



INTEGRATED MANAGEMENT POLICY

At Pampa Energía S.A. and controlled subsidiaries, we manage our assets in the electricity, oil and gas sectors with social responsibility and ethics. We focus on profitability and seek to achieve the sustainable development of our businesses.

The integrated management of quality, reliability, safety, occupational health, environment, and energy is essential to our operations. Therefore, under the applicable legislation, we commit to:

- › Comply with legal requirements and the commitments entered into by the company.
- › Promote people's health and wellbeing, and procure safe and healthy working conditions.
- › Hold an active role in protecting the environment and preventing pollution, and provide for the rational and efficient management of energy and natural resources.
- › Seek the reliability and integrity of our facilities and operations.
- › Continuously improve our integrated management system and business performance.



Through the following principles:

01. LEADERSHIP AND RESPONSIBILITY

We exercise the necessary leadership to implement this policy at all company levels by working towards its communication, understanding, resources management, and compliance.

02. RISK MANAGEMENT

We manage the risks inherent in our activities throughout the life cycle of our ventures, processes and facilities, seeking to reduce and eliminate hazards when feasible.

04. PROCUREMENT OF GOODS & SERVICES

We seek that our goods and services procurement and supplier's performance are compatible with our standards within a framework of economic reasonableness.

06. CONTINGENCY

We are prepared and stay systematically updated to address potential emergencies and mitigate their impacts.

08. CHANGE MANAGEMENT

We identify, assess and manage changes in the organization, processes and facilities to mitigate risks arising from their implementation.

10. CONTINUOUS IMPROVEMENT PROCESS

We promote and monitor continuous improvement in the management system, processes and business performance, making decisions and setting goals and resources based on reliable information.

03. OPERATION AND MAINTENANCE

We operate and maintain our assets under conditions promoting compliance with established procedures, risk reduction, integrity, reliability and energy efficiency.

05. KNOWLEDGE & AWARENESS

We encourage our work teams' knowledge, skills development, consultation and participation through communication mechanisms and awareness-raising to guarantee good practices on integrated management.

07. RELATIONSHIP WITH STAKEHOLDERS

We develop responsible and proactive relationships with our stakeholders, considering the contexts where we operate.

09. ANOMALIES MANAGEMENT

We identify, analyze, amend and learn from anomalies resulting from our activities, seeking to reduce their impact and prevent their repetition.

TODAY FOR TOMORROW