement

Improving lives and generating value in the communities in which our companies operate has been part of the values and mission of AES Andes. Their commitment is to provide energy solutions that support a sustainable social, economic and environmental future. The company each day seeks to be a better place to work, which means living every day the values of safety, integrity, agility, excellence and enjoyment of the work.

At AES and its subsidiaries, the workforce is comprised of individuals from diverse backgrounds and cultures. The company does not view diversity simply as a responsibility to be met, a policy to be implemented, benefits to be offered, or a program to run, but as an integral part of their own DNA. The recruitment, hiring, training, development and compensation processes at AES Andes are based on qualifications, performance, skills and experience.

This is the reason why diversity and inclusion become a competitive advantage that adds value to management and ensure compliance with the goals and expectations of customers, in a context that requires increasing capacity for competitiveness, innovation and flexibility.

5) Engagement

AES Andes and its affiliates undertake to:

- Promote diversity and respect for differences in order to ensure the synergy of visions and ideas in their work teams
- Respect the basic rights of all workers, without discrimination based on race, ethnicity, color, gender, language, nationality or any other reason such as religion, age, orientation and sexual identity, political opinion, social status and disability.
- Promote a culture with equal opportunities, guaranteeing the development and retention of talented people who can perform efficiently in a harmonious and challenging environment, in order to continue growing in the company.
- Incorporate inclusive language in communications and corporate activities that avoid biases and stereotypes.
- Sustain efforts so that our people can reconcile their work, family and personal life, providing support to both motherhood and fatherhood to promote the life of the people.
- Incorporate more people with disabilities, developing an inclusive culture free of all instances of discrimination, ensuring that the values of honesty, integrity, respect and trust are always present.

6) Questions and information regarding irregularities

AES Andes people can ask questions or report suspected irregularities to leaders, Human Resources or directly to Ethics and Compliance personnel, or they can submit reports anonymously through AES Andes Helpline.

AES Andes Helpline is a confidential resource for people, contractors and business partners and others to ask questions or report concerns regarding AES Andes business conduct. AES Andes Helpline is available globally 24-hours a day by phone or online and in languages spoken at all AES group locations.

All reports and questions received on the hotline are reviewed. Each investigation and inquiry is carefully documented and reported to AES Andes independent auditor that selects a subset of these inquiries for its ongoing monitoring and proposal for remedial actions if necessary.

AES Andes does not tolerate retaliation against any people (internal or external) for raising questions or making a good faith report of improper behavior.

7) Policy review

This policy will be reviewed every year or each time it is deemed appropriate.

8) Annexes: Relevant terms

- Disabled people: a person who as a result of one or more physical, mental, or psychological or intellectual, or sensory, temporary or permanent impairment, when interacting with the various barriers present in the environment, is not able to fully and effectively get involved in society, on equal terms with others. There are people with different types of disabilities, including visual, visceral, intellectual, physical, auditory, psychiatric and multiple disabilities (Source: SENADIS, 2011).
- Gender: It refers to a social construction of what it means to be a man and a woman, which varies in time and place and is constructed with learned behavior.
- Sexual orientation: It refers to the direction of the sexual and emotional attraction of an individual, both towards people of different sex (heterosexual), or of the same sex (homosexuals) or of both sexes (bisexual).
- Gender identity: It refers to the internal and individual experience of the gender as each person feels it, which may or may not correspond to their sex at the time of birth, including the personal experience of the body (which could involve the

modification of body appearance or function through medical, surgical or other means, provided that it is freely chosen) and other gender expressions, including clothing, way of speaking and manners. Gender identity is not the same as sexual orientation.

- Race or ethnicity: They are the groups in which human beings are subdivided, based on characteristics that are passed down through inheritance. Also, ethnicity includes a set of cultural features, language, religion, celebration of certain festivities, artistic expressions, etc.
- Nationality: It is a polysemic concept that can refer to legal, administrative or passport nationality (for example: Argentine, Brazilian, Chilean, etc.), or identity social nationality that refers to belonging to a social group with a strong personality (Basque, Catalan, etc.). Nationality can also be historical, which is the name that the Constitution reserves for certain communities.