



Sustainability Report 2025





01

LETTER FROM THE CEO

02

ABOUT THIS REPORT

- Materiality Analysis

04

ABOUT PLUSPETROL

- Company Profile
- Summary and Highlights
- Purpose, Vision and Values
- Corporate Strategy
- Exploration
- Membership Associations

11

SUSTAINABILITY STRATEGY

- Sustainability Framework
- Sustainability Policy
- Alignment with the CSRD
- Human Rights
- Stakeholders
- Sustainable Development Goals (SDG)

18

GOVERNANCE

- Corporate Governance
- Framework to support ethical behavior
- Compliance
- Internal Audit
- Cybersecurity and Technology for Safety, Efficiency and Innovation

25

EMPLOYEES

- Distribution of our Employees
- Hires and Turnovers
- Performance Management
- Talent Development
- Health and Well-being

34

SUPPLY CHAIN

- Supply Chain Management
- Comprehensive Material Management
- Supply Chain Structure
- Local Procurement
- Contractor Assessment

39

PROCESS SAFETY

- Commitment and Leadership
- Understanding Hazards, Risks and Impacts
- Managing Risks and Addressing Impacts
- Learning from Experience

45

ENVIRONMENT

- Energy and Climate Change
- Biodiversity Management
- Water and Effluents Management
- Spill Management
- Waste

64

COMMUNITY

- Social Investment
- Social Investment Pillars
- Dialogue with Local Communities
- Indigenous Communities

76

PLUSPETROL IN NUMBERS

77

GRI CONTENT INDEX

LETTER FROM THE CEO

GRI 2-22

2025 has been a year of significant growth for Pluspetrol, marked by strategic progress guided by our long-term vision. During this period:

- In Argentina, we doubled our operational capacity—from 10,000 to 20,000 barrels of oil per day—at the Bajo del Choique field and expanded production capacity at the La Calera area by 50%. We also consolidated our position as the only E&P company exporting gas to Brazil, Chile, and Uruguay.
- We marked the first full year of operation of our wind farms in Uruguay, building on our experience in the energy transition and expanding the portfolio initiated with Lítica.
- We supported the sustained and responsible operation of our assets in Ecuador. In Peru, we obtained ISO 14001:2015 (Environmental Management Systems) and ISO 45001:2018 (Occupational Health and Safety Management Systems) certifications for the Pisco and Malvinas plants.
- We launched the internal Crialis¹ project, designed to optimize the way we work and manage processes, supported by an advanced ERP² platform.
- We welcomed more than 350 new employees and began the onboarding process to ensure the consistent transmission of our organizational culture.
- We advanced toward our environmental targets, particularly in emissions intensity, water consumption, and biodiversity.
- We strengthened social investment as a key driver of shared value and deepened collaboration across our value chain.

We know that our industry operates in increasingly challenging environments, marked by growing energy demand and volatile geopolitical and technological dynamics. In this context, we updated our Sustainability Policy in 2025, reaffirming our commitments to climate change, energy transition, and biodiversity, while elevating our focus on Human Rights, engagement with communities and Indigenous Peoples, and value chain integrity. We continue to embed ESG criteria into investment, management, and operational decision-making, aligning our executive, financial, technical, and operational areas under a shared framework, with sustainability as both our path and our goal.

Proud to be part of a company that has been creating opportunities for nearly half a century—and mindful of the challenges ahead—I am pleased to submit Pluspetrol's 18th Sustainability Report to our stakeholders, prepared in accordance with the 2021 GRI (Global Reporting Initiative) Standards.




Claudio de Diego
CEO



ABOUT THIS REPORT

GRI 2-2, 2-3

We present Pluspetrol’s 18th Sustainability Report, covering the period from January 1 to December 31, 2025. Pluspetrol has offices and/or participates in energy-related business activities in Argentina³, Brazil, Chile, Colombia, Ecuador, the United States, the Netherlands, Peru, and Uruguay. The indicators outlined⁴ in this report correspond to the areas where Pluspetrol operates: Argentina⁵, Ecuador, Lítica (Mining Division), Peru, and Uruguay⁶.

The Sustainability Report provides an overview of our environmental, social, and governance performance. Its preparation contributes to our internal continuous improvement process, reinforcing the development of a cross-functional management approach across the company, with the aim of maximizing positive impacts and minimizing negative ones, within a framework of transparency and accountability.

This Report has been prepared in accordance with the 2021 Global Reporting Initiative (GRI) Standards, the GRI Sector Standard for Oil and Gas (2021), and with reference to the Oil and Gas Industry Guidance on Voluntary Sustainability Reporting (4th edition, 2020) issued by IPIECA, API, and IOGP. At the same time, we have initiated the transition process toward adopting the Corporate Sustainability Reporting Directive (CSRD)⁷ and the European Sustainability Reporting Standards (ESRS)⁸. These changes will begin to be reflected in the report for the 2026 period.

During the fiscal year 2025, a limited external review of key indicators related to environmental and social aspects was conducted. These indicators, selected based on their relevance to the company’s material topics, were assessed to strengthen the consistency and robustness of the reported information, as well as to identify opportunities for improvement in Pluspetrol’s alignment process with the CSRD and ESRS. This exercise was carried out by a specialized external consulting firm and represents a significant step within Pluspetrol’s continuous improvement process.

This document is published on an annual basis; the most recent prior report corresponded to fiscal year 2024.

The present Report was published in April 2026.

For inquiries regarding its content, please contact: informedesostenibilidad@pluspetrol.net

³. During 2025, Pluspetrol incorporated SPI (Servicios Petroleros Integrados), resulting from the acquisition of Weatherford’s fracturing division in Argentina. SPI is not included within the scope of this Report, as it is a service company.
⁴. An exception applies to the data presented in the “Employees” chapter, which also includes personnel from offices in Brazil, the United States, and the Netherlands.
⁵. The scope includes the Centenario assets through July 2025 (inclusive), Loma Jarillosa and Puesto Silva Oeste through September 2025 (inclusive), and Los Toldos II Oeste through October 2025 (inclusive), prior to their transfer. It also includes PCN, for which efforts were made to standardize processes, variables, and reporting methodologies; therefore, full quantitative performance information will be included starting in the 2026 reporting period.

MATERIALITY ANALYSIS

GRI 3-1, 3-2, 3-3

The identification of the material topics addressed in this Report is based on a comprehensive analysis that considered the GRI Sector Standard for the Oil and Gas sector (2021), the 2021 GRI Standards, and the Oil and Gas Industry Guidance on Voluntary Sustainability Reporting (2020) issued by IPIECA, API, and IOGP. In addition, the list of topics was cross-checked against the results of the double materiality analysis (DMA) conducted as part of Pluspetrol’s progressive alignment with the CSRD and ESRS. This comparison made it possible to verify the consistency and alignment between the material topics identified under the GRI approach and those determined as material through the CSRD-based analysis.

The materiality analysis considered both the positive and negative impacts of the company on its environment and of the environment on the company, the relevance of each topic to our stakeholders, and the associated risks. The following sources, among others, were used as inputs for this analysis:

- Pluspetrol’s corporate strategy and strategic risks.
- Sustainability trend analysis at both local and international levels.
- Stakeholder interests, perceptions, and expectations (materiality survey).
- Requirements and information requests from reporting and disclosure instruments such as GRI and IPIECA, as well as from investors and partners.
- Human Rights due diligence analyses conducted in the Business Units (BUs) of Peru, Argentina, and Lítica.
- Double materiality analysis (DMA) carried out as part of alignment with the CSRD and ESRS.
- Consultation, complaint, and grievance mechanisms.
- Pluspetrol Management Review.

⁶. In Uruguay, Pluspetrol operates the Cerro Grande and Peralta I and II wind farms, which were acquired at the end of 2024. During 2025, progress was made in transferring Pluspetrol’s internal standards, standardizing processes, and implementing reporting variables; therefore, full performance information will be included starting in the 2026 reporting period.
⁷. CSRD: Corporate Sustainability Reporting Directive.
⁸. ESRS: European Sustainability Reporting Standards.
⁹. See also the “Sustainability Strategy,” “Compliance,” and “Supply Chain” chapters.

The material topics are listed below, identifying the chapter of the Report where each topic is primarily —though not exclusively—addressed, along with the

associated GRI indicators and an explanation of their relevance to our operations.

CHAPTERS	MATERIAL TOPICS	IMPORTANCE FOR THE COMPANY	ASSOCIATED INDICATOR	ASSOCIATED OIL & GAS SECTOR INDICATOR
Sustainability Strategy	Human Rights	We are committed to respecting the rights of all individuals directly and indirectly involved in the company’s activities.	2-23 - Policy Commitments GRI 410 - Security Practices	Topic 11.18 Conflicts and Security
Governance	Ethics, Transparency and Anti-corruption	We are committed to maintaining high standards of ethics and transparency. To this end, we establish, implement, and periodically review our internal regulatory framework to ensure its applicability across the organization.	205 - Anti-corruption	Topic 11.20 Anti-corruption
	Digital Transformation and Cybersecurity	We work in a coordinated manner to strengthen the security of networks and systems, expand monitoring and response capabilities, and promote initiatives aligned with global cybersecurity standards.	Company-specific topic	-
Employees	Employment, Training and Development	We implement a comprehensive learning approach that combines different formats to support the current and future evolution of our business, our employees, and contractor personnel. We promote the development of respectful, inclusive, and discrimination-free work environments.	401 - Employment	Topic 11.10 Employment Practices
	Diversity, Equity and Inclusion		404 - Training and Education 405 - Diversity and Equal Opportunities	
Supply Chain			414 - Supplier Social Assessment	
Process Safety	Physical Security, Occupational Health and Safety	We have a management framework that enables us to identify and manage risks associated with our operations and the health of the people involved.	403 - Occupational Health and Safety	Topic 11.9 Occupational Health and Safety
	Asset Integrity, Process Safety and Emergency Preparedness		Company-specific topic	
Environment	Water and Effluents	We are committed to preserving the environment and work through a systematic approach to prevent and mitigate the impacts associated with our activities.	303 - Water and Effluents	Topic 11.2 Climate Adaptation, Resilience and Transition
	Energy and Emissions		302 - Energy 305 - Emissions	
	Biodiversity		101 - Biodiversity	
	Waste		306 - Waste	
	Climate Change and Energy Transition		Company-specific topic	
Community	Local Communities and Social Investment	We work to maintain dialogue channels with communities within the area of influence of our operations, with the aim of identifying their interests, strengthening trust-based relationships, and generating shared value.	203 - Indirect Economic Impacts 413 - Local Communities	Topic 11.15 Local Communities
	Indigenous Peoples		411 - Rights of Indigenous Peoples	Topic 11.17 Rights of Indigenous Peoples
Gri Index	Child Labor, Forced or Compulsory Labor ⁹	We implement strict Human Rights due diligence processes and work to prevent child labor, forced labor, and compulsory labor both within the company and across the value chain.	408 - Child Labor 409 - Forced or Compulsory Labor	Topic 11.12 Forced Labor and Modern Slavery
	Closure and Decommissioning	We select the best alternatives for the closure and decommissioning of operations by applying standardized procedures that consider the environmental, economic, and social aspects involved.	402 - Labor/Management Relations 404 - Training and Education	Topic 11.7 Closure and Rehabilitation

Compared to the 2024 reporting period, changes were made to the material topics considered in this Sustainability Report, as detailed below:

The following new topics are included: Asset Integrity, Process Safety and Emergency Preparedness; Indigenous Peoples; Diversity, Equity and Inclusion; and Digital Transformation and Cybersecurity.

In addition to the topics identified through our materiality analysis, this Report also includes information on other topics that are part of Pluspetrol’s management approach—such as

the 2030 Agenda and Value Chain Management—along with the associated GRI indicators and an explanation of their relevance to our operations.

Each material topic is addressed throughout this Report, describing both the positive and negative impacts on the economy, the environment, people, and human rights. The Report also includes a description of the policies, initiatives, and actions implemented to manage these impacts, as well as the quantitative and qualitative performance indicators that enable the traceability and monitoring of each topic.



ABOUT PLUSPETROL

COMPANY PROFILE

GRI 2-1

WE ARE A PRIVATE ENERGY COMPANY WITH NEARLY 50 YEARS OF EXPERIENCE IN THE EXPLORATION AND PRODUCTION OF HYDROCARBONS. WE OPERATE INTERNATIONALLY IN ARGENTINA, ECUADOR, AND PERU, AND MAINTAIN OFFICES IN BRAZIL, THE UNITED STATES, THE NETHERLANDS, AND URUGUAY. WE SPECIALIZE IN THE DEVELOPMENT OF LARGE GAS FIELDS, MATURE FIELDS, AND MARGINAL AREAS USING SECONDARY RECOVERY TECHNIQUES, AS WELL AS IN THE DEVELOPMENT OF UNCONVENTIONAL HYDROCARBONS, WITH SIGNIFICANT ASSETS IN THE VACA MUERTA FORMATION.

IN LINE WITH OUR PURPOSE—AND IN RESPONSE TO GROWING ENERGY DEMAND WHILE ADDRESSING THE CHALLENGES OF THE ENERGY TRANSITION—WE ARE ALSO ENGAGED IN THE EXPLORATION AND PRODUCTION OF CRITICAL MINERALS THROUGH LÍTICA RESOURCES, OUR MINING DIVISION. IN ADDITION, IN DECEMBER 2024 WE FORMALIZED THE ACQUISITION OF THE CERRO GRANDE AND PERALTA I AND II WIND FARMS IN URUGUAY, REPRESENTING THE SECOND-LARGEST PRIVATE RENEWABLE ENERGY GENERATION PORTFOLIO IN THE COUNTRY.

AT PLUSPETROL, WE PROMOTE ENERGY DEVELOPMENT, SEEKING TO ACHIEVE GROWTH AND SUSTAINABILITY OBJECTIVES WITH A LONG-TERM VISION.

ECUADOR
EXPLORATION
AND PRODUCTION
OF OIL AND GAS

PERU
OIL AND GAS
PRODUCTION

ARGENTINA
EXPLORATION
AND PRODUCTION
OF OIL AND GAS,
MINING

URUGUAY
WIND FARMS

References

- Offices
- Exploration
- Production
- NGL fractionation plants
- Renewable energy generation
- Mining
- Andean basins

ACTIVITIES AND RESULTS - 2025 PRODUCTION OF LIQUIDS AND GAS BY COUNTRY (MMBOE)¹⁰

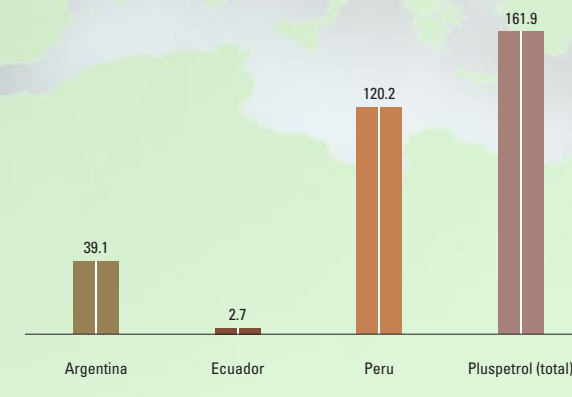


Figure 1: Production 2025.

49 YEARS IN THE INDUSTRY

2,347 DIRECT EMPLOYEES

161.95 MMBOE¹¹ OF TOTAL OPERATED PRODUCTION

43.73 MMBOE OF TOTAL LIQUIDS PRODUCTION

118.22 MMBOE OF TOTAL GAS PRODUCTION

CUSTOMERS

- REFINERIES
- NATURAL GAS DISTRIBUTORS
- POWER GENERATORS
- LNG LIQUEFACTION PLANTS
- LPG FRACTIONATION PLANTS

PRODUCTS

- CRUDE OIL
- NATURAL GAS
- LPG (PROPANE AND BUTANE)
- OTHER NATURAL GAS LIQUIDS (MIDDLE DISTILLATES AND NAPHTHA)
- DIESEL
- RENEWABLE ELECTRICITY

Pluspetrol Resources Corporation B.V is the controlling entity.
Legal form: privately held company incorporated in the Netherlands.

¹⁰. Includes consumption, reinjection, and safety flare. Argentina figures include production from Pluspetrol Cuenca Neuquina (PCN) from January 2025, Aguada Villanueva from April 2025, and Meseta Buena Esperanza from October 2025. They also include production from Centenario (January-July 2025) and from Loma Jarillosa and Puesto Silva Oeste (January-September 2025), prior to the transfer of these assets.

¹¹. MMBOE = 1,000,000 BOE. Includes consumption, reinjection, and safety flare.

WIND FARMS

At the end of 2024, Pluspetrol acquired the Peralta I and II and Cerro Grande wind farms, located in the departments of Tacuarembó and Cerro Largo, Uruguay. This acquisition positioned the company as the second-largest private renewable energy generator in the country. In 2025, the wind farms accounted for 3.1% of the country’s total electricity generation, supplying more than 135,000 households and avoiding approximately 22,000 tons of CO₂eq emissions.

Cerro Grande has 22 wind turbines with a total installed capacity of 51.7 MW, while **Peralta I and II** operate 50 wind turbines with a combined capacity of 117.5 MW. All generated energy is sold to UTE

(Administración Nacional de Usinas y Trasmisiones Eléctricas, the state-owned electricity company).

In compliance with the requirements established by the local environmental authority (DINACEA), an Environmental Performance Report (IDA) is prepared and submitted annually for both wind farms. This report covers the main aspects of environmental management, including safety and contingency control, effluent and waste management, and the results of periodic monitoring of birds and bats, among others. At both sites, quarterly visits are conducted with neighboring communities, promoting different forms of community engagement.



Wind farm, Uruguay.

SUMMARY AND HIGHLIGHTS

47%

REDUCTION
IN FLARED
GAS COMPARED
TO 2024

13%

REDUCTION IN
SCOPE 1 AND 2
GHG EMISSIONS
INTENSITY PER UNIT
OF PRODUCTION
(KTONCO₂/MMBOE)¹²

12. Compared to 2024 greenhouse gas (GHG) emissions intensity.

34%

INCREASE IN SOCIAL
INVESTMENT
COMPARED TO 2024

92%

OF 2025
PROCUREMENT WAS
SOURCED FROM
LOCAL SUPPLIERS¹³
(PLUSPETROL
TOTAL)

13. "Local" refers to the direct and indirect areas of influence of our operations.

93%

OF EMPLOYEES
RECEIVED
PERFORMANCE
EVALUATIONS
DURING THE YEAR

PURPOSE

TO DRIVE
SUSTAINABLE
ENERGY
DEVELOPMENT
FOR THE
WELL-BEING
OF CURRENT
AND FUTURE
GENERATIONS.

VISION

TO BE
RECOGNIZED
AS A LEADING
COMPANY
AMONG
INTERNATIONAL
PRIVATE ENERGY
COMPANIES.

VALUES

P
I
C
A
S
A

ERSISTENCE
NNOVATION
COLABORATION
AUDACITY
USTAINABILITY
AGILITY

CORPORATE STRATEGY

During 2025, a strategic formulation methodology was implemented to define the company’s strategic positioning. The process included an external analysis of key industry trends and the performance of leading companies in the energy sector, together with an internal assessment that established the company’s baseline and enabled the definition of strategic pillars, along with their long-term objectives, scope in terms of businesses and target geographies, and the required lines of action.

The methodology involved the participation of company leaders and key stakeholders through individual interviews and group sessions, supporting strategic decision-making and the validation of the proposed direction.

BUSINESS PLANNING

As part of the transformation of the company’s production profile and business model, in 2025 Pluspetrol also established the Business Management function, with the mission of defining a clear roadmap to achieve its objectives, thereby consolidating planning as a central element for sustainable growth and integrated management across the company. Key Achievements

- **Business Planning Process:** definition of the new process and associated roles, integrating existing planning processes and the improvements defined under the Crimalis project for the implementation of SAP S/4 HANA.
- **Business Plan:** design and development of the 2026+ Business Plans for assets and Business Units, presented to the Executive Committee, integrating each asset’s roadmap along with key milestones, critical aspects, and relevant conclusions for strategic decision-making.
- **Capital Excellence Process (CEP):** consolidation of integrated and standardized project lifecycle management, strengthening decision-making quality and value assurance at each stage through the implementation of quality actions, training, governance frameworks, post-investment reviews, and PMO practices.



NEW BUSINESSES

Following the acquisition of Exxon Argentina at the end of 2024, Pluspetrol conducted a strategic review of its portfolio with the aim of optimizing asset management, focusing on the development of key areas and strengthening its position as one of the most relevant players in Vaca Muerta and the region. This strategy led to the launch of several competitive processes that generated strong interest across the industry, with participation from companies in Argentina, other Latin American countries, and the United States. Among these, we highlight:

- **Sale of Loma Jarillosa Este and Puesto Silva Oeste:** the transfer of these assets to GeoPark was completed. Located in the black oil area of Vaca Muerta, both assets had been part of Pluspetrol's historical portfolio.
- **Sale of Los Toldos II Oeste:** acquired as part of the Exxon Argentina transaction, this asset was sold during the year to Continental, the largest independent unconventional oil and gas company in the United States, marking its entry into the Argentine market.
- **Sale of Centenario:** toward the end of the year, the Province of Neuquén confirmed, through the issuance of the corresponding decree, the sale of the entire Centenario area (Block 1, Block 2, and Central Block) to Fluxus, part of the J&F Group (the largest private conglomerate in Brazil), thereby marking its entry into Argentina's oil and gas industry.
- Also in Argentina, Pluspetrol completed the acquisition of Weatherford's Fracturing Services Division, incorporating all associated assets, equipment, and operational bases, as well as specialized personnel. This new business line, called **Servicios Petroleros Integrados (SPI)**, represents a key step toward the efficient and sustainable development of unconventional assets in Vaca Muerta and across its value chain, in line with Pluspetrol's innovation and sustainability commitments.

EXPLORATION

ARGENTINA

In the offshore areas of the Malvinas Oeste basin, the certification of committed work units was carried out, and the Secretariat of Energy was notified of the decision not to proceed to a second exploration period, which was approved in November 2025.

In November, 3D seismic survey activities began at the Bajo del Choique field, featuring a dense, wide-azimuth¹⁴ design aimed at improving seismic imaging and characterizing the Vaca Muerta formation in this area. As of December 31, progress had reached 80%.

ECUADOR

In 2025, construction began on the municipal road developed under the agreement signed with local authorities in 2024, which will provide access to the future location of the Siccha exploratory project in Block 10. The prospect is technically ready for drilling, with drilling expected to commence in 2027.

PERU

During 2025, progress was made in consolidating the exploratory potential of Blocks 56 and 88. With regard to the Saniri Norte prospect, located in Block 56, field scouting activities and baseline data collection were carried out in connection with environmental and construction studies to define the drilling location and support the submission of the ITS¹⁵. In addition, comprehensive internal scenario analyses were conducted and the corresponding approvals were obtained, advancing the project to the definition phase. In Block 88, progress was made in the visualization of the Cashiriari Sur prospect. Scouting activities were conducted to assess the operational feasibility of acquiring magnetotelluric data to improve structural imaging, and a comprehensive study of development scenarios was initiated.

BEST PRACTICES
IN EXPLORATION AND DEVELOPMENT

In the subsurface development area, key highlights include ensuring the technical quality of studies, capturing lessons learned, and the continuous improvement of processes and workflows. As part of the improvements introduced in 2025, technical standards were reviewed for quality assurance in unconventional development and for reserves certification. Within this framework, multidisciplinary reviews were implemented for the technical validation of PADs¹⁶ to be drilled and for updating the development strategy.

- **Argentina:** with the aim of optimizing the development of La Calera, lessons learned from field tests conducted during the period were incorporated, and an updated development strategy was proposed in terms of well spacing¹⁷ and stacking¹⁸.

At the beginning of 2025, the first development plan for Bajo del Choique-La Invernada, an unconventional oil-window asset, was prepared and consolidated. This plan defines key production milestones, with the purpose of reaching 20,000 barrels per day by the end of 2025 and achieving a production plateau¹⁹ of 100,000 barrels per day from 2030 onward. To deepen the understanding of the factors affecting production performance, all data acquired from the asset was compiled, organized, and analyzed, and complemented with regional data. A structural model is currently in place, which enabled the successful execution of the first PADs of wells required to achieve early production targets.

During 2025, work also focused on improving the understanding of fracture geometry generated during stimulation in La Calera and Bajo del Choique, through coupled stimulation and production modeling²⁰—an interdisciplinary effort integrating petrophysics, geomechanics, reservoir engineering, and stimulation.

In addition, two pilot programs were carried out, each consisting of two wells, in the Aguada Villanueva and Meseta Buena Esperanza areas, with the purpose of confirming productivity and liquids richness.

- **Ecuador:** in Block 10, the structural reinterpretation of the Oglan field enabled the design of a new Development Plan, which was submitted to the competent authority (Ministry of Energy and Mines) and formally approved.

In the Villano field, progress was made in the implementation of secondary recovery in the NapoT formation, yielding positive results, and the potential to expand development in this reservoir is currently under evaluation.

- **Peru:** in Camisea, several proposals aimed at optimizing ultimate recovery factors were evaluated. In this regard, progress was made within the CEP²¹ framework on the project for additional drilling in the San Martín field, aimed at maximizing condensate production associated with gas from the western sector of the reservoir. Additionally, a workover campaign²² was carried out in wells at Pagoreni, and its extension to Cashiriari is currently under evaluation.

Furthermore, the integrated compression strategy across all fields was reviewed, with significant progress made in optimizing the future use of compressors centrally located at the Malvinas plant. Work also progressed on updating the static and dynamic models for all fields.

CROSS-FUNCTIONAL AREAS

- **Geomechanics:** work focused on sizing, profile definition, and talent integration, resulting in an operational structure that supports a multidisciplinary approach. The new Geomechanics team structure facilitates its participation in high-impact evaluations and studies for the organization, including stimulation modeling and design, development strategy definition, multidisciplinary retrospective analyses ("lookbacks"), and the identification of risks associated with drilling and completion operations in the La Calera and Bajo del Choique blocks.
- **Aquifers and Sinks:** a new team was established with a focus on groundwater management. The team's main objective is to advance subsurface characterization of aquifers in order to ensure injection capacity for produced water and the supply of industrial water for the company's various projects. The team is responsible for studying sink formations and industrial water-producing formations, proposing sinkholes and water-production wells, and sustainably managing water injection and production throughout project development.

¹⁴. Seismic technique that captures subsurface data from multiple directions to obtain a clearer and more accurate image.
¹⁵. Supporting Technical Report.
¹⁶. PAD: a set of wells drilled from the same surface location.
¹⁷. Horizontal distance between wells within the same productive layer.
¹⁸. Vertical placement of multiple wells in different layers within the same section or block.

¹⁹. Period during which production remains stable at a given level after reaching the asset's target capacity.
²⁰. Models that numerically couple fracture mechanics with fluid flow in porous media.
²¹. Capital Excellence Process (CEP): internal corporate mechanism at Pluspetrol aimed at establishing guidelines for projects at all stages to maximize capital efficiency, ensuring the quality and traceability of the decision-making process.
²². Mechanical method used for well stimulation.



IMPLEMENTATION OF NEW TECHNOLOGIES IN EXPLORATION AND DEVELOPMENT

- **2D Seismic - Salar Río Grande, Argentina (Lítica):** conducted using modern acquisition techniques (simultaneous sources and nodes). The resulting image enabled a better understanding of the geometry, extent, and lateral variations within the salt flat.
- **3D Seismic Volume Design - Bajo del Choique and La Invernada, Argentina:** a design was developed using modern field acquisition and processing technologies, targeting both the main objective (Vaca Muerta Formation) and shallower formations (intended for water injection).
- **PSDM Recalibration - La Calera, Argentina:** adjustment of the depth-migrated volume (PSDM²³) is underway, incorporating new well tops, which will help reduce prognostic error during the drilling of new horizontal wells.
- **Diffraction Volume Interpretation - La Calera, Argentina:** this multidisciplinary effort enabled the identification of zones with a higher probability of drilling and/or completion risks.
- **Geomechanical Well Stability Study - Villano and Oglan fields, Ecuador:** this study enabled the identification of risks associated with wellbore instability, determination of optimal mud weight values, and the development of operational recommendations.
- **Implementation of failure depth criteria in the wellbore stability window - Application in correlation wells and prospects in San Martín-Camisea, Peru:** a computational tool was developed to assess wellbore stability by considering failure depth within the formation, in contrast to previously available models, which were based exclusively on failure at the wellbore wall. The implementation of this new model enables the definition of more representative criteria for drilling fluid density design, contributing to improved operational planning and reduced risks associated with wellbore instability.
- **Feasibility study using magnetotelluric (MT) modeling:** workflows were developed for MT data acquisition, and CSEM²⁴ (Controlled-Source Electromagnetics) technology was incorporated, yielding encouraging results for the potential prediction of high-resistivity layers and improved structural definition.
- **Full Waveform Inversion (FWI) study:** the study was extended along a 2D seismic line in Saniri Norte, Peru, with the objective of reducing uncertainty in structural definition.

23. Pre-stack depth migration.
24. Controlled-Source Electromagnetics.

- **Induced Seismicity:** study based on data from the Seismological Network of the Province of Neuquén, Argentina. Multiparametric signal analysis and evaluation of temporal variations were performed to identify potential precursors of seismic events.
- **Numerical Simulation:** coupled numerical simulation with geomechanics was consolidated for unconventional assets in Argentina, covering both gas and condensate as well as oil, at the scale of fracture stages in cross-sectional models across two pads. The focus of these studies is to understand parent-child well interactions and interferences in order to improve operational decision-making.

MEMBERSHIP ASSOCIATIONS

GRI 2-28

We participate in various national and international organizations, chambers, and initiatives, both at the corporate level and across the countries where we operate.

INTERNATIONAL MEMBERSHIPS

- Americas Society and Council of the Americas (AS/COA)
- Center for Chemical Process Safety (CCPS)
- International Association of Oil & Gas Producers (IOGP)
- AMPP-The Association for Materials Protection and Performance
- Society of Petroleum Engineers (SPE)

NATIONAL MEMBERSHIPS

Argentina

- Argentine Business Council for Sustainable Development (CEADS)
- Institute for Business Development of Argentina (IDEA)
- Argentine Institute of Oil and Gas (IAPG)
- Chamber of Hydrocarbon Producers (CEPH)
- AmCham Argentina (American Chamber of Commerce)
- Energy Chamber (CADE)
- Group of Foundations and Companies (GDFE)

Ecuador

- Energy Chamber of Ecuador (CEDE)
- Quito Chamber of Commerce (CCQ)
- Association of the Hydrocarbon Industry of Ecuador (AIHE)
- Latin American Drilling Safety | Ecuador (LADS)

Perú

- National Society of Mining, Petroleum and Energy (SNMPE)
- Peruvian Society of Hydrocarbons (SPH)
- Perú Sostenible
- Foreign Trade Society of Peru (COMEX Perú)
- AmCham Peru (American Chamber of Commerce)
- Works for Taxes Alliance (ALOXI)
- Ica Chamber of Commerce
- Cusco Chamber of Commerce
- Extractive Industries Transparency Initiative - Peru (EITI Peru)

SUSTAINABILITY STRATEGY



Marine Terminal, Pisco, Peru.

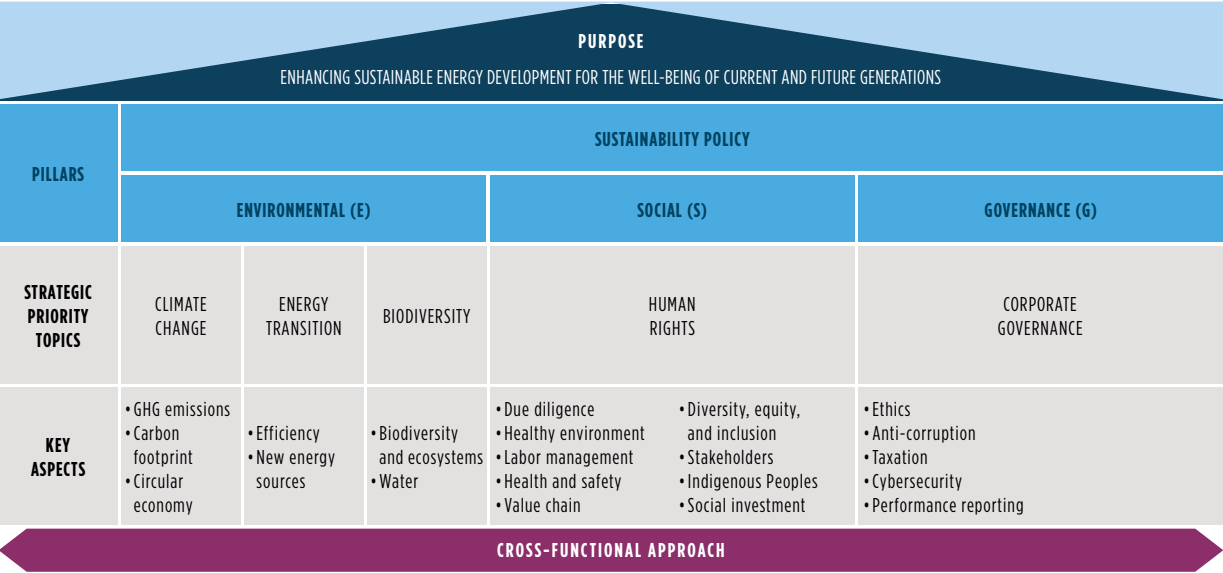
SUSTAINABILITY IS THE PATH CHOSEN BY PLUSPETROL TO GROW AND EVOLVE IN LINE WITH THE COMPANY’S PURPOSE, WE WORK TO DRIVE SUSTAINABLE ENERGY DEVELOPMENT FOR THE WELL-BEING OF CURRENT AND FUTURE GENERATIONS.

