

Subject: Sustainability Policy**Application Areas**

Staff Function: Sustainability -

Service Function: -

Business Line: -

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EXTERNAL AFFAIRS MANAGER

Orlando Mercado

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1. OBJECTIVES OF THE DOCUMENT AND SCOPE OF APPLICATION

This document aims to formalize ORYGEN's commitment to sustainability, integrating ESG criteria as principles and objectives that guide our operations towards sustainable development. ORYGEN's sustainability strategy is based on eight pillars, which seek to maximize the company's long-term value, guaranteeing the resilience of the business and promoting a positive impact on communities and the environment.

This policy is overseen by the Sustainability Steering Committee (SteerCo), the highest sustainability governance body. This committee is responsible for overseeing its proper implementation and alignment with ESG principles and the company's strategic objectives.

This policy applies to all ORYGEN activities, including its operations and projects, with special emphasis on compliance with local and international regulations.

This document shall be implemented and applied in accordance with applicable laws, regulations and governance standards, which in any case prevail over the provisions contained in this document.

2. DOCUMENT VERSION MANAGEMENT

Version	Data	Description of the main changes
1	05/19/2025	First version of the document

3. PROCESS DESCRIPTION

3.1. Our Commitment

At ORYGEN, sustainability is a core value that guides each of our actions. We are committed to protecting safety, health and the environment, fully aware of the impact our operations have on persons, communities, and the planet.

As a key players in the energy sector, we drive the transition toward a more sustainable future through efficient and responsible energy generation. Our approach is based on balancing economic development with environmental protection and social well-being, ensuring a reliable, competitive, and sustainable energy supply for the country's growth.

ORYGEN's senior management leads by example, integrating sustainability into all departments of the company. We work with a firm commitment to innovation and continuous improvement, adopting best practices to optimize our processes and minimize the environmental impact of our operations.

We believe that true progress is achieved through responsibility and forward-looking vision. Therefore, we continue to strengthen our commitment to sustainable development, ensuring that every decision we make contributes to a safer, more efficient and prosperous future for all.

3.2. Sustainability Guiding Principles

At ORYGEN, the guiding principles of sustainability are the ethical and operational foundations that guide all our activities towards comprehensive and responsible development. These principles reflect our commitment to environmental, social and governance excellence, establishing clear guidelines to ensure that our decisions and actions contribute positively to persons, the planet and sustainable economic progress.

- **Environmental Responsibility:** Protect the environment, promote the circular economy and mitigate the impact of climate change.
- **Social Commitment:** Respect human and labour rights, promoting the well-being of people and

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society.

- **Ethics and Governance:** Ensure transparency, integrity and accountability in our activities.
- **Sustainable Innovation:** Lead the adoption of technological solutions that promote a sustainable future.

3.3. Pillars of the Sustainability Strategy

Our sustainability strategy is organized around eight key pillars that effectively articulate our strategic objectives, seeking to maximize our long-term positive impact. These pillars constitute the priority areas on which we focus our efforts, ensuring a sustainable and responsible management aligned with international best practices, as well as with the expectations of our stakeholders.

1. Leading the Energy Transition

We are pioneers in the shift towards renewable and sustainable energy sources. We will continue moving toward a cleaner and more efficient energy future by increasing the share of renewables in our operations, incorporating clean generation and energy storage technologies, and designing projects aligned with global decarbonization goals and the Paris Agreement. In addition, we will develop efficient infrastructure that optimizes the use of natural resources and reduces emissions.

2. Institutionalizing Excellence in HSEQ (Health, Safety, Environment, and Quality)

We will continue ensuring the implementation of best practices in environmental, safety, and quality management, protecting workers, communities, and the environment. We will further strengthen our management in line with international standards such as ISO 14001 and ISO 45001, and ensure that all employees and contractors work under safe and healthy conditions. We will integrate sustainability as an essential criterion in operational planning and quality management systems.

3. Strengthening Resilience to Climate Risks

We focus on identifying and managing risks arising from climate change, adapting our operations and projects to reduce their environmental impact and ensure continuity of activities. We will invest in resilient infrastructure and collaborate with experts to develop climate adaptation strategies that benefit both our operations and local communities.

4. Driving Community Development and Engagement

We foster the well-being of local communities through projects and initiatives that promote social inclusion, employment and improved quality of life, contributing to the Sustainable Development Goals. We design social responsibility programs that respond to local needs, involving communities and establishing alliances with key stakeholders from the public sector, the private sector, academia and/or non-profit associations to maximize the positive impact on communities. We respect the rights of indigenous communities and align ourselves with the United Nations Declaration on the Rights of Indigenous Peoples.

5. Building an Inspiring, Inclusive, and Diverse Company

We seek to create a work environment where each person can contribute fully, promoting equal opportunities and mutual respect at all levels of the organization. We implement inclusive policies, train our personnel and ensure that all employees can thrive, regardless of their background, gender or abilities.

