

POLICY FOR THE PREVENTION OF WORKPLACE AND/OR SEXUAL HARASSMENT		
Code: GERG-FOR-010	Date: 18-06-2025	Version: 001

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DATE OF PREPARATION 16/06/2025	DATE OF REVIEW: 16/06/2025	DATE OF APPROVAL: 18/06/2025
RESPONSIBLE: Regional HSEQ & People Manager	RESPONSIBLE: Management Representative	RESPONSIBLE: Regional Operations and Commercial Manager

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7 SEAS ENERGY S.A.S., with the purpose of guaranteeing the fundamental right to equality, non-discrimination, and the prevention of gender-based violence in the workplace, establishes this Policy for the Prevention of Workplace and/or Sexual Harassment, which includes measures for prevention, detection, and protection of victims of such cases.

For the purposes of this policy, workplace or sexual harassment shall be understood as any act of persecution, harassment, or intimidation of a labor and/or sexual nature—lascivious or lewd—stemming from vertical or horizontal power relations, occurring once or repeatedly against another person within the work context. The work context shall include:

- The workplace, including telework and remote work.
- Training or social activities related to work.
- Work-related communications.
- Commuting between home and the workplace, when the harassment is committed by a person belonging to the work context.
- Accommodation provided by the employer, when the harassment is committed by a person within the work context.

7 SEAS ENERGY S.A.S. will promote and carry out individual and collective interventions aimed at raising awareness among both potential victims and the workforce in general, based on principles of equality, due process, impartiality, justice, gender equity, freedom, dignity, and healthy interpersonal relationships. The company will implement actions to improve conditions and best practices in the prevention of workplace and/or sexual harassment.

Healthy coexistence and respectful interpersonal relationships are fundamental pillars of 7 SEAS ENERGY S.A.S., which is committed to allocating the necessary resources to foster a safe, healthy, and respectful work environment. The company will promote and encourage dignified, fair, and respectful behaviors that protect privacy, honor, and mental health, while preventing harassment, coercion, or behaviors that affect workplace well-being or health.

This Policy for the Prevention of Workplace and/or Sexual Harassment is based on the Political Constitution of Colombia, Law 1257 of 2008, Law 1010 of 2006, Resolution 734 of 2006, Resolution 2646 of 2008, Resolutions 0652 and 1356 of 2012, Decree 1710 of 2020, and Law 2365 of 2024.

Complaints related to workplace and/or sexual harassment shall be received by the Coexistence Committee via the email comitedeconvivencia@7seasenergy.com.co, where they will be handled in accordance with the aforementioned regulations. Filing a complaint with 7 SEAS ENERGY S.A.S. shall not be a prerequisite for the initiation of a criminal complaint if the worker wishes to pursue one.

Likewise, any employee found to engage in harassment or sexual misconduct shall be subject to investigation, and disciplinary procedures and measures will be applied in accordance with the Internal Work Regulations.

MANUEL ERNESTO
ROJAS ROMAN

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ERNESTO ROJAS ROMAN
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MANUEL ERNESTO ROJAS ROMÁN

Legal Representative

Prepared on June 18, 2025.

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CHANGES AND MODIFICATIONS

Version	Date	Description of Change	Responsible for Change	Approved by
001	18/06/2025	Document creation	Not applicable	Not applicable