

2023

SUSTAINABILITY REPORT



SOENERGY
INTERNATIONAL

TABLE OF Contents

- I. About this Report
- II. Chairman's Statement
- III. Profile of the Organization
- IV. Synergy with Sustainable Development Goals
- V. Materiality Process and Outcome

Material Issues

1. Corporate Governance and Ethics
2. Economic Sustainability
3. Energy Strategy
4. Health and Safety
5. Human Talent Management
6. Environmental Management
7. Operational Efficiency
8. Client Management
9. Community Management
10. Digital Transformation
11. Supplier Management

- VI. GRI Content Index

COVER PHOTO: Barra Bonita Project, Brazil



Pendare Project, Colombia

About this REPORT ^[2-3] ^[2-4]

At SoEnergy, we present our first Sustainability Report, which we will continue to update on an annual basis. Through this document, we share the economic, environmental, and social performance for the period from January 1 to December 31, 2023.

This report has been prepared with reference to the guidelines of the Global Reporting Initiative (GRI) Standards. Each chapter contains information on management and results in accordance with this standard, which is identified by the respective code for each indicator at the beginning of the chapters and topics. Additionally, at the end of this report, there is a content index where GRI contents and specific indicators can be identified, along with the page numbers where they were referenced.

In accordance with the shareholders' vision, who understands sustainability as the most efficient and comprehensive way to conduct business, the Board of Directors approves this report for publication and disclosure to stakeholders.

CONTACT

For more information about this report, please contact us at soesostenible@soenergy.com



CEO'S Statement

[2-22]

Energy and water are two key elements for life on planet Earth. The demand for these elements will continue to grow intensively in the coming years, which is why it is essential to seek solutions that allow for sustainable use, availability, and reliable supply assurance.

This 2023 Management Report represents a significant boost for the sustainable development of our five-year strategic plan "OneSoEnergy", which reflects our commitment to the challenge of energy transformation and support to our clients in a context of permanent change, offering reliable and sustainable energy and water services.

Our strategy is based on the development of sustainable services, reflecting three key pillars: **Governance, Environment, and People**. In this regard, this report highlights the most significant issues and achievements during the year in question, for the benefit of stakeholders.

In 2023, all key safety and environmental indicators recorded an average improvement of 50% compared to 2022. Likewise, the first phase for identifying our

material issues and corresponding Environmental, Social, and Governance (ESG) initiatives was completed. We also completed and issued the Strategic People Plan, set to be implemented in 2024; we improved the control and management of our activities by unifying them into a single management platform (ERP).

We advanced progress in the fleet renewal plan with the acquisition of more modern and efficient equipment, in addition to defining goals to increase the availability and reliability of our generation, temperature control, and water treatment services. We remain focused on the digitization process and on better understanding the needs of our clients in the markets where our services are most in demand.

We will remain focused on our energy transformation objectives and will continue working in the coming years to create a collaborative environment with significant challenges and development opportunities for our people, providing increasingly efficient, reliable, and sustainable services.

In 2023, we celebrated our 25th anniversary and began a new cycle in the management of our business, during which we started laying the foundations for a new phase of growth based on three lines of service: **Power Generation, Temperature Control, and Water Treatment**, to meet the current and future needs of our clients in the energy transition.

Our commitment is to deliver the highest added value, as demonstrated by the satisfactory results presented in this report.

Andr s Mesics
CEO



THE ORGANIZATION

[2-1]
[2-2]
[2-6]



History

Energy International was established in Miami as a spin-off from Gecolsa's Energy Division, starting in Latin America with **temporary and permanent power O&M, EPC projects**, and continuing with the support of Colombia for clients with Caterpillar 3600 engines.

Energy International acquires the representation of **Solar Turbines in Colombia.**

Energy International created **SoEnergy Brasil** Energy International as a Joint Venture with the dealer in Brazil, Sotreg, to assist the power generation and gas compression market in this country.

Geographical expansion for the Caribbean in the Bahamas, Cayman Islands, Turks and Caicos Islands.

Energy International executed hybrid solutions (cogeneration) in **Central America, Caribbean Island and Brazil.**

Energy International consolidates its presence in Latin America with temporary and **permanent power projects, O&M, EPC, spare parts sales, among others.** We have also supported other CAT dealers in Brazil, Mexico, Panama, Nicaragua, Ecuador, and others.

Energy International is **expanding geographically into the Middle East, Africa, and Asia**, and has been appointed by IPP Global by Caterpillar for temporary projects worldwide.

The company name changes from Energy International to **SoEnergy International.**

SoEnergy International acquires **Vicel in Brazil**, a company dedicated to water treatment.

SoEnergy International launches the temperature control business unit in Brazil.

SoEnergy International **opens a market in Rwanda**, Africa, installing 30 MW and **begins operations of permanent solutions in Argentina**, 120 MW, with low-emission turbines.

SoEnergy International overcomes the operational continuity challenges caused by the pandemic, consolidating its position in the market and providing reliable energy to its clients.

Startup of the **"OneSoEnergy"** Strategy.

1998 1999 2000 2003 2004 2007 2011 2013 2014 2015 2017 2021 2022



Aristobulo del Valle Project, Argentina

Who we are, what we do, and what sets us apart

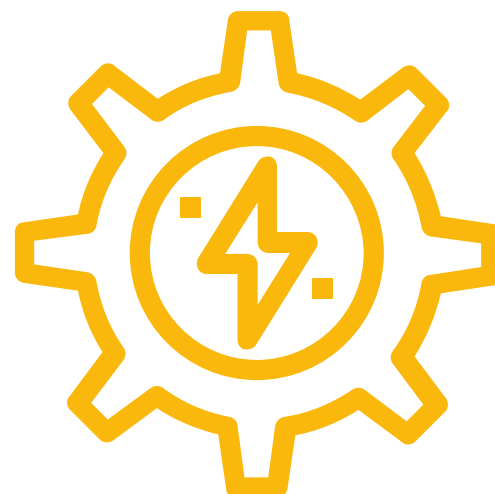
At SoEnergy International, our purpose is to supply reliable energy for a changing world. Our vision is to be a global partner in the new energy era, acting in accordance with our values of integrity, excellence, transparency, and innovation with passion.

We have accompanied our clients in more than 30 countries, creating, operating, and maintaining customized power generation projects. Through our Energy as a Service model, we help our clients to turn energy generation into their competitive advantage.

We are backed by decades of experience and proven global capabilities. We drive energy transformation across our three service lines.

1

Power generation

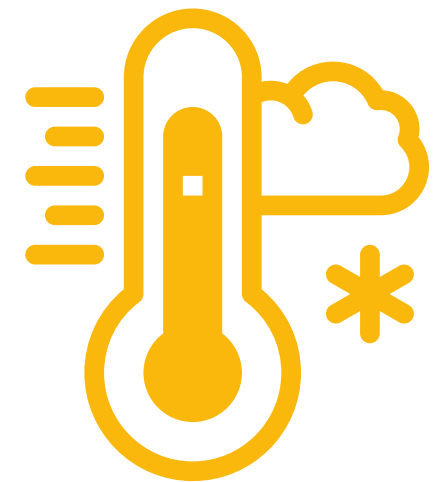


We offer renewable, cogeneration, hybrid, and thermal solutions (LPG, HFO, Diesel, Crude Oil, Associated Gases, and Natural Gas).

- **Mining:** We deliver reliable energy at the various stages of the mine's life cycle, with thermal, renewable, and hybrid solutions, both temporary and permanent.
- **Oil and Gas:** We develop thermal and renewable energy solutions to ensure reliability while maximizing the use of various fuels available in the field, such as crude oil, diesel, flare gas, and reducing the carbon footprint.
- **Energy Service Companies:** We deliver quick-installation energy to support the grid in complementary services, high-demand seasons, disasters, emergencies, and maintenance. Our solutions maximize the use of both temporary and permanent energy.
- **Manufacturing:** We provide reliable self-generation energy solutions that reduce costs and support energy transition processes. We optimize the use of by-products from these processes, such as steam, hot water, and chillers, with cogeneration applications.



2
Temperature Control



SoEnergy Temperature Control is a dynamic division dedicated exclusively to providing specialized temperature control solutions. It was created to meet the specific cooling demands of processes and climate control in the pharmaceutical, food, paper, textile, and beverage industries, as well as in various infrastructures such as shopping malls, airports, and hotels.

With a 24/7 service model, SoEnergy Temperature Control offers long-term contracts and emergency solutions, ensuring unmatched availability and efficiency. Our commitment to innovation drives us to employ cutting-edge technologies such as the Internet of Things (IoT), which enables the remote monitoring and management of chillers. This approach ensures a proactive service, minimizing downtime and optimizing the performance of temperature control systems. Additionally, we have a specialized maintenance team ready to respond to any emergency situation.

3
Water treatment



Water treatment is operated by VICEL, a SoEnergyInternationalcompanyspecialized in comprehensive water and wastewater treatment solutions for the maritime, oil, and gas industries in Brazil. With over 25 years of experience, our team includes trained and certified engineers and maintenance technicians to carry out all stages of the projects, from the initial design and technical specification support, to commissioning and assisted operation of equipment on board vessels and exploration and production platforms.

Among our clients are the leading companies in the sector with whom we maintain long-term contracts for the supply of spare parts, maintenance services, and equipment rental.

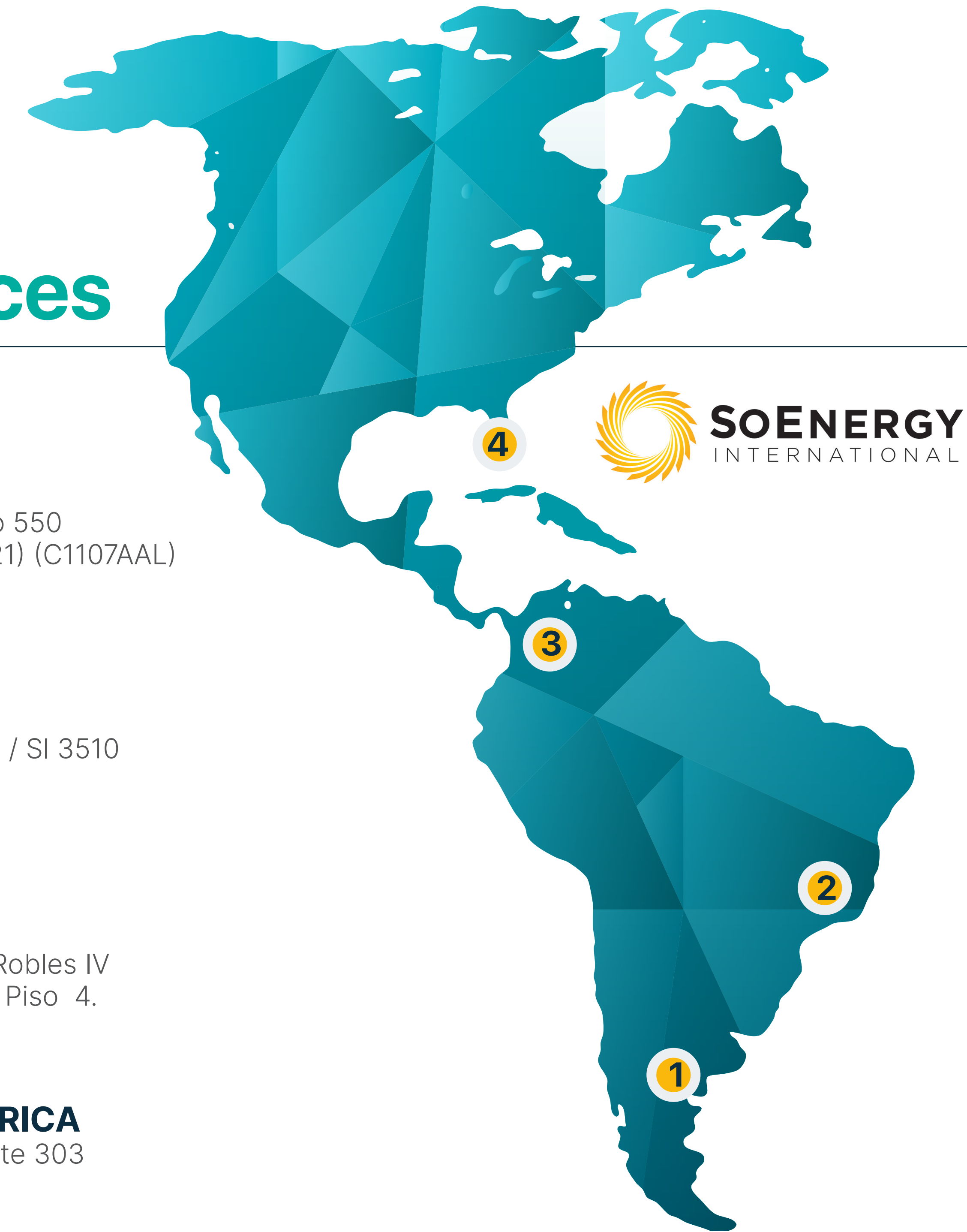
VICEL has established itself as a company capable of offering the market a wide range of water and wastewater treatment solutions through flexible contracting models to meet the specific needs of clients. Since 2015, when it became part of SoEnergy International, it has expanded its service capacity and was certified to bring its comprehensive water treatment solutions to other markets and regions, while investing to serve platform operators in Guyana. VICEL also remains attentive to the needs of industrial sectors such as food and beverage, pulp and paper, with desalination plants to generate drinking water and industrial effluent treatment systems for reuse, optimizing the use of water resources and ensuring the sustainability of clients' businesses.



Geographic Presence

In these 25 years of history, we have consolidated our experience in various sectors, supporting our clients in more than 30 countries around the world. In 2023, we provided solutions and services in several countries, including Colombia, Brazil, Argentina, Peru, Guyana, Costa Rica, and Rwanda. This report includes the management of the mentioned countries.

Offices



- 1 ARGENTINA**
Location: Alicia Moreau de Justo 550
Edificio CITY PORT Piso 1º (UF 21) (C1107AAL)
Puerto Madero, C.A.B.A.
Phone: 54-11-4331-3606
- 2 BRAZIL**
Location: Rua da Assembleia, 10 / SI 3510
Centro - Rio de Janeiro - RJ
Zip Code 20011-901.
Phone: 55-21-3609-9300
- 3 COLOMBIA**
Location: Parque Industrial Los Robles IV
"El recreo" Km1 Vía Siberia-Cota Piso 4.
Phone: 57-318-425-8901
- 4 UNITED STATES OF AMERICA**
Location: 1983 NW 88 Court Suite 303
Miami, Florida 33172
Phone: 1-305-593-5085



Pendare Project, Colombia

Our team

515
employees



● 62 women
● 353 men



● 13 women
● 82 men



● 2 women
● 3 men



IV.

Synergy

SDG

Sustainable Development Goals

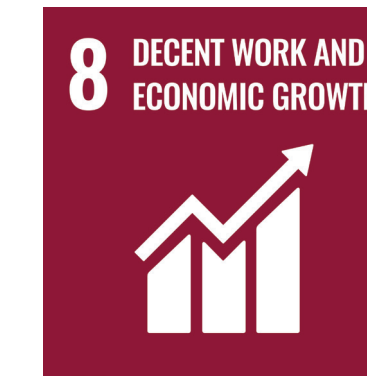
SDG - Our business strategy at SoEnergy is based on the development of sustainable services, as we are aware that industry and economic development must coexist with the environment and society. For this reason, we are aligned with the 2030 Agenda and its Sustainable Development Goals (SDGs), and we recognize that the company's progress is essential to achieving the SDGs and their goals.

Considering our company's strategic plan and the initiatives to achieve it, as well as the material issues defined in each dimension of sustainability, and considering which of them our company could contribute to the greatest extent in the daily operations, we have aligned ourselves mainly with four SDGs:

Considering the material issues prioritized for the company, we align with other SDGs to which we contribute indirectly by managing our issues.



Energy generation, including renewables.



Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.



Take action to combat climate change.



Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels.



