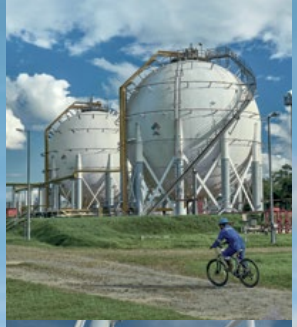
pluspetrol

Sustainability Report 2024



LETTER FROM THE CEO

GRI 2-22

In 2004, Pluspetrol began operating Peru's most significant gas field in the country and one of the most representative in Latin America. For Peru and the Peruvian people, it was the beginning of a profound transformation of their energy matrix. For Pluspetrol, it was a monumental achievement that would establish it as a world-class operator.

Twenty years later, 2024 finds us facing a new milestone for our development, with the materialization of strategies and initiatives that consolidate us as a mining and energy company in a broad sense. Among other achievements, in 2024:

- We completed the CPF (Central Processing Facility) at La Calera Field, Argentina, which will allow us to double gas production from 5 to 10 MM^3/day[1], quadruple liquids production to 30,000 barrels/day, and begin expansions that, in successive stages, will bring us to a production level of 17 MM^3/day and 60,000 barrels/day of condensates.

- We completed the acquisition of Exxonmobil Exploration Argentina (EMEA), incorporating important assets in Vaca Muerta, where we forecast to produce around 80,000 barrels/day of oil by 2030.

- We issued 144 A/Reg S bonds for Pluspetrol Camisea and Pluspetrol Block 56 with an international investment grade rating, and obtained approval for Pluspetrol S.A. to enter the public offering regime for negotiable obligations, in order to leverage growth plans in Peru and Argentina.

- We completed the acquisition of the Cerro Grande and Peralta I and II wind farms in Uruguay, which constitutes the second largest private renewable electricity generation portfolio in that country.

- We achieved a proven reserves replacement rate of 159%.

- For the second consecutive year we remained in the first quartile of the TRIR index[2] of IOGP[3].

Pluspetrol is experiencing solid and sustained growth. Just as we were part of the major energy transformation in Peru in the past, we can now play a similar role in Argentina and Uruguay. With our founder's legacy embedded in our cultural DNA —*"To be a company with more than 100 years of history, providing employment, energy, well-being, and innovation for generations to come"*[4], we operate within the framework of our Sustainability Policy to ensure strong management of environmental, social, and governance aspects, contributing to our Purpose: *"To promote sustainable energy development for the well-being of present and future generations"*.

In line with the above, I am pleased to make available to our stakeholders the 17th Sustainability Report, prepared in accordance with the 2021 version of the GRI (Global Reporting Initiative) standards.

Claudio de Diego
CEO

1. Millions of cubic meters per day.
2. Total recordable incident rate.
3. International Association of Oil and Gas Producers.
4. Words by Luis Alberto Rey.

ABOUT THIS REPORT

GRI 2-2, 2-3, 2-4

We present Pluspetrol's 17th Sustainability Report, for the period from January 1 to December 31, 2024, which includes the activities performed by Pluspetrol in Argentina, Bolivia, Brazil, Colombia, Ecuador, the United States, the Netherlands, Peru, and Uruguay and by Lítica, a company that is part of the Mining Division of the Pluspetrol group. It is important to clarify that the quantitative indicators reported[5] correspond to the areas where Pluspetrol develops operations[6].(Argentina[7], Bolivia[8], Ecuador, Peru and Lítica).

This Sustainability Report is configured for Pluspetrol as a communication and management tool that allows us to analyze and share our environmental, social and governance performance. Its preparation contributes to the internal process of continuous improvement, strengthening year after year collaboration in the development of a shared 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 was prepared in accordance with the Global Reporting Initiative ("GRI") standards version 2021, based on the "Oil and Gas Industry Guidance on Voluntary Sustainability Reporting" of IPIECA, API and IOGP, Fourth edition (2020). This document is prepared annually, with the last published report corresponding to the fiscal year 2023.

For inquiries about the content, please contact: informedesostenibilidad@pluspetrol.net.

This Report was published in April 2025.

MATERIALITY ANALYSIS

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

The identification of the material issues developed in this Report arises from a comprehensive analysis that included consideration of the GRI Sector Supplement for the oil and gas sector (2021), the GRI Standards version 2021 and the "Oil and Gas Industry Guidance on Voluntary Sustainability Reporting" of IPIECA, API and IOGP (2020).

To this end, a benchmarking among the leading companies in the industry was performed, along with an online and exclusive survey on sustainability topics (environmental, social, economic, corporate governance and human rights) addressed to our stakeholders. Stakeholders who participated in the survey for the definition of the material issues were identified within the following categories: Collaborators, Partners, Suppliers and Contractors, Governmental Entities, Local Communities and NGOs, Media and Opinion Leaders, Chambers and Business Organizations and Management.

The materiality analysis considered both the positive and negative impacts of the company on its surroundings—and vice versa—as well as the relevance of each issue for our stakeholders, and the associated risks. Some of the sources considered as input for this analysis include:

- Pluspetrol's corporate strategy and strategic risks.
- Sustainability trend analysis, both locally and internationally.
- Stakeholders' interest, perception 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.
- Consultation, complaint, and grievance mechanisms.
- Human rights due diligence process.
- Pluspetrol's Management Review.

5. With the exception of the data included in the "Employees" chapter, which also includes the personnel of the offices in Brazil, USA, the Netherlands and Uruguay.
6. In December 2024, Pluspetrol acquired ExxonMobil Exploration Argentina (EMEA), incorporating important assets in Vaca Muerta, and the Cerro Grande and Peralta I and II wind farms, located in Uruguay. The management results associated with these assets will be reported in the 2025 report.
7. The information reported by Argentina includes data related to Ramos Field for January-May 2024 period, prior to the transfer of the asset.
8. The information reported by Bolivia corresponds only to environmental indicators for January-May 2024 period, prior to the transfer of the asset.

The following is a list of the material topics, identifying the chapter of the report in which each topic is primarily—though not exclusively—addressed, along with the associated GRI indicators and an explanation of their relevance to our activities.

CHAPTERS	MATERIAL TOPICS	IMPORTANCE TO THE COMPANY	ASSOCIATED INDICATOR	ASSOCIATED OIL & GAS SECTOR INDICATOR
Sustainability Strategy	Human Rights	We ensure respect for the rights of all persons directly and indirectly involved in the company's activities.	410 - Security practices	11.18 Conflicts and security
Governance	Ethics, Transparency and Anti-corruption	We are committed to sustain high standards of ethics and transparency throughout the development of our activities. For that purpose, we regularly review the internal regulatory framework to ensure its relevance and consistent application across the organization.	205 - Anti-corruption	11.20 Anti-corruption
Employees	Employment, Training and Development	We offer a comprehensive learning approach that blends multiple formats to support both current and future evolution of the business, our employees and contractor personnel.	401 - Employment 404 - Training and Education	11.10 Employment Practices
Supply Chain			414 - Supplier social assessment	
Process Safety	Physical Safety, Occupational Health and Safety	We have a management system that allows us to identify and manage the risk associated with our activities and the health of the people involved.	403 - Occupational Health and Safety	11.9 Occupational health and safety
Environment	Water and effluents Energy and emissions Biodiversity Waste Climate change and energy transition	We are committed to preserving the environment and continuously work through a systematic approach to prevent and mitigate the impacts associated with our activities.	302 - Energy 303 - Water and Effluents 304 - Biodiversity 305 - Emissions 306 - Waste Own topic	11.2 Climate adaptation, resilience and transition
Community	Local Communities and Social Investment	We work to maintain dialog channels with the community within the area of influence of our operations, aiming to identify their interests and build trustful relationships, and create shared value.	203 - Indirect economic impacts 413 - Local Communities	11.15 Local Communities
GRI Table of Contents	Child, forced or compulsory labor	We develop strict human rights due diligence processes and work to prevent child, forced or compulsory labor both within the company and in the value chain.	409 - Forced or compulsory labor	11.12 Forced labor and modern slavery
	Abandonment	We select the most suitable alternatives for activity closure and abandonment by applying standardized procedures that consider the environmental, economic, and social impacts involved.	402 - Labor/ management relations 404 - Training and Education	11.7 Closure and Rehabilitation

Compared to 2023, the material topics addressed in this Sustainability Report have changed, as detailed below.

This report includes the following new topics: child, forced or compulsory labor; abandonment and employment; training and development.

Alongside the issues highlighted in our materiality analysis, we included other management-related topics, such as Indigenous peoples and labor practices, digital transformation, UN 2030 Agenda, asset integrity and supply chain management, among others.

Each material topic is addressed throughout this Report, describing their positive and negative impacts on the economy, the environment, people and human rights.

A description of the policies, initiatives, and actions taken to manage these impacts is also included, as well as the quantitative and qualitative performance indicators that allow traceability and monitoring of each topic.

ABOUT PLUSPETROL

COMPANY PROFILE

GRI 2-1

WE ARE A PRIVATE ENERGY COMPANY WITH OVER 45 YEARS OF EXPERIENCE IN OIL AND GAS EXPLORATION AND PRODUCTION. WE OPERATE INTERNATIONALLY WITH ACTIVITIES IN ARGENTINA, BOLIVIA[9], ECUADOR AND PERU, AND MAINTAIN OFFICES IN BRAZIL, UNITED STATES, THE NETHERLANDS AND URUGUAY.

WE SPECIALIZE IN THE EXPLOITATION OF LARGE GAS RESERVOIRS, THE EXPLOITATION OF MATURE FIELD AND MARGINAL AREAS WITH SECONDARY RECOVERY, AND IN THE DEVELOPMENT OF UNCONVENTIONAL OIL AND GAS RESOURCES. IN DECEMBER 2024, PLUSPETROL ACQUIRED EXXONMOBIL EXPLORATION ARGENTINA (EMEA), THUS ADDING ASSETS IN VACA MUERTA: BAJO DEL CHOIQUE - LA INVERNADA, LOS TOLDOS I SUR, LOS TOLDOS II OESTE AND PAMPA DE LAS YEGUAS, AND ALSO OBTAINED A STAKE IN THE OLDELVAL PIPELINE.

IN LINE WITH OUR PURPOSE, COMMITTED TO FULFILLING THE INCREASING ENERGY DEMAND AND ADDRESSING THE CHALLENGES POSED BY THE ENERGY TRANSITION, WE ALSO ENGAGE IN CRITICAL MINERAL EXPLORATION AND EXPLOITATION THROUGH OUR MINING DIVISION, AND IN PURSUING AND ASSESSING OPPORTUNITIES FOR DEVELOPING NEW SUSTAINABLE ENERGY SOURCES, BY FOLLOWING THE IN-HOUSE STRATEGY AND BY PROMOTING CREATIVITY AND INNOVATION TO FACE THE SPECIFIC CHALLENGES OF EACH ACTIVITY. IN THIS REGARD, IN DECEMBER 2024 WE FINALIZED THE ACQUISITION OF WIND FARMS CERRO GRANDE AND PERALTA I AND II IN URUGUAY, WHICH REPRESENT THE SECOND LARGEST PORTFOLIO OF RENEWABLE PRIVATE POWER GENERATION OF THE COUNTRY.[10]

AT PLUSPETROL, WE PROMOTE ENERGY DEVELOPMENT AND ENHANCE OUR ACTIVITIES ON AN INTERNATIONAL SCALE IN PURSUIT OF GROWTH AND SUSTAINABILITY OBJECTIVES, DRIVEN BY A LONG-TERM VISION.

COLOMBIA[11]

ECUADOR
OIL AND GAS EXPLORATION AND PRODUCTION

PERU
OIL AND GAS PRODUCTION

ARGENTINA
OIL AND GAS EXPLORATION AND PRODUCTION
MINING

AREAS OF OPERATION

PRODUCTION
Oil and gas production is carried out in different environments from the Argentine Patagonian region to the Ecuadorian Amazon rainforest.

At Pluspetrol, we develop our production and exploration activities with the best practices in safety and efficiency, aimed at respecting the environment, natural surroundings, and local communities.

EXPLORATION
Oil and gas exploration extends from currently operated area to new regions in countries where the company has not yet developed activities. The constant search for new opportunities is a strategic activity with future prospects

ACTIVITIES AND RESULTS - 2024 LIQUIDS AND GAS PRODUCTION BY COUNTRY[12]

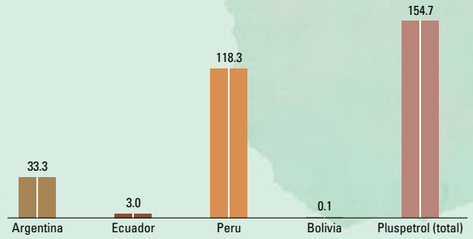


Figure 1: Production 2024 (MMBOE).

+45 YEARS IN THE INDUSTRY

2,185 DIRECT EMPLOYEES

154.7 MMBOE[13] OF TOTAL OPERATED PRODUCTION

38.9 MMBOE OF TOTAL LIQUIDS PRODUCTION

115.8 MMBOE DE OF TOTAL GAS PRODUCTION

CUSTOMERS

- REFINERIES
- NATURAL GAS DISTRIBUTORS
- ELECTRIC POWER GENERATORS
- NATURAL GAS LIQUEFACTION PLANTS
- LPG FRACTIONATION INDUSTRIES

PRODUCTS

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

LÍTICA RESOURCES - A STRATEGIC PLAYER IN THE ENERGY FUTURE

ESTABLISHED IN 2018 AS A MINING DIVISION OF THE PLUSPETROL GROUP, LÍTICA RESOURCES FOCUSES ON EXPLORING AND PRODUCING MINERALS FOR HIGH-QUALITY BATTERIES. WITH AN EXTENSIVE PORTFOLIO OF MORE THAN 300,000 HECTARES OF SALT FLATS IN THE REGION KNOWN AS "LITHIUM TRIANGLE" IN ARGENTINA, AND WITH STRONG WORK TEAMS, LÍTICA FOSTERS THE STRATEGIC DEVELOPMENT OF THIS RESOURCE, WHICH WILL BE ESSENTIAL FOR A SUSTAINABLE ENERGY FUTURE.

ASSETS IN:

- Arizaro, Salta
- Diablillos, Catamarca
- Guayatayoc, Jujuy
- Western Block, Jujuy
- Pocitos, Salta
- Pular, Salta
- Río Grande, Salta
- Salinas Grandes, Salta and Jujuy

LITICA RESOURCES
A Pluspetrol Mining Company

Pluspetrol Resources Corporation B.V. is the controlling company.
Legal form: private limited company with origin in the Netherlands.

9. The asset transfer took place in mid-2024.
10. The results related to the assets of ExxonMobil Exploration Argentina (EMEA) and wind farms Cerro Grande and Peralta I and II, acquired in December 2024, will be included in the 2025 report.
11. Non-operator.
12. It includes consumption, reinjection, and safety flare. The figures for Bolivia cover the January-May 2024 period, prior to the asset transfer.
13. 1 MMBOE=1,000,000 BOE. It includes consumption, reinjection, and safety flare.

SUMMARY AND HIGHLIGHTS

20 YEARS OF OPERATION IN CAMISEA

In 2004, Camisea, the largest gas reservoir in Peru and one of the most important in Latin America began operations. Located in a highly sensitive area, both environmentally and socially, Camisea required a robust and long-term strategy from the beginning. Such strategy included the early implementation of social and environmental programs, as well as the adoption of operational definitions that have evolved and been further developed over time.

The reservoir is located in a Peruvian Amazon region known as a Biodiversity Hotspot. In addition, its environment includes more than 20 indigenous peoples and a section of one of its production blocks overlaps the Kugapakori Territorial Reserve Zone, Nahua, Nanti and others (RTKNN). The logistics of the project is complex, since the area is accessible only by air and river, and the liquids production is processed in the buffer zone of the Paracas National Reserve.

At present, Camisea produces 96% of Peru's natural gas and supplies 70% of the country's LPG market. Since operations started, annual imports of diesel, coal, LNG, residual fuels, gasoline, and LPG have decreased by 87%. More than 40% of the country's electric power is generated with gas sourced from Camisea, which profoundly transforms the Peruvian energy mix.

Camisea has operated with a strong commitment to human rights, maintaining a constant relationship with stakeholders, implementing transparency and ethical practices, investing in social and operational development as well as promoting the development of employees and the supply chain. All of this has created shared value both for local communities and society in general.

20 years anniversary of Camisea, Lima, Peru.

For more information, please visit: https://camisea20.pe/

CORPORATE STRATEGY

During 2024, we worked on the preparation of the Long-Term Plan (LTP), on reviewing the Strategic Guidelines and on the related Action Plan. These documents allow us to set out the company's long-term strategy and, as a result, to set and to prioritize common goals. We strive to present, in a synthetic and comprehensive manner, the most relevant lines of action for Pluspetrol, thus facilitating the coordination of collective efforts towards achieving growth and sustainability goals.

In addition, energy sector trends were assessed, benchmarking studies were undertaken and supply chains of key business areas were analyzed in order to define the company's positioning.

We also produced a market intelligence report on a monthly basis, which aims to monitor market dynamics and main events that took place during that period in relation to our key businesses and regions.

NEW BUSINESSES

In line with our corporate strategy, during 2024 major opportunities have been successfully pursued by the company. The main milestones include:

- In Argentina, we finalized the acquisition of ExxonMobil Exploration Argentina (EMEA). The added blocks are Bajo del Choique - La Invernada, Los Toldos I Sur, Los Toldos II Oeste, Pampa de las Yeguas, as well as a stake in the Oldelval pipeline. The block Bajo del Choique - La Invernada is located within the most productive area of Vaca Muerta, in a shale oil window, and it is a productivity asset. This transaction represents a turning point in the company's growth that will empower it to significantly multiply its production, reserves and generation of economic value, and will position the company not only as one of the most important oil producers in Argentina, but also as the private company with the largest operated oil production in Latin America.
- We also finalized the sale of our stake in the block Ramos, Argentina, which was a historical and key asset in the company's early days.
- In Uruguay, we acquired three wind farms (Peralta I, Peralta II and Cerro Grande) with an installed capacity of 169 MW. With this acquisition, Pluspetrol took its first steps in renewable energy generation and reaffirmed its commitment to energy transition and sustainable development in the region.
- In Ecuador, we obtained the approval of the Ministry of Energy and Mining for the Oglan Development Project.

PURPOSE

PROMOTE SUSTAINABLE ENERGY DEVELOPMENT FOR THE WELL-BEING OF CURRENT AND FUTURE GENERATIONS

VISION

STAND OUT AS A LEADING COMPANY AMONG PRIVATE INTERNATIONAL COMPANIES FOR ENERGY DEVELOPMENT

VALUES

PERSISTENCE
INNOVATION
COLABORATION
AUDACITY
SUSTAINABILITY
AGILITY

14.85
SCOPE 1 AND 2 GHG EMISSIONS INTENSITY PER PRODUCTION UNIT ($KTONCO_2/MMBOE$)

6.98 USD MM
SOCIAL INVESTMENT IN 2024

179.2 USD MM
CAPEX INVESTED IN TECHNOLOGIES TO REDUCE EMISSIONS

11.5%
OF TOTAL GHG EMISSIONS CORRESPOND TO METHANE EMISSIONS

64%
OF GRIEVANCES AND COMPLAINTS RECEIVED WERE RESOLVED[14]

94%
OF PURCHASES IN 2024 WERE MADE TO LOCAL SUPPLIERS[15] (TOTAL PLUSPETROL)

93%
OF EMPLOYEES UNDERWENT PERFORMANCE APPRAISALS DURING THE YEAR

14. It includes 2023 pending grievances and complaints.

15. By "local", we mean the areas of direct and indirect operational influence

EXPLORATION STRATEGY

ARGENTINA

Unconventional onshore activities include drilling of two pending wells in the Meseta Buena Esperanza area and the completion of the wells in Aguada Villanueva. The testing of all the wells in the Las Tacanas, Aguada Villanueva and Meseta Buena Esperanza areas will take place in 2025 and it will be through pipelines transporting production from these three blocks to the Loma Negra Plant, operated by YPF.

In the offshore areas of the Malvinas Oeste basin, pending high-resolution seismic reprocessing works were finalized, the final prospectivity assessment was conducted and it was decided not to move forward into a new exploratory period given the significant geological risk.

ECUADOR

During 2024, the Siccha exploratory project was finally approved, and an agreement was signed with local authorities to build the municipal access road to the site. The prospect is ready to be drilled and the construction stage is starting, with an estimated drilling start date of mid 2026.

A preliminary overview of prospect Manderoyacu, located in the northern area of Block 10, has been started.

PERU

During 2024, progress was made in the evaluation of the potential of Blocks 56 and 88, based on the latest reprocessed seismic data cube. Work on the Saniri Norte prospect (previously Mipaya Subthrust) within Block 56 advanced to the conceptual design phase, and additional studies were conducted for the derisking of the prospect. In 2025, scouting activities related to preliminary environmental studies will be performed on site. In Block 88, a preliminary overview of prospect Cashiriari Sur was developed and additional studies for validating structural closure, such as magnetotelluric modeling, were launched.

NEW BUSINESS OPPORTUNITIES

Over the last years, and in order to extend the company's portfolio, an in-depth technical assessment was conducted to identify new development and exploration opportunities, with a primary focus on Latin America and the United States. In 2024, 15 opportunities of conventional and unconventional fields were analyzed. The work conducted enabled progress toward a technical recommendation in each of them, ending with the acquisition of the company EMEA (Exxon Mobil Exploration Argentina).

La Calera, Argentina.

DEVELOPMENT - EXCELLENCE IN OPERATIONS MANAGEMENT

Pluspetrol's operational excellence is based on a strict technical quality control of our subsurface surveys, supported by the continuous optimization of our processes and workflows. Through the CEP (Capital Excellence Process), we undertake Peer Reviews in each stage of our projects and include workshops on subsurface-related uncertainties in order to mitigate risks. These review workshops enable the exchange of knowledge and ensure that every survey and development plan meets technical standards.

As regards the development of our talent, we implement a 70-20-10 learning model that combines practical learning, mentoring and formal training. In 2024, we developed more than 15 educational programs in Geology, Geophysics and Reservoir Engineering, guided by a Training Matrix that defines the level of expertise required according to each professional's seniority. Along this line of work, we identified technical mentors by specialty and designed a multi-year training plan for 43 employees, supported by the corporate e-learning platform that offers more than 70 specialized courses and has had a positive impact on more than 50 employees. We also run the "Citizen Developers" plan, which is used to lead the implementation of data analytics tools, promoting innovation from within the work teams.

BEST PRACTICES IN EXPLORATION AND DEVELOPMENT

- **Development plan for Oglan field (Block 10, Ecuador):** an in-depth analysis of the existing historical seismic records in the area was conducted (including on-site scouting) which made it possible to adjust structural interpretation of Oglan field. The new interpretation resulted in an update of the development plan, which was submitted before the relevant authority (Ministry of Energy and Mining) to advance the exploitation of the field.

- **Camisea (Peru):** throughout this year, we worked on several projects in order to improve estimate final recovery factors of reservoirs, which include the identification of additional drilling opportunities in the San Martín field, well workovers[16] in Pagoreni wells, and special attention was paid to enhancing field compression plans. In addition, the update of the static and petrophysical model of all reservoirs was completed.

- **Optimization of La Calera (Argentina) development:** in order to optimize the development of the asset, field tests were designed to establish the optimal balance between well spacing, stacking, and stimulation design. The end goal is to optimize the balance between capital investment and efficient resource recovery.

- **Update of static models of unconventional reservoirs in La Calera (Argentina):** implementation of a multidisciplinary workflow that encourages data integration and validation to ensure data quality as well as safe handling. In addition, and in line with our vision of integrated information management, we are developing multidisciplinary data dashboards to enable comparative analysis of wells and their productivity.

- **Value enhancement of Loma Jarillosa Este (Argentina) asset:** based on the production results and the information gathered from the drilling of pilot well PAD in 2023, we proceeded in 2024 to develop this asset by drilling two new PADS (8 additional wells) and streamlined the development plan, according to a new detailed static model and dynamic reservoir characterization achieved through purpose-designed testing.

- **Comprehensive strategy for developing unconventional gas assets:** a general overview was presented in terms of the potential development of all the unconventional assets in the gas window, taking into account the current situation and the projected evacuation capacity, marketing and development costs. Different alternatives for developing gas unconventional assets were assessed for such purpose. This overview enables a better understanding of options and provides support for future decision-making related to these assets.

16. Mechanical method for well stimulation.

MEMBERSHIP ASSOCIATIONS

GRI 2-28

IMPLEMENTATION OF NEW TECHNOLOGIES IN EXPLORATION AND DEVELOPMENT

- **Seismic diffraction processing:** implemented in La Calera, Argentina, to identify areas with a higher probability of natural fractures that are not detectable in conventional seismic volumes, which imply operational risks, since they may be related to the occurrence of inflow events during drilling.
- **Theoretical seismic response modeling below salt flat Río Grande, Lítica - Argentina:** the direct modeling was applied to estimate the potential seismic response under actual acquisition conditions. This study showed that the basement can be imaged and enabled the estimation of the acquisition parameters.
- **Feasibility study based on magnetotelluric modeling (MT):** implemented in fold and thrust belt area in Peru. Three approaches were proposed. The same technique was used, but with different methodologies to analyze the MT response of the subsurface to the high resistivity target layer.
- **Full Waveform Inversion (FWI) survey:** conducted in 2D seismic line in the area of Saniri Norte in order to reduce uncertainties in the structure definition.
- **Numeric simulation of unconventional reservoirs:** in order to streamline decision-making, we started to include state-of-the-art technologies for numeric simulation, analysis and diagnostics. This was carried out by using a coupled simulator combining reservoir modeling, well completion, and geomechanical analysis. The use of new GPU-accelerated computing platforms was evaluated to shorten the time required for simulation runs, and we began to explore the use of AI-based applications to interpret seismic data to forecast geomechanical deformations, thus promoting more efficient and sustainable operations.
- **PIMS Project (Production Information Management System):** implementation of Zafiro production information system across all company operations, development of new functionalities and reduction of manual workload.
- **Generative Artificial Intelligence:** preliminary tests and training related to the effective implementation of Microsoft Copilot on company information systems.

In line with our commitment to sustainable performance and to the implementation of industry best practices, we engage in various national and international organizations both at corporate and country level. In addition, we participate in different chambers of commerce and other initiatives across our operating countries.

International Memberships

- Americas Society and Council of the Americas (AS/COA).
- Center for Chemical Process Safety (CCPS).
- International Association of Oil & Gas Producers (IOGP).
- National Association of Corrosion Engineers (NACE).
- Society of Petroleum Engineers (SPE).

National Memberships

- Asociación de la Industria Hidrocarburífera del Ecuador (AIHIE).
- Consejo Empresario Argentino para el Desarrollo Sostenible (CEADS).
- Extractive Industries Transparency Initiative – Peru (EITI Peru).
- Instituto Argentino de Petróleo y Gas (IAPG).
- Perú Sostenible.
- Sociedad Nacional de Minería y Petróleo. Peru (SNMPE).
- Sociedad Peruana de Hidrocarburos (SPH).

SUSTAINABILITY STRATEGY

Malvinas Plant, Camisea, Peru.

"TO PROMOTE SUSTAINABLE ENERGY DEVELOPMENT FOR THE WELL-BEING OF CURRENT AND FUTURE GENERATIONS" IS PLUSPETROL'S PURPOSE, WHICH IS REFLECTED IN THE DECISION-MAKING PROCESS ACROSS ALL COMPANY LEVELS, AND IS SUPPORTED BY INTERNAL POLICIES AND BY THE SUSTAINABILITY POLICY AS A GUIDING FRAMEWORK. IN THIS DOCUMENT, PLUSPETROL IS COMMITTED TO DEVELOPING ITS ACTIVITIES BY PERMANENTLY IMPROVING ITS BEST PRACTICES, STRIVING FOR EXCELLENCE IN EACH OF ITS PROCESSES IN ORDER TO ACHIEVE ITS GROWTH AND SUSTAINABILITY OBJECTIVES THROUGH TRANSPARENT AND ETHICAL MANAGEMENT.