SUSTAINABILITY FRAMEWORK

The Pluspetrol Sustainability Framework is the instrument that organizes and guides the implementation of the environmental, social, and governance commitments established in the Sustainability Policy. It defines a clear management structure that enables the identification of risks, opportunities, and impacts; the establishment of targets and programs; and the measurement of performance. It is structured around three pillars -Environmental, Social, and Governance- each

with its strategic topics and key aspects that guide management.

The Framework establishes the foundations of sustainability governance, defines the roles of the Committee and the Corporate Sustainability Management function, and provides the basis for the essential interactions required with other committees and areas of the company at all levels.



SUSTAINABILITY POLICY

The [Sustainability Policy](#) constitutes the strategic commitment that guides how the company integrates environmental, social, and governance (ESG) criteria into its decisions and activities. During 2025, its content was updated to ensure alignment with international best practices and to strengthen its role as a guiding instrument for the continuous improvement of all processes.

In this regard, the new version of the Policy:

- Incorporates an Impacts, Risks, and Opportunities (IRO) approach to guide decision-making.
- Strengthens Pluspetrol’s commitments related to climate change, energy transition, biodiversity, and circular economy.
- Elevates the management of Human Rights and dialogue with communities and Indigenous Peoples.
- Reinforces value chain integrity.

These changes reflect and promote a more cross-functional, measurable, and aligned management approach across the organization.



ALIGNMENT WITH THE CORPORATE SUSTAINABILITY REPORTING DIRECTIVE (CSRD)

Since 2008, Pluspetrol has published its Sustainability Report on an annual basis, consolidating a track record of transparency and continuous improvement in environmental, social, and governance management. This commitment continues to evolve in line with regulatory developments and global expectations, and we are currently in a key phase: the transition toward the European regulatory framework under the Corporate Sustainability Reporting Directive (CSRD).

The CSRD redefines how companies must report their sustainability performance. Its objective is to improve the transparency, comparability, and reliability of non-financial information, placing it on par with financial data in terms of importance. Pluspetrol is directly subject to this regulation, as its parent company is located in the Netherlands, a Member State of the European Union, and it also meets the CSRD criteria related to revenue thresholds and number of employees. This implies that the company must comply with the new reporting requirements, representing an opportunity to strengthen ESG management, enhance transparency, and consolidate an organizational culture focused on sustainability.

As part of the progressive alignment with the CSRD, during 2024 and 2025 we carried out an interdisciplinary process that included:

- The execution of a double materiality analysis, assessing the company’s actual and potential impacts on people and the environment, as well as the financial risks and opportunities associated with sustainability matters.
- The update of material topics incorporates new sustainability approaches and sector trends.
- The identification of gaps (gap analysis) against the requirements of the European Sustainability Reporting Standards (ESRS).
- The design of a roadmap—transition plan—for the preparation of upcoming reports. This work covered critical topics such as climate change, pollution, water use, biodiversity, circular economy, working conditions, value chain, communities, and business conduct, ensuring a comprehensive and consistent approach.

The transition plan includes the adaptation of internal processes, the strengthening of data quality controls, and preparation for the external assurance of future Sustainability Reports prepared in accordance with the requirements of the CSRD.



HUMAN RIGHTS

GRI 2-23

Pluspetrol’s internal regulatory framework on Human Rights (HR) is structured around the [Human Rights Policy](#), the Sustainability Policy and Framework, the Code of Conduct, and the Third-Party Code of Conduct. During 2025, the company developed the Human Rights Management Strategy 2025-2028, aligned with these instruments and with the main international standards on responsible business conduct, including the United Nations Guiding Principles on Business and Human Rights and the OECD Guidelines²⁵ for Multinational Enterprises.

Since 2022, Pluspetrol has been implementing a corporate process for the cross-functional integration of Human Rights across all company units. In this context, during 2025 the due diligence process was carried out in the Argentina Business Unit (BU), identifying the main Human Rights risks and impacts associated with operations at the La Calera and Pluspetrol Cuenca Neuquina (PCN) assets. As part of this process, an assessment of the maturity level of Human Rights management and its degree of alignment with corporate guidelines was conducted, and responsible parties were designated to identify barriers to the effective prevention and mitigation of the risks identified.

Additionally, based on the results of due diligence processes previously conducted in the Peru BU (2023) and Lítica (2024), the corresponding Human Rights Action Plans were developed. As of the end of 2025, the Peru BU Action Plan is in the implementation phase, while the Lítica Action Plan is in the approval process.

SOCIAL BASELINE STUDY - NORTHERN NEUQUÉN AREAS

Aligned with the Human Rights strategic topic²⁶ included in the Social pillar of the Sustainability Framework, in 2025 we carried out the Social Baseline Study for the areas acquired at the end of 2024 in northern Neuquén Province, Argentina. For its preparation, extensive fieldwork was conducted, analyzing the social, economic, and territorial context of the area of influence. This process covered both the urban context of Rincón de los Sauces—main operational hub—and the surrounding rural areas and Indigenous communities, and included 62 interviews with various stakeholder groups.

During 2025, a specific workshop on due diligence management for contractors was also delivered, with the aim of promoting the integration of the Human Rights approach among key companies in Pluspetrol Peru’s value chain. This activity followed the “Human Rights and Value Chain” presentation delivered in 2024.

In terms of communication, a campaign was implemented on the occasion of International Human Rights Day, including internal and external outreach actions on the main elements of Pluspetrol’s management in this area, tailored to different stakeholder groups. Additionally, throughout 2025, work was carried out on the design of an introductory Human Rights training course, which will be mandatory for all employees starting in February 2026. This training addresses fundamental concepts, key impact areas related to people, communities, and the environment, the role of companies in respecting these rights, and the management approach adopted by Pluspetrol.

Finally, as part of the measures aimed at promoting respect for Human Rights, the Diversity, Equity and Inclusion (DEI) Policy was approved, establishing a regulatory framework for Pluspetrol’s actions to strengthen an inclusive, diverse, and discrimination-free work environment.

As a result, the Study describes and analyzes social issues across different topics, characterizes key stakeholders by assessing their interests and expectations, and identifies risks and opportunities, providing recommendations for operations, social investment, and institutional and community engagement.

These findings help deepen our understanding of the social reality and community dynamics in the area of influence, enabling informed decision-making, anticipation of challenges, the building of trust-based relationships, and the generation of shared value with communities and other local stakeholders.

STAKEHOLDERS

GRI 2-29

Respectful and constructive engagement with stakeholders is essential to ensure respect for Human Rights, strengthen the social license to operate, anticipate and manage risks, and generate shared value. Pluspetrol considers stakeholders to be individuals or organizations that can affect, be affected by, and/or perceive themselves as affected²⁷ by a decision or activity of the company, including local communities, Indigenous Peoples, authorities, social organizations, suppliers, and contractors, among others. Stakeholder management is based on the Sustainability Policy and Framework, as well as on the corporate standard “Stakeholder Engagement,” which establishes common criteria to ensure consistent implementation across all Business Units.

In line with the requirements of this standard, all BUs are required to:

- Identify, register, and prioritize stakeholders.
- Plan, implement, and monitor engagement with each group.
- Link relevant issues to decision-making processes.

All company areas are responsible for keeping their stakeholder databases updated, ensuring dynamic, traceable management aligned with sustainability objectives.

STAKEHOLDERS ²⁸	ENGAGEMENT WITH PLUSPETROL	COMMUNICATION CHANNELS ²⁹
Employees	They represent an essential asset that drives business growth, contributing productivity, excellence, and leadership.	Intranet, performance evaluation, meetings with leaders, direct contact with HR business partners, social media.
Partners	They provide capital and industry knowledge. Together, they manage resources and plan operations in the short, medium, and long-term.	Meetings, project progress reports.
Customers	They represent a valuable component of the value chain for the company’s growth.	Meetings, corporate website, social media.
Suppliers and contractors	They are a strategic part of the value chain. Their capabilities are key to executing operations across different countries.	Direct contact with contract managers, contracting terms, dedicated service channels, forums and training/exchange spaces, performance evaluations, corporate website.
Government entities	They establish the market conditions in which the company operates. They also regulate sensitive sector issues such as biodiversity, water management, emissions, and waste, among others.	Direct contact through responsible areas, submission of reports.
Local communities and NGOs	They encourage us to jointly enhance development opportunities and continuously improve the management of risks and impacts.	Direct contact through dialogue and participation mechanisms, grievance mechanisms, social media, corporate website.
Media and opinion leaders	They disseminate information on sector trends and innovations. They influence the market, impacting the company’s corporate image.	Corporate website, social media, press releases, and communications.

²⁵. Organization for Economic Co-operation and Development.
²⁶. “Ensure respect for human rights in all our activities and business relationships, including the rights of our employees, value chain workers, and other related stakeholders, promoting the generation of shared value and consistent, constructive engagement, in line with business risks and opportunities.”

²⁷. “Perceive themselves as affected” means that this perception has been communicated to the organization. Source: ISO 14001:2015.
²⁸. The main stakeholder categories are listed.
²⁹. The main communication channels are identified. The Sustainability Report constitutes a cross-functional communication channel for all stakeholders.

SUSTAINABLE DEVELOPMENT GOALS (SDG)

Due to the nature of our operations and the contexts in which we operate, our main contributions to the Sustainable Development Goals (SDGs) defined by the United Nations are linked to energy production, the generation of safe and quality employment, economic development, community development, and the responsible use of resources, among others.

During 2025, we continued working on programs and initiatives with the potential to contribute to the SDGs prioritized by the company, in accordance with the Policy and the Strategic Priority Topics defined in the Sustainability Framework.

STRATEGIC PRIORITY	KEY TOPICS	SDG	MAIN INITIATIVES/PROGRAMS CONTRIBUTING TO THE SDG
CLIMATE CHANGE	GHG emissions	 	• Natural gas supply to support the energy transition toward a more secure and sustainable energy supply (116.7 MMBOE). • Inclusion of Scope 3 emissions in the GHG inventory. • GHG mitigation and reduction programs. • Initiatives to reduce gas flaring and venting. • Fugitive emissions management. • Energy efficiency programs. • Energy access project for communities in the area of influence (provision of solar panels). • Maximization of remote operations. • Identification and analysis of renewable energy and sustainable fuel projects.
	Carbon footprint		
	Circular economy		
ENERGY TRANSITION	Efficiency	 	
	New energies		
BIODIVERSITY	Water	    	
	Biodiversity		
HUMAN RIGHTS	Labor management	      	
	Health and safety		
	Supply chain		
	Diversity and inclusion		
	Stakeholders/ Indigenous Peoples		
	Social investment		
CORPORATE GOVERNANCE	Ethics	   	
	Anti-corruption		
	Taxation		
	Cybersecurity		
			• Code of Conduct, Third-Party Code of Conduct, and Ethics Line. • Fraud and corruption risk management. • Third-party due diligence process. • Participatory processes for community engagement and negotiation. • Cybersecurity Policy and Corporate Standard for industrial systems. • Memberships, associations, and local industry chambers. • Contractor forum. • Anti-corruption clauses in all contracts. • Participation in the Extractive Industries Transparency Initiative (EITI).

CONTINUOUS IMPROVEMENT

CULTURAL APPROACH FOR SUSTAINABLE OPERATIONS

As a team, at Pluspetrol we promote the development of leaders and the empowerment of employees capable of projecting our organizational culture. In this regard, various

initiatives are promoted in a coordinated manner to strengthen the eight essential dimensions required to embed the behaviors we seek:

- 1

Sustainability as an organizational value: consolidate sustainability as a central value of the organization.
- 2

Conscious leadership: develop leadership that is committed and aware of its impact.
- 3

Sense of vulnerability: maintain awareness of vulnerability to improve risk management.
- 4

Risk management: act based on identified hazards, risks, and impacts.
- 5

Employee empowerment: engage, develop, and empower employees.
- 6

Effective communication: promote open and effective communication in an environment of mutual trust.
- 7

Operational discipline: address the normalization of deviations, promoting operational discipline and a learning environment.
- 8

Joint management with contractors: work collaboratively with contractor companies to improve management.



Camisea, Peru.



GOVERNANCE

CORPORATE GOVERNANCE

GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-17

OUR CORPORATE GOVERNANCE SYSTEM PROMOTES THE STRENGTHENING OF THE ORGANIZATION'S STRATEGIC CAPABILITIES, WITH A FOCUS ON THE SUSTAINABLE DEVELOPMENT OF THE BUSINESS, BOTH IN THE IMMEDIATE CONTEXT AND IN THE MEDIUM AND LONG-TERM. TO ACHIEVE THIS, THE DIFFERENT EXECUTIVE BODIES ACT GUIDED BY THE PRINCIPLES OF TRANSPARENCY, ETHICS, AND INTEGRITY, ENSURING ADEQUATE DIRECTION AND THE PROPER FUNCTIONING OF ALL AREAS OF THE COMPANY, AS WELL AS THE DEFINITION OF STRATEGIC AND OPERATIONAL PLANS.

CORPORATE GOVERNANCE

Board of Directors

Pluspetrol's Corporate Governance is led by the Board of Directors, which defines the company's strategic objectives and guidelines, oversees internal management, and evaluates organizational performance. This body is composed of two members, one of whom is independent, appointed by the Shareholders' Meeting.

Executive Committee

The Executive Committee is responsible for ensuring that the company's projects are aligned with the corporate strategy. It also facilitates communication among the various areas and employees. It is chaired by the Chief Executive Officer (CEO) and is composed of six additional members of senior management.

CEO

CHIEF FINANCIAL OFFICER

CHIEF HUMAN RESOURCES OFFICER

CHIEF LEGAL AND TAX OFFICER

CHIEF OPERATIONS OFFICER

CHIEF PRODUCING ASSETS OFFICER

CHIEF STRATEGIC OFFICER

Crisis Committee

The Crisis Committee is responsible for managing and coordinating the company's different areas in order to ensure an integrated response to a crisis, understood as any abnormal and complex situation that represents a threat to the organization's strategic objectives, reputation, or continuity. Its composition and performance are defined by an ad hoc standard and by regulations complementary to the contingency plans and safety procedures in place in each Business Unit.

Sustainability Committee

The Sustainability Committee is the corporate governance body responsible for promoting and ensuring compliance with the Sustainability Policy and Framework at all levels of Pluspetrol, defining the governance required to ensure that sustainability principles are an integral part of decision-making and strategic planning. The Committee's functions include approving Sustainability Targets, periodically monitoring global corporate performance indicators, and defining the necessary adjustments to promote continuous improvement. It meets on a regular basis, with meetings held in March and July 2025.

It is composed of the company's Executive Committee, the Compliance Officer, the Country Managers, and the heads of Institutional Affairs, EHS and Community Affairs, Corporate Sustainability, Legal Environmental and Social Affairs, and Corporate Environment and Community Affairs. Other management areas are invited as required, depending on the agenda for each meeting.

Each BU defines the composition of its Sustainability Committee, at a minimum following the guidelines established for the Corporate Committee, and adapting them to the specific needs, structure, and characteristics of each unit.

Ethics Committee

The Ethics Committee is an autonomous body composed of four members (three from the company's senior management and one independent Executive Director). Its main responsibilities include:

- Maintaining and managing the Ethics Line and reporting channels.
- Evaluating all reports received.
- Centralizing the registration, management, and safeguarding of investigations.
- Issuing conclusions based on investigations, together with recommendations, ensuring a consistent and equitable approach across the company.

The Ethics Committee meets on a regular basis or on an ad hoc basis when a report or other circumstance so requires.

CPF La Calera, Argentina.



FRAMEWORK TO SUPPORT ETHICAL BEHAVIOR

GRI 2-23, 2-24, 2-26

IN LINE WITH THE COMMITMENTS ESTABLISHED IN THE SUSTAINABILITY POLICY, AT PLUSPETROL WE HAVE DEVELOPED A SPECIFIC REGULATORY FRAMEWORK TO PROMOTE RESPONSIBLE, ETHICAL, AND TRANSPARENT BUSINESS PRACTICES.

CODE OF CONDUCT

Pluspetrol's Code of Conduct³⁰ defines the basic standards of behavior, providing guidance on:

- Human Rights.
- Interpersonal relationships.
- Relationships with third parties.
- Potential conflicts of interest.
- Company assets.

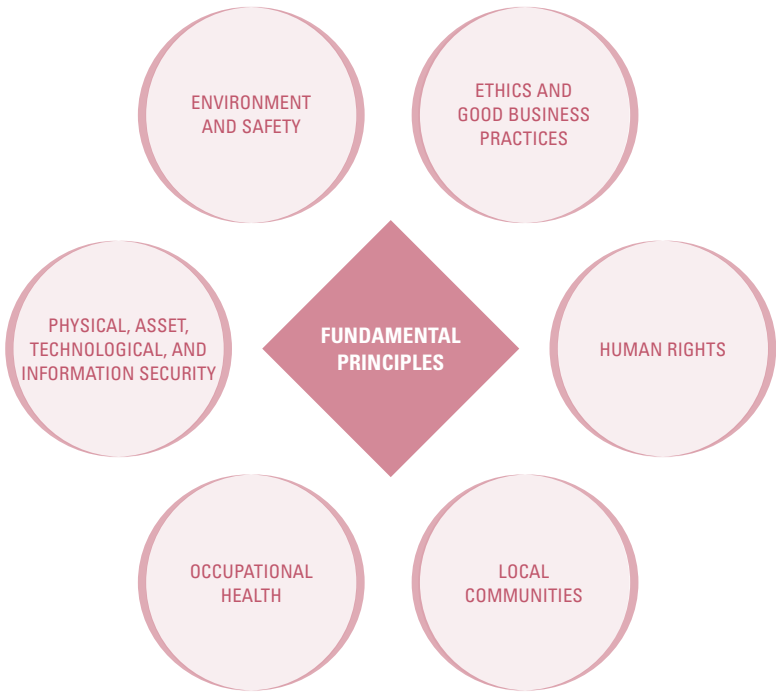
It also establishes general criteria for addressing common issues related to conduct in the workplace and business environment.

As in previous years, in April 2025 the annual certification and adherence campaign was carried out for the Code of Conduct, the Anti-Bribery and Anti-Corruption Policy, and the declaration of potential conflicts of interest. This campaign applies to all employees and is led by the Ethics Committee with the support of Internal Audit, Compliance, Legal, and Human Resources. This initiative aims to ensure understanding of the Code, promote compliance, and enable employees to declare any potential conflict of interest, including PEP (Politically Exposed Person), related parties, commercial, family, and/or affinity-based relationships.

THIRD-PARTY CODE OF CONDUCT

The Third-Party Code of Conduct³⁰ reflects Pluspetrol's commitment to integrity in its business relationships and across its value chain, reaffirming its intention to contribute to economic, social, and environmental development in the regions where it operates. Pluspetrol requires its third parties to adhere to the principles set forth in the Code and encourages them to share these principles with the third parties with whom they maintain business and contractual relationships.

This Code establishes a set of expected commitments, structured around six fundamental principles aligned with Pluspetrol's culture, the Sustainability Framework, operational excellence, and ethical conduct.



ANTI-BRIBERY AND ANTI-CORRUPTION POLICY³⁰

Pluspetrol's Anti-Bribery and Anti-Corruption Policy³⁰ reflects the company's strong commitment to ensuring transparency in business operations, in compliance with its internal standards and applicable regulatory frameworks.

This instrument establishes measures to prevent bribery, corruption, influence peddling, money laundering, terrorist financing, and other related offenses.

POLICY FOR THE PREVENTION OF HARASSMENT, DISCRIMINATION, AND HOSTILE CONDUCT IN THE WORKPLACE³¹

This policy establishes the guidelines and measures to prevent, detect, and sanction harassment, discrimination, and hostile conduct in the workplace, and to foster a culture of prevention aimed at ensuring a work environment that promotes respectful labor relations free from all forms of violence.

During 2025, e-learning training on the prevention of harassment, discrimination, and hostile conduct in the workplace, as well as on good practices, continued on a mandatory and global basis.

³⁰. The document is publicly available on our website: [Commitment I Pluspetrol](#).
³¹. The regulation applies to all Pluspetrol personnel, regardless of their employment or contractual arrangement and hierarchy. It also applies to contractors and suppliers, within the scope established by the applicable legal framework in each jurisdiction.
³². These are in addition to those implemented in Argentina, Brazil, Chile, Lítica, and Peru in 2024.

ETHICS LINE

The Ethics Line³⁰ is a tool designed to facilitate the reporting of behaviors that do not comply with the Code of Conduct, the Anti-Bribery and Anti-Corruption Policy, and/or the Human Rights Policy. It is available 24 hours a day, every day, and is managed by KPMG to ensure confidentiality and transparency in the process, protecting the reporting party at all times.

In addition to the Ethics Line, other reporting channels are available, including direct contact with a member of the Ethics Committee or communication with a supervisor, manager, or Human Resources representative. External third parties—such as contractors, suppliers, bidders, or partners—may also report incidents, either personally or anonymously.

Finally, toll-free telephone lines have been established, as detailed below:

Argentina: 0800-122-0441
Brazil: 0800-892-3827
Chile: 1230-020-9961
Colombia: 0180-0752-2263
Ecuador: 1800-00-0364
United States: 1-800-304-5395
The Netherlands: 0800-122-5872
Peru: 0800-0-0831
Uruguay: 0004-0529-6681

Reports received through any of the available channels are recorded confidentially to ensure proper follow-up and resolution.

All personnel are required to report any conduct and/or situations that may constitute a breach of the Code of Conduct. Being aware of a breach of the Code of Conduct and failing to report it is also considered a violation.

During 2025, active communication of reporting channels was maintained within communities in the areas of influence of our operations. To this end, signage with information about Pluspetrol's Ethics Line was installed, and outreach workshops were conducted with communities in Peru (302 participants from different communities) and Argentina (13 participants from the Campo Maripe community). In Ecuador, the practice of including information related to the Ethics Line in all records of delivery of contributions, supplies, and/or benefits signed with communities was implemented.

COMPLIANCE

GRI 205-1, 205-2, 205-3

Reaffirming its commitment to ethical conduct and transparency in business decisions and practices, Pluspetrol's Compliance function (hereinafter, "Compliance"), with the support of senior management, continuously strengthens a management system to prevent, detect, and address non-compliance related to bribery, corruption, influence peddling, money laundering, and/or terrorist financing within the organization, taking into account applicable regulations and internal commitments. Pluspetrol has a corporate model, under the management of the Compliance Officer, which is adapted to the regulatory requirements of each Business Unit.

COMPLIANCE POLICIES AND REGULATIONS

Based on the Sustainability Policy and the "Governance" pillar of the Sustainability Framework, the internal anti-corruption framework is supported by the Code of Conduct, the Third-Party Code of Conduct, and the Anti-Bribery and Anti-Corruption Policy. These documents underpin various processes and procedures that complement the function's management in its interaction with the business. During 2025, the Compliance Model was adapted in Pluspetrol Cuenca Neuquina (PCN).

FRAUD AND CORRUPTION RISK MANAGEMENT

In line with the objective established for the management of risks related to fraud, corruption, money laundering, and terrorism-related offenses, during 2025 the risk matrices of the Ecuador Business Unit, Corporation (including Buenos Aires and Montevideo offices), and the Peralta I and II and Cerro Grande Wind Farms in Uruguay³² were updated. To this end, a total of 23 workshops were conducted with the participation of 96 attendees. These matrices were presented to the Sustainability Committee and approved by senior management, and they constitute the information base for addressing identified risks, as well as reinforcing the implementation of actions already developed in other areas.

The main processes in which risks have been assessed include:

- Engagement with local communities.
- Hiring of individuals and legal entities.
- Commercial relationships with individuals and legal entities.
- Processing of permits issued by government entities through third parties.



- Management of onboarding processes for Diesel and LPG customers who make cash deposits in banking institutions.
- Social contributions and/or donations to third parties.
- Processes for the detection and handling of suspicious transactions related to money laundering and terrorism.

THIRD-PARTY ENGAGEMENT

Since 2020, Pluspetrol has had an “Anti-Corruption Due Diligence” regulation, which defines the “assessable counterparties” identified in risk assessments carried out jointly with the business, as well as the general guidelines of the process. This includes the identification and evaluation of third parties based on their history of non-compliance, governance structure, and level of implementation of Compliance programs, among other aspects.

During 2025, the Compliance function issued 1,025 reports to internal clients. This evaluation covered all Pluspetrol operations. Of the reports issued, 49 moderate-high/high-risk cases were identified, resulting in non-renewal of contracts and/or termination of business relationships with the counterparties assessed at those risk levels.

In the Peru Business Unit, 181 Diesel and LPG customers were regularized through the completion of their respective due diligence processes, updating the assessment of existing counterparties.

In addition, due diligence controls were established for vessels operated by counterparties used in crude oil exports. In this regard, 14 checks were conducted.

In terms of anti-money laundering and counter-terrorism financing, an annual review was conducted of all third-party banks, analyzing a total of 875 institutions. In turn, 43 banking entities were onboarded during the year.

Additionally, quarterly controls are carried out on offshore collections to prevent money laundering. For the Camisea consortium, an anti-money laundering Compliance certificate is circulated on a semiannual basis as a sworn statement.

A preliminary third-party information report was also prepared, reaching 856 reports during the year—an increase of 19% compared to 2024. These reports mainly arise from background checks on new employees joining the company, bidding processes

for potential suppliers, beneficiaries of social contributions, civil actions or donations, and the verification of new counterparties in the context of new business development.

ANTI-CORRUPTION CLAUSE

The company has an anti-corruption “ABC” clause³³ included in contract templates and in the general terms and conditions of contracting, as well as in tailor-made agreements with third parties.

For commercial contracts, clauses related to the legality and origin of funds and trade sanctions are also included.

AWARENESS AND TRAINING

The 2025 global Compliance awareness campaign was carried out through publications on the company’s intranet, general and targeted emails, and social media (Instagram and LinkedIn). It included the dissemination of specific Compliance tools and supported various initiatives throughout the year, including:

- Recertification and adherence to the Code of Conduct, the Anti-Bribery and Anti-Corruption Policy, the declaration of potential conflicts of interest, and sworn statements for Politically Exposed Persons (PEP) and related parties.
- Regulations on Gifts and Hospitality and interaction with the public sector.
- Anti-Corruption Due Diligence process.
- Annual commemoration of the International Anti-Corruption Day.
- Dissemination of internal policies (via social media).
- Training for contractors.
- Communication of reporting channels across the different companies.
- “Compliance, values in action” initiative.

Additionally, a total of 25 training activities were carried out, with the participation of 739 employees from different areas and risk profiles:

- Argentina (593 participants)
- Ecuador (20 participants)
- Peru (42 participants)
- Uruguay (65 participants)
- Corporate (19 participants)
- In addition, a virtual session was held with the participation of 33 employees from different Business Units.

The training was aimed at middle and senior management from areas such as New Business, Supply Chain, Commercial, Administration & Finance, Legal, EHS, External Affairs, and Operations, among others, and included workshops on Introduction to Compliance and Prevention of Money Laundering and Terrorist Financing.

During 2025, 91.6%³⁴ of Pluspetrol employees recertified the Code of Conduct and the Anti-Bribery and Anti-Corruption Policy.

New employees have access to Compliance training through e-learning and onboarding programs available on the company’s intranet, as well as in-person and virtual “Introduction to Compliance” sessions, which are part of the mandatory training curriculum. New participants in the “Young Trails” program also received training.

In the second half of the year, a Compliance module was incorporated into the mandatory training course for contractors through the Exaction platform.

As of December 2025, 307 companies in Argentina were trained, reaching a total of 5,066 employees; and in Peru, 265 companies were trained, reaching a total of 972 employees.

MONITORING AND CONTROL

To support the measurement and monitoring of the Compliance Program, indicators related to collections made through cash deposits in bank accounts and compliance with the anti-corruption due diligence process in supplier contracting are reviewed on a semiannual basis. Corrective actions are taken in the event that deviations are identified. Additionally, as part of the Annual Internal Audit Plan, effectiveness controls of the Compliance Program are carried out, depending on the characteristics of the area under review.

INTERNAL AUDIT

The Internal Audit function focuses its work on three strategic pillars: providing the Board of Directors with an objective and independent view of the status of internal control; promoting continuous improvement of processes and controls through actions agreed upon during audits; and contributing to the achievement of the company’s strategic objectives. The function is organized into two specialized divisions, composed of professionals with solid experience in the energy sector: Operational Audits and Audits of Administrative Areas and Corporate Services.

During 2025, a total of 19 audits were conducted, covering Business Units and corporate areas, prioritized based on risk criteria, economic impact, and operational context. The processes evaluated included administrative, accounting, commercial, operational, technical, environmental, and safety areas.

As a result, 231 action plans were agreed upon with the owners of the audited processes. Most audits included on-site visits to the locations where the processes take place, enriching the analysis and strengthening the relationship with the audited teams.

Since its establishment 17 years ago, the Internal Audit function has carried out 185 projects—including audits, special reviews, and indicator calculations—resulting in 3,061 improvement actions. Currently, 90% of these actions have been implemented, exceeding the company’s internal target of 80%, and reflecting a sustained commitment to the follow-up of action plans.

Finally, in line with best practices, the Internal Audit function applies the concept of continuous auditing through the calculation and analysis of 27 control indicators based on ERP³⁵ system data. These indicators are executed periodically, generate early alerts in the event of potential deviations, and enable corrective actions to be agreed upon with process owners.

³³. “Anti-Bribery and Corruption” (ABC) clause.
³⁴. Value as of December 31, 2025. The remaining percentage corresponds to employees on leave and new hires at Pluspetrol Cuenca Neuquina who received in-person induction training covering this topic.
³⁵. Enterprise Resource Planning (ERP).



CYBERSECURITY AND
TECHNOLOGY APPLIED TO SAFETY,
EFFICIENCY, AND INNOVATION

CYBERSECURITY

Digital transformation poses new challenges for the sustainability and governance of organizations. The constant evolution of cyberattacks—becoming increasingly sophisticated and large-scale—requires a proactive response. Aligned with the Sustainability Framework and the Information Security Strategic Plan, cybersecurity capabilities were strengthened through advanced technologies, continuous monitoring, and independent vulnerability assessments. In addition, automated response mechanisms and tools based on artificial intelligence have been incorporated, enabling the detection, learning, and real-time response to threats, thereby raising protection standards across all digital environments.

We have strict policies and guidelines based on international best practices, which protect personnel, facilities, and assets against cyber threats in both IT (Information Technology) and OT (Operational Technology) environments. We work in coordination with key stakeholders to strengthen network and systems security, expand monitoring and response capabilities, and promote initiatives aligned with global cybersecurity standards across all our locations.

We also promote the development of employee capabilities through specialized workshops and training, with the aim of proactively identifying potential risks and fostering a culture of secure technology use, thereby strengthening the protection of operations and assets.

TECHNOLOGY

Technology as a driver of sustainability

Below is a summary of the company's comprehensive portfolio of technological initiatives. These actions strengthen operational efficiency, support the adoption of LEAN³⁶ processes, and promote the responsible use of resources, consolidating the company's contribution to more sustainable development.

Cloud migration: Pluspetrol made progress in its cloud migration program, reducing on-premises infrastructure by between 30% and 50% and migrating 80% of processing to cloud services. This transition improves operational efficiency, reduces energy consumption and emissions, and enables internal teams to focus on higher-value strategic activities.

Digitalization of the Work Permit Process - Malvinas, Peru: the company continued implementing improvements in the digital management of work permits in Malvinas, achieving a reduction of approximately one ton of paper compared to the

previous period. The digitalization of the process strengthened traceability, streamlined management times, and consolidated a more efficient and sustainable operating model.

Critical Equipment Monitoring and Diagnostics Room: in 2025, a dedicated room for monitoring and diagnosing critical equipment was commissioned, enhancing early failure detection, reducing costs, and minimizing downtime. The company continues to expand its capabilities through the use of artificial intelligence for predictive analysis and is planning a Remote Operations Room for 2026 that will optimize Drilling, Completion, and Geosteering processes.

Document Management Modernization: the second phase of the Intelligent Document Management (IDM) project enabled the digitalization of document processes for surface facilities in Exploration and Production, standardizing and strengthening the management of technical information. For 2026, the expansion of the system to Operations and Maintenance document processes will be evaluated.

Corporate Data Lake: Pluspetrol launched its Data unit and the development of a corporate Data Lake, integrating structured and unstructured information into a single, reliable source. This initiative improves data quality and traceability, enhances decision-making, and lays the foundation for advanced analytics, artificial intelligence, and data governance capabilities.

Drones and Robotics for Inspections: progress was made in proof-of-concept testing using drones equipped with sensors and AI models, as well as ground robots for automated inspections in Pisco and Malvinas, Peru. These technologies enable more accurate fault detection, improve the quality of operational information, and reduce personnel exposure to risks, consolidating a safer and more efficient approach to asset management.

Crisalis Project - Process Optimization: Crisalis was consolidated as a corporate transformational process aimed at redesigning business processes under criteria of agility, self-management, and digitalization. During 2025, it progressed to the Realization phase on the SAP S/4 HANA platform, implementing SAP Concur, which digitalizes and streamlines travel and expense management; and SAP Employee Central, which enhances employee self-service and information availability. In addition, the Maintenance Accelerator was incorporated to optimize planning and real-time analysis of maintenance activities. The project reinforces the company's commitment to disruptive technologies that strengthen operational efficiency and sustainable growth.

