

## Integrity Policy for Contractors and Suppliers

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At Vista, we expect our contractors and suppliers to share and respect Vista's values and ethical principles when conducting their activities, operations, and business with us. We require that they are familiar with Vista's Code of Ethics and Conduct and adhere to the policies related to it published at <https://www.vistaenergy.com/sustainability>, which outline the following obligations that must be followed by our contractors and suppliers:

1. to respect human rights in all operations, with a focus on communities, human dignity, and the individual worth of every person;
2. to value diversity, equity, and inclusion. This is achieved by respecting the different talents, abilities, and experiences of others, by valuing their opinions, and by fostering an atmosphere of trust, free from discrimination;
3. to promote a workplace free of violence, harassment, and any kind of discrimination or other offensive or disrespectful conduct towards those of us working for Vista;
4. to prioritize the health and safety of those carrying out activities for Vista, prohibiting work under the influence of alcohol and/or drugs, suspending any task that presents risks or violates safety conditions, and immediately reporting to a Vista team member if we observe or suspect an unsafe situation;
5. to respect the environment by adopting best environmental management practices, minimizing the impact of operations performed for Vista, and using resources efficiently;
6. to observe zero tolerance for any act of bribery, and to act ethically at all times, especially when interacting with public officials;
7. to promote sustainable relationships throughout the entire value chain of goods and services contracted for Vista's operations;
8. to avoid decision-making when our judgment may be influenced by personal interests that risk the objectivity and impartiality expected by Vista, reporting any potential conflict of interest to [compliance@vistaenergy.com](mailto:compliance@vistaenergy.com);
9. to refrain from giving, offering, or receiving any gift that is intended, or appears to be intended, to unduly influence business decisions or to gain an unfair advantage;
10. to safeguard and keep confidential all information and documentation about Vista that we access during business interactions, adopting appropriate cybersecurity measures to protect the information we manage or store in our servers;

11. to address any questions regarding the interpretation or application of this policy to [compliance@vistaenergy.com](mailto:compliance@vistaenergy.com); and
12. to report any suspected violations of the preceding provisions via the Ethics Line using the reporting channels or by emailing [compliance@vistaenergy.com](mailto:compliance@vistaenergy.com). Reports may be made anonymously or by providing the whistleblower's name. Vista ensures the confidentiality of all reports and guarantees that there will be no retaliation against those who report in good faith.

### Ethics Line

Argentina

**Toll Free Line:** 0800-34-LÍNEA (54632)

**Access online:** <https://www.bdolineaetica.com/vista>

**E-mail:** [vista@bdolineaetica.com](mailto:vista@bdolineaetica.com)

Mexico

**Toll Free Line:** +(52) 55-4166-0170

**Access online:** <https://www2.bdolineaetica.com/vista/>

**E-mail:** [denunciavista@bdomexico.com](mailto:denunciavista@bdomexico.com)

These channels operate 24 hours a day, 365 days a year, and are managed by an independent audit firm through specialized personnel.

Failure to comply with these provisions may result in investigations and sanctions, including the penalties and consequences established in the agreements.

Vista reserves the right to request information, conduct controls, and perform audits as necessary to promote awareness of these mandates and verify their compliance.

Where deemed appropriate, Vista's Compliance team may offer advice or support to suppliers to help them strengthen prevention measures, controls, and security systems.