Río Tercero Project, Argentina

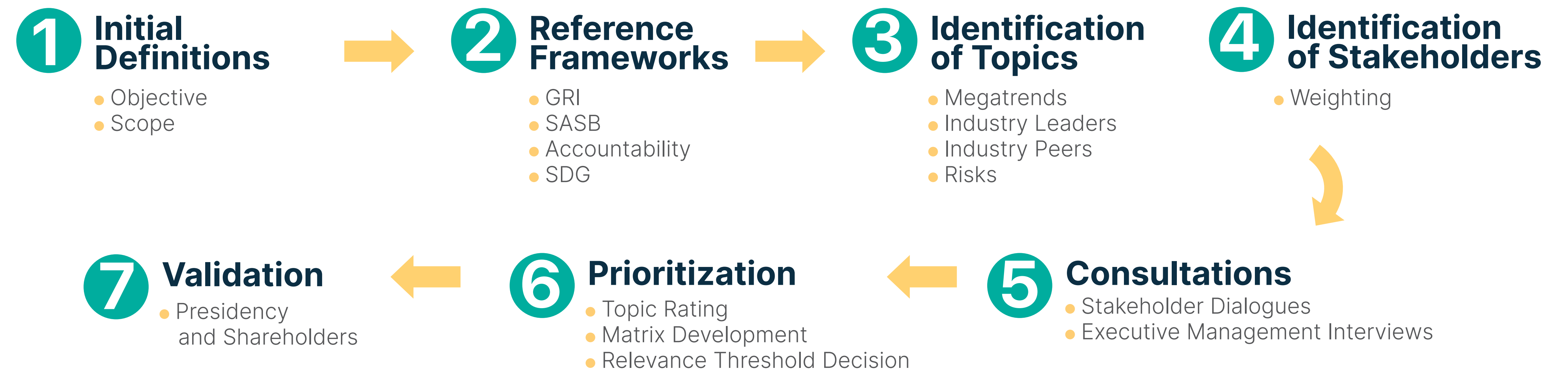


MATERIALITY *Process* [GRI 3-1] [GRI 3-2] [GRI 2-29]

In 2022, we conducted SoEnergy's first materiality assessment, covering the main offices and operations and applying the Global Reporting Initiative (GRI) methodology to determine material topics. The materiality analysis allows us to identify, manage, and evaluate risks, impacts, and opportunities across the three (3) dimensions of sustainability: environmental, social, economic, and corporate governance within our company.

To carry out the assessment, we began with an internal context analysis—reviewing our strategic documents—and an external context analysis—reviewing international indices and standards, as well as analyzing trends and leading companies in our industry at both the national and international levels to identify the most relevant topics in our sector.

Materiality Analysis Construction Process



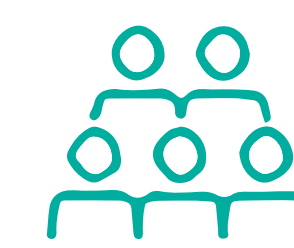


Junín Project, Argentina

SoEnergy Stakeholders

In the exercise, 11 material issues were identified, encompassing 204 topics. During the development of the exercise, new associations of subtopics emerged, which were analyzed after the prioritization exercise with all stakeholders.

Once the issues were determined, 17 dialogues were held with 13 different stakeholder groups, allowing us to identify the positions and viewpoints of the relevant actors for SoEnergy's operations. It is noteworthy that the consulted stakeholders have geographical representation in the countries where the company is present.



Clients



Employees



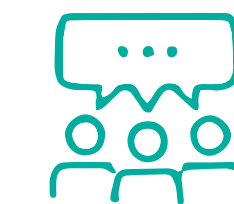
Banks



Suppliers



Academia



Union Vision



Trade Associations

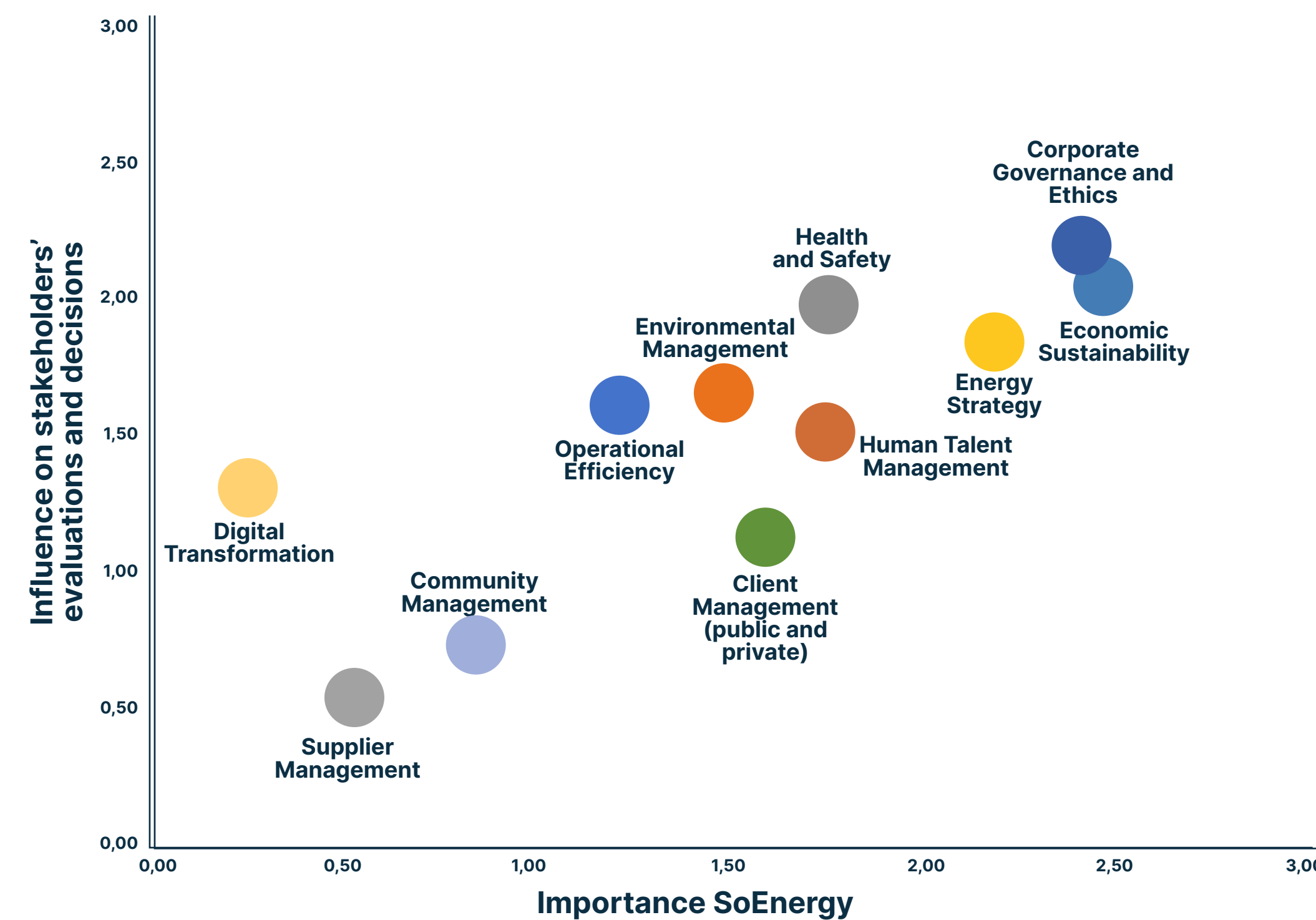


Shareholders



Chairman and Executive Team

Materiality Matrix



As a final result of this analysis, a chart was created displaying the 11 issues identified in the final validation stage, which are shown in the list and the graph.

It is important to clarify that the circle diagram shown in the materiality matrix graph illustrates the priority issues, both internal and external, the issues of efficient management, and those emerging issues—which are not considered relevant for either internal or external stakeholders.

1. Corporate Governance and Ethics
2. Economic Sustainability
3. Energy Strategy
4. Health and Safety
5. Human Talent Management
6. Environmental Management
7. Operational Efficiency
8. Client Management (public and private)
9. Community Management
10. Digital Transformation
11. Supplier Management

MATERIAL ISSUES

1. Corporate Governance and Ethics

At SoEnergy, we believe that corporate governance and ethics are essential elements in how we conduct business. We strive to generate, develop, and promote a culture of transparency, ethics, and fairness across all our activities, both within the organization and with our collaborators, external clients, potential clients, suppliers, and the community at large. We conduct our business in accordance with our corporate values and the guidelines set forth in the company's Code of Ethics and Conduct to ensure compliance with the strictest legal and ethical standards, thereby benefiting all stakeholders involved in our chain.

The Basis of Our Commitment to Corporate Governance and Ethics

With the conviction that adopting good corporate governance practices promotes a culture of ethics and transparency within the company and mitigates the risk of corruption, in 2020, the Audit and Risk Committee, the Ethics Committee, and the Executive Committee were approved and implemented, designating their respective members, statutes, and/or internal regulations. That same year, the Code of Ethics and Conduct and the policies on: Conflict of Interest, Gifts and Hospitality, and Data Protection were updated. Additionally, the limitations and powers established in each subsidiary were reviewed; consequently, the approval limits for the respective legal representatives were redefined, and guidelines were established. Furthermore, in 2020, internal audits began, and a diagnosis of SoEnergy's internal control system was conducted.

Managerial Approach

Our corporate governance framework is based on high international standards aimed at ensuring the rights of our investors, the optimal balance between management, direction, and control bodies, appropriate decision-making, and the timely and truthful disclosure of information as factors to strengthen the trust of our stakeholders and facilitate access to business, markets, and clients.

We have a robust governance structure composed of:

- Board of Directors
- Strategic Committee
- Audit and Risk Committee
- Ethics and Compliance Committee
- Executive Committee



Corporate Governance [2-9][2-10][2-11] [2-12][2-14] [2-16][2-18]

At SoEnergy, we adopt good corporate governance practices aimed at ensuring transparency in the development of activities and strengthening the rights and obligations of our current and potential clients, employees, and suppliers.

Corporate Governance Structure

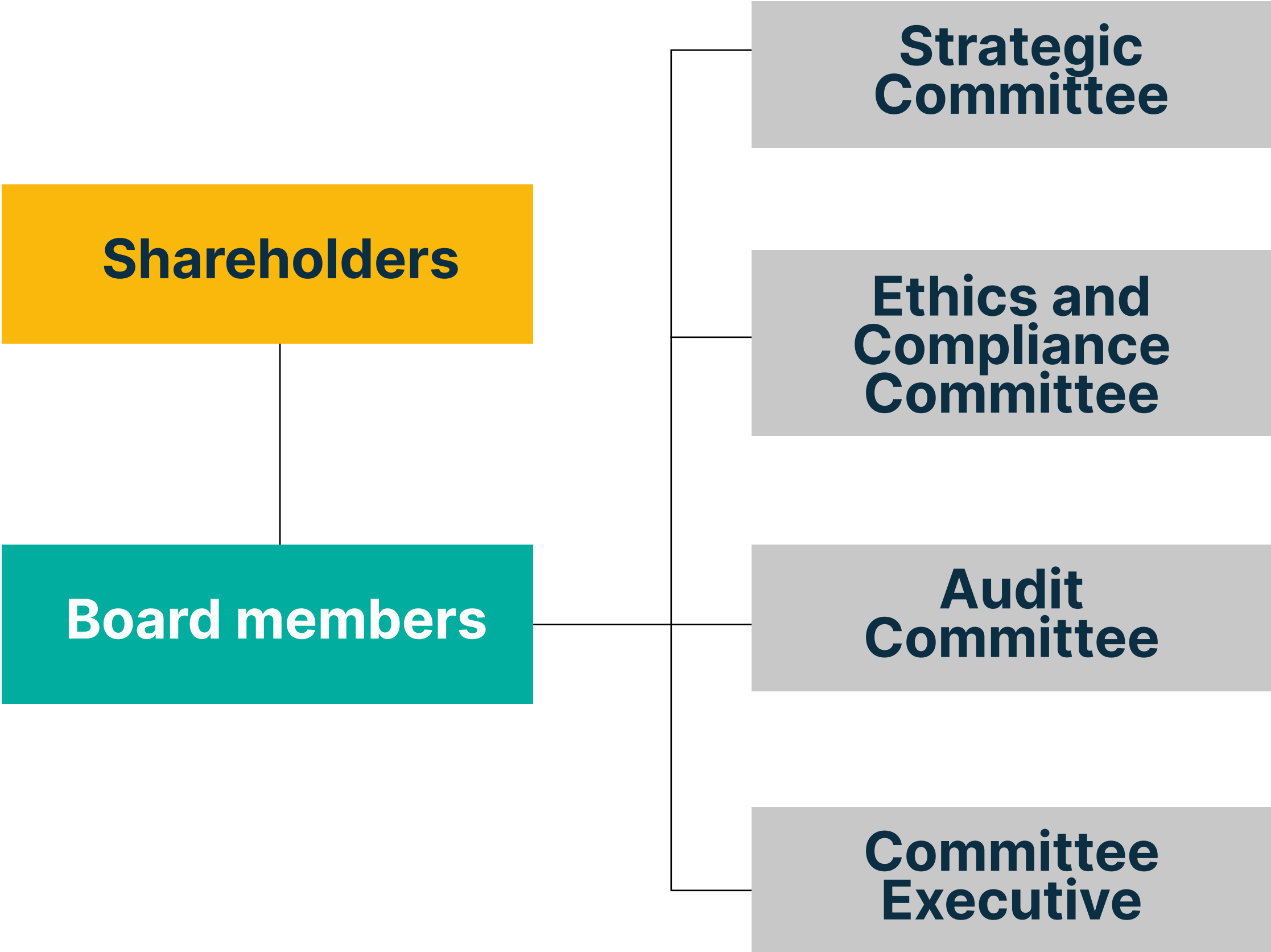
Shareholders are the primary governance structure in the company and determine the composition of the Board of Directors. Powers are exercised by and under the direction of the Chair of the Board, who designates the Advisory Board, forms the various committees with their members, and approves the internal regulations governing them.

Board members are elected at the annual shareholders' meeting based on their knowledge and experience.

During the meetings, the Chair of the Board and the Secretary were elected. All members attended the meetings, and relevant information was sent to them electronically in advance. The Board of Directors of SoEnergy is the body that approves the sustainability report.

The Board appointed a Strategic Committee to monitor compliance with the organization's strategy and risk and impact mitigation plans, as well as an Executive Committee to support its management.

Additionally, an Ethics and Compliance Committee was established to lead the implementation of mechanisms for preventing and addressing the behaviors outlined in the Code of Ethics and Conduct approved by the entity.



Compliance Officers

The Board of Directors appointed one (1) Chief Compliance Officer, and each subsidiary designated its compliance officer by country, located in Argentina, Brazil, Colombia, and the USA. These officers are responsible for implementing the process of preventing risks related to money laundering and terrorist financing, as well as promoting business ethics practices among employees, including issues related to fraud, protection of company assets, transnational bribery, antitrust, and corruption. Among other mechanisms, the company's Ethics Line is utilized, through which all reports that may affect compliance with the highest ethical standards in the company are received. The Ethics Line is also communicated to third parties via a disclaimer in emails, the organization's website, and documentation registration formats.



Barra Bonita Project, Brazil

Conflicts of Interest [2-15]

Both the Board of Directors and Executive Management, as well as Shareholders, are governed by a Conflicts of Interest Policy, which was approved by the highest corporate body. This policy defines who the related parties are, potential conflicts of interest, and the procedure for resolving situations in favor of the company, in order to ensure high levels of integrity, legitimacy, and transparency.

The procedures followed by the Board to avoid and manage conflicts of interest are defined in the Conflicts of Interest Policy and are addressed by the Ethics Committee. Annually, Executive Management and all employees update the Related Party Declaration to assess potential conflicts of interest.

Code of Ethics and Conduct and Ethics Line [2-23] [2-24]

In order to stay updated with the recommendations of international organizations and the internal policies of each country where we operate, at SoEnergy, we are guided by a set of values and principles outlined in the Code of Ethics and Conduct, which was approved by the highest corporate body and applies to all employees, collaborators, suppliers, clients, and companies with which we execute projects jointly.

This group of principles and values is communicated to all employees and collaborators, who receive annual training on the content and importance of these principles for the organization. Clients and suppliers are also informed of their understanding through compliance declarations.

We have committed to acting under principles of social responsibility, being strict in adhering to the applicable laws, policies, and procedures in each of the countries where we develop projects and/or have a presence through our products or services.

Complying with the provisions of the Code of Ethics is a commitment shared by all. We value our reputation for honesty and ethical behavior, and this depends on everyone adhering to the highest ethical standards when dealing with our clients, potential clients, other employees, and suppliers.

