

Sustainability Report 2024



Table of contents

01

PG. 12

GM IN ONE LOOK

- 13 Company presentation
- 14 Our history
- 18 Stakeholders
- 20 Financial performance
- 21 Clients in 2024

02

PG. 21

OUTLOOK FOR THE FUTURE

- 23 Corporate Sustainability Strategy 2023 — 2025
- 25 Growth strategy
- 26 Major maintenance of Central Nueva Renca
- 29 Inauguration of CEME1

03

PG. 30

THE OPERATION

- 31 Main activities and operations
- 35 Occupational health and safety
- 38 Supply chain
- 40 Low-emission energy and environmental management
 - Energy management
 - Emission management
 - Waste management
 - Water management

04

PG. 44

SOCIAL RESPONSIBILITY

- 45 Community Relations Strategy
- 46 Memberships and associations
- 47 Results of territorial alliances in 2024

05

PG. 56

THE PEOPLE

- 57 GM team
- 63 Organizational development
- 69 Labor relations
- 70 Innovation and development

06

PG. 72

CORPORATE GOVERNANCE

- 73 Organizational structure
- 76 Corporate governance policies and practices
- 80 Risk management

07

PG. 83

ABOUT THIS REPORT

- 84 Scope and methodology
- 85 Materiality process
- 87 Sustainability indicator index

08

PG. 91

ANNEXES

- 92 Economic indicators
- 93 Environmental indicators
- 96 Glossary



Focus areas

We provide energy solutions to improve people's quality of life.



SAFETY

- Safety is the focus of everything we do, because people are at the heart of our business.
- The safety and well-being of everyone who is part of our organization and our contractors is a priority, because we believe that only in safe and healthy environments is it possible to grow and contribute in a meaningful way.



INNOVATION

- The constant search for new solutions defines us; it's in our DNA.
- We innovate with purpose, adopting new ideas and anticipating trends to lead with increasingly sustainable solutions aligned with the current challenges of the energy sector.
- We implement unique and efficient processes while cultivating an adaptable organizational culture that promotes creative approaches to achieve excellence in all the solutions we deliver.



COLLABORATION

- We understand the value and contribution of each team and how their work drives our contribution to Chile's energy sector.
- Our teams are inclusive and diverse. We value different perspectives and focus on how their work drives our contribution to the energy sector in Chile.



SUSTAINABILITY

- We are aware of and care about the impact our business has on people, the environment, and the surroundings.
- We seek to build strong, long-term relationships with our stakeholders to ensure that the longevity of our business generates value, facilitates the creation of capabilities, and contributes to sustainable development.



EXCELLENCE

- Quality and rigor are hallmarks of everything we do, because we know how important our contribution is to the energy that drives Chile.
- We promote the professional development of our teams to ensure services that exceed standards and generate value.

(IP-01, IP-07, IP-11, IP-12, IP-15)

The year in review

1

Innovation



+15
innovation
projects

presented by collaborators:
This is one of the reasons why the 2024 C³ Creativity and Innovation Ranking awarded GM a special distinction for being a leading company in innovative culture, which fosters collaboration and excellence in innovation management

We launched
23 digital
transformation
proyectos

Out of these, 12 were closed within the same year with an expected three-year NPV of USD 307,000

We have
electrified our
vehicle fleet

Virtual Reality

We implemented the first virtual reality project for corporate induction, focusing on the role of field operator, equipment, and safety protocols

2

Safety

0
Workplace
accidents



2.500
people participated in
health and safety talks
and training sessions:

In addition to the GM team, personnel
from the 55 companies involved in the
major maintenance process at Central
Nueva Renca also participated



3

Collaboration

192
**employees and
collaborators**

worked together to generate
our energy



**We promote
diversity**

20,8%
female staff

40%
women in
leadership positions

3
women in
management positions

We invested

USD
930.000

in areas adjacent
to our power plants
and projects



4

Sustainability

We developed our first

Risk Management and Climate Change Policy

20% of the energy **we**
produced came from
renewable sources

This is how we contribute to Chile's goal of achieving
net zero emissions by 2050

- 3,314 GWh of absolute energy consumption
- 728,098 tons of CO2e GHG emissions

Our operation reduced
water consumption:

1.636 MI **VS.** 1.727 MI
consumed in consumed in
2024 2023

13,7% of our waste
was processed for
value recovery



5

Excellence

We completed
construction of

**Chile's largest solar power
plant, featuring state-of-
the-art technology**

**We sold 3.056
GWH of energy**

**RECEIVED NATURAL
GAS (MMBTU¹)**

**LNG 5,966,272
GNA 5,006,263**

1. Millions of BTUs (British Thermal Units). This is a unit of measurement for energy. This and other terms are explained in a glossary on page 96 of this report.

**11.229
hours of
training**





DIEGO HOLLWECK
General Manager

(GRI 2-22)

Our message to society

It is with great satisfaction that we present Generadora Metropolitana's 2024 Sustainability Report. This document reflects our ongoing commitment to transparency and to providing clear, accessible, and relevant information about our company's performance, in line with our active contribution to Chile's energy transition.

Because we believe in safe, efficient, and sustainable energy solutions, 2024 was a key period in our evolution as a company. One of the most significant milestones was the inauguration of CEME1, Chile's largest photovoltaic park, located in the Antofagasta region. With 480 MWp of installed capacity and more than 882,000 solar panels, CEME1 not only reinforces our commitment to the development of clean energy, but also represents a significant step towards a more diversified and resilient energy matrix. The commissioning of this plant will allow us to supply more than 500,000 homes with renewable energy, demonstrating the concrete impact we wish to generate as a company.

These achievements are the result of the joint efforts of our teams, neighboring communities, strategic allies, and shareholders, who have made it possible for us to continue growing sustainably, with innovation and a clear vision for the future.

At Generadora Metropolitana, we are fully committed to developing a cleaner, low-emission, and resilient energy matrix. We cu-

At Generadora Metropolitana, we are fully committed to developing a cleaner, low-emission, and resilient energy matrix.

rently have a portfolio of new projects that we hope to develop in the short term, which will contribute to strengthening the security and stability of the national electricity system.

We recognize that our responsibility goes beyond generating energy. We want to actively contribute to the country's development, the well-being of its people, and a safe energy transition. We will continue to work with determination to achieve this goal.



ALEJANDRA ACUÑA
Sustainability Manager

(GRI 2-22)

Our message to society

During 2024, we reaffirmed our commitment to sustainability in our daily lives: in our operations, in our relationship with communities, and in responsible environmental management. Each of the advances achieved this year represents another step forward in the country’s energy transition, in strengthening local development, and in reducing the impact of our activities. For the third consecutive year, we report these results in our Sustainability Report, with a transparent and long-term perspective. Caring for the environment and climate action are central to our management. This year, we reduced our carbon footprint by more than 35% compared to 2023, advancing our goal of contributing to a cleaner energy matrix.

In line with these efforts, 47% of the energy we used came from renewable sources, reflecting the sustained progress of our strategy. Furthermore, we were an active part of the Emissions Compensation System, which allows companies to offset their emissions by investing in projects that reduce greenhouse gas emissions. In line with this, 47% of the energy we use came from renewable sources, reflecting the sustained progress of our strategy.

Additionally, we were an active participant in the Emissions Compensation System, highlighting the case of our Los Vientos Power Plant, which successfully offset 17% of its emissions through sustainable initiatives.

With regard to our work with society, we firmly believe that relationships with the communities where we operate are built through dialogue, collaboration, and a vision for the future. In 2024, we in-

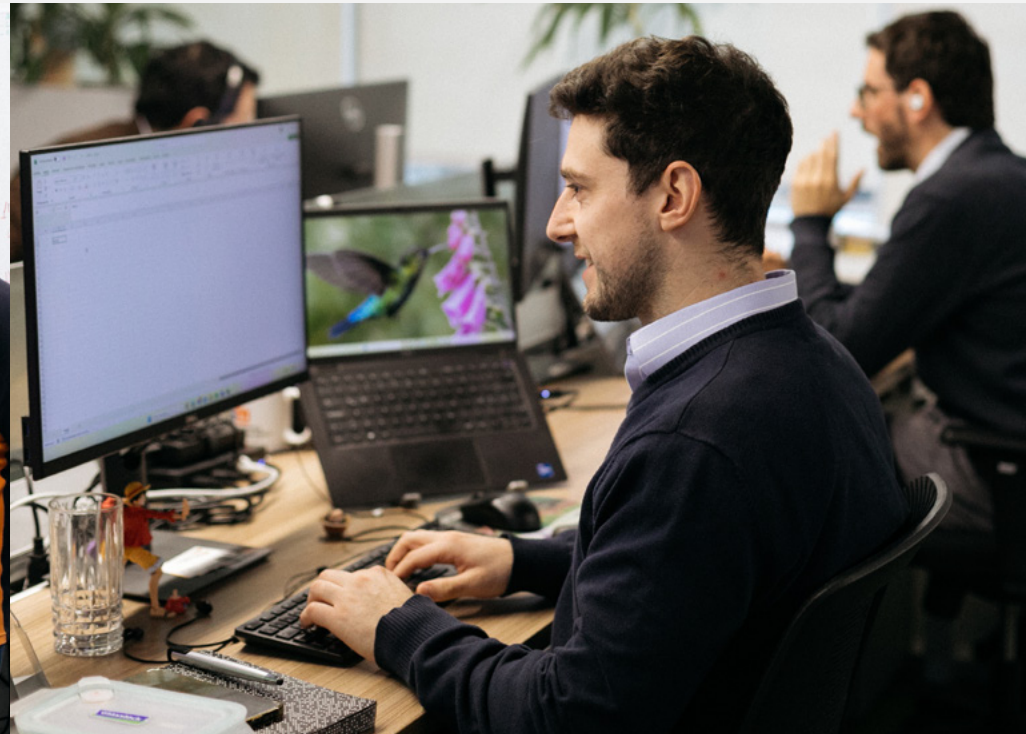
This year, we reduced our carbon footprint by more than 35% compared to 2023, advancing our goal of contributing to a cleaner energy matrix.

vested more than USD 930,000 in social projects in Renca, María Elena, Llay-Llay, and Cabrero, addressing challenges in education, quality of life, the environment, and local identity.

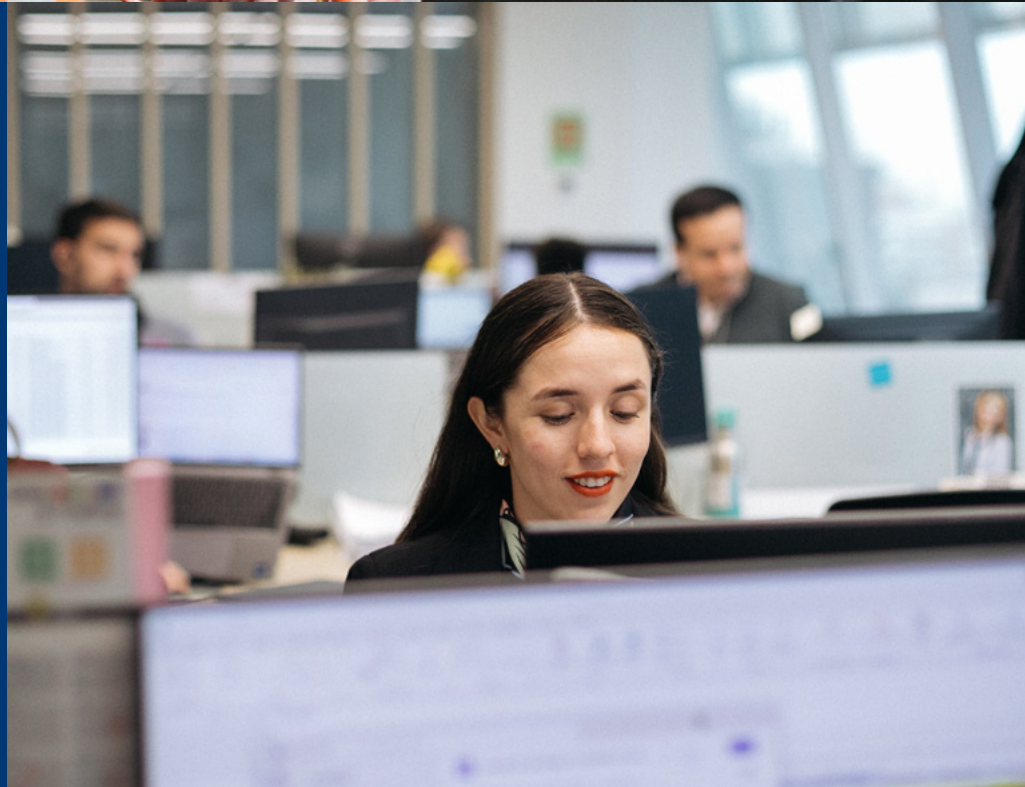
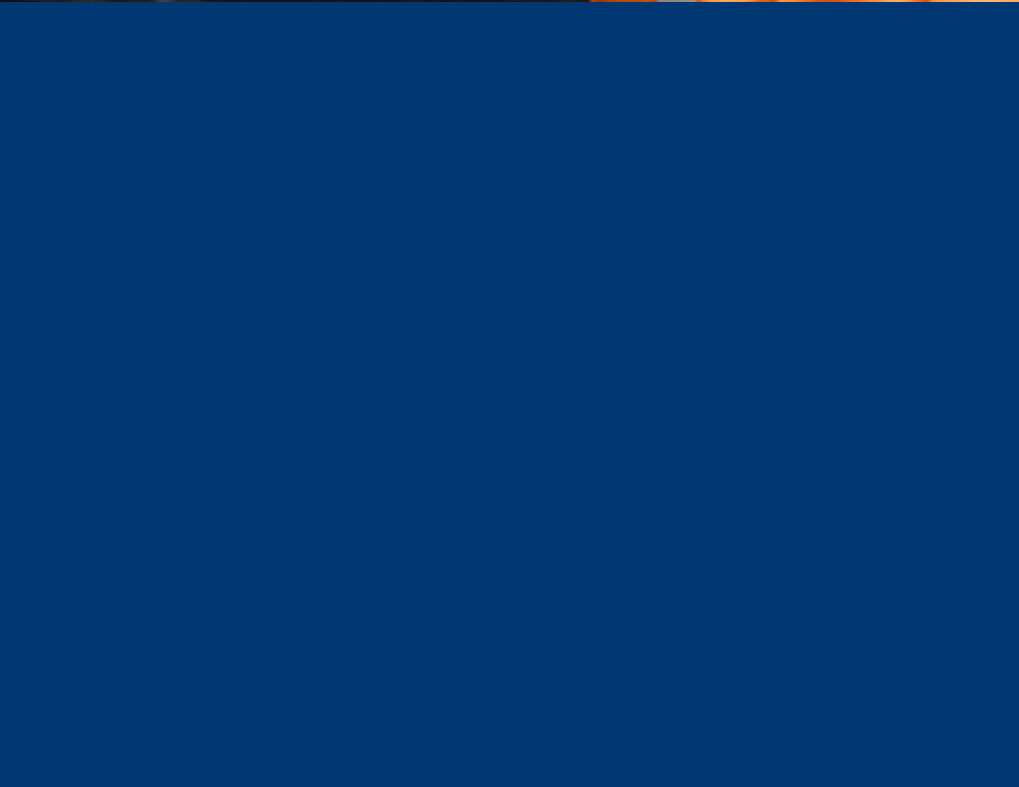
Programs such as Energía de Mujer, Sonrisas con Energía, the Social Pantry in Renca, and our territorial alliances are concrete examples of Generadora Metropolitana’s commitment to the well-being and strengthening of local capacities.

Finally, none of this would be possible without the commitment of the people who make up GM. Every milestone achieved in environmental or community sustainability is also a reflection of an organizational culture mobilized by a common purpose.

In 2024, Generadora Metropolitana was recognized for its organizational culture and commitment to professional development. We obtained 5th place in the Great Place to Work ranking for companies with fewer than 250 employees; we were highlighted as the 4th best company for women to work in Chile; and we achieved 1st place in FirstJob’s Best Internship Experiences (BIE) ranking, as the best company for professional internships among over 100 applicants.



GM in one look



(GRI 2-1, GRI 2-6, IP-01)

GM in one look

Generadora Metropolitana² (“GM”) is a Chilean company owned by EDF Chile Holdings SpA, a subsidiary of Électricité de France, and the Chilean conglomerate AME, belonging to the electricity market, a power generation sub-sector.

Its main business is to provide energy solutions, with an installed capacity in Chile of 1,067 MW, through four power plants located at strategic points in the National Electricity System.

We are part of the country’s energy transformation and seek the best solutions to contribute to people’s quality of life.

2. The term Generadora Metropolitana (GM) includes the following companies: GM Holdings, Generadora Metropolitana Spa, GM Renewables SpA, CEME1 SpA, GM Developments SpA, and GM Energy SpA.

We currently operate in the Metropolitan Region through Nueva Renca, in the Valparaíso Region through Los Vientos Power Plant, in the Biobío Region through Santa Lidia Power Plant, and in the Antofagasta Region through our first solar power plant, CEME1, in María Elena.

During GM’s seven years of operation, we have built a brand characterized by excellence and sustainability, both in what we produce and in how we operate. We have implemented unique and efficient processes and cultivated an organizational culture focused on people and collaboration among our teams, who promote innovation and excellence in the solutions we deliver.

This report reflects the company’s commitment to driving the country’s energy transformation and seeking the best solutions to contribute to people’s quality of life. Here, we transparently present the management of the work carried out during 2024: work supported by an ethical, collaborative organizational culture focused on generating a positive impact on the country’s sustainability and development, based on energy transition and security.

ANTOFAGASTA REGION

411 MW_{AC}

CEME1 THE LARGEST SOLAR POWER PLANT IN CHILE



VALPARAÍSO REGION

135 MW

LOS VIENTOS POWER PLANT



METROPOLITAN REGION

379 MW

NUEVA RENCA POWER PLANT



BIOBÍO REGION

142 MW

SANTA LIDIA POWER PLANT



Our history



2024

JANUARY

- We conducted a diagnostic audit of ISO 50001 on Energy Management, within the framework of Law No. 21,305 on Energy Efficiency. As a way of anticipating possible scenarios that could consider the Nueva Renca Power Plant as an Energy Management Capable Consumer (EMCC), we conducted a diagnostic assessment of the Management System to detect gaps in the possible implementation of the ISO 50001 standard.



FEBRUARY

- We developed and promoted the 1+1 Campaign to support families affected by fires in the Valparaíso Region:

\$4,320,000 was raised + 216 boxes of hygiene items for adults and children, and delivered 1,800 liters of water + we donated safety equipment to firefighters in Llay-Llay and emergency lighting kits for Quilpué and Viña del Mar.



MARCH

- The CEME1 solar project, Chile's largest photovoltaic park, located in the municipality of María Elena, in the Antofagasta Region, began operations:

480 MW_{AC} of installed capacity, through the operation of more than 882,000 photovoltaic panels, with an estimated energy generation capacity for more than 500,000 homes.
- We organized the first international Turbine Users' meeting in Chile. With the participation of representatives from major companies in the industry, we spent three days sharing knowledge and envisioning the future of the energy industry.

APRIL

- We ranked fifth in the Great Place to Work ranking for companies with fewer than 250 employees. This is the fourth year we have been in the ranking's top 10.

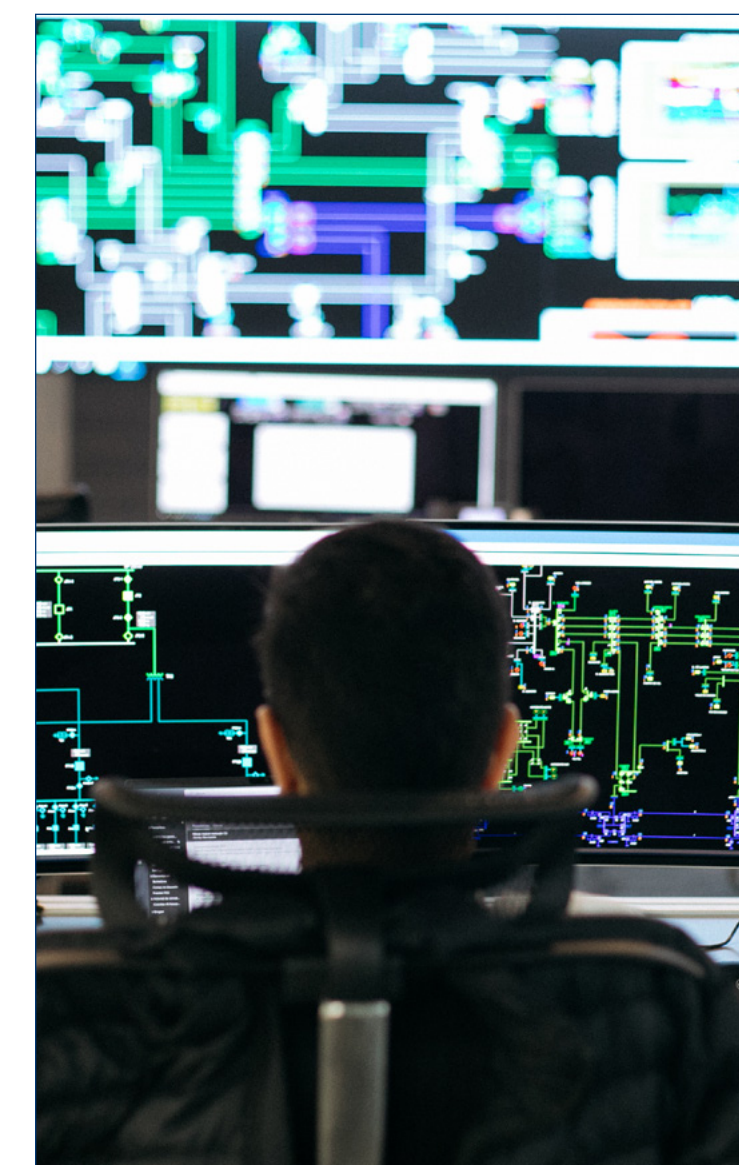


MAY

- We conducted a recertification audit for ISO 14001 on Environmental Management (EM) and ISO 45001 on Occupational Health and Safety Management (OHS). We participated in an external audit conducted by the certification body Bureau Veritas. No observations or non-compliances were identified in relation to the audited ISO standards, and the recertification of the Management System for the gas and/or diesel-based Electricity Generation process was recommended.
- Together with Vías Chile and Red de Alimentos, we inaugurated the first Social Pantry in the municipality of Renca. It is the third pantry in the Metropolitan Region, along with the ones operating in San Bernardo and Puente Alto, benefiting 2,500 elderly people to whom we will deliver food and basic necessities.

JUNIO

- We inaugurated our renovated Operations Center at the Renca Complex to control the operation of our CEME1, Los Vientos, Santa Lidia, and Nueva Renca power plants, as well as those of external clients such as Santiago Solar.



2024

JULY

- We initiated commercial operations and held an inauguration event for CEME1, attended by authorities, our shareholders, representatives of the María Elena community, and our employees.
- We received the award for the best company for promising young people to do their professional internships, in FirstJob's Best Internship Experiences ranking, which highlights companies with excellent internship management. This year, 105 companies applied, and GM took first place in the country.



