

	THE AES CORPORATION Anti-Harassment and Discrimination Policy	Effective Date: November 1, 2023 Issued By: Human Resources
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I. PURPOSE AND SCOPE

At AES, we work together globally across teams, businesses, countries, and with our stakeholders, and we believe diverse perspectives and backgrounds are crucial to our success. Guided always by our values of Safety First, Highest Standards and All Together, we believe the strength of an organization and its sustainability comes through diversity, inclusion, equity and belonging, and we are committed to maintaining a work environment where we embrace our diversity and value the work of our colleagues. Respecting all backgrounds and perspectives to foster an inclusive environment where people show empathy and work together moves us towards our common goal of improving lives by enabling the co-creation of solutions that positively impact our business, our stakeholders, and society as a whole.

This Policy applies to all AES People worldwide. Contingent workers, contractors, consultants, suppliers, agents, representatives, and all others who perform AES work are required to ensure that their actions on behalf of AES meet the same high standards expected of AES People. In addition, this Policy applies to the AES workplace – both physical and virtual – as well as to outside activities and interactions that can affect the workplace, such as work events and other company-sponsored activities. Violation of this Policy will result in discipline by AES, up to and including termination of employment.

II. POLICY

It is our policy to treat all AES People and our stakeholders with respect and dignity and to maintain a work environment free from harassment, discrimination and mistreatment.

III. CONDUCT PROHIBITED BY THIS POLICY

A. *Discrimination*

AES prohibits all unlawful discrimination of any individual in the AES work environment. While discrimination laws vary by country, AES’ policy prohibits discrimination on the basis of sex, sexual orientation, gender, gender identity and/or expression, race, national origin, ethnicity, age, religion, marital status, physical or mental disability, pregnancy, childbirth, or related medical condition, military or veteran status, or any other characteristic protected under applicable law.

B. *Sexual Harassment*

AES strictly prohibits all forms of sexual harassment in the AES work environment. Sexual harassment means any harassment based on someone’s sex, sexual orientation, gender, or gender identity and/or expression (including pregnancy, childbirth, or related medical condition). It includes any unwelcome sexual advances or requests for sexual favors, as well as any other conduct of a sexual nature when:

- Submission to the conduct is made either explicitly or implicitly a term or condition of employment;
- Submission to or rejection of the conduct is used as a basis for employment decisions; or

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- Such conduct has the purpose or effect of substantially or unreasonably interfering with an employee’s work performance by creating an intimidating, hostile or offensive work environment.

Sexual harassment can also include conduct that is not sexual in nature – for example, offensive remarks about an individual’s or group of people’s sex, sexual orientation, or gender identity and/or expression.

C. Other Types of Workplace Harassment

AES prohibits and does not tolerate workplace harassment. Harassment is unwelcome conduct toward an individual that creates an intimidating, hostile or offensive work environment and that may be due to personal traits such as race, national origin, ethnicity, age, religion, marital status, physical or mental disability, military or veteran status, or any other characteristic protected under applicable law.

The intent of this Policy is to deter conduct that is unwanted, unreasonable, and demeaning. Accordingly, AES may consider a person’s conduct to be in violation of this Policy even if it falls short of unlawful harassment under applicable law. When determining whether conduct violates this Policy, we consider whether a reasonable person could conclude that the conduct created an intimidating, hostile, degrading or demeaning environment.

IV. EXAMPLES OF HARASSMENT

Harassment can range from extreme forms such as violence, threats, or physical touching to less obvious actions like ridiculing, teasing, or repeatedly bothering colleagues. For example, harassment may include conduct that is:

- Verbal (for example, epithets, derogatory statements, slurs, offensive jokes).
- Physical (for example, assault, unwelcome or inappropriate physical contact, stalking, or other physical intimidation).
- Visual (for example, making derogatory gestures or displaying derogatory posters, cartoons, or drawings).
- Online (for example, derogatory statements or sexually suggestive messages, texts or postings in any social media platform).

This list of examples is not exhaustive, and there may be other behaviors that constitute unacceptable harassment under this Policy.

V. REPORTING HARASSMENT AND DISCRIMINATION

If you are subjected to any conduct that you believe violates this Policy or witness any such conduct, you should contact your supervisor, another AES leader, or a representative of the AES Human Resources Department or AES Ethics & Compliance Department. You may also contact the AES Helpline online at www.aeshelpline.com or by calling the telephone number printed on the Helpline poster at your business. The AES Helpline is available worldwide 24 hours per day / 7 days per week. Reports to the AES Helpline may be made anonymously.

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Complaints of harassment and discrimination are taken seriously and will be investigated promptly. AES People are required to cooperate in any investigation and there will be no retaliation against any person who reports an incident of harassment or discrimination in good faith or participates in the investigation of a complaint. AES will take appropriate action, up to and including termination of employment, to remedy violations of this Policy.