The Sustainability Framework provides a formal structure to display the commitments taken on by Pluspetrol under its Sustainability Policy and related responsibilities. It is built upon Environmental, Social and Governance cornerstones and it establishes **Strategic Priority** issues and **Key Aspects** for each of them, which are associated with management expectations aimed at continuous improvement. These issues are addressed in conjunction with Pluspetrol's internal rules and standards.

PURPOSE

PROMOTE SUSTAINABLE ENERGY DEVELOPMENT FOR THE WELL-BEING OF CURRENT AND FUTURE GENERATIONS

PILLARS	SUSTAINABILITY POLICY					
	ENVIRONMENTAL (E)			SOCIAL (S)		GOVERNANCE (G)
PRIORITY ISSUES STRATEGY	CLIMATE CHANGE	ENERGY TRANSITION	BIODIVERSITY	HUMAN RIGHTS		CORPORATE GOVERNANCE
KEY ASPECTS	• GHG Emissions • Carbon Footprint • Circular Economy	• Efficiency • New Energies	• Biodiversity and Ecosystems • Water	• Due diligence • Healthy environment • Work management • Health and safety • Value Chain	• Diversity/equity/ inclusion • Stakeholders • Indigenous peoples • Social investment	• Ethics • Anti-corruption • Taxation • Cybersecurity • Performance indicators

CROSS-CUTTING APPROACH

SUSTAINABILITY IN MANAGEMENT

In 2024, we continued to intensify our efforts to display each and every Strategic Priority and Key Aspects issue of our Sustainability Framework. Although the content is cross-cutting, main topics are addressed in the following chapters:

- Climate Change, Energy Transition and Biodiversity: Environment chapter.
- Human Rights, in this chapter, and also in the following ones: Employees, Supply Chain, Process Safety and Communities.
- Governance: Governance chapter.

COMPLIANCE WITH CSRD REGULATION

In 2024, Pluspetrol worked towards complying with the European Union regulation known as Corporate Sustainability Reporting Directive (CSRD), in order to report our performance according to the requirements and guidelines established by this regulation. This new directive enables comparability of sustainability information against financial information of companies, thus implementing the concept of "double materiality" (both financial and impact materiality) and extending its scope beyond immediate operations to include all the value chain. During this period, we conducted an interdisciplinary work with internal stakeholders across all company levels, we analyzed double materiality and we carried out a Gap Analysis process to disclose material issues and the relevant action plan for preparing our annual sustainability report.

HUMAN RIGHTS

GRI 2-23

Pluspetrol's internal policy as regards Human Rights includes the Human Rights Policy, where we establish our commitment to respecting these rights across all company activities, including our value chain; the Sustainability Policy, which states the respect for these rights for the different stakeholders we engage with; the Third-Party Code of Conduct, where we reinforce the commitment to respecting human rights throughout the value chain; and the Code of Conduct, which establishes the commitment to respecting human rights for our employees. This approach is based on key international frameworks related to human rights and the due diligence process, such as the United Nations Guiding Principles (UNGP) on Businesses and Human Rights, and the OECD Guidelines for Multinational Enterprises.

In line with this, and after conducting a due diligence process between 2020 and 2022, we designed a corporate project for the cross-cutting integration of human rights across all company units.

This project encompasses three stages: (1) Current Management, (2) Risk Assessment, and (3) Integration in key areas. These stages include:

- Activities involving the analysis of secondary information and contextual factors.
- Review of risk management methodology and identification of inherent and residual risks.
- Identification and assessment of actual and potential impacts in terms of human rights based on the UN Guiding Principles on Business and Human Rights, identification of inherent risks.
- Development of preventive and mitigating barriers (controls) and identification of residual risks along with their responsible parties.
- Implementation of a diagnostics tool based on the UN Guiding Principles on Businesses and Human Rights and the OECD due diligence guidelines; development of indicators to monitor human rights management. Through a human rights board, creation of a guide outlining the main steps to follow in case a human rights remedy is required, and benchmarking best practices in communicating human rights issues.

The project started in 2023 at Peru BU, where both risks and impacts were reviewed in terms of human rights for operations in the Malvinas and Pisco areas. On the other hand, in 2024, work meetings were held to review the risk assessment matrix in order to prepare an action plan related to such BU.

In 2024, the project extended into the Argentina BU, in relation to Lítica Resources asset, with the following results:

- Management team received training on the importance of human rights for business sustainability and acquired the necessary knowledge to lead efforts on the issue.
- Maturity assessment of human rights management in Lítica and assessment of compliance with corporate guidelines and recommendations to implement improvements.
- Cross-cutting integration.
- Human Rights risks included in Lítica risk assessment matrix.

During 2024, and as part of the human rights cross-cutting integration process, 4 workshops were organized in Neuquén, Argentina, addressing the relationship between human rights and the business.

In these workshops, key concepts on human rights were introduced, and through practical exercises, the participants analyzed in what way these concepts are connected to day-to-day activities.

During 2024, we worked upon the "Human Rights and the Value Chain" issue, and this topic was addressed not only in the Global Contractors Forum held in Uruguay, but also in the Contractors Forum held in Peru.

Quito Office, Ecuador.

STAKEHOLDERS

GRI 2-29

Managing our relationships with stakeholders is a key aspect of responsible behavior that we aim to address across all our activities and regions where we operate.

In line with this, we established shared criteria for comprehensive stakeholder management, so as to promote coherent and assertive interactions in order to maintain trusting relationships according to the principles set forth in our Sustainability Policy. For such purpose, a comprehensive stakeholder management project has been developed since 2022, which included, as an introductory activity, a diagnostic test of current processes in every business unit and the design of a company-wide standard as well as a related technical practice to standardize stakeholder management across the company.

During 2024, the SMR (Stakeholders Management) module was implemented as part of the global tool SINERGIA. This module allows for the identification, classification, and management of stakeholders, and once it is fully implemented throughout the company, it will enable standardized and traceable management across the entire organization.

STAKEHOLDERS[17]	LINKAGE WITH PLUSPETROL	COMMUNICATION CHANNELS[18]
Employees	They represent a vital asset that boosts business growth through productivity, excellence and leadership.	Intranet, performance appraisal, meetings with leaders, direct contact with HR business partners, social media.
Partners	They provide capital and industry knowledge. They help manage resources and plan short, medium, and long-term company operations.	Meetings, project tracking 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 play a strategic role in the value chain. Their capabilities are crucial for executing operations in different countries.	Direct contact with contract administrators, contract terms, exclusive service channels, forums and training and exchange environments, performance appraisals.
Government entities	They establish market conditions under which the company operates. They also oversee sensitive matters affecting the sector, such as biodiversity, water, emission and waste management, among others.	Direct contact with the Government Affairs department, reporting.
Local communities, indigenous peoples and NGOs	They encourage us to jointly leverage development opportunities and to constantly improve our risk and impacts management.	Direct engagement through structured dialog and participatory channels, grievance and complaint resolution mechanisms, social media, corporate website.
Media and opinion leaders	They share their knowledge about sector trends and innovations. Their influence on the market has a direct impact on the company's corporate image.	Corporate website, social media, press releases and communications.

17. These are the main categories of stakeholders.
18. The primary communication channels are outlined, and in all instances, the Sustainability Report is aligned with one of the cross-cutting communication channels applicable to all stakeholders.

SUSTAINABLE DEVELOPMENT GOALS (SDGs)

Due to the unique nature of our operations and the characteristics of the countries where we are present, our main contributions to the Sustainable Development Goals (SDGs) are linked to energy production, the promotion of safe and quality employment opportunities, the generation of economic value, the support to community development through social investment and rational management of resources.

In line with the Sustainability Policy and Framework, we continue to work focused on the priority SDGs for the company in accordance with the UN 2030 Agenda.

CONTINUOUS IMPROVEMENT

STRATEGIC PRIORITY	KEY ISSUES	SDG	MAIN INITIATIVES/PROGRAMS CONTRIBUTING TOWARDS SDGs
CLIMATE CHANGE	GHG Emissions Carbon footprint Circular economy	7, 9, 12, 13	• Provision of natural gas to manage the energy transition to a safer and more sustainable supply (115.8 MMBOE). • Development of unconventional resources in Vaca Muerta, Argentina. • Programs to mitigate and reduce GHG emissions. Continued progress on GHG Emissions Roadmap, which enabled emission forecasts for 2030 and 2040. • Inclusion of Scope 3 emissions into GHG Inventory. • Initiatives to reduce torch flaring and gas venting. • Energy access program for the communities in the area of influence. • Energy efficiency program. • Increased remote activities, which help reduce emissions. • Measurement of environmental benefits to climate change and health from Camisea's natural gas. • Management of fugitive emissions. • Identification and analysis of renewable energy and sustainable fuel projects.
ENERGY TRANSITION	Efficiency New energies	7, 9, 12, 13	
BIODIVERSITY	Water Biodiversity	6, 12, 13, 14, 15	• Biodiversity Monitoring Program-Bajo Urubamba. • Marine coast monitoring Program-Paracas. • Paracas Fund: - Professional certification workshops for fishermen and divers. - Maintenance of infrastructure and vehicles for surveillance actions in the reserve. • Program for developing infrastructure, drinking water, and access to energy. • "Ducto Verde" Program: Contribution to minimizing Camisea's environmental footprint. • Development of biodiversity dashboard. • Definition of guidelines for biodiversity action plan. • Water and wastewater management. • Spills and waste management. • Initiative for reusing treated effluents. - Program for reusing 100% of domestic effluents in Pisco, Peru. - Pilot program for reusing production water in fracture operations in La Calera, Argentina.
HUMAN RIGHTS	Work management Health and safety Due diligence Supply chain Diversity/inclusion Stakeholders/ Indigenous peoples Social investment	3, 4, 8, 9, 12, 16, 17	• Support Programs for public health systems and infrastructure. • Smoking prevention campaigns, and alcohol and drug use prevention and treatment initiatives. • Educational programs across different levels: preschool, elementary and high school. • Comprehensive municipal waste management program. • Scholarships. • Employees' training and appraisal. • Training program on Compliance, risk and fraud assessment, anti-bribery and anti-corruption. • Young Trails (program for young professionals). • Procurement through local suppliers. • Code of Conduct and policies for preventing sexual harassment and misconduct. • Third-Party Code of Conduct. • Anthropological Contingency Plan. • Human Rights Policy. • Cross-cutting human rights integration project. • Security Standard in line with Voluntary Principles on Security and Human Rights. • Asset integrity and preventive maintenance programs. • Process Safety Management (PSM) framework.
CORPORATE GOVERNANCE	Ethics Anti-corruption Taxation Cybersecurity	8, 12, 16, 17	• Code of Conduct, Third-Party Code of Conduct and Ethics Line. • Executive, Crisis, and Ethics Committees. • Anti-money laundering procedures. • Anti-Bribery and Anti-Corruption Policy. • Fraud and corruption risk management. • Risk management. • Third-party due diligence process. • Participatory processes for community engagement and negotiation. • Corporate Cybersecurity Policy and Standard for industrial systems. • International memberships, associations and local industry chambers. • Contractors Forum. • Anti-corruption clauses in all our contracts. • Participation in the Extractive Industries Transparency Initiative (EITI).

Camisea, Peru.

CULTURAL APPROACH FOR A SUSTAINABLE OPERATION

As a human group, at Pluspetrol we drive leadership development and employee empowerment that reflect our institutional culture. In this regard, we jointly reinforce eight core focus areas through several initiatives to translate the desired behaviors into every day practices:

1. **Sustainability as an institutional value:** consolidating sustainability as a core value of our organization.
2. **Conscious leadership:** developing engaged leaders who are conscious of their impacts.
3. **Awareness of vulnerability:** staying alert to vulnerabilities to strengthen risk management.
4. **Risk management:** acting upon identified hazards, risks and impacts.
5. **Employee empowerment:** engaging, developing and empowering employees.
6. **Effective communication:** encouraging open and effective communications in an environment of mutual trust.
7. **Operational discipline:** addressing the normalization of deviations by promoting operational discipline and a learning-oriented environment.
8. **Joint management of contractors:** working with contractor firms to improve management.

EXCELLENCE IN OPERATIONS MANAGEMENT

During 2024, our efforts were devoted to streamline and constantly improve our processes, practices, and supporting technologies, in accordance with the company's new values. The key achievements include:

- **Capital Excellence Process (CEP):** process streamlining by improving agility and accountability, implementation of digital KPIs and training on value improving practices (VIPs).

- **Integrated Planning:** integration of business and operational processes, ensuring alignment between long-term vision and medium and short-term actionable steps, maintaining a rolling forecast over an 18-to 24-month horizon.

- **Optimization and Continuous Improvement:** consolidation of Improve process, which started operating in 2023 to promote improvement initiatives, ideas and problems to be addressed that are identified during the production stage. Implementation of initiatives and training for improvement facilitators.

- **Engineering Centralized Services:** implementation of actions for improving service planning and tracking, focusing on proper process implementation and clear definition of roles and responsibilities. Development of a single record and a dashboard for viewing key metrics, and ensure services are aligned with CEP initiatives, Improve process and Ongoing activities to strengthen their integration and effectiveness.

GOVERNANCE

La Calera, Argentina.

CORPORATE GOVERNANCE

GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-17

ONE OF THE MAIN OBJECTIVES OF OUR CORPORATE GOVERNANCE SYSTEM IS TO BUILD STRONGER STRATEGIC INSIGHT AND ORGANIZATIONAL PERSPECTIVE, THUS FOCUSING ON THE SUSTAINABLE DEVELOPMENT OF THE BUSINESS IN THE SHORT AND LONG TERM. TO ACHIEVE THIS, PLUSPETROL'S VARIOUS EXECUTIVE BODIES PERFORM THEIR DUTIES ACCORDING TO THE PRINCIPLES OF TRANSPARENCY, ETHICS, AND INTEGRITY, WHETHER TO GUIDE THE STRUCTURE AND OPERATION ACROSS ALL COMPANY SECTORS OR TO DEFINE STRATEGIC AND OPERATIONAL PLANS.

CORPORATE GOVERNMENT

Board of Directors

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

Executive Committee

The Executive Committee is responsible for ensuring that the company's projects are aligned with the corporate strategy. In addition, it promotes communication between the various sectors and employees. It is chaired by the CEO and includes six other senior management members.

CEO	**CLAUDIO DE DIEGO**
Chief Financial Officer	**NANCY REPETTO**
Chief Human Resources Officer	**ALEJANDRA AZZOLINI**
Chief Legal and Tax Officer	**ANALÍA MIQUERI**
Chief Operations Officer	**ROBERTO DÍAZ CORAL**
Chief Producing Assets Officer	**ADRIÁN VILA**
Chief Strategic Officer	**GERMÁN JIMÉNEZ VEGA**

Crisis Committee

The Crisis Committee manages and coordinates company areas in the event of a crisis situation. Its composition and performance are defined by an internal crisis management procedure and by a complementary policy to existing contingency plans and safety procedures in each Business Unit.

Sustainability Committee

It is responsible for promoting and ensuring that the Sustainability Policy and the Sustainability Framework are complied with across all Pluspetrol's sectors; it also establishes the necessary governance structure to ensure that sustainability principles are fully embedded in the decision-making and the strategic planning processes. It is the committee's role to approve Sustainability Goals to align with best international practices and make a positive contribution to global sustainable growth.

The second Sustainability Global Committee meeting was held mid-year and was attended by senior management, who discussed topics such as Sustainability Framework, Human Rights, Safety, Environment, and Compliance.

Ethics Committee

The Ethics Committee is an independent body comprised of four members (three of them are senior managers and one is an independent executive director). The committee's main responsibilities include:

- Maintain and manage the telephone Ethics Line and the whistleblowing channels.
- Assess every whistleblower report received.
- Centralize the recording, management and safekeeping of investigations.
- Draw conclusions based on investigations and formulate recommendations, thus ensuring a consistent and fair criteria for all the company.

The Ethics Committee meets regularly or on an ad hoc basis whenever a whistleblower report or any other situation so requires.

19. The document is publicly available and can be found on our website: https://www.pluspetrol.net/en/commitment.

FRAMEWORK TO SUPPORT ETHICAL BEHAVIOR

GRI 2-15, 2-23, 2-24, 2-26

IN ACCORDANCE WITH OUR COMMITMENTS UNDERTAKEN IN THE SUSTAINABILITY POLICY, AT PLUSPETROL WE HAVE DEVELOPED A SPECIFIC REGULATORY FRAMEWORK TO PROMOTE BUSINESS DEVELOPMENT IN A RESPONSIBLE, ETHICAL AND TRANSPARENT MANNER.

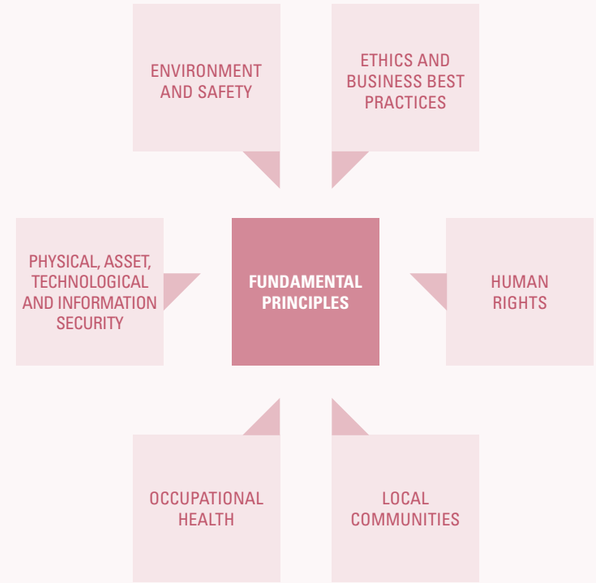
CODE OF CONDUCT

Pluspetrol's Code of Conduct[19] establishes the basic behavioral standards and provides information regarding

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

It also establishes general criteria to address frequent topics related to workplace and corporate behavior.

As in previous years, in May 2024, the annual campaign was conducted to promote certification and endorsement of the Code of Conduct, the Anti-Bribery and Anti-Corruption Policy, and for disclosing any potential conflicts of interest; this campaign is intended for all company employees and is led by the Ethics Committee with the support of the Internal Audit & Regulatory Compliance, Legal, and Human Resources departments. This initiative seeks to ensure understanding of the Code, promote endorsement and enable employees to disclose any potential conflict of interest, including those involving Politically Exposed Persons (PEPs), relatives of PEPs, business relationships, family connections, or close personal ties.



THIRD-PARTY CODE OF CONDUCT

The objective of this Third-Party Code of Conduct[19] is to reflect strong commitment to integrity in all business relationships as well as reaffirm the interest in contributing to economic, social, and environmental development wherever the company operates. Therefore, Pluspetrol requires Third Parties to endorse and comply with the guidelines set forth in the Code, and it also encourages them to share it with third parties with whom they have commercial and contractual relationship, especially suppliers, contractors and subcontractors, in order to communicate and promote the commitment undertaken with Pluspetrol.

This code establishes a series of expected commitments that focus around six fundamental principles, aligned with Pluspetrol's culture, operational excellence, and ethical behavior.

ANTI-BRIBERY AND ANTI-CORRUPTION POLICY

Pluspetrol's Anti-bribery and Anti-corruption Policy[19] reflects the company's strong and visible commitment to ensure transparency when developing business, in accordance with applicable regulatory frameworks. This policy:

- Prohibits any unlawful act related to bribery or corruption in any business practice.
- Implements measures to prevent acts of bribery, corruption, influence peddling, money laundering, and terrorism financing, and any other related crimes.

This policy applies to all Pluspetrol's employees, regardless of their employment or contractual relationship and their rank within the organization. It also extends to contractors and suppliers, as defined by the current legal framework applicable in each jurisdiction.

POLICY FOR THE PREVENTION OF HARASSMENT, DISCRIMINATION, AND BULLYING IN THE WORKPLACE

This policy aims to establish guidelines and measures to prevent, detect, and sanction behaviors of harassment, discrimination and bullying in the workplace, and to foster a culture of prevention in order to ensure a work environment built on respect and free from any type of violence.

This policy applies to all Pluspetrol's employees, regardless of their employment or contractual relationship and their rank within the organization. It also extends to contractors and suppliers, as defined by the current legal framework applicable in each jurisdiction.

In order to prevent situations of discrimination, harassment and bullying in the workplace, training and awareness campaigns were implemented through formal communication channels. In 2024, Best Practice training sessions and e-learning platform sessions on preventing workplace harassment, discrimination and bullying behaviors took place with a mandatory and company-wide scope.

ETHICS LINE

The telephone Ethics Line[20] is a tool designed to report behaviors that do not comply with the Code of Conduct, the Anti-bribery and Anti-corruption Policy and/or the Human Rights Policy. This line is available 24x7 and is managed by KMPG to ensure confidentiality and transparency throughout the process, while protecting the whistleblower at all times.

Besides the Ethics Line, there are other reporting channels available, such as the direct contact with any member of the Ethics Committee or communication with a supervisor, manager or HR representative. In addition, an outsourced third party, such as a contractor, supplier, bidder or partner may also report an incident personally or anonymously.

Finally, the following free telephone lines have been made available:

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: 0800-122-0441
Peru: 0800-0-0831
Uruguay: 0004-0529-6681

Reports received through any of the authorized channels are recorded confidentially for proper follow-up and resolution.

All personnel are obliged to report any conducts and/or situations that may constitute a deviation from the Code of Conduct. Failure to report any known non-compliance with the Code of Conduct is also considered a violation.

In 2024, we coordinated the dissemination of our whistleblower channels to the communities impacted by our operations. To this end, digital flyers and printed posters were distributed with information on Pluspetrol's Ethics Line and Ethics Committee. Workshops were also coordinated to disclose this information to Camisea and Cashiriari communities within Camisea Field area of influence in Peru.

COMPLIANCE

GRI 205-1, 205-2

Reaffirming the strong ethical commitment and transparency in business conduct and decisions at Pluspetrol, the Compliance department with the support of Senior Management, continuously strengthens a management system to prevent, detect, and resolve breaches related to bribery, corruption, influence peddling, money laundering, and/or terrorism financing within the organization, considering current regulations and internal commitments undertaken. Pluspetrol follows a global model managed by the Compliance Officer.

In line with the Sustainability Policy and guided by the Company's values in pursuing its Purpose, Compliance seeks to contribute to sustainable growth through ethical conduct.

COMPLIANCE POLICIES AND REGULATIONS

Based on the Sustainability Policy, the foundational internal anti-corruption regulatory framework is supported by the Code of Conduct, the Third-Party Code of Conduct and the Anti-Bribery and Anti-Corruption Policy. These documents serve as the foundation for various processes and procedures that support Compliance management in its interaction with the business.

20. ethicsline@pluspetrol.net, or https://ethicslinepluspetrol.lineaseticas.com/Complaints/Terms.

During 2024, the internal policies of each Business Unit were published to align Pluspetrol's overarching Compliance Management System and general guidelines with the applicable legal framework in every specific context. The internal policies published include:

- Prevention Model (Peru).
- Integrity Program (Argentina).
- Integrity System (Ecuador).
- Self-Control and Comprehensive Risk Management of Money Laundering and Terrorism Financing (SAGRILAFT) and Transparency and Business Ethics Program (PTEE) (Colombia).
- Transparency and Business Ethics Program (Brazil).
- Crime Prevention Model (Chile).

FRAUD AND CORRUPTION RISK MANAGEMENT

Aligned with the planned objectives for risk management in the areas of fraud, corruption, money laundering and terrorism financing, this year the risk matrices for the Business Units in Argentina, Brazil, Chile, Lítica and Peru were updated. As a result, a total of 27 workshops were held with an attendance of 171 participants. These matrices, presented at the Sustainability Committee and approved by its top executives, constitute the fundamentals to address these risks identified during the coming year. They also reinforce the implementation of the actions already developed in other areas.

As for Peru in particular, the risk matrix update included the crimes incorporated by Act 31740 that amends Act 30424, and it addresses parallel accounting, attacks on pre-Hispanic archaeological monuments, customs-related violations, tax offenses, among others.

Risks were assessed in the following core processes:

- Contracting individuals/legal entities with a history of fraud/corruption or with PEP (Politically Exposed Person) or PEP family member exposure.
- Commercial relations with individuals/legal entities that are sanctioned or restricted on international lists.
- Processing permits from governmental entities through third parties.
- Gifts and hospitality to and from third parties.
- Onboarding management of Diesel and LPG customers who make cash deposits in banking institutions.
- Social contributions and/or donations to third parties.
- Identifying and addressing suspicious activities for money laundering or terrorist financing.

THIRD-PARTY RELATIONS

As part of the Compliance management system, Pluspetrol conducts due diligence on its third parties by surveying and assessing their non-compliance history, management structure, and the existence and effectiveness of their compliance programs, among other factors. Since 2020, we have implemented an "Anti-Corruption Due Diligence" standard that defines the overall process guidelines and identifies "evaluable counterparties" flagged through risk assessments carried out jointly with the business.

During 2024, the Compliance department issued 1,106 reports to internal clients. This assessment covered all of Pluspetrol's operations. Out of the reports issued, 45 cases of moderate to high/high risk were detected, which resulted in non-renewal of contracts and/or termination of the business relationship.

In Peru BU, the due diligence analysis of 301 diesel customers has been updated, and the counterpart analysis is still in effect.

On the other hand, the annual review of active suppliers in the company's management system continued, with cases flagged for analysis being reviewed. In this analysis, we specifically examined the catering and lodging suppliers that provide services to our internal employees.

In terms of anti-money laundering and counter-terrorism financing, a review was conducted on third-party banks, analyzing a total of 852 banking entities. Additionally, 46 bank entities were added this year.

Furthermore, quarterly controls are conducted on offshore collections to prevent money laundering. For the Camisea consortium, a semi-annual Anti-Money Laundering Compliance certificate is issued as a sworn statement.

A preliminary report on third parties was also conducted using global non-compliance databases, totaling 720 reports for the year, i.e. a 21% increase compared to 2023. These reports mainly stem from checks on new employees joining the company, invitations to bid from potential suppliers, beneficiaries of social contributions, civil actions or donations, and evaluations of new partners while managing new business ventures.

ANTI-CORRUPTION CLAUSE

The company has an anti-bribery/anti-corruption "abc" clause included in standard contract templates, general terms and conditions of procurement, as well as in customized contracts with third parties.

Commercial contracts include clauses on the legality and origin of funds, as well as provisions for commercial penalties.

After the enactment of Act 31740 that amended Act 30424 in Peru, the anti-corruption clauses were revised and updated.

DISSEMINATION AND TRAINING

The global dissemination campaign supported the following actions throughout the year:

- Recertification and adherence to the Code of Conduct, Anti-Bribery and Anti-Corruption Policy, declaration of potential conflicts of interest, and sworn statement for Politically Exposed Persons (PEP) and PEP family members.
- Internal standards for Gift and Hospitality and Engagement with the Public Sector.
- Anti-Corruption Due Diligence process.
- Annual commemoration of the "International Anti-Corruption Day".
- Our internal rules and standards (social media).
- Dissemination of whistleblower channels.
- Recap 2024: Compliance-values in practice.

Dissemination was carried out through various posts on the company's intranet, general and area-specific emails, as well as via social media (Instagram and LinkedIn).

A total of 15 training activities were conducted, which gathered 433 participants from various areas and risk profiles, to wit:

- Argentina and Lítica BUs (267 participants).
- Peru BU (27 participants).
- Uruguay BU (53 participants).
- A virtual session with 59 people from different business units.

The call was addressed to middle and senior management in areas such as New Business, Procurement, Commercial, Administration & Finance, Legal, EHS, External Affairs, and Operations, among others, who participated in the workshops on Introduction to Compliance and Anti-Money Laundering and Counter-Terrorism Financing.

New employees undergo e-learning training and a compliance onboarding, which are accessible on the company's intranet. Additionally, they participate in mandatory in-person and virtual "Introduction to Compliance" sessions.