AUGUST

- GM was included in the list of companies considered to be Energy Management Capable Consumers (EMCC).
- We were recognized as the 4th best company for women to work for, according to the Great Place to Work ranking. This is the second time the company has been included in this gender-specific ranking, moving up three places from the previous year.



SEPTEMBER

- A scheduled plant shutdown is taking place at Central Nueva Renca as part of a major routine maintenance process. This task required two years of preparation and takes place approximately every 10 years. This time, it allowed us to optimize our operations for the coming years, ensuring the highest efficiency and safety standards. It took 103 days of maintenance, with 570,000 hours of labor, an investment of USD 33 million, 55 participating companies, 425 tons of recycled waste, 20 critical lifts, and zero accidents.
- GM organizes the first risk prevention seminar for the energy industry. More than 60 attendees from 18 companies came from Chile, Peru, and Colombia to the Centro de Innovación UC to exchange knowledge and practical tools for identifying, assessing, and mitigating risks.

OCTOBER

- We were the official presenters at an important seminar in the energy sector: the Energy Transformation Summit, where we addressed the challenges facing the industry and explored how to move toward a cleaner energy matrix.
- As part of the financial closure of the so-called "PEC III" (or Energy Price Stabilization Law), our legal and financial team met with the Inter-American Development Bank (IDB) and government authorities to formalize the sale of unpaid balances and overdue settlements.

NOVEMBER

- We received a special distinction in the 2024 C³ Creativity and Innovation Ranking, compiled by Brinca, Adolfo Ibáñez University, and Fundación Chile, for being a leading company in innovative culture that fosters collaboration and excellence in innovation management.



DECEMBER

- We achieved the extension of Central Los Vientos' operational life until 2040, after the Valparaíso Regional SEA issued a favorable Consolidated Evaluation Report (ICE).
- CEME1 achieved *substantial completion*. In other words, it met all the necessary requirements for safe commissioning and operation to connect to the national power grid. All tests, manuals, and plans were delivered to the National Electricity Coordinator, and the plant began to be operated at 100% capacity by our Operations Management team.



(GRI 2-29)

Stakeholders



In the seven years since the company was founded, we have identified and taken our stakeholders into account in all important decisions. Our development is influenced by them and, in turn, our actions impact their development. We believe it is essential to maintain relationships that generate mutual value and, therefore, we consider their opinions when managing change, fostering long-term trust through clear and transparent communication.

As part of our Corporate Sustainability Strategy, we have strengthened our relationships with stakeholders and, as a result, we have established a management tool to ensure that communication is transparent and up to date.

CENTRAL GOVERNMENT AND REGULATORS

Entities whose policies and regulations guide our business.

👥 SUBGROUP

National, regional and local governments and regulators define the framework within which we operate.

🔗 CHANNELS

- Close contact with related organizations. Interaction with government and regulators within their relationship mechanisms (lobbying law), in accordance with Law N° 20.730, which regulates lobbying and any actions that represent particular interests before authorities and officials.

SUPPLIERS

Those who enable us to carry out our operations and make up our chain of value.

👥 SUBGROUP

Fuel and energy suppliers; Equipment and material suppliers; Permanent contractors (cleaning, waste treatment, food, transportation, security, etc.) and sporadic service providers (tax expert advice, electricity market, etc.); *Engineering Procurement & Construction (EPC)*.

🔗 CHANNELS

- Regular meetings between the purchasing team and suppliers.
- Invitation to bids.

FINANCIAL COMMUNITY

Actors that support us with financial resources to start up our operations.

👥 SUBGROUP

Investors; Shareholders; Banks.

🔗 CHANNELS

- Regular meetings with investors and project finance reporting.

DIRECTORS

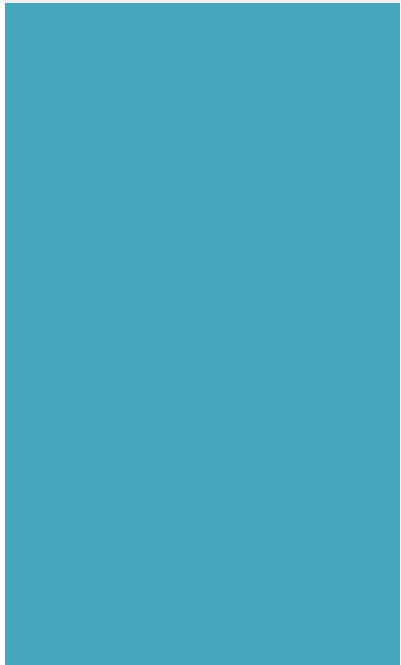
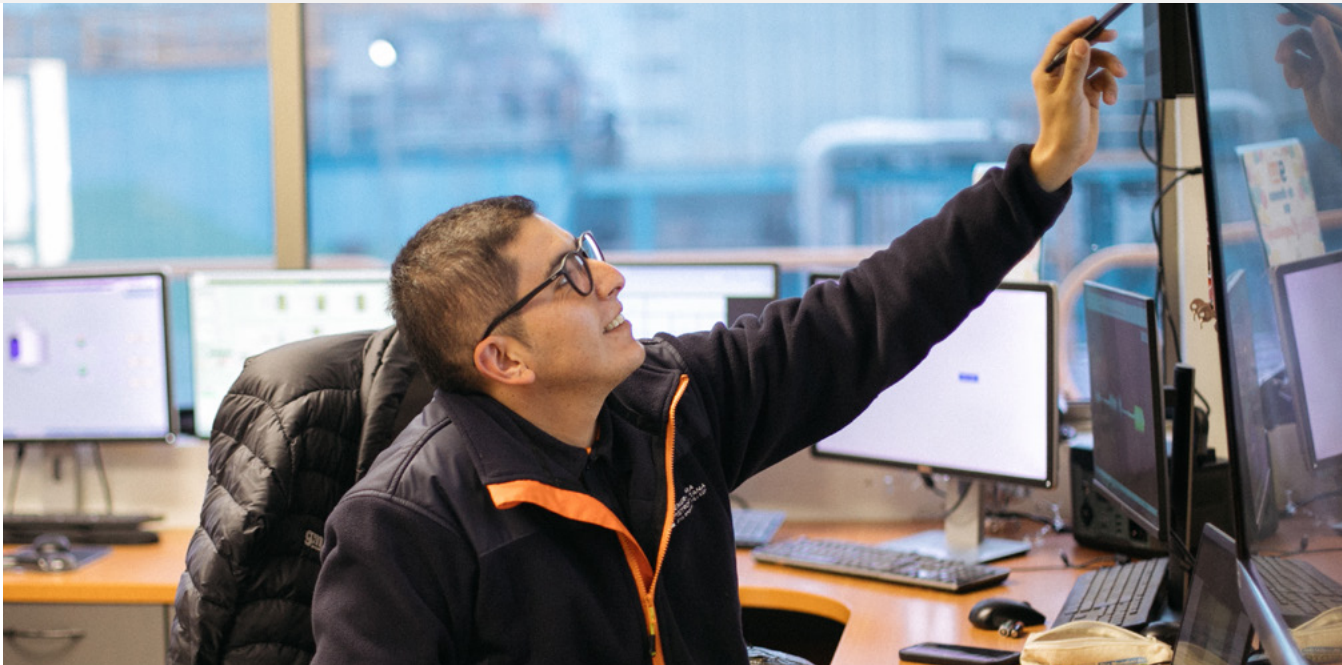
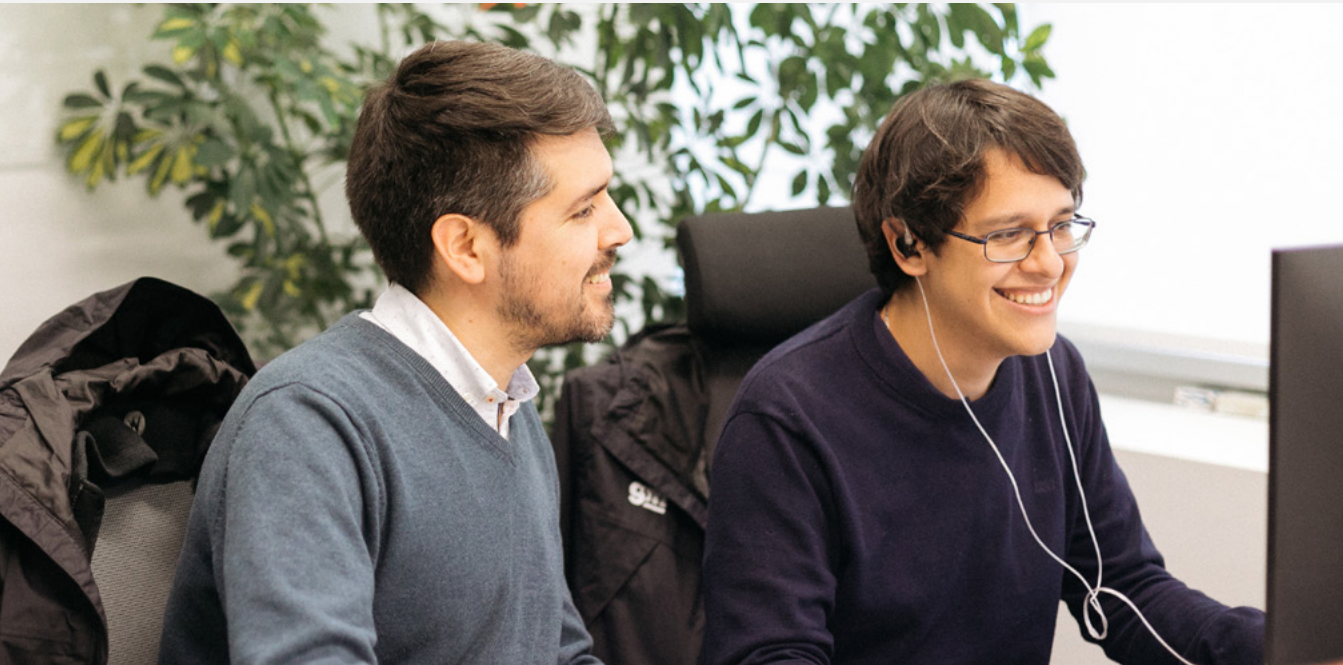
People who trust our work and guide our actions.

👥 SUBGROUP

GM Directors.

🔗 CHANNELS

- Board meetings, committee meetings with the participation of directors and specific requests to management.



CLIENTS

Those we serve with quality, generating good long-term relationships.

SUBGROUP

Free clients and distribution companies.

CHANNELS

- Regular contact through meetings and site visits.

COMMUNITIES

Those localities close to our plants and projects, to whom we try to transmit GM's commitment to transparency and integrity in the development of our activities.

SUBGROUP

Civil Society Organizations; Local SMEs; Landowners.

CHANNELS

- Work meetings, social programs and alliances with organizations.
- Investment agreements.

GUILDS AND ASSOCIATIONS

Entities with whom we are interested in sharing and developing standards and practices in the electricity industry and markets.

SUBGROUP

Generadoras de Chile, Association of Natural Gas Companies (AGN), Amcham Chile, World Energy Council Chile, and the International Council on Large Electric Systems (CIGRE).

CHANNELS

- Meeting attendance. And participation in committees and boards.

TERRITORIAL INSTITUTIONS AND NGOS

Agencies that allow us to know different aspects and factors to develop a better management.

SUBGROUP

Foundations and Corporations; Educational Institutions; Law Enforcement and Security Institutions.

CHANNELS

- *E-mails* and in-person meetings.

COLLABORATORS

They are the heart of GM. They make our success possible with commitment and professionalism, and whose talent we want to nurture and promote.

SUBGROUP

Collaborators and unions,

CHANNELS

- Communications, in-person meetings, interactive screens, meetings with unions, field visits by senior executives, and climate survey.

MEDIA

They allow us to expand the reach of our practices and the information we generate, as well as positioning relevant topics and building opinions on issues of interest to the industry and the country. They also play a key role in keeping us up to date with what is happening in the environment.

SUBGROUP

International and local press.

CHANNELS

- Communications, interviews, and one-on-one contact.

(GRI 201-1, GRI 201-4)

Financial performance

Each year, we report on our financial performance through our audited financial statements. These figures are obtained from the financial statements of all GM companies.

During 2024, GM received tax benefits totaling USD 88,084, corresponding to tax credits. These credits originated from training expenses incurred through the National Training and Employment Service (SENCE), duly supported by certificates issued by that agency.

GENERATED AND DISTRIBUTED ECONOMIC VALUE [MUSD]	2023	2024
Generated economic value (GEV)	790,48	701,87
Distributed economic value (DEV)	-741,73	-604,14
Retained economic value (REV)	48,75	97,73

Note: For more details on economic indicators for 2024, see page 92 of the annexes to this document.



(GRI 2-6, IP-07, IP-13, IP-15, IP-16, IP-18)

Clients in 2024

The Chilean electricity market has two types of clients: regulated and free. A client is considered regulated if their contracted power is less than or equal to 5,000 kW. If it's higher, they are considered free clients, and can be supplied with electricity in other ways, either by direct supply from generating companies or by self-generation. If they have between 500 kW and 5,000 kW of connected power, they can choose whether to sign up for the free or regulated system.

At GM, we have contracts with both types of clients. In 2014, we had 23 regulated clients and one free client (whose contract ended in November). The regulated clients are mainly electricity distribution companies, with energy supply contracts in force until 2033. The distribution companies that serve GM are located from Taltal to Chiloé. The supply contract with the free client was with a mining company located in the Coquimbo region.

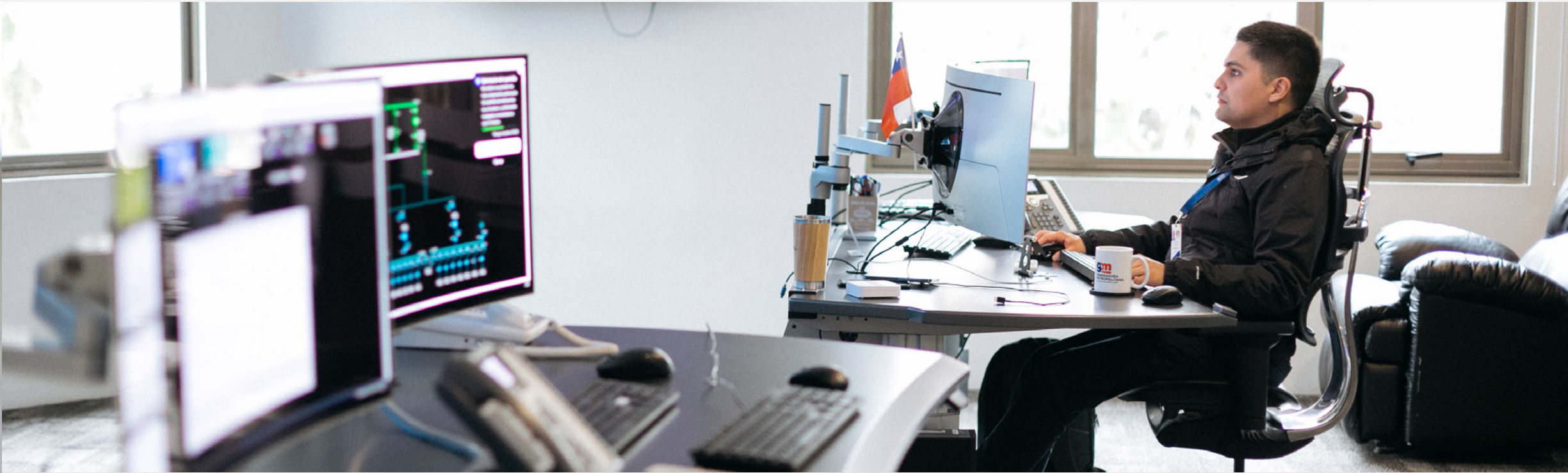
During the year, total energy sales amounted to 3,056 GWh, representing a 13% increase compared to 2023.

ENERGY SALES BY CLIENT TYPE [MWH]	2023	2024
Distribution companies (regulated clients)	2.693.264	3.042.325
Free clients	12.556	13.531
Total energy sold	2.705.820	3.055.856

POWER SALES BY CLIENT TYPE [MWH]	2023	2024
Distribution companies (regulated clients)	5.843	6.713
Free clients	21	17
Total	5.864	6.730

Note: To create this table, we added up the monthly power sales for all customers.





Outlook for the future



We work to ensure that Chile can make a safe transition to a more sustainable future.



Corporate Sustainability Strategy 2023-2025

PILLAR 1

**CORPORATE GOVERNANCE
AND TRANSPARENCY**

PILLAR 2

**LOW-EMISSION ENERGY
AND ENVIRONMENTAL
MANAGEMENT**

PILLAR 3

**HUMAN CAPITAL AND
HEALTH AND SAFETY**

PILLAR 4

**CONTRIBUTION TO
SOCIETY**

At GM, we are generating energy through processes that involve real changes in favor of sustainable development and the well-being of communities. To this end, we designed a three-year Sustainability Strategy, which completed its second year of implementation in 2024, allowing us to create and develop sustainable solutions for the energy sector. Our 2023-2025 Corporate Sustainability Strategy represents GM's strategic lines of action and is divided into four pillars, interconnected with the company's mandate.

Each pillar has strategic objectives and a series of goals associated with KPIs that are used to monitor the strategy. To define them, we translated the organizational purpose into high-level categories that guide and focus efforts on managing GM's material issues. These were classified according to related to governance (pillar 1), social (pillars 2 and 4), and environmental (pillar 3) dimensions, ensuring a consistent alignment with the company's strategic priorities.

To ensure compliance with the objectives of the Sustainability Strategy, which are in turn associated with each pillar, we have developed a detailed action plan and roadmap that has enabled us to make effective progress. The action plan was distributed to different managers assigned by the Management Committee, who developed the necessary initiatives to meet the goals, including the estimated duration and monitoring KPIs or milestones. On the other hand, the roadmap was built based on the initiatives identified in the action plan and marked different milestones on estimated dates.

As of December 31, 2024, significant progress was recorded in the 2023-2025 Corporate Sustainability Strategy, achieving 81.8% compliance. The achievements in each pillar are detailed below:



PILLAR 1

- Approval of the Incentive Plan associated with the implementation of sustainability in the Remuneration Committee within the year 2024 (targets per manager that are considered in the calculation of the annual performance bonus).
- Presentation of the new benefits proposal to our employees, corresponding to the year 2024.
- Establishment of measurement of the reception of our community activities through an exit survey, with new impact measurement mechanisms projected for 2025.
- Incorporation of a new goal for 2027: to establish an Impact Measurement and Engagement Strategy for 100% of our community management projects.
- Relationship-building initiatives promoted by Human Resources (with 100% employee participation) to present the Sustainability Strategy.
- Establishment of the GM Crime Prevention Plan, which included training the Board of Directors, 100% of managers, and 96% of the organization on its implications, scope, and management tools.
- Implementation of a reporting channel that reinforces our commitment to transparency and ethics, as well as the development of a gap mapping exercise that has allowed us to identify areas for improvement and establish concrete action plans. We have also updated our Crime Prevention Model (MPD), adapting it to the latest regulatory requirements and best practices in the sector, thereby strengthening our compliance and risk management system.

PILLAR 2

- Implementation of the GM Ambassadors Program, whose purpose is to have a group of 14 employees selected by senior management to act as key catalysts for mobilizing strategic initiatives within the organization, facilitating communication and collaboration between various management teams and areas within the organization.
- Launch of the Social Volunteering program for employees.
- Reformulation of the Diversity, Gender Equality, and Inclusion Committee at GM, where a new governance structure was established and new volunteer members were added.
- Implementation of the technical skills project at GM.
- Implementation of the GMH and GM Workplace Environment Assessment Questionnaire (CEAL), with their respective action plans.
- Implementation of the Just Transition Plan developed by the Ministry of Energy.

PILLAR 3

- Upholding the commitment to the transition to cleaner energy and participation in Chile's Green Tax Emissions Compensation System (SCE).
- The Los Vientos power plant offset 10,000 tons of CO₂ out of the 60,586 emitted, achieving a 17% offset in 2024. This effort is part of a broader strategy to mitigate climate change and promote sustainable development.
- The SCE allowed for the offsetting of emissions through certificates from renewable energy projects and other sustainable initiatives. GM was one of eight companies that supported this system, offsetting a total of 4.4 million tons of CO₂ in its second year.
- Establishment of corporate waste rejection KPIs (% of waste rejection per area cannot exceed 30%).
- Implementation of waste monitoring during major maintenance at the Nueva Renca Power Plant, valuing and managing waste, achieving 61% recycling of the total waste generated in the process.

PILLAR 4

- Validation of the 2025-2027 Stakeholder Relationship Strategy.
- Holding of information sessions for the Renca community regarding major maintenance work at the Renca Power Plant. The aim was to keep them informed at all times about what was going to take place.
- Definition of the 2025-2027 social investment pillars: sustainability and energy, education, quality of life, and local identity.
- Incorporation of the United Nations (UN) Sustainable Development Goals (SDGs) perspective into community management projects.
- Development of energy efficiency projects in every territory where we operate.

(IP-09)

Growth Strategy

Our ambition is to triple GM's contracted electricity generation by 2033, reaching 7.2 TWh per year, to serve both regulated and large-scale free customers.

In line with our Corporate Sustainability Strategy, our Growth Strategy was born in 2023. It allowed us to define a series of goals and ambitions, with the aim of continuing to grow and contributing to the country's energy transformation.

Our ambition is to triple GM's contracted electricity generation by 2033, reaching 7.2 TWh per year, to serve both regulated and large-scale free customers.

To this end, a hybrid portfolio will be developed. It will include solar, wind, and natural gas-based projects. This portfolio will include between 8 and 13 initiatives, depending on the combination of renewable generation with energy storage systems and thermal generation, also considering its adequate geographical distribution.

The Growth Strategy also aims to expand GM's reach through the co-development and promotion of highly electricity-intensive projects, such as data centers and water desalination plants. In addition, it contemplates entering the business of non-traditional transmission solutions that will enable the company to address the challenges currently facing the electricity grid.

La Pampina Project

It will have an installed photovoltaic capacity of 160 MWAC and 700 MWh of battery energy storage systems (BESS). It will be located adjacent to our CEME1 plant, 5 kilometers from María Elena, in the Antofagasta Region. It obtained its Environmental Qualification Resolution in February 2022.

Dune Project

The project is a stand-alone BESS system, located adjacent to our CEME1 plant, with a storage capacity of 1.3 GWh.

In parallel, we are developing a portfolio of projects with approximately 3.7 GW of installed generation capacity and 10 GWh of BESS projects, which are currently in different stages of development:

Prospecting phase: 2,000 MW

Early phase: 1,100 MW

Advanced phase: 500 MW

In the advanced phase, our Sol del Loa project is particularly noteworthy, as it is of great importance for the north of our country:

Sol de Loa Project

The project consists of a solar photovoltaic power plant with a capacity of up to 640 MWAC, accompanied by a 2,560 GWh BESS system. Located near the town of Quillagua, in the Antofagasta Region, its Environmental Qualification Resolution (RCA) was approved in November 2022.

