

ANTI-CORRUPTION POLICY

DATE: February 2025

VERSION No. 3

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1. INTRODUCTION

This Anti-Corruption Policy, adopted in the framework of Pei AM's Transparency and Business Ethics Program, together with the Code of Conduct, reflects Pei AM's commitment to: (i) Formalize its zero-tolerance policy toward Prohibited Conducts; and (ii) Comply with the Anti-Corruption Regulations and provisions under its manuals and other Good Corporate Practice Policies.

This Anti-Corruption Policy is not, and cannot be, fully comprehensive. Therefore, Pei AM expects the Policy Subjects to exercise their best judgment and discretion, ensuring that it is observed at all times. Ignorance or misconstruction of this Anti-Corruption Policy does not excuse the Policy Subjects from any failure to comply it.

This Anti-Corruption Policy is equivalent to the Superintendency of Companies' *Compliance Policy* referred to in Chapter XIII of its Basic Legal Circular.

2. SCOPE

The Anti-Corruption Policy applies to and is enforceable against all Policy Subjects. Therefore, Pei AM will provide them with opportunities to learn about, receive training on, and clarify any doubts regarding its terms.

We expressly clarify that any breach by the Employees of the obligations and/or prohibitions under this Anti-Corruption Policy and its annexes will be deemed a serious misconduct that may give entail the employment agreement's termination under Article 62, paragraph 6, of the Substantive Labor Code [*Código Sustantivo del Trabajo*].

3. DEFINITIONS

Any capitalized terms not defined herein will have the meanings assigned in the Compliance Topics Glossary, enclosed hereto.

4. OBJECTIVE

The Anti-Corruption Policy's objective is to establish the guidelines and rules that the Policy Subjects must abide by in their relationships with the different Stakeholder to avoid any Prohibited Conduct, establish the specific responsibilities to prevent, detect, investigate, respond to and, in general, manage the risks associated with such Prohibited Conducts.

5. GENERAL ANTI-CORRUPTION POLICY

To foster within Pei AM a relationships framework based on the principles of fairness, transparency, trust, equality, lawfulness, two-way communications, and protect Pei AM's and its Vehicles' reputation, preventing any association whatsoever with Prohibited Conducts (either as perpetrators, accomplices, or aiders). This

section establishes the rules of conduct that the Policy Subjects must comply with in their interactions with the Stakeholders:

- Pei AM has zero tolerance for any type of corruption or bribery.
- Policy Subjects are prohibited from engaging in, being a part of, instigating, concealing or, directly or indirectly, attempting to engage in any prohibited conduct.
- All employees are expected to be responsible for and independently handle: (i) Their knowledge and understanding of this Anti-Corruption Policy; (ii) Their fulfillment of the obligations and procedures established herein; (iii) Their attendance to the training sessions scheduled by Pei AM on this matter; and (iv) If anything in this policy is not clear, seeking advice from the Compliance Officer. All employees, without exception, are required to comply with the rules in this Anti-Corruption Policy.
- Policy Subjects must always prioritize conducting themselves under ethical principles over the achievement of any commercial and/or financial goals.
- Pei AM and the Policy Subjects are prohibited from, whether directly or indirectly through a Contractor, Supplier, third parties, or an intermediary, paying, remunerating, or promising any remuneration, or delivering or promising to delivery any valuables to Public Officials or Stakeholders with the intention of: (a) Engaging or participating in, instigating, concealing, or attempting to engage, directly or indirectly, in any Prohibited Conduct; and/or (b) Secure an improper advantage or the obtainment or retention of any business for Pei AM or themselves.
- The Policy Subjects shall refrain from making facilitation payments, understood as payments to expedite procedures before the State Entities, all of which are prohibited under this Anti-Corruption Policy.
- Pei AM and the Policy Subjects are prohibited from receiving or promising to receive valuables from Public Officials or Stakeholders, either directly or through third parties, to (a) Incur or engage in; instigate; conceal, or directly or indirectly attempt to engage in Prohibited Conducts; and/or (b) Secure an improper advantage, the obtainment or retention of any business for a Public Official or Stakeholder.
- Employees must ensure that any agreements entered into with Contractors, Agents, or Suppliers – whether public or private entities– incorporate Safeguard Clauses and that the terms and conditions are not used to enable or facilitate the concealment of, or provide a semblance of legality to unwarranted and prohibited payments constituting a Prohibited Conduct.

