



SAAVI ENERGÍA
SUSTAINABILITY REPORT
2023



INDEX

To our stakeholders	3
1. Saavi Energía highlights for 2023	5
2. About this report: Our journey, timeframe, and methodology ...	6
3. About Saavi Energía: Strength, governance, and footprints	10
4. Paving the way to long term sustainability	16
5. The best team, the right way.....	24
6. Towards a Sustainable Tomorrow. Our 2024 plan	34
7. Global reporting initiative (GRI) INDEX	36



TO OUR STAKEHOLDERS

Over the last few years, Saavi Energía experienced a significant expansion of its fleet and underwent a transformative process regarding its sustainability practices. 2022 was a turning point in Saavi's efforts to pursue its mission of becoming the leading power producer in Mexico. Last year, the Company achieved key milestones in this process, as we substantially increased our generation capacity, but also took decisive steps towards consolidating our long-term sustainable business practices: guaranteeing reliability and efficiency to enable energy transition.

Our approach to reliability and efficiency from a sustainability perspective involves building trust with and between our employees and neighboring communities. The foundation of our efforts on diversity, equity, and inclusion (DEI) is also the driving force behind progressively tailored social investment initiatives and a rigorous focus on health, safety, environment, security, and the implementation of our governance framework.

Enabling energy transition means addressing climate risks while simultaneously facilitating stakeholders – clients and communities – in moving toward cleaner energy sources.

In this regard, we are focused on our emissions intensity and water efficiency targets for 2030, as well as increasing our support for biodiversity protection programs and social initiatives to make water and renewable energy accessible to underserved communities.

During 2023, Saavi Energía accomplished three main undertakings:

We reduced our emissions intensity (Co² ton / MWh) rate by 5.1% year over year, primarily driven by the integration of Tierra Mojada into our fleet – a state-of-the-art, highly efficient 874 MW combined cycle facility – strongly improving our operations efficiency and accelerating our path towards decarbonization. In comparison with 2019, the baseline year for setting the 2030 emissions intensity target, the overall reduction accounts for 7.5% by the end of 2023. In addition to those results, there are two relevant subsequent events during 2024 – the acquisition of our first solar generation plant, La Lucha, and the disincorporation of Energía Campeche- that will contribute to an additional yearly decrease of 2.7% in emissions intensity, in comparison with 2019. The detailed impact of these two assets will be fully described in the 2024 report.

Regarding the water usage, Saavi Energía not only improved its Water Consumption Index by 44%, using significantly less hydric resources by MW/h generated, but also took big strides in increasing the volume of clean after-use redirected water to agricultural activities in regions with severe water scarcity. The disincorporation of Energía Campeche will also impact positively on the overall water efficiency use of our fleet.

Finally, on the DEI front, we continued making progress towards our female inclusion target and reinvigorated our Science, Technology, Engineering, and Mathematics (STEM) scholarships. This is a key component of our “Energy with Equity” program designed to support female students pursuing careers in Science, Technology, Engineering and

Mathematics in every state in which we operate. The new target looks to grow available scholarships four-fold, with the addition of complementary assistance resources.

Perhaps one of the most valuable evolutions in our practice was our bolstered understanding of how to build two-way roads between our corporate priorities on sustainability and local needs.

We dedicated resources to listen to communities, adapted our key initiatives without losing focus, and engaged our employees in transforming our operating contexts: listen, adapt, and transform for sustainability.

We are certain that these three drivers for change will have a positive impact on the Company's trusting relationship with its stakeholders and will increase the possibility of collectively creating value in the future for Mexico, its people, and the North American region. We shall continue, together, illuminating lives.



Jaime Tupper
President



Mauricio del Valle
CEO



1. OUR 2023 HIGHLIGHTS

3.5 GW

of installed capacity.

Equivalent to **12.6** million of households illuminated in 2023



0.422 ton Co2/MWh

Emissions value

-7.5% Reduction (Baseline 2019)

0.30 m3/MWh

Water consumption index:

-44% Reduction from last year

87% of all used water from wastewater sources

44%

in women participation in HQ

29%

of women in board of Directors.

Relaunch and expansion of **STEM Scholarships**



2. ABOUT THIS REPORT



ABOUT THIS REPORT: OUR JOURNEY, TIMEFRAME, AND METHODOLOGY

Since 2019, Saavi Energía has made constant progress in developing a proprietary Environmental, Social and Governance (ESG) framework, building on international best practices that align with the company's specific mission. Following this commitment, the company adopted the Global Reporting Initiative (GRI) and aligned its efforts to the Sustainable Development Goals (SDG's) of the United Nations 2030 Agenda.

- The results of a materiality analysis carried out in 2020, which included interviews with diverse stakeholders, pointed to nine material topics with economic, social, and environmental impact. In 2021 these became the baseline for Saavi Energía's first sustainability framework: 1) Occupational Health, and Safety, 2) Organization Climate and Culture, 3) Well-being of Collaborators and their Families, 4) Diversity and Inclusion, 5) Water Scarcity, 6) Environmental Risk Assessment and Control, 7) Energy Generation Efficiency, 8) Clean Energy Generation, 9) GHG Emissions Reduction.
- ESG resources were therefore allocated to systematize our sustainability actions and broaden available information in order to better address any Environmental, Social and Governance challenges ahead. Our first ESG vision was released in the 2021 sustainability report in which the following aspirations were integrated:

I. More sustainable processes and resources (E),

II. More sustainable relationships with our employees and with the communities where we operate (S)

III. Enhanced Corporate Governance (G)

- Our sustainability strategy improved during 2022 to better reflect the company's overall mission, public value offering towards 2030 and Saavi's sustainability framework. This can be summarized as a mission to guarantee reliability and efficiency to enable energy transition, allowing for a more natural alignment of our sustainability practice with the company's core business, KPI development and information gathering.

Saavi Energía's ESG dashboard tracks the evolution of KPI's linked with those two components of our mission, and it is organized as follows:

I. Enabling energy transition (E): Efforts to tackle climate risk and facilitate stakeholders' adaptation and migration to cleaner sources of energy.

- a. Decarbonization strategy: 2030 emissions reductions target and climate advocacy.
- b. Water use efficiency
- c. Environmental risk assessment and control
- d. Biodiversity protection

II. Reliability and efficiency (S & G): Saavi Energía's internal and external trust-building efforts with employees and communities, that include:

- a. Organizational culture, wellness, diversity, and inclusion
- b. Occupational Health and Safety
- c. Community engagement
- d. Governance and compliance

		ENVIRONMENT (E)	SOCIAL (S)	CORPORATE GOVERNANCE (G)
2019	Social Responsibility			
2020	Sustainability context Materiality analysis First sustainability strategy:	<ul style="list-style-type: none"> › Emissions measurement › Environmental Management System 	<ul style="list-style-type: none"> › Equity, Diversity and Inclusion › Employee well-being › Organizational Culture and Climate 	<ul style="list-style-type: none"> › Code of Ethics › Anti-corruption
2021	ESG transformation begins New strategy and sustainability model:	More sustainable processes and resources <ul style="list-style-type: none"> › Reforestation › Definition of a decarbonization strategy (phase I, emissions inventory) › Water Vulnerability Analysis 	More sustainable relationships with our employees and with the communities where we operate <ul style="list-style-type: none"> › VIVE Saavi Program › Occupational safety › Community investment (Community support and Energy with Equity Program) 	<ul style="list-style-type: none"> › Legal Compliance › Anti-corruption KPIs and code of ethics › Case tracking mechanism
2022	I. Enabling energy transition II. Reliability and efficiency	I. Efforts to tackle climate risk and facilitate stakeholders' adaptation and migration to cleaner sources of energy. <ul style="list-style-type: none"> › Decarbonization strategy: 2030 emissions reductions target and climate lobbying › Water use efficiency › Environmental risk assessment and control › Biodiversity protection 	II. Saavi Energía's internal and external trust-building efforts with employees and communities, include: <ul style="list-style-type: none"> › Organizational culture, wellness, diversity, and inclusion › Occupational Health and Safety › Community engagement › Governance and compliance 	
2023	II. Paving the way to long term sustainability II. The best way, the right team	I. Key strategies to ensure long-term sustainability. <ul style="list-style-type: none"> › Decarbonization strategy › Water consumption › Environmental risk management and control › Biodiversity protection 	II. Positive and lasting impact of Saavi Energía on our employees and communities <ul style="list-style-type: none"> › Organizational culture, wellness, and DEI › Empowering communities: our social investment initiatives › Incorporating best practices: health and safety, procurement, and cybersecurity. › Transparency and accountability: our compliance practice 	

SECTION	PILAR	PRIORITY AREA	KPI'S	2021	2022	2023
Enable the energy transition	Environmental (E)	Decarbonization Strategy	Emission intensity: CO ² Ton/MWh	0.441	0.445	0.422
		Water Consumption	Water consumption indicator (m ³ /MWh)	0.52	0.53	0.30
			Percentage of potable water	7%	3%	13%
			Percentage of wastewater usage	93%	97%	87%
			Water re directed to communities	10%	9%	8%
			Environmental risk assessment and control	Environmental risk assessment and control fines	0	0
	Biodiversity protection	Nature Conservation	1,800 planted trees	1,600 planted trees	4,231 trees under maintenance ¹	
Reliability and efficiency	Social (S)	Organizational culture, well-being and DEI	Work climate survey - Satisfaction	72.6%	73.2%	75.0%
			Talent turnover	9.0%	7.6%	8.7%
			Women's participation in the company	18%	20%	22%
			Women's participation in the Saavi Energía Corporate	39%	43%	44%
			Occupational Health and Safety	Lost Time Incidents (LTIs)	1	2
			Security Incidents	1	3	2
		Community Engagement	Social Investment initiatives STEM			
			Scholarships	2	5	6
			Energy poverty	N/A	N/A	700
			Community Complaints	0	0	0
	Governance (G)	Total board members		5	7	7
		Independent board members		0%	29%	29%
		Women in board positions		0%	29%	29%

¹In collaboration with other companies, as part of the 2023, "Forest Conservation Day".