It will have a transmission line of approximately 10 kilometers that will connect to the National Electric System at the Frontera Substation.



(IP-10)

Major maintenance of Central Nueva Renca



The Nueva Renca Power Plant, located in Santiago, uses natural gas or diesel as fuel and has two generating units: a gas turbine and a combined cycle steam turbine. It undergoes routine maintenance every year to ensure optimal operation, but once every ten years it must undergo a major maintenance process, which requires extensive planning and takes several months to complete. In September 2024, we began a new maintenance project of this type. It lasted 103 days and ended in January 2025.

The objective of this maintenance was to ensure operation with renewed standards and guarantee the optimal performance of the plant for the coming years. It required a boroscopic inspection—a visual, non-destructive inspection method that does not require major disassembly—of the combustion, turbine, and compressor elements. In addition, work was carried out to replace the main and auxiliary gas turbine transformers, replace the steam turbine generator rotor, upgrade the control systems, and replace the high-pressure dome and LP evaporator of the heat recovery steam generator (HRSG).

Rescue personnel and personnel from the Risk Prevention and Occupational Safety (PRSO) area were on hand during the maintenance work. Safety inductions were carried out on an ongoing basis for contractor personnel, and there was constant monitoring of the activities carried out on site in order to identify and apply preventive and corrective actions in the event of deviations from established safety standards. This contributed to the major maintenance project having no serious accidents during the entire execution period, something that is unusual in other industries.

No significant environmental impacts were recorded either. Instead, activities were carried out in line with environmental care and our neighboring communities, which consisted of:

- Support and monitoring of hazardous and non-hazardous industrial waste removal initiatives.
- Monitoring of noise levels through dedicated 24/7 stations, with email alerts.

- Managing ongoing communications with the community and collecting and managing their concerns associated with this maintenance. Stakeholder communications.
- Review and approval of documentation associated with environmental matrices.
- On-site reinforcement of proper waste segregation, incident reporting, and correct use of spill containment measures.

This milestone represents the commitment, innovation, and collaboration of all areas of the company. With the support of 55 contractors and nearly 800 local and international workers, we accumulated 570,000 hours of work, implementing new methodologies and creating a team specialized in coordination, which allowed for more focused and efficient management at all stages of the process.

Major maintenance of Central Nueva Renca

13

PROJECTS COMPLETED

20

CRITICAL LIFTS

55

COMPANIES INVOLVED

USD 33

MILLION INVESTMENT

570

HOURS OF WORK

0

ACCIDENTS

800

WORKERS

103

DAYS DURATION



Major maintenance of Central Nueva Renca

Waste management during major inspection:

424.590 kg
of recycled waste,
of which:

61%
OF WASTE RECYCLED

SCRAP METAL

48%

MIXED MUNICIPAL WASTE

40%

WOOD

9%

BIODEGRADABLE WASTE
(GRASS AND PRUNINGS)

2%

PAPER,
CARDBOARD,
AND CANS

1%



(IP-10)

Inauguration of CEME1

In 2024, we invested more than USD 253 million in the engineering, supplies, and construction of CEME1.

The work was carried out in full compliance with GM's health and safety standards, monitoring of environmental commitments, internal and external reporting, implementation of a personnel accreditation system, and control of access to the plant.

This is the largest photovoltaic park in Chile, located seven kilometers from María Elena, in the Antofagasta Region, with 480 MWP of installed capacity, more than 882,000 photovoltaic solar panels, and generating energy for more than 500,000 homes. Its construction, carried out by the company Power China, generated jobs for 1,200 people through 90 subcontractors.

The plant was energized and commissioned on March 8, 2024, and subsequently began commercial operation on July 5.

On July 12, it was officially inaugurated at a large event attended by 18 national, regional, and local authorities and broadcast online simultaneously to the rest of Chile.

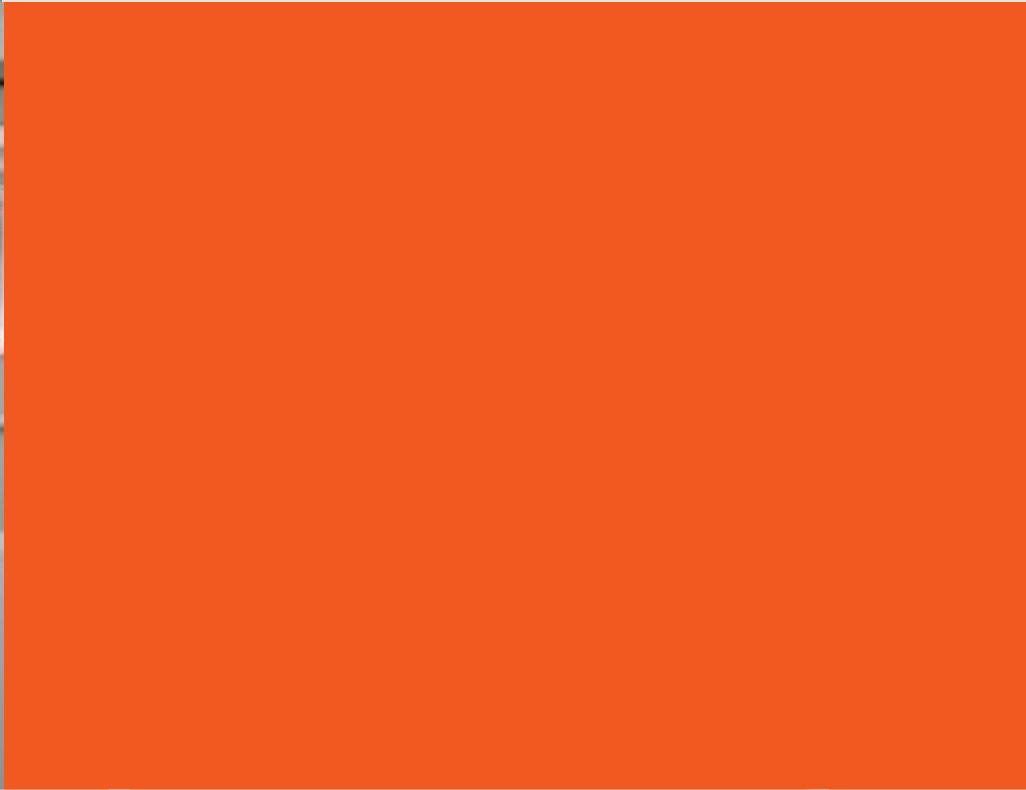
CEME1 required the formation of an operations and maintenance team in order to begin operating. Thus, on December 18, the plant was transferred from the construction team to GM's operations and maintenance team.

At the end of the year, the project had accumulated 3,507,974 HH since its inception.





The operation



(GRI 2-6, IP-06)

Main activities and operations

According to the Global Industry Classification Standard (GICS), we operate in the private sector as a utility, with our main activity being the sale of electricity, power, and complementary services to the Chilean electricity market, sourced from a portfolio of thermal and renewable power plants. Most of our energy comes from natural gas and solar energy, mainly through two of our assets: the Nueva Renca combined cycle power plant (379 MW) and the CEME1 solar power plant (480 MWp).

These products are traded on the spot market by the producing companies and those that consume them on behalf of their end customers, such as electricity distributors or large industrial customers, including mining companies, ports, and production plants. In addition, there is a financial contract market where generating companies can sell energy and empower end customers or other generators through PPAs (Power Purchase Agreements).



(IP-17)

Our Plants

Power plants are at the heart of GM's business. They represent a journey that began with thermal energy in the company's early days and continues today with a migration toward renewable assets.

Noteworthy developments include the inauguration of the CEME1 solar plant, the largest project of its kind in Chile; progress toward future solar and storage projects such as Dune and La Pampina; and the corporate commitment to natural gas as an essential resource, given the transition currently underway in Chile's energy matrix.



CEME1

- 480 MWp solar photovoltaic plant located 5 kilometers from María Elena, Antofagasta Region.
- It is currently the largest solar project in Chile and was inaugurated in July 2024.
- It has a 9.6-kilometer transmission line that connects to the National Electric System at the Miraje Substation.
- It has 882,720 solar panels and uses up to 90% less water than other similar plants, thanks to its autonomous robotic cleaning system.



Nueva Renca

- Combined cycle power plant with an installed capacity of 379 MW, using natural gas or diesel as fuel.
- It is located in the municipality of Renca, in Santiago, and at the time was the first power plant of its kind in the Central Interconnected System (SIC).
- It has two generating units: a gas turbine and a steam turbine, operating in a combined cycle.



Los Vientos

- Open-cycle turbine power plant with a capacity of 135 MW, located in the municipality of Llay-Llay, in the Valparaíso Region.
- It began operations in 2007 and has the unique feature of being remotely controlled from the Nueva Renca Power Plant.
- In 2023, work was completed to convert Los Vientos to natural gas, making it the first power plant in Chile to make this transition.



Santa Lidia

- Diesel turbine power plant located in Cabrero, Biobío Region.
- It began operating in 2009 and generates 142 MW, fed into the Charrúa Substation at 220 kV.
- This plant is controlled remotely from Nueva Renca.



According to Technical Specification No. 17 of the Superintendency of Electricity and Fuel (SEC), since 2023, power companies must implement an Electrical Installation Integrity Management System (SGIIE) to ensure the safety, quality, and continuity of the power supply by preventing accidents and incidents and, should they occur, minimizing their consequences.

In this scenario, during March 2024, we sought certification of our SGIIE under the ISO 55001 standard on asset management, an international standard that establishes the requirements for an efficient asset management system, covering both physical and financial and organizational assets. In this process, we achieved maturity level 3, which is obtained by complying with all the requirements of this standard, allowing us to certify our asset management, optimize its use, reduce costs, improve safety and performance, and ensure compliance with legal and regulatory requirements.



(IP-03, IP-05)

Market share in the National Electric System (SEN) in energy produced

GM plays a key role in the energy matrix, with a significant share in the generation of reliable and safe electricity that reaches all of Chile. This is reflected in its market share in different segments within the SEN:

- Currently, GM represents 9.62% of regulated withdrawals from the SEN, that is, the energy consumed by customers subject to tariffs regulated by the authority.
- Considering all SEN withdrawals—which include regulated customers, free customers, and free distribution customers—GM’s share reaches 3.8%, consolidating its position as an important player within the system.
- During 2024, 99.5% of GM’s energy sales went to regulated customers, reaffirming its position as a strategic supplier for this segment.

In 2024, there was a decrease in energy generation from 1,820 GWh to 1,810 GWh compared to 2023, corresponding to approximately 0.5%.



(GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-4, GRI 403-5,
GRI 403-6, GRI 403-7, GRI 403-8, GRI 403-9, GRI 403-10)

Occupational Health and Safety



It is no coincidence that in 2024 there have been no accidents or work-related illnesses recorded in GM's operations. Safety is one of our core values and guides everything we do. We are a company that prioritizes physical care and accident prevention, based on a comprehensive approach that also encompasses the emotional and psychological well-being of all our employees.

We have an Integrated Management System (IMS) that coordinates the implementation of ISO standards related to the environment, occupational health and safety, asset management, and energy management. This system also includes the policies, procedures, plans, risk matrices, standards, and protocols necessary to comply with the requirements of current Chilean legislation, which are verified and reviewed periodically, according to the needs of our activity.

In accordance with current legal regulations, all our workers must comply with the requirements related to occupational risk prevention, both permanent employees and those of the contractors we work with. In this regard, the SIG maintains internal procedures

that are operational, structural, and locally cross-cutting, along with other external procedures that include Special Regulations for Contractors and Subcontractors (REPECS) and 26 specific standards for contractors.

To prioritize the health and safety of our employees, we facilitate access to medical and healthcare services, even if they are not work-related, through benefits specially designed for them and their families. For example, through access to supplementary and catastrophic health insurance, preventive check-ups, access to medical, psychological, and nutritional consultations, a wellness program focused on ensuring quality of life, as well as the granting of a sports bonus, aimed at promoting sports, and gym facilities at Central Nueva Renca and CEME1, along with an agreement with SmartFit that benefits all our locations.

In addition, at GM we maintain a program of pre-employment and occupational examinations for all workers, carried out by the Institute of Occupational Safety. As this is a legal requirement, the

necessary time is given for each worker to attend their examinations without inconvenience.

We have a program of internal and external audits that validate compliance with regulatory requirements for occupational health and safety, verifying their degree of maturity and effectiveness. From the audits or inspection processes that are carried out, GM analyzes and evaluates the feasibility of each observation identified, maintaining a process of continuous improvement to support the work carried out each year.

EMPLOYEES AND WORKERS WHO ARE NOT EMPLOYEES (CONTRACTORS OR SUBCONTRACTORS), WHOSE WORK OR WORKPLACE IS CONTROLLED BY THE ORGANIZATION, COVERED BY THE OCCUPATIONAL HEALTH AND SAFETY SYSTEM.	N°	%
Total covered	840	100
Those covered by the system that have been subject to internal audit	50	100
Those covered by a system that has been audited or certified by an external party	69	100

Note: The numbers vary depending on the consultation process in an audit of the certification, recertification, or follow-up type. It should be noted that in 2024, due to major maintenance at the Nueva Renca Power Plant, a larger number of employees joined the company, in addition to temporary employees.

We maintain an open reporting system for all our staff, which allows us to provide solutions to collective or individual problems. All activities carried out in the company must be performed using appropriate procedures and a safe work analysis. In the case of plants, they must always be authorized by the shift supervisor and the person in charge of carrying out the work. If a workplace incident occurs, an investigation is carried out to determine its causes, through the strict implementation and compliance with the safety guidelines established in our procedures, which are systematized in our Integrated Management System.

At GM, we have two Joint Health and Safety Committees, made up of six worker representatives and six company representatives, who have the authority to define actions that ensure compliance with risk prevention and occupational health aspects for all our workers.

	GM COMMITTEE	GMH COMMITTEE
Committee responsibilities	Those indicated by DS 54	Those indicated by DS 54
Frequency of meetings	1 per month	1 per month
Committee decision-making authority	Autonomous	Autonomous
Number of employees represented by the committee	12	12
Number of committee participants who are collaborators	6	6
Number of committee members in management positions	6	6

In 2024, the following training sessions and talks were held for workers on occupational health and safety:

- Induction talk for new staff
- Induction talk for visitors
- Theoretical and practical training in the use of fire extinguishers
- Training in the use of personal protective equipment
- Training in rescue from confined spaces
- Training in machinery protection
- Training in occupational noise risk
- Training in working with heat
- Training in protection from solar UV radiation
- First aid talk and training
- Dissemination of emergency plan
- Annual drill program (gas leaks, electric shock, rescue at height, chemical leaks, earthquakes, among others)
- Training on working at height, as well as working methods and equipment used for this purpose
- Training on electrical hazards, electrical safety, control methods, and handling of specific equipment

Over 2,500 workers, including those from contractors and subcontractors, participated in health and safety talks and training sessions.

No workplace accidents recorded during 2024.

Together with the Occupational Safety Institute, we maintain preventive and monitoring programs in accordance with the technical guidelines required by the health authority, such as the National Plan for the Eradication of Silicosis (PLANESI), the General Technical Standard for the Identification and Evaluation of Risk Factors for Work-Related Musculoskeletal Disorders (TMERT), the Technical Guide for the Assessment and Control of Risks Associated with Manual Handling of Loads (MMC), the Protocol for Occupational Exposure to Noise (PREXOR), the Protocol for Psychosocial Risks, and protocols related to UV radiation, metals and metalloids, and lighting assessment.

Despite all the precautions and measures implemented to prevent accidents and occupational illnesses, we are aware of the risks associated with the type of work we do. In this regard, to prevent injuries from electricity, falls from different heights, work on hot surfaces,

and lifting materials, we maintain a Hazard Identification and Risk Assessment Matrix (MIPER), which is periodically reviewed in conjunction with workers in each area. This matrix is also useful for identifying risks associated with occupational illnesses, which we also minimize through preventive maintenance of equipment and machinery, the purchase of support equipment for maneuvers, and ensuring the implementation of the Integrated Management System Manual and the use of Personal Protective Equipment (PPE).



Key Initiative

In 2024, GM organized the first international seminar for experts in risk prevention in the electrical sector. More than 60 attendees from 18 companies in Chile, Peru, and Colombia gathered at the UC Innovation Center to share knowledge and practical tools for identifying, assessing, and mitigating risks, as well as to promote awareness of the importance of occupational risk prevention in the electrical industry.

(GRI 2-6, GRI 308-1)

Supply Chain

A well-managed supply chain ensures, among other things, the continuity and efficiency of operations, while also guaranteeing compliance with quality and safety standards, which are crucial for the business.

At GM, we responsibly manage the selection of local contractors and suppliers in each of the territories where our plants operate. This management is key to advancing Chile’s energy transition, as a supply chain aligned with our environmental and social values strengthens our commitment to sustainable development.

In 2024:
14 new suppliers, equivalent to 7% of the supply chain, passed selection filters based on environmental criteria.

(GRI 308-1)

Thanks to an assessment carried out by an independent third party, the company’s strong commitment to the responsible management of its local contractors and suppliers was confirmed, based on a process that considered five key criteria:

- | | |
|----|--|
| 1. | Philosophy and culture |
| 2. | Selection of contractors and service providers |
| 3. | Contract design |
| 4. | Contract management |
| 5. | Contract evaluation and closure |

All criteria achieved a high level of performance, with particular emphasis on rigor and an ethical, sustainable, and responsible approach to supplier selection processes within our value chain. This is made possible by a system that considers aspects beyond cost, technical capacity, and health, safety, and environmental standards.

In this regard, GM holds regular alignment meetings with contractors and promotes communication with the local community, regardless of the type of relationship that exists with it in the area of influence. In addition, it has a complaint system accessible to subcontractors, which allows for feedback and process improvements. As for community complaint channels, these are managed through relationship teams, although a standardized procedure for their implementation has not yet been defined.

Our supply chain is made up of suppliers of fuel, chemical inputs, and maintenance and engineering services, which are key to the operation of our plants. In addition, we have administrative and consulting service providers that enable the proper management and administration of the company.

Active suppliers (IP-02, IP-20)

At the close of December 31, 2024, a total of 1,514 suppliers conducted some type of commercial transaction with GM, while in 2023, the number registered was 1,588. According to this record, this number decreased by 144 suppliers compared to the number in 2023.

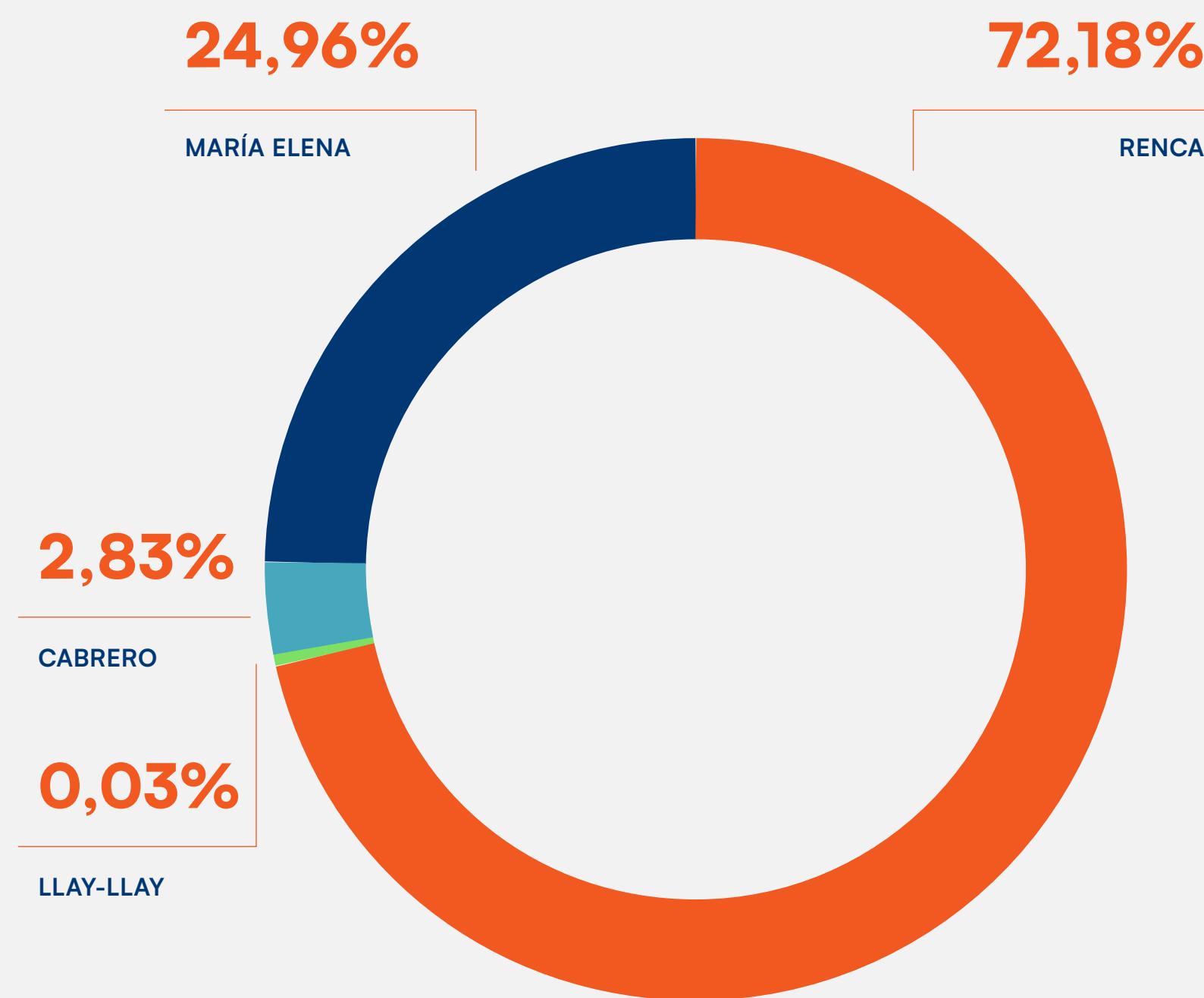
We are interested in maintaining good relationships with all our suppliers, constantly reinforcing our reputation, operational efficiency, and regulatory compliance in this area, in order to maintain them in the long term. To this end, we have a specific procedure for prompt payment to suppliers, which establishes bi-monthly payments.

Local purchases (GRI 204-1)

We have local suppliers in all municipalities and regions where our facilities, power plants, construction projects, and operations are located. In 2024, 26 companies of this type offered us their services, representing 3.9% of all suppliers and 3.6% of the group's total purchases.

Total spending on local suppliers during 2024 was \$2.491 billion, an increase of 107% compared to 2023, especially in the municipality of María Elena, as shown in the following graph:

TOTAL SPENDING ON LOCAL SUPPLIERS DURING 2024



Key Initiative

In 2024, as a way of recognizing the valuable work done by our local food, lodging, transportation, laundry, internet, and comprehensive service providers at CEME1, we held an event to highlight their growth and business relationship with GM. Many of them started out with small businesses and are now major entrepreneurs. We are proud to see their growth and the efforts they make to promote the economy of the communities where we operate.

