

## Integrated Management System

At UELA, we provide unique experiences to travelers around the world by integrating technology and innovation, becoming leaders in leisure, luxury, incentive, corporate, and group tourism. We are committed to ethics and integrity in all our activities.

We prohibit any form of bribery and corruption and are committed to complying with applicable requirements and the requirements established in our Integrated Management System.

This system is aligned with our strategic objectives and is subject to continuous review to ensure its ongoing improvement.

We promote a culture of compliance and ethics in which the responsibility of every member of the organization is valued, fostering the values of honesty, transparency, and respect.

We encourage a safe environment where our employees and stakeholders can express concerns and file reports in good faith, based on reasonable grounds, with the assurance of confidentiality and protection against retaliation. Reports may be submitted through the reporting channel available on the UELA website.

The Compliance Function has the authority and independence necessary to oversee the effectiveness of the management system and has direct access to Senior Management to ensure the transparency and effectiveness of our actions in the fight against bribery.

Whenever situations that require attention regarding non-compliance with this policy, procedures, processes, and the Code of Ethics arise, the established procedures shall be followed to address such situations in a fair and transparent manner, always promoting learning and continuous improvement.

**Review: 02**

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