Unless otherwise specified, all the information collected and reported in this 2023 edition refers to the period between **January 1st and December 31st of 2023**. Progress has been principally achieved in emissions intensity, water consumption index, work-climate satisfaction, female participation, lost time incidents (LTI), and energy poverty attention, as described in the following sections.



3. ABOUT SAAVI ENERGÍA



Along with the highest of quality standards policies and strict compliance with **national and international regulations, such as the US Foreign Corrupt Practices Act (FCPA)**, our core values drive our performance and shape the way we interact with our stakeholders.



ABOUT SAAVI ENERGÍA : STRENGTH, GOVERNANCE, AND FOOTPRINT

OUR STRENGTH, OUR VALUES.

Saavi Energía is guided by six core values and a clear vision: to be Mexico's leading power producer through our generation capacity, quality, innovation, and dynamism, while maintaining sustainable business practices committed to the development of our people, customers, and local communities.

COMMITMENT

We are proactive and disciplined delivering our tasks on time and monitoring results. Adhering to Saavi Energía's goals and policies, we are responsible with the use of resources and ensure that our decisions are in the best interest of our stakeholders and the environment.



INTEGRITY

Our relations with our colleagues and society are conducted with equity, transparency, and respect. Guided by ethical principles, we are upfront in every negotiation, communicate our intentions and disagreements in a constructive and honest way.



TEAMWORK

We keep getting stronger as we work as a team to achieve our goals by maximizing everyone's capabilities. We support and maintain constant communication with all the company's departments, within an empathetic environment where all opinions are considered.



INNOVATION

We are open to new ideas and follow the industry's best practices, while constantly improving our process and products and being creative with novel solutions to our challenges.



PASSION

We enjoy what we do and make it our life's project. With enthusiasm and useful feedback, we constantly search for the best way to achieve our personal and corporate goals.



CUSTOMER ORIENTED

We provide our clients with customized solutions and services to meet their unique requirements, while maintaining constant communication to address mutual expectations and identify areas for improvement.

OUR GOVERNANCE FRAMEWORK

Saavi Energía has over 20 years of experience operating in Mexico, since its foundation in 1995, under the name of InterGen. In 2021, Global Infrastructure Partners (GIP), a leading global independent infrastructure fund manager, became our majority shareholder, and Saavi Energía became the largest american company in the mexican power sector.

Saavi's Governance framework is led by our **Board of Directors and five Committees, supported by the entire management team. Our Board of Directors is integrated by seven members, 29% of them are women and 29% of them independent.** Through five specialized committees, the Board oversees the Governance Framework and delegates authority to management with a detailed matrix of authorization thresholds in order to carry out the course of business. The Board of Directors and the specialized committees meet at least four times per year to review business performance and approve management actions outside the delegation of the authority matrix.



ENVIRONMENTAL, SOCIAL AND GOVERNANCE

Committee (ESG)

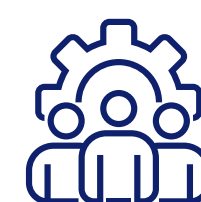
- Prepare and present an environmental, social, and governance report to the Board, indicating progress on the goals and milestones previously discussed with the Board.
- Suggest improvements to Saavi's efforts to protect the environment, including proposals to reduce Saavi's carbon footprint.
- Prepare, present, monitor and report to the Board a transversal community relations plan.
- Prepare KPI's and baseline programs on Health, Safety, and Security



AUDIT

Committee

- Review with the Board and the external auditor major issues regarding accounting policies, auditing practices, and the adequacy of Saavi's internal controls, as well as any special audit.
- Analyze and propose to the Board the audit plans of Saavi's internal auditor.
- Oversee claims related to any non-compliance of Saavi's business and the ethics committee's directives.
- Monitor and debrief to the Board on ongoing legal actions that involve Saavi's controlled subsidiaries that may have an impact on its financials.



OPERATIONS

Committee

- Review, discuss, and propose the operating plans for the short, medium, and long term.
- Review Saavi's operational performance of its assets with specific key performance indicators.
- Analyze and suggest plans to address operating issues that impact Saavi's controlled subsidiaries assets.
- Supervise key operating facilities and implement an efficient communication channel with its personnel.
- Propose, review, discuss, and supervise key life-extension and efficiency improvement CAPEX initiatives, including those related to technology.



COMMERCIAL

Committee

- Propose Saavi's commercial strategy for the short, medium, and long term.
- Evaluate Saavi's commodities risk position, monitor its development and report to the Board.
- Provide market analysis and projections, including the evolution of regulation, tariffs, wholesale prices, demand, and market benchmarks.
- Propose, review, discuss and supervise key risk management initiatives.
- Propose, review, discuss and supervise key energy sale and purchase contracts.



REMUNERATIONS

Committee

- Review and approve Saavi's compensation programs to ensure attraction and retention of executives, alignment of interests of key leadership with the long-term interests of Saavi's stakeholders.
- Set targets for any performance related pay schemes, share incentive, or share option schemes.
- Review and discuss plans for corporate succession.

Furthermore, Saavi's Governance framework is guided by the obligations that Saavi Energía has in connection with three 144a/RegS bonds (listed in the Singapore Stock Exchange) that the Company has issued in the past. These issuances are governed by Bond Indentures that include covenants setting out actions that the Issuer agrees to do (or to refrain from doing) as part of its day-to-day business, to protect different stakeholder's interests.

Related to these instruments, **Saavi Energía produces quarterly reports that are released to investors, where the financial and operational performance of the company is discussed.** These reports also disclose relevant ESG metrics and track their performance over time.

In addition, the notes are rated by the most important international credit rating agencies (Fitch Ratings, Moody's Investors Service, and S&P Global Ratings). In their assessments, they also include ESG criteria and produce independent ratings that reflect the performance of the issuer on these topics.

Additionally, the majority of Saavi's fleet undergo annual audits to assess compliance with Equator Principles, which are useful guidelines for the company to manage its social and environmental risks. These evaluations allow us to identify potential gaps in social and environmental risk management and create action plans accordingly.

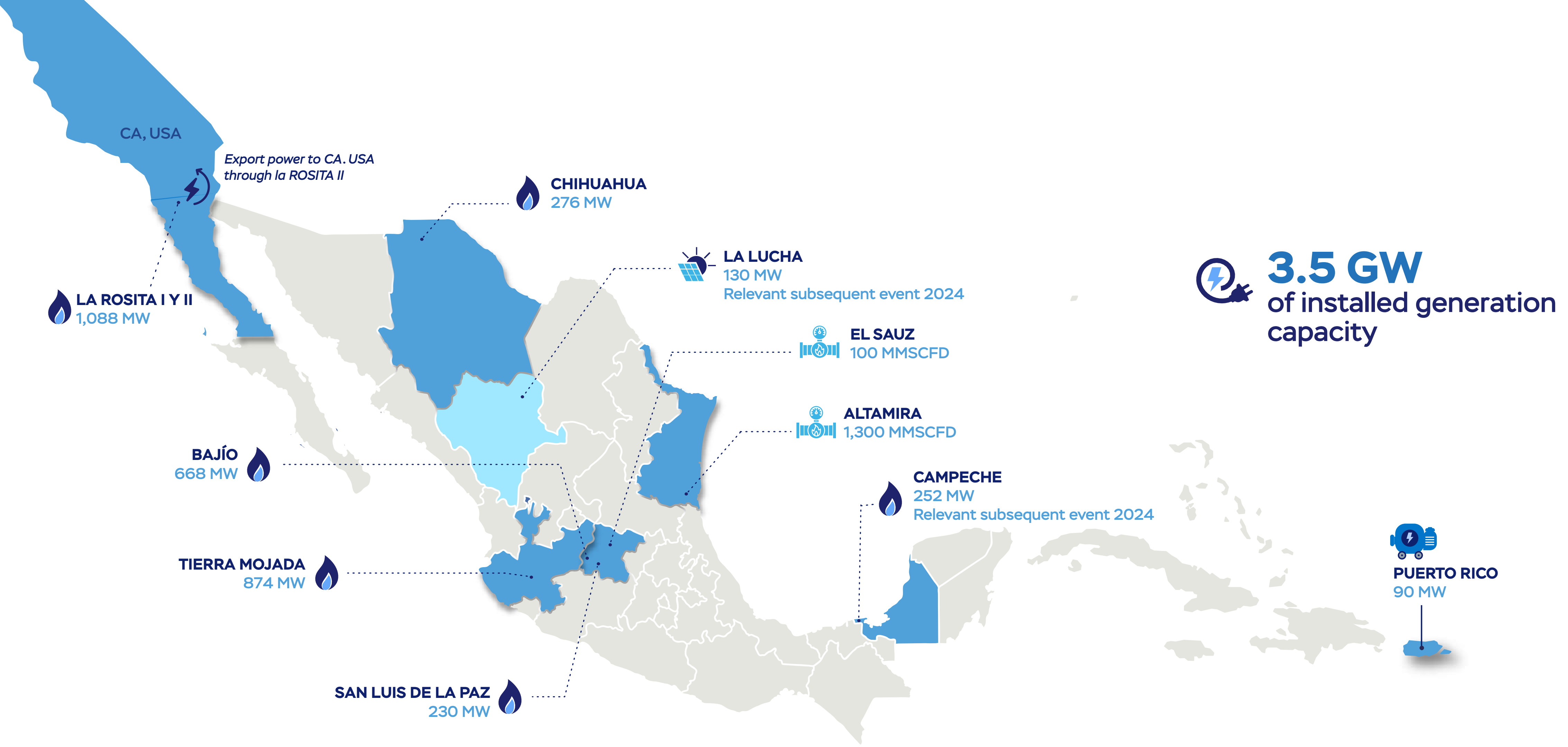
Finally, the insurance company that Saavi Energía works with has recently strengthened the climate resilience of its clients by mapping out relevant risks for either the region the client operates in or for a specific client (or group of clients). This analysis created useful benchmarks for us to identify our current situation and areas of opportunity in climate resilience vis-à-vis our peers.

OUR FLEET

Saavi Energía is the largest US investment in the Mexican power generation sector, based on installed capacity metrics. Our robust commercial operation includes the Mexican State-Owned Company, CFE, as well as Commercial and Industrial (C&I) clients across Mexico, and the Mexico-US cross-border region.