Low-emission energy and environmental management

Energy Management (GRI 302-1, GRI 302-3, IP-04, IP-08, IP-14)

Generadora Metropolitana is part of Chile’s commitment to achieve carbon neutrality by 2050. For this reason, we are constantly searching for sustainable and innovative energy solutions. An example of this is that, in 2024, 20% of our energy production came from renewable sources.

ENERGY CONSUMPTION [MWH]	2023	2024
GLP	-	-
GN	1.744.719	1.467.192
GNL	2.160.629	1.795.825
Diesel	229.877	40.372
Electricity	7.911	10.988
Total consumption	4.143.136	3.314.377

* Argentine natural gas is included in the overall figure for natural gas (NG).

	2023	2024
Sold electricity vendida [MWh]	2.705.820	3.055.894
Energy intensity ratio	1,53	1,08

Note: From 2023 onwards, the denominator used to calculate the ratio corresponds to the MWh of electricity sold by the organization. The numerator of the ratio remains unchanged and corresponds to the absolute value of the organization’s energy consumption.

	2023	2024
Total consumption of the organization [MWh]	1.437.316	258.483

Note: Electricity consumption does not include consumption by Enrique Foster’s administrative offices.

NATURAL GAS RECEIVED (MMBTU)	2023	2024
GNL	9.142.420	5.966.272
GN	6.383.949	5.006.263

Emission management

We understand that decarbonizing the economy is an important factor today. That is why one of our main areas of focus is managing our emissions. As such, 2024 was the third year we measured our carbon footprint based on validated international methodologies, a process we have been improving year after year with projects that seek to strengthen the traceability and reliability of our data.

CARBON FOOTPRINT [TONS CO2EQ] (GRI 305-1, 305-2, 305-3)

	2023	2024
Scope 1	757.367	607.551
Scope 2	1.661	1.919
Scope 3	367.495	118.628
Total	1.126.523	728.098

EMISSION FACTOR [TONS CO2EQ/MWH] (GRI 305-4)

	2023	2024
Scope 1, 2, and 3 emissions	1,126.523	728.098
Electricity sold	2.705.820	3.055.894
GM emission factor [tons CO2e/MWh]	0,42	0,24
SEN emission factor [tons CO2e/MWh]	0,24	0,202

* Sistema Eléctrico Nacional

ATMOSPHERIC EMISSIONS [tons/year] (GRI 305-6, 305-7)

POLLUTANT TYPE	2023	2024
Nitrogen oxides (NOx)	413,75	237,16
Volatile organic compounds (VOC)	0,12	0,89
Particulate matter (PM)	59,06	46,62
Sulfur dioxide (SO2)	3,51	2,91
Carbon dioxide (CO2)	920.881,34	695.859,8

Green tax (IP-19)

The green tax was originally established as an annual tax for fiscal benefit that levies air emissions of particulate matter (PM), nitrogen oxides (NOx), sulfur dioxide (SO2), and carbon dioxide (CO2) produced by establishments whose fixed sources, consisting of boilers or turbines, individually or collectively, have a thermal power greater than or equal to 50 MWt. Currently, the regulation has a mechanism for affected taxpayers to offset all or part of their taxed emissions, for the purpose of determining the amount to be paid, through the implementation of emission reduction projects for the same pollutant, provided that they are additional, measurable, verifiable, and permanent.

At GM, we are committed to an increasingly clean energy transition. In line with this purpose, the Los Vientos power plant participated in the Emissions Compensation System (SCE) of the green tax for the year 2024, an initiative promoted by the Ministry of the Environment that seeks to reduce the impact of CO₂ emissions through the development of sustainable projects.

It is important to remember that greenhouse gases are global pollutants, which means that their effects transcend the place where they are generated. Offsetting emissions anywhere in the country—or the world—helps to tackle climate change collectively and benefits the planet as a whole.

This public policy, which began operating in September 2023, is now in its second year of implementation and has exceeded all expectations: in 2024 alone, 4.4 million tons of CO₂ were offset, compared to 260,000 in the first year. In this context, we are proud to be one of the eight companies contributing to this offset.

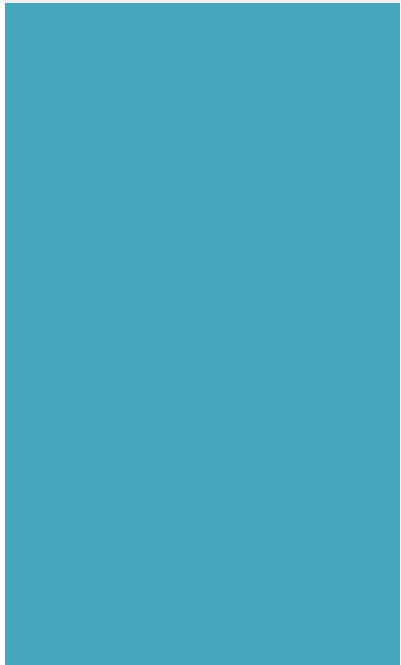
In the case of Los Vientos, we have offset 10,000 tons of CO₂, out of a total of 60,586 reported, which is equivalent to 17% of total emissions for the year 2024. This figure represents a first concrete step in a broader strategy, which includes continuing to work to offset all of our emissions.

The SCE allows companies to use emission reduction certificates—as in our case—whereby we offset our emissions through the purchase of certificates that have been issued or approved by this system. These certificates originate from the development of renewable energy generation, electromobility, or other projects that demonstrate CO2 emissions displacement under the SCE standard, thereby incentivizing investment in clean energy.

At GM, we deeply value this opportunity to be part of a pioneering initiative that not only responds to the world’s environmental challenges but also builds a better future for communities and the country. We will continue to work with determination to advance on this path, with the conviction that generating reliable energy can also be synonymous with generating a positive impact.

GREEN TAX PAYMENT IN 2024

CENTRAL	USD
Los Vientos	258.168,78
Nueva Renca	4.075.152,93
Total	4.333.322



Waste management (GRI 306-1, GRI 306-2, GRI 306-3, GRI 306-4, GRI 306-5)

At GM, we have a Waste Management Plan that is aligned with the company’s zero waste strategy, which aims to reduce the waste generated by our operations that is then sent for final disposal by 50%.

To achieve this, we work with companies that have been authorized by the environmental authority to manage waste through a process of weighing, removal, and final disposal.

All our waste is declared on platforms enabled for tracking and traceability and is subsequently subject to information validation through reports to the authority.

WASTE GENERATED ACCORDING TO FINAL DISPOSAL [tons]

TYPE OF WASTE	2023			2024		
	HAZARDOUS	NON-HAZARDOUS	TOTAL	HAZARDOUS	NON-HAZARDOUS	TOTAL
Meant for disposal [ton]						
Transferred to landfill	170,3	189,46	359,76	211,78	511,8	723,58
Total	170,3	189,46	359,76	211,78	511,8	723,58
Not meant for disposal						
Recycling	0	43,8	43,8	0	83,26	83,26
Composting	0	29,5	29,5	0	31,5	31,5
Total	0	73,3	73,3	0	114,76	114,76
Generated disposal						
Generated disposal	170,3	262,76	433,06	211,78	626,55	838,34

Water management (GRI 303-1, GRI 303-2, GRI 303-3, GRI 303-4, GRI 303-5)

As a country, we are facing a climate scenario marked by prolonged drought, which not only affects the availability of water resources but also jeopardizes the water security of communities, ecosystems, and key productive sectors. This reality demands sustainable and efficient water management, along with active adaptation to climate change. In these circumstances, at GM we are constantly seeking new water solutions that allow us to use the resource efficiently and responsibly while reducing our consumption.

Our three power plants use water for their production processes. We extract it from deep wells, treat it, and use it in the electricity generation process. Subsequently, a significant volume returns to natural waterways.

For power plants that operate for longer periods of time, hydrogeological studies were carried out in 2021 and 2022 to determine the availability of the resource and the impact of each operation on its geographical location. In addition, each plant has duly registered consumptive water rights, and consumption related to environmental processes at each plant is evaluated, covered by their respective Environmental Qualification Resolutions (RCA).

From a physical control standpoint, for water extraction, each of our wells is equipped with flow meters that allow us to verify the maximum permitted extraction on an hourly basis, using equipment that is monitored and whose operation is verified through calibration certificates.

Water discharge is analyzed prior to release through monthly monitoring by authorized laboratories, which in turn check compliance with the limits established by current regulations.

The Operations Department implements controls and monitoring of water consumption at all power plants. It also seeks ways to optimize the use of this resource. At the Nueva Renca Power Plant, for example, this translates into a greater number of recirculation cycles for the water that goes to the cooling tower, as well as other optimizations in the ultra-pure water generation process.

At Los Vientos, diesel operations use demineralized water as an abatement system to cool the production system. The treated water is injected into the combustion chamber as a cooling system. When operating with gas, it is not necessary to use water.

In terms of water quality, the following exempt resolutions are complied with: No. 1618/2019 for Central Nueva Renca (CNR), No. 1039/2011 for Los Vientos (LOV), and No. 1034/2017 for Central Santa Lidia (SLI). Both CNR and LOV comply with the requirements of DS90, while SLI complies with the provisions of DS90 and standard NCh 1333. Although no analyses are carried out on the water extracted from the well, quality controls are carried out on the demineralized water before it is injected into the production process.

WATER EXTRACTION AND DISCHARGE IN ALL AREAS [MI]	2024
Groundwater extraction	2.676,3
Third-party water extraction	15
Extraction total	2.691,3
Groundwater discharge	1.054,8
Total discharged	1.054,8

Note 1: Measurements taken by flow sensors located at each well of the three thermal power plants and the general water intake of Aguas Andinas that supplies the Renca Complex.

Note 2: GM does not operate in areas of water stress.

During 2024, no breaches of discharge limits were reported, nor were any associated penalty proceedings initiated. With regard to water disposal, daily monitoring is carried out using online analyzers and/or internal and external analyses of various chemical properties of the water, such as sulfate and chloride levels, pH, free chlorine, conductivity, and temperature.

WATER STORAGE AND CONSUMPTION [MI]	2024
Water consumption	1.636,5
Water storage	7,73

Note 1: At present, there are no targets related to water consumption.

Note 2: Water losses for the generation of demineralized water and water in the form of steam lost through cooling towers are considered to be the majority of water consumption.

Note 3: The amounts of water stored are considered, which are accounted for on the last day of 2024 in the three thermal power plants, specifically in the raw water tank, the demineralized water tank, and the wastewater pond.



Social Responsibility



(GRI 413-1, GRI 413-2, IP-11)

Community Relations Strategy

Through the efforts of its community relations team, GM has promoted the creation of working partnerships to build strong ties with the communities of Renca, Llay-Llay, Cabrero, and Maria Elena, thereby contributing to the prosperity and well-being of the communities surrounding our operations. This has helped build bonds of trust with key stakeholders through direct and transparent communication, based on investment projects and contributions to community development activities.

The following are the social investment priorities defined for 2024:

- **Education:** 8 projects implemented
- **Heritage and tourism:** 3 projects implemented
- **Health and quality of life:** 9 projects implemented
- **Environment and energy:** 5 projects implemented

In total, USD 930,001 was invested in community relations initiatives, representing a 6% increase compared to the investment

made in 2023 and demonstrating GM’s commitment to and the importance it places on these issues.

TERRITORY	USD
Maria Elena	94.206
Renca	731.666
Llay Llay	34.429
Cabrero	69.700
Total	930.001

Note 1: For more details on social investment and the results of our regional partnerships in 2024, please visit the page 9 of the annexes to this document.

To reinforce this pillar and further strengthen community ties, in 2024 we established a new roadmap for territorial engagement, which involved optimizing the four management focuses for community relations described above, to be implemented from 2025 to 2027. This includes a greater emphasis on existing areas and a renewed focus on addressing other aspects in:

- **Education**
- **Quality of life**
- **Sustainability and energy**
- **Local identity**

Relationships with indigenous peoples (GRI 411-1)

Our operations in Renca, Los Vientos, Santa Lidia, and CEME1 do not directly affect protected populations.

With regard to its other projects, GM is strongly committed to respecting indigenous peoples.

(GRI 2-28)

Memberships and associations



Generating and consolidating strategic alliances allows us to maintain an active presence in the commercial and competitive environment in which we operate, facilitating access to new customers and strengthening confidence in our brand. In this way, aligned with our purpose, we drive the growth and development of both GM and all its members.

At the end of 2024, we consolidated our work, driven by organizations and associations that are fundamental to the growth of the industry. We also sealed a new alliance with the Chilean CIGRE committee, which will have a major impact in the future.

We are part of:

Generadoras de Chile

An association that brings together a broad and diverse group of the country’s leading electricity generation companies, which are at the forefront of adopting renewable energies and other innovative technologies in the Chilean market, including solar, wind, hydro, storage, and green hydrogen renewable projects.

Asociación de Gas Natural

Trade association dedicated to promoting the development of the natural gas industry in Chile, promoting the use of this energy resource in the country, and acting as a link between the private

sector and the authorities. It represents companies engaged in the import, reception, storage, and regasification of this resource, as well as the transportation, marketing, and distribution of natural gas through networks.

World Energy Council Chile

A platform for open dialogue between high-level leaders from the public, private, and academic sectors, where the most important issues in the country’s energy sector are discussed. It is an open working group that welcomes new ideas. Our Legal and Compliance Manager, María de Lourdes Velásquez, has been Director of the organization since 2024, when part of its board of directors was renewed at its annual meeting. Every year, one of our employees participates in the Women in Energy program promoted by this organization, an initiative that provides leadership tools to talented women in the energy sector so that they can develop their careers and improve their skills to take on senior management positions.

This year, Valeria Ríos, Regulatory Affairs Specialist, participated. In addition, our Finance Manager, Laurie Kelly, participated in the first version of WEC Chile’s CFO Program, where participants acquired key tools to face current challenges, such as the incorporation of artificial intelligence in management, the evolution of the CFO’s role, and the strengthening of their emotional skills.

Chilean-American Chamber of Commerce

An organization that promotes and fosters international trade, investment, and sustainable business development between Chile and the United States, while contributing to the best practices of its partners and coordinating public-private cooperation initiatives that benefit the country and its people.

CIGRE

By joining the Chilean CIGRE committee, we reaffirm our commitment to collaborative development, the exchange of experience, and innovation in energy systems to improve people’s lives.

The CIGRE community is made up of professionals from 90 countries and has 1,250 member organizations that form working groups covering all core areas of the electrical system. We are confident that this new alliance will generate value for both parties, for the market, and for the country, and we look forward to actively participating in the various study committees and taking full advantage of this great network of experts and cutting-edge documentation to address the challenges associated with the local energy transition.



Results of territorial alliances in 2024



Renca

The municipality of Renca is located in the northwestern sector of Santiago, bordered to the north by Quilicura, to the south by Cerro Navia and Quinta Normal, to the east by Independencia and Conchalí, and to the west by Pudahuel and Lampa. It covers a total area of 24 km² and, according to figures from the 2024 census, has a population of 143,622 inhabitants, of whom 69,985 (48.7%) are men and 73,637 (51.3%) are women.

Renca is one of the key economic centers of the Metropolitan Region. This municipality is home to numerous factories and manufacturing, logistics, and distribution companies, and it has also experienced significant real estate growth due to its strategic location near the Américo Vespucio ring road. During 2024, links with local stakeholders were promoted and social investment projects were developed that sought to contribute to the local development of the territory, specifically the so-called Macrozona 2 (MZ2), in the following areas of action:



Energía de Mujer Program

For the fourth consecutive year, this program carried out by GM in conjunction with the Corporación Construyendo Mis Sueños and the Corporación La Fábrica benefited 30 women entrepreneurs from Renca. Through stages of assessment, training, counseling, and workshops, it seeks to promote the reactivation of businesses led by women from Renca who belong to the 40% of the most vulnerable families in the community, according to the parameters and definitions of the Social Household Registry.



Community Safety Program

Community safety has been a pressing and relevant issue for social organizations, which is why this year 130 alarms were donated to sectors belonging to 13 social organizations in MZ2. On this occasion, in coordination with Fundación Huella Local and the community safety team of the Municipality of Renca, this project was carried out, benefiting a total of 2,600 people, and a safety talk was held with representatives of the participating social organizations.



Sonrisas con Energía

This initiative was implemented in partnership with Fundación Sonrisas, which seeks to improve access to dental care for the population of Renca through dental care and support in the formation and maintenance of healthy habits that promote oral hygiene and health. On this occasion, the program benefited 345 children between the ages of 5 and 9 who attend the Santa María de la Providencia school.



Despensa Social Renca

This project is funded by GM and Vías Chile and implemented by Corporación Red de Alimentos. The goal is to provide food to 2,500 elderly residents of the municipality who are in a situation of socioeconomic vulnerability, who can collect a wide variety of food items on a weekly basis.



Podiatry operation

Together with Corporación Red de Alimentos, we carried out two days of podiatry operations aimed at adults and seniors who were also registered with the Social Pantry of the Renca municipality. These operations were intended to improve their quality of life and promote self-care. This activity required prior registration and benefited 354 people.



Christmas fairs

During December, two Christmas fairs were held at GM's corporate building in Las Condes. Women entrepreneurs who had graduated from the Energía de Mujer program participated, and this initiative sought to help activate their businesses by providing them with visibility and increased income.



Donation of electric vehicle fleet

As part of the GM-IM Renca Three-Year Cooperation Agreement, in June 2024 we made a new donation to the Municipality of Renca of four electric vehicles, which were used to support the transportation of users from their homes to the municipality's health care centers.



Major maintenance information sessions

In the context of the major maintenance of the Nueva Renca Power Plant, the community area developed an information plan to bring together 11 neighborhood associations from MZ2, prioritizing those closest to the plant, with the aim of keeping the community informed in advance about the work to be carried out and providing a space to answer questions and/or queries regarding this process. This included an explanatory talk, supported by a virtual model that made it possible to visualize and project the most relevant milestones of this procedure. Representatives from 14 neighborhood associations in MZ2 participated in this second instance, who in turn would disseminate the information to their respective social organizations, reaching a total of approximately 2,800 people.



Llay Llay

It is located in the municipality of Llay Llay. Situated in the province of San Felipe, Valparaíso Region, it has an area of approximately 349 km2. According to the 2024 Census, the municipality has a total of 25,484 inhabitants, of whom 12,946 (50.8%) are women and 12,538 (49.2%) are men. The municipality is characterized by significant agricultural activity, notably the cultivation of vegetables, fruit trees, and fodder plants. During 2024, the community relations team continued to strengthen ties with the Llailla community, specifically in the Las Vegas sector, where the following social investment projects were developed:



Energy-efficient equipment

Las Vegas elementary School is the only educational establishment offering preschool and elementary education in the Las Vegas area. To contribute to the development and sustainability of this space, GM donated and installed two photovoltaic lights at the main entrance of the school, where four water heaters were also installed in the student and teacher bathrooms and in the cafeteria. This project not only contributes to the school’s economic and energy savings, but also supports the educational community’s commitment to the environment.



Improvement works in Sor Teresa square, Las Vegas

The project to improve the green areas in this square was inaugurated, which included the introduction of endemic species with low water consumption, such as quillay, carbonillo, romerillo, chupa, pichi romero, voqui, passionflower, barraco, co-

ronilla de fraile, geum, and tiquitiqui. The initiative was jointly funded by GM and the Regional Government of Valparaíso. This improvement allows the community to once again enjoy a public space that had fallen into disuse.



Co-design of identity mural

With the aim of continuing to add value to the Sor Teresa de Las Vegas square, GM, in conjunction with the local community, carried out a process of co-designing and executing a mural that blends into the urban environment, reflects the essence of the Las Vegas area, and seeks to strengthen the collective identity of its inhabitants.

The activity involved students from Las Vegas elementary school and members of various social organizations, who researched the historical context of the area and identified elements of the local flora and fauna. This is how the natural and cultural heritage



Donation of equipment to the first fire department in Llay-Llay

This company is certified in Hazmat emergencies, which accredits knowledge and skills to respond to emergencies and situations involving hazardous substances. In order to be able to deploy adequately when necessary and for the team of volunteers to be able to carry out their work, the availability of equipment was essential. For this reason, GM donated ten full-face air respirators, an industrial drone, and an industrial gas detector.



Cabrero

It is located in the municipality of Cabrero, Biobío Region, and has been operating since 2015. According to the 2024 census, its population is 31,256, of which 15,264 (48.8%) are men and 15,992 (51.2%) are women, covering an area of 639.8 km². Its territory combines urban and rural areas, and its local economy is based mainly on forestry, manufacturing, commerce, and agriculture, sectors that contribute significantly to the community's productive development.

In 2024, the bonds of collaboration and trust between our team and the actors of the Charrúa community, a town in the municipality of Cabrero, were strengthened, in line with the company's sustainability strategy. Through local development initiatives, promoting community well-being and environmental growth, and consolidating its presence as an active and committed neighbor, the work was based on bonds of trust with its main stakeholders, with direct and transparent communication, and through investment projects and contributions to the development of the following community activities:



Summer soccer workshop

In the first half of the year, a sports workshop was held at Club Unión Charrúa to promote sports and healthy living among children and adolescents, with an emphasis on strengthening teamwork and developing sports and social skills among participants.



"Women Behind the Wheel" course

As part of the Education pillar, this project, carried out during the second half of the year, helped strengthen the independence and mobility of women in the town of Charrúa through a Class B driving course, funded by GM and coordinated by the National Training and Employment Service (SENCE). The course responded to high local demand for driving training and the limited public transportation available in this area. Between July and December 2024, 13 women participated in theoretical and practical classes, with final certification in

October, to take the theoretical and practical tests in November and December. The initiative had a positive impact on the beneficiaries and contributed to improving their quality of life.



Charrúa artistic mural project

Strengthening identity and a sense of belonging in the Charrúa community was the main objective, achieved through the creation of a participatory artistic mural. Framed within the pillar of Heritage and Tourism, the initiative brought together residents of all ages in the preservation of local memory, values, and traditions. Through coordination and design meetings with older adults and students, a representative work was created that reflects the history and culture of the town. In addition, the recording of a documentary video captured the impact of the project, consolidating it as a symbol of social cohesion and community pride.



Sports workshops at Hogar Charrúa school

This project focused on strengthening the comprehensive development of children at the Charrúa Home School through sports and recreational workshops, promoting physical activity, community values, and connection with their environment. Framed within the pillar of Education, this initiative was designed in collaboration with local businesses and social organizations, ensuring transparent, inclusive, and sustainable management. Throughout the year, strategic meetings were held to define the scope of the project and ensure its proper execution, making sports equipment available to the school community. The program concluded with an integration activity that highlighted the achievements made and reaffirmed the commitment to the well-being of the students, laying the foundation for future educational and social development initiatives.



Energy efficiency at the Charrúa rural health center

Framed within the pillars of Environment and Energy, as well as Health and Quality of Life, the implementation of this project included a technical diagnosis that identified key energy efficiency needs, such as the installation of a water heater to supply hot water and a solar light pole to improve lighting in the area. Thanks to coordinated work with the Health Committee and partner companies, measures were implemented that optimized the health center's energy resources, strengthening collaboration between the community and various stakeholders to generate a positive and lasting impact.