6. Maintaining Business Integrity and Governance

We operate under the highest ethical standards, with sound governance and transparency in all our activities. We implement strict policies against bribery, corruption and other illegal practices, conducting regular audits and establishing confidential channels for reporting irregularities. We ensure compliance with local and international regulations, and the active participation of senior management in overseeing sustainability policies.

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7. Promoting Transparency and Communication

We prioritize open and clear communication with our stakeholders, ensuring that information about our activities, impacts and objectives is accessible and understandable. We publish annual sustainability reports that highlight progress and challenges, and we proactively communicate with all stakeholders to reinforce ORYGEN's trust and reputation.

8. Establishing a Responsible Sourcing Process

We adopt procurement policies that favour the development of our suppliers, ensuring that they share our values of sustainability and social responsibility. We assess their performance in environmental, human rights, safety, and integrity matters, include ethical compliance clauses in our contracts, and promote practices that optimize natural resource use and foster the circular economy.

3.4. Sustainability Governance

Sustainability governance at ORYGEN is structured to ensure the effective, coordinated, and supervised implementation of our strategy. All workers are responsible for acting in accordance with this policy and actively contributing to its compliance. To this end, each pillar, as well as its work plans, has a responsible leader in charge of ensuring their execution within the established timeframe. In turn, the leader of the Sustainability department (belonging to the External Affairs Management) is responsible for articulating and coordinating closely with the leaders of each pillar in order to ensure the overall implementation of the Sustainability strategy, ensuring its alignment with ESG principles and corporate strategic objectives. Finally, the Sustainability Steering Committee (SteerCo) is responsible for periodically reviewing the progress, performance and effectiveness of the strategy.

4. UNITS RESPONSIBLE FOR THE DOCUMENT

Responsible for preparing the document:

- Sustainability

Responsible for authorizing the document:

- External Affairs
- People & Culture

5. REFERENCES

This policy is implemented in accordance with the **Terms of Reference of the Sustainability Steering Committee (SteerCo)**, a document that establishes its responsibilities and duties in overseeing sustainability at Orygen.

This policy is based on the following international standards and best practices:

- The 10 Principles of the United Nations Global Compact on human rights, labour, environment, and anti-corruption.
- The Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights.
- The ILO Declaration on Fundamental Principles and Rights at Work.
- The ILO Core Conventions, including: Convention 1 (Hours of Work), Convention 14 (Weekly Rest), Convention 132 (Paid Vacations), Conventions 138, 182, and Recommendation 146 (Minimum Age and Child Labour), Conventions 29 and 105 (Forced Labour), Conventions 87 (Freedom of Association) and 98 (Right to Collective Bargaining), Convention 111 (Non-Discrimination).

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- The OECD Guidelines for Multinational Enterprises.

The following internal documents relate to the principles listed in this Policy and support its implementation:

- Code of Ethics
- Human Rights Policy No. 114
- Diversity and Inclusion Policy No. 81
- Environmental Policy No. PE002
- Health and Safety Policy

6. POSITION OF THE ORGANIZATIONAL PROCESS IN THE PROCESS TAXONOMY

Area Process: Sustainability

Macroprocess: Sustainability Project Management

7. DEFINITIONS

Definition	Description
ESG Criteria	Environmental, social and governance criteria that guide business decision-making to ensure long-term sustainability.
Sustainable Development Goal (SDGs)	A set of 17 global goals adopted by the 193 UN member countries in 2015, as part of the 2030 Agenda for Sustainable Development. The SDGs represent a global vision to build a fairer, more inclusive, and more sustainable future for all.
HSEQ (Health, Safety, Environment and Quality)	Management system that ensures the protection of health, safety, and the work environment, while maintaining high quality standards in operations.
Stakeholders	Persons, groups or organizations that may affect or be affected by the company's activities, products or services, or whose actions may influence the achievement of its objectives.
Forced or Compulsory Labour	Any work or service demanded from a person under the threat of penalty, for which the person has not offered themselves voluntarily.
Governance	Set of mechanisms, processes and structures through which the company is directed and controlled, ensuring integrity, transparency and accountability.
Climate Resilience	The company's ability to adapt to climate change risks and protect itself against adverse climate events.

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Community Development	Processes that promote the well-being and growth of local communities through inclusive and sustainable projects.
Responsible Sourcing	Procurement policies that ensure suppliers comply with sustainability standards and have a positive social and environmental impact.
Circular Economy	Economic model that promotes the reuse of resources, minimizing waste and maximizing efficiency in the use of materials.
Decarbonization	Process for reducing carbon emissions in the company's operations and activities, in line with the Paris Agreement.
Climate Impact	The effect that a company's activities have on the climate, especially in terms of greenhouse gas emissions and their global consequences.