In addition, the Compliance department participated in:

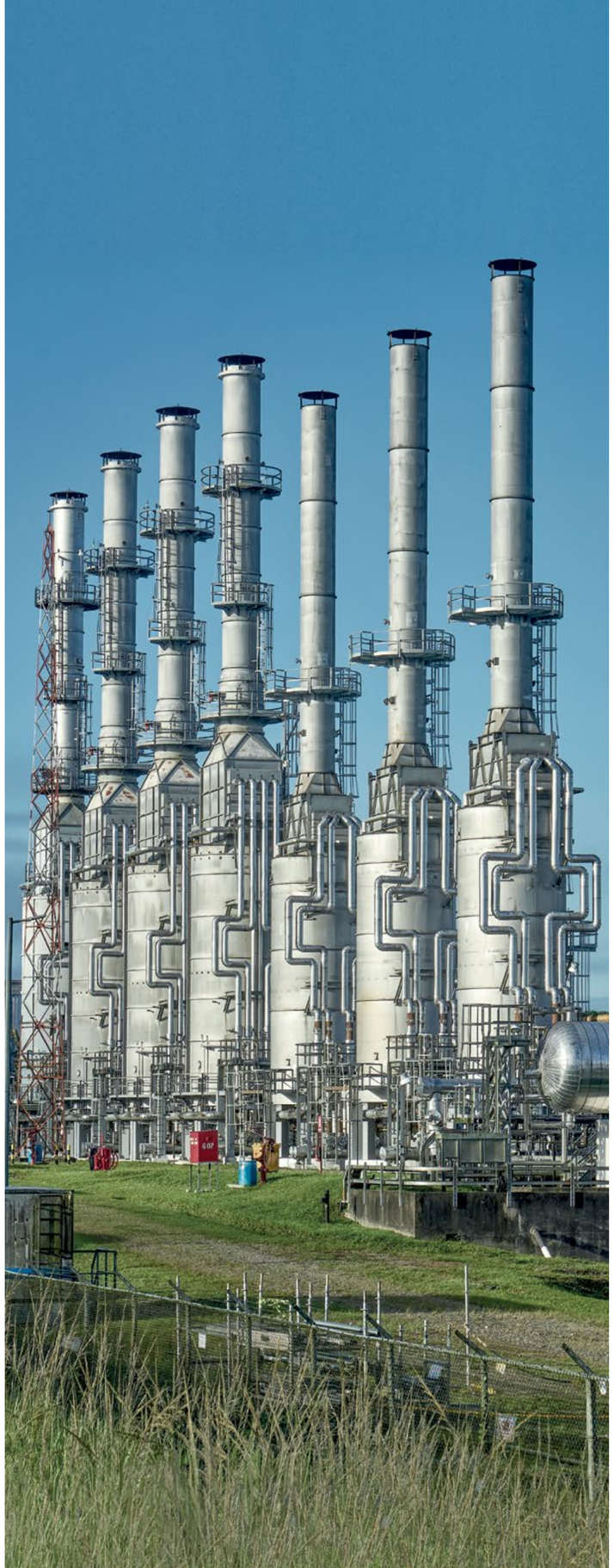
- The on-site Sustainability Committee that gathered 27 middle and senior management executives of the Company.
- Contractors' forums organized by the Procurement and Operations sectors and held in Peru BU (two forums with a total of 68 participants), Ecuador (60 participants) and Uruguay (Global Forum with 70 participants).
- The Oil & Gas (OAG) Expo, as member of IAPG (Argentine Institute of Oil and Gas) where supplier training sessions were held in the province of Neuquén (Argentina), gathering a total of 50 participants.
- This year, 95%[21] of Pluspetrol's employees recertified the Code of Conduct and the Anti-Bribery and Anti-Corruption Policy.

MONITORING AND CONTROL

The Compliance area utilizes two primary support mechanisms to measure and monitor the ongoing Compliance Program, both within the audit program. Throughout the year, and within the scope of the Annual Internal Audit Plan, several audits were conducted to assess the effectiveness of the Compliance Program.

Additionally, as part of our continuous audit system, we review indicators related to cash deposits in bank accounts and compliance with anti-corruption due diligence processes in supplier contracts every six months. This review helps us identify any deviations and implement corrective measures to address them effectively.

21. The remaining 5% relates to personnel on leave.



INTERNAL AUDIT

The Internal Audit function is based on three pillars: assisting the Board of Directors by providing an objective and independent view on internal control; actively participating in the continuous improvement of processes and controls through actions agreed upon in each audit, and contributing to the fulfillment of the company's business objectives.

The structure of the department is segmented into two specialized divisions: Operational Audits and Administrative and Staff Area Audits. Both divisions are staffed by experts with extensive experience in the energy sector, which enables a more accurate focus on audited areas and a thorough coverage across all projects.

As part of the 2024 Annual Audit Plan, 16 audits were conducted, covering specific Business Units as well as corporate areas. The prioritization of these activities was based on risk criteria, economic relevance, and contextual considerations.

As a result of these audits, 191 action plans were agreed upon with the responsible parties of the audited processes. It is noteworthy that most of the audits included on-site visits to workplaces and field sites where business processes are routinely carried out.

The audited processes span from administrative, accounting, and commercial to operational and technical areas, as well as those related to environment and safety.

In the context of the 166 projects executed over the past 16 years, which include audits, special reviews, and indicator calculations, a total of 3,335 improvement actions were agreed upon. Currently, 92% of these actions have already been implemented (i.e. above the 80% target). This reflects the ongoing monitoring of the action plans committed to by those audited.

To enhance action plan follow-up management, we integrated the audit module into the SINERGIA application, the company's global information management tool. This module allows the users to record progress and supporting documentation, and to receive periodic notifications and alerts.

Furthermore, in line with best practices, we apply the concept of continuous auditing by executing 23 control indicators that use information from the Enterprise Resource Planning (ERP) system. This generates early alerts for potential breaches of designed controls and procedures. These indicators are executed semi-annually, their results are analyzed with the respective responsible parties, and if necessary, action and remediation plans are agreed upon.

Malvinas Plant, Camisea, Peru.

CYBERSECURITY AND TECHNOLOGY APPLIED TO SECURITY, EFFICIENCY AND INNOVATION

CYBERSECURITY

In Pluspetrol, we continue to strengthen our Strategic Information Security Plan by enhancing our ability to identify cybersecurity risks and threats, ensuring robust protection across platforms, processes, and business transactions to safeguard cybersecurity throughout the organization.

Confidentiality, integrity, and availability of data are the cornerstones of our information security efforts. To this end, we adhere to strict policies and guidelines based on industry best practices to safeguard our personnel, facilities, operations, and resources against cybersecurity threats and attacks in both IT (Information Technology) and OT (Operational Technology) environments.

We continue to work in coordination with various stakeholders, driving initiatives that aim to improve network security and expand our capabilities in monitoring, response, and incident handling, in alignment with international cybersecurity standards across operational sites.

We successfully conducted several vulnerability scans through an independent external firm to assess our detection and response capabilities, achieving improved response metrics with each iteration.

Our employees participated in cybersecurity workshops and training sessions aimed at enhancing their ability to identify potential risks and consistently promote safe behaviors among our users.

TECHNOLOGY

Here are some key achievements that demonstrate our commitment to safety, efficiency and innovation.

- **Crisalis - Transformation and Evolution in Pluspetrol:** Crisalis is a flagship project with a corporate scope that involves reviewing, optimizing, and adopting new business processes along with a change management model. This model enables us to embrace innovation, agility, portability, self-management, user experience, automation, and integration of our processes.

- **SAP HANA:** through the latest release of the SAP S/4 HANA Cloud platform, the project has finished the discovery and preparation phases and is close to completing the exploration stage, where the detailed scope of the processes, their adherence to standards and the overall model design are defined.

- **SAP Concur:** this project has been implemented by the end of 2024. This implementation will completely transform the processes related to travel management, advances, and expense reporting by emphasizing self-service capabilities, streamlining approvals, and transitioning to paperless operations.

- **AIMS (Asset Integrity Management System) - Vail Plant:** we implemented AIMS, known as Vail Plant, to ensure the integrity of our facilities and the safety of our people. This system operates in the three countries where we have production activities, enhancing our risk control, optimizing operational safety, and safeguarding our most critical assets.

- **Cutting-edge Document Management - Hexagon Deployment:** we rolled out a new and robust digital document management solution to standardize and streamline our processes. Hexagon centralizes and organizes key information, ensuring transparent and agile access.

- **Prediction, Proactivity, and Future Implementation of Artificial Intelligence:** Phase 1 of the Monitoring and Diagnostics Center project has been implemented, focusing on predicting and preventing critical failures in large rotating equipment. The center, now fully operational, centralizes and analyzes critical equipment data to enable proactive and predictive maintenance for Argentina, Peru and Ecuador, by optimizing equipment availability and reducing downtime.

- **Well Integrity Management Systems (WIMS):** we developed a digital tool featuring an online risk matrix for all our wells, which includes activities related to monitoring, inspection and security barrier maintenance. We also initiated the evaluation of technologies to enhance the well integrity life cycle.

- **Data Science:** in 2024, the Data Science team provided several tangible value applications for the business, which include an integrated production model for unconventional assets that automatically selects drilling locations and generates a stochastic schedule of well start-up dates.

- **Implementation of Technologies in Well Construction:** we continued deploying technologies to enhance project risk management and minimize the development costs of our assets. Artificial Intelligence (AI) platforms, machine learning and digital twins were also implemented to efficiently manage data and streamline operational monitoring and decision-making.

EMPLOYEES

85%
OF EMPLOYEES RECEIVED SOME FORM OF TRAINING DURING 2024

2,185
DIRECT EMPLOYEES

93%
OF EMPLOYEES WERE EVALUATED UNDER THE PMP PROGRAM

La Calera, Argentina.

IN 2024, WE CONTINUED TO STRENGTHEN OUR CULTURE AND VALUES TO EFFECTIVELY ADDRESS GLOBAL CHALLENGES AND FOSTER OUR DEVELOPMENT. WE IMPLEMENTED VARIOUS PROGRAMS AND INITIATIVES THAT ENCOURAGE INDIVIDUAL DEVELOPMENT AND A POSITIVE ORGANIZATIONAL CULTURE IN A SAFE AND ENGAGING WORK ENVIRONMENT.

LEADER-US: LEADER'S DEVELOPMENT

This program provides opportunities for learning and reflection, enhancing leadership skills and enabling leaders to share their knowledge with other team members. Throughout the year, four rounds of the program were conducted, engaging more than 100 leaders.

PLUSPETROL COMMUNICATION STRATEGY AND COMMUNITY

We launched Engage Community, an internal social network, and Plusconnect, a new intranet, to enhance communication and collaboration among employees. These platforms have redefined how we communicate, encouraging interaction and enabling innovation.

LEADERS' SUMMIT

This meeting was held under the Theme "Conquistando nuevas tierras" (Conquering new lands). Eighty leaders brought together to explore forward-looking topics like new energies and artificial intelligence. The event included a series of lectures and workshops designed to foster collaboration and equip participants for upcoming challenges.

TECHNICAL SKILLS MANAGEMENT

Employees' performance was assessed in terms of maintenance, reliability, and integrity to identify gaps between required skills and actual performance, and align training plans more effectively with operational needs. In 2024, 126 employees were evaluated through an interdisciplinary and cross-regional approach.

BLEND MODE AND FLEXIBLE HOURS

We continue to strengthen our Blend Mode program, which allows employees to adjust their work schedule based on their personal and professional needs. This scheme permits adjustments of up to an hour and a half before or after the scheduled time, provided that the total working hours are completed. It combines both on-site and remote work to promote a sense of belonging and autonomy among participants. This program enhances quality of life by balancing business demands with individual needs.

DIVERSITY, EQUITY AND INCLUSION (DEI) IN OUR PROCESSES

Pluspetrol's Diversity, Equity and Inclusion (DEI) initiative is a comprehensive proposal that seeks to improve diversity and inclusion within the company. The project involves implementing a skills-based recruitment system and establishing a DEI ecosystem within the company. The primary goal is to assess Pluspetrol's positioning on IED matters and create an action plan that incorporates both global and regional best practices. The action plan includes understanding the realities of different population groups and the significance of DEI in organizations. In 2024, we coordinated efforts with an external consultant to perform a preliminary assessment of the company's documentation and current state to identify the necessary actions in order to develop an action plan for execution in 2025.

CLIMATE SURVEY AND WORKSHOP ON FINDINGS

We conducted our third Organizational Climate survey, achieving an 89% participation rate globally. The findings were discussed in workshops focused on dialogue and active listening, allowing us to share different perspectives and collaborate on specific actions to improve the work environment.

PLUSPETROL FORUM

In its third edition Pluspetrol Forum—a global event for sharing best practices—featured three days of discussions focused on sustainability, efficiency and optimization, continuous improvement, and innovation and transformation. A total of 865 participants accessed the virtual auditorium, where 38 selected papers were presented.

BENEFIT PROGRAM

In 2024, we launched the Benefit and Welfare Program, which includes the "Tu Plus+" discount platform; extended paternal leave—also available for adoption—demonstrating Pluspetrol's commitment to inclusion and support for the meaningful moments in employees' lives; and personalized birthday celebration, with the option of a day off or a gift card. These initiatives aim to enhance the employee experience and create a positive impact on the organizational culture.

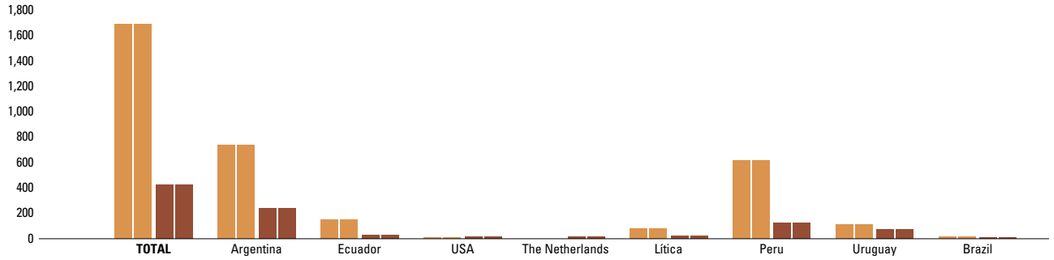
DISTRIBUTION OF OUR EMPLOYEES

DISTRIBUTION OF EMPLOYEES BY BUSINESS UNIT

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

DISTRIBUTION OF EMPLOYEES BY GENDER AND REGION

Figure 1: Distribution of employees by gender and region.



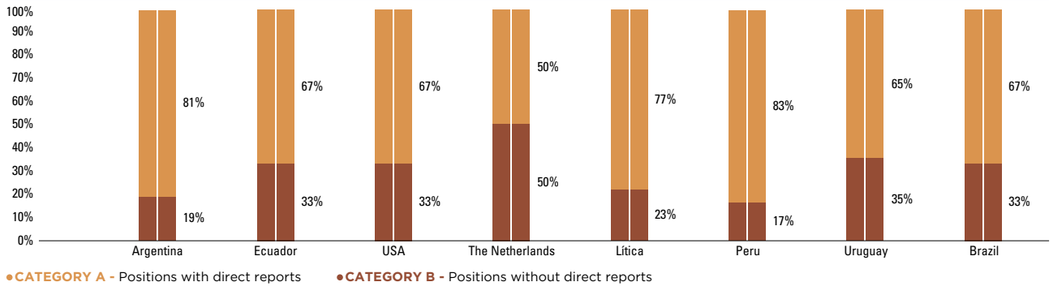
	TOTAL	Argentina	Ecuador	USA	The Netherlands	Lítica	Peru	Uruguay	Brazil
MEN	1,690	737	148	1	0	76	614	112	2
WOMEN	495	241	30	2	2	22	126	71	1
TOTAL	2,185	978	178	3	2	98	740	183	3

As of December 31, 2024, Pluspetrol had a total headcount of 2,185 direct employees 77% men and 23% women.

PROFILE OF OUR EMPLOYEES

DISTRIBUTION OF EMPLOYEES BY CATEGORY

Figure 2: : Distribution of employees by category.



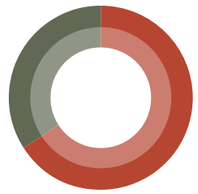
CATEGORY A - Positions with direct reports **CATEGORY B -** Positions without direct reports

EMPLOYEES BY AGE GROUP

13% - Aged 30 years or younger
70% - Aged 31 to 50 years
17% - Aged 51 years or older

Figure 3: Distribution of employees by age group.

EMPLOYEES BY COLLECTIVE BARGAINING AGREEMENT



66% - Non-unionized staff
34% - Unionized staff

Figure 5: Distribution of employees by collective bargaining agreement.

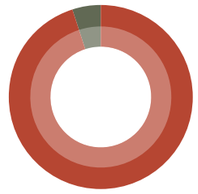
Among the business units, Argentina (49%) and Peru (36%) have staff covered under a collective bargaining agreement.[22]

EMPLOYEES BY SENIORITY

34% - 2 years or less
15% - Between 2 and 5 years
33% - Between 5 and 15 years
18% - More than 15 years

Figure 4: Distribution of our employees by seniority

EMPLOYEES BY EMPLOYMENT CONTRACT



95% - Permanent
5% - Temporary

Figure 6: Distribution of employees by employment contract.

The percentages of employees by employment contract are calculated based on the total number of Pluspetrol employees.[23]

22. We foster a culture of equity through inclusive policies and practices for all employees. Regardless of regulatory frameworks, agreements, or employment contracts, we satisfy, guarantee, and exceed the stipulated requirements to maintain a fair and equitable work environment for all roles.

23. A 99.91% of Pluspetrol's employees are employed on a full-time basis. The remaining 0.09% work part-time.

Malvinas Plant, Camisea, Peru.

NUMBER OF PERMANENT EMPLOYEES BY GENDER AND REGION

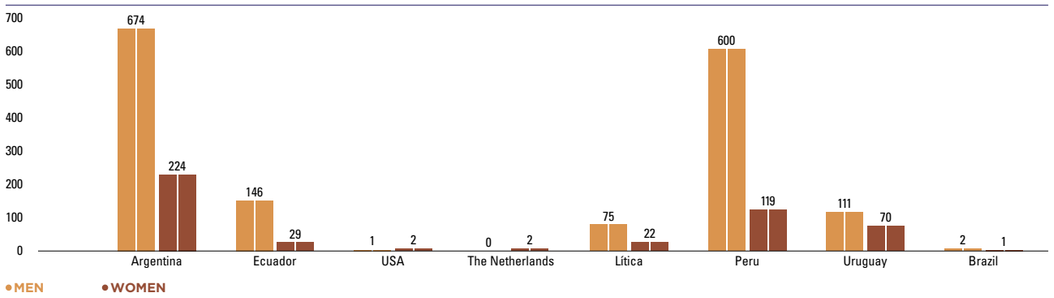


Figure 7: Number of permanent employees by gender and region.

NUMBER OF TEMPORARY EMPLOYEES BY GENDER AND REGION

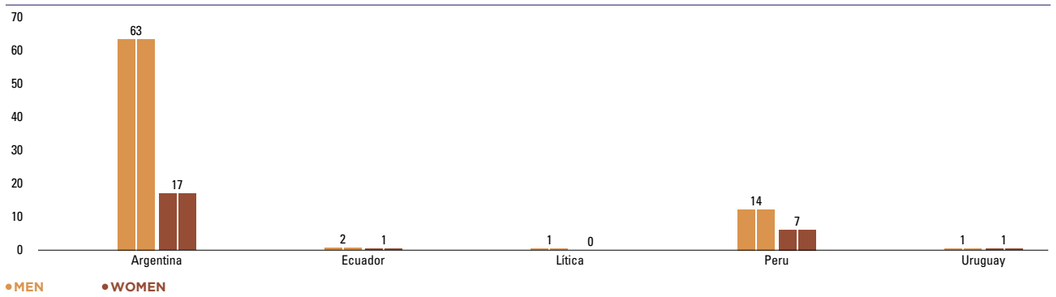


Figure 8: Number of temporary employees by gender and region.

24. The hiring rate indicates the number of hires made in 2024 compared to the total number of employees on December 31, 2024.
25. The attrition rate indicates the number of employees who left the company in 2024 compared to the total number of employees as of December 31, 2024.

NEW HIRES AND TURNOVER

241 NEW HIRES

11.03% HIRING RATE 2024[24]

211 TURNOVERS

9.66% TURNOVER RATE 2024[25]

TOTAL NEW HIRES BY UNIT

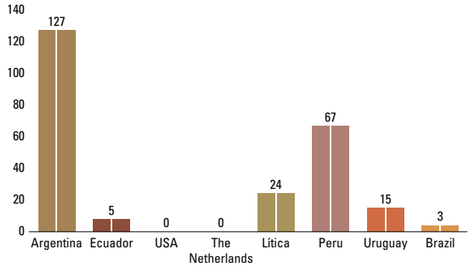


Figure 9: Total new hires by unit.

TOTAL TURNOVER BY UNIT

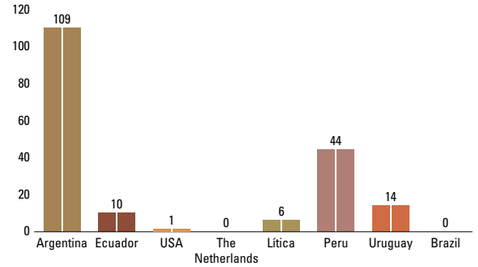


Figure 13: Total turnover by unit.

HIRING RATE AS A PERCENTAGE OF TOTAL PAYROLL BY UNIT

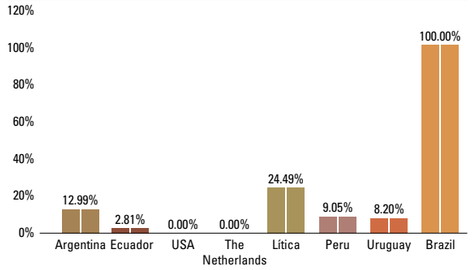


Figure 10: Hiring rate as a percentage over total payroll by unit.

TURNOVER RATE AS A PERCENTAGE OF TOTAL PAYROLL BY UNIT

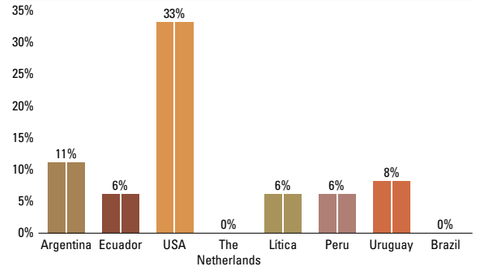
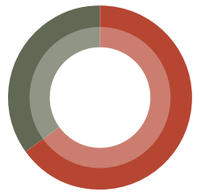


Figure 14: Attrition rate as a percentage of total payroll by unit.

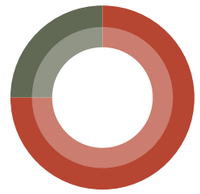
NEW HIRES BY GENDER



- **65% -** Men
- **35% -** Women

Figure 11: New hires by gender.

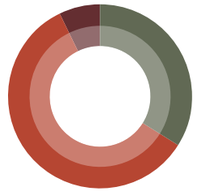
TURNOVER RATE BY GENDER



- **75% -** Men
- **25% -** Women

Figure 15: Turnover rate by gender.

NEW HIRES BY AGE GROUP



- **34% -** Aged 30 years or younger
- **59% -** Aged 31 to 50 years
- **7% -** Aged 51 years or older

Figure 12: New hires by age group.

TURNOVER RATE BY AGE GROUP

- **8% -** Aged 30 years or younger
- **63% -** Aged 31 to 50 years
- **29% -** Aged 51 years or older

Figure 16: Turnover rate by age group.

Central Processing Facility (CPF), Ecuador.

TALENT DEVELOPMENT

PERFORMANCE MANAGEMENT

GRI 404-3

The Performance Management Process (PMP) is conducted annually at the company with strong employee engagement, and is administered through the Growing Together platform. In 2024, we further enhanced this process to support teams and improve the involvement of all stakeholders.

PERFORMANCE EVALUATIONS BY GENDER	MEN	WOMEN	TOTAL
Number of employees who have received a performance evaluation during 2024	1,590	446	2,036
Percentage of employees evaluated	94%	90%	93%

Table 1: Performance evaluation by gender.

PERFORMANCE EVALUATION BY JOB	CATEGORY A[26]	CATEGORY B[27]	TOTAL
Employees who have received a performance evaluation during 2024	452	1,584	2,036
Percentage of employees evaluated	99%	92%	93%

Table 2: Performance evaluation by job category.

LEARNING

GRI 404-1, 404-2

Throughout the year, a range of activities were carried out to promote employee learning and development across all business units, through both synchronous and asynchronous formats. Notable among these were the following:

YOUNG TRAILS PROGRAM

This year we launched the eighth edition of Young Trails, our global program that offers young professionals the opportunity to enter the energy industry and foster their professional growth. A total of 6,718 young professionals applied, and 24 were selected from Argentina and Peru to participate.

The program is designed to promote boldness and innovation while adhering to a framework of responsible behavior. It includes a training cycle on Introduction to upstream; a specialization in Oil & Gas Production—exclusive to Young Trails in E&P; and on-the-job training, underpinned by robust sustainability practices. These young people offer fresh ideas and insights, fueled by Pluspetrol's challenges related to evolution and ongoing improvement.

LANGUAGE PROGRAM

A self-managed platform was made available to 536 users to support the improvement of their English proficiency.

TECHNICAL MENTORING PROGRAM

The objective is to equip mentors with the skills needed to help fellow employees strengthen their technical competences.

PROJECT MANAGEMENT PROGRAM

This proposal aims to train our project leaders in various areas, including planning tools, contract management, cost estimation and control, conflict management, and stakeholder relations, among others.

TRAINING ON PYTHON

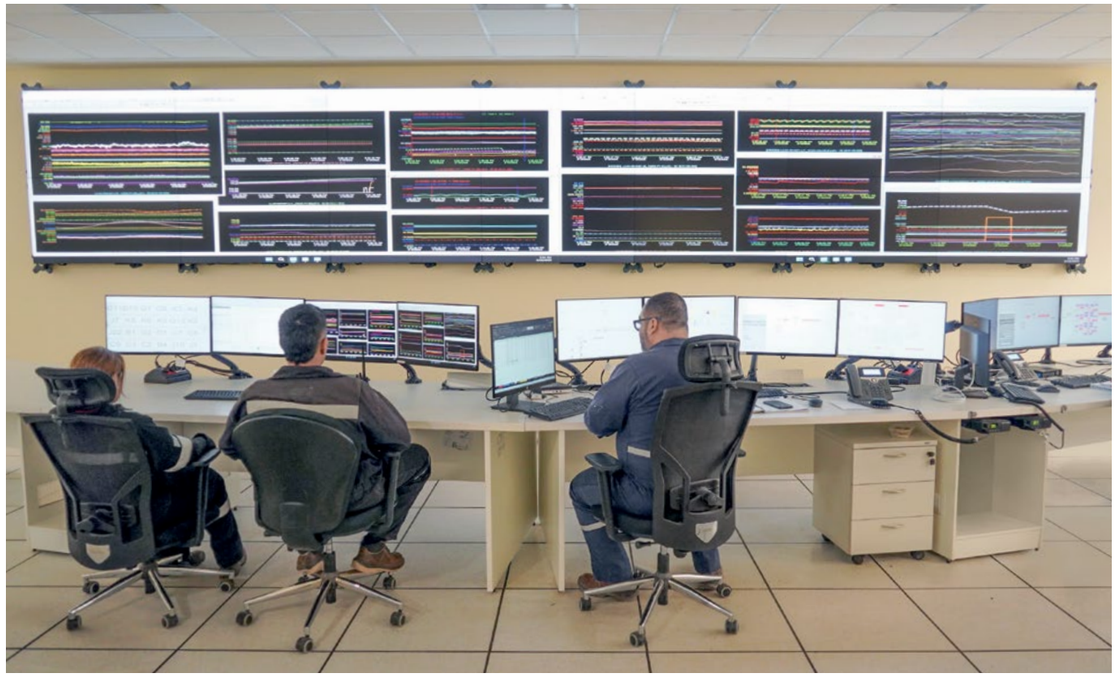
A four-level training program—from beginner to expert—designed to teach programming language, bringing together 61 participants.