Human Rights

For SoEnergy, respect for the human rights and freedom of all individuals is an essential principle that governs all activities, especially those related to occupational health and safety, the environment, labor relations, and community relations.

SoEnergy adheres to the Universal Declaration of Human Rights, proclaimed by the United Nations General Assembly in Paris on December 10, 1948, and promotes respect for the principles that protect its employees' right to work in a safe and healthy environment that safeguards both individual health and the environment, and to receive a salary that allows them to meet at least their basic needs. The company opposes exploitative and inhumane labor practices and rejects the illegal practice of child labor, the exploitation of minors, physical abuse, abuse against women, and other forms of abuse.

Prevention of Money Laundering and Terrorist Financing Risks

SoEnergy promotes activities and procedures outlined in the SAGRILAF Manual, which are implemented for self-control and risk management in the prevention of money laundering and terrorist financing.

Fraud Prevention Practices, Asset Protection, Bribery, Antitrust, and Corruption.

SoEnergy advocates for practices to prevent fraud, corruption, and bribery in the company's activities as outlined in the Anti-Corruption Policy. Compliance is a fundamental aspect for the company, and we are committed to conducting our corporate activities ethically and fully complying with the laws of the countries in which we operate. The company has a "zero tolerance" policy for corruption, transnational bribery, and other related crimes.

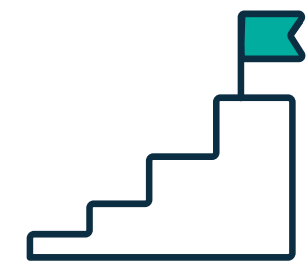
Ethics Line [2-26]

SoEnergy has established the Ethics Line service to report any behavior that violates the principles set forth in the Code of Ethics and Conduct by clients, suppliers, employees, and the general public. The reporting channel is through email, and the information reported is completely anonymous, protected, treated with care, and kept confidential. We have designed the Transparency and Business Ethics program to avoid risks associated with corruption and transnational bribery. As part of the implementation of the Transparency and Business Ethics program, a risk analysis related to corruption and transnational bribery was conducted to control and mitigate these risks. This program will be strengthened and will continue to be extended in a basic version to subsidiaries in Argentina and Brazil in 2024.

To enhance the transparency of the Ethics Line process and the handling of reports, in the first quarter of 2023, we contracted the services of KPMG, a company specialized in managing such reports, to administer the reported cases and manage them anonymously through an investigation conducted by the Ethics Committee.

Individuals who are aware of any act or fact contrary to the Code of Ethics and Conduct report it through the Ethics Line via the email address: ethics.line@soenergy.com.

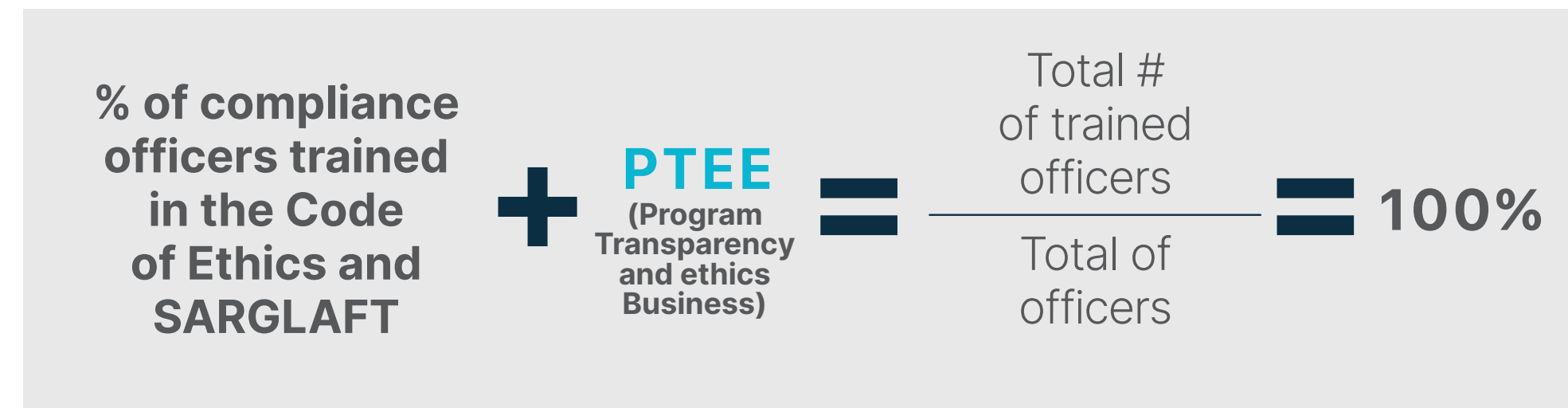
This initiative resulted in an increase in the number of reports received compared to the previous year, during which no notifications were received, marking a significant advancement in terms of trust and transparency for the organization and its employees.



Monitoring Plan and results

At SoEnergy, it is essential to build and reinforce awareness of ethics and transparency issues. For this reason, we aim for continuous improvement through decision-making based on the measurement of the following performance indicators:

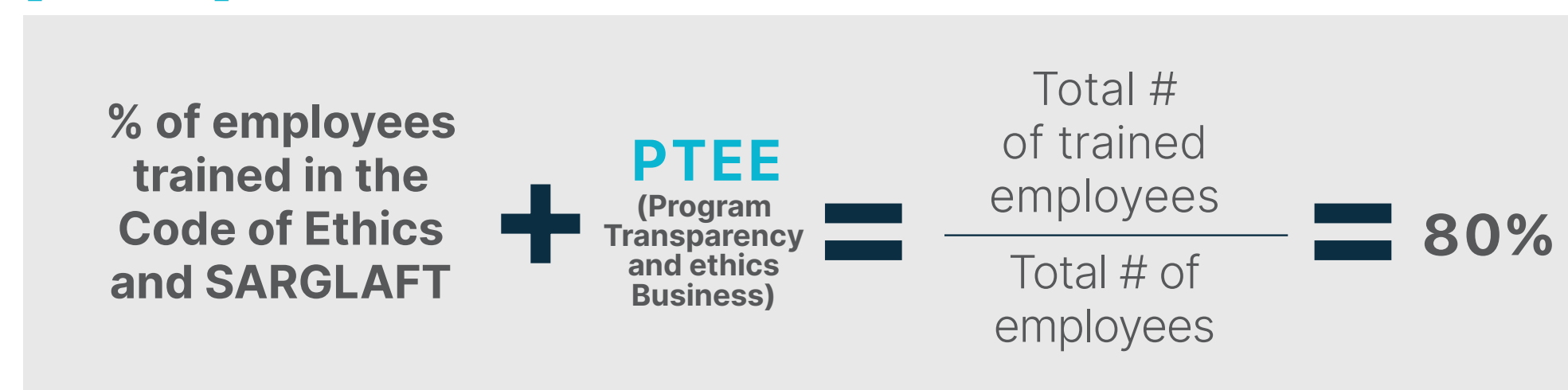
[205-2]



This measures the execution of planned training for compliance officers, aimed at strengthening their capacities to prevent and combat corruption.

During the year 2023, 100% of the compliance officers—one (1) Chief Compliance Officer and four (4) compliance officers—received seven (7) training sessions from KPMG on topics related to Corporate Governance and Ethics, SARGLAFT, Anti-Corruption, Ethics Line, Data Protection and Privacy, Compliance with Gifts and Hospitality, and Compliance in Supply Chain and Logistics.

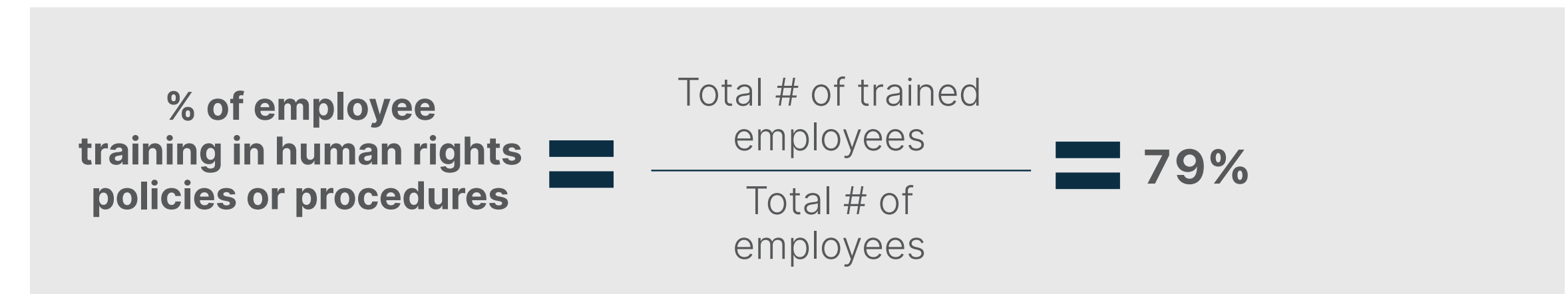
[205-2]



This measures the execution of planned training for employees, aimed at strengthening their capacities to prevent and combat corruption.

During the year 2023, 80% of employees received a total of five (5) training sessions on topics such as Corporate Governance and Ethics, SARGLAFT, Human Rights, Anti-Corruption, Ethics Line by KPMG, Data Protection and Privacy, Compliance with Gifts and Hospitality, and Compliance in Supply Chain and Logistics. The 80% participation rate was calculated based on the number of connections in the training sessions, revealing an area for improvement in the indicator, as there was often more than one person physically present in the room counted as a single connection; therefore, moving forward, attendance will be counted per person. (1:1).

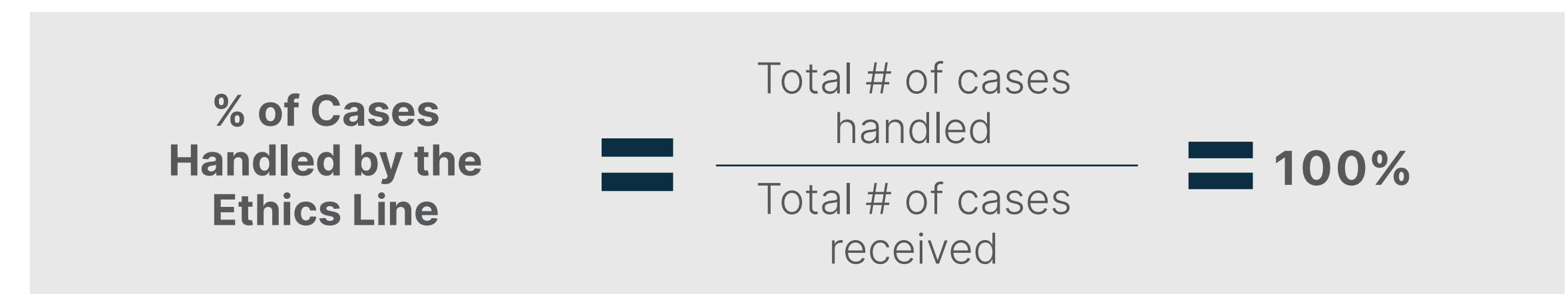
[412-2]



This measures the execution of planned training for employees aimed at fostering a culture of equity, preventing conflicts, and promoting professional development.

With a result of 79%, it demonstrates the organization's strong commitment to training its staff on human rights. While it shows reasonable participation, the need for improvements is recognized. However, it is perceived that this training has had a positive impact on the organizational culture, enriching the understanding of human rights and their influence on everyday behaviors at work.

[GCE-1]

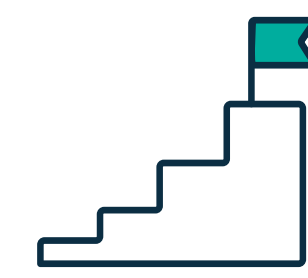


This indicator provides information on the proportion of cases handled by the Ethics Line in relation to the total number of cases received by that line. A high proportion may indicate a quick and effective response to cases, suggesting a strong ethical and compliance system within the organization. Conversely, a low proportion may indicate issues with responsiveness or the effectiveness of the line in handling received cases.

During the year 2023, a total of seven (7) reports were received through the Ethics Line, all of which were fully addressed. This high level of attention reflects a solid infrastructure and a deep-rooted organizational commitment to transparency and ethics. The prompt and complete resolution of these reports not only demonstrates the seriousness with which the company addresses ethical concerns but also strengthens its reputation and credibility both internally and externally. Additionally, this outcome contributes to the sustainability of the company by creating a more ethical and trustworthy work environment, fostering employee loyalty, enhancing client and stakeholder trust, and reducing the risks of litigation or regulatory sanctions.



Río Tercero Project, Argentina



Monitoring plan and results

[2-27]

Compliance with Legislation and Regulations = # of Significant Non-Compliance Cases = 0

This measures the number of cases in which an organization has incurred significant non-compliance with relevant laws and regulations. This indicator is used to assess the organization's effectiveness in complying with applicable laws and regulations in its area of operation.

[2-27]

Compliance with Legislation and Regulations = Amount of Fines for Non-Compliance = 0

This measures the total cost of fines or penalties imposed on an organization as a result of non-compliance with applicable laws and regulations. This indicator provides a quantitative measure of the financial impact of regulatory non-compliance on the organization. The higher the amount of fines, the greater the negative impact on the company's financial resources.

In 2023, there were no cases of significant regulatory non-compliance, and therefore, there were no related fines or penalties. This situation reinforces sustainability by minimizing operational and legal risks, freeing up resources for productive initiatives, and enhancing investor and client trust. Rigorous compliance not only protects the company but also promotes a more responsible and sustainable approach to its operations.



Strengthening Plan 2024

Execute the Corporate Governance Training Program for 2024, which includes:

- Corporate Governance and Ethics training for 100% of employees.
- Online TRACE training for all selected employees: Data Protection and Privacy. Anti-Corruption. Money Laundering and Terrorism Financing - SAGRILAF. Human Rights.
- Obtain signatures confirming knowledge and understanding of the Code of Ethics and the Anti-Corruption Policy.
- Complete the Annual Audit Program for 2024 – Q4 2024.
- Implement action plans resulting from internal audits.
- Implement the performance evaluation of the Board of Directors.
- Implement a training plan for the Board of Directors.

2. Economic Sustainability

Our sustainable business strategy aims to positively influence the environment and society where we operate, providing opportunities and supplying energy for the development of communities and businesses. This is possible because SoEnergy continually works to ensure its efficiency, stability, and effectiveness as a business to respond to its stakeholders and endure over time; in this sense, generating value and providing a return on investment for shareholders is the primary enabler.

The Basis of Our Commitment to Economic Sustainability

Economic sustainability at SoEnergy focuses on obtaining the necessary benefits and returns for the business to continue operating and remain viable over time. As we have matured, we have incorporated additional aspects that complement the concept of economic sustainability within the company. For example, we have implemented and developed management systems related to health, safety, and the environment to integrate them into our projects. Our efforts also extend to human talent management, aiming for professionalization and well-being, including the hiring of local personnel for projects. Additionally, we engage in strategic planning to analyze the environment and identify internal strengths and competitive advantages that enable us to face current and future challenges with a stronger position, while also strengthening those areas where we have identified the need for improvement.

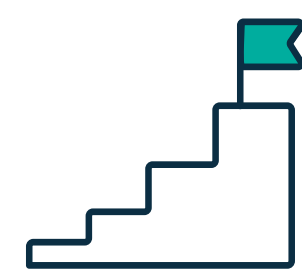
Managerial Approach

Achieving our sustainable financing objective is an integrated effort across our organization, as we are dedicated to providing reliable energy solutions that can contribute to the new era of energy. To achieve this goal, we have implemented several cost optimization initiatives, invested in new technologies, and strengthened the resilience of our business model to ensure the efficiency and sustainability of SoEnergy.

We continue to advance towards fulfilling our strategic objectives, which will drive the company's economic growth as we identify sustainable energy activities that align with our multiple criteria for investment suitability regarding environmental and social impact in the energy transition.

Termo EBR Project, Colombia





Monitoring Plan and results

The economic axis of sustainability is a fundamental pillar for SoEnergy, as it enables business continuity and the generation of long-term value. For this reason, the financial information supporting this economic axis is reviewed periodically by the executive committee and is monitored during board meetings to determine its status and the measures to be taken based on expected goals:

At SoEnergy, we monitor and evaluate economic sustainability primarily through the annual preparation of the sales, cost, and expense budget, followed by monthly analyses of results and variances. Quarterly, we conduct forecasts to review the company's performance evolution, which helps us define how we want the business to behave during the specified period. Once execution begins with the start of the fiscal year, we monitor it through various actual financial statements resulting from operational developments and the sales team's efforts. Based on this budgeting and its corresponding execution, we establish performance and results indicators that allow us to infer how the company will perform over a given period and whether we will achieve the expected results.