Our presence throughout the country reached a significant milestone in 2022 with the acquisition of the Tierra Mojada plant, an 874 MW state-of-the-art combined cycle power plant that began commercial operations in October 2020. Tierra Mojada increased our installed capacity by 34%, and has the added value of energy efficiency, fleet rejuvenation, the competitiveness of natural gas supply and its proximity to a highly industrialized region.





3.5 GW
of installed generation capacity

-  COMBINED CYCLE PLANT
-  SOLAR POWER PLANT
-  GAS COMPRESSION STATION
-  MOBILE GENERATION TURBINES

During 2024, installed capacity will be reviewed to be aligned with market practices. **Bajío Capacity @100% share**

In addition to the strategic acquisition of Tierra Mojada, Saavi Energía's installed capacity is integrated by another six highly efficient combined-cycle plants, strategically located in Mexico's key industrial corridors, three gas compression stations and a newly acquired 130 MW solar power plant located in Durango, called "La Lucha"², which will be fully integrated into the fleet after June 2024. After July, 2024, Energía Campeche - a 252 MW combined cycle facility in the southern part of the country- will be disincorporated from the company. The effect of La Lucha incorporation and the selling of Energía Campeche on the portfolio will be fully reported in the 2024 issuance of this report.

Aside from the permanent capacity generation of Saavi Energía's portfolio, in 2022, we launched a new line of business focused on mobile and efficient temporary power solutions. Through the swift deployment of mobile turbines into temporarily stressed energy systems, Saavi Energía has contributed to strengthening local critical response capabilities while permanent installed capacity is developed.

In February 2023, Saavi Energía entered into a lease agreement with NFE Power PR, LLC for the deployment of its three mobile units in Palo Seco, Puerto Rico. Through this contract, our mobile units provided emergency power under an initiative led by the Federal Emergency Management Agency (FEMA) and the US Corps of Engineering (USACE) which was aimed at restoring power supply after the damages to the power generating assets, transmission, and distribution infrastructure of Puerto Rico that were caused by hurricane Fiona.

Through our **3.5 GW installed capacity portfolio**, we contribute to the reliability of power systems in both Mexico and the US and help meet energy demands to foster the North America energy transition.

² Relevant subsequent event



4. PAVING THE WAY TO LONG TERM SUSTAINABILITY



PAVING THE WAY TO LONG TERM SUSTAINABILITY

Material topics addressed: energy generation efficiency, clean energy generation, GHG emissions reductions, water scarcity, environmental risk assessment control.

United Nations SDG 2030:



Part of Saavi Energía's commitment to enabling energy transition is fostering public dialogue on the challenges and opportunities of energy decarbonization, at the regional, national, and local levels. During 2023, on the North America stage, Saavi Energía actively participated in key industry forums, conferences, and associations, such as the North America Manufacturing Conference and the CEO Dialogue in Washington DC. At the national level, since 2022 we have led the Mexican Solar Power Association (Asolmex) - one of the leading power sector associations nationwide - fostering solar generation and regional policy discussion on how to guarantee clean, affordable, and reliable energy. Finally, we have been collaborating with subnational energy agencies and sponsored the first iteration of "EnerBaja," an energy forum in Baja California that brought together industry, government, and academic leaders to identify and discuss technological and business innovations in the energy sector.

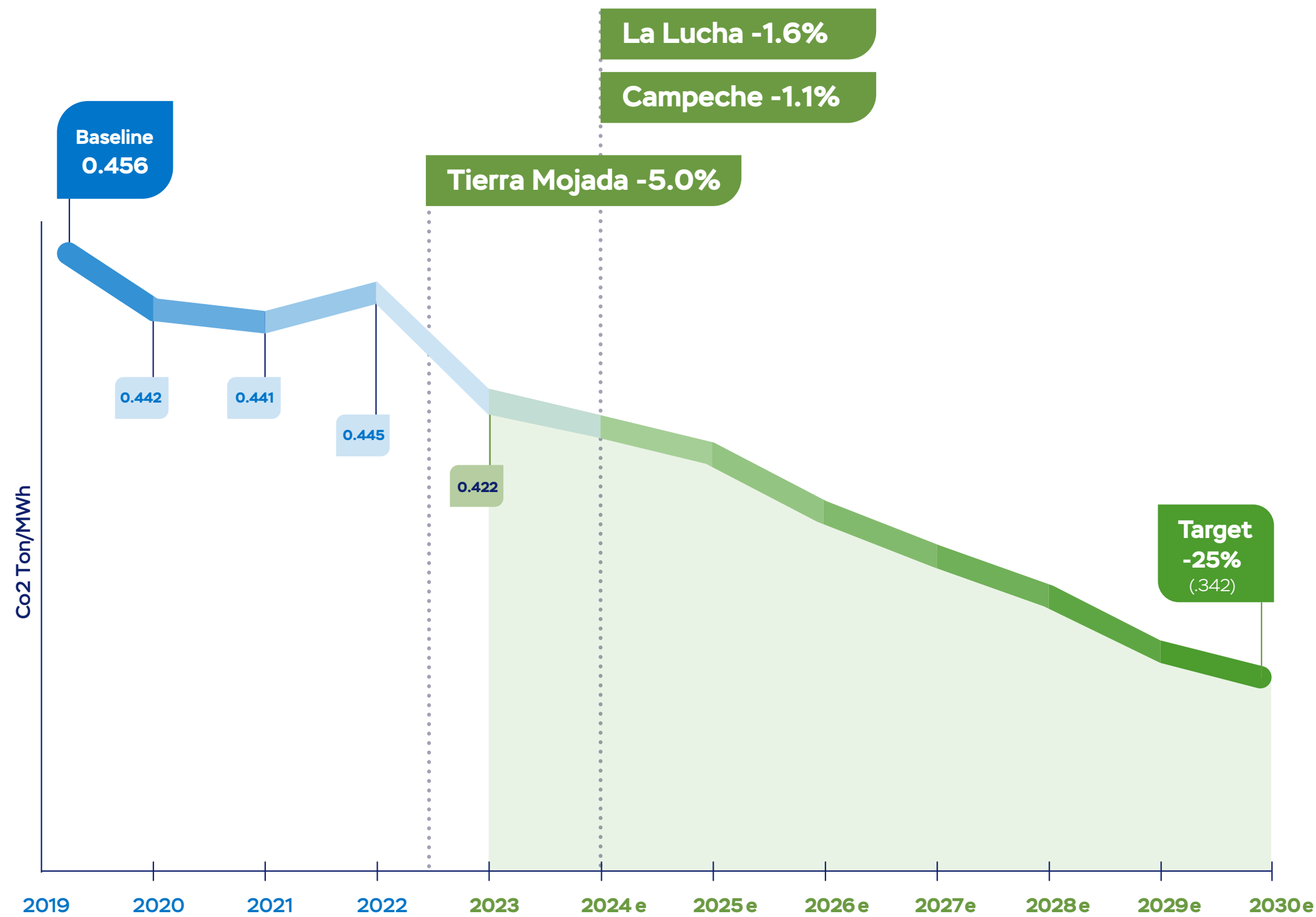
Aside from these public debate initiatives, Saavi Energía made relevant progress in its own decarbonization, water usage, environmental risk management, and biodiversity protection initiatives, as described below.

4.1 DECARBONIZATION STRATEGY

A fundamental component of Saavi Energía's corporate vision lies in its decarbonization strategy. From 2019 onwards, the company has ramped up efforts to reduce its environmental impact and contribute to global efforts to fight climate change. As a foundation for setting a concrete emissions intensity target, we worked on a benchmark by analyzing leading international generation companies with comparable portfolios in Mexico and South America, considering Mexico's specific business landscape, and factoring in Saavi's historical emissions evolution. Based on this analysis, as well as the operations outlook of our fleet, in 2022 we committed to a 25% emissions intensity reduction target for 2030, taking 2019 as the baseline.

To address this challenge, the company has focused on two lines of action: improve the efficiency of our operations and accelerate the diversification of our fleet towards renewables. Throughout the year, we designed and began to implement heat-rate efficiency protocols and energy audits across all our plants. Furthermore, Tierra Mojada was fully incorporated into our fleet, becoming the largest leap forward in our decarbonization pathway until now. By the end of 2023, **we successfully lowered our base year emissions by 7.5% reaching a value of 0.422-ton Co2/Mwh.** 2023 emissions were **5.1% lower** compared to our 2022 figures.

Each year, all our emissions are audited by a third party authorized by the federal environmental regulatory agency, SEMARNAT. During 2023, our Co2 emissions were verified by Ecourbania and the National Association of the Chemical Industry.



Looking to the future, we continue to optimize the operation of our assets, as well as maintain our efforts towards integrating renewable energy capacity into the portfolio. In this regard, we highlight two relevant subsequent events: (i) in June 2024, the company closed a transaction to acquire “La Lucha”, a 130MW solar generation project located in Mapimí, Durango, that will contribute a 1.6% yearly reduction in emissions intensity across the overall fleet. With this first renewable asset, Saavi Energía starts to pave the way towards further clean energy participation target for its fleet, (ii) During July 2024, the company closed the transaction for the sale of Campeche, a 252MW combined cycle plant located in Palizada, Campeche, which will result in an annual reduction of our Co² emissions of 1.1%.