TRAINING BY GENDER	MEN	WOMEN	TOTAL
Number of trained employees	1,463	398	1,861
Total training hours	65,044	18,297	83,341
Percentage of trained employees	87%	80%	85%

Table 3: Training by gender.

TRAINING BY JOB CATEGORY	CATEGORY A[26]	CATEGORY B[27]	TOTAL
Number of trained employees	369	1,492	1,861
Total training hours	24,658	58,686	83,344
Percentage of trained employees	81%	86%	85%

Table 4: Training by job category.



La Calera, Argentina.

26. Category A (positions with direct reports).
27. Category B (positions without direct reports).

HEALTH AND WELL-BEING

GRI 403-6, 403-10

We implement a range of initiatives to promote the health and well-being of our employees, fostering a culture of care and healthy habits. Our management approach focuses on prevention, combining strict compliance with safety standards, and active support of medical staff. Active services in the field and offices provide primary care to satisfy the health needs of our personnel, and in cases of occupational diseases or work-related accidents. Additionally, we develop communication and dissemination campaigns that promote health care and prevention, ensuring that our employees are well informed and cared for.

Health Initiatives and Campaigns:

- Training and Campaigns: ergonomics, CPR and first aid, healthy eating and nutrition, heat stress, smoking prevention, solar radiation, hypothermia injuries, leishmaniasis, burns and dermatology, healthy lifestyle habits, among others.

- Preventive Measures: regular health exams, nutritional assessment, detection of hypertension and diabetes, physical fitness assessments, flu vaccination for employees and their families, other vaccinations, gym benefits.

- Controls: hygiene control, canteen service control, microbiological monitoring of drinking water and wastewater, among others.

PARENTAL LEAVE

GRI 401-3

PARENTAL LEAVE	MEN	WOMEN
Number of employees who were entitled to parental leave during the period	1,690	495
Number of employees who enjoyed the parental leave during the period	37	17
Number of employees who returned to work in 2024 after completing their parental leave	35	10
Number of employees whose parental leave ended in 2024	35	10
Number of employees whose parental leave ended in 2023 and continued working 12 months after completing their parental leave	39	11
Number of employees whose parental leave ended in 2023	42	13
Return-to-work rate	100%	100%
Retention rate	93%	85%

Table 5: Parental leave.

ABSENTEEISM 2024	MEN	WOMEN
Total number of days lost due to absenteeism[28]	6,529	1,584

Table 6: Absenteeism.

	NUMBER OF DEATHS RESULTING FROM OCCUPATIONAL ILLNESS OR DISEASE		NUMBER OF CASES OF REGISTRABLE WORK-RELATED ILLNESSES AND DISEASES	
COUNTRY	EMPLOYEES	NON-EMPLOYEES	EMPLOYEES	NON-EMPLOYEES
Argentina	0	0	7	128[29]
Peru	0	0	0	4[30]

Table 7: Deaths and conditions resulting from occupational illnesses.[31]

28. It includes absences due to any type of disability. It does not include authorized absences such as vacation, study leave, maternity or paternity leave, and family-related leave.
29. The primary occupational health issues reported including limb trauma, cuts, back pain, and incidents involving foreign objects.
30. The primary occupational health issues reported including leishmaniasis.
31. No events of deaths or occupational illnesses have been reported for Lítica, Ecuador, The Netherlands, USA and Uruguay during the reporting period.
32. The values correspond to Pluspetrol's total operations. By "local", we mean the areas of direct and indirect operational influence.

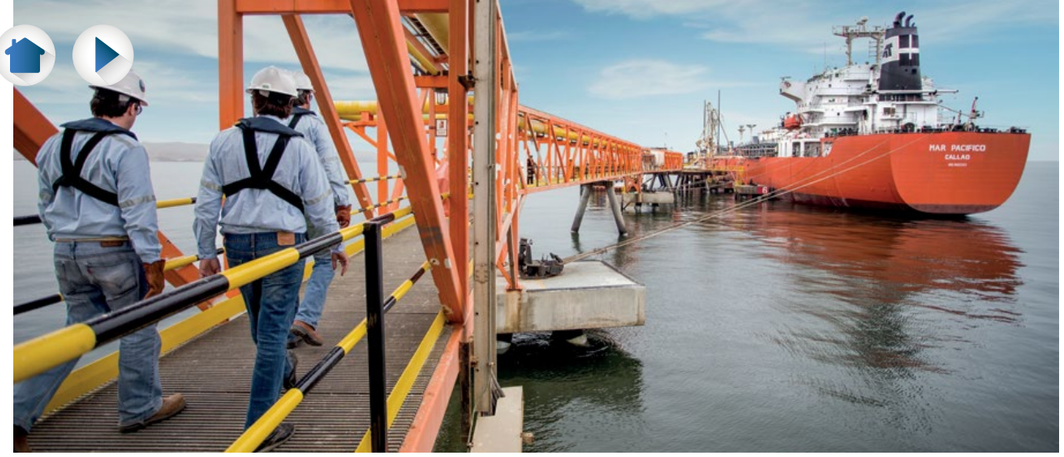
SUPPLY CHAIN

94%
OF PURCHASES FROM LOCAL SUPPLIERS[32]

92%
OF OUR MATERIAL SUPPLIERS ARE LOCAL[32]

86%
OF OUR SERVICE PROVIDERS ARE LOCAL[32]

Land loading terminal, Pisco Plant, Peru.



Marine cargo terminal, Pisco Plant, Peru.

THE PARTICIPATION OF SUPPLIERS AND CONTRACTORS IS ESSENTIAL FOR PLUSPETROL'S BUSINESS PROCESSES AND GENERATES A STRONG SYNERGY WITH OUR WORK TEAMS. HAVING A ROBUST LOCAL VALUE CHAIN IS CRITICAL FOR THE COMPANY, AND WE FIRMLY BELIEVE IT CONTRIBUTES TO THE DEVELOPMENT OF OUR OPERATIONAL ENVIRONMENTS.

SUPPLY CHAIN MANAGEMENT

We manage our supply chain from three basic areas: warehousing, logistics and procurement/purchasing. This structure is replicated at corporate level and in the Business Units, always under the ethical, social, environmental, operational health and safety and technical standards defined by our regulatory framework.

In 2024, Pluspetrol has implemented several key initiatives to optimize the efficiency of its supply chain, standing out, among others, comprehensive materials management, automation, cost forecasting, and the adoption of targeted demand management actions.

INTEGRAL MATERIALS MANAGEMENT

We have adopted a strategic and collaborative approach to optimize materials management, working closely with the Business Units in Argentina, Peru and Ecuador. Advanced tools have been implemented for detailed tracking of purchases, and analysis of key performance indicators (KPIs).

Main initiatives:

- **Sale of Obsolete and Surplus Materials:** In order to efficiently manage unused resources, agreements have been established with steel mills for the management of ferrous waste, fostering the circular economy and reducing environmental impact.
- **Roles and Responsibilities:** Redefinition of roles to strengthen materials cataloging and traceability.
- **Optimization of Bidding Documents:** Revision of clauses to improve management and traceability of materials throughout the life cycle of the projects.

AUTOMATION OF PURCHASES

An automation tool was developed for low-value purchases of listed materials, using Robotic Process Automation (RPA). This system automates the generation of purchase orders, allowing buyers to focus on higher value-added activities. Automation has contributed to improve productivity by reducing cycle time and increasing internal customer satisfaction through the timely delivery of materials.

COSTS FORECASTING

A predictive model was implemented to anticipate changes in the "Pipe Logix" (OCTG) cost index, which is critical to well costs. Using correlation analysis and multiple regressions, key variables were identified to optimize purchasing and reduce costs. This model has enhanced the planning and budgeting of critical purchases, strengthening both competitiveness and operational efficiency.

DEMAND MANAGEMENT

An interactive Power BI dashboard was developed to improve visibility and management of supply requests, enabling more agile decision-making and enhancing collaboration across roles and countries for more efficient supply management. This tool provides a clear and concise visual display of pending requests, aging, amounts, historical data, and upcoming framework agreement expirations.

33. Data corresponding to Bolivia BU are not considered since the transfer of the asset was completed during 2024.
34. "Local" refers to the areas of direct and indirect influence of our operations, and "local purchase percentage" means the amount paid to local suppliers as a proportion of the total amount paid to all suppliers. The information reported corresponds to the most significant locations where we operate.

SUPPLY CHAIN STRUCTURE

GRI 2-6

During 2024, the main purchasing units were Argentina, Peru, and Ecuador, based on the activity levels and the complexity of the projects under development. Purchasing and contracting were also managed from our operations in Lítica and from our offices in Houston and Uruguay.

Negotiations were conducted with 2,637 suppliers, of which 45.1% were based in Argentina, 33.9% in Peru, 11.6% in Ecuador, and 9.4% in Lítica.[33]

DISTRIBUTION OF SUPPLIERS BY LOCATION

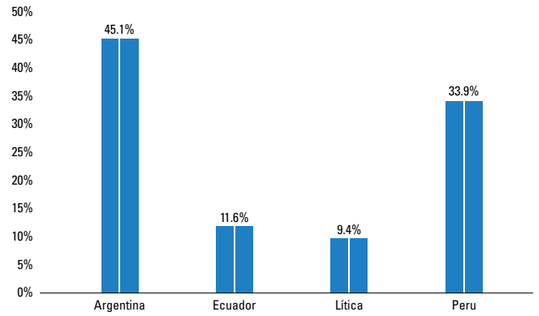


Figure 1: Distribution of suppliers by location.
Of the total number of suppliers, 64% corresponds to service contracts while the remaining 36% pertain to material purchases.

LOCAL PURCHASES[34]

GRI 204-1, 2-8

Having strong suppliers and contractors in our operational areas adds significant value to our operations and activities. It brings greater efficiency to work processes and insight to the context and specific characteristics of local assets, while maximizing the Impact on the social and economic development of our operational contexts.

As in previous years, we were able to maintain high levels of local procurement across the vast majority of our business units, as outlined below:

ARGENTINA	97% PROCUREMENT FROM LOCAL SUPPLIERS	CORRESPONDING TO:	12% MATERIAL PROCUREMENT	88% SERVICE CONTRACTING
ECUADOR	92% PROCUREMENT FROM LOCAL SUPPLIERS	CORRESPONDING TO:	28% MATERIAL PROCUREMENT	72% SERVICE CONTRACTING
LÍTICA	96% PROCUREMENT FROM LOCAL SUPPLIERS	CORRESPONDING TO:	11% MATERIAL PROCUREMENT	89% SERVICE CONTRACTING
PERU	93% PROCUREMENT FROM LOCAL SUPPLIERS	CORRESPONDING TO:	8% MATERIAL PROCUREMENT	92% SERVICE CONTRACTING

Villano A, Ecuador.

STRENGTHENING AND DEVELOPMENT OF LOCAL SUPPLIERS

Supplier management is a fundamental pillar of our sustainability strategy. Through the Strengthening and Development of Local Suppliers Program promoted by the Corporate Social Responsibility area, we promote the reinforcement of the management capabilities of suppliers in the direct area of influence of our assets. To this end, with the support of an external consulting firm, we analyzed their capabilities in key areas for the sustainable development of their activities, such as administrative and financial management, internal communication, organizational structure, and strategic planning. Based on the results, we proposed strengthening actions.

In 2022, the first phase of the program was carried out in the Argentina business unit, while a second phase was implemented in Ecuador in 2023. In 2024, the pilot was implemented in Lítica, involving 7 suppliers, 4 from the province of Salta and 3 from Jujuy. The final results were positive in terms of administrative and financial management, internal communication, organization and strategic planning, among others. These pilot programs aim to develop a replicable model across all Business Units, building on the experience gained in each region while maintaining a local focus.

CONTRACTOR MANAGEMENT

The plan adopted for Pluspetrol operating model is based on a broad participation of contractors in our production cycle, in close collaboration with our employees. Consequently, more than 90% of the man-hours worked at our locations are covered by contractor personnel.

As of December 2024, a total of 10,328 contractor employees rendered services at our locations and assets, according to our access control records. This workforce fluctuates throughout the year, with a monthly average of 9,477 contractor employees. It is composed primarily of personnel involved in 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 the requesting areas, the Procurement/Supply Chain team intervenes to satisfy the demand, ensuring that supply is aligned with company's standards. Once the contract is awarded, the Contract Administrator (CA) becomes the contractor's main point of contact for managing the agreed service, with support from other areas —mainly EHS (Environment, Health, and Safety)— to ensure compliance with EHS Standards in Contractor Management, along with other applicable company policies.

SUPPLIER ASSESSMENT

GRI 414-1, 414-2

Pluspetrol conducts a thorough evaluation of all its suppliers and contractors through its Exactian system. This system records 100% of contractor and subcontractor companies, as well as each contract, employees, and vehicles that have access to the field in the various countries. It enables the monitoring of compliance with all internal Pluspetrol rules and legal requirements applicable in each country. Each company is responsible for registering its resources and the tasks to be performed, along with the required documents. Pluspetrol audits this documentation and performs field verifications, not allowing the entry of companies or resources with pending documentation.

Before companies register employees in the system, each individual is screened to ensure they do not have a criminal record. Compliance with all labor obligations and social security registration is also verified. All contractor companies and personnel are required to comply with Environment, Health and Safety (EHS) regulations. In addition, each company must submit its EHS Plan according to the contract, and each employee must complete the induction process which includes safety training, the digital Preventive Observation Card (TOP), community affairs induction, and job-specific training. Drivers must submit their driver's licenses and defensive driving training. In all cases, mandatory annual medical examinations and vaccinations are required depending on the location.

Pluspetrol seeks to identify and mitigate significant negative social impacts in its value chain, such as non-compliance with legal or internal regulations —including health, safety, and environmental issues—, violations to the Company's code of conduct, and records of contract or performance non-compliance. In cases of non-compliance, Pluspetrol takes strict measures, including blocking suppliers in the system. This prevents their access to other company facilities. In cases of serious or repeated non-compliance, the relationship with the supplier is terminated.

In Argentina, Pluspetrol has 1,147 active companies with 13,464 employees and 18,808 vehicles and associated machinery. In Peru, there are 1,086 companies with 8,406 employees and 965 vehicles and machinery. In Ecuador, in turn, there are 516 active companies with 2,067 employees and 1,706 vehicles and related machinery. This comprehensive system ensures that Pluspetrol maintains high safety, health and environmental standards, protecting both its employees and the communities where it operates.

La Calera, Argentina.

PROCESS SAFETY

Villano A, Ecuador.

PROCESS SAFETY IS A FUNDAMENTAL PILLAR FOR ENSURING THE INTEGRITY OF OUR OPERATIONS AND THE PROTECTION OF OUR PEOPLE, COMMUNITIES, AND THE ENVIRONMENT. THROUGHOUT THIS YEAR, WE CONTINUED TO STRENGTHEN THE IMPLEMENTATION OF ALL ELEMENTS OF THE PROCESS SAFETY MANAGEMENT (PSM) FRAMEWORK ACROSS OUR BUSINESS UNITS—AN ONGOING EFFORT THAT REFLECTS OUR COMMITMENT TO OPERATIONAL EXCELLENCE AND SUSTAINABILITY.

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

To support the implementation of environmental, health, and safety (EHS) management processes, we continued conducting audits and peer assist, assessing the maturity of management processes with the support of specialists. We also made progress in developing the global tool “Sinergia”, implementing Phase I of the project, which includes processes for Undesired events reporting and investigation, tracking actions, and managing Preventive Observations, Managerial Visits, and EHS Conversations.

The following section outlines the year’s main achievements related to the four pillars of our PSM Management Framework.

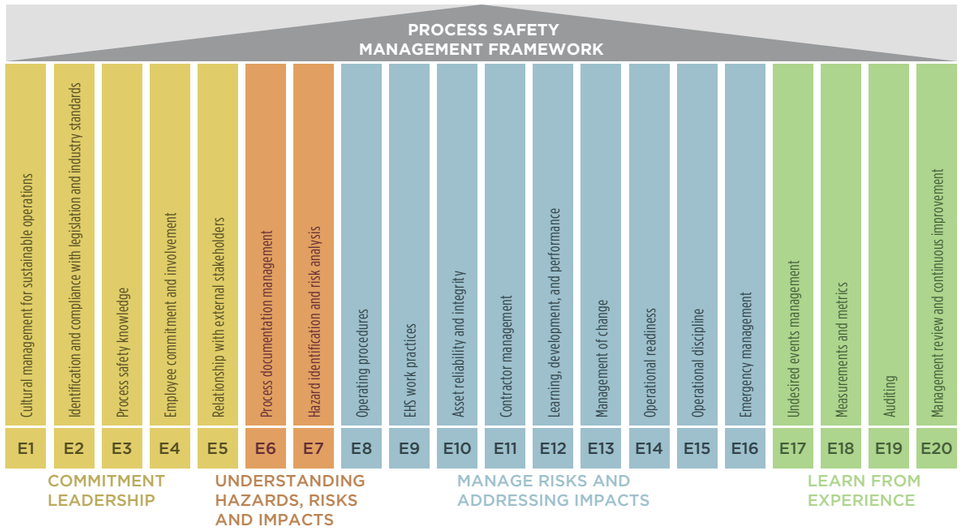


Figure 1: Pillars and elements of the Process Safety Management Framework (PSM).

PILLAR I: COMMITMENT AND LEADERSHIP

GRI 403-1, 403-4

Pluspetrol's senior management leads by example, promoting a safety culture through robust policies and an unwavering commitment to operational excellence.

CULTURE MANAGEMENT FOR SUSTAINABLE OPERATIONS

We launched the global campaign "Towards a Generative Culture for Risk and Impact Management" and developed the "Train the Trainers" program to ensure the dissemination and understanding of key messages:

- Let's drive Operational Discipline.
- Let's manage jointly with our Contractors.
- Let's learn from experience.

Over 800 Management Visits and EHS Conversations were conducted, promoting open dialog between leaders and field personnel. In addition, various communication and awareness campaigns were carried out, such as World Day for Safety and Health at Work, and World Environment Day. At Lítica, in-person and virtual workshops were held on EHS Procedures, including Life-Saving Rules, Undesired Events Reporting, and Vehicle Operation.

LEGAL COMPLIANCE

During 2024, we continued working on the identification, implementation and compliance with the EHS Legal Requirements and Obligations standard according to Pluspetrol's regulatory framework. Business Units continue to strengthen their implementation and monitoring, which contributes to the continuous improvement of the system.

Montevideo, Uruguay.

PILLAR II: UNDERSTANDING HAZARDS, RISKS AND IMPACTS

In 2024, we updated the Operational Risk Management Standard and the Operational Risk Acceptability and Tolerability Criteria Standard, incorporating greater detail in the severity descriptors associated with environmental impacts. We also supported the implementation of River Safety measures in Pluspetrol Perú Corporation (PPC).

In addition, Safety Committee meetings were held in March, June, and December with leaders from different areas to present and analyze key safety indicators, drill results, and identified improvement opportunities.

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. We updated regulatory documents, including the Classification and Reporting of Undesired Events and Incident Investigation, and continued our systematic efforts across the various elements covered by this Pillar.

ASSET RELIABILITY AND INTEGRITY

We implemented online asset monitoring management across several countries through the construction of a Technical Monitoring and Diagnostic Center in Buenos Aires, Argentina. This center leverages advanced technology and trained personnel to ensure equipment efficiency and safety.

CONTRACTOR MANAGEMENT

We held Pluspetrol's Global Strategic Partners Forum with the participation of our Senior Management and the CEOs of our main contractor companies, aiming to align our vision and strengthen sustainability.

We also initiated the process of updating the EHS Management Standard for Contractors, accompanying the Crisalis project in defining the Contractor Management life cycle. In parallel, we continued to promote the use by our contractors of management tools such as: Digital Preventive Observation Card (TOP) (deviation reporting), Digital Permit to Work (PdT), Exactian (management and documentary control system on contractual EHS requirements), and EHS induction platforms (e-learning) of each Business Unit.

To continue fostering joint and active EHS management with our contractors, the Business Units carried out various activities, reflecting our commitment to safety and sustainability, and ensuring coordinated work aligned with our standards and strategic objectives.

ARGENTINA

- The annual culture plan was implemented with critical contractor companies, holding 2 culture forums for new prioritized contractors, and 5 forums for contractor EHS personnel, reinforcing Classification and Reporting of Undesired Events and Incident Investigation processes.
- Three extended EHS committees were held with contractors, focusing on road safety (two in Río Colorado and one in La Calera).
- Bimonthly workshops were held with the EHS and operational management of the 3 main construction contractors at the La Calera asset.
- Thirty joint Management Visits were carried out, focusing on processes to be improved, and two site walkdowns were conducted with the main Well Services contractor to identify deviations and opportunities for improvement.
- Various quarterly EHS performance follow-up meetings were held, along with one-on-one meetings on the management of personnel transportation services.
- The "Toma el control" ("Take control") campaign was launched in La Calera, reaching over 2,000 contractor company workers. Also, drivers of personnel transportation services were invited to road safety awareness sessions delivered by the "Luchemos por la Vida" organization on site.

LÍTICA

- Contractor performance evaluation: a performance evaluation form was implemented to assess contractor companies based on their compliance with the Company's EHS standards.
- Bimonthly internal audits: conducted in the areas involved in the Río Grande Project, with the aim of identifying improvement opportunities.

PERU

- The biannual forum was held with the management teams of strategic contractor companies, where topics and commitments were addressed related to Operational Discipline, Energy Efficiency, Local Labor Hiring, Compliance, Human Rights, and Technical Competencies.
- Two dedicated forums were also held with contractors involved in air operations.
- We participated in the organizing committee of the 10th Latin American Process Safety Conference, where we presented several papers, one of which received an award in the Operational Excellence category.

ECUADOR

- The 2nd Local Contractor's Forum was held, fostering constructive dialog and reinforcing mutual commitment in a collaborative space where information, trends, and best practices were shared.
- A campaign was launched to promote key cultural messages through four dedicated spaces for contractors, centered around three main themes: Driving Operational Discipline, Managing Jointly with Contractors, and Learning from Experience. Within these spaces, each contractor outlined specific commitments to advance along the cultural maturity ladder.

MANAGEMENT OF CHANGE

We updated the Technical Practice for MOC at facilities, expanding its scope to include technological systems and improving the definitions related to temporary and emergency changes.

EMERGENCY MANAGEMENT

GRI 403-5

We updated our Emergency Response Standard, adopting a comprehensive resilience-based approach and renaming it "Comprehensive Incident Response Management".

A major incident drill was conducted in the Río Colorado area, Argentina, to test our response systems, identify gaps and improvement opportunities, and define systemic actions.

We continued with the Multi-Year Training Plan for response teams.

In parallel, we carried out 45 drills of varying complexity across different Business Units (Argentina: 26, Peru: 8, Ecuador: 11), which allowed us to further strengthen this practice while identifying and managing improvements. Additionally, three drills were conducted in Lítica's projects and facilities to reinforce essential emergency concepts. Training was also launched for the implementation of the Zyght EHS software, aiming to enhance integrated EHS management in projects and operations.

PILLAR IV: LEARNING FROM EXPERIENCE

GRI 403-2

We shared “Risk Alerts” and “Lessons to be Learned” on the EHS Site and developed the EHS Capsule video format. These lessons help communicate key recommendations and prevent the recurrence of similar incidents. In 2024, we shared investigations and follow-up actions related to 32 high-potential undesired events. From these investigations, systemic actions were taken to prevent the occurrence of similar incidents in other operations.

MEASUREMENTS AND METRICS. MONITORING OF INCIDENTS AND PROCESS EVENTS

GRI 403-9

We continue working to strengthen our accident indicators within the framework of IOGP[35] recommended practices. We issue monthly management reports and continue to develop the global tool “Sinergia” which integrates processes for Undesired Events reporting and investigation, and Preventive Observations management.

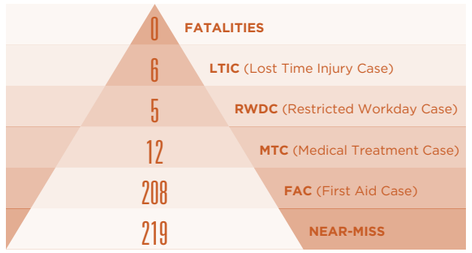


Figure 2.[36]

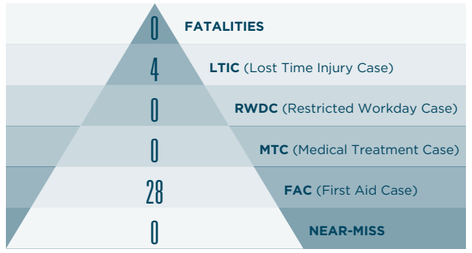


Figure 3.[37]

Pisco Plant, Peru.

The following tables present the information on Total Recordable Work-related Incident Rates (TRIR) for the employment categories of Employees and Non-employees or Contractors of Pluspetrol and Lítica for the period under analysis.

TRIR - PLUSPETROL EMPLOYEES

	2021		2022		2023		2024	
Site	Number of recordable cases (TRIC)	TRIR Index	Number of recordable cases (TRIC)	TRIR Index	Number of recordable cases (TRIC)	TRIR Index	Number of recordable cases (TRIC)	TRIR Index[38]
Argentina	2	1.51	0	0	0	0	0	0
Corporation	0	0	0	0	0	0	0	0
Ecuador	0	0	0	0	1	2.15	0	0
Peru	0	0	0	0	0	0	2	1.54
Pluspetrol	**2**	**0.55**	**0**	**0**	**1**	**0.28**	**2**	**0.74**

Table 1: TRIR - Pluspetrol Employees.

TRIR - PLUSPETROL NON-EMPLOYEES OR CONTRACTORS

	2021		2022		2023		2024	
Site	Number of recordable cases (TRIC)	TRIR Index	Number of recordable cases (TRIC)	TRIR Index	Number of recordable cases (TRIC)	TRIR Index	Number of recordable cases (TRIC)	TRIR Index[39]
Argentina	16	3.61	6	1.43	11	1.10	13	1.58
Corporation	0	0	0	0	0	0	0	0
Ecuador	2	1.41	3	2.43	0	0	1	1.1
Peru	4	0.52	1	0.10	1	0.09	7	0.61
Pluspetrol	**22**	**1.59**	**10**	**0.64**	**12**	**0.54**	**21**	**1.02**

Table 2: TRIR - Pluspetrol non-employees or contractors.

TRIR - EMPLOYEES AND CONTRACTORS - LÍTICA[40]

	2021	2022	2023	2024
Number of Recordable Incident Cases (TRIC)	7	11	0	4
TRIR Index	14.14	19.07	0	10.79

Table 3: TRIR - Lítica employees and contractors.

The following tables show the number of injuries due to work-related accidents with major consequences (not including fatalities) (LTIR) for the categories of Employees and Non-employees or Contractors of Pluspetrol and Lítica for the reported period.

LTIR - PLUSPETROL EMPLOYEES

	2021		2022		2023		2024	
Site	Number of lost time injury cases (LTIC)	LTIR Index	Number of lost time injury cases (LTIC)	LTIR Index	Number of lost time injury cases (LTIC)	LTIR Index	Number of lost time injury cases (LTIC)	LTIR Index
Argentina	0	0	0	0	0	0	0	0
Corporation	0	0	0	0	0	0	0	0
Ecuador	0	0	0	0	1	2.15	0	0
Peru	0	0	0	0	0	0	0	0
Pluspetrol	**0**	**0**	**0**	**0**	**1**	**0.28**	**0**	**0**

Table 4: LTIR - Pluspetrol Employees.