6. GUIDELINES OF THIS POLICY

6.1. IDENTIFICATION AND DETECTION OF TRANSNATIONAL CORRUPTION AND BRIBERY (TC/B) RISKS

Pei AM adopts a risk-based approach, which involves conducting a thorough assessment of the TC/B risks inherent to its operations. Based on this assessment, Pei AM establishes proportionate measures for the prevention and detection of TC/B risks.

Pei AM's risk matrix, managed by the Compliance Officer, determines the most appropriate control mechanisms and how to apply them to any risk factors identified.

6.2. RELATIONSHIPS WITH PUBLIC OFFICIALS AND STATE ENTITIES

6.2.1. Policy Subjects

The Employees' relationship with Public Officials and/or State Entities shall abide by the following guidelines:

- The Public Official and/or State Entity shall be informed about Pei AM's commitment to ethics and zero-tolerance policy toward Prohibited Conducts under this Policy.
- Any relationship aimed at engaging in, being a part of, instigating, concealing, or directly or indirectly attempting to engage in a Prohibited Conduct, is forbidden.
- Employees shall always attend the meetings with Public Officials and/or State Entities, whether remote or in person, with another Employee. Because Employees are required to leave a record of any meetings with these officials, they shall always deliver an email or prepare a minute with the following (minimum) information about the meeting: (i) Names and surnames of the attendants; (ii) Date; (iii) Time; (iv) Topics discussed; (v) Meeting's format; and (vi) Materials or supporting documents reviewed. The minutes or email in question shall be delivered to the Compliance Officer, Pei AM's Legal Department, and the State Entity's participants, not later than three (3) business days following the meeting. Annex No. 1 - "Record of Meetings or Interactions with State Entities", enclosed hereto, is available to all employees as a template for its preparation.
- Meetings with public officials shall be held in business days, during working hours and, whenever possible, at the relevant State Entities' offices. Employees shall ensure that both their entry to the State Entity's offices and the Public Officials entry to Pei AM's facilities or vehicles are recorded.
- Employees shall refrain from holding meetings with Public Officials in entertainment venues, unless the relevant interaction takes place within the framework of an academic or corporate event, such as conferences or seminars.
- Communications with Public Officials and/or State Entities shall take place through the relevant corporate channels such as corporate emails or official letters. Using personal emails or non-corporate means of communication is prohibited. Upon receiving an official request verbally, via chat, or through any other non-institutional channel, the employee shall request the Public Official to formalize it through an email delivered to their corporate email address.
- An appropriate language shall be used in all interactions with Public Officials and/or State Entities to avoid any message from being misconstrued as an offering and/or perceived as wrong, illegal, or a Prohibited Conduct.
- Any irregularity observed during the interactions with Public Officials and/or State Entities must be reported to the Compliance Officer, the Legal Department, or the Ethics Hotline, so that the Ethics Committee can assess the situation and determine any relevant measures to handle it and mitigate the risks identified. Documentary evidence of the situation and the decisions adopted and implemented will be kept. Any contracts entered into between Pei AM and State Entities shall be previously reviewed and approved by Pei AM's Legal Department or the Vehicles' legal advisor, as applicable.

- Employees are required to attend the scheduled training sessions dealing with the proper interaction with Public Officials and/or State Entities.

6.2.2. External Representatives

Any lobbyists, external advisors, and other third parties acting as Pei AM's representatives and interacting with Public Officials and/or State Entities, shall comply the following mandatory rules:

- A contract governing the relationship between Pei AM and the lobbyist, external advisor, or third part acting as a Pei AM's representative to directly deal with Public Officials and/or State Entities shall be executed. This contract shall clearly define the lobbyist, external advisor, or third party acting as a Pei AM representative's powers and authority.
- Any contracts with the lobbyist, external advisor, or third part acting as a Pei AM's representative shall be reviewed and approved by Pei AM's Legal Department before they are entered to.
- The lobbyists, external advisors, or third parties acting as a Pei AM's representatives shall not exceed the mandate and Pei AM's instructions in their engagement with the Public Officials and/or State Entities or fail to comply this Anti-Corruption Policy's provisions. Acting beyond the scope of the mandate and/or instructions will be deemed an autonomous and independent action from the lobbyist, external advisor, or third part acting as a Pei AM's representative, which will render them exclusively and individually liable therefor.