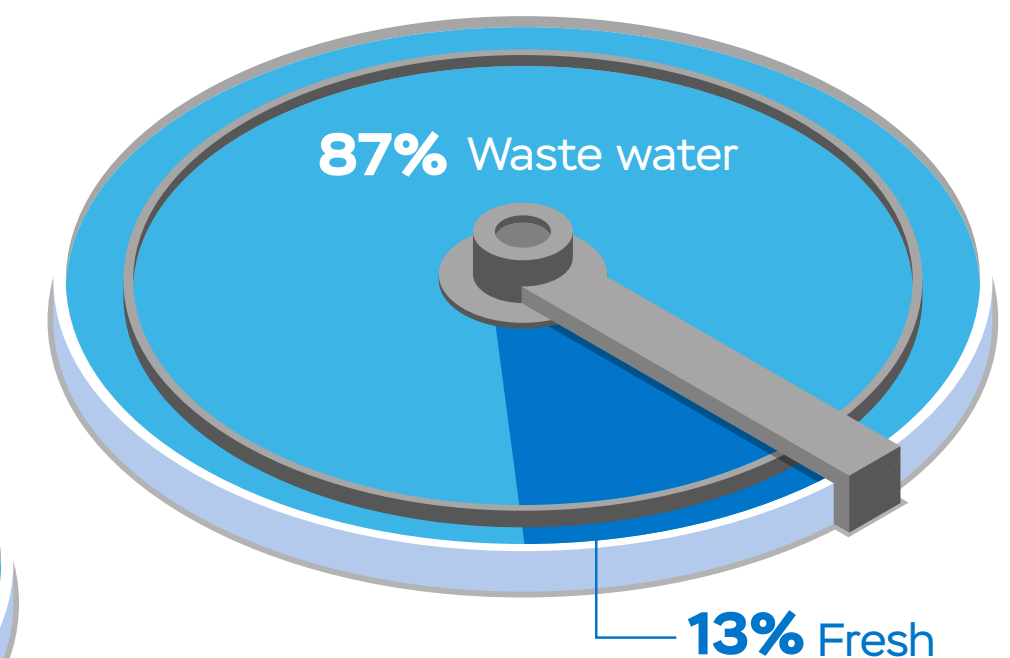
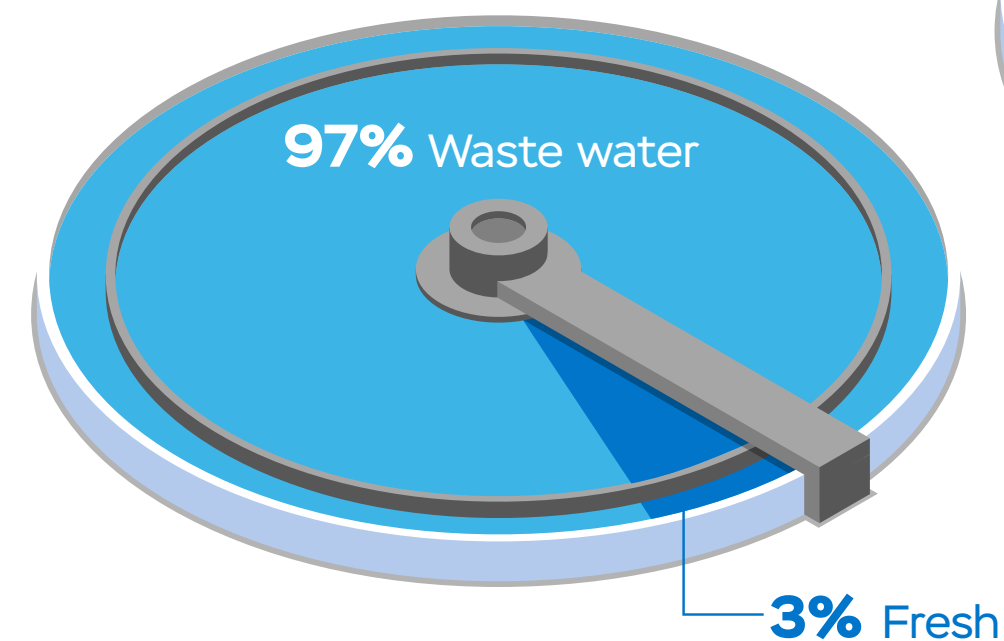
4.2 WATER CONSUMPTION

Water is essential to our power generation processes and has deep relevance for our sustainability strategy. Combined cycle plants use water mainly for the water steam power cycle. Other uses include main and auxiliary cooling purposes, as well as emissions control resource. Once the power generation process is completed, a portion of the water is lost to evaporation and the residual is treated to meet environmental standards.

WATER SOURCES AND USAGES

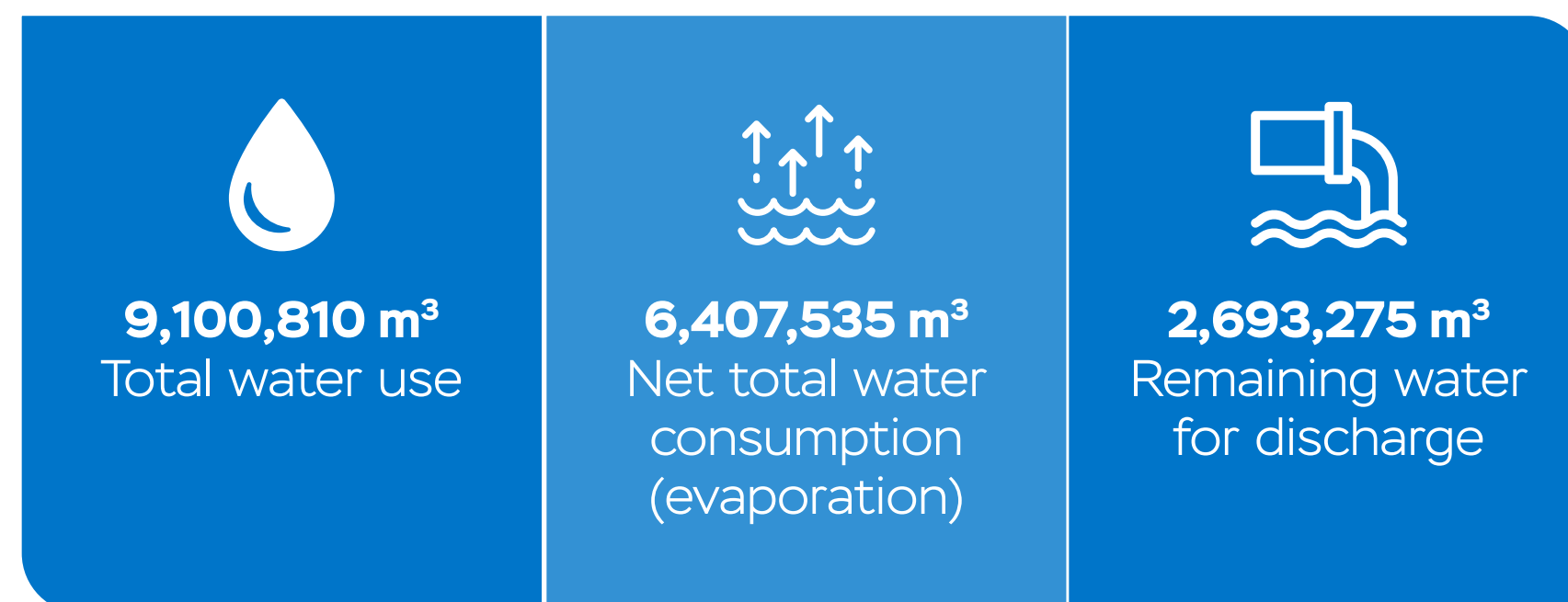
During 2023, Saavi Energía used a total of 9,100,810 m³ of water for power generation: 7,872,443 m³ came from wastewater and 1,228,367 m³ from fresh water sources. In comparison with 2022, freshwater use went from 3% of the overall consumption to 13%, mainly derived from the inclusion of Tierra Mojada, as well as Campeche’s atypical operations, that represented a 2023 annual fresh water consumption of 851,217 m³.

Saavi's water sources



The Company uses wastewater for La Rosita 1, La Rosita 2, Bajío and SLP plants. La Rosita receives wastewater from the state of Baja California through the Mexicali Local Public Utilities Commission (CESPM). Bajío and SLP receive it from the Municipality of San Luis de La Paz through the Sewage and Potable Water Board (JAPASP), and Chihuahua, Tierra Mojada, Altamira, El Sauz, and Campeche use fresh water sources for power generation.

Saavi Energía's fleet uses 9.1 million m³ of water throughout its operation, around **6.4 million m³ are effectively consumed in the generation process or lost to evaporation.** This is equivalent to approximately 70% of all water that goes into our plants (net water consumption).



Net water consumption, divided by the total energy generation volume in 2023 (21,334,187 MWh), equaled an estimated **water consumption index of 0.30 m³/MWh.** Compared to the 2022 index of 0.53 m³/Mwh, **a decrease of 44% was achieved,** driven by the incorporation of Tierra Mojada, one of the most water efficient combined cycle plants in Mexico.



RESIDUAL WATER

Remaining water, around 2.7 million m³, is conditioned to fully comply with the applicable environmental regulation. Saavi Energía has a program to treat, process, and clean wastewater, before final discharge into national and international drains, oxidation ponds or to private dams.

La Rosita 1, La Rosita 2, Bajío and SLP each have a Wastewater Treatment Plant to treat local sewer water, through the activated sludge method, before use for energy generation. These plants have been in operation since 2002 and have a combined treatment capacity of 1,870 m³/hr. The remaining three assets: Tierra Mojada, Campeche, and Chihuahua, have Water Treatment Plants, with a capacity to treat a combined total volume of 100 m³/hr.



WATER REDIRECTION PROGRAM

Besides the baseline efforts to reduce the water consumption index in our plants, we worked on identifying alternatives to increase water redirection to the nearest communities. Currently, Bajío redirects all its remaining water to green areas. This is **~8% of Saavi Energía's total discharge and accounts for 217,698 m³ of water with a valuable second use.**

Our main water initiative for 2023 was related to La Rosita, where more than 2 million m³ of water per year is discharged into international drains. This is ~85% of our portfolio's final discharge. Additionally, the plant is located in Mexicali, a municipality that faces significant stress due to its location in a desertic region and its dependency on limited water resources, such as the Colorado River, which flows through various states, with constantly increasing demand. Taking these two factors into account, we are designing a Water Redirection Program to divert a portion of this complex's wastewater to **agricultural use or green spaces in nearby communities.**

AREA	INDICATOR	2023
Environment	GHG Emissions	0.423 Tons/MWh
	CO2 Emissions	0.422 Tons/MWh
	NOX Emissions	0.776 Kg/MWh
	Energy Consumption	467 KWh
	Water Consumption Index	0.30 m3/MWh
	Waste	0.742 Tons/MWh
	Number of Environmental Fines	0
	Amount of Environmental Fines	\$ 0.00

4.3 ENVIRONMENTAL RISK MANAGEMENT AND CONTROL

Saavi Energía prioritizes full adherence to Mexico’s environmental regulations across all our power generation assets. Every facility in Saavi Energía’s generation fleet complies with all national environmental laws and regulations, including those related to prevention, containment, and/or mitigation of environmental damage, provided by the Mexican authorities through certificates and/or programs.