Additionally, as part of our commitment to sustainability, we evaluate our contribution to society through the [201-1] Economic Value Distributed indicator. This indicator encompasses all payments made to suppliers of goods, services, and materials, as well as the legal and extralegal salaries and benefits granted to our employees, along with payments made to capital providers. This comprehensive evaluation not only reflects our economic responsibility but also our commitment to sustainable and socially responsible business practices.

The company achieved significant results in 2023, improving costs associated with core activities and operating expenses through the optimization of how we operate and utilize global resources within the organization, while maintaining strong liquidity. This aligns with our strategy, which will offer sustainable growth and performance in the coming years.

One of the most interesting initiatives developed in 2023 involved supporting the preparation of the 2024 budget aligned with the strategic plan, through a thorough review of all the components and the subsequent creation of a "handbook" that described the assumptions used for the later execution in 2023. This manual provides us with a comparative basis and an analysis of the differences between what was expected and what was achieved, as well as solid information on the lessons learned.

In this way, we remain committed to improving and optimizing the use of our assets, including inventory and equipment profiles, to align them with our corporate strategy. Additionally, we measured our contribution to society [201-1] Distributed Economic Value, which amounts to USD 109,214,571.

This reflects our contribution to society, which goes beyond generating revenue and profits for the company, as we also consider the economic impact we have on our suppliers, employees, and other key stakeholders in our value chain. By distributing this value, we have strengthened local economies by supporting our suppliers with significant payments for goods, services, and materials. Furthermore, we have contributed to the well-being of our employees by providing competitive salaries and legal and extralegal benefits.

Furthermore, by allocating a portion of our financial resources to capital providers, we have strengthened investors' confidence in our company, which in turn fosters long-term economic growth and stability. This equitable distribution of value reflects our commitment to sustainability and corporate social responsibility, as well as our vision of being a positive agent in the communities where we operate.

Progress Evaluation

[201-1]
Distributed Economic Value (USD)

109.214.571

Personnel Costs and Expenses

20.438.389

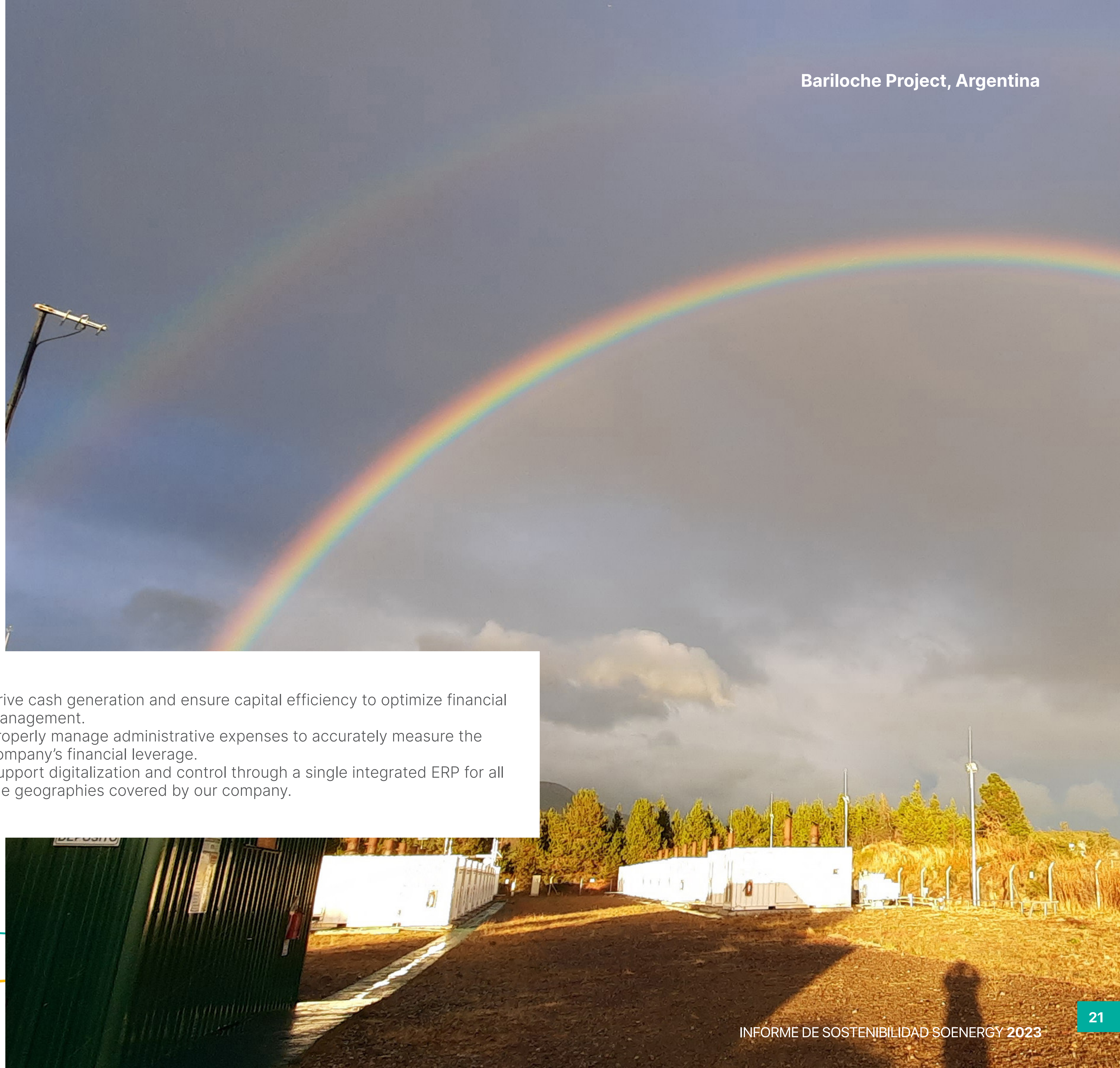
Total Costs and Expenses

88.776.182



Strengthening Plan 2024

- Drive cash generation and ensure capital efficiency to optimize financial management.
- Properly manage administrative expenses to accurately measure the company's financial leverage.
- Support digitalization and control through a single integrated ERP for all the geographies covered by our company.



3. Energy Strategy

This material issue is a fundamental pillar for SoEnergy and the business strategy we have built, which we aim to project as our company's higher purpose. In a global context of climate change that demands and drives an energy transformation while seeking to minimize other environmental and social impacts, it is essential to ensure the reliable and resilient generation of energy, where SoEnergy aims to supply energy for a transforming world.

Our energy strategy is based on meeting the energy demand identified by our clients, who demonstrate a clear commitment to energy transformation in a constantly changing world. This approach allows us to precisely address the specific energy needs of each geography and business, reflecting our strong commitment to efficiency and sustainability. Consequently, we provide reliable, tailored solutions that align with our clients' evolving expectations and contribute positively to the environment in which we operate.

The foundation of our commitment to the Energy Strategy

Our strategy, initiated in 2022, is based on three key pillars:

1. Strengthening the core business: improving current processes and services.
2. Investing in a new business model and new technology.
3. Expanding geographically.

We seek more efficient energy solutions with lower emissions in every project, regardless of client or industry. Therefore, we have been developing energy solutions focused on utilizing alternative fuels, such as flare gas, natural gas, and hybrid solutions with renewable sources, always aiming for reliable, resilient, and uninterrupted energy generation.

Managerial Approach

The energy strategy is closely linked to the needs of various sectors that have a significant demand for energy and seek to optimize their operations towards more sustainable practices.

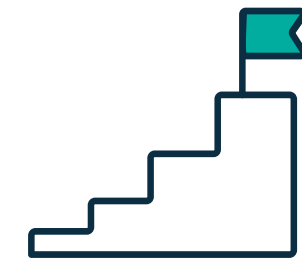
The transformation of our company over the three horizons will create more value for everyone, including our clients, shareholders, our people, and the communities where we provide our services. Through optimizing our organizational structure, improving our processes, and modernizing our operational and financial systems, we will become more effective, agile, and assertive in a transforming world.

We are committed to energy transformation and decarbonization through sustainable solutions, always ensuring resilient reliability. Energy generation has evolved significantly, thanks to the incorporation of updated technology equipment that, being more efficient, guarantees lower fuel consumption and a considerable reduction in emissions. We have also integrated hybrid generation solutions where proper functionality is possible, with the aim of achieving energy reliability and meeting our clients' energy needs.

In line with this, this innovative approach reflects our commitment to developing cleaner and more efficient technologies while meeting the changing expectations and needs of our stakeholders.



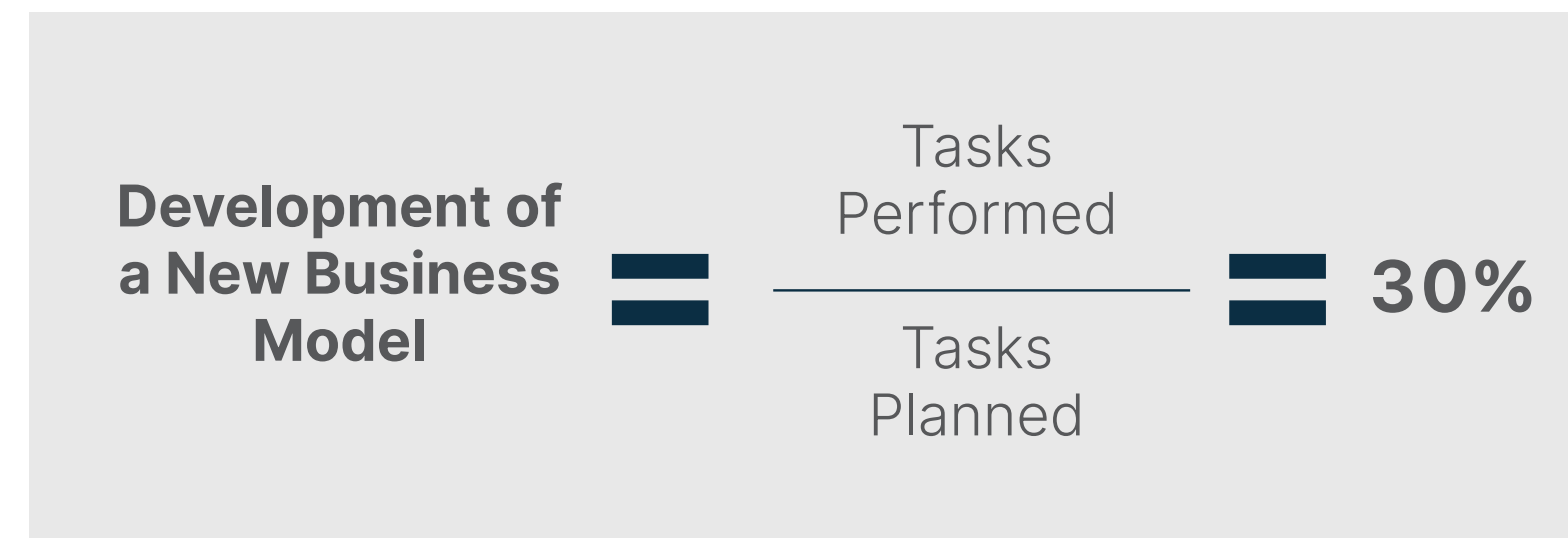
Salto II Project, Argentina



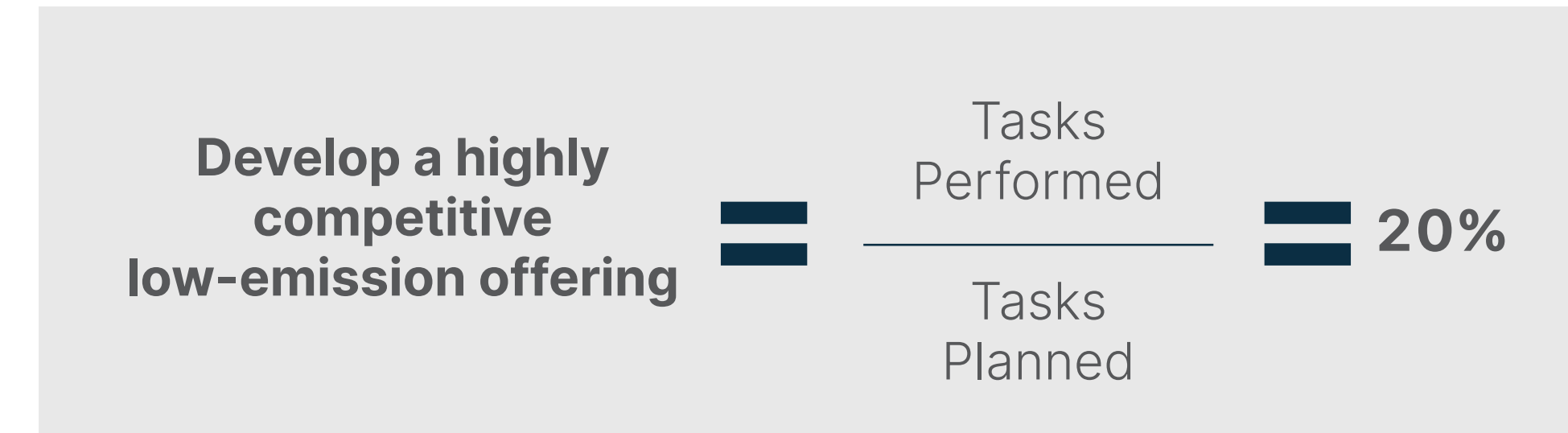
Monitoring plan and results

The energy strategy of our organization is under constant monitoring, as it is essential for providing services to our clients, ensuring their satisfaction, and fulfilling our value proposition. For this reason, the energy strategy is overseen by our CEO and the entire management team, who continuously assess the needs of our clients and the solutions and alternatives offered to ensure they are always aligned with the company's higher purpose. To evaluate the contribution of this material matter to the sustainability of the business, the following indicators were designed:

[EE-1]



[EE-2]



These indicators measure the implementation of the initiative for new business or technology development. Their contribution to sustainability lies in the drive toward the development of more efficient, cleaner, and sustainable models that can enhance energy efficiency, reduce greenhouse gas emissions, foster sustainable innovation, and strengthen the company's resilience to future challenges.

[EE-1] [EE-2]:

The percentages of 30% and 20% indicate progress in tasks involving market research and the exploration of new businesses using solar, hybrid, and gas technologies. This strategic direction not only reflects a commitment to innovation but also suggests a focus on cleaner and more efficient energy sources. The adoption of solar and hybrid technologies can significantly contribute to the company's sustainability by reducing carbon emissions and dependence on fossil fuels. Additionally, the focus on exploring business opportunities with gas technology may offer a smoother transition toward a cleaner and more diversified energy future. Ultimately, these advancements not only position the company for sustainable economic growth but also support its commitment to environmental and social responsibility.

In 2023, we made progress in strengthening our fleet with state-of-the-art equipment in terms of efficiency and emissions, representing 10% of our global fleet. Additionally, we invested in water treatment and temperature control services – the latter has doubled in size, and we aim to maintain this pace in the coming years.

Today, our clients can rely on the synergy of these services and solutions, with a single partner to meet their energy needs in a reliable, sustainable, and accessible way.

We are making progress towards achieving greater optimization in the execution of our services, increasing the speed of decision-making, and strengthening the culture of collaboration. We believe that cultural and organizational evolution under the “OneSoEnergy” concept—working in the same way and following the same processes and procedures across the different locations where we operate—will raise the standard of our services and add more value in 2024 and beyond.

We also continue working to develop new business models and technological solutions to support our clients in achieving their energy efficiency and emissions goals.

Undoubtedly, our strategy is based on the principles of integrity, excellence, transparency, and innovation, aligning with our purpose of providing reliable energy in a transforming world and enabling us to achieve our goal of being a global partner in the new era of energy.

Everything we do is driven by the passion of our people to build a more sustainable future for our company, our shareholders, and our clients.



Strengthening Plan 2024

- Focus efforts on gaining more opportunities for new business development and for our people, seeking increasingly efficient, reliable, and sustainable services.
- Ensure the reliability of our services at the right time and on a continuous basis.