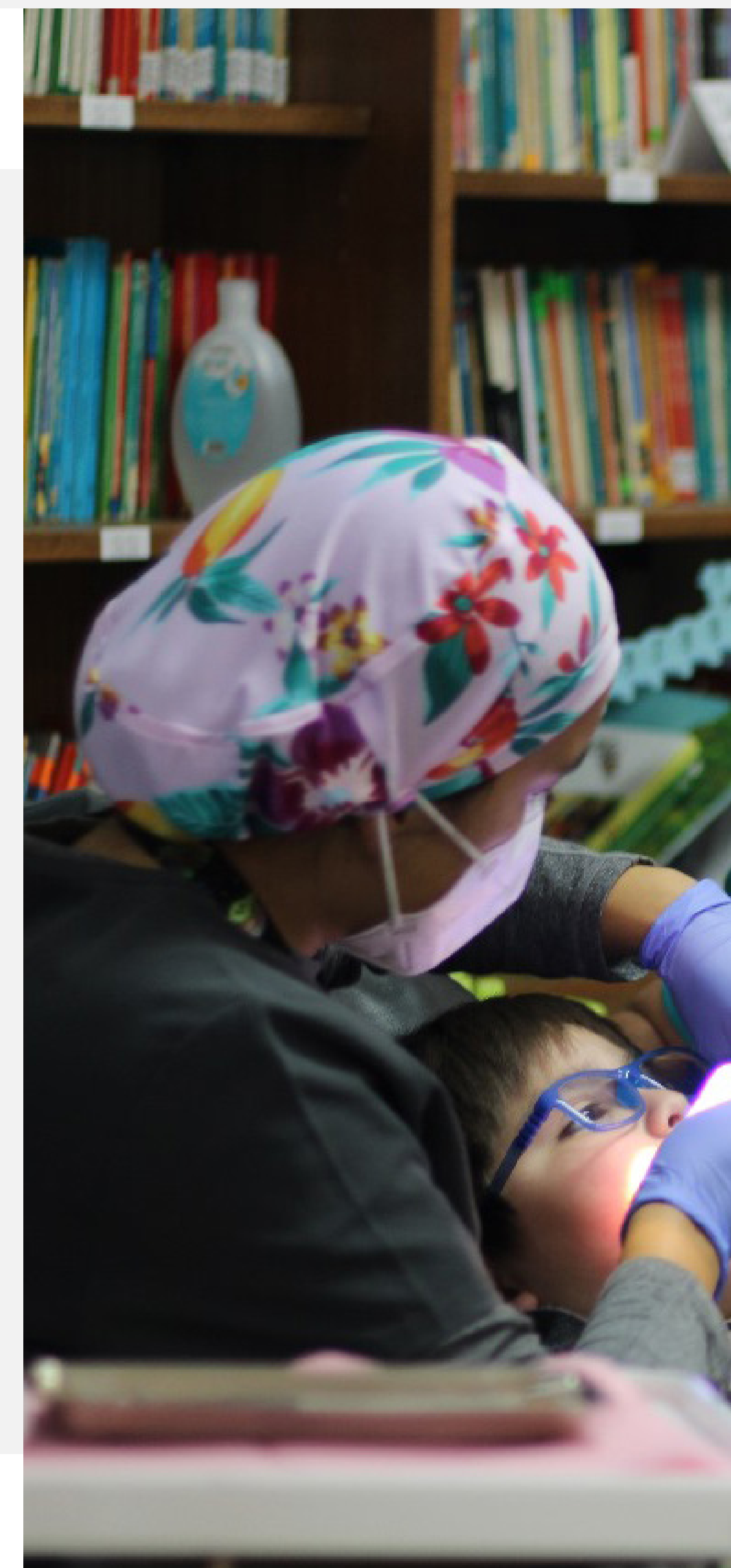
Sonrisas con Energía

An initiative that improved children's oral health in the community of Charrúa by facilitating access to free dental care. The initiative, part of the Health and Quality of Life pillar, benefited around 200 children, meeting an essential need for their well-being. Through coordinated work with the local health center, high community participation was achieved, consolidating efforts to improve the quality of life in the area.



Project to support improvements to the infrastructure of the Charrúa Neighborhood Council No. 8 headquarters

This project arose from the community's need to improve the facilities at its headquarters, located on Alfonso Olea Street, where most community activities take place. In collaboration with the companies Inkia and Colbún, the roof and ceiling were repaired, the interior was repainted, the bathrooms were renovated, and the lighting was improved. To carry out the project, an agreement was established with the companies Pedro Evaristo Flores Vega and Charrúa Ingeniero, both located in the Charrúa area, thus contributing to the strengthening of the local economy.





Donation to the fourth fire department in Cabrero

They received eight pieces of equipment for their rescue unit, which will enable them to improve their response capacity and safety in their operations, as well as strengthen community trust. This equipment will enable them to act in emergency situations, facilitating the stabilization of heavy structures, such as crashed vehicles, debris, or any object that must be removed to free a trapped person.



Energy efficiency at Unión Charrúa sports club

Work was done to improve the club's infrastructure, optimize the use of resources, and promote sustainable habits among its members and the community. Among the main actions of the project was the installation of windows with thermal panels, which significantly improved the thermal insulation of the premises. Solar water heaters were also installed to supply hot water to dressing rooms and bathrooms. In line with responsible waste management, a recycling point was set up within the facilities for the recycling of materials such as plastic, glass bottles, and cans. Finally, the regular removal of recyclable waste, such as glass bottles and cans, from the headquarters was coordinated. This action ensured the proper disposal of materials and prevented them from ending up in landfills, thus completing the recycling cycle.



Charrúa Public-Private Partnership Agreement

We signed the project "Improvement of the electrical network in the old part of the Escuela Hogar Charrúa," a milestone that is part of the work carried out by the Public-Private Partnership Committee, made up of electrical companies in the sector, the community, and the municipality. The program consists of the complete renovation and certification of the electrical installations in the old building of the educational establishment. This initiative will not only modernize the infrastructure, but will also bring significant benefits to the inhabitants of the area. These include greater electrical safety, optimal lighting conditions, and efficient equipment operation, which will enable long-term sustainable energy savings. The project is scheduled to be carried out in 2024, with an extension until 2025, due to the scale of the investment.





María Elena

The CEME1 park is located in the municipality of María Elena, in the Antofagasta region. With an area of 12,197.2 km², this municipality has a population of 4,834 inhabitants, of whom 2,477 (51.2%) are men and 2,357 (48.8%) are women, according to figures from the 2024 census. In economic terms, activities related to wholesale and retail trade stand out, accounting for 40.4% of the municipality's businesses, followed by accommodation and food services, with 19.6%, and finally construction, with 10.2% of the total number of businesses, according to SII records.

Construction of this park began in 2022 and was completed in December 2023, with the park being inaugurated in July 2024 with the participation of representatives of the municipal authorities and community leaders. The expansion of the field of relationships allowed for the consolidation of its work with 51 new community leaders, establishing new ties with organizations in the territory and contributing to the implementation of local development initiatives. During this period, the following initiatives were carried out:



Energy efficiency program

In line with the Environment and Energy pillar, the energy efficiency initiative was developed in conjunction with the CESFAM (Family Health Center) of the municipality and the María Elena Fire Department, with the help of representatives from the educational community and local leaders during the design stage. It was implemented through local suppliers in the municipality and with the support of the María Elena Foundation, with the aim of designing and implementing a renewable energy and energy efficiency project through the installation of community photovoltaic modules available to generate and store solar energy for the permanent benefit of the community. In this way, in emergency situations, the residents of María Elena have this alternative that helps to improve their vulnerability to power outages and other connectivity and electricity supply problems.



Sonrisas con Energía

As part of projects aimed at improving the health and quality of life of the community, a preventive dental campaign was carried out between May and October as part of the "Sonrisas con Energía" (Smiles with Energy) project at the Arturo Pérez Canto D-133 school. The objective was to provide dental care to children in the town of María Elena, and 332 children from pre-kindergarten to 4th grade were treated, for a total of 354 visits and 1,389 dental services. This intervention also included an educational stage for parents and guardians, reaching a total of 332 guardians, who received personalized training on oral health care.



Interactive stand at the Saltpeter Museum

The Education pillar developed a project focused on consolidating a virtual tour module on renewable energy and heritage, so that visitors to the María Elena Saltpeter Museum can take a virtual tour of the CEME1 park's photovoltaic solar energy generation process and a virtual tour with an aerial view of María Elena, with access to nine places of heritage interest in the community. In addition, this stand will also offer a virtual tour of the former Pedro de Valdivia saltpeter office, with the aim of opening up spaces to disseminate the rich history of the Pampa. This project was supported by local institutions such as the María Elena Municipality's Culture, Tourism, and Sports Foundation, the Sustainable Tourism Foundation, and the Heritage Academy of School D-133.



OS-10 training courses

In an initiative coordinated by GM with support from the María Elena Municipal Labor Intermediation Office and SENCE Antofagasta, training was provided to a group of 24 residents of the municipality. The course took place during the month of November and was designed to provide better opportunities for entry and integration into the labor market in the area of security, both in the public and private sectors. Thanks to this training, a group began working as security personnel at the company that provides this type of industrial service to CEME1.



Open day

This year, a new version of the open days at the CEME1 park was held, following a successful first edition in 2023. Twenty leaders from nine organizations participated in this visit, which was a key opportunity to educate the community and disseminate the work that GM is doing in the territory.

In addition, CEME1 has been the subject of interest for the academic community and government actors in international partnerships. For example, in 2024, visits were received from a delegation of international researchers led by the Faculty of Geography of the University of Chile and including researchers from Germany, Bolivia, Brazil, Ecuador, and Mexico. Delegations from the Regional Government of Antofagasta and the Regional Government of La Rioja in Argentina also visited.





Donation to the Tradiciones Salitreras folk festival

GM contributed to the development of a new version of this fair organized by the Culture, Tourism, and Sports Foundation of the Municipality of María Elena, in conjunction with the Sustainable Tourism Foundation. The activity aimed to celebrate the cultural identity of the Pampa region through the promotion of local tourism, education about the history of the community, citizen participation, and heritage preservation. The program also featured various cultural and artistic activities, including performances by the musical groups “Mistika Show,” “Tuna Universidad de Antofagasta,” “Son de Calle,” and “Lakitas del Sol.”



Community mural

This project was developed in conjunction with the María Elena Municipality’s Culture, Tourism, and Sports Foundation and executed in collaboration with ColorHabitante collective, who were the artists responsible for creating the designs and executing the murals. The result of this participatory process was reflected in two murals that represent, on the one hand, the evolution of historical processes linked to the community and, on the other hand, milestones and figures from the world of sports linked to María Elena.

The murals are located on the façade of the Liceo Técnico Profesional Científico Humanista de María Elena and next to the Karen Pintado indoor gym in María Elena. They were inaugurated in a ceremony attended by the entire community and local authorities.





The people



(GRI 2-7, GRI 401-1)

GM Team

People and their well-being are at the heart of what we do. Fostering their growth, development, and safety is vital to GM, and it is something that every member of the organization respects and strives to practice every day.

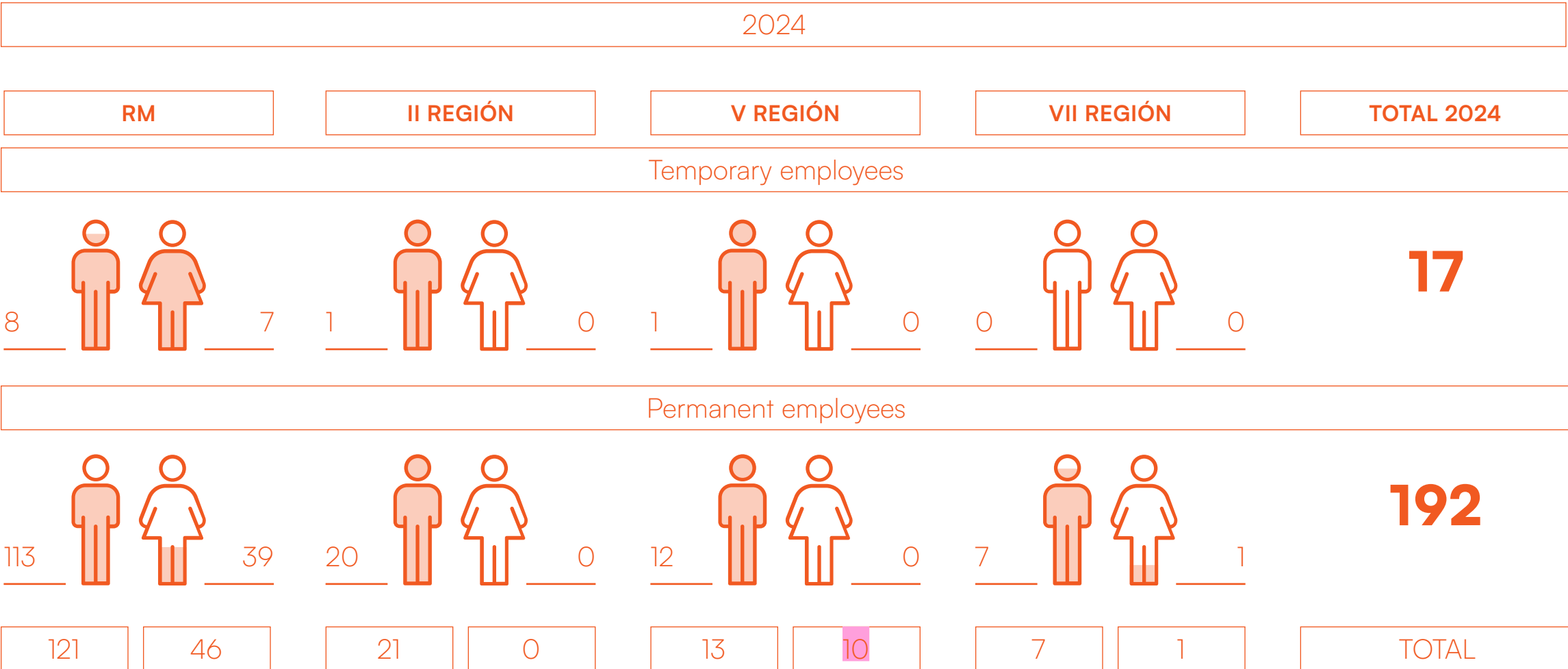
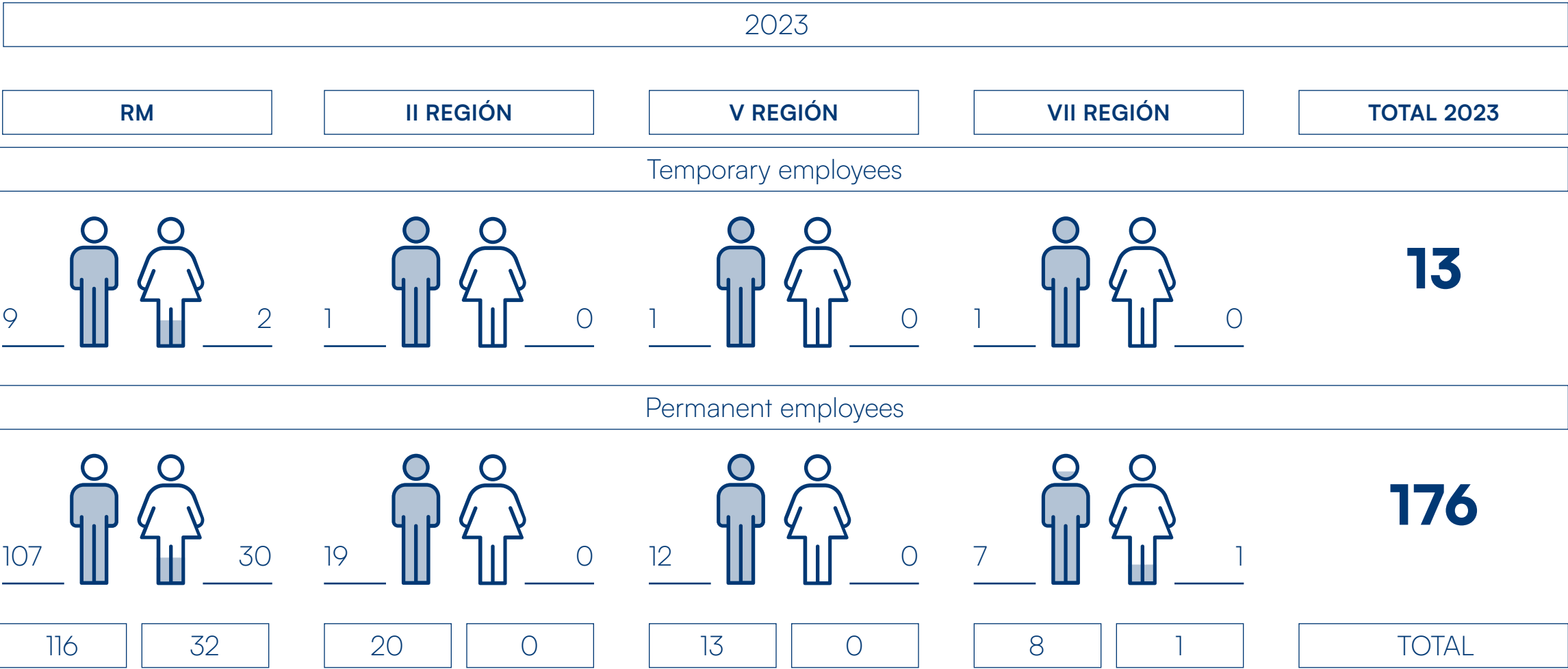
Over the years, we have positioned ourselves as a place for personal and professional development and well-being, with an organizational culture that promotes the attraction and retention of talent. Looking ahead, we aspire to be the best possible place to work: a diverse space that believes in equity, innovation, and sustainability.



