

# POLICY OF HUMAN RIGHTS AND RELATIONSHIP WITH THE COMMUNITIES

YPF's commitment is to respect the Human Rights of all the people related to our operations and activities, by exercising due diligence on the matter. This entails a preemptive and safeguard approach in our scope of action.

YPF is committed to working within a framework of respect for Human Rights in developing our businesses, with interested parties, business partners and any third party that may come in contact with us.

This commitment is in line with provisions of the United Nations Universal Declaration of Human Rights, and the "Declaration on Fundamental Principles and Rights at Work" by the International Labor Organization, both incorporated into domestic Argentine law, and is part of our Ethics and Code of Conduct, as well as of our corporate values -we act with integrity; we create value; we prioritize safety; we are committed to sustainability; we focus on the client; and we value gender equality and diversity- of YPF's Risk Management, Operational Excellence, Sustainability, Cybersecurity and Corporate Safety Policies.

The references for this policy and commitment are the international standards on corporate governance and Human Rights, including the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights the United Nations Guiding Principles on Business and Human Rights, the 10 Principles of the Global Compact, the Organization for Economic Co-operation and Development (OECD) guidelines on Human Rights, the ILO Convention 169 on indigenous and tribal peoples.

## YPF is committed to:

- Exercise due diligence in all our businesses and operations, being respectful of Human Rights, identifying within the framework of our comprehensive labor, industrial and process risk management system, any potential Human Rights impact caused by our activities.
- To define and take timely and reasonable measures to prevent and mitigate the potential impact and to follow up on the measures taken.
- To act in accordance with the Voluntary Principles on Security and Human Rights, specifically in the instances of relationships with law enforcement and private security.
- To provide communication channels or complaint systems that will allow employees, providers, contractors, business partners, members of the communities or any third party to make known to us any potential impact on Human Rights.
- To process Human Rights complaints with due diligence, striving to appropriately address any negative impact that we may be involved in.
- To require our employees and contractors to follow this policy, fostering a culture of ethical conduct and respect for Human Rights, with training on the matter.
- To respect the Human Rights of people working directly at YPF and service-providing companies, by ensuring:
  - A workspace that is safe and protected in the matters of health care and safety, that fosters gender equality and diversity, as well a work environment free of violence, abuse, harassment or any abusive or offensive behavior, according to our policies on Diversity and Inclusion and on a Harassment-free Workspace.
  - Transparent recruitment, promotion and professional development criteria, based on aptitude, ability and equal opportunities.
  - Management processes that protect the exercise of labor rights such as trade unions and the right to collective bargaining, and that do not allow for any illegality such as forced labor or child labor in any stage of the value chain.
  - A guarantee of no retaliation for filing complaints under this policy.
- Working with business partners and stakeholders who share or commitment to Human Rights, safety, diversity, equality, ethics and compliance.
- To foster inclusion in agreements, contracts and other documents with specific clauses on the matter that support this commitment.
- To make our providers, business partners and other third parties with whom we have a relationship aware of this policy, so that they can promote it with their staff, and work together with them so that they adopt similar policies in the own business.
- Effectively protect the privacy of our customers and the users of our goods and services, by making appropriate use of the personal data provided and rejecting any discrimination against them with a Policy on Information Security, also providing responsible, transparent and non-deceptive communication and advertising.
- To respect the Human Rights of the communities located in the area of influence of our operations, which includes:
  - Understanding the social and economic environment of the place we work and its residents, social groups and stakeholders, assessing, within the framework of current legislation and our own specific policies, any actual or potential impact of our activities.
  - Engaging in proactive, informed, good-faith conversation with said environment throughout the life cycle of our projects and activities, respectfully seeking their trust and support.
  - Building and maintaining long-lasting and responsible relationships with local communities based on the values of respect for their identity, customs, needs and aspirations, cultural diversity and nondiscrimination.
  - Implementing the necessary measures to prevent and/or mitigate any potential adverse impact and, should they occur, repair or compensate them in a way that is proportional to their nature and extent.
  - In the event of relocation, acting according to current legislation and to our policy on Environmental, Social and Health Impact Assessment.
  - Identifying opportunities to enhance the positive impact of our activities and foster sustainable development of local communities and the preservation of their environment.
  - Respecting the identity and culture of indigenous, tribal, aboriginal and native communities, and their rights, according to current legislation which introduces ILO Convention 169 in Argentina. This entails carrying out a permanent and appropriate conversation through their own authorities as well as practicing due diligence in all our operational projects, with training, regular meetings, informing about projects beforehand, listening to the communities' concerns and suggestions to seek agreement, monitoring actions and compensating measures within the relevant legislation. As well as implementing actions in support of their life projects.

**This policy is related to the company's Ethics and Code of Conduct, and this policy is applicable to all YPF businesses and branches, subsidiaries and companies whose management is controlled by YPF, as well as to providers and contractors, and shall be notified to our business partners. Everyone who is part of YPF has the responsibility of complying with this Policy, spreading it and encouraging its compliance.**

**Pablo Iuliano**  
CEO  
August 2022