4. Health and Safety

At SoEnergy, we are strongly committed to the health and safety of our employees, as this component is key to the successful operation of our activities in the countries where we are present. Our strategic goal is operational excellence, and to support this objective and best practices in this area, it is essential to develop management focused on maintaining what we do free from fatalities, accidents, and occupational diseases. This involves timely identifying, evaluating, and implementing actions to mitigate occupational risks associated with power generation.

The Foundation of Our Commitment to Health and Safety

Traditionally, we have focused our health and safety programs primarily on accident prevention involving people, assets, and the environment. However, with the aim of preventing accidents and occupational illnesses among our employees and fostering a culture of prevention and self-care, we have developed various programs that are at the forefront of the industry and current regulations.

- Safe Work at Heights Program
- Electrical Safety Program
- Behavior-Based Safety Program
- Chemical Hazard Program (Globally Harmonized System)
- Strategic Road Safety Plan – PESV
- Personal Protective Equipment (PPE) Delivery Program
- Emergency Plans
- Occupational Health and Safety Committees
- Periodic Occupational Medical Examinations
- Hygienic Measurements
- Investigation of Occupational Diseases
- Epidemiological Surveillance Programs: Musculoskeletal, Cardiovascular, and Auditory
- Internal Audits
- Identification and Monitoring of Legal Requirements

- Supplier and Contractor Monitoring
- HSE (Health, Safety, and Environmental) Training Program
- Operational Inspection and Supervision

Managerial Approach

[GRI 403-1] [GRI 403-3] [GRI 403-8]

Through the Integrated Management System, which includes the Occupational Health and Safety Management System (OHSMS) audited and certified under ISO 45001, we manage all activities and processes aimed at preventing accidents and occupational diseases. The company's top management declares its commitment to this system for promoting the prevention of accidents and occupational diseases through the Comprehensive Quality Policy, which is implemented daily through the development of best practices with the highest health and safety standards for employees, including our contractors. As the foundation of the OHSMS, this policy is continuously communicated throughout our operations, and in alignment with it, we develop all management programs and activities related to health and safety.

Risk Identification

[GRI 403-2]

For the planning of the system, we base our approach on the legislation and regulations of each country regarding occupational health and safety, and we develop a process for identifying these requirements in order to understand them and define mechanisms aimed at ensuring their compliance within the organization. Similarly, we identify the main risks associated with the processes carried out in the company to design management programs that help us prevent them. These programs are carefully scheduled and developed in a timely manner through a tool known as the Work Plan for each of the projects.

Employee Participation and Communication on Occupational Health and Safety

[GRI 403-4]

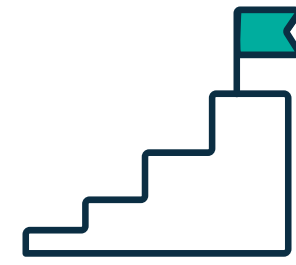
Based on our commitment to the well-being of our employees, the occupational health and safety committees serve as fundamental pillars in our organizational structure. These committees, made up of representatives from both the company and the employees, function as a crucial channel for effective communication and constructive collaboration between both parties.

These committees facilitate an open and transparent dialogue where employees can express their concerns, suggestions, and needs related to health and safety at their workplaces. Through this exchange of information, the relationship between employees and the company is strengthened, promoting an atmosphere of trust and mutual respect. The commitment of our occupational health and safety committees goes beyond compliance with regulatory requirements; they serve as a tangible testament to our dedication to providing a safe, healthy, and sustainable work environment for all our employees. By promoting a culture of prevention and collaboration, these committees significantly contribute to our goal of safeguarding the well-being of our workforce and fostering a company committed to its employees.

We also actively share our principles and expectations regarding health and safety with our suppliers, fostering a culture of prevention and collaboration through open and transparent communication, clear policies, and regular evaluations. This comprehensive and collaborative approach reflects our shared commitment to the well-being of all employees, both internal and external, and contributes to strengthening our sustainable supply chain.

Río Tercero Project,
Argentina





Monitoring Plan and results

The development of the work plan allows us to generate various indicators that are displayed on an HSE (Health, Safety, and Environmental) dashboard. These indicators are continuously reviewed by the QHSE team and the company's Executive Committee on a monthly basis, enabling us to analyze management and results in health and safety, and to determine the need to implement actions to prevent or correct issues, such as planned inspections, internal audits, training, prevention campaigns, among others.

Among the main initiatives undertaken in 2023, the QHSE team's consolidation of health and safety indicators into a dashboard in Microsoft Power BI stands out. This dashboard is used for monthly meetings where best practices and project experiences in this area are shared. This automation has resulted in time savings for report preparations and improved data reliability due to the centralization of information.

Similarly, in 2023, we strengthened a prevention culture based on the "5S" program in our operations, promoting activities of sorting, organizing, and cleaning to maintain pleasant, healthy, and productive work environments free of risks for our employees and the overall process. In 2023, the OHSMS in Colombia and Brazil were evaluated through internal and external audits and subsequently certified with the ISO 45001 standard. Additionally, some clients conduct performance evaluations of our management in their projects, providing us with valuable feedback.

Internal and external audits have strengthened the culture oriented towards occupational health and safety. Through the implementation of corrective actions, we have successfully ingrained the importance of these issues at all levels as a fundamental part of the services we provide. This has also enhanced the management of applicable legal requirements and has successfully contributed to increasing our employees' commitment, as evidenced by the reduction in incidents in 2023 compared to 2022. To demonstrate our management in this report, the following indicators were evaluated:

[403-9]

$$\text{Lost Time Injuries} = (N/EH) \times 200,000 = 0,19$$

Measures the frequency of injuries resulting in lost time at work per 200.000 hours worked.

[SS-1]

$$\text{RIF - Recordable Injury Frequency Rate - RIF} = (N/EH) \times 200,000 = 0,69$$

Measures the frequency of workplace incidents and accidents resulting in recordable injuries or illnesses per 200.000 hours worked.

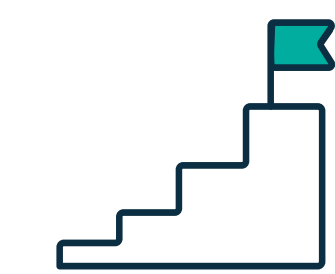
These two metrics are important because they provide information on occupational health and safety within the company.

A low LTIFR (Lost Time Injury Frequency Rate) and RIF (Recordable Injury Frequency) indicate a safer and healthier work environment, aligning with sustainability principles in terms of environmental protection and human well-being. A lower incidence of workplace injuries not only means less human suffering and an improved quality of life for workers, but also translates into greater efficiency and productivity in the workplace.

During 2023, three (3) incidents with no lost time were recorded, along with one (1) accident

which involved lost time. A thorough investigation was conducted for each of these incidents and accidents to identify root causes and evaluate the circumstances surrounding each event.

Based on the findings of these investigations, specific action plans were developed to prevent the recurrence of similar incidents in the future. We recognize the importance of disseminating lessons learned at all levels of the organization; therefore, we actively share the results of our investigations and the corrective actions implemented to address the identified risks, in order to strengthen our safety culture and promote transparency and accountability in all aspects of our operations.



Monitoring Plan and results

[403-10]

$$\begin{array}{l} \text{Illnesses and occupational diseases, rate of recordable cases of occupational diseases} \\ \text{=} \\ \frac{\text{\# of recordable Occupational Disease cases}}{\text{\# of hours worked} \times 200,000} \\ \text{=} 0 \end{array}$$

This indicator calculates the frequency of recordable cases of work-related illnesses and diseases per 200,000 hours worked, and a low value can positively impact employee productivity and morale, which in turn can lead to greater profitability and long-term stability. At the same time, by promoting a safe and healthy work environment, companies can improve their reputation and relationships with the community, which is essential for a sustainable and responsible business operation.

In 2023, no occupational diseases were recorded, reflecting a strong commitment to employee protection and well-being, which leads to reduced costs associated with medical care and workers' compensation, as well as increased employee productivity.

[403-5]

$$\begin{array}{l} \text{Average hours of training per year per employee on health and safety topics.} \\ \text{=} 28,3 \end{array}$$

It measures the average number of training hours received by each employee related to health and safety topics over the course of a year. Investment in health and safety training is not only a legal and ethical obligation but is also crucial for promoting a safe and healthy work environment. By providing employees with the necessary training on health and safety topics, the company increases awareness of occupational risks and the prevention of accidents and illnesses. Additionally, it contributes to broader sustainability and corporate social responsibility goals.

The dedication to health and safety training, reflected in an average of 28,3 hours per employee per year, exemplifies our commitment to an integrated and environmentally conscious work culture.

The trainings are scheduled in an annual calendar based on applicable legislation and our internal standards. These activities include campaigns, awareness sessions, and daily pre-operational talks, all focused on fostering a culture of prevention and self-care.



Strengthening Plan 2024

- Strengthen identification through an APP that ensures the registration and management of events related to personnel, in order to address them as accidents, investigate their causes, and establish measures aimed at minimizing or eliminating them from the Occupational Health and Safety Management System (OHSMS).
- Develop standardized global health and safety campaigns to ensure the involvement and participation of employees.
- Measure OHSMS coverage regarding employees.
- Obtain multisite-multicompany certification in ISO 45001.

5. Human Talent Management

Human talent management at SoEnergy is founded on the “OneSoEnergy” culture, through which we aim to create and communicate our values, purpose, mission, and vision to all employees, along with policies, procedures, systemic and digital tools for strategic and corporate information to ensure a unified cultural standard across all regions.

Our management goes beyond hiring people, focusing on the development and support of a human team that adds value to the organization, contributes to its objectives, and adapts to a constantly changing business and market landscape.

Through the actions we implement, we foster a positive work environment and strive to align our employees with the company’s culture and strategy, increasing their level of commitment and pride, promoting innovation, and boosting productivity and efficiency. With our talent Managerial Approach, we build a sustainable foundation for the company’s growth and success, ensuring client satisfaction and good relationships with society and the environment.

Managerial Approach

Focused on five (5) key areas, during 2023 we followed a path that allowed us to make significant progress in important aspects of human talent management at SoEnergy.

1. Strengthening organizational culture and strategy.
2. The well-being of our people.
3. Training and capacity development.
4. Performance evaluation.
5. Talent retention.

- **Strengthening organizational culture and strategy:** We implemented initiatives that reinforced our values and aligned employees with our corporate objectives, fostering a collaborative and results-oriented work environment.

- **Well-being of our people:** We introduced health and wellness programs, including medical care, psychological support, and activities promoting work-life balance, ensuring that our employees feel valued and cared for.

- **Training and skills development:** We invested in continuous training programs, specialized workshops, and professional development opportunities that allowed our employees to acquire new skills and knowledge, preparing them to face future challenges.

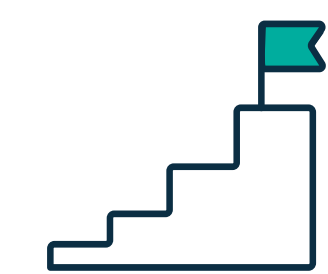
- **Performance evaluation:** We implemented transparent and fair evaluation systems based on clear goals and constructive feedback, which helped identify areas for improvement and recognize individual and collective achievements.

- **Talent retention:** We developed comprehensive strategies that included personalized career plans, competitive incentives, and a motivating work environment, ensuring that our most valuable employees felt engaged and eager to grow within the company.

These efforts have enabled SoEnergy not only to improve human talent management but also to create a more satisfying and productive work environment, contributing to business sustainability, long-term success, and an enhanced reputation.



Junin Project, Argentina



Monitoring Plan and results

Strengthening Organizational Culture and Strategy

[GT-1]

$$\text{\% Participation in Survey} = \frac{\text{\# of Participating Employees}}{\text{\# of Active Employees}} = 98\%$$

This indicator measures the percentage of employees who participated in an internal survey, calculated as the number of employees who responded to the survey divided by the total number of active employees.

This metric is essential for evaluating the level of employee engagement and participation in the company's feedback processes. A high participation percentage indicates a strong interest and willingness of employees to engage in the continuous improvement of the organization, which is crucial for fostering a culture of transparency and collaboration.

[GT-4]

$$\text{\% of women in the organization} = \frac{\text{\# of women in the organization}}{\text{Total \# of employees}} = 15\%$$

Measures the percentage of women within the organization, calculated as the number of women employed divided by the total number of employees.

In 2023, 15% of our workforce was composed of women, reflecting our ongoing commitment to gender diversity and equal opportunities at SoEnergy. We strive to create a diverse and inclusive workforce by promoting diversity in our hiring practices and ensuring equal opportunities for all employees. This inclusion not only enriches our organizational culture but also strengthens our ability to innovate and adapt to a diverse global environment.

[GT-2]

$$\text{eNPS (Employee Net Promoter Score)} = 79\%$$

This indicator reflects the degree of recommendation of the company by its employees. A high result suggests a strong level of satisfaction and loyalty among employees, indicating that most would recommend the company as a good place to work. The Employee Net Promoter Score (eNPS) is obtained by asking employees how likely they are to recommend their workplace to others, with results compared to market benchmarks to evaluate relative performance.

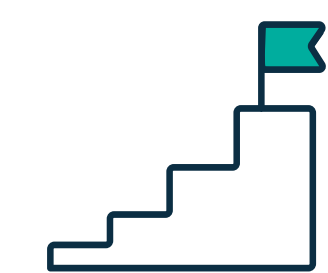
In 2023, we achieved a 91% participation rate in the survey and an eNPS of 79%. These results highlight our success in keeping our employees informed and engaged in decision-making. To reach these levels, we implemented various strategies, such as effective communication campaigns, feedback meetings, and training sessions on the importance of participation and commitment. Additionally, we used the survey results to identify areas for improvement and develop specific action plans to address employees' concerns and suggestions.

[405-1]

$$\frac{\text{\% of women in executive roles}}{\text{Executive Team}} = 13\%$$

Measures the percentage of women in executive or management roles within the company.

In 2023, we achieved a 13.2% participation of women in these key roles, representing a significant increase from the previous year and demonstrating our commitment to gender equity at all leadership levels. The inclusion of women in executive and managerial roles at SoEnergy enriches our strategic decisions with diverse perspectives and promotes gender equity, thereby strengthening our organizational culture and ensuring an inclusive work environment for the sustainable growth of the company.



Monitoring Plan and results

Wellbeing of Our People

[GT-7]



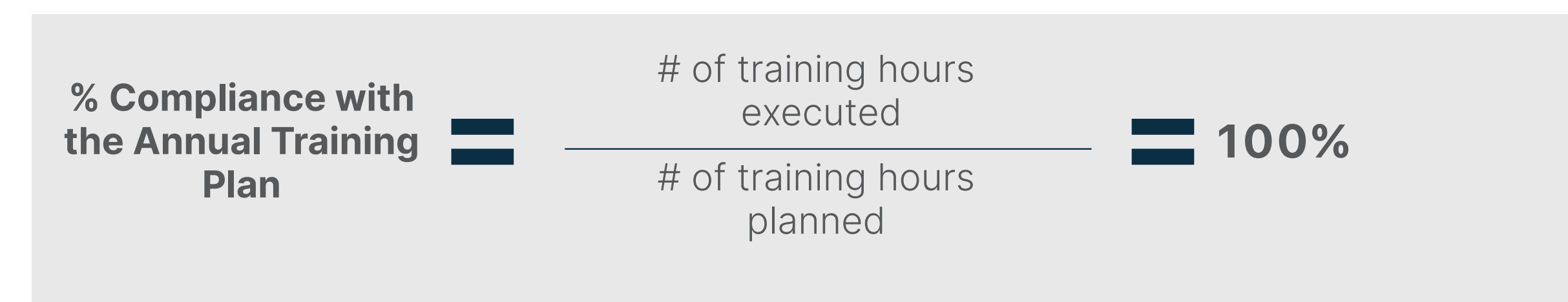
It measures the use of the MOMENTU tool by employees, calculated as the number of employees who used the tool divided by the total number of active employees. This indicator is essential for evaluating the effectiveness and acceptance of the well-being initiatives implemented by the company.

In 2023, our well-being strategy focused on the importance of mental health for our employees. For this reason, we implemented **Momentu**, a platform that provides access to mental health professionals. During the year, 143 employees used this tool, representing 27% of all employees. This level of use indicates a good initial acceptance of the platform and highlights the relevance of mental health resources in employee well-being.