Notwithstanding the above, all Employees and/or external representatives will be also required to observe this Anti-Corruption Policy whenever they interact with Public Officials and/or State Entities, in furtherance of their duties.

6.3. CONTRACTS WITH STATE ENTITIES

Subjects to this Policy who negotiate and execute contracts with State Entities directly or, on behalf of the Vehicles, in addition to the guidelines herein shall comply the following:

- Conduct the State Entity's due diligence to understand its legal nature, purpose, duration, budgetary system, and the individuals managing it. This due diligence must enable an understanding of the State Entity's socio-political context and the interests it seeks to serve through its relationship with Pei AM or the Vehicle.
- Implement mechanisms for the negotiation process's traceability through the storing of any relevant emails, letters, contract versions, and documents exchanged with Public Officials.
- Frame any relevant payments and the contracts' terms to the applicable budget and the State Entity's duration. The relevant budgetary availability certificates shall be requested in connection with any amounts owed by the State Entity to Pei AM and/or the Vehicles under the contracts.
- Verify the registration and publication of any contracts entered into between Pei AM and/or the Vehicles with State Entities in the Colombian Public Procurement Electronic System - SECOP [*Sistema Electrónico de Contratación Pública*].

- Include safeguard clauses and representations showing the State Entity's compliance with the processes and requirements to execute the contract.
- No benefits or treatments other than those customarily afforded by Pei AM, will be granted to any brokers presenting State Entities for the execution of contracts.
- Comply with the legal procedures in force in Colombia at the relevant time, in connection with the termination of contracts entered into with State Entities.
- Any formal interactions between a Public Official or State Entity and the Vehicles shall require compliance with the due diligence process established by the Vehicle's managing company or agent.

6.4. POLITICAL CONTRIBUTIONS

Under no circumstances will Pei AM and/or this Policy Subjects make payments and/or carry out activities intended to support or finance political campaigns or programs sponsored or promoted by a candidate in the framework of popular election processes.

6.5. PAYMENTS OF FEES OR COMMISSIONS TO EMPLOYEES AND SUPPLIERS

Pei AM will make no payments whatsoever to its employees, such as commissions or fees, other than those stipulated in their employment contracts.

Pei AM will pay no commission or fee whatsoever to its Suppliers, other than the amounts agreed upon in the relevant agreements executed, or contrary to the Procurement Policy. Pei AM shall refrain from hiring as employees the close relatives of its employees, or contract them as a suppliers, save with the express authorization of the Ethics Committee.

Employees must ensure that the terms and conditions under any contracts executed with counterparties or contractors are not used as a tool to afford a semblance of legality to or enable or facilitate the concealment of unwarranted commissions, payments, and performance bonuses without defined objectives, among others.

6.6. GIFTS, BENEFITS, AND ENTERTAINMENT

6.6.1. General Prohibition

Receiving or offering gifts, hospitality, or entertainment to induce, engage in, instigate, conceal, or attempt, a Prohibited Conduct, directly or indirectly, are prohibited.

Pei AM achieves its business objectives through the quality of its staff, products, and services, not through gifts, hospitality, entertainment, or the attendance to or hosting of events that may be deemed extravagant or excessive under the local standards and customs or in the Ethics Committee's opinion.

Pei AM's employees are prohibited from giving or receiving gifts, hospitality, or entertainment to/from any individuals or companies with the intention to compromise their independence, influence a decision, obtain something in return, or which may be considered a bribery.

Providing public officials or stakeholders with gifts, hospitality, or invitations to entertainment is prohibited.

The delivery/receipt of gifts, hospitality, trips, and entertainment may only take place if all of the requirements and guidelines under the following sections are fulfilled and observed.