³⁶. An approach aimed at optimizing processes by maximizing value and minimizing waste, eliminating non-value-added activities, and streamlining workflows.

EMPLOYEES



Malvinas Plant, Peru.



DRIVING OUR CULTURE

In 2025, we continued strengthening Pluspetrol’s culture, values, and organizational climate, with the aim of enhancing our ability to respond to strategic challenges and aspirations, within a safe and empowering work environment. Cultural preservation management is structured around clear governance, with defined policies and roles to ensure its proper evolution.

This year, we deepened the coordinated and cross-functional implementation of various programs and initiatives, which are integrated with the business strategy and contribute to the achievement of corporate objectives. Programs such as Blend Mode, Leader-us, the Climate Survey and Results Workshops, together with our Communication and Digital Transformation Strategy, among others, have been key in this process.

BLEND MODE AND FLEXIBLE WORKING HOURS

Blend Mode combines in-person and remote work, enhancing team autonomy and work-life balance while supporting business objectives.

Flexible working hours allow employees to start and finish their workday up to one and a half hours before or after the established schedule, provided that the total working hours are completed, fostering a sense of belonging and individual accountability.

Ongoing communication with the team and the achievement of objectives remain essential to ensure the effectiveness of this model.

LEADERSHIP DEVELOPMENT

To fully integrate Pluspetrol’s leadership strategy, the following training programs are implemented according to the target audience.

Leader-us

This program develops capabilities across three dimensions: Leading myself, Leading others, and Leading together, focused on self-awareness, team management, and organizational management, respectively.

The program contributes to standardizing leadership practices, reducing capability gaps, and creating opportunities for professional growth,

cultural cohesion, and strengthened strategic leadership. These initiatives include individual and group coaching support. During this year, 73 participants took part in the program, reaching a cumulative total of 316 participants and 86% coverage of all Pluspetrol leaders since its launch in 2023.

Developing Leaders

This program is built on the governance of the Leader-us framework, with the objective of training supervisors and line leaders in essential leadership skills for managing teams in challenging environments.

CLIMATE SURVEY AND RESULTS WORKSHOPS

For the fourth consecutive year, the Organizational Climate assessment was conducted through a survey administered by a third party, ensuring the anonymity and confidentiality of responses. This tool enables a deep understanding of the dynamics between employees, leaders, peers, and the work environment, supporting the evolution toward the organization we aspire to be. Global participation in 2025 reached 87%. The analysis of responses will be shared in workshops to be held during 2026 and used as input to align the topics to be addressed during that period.

In addition, within a framework of transparency and collaboration, Pluspetrol promoted analysis and reflection sessions based on the 2024 climate survey results, through workshops conducted in in-person, virtual, and hybrid formats. These spaces support the development of actions aligned with the business model and strategic objectives, strengthening listening mechanisms, employee engagement, and participation.

TALK SERIES AND DIALOGUE SPACES

Talk series and dialogue sessions with our CEO, with the participation of other organizational leaders, are part of a framework that promotes close communication aligned with the corporate strategy. These initiatives create opportunities for active listening, reinforce a sense of belonging, reduce information gaps, and align teams with the company’s purpose and long-term vision.

In addition, sessions are held with internal and external speakers, who contribute knowledge and perspectives on the challenges associated with corporate growth.

CULTURAL SUPPORT PROGRAM

The program aims to support the company’s sustained growth by strengthening employees’ sense of belonging and alignment with Pluspetrol’s purpose and values.

It focuses primarily on two groups: on the one hand, new hires, to facilitate their integration and rapid adaptation to Pluspetrol’s culture; and on the other hand, the Pluspetrol workforce, to strengthen and consolidate the culture through targeted initiatives. The program includes the implementation of specific interventions such as communication campaigns, team-building activities, thematic talks, organizational announcements, onboarding processes, rebranding, brand application, signage adaptation, and the updating of newly acquired physical spaces, among others.

CHANGE MANAGEMENT FOR KEY PROJECTS

Change management support for key projects is implemented under a shared governance model involving initiative sponsors, project teams, and the Human Resources function, which provides specific methodologies and capabilities in Change Management.

Through this coordination, roles and responsibilities are defined, follow-up mechanisms are established, and human and cultural dimensions are integrated into the planning and execution of strategic projects such as Strategic Formulation, External Positioning, Integrated Business Planning, Crísalis, Lessons Learned La Calera - CPF 1.5, PCN Development, and initiatives under the Digital Transformation program.

CULTURE HUB

The Culture Hub serves as a governance and communication tool to consistently reinforce and communicate Pluspetrol’s purpose, values, and leadership styles. It contributes to creating a more consistent experience for employees across different geographies and provides a reference space within the corporate intranet, where employees can access training content.

VALUE PROPOSITION AND EMPLOYEE EXPERIENCE

Tu Plus+

The Tu Plus+ benefits program is part of the Employee Value Proposition strategy, placing people at the center and supporting them through initiatives that strengthen well-being, recognition, and connection. The program is structured around three strategic pillars—+Value, +Vitality, and +Balance—designed to support employees in a comprehensive manner, aligned with the company’s commitment to well-being, equity, and social sustainability.

Our global discounts platform, extended paternity leave, adoption leave, birthday gift cards or day off, in-person birthday celebrations at our locations, and the “Our Children Visit Us” initiative are some of the actions implemented to strengthen bonds and promote a harmonious and collaborative work environment.

Well-being Month

During 2025, Well-being Month was held, including:

- Talks and workshops on mental, emotional, nutritional, and physical health.
- Awareness initiatives promoting healthy habits.
- Participation spaces reinforcing the importance of work-life balance.
- Physical activity sessions.

Participation from different areas and countries fostered a strong sense of community, encouraging healthy and collaborative behaviors that reinforce our commitment to overall well-being.

DIVERSITY, EQUITY, AND INCLUSION

In 2025, Pluspetrol published its Diversity, Equity, and Inclusion (DEI) Policy, reinforcing its commitment to building respectful, inclusive, and discrimination-free work environments. This policy is integrated across the Sustainability Policy and Framework, as well as specific Human Rights and workplace harassment, discrimination, and hostile conduct prevention regulations.

Within this framework, progress was made in implementing a comprehensive DEI initiative aimed at strengthening fair and bias-free corporate practices. Key lines of action include the adoption of a competency-based recruitment system and the creation of a DEI ecosystem within the company, including awareness workshops designed to broaden understanding of diversity, promote active inclusion, and address unconscious bias. In addition, specific workshops for leaders were conducted, focusing on responsible staffing practices and bias-free decision-making. These workshops aim not only to reinforce the key role of leadership in building an equitable environment, but also to contribute to the creation of respectful, inclusive, and bias-free workplaces. This initiative provides a formal framework for preventing situations related to discrimination, harassment, inequalities, or participation gaps, while also promoting innovation and diverse thinking as key drivers of the company’s sustainable performance.



DISTRIBUTION OF OUR EMPLOYEES

EMPLOYEE DISTRIBUTION BY BUSINESS UNIT

GRI. 2-7, 2-30, 405-1, 401-1

EMPLOYEE DISTRIBUTION BY GENDER, AND REGION

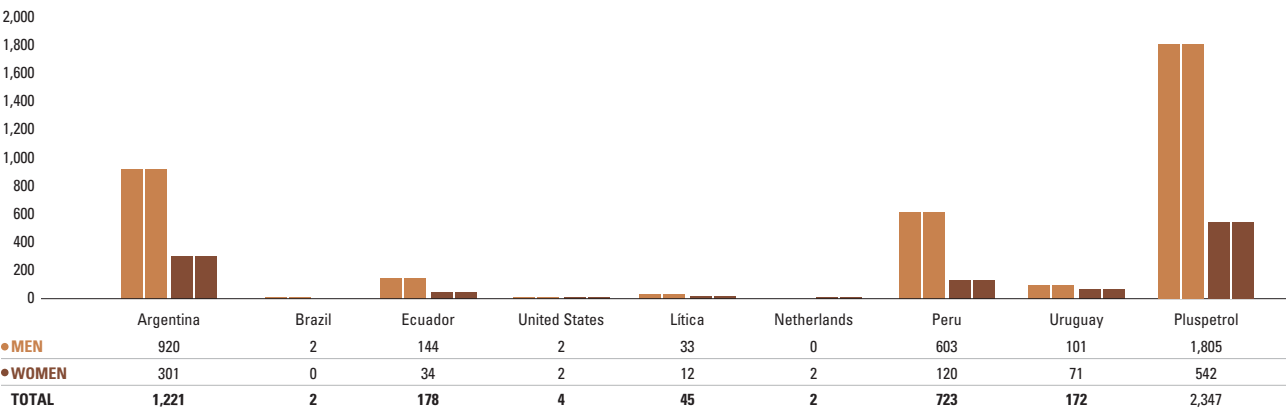
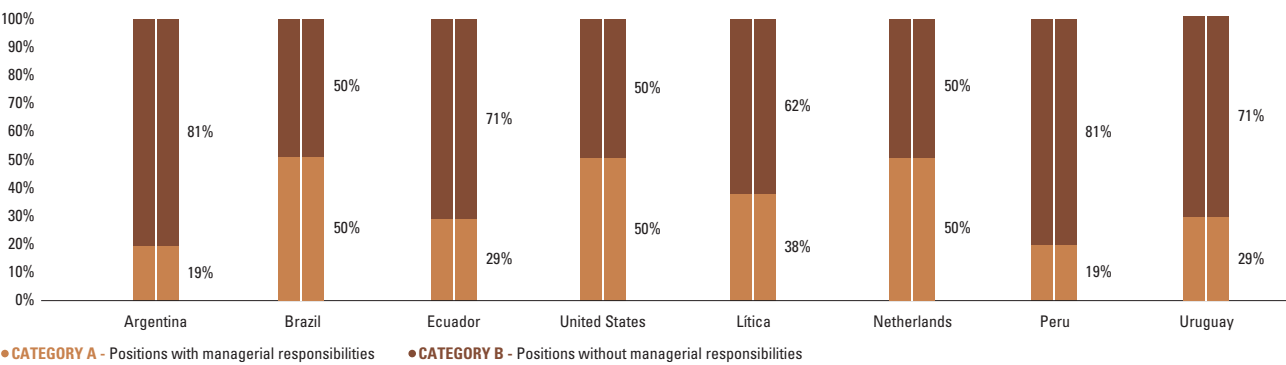


Figure 1: Employee distribution by gender and region, 2025. As of December 31, 2025, Pluspetrol had a total headcount of 2,347 direct employees, of which 77% were men and 23% were women.

OUR EMPLOYEE'S PROFILE

EMPLOYEE DISTRIBUTION BY CATEGORY



• CATEGORY A - Positions with managerial responsibilities • CATEGORY B - Positions without managerial responsibilities

Figure 2: Employee distribution by category, 2025.

EMPLOYEE DISTRIBUTION BY AGE GROUP

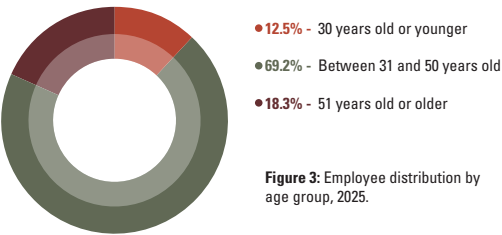


Figure 3: Employee distribution by age group, 2025.

EMPLOYEE DISTRIBUTION BY TENURE

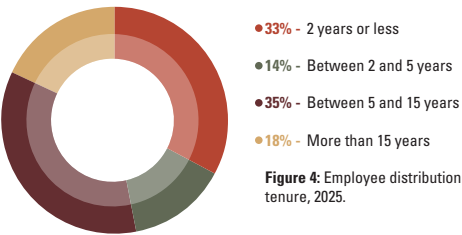


Figure 4: Employee distribution by tenure, 2025.

EMPLOYEE DISTRIBUTION BY COLLECTIVE BARGAINING AGREEMENT

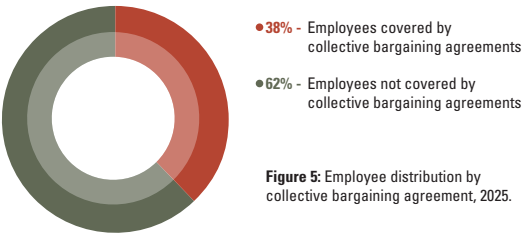


Figure 5: Employee distribution by collective bargaining agreement, 2025.

EMPLOYEE DISTRIBUTION BY LABOR CONTRACT

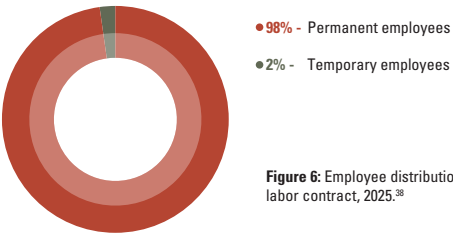


Figure 6: Employee distribution by labor contract, 2025.³⁸

Among the Business Units, Argentina (51%) and Peru (37%) have employees covered by collective bargaining agreements.³⁷

NUMBER OF PERMANENT EMPLOYEES BY GENDER AND REGION

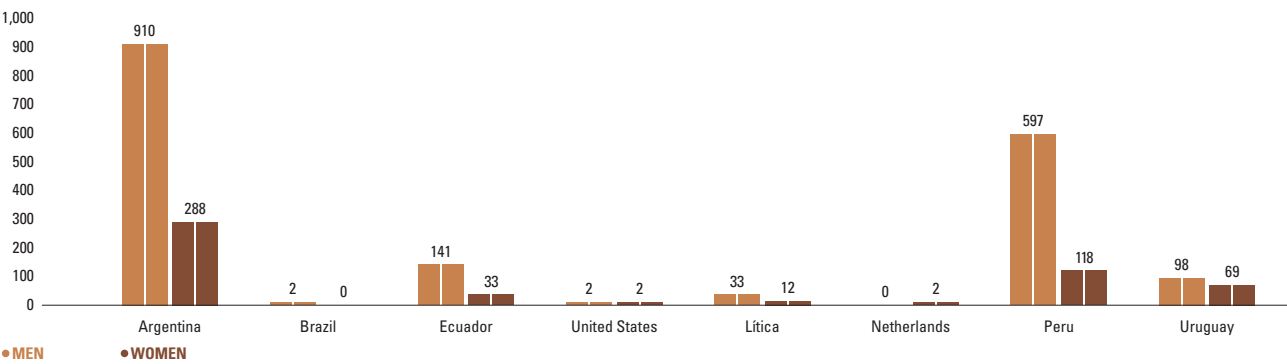


Figure 7: Number of permanent employees by gender and region, 2025.

NUMBER OF TEMPORARY EMPLOYEES BY GENDER AND REGION

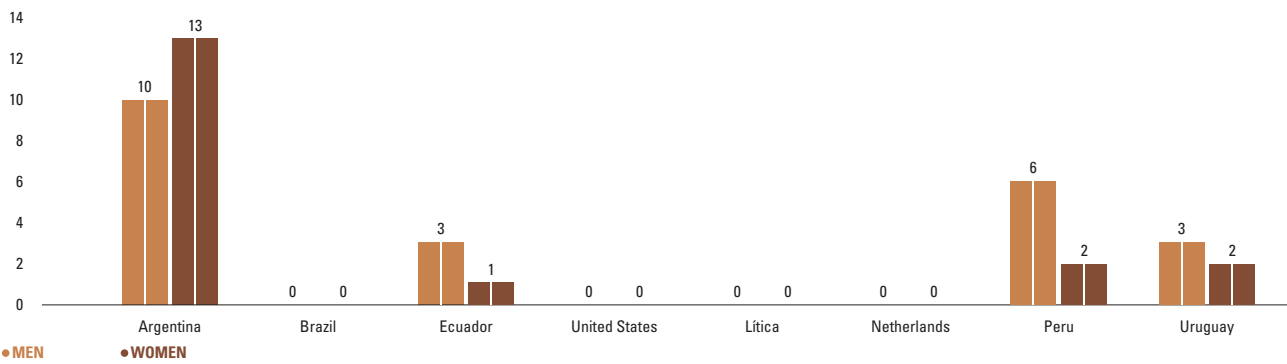


Figure 8: Number of temporary employees by gender and region, 2025.³⁹

³⁷. Pluspetrol ensures the application of fair labor standards, in line with best practices and applicable regulatory frameworks in each jurisdiction, to guarantee a fair working environment for all individuals within the organization.
³⁸. The percentages of employees by employment type are calculated based on the total Pluspetrol workforce. 99.91% of Pluspetrol employees work full-time. The remaining 0.09% work part-time.

³⁹. Temporary employees are defined as those whose contracts establish a fixed end date from the outset, and who join the company with full awareness of this condition.



HIRES AND TURNOVERS



TOTAL HIRES BY BUSINESS UNIT

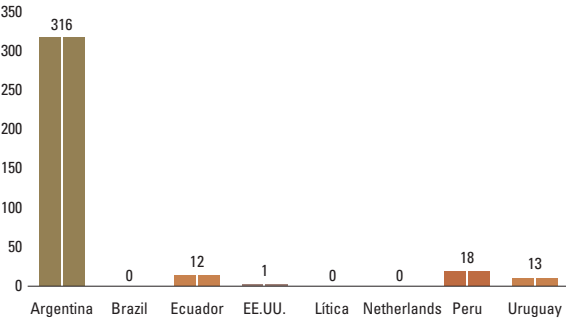


Figure 9: Total hires by Business Unit, 2025.

HIRE RATE AS A PERCENTAGE OF TOTAL HEADCOUNT BY BUSINESS UNIT

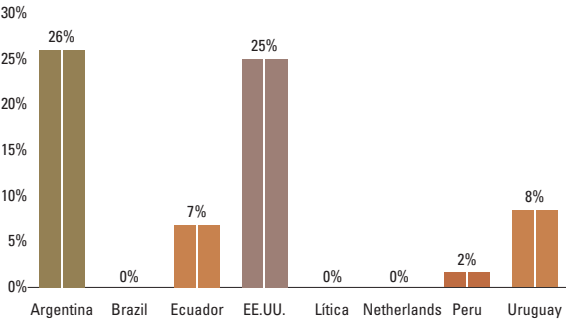


Figure 10: Hiring rate as a percentage of total headcount by Business Unit, 2025.

NEW HIRES BY GENDER

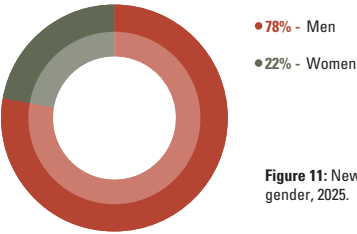


Figure 11: New hires by gender, 2025.

NEW HIRES BY AGE GROUP

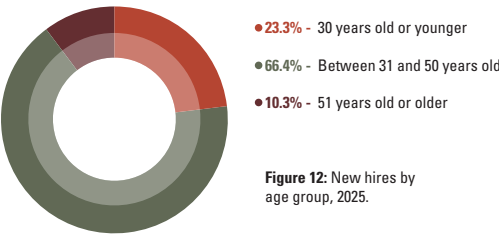


Figure 12: New hires by age group, 2025.



TOTAL TURNOVERS BY BUSINESS UNIT

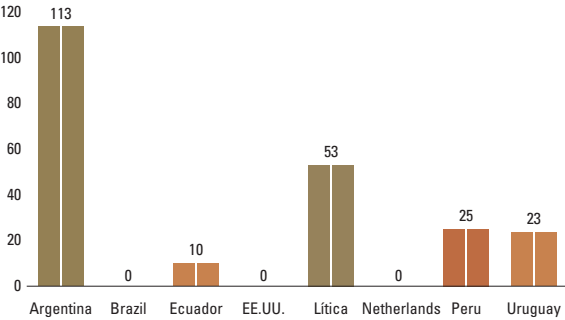


Figure 13: Total turnovers by Business Unit.

TURNOVER RATE AS A PERCENTAGE OF TOTAL HEADCOUNT BY BUSINESS UNIT

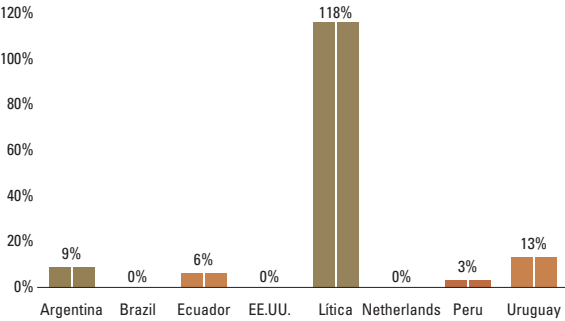


Figure 14: Turnover rate as a percentage of total headcount by Business Unit, 2025.

TURNOVER RATE BY GENDER

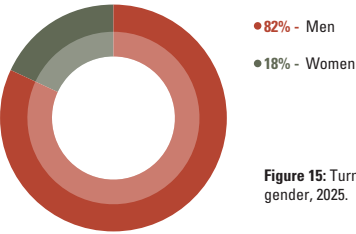


Figure 15: Turnover rate by gender, 2025.

TURNOVER RATE BY AGE GROUP

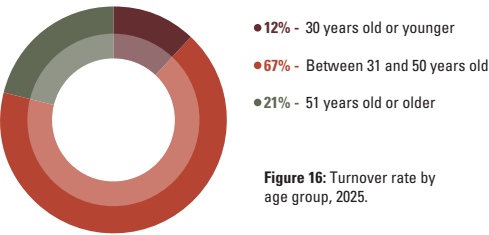


Figure 16: Turnover rate by age group, 2025.

PERFORMANCE MANAGEMENT

GRI 404-3

Performance Management Process (PMP)

The Performance Management Process (PMP) is conducted annually, with a high level of employee participation. It is managed through the Growing Together platform, which provides agility and ensures the availability of consistent and up-to-date information.

Each year, the level of completion reflects a strong commitment, with rates exceeding 90%.

PERFORMANCE REVIEWS BY GENDER	MEN	WOMEN	TOTAL
Employees who received a performance review in 2025	1,673	498	2,171
Percentage of employees reviewed	93%	92%	93%

Table 1: Performance reviews by gender.

PERFORMANCE REVIEWS BY JOB CATEGORY	CATEGORY A ⁴²	CATEGORY B ⁴³	TOTAL
Employees who received a performance review in 2025	474	1,697	2,171
Percentage of employees reviewed	96%	92%	93%

Table 2: Performance reviews by job category.

TALENT DEVELOPMENT

LEARNING

GRI 404-1, 404-2

We continue to strengthen our comprehensive learning offering, working to design methodologies across various formats, including e-learning, in-person sessions, and virtual spaces, among others.

HIGHLIGHTED LEARNING INITIATIVES

70/20/10 Learning Matrices: the 70/20/10 matrices are developed under a dynamic learning model through which employees learn not only through structured training, but also through experience and interaction with others.

Within this framework, during the year simulation workshops for unconventional reservoirs, shale reservoir geology courses, geosteering workshops, field trips, and training focused on the use of specific technical tools were promoted. In addition, specialized courses were incorporated through the SAGA WISDOM e-learning platform, with the participation of more than 30 subsurface professionals, who received training in key topics such as advanced analysis techniques, modeling, and unconventional reservoir management, complemented by digital tools and cross-functional skills. In addition, the “Citizen Developers” plan continued, and the “SED Talks” series was launched—an ongoing space for technical exchange and knowledge sharing aimed at the entire Pluspetrol subsurface community, bringing together more than 90 professionals.

Young Trails Program: during 2025, we continued our strategy of incorporating young talent through the 9th edition of Young Trails, Pluspetrol’s program that offers young professionals the opportunity to enhance their development through a combination of academic training and practical experience, fostering a comprehensive understanding of the business and strengthening our employer brand.

This year, 13,513 professionals applied, of whom 30 were selected to participate at offices in Argentina, Peru, and Uruguay.

Operations School: aimed at operators and supervisors, this program seeks to develop and maintain technical competencies and standardize operating procedures to ensure safety, efficiency, and regulatory compliance across our operations and geographies. During 2025, 63 employees were trained under this program.

⁴⁰. The hiring rate represents the number of hires in 2025 as a percentage of the total number of employees as of December 31, 2025.
⁴¹. The turnover rate represents the number of turnovers in 2025 as a percentage of the total number of employees as of December 31, 2025.
⁴². Positions with managerial responsibilities.
⁴³. Positions without managerial responsibilities.



Language Program: the language training program is delivered through an online platform accessible to all employees. The platform enables users to practice independently or schedule virtual classes with a teacher, according to each employee's needs. During 2025, 475 employees logged usage hours on the platform.

Project Management (PM): based on the PM Competency Matrix, the program aims to contribute to the optimization of project management through the development of key competencies.

The program is designed in a modular format, allowing participants to complete it in full (75 hours) or focus on specific competencies (depending on role and actual vs. target proficiency level). A total of 115 employees participated.

Python Programming Training: this program is designed to train teams in the use of Python as a tool to enhance efficiency, data analysis, and the automation of technical tasks. It includes four levels, allowing participants to progress as they complete and pass each module assessment.

Process Safety Program: in line with Pluspetrol's safety and operational excellence strategy, in 2025 workshops were planned to strengthen competencies, align criteria, and ensure compliance with procedures and practices. These workshops are aimed at leaders, supervisors, and operators across the Production, Maintenance, Facilities, and EHS areas. During 2025, 178 employees were trained.

Strategic Development Mentoring: the Strategic Development Mentoring initiative aims to support employees in their professional development by combining the strengthening of specific skills with a deep understanding of the organizational context.

It facilitates career development through interaction with internal mentors, helping employees better understand the organizational structure, culture, and business challenges. In 2025, the program focused particularly on 19 recently hired leaders, strengthening their cultural onboarding through cross-functional mentoring.

TRAINING BY GENDER	MEN	WOMEN	TOTAL
Employees trained	1,618	462	2,080
Total training hours	65,756	21,355	87,111
Percentage of employees trained	90%	85%	89%
Average training hours per employee ⁴⁴	36.43	39.40	37.11

Table 3: Training by gender.

TRAINING BY JOB CATEGORY	CATEGORY A ⁴⁵	CATEGORY B ⁴⁶	TOTAL
Employees trained	432	1,648	2,080
Total training hours	17,508	69,603	87,111
Percentage of employees trained	88%	89%	89%
Average training hours per employee	35.51	37.54	37.11

Table 4: Training by job category

HEALTH AND WELL-BEING

GRI 403-6, 403-10

Health and Well-being management at Pluspetrol is carried out through guidelines, standards, and mechanisms that ensure a safe, healthy, and inclusive work environment for both employees and contractor personnel, and is integrated into the corporate strategy focused on prevention, care, and holistic employee support.

Our programs enable the anticipation and mitigation of risks associated with workplace accidents, occupational diseases, environmental conditions, or unsafe work practices, while also creating opportunities to strengthen healthy habits, improve the employee experience, and build a more resilient organization.

Sites are equipped with coordinated medical services that provide primary care, case follow-up, support for non-occupational illnesses, and emergency response, complemented by communication and prevention campaigns that promote access to key health information.

Some of the initiatives implemented during 2025 are outlined below:

- **Training and Awareness Campaigns:** ergonomics and active breaks, CPR and first aid; healthy eating and nutrition; occupational diseases; hygiene; heat stress; smoking; solar radiation and hypothermia-related injuries; leishmaniasis; burns and dermatology, among others.
- **Preventive measures and controls:** periodic health check-ups, nutritional assessments, vaccinations, hygiene control, monitoring of catering services, screening for hypertension and diabetes, verification of fitness-for-work status, and microbiological monitoring of drinking water and wastewater, among others.
- **Direct actions** related to influenza vaccination for direct employees and their families, nutrition, healthy lifestyle habits, gym benefits, among others.

PARENTAL LEAVE

GRI 401-3

PARENTAL LEAVE	MEN	WOMEN
Employees entitled to parental leave during the period	1,805	542
Employees who took parental leave during the period	56	19
Employees who returned to work in 2025 after parental leave	50	15
Employees whose parental leave ended in 2025	50	17
Employees whose parental leave ended in 2024 and remained employed 12 months later	34	8
Employees whose parental leave ended in 2024	35	10
Return-to-work rate	100%	88%
Retention rate	97%	80%

Table 5: Parental leave.

ABSENTEEISM 2025	MEN	WOMEN
Total number of days lost due to absenteeism ⁴⁷	6,005	1,283

Table 6: Absenteeism 2025.

COUNTRY	NUMBER OF FATALITIES RESULTING FROM OCCUPATIONAL ILLNESS		NUMBER OF RECORDABLE OCCUPATIONAL ILLNESS CASES	
	EMPLOYEES	NON-EMPLOYEES	EMPLOYEES	NON-EMPLOYEES
Argentina	0	0	8	99

Table 7: Fatalities and cases of occupational illness.⁴⁸

⁴⁴. This corresponds to the total training hours divided by the total number of employees as of December 31, 2025.
⁴⁵. Positions with managerial responsibilities
⁴⁶. Positions without managerial responsibilities
⁴⁷. Includes absences due to any type of incapacity. Excludes authorized absences such as vacation, study leave, maternity or paternity leave, and family-related leave.
⁴⁸. No fatalities or cases of occupational illness were recorded for Litica, Ecuador, the Netherlands, Peru, the United States, or Uruguay during the reporting period.



SUPPLY CHAIN



92%

OF PURCHASES
WERE MADE FROM
LOCAL SUPPLIERS⁴⁹

Land loading terminal, Pisco Plant, Peru.

SUPPLIERS AND CONTRACTORS PLAY A CENTRAL ROLE IN PLUSPETROL'S BUSINESS PROCESSES. THE STRENGTHENING OF THE VALUE CHAIN GENERATES STRATEGIC IMPACTS REFLECTED IN OPERATIONAL EFFICIENCY, THE PROMOTION OF LOCAL ECONOMIC DEVELOPMENT, THE MITIGATION OF EXTERNAL RISKS, AND THE DEVELOPMENT OF A MORE COMPETITIVE AND SUSTAINABLE PRODUCTIVE ECOSYSTEM.

SUPPLY CHAIN MANAGEMENT

Supply chain management is organized under a functional structure that includes planning, procurement, materials, logistics, inventory management, and contract management areas. Each area has defined roles and reports to the Supply Chain Management function, which actively participates in operational and strategic committees. This governance is supported by internal sourcing policies, standardized procedures for procurement and contracting, and the use of ERP⁵⁰ systems that ensure traceability, efficiency, and regulatory compliance. Accountability is carried out through monthly operational performance reports, contractual compliance reviews, and risk analyses. Decisions are made within functional committees with the participation of key areas such as Finance, Production, Sustainability, and Compliance, depending on the impact of the matter addressed.

The supply chain strategy is integrated into the business model as an essential element to ensure operational continuity, cost efficiency, and responsiveness to changes in demand or the external environment. This approach requires agile and reliable management of suppliers, inventories, and logistics, aligned with the company's sustainability objectives. It also requires an internal structure capable of responding to the operational needs of each country, while maintaining an integrated regional perspective. Strategic objectives include supplier consolidation, strengthening local value chains, enhancing demand planning, and the digitalization of critical processes, all driven by continuous improvement and the optimization of key processes, along with the strengthening of local productive environments. Potential negative impacts may include stockouts, delivery delays, cost overruns due to urgency, quality deficiencies, and potential contingencies resulting from insufficient integration of local suppliers and contractors into the sourcing strategy. Potential risks include disruptions caused by external events such as climate phenomena or

geopolitical situations, planning failures, quality issues, dependence on critical suppliers, and potential ESG and human rights risks within segments of the supply chain. However, Pluspetrol has policies, standards, and procedures in place aimed at mitigating these risks and significantly reducing their likelihood of occurrence.

Opportunities are associated with process automation, the integration of predictive technologies, the development of local suppliers, and continuous improvement through methodologies such as Lean and Six Sigma. To address these aspects, actions are implemented such as critical scenario simulations, supplier audits, the use of Power BI dashboards for real-time monitoring, internal training with the involved areas, total supply chain cost management, and compliance with ESG and human rights requirements, including those established in the Third-Party Code of Conduct. The area's overall objectives include improving operational efficiency in sourcing and logistics processes, ensuring the timely availability of materials and products, optimizing resource use through improved planning and inventory control, and strengthening relationships with strategic regional and local suppliers to ensure continuity, quality, and sustainability in supply.

MARKET INTELLIGENCE

This initiative involves the use of Artificial Intelligence (AI) tools—Copilot (Microsoft) and Gemini (Google)—to conduct market intelligence studies and analyses. The objective is to improve decision-making in Supply Chain, anticipate trends, and identify windows of opportunity in a context of high volatility and constant change.

The process begins with the use of multiple information sources (consulting firms, economic reports, specialized portals, publications by experts on LinkedIn, among others), on which AI performs deep research through iterative prompts. It starts with a general search and is then progressively refined and contextualized by adding specific questions and validating findings with internal experts when strategic or sensitive topics are identified. This is complemented by critical analysis and information curation, and is shared with key stakeholders as a complementary source for decision-making.

⁴⁹. The figures correspond to the total operations of Pluspetrol. "Local" is understood to mean the areas of direct and indirect influence of the operations.

⁵⁰. Enterprise Resource Planning (ERP).