LTIR - PLUSPETROL NON-EMPLOYEES OR CONTRACTORS

	2021		2022		2023		2024	
Site	Number of lost time injury cases (LTIC)	LTIR Index	Number of lost time injury cases (LTIC)	LTIR Index	Number of lost time injury cases (LTIC)	LTIR Index	Number of lost time injury cases (LTIC)	LTIR Index
Argentina	6	1.35	2	0.48	5	0.50	3[41]	0.37
Corporation	0	0	0	0	0	0	0	0
Ecuador	0	0	2	1.62	0	0	0	0
Peru	2	0.26	1	0.10	1	0.09	3[41]	0.26
Pluspetrol	**8**	**0.58**	**5**	**0.32**	**6**	**0.27**	**6**	**0.29**

Table 5: LTIR - Pluspetrol non-employees or contractors.

LTIR - EMPLOYEES AND CONTRACTORS - LÍTICA[42]

	2021	2022	2023	2024
Number of Recordable Incident Cases (LTIC)	5	1	2	4
LTIR Index	10.10	1.73	3.60	10.79

Tabla 6: LTIR - Lítica employees and contractors.

FREQUENCY OF PROCESS EVENTS TIER 1 AND TIER 2 - PLUSPETROL

	2021		2022		2023		2024	
Site	Index TIER 1	Index TIER 2	Index TIER 1	Index TIER 2	Index TIER 1	Index TIER 2	Index TIER 1	Index TIER 2
Argentina	0	0	0	0	0.23	1.17	0.21	1.72
Corporation	0	0	0	0	0	0	0	0
Ecuador	0	0	0	0	0	0.83	0	0
Peru	0.16	0	0	0.12	0.10	0	0	0
Lítica	S/D[43]	S/D[43]	0	0	0	0	N/A[44]	N/A[44]
Pluspetrol	**0.08**	**0**	**0**	**0.07**	**0.13**	**0.39**	**0.07**	**0.55**

Table 7: Frequency of process events TIER 1 and TIER 2 - Pluspetrol.

35. International Association of Oil & Gas Producers.
36. The information corresponds to values for the Non-employees or Contractors category. However, the number of fatalities (zero) includes both Non-employees or Contractors, and Employees. Rates have been calculated per 1,000,000 hours worked.
37. The information corresponds to values for the Non-employees or Contractors category of Lítica. However, the number of fatalities (zero) includes both Non-employees or Contractors, and Employees. Rates have been calculated per 1,000,000 hours worked.
38. Calculated based on 1,055,050 hours worked for Argentina, 626,496 for Corporate, 365,963 for Ecuador, 1,299,733 for Peru, and 3,347,242 total hours for Pluspetrol.
39. Calculated based on 8,206,364 hours worked for Argentina, 0 for Corporate, 906,234 for Ecuador, 11,551,967 for Peru, and 20,664,565 total hours for Pluspetrol.
40. This is presented separately since Lítica reports the aggregate indicator for its own personnel and third parties.
41. Recorded injuries include amputations or fractures.
42. This is presented separately since Lítica reports the aggregate indicator for its own personnel and third parties.
43. No data available.
44. Not applicable.

MANAGEMENT REVIEW AND CONTINUOUS IMPROVEMENT

EHS Committees are a proactive tool that enables the continuous improvement in process safety performance across operations. They help build and sustain a quality work environment and provide leaders with an opportunity to deliver genuine feedback to their teams within their areas of responsibility, fostering environments for exchange and synergy while ensuring the integration of EHS management and its technical foundations with the specific business activities.

We applied the Peer Assist practice, which allows to establish verification guidelines for the level of implementation of processes related to PSM elements across different Business Units. We also conducted internal audits to assess and improve management processes.

Internal Audit led—together with logistics safety specialists—the audit of Fixed-Wing operations in Camisea and the work control audit in La Calera.

In addition, a site visit was conducted in the Argentina BU to assess Rig operations, with a focus on operational safety processes.

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.

As part of the 6th Annual EHS Management Recognition Program, the following awards and special mentions were presented:

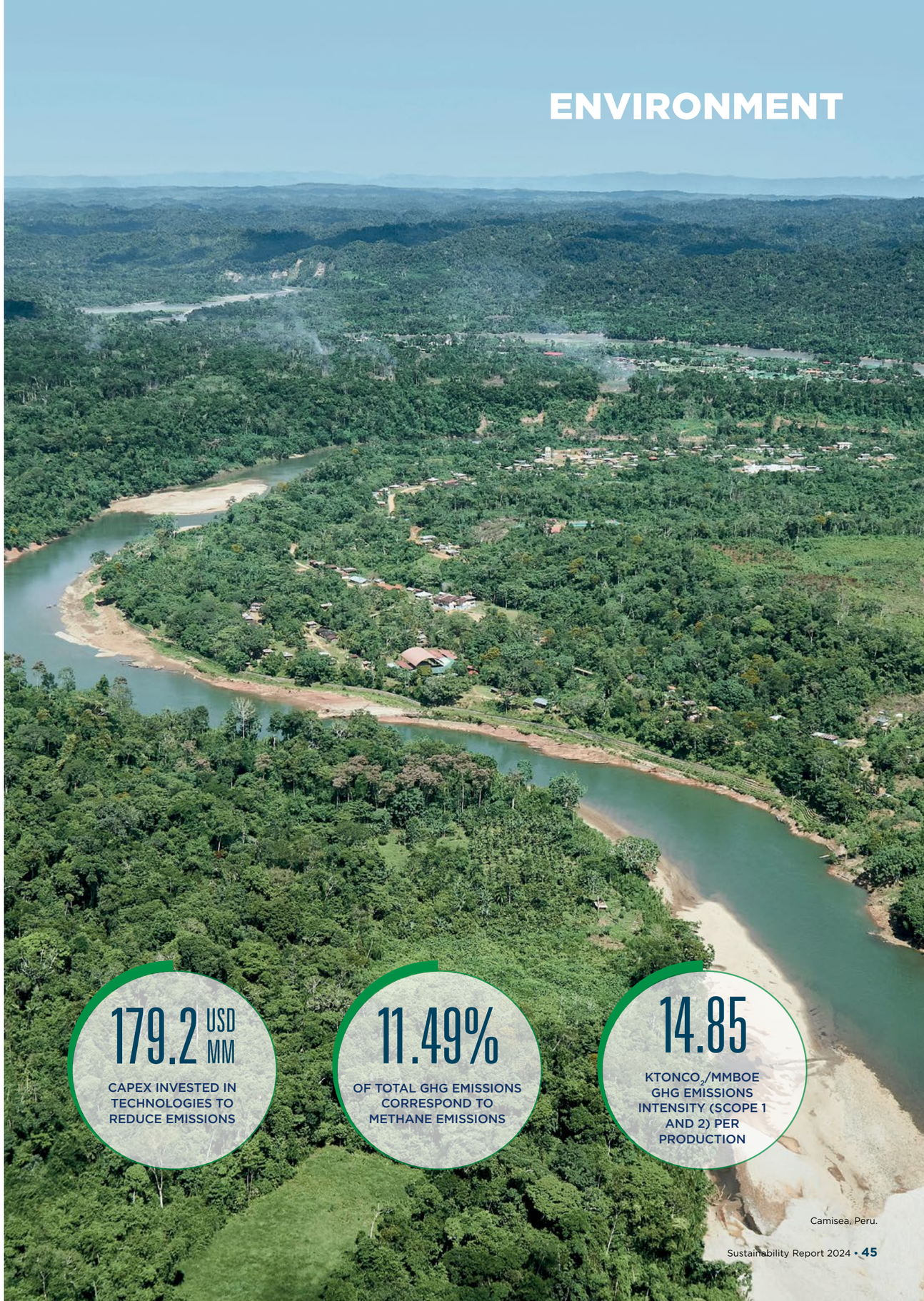
Best EHS Management:

- Argentina BU, Río Colorado Area – Best EHS performance indicators in 2024.
- Peru BU, Pisco Plant – Reached 10 million man-hours worked without Lost Time Injuries (LTIs).

Special mentions:

- Lítica – Research and Development Center Remodeling Project.
- Peru BU, Malvinas – Lean Cluster Project. Certification of the 2022 emissions inventory, obtaining the second star in the “Carbon Footprint” program of the Ministry of the Environment of Peru.
- Ecuador BU – Certification of GHG inventory quantification before the Enforcement Authority, based on international standards ISO 14064 and GHG Protocol. In this way, Ecuador becomes the first Business Unit to certify the Corporate GHG calculator.

ENVIRONMENT



Camisea, Peru.

La Calera, Argentina.

OUR ENVIRONMENTAL MANAGEMENT IS BASED ON THE COMPANY'S SUSTAINABILITY POLICY AND FRAMEWORK, WHICH DEFINE THE STRATEGIC GUIDELINES AND SUPPORT THE DEVELOPMENT OF THE RELEVANT REGULATORY DOCUMENTS, TOOLS, AND BEST PRACTICES. OUR ENVIRONMENTAL AGENDA IS ALIGNED WITH THE CHALLENGES OF THE GLOBAL CONTEXT AND THE SPECIFIC CHARACTERISTICS OF EACH OPERATIONAL AREA, BUSINESS OBJECTIVES, INDUSTRY TRENDS, AND BOTH LOCAL AND INTERNATIONAL STANDARDS.

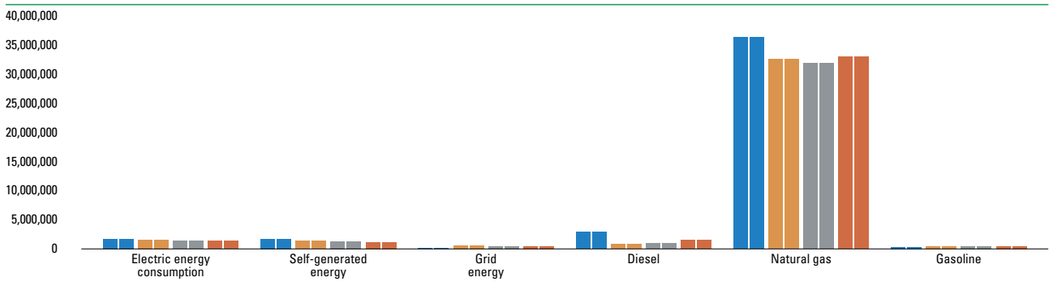
ENERGY AND CLIMATE CHANGE[45]

ENERGY

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

In Pluspetrol we are committed to the implementation of an efficient energy management. This involves, among other aspects, the optimization of generation sources and fuels, responsible consumption, minimization of associated emissions, while continuously monitoring our energy matrix, its impact on carbon intensity, and our overall consumption.

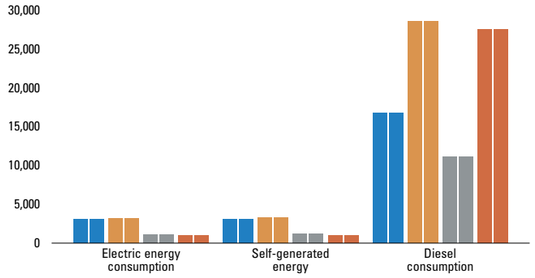
ENERGY CONSUMPTION BY SOURCE



	Electric energy consumption	Self-generated energy	Grid energy	Diesel	Natural gas	Gasoline
2021	2,141,496	2,135.887	5,609	2,609,596	36,177,237	11,366
2022	2,114,036	2,095,899	18,136	625,307	32,421,135	15,318
2023	2,060,696	2,044,147	16,549	891,893	31,721,132	16,760
2024	2,056,390	2,039,826	16,563	1,457,303	32,967,003	19,774

Figure 1: Consolidated energy consumption Pluspetrol (GJ).[46]

ENERGY CONSUMPTION BY SOURCE - LÍTICA



	Electric energy consumption	Self-generated energy	Diesel consumption
2021	3,019	3,019	16,617
2022	3,100	3,100	28,337.86
2023	1,089	1,089	10,997
2024	971	971	27,352

Figure 2: Energy consumption by source - Lítica (GJ).[47]

LÍTICA ANNUAL ENERGY CONSUMPTION

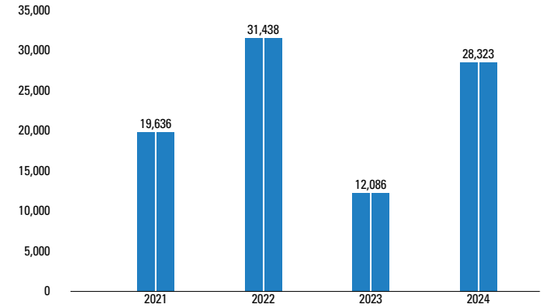


Figure 4: Total energy consumption – Lítica (GJ).[49]

TOTAL CONSUMPTION OF FUEL FROM NON-RENEWABLE SOURCES

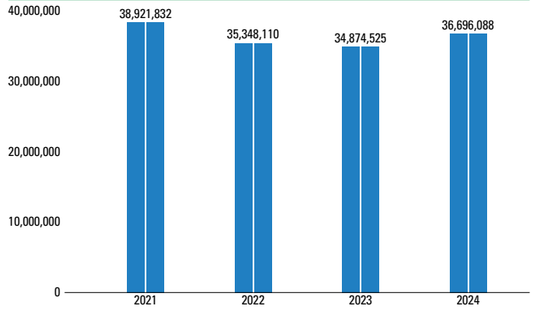


Figure 3: Total consumption of fuels from non-renewable sources - Pluspetrol (GJ).[48]

PLUSPETROL TOTAL ANNUAL ENERGY CONSUMPTION

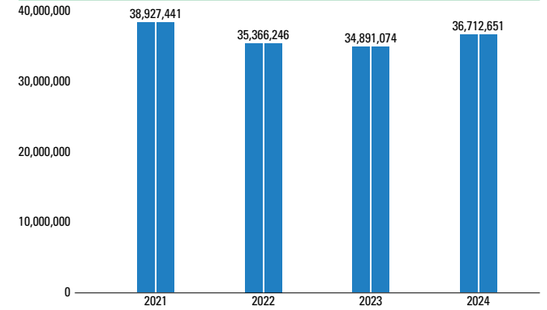
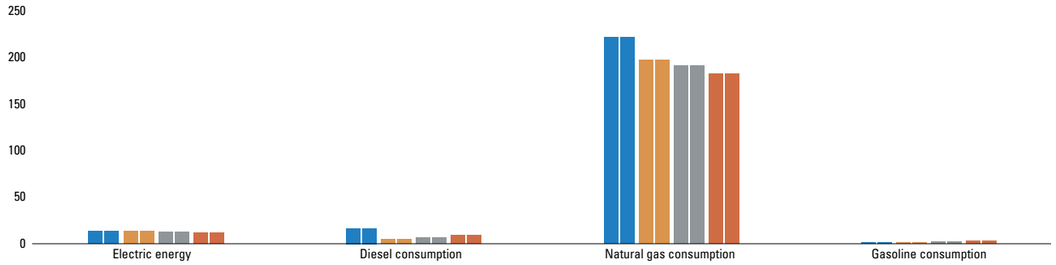


Figure 5: Total energy consumption - Pluspetrol (GJ).

ENERGY CONSUMPTION INTENSITY BY PRODUCTION UNIT



	Electric energy	Diesel consumption	Natural gas consumption	Gasoline consumption
2021	13.03	15.88	220.19	0.07
2022	12.80	3.79	196.25	0.09
2023	12.29	5.32	189.22	0.10
2024	11.33	8.03	181.56	0.11

Figure 6: Energy consumption intensity by production unit[50] - Pluspetrol (not including Lítica) (GJ/MBOE).

45. Change in scope: the Total Pluspetrol 2021, 2022 and 2023 values presented throughout the Environment chapter include data from operations in Angola. As of 2024, this operation is no longer part of Pluspetrol and, therefore, the information is not applicable.
46. Natural gas consumption does not include flared gas.
47. Lítica has no information available on grid energy, natural gas consumption and gasoline consumption.
48. Total consumption of fuel from non-renewable sources includes: diesel, natural gas, gasoline, crude oil (2,047,107 GJ), and LPG (23,750 GJ) consumption.
49. The data considered for Lítica's total energy consumption include self-generated energy and diesel consumption, as no information is available for other types of consumption.
50. The production value considers the total energy available, including the production and treatment of hydrocarbons by Pluspetrol.

EMISSIONS

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

GHG emissions management is a global challenge in which Pluspetrol is actively working to minimize its impact and achieve more sustainable operations.

We continued to strengthen natural gas production, a key resource for ensuring an energy supply with low GHG emissions: in 2024, our annual production consisted of 91% gas and 9% oil.

Since 2010, we have developed the corporate GHG emissions inventory, consolidating data and reporting according to the GHG Protocol Corporate Standard methodology. In 2024, we prepared the Corporate GHG Inventory Report, including Scope 1, 2, and 3 direct and indirect emissions for the first time. This report meets the requirements of the GHG Protocol and includes additional relevant information.

Also in 2024, with the support of an international consulting firm, we developed a project that included the review and assessment of the corporate GHG emissions inventory, the definition of the Business As Usual (BAU) scenario to determine future baseline emissions, the review of the emissions reduction project portfolio, the identification of new reduction opportunities, and the development of a Decarbonization Master Plan (Scope 1 and 2).

This year, the Peru Business Unit made significant progress in its decarbonization plan, which is part of the unit's strategic management. Its visibility and monitoring are carried out through the BU and asset Sustainability Committees and included in the annual training plan for employees. In addition, the registration and communication of the Scope 1 GHG emissions inventory continued, and the preparation of the 2021–2023 GHG Inventory was initiated in accordance with ISO 14064-1, covering Scope 1, 2, and 3 emissions, with external verification planned for 2025.

A pre-feasibility study was also launched for Forest Carbon Conservation Projects (REDD+) and Carbon Removal Projects through afforestation, reforestation, and ecological restoration (ARR) within the Malvinas asset.

The study "Contribution of Camisea Natural Gas to the Improvement of Air Quality, Public Health and Climate Change Mitigation in Peru" was developed to evaluate two scenarios between 2004 and 2030: one with natural gas and the other without natural gas. The results showed a significant reduction in GHG emissions and pollutants across all sectors under analysis, confirming the importance of natural gas as a key source for the energy transition in Peru. The use of Camisea gas has enabled a 15.5% reduction in CO_2 emissions compared to a scenario without natural gas. This report was shared with stakeholders, including the Ministry of the Environment and the Ministry of Energy and Mines.

On the other hand, the Lean work approach enabled the implementation of the Lean Cluster project at the Pagoreni B-Block 56 and Cashiriari 3-Block 88 sites. Through this initiative, routine flaring was eliminated by removing flares, and remote operations were maximized, reducing energy consumption in operations and transportation, decreasing the use of resources such as water, and minimizing waste generation. GHG emissions inventory reports for 2022 and 2023 were prepared for Pagoreni B and Cashiriari 3, based on ISO 14064-1, and External Verification Declarations were obtained for both years. This project has been registered under the Ministry of the Environment's "Carbon Footprint Peru" initiative, achieving the first and second levels of recognition.

In the Ecuador Business Unit, as part of the Ecuador Zero Carbon program, we received the "Green Point Award for Carbon Footprint Quantification" from MAATE[51]. In addition, the Quito Chamber of Commerce, in collaboration with MAATE, granted Pluspetrol recognition for being among the 70 ODS LEADER LATAM companies after obtaining the Ecuador Zero Carbon distinction.

In addition, we implemented pilot projects to reduce emissions and, since 2022, we have planted over 6,500 native species in Quito and Block 10.

In the Argentina Business Unit, we made progress on the construction of a gas processing plant (CPF) in La Calera, achieving a 7% reduction in emissions at the asset level during the August-September period following commissioning of Phase I. The GHG emissions inventory was also reviewed, and its visualization was improved through a dashboard, enabling operational areas to quickly identify emission sources by site and their respective contributions. At the Loma Jarillosa Este facility, a project called "Digital Flare Mitigation" was implemented, using gas to generate electricity to supply a data center connected to the internet. This center is used for cryptocurrency mining and graphic rendering. The initiative led to a reduction of 26 tons of CO_2 equivalent in 2024, representing a 5% decrease in total emissions in Argentina BU.

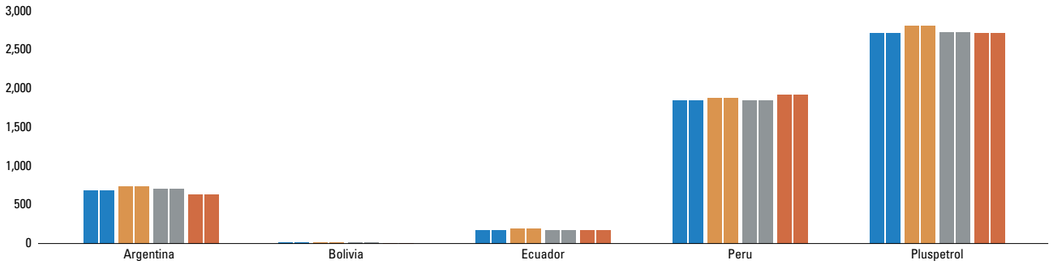
Fugitive emissions

In 2024, we continued implementing the LDAR (Leak Detection and Repair) Program across our operations. At Ecuador BU, we conducted quarterly monitoring of fugitive emissions and measurement of volatile organic compounds. Leak detection and repair campaigns were maintained at Peru BU and a quantitative optical gas detection system (qOGI) was implemented at the Malvinas asset to quantify the fugitive emissions detected. In addition, further energy efficiency measures were implemented to reduce emissions, such as the removal of flare systems in two natural gas production clusters in Malvinas, achieving zero routine flaring and reduced electricity consumption; the optimization of furnace combustion through excess oxygen control; the redistribution project for surplus fuel gas, reducing flaring at the Gas Plant; and the replacement of diesel vehicles with electric ones. Lastly, the injection of sweep gas into the flare system at the Pisco Plant was also reduced.

Green Point Award for Carbon Footprint Quantification, Ecuador.

51. Ministry of Environment, Water and Ecological Transition, Ecuador.

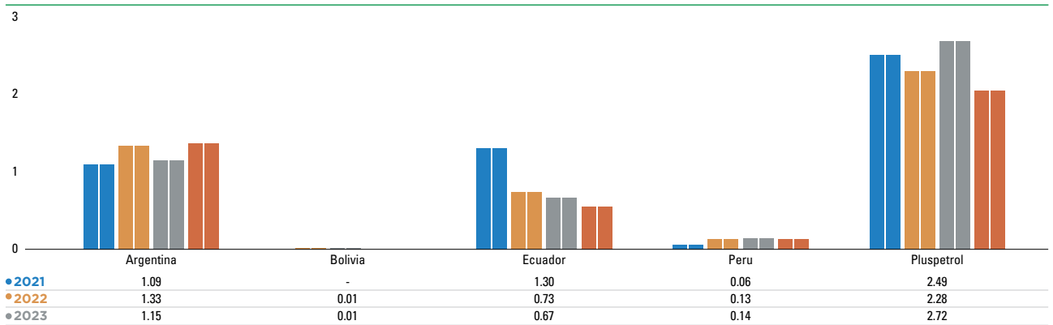
DIRECT GHG EMISSIONS (SCOPE 1)



	Argentina	Bolivia	Ecuador	Peru	Pluspetrol
2021	675.45	8.52	168.63	1,827.31	2,698.12
2022	727.91	8.18	172.40	1,862.35	2,788.49
2023	700.38	7.65	164.97	1,833.93	2,712.93
2024	623.68	2.41	164.25	1,904.16	2,694.50

Figure 7: Direct GHG emissions (KTON CO_2 equivalent).[52]

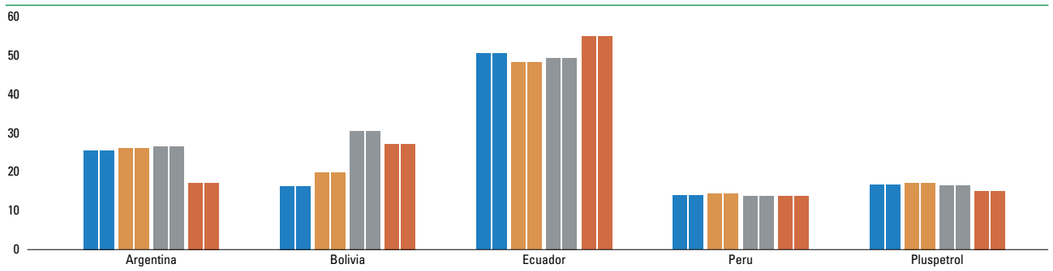
INDIRECT GHG EMISSIONS FROM ELECTRICITY CONSUMPTION (SCOPE 2)



	Argentina	Bolivia	Ecuador	Peru	Pluspetrol
2021	1.09	-	1.30	0.06	2.49
2022	1.33	0.01	0.73	0.13	2.28
2023	1.15	0.01	0.67	0.14	2.72
2024	1.36	0	0.55	0.13	2.05

Figure 8: Indirect GHG emissions from electricity consumption (KTON CO_2 equivalent).[53]

GHG EMISSIONS INTENSITY



	Argentina	Bolivia	Ecuador	Peru	Pluspetrol
2021	25.01	16.11	50.12	13.73	16.44
2022	25.22	19.67	47.85	14.10	16.89
2023	25.29	30.30	48.98	13.47	16.21
2024	16.88	27.19	57.76	13.46	14.85

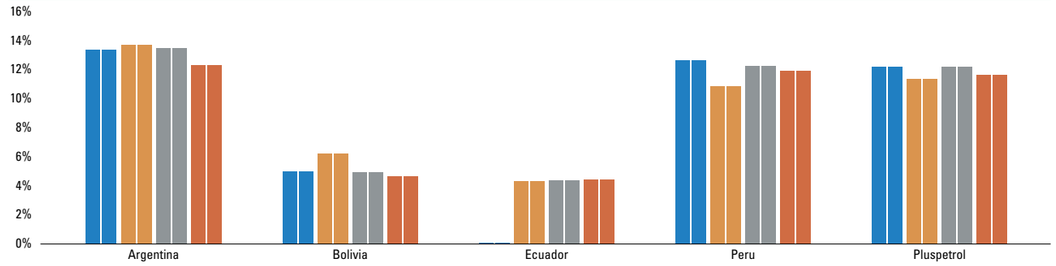
Figure 9: GHG emission intensity (KTON CO_2/MMBOE[54]).[55]

52. GHG emissions included in the calculation resulting from our activity: CO_2, CH_4, and N_2O. We do not generate biogenic CO_2 emissions. All calculations have been made using the activity operational control approach. No information from Litica is included, as it was not operational during the reporting period.
53. Pluspetrol's total Scope 2 emissions include those associated with electricity consumption at the Uruguay offices for the year 2024 (0.014 KTonCO_2eq). GHG gases included in the calculation resulting from our activity: CO_2, CH_4, and N_2O. We do not generate biogenic CO_2 emissions. All calculations have been made using the activity operational control approach. No information from Litica is included, as it was not operational during the reporting period.
54. The production value considers the total energy available, including hydrocarbons production and treatment by Pluspetrol.
55. The emissions included in the intensity ratio are direct Scope 1 emissions and indirect Scope 2 emissions. The gases included in the calculation are CO_2, CH_4, and N_2O. Litica is not included as it is not yet in the production stage.
56. Petroleum Industry Environmental Conservation Association, International Association of Oil & Gas Producers and American Petroleum Institute.
57. Compilation of air pollutant emission factors from the U.S. Environmental Protection Agency.
58. No information from Litica is included, as it was not operational during the reporting period.
59. Gas vented for operational safety reasons and under the permits required by the competent authority.
60. No information is included for Litica, as it does not apply to the type of activity.
61. No information is included for Litica, as it does not apply to the type of activity.

The methodology used for GHG measurements is based on the guidelines of IPIECA, API and IOGP[56], which enable the calculation of GHG emissions from stationary sources according to fuel type and source type. Methane (CH_4) emissions from tanks are also included in the calculation.

The inventory is based, on the one hand, on the estimation of carbon dioxide (CO_2) emissions from various sources using a stoichiometric calculation method that assumes complete combustion and, on the other hand, on the use of emission factors provided by the AP-42 (EPA)[57] and IPCC reference methodologies for the calculation of CH_4 and nitrous oxide (N_2O).