All of our facilities comply with **Industria Limpia**, a voluntary governmental program for the execution of environmental audits under the Mexican Norm NMX-AA-162-SCFI-2012 and supervised by the Federal Attorney General for Environmental Protection (Profepa). It focuses on industries that aim to improve the efficiency of their processes to fully comply with national and international environmental parameters and identify areas of opportunity for adjustments.

Likewise, Tierra Mojada complies with:

- The **State Program for Voluntary Environmental Compliance** before the Ministry of Environment and Territorial Development (SEMADET) of the state of Jalisco.
- The **Certification of its Integrated Management System** by an authorized third party, AENOR. The certified systems correspond to the following standards: ISO 9001:2015 Quality Systems, ISO 14001:2015 Environmental Management System, and ISO 45001: 2018 Occupational Health and Safety System.

Additionally, Saavi Energía operates under a risk management policy that includes identifying, assessing, and mitigating potential environmental impacts associated with the company’s operations and activities.

Controls are determined to eliminate, reduce, and supervise these environmental aspects through operational measures. We also have emergency response plans in place for environmental emergencies such as spills, leaks, explosions, or fires at our sites.

4.4 BIODIVERSITY PROTECTION

Throughout our sustainability journey, Saavi Energía has striven to understand the communities and ecosystems surrounding its operations in order to develop specific working plans for each facility, addressing its unique needs and prioritizing efficient management of company resources and programs. By tailoring sustainability initiatives to the unique conditions and contexts of each plant, the company seeks to ensure responsible and equitable management, promoting the well-being of both the people and the natural environment in which it operates.

INDUSTRIA LIMPIA certification date by facility



DEHESA - RANCHO BONITO

Since 2022, we have maintained a 250-square-meter **xerophytic garden** for dry environment plants in San Miguel de Allende, Guanajuato, a neighboring community to our Bajio/SLP generation asset. This project consists of six hundred specimens of endangered, threaten, and specially protected cacti in the Dehesa San Isidro Conservation and Wildlife Management Unit (UMA), located in the community of Rancho Bonito, Guanajuato.



All plants living in this garden are protected through the Nom-059-SEMARNAT-2010, a regulation that identifies and categorizes the endemic species of wild flora in Mexico and implements measures to protect endangered species and their habitats. With this collaboration in a community classified as highly marginalized, we promoted **sustainable development**, as well as broader positive impacts:

BENEFITS OF THE RANCHO BONITO XEROPHYTIC GARDEN

Environment and conservation

- In addition to planting cactus specimens, we implemented protection measures to prevent invasive flora and fauna and preserve biodiversity.
- We also conducted educational activities for the community on the importance of conservation and the sustainable use of natural resources.

Economy and development

- The project created 10 new jobs: 3 direct and 7 indirect, 30% of them occupied by women. The conservation of natural resources increases the value of the land and promotes investment in the area.

Culture and tourism

- A xerophytic garden open to the public provides cultural value and an opportunity for recreation in the Guanajuato semi-desert. By attracting visitors, it also generates economic opportunities for the region.

Education and research

- This project included the organization of workshops and educational programs to promote ecosystem protection and raise community awareness. At the same time, we conducted scientific studies to expand knowledge of the region's flora and fauna.

VOLUNTEER PROGRAM

During 2023, we implemented a volunteer program in the protected natural area of **Barranca de Tarango**, a 667-acre section of Mexico City and home to 117,000 people. With two rivers and a dam, this forest serves as both a green lung for the capital city and the home for endemic and endangered species. However, it encounters significant challenges in the form of pollution and environmental degradation brought on by human activity.

With the assistance of specialized organizations in sustainable development models, we implemented the volunteer program with the participation of 80 corporate employees (42%). Two types of activities were conducted for the care and conservation of this ecosystem:

- **River cleaning.** Through awareness talks, waste collection from the Puerta Grande River, a waste identification and separation workshop, and circular economy talks, we aimed to contribute to the solution addressing the negative impact of urban solid waste on aquatic ecosystems.
- **Forest maintenance.** To participate in the development and growth of plants, an essential element of the forestry program, we conducted activities that included weed control, fertilization, hydration of specimens, cleaning of pits, and forest tracking.



5. THE BEST TEAM, THE RIGHT WAY



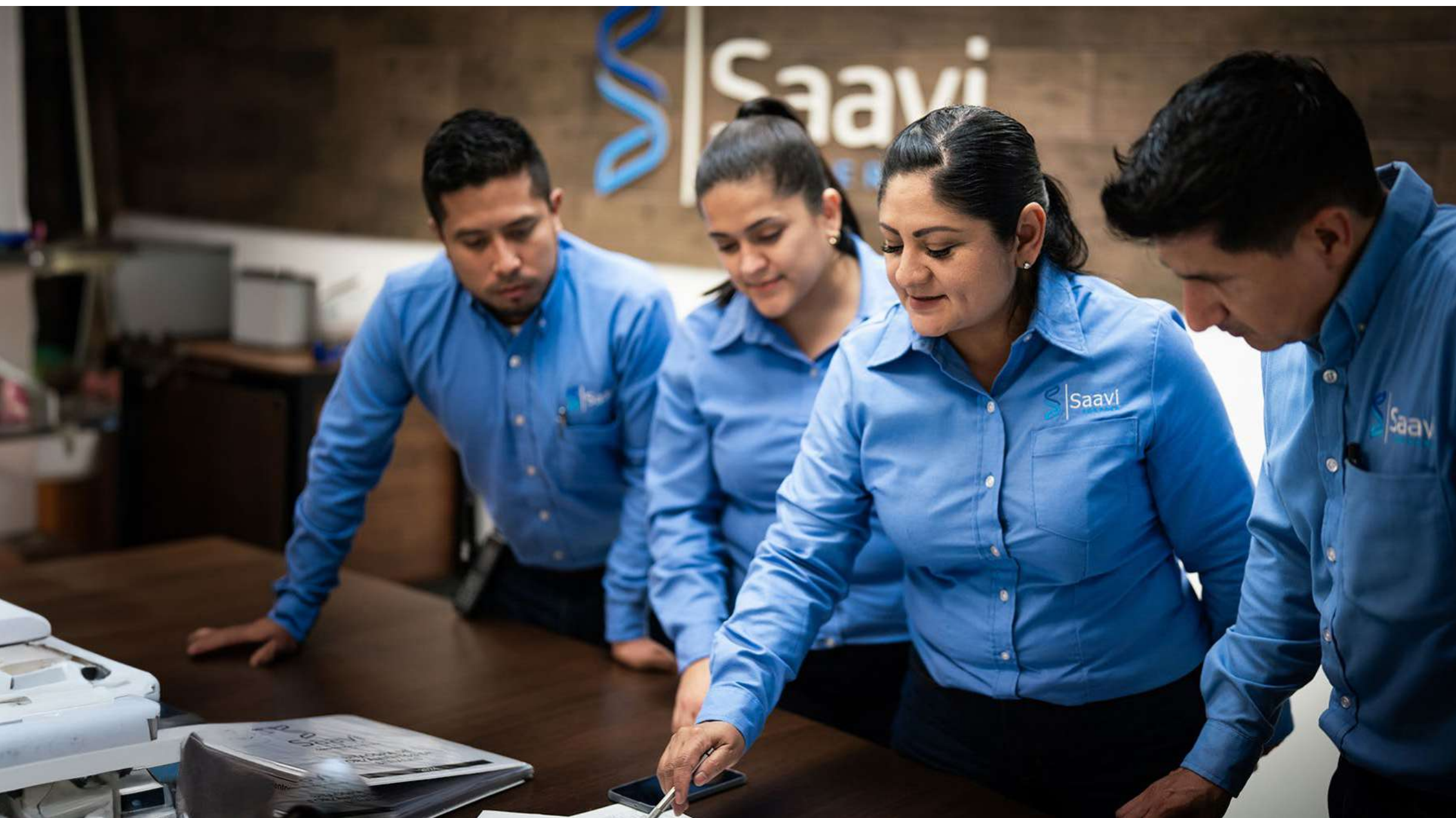
THE BEST TEAM, THE RIGHT WAY

Material topics addressed: diversity and inclusion, well-being of collaborators and their families, organization climate and culture, occupational health and safety, governance.

United Nations SDG 2030:



At Saavi Energía, we believe our employees are the foundation of our success. That is why we prioritize creating a safe and supportive work environment for everyone. We



champion diversity and inclusion, valuing every individual's unique contribution and creating opportunities for our collaborators to learn, grow, and develop their skills, while we guarantee the implementation of the strictest health and safety protocols in every asset. Our strong corporate culture is built on two key principles:

- **Shared Values:** We establish clear expectations for daily behavior that apply to everyone at Saavi Energía.
- **Long-Term Commitment:** We invest in our employee's well-being and offer opportunities for professional and personal growth. This dedication fosters a positive work environment, attracts top talent, and boosts productivity and employee commitment.

On the external front, the Company has put in place an increasingly strong portfolio of social investment initiatives and corporate philanthropy policies to continuously improve our long-term relationship with local communities. At the same time, we have made sure that all external engagement with social, governmental, and industrial stakeholders is strictly guided by our compliance framework and that our supply chain is incorporated into our transparency and accountability efforts.

5.1 ORGANIZATIONAL CULTURE, WELLNESS, AND DEI

Management, development, and recognition of the best talent have been the keystones for Saavi Energía to achieve its long-term objectives. Since 2019, Saavi's organizational culture, wellness and DEI strategies have provided tangible benefits to our employees.

A Work Climate Survey has been conducted each year since 2019. **The level of satisfaction in 2023 was 75%**, 1.8% higher than 2022, following a positive evolution since its first issuance. But perhaps the main highlight of the 2023 results was a 37.6-point **increase in the recommendation of the company as a good place to work, along with a strong sense of pride in the company and teamwork.**

Progress is mainly explained by our talent management model, which is based on the Human Experience Management, a framework that focuses on enabling individuals, rather than employees, to constantly contribute to the organization and society in the most significant possible way. With that perspective, Saavi Energía creates opportunities for its collaborators to learn, grow, develop, and value diversity, so that their wellbeing improves productivity, commitment, and innovation for all.