High usage of the MOMENTU platform suggests that employees value and take advantage of the available resources to improve their well-being, which is crucial for maintaining a healthy and productive work environment. By focusing on mental health, we contribute to sustainability, promoting a balanced work environment and supporting the comprehensive well-being of our employees.

Training and capacity development

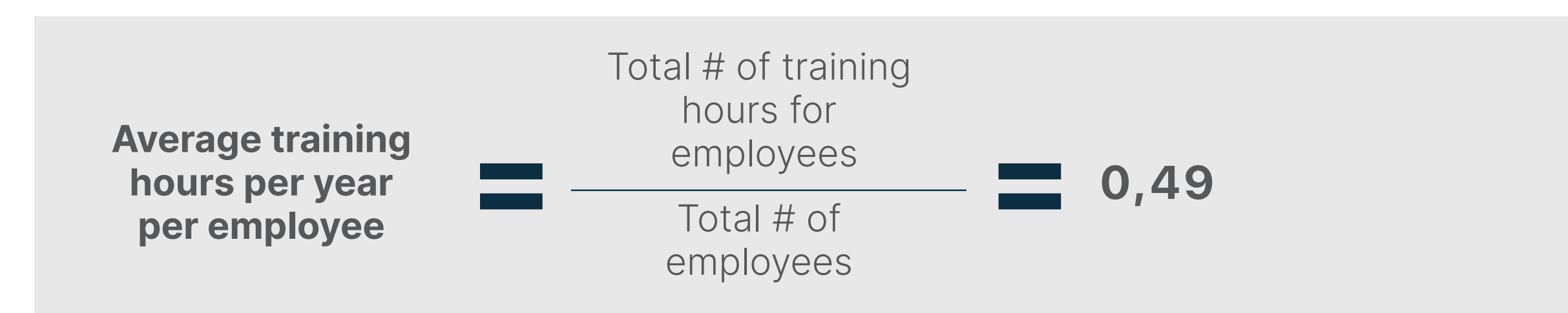
[GT-5]



It measures the percentage of compliance with the annual training plan, calculated as the number of training hours executed divided by the number of training hours planned.

In 2023, we achieved 100% compliance with our annual training plan, reflecting our commitment to the professional development of our employees. This success is due to the implementation of a variety of training programs that include topics such as strengthening leadership under the SoEnergy model, effective feedback, and other specific courses for different groups of employees in the countries where we operate. These training sessions covered areas such as feedback, teamwork, defining SMART objectives, platform management, corporate ethics, access to employment, due diligence, anti-corruption, data protection, and occupational safety, among others.

[404-1]



It measures the average training hours per year per employee, calculated as the total number of training hours provided to employees divided by the total number of employees.

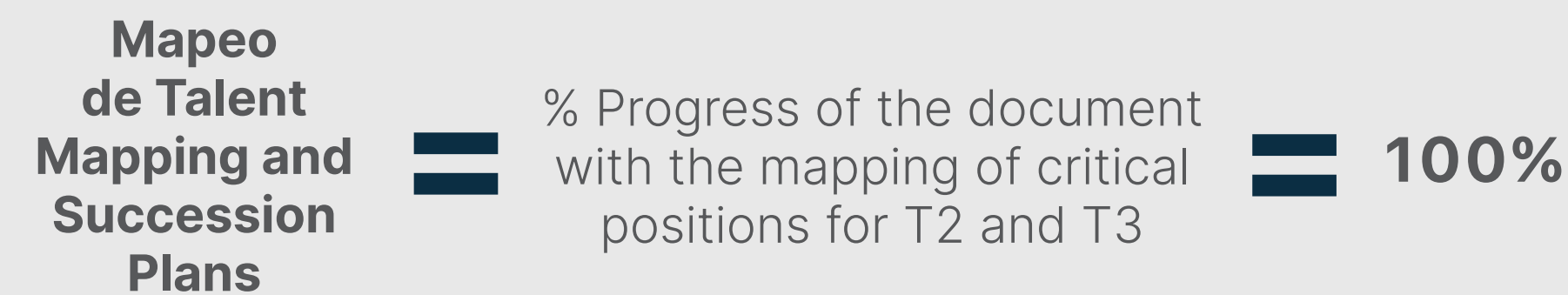
In 2023, we achieved an average of 0,49 training hours per employee. This result reflects our initial focus on key areas and establishes the foundation for a significant increase in future development and learning opportunities for our employees.



Monitoring Plan and results

Talent Retention

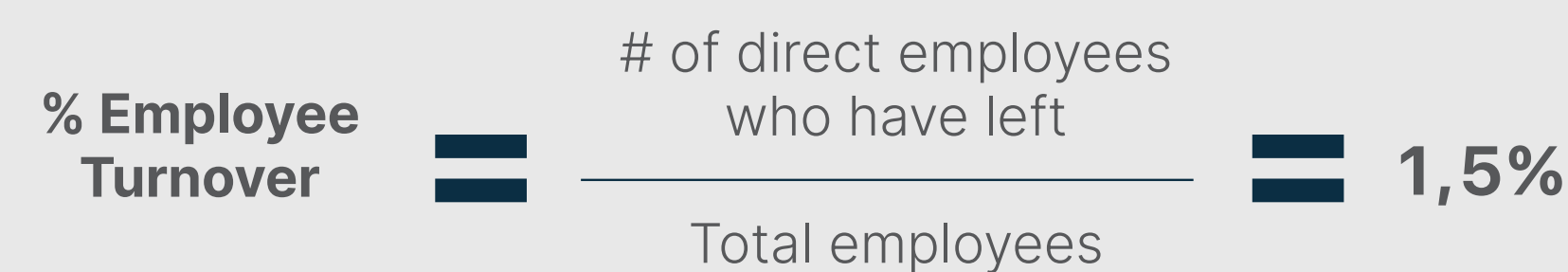
[GT-6]



It measures the percentage of progress in the documentation of the mapping of critical positions for levels T2 and T3 within the company.

In 2023, we achieved 100% progress on this document, reflecting our commitment to strategic talent planning and leadership succession. We implemented the talent review process and tool with the aim of assessing the potential of T2 and T3 levels in the company, as well as identifying future leaders and creating a succession map. This approach allows us to ensure that we are prepared to fill critical positions with highly qualified employees who are aligned with our strategy and organizational culture. The implementation of this process is crucial for long-term sustainability, as it ensures continuity of leadership and availability of talent ready to assume key roles. By having a well-defined succession plan, we can mitigate the risks associated with turnover in critical positions and maintain the operational stability of the company.

[401-1]



It measures the percentage of employee turnover within the company, calculated as the number of direct employees who have left their jobs divided by the total number of employees.

In 2023, our turnover rate was 1,5%, demonstrating strong talent retention and stability in our workforce. Low employee turnover is crucial for sustainability and organizational growth. By retaining our key employees, we ensure operational continuity and promote a stable and productive work environment, which translates into higher levels of engagement, job satisfaction, and efficiency within the company.

Performance Evaluation

[404-3]



It measures the percentage of employees who receive periodic performance and professional development evaluations, calculated as the number of employees participating in these evaluations divided by the total number of employees.

In 2023, 85% of our employees received periodic evaluations for performance and professional development, reflecting SoEnergy's commitment to the ongoing growth and development of its team. We are confident that with proper planning, open dialogue, and well-defined goals, we can go much further and create a high-performance culture. To this end, we developed a process and a digital tool for performance management. Additionally, we conducted webinars to communicate the 2023 strategy and performance indicators, and we organized training sessions to explain how to manage the digital tool, create SMART objectives, and measure individual results throughout the year. This approach has allowed us not only to evaluate performance effectively but also to align it with the company's strategic objectives.

Furthermore, 94% of employees committed to their individual goals recorded in the digital tool, demonstrating a high level of engagement and personal responsibility toward achieving goals. These indicators are essential for ensuring continuous professional development aligned with the company's needs.



Strengthening Plan 2024

- Promote a culture of reputation, accountability, and "OneSoEnergy."
- Align human capital with high-performance strategy.
- Identify and develop potential successors for leadership positions.
- Train and develop the technical and soft skills of staff.
- Implement HR Analytics and manage risk effectively.

6. Environmental Management

At SoEnergy, we consider environmental management a key indicator of excellence, promoting responsible operations and fostering a culture of prevention and care for the environment among our employees and contractors. Our commitment is reflected in concrete actions to mitigate the environmental impacts identified in our internal activities and to efficiently manage natural resources.

The foundation of our commitment to Environmental Management

We have evolved in line with the energy market and the requirements and needs of our clients, for whom environmental issues are also fundamental components in project development. To stay at the forefront and be consistent with our organization's priorities, we have implemented several programs through which we manage the identified impacts in our operations:

- Order and Cleanliness
- Air Pollution Control
- Comprehensive Waste Management
- Water Conservation and Efficient Use
- Energy Conservation and Efficient Use
- Emergency Response Plan
- Spill Prevention

Managerial Approach

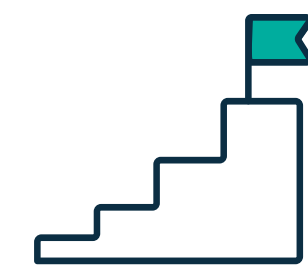
At SoEnergy, environmental management is a fundamental pillar of our growth strategy. Our model is based on the premise of making decisions in the present that create value and promote economic growth without neglecting social well-being and environmental care. In 2023, we decisively began the journey toward building and establishing commitments in the areas of quality, health, safety, and the environment.

We define our commitments to comply with applicable legal requirements, protect the environment, minimize pollution resulting from our processes by employing best practices, prevent environmental accidents, and provide the necessary resources for the implementation of the management system and each of the environmental activities.

The main instrument for supervising compliance with this policy is the implementation of the Integrated Management System, which includes the Environmental Management System, audited and certified in most of our operations according to the ISO 14001 standard. This system is based on the life cycle planning of our service, which involves defining the scope, identifying environmental aspects, assessing and prioritizing the impacts generated by operations, and establishing controls through environmental programs. Additionally, activities are planned and executed through a work plan with follow-up to identify improvement opportunities.

The combination of life cycle planning of the service and compliance with legal requirements contributes to a comprehensive approach to effectively manage environmental aspects and ensure adherence to relevant regulations in our business activities.





Monitoring Plan and results

Environmental management is periodically evaluated internally through meetings where the performance of the main indicators associated with the environment is presented. These indicators are also reviewed by the executive committee with the same frequency, where we analyze the results and propose action plans in case of deviations.

Air Pollution Management

We implement measures to monitor and control air pollution, ensuring that our operations comply with environmental standards.

- **Continuous Employee Training:** We offer regular training programs to raise awareness among our employees about the importance of environmental responsibility, ensuring they are equipped to adopt sustainable practices in their daily functions.
- **Order and Cleanliness Programs:** We apply the 5S methodology to maintain organization and cleanliness in our facilities, improving operational efficiency and reducing the risk of incidents that may have negative impacts on the environment.
- **Continuous Assessment of Spill Sources:** We conduct periodic assessments of potential spill sources, implementing customized preventive measures to mitigate any potential risks.
- **Reuse and Recycling Approach:** We adopt practices to minimize waste generation, maximize the reuse of materials, and promote recycling, working with suitable and certified suppliers for hazardous waste or those that need to be disposed of, along with strong awareness initiatives to foster a responsible waste culture.

The performance of this material issue is addressed from the perspective of four (4) chapters: **atmospheric emissions, solid and liquid waste, spill prevention and control, and environmental training.** This allows our progress evaluation to be comprehensive and holistic, covering all critical areas of our environmental management:

Atmospheric Emissions

[GA-1]

$$\% \text{ Compliance with Emission Parameters for Fixed Sources} = \frac{\text{Number of Fixed Sources in Compliance with Applicable Regulations}}{\text{Number of Installed Fixed Sources}} = 100\%$$

It measures compliance with the applicable permissible limits of gases emitted from the stacks of generation equipment across all operations. Compliance with these limits means that the company is operating in a cleaner and more environmentally friendly manner, which can lead to reduced air, water, and soil pollution in surrounding communities.

We have maintained compliance with current emissions legislation for fixed sources, averaging 150 installed sources of different technologies and fuels used in our operations, where we generally evaluate pollutants such as Particulate Matter (PM), Nitrogen Oxides (NOx), and Sulfur Dioxide (SO2). These pollutants are frequently associated with operations in our sector and represent significant challenges for environmental management.

Therefore, our ability to maintain compliance with environmental legislation is largely due to our periodic evaluation, monitoring of these key pollutants, and corrective actions based on data regarding the performance of generation equipment.

Our commitment to reducing air pollution is supported by three fundamental pillars:

- Periodic monitoring, aimed at identifying any deviations from the established legal limits and taking timely corrective actions.
- Preventive and corrective maintenance that ensures optimal operation and compliance with emission standards. Any equipment that shows failures is repaired or replaced immediately to minimize environmental impacts.
- Training and raising awareness among our employees focused on specific actions they must take to ensure regulatory compliance. We promote a culture of environmental responsibility, where every team member understands their role in protecting the environment.



Monitoring Plan and results

Solid and Liquid Waste

	Indicator Description	Result
[GA-2]	HAZARDOUS WASTE (Solid and liquid)	408 ton
[306-5]	NON-HAZARDOUS WASTE (Common)	19,8 ton
[306-4]	NON-HAZARDOUS WASTE (Recyclable)	18,3 ton
[306-3]	TOTAL WASTE	446 ton
[GA-3]	% NON-HAZARDOUS WASTE (Recyclable)	4,1 %

These indicators provide a comprehensive picture of how a company manages its waste, from the total amount generated to the proportion that is recycled and the amount of hazardous waste produced.

Effective waste management not only reduces the environmental impact of the company but can also generate economic benefits by improving resource efficiency and complying with environmental regulations. This directly aligns with sustainability principles by promoting resource conservation, environmental protection, and corporate social responsibility.

At SoEnergy, more than 91% of the total waste produced is hazardous. This proportion is directly attributed to the nature of our business, which involves the use of fossil fuels at various stages of our operations. The handling of fuels leads to the generation of hazardous waste, both solid and liquid, including controlled discharges and oily water contents.

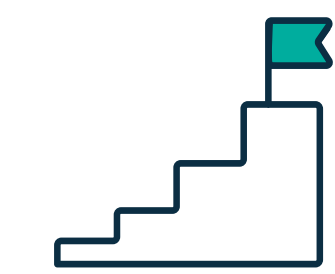
It is important to highlight that, in line with our environmental policies and commitments, all discharges of oily water are treated by certified local providers approved by the relevant environmental authorities.

This approach ensures that oily waters are managed responsibly and in accordance with the strictest environmental standards, thereby mitigating any negative impact on surrounding ecosystems and ensuring our compliance with relevant environmental regulations.

Our Integrated Waste Management program focuses on minimizing waste generation, maximizing reuse and recycling, and ensuring the responsible final disposal of waste generated in our operational activities. To implement this program, we utilize principles of reduction, reuse, and the hiring of qualified and certified providers for hazardous waste or those that need to be disposed of, along with strong and effective awareness-raising efforts to promote a culture of responsible waste management.

Salto II Project, Argentina





Monitoring Plan and results

Spill Prevention and Control

[GA-4]

Number of Accidents and Environmental Incidents = 2

It measures the number of spills involving hazardous substances such as fuel, oils, or oily waters, both contained and uncontained (in contact with soil or water) that occurred during the year. Direct environmental impact, accidents, and environmental incidents can result in significant costs for the company, including fines and regulatory penalties, environmental cleanup and remediation, loss of productivity, and reputational damage. Therefore, the effective management of this indicator is essential for the company's environmental, economic, and social sustainability.

During 2023, our company focused on strengthening a culture of good environmental practices, reflecting a firm commitment to protecting the environment in which we operate. Through initiatives such as specialized training, regular audits, thorough monitoring, and the proactive implementation of improvement actions, we achieved significant results.

In 2023, we recorded two (2) environmental events globally, none of which had a significant environmental impact. This result reflects the collective effort of our team and our dedication to maintaining the highest environmental standards across all our operations. Our success in this area demonstrates our contribution to sustainability, which can be achieved through the implementation of sustainable practices and the promotion of environmental awareness throughout the company.

Our proactive approach to continuous improvement in the environmental field confirms our responsibility to the community and the planet, and drives us to continue working toward a more sustainable future.

Environmental Training

[404-1]

Average Training Hours per Year per Employee (on Environmental Topics) = 15,3

It measures the average number of hours each employee receives in environmental training throughout the year. Training on environmental topics enables employees to better understand the impact of their activities on the environment and equips them with the necessary skills to make more informed and responsible decisions in their daily work.