COMPREHENSIVE
MATERIAL MANAGEMENT

At Pluspetrol, we manage the full materials lifecycle with defined objectives: ensuring operational continuity with safety and efficiency, promoting the responsible use of capital, and strengthening end-to-end traceability for effective risk management. This approach integrates planning, procurement, storage, control, and dispatch within a unified operating system, supported by simple rules, visible metrics, and data-driven decision-making. Our strategy includes a clear definition of roles, responsibilities, and decision levels; the standardization of processes and operational discipline; the progressive adoption of digital technologies; and the implementation of executive dashboards that consolidate key inventory, cost, and service-level indicators, enabling agile responses to adjust and correct deviations.

LOGISTICS

Within the Logistics function, essential activities for Pluspetrol’s projects and operations are centralized. These include cargo and personnel transportation, internal movements, support with handling and lifting equipment (cranes, loaders, etc.), and the management of storage and distribution centers. In the case of the Peru Business Unit, these responsibilities are expanded to include the operation of airfields, heliports, ports, docks, and river terminals.

We align logistics with business objectives, and, to this end, we promote various initiatives:

- Route optimization, evaluating and incorporating new circulation alternatives.
- Efficient and safe fleet management, with lower consumption, reduced emissions, and higher safety standards, including the reduction of idle units and fleet renewal.
- Satellite monitoring of contractors, promoting compliance with driving standards and the efficient execution of tasks.
- Load consolidation, reducing packaging and waste.

- Joint planning and scheduling with internal areas to optimize resource use.
- Digitalization and standardization of processes, strengthening traceability and control.

These actions are complemented by the development and training of community-based companies in the areas of influence of our operations, promoting their progressive integration into the logistics value chain.

SUPPLY CHAIN STRUCTURE

GRI 2-6

In 2025, engagements were carried out with 2,677 suppliers, of which 49.8% were in Argentina, 32.5% in Peru, 11.8% in Ecuador, and 6% in Lítica. These percentages reflect the levels of activity and complexity of the projects developed in each Business Unit.

DISTRIBUTION OF SUPPLIERS BY LOCATION

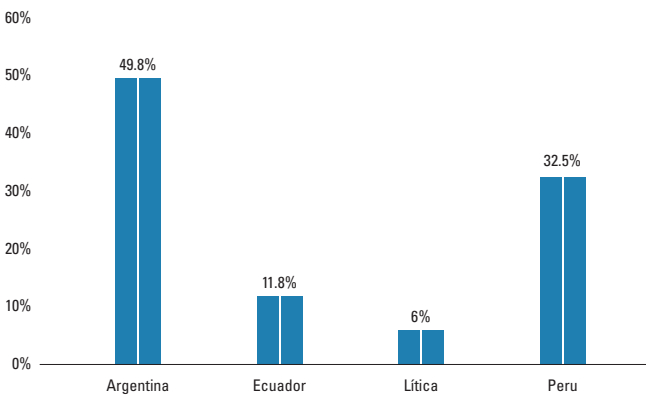


Figure 1: Distribution of suppliers by location. From the total number of suppliers, 66% correspond to service contracts—including contractors—while 34% correspond to materials procurement.

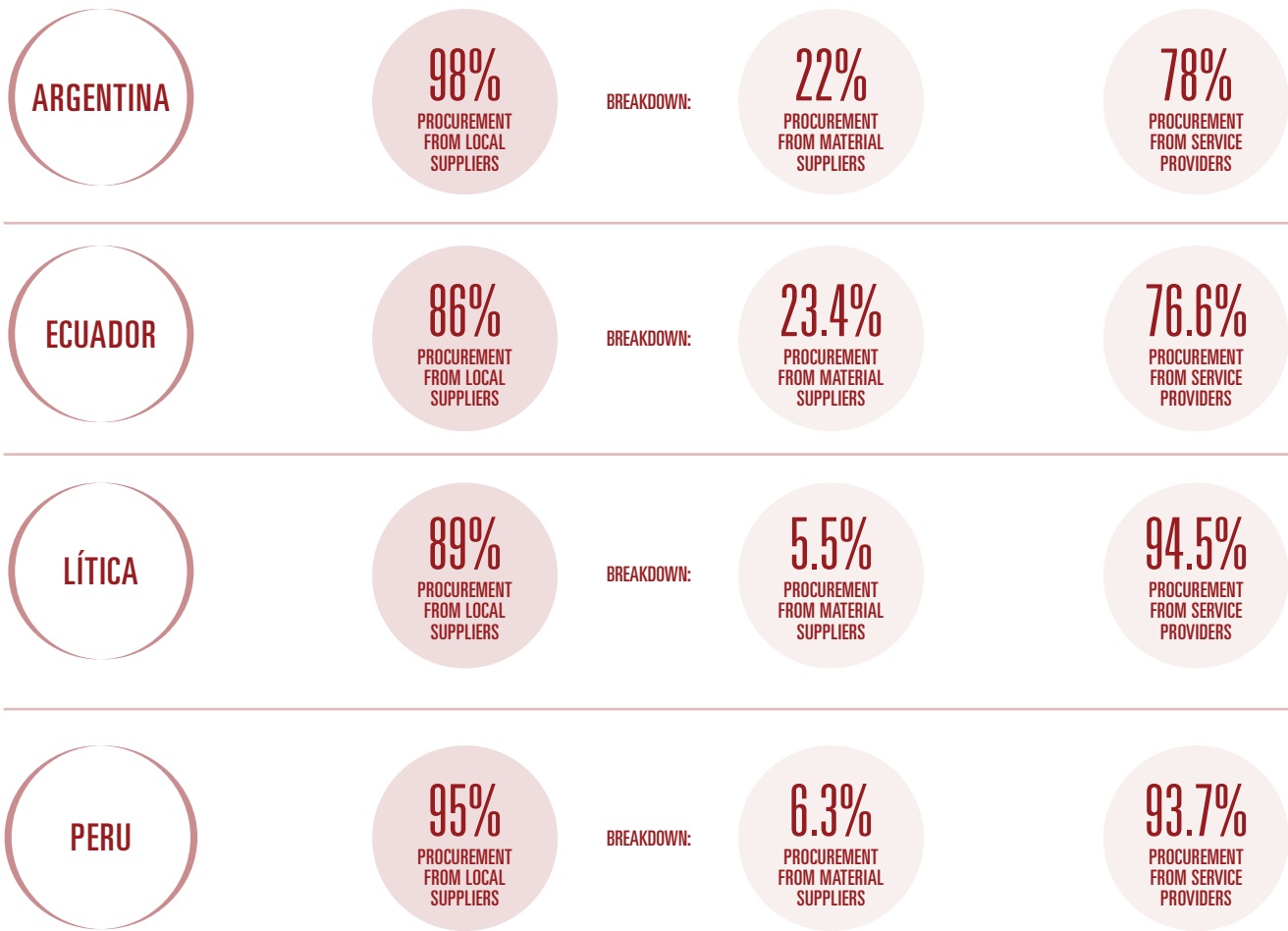
LOCAL PROCUREMENT⁵¹

GRI 204-1, 2-8

Having strong suppliers and contractors in operating areas represents a strategic value for our operations. Their participation enhances the efficiency and agility of work processes, contributing deep knowledge of the territory and local social dynamics. Territorial proximity enables the anticipation of needs, reduces response times, and improves operational quality. In parallel, it maximizes the positive impact on

communities within the areas of influence, strengthening local capacities and promoting sustainable value chains.

As in previous years, we maintained high levels of local procurement across our Business Units, as shown below:



CONTRACTOR MANAGEMENT

Pluspetrol’s operating model is based on the extensive participation of contractors throughout the production cycle, in close collaboration with our own teams. As a result, more than 85% of the hours worked at our locations are performed by contractor personnel.

As of December 2025, a total of 16,645 contractor employees were registered as providing services at our locations and assets, according to our access control records. This workforce varies throughout the year, with a monthly average of 11,813 contractor employees, and is mainly composed of personnel dedicated to facility maintenance, civil engineering (construction), well development and operations, and camp services (catering and lodging), among others.

We promote a comprehensive engagement with each contractor at different levels and throughout the entire commercial relationship cycle. Based on the needs identified by requesting areas, the Procurement/Supply Chain team intervenes to meet demand, ensuring provision in line with the company’s policies and standards. Once the contract is in place, the Contract Administrator (ADC, for its acronym in Spanish) acts as the main point of contact for the contractor in managing the agreed services, with support from other areas to ensure compliance with EHS standards, community relations, and human rights requirements, among others.

⁵¹. “Local” is understood to mean the areas of direct and indirect influence of the operations, and “local procurement percentage” refers to the amount paid to local suppliers as a proportion of the total amount paid to all suppliers. Information is reported for the locations where we operate.



CONTRACTOR ASSESSMENT

GRI 414-1, 414-2

Pluspetrol conducts a rigorous evaluation of all its contractors through its Exactian system. This system records 100% of contractor and subcontractor companies entering the field, as well as each contract, the employees, and the vehicles that will operate across different countries. This enables control over compliance with Pluspetrol's internal policies and the legal requirements applicable in each country. Each company is responsible for registering its resources and the tasks to be performed, together with the required documentation. Pluspetrol audits this documentation and conducts field verifications; companies or resources with pending documentation are not allowed to enter.

Before companies register employees in the system, these individuals are verified to ensure they do not have serious criminal records. Compliance with all labor obligations and social security registration is also verified. All contractor companies and their personnel are required to comply with environmental, health, and safety (EHS), and human rights standards. Each company must submit its EHS Plan according to the contract, and each employee must complete an induction process that includes safety training, a

digital Preventive Observation Card (TOP), community relations induction, and specific training related to their roles. During 2025, the EHS induction was updated and now also includes Compliance induction.

Drivers are required to present valid driver's licenses and defensive driving training, as well as relevant certifications when operating specialized machinery.

In all cases, mandatory annual medical examinations and vaccinations are required, depending on the location. This comprehensive system ensures that Pluspetrol maintains high standards of safety, health, and environmental management, protecting both its employees and the communities in which it operates.

In Argentina, Pluspetrol has 1,218 active contractor companies, with 16,571 employees and 24,619 associated vehicles and equipment. In Peru, there are 672 contractor companies, with 9,517 employees and 1,146 vehicles and equipment. In Ecuador, 208 active contractor companies are registered, with 1,867 employees and 1,847 associated vehicles and equipment.

FIELD ACCESS AUDIT AUTOMATION

During 2025, an automated system was developed to validate the registration of resources onto the field access platform, aimed at contractors in Argentina, Peru, and Ecuador. The objective is to streamline audit timelines, reduce human error, and ensure regulatory compliance through predefined criteria. The system is expected to be fully operational in 2026.

The scope includes country-specific validations and applies to both local and foreign employees, considering detailed rules on documentation, formats, classifications, labor relationships, and collective agreements. In addition, the process incorporates rejection flows, error handling, and the technical requirements necessary to ensure efficient and reliable operations.

PROCESS SAFETY



Land loading terminal, Pisco, Peru.



PROCESS SAFETY IS A FUNDAMENTAL REQUIREMENT TO ENSURE THE INTEGRITY OF OPERATIONS, PROVIDE SAFE CONDITIONS FOR WORKERS AND COMMUNITIES, AND PROTECT THE ENVIRONMENT. IN 2025, WE CONTINUED TO STRENGTHEN THE IMPLEMENTATION OF THE PROCESS SAFETY MANAGEMENT (PSM) FRAMEWORK ACROSS BUSINESS UNITS, REAFFIRMING OUR COMMITMENT TO OPERATIONAL EXCELLENCE AND SUSTAINABILITY.

We addressed administrative, management, and physical barriers in line with the third PSM pillar (managing risks), strengthening actions in key areas such as contractor management, logistics safety, management of change, and improvements to the Contingency Management and Crisis Management system.

To support the implementation of EHS management processes, we continued developing audits and peer assist sessions, assessing the maturity of management systems and processes with support from specialists.

The main progress achieved during the year regarding the four pillars of our PSM Management Framework is detailed below.

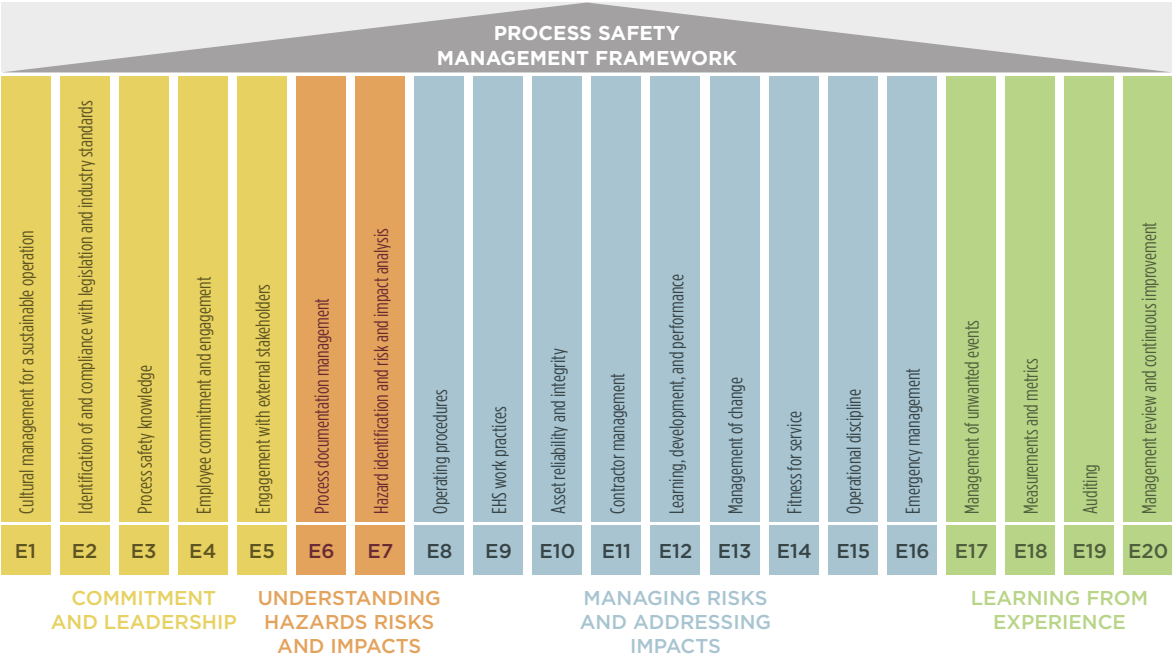


Figure 1: Pillars and elements of the Process Safety Management (PSM) Framework.

PILLAR I: COMMITMENT AND LEADERSHIP

GRI 403-1, 403-4

Pluspetrol's senior management leads by example, promoting robust policies and practices that establish operational excellence as an unwavering commitment.

In September 2025, the Peru Business Unit obtained ISO 14001:2015 certification (Environmental Management Systems) and ISO 45001:2018 certification (Occupational Health and Safety Management Systems) for the Pisco plants and Malvinas operations, consolidating a management approach guided by

strategic leadership and the systematic work of our employees.

In Argentina, the PCN 2025-2029 Multi-Year Plan was approved, aimed at the progressive implementation of the Process Safety Management Framework in the assets acquired at the end of 2024 in northern Neuquén. This decision enables the transfer and standardization of Pluspetrol's leadership and safe operations culture within these new assets, promoting organizational alignment.

CULTURAL MANAGEMENT FOR A SUSTAINABLE OPERATION

In 2025, the third edition of the survey "Toward a Generative Culture for Risk and Impact Management" was conducted, targeting all Pluspetrol employees across Business Units. During the last two months of the year, work focused on analyzing results and planning feedback workshops to be held in 2026.

As in previous years, communication and awareness campaigns were carried out in connection with World Day for Safety and Health at Work and World Environment Day. On this occasion, additional efforts were made to promote both operational and administrative participation, incorporating the "Knowledge Stations" format, in which specific topics were addressed, such as:

- "Life-Saving Rules," "Fleet Management," "Risk Management," and "Generative Culture" (World Day for Safety and Health at Work).
- "Environmental Rules," "Water," "Biodiversity," and "Air" (World Environment Day).

In addition, more than 500 Management Visits and EHS Conversations were conducted across Pluspetrol's locations, promoting open dialogue between leaders and field personnel.

In Argentina, the Pluspetrol Life-Saving Rules (LSR) were relaunched, including reinforced communication and the distribution of an LSR handbook with key field verification points for each rule. Preventive Observations (TOP) were also relaunched, including additional training across different areas.

In Peru, Pluspetrol participated in National Technical Committee 172 of INACAL (National Institute for Quality) on process safety management in the hydrocarbons sector, contributing to the development of the following guidelines:

- GP 145:2025 Industrial Process Safety. Process Safety Competencies. Guidelines. 1st Edition.
- GP 146:2025 Industrial Process Safety. Process Safety Culture. Implementation and Performance Measurement. 1st Edition.

LEGAL COMPLIANCE

In 2025, we updated the EHS Obligations and Social Commitments Standard and its Legal Requirements, refining the process and incorporating social commitments into its scope.

PILLAR II: UNDERSTANDING HAZARDS, RISKS AND IMPACTS

Throughout the year, efforts continued on implementing the updated version of the Operational Risk Management Standard and the Operational Risk Acceptability and Tolerability Criteria Standard, which in 2024 incorporated the identification of environmental aspects and impacts into the management cycle.

PILLAR III: MANAGING RISKS AND ADDRESSING IMPACTS

GRI 403-3, 403-7

We continued implementing the long-term work plan, monitoring opportunities for improvement in corporate practices. Within this framework, the following regulatory documents were updated:

- Integrated Incident Response Management Standard
- Occupational Health Risk Management Standard (Industrial Hygiene)
- Management Procedure: Temporary Inhibition Management of SCE (Safety-Critical Elements)
- EHS Aspects in Contractor Management Standard
- Technical Practice: Helicopter External Load Lifting

In Argentina, the first stage of hazard identification and qualitative risk assessment was completed at two key facilities—Early Production Facility (EPF O) and Temporary Production Facility (TPF)—in the Bajo del Choique block (PCN), supporting current operations and the internal roads, and a digital platform for driver, trip, and fleet monitoring management was implemented, strengthening road safety in travel between Neuquén and operational assets.

In Peru, during the year, nine Risk Studies (RS) were conducted for operations: RS-Pisco Integrated; RS-Malvinas Integrated; RS-Saniri Norte; RS-Mipaya Station; RS-Gasohol Station; RS-Environmental; RS-Social; RS-Subsea pipelines at the Pisco Marine Terminal (TMPC); RS-Venting Dispersion at Humay Station.

ASSET RELIABILITY AND INTEGRITY

Following the implementation of online asset monitoring and the commissioning of the Asset Monitoring Center in Buenos Aires, artificial intelligence technology was incorporated into the system in 2025. Initially, the focus was on turbomachinery at the Malvinas Plant (Peru Business Unit), with the objective of improving the accuracy of early-stage fault diagnosis. This enabled optimization of both equipment efficiency and intervention planning.⁵²

52. See the section "Technology as a driver of sustainability" in the Governance chapter.



CONTRACTOR MANAGEMENT

During 2025, the implementation of the EHS Aspects in Contractor Management Standard was strengthened. To this end, work focused on developing communication materials, registering EHS requirements, and evaluating bids, with the aim of building a database to strengthen and optimize tendering processes.

Regarding the Crimalis project and contractor management processes, progress was made in the Bidder Registration and Strategic Contractor Qualification, and the contractor management lifecycle was defined.

In parallel, we continued promoting the use of management tools by contractor companies, such as: Preventive Observations (TOP - deviation reporting), Digital Work Permit (PdT), Exaction for the management and document control of EHS contract requirements, and EHS induction platforms (e-learning) across each Business Unit.

With the objective of maintaining a joint and active EHS management approach with our contractors, Business Units carried out various initiatives, reflecting a strong commitment to safety and sustainability, and ensuring coordinated work aligned with our standards and strategic objectives.

ARGENTINA

- An EHS Business Unit Forum focused on critical contractors was held, with a growth-oriented message centered on leadership, operational discipline, and competencies. The event brought together more than 60 contractor representatives from Operations, Maintenance, Facilities, and Drilling & Completion. During the session, reflections focused on the importance of leadership with a strong sense of vulnerability, the consistent application of operational discipline, and the prevention of normalization of deviations. Preventive management tools were also addressed, enabling the identification of improvement opportunities and the definition of joint actions to further strengthen safety and operational sustainability.
- Eleven committees were held with key contractors, focused on performance monitoring and proactive EHS action plans.
- Three workshops were conducted with contractor EHS personnel, aimed at the continuous improvement of Risk Analysis and its application in the field.
- In PCN, an EHS induction tool was launched, with more than 4,000 participants.

53. International Association of Oil & Gas Producers.
54. The information corresponds to values for the category of Non-employees or Contractors. Rates have been calculated per 1,000,000 hours worked. The number of fatalities (three) recorded in 2025 corresponds to the accident involving the crash of a contractor-operated helicopter in the Camisea operation - Peru Business Unit.
55. The information corresponds to values for the category of Non-employees or Contractors at Litica. Rates have been calculated per 1,000,000 hours worked.
56. Total Recordable Injury Rate (TRIR).

PERU

Four meetings were held to monitor the agreements established at the biannual strategic contractor forum (2024), with continued follow-up on commitments related to operational discipline, human rights, technical competencies, and PSM requirements. Regarding PSM, during the November follow-up meeting, strategic operations contractors were convened and coordination began for the implementation of PSM requirements that will be mandatory under local regulations by 2026.

In July, the 8th SOOAP Forum (Operational Safety for Pluspetrol Aviation Operations) was held, where progress on agreements from previous contractor forums was reviewed and safety-related experiences were shared. Pluspetrol reinforced key concepts including:

- Operational discipline.
- Aviation safety quality.
- Aviation operational safety standards.

During 2025, a workshop on human rights due diligence was also delivered to Pluspetrol Peru’s main contractor companies. This activity continued the initiative “Human Rights and the Value Chain” presented at the Peru Contractor Forum 2024.

ECUADOR

An introductory course on the PSM Management Framework (MG-PSM) was developed on an e-learning platform, mandatory for all contractors entering operations in Block 10.

CHANGE MANAGEMENT

We continued the implementation of MOC (Management of Change), in line with the criteria included in the corresponding Technical Practice updated in 2024. During 2025, more than 10 technical training sessions were also delivered as part of the Business Units’ training plans, with the objective of reinforcing key concepts related to change management.

EMERGENCY MANAGEMENT

GRI 403-5

During 2025, we continued with the Multi-Year Training Plan for response teams and conducted 60 drills of varying levels across the Business Units (Argentina: 33; Peru: 14; and Ecuador: 13), which allowed us to further strengthen this practice, as well as identify and address improvement opportunities.

In **Argentina**, the Business Unit’s Crisis Management and Business Continuity Plan, as well as Asset Incident Management Plans, were reviewed and updated, ensuring the training and competency of key personnel. In line with the Integrated Incident Response Management Standard, a major event simulation exercise was conducted in 2025 in the La Calera area. This exercise enabled the evaluation of response systems, the identification of gaps and improvement opportunities, and the definition of systemic actions aimed at continuous improvement.

In **Ecuador**, a strategy was defined to strengthen process event reporting based on operational discipline, highlighting the importance of communication to enable action, learn from experience, and prevent recurrence. Additionally, this allowed for the dissemination of major event scenarios across locations, fostering engagement and accountability within operational teams as “owners” of risks and their management.

PILLAR IV: LEARNING FROM EXPERIENCE

GRI 403-2

During the year, we continued promoting the dissemination of “Risk Alerts” and “Lessons Learned” through the EHS Site and communications issued by the EHS Directorate. Additionally, three audiovisual pieces were produced to share the company’s own Lessons Learned, following a globally standardized structure: event description, causes, recommendations, and final lesson learned. These materials promote and strengthen learning from internal incidents to prevent recurrence.

During 2025, through the corporate feedback process, we shared investigations and actions derived from 20 unwanted events classified as High Potential, High Learning Value, and High Severity. Based on these investigations, systemic actions were implemented to prevent similar incidents from occurring in our operations.

MEASUREMENTS AND METRICS INCIDENT AND PROCESS EVENT MONITORING

GRI 403-9

We continued strengthening our accident indicators within the framework of the recommended practices of International Association of Oil & Gas Producers⁵³, consolidating a measurement and reporting system that facilitates performance monitoring, gap identification, and continuous improvement.

57. Calculated based on the following hours worked: Argentina, 1,320,532; Corporation, 626,496; Ecuador, 368,197; Peru, 1,360,912; total Pluspetrol hours, 3,676,137.
58. “Corporation” corresponds to Pluspetrol corporate staff based in Buenos Aires (Argentina) and Montevideo (Uruguay).
59. Calculated based on hours worked as follows: Argentina: 9,632,129; Corporation: 0; Ecuador: 685,211; Peru: 12,570,808; total Pluspetrol hours: 21,888,148.

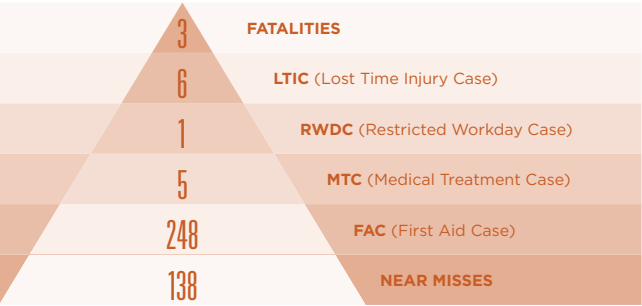


Figure 2: Incident monitoring for Non-employees or Contractors at Pluspetrol.⁵⁴

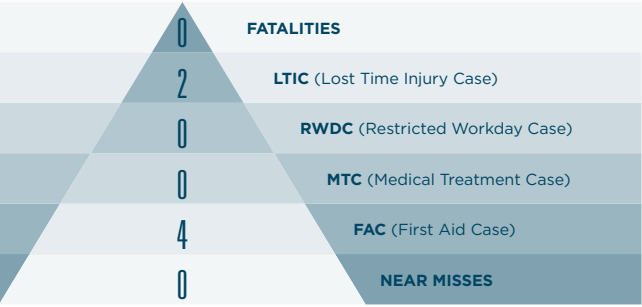


Figure 3: Incident monitoring for Non-employees or Contractors at Litica.⁵⁵

The tables below present information on recordable work-related injuries for the categories of Employees and Non-employees or Contractors at Pluspetrol and Litica for the reporting period.

TRIR⁵⁶ - PLUSPETROL EMPLOYEES

Site	2022		2023		2024		2025	
	Number of recordable cases (TRIC)	TRIR rate	Number of recordable cases (TRIC)	TRIR rate	Number of recordable cases (TRIC)	TRIR rate	Number of recordable cases (TRIC)	TRIR rates ⁵⁷
Argentina	0	0	0	0	0	0	0	0
Corporation ⁵⁸	0	0	0	0	0	0	0	0
Ecuador	0	0	1	2.15	0	0	1	2.72
Peru	0	0	0	0	2	1.54	0	0
Pluspetrol	0	0	1	0.28	2	0.74	1	0.28

Table 1: TRIR - Pluspetrol employees.

TRIR⁵⁶ - NON-EMPLOYEES OR CONTRACTORS PLUSPETROL

Site	2022		2023		2024		2025	
	Number of recordable cases (TRIC)	TRIR rate	Number of recordable cases (TRIC)	TRIR rate	Number of recordable cases (TRIC)	TRIR rate	Number of recordable cases (TRIC)	TRIR rates ⁵⁹
Argentina	6	1.43	11	1.10	13	1.58	13	1.51
Corporation	0	0	0	0	0	0	0	0
Ecuador	3	2.43	0	0	1	1.1	1	1.46
Peru	1	0.10	1	0.09	7	0.61	5	0.40
Pluspetrol	10	0.64	12	0.54	21	1.02	19	0.87

Table 2: TRIR - Non-employees or Contractors (Pluspetrol).

 LITICA RESOURCES A Pluspetrol Mining Company	TRIR ⁵⁶ - EMPLOYEES AND CONTRACTORS (LITICA)	2022	2023	2024	2025
	TRIC (Total Recordable Injury Cases)	11	0	4	3
	TRIR rate	19.07	0	10.79	2.59

Table 3: TRIR - Employees and contractors (Litica).



The tables below present the number and rate of lost time injuries (LTIC and LTIR, respectively) for the categories of Employees and Non-employees or Contractors at Pluspetrol and Lítica for the reporting period.

LTIR - PLUSPETROL EMPLOYEES

	2022		2023		2024		2025	
Site	LTIC (Lost Time Injury Cases)	LTIR (Lost Time Injury Rate)	LTIC (Lost Time Injury Cases)	LTIR (Lost Time Injury Rate)	LTIC (Lost Time Injury Cases)	LTIR (Lost Time Injury Rate)	LTIC (Lost Time Injury Cases)	LTIR (Lost Time Injury Rate)
Argentina	0	0	0	0	0	0	0	0
Corporation	0	0	0	0	0	0	0	0
Ecuador	0	0	1	2.15	0	0	1 ⁶⁰	2.72
Peru	0	0	0	0	0	0	0	0
Pluspetrol	0	0	1	0.28	0	0	1	0.27

Table 4: LTIR - Pluspetrol employees.

LTIR - NON-EMPLOYEES OR CONTRACTORS PLUSPETROL

	2022		2023		2024		2025	
Site	LTIC (Lost Time Injury Cases)	LTIR (Lost Time Injury Rate)	LTIC (Lost Time Injury Cases)	LTIR (Lost Time Injury Rate)	LTIC (Lost Time Injury Cases)	LTIR (Lost Time Injury Rate)	LTIC (Lost Time Injury Cases)	LTIR (Lost Time Injury Rate)
Argentina	2	0.48	5	0.50	3	0.37	5 ⁶¹	0.58
Corporation	0	0	0	0	0	0	0	0
Ecuador	2	1.62	0	0	0	0	0	0
Peru	1	0.10	1	0.09	3	0.26	1	0.08
Pluspetrol	5	0.32	6	0.27	6	0.29	6 ⁶²	0.43

Table 5: LTIR - Non-employees or Contractors (Pluspetrol).

	LTIR - EMPLOYEES AND CONTRACTORS - LÍTICA ⁶³		2022	2023	2024	2025
	LTIC (Lost Time Injury Cases)		1	2	4	3
	LTIR (Lost Time Injury Rate)		1.73	3.60	10.79	9.24

Table 6: LTIR - Employees and contractors (Lítica).

PLUSPETROL TIER 1 AND TIER 2 PROCESS EVENT FREQUENCY

	2022		2023		2024		2025	
Site	Tier 1 rate	Tier 2 rate	Tier 1 rate	Tier 2 rate	Tier 1 rate	Tier 2 rate	Tier 1 rate	Tier 2 rate
Argentina	0	0	0.23	1.17	0.21	1.72	0.48	0.72
Corporation	0	0	0	0	0	0	0	0
Ecuador	0	0	0	0.83	0	0	0	0
Peru	0	0.12	0.10	0	0	0	0	0
Lítica	0	0	0	0	N/A ⁶⁴	N/A ⁶⁴	N/A ⁶⁴	N/A ⁶⁴
Pluspetrol	0	0.07	0.13	0.39	0.07	0.55	0.14	0.27

Table 7: Tier 1 and Tier 2 process event frequency (Pluspetrol).

MANAGEMENT REVIEW AND CONTINUOUS IMPROVEMENT

Business Unit Sustainability Committees serve as a proactive tool that fosters the continuous improvement of process safety performance in operations, in line with the company’s Sustainability Framework. They enable the creation and maintenance of a high-quality work environment based on trust and accountability, promoting spaces for exchange and synergy, while ensuring the integration of EHS management with specific business activities.

During the year, we continued applying the Peer Assist practice, which establishes guidelines to verify the level of implementation of processes related to PSM elements.

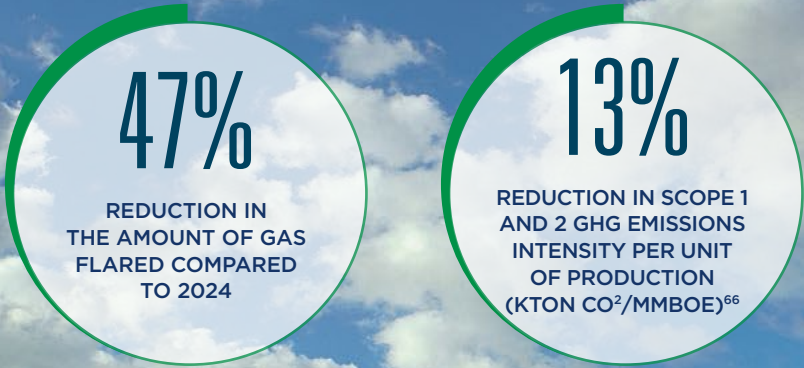
In 2025, safety visits were conducted at La Calera assets (Argentina) and Malvinas and Pisco (Peru). The improvement opportunities identified were incorporated into ad hoc action plans that are currently under implementation.

Additionally, as in previous years, Business Units issued their annual operational risk reports, contributing to the monitoring of major event scenarios and the status of their barriers.

Regarding management review, in 2025 two Corporate Sustainability Committee meetings were held, addressing topics related to the Sustainability Framework, Human Rights, Safety, Environment, Compliance, and the monitoring of environmental targets, among others.

60. Corresponds to one case per work-related accident with major consequences (excluding fatalities).
61. Includes two cases of work-related accidents with major consequences (excluding fatalities).
62. The recorded injuries correspond to: fractures, contusions, crushing, and sprains or strains.
63. Presented separately, as Lítica reports the indicator on an aggregated basis for both employees and third parties.
64. Not applicable.
65. Environmental quantitative indicators for Pluspetrol Cuenca Neuquina (PCN) will be reported starting from the 2026 reporting period.
66. With respect to 2024 GHG emissions intensity.