Staffing

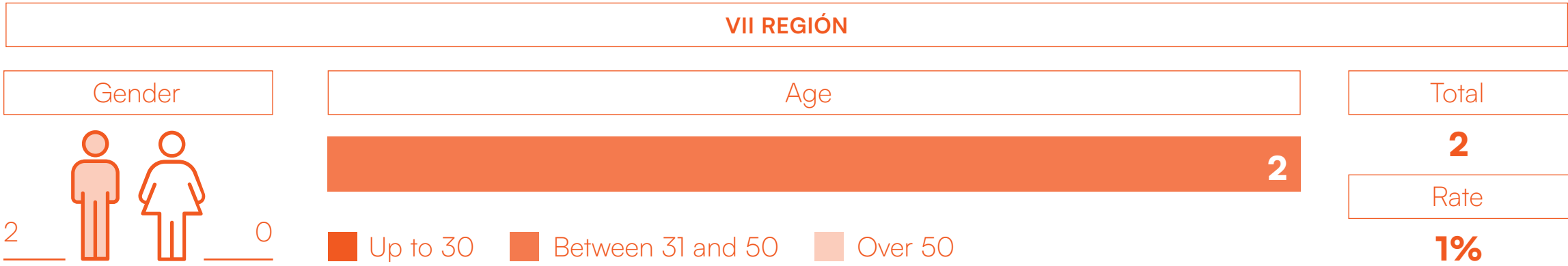
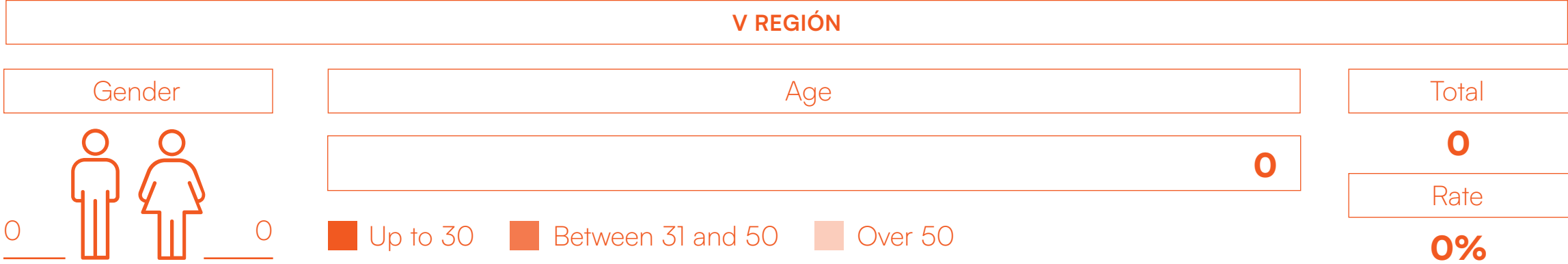
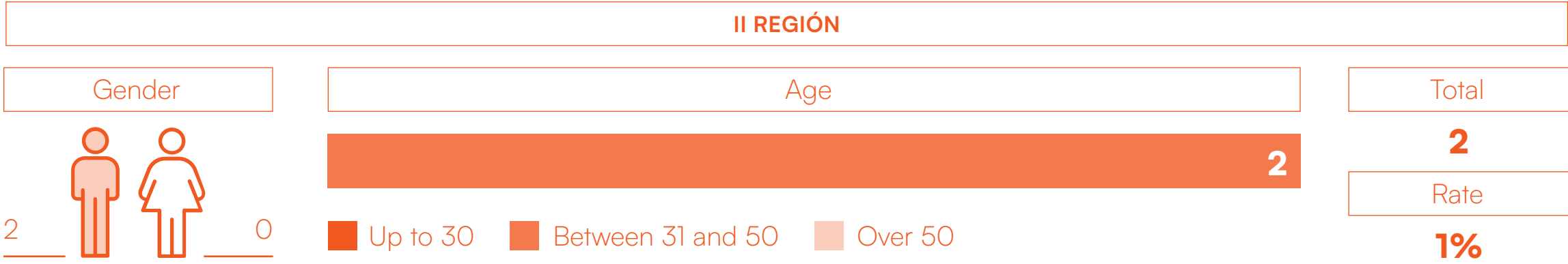
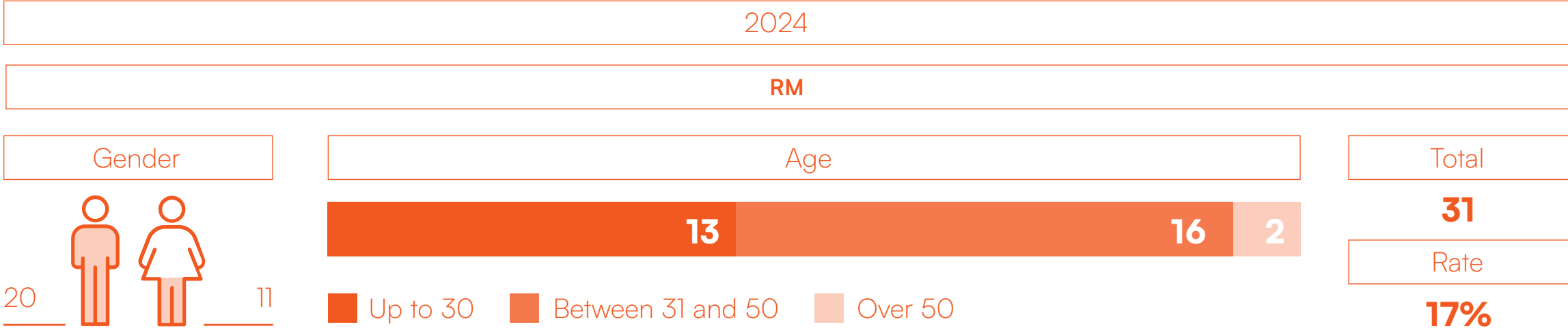
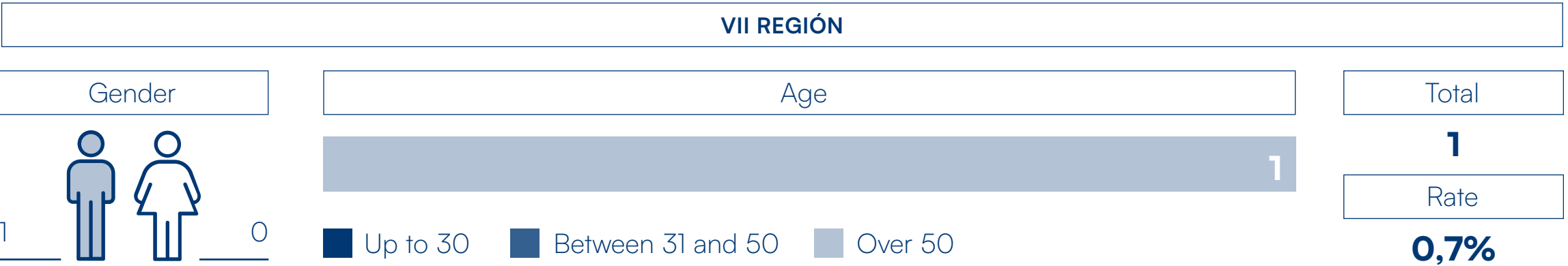
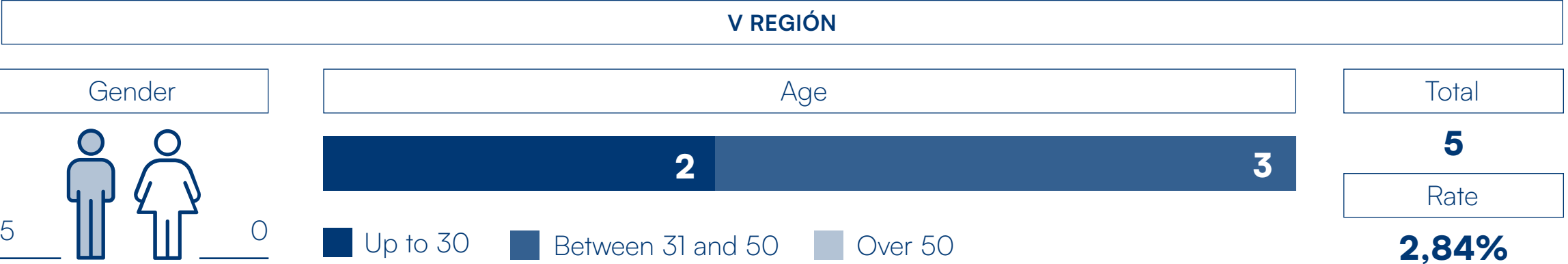
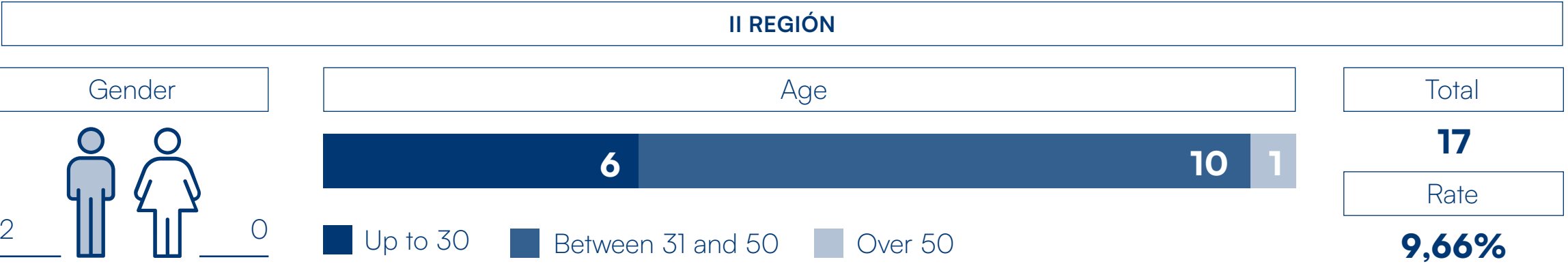
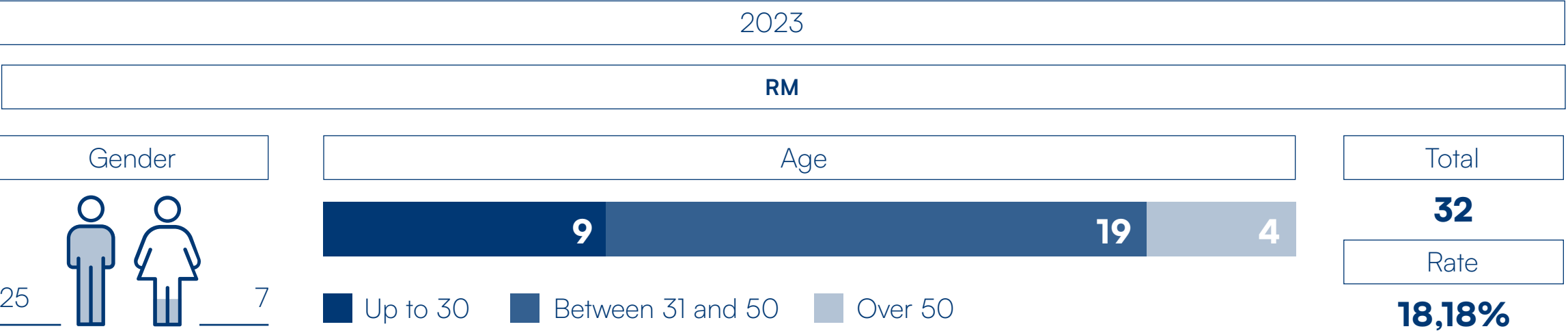
In 2024, GM's total new hire rate reached 18.2% of the workforce, while the total turnover rate was 2.45%. The year ended with 192 employees, three more than in 2023.

TOTAL STAFF (GRI 2-7)



Note: GM does not have part-time contracts or employees with non-guaranteed hours.

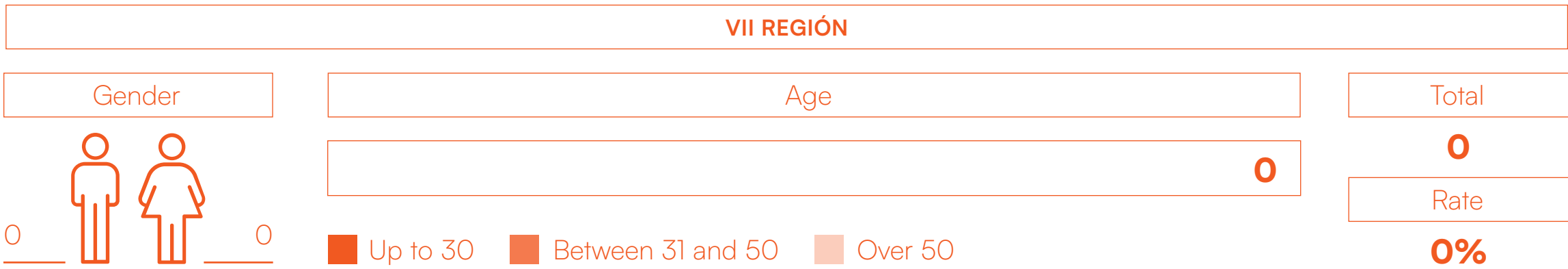
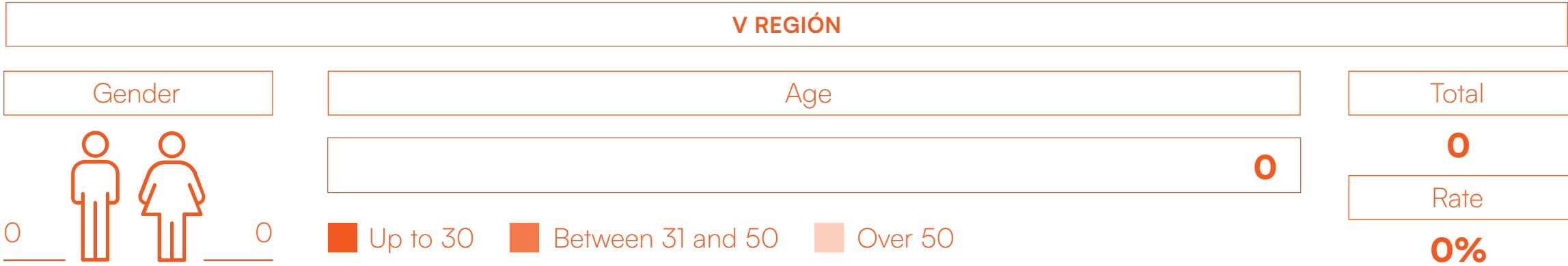
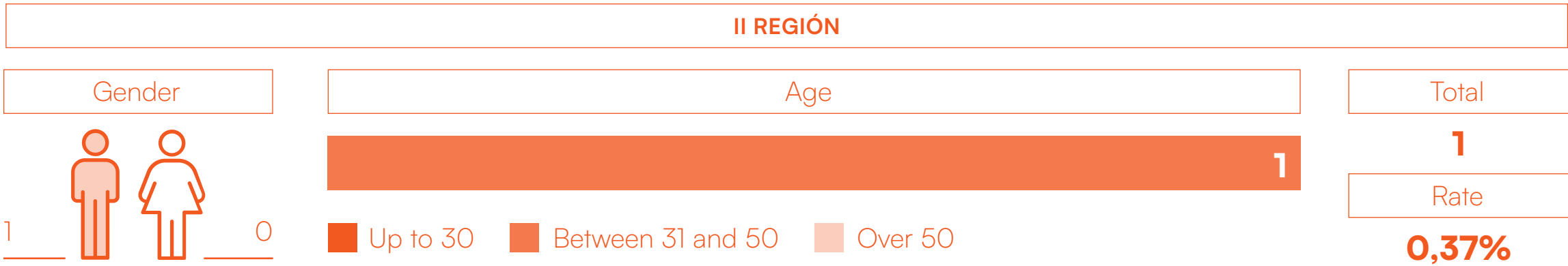
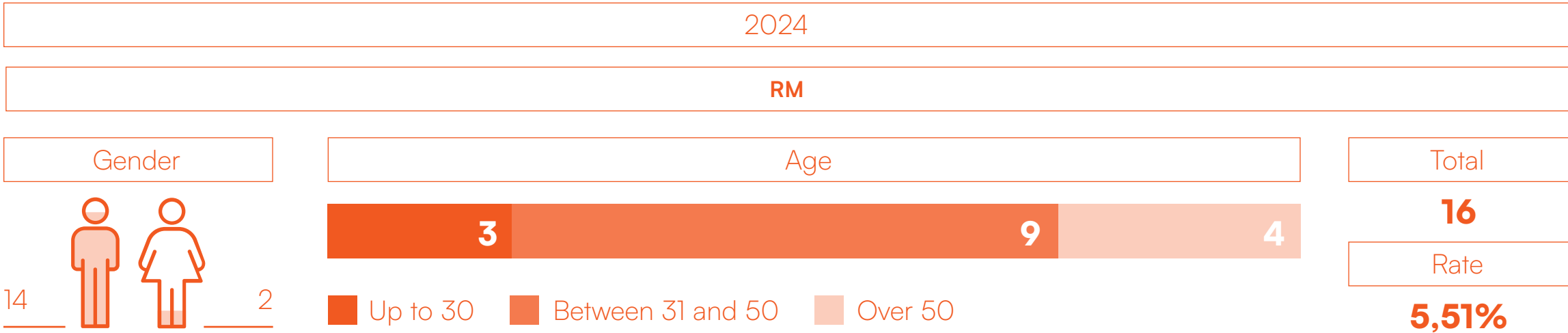
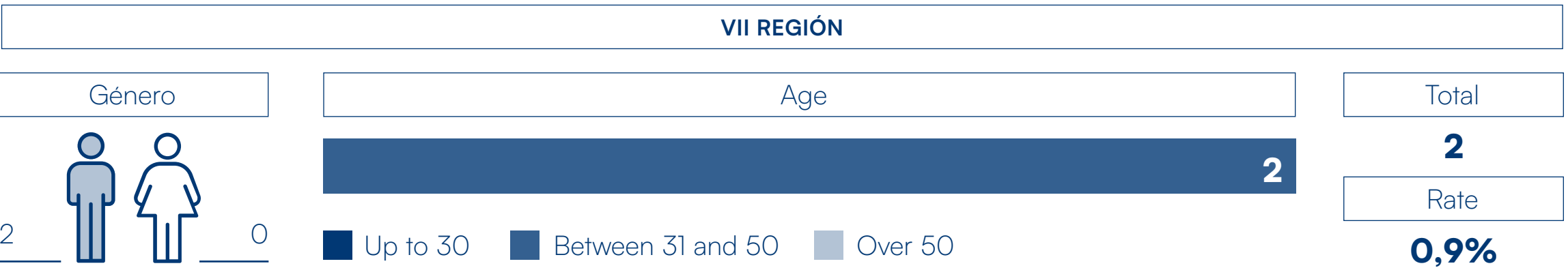
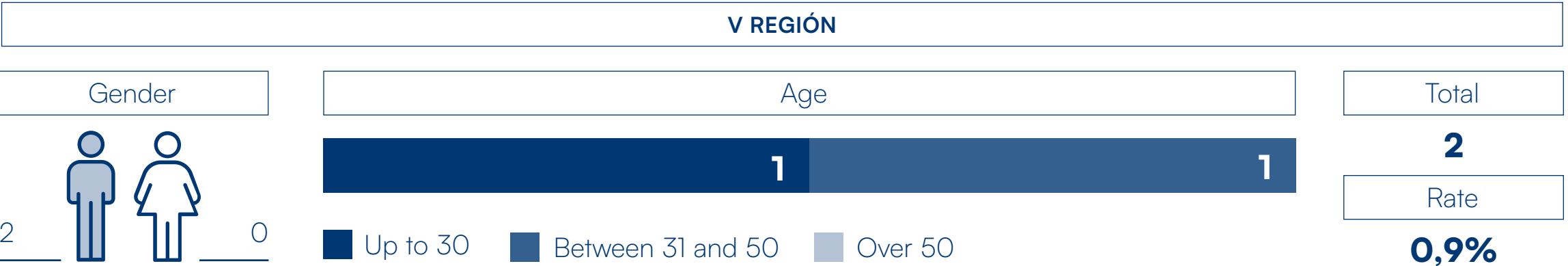
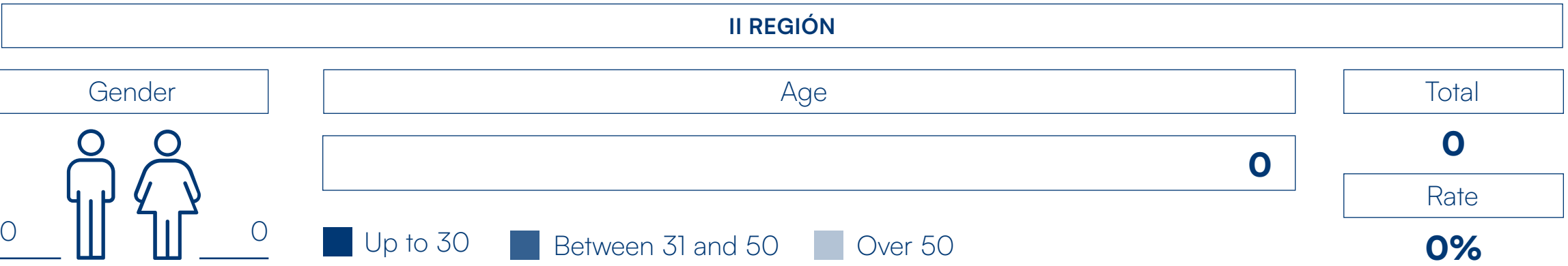
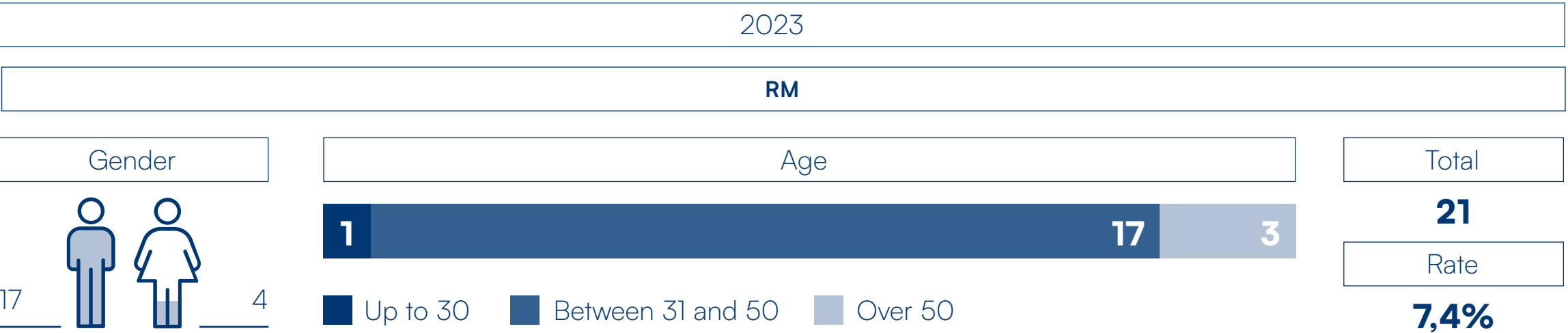
NEW HIRES (GRI 401-1)



Note: New hire rate = (revenue/final headcount at year-end) * 100

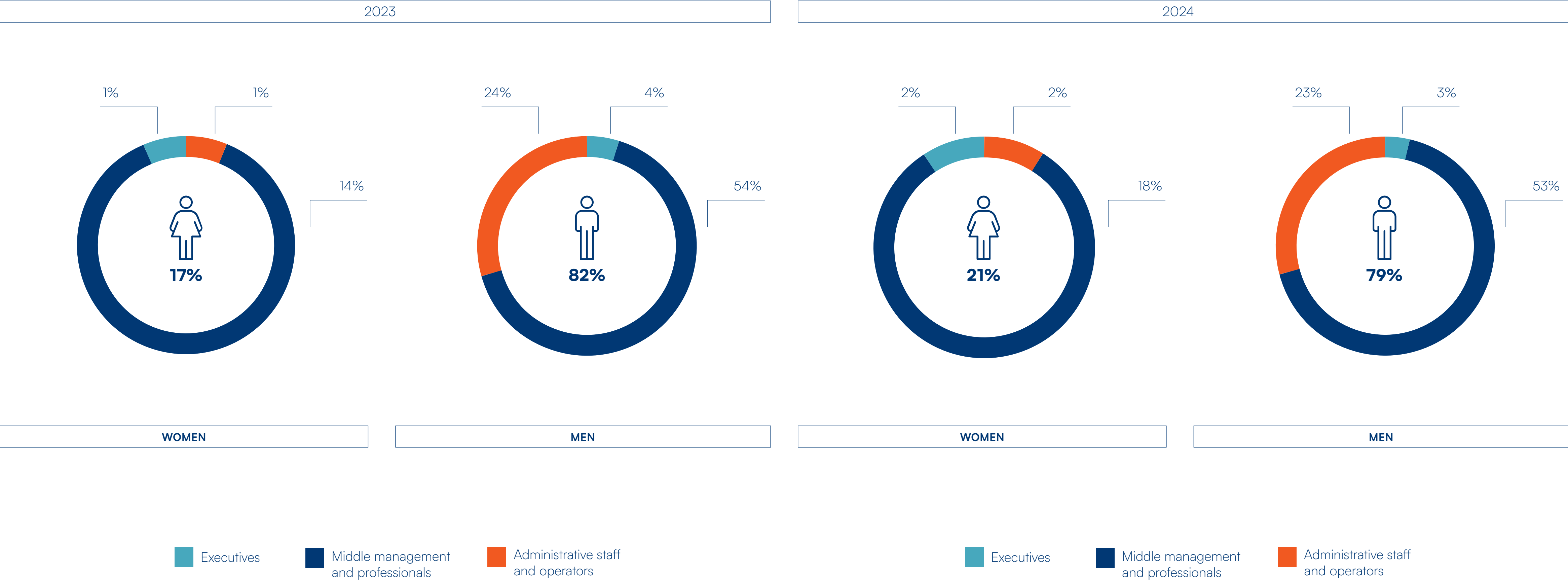


STAFF TURNOVER (GRI 401-1)

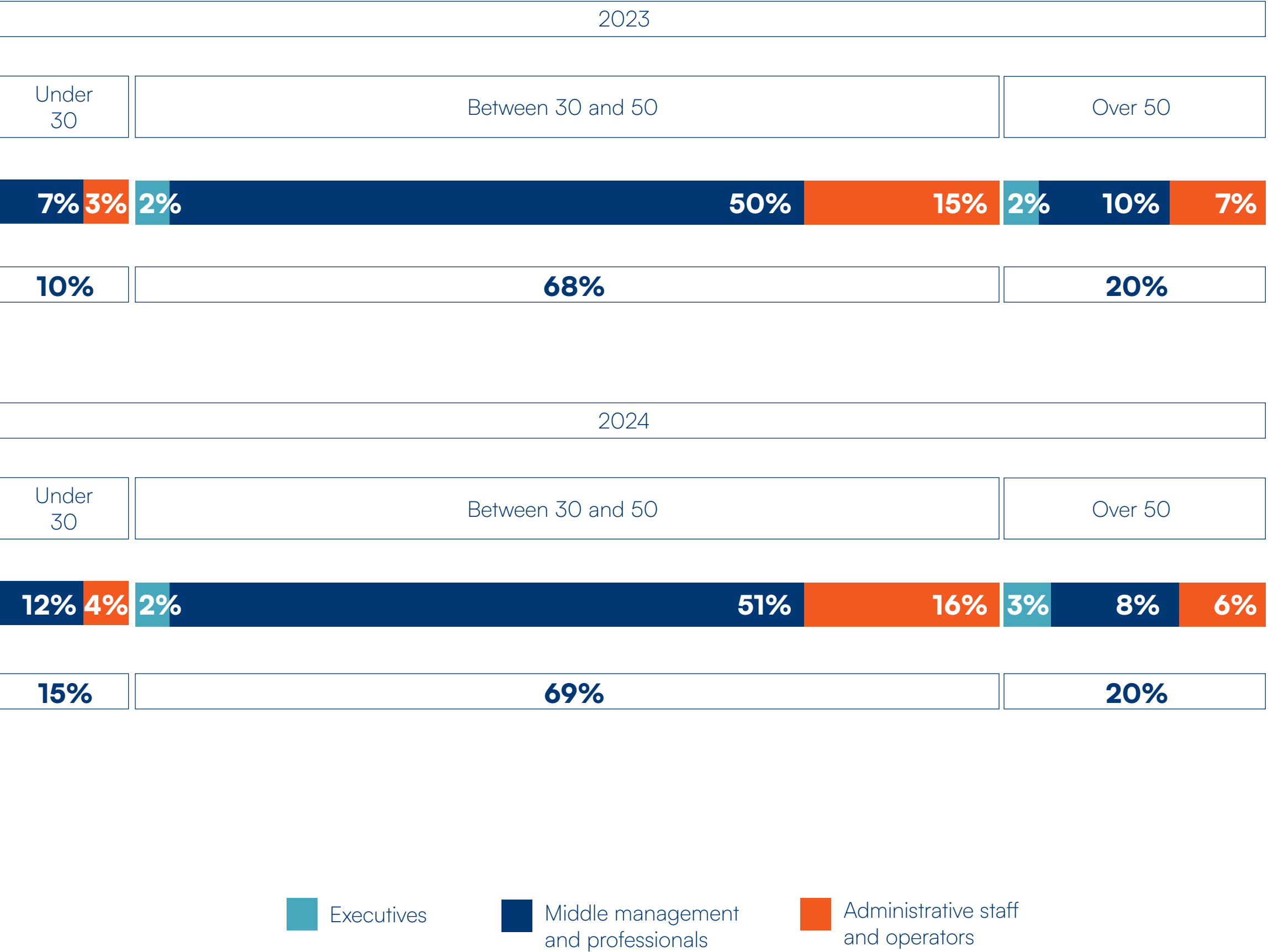


Note: During the year, there was a total turnover of 2.45% (Staff turnover rate = ((Income - Expenses)/(Total staff at the beginning + total staff at the end of the year/2))*100).