PERCENTAGE OF METHANE EMISSIONS IN RELATION TO TOTAL DIRECT GHG EMISSIONS



	Argentina	Bolivia	Ecuador	Peru	Pluspetrol
2021	13.65	4.93	0.04	12.45	12.06
2022	13.97	6.10	4.24	10.71	11.22
2023	13.73	4.87	4.26	12.11	12.03
2024	12.61	4.60	4.29	11.75	11.49

Figure 10: Percentages of methane emissions in relation to total GHG direct emissions.[58]

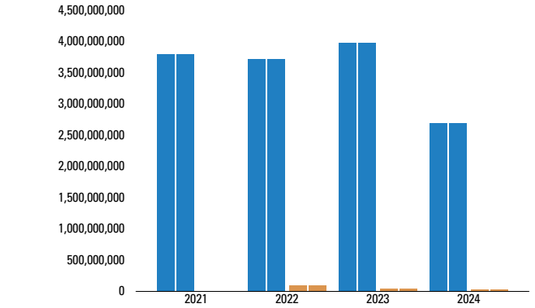
Routine flaring of gas is one of the primary sources of GHG emissions in our operations. Aware of this, we are constantly seeking and assessing opportunities for improvement to minimize product loss and the associated emissions. At the same time, we are working on integrating high-efficiency burners for methane combustion, making flares key elements for safety and environmental protection across all our facilities.

It is worth noting that the volume of gas flared is included in the greenhouse gas inventory.

FLARED AND VENTED GAS 2024[59]	ARGENTINA	BOLIVIA	ECUADOR	PERU	PLUSPETROL
Flared and vented gas (SCF)	1,761,930,935	2,068,027	8,882,323	941,080,789	2,713,962,075
BOE	37,018,465	88,542	3,009,386	141,456,447	181,572,841
Flared and vented gas by production unit (SCF/BOE)	48	23	3	7	15

Table 1: Flared and vented gas 2024.

FLARED AND VENTED GAS



	2021	2022	2023	2024
FLARED GAS	3,785,841,330	3,695,256,242	3,953,753,136	2,704,696,094
VENTED GAS	4,189,596	34,228,721	21,141,312	9,265,980

Figure 11: Flared and vented gas (SCF).[60]

CONTRIBUTION OF FLARING TO TOTAL GHG EMISSIONS

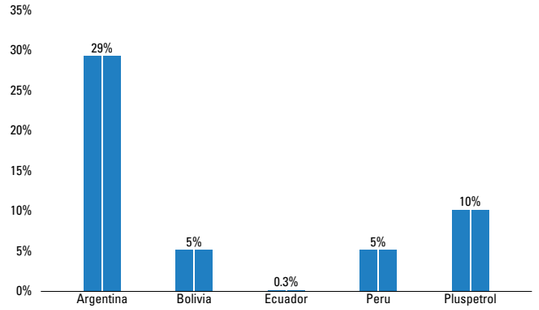


Figure 12: Contribution of flaring to total GHG emissions in CO_2e (%).[61]

Río Colorado, Argentina.

BIODIVERSITY MANAGEMENT

GRI 304-1, 304-2, 304-3

ENERGY TRANSITION

In line with the Strategic Priority Topic "Energy Transition" defined in the Sustainability Framework, and to address the "developing the Energy Transition area" action line established by the Sustainability Committee, in the last few 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 an ever-changing world and industry. In this regard, we are evaluating the incorporation of sustainable energy and transition fuel projects, and have begun exploring the field of biofuels, where we are currently working on a project to produce SAF (sustainable aviation fuel), among other initiatives.

As part of these actions, by the end of 2024, we completed the acquisition of the Cerro Grande and Peralta I and II wind farms in Uruguay, which together make up the second largest private renewable power generation portfolio in the country. Located in the departments of Tacuarembó and Cerro Largo, the wind farms are equipped with 72 Enercon E-92 wind turbines, with a total installed capacity of approximately 170 MW. This infrastructure provides sustainable energy to approximately 60,000 Uruguayan households, representing an annual reduction of around 25,000 tons of CO_2 in the carbon footprint of Uruguay's energy matrix. The acquisition of these wind farms marks Pluspetrol's first step in the field of renewable power generation and is part of our strategy to diversify and invest in sustainable energy sources. In line with this, conceptual engineering work was also carried out for a project aimed at producing SAF from ethanol in Brazil.

Throughout 2024, the Business Units participated in technical round tables to update the regulatory documents related to Biodiversity and Ecosystem Services (BES) management and worked in the identification of sensitive areas.[62]

The main objectives were:

- To share BES-related actions at each site, aligned with the Biodiversity Action Plans required by our internal policy, fostering a preventive and standardized approach to management.
- To encourage collaboration between the Business Units and the Corporation through co-creation spaces.
- To develop a data organization model that enables local and global management of BES matters, using the GIS Hub tool.

In this context, we began developing a corporate dashboard focused on Biodiversity and Ecosystem Services, which facilitates the visualization of our operational areas. This dashboard includes information on occupied/impacted areas, restored areas, areas pending restoration and compensation, and conservation areas as defined by each Business Unit. It also integrates the measures and actions set out in the various Biodiversity Action Plans, enabling the monitoring of global BES KPIs. We are currently making the final adjustments so that it will be operational next year.

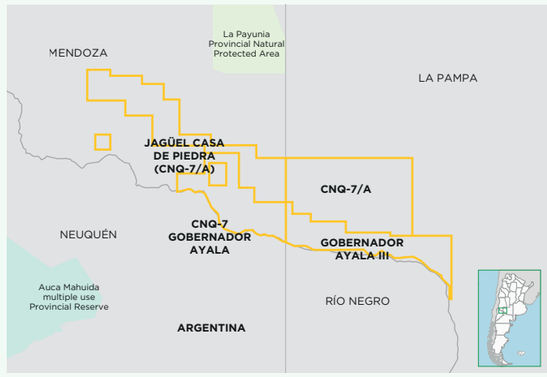
Additionally, we developed a communication piece for employees at our operational sites to share information about the sensitive areas reached by our assets.

The following maps show the Company's operational areas and their location in relation to protected areas, and areas of high biodiversity value.

62. Pluspetrol includes in this category areas with high biodiversity value or particular biological importance, which may encompass or overlap with Protected Areas, Ramsar Sites, Biosphere Reserves and/or World Heritage Sites, among others.

RÍO COLORADO AREA, ARGENTINA

Operated area surface: 1,653.22 km²



LÍTICA, ARGENTINA

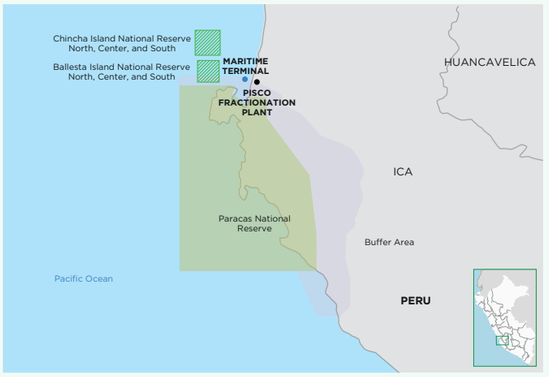
Operated area surface: 320,000 ha

BLOCK 10, ECUADOR

Operated area surface: 1,984.94 km²

CAMISEA, PISCO, PERU

Operated area surface: 0.56 km²



CAMISEA, MALVINAS, PERU

Operated area surface: 1,412.93 km²

FOLLOWING IS A DETAIL OF THE MAIN BIODIVERSITY MANAGEMENT ACTIVITIES CARRIED OUT BY EACH BUSINESS UNIT.

ARGENTINA BU

Biodiversity Road Map Review

In 2024, the Biodiversity Road Map was reviewed, and the inventory of impacted areas was adjusted through spectral analysis with satellite images. A dashboard was also developed to monitor areas that have been impacted, restored, are in the process of being restored or require compensation.

Recovery monitoring of impacted areas in linear infrastructure (pipelines) was carried out across all the Business Unit assets using the quadrant methodology and biodiversity index calculations. In addition, monitoring of abandoned facilities (wells) was conducted to identify cases where restoration actions might be required.

Restoration Projects for Impacted Areas in La Calera

In May 2024, revegetation was carried out at four sites previously used during the well drilling and completion stages. Over 4,000 native plants were sown, including the installation of protective sleeves to shield them from herbivores.

Pilot Project for Transplanting Mature Native Plants in La Calera

In June, a pilot project was conducted to transplant 2,000 mature native flora specimens. The plants were removed from a disturbed area and manually replanted in a nearby site, with initial irrigation to support the development of new roots. In follow-up monitoring, the effectiveness of the transplanting process will be evaluated in order to establish this method as a potential restoration action that could shorten recovery times in impacted areas.

Baseline Studies of Sensitive Species in Argentina BU Assets

Flora and fauna surveys were conducted in the La Calera, Loma Jarillosa Este, Meseta Buena Esperanza, and Aguada Villanueva assets to compile a list of sensitive species and design specific intervention strategies and management plans.

LÍTICA

Two protected natural areas are located within the area of influence of the projects: the Los Andes Flora and Fauna Nature Reserve and the Vicuña Reserve Zone. Both are regulated by the Provincial System of Protected Areas (SIPAP), which aims to promote the management, administration, and effective protection of parks, reserves, and natural and cultural monuments of Argentina's provinces.

Accordingly, Lítica carried out collaborative environmental monitoring in December at the Río Grande, Arizaro Norte, and Pocitos salt flats, with no substantial habitat transformations identified.

ECUADOR BU – VILLANO FIELD – BLOCK 10

Conservation and Monitoring of Flora and Fauna in Antisana National Park

Stringent flora and fauna monitoring procedures were maintained in Antisana National Park, which is crossed by the Secondary Pipeline transporting production from Villano Field. The systematization of historical species data was initiated to support environmental conservation awareness and education, in coordination with park authorities. In addition, financial support for the protection of the area continued through an agreement with the Ministry of Environment, Water, and Ecological Transition (MAATE), which facilitated the expansion of the protected area.

Flora and Fauna Monitoring at Villano Field – Block 10

Villano Field production platforms area is surrounded by well-preserved Amazonian natural forest, home to communities that continue to rely on the forest for their livelihoods. In compliance with the Environmental Management Plan, biannual flora and fauna monitoring was conducted at the Villano A and Villano B platforms and along the flowline, showing good conservation levels. A multitemporal data analysis was also launched to assess species dynamics and support the planning of targeted conservation actions.

PERU BU

In 2024, as in every year since the start of operations, we continued implementing the Biodiversity Monitoring Program (BMP) in the Upstream Sector, along with the Marine Coast Monitoring Program in Paracas Bay-Pisco.

During this year, progress was made with the Biodiversity Action Plan for the Malvinas asset, with the incorporation of the mitigation hierarchy, sensitive ecosystems, key species and through alliances with organizations and other stakeholders in conservation efforts. Accordingly, the evaluation of the creation of a private conservation area in Bajo Urubamba, Megantoni district, was also initiated.

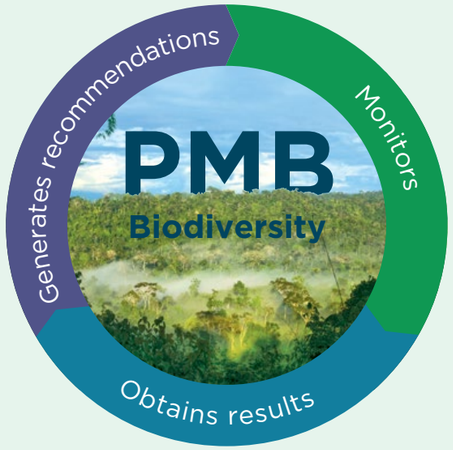
At the COP 16 Biodiversity Conference held in Cali, Colombia, Peru's participation was sponsored and Camisea's conservation initiatives in protected areas were shared. These included environmental and social safeguards, offshore in land and green pipeline designs, ecosystem monitoring programs, and Paracas National Reserve fund.

A working session was held with authorities from the Megantoni District Municipality to review biodiversity indicators, the company's activities in the Bajo Urubamba Amazon region, and compliance with associated commitments.

Biodiversity Monitoring Program (BMP) in the Upstream Sector of the Camisea Project[63]

The BMP is an independent, long-term monitoring system aimed at providing information on the status and trends of biodiversity in the Camisea Project's area of operation.

Since 2005, the program's implementation has contributed significantly to the scientific knowledge of the area—recognized as a biodiversity hotspot—and its findings have enabled the operation to generate recommendations for the implementation of actions to prevent and/or minimize impacts on biodiversity. These include:



- Identifying the most suitable alternative for routing linear projects such as right-of-way and seismic lines.
- Establishing criteria for defining sensitive areas based on biological, physical, and social factors, along with their identification and mapping.
- Monitoring and determining the dynamics and recovery time of deforested areas by vegetation unit type.
- Identifying species best suited for use in revegetation efforts.

In 2024, the PMB continued activities such as monitoring terrestrial and arboreal mammals using camera traps, birds using acoustic recorders, terrestrial and aquatic biota using environmental DNA (eDNA), and ecosystem services in native communities.

Early warnings of land use change were also generated within the territory of the communities and the project area.

In addition, various activities were carried out throughout the year, with the main ones outlined below:

63. See https://pmb.pe/que-es-pmb/.

Terrestrial and aquatic biota

The second environmental DNA monitoring campaign was conducted to study wildlife, including 24 monitoring stations. Samples were sent to a specialized laboratory for analysis. Hydrobiological monitoring was also carried out, including two field campaigns—during the wet and dry seasons—across 21 stations.

Camera trap monitoring was conducted in the Malvinas area and along the Cashiriari 1 – Malvinas flowline. Cameras were deployed, checked, and removed after three months in the field. This year, the program was expanded to include canopy-level cameras to monitor arboreal fauna, with the aim of capturing images of species such as the spider monkey (Ateles chamek). Finally, acoustic monitoring involved the installation of canopy-level recorders at heights exceeding 15 meters. Trees with the highest connectivity were selected, and artificial intelligence was used to identify species from the recordings.

Landscape

Another key component in tracking the status of biodiversity is the monitoring of changes in land use, which enables early detection of forest alterations within Camisea's direct area of influence due to human activity. In 2024, four alerts were generated based on satellite imagery, which helped identify forest disturbances caused mainly by road construction, urban development, large-scale agriculture, and power line installation—activities driven by local government investments in the area. This information makes it possible to define actions and to communicate findings to local stakeholders, contributing to the development of a risk analysis.

Ecosystem Services

This monitoring effort makes it possible to detect changes in access to and use of biodiversity resources, as well as shifts in the dynamics of local communities in relation to these resources, one of the main components evaluated being the use of hydrobiological resources. It has been developed in seven native communities, focusing on fishing, hunting, and gathering activities.

Management

The data gathered through the monitoring programs is made publicly available through the reports published on the PMB[64] website and through Camisea's internal Biodiversity Dashboard. In 2024, the database was updated with findings from the 2020–2023 monitoring campaigns.

Camisea, Peru. Photographer: Enrique Castro.

Marine Coast Monitoring Program in Paracas Bay - Pisco

This program assesses the area of influence of the Natural Gas Liquids Fractionation Plant and its Marine Terminal, through monthly and quarterly monitoring of seawater, marine sediment, and indicator species. This year, two Collaborative Environmental Monitoring campaigns were conducted with the participation of 12 institutions.

Key activities within this Program included: the Early Warning System, which monitors water quality parameters and biological observations, reporting potential anomalies and findings to the relevant authorities; seawater and sediment monitoring, carried out at 113 stations and entailing the analysis of 23 parameters; biological monitoring, which covered plankton at 38 sites, macrozoobenthos and macroalgae at 46 sites, resident and migratory birds at 14 stations, marine mammals at 5 stations, and terrestrial biota focused on arthropods and herpetofauna; and fisheries landings monitoring, conducted quarterly at 4 artisanal landing sites and daily at industrial landings, with reports submitted to the environmental authorities.

WATER AND EFFLUENT MANAGEMENT

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

The management of freshwater resources is a key aspect of our operations. In 2024, we worked on the pilot of a comprehensive platform to manage water resources, considering impacts, risks, and opportunities.

We also continued developing initiatives aimed at optimizing water consumption, reusing treated and produced water, and controlling discharges. At the same time, we advanced in the implementation of best practices for monitoring surface and groundwater resources in our operational areas, which enabled us to preserve the quality and availability of water resources while minimizing any potential impact on freshwater extraction sources.

ARGENTINA BU

In the Argentina Business Unit, monthly water consumption monitoring and measurements were carried out and reported to the authorities. Discharges into sump wells were regularly monitored to ensure the integrity and quality of the injected water, in compliance with current regulations. A new regulatory document on water and liquid effluent management was published, aligned with the corporate standard. This document defines responsibilities and action flowcharts for the planning and operation of assets and facilities. Water balances were developed for each asset, and both the blue and grey water footprints were calculated. In addition, groundwater monitoring networks were designed and are currently being implemented in Río Colorado, while awaiting approval from the authorities of La Calera and Loma Jarillosa Este.

A multidisciplinary team was formed to analyze the feasibility of a pilot project for the reuse of produced water in fracturing operations. In January 2024, the pilot was implemented at PAD K4, using a mix of freshwater and production water. The results enabled adjustments to the design of the logistics, storage, and water mixing and treatment systems for future pilots.

ECUADOR BU

In the Ecuador BU, quarterly groundwater quality monitoring was maintained in hydrocarbon storage areas. This monitoring was extended to new areas within the CPF.

PERU BU

In the Peru Business Unit, water resource management focused on ensuring availability with minimal consumption, preserving water source quality, prioritizing the reuse of generated effluents, and complying with environmental standards and applicable regulations. Water consumption indicators have been established and are monitored on a monthly basis. As required by law, environmental impact studies were conducted prior to the use of water resources to assess the feasibility of water consumption without compromising ecosystem services. Furthermore, we have obtained the necessary approvals from the relevant authority (National Water Authority) and we have implemented a monitoring program for effluents and receiving body, which is reported to the environmental authorities.

In Pisco, 100% of treated wastewater was reused for irrigating green areas. Also, firewater network consumption was optimized by revising procedures and changing accessories to reduce losses. In Malvinas, new water meters were installed to improve consumption tracking, and a water consumption reduction assessment is underway at the camp, which accounts for 60% of the asset's total water use. This assessment includes a review of the water balance and proposals for potential projects to reduce water consumption. Engineering was completed for the reuse of domestic effluents from the Malvinas camp, replacing the use of freshwater for road irrigation.

Regarding water consumption distribution by type of use in operations and projects, more than 80% is allocated primarily to service areas and directly to the firewater system. The process of natural gas extraction and processing does not involve water consumption.

LÍTICA

Water extraction in Lítica is from surface sources and is used exclusively for camp activities, except for human consumption, which relies on bottled water. For this reason, and given that the project is not yet in its production stage, there are no significant discharges, but rather mainly domestic-type sewage effluents. Prior to discharge, these effluents are treated in a treatment plant under physical, chemical, and bacteriological monitoring, in accordance with current regulations. All of the water extracted is considered to be discharged since its use does not imply consumption.

64. See https://pmb.pe/material-de-interes/informes-tecnicos/.

WATER EXTRACTION BY SOURCE

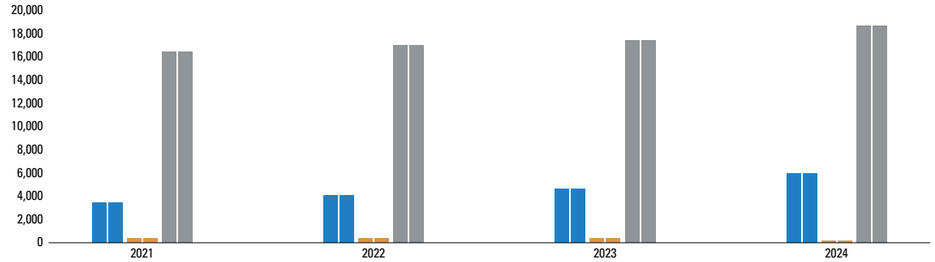


Figure 13: Water extraction by source (ML) - Pluspetrol.[65]

WATER EXTRACTION BY SOURCE	ARGENTINA	BOLIVIA	ECUADOR	PERU	PLUSPETROL
SURFACE WATER (TOTAL) ML	5,738.64	0	6.80	163	5,909
Freshwater (total dissolved solids ≤1000 mg/l) ML	5,738.64	0	6.80	163	5,909
Other waters (total dissolved solids >1000 mg/l) ML	0	0	0	0	0
GROUNDWATER (TOTAL) ML	2.83	1.85	23.47	160.38	188.53
Freshwater (total dissolved solids ≤1000 mg/l) ML	2.83	1.85	23.47	160.38	188.53
Other waters (total dissolved solids >1000 mg/l) ML	0	0	0	0	0
SEA WATER (TOTAL) ML	0	0	0	9.26	9.26
Freshwater (total dissolved solids ≤1000 mg/l) ML	0	0	0	0	0
Other waters (total dissolved solids >1000 mg/l) ML	0	0	0	9.26	9.26
PRODUCED WATER[66] (TOTAL) ML	15,154.02	6.7	12267.8	121.06	27,549.58
Freshwater (total dissolved solids ≤1000 mg/l) ML	0	0	12267.8	121.06	12,388.86
Other waters (total dissolved solids >1000 mg/l) ML	15,154.02	6.7	0	0	15,160.72
THIRD-PARTY WATER (ML)	30.31	0	0.11	1.41	31.83
Freshwater (total dissolved solids ≤1000 mg/l) ML	30.31	0	0.11	1.41	31.83
Other waters (total dissolved solids >1000 mg/l) ML	0	0	0	0	0
TOTAL EXTRACTED WATER (ML)	20,925.81	8.55	12,298.19	455.35	33,687.9
TOTAL FRESHWATER (ML)	5,771.78	1.85	12,298.19	446.09	18,517.91
TOTAL OTHER WATERS (ML)	15,154.02	6.7	0	9.26	15,169.98

Table 2: Water extraction by source[67] - Pluspetrol Information corresponding to the year 2024.

WATER DISCHARGES BY RECEIVING WATER BODY[68]	ARGENTINA	BOLIVIA	ECUADOR	PERU	PLUSPETROL
SURFACE WATER (ML)	0	0	26.94	181.63	208.58
Freshwater (total dissolved solids ≤1000 mg/l) ML	0	0	26.94	181.63	208.58
Other waters (total dissolved solids >1000 mg/l) ML	0	0	0	0	0
GROUNDWATER (ML)	1,945.58	6.69	12,153.54	167.60	14,273.4
Freshwater (total dissolved solids ≤1000 mg/l) ML	7.27	0	12,153.54	167.60	12,328.40
Other waters (total dissolved solids >1000 mg/l) ML	1,938.31	6.69	0	0	1.945
SEA WATER (ML)	0	0	0	9.18	9.18
Freshwater (total dissolved solids ≤1000 mg/l) ML	0	0	0	0	0
Other waters (total dissolved solids >1000 mg/l) ML	0	0	0	9.18	9.18
THIRD-PARTY WATER (ML)	2	0	0	0	2
Freshwater (total dissolved solids ≤1000 mg/l) ML	0	0	0	0	0
Other waters (total dissolved solids >1000 mg/l) ML	2	0	0	0	2
TOTAL WATER DISCHARGES (ML)	1,947.58	6.69	12,180.48	358.41	14,493.16
TOTAL FRESHWATER DISCHARGES (ML)	7.27	0	12,180.48	349.23	12,536.98
TOTAL OTHER WATER DISCHARGES (ML)	1,940.32	6.69	0	9.18	1,956.18
Untreated (ML)	0	0	12,143.43	9.18	12,152.61
Tertiary Treatment (ML)	1,947.58	6.69	37.05	349.23	2,340.55

Table 3: Water discharges by receiving water body - Pluspetrol Information corresponding to the year 2024.

TOTAL WATER CONSUMPTION	ARGENTINA	BOLIVIA	ECUADOR	PERU	PLUSPETROL
TOTAL WATER CONSUMPTION ML (MEGALITERS)	18,978.22	1.86	117.7	96.95	19,194.73

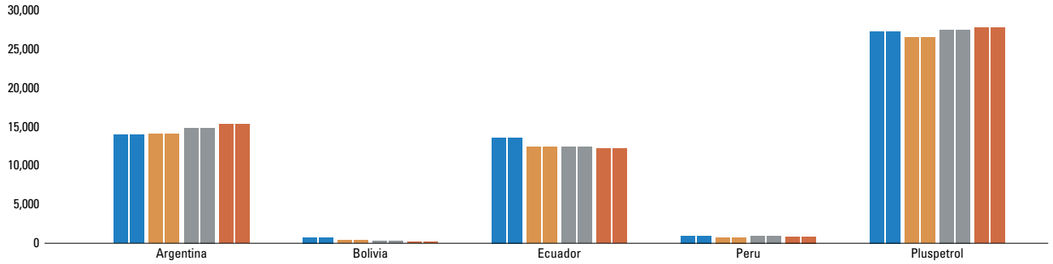
Table 4: Total water consumption (ML), Pluspetrol. Information corresponding to the year 2024.

PRODUCTION WATER GENERATED	ARGENTINA	BOLIVIA	ECUADOR	PERU	PLUSPETROL
PRODUCTION WATER GENERATED (ML)	15,154.023	6.7	12,267.8	121.06	27,549.58

Table 5: Production water generated (ML), Pluspetrol Information corresponding to the year 2024.

65. Surface water corresponds to river water. There is no collected rainwater, wastewater from other organizations, or municipal or other water supplies. Data corresponds to flow meter measurements.
66. Water is produced along with oil and gas.
67. Due to changes in local legislation, we no longer operate in water-stressed areas.
68. The effluents generated do not contain hazardous substances; therefore, a basic treatment is carried out across all operations, including processes such as sedimentation, decantation, filtration, aeration, and flocculation, among others.

PRODUCTION WATER GENERATED



	Argentina	Bolivia	Ecuador	Peru	Pluspetrol
2021	13,805.02	49.97	13,139.32	76.34	27,122.58
2022	13,947.64	16.95	12,424.73	90.05	26,533.88
2023	14,724.02	14.43	12,408.46	102.25	27,301.09
2024	15,154.02	6.70	12,267.80	121.06	27,549.58

Figure 14: Production water generated (ML) by Business Unit and Pluspetrol Total.

SPILL MANAGEMENT

GRI 306-3

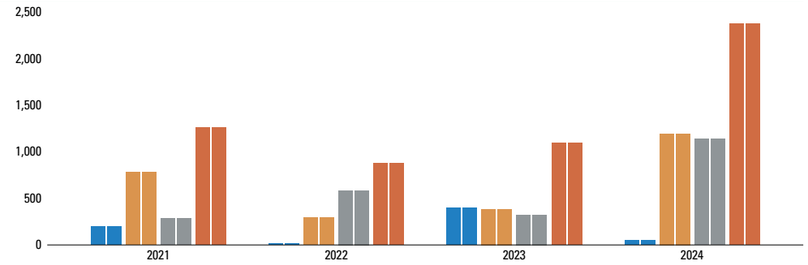
At Pluspetrol, preventing spills during the production, storage, and transportation of hydrocarbons is a core commitment across all our operations. Our Process Safety Management System defines the necessary measures to ensure the integrity and reliability of our assets and facilities, aiming to prevent any type of accidental fluid release.

We have a Comprehensive Emergency and Crisis Management System in place, which incorporates industry best practices and includes contingency plans tailored to the specific geographic and operational characteristics of each site. These plans provide detailed guidance on how to act and respond to undesired events, such as spills and other contingencies.

In 2024, a new corporate tool—Sinergia—was implemented across all Business Units to centralize the reporting and investigation of undesired events, as well as to track the corrective or preventive actions required. This global tool will enable us to manage updated data and indicators online, providing key information to support continuous improvement cycles and deliver accurate, high-quality inputs for generating “Risk Alerts” and “Lessons Learned”.