ENVIRONMENT⁶⁵



Pisco, Peru.



ENERGY AND CLIMATE CHANGE

DURING 2025, PLUSPETROL STRENGTHENED ITS COMMITMENT TO STRATEGIC, INTEGRATED, AND PROACTIVE ENVIRONMENTAL MANAGEMENT, ALIGNED WITH GLOBAL CHALLENGES AND LOCAL REQUIREMENTS.

The approach adopted is structured based on the company's Sustainability Policy and Framework, which establish climate change, energy transition, and biodiversity as strategic priority topics⁶⁷. The implementation of these topics is carried out through the definition of corporate targets, regulatory documents, technical tools, and spaces for exchange, ensuring traceability, legal compliance, and alignment with international standards. Under a systematic approach, in September 2025 we obtained ISO 14001:2015 certification ("Environmental Management Systems") and ISO 45001:2018 certification ("Occupational Health and Safety Management Systems") for both the Pisco plants and the Malvinas operations of the Peru Business Unit.

During the year, work on environmental material aspects was further strengthened, integrating the four approaches defined by the European CSRD Directive⁶⁸: governance, strategy, impact, risk and opportunity (IRO) management, and metrics and targets. This approach strengthened the ability to respond to environmental challenges, improved the quality of reported information, and enabled progress in innovative solutions across each Business Unit.

Environmental governance is supported by global and Business Unit Sustainability Committees, where decisions are made, targets are defined, and accountability is ensured, integrating corporate guidelines and adapting them to each operational context.

CORPORATE ENVIRONMENTAL TARGETS FOR 2030

- **GHG emissions:** reduce Scope 1 and 2 GHG emissions intensity by 20% compared to the 2021 baseline.
- **Freshwater:** reduce freshwater withdrawal intensity by 50% in assets located in areas with medium and high water stress, or medium and high water scarcity risk, compared to the 2021 baseline intensity.
- **Biodiversity and Ecosystems:** restore 100% of the area impacted by our facilities in sensitive areas, taking 2021 as the baseline year, and implement Biodiversity Action Plans across all Business Units.

67. Including water and ecosystems.
68. Corporate Sustainability Reporting Directive.
69. European Sustainability Reporting Standards.
70. IPCC (Intergovernmental Panel on Climate Change): provides scientific frameworks for climate risk assessment, considering the interaction between hazards, exposure, and vulnerability.
71. TCFD (Task Force on Climate-related Financial Disclosures): establishes recommendations for the identification, assessment, and disclosure of climate-related risks and opportunities, including physical and transition risks.
72. Understood as the probability of occurrence of a given event (natural or human-induced).
73. The total consumption of fuels from non-renewable sources includes diesel, natural gas, gasoline, crude oil (1,940,690 GJ), and GLP (22,029 GJ).

Since 2010, Pluspetrol has systematically prepared and reported its corporate greenhouse gas (GHG) emissions inventory, consolidating data in accordance with the GHG Protocol Corporate Standard methodology. In 2024, Scope 1, 2, and 3 emissions were integrated for the first time, including sources based on industry standards (IOGP).

During 2025, a comprehensive update of the internal regulatory framework related to this was carried out. The coefficients and conversion factors of the Emissions Intensity Indicator (EII) were reviewed, technical specifications were incorporated for the estimation of Scope 3 emissions, and emerging requirements from international standards such as the ESRS⁶⁹ under the CSRD, as well as relevant national regulations, were integrated.

To facilitate the implementation of these new guidelines, specific technical working groups on GHG emissions and climate change were promoted across all Business Units. These spaces enabled knowledge sharing, training, and the addressing of specific challenges in data collection and management, fostering proactivity and the identification of improvement opportunities.

During 2025, the Peru Business Unit initiated its first climate risk study, based on IPCC⁷⁰ methodologies (risk analysis framework) and TCFD⁷¹ (reporting framework), through the development of a climate risk matrix that considers climate change scenarios, levels of exposure, and vulnerability. The analysis identified 27 physical risks and 33 transition risks, all classified from medium to very low, consolidating those with the potential to affect operational continuity and providing the basis for adaptation and resilience decision-making in operations.

In the Argentina Business Unit, further progress was made in the identification and assessment of environmental risks.⁷² As a result, the main scenarios identified were those related to climate change, both due to the increase in water-related erosive phenomena associated with a higher recurrence of storms, as well as risks linked to water scarcity and flooding, depending on the location. Based on these findings, the need to implement additional barriers or specific action plans is assessed in all cases. In the province of Neuquén, and as part of this approach, a water risk assessment is carried out for each new facility or PAD to be constructed. This enables the identification of the need to build specific alluvial mitigation works and to design them according to 100-year storm recurrence trends.

74. Natural gas consumption does not include flared gas.
75. The data considered for Lítica's total energy consumption correspond to self-generated energy and diesel consumption, as information on other types of consumption is not available.
76. Lítica does not have information on grid energy, natural gas consumption, or gasoline consumption.

ENERGY

GRI 302-1, 302-3, 302-4

At Pluspetrol, we promote energy management focused on efficiency. This includes optimizing generation sources and fuels, responsible consumption, and minimizing associated emissions. We also carry out continuous monitoring of our energy matrix and its impact on carbon intensity.

TOTAL ENERGY CONSUMPTION - PLUSPETROL (GJ)

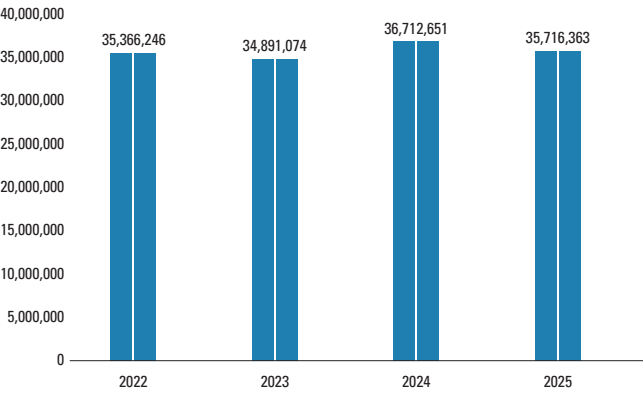


Figure 1: Total energy consumption - Pluspetrol (GJ).

ENERGY CONSUMPTION BY SOURCE - PLUSPETROL (GJ)

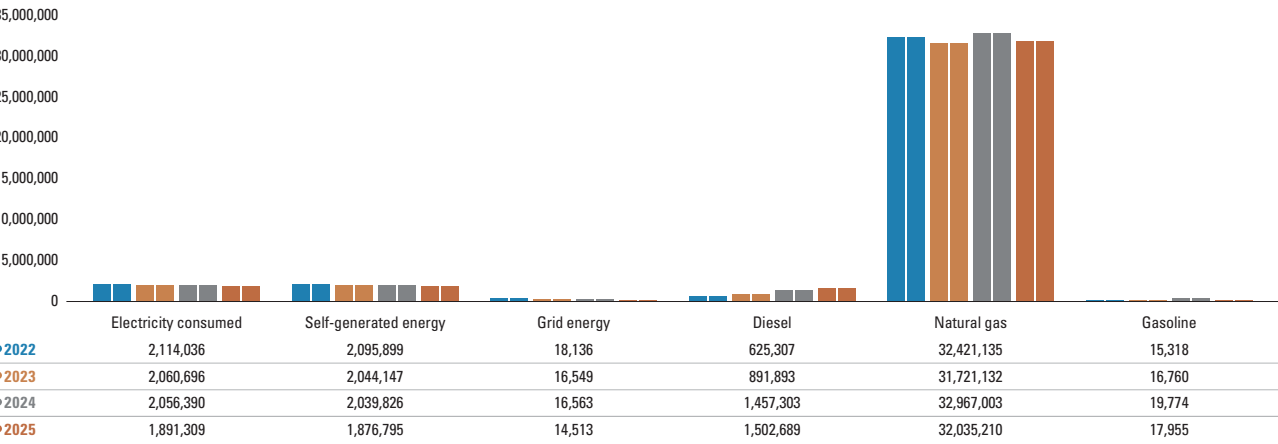


Figure 3: Energy consumption by source - Pluspetrol (GJ).⁷⁴

TOTAL ENERGY CONSUMPTION - LÍTICA (GJ)

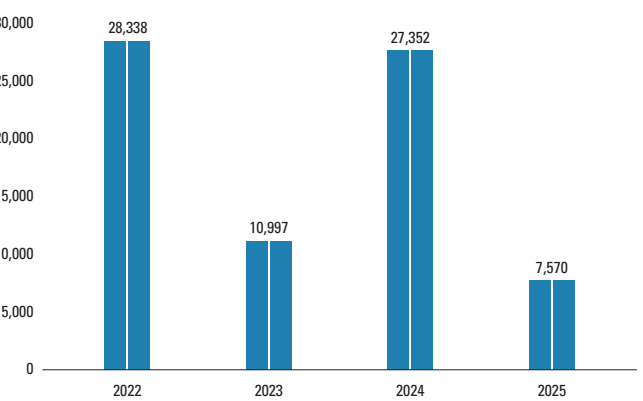


Figure 4: Total energy consumption - Lítica (GJ).⁷⁵

During 2025, an approach focused on operational optimization and the efficient use of energy resources was maintained, with initiatives under development across the different Business Units. The main results are presented below.

TOTAL FUEL CONSUMPTION FROM NON-RENEWABLE SOURCES - PLUSPETROL (GJ)

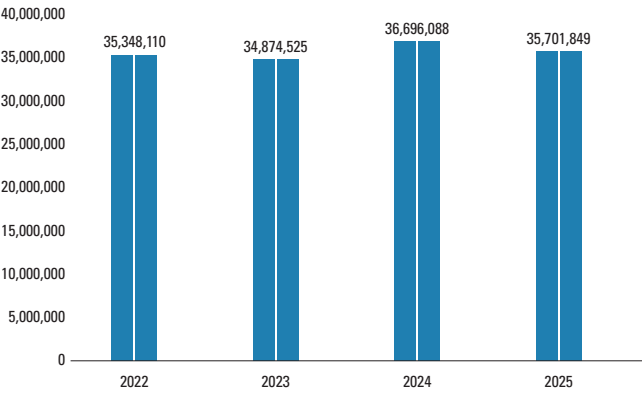


Figure 2: Total fuel consumption from non-renewable sources - Pluspetrol (GJ).⁷³

ENERGY CONSUMPTION BY SOURCE - LÍTICA (GJ)

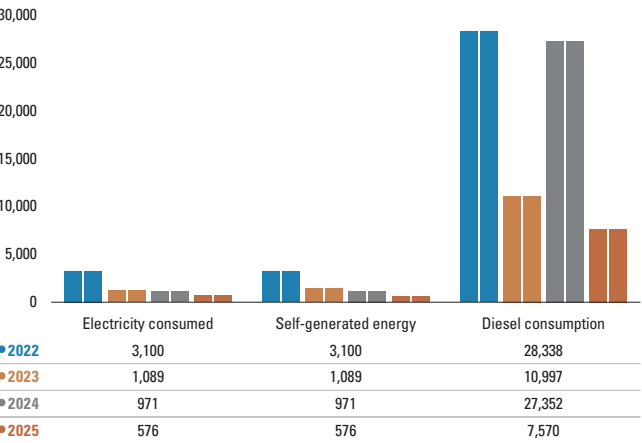


Figure 5: Total energy consumption - Lítica (GJ).⁷⁶



ENERGY CONSUMPTION INTENSITY PER UNIT OF PRODUCTION - PLUSPETROL (GJ/MMBOE)

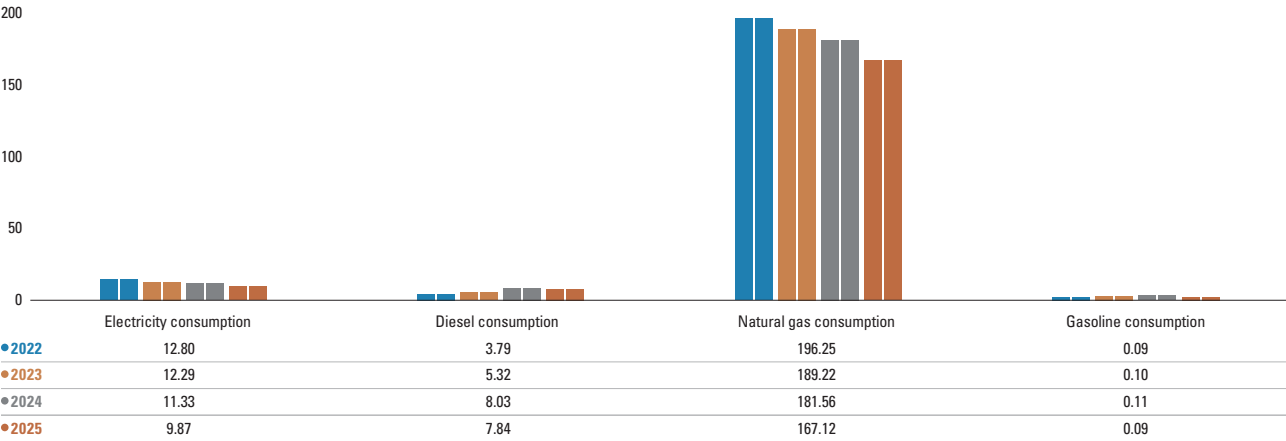


Figure 6: Energy consumption intensity per unit of production⁷⁷ - Pluspetrol (GJ/MMBOE) (excluding Lítica).

EMISSIONS

GRI 305-1, 305-2, 305-4, 305-5

As previously mentioned, since 2010 Pluspetrol has prepared and reported its corporate greenhouse gas (GHG) emissions inventory and has established a corporate target⁷⁸ to reduce the intensity of these emissions, with sustained efforts across all Business Units to achieve this objective.

USD 71.7 MILLION INVESTED IN TECHNOLOGY AND MANAGEMENT TO REDUCE EMISSIONS.⁷⁹

In April 2025, the Secretariat of Environment of the province of Neuquén (Argentina) established the “Program for the Monitoring and Mitigation of Greenhouse Gas Emissions in the Hydrocarbon Sector,” aimed at detecting, quantifying, controlling, and verifying emissions of methane, carbon dioxide, and nitrous oxide. As a result, during the period, emissions inventories were internally reviewed to update sources and generate reports aligned with regulatory requirements for operations carried out in that province. In Aguada Villanueva, declared sources were also reviewed and updated due to the commissioning of new facilities.

Also in Argentina, in the Río Colorado area, sources were analyzed to independently calculate emissions from the concessions in Mendoza (JCP and CNQ7). In Pluspetrol Cuenca Neuquina (PCN), efforts were made to reduce emissions from the engineering stage, highlighting the incorporation of Vapor Recovery Units (VRUs) in the Temporary Production Facility (TPF) and Early Production Facility (EPF1) plants of the Bajo del Choique-La Invernada concession. The emissions sources inventory was reviewed, updated, and validated, establishing a reliable and comparable baseline across the rest of the assets. In addition, an in-house GHG emissions calculator was developed, and technical teams were trained to ensure the quality of the data entered.

In Peru, external verification of the emissions inventory was maintained, achieving a significant milestone: the greenhouse gas (GHG) inventory of the Malvinas, Pisco, and Offices assets for the years 2021, 2022, 2023, and 2024 (Scopes 1, 2, and 3) was successfully subjected to the external verification process in accordance with ISO 14064, resulting in the issuance of External Verification Statements for the evaluated periods.

With the aim of strengthening methane emissions management, in 2025 the methane emissions inventory for the Malvinas gas plant was updated in alignment with Level 3 of the Oil and Gas Methane Partnership 2.0 (OGMP 2.0) initiative, and was reviewed and enhanced with the objective of achieving Level 4. This process included the execution of in situ monitoring, which enabled the validation of existing information and the definition of methane emission factors specific to Malvinas. The materiality approach considered approximately 90% of emission sources, resulting in a 33% reduction in methane emissions compared to the 2024 inventory.

During 2025, the Monitoring, Reporting, and Verification (MRV) framework for GHG emissions management was also consolidated, further contributing to the traceability and reliability of data at the local level in the Peru Business Unit.

With the aim of identifying potential nature-based carbon mitigation projects, a prefeasibility study was conducted in the Megantoni District, a tropical rainforest area within the area of influence of Camisea operations. To this end, the area was characterized, applicable standards were analyzed, and technical requirements and eligibility, applicability, and additionality criteria were assessed, evaluating four types of forest carbon projects.

In Ecuador, the monitoring program for emissions quality from stationary sources was maintained in accordance with the national regulatory framework, and the Monitoring, Reporting, and Verification (MRV) framework for GHG emissions management was consolidated.

Within the framework of the Carbon Footprint Quantification Seal of the Ecuador Carbono Cero Program (PECC), with 2022 as the baseline year, the Ecuador Business Unit carried out in 2025 a third-party audit to verify the reduction of the 2023 GHG inventory compared to the 2022 baseline. In this process, the Business Unit’s multidisciplinary team demonstrated a 5% reduction in GHG emissions, validated by the accredited entity. In December 2025, the application for certification was submitted to the National Environmental Authority, the Ministry of Environment and Energy.

Fugitive emissions

In the La Calera area, Argentina, two measurement campaigns were conducted at process plants, PADs (Shared Drilling Platforms) with active wells, and product delivery areas, using infrared (OGI) cameras. The detected emissions were evaluated based on their probability of progression, ignition, and environmental impact, and were categorized for management purposes.

Additionally, the LDAR program continued to be implemented in the Malvinas and Pisco assets in Peru, addressing fugitive emissions during the major maintenance campaign in accordance with the established schedule.

In Ecuador, fugitive emissions monitoring was conducted across different facilities. These actions aim to ensure process integrity and minimize emissions through immediate repairs.

DIRECT GHG EMISSIONS (SCOPE 1)

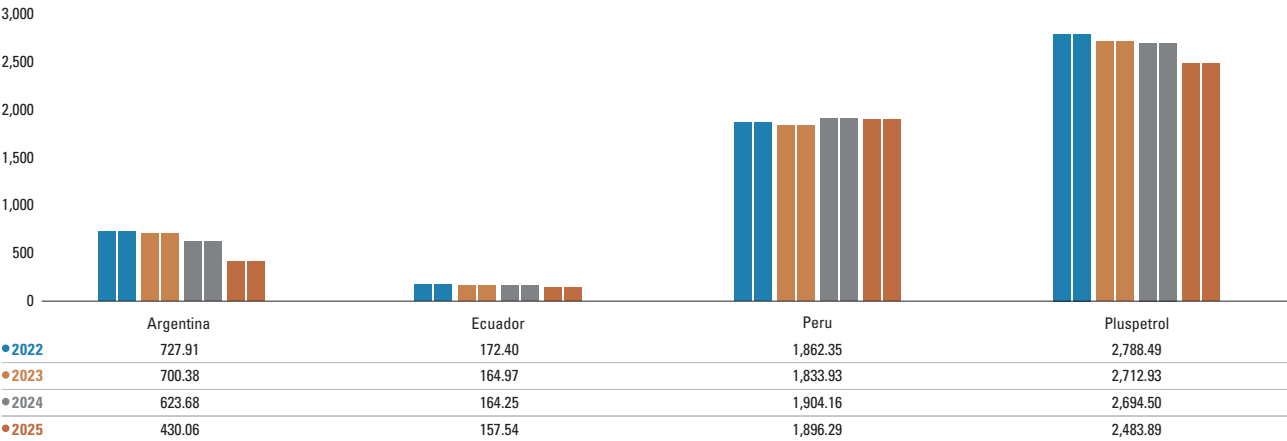


Figure 7: Direct GHG emissions (KTON CO₂eq).⁸⁰

INDIRECT GHG EMISSIONS FROM ELECTRICITY CONSUMPTION (SCOPE 2)

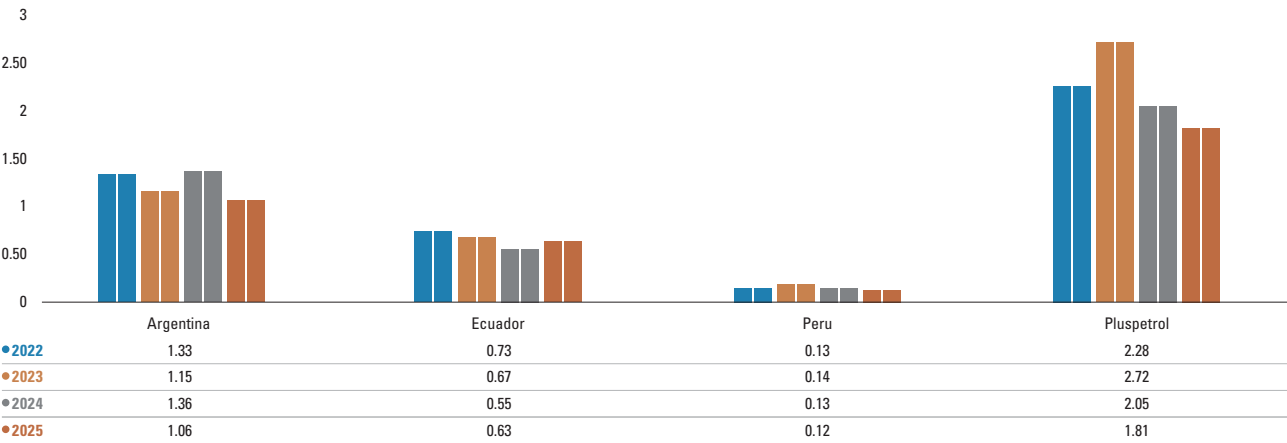


Figure 8: Indirect GHG emissions from electricity consumption (KTON CO₂e).⁸¹

⁷⁷ The production value reflects the total energy made available, encompassing Pluspetrol’s hydrocarbon production and processing.
⁷⁸ Reduce Scope 1 and 2 GHG emissions intensity by 20% compared to the 2021 baseline.
⁷⁹ This amount includes investments in technological solutions and management practices that strengthened the capacity to measure, control, and reduce GHG emissions across operations.
⁸⁰ GHG gases included in the calculation from our activities: CO₂, CH₄, N₂O. We do not have biogenic CO₂ emissions. All calculations are performed under the operational control approach. Information for Lítica is not included, as it was not in the operational

phase during the reporting period. Since April 2024, the Bolivia Business Unit is no longer part of the company’s asset portfolio.
⁸¹ GHG gases included in the calculation from our activities: CO₂, CH₄, N₂O. We do not have biogenic CO₂ emissions. All calculations are performed under the operational control approach. Information for Lítica is not included, as it was not in the operational phase during the reporting period. The total value for Pluspetrol includes Scope 2 emissions corresponding to the Uruguay Business Unit (0.001 KTON CO₂e). Since April 2024, the Bolivia Business Unit is no longer part of the company’s asset portfolio.



DIRECT AND INDIRECT GHG EMISSIONS INTENSITY

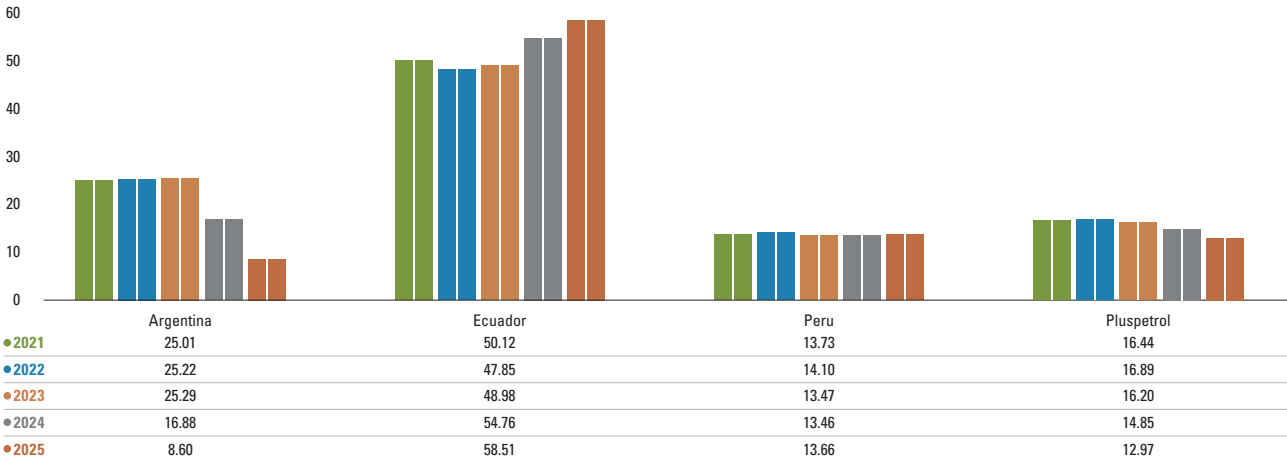


Figure 9: Direct and indirect GHG emissions intensity (KTON CO₂/MMBOE⁸²).

The methodology used for GHG measurements is based on IPIECA, API, and IOGP⁸⁴ guidelines, which allow the calculation of GHG emissions from stationary sources according to fuel type and source type. The calculation of methane (CH₄) emissions from tanks is also included.

The inventory is based, on the one hand, on the estimation of carbon dioxide (CO₂) emissions from

various sources through a stoichiometric calculation, assuming complete combustion, and, on the other hand, on the use of emission factors included in reference methodologies—API⁸⁵ Compendium of Greenhouse Gas Emissions Estimation Methodologies for the Oil and Gas Industry, EPA⁸⁶ Air Emissions Inventory Program (EIIP), and IPCC—for the calculation of CH₄ and nitrous oxide (N₂O).

METHANE (CH₄) EMISSIONS AS A PERCENTAGE OF TOTAL DIRECT GHG EMISSIONS

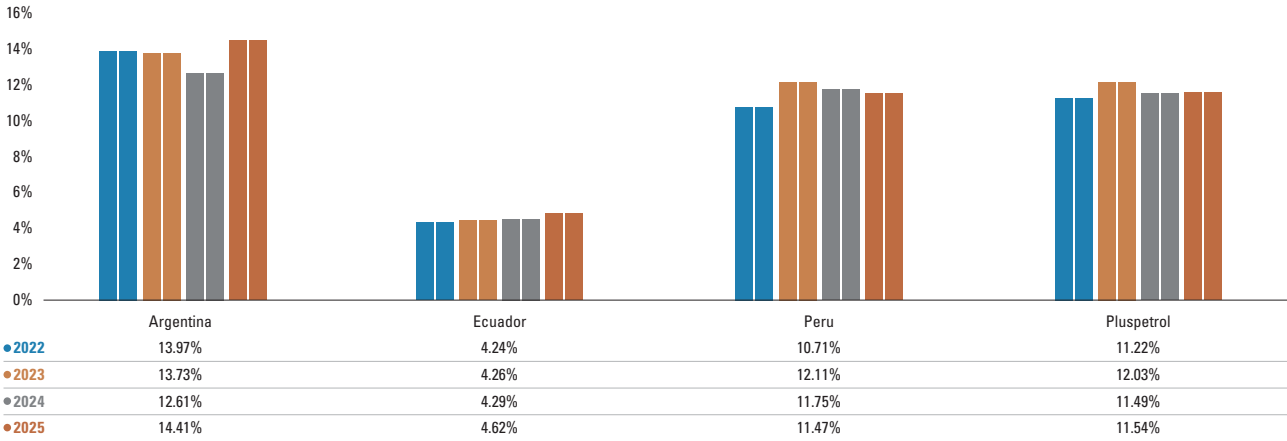


Figure 10: Methane (CH₄) emissions as a percentage of total direct GHG emissions.⁸⁷

82. The production value reflects the total energy available, encompassing Pluspetrol's hydrocarbon production and processing.
83. The emissions included in the intensity ratio are direct Scope 1 emissions and indirect Scope 2 emissions. The gases included in the calculation are CO₂, CH₄, and N₂O. Litica is not included as it is not in the production phase. The Bolivia Business Unit and the Angola Business Unit have not been part of the company's asset portfolio since 2024 and 2023, respectively.
84. "Petroleum Industry Environmental Conservation Association", "International Association of Oil & Gas Producers" and "American Petroleum Institute".

85. American Petroleum Institute.
86. U.S. Environmental Protection Agency
87. Information for Litica is not included, as it was not in the operational phase during the reporting period.
88. Includes information for the Bolivia Business Unit up to 2024 and the Angola Business Unit up to 2023, prior to the transfer of the assets. Information for Litica is not included, as it does not apply to the type of activity.

Routine gas flaring is one of the main sources of GHG emissions in our operations. Aware of this, we continuously analyze opportunities for improvement and work on incorporating high-efficiency burners for methane combustion, turning flares into key elements for safety and environmental protection across all facilities.

It is important to note that the volume of gas flared is included in the greenhouse gas inventory.

In La Calera, Argentina, a reduction in gas flared was achieved due to the commissioning of the CPF (Central Production Facility), which enabled the elimination of the EPF plant flare that had been in operation until mid-2024. In Pluspetrol Cuenca Neuquina (PCN-Argentina), production facilities are equipped with gas meters on flares used for operational safety, which will enable more accurate quantification and improved traceability of information for future reporting.

In the Peru Business Unit, flared gas management in Malvinas and Pisco remained under operational control and regulatory compliance, with continuous monitoring of volumes sent to flaring and adherence to limits established in environmental permits. No venting was recorded.

A relevant milestone was the consolidation of the results of the Lean Cluster project, implemented in 2024, which enabled the elimination of two flares in Pagoreni B and Cashiriari 3. This improvement enabled the elimination of routine flaring emissions at these locations in 2025. External verification in accordance with ISO 14064 validated a reduction of 2,300 tCO₂e/year. This initiative is part of the Huella de Carbono Perú program of the Ministry of the Environment, through which recognition of one- and two-star levels—corresponding to emissions calculation and formal verification—was obtained, along with the recognition certificate for emissions reduction corresponding to the third star.

FLARED AND VENTED GAS (SCF) BY BUSINESS UNIT

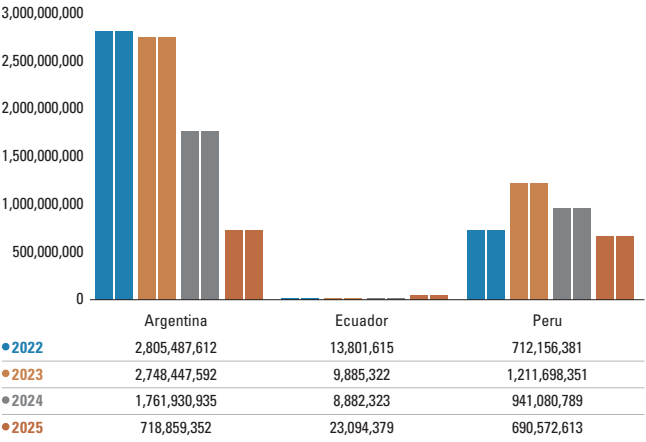


Figure 11: Flared and vented gas (SCF) by BU.

FLARED AND VENTED GAS (SCF) - PLUSPETROL

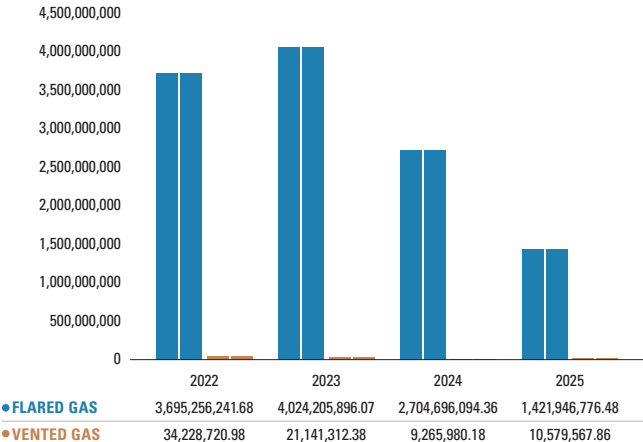


Figure 12: Flared and vented gas (SCF) - Pluspetrol.⁸⁸

CONTRIBUTION OF GAS FLARING TO DIRECT GHG EMISSIONS (%)

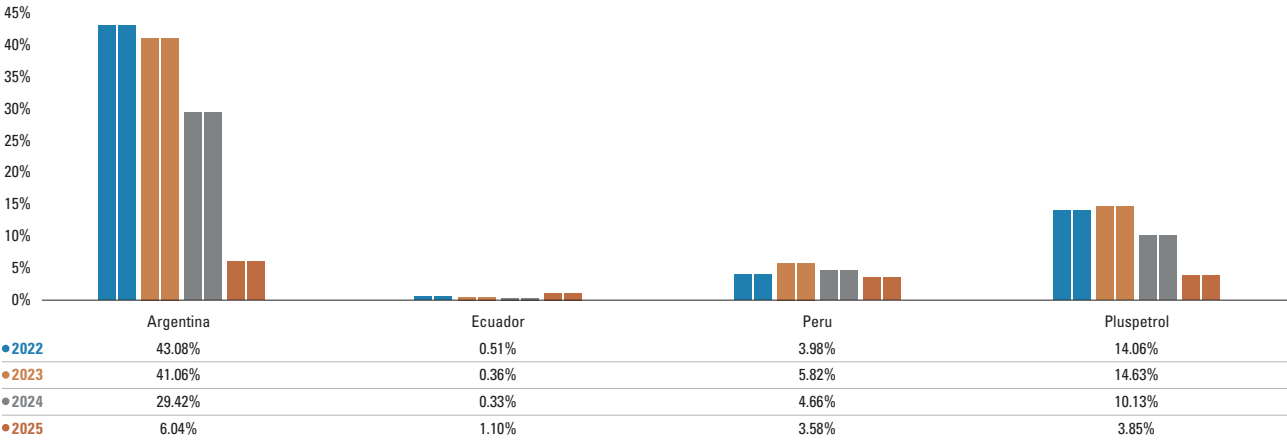


Figure 13: Contribution of gas flaring to direct GHG emissions (%).⁸⁸

ENERGY TRANSITION

In line with the Strategic Priority Topic “Energy Transition” defined in the Sustainability Framework, and to address the action line “Develop the Energy Transition Area” established by the Sustainability Committee, in recent years the Sustainable Generation and Sustainable Fuels teams have been created, with the aim of diversifying Pluspetrol’s investment portfolio and capabilities to respond to the challenges of a world and an industry in constant change. In this regard, we analyze the incorporation of sustainable energy projects and transition fuels, and have ventured into the field of biofuels.