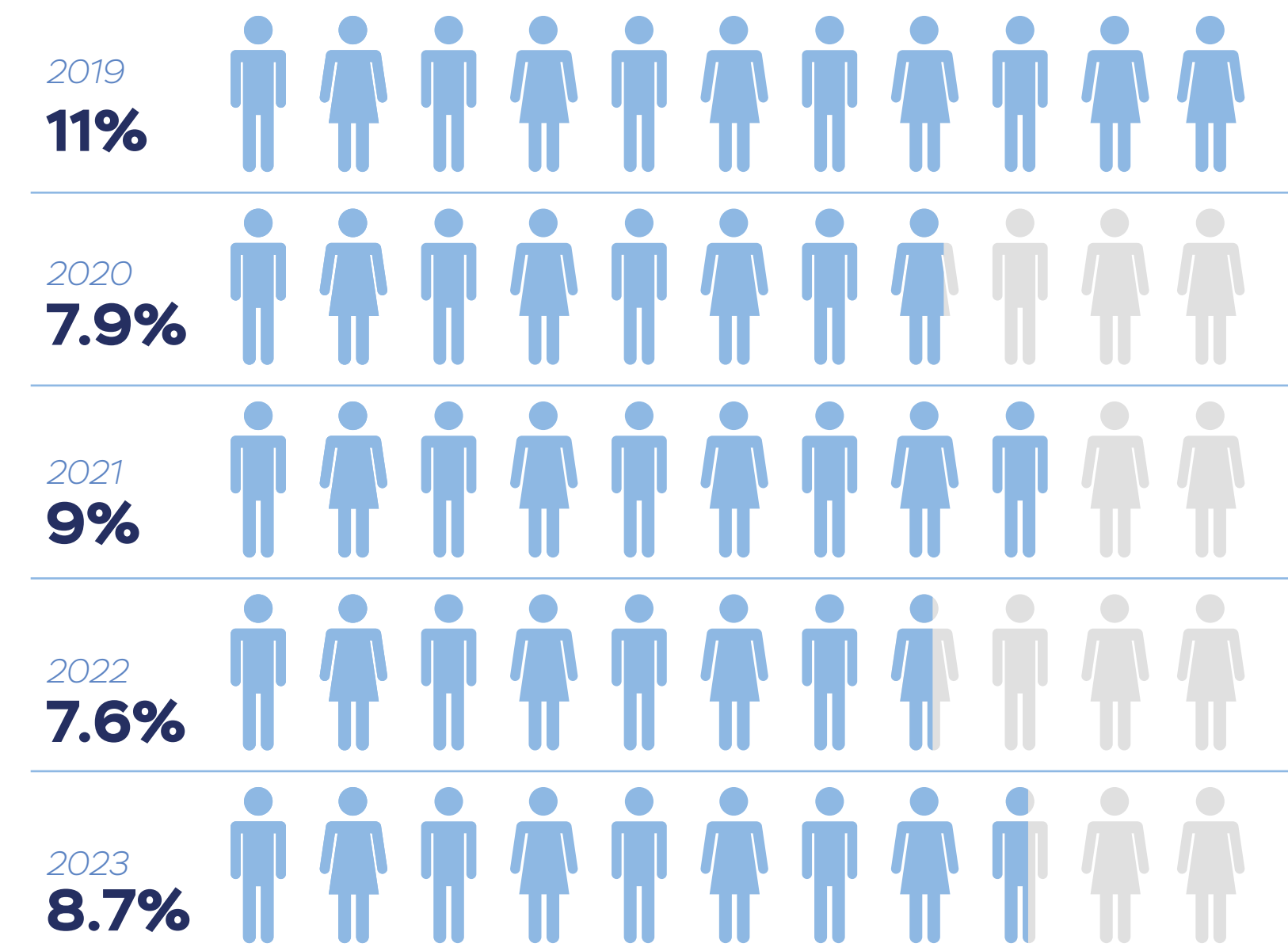
TALENT ATTRACTION, DEVELOPMENT, AND RETENTION.

The company pursues a wide range of strategies to guarantee that we reach talent wherever it may be found and that we can offer a competitive long-term career path for current and future members of the team. On one hand, regarding talent attraction, the company has set up a “referral program” to speed up vacancy filling time, while at the same time promoting suitable internal candidates when appropriate for their career paths and the objectives of the company. In 2023, 39% of our vacancies were filled internally and 46% of interns were hired by the end of their term.

On the other hand, development and retention programs are based on a “total compensation” concept that contemplates both an economic and emotional salary and follows three main initiatives: **capacity building**, to foster continuous education and upskilling; **personal development**, to promote life balance, physical and mental health, quality of life and sustainability; and **incentives**, both monetary and non-monetary, as recognition programs.

Our company’s talent attraction, development and retention strategies have provided tangible benefits for our employees and a positive impact in the overall talent turnover rate, decreasing it from 11% in 2019 to 8.7% in 2023. During last year voluntary turnover decreased by 26%.

OVERALL TALENT TURNOVER RATE

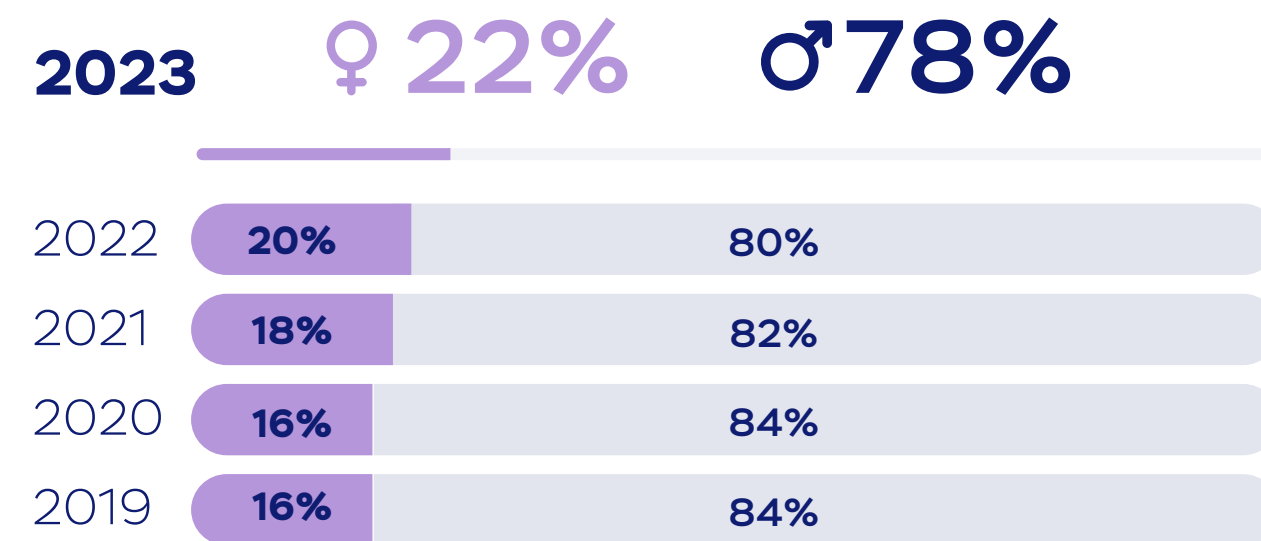


DIVERSITY, EQUITY, AND INCLUSION.

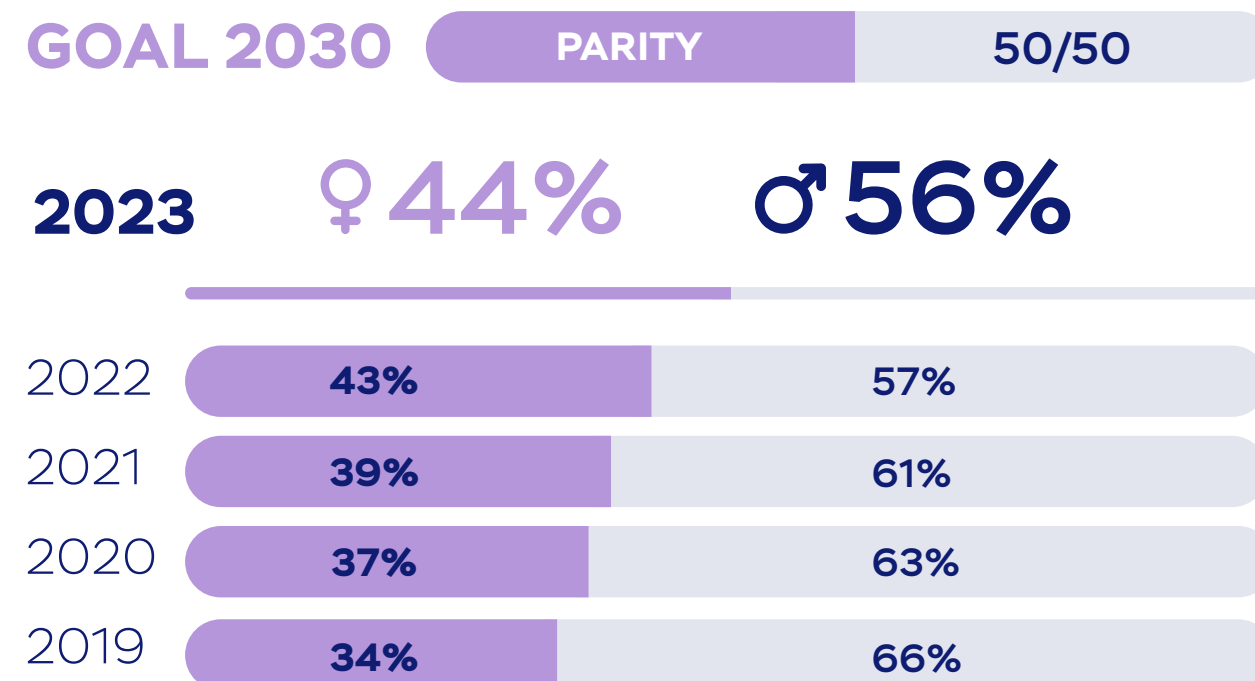
Within our culture and workplace wellness efforts, the promotion of diversity, equity, and inclusion (DEI) plays a strategic role, as higher diversity rates help boost problemsolving and a creativity skillset, driving up productivity and commitment. To this end, we have incorporated three policies and guidelines, with the best DEI practices, and we have tracked their evolution over time.