Diversity indicators (GRI 405-1)



Diversity indicators (GRI 405-1)



Other indicators



Organizational development

One of our organization's greatest aspirations is to maintain a strong, yet constantly evolving organizational culture in the long term. This path is constantly supported by programs, initiatives, and benefits that promote the health and safety of our workers and make them feel valued and supported. A positive work culture increases motivation and productivity, while creating an environment for professional and personal growth that encourages innovation and creativity.

In addition, a strong organizational culture helps create a positive and collaborative work environment, with better and more fluid levels of communication and meaningful relationships among employees, which in turn reduces stress and increases job satisfaction.

At GM, we are aware of the daily effort we make to sustain an organizational culture that promotes continuous development, which prepares us to face changes and challenges.

We have been recognized for this in the industry. For example, in 2024 we were ranked fifth best company to work for in Chile, according to the prestigious Great Place to Work ranking, with figures

corresponding to 2023. For the fourth consecutive year, we stood out as part of the top ten on the list, in the category of companies with fewer than 250 employees, in a measurement that takes into account aspects such as good organizational climate, innovation, talent attraction, and employees' perception of their workplace. In addition, our company was recognized for the second time as one of the best places for women to work.

The Best Internship Experiences ranking, by FirstJob, highlights companies with excellent internship management. In 2024, 105 companies applied, and we received first place in the country. This measurement considers all interns from the companies included in its survey, and the responses significantly pointed to two major preferred attributes: work environment and learning and development.

**FOR THE FIFTH
CONSECUTIVE YEAR,
WE ARE A GREAT PLACE
TO WORK**

**2023:
7TH PLACE**

2022: 9TH PLACE

2021: 10TH PLACE



**FOR THE SECOND
CONSECUTIVE YEAR, WE
ARE A GREAT PLACE TO
WORK FOR WOMEN.**

**2024:
4TH PLACE**

2023: 7TH PLACE



Benefits (GRI 201-3, GRI 401-2, 404-2)

GM employees have a benefits plan that includes life, health, and dental insurance, disability and impairment coverage, and retirement provisions under the Early Retirement Policy.

We are committed to implementing practices and policies that promote work-life balance for our employees, striving to create the best possible work environment for everyone. The benefits include the following:

- Administrative days per year to attend to personal matters
- Early departure on Fridays
- Half day off on the eve of public holidays (September 17, December 24 and 31)
- National holiday and Christmas bonus
- Performance bonus
- Sick leave coverage
- Supplementary health insurance
- Maintenance of supplementary health insurance at the end of the contract for a maximum of two months
- “Quality of Life” program, which offers active breaks and massage therapy sessions, as well as free nutritional care in our offices and plants
- Special celebrations: Mother’s Day, Father’s Day, Women’s Day, National Holidays, and Christmas. With gifts, bonuses, and special activities Birthday time off
- Family Day: our employees and their families get together to enjoy a day full of fun and special moments
- Pet Day: held for the first time in 2024, the activity included a dog talk, veterinary care, an agility exhibition, and fun surprises for our four-legged friends
- Mental health care, telemedicine, veterinary care, and legal advice through the Betterfly app.
- Sports voucher for activities of your choice.
- Allowance for school and university assistance.
- Vacation voucher to encourage and support employee rest.
- Teleworking policy for employees whose job allows it, up to two days a week outside GM facilities, and six additional days for administrative staff with a maximum of one continuous week of teleworking.
- Birth bonus
- Benefit for nursery expenses, reimbursement of monthly expenses for tuition and nursery fees for children under 2 years of age.
- Recognition of seniority: for 5 years of service, a dinner for two is provided at a location determined by the company, and for 10 years, a weekend for two is provided at a location determined by GM.
- When the employment relationship ends due to company needs, the Outplacement Program is activated for the affected worker, which consists of support in the search for a new job opportunity.

Since October 2023, GM has had an Early Retirement Policy, which is fully funded by the company. This voluntary benefit is available to male employees aged 63 and over and female employees aged 58 and over. The policy also provides for GM's contribution to the payment of the corresponding social security contributions (AFP) that remain to be completed in order to meet the requirements for retirement.



Parental leave (GRI 401-3)

During 2024, six employees took advantage of their right to parental leave: two women and four men. Of this group, 100% of the men returned to work before the end of the period, one of the women returned to work, and the other continued to take advantage of the benefit.

We offer a birth bonus for employees who become parents, above and beyond what is legally required.

The company records and manages reports of maternity leave submitted by female employees, as well as birth certificates sent as supporting documentation for this benefit. These documents ensure the correct application of policies regarding leave and benefits associated with maternity and paternity.

INDICATOR	MEN	WOMEN	TOTAL
Employees with a right to paternal leave	4	2	6
Employees who took paternal leave	4	2	6
Employees who returned to work after paternal leave	4	1	5
Employees who remained 12 months after returning to work	N/A	N/A	N/A
Reinstatement rate	100%	50%	93,9
Retention rate*	N/A	N/A	N/A

* In the case of determining the retention period for men and women who took parental leave and returned to work, at the close of the report, the requested 12-month retention period had not yet been reached.

Diversity, equity, and inclusion

At GM, people, diversity, and gender equality are fundamental. We promote female participation in our company and in the industry through various initiatives, and as a result, at the end of 2024, 20.8% of our workforce was female.

We are committed to fostering female leadership within the energy sector and empowering the talent of women in our community. In line with this, we have implemented programs to promote equal opportunities and pay equity. Currently, 40% of women hold management positions.

We have a Diversity and Inclusion Policy, whose objective is to formalize the guidelines and principles that the company has established for the proper management of our employees in this area, establishing a global framework, the main definitions, and the different elements that must be taken into account for this.

This policy considers the terms of inclusion, diversity, and non-discrimination and prohibits the expression, by any means, of homophobia, misogyny, xenophobia, racial segregation, anti-Semitism, racism, and other forms of intolerance understood as discrimination. It also considers an action plan in the recruitment and selection processes, internal mobility processes, infrastructure, leadership, and communication.

This year, we worked on creating a Diversity, Equity, and Inclusion (DEI) working group, made up of 13 volunteer employees, to strengthen the existing DEI committee. This team began working on four areas of diversity (gender, generations, multiculturalism, and disability) to promote proposals and plans for continuous improvement.

In addition, we have a DEI plan that prioritizes the following areas of direct impact:

Sensitivity training

Internal training and campaigns to raise awareness about bias, stereotypes, and diversity.

Safe workplace environment

Prevention and response protocols for workplace and sexual harassment, with a gender focus.

Inclusive recruitment and selection

Training on unconscious biases, guidelines for external consultants, mapping of female talent in the industry, and participation in job fairs with a DEI focus.

External companies

Standardization of DEI criteria for tenders and contracting of external services.

Infrastructure and equipment

Progressive adaptation of facilities and work elements with an inclusive focus.

In 2024, we participated in the sixth edition of the Energía + Mujeres Fair, held at the Faculty of Physical and Mathematical Sciences of the University of Chile. This initiative, promoted by the Ministry of Energy, promotes the inclusion of women in the energy industry. On this occasion, we shared our vision as an employer brand and advertised internship vacancies and internal positions among attendees.

Training and skill development (GRI 404-1)

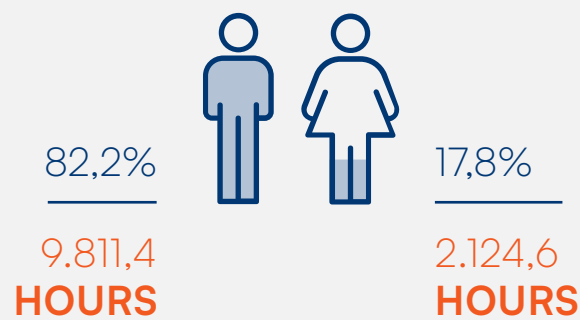
To promote the professional and technical development of our employees, we have an Annual Training Program with subprograms covering content from various areas such as operations, risk prevention, regulations, legal, behavioral skills, office automation, IT, project development, finance, languages, leadership, sustainability, well-being, diversity and inclusion, change management, integrated management system, and innovation.

This year, we achieved 100% coverage of employees, with an average of 62 hours of training per person, meaning at least one training session per employee.

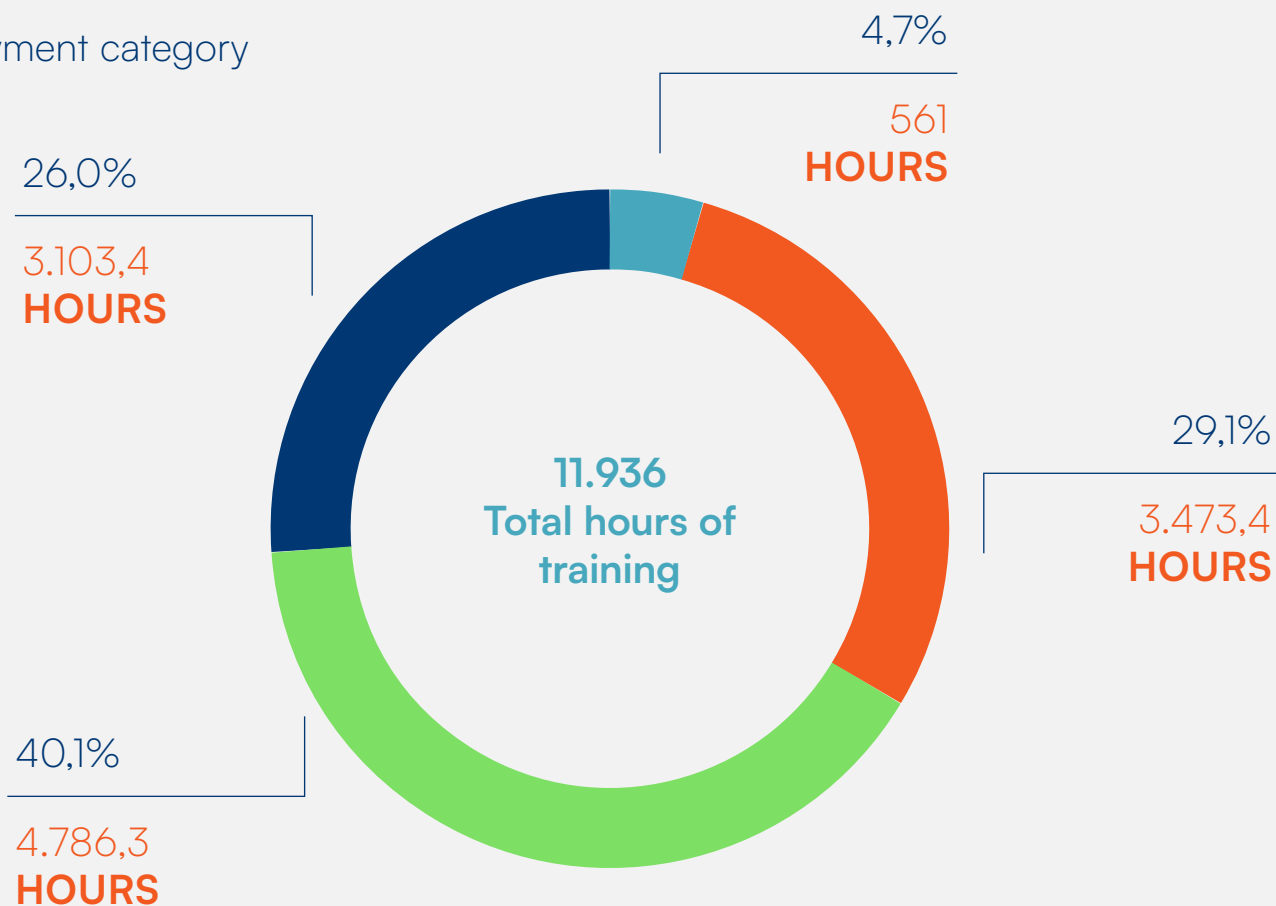
Once more, in 2024 we joined forces with Adolfo Ibáñez University, through UAI Corporate, to run an exclusive training program for GM. This year, 35 employees from different areas of the company participated in the High Performance Skills Program, with the aim of promoting professional and personal development, strengthening effective communication, and teamwork. In this way, we deepen the values that represent us and encourage a culture of diversity, sustainability, and innovation.

AVERAGE NUMBER OF TRAINING HOURS 2024

Gender



Employment category



- Professionals
- Administrative staff and operators
- Senior or middle management
- Executives

Performance evaluation (GRI 404-3)

We want to promote the talent and professional growth of our employees, encouraging feedback as part of our organizational culture. That is why we conduct annual performance reviews, with the aim of identifying and discussing skills, abilities, and opportunities for improvement in the workplace, promoting the optimization of processes and results, as well as the achievement of the company’s strategic objectives.

TOTAL PERCENTAGE OF EMPLOYEES EVALUATED IN 2024		
Gender	Women	19,89%
	Men	80,11%
Employment category	Executives	4,42%
	Managers and Heads	29,28%
	Professionals	41,99%
	Administrative staff and operators	24,31%
Total number of employees evaluated		100%

Internship program

In 2024, GM was the best company for internships in Chile, according to FirstJob’s Best Internship Experiences 2024 ranking, where it ranked first out of a total of 31 companies, out of more than 100 that applied. We have been included in this list for three consecutive years, and this year, for the first time, we reached the top spot, being the only company in the energy sector.

The company welcomes between 13 and 18 interns per year, who join different work teams through an internship program that includes twice-weekly meetings, as well as information gathering with assigned mentors to monitor progress. Depending on their preferences, interns are given the option to take additional courses and training.



ACCORDING TO BEST
INTERNSHIP EXPERIENCES
2024 RANKING

BEST
COMPANY

for internships
in Chile

(GRI 2-30, GRI 402-1)

Labor relations

Currently, 34.9% of GM workers are unionized. In the case of Generadora Metropolitana SpA, the corporate name under which part of the company operates, there are two collective agreements in force covering 96% of its employees.

Employees not covered by collective agreements have similar working conditions. These employees have access to quality of life programs, training, and cross-cutting benefits. In addition, there are unique and exclusive benefits designed specifically for non-unionized workers.

The negotiation of the company's two collective agreements is carried out in strict compliance with the legal parameters within a regulated collective bargaining process, established by current Chilean legislation and based on the changing reality of the energy sector.



(IP-22)

Innovation and development

Innovation is part of GM’s DNA and one of our core values. That is why much of our efforts are aimed at promoting its inclusion in as many of the company’s processes and activities as possible. The Innovation, Digital Transformation, and Data area actively promotes this commitment by organizing internal initiatives, connecting with the innovation ecosystem, and managing projects aligned with this purpose.

Among the activities organized during 2024, three talks stand out, focusing exclusively on artificial intelligence, team leadership, and corporate innovation success stories. These were made possible thanks to our membership in the Innovation Club of the Anacleto Angellini Innovation Center at the Pontifical Catholic University of Chile. In addition, through this alliance, we made various workshops and courses available to our employees, with participation in more than ten activities on different topics.

During 2024, we developed initiatives and projects in various areas:

- **Implementation of the first virtual reality project**, focused on the corporate induction process. This project allows new recruits to experience the role of a field operator, thus understanding their duties and gaining a practical understanding of the use of equipment and safety protocols.
- **Project to electrify the company’s vehicle fleet**, initiated in 2024 and scheduled to be implemented within the first quarter of 2025.
- **The “SENTINEL” project**, the result of the first innovation challenge carried out in 2023, whose implementation began in 2024. This is a computer vision project that seeks to automate the detection of the use of prohibited equipment in safety zones, as well as the use of PPE inside the plants. It is designed entirely by GM internally and is already operating as a proof of concept at the Renca and Los Vientos complex.
- In February 2025, as part of EDF’s Health & Safety competition, the IT team won second place in the operations category for this project.



Key Initiative

We are a leading company in innovative culture, promoting collaboration and excellence in innovation management. In 2024, the C³ Creativity and Innovation Ranking awarded us a special distinction for precisely these qualities, following an exhaustive study carried out by the consulting firm Brinca, the U. Adolfo Ibáñez University, and Fundación Chile to measure 10 dimensions: internal and external openness, autonomy and agility, strategic commitment, trust and collaboration, diversity, leadership, time, challenging work, and resources and incentives.

Key Accomplishments of the Digital Transformation Office

Aware that digital transformation is the path to improving operational efficiency, reducing costs, and increasing security, during 2024 we worked on implementing the Digital Transformation Program, specifically on creating associated processes and protocols and disseminating them correctly, with the aim of better responding to the company’s growing digital requirements and, in turn, being able to measure the value that each initiative adds to the company.

As part of this program, we launched 23 digital transformation projects in different departments, which were managed by our Digital Transformation Office (DTO) and coordinated in conjunction with the digital leader of each assigned department.

These projects will enable us to achieve greater efficiency with trained teams and updated tools, promoting the development of an agile and flexible organization thanks to technology and the use of data. Among them are the Document Management Platform,

developed for efficient and integrated project management; the creation of a web platform for contract management; the Virtual Environmental Consultation Assistant; the Personnel Accreditation Platform; and the Project Control Platform to automate the reporting process during the construction phase, developed for CEME1.

In parallel, we held two Digital Summits at the end of each semester to inform employees about the digital transformation program and report on some of the main initiatives already underway. Through these events, we sought to help our teams understand how the digital transformation process works and what the goals and objectives are, so that we could integrate this vision and ambition into our culture.

OTD ACHIEVEMENTS
AND PROGRESS

23

RD projects
launched in 2024

Details by management	
Operations	4
Sustainability	3
People	3
Finance	3
Development and construction	3
Commercial	3
People-IT	2
Cross-Funcional	1
Legal and compliance	1

885KUSD

Estimated total
over 3 years once
all projects are
implemented

+390

Hours of Training
and Engagement
(Digital Leaders,
Sponsor, and GM
Collaborators)

19.000HH

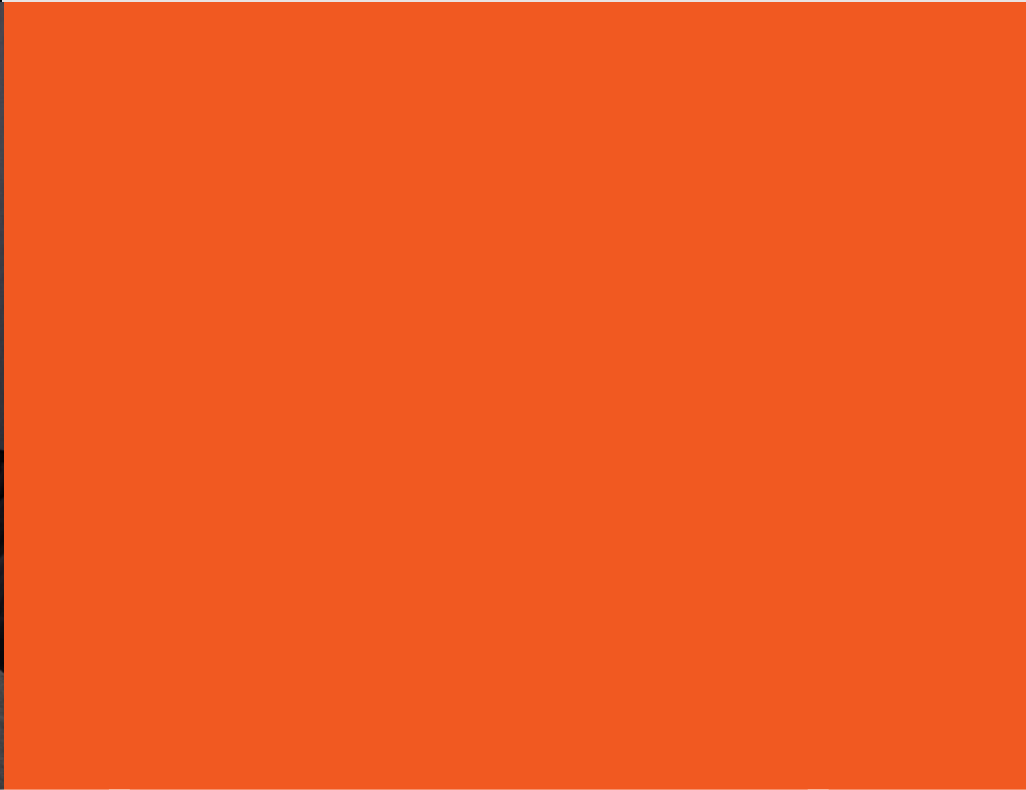
Estimated savings
per year once
all projects are
implemented

+30

Digital Leaders and
sponsors are already
part of the Digital
Transformation



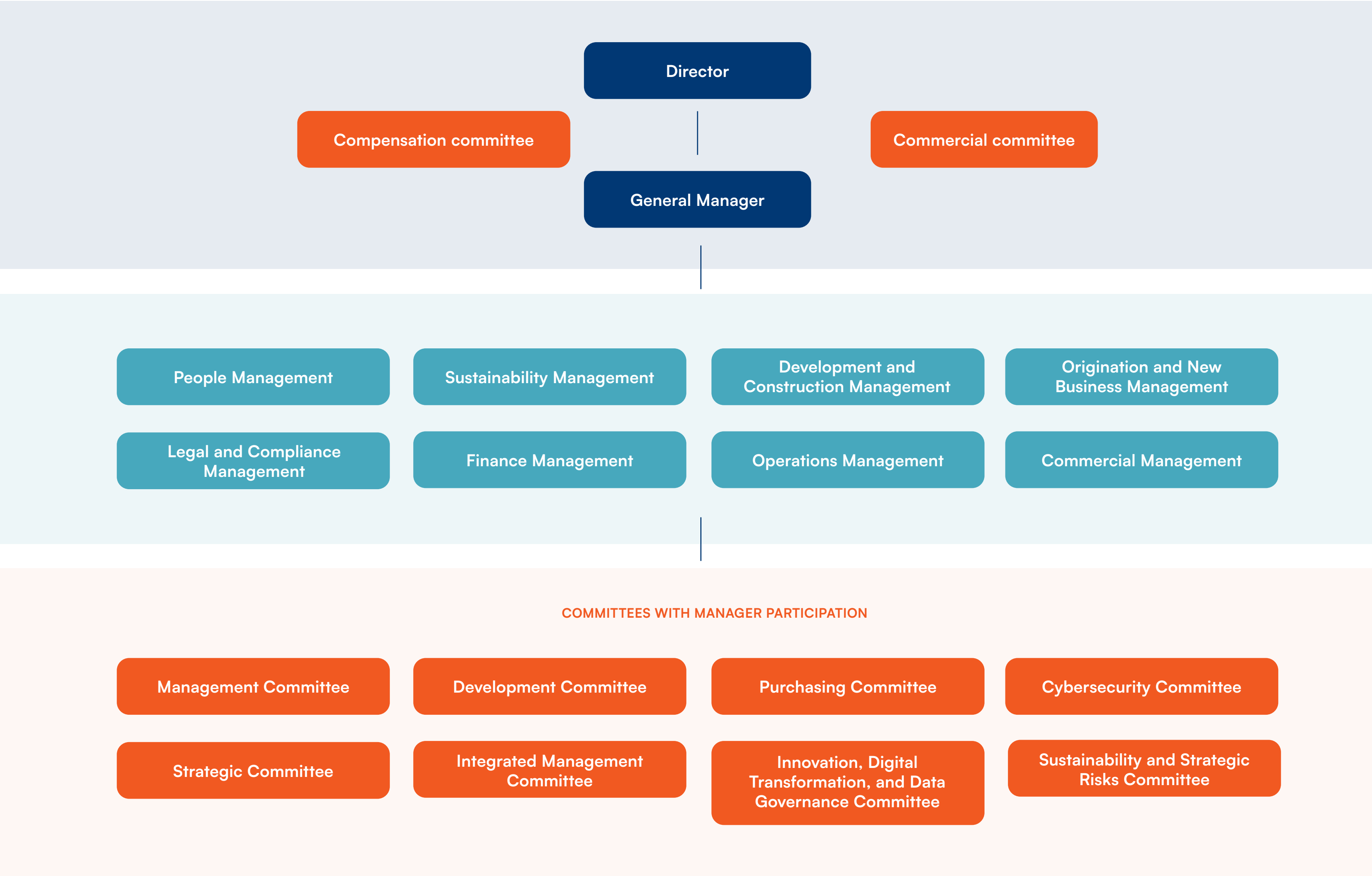
Corporate **governance**



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

Organizational structure

GM’s corporate governance is composed of the Board of Directors, Senior Management, and advisory committees. Various policies, procedures, standards, governing documents, and principles govern how these governing bodies operate, in line with our company’s ethical values and transparency.