6.6.2. Records

Employees who incur in expenses related to gifts, hospitality, trips, and entertainment must submit their supporting documents to the accounting department, specifying their nature so that they are duly registered in Pei AM's books, in accordance with this Anti-Corruption Policy and the relevant accounting standards.

6.6.3. Prohibited Acts

The Policy Subjects are prohibited from engaging in the following:

- Offering or providing gifts, hospitality, or entertainment in exchange for any advantage, benefit, or the obstruction of any procedure that favors Pei AM or is detrimental to any contractor, supplier, or third party.
- Accepting gifts, hospitality, or entertainment for themselves or a family member in exchange for any advantage or benefit, or the obstruction of any procedure that favors a contractor, supplier, public official, or third party.
- Offering, giving, accepting, or receiving gifts, benefits, or entertainment if this may affect a decision that is pending or an employee's, contractor's, supplier's, or third party's judgment.
- Receiving or providing gifts in cash or cash equivalents from/to contractors, suppliers, or third parties.
- Offering or giving gifts, hospitality, or entertainment invitations, especially to exert an undue influence on public officials, influence their actions or decisions, or obtain an undue advantage for Pei AM.
- Offering or hosting entertainment activities in adult entertainment settings and/or leisure venues involving nudity, prostitution, gambling, or any other activity contrary to morality, good customs, or Pei AM's values and Code of Conduct.
- Entertainment benefits and activities provided by the employees cannot be, under any circumstance, offered or provided to influence the other party's business decisions or engage in Prohibited Conducts.

6.6.4. Permitted Acts

- Employees may provide or receive promotional or merchandising gifts, i.e., promotional material with a modest or symbolic value such as pens with the corporate logo, notebooks, calendars, caps, t-shirts, thermoses, mugs, and advertising material related to the person giving and/or receiving the gift, provided that their individual value does not exceed one hundred thousand Colombian pesos (COP 100,000).
- Employees may receive occasional, modest gifts with a value not exceeding one hundred thousand pesos (COP 100,000). If the gift's value exceeds this amount, the Compliance Officer shall be informed.

- Invitations to entertainment activities shall be previously reported to the Compliance and will only be accepted if they are modest, infrequent, reasonable, appropriate, and proportionate to the type of business activity and the invited employee's position, provided their intention is not to exert an undue influence or gain an unfair advantage.
- Invitations to Contractor's, Supplier's, or third party's academic, training, or technical events shall be addressed to Pei AM. The employee's immediate supervisor and the Compliance Officer shall be informed about the invitation and will approve it. Invitations to training or academic events will be accepted if they have to do with the contractual or commercial purpose of the agreement entered into with the inviting party. Depending on the Compliance Officer's assessment, Pei AM may cover all or part of the travel and accommodation expenses for these invitations.

If the employee has any doubt with regard to the above guidelines, it must consult it with Pei AM's Compliance Officer and/or the Legal Department.

Any gifts failing to meet the above requirements will not be accepted by the employees. If accepted, they shall be returned and will report to the employee's immediate supervisor and the Compliance Officer. If the recipient is unable to return the gift, it shall deliver it to the Compliance Officer for its return or to be raffled among the other employees.

6.6.5. Declaration and Reporting Obligations

- Any gift exceeding one hundred thousand pesos (\$100,000) shall be reported to the Compliance Officer. In case of doubt, employees must consult the Compliance Officer and/or the Legal Department.
- Hospitality or entertainment invitations extended to an employee by a contractor, supplier, or third party shall be reported to their direct supervisor or manager and the Compliance Officer, who will decide on its approval.
- Any suspected attempt of TC/B by a contractor, supplier, or third party must be immediately reported to the Compliance Officer or through the Ethics Hotline.
- All reimbursable expenses must be supported by the corresponding invoices. Expenses and approvals shall be accurately registered in Pei AM's accounting.
- Employees shall ensure that any gift, travel, and entertainment-related expenses clearly reflect their purpose.

6.7. DONATIONS

Pei AM understands that donations may be a source of corruption and/or bribery risks if they are not properly conducted or fail to abide by the internal guidelines established to ensure their lawfulness and safety. Nevertheless, because donations are important to contribute to the country's economic and social development, Pei AM promotes and includes them in its Corporate Sustainability Model.

