



REPORTING ON BREACHES TO THE CODE OF CONDUCT 2021

Conduct Category	Total Reported Incidents	Reports Closed Resulting in No Violation	Reports Currently Being Investigated	Reports Closed Resulting in A violation
Conflict of interests/Bribery/Corruption/Theft	57	26	29	2
Breach of Rules and Procedures	115	29	61	24
Disrespect, mistreatment or hostile environment	12	11	1	0
Discrimination	0	0	0	0
Sexual harassment	6	1	3	2
Others reasons	2	0	1	2*

* One of the two closed cases was received as a case of "Breach of Rules and Procedures"



Conduct category	Confirmed Breaches	Actions taken							
		Notification to the Vice presidency of Human Talent of ECP	Notification to the Attorney General's Office	Notification to the Disciplinary Control Management	Reports to the UIAF	Preventive actions			
						Notification to the Assurance of Risks and Internal Control Management	Preventive Ethical Conversations	Notification to the Vicepresidency of supply	Notification to other areas of the company for preventive actions
Conflict of Interest / Bribery / Corruption	2	1		1		2	1	1	
Breach of Rules and Procedures	24	13	4	21	3	9	2	6	10
Disrespect, mistreatment o hostile environment									
Discrimination									
Sexual harassment	2	1	1						1
Other reasons	2			1			1		