By investing in the environmental training of its employees, the company can enhance its environmental performance by reducing pollution, minimizing the consumption of natural resources, and adopting more sustainable practices.

During 2023, we averaged 15.3 hours of environmental training per employee, reflecting our commitment to maintaining a culture of working with the environment in mind; this time investment has allowed our employees to acquire specialized knowledge about our policies, procedures, environmental regulations, and control measures for environmental aspects and impacts.

These training sessions have played an essential role in developing environmental awareness and skills among our staff, significantly contributing to the company's environmental performance in 2023. They have also strengthened our teams' ability to effectively identify and address environmental challenges, while facilitating the implementation of innovative practices and sustainable solutions across all our operations.



Strengthening Plan 2024

- Implement water and energy consumption meters for 100% of SoEnergy's operations.
- Measure carbon footprint emissions.
- Obtain the Multisite-Multicompany certification in ISO 14001.

7. Operational Efficiency

For SoEnergy, Operational Efficiency translates to achieving maximum productivity with available resources while maintaining control of operations according to what is planned, budgeted, and agreed upon with the client. Its focus is on reducing risks for both employees and assets, thus generating maximum profitability in projects from both an operational and financial perspective.

This efficiency closely aligns with the corporate strategy, serving as the primary initiative to preserve elements that add value to operational processes and exert control over potential costs associated with generating reliable energy for our clients. The impacts of implementing energy solutions under a clear operational efficiency framework are evident throughout the company, characterized by the reliability of our solutions

The foundation of our commitment to Operational Efficiency

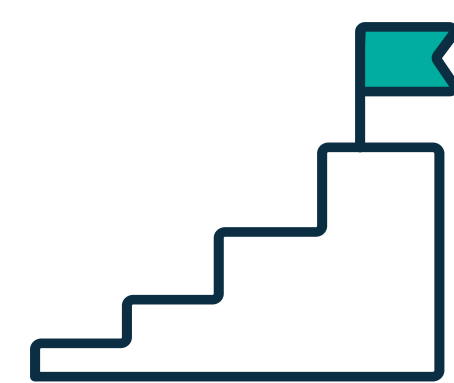
At SoEnergy, the implementation of a Maintenance Policy, guided by the manufacturer's recommendations and tailored to the company's operational context, has proven fundamental in preventing risks associated with asset integrity, strengthening our competitiveness and profitability, and thus contributing to the operational efficiency sought by the company.

Over time, we have focused on the comprehensive specialization of technical personnel in various areas of operation and maintenance, which has not only improved internal efficiency but also contributed to reducing rates for our clients. The classification and characterization of the state and use of the asset fleet have focused on identifying and eliminating unproductive assets, thereby optimizing resources.

Managerial Approach

Operational Efficiency is one of the fundamental pillars of our company, and its management is important for business development, both internally and in relation to external clients. To manage it, we implement various technological tools that, combined with teamwork across different areas, allow for the planning, execution, verification, and decision-making aimed at improving project operations.

Additionally, through periodic meetings held by the company's senior management, we communicate the objectives, goals, and results regarding this matter, with the purpose of ensuring that all employees understand the impact of their work on the activities and projects developed by the company.



Monitoring Plan and results

In order to evaluate and monitor operational efficiency in our company, the operational team conducts weekly and monthly committees with project leaders to analyze and discuss the main operational and financial indicators of the area, such as availability, Mean Time Between Failures (MTBF), Mean Time to Repair (MTTR), among others. These sessions allow for the establishment of action plans to maintain or improve results in relation to the established goals. A concrete example is the monthly monitoring of inventories, evaluating their status during the study period and analyzing the causes of any variations concerning the established goals for each project. We identify and manage risks using specific matrices, which are reviewed periodically to assess compliance with mitigation actions and to update information with the incorporation of new risks.

In 2023, we launched a pilot project in Brazil for an in-house developed application integrated with our ERP to eliminate the use of forms and paper in collecting operational data from the equipment. This also allows us to identify potential failures and reports of anomalies from onsite operators in advance, keeping the parameters of each machine monitored to expedite the information process and create maintenance service orders almost immediately, thereby reducing the risks of major failures in operations.

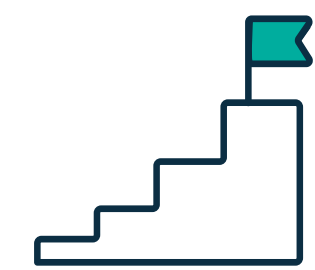
Additionally, to illustrate the management related to this material issue, the following indicators were measured:

[EO-3]

$$\% \text{ Maintenance Compliance} = \frac{\text{Executed Maintenance}}{\text{Planned Maintenance}} = 100\%$$

This indicator focuses on the maintenance of equipment and machinery within a company, establishing longer maintenance intervals for diesel and gas equipment, and evaluating the percentage of maintenance executed compared to what was scheduled. Adhering to these intervals and maintaining high compliance levels ensure the efficient and safe operation of the equipment and extend its lifespan; it reduces the need for frequent replacements and minimizes waste generation associated with premature obsolescence, which directly contributes to sustainability by reducing resource consumption and waste generation.

In 2023, 100% of the planned preventive and routine maintenance was completed within the stipulated time. These are important for maintaining the performance and availability of the equipment and ensuring the asset's lifecycle; additionally, this helps us meet our contractual commitments to provide reliable energy and have equipment in good condition for new projects. To achieve this, we worked together with our allied dealers in different countries to support the amount of maintenance scheduled for 2023.



Monitoring Plan and results

[EO-4]

$$\text{Availability \%} = \frac{\text{Real Availability}}{\text{Contractual Availability}} = 90\%$$

Measures the operational effectiveness of the equipment by calculating the percentage of actual availability compared to the established contractual availability. This metric is crucial for ensuring operational efficiency and the company's productivity. Availability close to or exceeding the contractual value indicates strong asset performance, minimizing downtime and maximizing production. This not only optimizes resource use and increases profitability but also reduces the need for additional investments in backup equipment or urgent repairs, promoting sustainability by optimizing resource use and minimizing environmental impacts.

During 2023, we achieved an average availability of 90%, a percentage that was affected by an unexpected sudden event at one of our plants; however, in the rest of the projects, availability exceeded an average of 96%.

Below, we highlight the most relevant projects developed within the framework of Operational Efficiency.

- **Inventory Optimization Project:** In accordance with each contract with our clients, we define the optimal inventory to be maintained for each project, generating greater agility in managing it and the ability to manage it through the new platform being implemented by the company (Protheus by Totvs). Similarly, this allowed us to identify unnecessary inventory for operations, separate it, and define actions for its disposal, primarily through sales.
- **Project for the Definition of Suitable Backup Units for the Projects:** Aimed at determining and providing the different projects with sufficient generation assets to maintain the contracted availability during scheduled maintenance, corrective actions, or emergencies. With this project, we also managed to capitalize on the lessons learned in this area for future projects.
- **Implementation of the Protheus ERP by Totvs Applied to Maintenance Management:** This system is currently implemented in Brazil and Argentina, and is in the implementation and adjustment stage in Colombia.



Strengthening Plan 2024

- Improve routines for preventive, predictive, and major maintenance.
- Define the assets, critical activities, and their corresponding documentation through operation and maintenance manuals and procedures.
- Provide technical training and develop the competencies of the individuals who have a direct impact on operations.
- Implement remote monitoring and operation such as SCADA - Supervisory Control and Data Acquisition - and those offered by manufacturers like Caterpillar and Solar Turbines.



Chuiquillo Project, Colombia

8. Client Management

At SoEnergy, we focus on building trusting, strong, and lasting relationships with our clients through tailored energy solutions with innovative technologies that meet each client's energy needs and guarantee energy availability for their operations, while also contributing to reducing their environmental impact and always aiming to build a more sustainable future for all.

In a globalized world with real needs and trends toward an energy transition, and in a competitive and dynamic energy market, we strive to be a reliable strategic ally for our clients, thanks to the adoption of sustainable practices in our operations and service delivery that enable us to offer economically, environmentally, and socially efficient solutions. With the innovation that characterizes us and the quick, tailored solutions we provide, we have achieved solid expansion into new businesses while maintaining long-term relationships with our clients.

The foundation of our commitment to Client Management

Over the 25 years since the beginning of our activities, we have been able to develop more than 5GW of energy generation solutions in 33 countries, with plants ranging from 2MW to over 100MW. Our strengths have always been based on serving large energy consumers who, by their nature, are very critical regarding the quality and reliability of generation. During this time, the energy supplied by SoEnergy has often been essential to meet the demand of an entire city or a region of a country.

To consolidate the client management strategy we currently have, which has allowed us to maintain and strengthen our business relationships, we have undergone a journey of learning that has enabled us to establish ourselves as a benchmark in the market for our clients. Initially, we focused on utility clients, expanding our operations to the oil and gas sector, and we are now also focusing on clients in the mining and manufacturing markets, offering secure, sustainable, and accessible energy to support their energy transformation.

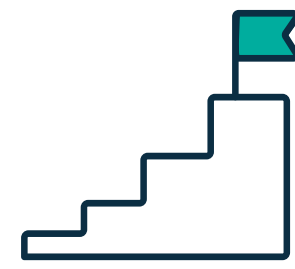
In defining our current client management strategy, we offer solutions tailored to each client's needs. Beyond the equipment or fuel to be used, we consider a geographical approach and market sector to develop the right commercial and operational strategy, providing a more personalized and successful service..

Managerial Approach

To carry out the measurement, we have the Sales Effectiveness area and a new Business Intelligence area, which will be responsible for maintaining records, action protocols, and ensuring timely responses to each client.

The sales team has clear guidelines and a sales strategy to ensure understanding and consistency in work practices and action protocols. Additionally, we implemented a workflow along with a risk matrix for each business opportunity, always aiming to provide our team with the action parameters for the protection of the company's assets, people, and business, and to ensure our clients the protection of agreements with SoEnergy.

Our client management strategy for 2023 focused on covering the market sectors of Oil & Gas, Mining, Utilities, and manufacturing in Latin America, particularly in Brazil, Colombia, Central America, and the Caribbean, while also opening markets in Chile and Ecuador with various technologies - thermal, cogeneration, temperature control, and water treatment solutions, as well as hybrid solutions with renewables and batteries. To drive this strategy, we reorganized the sales team, strengthening it with the Business Intelligence and Sales Effectiveness areas, which support market studies, strategic analyses, management reviews, methodologies, and sales development.



Monitoring Plan and results

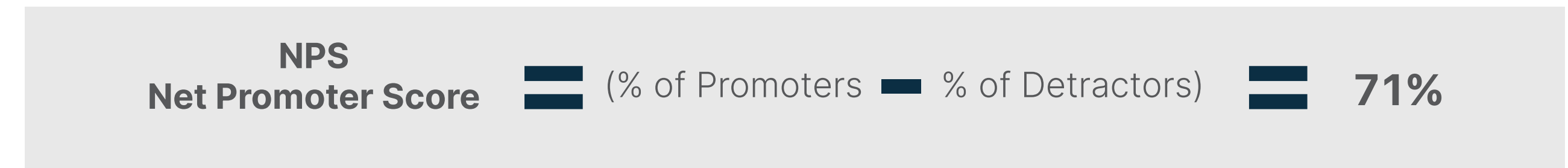
At SoEnergy, customer satisfaction is fundamental to the success and reputation of the company, which is why we conduct constant evaluations of our clients' experiences to understand their expectations, concerns, and new needs. This allows us to take the necessary measures to improve and maintain long-term relationships, fostering strong and lasting connections to ensure loyalty and business continuity.

- Our monitoring and evaluation process is based on:
1. Weekly and monthly reviews of the sales team's performance on the Salesforce platform.
 2. Quarterly reviews with the work teams to present management results and define improvement strategies.
 3. Monthly monitoring of management reports against the budget.
 4. Development of sales campaigns aimed at prospecting clients by market sectors.
 5. Market studies to identify potential opportunities.

We define the budget and our goals by region, country, localities, and market sectors. We develop sales plans to identify new opportunities in the defined sectors and localities; it is important to note that our sales plans consider the activities required by each salesperson in terms of visits, proposals, and deals to be closed. The activities of our commercial structure are continuously reviewed to ensure we are on the right path or if adjustments are needed, and to implement them in a timely manner.

When preparing the budget, we take into account potential growth considerations by market sector and country, seeking consistent alignment with the interests of our shareholders. Under the premise that our clients are fundamental to us and their satisfaction is key to the management of our organization, we implemented the Net Promoter Score (NPS) methodology to measure client satisfaction and loyalty. The results of this implementation have allowed us to take actions to improve the client experience and address identified issues. Furthermore, to track the strategy, we manage the CRM "Salesforce," which allows us to parameterize each opportunity according to the type of service to be provided.

[GC-1]



It measures the level of satisfaction of our clients, calculated as the percentage of promoters minus the percentage of detractors.

In 2023, we achieved a score of 71%, reflecting a good level of satisfaction and loyalty among our clients. The score of this indicator is a testament to our commitment to excellence in client service and continuous improvement. This result strengthens our reputation and relationships with clients and supports the sustainability of the business by fostering loyalty and long-term growth. With the goal of exceeding 80%, we will continue to implement strategies focused on client satisfaction and innovation in our services.

On the other hand, client management is under constant monitoring and updating. We focus on the Oil & Gas, Mining, Utilities, and Manufacturing sectors, maintaining our presence in current countries such as Brazil, Colombia, Argentina, and Peru, while opening markets in Chile and

Ecuador. This is complemented by our portfolio, which is based on technologies such as thermal solutions, cogeneration, temperature control, water treatment, and solutions in renewable energies, hybrids, and batteries.

To carry out this strategy, we formed a commercial team by country and market sector according to the predominance of each country, as follows: in Chile with Mining, Ecuador with Oil & Gas, Colombia with Oil & Gas, and Brazil with Utilities, Manufacturing, and Mining.

We identified opportunities in each country, such as high commodity prices, the energy transition, and the energy crisis, among others, which allowed us to adjust our service portfolio to meet the specific situations of our clients.



Strengthening Plan 2024

- Activate our digital presence and activities and increase the visibility of our brand in the countries where we wish to operate.
- Allow our clients to use our webpage to submit suggestions or complaints.
- Continuously review our sales plan based on each territory and market sector.
- Improve the utilization of our sales tool (CRM) for more effective management of sales activities.
- Support our clients in their energy transformation.
- Execute a branding plan to strengthen the name of SoEnergy in the market.
- Strengthen relationships with clients in order to find opportunities for improvement in pursuit of excellence.



9. Community Management

SoEnergy develops projects in areas of influence where interaction with surrounding communities occurs. Our projects and operations produce environmental and social impacts; therefore, through the collaboration of the QHSE, HR, and Operations areas, we execute activities that eliminate and reduce negative effects on these communities while enhancing the benefits for them.

Additionally, SoEnergy seeks to support the improvement of living conditions in the places where we operate through the energy provided, job creation, and strengthening communication and good relationships with the communities.

This matter is of vital importance to achieve the strategic objective of ensuring SoEnergy's alignment with the energy generation market considering ESG criteria, making a difference, and becoming a benchmark in the future for community engagement, adding value wherever we are.

The foundation of our commitment to Community Engagement

The initiatives developed by SoEnergy in previous years have primarily been approached from the premise of corporate social responsibility, often led by the Human Resources department or directly by project management, due to the need to hire and train personnel for the project in the areas of influence, following the guidelines of our clients, who have clear policies and procedures that are communicated and enforced with their suppliers as part of the contract.

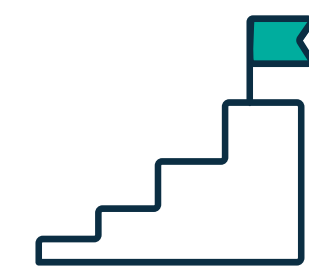
Another aspect that has been considered from the same perspective of social responsibility is the hiring of goods and services from local suppliers provided by nearby communities for the projects.

Managerial Approach

The management of the social environment through a comprehensive and continuous approach involves the implementation of practices that foster positive interaction with the communities near our operations. Our top management actively supports these initiatives, promoting the prevention of negative impacts and the maximization of benefits for these communities through corporate social responsibility policies and practices.