We are currently working on the integration of this data into a dashboard that will be automatically fed by the Sinergia tool, allowing for the consolidated visualization of records across all Business Units.

SPILLS



	2021	2022	2023	2024
100% HYDROCARBON SPILLS	192	3	391	47
OIL AND WATER MIXTURE SPILLS	775	288	378	1,186
OTHER SUBSTANCES SPILLS	282	579	319	1,129
TOTAL SPILLS	1,249	870	1,088	2,362

Figure 15: Spills (BBL), Pluspetrol, 2024.

Camisea, Peru.

INFORMATION ON SPILLS	ARGENTINA	BOLIVIA	ECUADOR	PERU	PLUSPETROL
100% Hydrocarbon Spills - Volume (BBL)	46.12	0	0.09	0.89	47
100% Hydrocarbon Spills - Quantity	36	0	4	9	49
Oil and Water Mixture Spills – Volume (BBL)	1,186.02	0	0.19	0	1,186.21
Oil and Water Mixture Spills – Quantity	86	0	2	0	88
Recovered Hydrocarbons – Volume (BBL)	14.45	0	0	0	14.45
Spills of Other Substances – Volume (BBL)[69]	1,126.64	0	0	2.01	1,128.65
Spills of Other Substances – Quantity	45	0	1	5	51

Table 6: Information on Spills for the year 2024, Pluspetrol.

TOTAL SPILLS PLUSPETROL 2021: **188 (1,249 barrels spilled).**
TOTAL SPILLS PLUSPETROL 2022: **169 (870 barrels spilled).**
TOTAL SPILLS PLUSPETROL 2023: **164 (1,088 barrels spilled).**
TOTAL SPILLS PLUSPETROL 2024: **188 (2,362 barrels spilled).**

LÍTICA	2021	2022	2023	2024
Total spilled volume (m^3)	0.03	0.01	0.02	0.14
m^3 due to sump/tank ruptures	0.03	0.01	0.02	0.14
Total number of significant spills	2	0	0	5
Total number of spills	2	1	4	5

Table 7: Information on Spills (Lítica).

69. Other spilled substances include lubricants, production water, chemicals, drilling muds, etc.

WASTE

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

SOLID AND LIQUID WASTE

Waste management and its proper treatment and/or final disposal is a key aspect of Pluspetrol's environmental management. In line with the commitments established under the Sustainability Policy and Framework, we promote the use of inputs with longer lifespans and lower hazard levels at the end of their useful life, ensuring the availability of appropriate treatment technologies in accordance with current regulations in each jurisdiction.

We are committed to maintaining a robust system for recording and managing waste-related information reported by each Business Unit, in alignment with both our internal policies and the applicable legislation in each jurisdiction.

ARGENTINA BU

At the Río Colorado asset, oil-contaminated sludge from tank cleaning and other maintenance activities was managed through co-processing with an external operator. This procedure, authorized by provincial and national environmental authorities, allows for the reuse of waste as alternative fuel in cement kilns. In 2024, a total of 1,500 m³ of sludge was managed using this method. Additionally, 1,500 m³ of oil-contaminated soil was sent for landfarming treatment, and a pilot project was launched for in situ assisted bioremediation in biopiles totaling 4,400 m³.

PERU BU

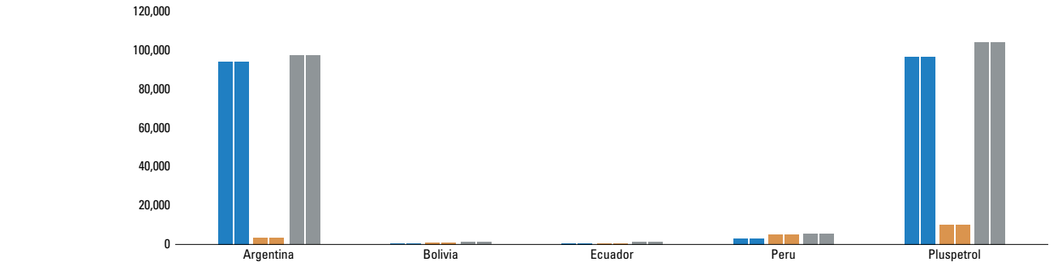
This year, we continued to implement actions aimed at minimizing and/or reusing waste. Circularity assessments were carried out in Malvinas and Pisco to identify improvement opportunities and integrate circular economy principles into our strategies and procedures. The "Waste with Social Value" strategy was maintained, including the agreement with ANIQUEM – Association for the Aid of Burned Children. In addition, an agreement was signed with the Municipality of Paracas to deliver organic waste to the district's composting plant.

The annual audit program was conducted across six waste recovery and/or final disposal centers in Pisco and Malvinas, in coordination with the solid waste operator Green Care, ensuring regulatory compliance and adequate operational control.

ECUADOR BU

Waste management in Ecuador BU is carried out in compliance with the corporate standard and the applicable legal framework, with the support of companies accredited by the relevant environmental authority. This year, follow-up actions were conducted on the Waste Minimization Plan submitted to the Environmental Authority, including specific indicators aimed at improving waste management. We also continued disseminating updated procedures to raise awareness about their proper implementation.

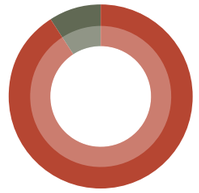
WASTE GENERATED IN 2024



	Argentina	Bolivia	Ecuador	Peru	Pluspetrol
HAZARDOUS WASTE	93,647.33	0.09	158.95	1,132.16	94,938.53
NON-HAZARDOUS WASTE	3,560.26	2.94	147.44	5,426.50	9,137.13
TOTAL	97,207.59	3.03	306.39	6,558.65	104,075.66

Figure 16: Waste Generated (tons), Pluspetrol 2024.

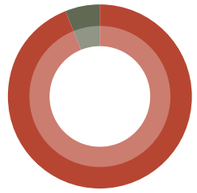
CLASSIFICATION OF WASTE



- 91% - Hazardous
- 9% - Non-hazardous

Figure 17: Classification of waste (%).

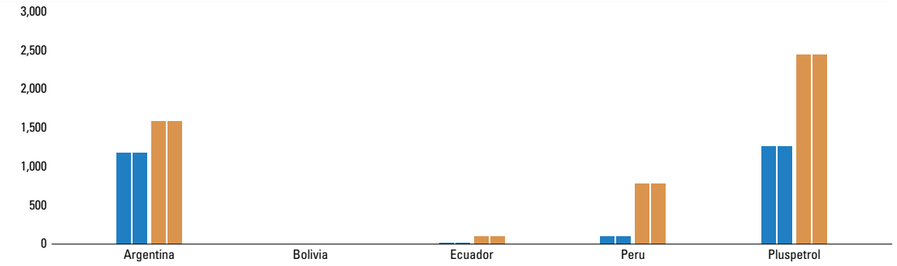
CLASSIFICATION OF WASTE DIRECTED TO DISPOSAL



- 94% - Hazardous waste directed to disposal
- 6% - Non-hazardous waste directed to disposal

Figure 20: Classification of waste directed to disposal (%).

WASTE NOT DIRECTED TO DISPOSAL



	Argentina	Bolivia	Ecuador	Peru	Pluspetrol
HAZARDOUS WASTE - 3R (TON)	1,167.20	0.00	10.03	75.92	1,253.15
NON-HAZARDOUS WASTE - 3R (TON)	1,576.94	0.00	73.26	777.54	2,427.74

Figure 18: Waste not directed to disposal.

HAZARDOUS WASTE DIRECTED TO DISPOSAL

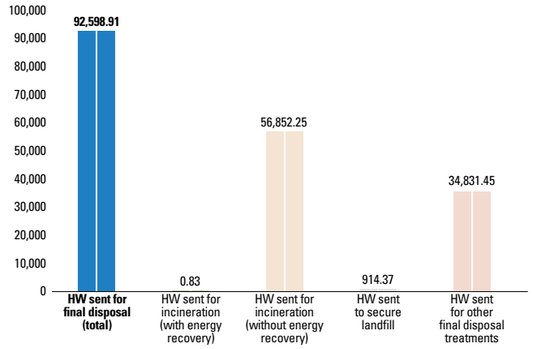


Figure 19: Hazardous Waste directed to disposal (tons).[70]

NON-HAZARDOUS WASTE DIRECTED TO DISPOSAL

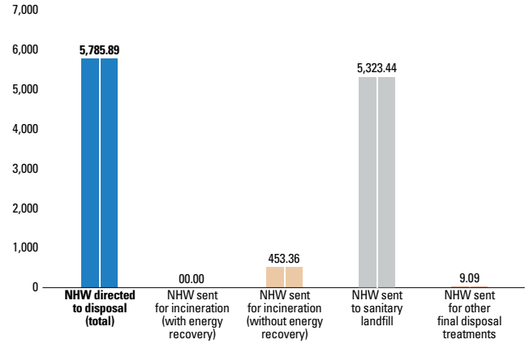


Figure 21: Non-hazardous waste directed to disposal (tons).[71]

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

Table 8: Waste Generated (Lítica).

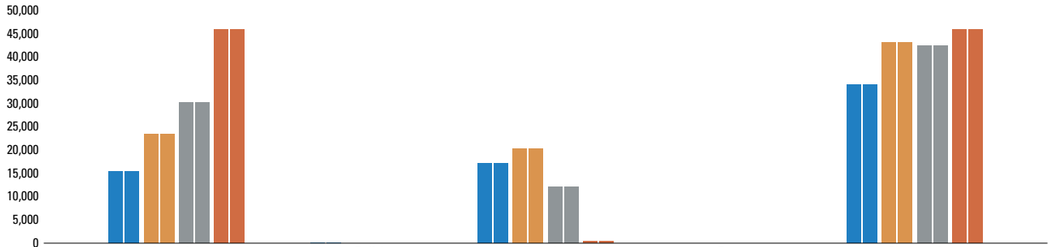
70. Other final disposal treatments: discharge into sumps and delivery to the community for recovery purposes.
71. Other final disposal treatments: injection into sumps and delivery to the community for recovery purposes.

Drilling Waste Management

Drilling activities generate specific waste that may contain chemical additives and/or hydrocarbons, requiring special treatment in accordance with current legislation and available technologies. This type of waste is classified as hazardous waste and must be treated and disposed of properly at each site, in compliance with the legal requirements of each jurisdiction.

This year, no drilling activities were carried out in Ecuador BU or Peru BU—only routine well maintenance activities, which did not generate drilling waste. In Argentina BU, drilling and fracturing activities in La Calera, as well as non-conventional drilling campaigns in Loma Jarillosa Este, Meseta Buena Esperanza, and Aguada Villanueva, generated drilling waste that was managed through delivery to a licensed hazardous waste operator located in the Añelo Industrial Park

DRILLING WASTE GENERATED



	Argentina	Bolivia	Ecuador	Peru	Pluspetrol
2021	15,383.48	7.62	17,086.47	0.00	34,477.57
2022	22,667.49	0.00	20,190.14	0.00	42,857.63
2023	30,020.08	0.00	12,102.61	0.00	42,122.69
2024	46,346.71	0.00	94.41	0.00	46,441.12

Figure 22: Drilling Waste Generated (tons), Pluspetrol.[72]

DRILLING WASTE	ARGENTINA	BOLIVIA[73]	ECUADOR	PERU[73]	PLUSPETROL
Drilling Waste Generated (tons)	46,346.71	0	94.41	0	46,441
Drilling Waste – Cuttings and Water-Based Muds (tons)	12,493.15	0	94.41	0	12,588
Drilling Waste – Cuttings and Oil-Based Muds (tons)	33,853.56	0	0	0	33,854

Table 9: Information on drilling waste (Pluspetrol) for the year 2024.

72. Lítica not included as it does not apply to this type of activity.
73. No drilling activity was carried out during the period.
74. Includes complaints and grievances pending from 2023.

COMMUNITY

64%
OF COMPLAINTS AND GRIEVANCES RESOLVED[74]

Chapel in the Sausalito community, Jujuy. Lítica.

Campo Villano, Ecuador.

SOCIAL INVESTMENT

GRI 2-4, 203-1, 203-2, 413-1, 413-2

WE WORK ACROSS DIFFERENT PROJECTS AND INTERNAL AREAS OF THE COMPANY TO ENSURE THAT OUR PRESENCE PROMOTES THE CREATION OF SHARED VALUE, IN LINE WITH THE PRINCIPLES SET OUT IN OUR SUSTAINABILITY POLICY.

WE START BY BUILDING TRUST-BASED RELATIONSHIPS AND MUTUAL UNDERSTANDING WITH MEMBERS OF LOCAL COMMUNITIES, THEIR REPRESENTATIVES, AND PUBLIC, PRIVATE, AND CIVIL SOCIETY ORGANIZATIONS, IMPLEMENTING A RANGE OF INITIATIVES OR ACTION LINES THAT ARE COMPLEMENTARY AND TAILORED TO THE SPECIFIC CHARACTERISTICS OF EACH CONTEXT.

As part of our Sustainability Policy, we are committed to engaging with communities to actively foster a harmonious relationship and contribute to their quality of life and development. To achieve this, we implement initiatives through two main approaches:

- **Quick-impact and high-visibility projects:** Such as infrastructure works, projects that improve access to basic services like water and sanitation, and the provision of equipment for institutions, among others.
- **Long-term projects:** These involve investments aimed at building local capacities over time, such as support for educational programs, capacity-building for workforce integration, strengthening of productive projects, and development of the local supply chain, among others.

SOCIAL INVESTMENT PILLARS

Our social investment strategy is structured around four main pillars that often intersect and mutually strengthen each other:

EDUCATION

INITIATIVES AIMED AT SUPPORTING SCHOOL RETENTION FOR CHILDREN AND YOUTH, AS WELL AS IMPROVING STUDENTS' EDUCATIONAL CONDITIONS BY STRENGTHENING TEACHER TRAINING, INFRASTRUCTURE, AND THE TECHNOLOGY AVAILABLE IN EDUCATIONAL INSTITUTIONS.

COMMUNITY DEVELOPMENT

SUPPORT FOR PRODUCTIVE VENTURES THROUGH THE PROVISION OF GOODS AND MATERIALS, TECHNICAL ASSISTANCE, AND TRAINING; INITIATIVES RELATED TO INCOME GENERATION AND WORKFORCE SKILLS; IMPROVEMENTS TO LOCAL AND REGIONAL SOCIAL INFRASTRUCTURE; AND THE STRENGTHENING OF TRADITIONAL LAND-USE PRACTICES, AMONG OTHERS.

INSTITUTIONAL STRENGTHENING

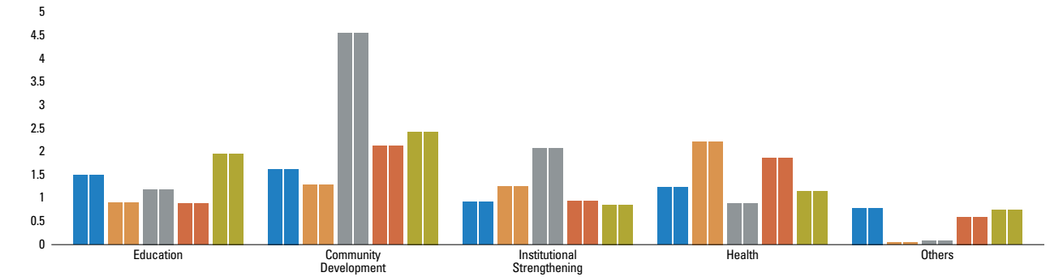
PROJECTS AIMED AT ENHANCING THE ORGANIZATIONAL AND MANAGEMENT CAPACITIES OF SOCIAL ORGANIZATIONS, INDIGENOUS GROUPS, AND/OR LOCAL GOVERNMENTS, WITH THE GOAL OF REINFORCING THEIR ROLE AS CATALYSTS FOR POSITIVE CHANGE IN THEIR RESPECTIVE AREAS OF INFLUENCE.

HEALTH

IMPROVING ACCESS TO HEALTHCARE FOR COMMUNITIES THROUGH PROJECTS SUPPORTING EXISTING PUBLIC SERVICES AND INITIATIVES THAT ENABLE MEDICAL CARE—INCLUDING MENTAL HEALTH—IN REMOTE AREAS OR LOCATIONS WITH LIMITED INFRASTRUCTURE AND A SHORTAGE OF HEALTHCARE PROFESSIONALS.

In 2024, our social investment included the funding of projects in the countries where we operate (Argentina, Ecuador, and Peru), totaling USD 6,984,551.

EVOLUTION OF SOCIAL INVESTMENT BY PILLAR AND YEAR



	Education	Community Development	Institutional Strengthening	Health	Others
2020	1.46	1.60	0.90	1.21	0.77
2021	0.87	1.26	1.23	2.19	0.03
2022	1.17	4.51	2.04	0.86	0.07
2023	0.88	2.08	0.92	1.84	0.60
2024	1.93	2.40	0.84	1.13	0.69

Figure 1: Evolution of social investment by pillar and year (USD millions).[75]

75. Change in scope: Historical social investment figures have been revised to exclude Angola and Bolivia, as these countries are no longer part of the company's asset portfolio. This adjustment also ensures year-over-year comparability.

BELOW ARE EXAMPLES OF PROJECT FUNDING INITIATIVES CARRIED OUT BY THE DIFFERENT BUSINESS UNITS:

ARGENTINA

During the first half of 2024, several projects initiated in 2023 were completed, including:

- Enhancement of the Waste Treatment Plant in 25 de Mayo (La Pampa), which included the provision of equipment to double the plant's operational capacity, as well as the development of associated infrastructure to improve working conditions and operational performance.
- Development of the Trout Processing Facility in Puelén (La Pampa), paving the way for either the commercialization phase or the use of the production for social purposes.
- Construction of a Kinesiology Center at the local hospital in Añelo (Neuquén), in partnership with the provincial Ministry of Health.
- Construction of changing rooms at the sports facility of the Los Hornos Neighborhood Committee in Plottier (Neuquén).
- Construction of the Portal Río Colorado Neighborhood Plaza in Plottier (Neuquén), through an agreement with the Municipality of Plottier and the neighborhood committee.
- Renovation of School No. 266 in Plottier (Neuquén), in coordination with the provincial Ministry of Education. It will provide students with improved spaces for both educational and recreational activities.

The following section outlines the main projects carried out in 2024 by the Business Unit (BU):

EDUCATION PILLAR

The school community support program is a project call aimed at primary and secondary schools, through which interested schools design and submit their educational project proposals. At Pluspetrol, we support schools in the development of their projects by providing funding to ensure they have everything needed for effective implementation.

In 2024, the program was expanded to include secondary schools in the provinces of La Pampa and Neuquén. A total of 21 projects were approved from schools in the towns of 25 de Mayo and Puelén (La Pampa), and Añelo, Plaza Huincul, and San Patricio del Chañar (Neuquén). The projects covered a wide range of initiatives, including school gardens, radio stations, physical education projects, and others focused on behavior, reading, and related educational topics.

The Gregorio Álvarez Scholarship Program is a provincial government initiative from Neuquén that involves both public and private contributions. In 2024, it reached more than 19,232 students, from early childhood education to higher education. Pluspetrol participated in funding the Program, together with the local government and other energy companies.

Lastly, the "Aves de la Patagonia" (Birds of Patagonia) program included training for primary school teachers, consisting of 40 hours of coursework delivered through a combination of in-person and virtual sessions. The program benefited 20 teachers from various towns in the province of Neuquén.

COMMUNITY DEVELOPMENT PILLAR

Support was provided to the Agricultural Vocational Training Center No. 1 in Plottier to strengthen its hydroponic production program, offering training to more than 40 local producers.

As part of our "Local Supplier Development and Strengthening Program", we supported nine companies from Mendoza, La Pampa, Río Negro, and Neuquén in conducting new baseline assessments to identify development needs. The initiative included 84 hours of training and more than 200 hours of individualized consulting.

At the La Calera site in Neuquén, we continued working with the Mapuche LOF Campo Maripe Community. This year, we carried out the "Proyecto Gas" project, which helped ensure that the 20 families in the community now have access to LPG in their homes. Additionally, we continued supporting this community through the Alfalfar Project. This year, we also carried out maintenance and cleaning of the main and secondary irrigation canals to improve irrigation for the cultivated plots.

INSTITUTIONAL STRENGTHENING PILLAR

We provided machinery to improve solid urban waste management in Plaza Huincul, increasing productivity and enhancing working conditions at the recycling center.

We supported two archaeological field survey campaigns led by the "Instituto de Evolución, Ecología Histórica y Ambiente" (Institute of Evolution, Historical Ecology and Environment) under CONICET, at the Río Colorado site, which focused on fieldwork to improve understanding of the early human settlements in the northern Patagonian region.

HEALTH PILLAR

We continued supporting the Thomas Elkins Northern Argentina Medical Assistance Foundation (AMTENA), which, in partnership with the Ministry of Public Health, carried out its annual medical campaign, reaching 8 communities and delivering 2,200 medical services, including 177 surgeries.

Bahia Paracas, Peru.

LÍTICA

EDUCATION PILLAR

In Salta, the "Proyecto Futuro" Program was implemented in partnership with the Anpuy Foundation. It included workshops on social-emotional skills for students, teachers, and guardians at the Tolar Grande Secondary School, with an average of 30 participants per session. In addition, support was provided for the community's educational activities through the delivery of equipment, cleaning supplies, and food.

COMMUNITY DEVELOPMENT PILLAR

The Local Supplier Development and Strengthening Program was implemented over a period of eight months, with the participation of seven community suppliers—three from the province of Jujuy and four from Salta. The program was carried out in collaboration with the consulting firm FUNDES and aimed to improve business management, competitiveness, and responsiveness.

In Jujuy, the chapel of Sausalito—culturally regarded as a place of support by community members—was refurbished. A local construction company was hired for the project, with a workforce composed mainly of local residents (including 6 hires from Sausalito), and local services such as lodging, food, laundry, and gravel transport were also utilized.

In Salar de Pocitos, Salta, and in partnership with the Anpuy Foundation, the "Formación para el trabajo" (Job Readiness Training) Program was developed. Aimed at the general population, the program benefited 12 participants who received training in job-seeking skills, including resume writing, interview preparation, and life project planning. In Jujuy, a rural road was improved to connect 20 families from the Susques community and 3 families from Barrancas. A local company was contracted, and local services were used for the work.

Lastly, various donations were made, and the company took part in traditional cultural celebrations in the different communities within the area of influence, with the goal of strengthening its relationship with them.

HEALTH PILLAR

Informational talks were held on "Skin Care and Sun Exposure" and "Problematic Consumption of Alcohol, Drugs, and Tobacco" in the communities of Salar de Pocitos and Tolar Grande, Salta. The 2024 dermatology campaign was carried out, providing medical care in the communities of Santuario de Tres Pozos, Rinconadillas, Lipán, El Moreno, and San Miguel de los Colorados. A total of 197 people, including children and adults, received treatment.

ECUADOR

In 2024, Pluspetrol made progress in its community development programs in Block 10, implementing initiatives primarily aimed at the Kichwa and Shuar peoples:

EDUCATION PILLAR

The “Inclusión Escolar y Apoyo a Docentes” (School Inclusion and Teacher Support) Program benefits 1,822 primary and secondary students, 120 supported teachers, and 20 tertiary-level scholarship recipients. Program initiatives include the provision of school snacks, supplies and backpacks, educational materials and kitchen utensils, sports equipment, and a scholarship program for higher education. These actions promote inclusive and equitable education, fostering the personal and professional development of young people. Pluspetrol contributes by funding school supplies, snacks, enrollment fees, and monthly tuition for tertiary-level institutions, in addition to providing a monthly financial stipend for higher education students. This aims to support community development through professionalization and to prevent school dropout due to lack of resources.

COMMUNITY DEVELOPMENT PILLAR

Social management programs have brought significant benefits to community development, strengthening capacities and improving infrastructure and living conditions.

Through community training efforts, 19 individuals in La Independencia and Bolívar, and 12 in Pandanuque, benefited under the Villano A agreement. In addition, 14 community technicians advanced their professional training in Development Project Management, and 4 young people from Chuyayaku accessed higher education programs, fostering local leadership.

In terms of infrastructure, housing, sports fields, event stages, and road access were maintained, benefiting the Kichwa and Shuar populations, as well as nearby settlements. This year, a classroom was maintained in Bolívar—including the sanitation facilities—, schools were maintained in La Independencia and Chuyayaku, and an administrative building was also constructed in Chuyayaku.

Housing improvements had a direct impact on the quality of life of families: 6 homes in Bellavista, a community storage building, and 16 households in San Virgilio, Atacapi, and Likino saw enhancements to their living conditions. Additionally, 35 households in Cotococha, 56 in Moretecocha, 23 in Curiyacu, 9 in Huito, and 39 in Pitacocha benefited from the programs, promoting safer and more dignified environments.

Productive projects, such as the “Chacras Integrales” (Integrated Farms) initiative in Witawaya, which supported 4 beneficiaries, have contributed to sustainable economic development.

Finally, the communities of Piwiri and Wayusa Urku benefited from river transportation projects, improving their access to markets and essential services.

INSTITUTIONAL STRENGTHENING PILLAR

The social program facilitates the integration of communities through logistical support and dialog. This program includes assistance to community leaders and representatives by providing logistical transportation services, implemented through a contracted service provider. During the year, the following support was offered:

- Transportation: 745 instances of support
- Meals: 2,039 instances of support
- Lodging: 396 instances of support

These actions promote social cohesion and institutional strengthening within the communities of Block 10.

HEALTH PILLAR

The health program in Block 10 benefits 4,805 people, primarily from the Kichwa nationality, through a comprehensive community care approach. One of the program’s key initiatives has been the signing of cooperation agreements with the Ministry of Public Health (MSP), which facilitate the provision of healthcare services in local communities and provide logistical support for patients and their companions. The program also includes the acquisition of medicines, vector control, health promotion through community health promoters, and the organization of medical and dental outreach brigades.

These actions are essential to improve healthcare coverage and the quality of life in the communities of Block 10.

- Primary healthcare: 3,039 beneficiaries attended by community health promoters.
- Prevention talks: 7,551 beneficiaries reached by Community Health Promoters and 1,975 beneficiaries informed by the Ministry of Public Health.
- Ministry of Public Health (MSP) brigades: 4,338 beneficiaries received direct medical care.
- Vector control brigades: 2,060 families benefited from fumigation services.
- Emergency medical evacuations: 200 beneficiaries assisted in critical situations.
- Medical appointments: 246 appointments scheduled for specialized care.
- Hospital care and special cases: 44 specific cases managed.

Participatory Environmental Program, Ecuador.

PARTICIPATORY ENVIRONMENTAL PROGRAM (PAP) – ECUADOR BUSINESS UNIT

Pluspetrol’s Participatory Environmental Program (PAP, by its Spanish acronym) seeks to strengthen the involvement of local communities in environmental management by fostering connections between the community, government agencies, and the company. This program has achieved significant milestones, such as training community members in solid waste management, biodiversity protection, and water management. These trainings were delivered by local professionals who were educated through 15 scholarships granted by the company since 2022. In addition, the PAP supports students by promoting conservation-related projects. In 2024, a total of 673 students and 562 community members were trained in wildlife conservation.

The program has also played a key role in disseminating the results of Environmental Management Plans, fostering trust and transparency in communication with communities. Pluspetrol has integrated scholarship recipients into its operational processes, ensuring compliance with sustainability standards and promoting the training of workers from community-based companies. These efforts strengthen the local economy and reinforce collaboration with communities.

PERU - MEGANTONI DISTRICT, CUSCO

EDUCATION PILLAR

This year, we continued supporting higher education through two scholarship and training programs: one in partnership with the El Rosario de Sepahua Parish of the Dominican Mission, and the other through the Universidad Católica *Sedes Sapientiae*-Nopoki, located in Sepahua and Atalaya. A total of 82 students benefited from these initiatives, gaining greater opportunities to achieve their academic and professional goals.