The following minimum requirements aim to preserve the legality and transparency of Pei AM's donations:

- Donations must strictly comply with the Donations Policy's guidelines.
- Donations' purpose must be lawful, and they shall abide by the legal procedures established therefor.
- Neither Pei AM nor the Company's Senior Management shall make donations, directly or indirectly, to State Entities and/or organizations without complying with the Donations procedure.
- Donations in exchange for advantages in Pei AM's business dealings or commercial transactions, whether direct or indirect, are prohibited.

6.8. CONFLICTS OF INTEREST

A conflict of interest arises whenever an employee's personal, family, and/or business interests, directly or indirectly, may overlap or conflict with Pei AM's interests, or interfere with the employee's fulfillment of their obligations to Pei AM, or affect their performance or fairness.

A conflict of interest also exists whenever an employee receives undue personal benefits derived from their position at Pei AM.

Employees are required to prevent any conflict of interest and, if not possible, disclose any situation that may give rise thereto. A conflict of interest arises when an employee's private, personal, and/or professional interests conflict with Pei AM's interests, as outlined in the Conflicts of Interest Policy.

The Conflicts of Interest Policy outlines the principles and duties on Conflicts of Interest matters. The guidelines in the policy deal with the prevention, management, disclosure, and handling of any situations constituting a Conflict of Interest or which may give rise thereto under the laws and Pei AM's ethical standards.

6.9. TRANSPARENCY IN THE RECORDING AND STORING OF DOCUMENTS

Pei AM requires all books, records, and accounts to be kept with reasonable detail so that they accurately and fairly reflect all transactions and asset disposals. Accordingly, proper internal controls must be implemented to ensure that Pei AM is aware of and ethically conducting all transactions, in line with its policies. The Policy Subjects must comply with the following rules:

- All accounting records, expenses, expense reports, invoices, receipts, gifts, benefits, entertainment, travel, and other transactions must be recorded and reported in accordance with the generally accepted accounting principles. Furthermore, they must accurately reflect Pei AM's transactions and asset disposals.
- Any direct payments by Pei AM must correspond to the purpose stated in their relevant supporting documents.
- Any payments by or on behalf of Pei AM will only be made with the prior authorization and shall correspond to the purpose stated in their relevant supporting documents.

- The aforementioned supporting documents shall be kept in Pei AM's files for the minimum 10- years legal period¹ or in accordance with the internal policies in force on the matter.
- No false, artificial, or misleading entries will be included in Pei AM's accounting books and records for any reason whatsoever. This includes, but is not limited to falsehoods, omissions, creation of incomplete or misleading records, and inducing such conducts in connection with or entries in the books, records, or accounts of Pei AM's Contractors or Suppliers.
- The financing or authorization of any transaction not disclosed or recorded in Pei AM's books, records, and accounts, for whatever purpose, is prohibited.

6.10. DISCLOSURE, TRAINING, AND ACCESS TO THE POLICY

Pei AM will implement a communication strategy, led by the Compliance Officer and supported by Pei AM's Legal and Communications Departments, for the effective dissemination of this Anti-Corruption Policy among its employees and any contractors that, based on their risk level—as defined in the Due Diligence and Segmentation Procedure—, require training.

This strategy will focus on ensuring that the employees and any persons designated by the Compliance Officer have a proper understanding of Pei AM's Anti-Corruption Policy, so that are aware of the tools and skills necessary to appropriately control any TC/B risks.

7. ETHICS MAILBOX: REPORTING OF VIOLATIONS OR POTENTIAL INFRINGEMENTS OF THE POLICY

This Anti-Corruption Policy's success depends on all Policy Subjects, whether acting individually or as a group, preventing behaviors such as Disloyal Management, Corruption, Fraud, Bribery, Transnational Bribery, Influence Peddling, Misuse of Inside Information, Money Laundering, and Terrorism Financing (Prohibited Conducts).

Consequently, Policy Subjects have the obligation of and are responsible for immediately reporting, through the Ethics Mailbox or the Compliance Officer, any breach of this Anti-Corruption Policy or any other of Pei AM's policies, any improper or unethical conduct, or any suspicion of Prohibited Conducts, acts of Corruption, or Bribery.