As part of these actions, during 2025 we integrated the Cerro Grande and Peralta I and II wind farms in Uruguay into Pluspetrol's teams and operating procedures. These wind farms constitute the second-largest private renewable electricity generation portfolio in the country. Located in the departments of Tacuarembó and Cerro Largo, they have a total installed capacity of approximately 170 MW, representing an annual reduction of around 22,000 tons of CO₂ in the carbon footprint of Uruguay’s energy matrix.

Regarding sustainable fuels, in 2024 and 2025 work was carried out on the conceptual development of a project for the production of SAF⁸⁹ and Renewable Diesel from bioethanol, associated with a mill in the Rio Grande do Sul area, Brazil. The project is currently on hold, pending more favorable technological, regulatory, and market conditions. Additionally, during 2025, also in Brazil, the company analyzed the development of ethanol from corn as a relevant vector within the energy transition. This analysis shows an opportunity with strong structural conditions and the potential to achieve efficient integration between agricultural production and renewable energy generation.

In this context, the company is actively evaluating investment and partnership opportunities that could enable future participation in this market, in line with its long-term strategy to support decarbonization processes and promote sustainable growth initiatives.

BIODIVERSITY MANAGEMENT

GRI 101-1, 101-2, 101-3, 101-4, 101-5, 101-6, 101-7, 101-8

During 2025, corporate work with the Business Units continued through technical working groups to support the implementation of the Biodiversity and Ecosystem Services (BES) Management process. These spaces enabled the discussion of key aspects of the topic and promoted its dissemination both internally and externally. One of the main achievements was the systematization of data related to BES management through the GIS Hub technological tool, which enabled its standardized visualization and dissemination both locally and globally.

In parallel, biodiversity actions defined in each Business Unit’s Action Plans were addressed, establishing indicators and relevant aspects for their monitoring and control. Progress was also made in the development of the Corporate Biodiversity Dashboard (BES Dashboard), which allows visualization of areas occupied or impacted by facilities in sensitive zones, and will enable the mapping of restored areas, areas under restoration, and conservation areas, as well as actions included in biodiversity plans. This dashboard facilitates the monitoring of global Biodiversity Indicators (IBES) and is integrated with the ArcGIS tool through Pluspetrol's GIS Hub, strengthening the implementation of the BES process in line with the internal regulatory framework.

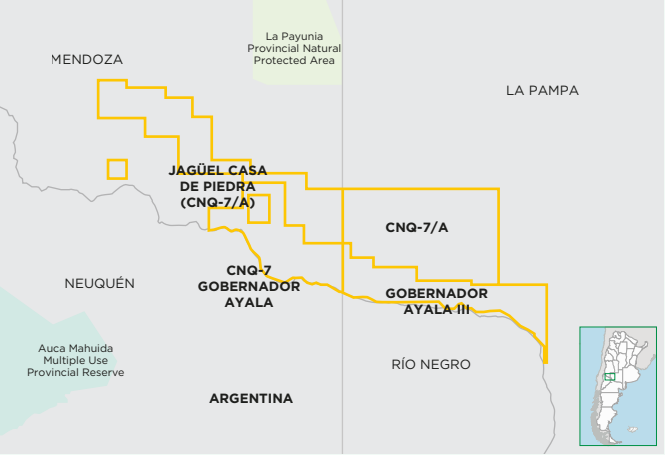
Regarding specific targets, the company defined two indicators: one related to areas occupied by facilities in sensitive zones, and another associated with the progress of action plans to be implemented in each Business Unit. These indicators make it possible to assess and monitor actual and potential impacts (IRO) on biodiversity and ecosystems at each operational site, following the mitigation hierarchy model. In line with these metrics, Pluspetrol established 2030 targets to restore 100% of the area impacted by its facilities in sensitive areas, using 2021 as the baseline year, and to have Biodiversity Action Plans implemented across all Business Units.

During the year, the Technical Practice “BES Guidelines-Indicators” was also developed, which includes the methodological framework for calculating indicators, establishing the baseline year, and defining criteria for monitoring and reporting. In addition, the Biodiversity Management and Sensitive Areas Identification Standards were reviewed and updated, incorporating provisions from new international frameworks such as the European CSRD Directive, the ESRS standards (particularly E4 on Biodiversity and Ecosystems), GRI 101, and the TNFD (Taskforce on Nature-related Financial Disclosures) guidelines, which provide key methodological references for BES management.

The following maps show the company’s areas of operation and their location in relation to protected areas and/or areas of high biodiversity value.

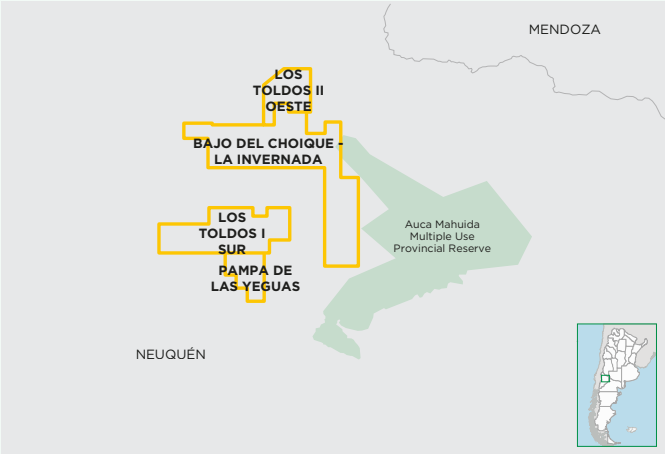
RÍO COLORADO AREA, ARGENTINA

Operated area: 1,653.22 km²



PLUSPETROL CUENCA NEUQUINA (PCN), ARGENTINA

Operated area: 652.99 km²



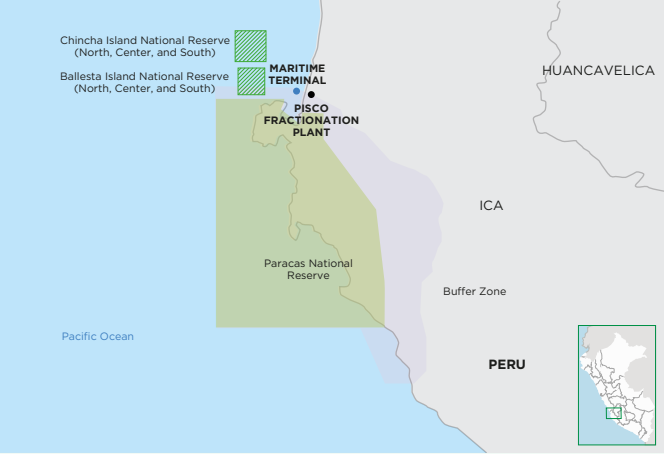
BLOCK 10, ECUADOR

Operated area: 1,984.94 km²



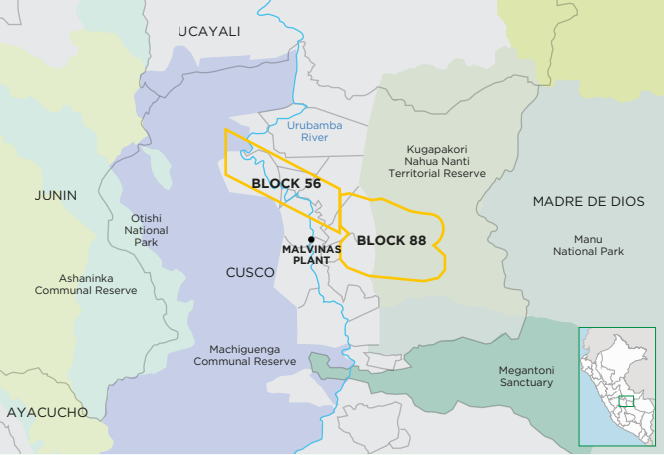
CAMISEA, PISCO, PERU

Operated area: 0.56 km²



CAMISEA, MALVINAS, PERU

Operated area 1,412.93 km²



89. Sustainable Aviation Fuel.



THE MAIN BIODIVERSITY MANAGEMENT ACTIVITIES CARRIED OUT BY EACH BUSINESS UNIT ARE DETAILED BELOW

ARGENTINA BU

In the Río Colorado area, field surveys were conducted and Environmental Sensitivity maps were updated. These surveys were also carried out in La Calera and the Exploration Hub, complementing Environmental Baseline Studies and supporting the development of Environmental Sensitivity maps.

Additionally, in August and September, assisted revegetation activities were carried out in disturbed areas of La Calera, covering a total area of 95,475 m². A total of 19,890 seedlings of native species grown in a local nursery were planted: Olivillo, Coirón, Vervena, Zampa, and Alpataco.

In parallel, the document “Management of Disturbed Areas” was developed, which includes the methodology for quantifying disturbed areas, visualizing restoration actions, and monitoring target compliance. A quantification method based on satellite imagery was developed, along with a second dashboard featuring categories to track the evolution of areas undergoing restoration.

As part of the identification of sensitive areas, and within the framework of the 3D seismic acquisition project in Bajo del Choique-La Invernada (BdC-Lal), baseline studies of paleontological and archaeological resources were developed during 2025, representing a key step toward the responsible management of natural and cultural heritage. In addition, field surveys have been planned for 2026 to develop the biodiversity baseline for the area.

CORPORATE CITIZENSHIP AWARD

Within the framework of the 27th edition of the Corporate Citizenship Awards, organized by AmCham (American Chamber of Commerce in Argentina), Pluspetrol Argentina was recognized in 2025 in the “Processes” category for its initiative “Restoration of Disturbed Areas and Management of Sensitive Species,” a project that reflects our commitment to sustainability and biodiversity protection.

ECUADOR BU

During 2025, Pluspetrol Ecuador maintained strict right-of-way maintenance processes for the Secondary Pipeline crossing Antisana National Park (PNA), under the supervision of park authorities. These activities were complemented by flora and fauna monitoring campaigns in the Guacamayos mountain range. In 2025, a compilation of historical information on species present in the area was completed, which has been systematized for future dissemination and environmental conservation education projects.

As part of the conservation agreement with the Environmental Authority of the PNA, Pluspetrol contributed USD 102,340.69 for the protection of the area, reinforcing its role as a conservation partner along the 9.61 km of pipeline within the park.

In the Villano Field-Block 10, semiannual flora and fauna monitoring continued at the Villano A, Villano B platforms, and the Flowline, in compliance with the Environmental Management Plan. A multitemporal analysis of monitoring data and previous studies was completed, and a study was conducted to identify potential restoration and offset areas. Additionally, validation studies for restoration areas and assessments of key conservation species and exotic species were initiated, serving as a basis for the Biodiversity Action Plans for the 2026-2030 multi-year period.

Furthermore, the Participatory Environmental Program (PAP)⁹⁰ is in place, which, by strengthening relationships among the community, government agencies, and the company, promotes biodiversity conservation.

PERU BU - MALVINAS

In 2025, 20 years have passed since the launch of the **Biodiversity Monitoring Program (PMB)** of the Camisea Project. The implementation of this program has made a valuable contribution to the scientific understanding of the area, considered a biodiversity hotspot, and its results have enabled the development of recommendations for the implementation of actions to prevent and/or minimize impacts on biodiversity from the early stages of the project.

During 2025, as part of the PMB, quarterly early warning reports were prepared to detect changes in the landscape of the Camisea direct area of influence, identifying operational, environmental, and/or social risks. Hydrobiological monitoring campaigns were also conducted during both dry and wet seasons.

For mammal monitoring, a combined methodology using canopy camera traps and acoustic recorders was applied to detect species that are difficult to register in the understory. In addition, the second round of vertebrate sampling using environmental DNA (eDNA) was completed, a technique that enables the detection of species based on genetic traces in water, and its permanent incorporation into the PMB is under evaluation.

Dissemination of the PMB included participation in the international event Living Data 2025 in Bogotá, where the presentation “20 years of the Camisea Biodiversity Monitoring Program in the Peruvian Amazon” was delivered. The study “Application of cutting-edge technologies for biodiversity monitoring in Bajo Urubamba, Cusco, Peru” was also presented at XI INGEPET 2025 in Lima. Presentations were also delivered to the Malvinas operational team on 2024 results, along with meetings with the Municipality of Megantoni and with monitors from the Camisea Community Environmental Monitoring Program.

Additionally, a framework cooperation agreement was signed with SERNANP⁹¹ to coordinate joint conservation actions in Manu National Park and the Machiguenga Communal Reserve, core areas of the Manu and Avireri Vraem biosphere reserves. As part of this agreement, the “Emprendedores por Naturaleza 2025” competition was launched to support community-based sustainable projects. The assessment of natural resource use and strategic monitoring activities in Manu National Park, within the Montetoni community, was also initiated.

PERU BU - PISCO

During the period, studies were carried out at the Natural Gas Fractionation Plant and its Marine Terminal to develop a specific biodiversity roadmap focused on the marine-coastal environment.

At the same time, the **Marine-Coastal Monitoring Program in Paracas Bay**—within the buffer zone of the Paracas National Reserve and near the National Reserve System of Islands, Islets, and Guaneras Points—was maintained.

Key actions included the daily operation of the Early Response System (ERS), which measured physicochemical parameters of seawater and enabled the detection of anomalies in February, March, and June, linked to algal blooms not associated with the Camisea Project. Timely alerts were issued, and findings were communicated to SERNANP, SERFOR⁹², IMARPE⁹³, and DICAPI⁹⁴.

Seawater and sediment monitoring was conducted on a monthly and quarterly basis, confirming compliance with environmental quality standards. Biological monitoring was carried out at stations within the plant, the Paracas National Reserve, and the National Reserve System of Islands, Islets, and Guaneras Points, assessing hydrobiological communities, birds, marine mammals, flora, vegetation, arthropods, herpetofauna, and terrestrial mammals.

The results showed upward trends in species richness and abundance, indicating population stability in habitats near the plant.

⁹⁰. See the Community chapter for more information on the PAP.
⁹¹. National Service of Natural Protected Areas by the State.
⁹². National Forestry and Wildlife Service.
⁹³. Peruvian Institute of the Sea.
⁹⁴. General Directorate of Captaincies and Coast Guard.



WATER AND EFFLUENT MANAGEMENT

GRI 303-1, 303-2, 303-3, 303-4, 303-5

During 2025, the Water Resources Technical Working Groups were consolidated as collaborative spaces between the Corporate team and the Business Units, addressing the update of regulatory documents, freshwater use projections, reuse, and consumption minimization.

The Corporate team provided technical support to Pluspetrol Cuenca Neuquina (PCN) to develop the Water Fragility Map for Bajo del Choique and La Invernada, integrating environmental, hydrological, and operational information to identify vulnerable areas and guide decision-making, in line with regulatory requirements and internal methodologies, strengthening the upcoming reporting cycle.

Since 2024, work has been carried out with the support of an international consultancy to assess water-related hazards and vulnerabilities in strategic assets using high-resolution environmental data, aligned with CSRD requirements and the double materiality approach, combining global, local, and site-specific indicators.

In 2025, the cross-functional corporate team “Aquifers and Disposal Wells” was established, with responsibility for studying disposal formations and industrial water-producing formations, proposing disposal and water production wells, and sustainably managing water injection and production throughout project development.

To monitor water management, Pluspetrol uses the Water Intensity indicator (which expresses the ratio between the volume of freshwater withdrawn from different sources and total hydrocarbon production [m³ of freshwater/KTON of hydrocarbons produced]). The target is to reduce freshwater withdrawal intensity by 50% by 2030 in assets located in areas with medium and high water stress, or medium and high water scarcity risk, compared to the 2021 baseline intensity.

ARGENTINA BU

During 2025, monthly monitoring and measurements of water consumption flows continued, reported to authorities in accordance with the corresponding permits. At disposal wells, the integrity and quality of the injected water are monitored, along with controls at associated monitoring wells.

During the period, drilling of Preventive Monitoring Networks was completed at the main Business Unit facilities, including the installation of piezometers for the early detection of shallow aquifer impact events.

In the La Calera area, pilot projects for the reuse of produced water for hydraulic fracturing were carried out, using 100% reuse in some stages and 50% in others, with an average reuse of up to 7,000 m³ per PAD. Interferences due to high iron content were identified, and a new pilot is planned with water treatment to reduce this element. The logistics of transporting saline water continue to be a challenge, especially in the “last mile”⁹⁵, requiring reliable materials adaptable to mobile and short-term installations. In 2025, the implementation phase of treated domestic effluent reuse for irrigation also began in a sector of the Mapuche Campo Maripe Community.

In PCN, measurements and controls were carried out for industrial water consumption, discharged flows, and operational parameters of active disposal wells in the area. To standardize these controls and ensure data traceability, the following were implemented:

- Dashboard for monitoring water withdrawal volumes (groundwater and surface water).
- Dashboard for monitoring discharged water quality and groundwater quality.
- Schedule of physicochemical sampling at disposal wells, monitoring wells, and water wells.

ECUADOR BU

During 2025, the Ecuador Business Unit maintained monitoring of discharged water quality and surface receptors, in accordance with schedules approved by the Environmental Authority, as well as quarterly groundwater monitoring in areas of influence of hydrocarbon storage systems. Environmental quality monitoring of water sources was also maintained, with values within baseline conditions and historical trends.

UN PERÚ

Environmental quality monitoring of water sources at operations was maintained, with values within baseline conditions and historical trends.

In relation to effluent management, the reuse of domestic effluents was initiated at the Malvinas camp, optimizing consumption. At the Pisco asset, 100% reuse of treated effluents was maintained, contributing to the reduction of freshwater withdrawal.

It is important to note that in the Peru Business Unit, more than 80% of water consumption is primarily allocated to service areas and the firefighting system. The natural gas extraction and processing process does not consume water.

LÍTICA



At Litica Resources, due to the development stage of the asset, water consumption is limited to camp operations and is sourced from surface water. Generated effluents are treated, discharged to soil, and monitored on a monthly basis to ensure regulatory compliance. Participatory environmental monitoring is also carried out with local communities, the relevant authorities (Secretariats of Mining and Water Resources), and the corresponding municipalities.

WATER WITHDRAWAL BY SOURCE (ML) - PLUSPETROL

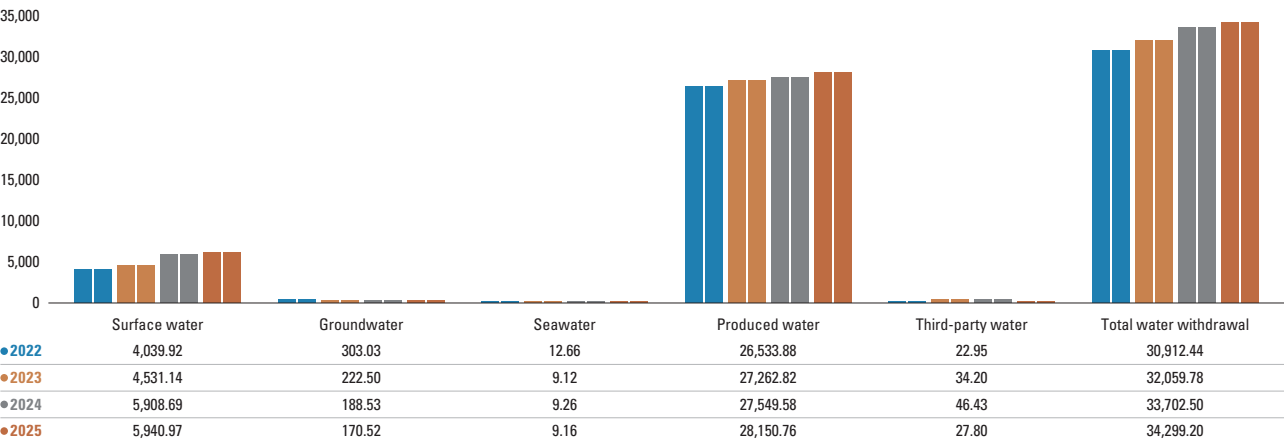


Figure 14: Water withdrawal by source, 2025 (ML) - Pluspetrol.*

WATER WITHDRAWAL BY SOURCE	ARGENTINA	ECUADOR	PERU	PLUSPETROL
SURFACE WATER (TOTAL) ML	5,719.07	6.17	215.72	5,940.97
Freshwater (TDS ≤1,000 mg/L)	5,719.07	6.17	215.72	5,940.97
Other water (TDS >1,000 mg/L)	0	0	0	0
GROUNDWATER (TOTAL) ML	0	22.15	148.37	170.52
Freshwater (TDS ≤1,000 mg/L)	0	22.15	148.37	170.52
Other water (TDS >1,000 mg/L)	0	0	0	0
SEAWATER (TOTAL) ML	0	0	9.16	9.16
Freshwater (TDS ≤1,000 mg/L)	0	0	0	0
Other water (TDS >1,000 mg/L)	0	0	9.16	9.16
PRODUCED WATER ⁹⁶ (TOTAL) ML	15,922.72	12,082.10	145.94	28,150.76
Freshwater (TDS ≤1,000 mg/L)	0	12,082.10	0	12,082.10
Other water (TDS >1,000 mg/L)	15,922.72	0	145.94 ⁹⁸	16,068.66
THIRD-PARTY WATER (ML)	26.13	0.11	1.56	27.80
Freshwater (TDS ≤1,000 mg/L)	26.13	0.11	1.56	27.80
Other water (TDS >1,000 mg/L)	0	0	0	0
TOTAL WATER WITHDRAWAL (ML)	21,667.92	12,110.53	520.75	34,299.20
TOTAL FRESHWATER (ML)	5,745.20	12,110.53	365.66	18,221.39
TOTAL OTHER WATER (ML)	15,922.72	0	155.10	16,077.81

Table 1: Water withdrawal by source across all areas, Pluspetrol.

95. It refers to the final stage of the process that ensures treated water effectively reaches the point where it will be reused.
96. Surface water corresponds to river water. There is no collection of rainwater, nor wastewater from other organizations, nor municipal water supply or other sources. The data correspond to flowmeter measurements. Produced water refers to the water extracted together with oil and gas. All indicators reported in the “Water and Effluent Management” section correspond to both water-stressed and non-water-stressed sites.
97. Produced water refers to the water extracted together with oil and gas.
98. The produced water values for the Peru Business Unit have been corrected, as they contain total dissolved solids >1,000 mg/L and correspond to the “Other water” category.



WATER DISCHARGES BY RECEIVING BODY ACROSS ALL AREAS	ARGENTINA	ECUADOR	PERU	PLUSPETROL
SURFACE WATER (ML)	0	29.40	218.42	247.82
Freshwater (TDS ≤1,000 mg/L)	0	29.40	218.42	247.82
Other water (TDS >1,000 mg/L)	0	0	0	0
GROUNDWATER ML	8,093.51	11,895.30	145.63	20,134.44
Freshwater (TDS ≤1,000 mg/L)	5,497.35	11,895.30	145.63	17,538.28
Other water (TDS >1,000 mg/L)	2,596.16	0	0	2,596.16
SEAWATER (ML)	0	0	9.11	9.11
Freshwater (TDS ≤1,000 mg/L)	0	0	0	0
Other water (TDS >1,000 mg/L)	0	0	9.11	9.11
THIRD-PARTY WATER (ML) ⁹⁹	19.49	0	0	19.49
Freshwater (TDS ≤1,000 mg/L)	0	0	0	0
Other water (TDS >1,000 mg/L)	19.49	0	0	19.49
TOTAL WATER DISCHARGED (ML)	8.113	11,924.69	373.16	20,410.85
TOTAL WATER DISCHARGED (ML)	5.497.35	11,924.69	364.05	17,786.10
TOTAL OTHER WATER DISCHARGED (ML)	2.615.64	0	9.11	2,624.75
Untreated (ML)	0	11,884.16	9.11	11,893.27
Tertiary Treatment (ML)	8.113	40.53	364.05	8,517.58

Table 2: Water discharges by receiving body across all areas, Pluspetrol.

TOTAL WATER CONSUMPTION	ARGENTINA	ECUADOR	PERU	PLUSPETROL
TOTAL WATER CONSUMPTION (ML)	13,554.92	185.84	147.60	13,888.36

Table 3: Total water consumption across all areas (ML), Pluspetrol.

PRODUCED WATER GENERATED	ARGENTINA	ECUADOR	PERU	PLUSPETROL
PRODUCED WATER GENERATED (ML)	15,922.72	12,082.10	145.94	28,150.76

Table 4: Produced water generated across all areas (ML), Pluspetrol.

PRODUCED WATER GENERATED

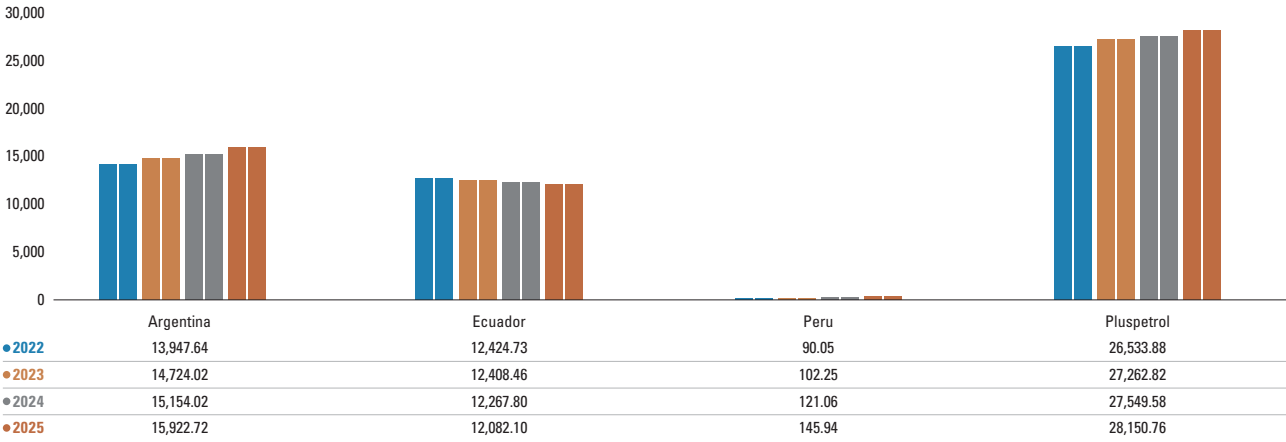


Figure 15: Produced water generated (ML) by Business Unit and total, Pluspetrol 2025.

99. Corresponds to water sent to third-party treatment plants.
100. Other substances spilled include: lubricants, produced water, chemicals, sludge, among others.
101. During 2025, Litica had no production.

SPILL MANAGEMENT

GRI 306-3

Pluspetrol has implemented a Process Safety Management (PSM) system that establishes the necessary measures to ensure the integrity and reliability of assets and facilities, preventing any accidental release of fluids during the production, storage, and/or transportation of hydrocarbons.

Additionally, the company has a comprehensive Emergency and Crisis Management System that incorporates industry best practices and includes specific contingency plans adapted to the geographic

and operational characteristics of each site. These plans detail how to act and respond to undesired events (UE), such as spills and other contingencies.

During 2025, the internal regulatory framework related to spill indicators was updated, and the integration of data into an ArcGIS Dashboard was completed. This enables the systematization and georeferencing of information, facilitating trend analysis by Business Unit.

SPILLS - VOLUME (BBL)

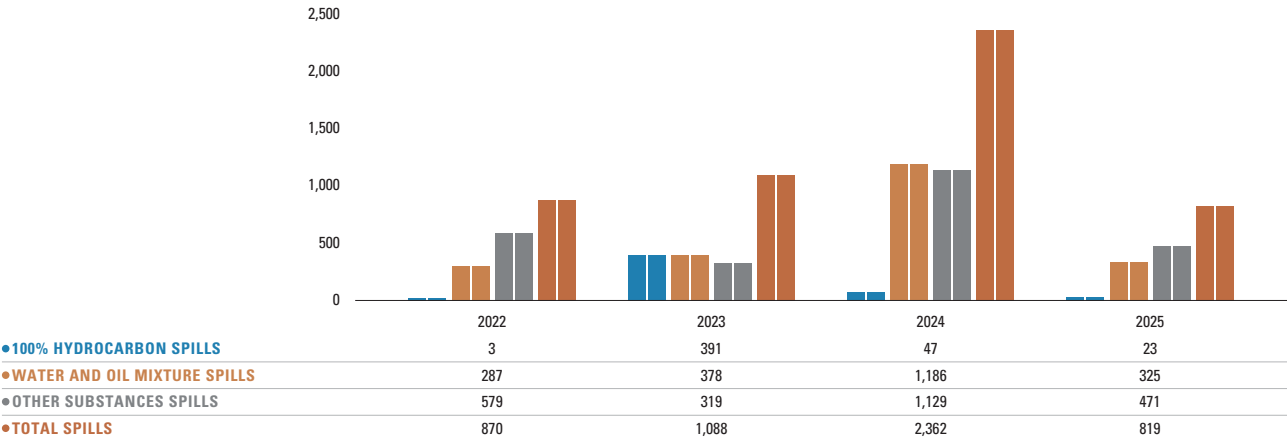


Figure 16: Spills 2025 - Volume (BBL), Pluspetrol.

SPILL INFORMATION	ARGENTINA	ECUADOR	PERU	PLUSPETROL
100% hydrocarbon spills - volume (BBL)	11.09	2.67	8.95	22.71
100% hydrocarbon spills - number	26	6	10	42
Water and oil mixture spills - volume (BBL)	325.28	0.03	0	325.31
Water and oil mixture spills - number	82	2	0	84
Recovered hydrocarbons (BBL)	10.48	1.89	0.27	12.64
Other substances spills - volume (BBL) ¹⁰⁰	470.23	0.12	0.50	470.86
Other substances spills - number	47	1	5	53

Table 5: Spill Information for 2025, Pluspetrol.

TOTAL PLUSPETROL SPILLS 2022:
168 (870 barrels spilled).

TOTAL PLUSPETROL SPILLS 2023:
164 (1,088 barrels spilled).

TOTAL PLUSPETROL SPILLS 2024:
185 (2,362 barrels spilled).

TOTAL PLUSPETROL SPILLS 2025:
179 (819 barrels spilled).

	LÍTICA	2021	2022	2023	2024	2025
	Total spilled volume (m³)	0.03	0.01	0.02	0.14	0
	m³ from ruptures of crankcases/storage tanks	0.03	0.01	0.02	0.14	0
	Total number of significant spills	2	0	0	5	0
	Total number of spills	2	1	4	5	0

Table 6: Spill Information (Litica)¹⁰¹



WASTE

GRI 306-1, 306-2, 306-3, 306-4, 306-5

SOLID AND LIQUID WASTE

Waste management is a relevant aspect for Pluspetrol. In line with the Sustainability Policy and Framework, the use of inputs with longer life cycles and lower hazard levels is promoted, ensuring the availability of appropriate treatment technologies in accordance with applicable regulations in each jurisdiction.

Each Business Unit reports monthly information related to Environmental Variables, including metrics associated with waste management such as generation, classification, treatment, and/or final disposal. This information is consolidated into a single registry and database, enabling the monitoring and control of corporate performance in this area.

ARGENTINA BU

During 2025, the Argentina Business Unit advanced the review of its waste management processes, seeking improvement opportunities to complement recycling practices implemented in previous years. Among these, recycling campaigns for paper, plastics, and waste electrical and electronic equipment (WEEE) stand out, carried out both in offices and operational bases.

During the period, in situ treatment continued for approximately 4,400 m² of hydrocarbon-impacted soils, resulting from remediation activities associated with operational incidents and stored in the ECN¹⁰² repository authorized for this purpose. These soils had been stored in the repository for at least three years, and the in situ treatment process, using biopiles, extended over a period of approximately 18 months. As a result of this process, 1,480 m² corresponding to Biopiles 1 and 2 met the established remediation targets and are currently pending release by the authorities. Additionally, ex situ treatment was initiated for approximately 4,700 m² of hydrocarbon-impacted soils resulting from incident remediation, which were sent to an authorized external operator in the province.

This approach represents an effective, safe, and sustainable biological alternative for the remediation of contaminated soils, without generating secondary waste or negative impacts on the environment.

In addition, the Integrated Municipal Solid Waste (MSW) Management Program in Río Colorado continues, in collaboration with the Municipality of 25 de Mayo (La Pampa). Training was provided to employees and contractors on waste segregation, ensuring that waste arrives properly separated at the municipal treatment plant. Approximately 16 tons of already sorted MSW are sent monthly from operations. This effort is complemented by investments in infrastructure and equipment to improve the operational efficiency of the municipal plant, increasing both the quantity and quality of recycled materials. The material is commercialized by the municipality, generating revenue that is reinvested in the community.

