



HUMAN RIGHTS POLICY

(Adopted by the Board of Directors on March 4th, 2025)

NG ENERGY INTERNATIONAL CORP. (the “Corporation”)

I. COMMITMENT

The Corporation, including its subsidiaries, is committed to the protection and advancement of human rights in all its operations. The Corporation recognizes the importance of protecting the fundamental rights of individuals, communities and groups affected by its operations, and is committed to acting in an ethical, responsible and sustainable manner in all aspects of its business. This Human Rights Policy (this “**Policy**”) helps embed the responsibility to respect human rights throughout the Company our business, build increased trust with our external stakeholders and demonstrate good business practices.

II. GUIDING PRINCIPLES

This Policy is guided by the principles for the protection and advancement of human rights enshrined in:

1. The United Nations (UN) International Bill of Human Rights:
 - a) Universal Declaration of Human Rights.
 - b) International Covenant on Civil and Political Rights.
 - c) International Covenant on Economic, Social and Cultural Rights.
2. The fundamental conventions of the International Labor Organization (ILO) - No. 29, 87, 98, 100, 105, 111, 138, 182 - and the Declaration on Fundamental Principles and Rights at Work.
3. The United Nations Convention on the Rights of the Child.
4. ILO Conventions 107 and 169 on the rights of indigenous and tribal peoples.
5. The United Nations Guiding Principles on Business and Human Rights.
6. The United Nations Global Compact Principles.

As well as the principles enshrined in the Colombian Constitution and the respective laws and international human rights treaties ratified in the jurisdictions in which the Corporation operates.

III. HUMAN RIGHTS POLICY PILLARS

This Policy rests on the fundamental pillars listed below. The Corporation also expects that our suppliers and contractors commit to and abide by these same practices.

- **Respect for Human Rights:** The Corporation will respect and protect internationally recognized human rights, including, among others, the right to life, liberty, security, equality, non-discrimination and decent work.

- **Dialogue and Consultation:** The Corporation will maintain an open, transparent and meaningful dialogue with communities and stakeholders affected by its operations to understand their concerns, needs and expectations in relation to human rights.
- **Risk Prevention:** The Corporation will identify, assess and manage potential risks of negative human rights impacts that may arise as a result of its operations, taking appropriate preventive and corrective measures.
- **Legal Compliance:** The Corporation will comply with all relevant international human rights laws, regulations and standards in all its activities and operations.
- **Non-Discrimination:** The Corporation shall promote equal opportunity and non-discrimination in employment and in its relationship with contractors, suppliers and other stakeholders.
- **Accountability and Transparency:** The Corporation will assume responsibility for any negative human rights impacts resulting from its operations and is committed to being transparent in its actions and communications in this regard.
- **Monitoring and Evaluation:** The Corporation will establish effective monitoring, follow-up and evaluation mechanisms to measure the impact of its operations on human rights and take the necessary corrective measures.
- **Collaboration and Participation:** The Corporation will encourage collaboration and active participation from communities and stakeholders in the promotion and protection of human rights in the areas of influence.

IV. SCOPE AND COMPLIANCE

This Policy covers all directors, officers, employees and contractors of the Corporation.

V. COMMUNICATION CHANNELS

The Corporation has the following communication channel for the reception, care and management of all doubts, complaints or human rights incidents: **nenergyintl.ethicspoint.com**

VI. PERIODIC REVIEW

This Policy is an integral part of the Corporation's commitment to corporate social responsibility and will be reviewed periodically to ensure its effectiveness and alignment with international standards and best practices.

VII. APPROVAL

This Policy was approved by the Board of Directors of the Corporation on March 4, 2025.