Pei AM provides employees and third parties with a reporting channel —**Ethics Mailbox**— that ensures anonymity, confidentiality, and protection against retaliation for TC/B-related reports and any violations of the Code of Conduct.

A third party manages the Ethics Mailbox:

¹ Article 28 of Act 962 of 2005.

Toll-free line: 01-800-752-2222 Option 1 operator, Option 2 recorded message
Email: buzonetico.peiam@resguarda.com
www.resguarda.com/peiam
WhatsApp: +(57) 1 7868154

Pei AM rejects retaliations or reprisals against any whistleblower who makes reports in good faith.

Pei AM will not accept false or frivolous reports or complaints. Any report proven to be false, reckless, or not made in good faith will be considered a violation of the Anti-Corruption Policy.

Pei AM will cooperate with any official investigations pursued by the local and international government entities on bribery or corruption-related matters.

The Ethics Committee shall promptly, confidentially, and securely process any reports, considering the dignity of and respect for all employees involved, whether complainants or accused.

8. SANCTIONS AND CONSEQUENCES ARISING FROM ANY FAILURE TO COMPLY WITH THIS POLICY

Any employee's failure to comply with this Anti-Corruption Policy will be considered serious and result in disciplinary sanctions under Pei AM's internal workplace regulations and policies. Such a failure may even be grounds for the relevant employee's removal with cause, without prejudice of any reports or legal proceedings brought by Pei AM, or the sanctions imposable by the competent authorities under Colombian law. In the case of contractors or suppliers, the sanctions or consequences derived from any failure to comply with this policy will be governed by the relevant agreement or Safeguard Clauses.

9. VALIDITY AND PERIODIC REVIEWS

This Anti-Corruption Policy is valid indefinitely. Nonetheless, it will be periodically reviewed to determine whether in Pei AM Compliance Officer's, President's, and/or Legal Department's opinion any updates are necessary. The Anti-Corruption Policy shall be reviewed and updated considering, at least, the following guidelines:

- Every two (2) years;
- Whenever the topics covered by the Anti-Corruption Policy are modified under the applicable regulations, thus warranting the Policy's update and early amendment; or
- Whenever any of the risks identified in the Risk Matrix and regulated in herein materialize, warranting an early update thereof.

Once approved, this Anti-Corruption Policy repeals, substitutes, and renders completely and entirely ineffective any documents regulating the matters covered herein and issued before its approval.

10. MANDATORY NATURE

In accordance with the Good Corporate Practices Policy, the Board of Directors approved this Anti-Corruption Policy, which is mandatory for all Policy Subjects from its approval and communication date.

11. MANAGEMENT AND DECISION-MAKING

The Board of Directors or Compliance Officer, in accordance with this Anti-Corruption Policy, the Business Transparency and Ethics Program's Manual, and the Ethics Mailbox Reports Management Procedure are responsible for the management and decision-making processes related to this Anti-Corruption Policy.

Version	Description	Date dd-mm-yyyy	Prepared by	Reviewed by	Approved by
1	Creation and approval of document	13-12-2019	Legal and Corporate Affairs Management Office	Executive Director	AGA
2	Approval of amendments to the Anti-Corruption Policy based on the Superintendency of Companies' Circular 100-000011 of 2021.	31-05-2022	Compliance Officer	Legal and Corporate Affairs Management Office	AGA
3	Strengthening of best practices in interactions with State Entities and Public Officials.	13-02-2025	Compliance Officer	Legal and Corporate Affairs Management Office	JD

Annex No. 1 - Record of meetings or interactions with State Entities and/or Public Officials

City	Date	Time	Prepared by	Type of Meeting
				By telephone ☐
Issues dealt with:				In person ☐
				Remote ☐
				Other ☐
Pei AM's attendants:				
Name:		Name:		Name:
Cargo:		Cargo:		Cargo:
Area:				
State Entity's Attendants and/or Public Officers:				
Name:		Name:		Name:
Title:		Title:		Title:
Area:		Area:		Area:
Agenda/Purpose of the Meeting:				
Conclusions/Comments:				

Pending Actions:
Enclosures (supporting documents for the meeting):