PERU BU

During 2025, the circular economy maturity assessment applied in the Business Unit was shared, and a waste valorization target of 14% (tons of waste valorized over tons of waste generated) was defined, based on the projection of operational activities, major maintenance, and waste generation by personnel, as well as on the identification of new valorization alternatives.

The economic amount obtained in 2025 from waste valorization made it possible to fund a medical and surgical campaign for 30 pediatric patients with burn sequelae, carried out in Cusco in partnership with the Aniquem association.

Additionally, a pilot program for composting organic waste was launched at the Malvinas asset, using a mechanical method adapted to the characteristics of waste generation, currently under implementation.

At the PFLGN, external valorization of two types of waste (concrete and garnet) was incorporated, representing 34% of the waste generated at the plant (based on 2024 data) and 12% at the Business Unit level.

In addition, the improvement of two public spaces was initiated in collaboration with the Municipality of Paracas. This project includes infrastructure built with certified reused materials, the installation of solar panels, and native forest species from the coastal desert, promoting sustainability and respect for the natural environment.

ECUADOR BU

During 2025, the circularity program for electronic waste management continued, and the incorporation of new by-products was initiated to further strengthen circular economy concepts in solid waste

management. Additionally, agreements were entered into with third parties to use end-of-life operational uniforms and PET plastics as raw materials in the production of new products.

WASTE GENERATED BY TYPE - PLUSPETROL (TONS)

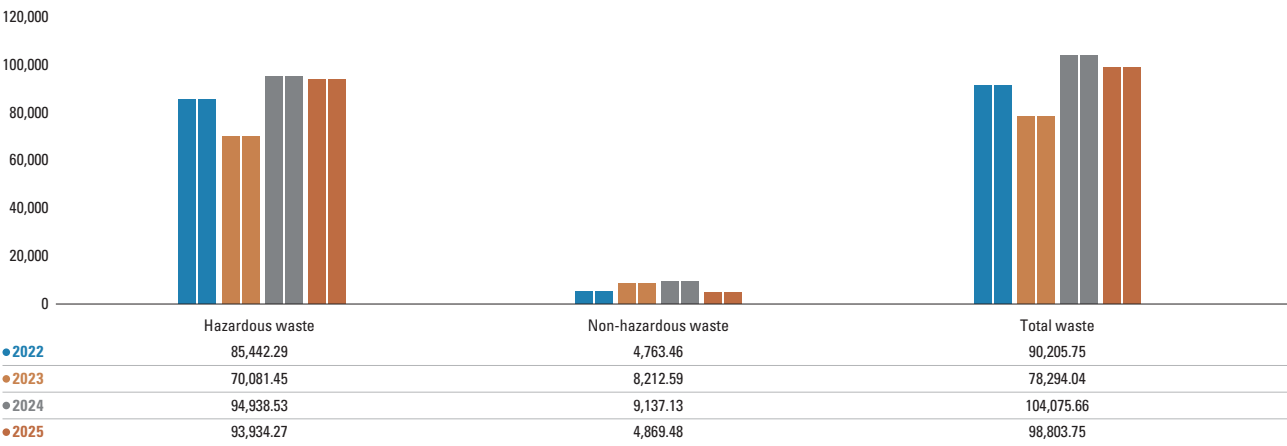


Figure 17: Waste generated by type - Pluspetrol (tons).

WASTE GENERATED BY BUSINESS UNIT (TONS)

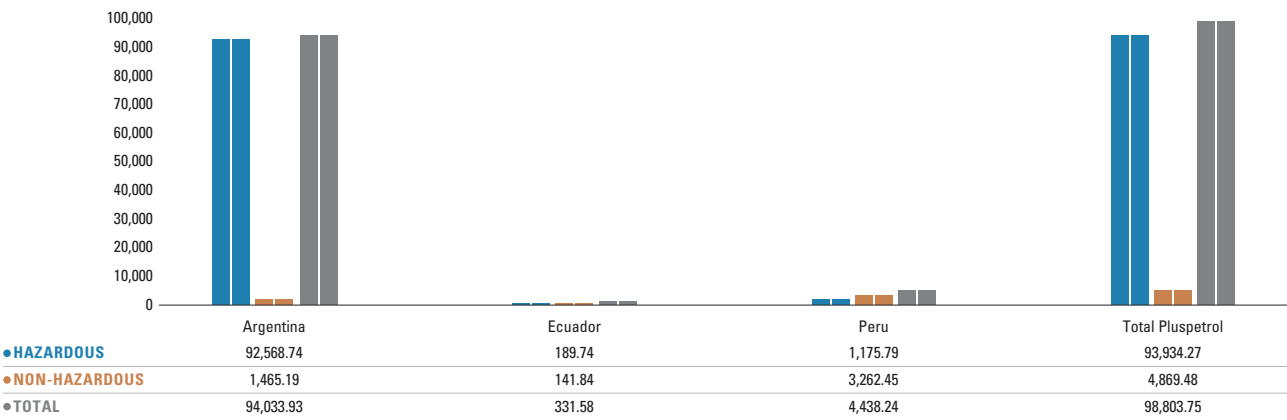
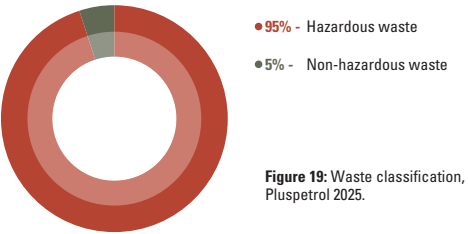


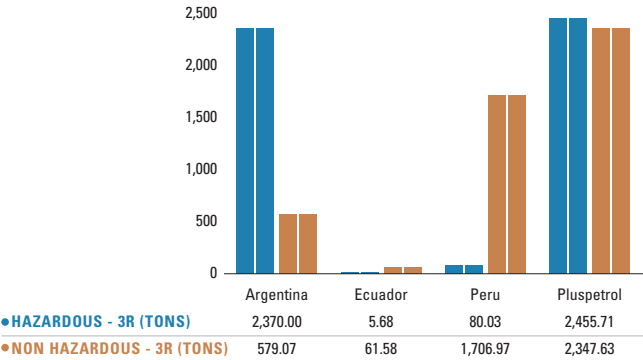
Figure 18: Waste generated by Business Unit (tons) - Pluspetrol, 2025.¹⁰³

¹⁰². El Corcobo Norte (repository located in Río Colorado). Neuquén Basin Station.
¹⁰³. Data for Argentina are associated with intensive unconventional development in Vaca Muerta.

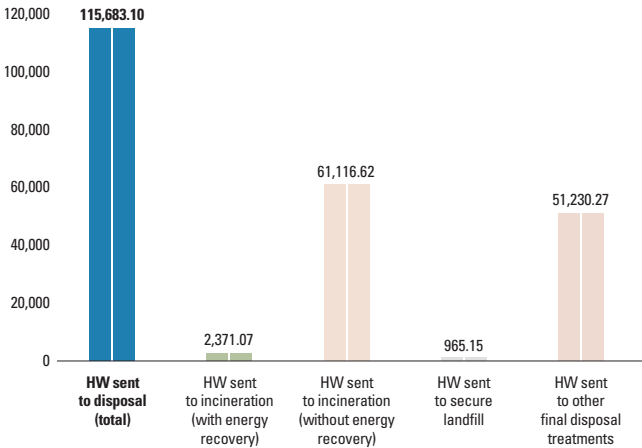
WASTE CLASSIFICATION (%) - PLUSPETROL



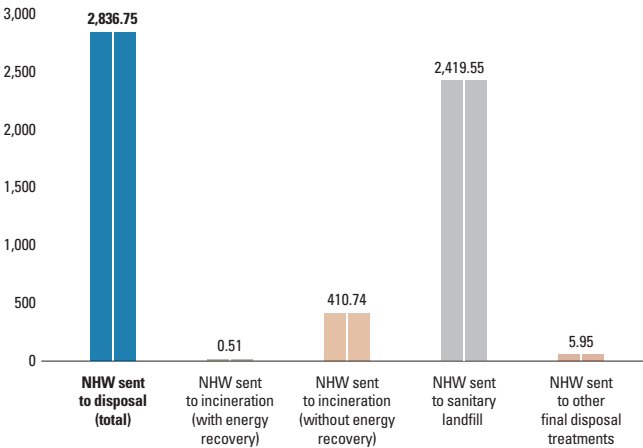
WASTE NOT DESTINED FOR DISPOSAL (TONS)



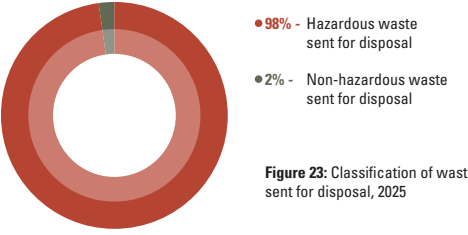
HAZARDOUS WASTE SENT FOR DISPOSAL (TONS) - PLUSPETROL



NON-HAZARDOUS WASTE SENT FOR DISPOSAL (TONS) - PLUSPETROL



CLASSIFICATION OF WASTE SENT FOR DISPOSAL



	LÍTICA	2024	2025
	Hazardous waste (tons)	10.46	1.21
	Non-hazardous waste (tons)	65.38	40.94

Table 7: Waste generated (Litica).

¹⁰⁴. Waste not destined for disposal refers to waste subjected to recovery operations (recycling, reuse, regeneration, energy recovery, etc.).
¹⁰⁵. Other final disposal treatments: stabilization and subsequent thermal desorption.
¹⁰⁶. Information for Litica is not included, as it does not apply to this type of activity.

Drilling Waste Management

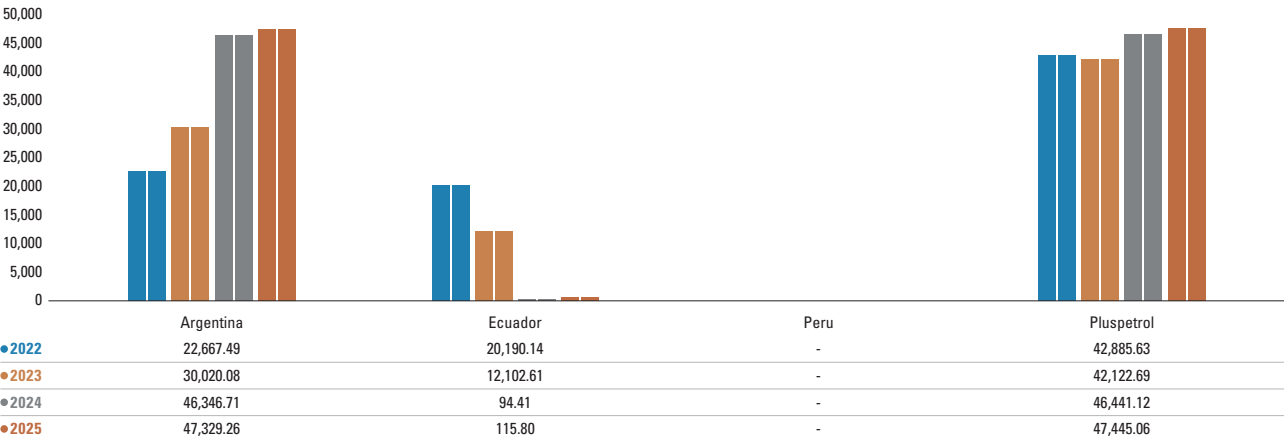
Drilling activities generate specific waste that may contain chemical additives and/or hydrocarbons, requiring specific treatment in accordance with applicable regulations and available technologies. These wastes are classified as “Hazardous Waste” and must be properly treated and disposed of in compliance with the legal requirements of each jurisdiction.

During the year, no drilling activities were carried out in the Ecuador or Peru Business Units; only routine well maintenance activities (workovers) were performed in the Ecuador Business Unit, which generated drilling waste.

In Argentina, at the Río Colorado asset, the campaign to send 1,970 m² of tank bottom sludge for co-processing was completed. This process allows waste to be incorporated into cement production, recovering energy and materials and reducing environmental impact in line with circular economy principles.

In the Neuquén Basin assets, market analysis is ongoing to identify treatment alternatives for waste generated in drilling and completion operations, including joint strategies with other operators. Currently, La Calera uses thermal desorption as the methodology for treating these wastes, through a licensed special waste operator in accordance with applicable environmental regulations.

DRILLING WASTE GENERATED BY BUSINESS UNIT (TONS)



DRILLING WASTE BY TYPE	ARGENTINA	ECUADOR	PERU	PLUSPETROL
Drilling waste - Water-based cuttings and mud (tons)	10,458	115.80	0	10,573.80
Drilling waste - Oil-based cuttings and mud (tons)	36,871.26	0	0	36,871.26
TOTAL DRILLING WASTE GENERATED (TONS)	47,329.26	115.80	0	47,445.06

Table 8: Drilling waste information by type for 2025.



COMMUNITY



Paracas Bay, Pisco, Peru.

IN LINE WITH THE COMMITMENT SET OUT IN ITS SUSTAINABILITY POLICY, PLUSPETROL STRENGTHENS DIALOGUE WITH COMMUNITIES AND INDIGENOUS PEOPLES IN THE AREAS WHERE IT OPERATES, RESPECTING THEIR CULTURES, PROMOTING THEIR DEVELOPMENT, AND GENERATING SHARED VALUE.

The stakeholder engagement model integrates strategic, functional, and operational levels, ensuring that corporate decisions are translated into effective and measurable practices on the ground. The global strategy is adapted to each country based on its context, while maintaining as core pillars the strengthening of dialogue, the social license to operate, conflict prevention, and the creation of shared value, further integrating context-related risks and social impacts arising from operations across all Business Units.

Governance is supported by an organizational structure that promotes local management, cross-functional coordination, and alignment between the strategic decisions adopted by the Sustainability Committee and field-level actions, fully in line with Pluspetrol's Sustainability Policy and Framework, as well as its Human Rights Policy.

This governance structure is implemented in each Business Unit (BU) through a local Community Affairs Manager or lead, who primarily coordinates the management and fulfillment of commitments with local communities and Indigenous Peoples. In this regard, the Environment and Community Affairs Department has exclusive responsibility for projects

related to Indigenous communities, leading multidisciplinary teams to foster dialogue and transparency.

In parallel, social investment falls under the responsibility of the Social Projects and Corporate Social Responsibility (CSR) areas, which report to the Institutional Affairs Department. These areas design and implement social investment programs, promoting initiatives that generate shared value and reinforce best practices.

Additionally, the Corporate Sustainability Department plays a cross-functional role, systematizing indicators and promoting continuous improvement in social management.

There is an ongoing process for analyzing social impacts and risks, primarily focused on identifying sociopolitical, institutional, and relational context risks, as well as operational and human rights-related risks. During 2025, a process was initiated to further strengthen the impact and risk-based approach with field teams, focusing on direct impacts and risks generated by company activities in local communities, and ensuring the design (or adjustment) and implementation of the necessary mitigation measures.

SOCIAL INVESTMENT

GRI 203-1, 203-2, 413-1, 413-2

Pluspetrol understands Social Investment as the allocation of its own resources to initiatives and programs aimed at improving the quality of life of stakeholders linked to its activities, promoting the

generation of shared value. Social Investment is conceived, planned, and implemented under the following principles, in accordance with the corresponding corporate standard:

It is **strategic**, and as such, is framed within the company's purpose, Sustainability Policy, Human Rights Policy, and Sustainability Framework.

It is **measurable**, through indicators that enable the evaluation, verification, and reporting of the achievement of objectives within a context of continuous learning.

It is **sustainable**, seeking to avoid dependency and promote self-sufficiency, creating long-term benefits and fostering a transition toward local autonomy.



It is **aligned** with the business, defined based on an assessment of risks and opportunities, taking into account the context of the areas where Pluspetrol operates.

It is conducted under a **multi-stakeholder approach**, encouraging collaborative work, where all parties play a role toward a common objective.



SOCIAL INVESTMENT PILLARS

Pluspetrol's social investment strategy continued to consolidate in 2025 around four cross-cutting pillars: education, community development, institutional strengthening, and health. These pillars guide the initiatives promoted by the company, adapting them to the specific characteristics of each context and responding to priorities identified jointly with

different stakeholder groups. This identification is based on the development and periodic update of social baseline studies for each of our operations.¹⁰⁷

The pillars interact with and reinforce one another, while also contributing to one or more prioritized Sustainable Development Goals (SDGs).



During 2025, social investment included projects in the countries where Pluspetrol operates (Argentina, Ecuador, and Peru), totaling USD 9,351,752.

EVOLUTION OF SOCIAL INVESTMENT BY PILLAR AND YEAR (USD MILLIONS)

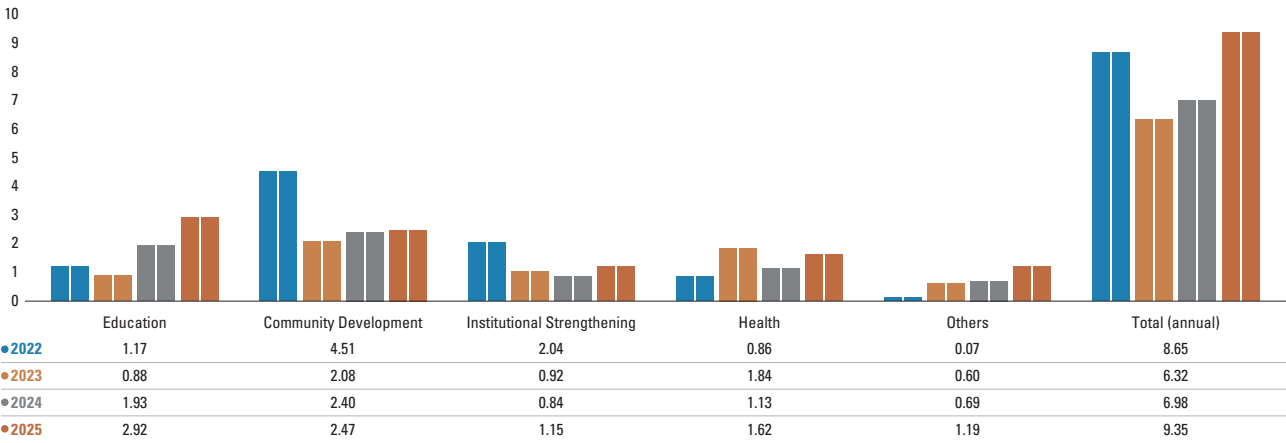


Figure 1: Social investment evolution by pillar and year (USD).¹⁰⁸

¹⁰⁷. During the second half of 2025, the Bajo del Choique Social Baseline Study was conducted—an in-depth assessment analyzing the social, economic, and territorial context of the area of influence of the assets acquired by Pluspetrol in late 2024 in northern Neuquén (see further details in the “Sustainability Strategy” chapter).

¹⁰⁸. The chart reflects Pluspetrol's actual social investment, incorporating actions carried out in Argentina (including Lítica), Ecuador, and Peru.

¹⁰⁹. Foundation of the National University of Comahue for Regional Development

ARGENTINA BU

EDUCATION

School Community Support Program - Neuquén and La Pampa: a call aimed at primary and secondary schools for the submission of projects and initiatives focused on improving and strengthening their educational capacities. It promotes the involvement of teachers, school leadership, students, families, and community stakeholders, fostering a stronger and more collaborative social fabric. As of December 2025, 35 projects were under implementation across 11 schools in La Pampa (25 de Mayo and Puelén) and 24 schools in Neuquén (Añelo, Plaza Huincul, and San Patricio del Chañar).

Educational Scholarship Program - Gregorio Álvarez Scholarships, Neuquén: in 2025, Pluspetrol made a significant financial contribution to support this program, which is managed by the Government of Neuquén with contributions from other companies in the sector, the Provincial Legislature, and the Executive Branch. The scholarships aim to promote opportunities for retention, completion, and re-entry into education at all levels, as well as in technical and professional training and workforce development for young people in Neuquén between the ages of 4 and 35. The program benefits 20,000 students across the province.

Higher Technical Degree in Occupational Health and Safety - Añelo, Neuquén: this initiative is developed jointly with the Añelo Institute of Technical and Professional Education (IETPEA), with the aim of promoting the local training of qualified professionals in occupational health and safety, a key and cross-cutting area for the industry and other sectors. The program has a curriculum approved by the Provincial Council of Education and grants a degree accredited by the Province. The course of study is structured over five semesters and is offered at no cost to students.

Literacy Program - Rincón de los Sauces, Neuquén: the program combines teacher training, in-school advisory support, and the provision of educational materials. The initiative aims to strengthen literacy skills expected at the end of the first cycle (grades 1 to 3) in primary schools in Rincón de los Sauces. Implemented in coordination between Pluspetrol, the Ministry of Education, and the Provincial Council of Education of Neuquén, in 2025 the program involved 10 primary schools and 3 kindergartens in the locality, included four in-person training sessions, and delivered 1,470 books.

“Soilless Cultivation” Project - Neuquén: this project promotes training in hydroponic cultivation at undergraduate, graduate, postgraduate, and extension levels. Pluspetrol funds the construction of a hydroponics classroom-workshop, while the Faculty of Agricultural Sciences at the National University of Comahue designs the curriculum and coordinates academic activities. In December 2025, the agreement with FUNYDER¹⁰⁹ was signed and the transfer of funds for its implementation was completed. The project will be implemented in 2026.

COMMUNITY DEVELOPMENT

Vocational Training for Women - Rincón de los Sauces, Neuquén: the program includes two complementary vocational training initiatives for women, developed in partnership with Cáritas, the Women’s Department of the Municipality of Rincón de los Sauces, and the Patagonian Studies Foundation. Within this framework, 40 women participated over 12 months in a community bakery workshop, and 15 women joined a textile project starting in November 2025. In parallel, courses in home installations and digital literacy were completed, benefiting approximately 100 women.

San Patricio del Chañar Food Processing Facility - Neuquén: a joint project between the Municipality of San Patricio del Chañar, Centro PyME Adeneu, and Pluspetrol, aimed at strengthening small local food producers through the creation of a community facility that meets the necessary sanitary and hygiene conditions for food production and commercialization. The Municipality provides the land, labor, and technical support; Centro PyME Adeneu offers advisory services for project design and business development; and Pluspetrol finances construction materials and equipment. Construction began in November 2025 and is expected to be completed in the first quarter of 2026.

IMPACTA Neuquén: a joint initiative between the Ministry of Labor and Workforce Development of Neuquén and Pluspetrol, with technical support from Fundación Empretec, aimed at fostering triple-impact ventures—economic, social, and environmental—through training, mentorship, and financial support for selected projects. The program also included four in-person workshops in different locations, a virtual training program with more than 300 entrepreneurs, and an intensive training process—both in-person and online—for 25 projects. In November 2025, the 10 ventures that will receive funding to strengthen their business plans were announced.

Development and Strengthening of Local Suppliers - Neuquén: a program aimed at developing and strengthening management capabilities among local suppliers within Pluspetrol's value chain in Mendoza, La Pampa, Río Negro, and Neuquén, focusing on the areas of direct influence of the assets and responding to operational needs. During 2025, nine contractor companies participated in the program, completing four training modules and recording 234 hours of consultancy support.

Experimental Semi-Hydroponic Strawberry Cultivation - Plaza Huincul: this initiative includes the provision of equipment for the development of an experimental strawberry production project using a semi-hydroponic system, carried out by municipal staff. It is technically coordinated by Centro PyME Adeneu and promotes the development of a skilled workforce in an innovative cultivation system suited to water-scarce contexts.



INSTITUTIONAL STRENGTHENING

Strengthening firefighting operational capacity - Equipment and fire engine procurement, Neuquén: within the framework of coordination linked to the Emergency Response Plan for operational areas in the province of Neuquén, 10 sets of structural firefighting equipment¹¹⁰ were provided to the Volunteer Fire Department of Plaza Huincul—supporting the Aguada Villanueva and Meseta Buena Esperanza fields—and an additional 10 sets to the Police Fire Department of San Patricio del Chañar, associated with the Loma Jarillosa and Puesto Silva Oeste fields. Within this same framework, an agreement was signed with the Volunteer Firefighters Association of Rincón de los Sauces, through which Pluspetrol transferred funds for the purchase of a new fire engine.

Construction of the Volunteer Fire Department station, Añelo: this project was developed jointly by the Añelo Volunteer Firefighters Civil Association, the local Municipality, the Provincial Government, and Pluspetrol. The company contributed to financing the project, which included the construction of a main building of over 500 m², as well as locker rooms, dormitories, a guard living area, and other facilities.

Youth Center - Rincón de los Sauces, Neuquén: with the aim of strengthening the Municipality’s efforts to support and integrate local youth development, Pluspetrol provided furniture to improve the facilities

and the equipment required to set up a streaming channel, to be implemented in 2026, focused on producing content of interest to young members of the community.

Support for archaeological research in Corcovo, Mendoza: Pluspetrol funded two archaeological survey campaigns and radiocarbon dating studies carried out by a research team from CONICET San Rafael, Mendoza. This will deepen existing knowledge of the earliest human populations in the northeastern Patagonian scrubland, contributing to the enhancement of the area’s cultural heritage.

HEALTH

Añelo Day Center - Provincial Mental Health Plan, Neuquén: through coordinated work with the Ministry of Health of Neuquén, progress was made in implementing the Provincial Mental Health Plan relaunched by the provincial government in 2025. Pluspetrol undertook the construction of a building within the grounds of the Añelo local hospital, including rooms for meetings and group activities, a consultation office, and service facilities. The province assumed responsibility for the management and operating costs of the Plan, including staffing, supplies, and technical oversight.

AGREEMENTS WITH THE CAMPO MARIPE MAPUCHE COMMUNITY

Effluents Project: this initiative was developed at the request of the community, with the aim of enabling treated effluents from the field—meeting required specifications—to be discharged onto land, with potential use for irrigation of internal roads and other community-use areas. The project included the construction of a storage tank (Australian-type reservoir) and associated infrastructure, and operations are expected to commence once authorization is obtained from the relevant authority.

Alfalfa Project: maintenance activities were carried out on previously cultivated areas as part of this

project, including the provision of materials and machinery hours. Additionally, Pluspetrol delivered a 150 HP tractor to support alfalfa maintenance, canal cleaning, plot maintenance, and reseeded activities.

Gas Project: this project provides gas supply to 20 families in the community through Zeppelin tanks. In 2025, the incorporation of five new tanks was agreed, which are expected to be operational in 2026.

ECUADOR BU

EDUCATION

“Yachay Ñampi” - Path of Knowledge: a higher education scholarship program funded by Pluspetrol for the benefit of Indigenous communities in the area of influence of Block 10.¹¹¹ As of December 2025, the program had 13 higher education scholarship recipients and two graduates: one with a degree in Nursing and another in Environmental Engineering.

COMMUNITY DEVELOPMENT

Building the Future: a program that promotes technical, administrative, and financial support for community-based enterprises in the area of influence of Block 10, encouraging the contracting of services provided by these companies. In 2025, six companies participating in the program were contracted by Pluspetrol for various activities, through contracts that incorporate rotating labor from 26 Kichwa communities, with a particular emphasis on women’s participation. This initiative enabled Pluspetrol Ecuador to receive the Sustainability Certification for its positive impact on Indigenous communities and its contribution to the Sustainable Development Goals (SDGs) at the 2025 Sustainability Summit organized by EKOS. During the year, 446 people were employed, of whom 407 were rotating personnel (304 men and 103 women) and 39 were administrative staff.

Food and Nutrition Security Pilot Project: this project is carried out in collaboration with community schools, teachers, students, and families, and includes the production of quail eggs for incorporation into school meals in the educational units of Ilipi, Chuyayacu, Santa Cecilia, Pandanuque, and Likino. In 2025, as part of the project’s second phase, Pluspetrol provided feed and 1,100 birds, which between October and December produced more than 37,570 eggs. The project also includes the delivery of tailored technical training sessions.

INSTITUTIONAL STRENGTHENING

During the year, Pluspetrol continued to provide logistical support to enable representatives and authorities from communities in the area of influence of Block 10 to carry out administrative procedures on behalf of their communities with other public and/or private institutions. In this regard, 673 mobilizations were facilitated, including public transportation, accommodation, and meal allowances in the city of Puyo.

HEALTH

Health Promotion Program: in coordination with the Ministry of Health and the different Health Districts of the province, the program includes logistical support for patients and their companions from Indigenous

communities in the area of influence of Block 10, the provision of medicines, vector control, the implementation of medical brigades, and health promotion through the hiring and training of community health promoters. As key results, in 2025 the program recorded 20 community health promoters hired and trained, 4,534 consultations through health brigades, 207 medical evacuations, and 3,975 consultations at community health posts.

PARTICIPATORY ENVIRONMENTAL PROGRAM (PAP)

ECUADOR BU

The Participatory Environmental Program (PAP) is a Pluspetrol initiative aimed at strengthening the participation of local communities in environmental management, promoting coordination among communities, government agencies, and the company. During 2025, the program achieved significant progress in training on community solid waste management, biodiversity protection, and water management, delivered by local professionals trained through the company’s scholarship program.

Within the framework of the program, 724 students and 602 community members were trained on the topic “Use of Natural Resources: The Forest.” In addition, talks on water conservation were delivered in two educational institutions with the participation of 35 students, and training sessions were conducted in three communities under the Self-Monitoring Program for hunting and fishing, involving 97 community members, in line with Environmental Management Plans (EMPs).

The PAP also contributed to disseminating EMP results, sharing progress on their implementation with 391 community members from Block 10 and 119 representatives from Decentralized Autonomous Governments (GADs) within the area of influence of the secondary pipeline.

Furthermore, scholarship recipients were integrated into operational and environmental monitoring processes (biotic components, water, noise, and air quality), strengthening their technical capabilities. The PAP team also received training in environmental topics and emergency management and participated in the “One More Tree Makes a Difference” initiative, through the planting of 2,100 trees and the technical monitoring of plantations established in 2023 and 2024.

110. Personal protective equipment (PPE) sets specifically designed to protect firefighters against high temperatures, flames, thermal radiation, steam, impact, and abrasion.
111. Paparawa, Bellavista, Lipuno, Yanapuma, Kurintza, Ilipi, Witawayá, Pitacocho,

Pambayaku, Pandanuque, Santa Cecilia, Chuyayaku, 6 de Diciembre, Pual, Cotococho, San Antonio, Rayayaku, Tarapoto, Moretecocho, Piwiri, Curiyaku, Huayusa Hurcu, San Virgilio, Atakapi, Likino, Huito, Elena, and Amaruncocho.



LÍTICA BU



EDUCATION

Vamos con viento a favor, Salta: a literacy program funded by Pluspetrol at School No. 4622 in Tolar Grande, implemented through an agreement with Fundación Anpuy. The program aims to create a comprehensive and collaborative learning environment for students, teachers, and families, strengthening both academic and socio-emotional skills. In 2025, the program involved 30 students, 12 families, and 7 teachers.

“Mining in the Classroom,” Salta: this initiative includes the delivery of informational talks on different areas of work (geology, engineering, environment) related to mining activities, aimed at secondary-level students at Technical School No. 3173 in San Antonio de los Cobres. In 2025, 165 students participated in these sessions.

COMMUNITY DEVELOPMENT

Supplier Development - Tolar Grande, Salta: this program promotes the development of local suppliers through workshops and advisory services for 17 small enterprises and family businesses that are part of the Tolar Grande Mining Suppliers Network. The initiative includes diagnostics, training, and technical support, with the aim of strengthening the local economy and the autonomy of Indigenous communities.

INSTITUTIONAL STRENGTHENING

Water Cistern - Huancar Community, Jujuy: Pluspetrol provided materials for the construction of a cistern to supply the community with infrastructure for safe drinking water storage. Implementation was carried out by Agua Potable S.E.

PERU BU - MEGANTONI DISTRICT, CUSCO

EDUCATION

NOPOKI Higher Education Scholarships: Pluspetrol funds the NOPOKI Higher Education Scholarship Program at UCSS¹¹² (Atalaya campus). In 2025, 32 students from Indigenous communities within the project’s area of influence¹¹³ and from the rural settlement of Shintorini were enrolled in degree programs in Intercultural Bilingual Basic Education (EBBI), Administration, and Agricultural Engineering with a specialization in Forestry.

Interinstitutional Support Agreement - El Rosario Parish, Sepahua (Dominican Mission): this agreement includes financial support to cover the needs of students in regular basic education, technical education, and higher education from

the Sepahua District and from the population of Santa Rosa de Serjali, in the cities of Sepahua, Pucallpa, and Lima. In 2025, 50 students benefited from this initiative.

Student Academic Bridging Program: aimed at strengthening mathematics and literacy skills among 4th and 5th year secondary students from the communities of Segakiato, Camisea, Kirigueti, and Nuevo Mundo, with the objective of increasing their opportunities to access higher education. During 2025, the first phase was implemented, consisting of the development of the program’s baseline study in order to validate the areas of study requiring greater attention.

COMMUNITY DEVELOPMENT

Lower Urubamba Cocoa Production Assurance Program: a comprehensive support program for 500 cocoa producers in the Lower Urubamba, including the provision of specialized tools and inputs, as well as the implementation of a technical training program. The objective is to strengthen producers’ capabilities to maintain and improve productivity and crop management, with a focus on the prevention and control of the millium pest, which directly affects cocoa production.