- Gender parity of candidates in the finalist duo or trio for corporate positions.
- Implementation of a hybrid work scheme at the employee’s free choice so that men and women can better accommodate their family dynamics.

TOTAL FEMALE PARTICIPATION IN THE COMPANY



FEMALE PARTICIPATION IN CORPORATE HQ



Our long-term goal is to strive for a balanced representation in leadership roles and create a truly gender-inclusive work environment. For 2024 we plan to perform a qualitative assessment to help us identify additional opportunity areas around three target groups: **Female team members, the LGBTQ+ community, and intergenerational groups.** All with the objective of setting a specific tailored plan per year, aiming to reach our 2030 targets of 50% of women in corporate HQ, in addition to developing LGBTQ+, and age-oriented programs.

AREA	INDICATOR	2023
Human Capital	Female employees	22%
	Corporate female employees	44%
	Women in senior management positions	22%
	Total employees	369
	Women in board position	29%



5.2 EMPOWERING COMMUNITIES: OUR SOCIAL INVESTMENT INITIATIVES

Saavi Energía is committed to achieving results in a transparent and responsible way, while caring about our surroundings. Our philanthropy policy was designed to support and improve the wellbeing of our neighboring communities. During 2023, we developed, adjusted, and implemented our social initiatives with no community complaints or social risk to our operations.

AREA	INDICATOR	2023
Social-Community	Number of Complaints from Communities	0
	Number of Inquiries from Communities	0
	Number of Operational Negative Impacts in Communities	0

ENERGY WITH EQUITY: STEM



Currently, the gender distribution in Mexico’s energy industry remains uneven, with the male population making up 78% of the workforce and women only 22% (2024 S&P Global 2024 energy analysis). To address this imbalance, especially in the power sector, it is critical to promote greater participation of young women in STEM careers.

Since 2021, we have been dedicated to the advancement of women in **STEM careers** through our Energy with Equity program, a **scholarship for young female students** in these disciplines who are likely to drop out of school due to financial challenges. Each student receives monthly financial support as well as mentorship activities, such as work meetings with STEM mentors and female sponsors.



Within our sustainability practice of “listen, adapt, and transform”, we reassessed the program during 2023 to find strengths and opportunity areas to maximize its impact. With this in mind, we listened to the needs of our beneficiaries and the educational institutions we partnered with and as a result, we reinforced and updated our STEM program. We assessed opportunity areas, reduced the program management cost, increased the number of scholarships, partnered with new universities, and upscaled the match between beneficiaries’ mentoring and Saavi’s recruitment processes.

2023 HIGHLIGHTS



Opportunity assessment



In-house management



Partnership with new academic institutions



Beneficiaries’ expansion plan

Looking towards 2024, we have set the following priorities:

- **Launch the program in Mexico City.**
- **Select and incorporate 14 new beneficiaries across all our plants and HQ.**
- **Improve the mentorship program.**
- **Build a strong relationship between the students and the company.**

ILUMÍNATE, SOL PARA TODOS

Around 5.4% of Mexico’s population does not have access to electricity due to dispersion, isolation, and difficulty in accessing communities. Moreover, 6.9 million people live in isolated rural populations facing exclusion, scarcity, and lack of indispensable equipment for their wellbeing.

Recognizing the need for universal energy access, during 2023, we became part of **“Ilumínate, sol para todos”** a project that aims to improve the conditions of communities that still live in energy poverty. This project was a collaborative effort between six energy companies and Concentrate, an NGO that helped to manage the project in the region.

With a **\$USD 20,000 donation**, we collaborated to provide kits for sustainable home lighting in communities living in energy poverty and promoted the beneficiaries to self-manage that service. In exchange for the kits, the communities gave a piece of Wixarika handcraft art, to be sold to fund projects that contribute to the social development of other communities in situations of high marginalization and poverty.

This initiative was implemented in communities in the municipality of Mezquitic, Jalisco, state in which Tierra Mojada plant operates. The project is a long-term initiative that includes periodic monitoring of the beneficiaries intending to maintain the solar kits in good working condition.

We understand sustainability not only in terms of large-scale renewable generation projects, but also on a smaller scale. Through self-managed access to electricity from renewable sources, the energy transition materializes at the level of personal and family use of sustainable energy.



Lighting	Co-participation	Social impact
<ul style="list-style-type: none"> • 1 removable 6W solar panel • 3 lamps with 3 ignition intensities • 3 lamp holders. • 1 cable to recharge the lamps. • 1 cable for cell phone charging • Periodic monitoring to maintain the kits in good condition 	<p>Beneficiary families exchange a handcraft piece with economic value for a kit.</p> <p>At a fundraising event, the art pieces are sold, and the proceeds are used to fund social projects.</p>	<p>700 lighting kits.</p> <p>668 direct beneficiaries</p>

CORPORATE PHILANTHROPY

As part of our efforts in building sustainable relationships with the communities that neighbor our facilities, we implemented a Corporate Philanthropy policy designed to improve their wellbeing while we effectively manage corporate risk and foster transparency and accountability in our external engagement.

During 2023, we had no community complaints or social risk to our operations, and we processed all donations requests following three principles: **1) commitment** to immediately addressing any community requirement, **2) closeness** with social stakeholders and proactivity in socializing philanthropy protocols, **3) solidarity** in adapting to the singularities of each site, favoring initiatives with public impact, and **4) acting** with the highest transparency in all our processes to build trust and maintain accountability.

Altamira, Tamaulipas	<ul style="list-style-type: none"> • Sponsorship for sports uniforms for cycling groups
Bajío & San Luis de la Paz, Guanajuato	<ul style="list-style-type: none"> • Sponsoring of cycling uniforms for community sports groups • Donation of two 10,000-liter tanks
Campeche	<ul style="list-style-type: none"> • Donation of surveillance cameras that were placed in the jungle to monitor the care and reproduction of Jaguars
Samalayuca, Chihuahua	<ul style="list-style-type: none"> • Three sponsorships for cycling sports uniforms and recognitions for the Honorable Fireman Department
Sauz, Querétaro	<ul style="list-style-type: none"> • Donation request for blankets for the National System for Family Development (DIF) patronage of Pedro Escobedo
La Rosita, Baja California	<ul style="list-style-type: none"> • Donation request to contribute with water bottles to the Municipal DIF patronage
Tierra Mojada, Jalisco	<ul style="list-style-type: none"> • Sponsorship request for sports uniforms for the local children’s football school at the University of Guadalajara • Donation of rehydration drinks for a cycling tournament



5.3 INCORPORATING BEST PRACTICES: HEALTH AND SAFETY, PROCUREMENT AND CYBERSECURITY.

HEALTH, AND SAFETY

Health and Safety in the workplace is paramount to Saavi Energía. Our HSE strategy is based on a No Lost Time Incident approach, prioritizing a preventive safety culture that tries to incorporate all lessons learned throughout time and expand our safety protocols to contractors. Despite having an average accident rate below industry levels in 2023, we had two Lost Time Incidents (LTIs) at the beginning of the year. As a response, we immediately implemented a comprehensive plan to impact safety management, focusing on the following priorities:

- 1. Proactive HSE management:** We incorporated proactive safety metrics like Safety Observations vs. Man Hours alongside traditional incident metrics (LTI, RIs, ASR). We significantly increased participation in safety walks with new guidelines and conducted observation campaigns where employees and contractors identified safe or unsafe activities, behaviors, and conditions to foster a safety culture. We investigated high-potential non-injury events and implemented containment and corrective actions to prevent accidents. Additionally, we provided 159 training sessions covering topics such as Human Factors, Safestart, PPE usage, Risk Assessment, Work Permits, Safety Rules, and Electrical Safety.
- 2. Contractors' safety management:** We conducted trainings for all contractors on Saavi Energía's critical and safety processes and used the digital tool "DC-3" to ensure they had the appropriate training and competencies for their activities. Additionally, we audited, monitored, and provided feedback on their performance, requesting safety improvement plans, corrective actions, or event investigations as needed, in addition to evaluating them on-site.



- 3. Critical procedures:** We kept up to date by reviewing our operating procedures and updated the Permit to Work, Point of Work Hazard Assessment and Hot Work procedures.
- 4. Safety Leadership:** For safety during outages, we developed a proactive outages safety plan with HSE managers, identified key priorities, conducted Safety Leadership, and launched the Observation-Intervention campaign. We introduced performance indicators for the HSE area to benchmark against industry standards and drive improvements. Additionally, all facilities have created a Safety Improvement Plan and an Emergency Response Plan for managing environmental incidents.
- 5. Audits and Inspections:** We conducted internal and external audits at all plants to verify HSE compliance, focusing on Critical Procedures, Regulatory Compliance, and alignment with international standards (ISO 9001, 18001, and 45001). Additionally, we used a platform to manage all regulatory compliance requirements for each work center.

During 2023 and **for the first time**, we obtained the **Safe Start Gold badge**, one of the most prestigious certifications in the market, in all our plants. We reinforced the base of the incident pyramid (non-injury incidents or preventing observations), increased the reporting of incidents without injury and significantly lowered the number of injury events.