Through our identification and assessment of environmental aspects and impacts in the projects regarding the social component, we identify and implement controls that allow us to protect the nearby community. On the other hand, we promptly receive and manage any complaints and claims that arise during project development, providing guarantees and maintaining open and transparent communication.

Furthermore, we are committed to complying with social legislation and regulations in each country where we operate, and we develop concrete actions to respond to the needs and concerns of the communities.



Monitoring Plan and results

Our company has outlined guidelines to focus on the management of the social environment, which have been documented as a guide:

- Hiring of Qualified Local Labor (MOC) and Unqualified Labor (MONC).
- Activities for Labor and Social Well-Being, Including Occupational Risk Prevention Activities, Developed in Collaboration with Project Personnel:
 - Donations in Cases of Emergency or Disasters
 - Donations to schools or training institutes.
 - Vaccination campaigns.
 - Cleaning and environmental restoration or recovery campaigns.
 - Donations to families in vulnerable conditions in the area of influence.
 - Gifts for children on special occasions (Children's Day, Christmas, etc.)
- Hiring of Local Goods and Services.

Another important element we consider in the Corporate Guide is the management of concerns, requests, complaints, and claims -CRCC (IPQR for its Spanish initials) from the communities surrounding the projects. These are channeled through the project supervisor or the company's QHSE area for timely processing and response.

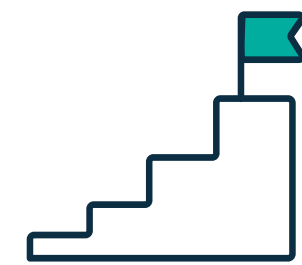
From the community management perspective, we recognize the need to understand the impact our projects have on the communities. Therefore, we outline action plans, indicators, and goals aimed at structuring a baseline based on environmental impact studies and the programs implemented by the company to mitigate these impacts.

[GC-1]

of communities less than 1 km from the company's projects = 16

This indicator is fundamental for evaluating the impact of operations on surrounding communities and for identifying areas of interaction and potential social and environmental impacts. A greater proximity of communities to the projects may imply a greater responsibility for the company in terms of environmental, social, and safety management.

By taking proactive measures to address the concerns of these communities and mitigate potential negative impacts, the company promotes sustainability by fostering positive relationships with local communities, ensuring the inclusion and participation of stakeholders, and minimizing adverse impacts on the environment and the quality of life of individuals. We identify the communities located in the area of influence where we have projects under development and operation, which allows us to recognize, measure, and manage social impacts and implement the proposed activities in our plans and programs. In total, there are 16 communities involved in our projects.



Monitoring Plan and results

[GC-2]

Timely Attention to Concerns, Requests, Complaints, and Claims – IPQR



Number of Resolved Community IPQRs
Total Number of Community IPQRs Received



No IPQRs were received during the evaluated period

This indicator is essential for assessing the company’s ability to effectively manage and respond to the concerns and needs of the local communities affected by its operations. A high IPQR resolution rate indicates a commitment to transparency, accountability, and stakeholder satisfaction, contributing to a positive and trustful relationship between the company and neighboring communities.

By addressing the concerns of the communities in a timely and effective manner, the company can mitigate potential social conflicts, minimize negative impacts on its reputation, and strengthen its social license to operate. In 2023, no IPQRs were recorded; the last one was in 2021 due to a complaint from a neighbor of a power generation plant regarding vibrations. The situation was promptly addressed by listening to the concerns of the affected resident, and thorough analyses were conducted, demonstrating that the levels were within the permissible legal limits.



Strengthening Plan 2024

- Conduct a baseline assessment of the communities in the area of influence of the company’s projects, as well as the impacts and benefits they derive from their interaction with the company.
- Characterize the impacts generated in the communities due to proximity or coexistence with the projects. The tool to be used will be the project aspect and impact matrix.
- Strengthen the environmental management procedure to evaluate an increase in the added value that SoEnergy generates in the communities and the implementation of participation programs or impact and development assessments.



Termo Petroleo Project, Colombia

10. Digital Transformation

At SoEnergy, digital transformation is a cross-cutting theme across the company and serves as an enabler for the high-value generation solutions we provide to our clients. This has involved rethinking processes that, through the use of new information technologies, aim to be more agile, efficient, and reliable when making decisions at various levels of the company. This has brought internal organizational benefits and, in turn, improved the services provided to our clients.

Digital transformation at SoEnergy is implemented both within the organization and in relation to our external clients, focusing on ensuring the protection of third-party data and information. Internally, we implement agile and reliable tools to support our employees' activities based on the services provided to our clients.

The Foundation of Our Commitment to Digital Transformation

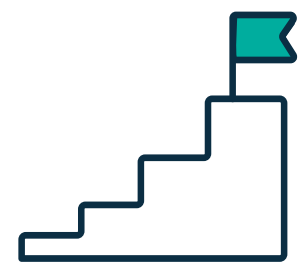
In order to improve the company's productivity and ensure the information generated daily by our employees, in 2022 we consolidated the use of Microsoft 365, a tool that has enabled us to facilitate collaborative work and secure access to information.

We moved SoEnergy's information and processes to the cloud to ensure service delivery 24 hours a day, seven days a week, promoting remote work as a facilitator regardless of our employees' and clients' locations.

Managerial Approach

[3-3]

We focus on providing our employees with the agile tools necessary to position SoEnergy as a leading company and thus offer our clients reliable energy for a transforming world. As part of our strategic agenda, we recognize the importance of driving digital transformation within the company. In 2023, we decided to unify the Enterprise Resource Planning (ERP) system for all companies in the group. We started with the "Discovery" plan, involving all areas of the organization to socialize and understand their needs. The process has been formalized and is in use across all subsidiaries, with only improvements and customizations pending to complete the implementation.



Monitoring Plan and results

In order to assess the digital transformation process across our entire operation, we constantly monitor the implementation of new services, which are, in turn, evaluated through internal audits.

- In 2023, we achieved the standardization of all SoEnergy's regional offices under the same system, reaching 100%.
- During 2023, our cybersecurity system controlled attempted attacks on our data and infrastructure, allowing for the continuous provision of services.

To demonstrate our management of this material matter, the following indicators were developed:

[TD-1]

$$\% \text{ ERP Implementation} = \frac{\text{Key Milestones Achieved}}{\text{Key Milestones Planned}} = 100\%$$

This indicator is crucial for evaluating the effectiveness of the ERP implementation process, which can significantly impact the company's operational efficiency and resource management. By successfully implementing an ERP system, the company can improve its ability to manage resources efficiently, optimize business processes, and adapt to changing market demands, which can lead to increased productivity and competitiveness.

In 2023, we achieved the standardization and implementation of the Protheus ERP system in SoEnergy's main subsidiaries, covering 100% of the locations..

$$\text{[TD-2] \% Attacks Controlled vs Received} = 100\%$$

$$\text{[TD-3] \% Vulnerabilities Mitigated vs Detected} = 100\%$$

These indicators assess the effectiveness of the company's cybersecurity measures. They are critical for protecting the company's assets and information against cyber threats, promoting sustainability by mitigating the financial and reputational risks associated with security incidents.

We developed the first penetration and vulnerability test related to the implemented cybersecurity framework. Our cybersecurity system controlled attempted attacks on our data and infrastructure, ensuring continuous service 24 hours a day, 365 days a year.

Throughout 2023, SoEnergy did not experience any data breaches involving client information, reaffirming our management and monitoring of the cybersecurity framework.



Strengthening Plan 2024

- Increase the implementation of our ERP system across all our projects.
- Conduct penetration and vulnerability tests on a semi-annual basis.
- Train employees on crucial aspects such as data protection, privacy, and the fundamentals of cybersecurity.
- Coordinate regularly with the Security Operations Center (SOC) to assess the current cybersecurity risk status.



11. Supplier Management

At SoEnergy, we strive to maintain long-term strategic relationships with committed suppliers who enable us to fulfill our purpose: to provide reliable energy in a constantly changing world. We are guided by unwavering values of integrity, excellence, transparency, and innovation, both in our actions and in the expectations we have of those around us.

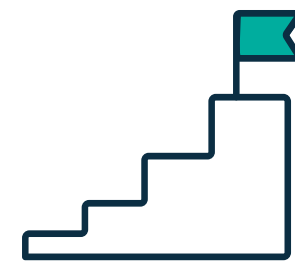
The foundation of our commitment to Supplier Management

Previously, SoEnergy acquired goods and services with the aim of technically supporting operations. Starting in 2023, the objective is to supply the energy solutions that SoEnergy offers by contracting goods and services from local and global suppliers who adhere to sustainability policies, and by evaluating and selecting critical suppliers based on environmental, social, and ethical filters - Human Rights-.

Managerial Approach

To manage Supplier Sustainability, an action plan was created that includes monitoring criteria and management indicators with periodic evaluations. This translates into conducting an analysis of critical and strategic suppliers, confirming existing documentation, auditing each of them "on location," and then reviewing the reported data every six (6) months to create a ranking of suppliers, providing feedback to contribute to the continuous improvement of the services rendered.

On the other hand, evaluate compliance with the orders and verify the ESG conduct standards.



Monitoring Plan and results

Evaluations were conducted for some critical suppliers for the Environmental Management System, where criteria such as environmental commitment, knowledge and compliance with the Contractor Manual, responsiveness, among others, were assessed.

In order to strengthen supplier management, the following monitoring indicators were established:

[204-1]

$$\text{\% of Spending on Local Suppliers} = \frac{\text{(Spending on Local Suppliers)}}{\text{(Total Spending on Suppliers)}}$$

This indicator highlights the company's commitment to the local economy and the surrounding community. A high percentage indicates strong support for local suppliers, which can have a positive impact on the economic and social development of the region.

By prioritizing local suppliers, the company can foster job creation, stimulate economic activity, and strengthen community relationships, contributing to sustainability by promoting economic prosperity and regional development.

[308-1]

\% of Key Suppliers That Have Passed the Evaluation and Selection Filters Pursuant to Environmental Criteria

This indicator highlights the company's commitment to environmental sustainability in its supply chain.

A high percentage indicates that the company prioritizes collaboration with suppliers that adopt sustainable practices, which can have a positive effect on reducing the environmental impact of the company's operations. By selecting suppliers that meet environmental criteria, the company can promote responsible business practices and reduce its environmental footprint, contributing to sustainability by protecting natural resources and minimizing adverse environmental impacts.

[414-1]

\% of Key Suppliers That Have Passed the Evaluation and Selection Filters as per Environmental Criteria

This underscores the company's focus on ethical and responsible business practices in its supply chain.

A high percentage indicates that the company prioritizes working with suppliers who respect labor rights, promote equality and diversity, and maintain fair business practices. By selecting suppliers that meet these social standards, the company contributes to the well-being of the communities and workers involved in its supply chain, which in turn promotes equitable and sustainable development.

[204-1], [308-1], and [414-1] will begin to be measured in 2024.



engthening Plan 2024

- Continue the evaluations, considering sustainability criteria.
- Select critical suppliers, both with local and global sourcing capabilities.
- Strengthen the supplier evaluation process, including criteria for assessing environmental impact and communities.



GRI Content INDEX

V.I.

Code	STD	Reference	Name of Chapter	Page
2-1	GRI	Organization details	Profile of the Organization	5
2-2	GRI	Organizations included in the organization's sustainability report.	Profile of the Organization	5
2-3	GRI	Reporting period, frequency, and contact point.	About this report	3
2-4	GRI	Information update	About this report	3
2-6	GRI	Activities, value chain and other business relationships	Profile of the Organization	5
2-9	GRI	Governance structure and composition	Corporate Governance	14
2-10	GRI	Appointment and selection of the highest governance body.	Corporate Governance	14
2-11	GRI	Leadership of the highest governance body	Corporate Governance	14
2-12	GRI	Role of the highest governance body in overseeing impact management.	Corporate Governance	14
2-14	GRI	Role of the highest governance body in sustainability reporting.	Corporate Governance	14
2-15	GRI	Conflicts of Interest	Corporate Governance	15
2-16	GRI	Communication of critical concerns	Corporate Governance	14
2-18	GRI	Performance evaluation of the highest governance body	Corporate Governance	14
2-22	GRI	Sustainable development strategy statement	Chairman's Statement	4
2-23	GRI	Policy Commitments	Corporate Governance	15
2-24	GRI	Incorporation of Policy Commitments	Corporate Governance	15
2-26	GRI	Mechanisms for seeking advice and raising concerns	Corporate Governance	16
2-27	GRI	Compliance with laws and regulations	Corporate Governance	18

Code	STD	Reference	Name of Chapter	Page
GCE-1	Own	% of cases handled by the Ethical line	Corporate Governance	17
2-29	GRI	Stakeholder engagement approach	Materiality Process	11
3-1	GRI	Process for determining material issues	Materiality Process	11
3-2	GRI	List of material issues	Materiality Process	11
201-1	GRI	Direct economic value generated and distributed	Economic Sustainability	20
205-2	GRI	Communication and training on anti-corruption policies and procedures	Corporate Governance	17
412-2	GRI	Employee training on human rights policies and procedures	Corporate Governance	17
3-3	GRI	Description of the management of the material issue	Digital Transformation	43
TD-1	Own	ERP Implementation	Digital Transformation	44
TD-2	Own	Attacks Controlled vs.	Digital Transformation	44
TD-3	Own	Vulnerabilities mitigated vs Detected	Digital Transformation	44
306-3	GRI	Waste generated	Environmental Management	33
306-4	GRI	Waste not destined for disposal	Environmental Management	33
306-5	GRI	Waste for disposal	Environmental Management	33
GA-1	Own	% Compliance with emission parameters of fixed sources	Environmental Management	32
GA-2	Own	Hazardous waste generated	Environmental Management	33
GA-3	Own	% Recycled	Environmental Management	33
GA-4	Own	# of accidents and environmental incidents	Environmental Management	34
401-1	GRI	New employee hires and employee turnover	Human Talent Management	30
403-1	GRI	Occupational Health and Safety Management System	Health and Safety	24

Code	STD	Reference	Name of Chapter	Page
403-2	GRI	Risk identification, risk assessment and incident investigation	Health and Safety	24
403-3	GRI	Occupational Health and Safety Services	Health and Safety	24
403-4	GRI	Worker participation, consultation and communication on Health and Safety at Work	Health and Safety	24
403-5	GRI	Occupational health and safety training for employees	Health and Safety	26
403-8	GRI	Coverage of the Occupational Health and Safety Management System	Health and Safety	24
403-9	GRI	Occupational injuries	Health and Safety	25
403-10	GRI	Occupational illnesses and diseases	Health and Safety	26
SS-1	Own	Occupational incidents and accidents	Health & Safety	25
404-1	GRI	Average hours of training per year per employee	Human Talent Management	29
GT-1	Own	% Participation in internal survey	Human Talent Management	28
GT-2	Own	Degree to which the company is recommended by employees	Human Talent Management	28
GT-4	Own	% Women in the organization	Human Talent Management	28
GT-5	Own	% Compliance with the annual training plan	Human Talent Management	29
GT-6	Own	Mapping of compliance and succession plans	Human Talent Management	30
GT-7	Own	Use of the MOMENTU tool	Human Talent Management	29
405-1	GRI	% Women in executive roles	Human Talent Management	28
404-3	GRI	Percentage of employees receiving regular performance and career development evaluations	Human Talent Management	30
412-2	GRI	Employee training on human rights policies and procedures	Corporate Governance	17
EE-1	Own	Development of new business model	Energy Strategy	23
EE-2	Own	Develop a highly competitive offering of new issues	Energy Strategy	23
EO-3	Own	% Compliance with maintenance	Operational Efficiency	36
EO-4	Own	% Availability	Operational Efficiency	37
GC-1	Own	Number of communities within 1mk of the projects	Community Management	39
GC-2	Own	Timely attention to concerns, petitions, complaints and claims - IPQRs	Community Management	42

Legal Notice - SoEnergy and the companies mentioned in this document have provided information for their stakeholders. The information contained herein may contain errors; therefore, we will correct any inaccuracies that we discover or that are brought to our attention. However, neither SoEnergy nor the companies mentioned in this document will accept any liability or responsibility arising from the information published on this website. SoEnergy and the associated companies exclusively reserve all intellectual property rights over this document and do not authorize its reproduction, disclosure, storage, transformation, distribution, or any other use attributable to them as the rights holders. Furthermore, they are not responsible for the accuracy of the information contained in this document or for any damages caused to third parties by its unauthorized use.

If you have any questions regarding this sustainability report, please contact soesostenible@soenergy.com