Productive Assessment in the Lower Urubamba: implementation of a specialized consultancy in productive development to identify the potential of value chains in seven communities in the Lower Urubamba (Cashiriari, Segakiato, Shivankoreni, Camisea, Kirigueti, Nuevo Mundo, and Ticumpinia), with a focus on markets such as gastronomy and handicrafts, to support the design of specific projects in upcoming periods.

INSTITUTIONAL STRENGTHENING

Digital Government - District Municipality of Megantoni: as part of this project, Pluspetrol delivered 62 pieces of equipment (computers, scanners, photocopiers) to 16 technical offices of the District Municipality of Megantoni, with the objective of digitizing its document management system, one of the municipality’s governance targets.

Institutional Strengthening of Indigenous Organizations: the institutional strengthening agreement with 32 communities and Indigenous organizations in the Lower Urubamba was maintained, enhancing community leadership and local development management.

HEALTH

Care for Evacuated Patients from the Camisea Micro-Network: a contract is in place with the NGO SERIPIGARI to provide care for patients evacuated from the Camisea Micro-Network. During 2025, 50 community members received assistance for health emergencies in Quillabamba, Cusco, and Lima.

Comprehensive Healthcare Services and Digital Medical Records and Telemedicine Program - Camisea Micro-Network: Pluspetrol funded the acquisition of specialized medical equipment to improve the resolution capacity and patient care in health centers belonging to the Camisea health micro-network, as well as the installation of IT equipment to digitize medical records and initiate telemedicine services for medical specialties.

Interinstitutional Support Agreement - El Rosario Parish, Sepahua: this agreement includes the provision of medical emergency care for residents of Sepahua and surrounding neighborhoods, who receive support in dental care and health emergencies.

PERU - PISCO

EDUCATION

Improvement of student transportation in the Humay District, Pisco: procurement of a school bus for 33 students in the Humay District, benefiting 13 educational institutions and improving access to education by reducing logistical barriers to school attendance.

Improvement of student transportation in the Túpac Amaru Inca District, Pisco: procurement of a natural gas (CNG) school bus, benefiting students from 16 educational institutions.

Impacting Lives - Table Tennis and Football Program: this project, funded by Pluspetrol, aims to promote the comprehensive development of students in 11 educational institutions in Pisco, using table tennis and football as pedagogical, logistical, and motivational tools to encourage healthy habits, strengthen emotional intelligence, and foster a school environment of well-being and high social performance.

Modernization of the Interpretation Center for Sustainable Educational Experiences - Paracas National Reserve: focused on the comprehensive upgrade of the video room and educational spaces of the Interpretation Center, creating a renewed, attractive, and technologically advanced environment that promotes awareness and commitment to the Reserve’s natural heritage.

COMMUNITY DEVELOPMENT

Formalization Program for Artisanal Fishers and Divers in the Province of Pisco: through training and administrative processes with the Pisco Port Authority, 120 fishers and 40 artisanal divers obtained official licenses in 2025, formalizing their extractive activities. This achievement strengthens their legal security and access to labor benefits.

Productive Initiative for Seaweed Cultivation: development of productive capacities within an artisanal fishers’ association for the full implementation of infrastructure and equipment required to initiate sustainable seaweed farming. In 2025, 100% of the necessary equipment and materials for the project were acquired and delivered, ensuring the immediate viability of the initiative.

Strengthening of the Handline Artisanal Fishers’ Association within the Paracas National Reserve: funding was provided for the acquisition of three outboard motors and 10 motorcycles, improving the equipment of artisanal fishers to support their extractive activities and their role as volunteer park rangers within the Reserve.

HEALTH

Upgrade of the San Andrés Health Center: procurement of key equipment and infrastructure improvements to enhance the facility’s service capacity, enabling its upgrade from Category I-2 to I-3. Pluspetrol contributed to the implementation of biochemical testing services—previously unavailable—as well as the installation of two dental chairs and the acquisition of a new fetal Doppler.

Improvement of waste collection and strengthening of environmental management - Pisco, Paracas, and San Andrés: through this initiative, illegal dumping sites were closed, waste collection service coverage was expanded, and public green spaces were created and rehabilitated.

Renovation of multi-use recreational sports field - Paracas: the project included the refurbishment of sports and recreational areas, creating a high-quality space for physical activity benefiting approximately 1,000 children, youth, and adults in the Paracas District.

¹¹². Universidad Católica Sede Sapientiae.
¹¹³. Nuevo Mundo, Segakiato, Camisea, Ticumpinia, Kirigueti, Shivankoreni, Nueva Luz, Sensa, Cashiriari.

COMMUNITY RELATIONS PROGRAMS - PERU BU

Since the start of its operations, the Peru Business Unit has implemented various community relations programs to strengthen ties with local communities and promote sustainable development. A summary of the main programs is provided below:

Communication and Consultation Program

In place since 2000, this program maintains ongoing dialogue with Indigenous communities, rural settlements, Indigenous organizations, and local authorities. In 2025, activities included site visits, informational workshops on operations and safety, monthly meetings with community boards, and engagement sessions with organizations in the Lower Urubamba and local stakeholders in Pisco. Progress was also communicated through local bulletins and communications via letters, phone, and social media.

Agreements and Compensation Program

This program establishes participatory mechanisms to define compensation for potential social and environmental impacts, based on economic valuation studies and community consultation processes, in line with national and international regulations. In 2025, socio-environmental agreements were implemented with municipalities, Local Educational Management Units (UGEL¹¹⁴), SERNANP¹¹⁵, and fishers' associations in Pisco, as well as agreements with Indigenous communities and rural settlements in the Lower Urubamba related to river transit, easements, socio-environmental impacts, and cooperation.

Supervision, Monitoring, and Control Program

This program ensures compliance with environmental and safety measures in jungle operations and in Pisco through subprograms including river surveillance, access control, and archaeological monitoring. In 2025, 12 community checkpoints were operated for vessel control, 27 monitors were deployed at platform access points in Megantoni, and participatory monitoring activities were conducted with local authorities, the fishing sector, and government entities in Paracas Bay.

Anthropological Contingency Plan (PCA, by its Spanish acronym)
Implemented since 2002, this protocol guides personnel in the event of potential contact with populations living in isolation within the Kugapakori, Nahua, Nanti, and Others Territorial Reserve (RTKNN), safeguarding both Indigenous rights and personnel safety. In 2025, four monitoring posts were maintained across operational locations, with no recorded encounters, contacts, or sightings of isolated populations.

Local Employment Program
Since the start of the Camisea Project, employment opportunities have been promoted for residents of Indigenous communities and rural settlements. In 2025, 248 community workers were employed in the Lower Urubamba (10% women), while in Pisco 57% of positions were filled by local personnel. The program also strengthened local supplier participation and entrepreneurship through training, technical advisory, and business support.

Local Development Promotion
This program supports sustainable development through initiatives in agriculture, education, healthcare, and capacity building. In 2025, activities included promoting crops such as cocoa, providing scholarships and technical training to youth, and conducting healthcare campaigns in Megantoni. In Pisco, educational programs were implemented, teacher training was delivered, school kits were distributed to more than 17,000 students, and improvements were made to the San Andrés Health Center, which upgraded its category after receiving equipment and infrastructure enhancements.

Community Environmental Monitoring Program (PMAC, by its Spanish acronym)
Implemented since 2002, this program promotes community participation in environmental and social monitoring, with monitors selected by their communities and supported by a committee and specialized technical advisory. During 2025, 33 participants took part in capacity-building workshops conducted as part of the program.

114. Local Educational Management Unit.
115. National Service of Natural Protected Areas.

DIALOGUE WITH
LOCAL COMMUNITIES

GRI 2-16



Pisco, Peru.

Engagement with local communities is a central element of Pluspetrol's social management approach, enabling the promotion of mutual understanding, cooperation, and the strengthening of relationships between the company and communities in the areas of influence of its operations. This principle is operationalized through the interaction of two key components: communication, as a dynamic process of information exchange, and consultation, conceived as a right of communities and a continuous practice throughout the entire project lifecycle.

In turn, engagement with communities is carried out by multidisciplinary teams working on the ground. Pluspetrol has specific internal standards to systematize engagement with local communities under models aimed at building legitimacy and trust, maintaining strong and transparent relationships, managing expectations, and preventing conflicts through the development of joint solutions aligned with the company's capacity and in coordination with government institutions and/or civil society organizations

BUSINESS UNIT	NUMBER OF MEETINGS	NUMBER OF PARTICIPANTS
Argentina	44	57
Ecuador	85	611
Peru - Pisco	74	517
Peru - Megantoni District, Cusco	222	1,384
Lítica	74	1,353
TOTAL	499	3,922

Table 1: Meetings and Participants.

COMPLAINTS AND GRIEVANCES MECHANISM

Pluspetrol's grievance mechanism is designed to ensure the timely, effective, and culturally appropriate handling of concerns raised by local communities and other stakeholders associated with its activities. This system not only serves to channel grievances but also acts as an early warning tool, supporting the prevention of social conflicts and continuous improvement.

The mechanism for each Business Unit is defined in line with the Corporate Standard and adapted to the context of each region. Grievances are managed on an ongoing basis by Community Affairs teams and are periodically reported at both local and corporate levels.

During 2025, Peru - Megantoni District received 18 grievances, in addition to 5 cases that remained pending from 2024. Of this total (23 cases in process), 22 were effectively resolved during the period, with 1 case still in progress.

The Argentina, Ecuador, Lítica, and Peru - Pisco Business Units did not report any grievances received in 2025 and had no cases in process or closed during the reporting period.

INDIGENOUS COMMUNITIES

Engagement with Indigenous Peoples is a fundamental component of Pluspetrol's Sustainability Framework, aimed at respecting their collective rights and strengthening sustainable relationships in the territories where the company operates. The Corporate Indigenous Peoples Standard establishes guidelines for engagement based on culturally appropriate practices, recognizing the social, cultural, and organizational specificities of Indigenous Peoples.

Based on the identification and characterization of Indigenous Peoples, the company conducts a systematic assessment of the potential impacts arising from its activities, as well as associated opportunities. On this basis, the social management strategy promotes intercultural dialogue and consensus-building, risk prevention and mitigation, the strengthening of trust-based relationships, and the creation of culturally appropriate shared value, in compliance with community and regulatory commitments.

Engagement with Indigenous communities is a formal mechanism for participation and coordination. Key initiatives include participatory environmental monitoring—which enables transparency and joint validation with local communities of the company's environmental and social management performance—as well as regular coordination spaces with municipal and regional authorities, social organizations, and other relevant stakeholders, aimed at managing commitments and strengthening consensus-building processes.

ARGENTINA

Face-to-face meetings are held with the Campo Maripe, Fvta Xayen, and Newen Kura communities, and occasionally with the Mapuche Federation of Neuquén, as well as with the Tehuelche community of Lucero Pichinau. These instances provide opportunities to share updates on project progress, gather concerns, and coordinate actions. In 2025, agreements were signed with the Campo Maripe community in connection with works carried out

at the La Calera field. In Bajo del Choique, engagement with the Newen Kura community included coordination related to the installation of a flexible aqueduct for operations.

LÍTICA



Ongoing engagement with communities is maintained through actions that include participation in social working groups, assemblies, workshops, and meetings, as well as the convening of different stakeholders to take part in education, health, and local development programs. Engagement with community representatives is continuous, strengthening trust and the social license to operate.

PERU - MEGANTONI DISTRICT, CUSCO

A social management system is implemented, including a Communication and Consultation Program that cuts across all social programs. This program organizes informational workshops, monthly meetings with community boards, and engagement sessions with Indigenous organizations. In addition, the company participates quarterly in the Lower Urubamba Sustainable Development Management Committee (CGBU), together with community leaders, companies, and government representatives. Furthermore, compliance with compensation and indemnification mechanisms for impacts continues, in accordance with applicable regulations and through negotiation with communities.

ECUADOR

Engagement is conceived as a constructive process, centered on clear and traceable agreements. A system is implemented to assess variables such as compliance with commitments, accessibility, and grievances. This system enables ongoing mediation and conflict prevention, ensuring operational continuity and strengthening trust with communities.





PLUSPETROL IN NUMBERS

GRI 2-4, 2-7, 203-1, 302-1, 302-3, 302-4, 303-3, 303-4, 303-5, 305-1, 305-2, 305-4, 305-5, 306-3, 403-9

	2025	2024	2023	2022
OUR EMPLOYEES				
Total permanent employees (number)	2,347	2,185	2,149	1,969
Male employees (%)	77	77	78	78
Female employees (%)	23	23	22	22
Total turnover rate (%)	9.54	9.66	9.96	10.92
Total hires (number)	360	241	394	314
Average training hours per employee (number)	41.88	44.78	24.12	27.2
Total employees trained (number)	2,080	1,861	1,885	1,858
Absenteeism rate (%)	1.5	1.9	1.5	2.6
Employees who received performance evaluations (%)	92	93	89	91
LOCAL COMMUNITIES				
Social Investment - Total (USD)	9,351,752	6,204,846	6,404,102	8,857,551
Social Investment - Education (USD)	2,922,319	1,314,769	876,085	1,178,173
Social Investment - Health (USD)	1,622,473	1,118,440	1,841,828	858,413
Social Investment - Community Development (USD)	2,471,880	2,282,871	2,058,970	4,655,741
Social Investment - Institutional Strengthening (USD)	1,145,947	803,119	972,357	2,096,415
Social Investment - Other (USD)	1,189,132	685,647	654,862	68,810
ENVIRONMENT ¹¹⁶				
Total Energy Consumption (GJ)	35,716,363	36,712,651	34,891,074	35,366,246
Electricity Consumption (GJ)	1,891,309	2,056,390	2,060,696	2,114,036
Self-Generated Energy (GJ)	1,876,795	2,039,826	2,044,147	2,095,899
Grid Energy (GJ)	14,513	16,563	16,549	18,136
Diesel Consumption (GJ)	1,502,689	1,457,303	891,893	625,307
Natural Gas Consumption (GJ)	32,035,210	32,967,003	31,721,132	32,421,135
Gasoline Consumption (GJ)	17,955	19,774	16,760	15,318
Electricity Consumption per Unit of Production (GJ/MMBOE)	9.9	11.33	12.29	12.80
Direct GHG emissions - Scope 1 (KTON CO ₂)	2,483.89	2,694.5	2,712.93	2,788.49
Indirect GHG emissions - Scope 2 (KTON CO ₂)	1.81	2.05	2.03	2.28
GHG emissions intensity (KTON CO ₂ /MMBOE) ¹¹⁷	12.97	14.85	16.17	16.9
Vented and Flared Gas per Unit of Production (SCF/BOE)	7.47	14.95	24.13 ¹¹⁸	22.58
Total Vented and Flared Gas (MMSCF)	1,432	2,714	4,045 ¹¹⁸	3,729
100% Hydrocarbon Spill Volume per Unit of Production (BBL/MMBOE)	0.12	0.26	2.33	0.02
100% Hydrocarbon Spill Volume (BBL)	22.71	47.1	390.55	3.41
Number of 100% Hydrocarbon Spills (number)	42	52 ¹¹⁹	18	19
Oil-Water Mixture Spill Volume per Unit of Production (BBL/MMBOE)	1.70	6.53	2.26	1.74
Oil-Water Mixture Spill Volume (BBL)	325.31	1,186.21	378.10	287.63
Number of Oil-Water Mixture Spills (number)	84	88	88	90
Other Substance Spill Volume per Unit of Production (BBL/MMBOE)	2.46	6.21	1.90	3.51
Other Substances Spill Volume (BBL)	470.86	1,128.65	318.90	579.39
Number of Other Substances Spills (number)	53	45 ¹¹⁹	58	60
Hazardous Waste Generated (TON)	93,934	94,938	70,081	85,442
Non-Hazardous Waste Generated (TON)	4,869	9,137	8,213	4,763
Drilling Waste Generated (TON)	47,445	46,441	42,123	42,858
Freshwater withdrawal per Unit of Production (ML/MMBOE) ¹²⁰	31.88	33.57	28.36	26.28
Water Consumption per Unit of Production (ML/MMBOE)	72.5	105.7	105.6	98
Total Water Withdrawn (ML)	34,299	33,702 ¹¹⁹	32,060	30,912
Total Water Discharged (ML)	20,411	14,493 ¹¹⁹	14,355	14,717
Total Water Consumed (ML)	13,888	19,209 ¹¹⁹	17,705	16,195
Produced Water Generated (ML) ¹²¹	27,777	27,549	27,263	26,534
PROCESS SAFETY				
TRIR Index - Employees	0.28	0.74 ¹¹⁹	0.28	0
TRIR Index - Contractors	0.87	1.02	0.50	0.64
LTIR Index - Employees	0.27	0	0.28	0
LTIR Index - Contractors	0.43	0.29	0.27	0.32
Process Safety Event Frequency - TIER 1 Index	0.14	0.07	0.13	0
Process Safety Event Frequency - TIER 2 Index	0.27	0.55	0.39	0.07

¹¹⁶. Production value includes the total available energy, covering Pluspetrol's hydrocarbon production and processing activities.
¹¹⁷. Emissions intensity includes Scope 1 direct emissions and Scope 2 indirect emissions.
¹¹⁸. The value reported for 2023 has been restated due to improvements in data recording.

¹¹⁹. The value reported for 2024 has been restated due to improvements in data recording.
¹²⁰. Freshwater withdrawal includes only surface and groundwater sources.
¹²¹. The values reported for 2023 and 2024 have been restated due to improvements in data recording.

GRI CONTENT INDEX

Statement of use	Pluspetrol S.A. has prepared this report in accordance with the GRI Standards for the period from 01/01/25 to 12/31/25.		
GRI 1 used	GRI 1 - Foundation 2021		
GRI Applicable Sector Standard	GRI 11 - Oil and Gas Sector 2021		

GRI STANDARD	GRI	CONTENT TITLE	PAGE/RESPONSE	OMISSION			SECTOR-SPECIFIC GRI 11 STANDARD "OIL AND GAS SECTOR"
				OMITTED REQUIREMENTS	REASON	EXPLANATION	
GENERAL DISCLOSURES							
The organization and its reporting practices	2-1	Organizational details	4				
	2-2	Entities included in the organization's sustainability reporting	2				
	2-3	Reporting period, frequency, and contact point	2				
	2-4	Restatements of information	76				
	2-5	External assurance	The present report does not have external assurance.				
Activities and Workers	2-6	Activities, value chain, and other business relationships	34				
	2-7	Employees	25				
	2-8	Workers who are not employees	37				
Governance	2-9	Governance structure and composition	18 - In the "Governance" section, our main corporate governance practices are described based on the information available for the reporting period and in accordance with the company's characteristics.	2-9 c	Confidentiality.	Due to confidentiality reasons, this requirement is omitted.	
	2-10	Nomination and selection of the highest governance body		2-10 b			
	2-11	Chair of the highest governance body		2-11 b			
	2-12	Role of the highest governance body in overseeing the management of impacts		2-12 b, c			
	2-13	Delegation of responsibility for managing impacts		2-13 b			
	2-14	Role of the highest governance body in sustainability reporting					
	2-15	Conflicts of interest					
	2-16	Communication of critical concerns	73	2-16 a	Confidentiality.	Due to confidentiality reasons, this requirement is omitted.	
	2-17	Collective knowledge of the highest governance body	19 - In the "Governance" section, our main corporate governance practices are described based on the information available for the reporting period and in accordance with the company's characteristics.	2-17 a			
	2-18	Evaluation of the performance of the highest governance body	2-18 a, b, c				
	2-19	Remuneration policies	2-19 a, b				
	2-20	Process to determine remuneration	2-20 a, b				
	2-21	Annual total compensation ratio	2-21 a, b, c				
Strategy, Policies and Practices	2-22	Statement on sustainable development strategy	1				
	2-23	Policy commitments	11, 18	2-23 a.ii, a.iii, d, f	Information not available.	Currently, information is not available to report on this indicator.	
	2-24	Embedding policy commitments	18				
	2-25	Processes to remediate negative impacts	64	2-25 a, c	Information not available.	Currently, information is not available to report on this indicator.	
	2-26	Mechanisms for seeking advice and raising concerns	18				
	2-27	Compliance with laws and regulations	-	2-27	Confidentiality.	Due to confidentiality reasons, this requirement is omitted.	
	2-28	Membership associations	10				
	2-29	Approach to stakeholder engagement	15				
2-30	Collective bargaining agreements	25					
MATERIAL TOPICS							
GRI 3 - Material topics (2021)	3-1	Process to determine material topics	2				
	3-2	List of material topics	2				
ETHICS, TRANSPARENCY, AND ANTI-CORRUPTION							
GRI 3 - Material topics (2021)	3-3	Management of material topics	2				11.20.1
GRI 205 - Anti-corruption (2016)	205-1	Operations assessed for risks related to corruption	21				11.20.2
	205-2	Communication and training on anti-corruption policies and procedures	21				11.20.3
	205-3	Confirmed incidents of corruption and actions taken	During the reporting period, there were no public legal cases related to corruption involving Pluspetrol or its employees.				11.20.4



GRI STANDARD	GRI	CONTENT TITLE	PAGE/RESPONSE	OMISSION			SECTOR-SPECIFIC GRI 11 STANDARD "OIL AND GAS SECTOR"
				OMITTED REQUIREMENTS	REASON	EXPLANATION	
ENERGY							
GRI 3 - Material topics (2021)	3-3	Management of material topics	2, 46				11.1.1/11.2.1/11.3.1
GRI 302 - Energy (2016)	302-1	Energy consumption within the organization	46				11.1.2
	302-2	Energy consumption outside the organization	-	302-2	Information not available.	Currently, information is not available to report on this indicator.	11.1.3
	302-3	Energy intensity	46				11.1.4
	302-4	Reduction of energy consumption	46				-
	302-5	Reduction in energy requirements of products and services	-		Not applicable.	This indicator does not apply to the company's activities.	-
WATER AND EFFLUENTS							
GRI 3 - Material topics (2021)	3-3	Management of material topics	2, 56				11.6.1
GRI 303 - Water and Effluents (2018)	303-1	Interactions with water as a shared resource	56				11.6.2
	303-2	Management of water discharge-related impacts	56				11.6.3
	303-3	Water withdrawal	56				11.6.4
	303-4	Water discharge	56				11.6.5
	303-5	Water consumption	56				11.6.6
BIODIVERSITY							
GRI 3 - Material topics (2021)	3-3	Management of material topics	2, 52				11.4.1
GRI 101 - Biodiversity (2024)	101-1	Policies and commitments to halt and reverse biodiversity loss	52				11.4.2
	101-2	Management of biodiversity impacts	52				11.4.3
	101-3	Access and benefit-sharing	-		Information not available.	No information is currently available to report on this indicator. Work is underway for inclusion in a future report.	-
	101-4	Identification of biodiversity impacts	52				11.4.4
	101-5	Locations with biodiversity impacts	52				11.4.5
	101-6	Direct drivers of biodiversity loss	-		Information not available.	No information is currently available to report on this indicator. Work is underway for inclusion in a future report.	11.4.6
	101-7	Changes in the state of biodiversity	52				11.4.7
	101-8	Ecosystem services	-		Information not available.	No information is currently available to report on this indicator. Work is underway for inclusion in a future report.	11.4.8
EMISSIONS							
GRI 3 - Material topics (2021)	3-3	Management of material topics	2, 46				11.1.1/11.2.1/11.3.1
GRI 305 - Emissions (2016)	305-1	Direct (Scope 1) GHG emissions	48				11.1.5/11.2.4
	305-2	Energy indirect (Scope 2) GHG emissions	48				11.1.6/11.2.4
	305-3	Other indirect (Scope 3) GHG emissions	-	305-3	Information not available.	Work is underway to include this information in a future report.	11.1.7/11.2.4
	305-4	GHG emissions intensity	48				11.1.8/11.2.4
	305-5	Reduction of GHG emissions	48				11.2.3/11.2.4
	305-6	Emissions of ozone-depleting substances (ODS)	-	305-6	Information not available.	No information is currently available to report on this indicator.	-
	305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	-	305-7		Work is underway for inclusion in a future report.	11.3.2
WASTE							
GRI 3 - Material topics (2021)	3-3	Management of material topics	2, 59, 60				11.5.1/11.8.1
GRI 306 - Waste (2020)	306-1	Waste generation and significant waste-related impacts	60				11.5.2
	306-2	Management of significant waste-related impacts	60				11.5.3
	306-3	Waste generated	60				11.5.4
	306-4	Waste diverted from disposal	60				11.5.5
	306-5	Waste directed to disposal	60				11.5.6
	306-3	Significant spills	59				11.8.2
GRI 306 - Effluents and Waste (2016)							
EMPLOYMENT PRACTICES							
GRI 3 - Material topics (2021)	3-3	Management of material topics	2				11.10.1
GRI 401 - Employment (2016)	401-1	New employee hires and employee turnover	28				11.10.2
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	-		Information not available.	Work is underway to include this information in a future report.	11.10.3
	401-3	Parental leave	33				11.10.4

GRI STANDARD	GRI	CONTENT TITLE	PAGE/RESPONSE	OMISSION			SECTOR-SPECIFIC GRI 11 STANDARD "OIL AND GAS SECTOR"
				OMITTED REQUIREMENTS	REASON	EXPLANATION	
LABOR-MANAGEMENT RELATIONS							
GRI 3 - Material topics (2021)	3-3	Management of material topics	2				11.7.1
GRI 402 - Labor/ Management Relations (2016)	402-1	Minimum notice periods regarding operational changes				The Pluspetrol operational change management process (MOC) identifies, evaluates, and authorizes operational changes or modifications before they are implemented. It establishes the necessary adjustments to procedures and documentation and manages training and communication for personnel affected by the change. After the training and communication plan is implemented, the results of the change are monitored through internal management indicators. In the case of collective bargaining processes, implementation and communication timelines are established in accordance with each Business Unit.	11.7.2/11.10.5
OCCUPATIONAL HEALTH AND SAFETY							
GRI 3 - Material topics (2021)	3-3	Management of material topics	2, 33, 40				11.9.1
GRI 403 - Occupational health and safety (2018)	403-1	Occupational health and safety management system	40				11.9.2
	403-2	Hazard identification, risk assessment, and incident investigation	43	403-2 c, d	Information not available	No information is currently available to report on this indicator. Work is underway for inclusion in a future report.	11.9.3
	403-3	Occupational health services	42				11.9.4
	403-4	Worker participation, consultation, and communication on occupational health and safety	40				11.9.5
	403-5	Worker training on occupational health and safety	42				11.9.6
	403-6	Promotion of worker health	33				11.9.7
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	41				11.9.8
	403-8	Workers covered by an occupational health and safety management system	-	403-8	Information not available	No information is currently available to report on this indicator. Work is underway for inclusion in a future report.	11.9.9
	403-9	Work-related injuries	43				11.9.10
	403-10	Work-related ill health	33				11.9.11
TRAINING AND EDUCATION							
GRI 3 - Material topics (2021)	3-3	Management of material topics	2				11.7.1
GRI 404 - Training and education (2016)	404-1	Average hours of training per year per employee	31				11.10.6
	404-2	Programs for upgrading employee skills and transition assistance programs				Pluspetrol implements a performance management program that integrates goal-setting, supporting professional development and constructive dialogue between leaders and teams. This process is supported by training programs focused on self-development and technical knowledge. For transition support, designated human resources personnel, together with staff administration teams in each Business Unit, provide assistance to employees approaching retirement, offering documentation support, advisory services, and external consulting when necessary.	11.7.3/11.10.7
	404-3	Percentage of employees receiving regular performance and career development reviews	28				-
DIVERSITY AND EQUAL OPPORTUNITIES							
GRI 3 - Material topics (2021)	3-3	Management of material topics	2				11.11.1
GRI 405 - Diversity and equal opportunities (2016)	405-1	Diversity of governance bodies and employees	25	405-1 a	Confidentiality.	Due to confidentiality reasons, this requirement is omitted.	11.11.5
	405-2	Ratio of basic salary and remuneration of women to men	25	405-2			11.11.6
CHILD LABOR AND FORCED OR COMPULSORY LABOR							
GRI 3 - Material topics (2021)	3-3	Management of material topics	2				11.12.1
GRI 408 - Child Labor (2016)	408-1	Operations and suppliers at significant risk for incidents of child labor				En Pluspetrol is committed to maintaining the highest ethical and compliance standards across all operations and supplier relationships. Based on our assessment tools, and considering our Third-Party Code of Conduct, due diligence processes, and Human Rights Policy, we have implemented a rigorous contractor and supplier selection and monitoring process. During 2025, all contractors and suppliers were evaluated from the initial assessment stage, and to date, no risks of forced or compulsory labor or child labor have been identified in our operations or among suppliers with active contracts. This outcome reflects our ongoing commitment to ethics and respect for human rights.	-
GRI 409 - Forced or compulsory labor (2016)	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor					11.12.2



GRI STANDARD	GRI	CONTENT TITLE	PAGE/RESPONSE	OMISSION OMITTED REQUIREMENTS	REASON	EXPLANATION	SECTOR-SPECIFIC GRI 11 STANDARD "OIL AND GAS SECTOR"
SECURITY PRACTICES							
GRI 3 - Material topics (2021)	3-3	Management of material topics	2				11.18.1
GRI 410 - Security practices (2016)	410-1	Security personnel trained in human rights policies or procedures	During the reporting period, 197 security employees were trained in human rights This training, in addition to covering company employees and contractors, also reached 153 military and police personnel providing services at the Peru Business Unit facilities.				11.18.2
INDIGENOUS PEOPLES							
GRI 3 - Material topics (2021)	3-3	Management of material topics	2				11.17.1
GRI 411 - Indigenous peoples rights (2016)	411-1	Incidents of violations involving rights of indigenous peoples	On September 3, 2025, the National Contact Point (NCP) of the Netherlands for the OECD Guidelines for Multinational Enterprises issued its Final Statement (FS) in the case brought by Indigenous organizations and certain international NGOs against PRC BV, related to the operations of Pluspetrol Norte in Block 1AB, Peru. The company's adoption of the recommendations included in the Final Statement will be evaluated by the NCP after a one-year period. Some of the issues and principles included in these recommendations had already been incorporated into the company's policies and standards through its Human Rights Policy, Sustainability Policy, and Sustainability Report.				11.17.2
-	-	Sector-specific additional disclosure: operations and indigenous peoples	74				11.17.3
LOCAL COMMUNITIES AND SOCIAL INVESTMENT							
GRI 3 - Material topics (2021)	3-3	Management of material topics	2,65				11.15.1
GRI 413 - Local communities (2016)	413-1	Operations with local community engagement, impact assessments, and development programs	65				11.15.2
	413-2	Operations with significant actual and potential negative impacts on local communities	65				11.15.3
-	-	Sector-specific additional disclosure: local community grievances	73				11.15.4
SUPPLIER SOCIAL ASSESSMENT							
GRI 3 - Material topics (2021)	3-3	Management of material topics	2				11.7.1
GRI 414: Supplier social assessment (2016)	414-1	New suppliers screened using social criteria	38				11.10.8 / 11.12.3
	414-2	Negative social impacts in the supply chain and actions taken	38				11.10.9
INDICATORS - COMPANY-SPECIFIC STRATEGIC TOPICS							
CLIMATE CHANGE AND ENERGY TRANSITION							
GRI 3 - Material topics (2021)	3-3	Management of material topics	2				11.2.1
Company-specific topic - Climate change and energy transition	-	Climate change and energy transition	46				11.2.4
ASSET INTEGRITY, PROCESS SAFETY, AND EMERGENCY PREPAREDNESS							
Company-specific topic - Asset integrity, process safety, and emergency preparedness	-	Asset integrity, process safety, and emergency preparedness	41				-
DIGITAL TRANSFORMATION AND CYBERSECURITY							
Company-specific topic - Digital transformation and cybersecurity	-	Digital transformation and cybersecurity	24				-

NON-MATERIAL TOPICS FROM APPLICABLE GRI SECTOR STANDARDS	
GRI 11: OIL AND GAS SECTOR 2021	
TOPIC	EXPLANATION
11.3 Air emissions	Not material
11.13 Freedom of association and collective bargaining	Not material
11.14 Economic impacts	Not material
11.16 Land and resource rights	Not material
11.19 Anti-competitive behavior	Not material
11.21 Payments to governments	Not material
11.22 Public policy	Not material



Editing and Coordination:
Corporate Social
Responsibility Department

Design and Production:
Chiappini + Becker
Phone: +54 11 4314 7774
www.ch-b.com

Pisco Plant, Peru.



www.pluspetrol.net



Argentina

Pluspetrol
Lima 339 - C1073AAG Buenos Aires
Phone: +54-11-4340-2222

Lítica
Office Park, 1st floor
Av. Río de la Plata S/N
4400 Salta

Brazil

Rua Visconde de Pirajá, 495, suite 310
Ipanema, Rio de Janeiro - RJ, 22410-003
Phone: +55-21-3982-6200

Ecuador

Av. Diego de Almagro N32-48
IBM Building, floors 2-3
170518 Quito

United States

5599 San Felipe St. Suite 1000
Houston, Texas 77056
Phone: +1-713-961-1095

Netherlands

Muiderstraat 7A
1011 PZ Amsterdam
Phone: +31-20-662-2199

Peru

Calle Las Begonias 415, 11th floor
San Isidro, Lima
Phone: +51-1-411-7100

Uruguay

World Trade Center, Tower IV, 15th floor
Dr. Luis Bonavita 1266
11300 Montevideo
Phone: +59-82-1838-3200