AREA	INDICATOR	2023
Safety	Fatalities	0
	Lost Time Incident Frequency (LTIF)	0.24
	Total Recordable Cases (TROF)	0.24
	Restricted Work Cases (RWC)	0
	Medical Treatment Cases (MTC)	0
	First Aid	8
	Near Misses	12
Security	Number of Security Incidents	5
	Number of Crisis Management Drills	12
Health	Frequency Rate Health	0
	Severity Index Health	0
	Number of Cases of Illnesses Related to Work	0
	% of Medical Exams	95%

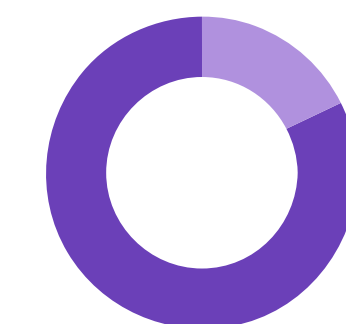
PROCUREMENT

Our procurement policies adhere to the ethical principles of transparency and competitiveness and are, therefore, aligned with Saavi Energía’s principles, values, and long-term objectives. To guarantee an ethical, transparent, and competitive procurement process, our supply chain policy works under three lines of action:

1. Bolster personnel training in soft competencies and technical skills
2. Foster best practices adoption on our procurement policies
3. Promote all suppliers adoption of Saavi Energía’s code of ethics, and adherence to our safety, health and environmental policies.

Supply Chain Relevant
2023 Figures

1,115
Active suppliers



86%
Domestic suppliers

5.4 TRANSPARENCY AND ACCOUNTABILITY: OUR COMPLIANCE PRACTICE

As a sustainable business, we rely on operating as a team with the highest integrity, this is the **Saavi Way**. This involves upholding our reputation with our communities, clients, suppliers, Governments, and all other stakeholders. As we mature and advance our Compliance culture, we concentrate on protection mechanisms to preserve our ethical reputation and integrity. Part of that progress is explained by the issuance of a full suite of compliance policies, procedures, and guidelines available to our employees to support them in navigating our industry and any potential challenges.

Another achievement from 2023 was the upgrading of the Know Your Customer (KYC) process across all procurement and sales activities.

In line with our continuous improvement approach, our goal for 2024 is to update our Compliance Framework and make it even more efficient and capable of following our business growth, while meeting industry and regulatory needs.

SUMMARY COMPLIANCE 2023 GOALS ACHIEVED	
Compliance Policy and Processes	<ul style="list-style-type: none"> Publication of: <ul style="list-style-type: none"> Anti-Corruption Policy Integrity Policy KYC Policy Ethics Line Policy Anti-Fraud Policy Donations Procedure Gifts Procedure Each one with its associated guidelines and procedures.
Training & communications	<ul style="list-style-type: none"> Creation of E-learnings Training and communication program of: <ul style="list-style-type: none"> Code of Conduct Conflict of Interest Through: <ul style="list-style-type: none"> Live trainings sessions, plus E-learning program 100% completion, all Saavi Energía employees.
Conflict of Interest Policy	<ul style="list-style-type: none"> Publication of the Conflict-of-Interest Policy, which includes: <ul style="list-style-type: none"> Live trainings for the entire organization Annual reports submitted by 100% employees
Enterprise Governance standarization	<ul style="list-style-type: none"> Review and standardization of: <ul style="list-style-type: none"> 35 policies 29 guidelines 106 procedures 108 others, such as Manuals



6. TOWARDS A SUSTAINABLE TOMORROW



TOWARDS A SUSTAINABLE TOMORROW.

OUR 2024 PLAN

Our 2024 Sustainability Plan is designed to keep an accelerated progress in reaching our 2030 goals—specifically on decarbonization, water usage and DEI—, while launching increasingly tailored sustainability initiatives among neighboring communities. In the next reporting period, the team will focus on 6 priorities:

- Implementation of **energy usage improvement** projects and **portfolio diversification** initiatives to keep up progress in our 2030 intensity emissions target.
- Maintain progress on **DEI** focusing on developing and implementing targeted programs tailored to women, members of the LGBT+ community, and individuals of diverse ages across our workforce.
- Develop our **water redirection program** in La Rosita.
- Continue to amplify the impact of our **Energy with Equity: STEM program**, aiming to significantly expand the number of beneficiaries four-fold by the end of 2024.
- As part of our tailored sustainability strategy, we plan to implement specific projects in communities near our plants: **reforestation, forest maintenance, renovation of schools, social programs, biodiversity protection, and access to drinking water.**

As we head into a new year, we are excited to continue advancing our sustainability strategy. As in previous years, we will be reporting our progress quarterly to our Board of Directors and to the ESG Committee, and we will provide a more detailed yearly update on our 2024 Sustainability Report.



7. GLOBAL REPORTING INITIATIVE (GRI) INDEX

GRI STANDARD	CONTENT	LOCATION
General disclosures GRI 2 General disclosures 2022	2-1 Organizational details	3. About Saavi Energía - strength, governance, and footprint
	2-2 Entities included in the organization's sustainability reporting	3. About Saavi Energía - strength, governance, and footprint
	2-3 Reporting period, frequency, and contact point	2. About this report: our journey, timeframe, and methodology
	2-4 Restatements of information	Not applicable
	2-5 External assurance	2. About this report: our journey, timeframe, and methodology
	2-6 Activities, value chain, and other business relationships	2. About this report: our journey, timeframe, and methodology
	2-7 Employees	5.1 Organizational culture, wellness and DEI
	2-8 Workers who are not employees	5.3 Incorporating best practices: Health and Safety, Procurement, and Cybersecurity
	2-9 Governance structure and composition	3. About Saavi Energía - strength, governance, and footprint
	2-10 Nomination and selection of the highest governance body	3. About Saavi Energía - strength, governance, and footprint
	2-11 Chair of the highest governance body	Jaime Tupper
	2-12 Role of the highest governance body in overseeing the management of impacts	3. About Saavi Energía - strength, governance, and footprint
	2-13 Delegation of responsibility for managing impacts	To our stakeholders
	2-14 Role of the highest governance body in sustainability reporting	2. About this report: our journey, timeframe, and methodology
	2-15 Conflicts of interest	5.4 Transparency and Accountability: Our compliance practice
	2-16 Communication of critical concerns	5.2 Empowering Communities: our social investment initiatives 5.3 Incorporating best practices: Health and Safety, Procurement and Cybersecurity 2. About this report: our journey, timeframe, and methodology
	2-17 Collective knowledge of the highest governance body	3. About Saavi Energía - strength, governance, and footprint
	2-18 Evaluation of the performance of the highest governance body	3. About Saavi Energía - strength, governance, and footprint
	2-19 Remuneration policies	5.1 Organizational culture, wellness, and DEI
	2-20 Process to determine remuneration	5.1 Organizational culture, wellness, and DEI
	2-21 Annual total compensation ratio	5.1 Organizational culture, wellness, and DEI
	2-22 Statement on sustainable development strategy	6. Towards a sustainable tomorrow. Our 2024 plan
	2-23 Policy commitments	4. Paving the way to long term sustainability
	2-24 Embedding policy commitments	4. Paving the way to long term sustainability
	2-25 Processes to remediate negative impacts	4. Paving the way to long term sustainability
	2-26 Mechanisms for seeking advice and raising concerns	5.4 Transparency and Accountability: Our compliance practice
	2-27 Compliance with laws and regulations	5.3 Incorporating best practices: Health and Safety, Procurement, and Cybersecurity
	2-28 Membership associations	4. Paving the way to long term sustainability
	2-29 Approach to stakeholder engagement	To our stakeholders

GENERAL DISCLOSURES		
Material Topics GRI 3 Material Topics 2021	3-1 Process to determine material topics	2. About this report: our journey, timeframe, and methodology
	3-2 List of material topics	2. About this report: our journey, timeframe, and methodology
Procurement Practices GRI 204 Procurement practices 2016	204-1 Proportion of spending on local suppliers	5.3 Incorporating best practices: Health and Safety, Procurement, and Cybersecurity
Anti-corruption GRI 205 Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	2. About this report: our journey, timeframe, and methodology 5.4 Transparency and Accountability: Our compliance practice
	205-2 Communication and training about anti-corruption policies and procedures	2. About this report: our journey, timeframe, and methodology 5.4 Transparency and Accountability: Our compliance practice
Water and effluents GRI 303 Water and effluents 2018	303-1 Interactions with water as a shared resource	1. Saavi Energía highlights for 2023 4.2 Water consumption
	303-2 Management of water discharge-related impacts	4.2 Water consumption
	303-3 Water withdrawal	4.2 Water consumption
	303-4 Water discharge	4.2 Water consumption
	303-5 Water consumption	4.2 Water consumption
Biodiversity GRI 304 Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	4.4 Biodiversity protection
	304-3 Habitats protected or restored	4.4 Biodiversity protection
Emissions GRI 305 Emissions 2016	305-1 Direct (Scope 1) GHG emissions	4.1 Decarbonization strategy 4.4 Biodiversity protection
	305-4 GHG emissions intensity	4.4 Biodiversity protection
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	4.4 Biodiversity protection
Waste GRI 306 Waste 2020	306-1 Waste generation and significant waste-related impacts	4.4 Biodiversity protection
	306-2 Management of significant waste-related impacts	4.4 Biodiversity protection
	306-3 Waste generated	4.4 Biodiversity protection
Employment GRI 401 Employment 2016	401-1 New employee hires and employee turnover	5.1 Organizational culture, wellness, and DEI
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.1 Organizational culture, wellness, and DEI
Occupational health and safety GRI 403 Occupational health and safety 2018	403-1 Occupational health and safety management system	5.3 Incorporating best practices: Health and Safety, Procurement, and Cybersecurity
	403-2 Hazard identification, risk assessment, and incident investigation	5.3 Incorporating best practices: Health and Safety, Procurement, and Cybersecurity
	403-3 Occupational health services	5.1 Organizational culture, wellness and DEI
	403-4 Worker participation, consultation, and communication on occupational health and safety	5.3 Incorporating best practices: Health and Safety, Procurement, and Cybersecurity
	403-6 Promotion of worker health	5.1 Organizational culture, wellness, and DEI
	403-9 Work-related injuries	5.3 Incorporating best practices: Health and Safety, Procurement, and Cybersecurity
Training and education GRI 404 Training and education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	5.1 Organizational culture, wellness, and DEI
	404-3 Percentage of employees receiving regular performance and career development reviews	5.1 Organizational culture, wellness, and DEI
Diversity and equal opportunity GRI 405 Diversity and equal opportunity	405-1 Diversity of governance bodies and employees	5.1 Organizational culture, wellness, and DEI
Local communities GRI 413 Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	5.2 Empowering Communities: Our social investment initiatives