In coordination with the Ministry of Culture, 3,274 school supply kits were distributed to students at the preschool, primary, and secondary levels from schools within the direct area of influence of Blocks 88 and 56 in the Lower Urubamba, as well as the Kugapakori Nahua Nanti Territorial Reserve. This support was further complemented by the delivery of sports equipment to educational institutions in the communities of Camisea, Nuevo Mundo, Shivankoreni, and Ticumpinía, promoting physical activity and recreational engagement among students.

COMMUNITY DEVELOPMENT PILLAR

Projects that promote local progress were strengthened. One such initiative was the enhancement of productive capacities for 27 cocoa producers from the Kirigueti Cocoa Producers Association (APACNKI), who received technical assistance to improve their processes. Likewise, the project to promote and value Matsigenka handicrafts from the Lower Urubamba was implemented, with the participation of six artisan associations. These groups benefited from technical support and opportunities to participate in trade fairs, contributing to the preservation and appreciation of their culture.

Additionally, social support requests were addressed in response to health emergencies, food security, logistics, and other needs, benefiting 21 Indigenous communities, 2 rural settlements, and 3 Indigenous organizations.

INSTITUTIONAL STRENGTHENING PILLAR

In line with strengthening technical capacities, three programs were implemented this year to promote the development of specific skills among residents of the Megantoni district. The first focused on boat engine repair training, benefiting 28 community members from the Segakiato, Ticumpinía, and Cashiriari communities. The second program, developed in collaboration with partner companies, included workshops on topics such as nutrition, first aid, and plumbing, reaching 104 residents in the Lower Urubamba region. Lastly, training sessions on good agricultural practices were carried out for 62 farmers from the Nuevo Mundo Cacao Producers Association (APASAMA), aiming to strengthen their skills and improve productivity.

Agreements were established with Indigenous organizations in the Lower Urubamba, directly benefiting 32 grassroots communities. Among the key actions, leadership workshops were conducted for community leaders, impacting 30 representatives and fostering their leadership and management capabilities. Additionally, in coordination with El Rosario Parish of Sepahua, efforts were made to refurbish the Nahua shelter and implement productive projects that improved living conditions for 100 Nahua residents in the Native Community of Sepahua.

HEALTH PILLAR

Under this pillar, two agreements are currently in place to support the provision of healthcare services for the residents of the Lower Urubamba. The first agreement, signed with El Rosario Parish of Sepahua of the Dominican Mission, provides emergency medical care to low-income residents in the area and surrounding communities. The second agreement, signed with the José Pío Aza Cultural Center, focuses on providing logistical support for medical evacuations to the cities of Quillabamba, Cusco, and Lima, where patients can access more specialized care. This initiative includes transportation for both patients and their companions, along with meals and lodging.

PERU - PISCO

EDUCATION PILLAR

In the district of Humay, recreational areas were implemented in educational institutions. This project included the acquisition and installation of playground equipment, the construction of a protective roof, and the adaptation of a suitable space for students. As a result, 185 early childhood and primary school students now have appropriate spaces to improve their psychomotor skills.

In Paracas and San Andrés, school supply kits were provided to students at the early childhood, primary, and secondary levels across six and twelve educational institutions, respectively. Thanks to this project, more than 6,000 students began the school year with school kits provided by Camisea.

COMMUNITY DEVELOPMENT PILLAR

In Pisco, 120 artisanal fishers and 40 artisanal divers from the province were formally registered. This project included training sessions and coordination with the Pisco Harbor Master's Office to issue fishing and diving licenses. Additionally, we contributed to improving the commercialization system for hydrobiological products in Caleta Laguna Grande, Bahía Independencia, and San Andrés by providing equipment such as engines, diving suits, and insulated containers for product transportation, among others.

INSTITUTIONAL STRENGTHENING PILLAR

In San Andrés, cultural events celebrating the Artisanal Fisherman's Day were supported through the purchase and delivery of new fishing equipment for 200 artisanal fishers.

The infrastructure of the Pisco and Paracas Sector Police Stations was strengthened through maintenance and repairs to electrical systems, restrooms, facades, and interior walls. As a result of this project, 175 police officers now have better facilities to carry out their duties.

HEALTH PILLAR

In Humay, Pisco, and San Andrés, healthcare services for citizens were improved through the acquisition of various equipment, including an ambulance for local emergencies, stretchers, wheelchairs, and more. As a result, approximately 175,000 citizens now receive improved healthcare services at the Health Center.

In San Andrés, a dedicated care area for patients affected by dengue was established at the district's Health Center. Thanks to these efforts—which included the acquisition of two emergency stretchers, four wheelchairs, and four thermal foggers—16,000 citizens in San Andrés benefited from improved healthcare services, and the health center is now better equipped to carry out its functions.

COMMUNITY RELATIONS PROGRAMS - PERU BU

SINCE THE BEGINNING OF ITS OPERATIONS, THE PERU BUSINESS UNIT HAS IMPLEMENTED VARIOUS COMMUNITY RELATIONS PROGRAMS AIMED AT STRENGTHENING TIES WITH LOCAL COMMUNITIES AND PROMOTING THEIR SUSTAINABLE DEVELOPMENT. BELOW IS A SUMMARY OF THE MAIN PROGRAMS:[76]

COMMUNICATION AND CONSULTATION PROGRAM

In place since the year 2000, this program aims to inform the local population about the Camisea Project and address various topics that arise in relation to its development. It includes the organization of informational workshops and coordination meetings with Indigenous communities, rural settlements, Indigenous organizations, and other stakeholders.

AGREEMENTS AND COMPENSATIONS PROGRAM

This program seeks to establish an appropriate and fair participatory process for compensations related to the potential social and environmental impacts of operations.

SUPERVISION, MONITORING, AND CONTROL PROGRAM

This program ensures compliance with environmental and safety measures in operations. It includes subprograms such as Community River Surveillance and Access Control Monitoring.[76]

ANTHROPOLOGICAL CONTINGENCY PLAN (PCA, BY ITS SPANISH ACRONYM)

Implemented since 2002, this plan provides guidance to personnel in the event of potential encounters with isolated peoples in the Kugapakori Nahua Nanti and Others Territorial Reserve (RTKNN). It outlines the correct procedure, emphasizing the principle of non-contact and avoiding any form of communication with these populations.

LOCAL EMPLOYMENT PROGRAM

Since the beginning of the project, more than 5,000 job opportunities have been created for residents of native communities and rural settlements.

LOCAL DEVELOPMENT PROMOTION

This program promotes the sustainable development of communities within the area of influence of operations. It focuses on various initiatives in areas such as sustainable agriculture, community empowerment, and strengthening of human capital.

COMMUNITY ENVIRONMENTAL MONITORING PROGRAM (PMAC, BY ITS SPANISH ACRONYM)

Established in 2002, the PMAC promotes the participation of local populations in monitoring and verifying BU's compliance with environmental and social commitments. It is composed of 22 Matsigenka and Yine monitors, elected by the assemblies and authorities of 9 native communities and 2 rural settlements. The program is overseen by a Coordination Committee made up of representatives from three federations of the Lower Urubamba, and receives technical advice from the NGO Pronaturaleza. The PMAC's institutional headquarters are located in the Native Community of Camisea, Megantoni District, La Convención Province, Cusco Region. The program has been externally reviewed by the Inter-American Development Bank (IDB) and various Peruvian government agencies.

76. For more information, please visit Camisea's Sustainability Reports: https://camiseaesenergia.pe/informe-de-sostenibilidad/.

DIALOG WITH LOCAL COMMUNITIES

GRI 2-16

Communication and information programs follow an intercultural approach that facilitates the exchange of ideas and a comprehensive understanding of community concerns, serving as a tool to strengthen mutual relationships.

These programs include two clearly differentiated yet closely interrelated and complementary components: communication, understood as a dynamic process of message transmission and reception between the company and the population, and consultation, conceived both as an ongoing process throughout the life of the project and as a fundamental right of the communities.

BUSINESS UNIT	NUMBER OF MEETINGS	NUMBER OF PARTICIPANTS
Argentina	27	133
Ecuador	81	561
Peru - Malvinas	812	3,061
Peru - Pisco	3	33
Lítica	69	896
TOTAL	**992**	**4,684**

Table 1: Meetings and Participants.

COMPLAINTS AND GRIEVANCES MECHANISM

GRI 2-25

Our complaints and grievances mechanism is implemented across all our Business Units. It establishes a set of accessible and culturally appropriate channels through which individuals and external stakeholders can submit their concerns. These are addressed and resolved within the timeframes set forth by the mechanism. Each stage of the mechanism includes direct contact with the complainant to provide updates on the status and progress of their submission.

In 2024, a total of 13 complaints and grievances were received, 9 of which were resolved and closed within the reporting period.

COMPLAINTS AND GRIEVANCES	PENDING FROM 2023	RECEIVED IN 2024	IN PROCESS	CLOSED
Argentina	0	2	0	2
Ecuador	0	2	0	2
Peru - Malvinas	1	8	5	4
Peru - Pisco	0	1	0	1
Lítica	0	0	0	0
TOTAL	**1**	**13**	**5**	**9**

Table 2: Complaints and grievances.

INDIGENOUS COMMUNITIES

Engagement with Indigenous communities is a core aspect of our social management, aimed at fostering their involvement and respecting their rights through an intercultural dialog approach and consensus building. We have specific procedures and guidelines that govern the management and interaction of our social teams in Business Units where Indigenous Peoples are present.

PLUSPETROL IN NUMBERS

GRI 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

	2024	2023	2022	2021
OUR EMPLOYEES				
Total permanent employees (number)	2,185	2,149	1,969	1,873
Male employees (%)	77	78	78	80
Female employees (%)	23	22	22	20
Total turnover rate (%)	9.66	9.96	10.92	14.1
Total hires (number)	241	394	314	157
Average training hours per employee (number)	44.78	24.12	27.2	15
Total employees trained (number)	1,861	1,885	1,858	1,725
Absenteeism rate (%)	1.9	1.5	2.6	2
Employees who received performance evaluations (%)	93	89	91	93
LOCAL COMMUNITIES				
Social Investment – Total (USD)	6,984,551	6,322,869	8,650,692	5,582,877
Social Investment – Education (USD)	1,925,915	876,085	1,172,173	874,748
Social Investment – Health (USD)	1,128,440	1,841,828	855,412	2,192,273
Social Investment – Community Development (USD)	2,402,053	2,077,552	4,509,384	1,261,625
Social Investment – Institutional Strengthening (USD)	842,496	924,637	2,044,914	1,226,621
Social Investment – Other (USD)	685,647	602,767	68,809	27,610
ENVIRONMENT[77]				
Total Energy Consumption (GJ)	36,712,651	34,891,074	35,366,246	38,927,441
Electricity Consumption (GJ)	2,056,390	2,060,696	2,114,036	2,141,496
Self-Generated Energy (GJ)	2,039,826	2,044,147	2,095,899	2,135,887
Grid Energy (GJ)	16,563	16,549	18,136	5,609
Diesel Consumption (GJ)	1,457,303	891,893	625,307	2,609,596
Natural Gas Consumption (GJ)	32,967,003	31,721,132	32,421,135	36,177,237
Gasoline Consumption (GJ)	19,774	16,760	15,318	11,366
Electricity Consumption per Unit of Production (GJ/MBOE)	11.33	12.29	12.80	13.03
Direct GHG Emissions – Scope 1 (KTON CO_2)	2,694.5	2,712.93	2,788.49	2,698.12
Indirect GHG Emissions – Scope 2 (KTON CO_2)	2.05	2.72	2.28	2.50
GHG Emissions Intensity (KTON CO_2/MMBOE)[78]	14.85	16.21	16.89	16.44
Vented and Flared Gas per Unit of Production (SCF/BOE)	14.95	23.72	22.58	23.07
Total Vented and Flared Gas (MMSCF)	2,714	3,975	3,729	3,790
100% Hydrocarbon Spill Volume per Unit of Production (BBL/MMBOE)	0.26	2.33	0.02	1.17
100% Hydrocarbon Spill Volume (BBL)	47.1	390.55	3.41	192.34
Number of 100% Hydrocarbon Spills (number)	49	18	19	14
Oil-Water Mixture Spill Volume per Unit of Production (BBL/MMBOE)	6.53	2.26	1.74	4.72
Oil-Water Mixture Spill Volume (BBL)	1,186.21	378.10	287.63	775.15
Number of Oil-Water Mixture Spills (number)	88	88	90	126
Other Substance Spill Volume per Unit of Production (BBL/MMBOE)	6.21	1.90	3.51	1.72
Other Substances Spill Volume (BBL)	1,128.65	318.90	579.39	281.86
Number of Other Substances Spills (number)	51	58	60	48
Hazardous Waste Generated (TON)	94,938	70,081	85,442	47,964
Non-Hazardous Waste Generated (TON)	9,137	8,213	4,763	3,785
Drilling Waste Generated (TON)	46,441	42,123	42,858	32,478
Freshwater Withdrawal per Unit of Production (ML/MMBOE)[79]	33.57	28.36	26.28	22.40
Water Consumption per Unit of Production (ML/MMBOE)	105.7	105.6	98	95.78
Total Water Withdrawn (ML)	33,679	32,060	30,912	30,803
Total Water Discharged (ML)	14,486	14,355	14,717	15,066
Total Water Consumed (ML)	19,193	17,705	16,195	15,738
Produced Water Generated (ML)	27,543	27,301	26,534	27,123
PROCESS SAFETY				
TRIR Index – Employees	0.6	0.28	0	0.5
TRIR Index – Contractors	1.02	0.54	0.64	1.6
LTIR Index – Employees	0	0.28	0	0
LTIR Index – Contractors	0.29	0.27	0.32	0.6
Process Safety Event Frequency – TIER 1 Index	0.07	0.13	0	0.08
Process Safety Event Frequency – TIER 2 Index	0.55	0.39	0.07	0

77. The production value includes the total energy made available, covering the production and treatment of hydrocarbons by Pluspetrol.
78. Emissions intensity includes both Scope 1 direct emissions and Scope 2 indirect emissions.
79. Freshwater withdrawal includes only surface and groundwater sources.

GRI INDEX

Statement of Use	Pluspetrol S.A. has prepared this report according to GRI Standards for the period from 01/01/24 to 12/31/24.
GRI 1 used	GRI 1 – Fundamentals 2021
Sector-Specific GRI Standard Applied	GRI 11. Oil and Gas Sector 2021

GRI STANDARD	GRI	CONTENT TITLE	PAGE/ANSWER	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	2,66				
	2-5	External assurance	This report does not have external assurance				
Activities and workers	2-6	Activities, value chain and other business relationships	35				
	2-7	Employees	27				
	2-8	Workers who are not employees	35				
Governance	2-9	Governance structure and composition	18 – In the "Corporate Governance and Strategy" section we describe our main governance practices based on the information available for the period under review and according to the company's characteristics	2-9 c	Confidentiality	Due to confidentiality reasons the response to this indicator 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	Conflict of interest	19				
	2-16	Communication of critical concerns	73	2-16 a	Confidentiality	Due to confidentiality reasons the response to this indicator is omitted	
	2-17	Collective knowledge of the highest governance body	18 – In the "Corporate Governance and Strategy" section we describe our main governance practices based on the information available for the period under review and according to the company's characteristics	2-17			
	2-18	Evaluation of the performance of the highest governance body		2-18			
	2-19	Remuneration policies		2-19			
	2-20	Process to determine remuneration		2-20			
	2-21	Annual total compensation ratio		2-21			
Strategy, policies and practices	2-22	Statement on sustainable development strategy	1				
	2-23	Policy commitments	13, 19	2-23 a.ii, a.iii, d, f	No available information	At present, we do not have the information required to respond to this indicator	
	2-24	Embedding policy commitments	19				
	2-25	Processes to remediate negative impacts	73	2-25 a	No available information	At present, we do not have the information required to respond to 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 the response to this indicator is omitted	
	2-28	Membership associations	10				
Stakeholder engagement	2-29	Approach to stakeholder engagement	14				
	2-30	Collective bargaining agreements	27				
MATERIAL TOPICS							
GRI 3 – Material topics (2021)	3-1	Process to determine material topics	2				
	3-2	List of material topics	2				
ECONOMIC PERFORMANCE							
GRI 3 – Material topics (2021)	3-3	Management of material topics	2				11.2.1 / 11.14.1 / 11.21.1
GRI 201 - Economic Performance (2016)	201-1	Direct economic value generated and distributed		201-1	Confidentiality	Due to confidentiality reasons the response to this indicator is omitted	11.14.2 / 11.21.2
	201-2	Financial implications and other risks and opportunities due to climate change		201-2			11.2.2
	201-3	Defined benefit plan obligations and other retirement plans		201-3			-
	201-4	Financial assistance received from government		201-4			11.21.3
INDIRECT ECONOMIC IMPACTS							
GRI 3 – Material topics (2021)	3-3	Management of material topics	2				11.14.1
GRI 203 – Indirect economic impacts (2016)	203-1	Infrastructure investments and services supported	66, 75	203-1 b	No available information	At present, we do not have the information required to respond to this indicator	11.14.4
	203-2	Significant indirect economic impacts	66				11.14.5

GRI STANDARD	GRI	CONTENT TITLE	PAGE/ANSWER	OMISSION			SECTOR-SPECIFIC GRI 11 STANDARD "OIL AND GAS SECTOR"
				OMITTED REQUIREMENTS	REASON	EXPLANATION	
PROCUREMENT PRACTICES							
GRI 3 – Material topics (2021)	3-3	Management of material topics	2				11.14.1
GRI 204 – Procurement practices (2016)	204-1	Proportion of spending on local suppliers	35				11.14.6
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	20				11.20.2
	205-2	Communication and training about anti-corruption policies and procedures	20				11.20.3
	205-3	Confirmed incidents of corruption and actions taken	During the reported period, there have been no publicly disclosed legal cases related to corruption against Pluspetrol or our employees				11.20.4
ENERGY							
GRI 3 – Material topics (2021)	3-3	Management of material topics	2				11.1.1
GRI 302 – Energy (2016)	302-1	Energy consumption within the organization	46, 75				11.1.2
	302-2	Energy consumption outside of organization	-	302-2	No available information	At present, we do not have the information required to respond to this indicator	11.1.3
	302-3	Energy intensity	46, 75				11.1.4
	302-4	Reduction of energy consumption	46, 75				-
	302-5	Reductions in energy requirements of products and services	46				-
WATER AND EFFLUENTS							
GRI 3 – Material topics (2021)	3-3	Management of material topics	2				11.6.1
GRI 303 – Water and Effluents (2018)	303-1	Interactions with water as a shared resource	57				11.6.2
	303-2	Management of water discharge-related impacts	57				11.6.3
	303-3	Water withdrawal	57, 75				11.6.4
	303-4	Water discharge	57, 75				11.6.5
	303-5	Water consumption	57, 75				11.6.6
BIODIVERSITY							
GRI 3 – Material topics (2021)	3-3	Management of material topics	2				11.4.1
GRI 304 – Biodiversity (2016)	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside of protected areas	52				11.4.2
	304-2	Significant impacts of activities, products, and services on biodiversity	52				11.4.3
	304-3	Habitats protected or restored	52				11.4.4
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	During 2024, species classified as "Critically Endangered" (20), "Endangered" (44), "Vulnerable" (60), "Near Threatened" (39) and species classified as "Least Concern" (1,197) were identified				11.4.5
EMISSIONS							
GRI 3 – Material topics (2021)	3-3	Management of material topics	2				11.1.1
GRI 305 – Emissions (2016)	305-1	Direct (Scope 1) GHG emissions	48, 75				11.1.5 / 11.2.4
	305-2	Energy indirect (Scope 2) GHG emissions	48, 75				11.1.6 / 11.2.4
	305-3	Other indirect (Scope 3) GHG emissions		305-3	No information available	Work is underway to include it in a future report	11.1.7 / 11.2.4
	305-4	GHG emissions intensity	48, 75				11.1.8 / 11.2.4
	305-5	Reduction of GHG emissions	48, 75				11.2.3 / 11.2.4
	305-6	Emissions of ozone-depleting substances (ODS)		305-6	No information available	There is no information available to respond to this indicator. Work is underway to include it in a future report	-
	305-7	Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions		305-7			11.3.2
GRI 11.2 – Climate adaptation, resilience and transition	-	Additional sector-specific: Climate adaptation, resilience and transition	48				11.2.4

GRI INDEX

GRI STANDARD	GRI	CONTENT TITLE	PAGE/ANSWER	OMISSION			SECTOR-SPECIFIC GRI 11 STANDARD "OIL AND GAS SECTOR"
				OMITTED REQUIREMENTS	REASON	EXPLANATION	
WASTE							
GRI 3 – Material topics (2021)	3-3	Management of material topics	2				11.5.1
GRI 306 – Waste (2020)	306-1	Waste generation and significant waste-related impacts	62				11.5.2
	306-2	Management of significant waste-related impacts	62				11.5.3
	306-3	Waste Generated	62				11.5.4
	306-4	Waste diverted from disposal	62				11.5.5
	306-5	Waste directed to disposal	62				11.5.6
EFFLUENTS AND WASTE							
GRI 3 – Material topics (2021)	3-3	Management of material topics (2021)	2				11.8.1
GRI 306 – Effluents and waste (2016)	306-3	Significant spills	60				11.8.2
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	27				11.10.2
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees			No available information	Work is underway to include it in a future report	11.10.3
	401-3	Parental leave	32				11.10.4
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	Pluspetrol's Operational Change Management (OCM) process identifies, evaluates, and authorizes changes or modifications before implementation, updates procedures and documentation accordingly, and ensures training and communication for personnel involved. Once the training and communication plan has been executed, the results of the change implementation are monitored based on internal management indicators. In the case of collective bargaining processes, implementation timelines and communication with personnel are adapted to the specific needs of each business unit				11.17.2
GRI 11.7 Closure and rehabilitation		Sector-specific: Closure and rehabilitation					11.7
OCCUPATIONAL HEALTH AND SAFETY							
GRI 3 – Material topics (2021)	3-3	Management of material topics	2				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	42	403-2 b, c y d	No available information	There is no information available to respond to this indicator. Work is underway to include it in a future report	11.9.3
	403-3	Occupational health services	40				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	41				11.9.6
	403-6	Promotion of worker health	32				11.9.7
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		403-7	No available information	There is no information available to respond to this indicator. Work is underway to include it in a future report	11.9.8
	403-8	Workers covered by an occupational health and safety management system		403-8			11.9.9
	403-9	Work-related injuries	42				11.9.10
	403-10	Work-related ill health	32				11.9.11

GRI STANDARD	GRI	CONTENT TITLE	PAGE/ANSWER	OMISSION			SECTOR-SPECIFIC GRI 11 STANDARD "OIL AND GAS SECTOR"
				OMITTED REQUIREMENTS	REASON	EXPLANATION	
TRAINING AND EDUCATION							
GRI 3 – Material topics (2021)	3-3	Management of material topics	2				11.10.1
GRI 404 - Training and Education (2016)	404-1	Average hours of training per year per employee	30				11.10.6
	404-2	Programs for upgrading employee skills and transition assistance programs	Transition assistance programs aimed at promoting ongoing employability and supporting employees through retirement or layoff processes. Pluspetrol has a performance management program in place that integrates objective-setting with professional growth opportunities, encouraging open and constructive communication between leaders and work teams. This process is supported by training programs that promote a learning approach focused on self-development and technical proficiency. To support this transition, a dedicated Human Resources representative, along with a personnel administration contact from each unit, will assist employees approaching retirement by providing documentation support, guidance, and external consulting services, as needed				11.7.3 / 11.10.7
	404-3	Percentage of employees receiving regular performance and career development reviews	30				-
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	27	405-1 a	Confidentiality	Due to confidentiality reasons the response to this indicator is omitted	11.11.5
	405-2	Ratio of basic salary and remuneration of women to men		405-2			11.11.6
NON-DISCRIMINATION							
GRI 3 – Material topics (2021)	3-3	Management of material topics	2				11.11.1
GRI 406 – Non-discrimination (2016)	406-1	Incidents of discrimination and corrective actions taken		406-1	Confidentiality	Due to confidentiality reasons the response to this indicator is omitted	11.11.7
FORCED OR COMPULSORY LABOR							
GRI 3 – Material topics (2021)	3-3	Management of material topics	2				11.12.1
GRI 409 – Forced or compulsory labor (2016)	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	At Pluspetrol, we are committed to maintaining the highest ethical and compliance standards in all our operations and supplier relationships. Based on our evaluation mechanisms, and in alignment with our Third-Party Code of Conduct, Due Diligence procedures, and Human Rights Policy, we have implemented a stringent selection and oversight process for contractors and suppliers. Throughout 2024, all contractors and suppliers have been evaluated from the initial assessment stage. To date, no risks of forced or compulsory labor have been identified in our operations or among suppliers with active contracts. This outcome reflects our ongoing commitment to ethics and the respect for human rights				11.12.2
GRI 11.12 Forced Labor and Modern Slavery	-	Additional sector-specific: Forced Labor and Modern Slavery					11.12

GRI INDEX

GRI STANDARD	GRI	CONTENT TITLE	PAGE/ANSWER	OMISSION			SECTOR-SPECIFIC GRI 11 STANDARD "OIL AND GAS SECTOR"
				OMITTED REQUIREMENTS	REASON	EXPLANATION	
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, 198 security employees have been trained on human rights. This training initiative extended beyond company staff and contractors to include 296 military personnel assigned to Ecuador BU plants				11.18.2
RIGHTS OF INDIGENOUS PEOPLES							
GRI 3 – Material topics (2021)	3-3	Management of material topics	2				11.17.1
GRI 411 – Rights of Indigenous Peoples (2016)	411-1	Incidents of violations involving rights of indigenous peoples	In March 2020, indigenous organizations and NGOs filed a "Specific Instance alleging Non-Compliance with the OECD Guidelines for Multinational Enterprises" against the company with the Dutch National Contact Point (NCP) for the OECD Guidelines. On April 20, 2021, the Dutch NCP published its initial assessment, concluding to proceed to the further consideration phase. As of 2024, this stage is still in progress				11.17.2
GRI 11.17 – Rights of Indigenous Peoples	-	Additional sector-specific: Operations and indigenous communities	75				11.17.3
LOCAL COMMUNITIES							
GRI 3 – Material topics (2021)	3-3	Management of material topics	2				11.15.1
GRI 413 – Local communities (2016)	413-1	Operations with local community engagement, impact assessments, and development programs	66				11.15.2
	413-2	Operations with significant actual and potential negative impacts on local communities	66				11.15.3
GRI 11.15 – Local communities	-	Additional sector-specific: Claims from local communities	74				11.15.4
SUPPLIER SOCIAL ASSESSMENT							
GRI 3 – Material topics (2021)	3-3	Management of material topics	2				11.10.1
GRI 414 - Supplier social assessment (2016)	414-1	New suppliers that were screened using social criteria	37				11.10.8 / 11.12.3
	414-2	Negative social impacts in the supply chain and actions taken	37				11.10.9

INDICATORS - OWN STRATEGIC TOPICS				
CLIMATE CHANGE AND ENERGY TRANSITION				
GRI 3 – Material topics (2021)	3-3	Management of material topics	2	-
Own topic – Climate change and energy transition	-	Climate change and energy transition	46	-

GRI SECTOR STANDARDS TOPICS CONSIDERED AS NON-MATERIAL

GRI 11: OIL AND GAS SECTOR 2021

TOPIC	SECTOR INDICATOR	EXPLANATION
11.13 Freedom of association and collective bargaining	11.13.2 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Non-material indicator
11.16 Land and resource rights	11.16.2 Locations of operations that caused or contributed to involuntary resettlement	Non-material indicator
11.19 Unfair competition practices	11.19.2 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Non-material indicator
11.21 Payments to government	11.21.4 Approach to tax	Non-material indicator
	11.21.5 Tax governance, control and risk management	Non-material indicator
	11.21.6 Stakeholder engagement and management of concerns related to tax	Non-material indicator
	11.21.7 Country-by-country reporting	Non-material indicator
11.22 Public policy	11.22.2 Political contributions	Non-material indicator

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