Board of Directors

The GM Board of Directors is made up of eight members, who are appointed by the shareholders, EDF Chile SpA, a subsidiary of Électricité de France, and the Chilean business group AME, which controls GM through its subsidiary Biobio Genera SpA.

The Board of Directors is responsible for planning and monitoring the Company’s strategy and operations, as well as its sustainability strategy. Through the sustainability governance model, functions related to the approval and monitoring of performance with respect to said strategy and regulatory compliance are incorporated.

Members of the Board of Directors as of December 31, 2024:

Philippe Castanet

Chairman of the GM Holdings
S.A. Board of Directors

César Norton
Senior director

Juan José Gana
Senior director

Clara Bowman
Senior director

Alfonso Yáñez
Senior director

Angus Blackburn
Senior director

Olivier Lamarre
Senior director

Joan Leal
Senior director

Note: The Chairman of the Board does not hold an executive position at GM.

Committees with director participation

Two committees form part of GM’s corporate governance and are made up of directors and senior management executives.

Commercial and Financial Committee

Composed of directors and subject matter experts (SMEs) from the shareholders, this committee is responsible for advising the board on commercial and financial matters that will be brought to its attention. It meets every two months.

Compensation Committee

A space for reviewing general compensation, benefits, and incentive policies for employees. It meets every six months with the participation of some directors and the CEO.



Senior Management

This is the body responsible for managing GM. It is made up of nine managers, including the General Manager, who is appointed by the Board of Directors.

All our managers are responsible for ensuring compliance with the Sustainability Strategy and for reviewing and approving the disclosure of non-financial information about the organization through sustainability reports.

During 2024, this governing body participated in various training sessions that addressed topics such as senior management responsibilities in climate governance, decarbonization scenarios, and new non-financial disclosure standards.

Senior Management Members:



Diego Hollweck
General Manager



Mauricio Caamaño
Manager of Origination and New Business



Marsile Roberrini
Operations Manager



Laurie Kelly
Finance Manager



Jérôme Cadéot
People Manager



Alejandra Acuña
Sustainability Manager



María de Lourdes Velásquez
Legal and Compliance Manager



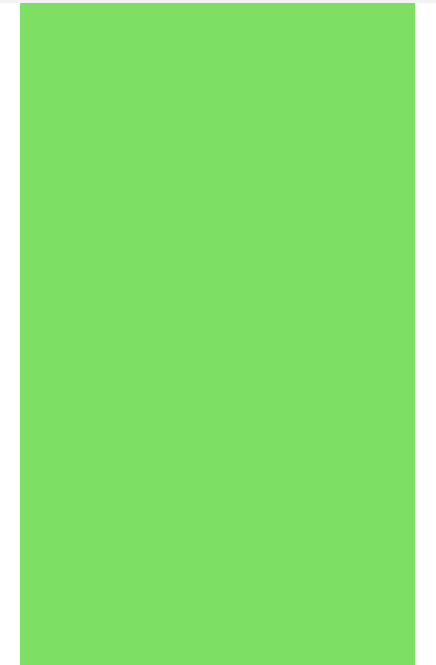
Martín Rodillo
Manager of Development and Construction



Benoit Schellekens
Commercial Manager

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

Corporate governance policies and practices



Code of Ethics and Conduct (GRI 2-23, GRI 2-24, GRI 2-27, GRI 408-1, GRI 409-1, IP-21)

Based on the values that define us as a company, our Code of Ethics and Conduct provides the principles that guide the behavior of everyone who is part of GM. This document establishes and formalizes general guidelines for personnel working at the company and is the key reference for analyzing and deciding on the best course of action in relationships with customers, suppliers, authorities, superiors, coworkers, and, in general, with the rest of the industry, society, and the environment.

All our employees must comply with the rules set forth in this document, as well as those contained in the procedure manuals, regulations, instructions, and other rules issued by company management.

The Code of Ethics and Conduct establishes a criterion of non-discrimination and prohibits any act that excludes or harms people on the basis of religion, age, gender, sexual orientation, nationality, race, color, ethnic origin, disability, genetic information, or any other personal condition. In line with this principle, at GM we promote an inclusive work environment and guarantee equal opportunities for all our employees, without distinction of any kind.

At our company, we value a work environment in which each person can develop freely, safely, and equitably. Therefore, the code does not allow any type of discrimination, harassment, or intimidation. We interact with coworkers, customers, suppliers, and contractors with empathy, fairness, and recognition of diversity. Furthermore, sexual harassment in any form is expressly prohibited, understood as any verbal, physical, or other conduct of a sexual nature that is non-consensual and affects a person's dignity or

working conditions. Any situation of this type will be seriously investigated and handled in accordance with our internal protocols.

In specific human rights matters, it is the company's explicit policy to reject child labor and forced labor.

0 cases of operations and suppliers that pose a significant risk of child labor or young workers being exposed to hazardous work.

0 cases of operations and suppliers that pose a significant risk of forced or compulsory labor.

In 2024, there were no fines or penalties enforced by the Public Registry of Sanctions of the Superintendency of the Environment.

Acquisition and contract policy

It lays out the commitments to different stakeholders, suppliers, contractors, senior management, and others. This policy is complemented by the company’s Code of Ethics and Conduct, the Crime Prevention Manual, and the Special Regulations for Contractors and Subcontractors (RE-PECS), as well as the Due Diligence questionnaire. These documents are public and can be downloaded from our website: <https://generadora.cl/contratistas>

Policy implementation and monitoring

Compliance with the Code of Ethics and Conduct, acceptance of REPECS, and completion of the Due Diligence questionnaire are mandatory requirements for all suppliers participating in our tenders and contracts. Each document is sent to them as part of the tender dossier, and a document signed by the legal representative of the supplier or contractor is requested as proof of their acceptance of and adherence to our policies.



Crime Prevention Model (GRI 205-2)

During 2024, within the framework of the entry into force of Law No. 21,595 on economic crimes, an assessment was made of GM’s situation in light of the amendment to Law No. 20,393, which establishes the criminal liability of legal entities. By reviewing all the documentation associated with our Prevention Model and interviewing managers and assistant managers from different areas, we identified situations or activities that, due to weak or absent controls, could generate legal risk for the company, its representatives, directors, or employees. This led to the redesign of the model and, with it, the updating of manuals, protocols and procedures, controls, risk maps, among others.

The new model establishes the obligation of GM and its suppliers not to engage in any act that violates any legal provision on corruption, especially those established in Law No. 20,393. Thus, acts of bribery, money laundering, corruption, terrorist financing, and others indicated in that legal body are prohibited, considering the modifications implemented by Law No. 21,595.

It also establishes that both GM and its suppliers must implement a compliance program or plan, designate responsible persons, and establish prevention, control, and training mechanisms aimed

at preventing the commission of crimes. Violation of these laws gives the company the power to terminate the contract with the responsible supplier.

Following the update of the Crime Prevention Model, training sessions were held for each management team on economic crimes, in light of the regulatory changes.

In addition, during this fiscal year, all our counterparties underwent a thorough review of their processes, specifically in the area of compliance, to assess risks associated with corruption.



Complaint and grievance management (GRI 2-25, GRI 2-26, GRI 406-1)

At GM, transparent and high-quality communication, both within the organization and with our stakeholders, is essential. We have a formal procedure for managing complaints, grievances, and inquiries, with a particular focus on addressing concerns related to our operations and plant maintenance processes, ensuring a timely and appropriate response to each case.

This procedure explicitly outlines the steps to be followed and responsibilities upon receiving complaints, grievances, or inquiries from the communities where we operate or from other interested parties. To this end, there is a reporting channel that all our internal and external stakeholders can access from the GM website.

Likewise, our employees can use this reporting channel or go directly to the Human Resources department if they wish to file a formal complaint. Regardless of the path chosen, an investigation is guaranteed to clarify each case and take action when necessary.

In 2024, no complaints were reported in relation to discrimination. The company also did not generate or contribute to any significant negative impacts affecting communities that would require remediation processes.

Ley Karin

In August, the Adolfo Ibáñez University held a talk entitled “Sexual Harassment, Fundamental Rights, and the Ley Karin law” for all levels of the company.

The objective of this activity was to understand the nature of the new law and the aspects associated with its compliance. It also sought to raise awareness of the definitions of workplace harassment, sexual harassment, violence in the workplace, and their differences, while reinforcing good practices associated with healthy work environments.

Finally, the various activities and communication channels available for these purposes were reviewed.

Economic Crimes Law

At GM, we strive to be leaders in honesty, ethics, and compliance. To this end, and with the aim of raising awareness of Law 21,595—the latest update to Law 20,393, which establishes the criminal liability of legal entities—the legal department held compliance talks attended by all managers, in which the new changes to the regulations were presented.

In his presentation, Xavier Altuzarra, Senior Legal & Compliance Counsel, referred to the company’s prevention model, the main changes brought about by this amendment, and the incorporation of more than 200 crimes into the law, whose update involves, among others, all private and state-owned companies in Chile.

Anti-corruption (GRI 205-1, GRI 205-3, GRI 206-1)

The company is firmly committed to complying with and enforcing applicable anti-corruption laws and regulations in all its operations, promoting a culture of integrity and transparency. This includes Law No. 20,393; the UK Bribery Act 2010 (UKBA) Anti-Corruption Regulations; and the US Foreign Corrupt Practices Act (FCPA). It also complies with all provisions of the Organization for Economic Cooperation and Development (OECD), the Convention on Combating Bribery of Foreign Public Officials in International Business Transactions, and the laws and regulations of the countries in which the company operates.

During 2024, there were no cases of significant non-compliance with legislation and regulations. Likewise, there were no pending or finalized legal actions involving GM related to unfair competition, monopolistic practices, free competition, or corruption.

In addition, during this fiscal year, all of our counterparties underwent a thorough review of their processes, specifically in the area of compliance, to assess risks associated with corruption.

Risk Management

At GM, we understand that managing risks with a comprehensive and systemic approach that prioritizes prevention is essential to ensuring sustainability and resilience. This approach is aligned with international standards such as ISO 31000, ISO 14001, ISO 45001, ISO 55001, ISO 50001, the COSO ERM 2017 framework, and the recommendations of the International Sustainability Standard Board (ISSB), which issued the IFRS S1 and IFRS S2 standards.

To this end, we have developed a risk management model that covers corporate, climate change, and process risks, as well as crime prevention. This model allows us to identify, assess, analyze, monitor, and communicate risks throughout the organization in a timely manner, with the aim of preventing their materialization and creating opportunities that generate value for the fulfillment of strategic objectives.

It consists of three lines of management and control, directly supervised by the Management Committee and Board of Directors:

1 First line of management and control

- Responsible for implementing risk management procedures in the company's day-to-day operations through defined controls and action plans. In addition, it reports changes and decisions related to risks to the appropriate authorities.
- This line of defense is made up of all business managers.

2 Second line of management and control

- Responsible for comprehensive risk management and ensuring assistance and support for the first line in the implementation process.
- It is composed of representatives from the Occupational Health and Safety area and the Risk Management area, Legal and Compliance Management, and Sustainability Management.

3 Third line of management and control

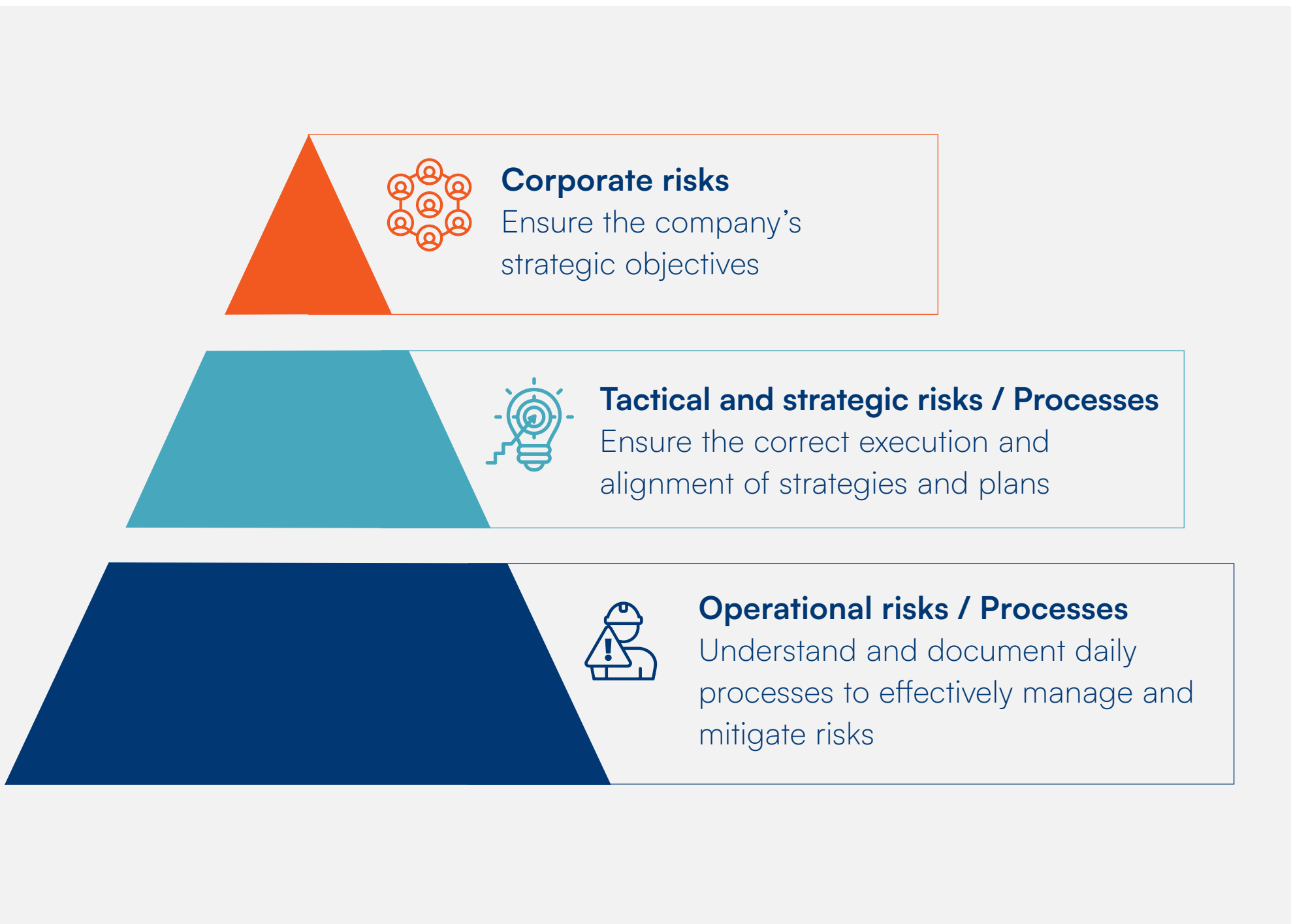
- Its objective is to independently evaluate the risk management process and the controls described for each risk.
- In the coming years, this line will be led by a company audit department. Currently, it is the responsibility of the Sustainability Management department.

Risk management is a cross-functional responsibility that involves the entire organization: from the Board of Directors and senior management to each of the operational and support areas. In a global context marked by increasing complexity and uncertainty, we have strengthened our approach by updating our Risk Management and Climate Change Policy, explicitly incorporating climate risks and their impact on our processes and businesses. This update not only reinforces our commitment to sustainability, but also allows us to anticipate and adapt to the new conditions imposed by the economic, regulatory, and environmental environment.

In addition, a risk management methodology and model has been developed, established through the Comprehensive Risk Management Manual, implemented in 2024, for the identification, analysis, evaluation, and control measures for corporate risks and processes.

How we manage the main types of risk:

Our risk management approach ensures that risks are broken down and managed at the process level, with the aim of aligning each area with the strategic objectives of the entire organization.



The main risks are described below, starting from the base of the pyramid and working up to the top:



Operational risks

Identifying risks at the process level and implementing specific controls are essential to maintaining integrity and efficiency in our operations.

During 2024, we made progress in developing a Crisis Plan that establishes clear roles and responsibilities for managing critical events, ensuring an efficient, coordinated response that minimizes impacts on our operations, communities, and the environment. This plan is in its final stages and will be published in 2025.

At the same time, by 2025, we plan to develop a detailed map of our operational processes, identifying the risks associated with each one and establishing the necessary controls to strengthen preventive management and operational continuity.



Climate risks

In 2024, various workshops were held to identify climate change risks, with the aim of involving employees in this issue, clarifying and standardizing concepts, taking into account those classified as physical risks (acute or chronic) and transition risks (political, legal, technological, market, reputational).

The financial impact of transition risks was assessed under a scenario aligned with the Paris Agreement, considering an economy in transition to a low-carbon world, where global temperature rise is limited to an average of 1.5 °C above pre-industrial levels. To analyze the financial impact of physical risks, two scenarios were selected:

1. An optimistic scenario that assumes increased political ambition to limit climate change, achieving a 2°C increase in the average global temperature and a significant reduction in emissions.
2. A pessimistic scenario that considers the limited implementation of policies to reduce current emissions, resulting in an increase of more than 4°C in the average global temperature and a context of high emissions. In addition, the time horizons considered are: short term 2026 (0-1 year); medium term 2026-2030 (>1-5 years); and long term >2030 (>5 years).

This was the identified scenario:

- Decentralization and diversification of energy resources (the increase in distributed generation (PMGD) at a stabilized price may distort the remuneration of the electricity system).
- Increase in the green tax on fixed sources.
- Update of the Emission Standard for Thermoelectric Power Plants.
- Variation in fuel prices.
- Interruption of thermal power plant operations due to intermittency in the dispatch of renewable energy.

- Implementation of improvements in market models and remuneration for electrical products.
- Hydrological drought.
- Regulation of GHG Emission Standards and Short-Lived Climate Forcers.
- Implementation of regulatory actions to improve transmission planning that allows renewable energy plants to increase their dispatch to the system.
- Greater investor demands for corporate sustainability, which allow for improved project financing rates based on perceived risk.
- Modification of the Environmental Impact Assessment System (SEIA) Regulations to incorporate the climate change variable.
- Water scarcity.
- Change in average wind speed.
- Increase in temperature and heat waves.
- Fires.



Corporate risks

During 2024, coordinators were assigned to each of the identified corporate risks, understood as those potential events that could impact the company's strategic objectives. The corresponding control measures were defined and evidence of the implementation of these controls was safeguarded, in line with internal risk management standards, pending the annual review audit, which will take place in 2025 and will verify their effectiveness and compliance.

The identification of these risks is carried out annually and is the responsibility of the Strategic Risk and Permits Department, which works in conjunction with business management and General Management. Today, we classify them into six types:

Strategic

- Misalignment between GM shareholders and management
- Lack of vision and growth planning for people
- Failure to comply with the 2040 Growth Strategy
- Loss of competitiveness and difficulty adapting to the financial market

Operational

- *Greenwashing*
- *Cybersecurity*
- *Poor adaptation of physical assets to new market requirements*
- *Workplace accidents*
- *Operational disruption*

Compliance

- Market regulatory changes
- Regulatory non-compliance
- Committing crimes defined in the law on economic and environmental crimes
- Internal and/or external fraud
- Poor contract management of critical suppliers

Financial

- Variation in exchange rates
- Financial liquidity
- Increase in interest rates

Reputational

- Lack of internal communication effectiveness
- Lack of external communication management

Climate Change

- Low adaptation and resilience to climate change



About this report



(GRI 2-2, GRI 2-3, GRI 2-4, GRI 2-14)

Scope and methodology

For the third consecutive year, we have decided to disclose our non-financial information and the management of our social, environmental, economic, and governance performance in order to share how we have progressed in inclusion and the creation of new indicators that reflect our efforts in this area.

All this information has been summarized in this, the third version of our Sustainability Report, which we prepare annually, using the latest version of the GRI (Global Reporting Initiative) Standards from 2021 as a reference. Thus, we communicate the sustainability management of all GM operations between January 1 and December 31, 2024, and include all the projects and specific actions we have developed in relation to the issues identified as material to GM during the period analyzed.

With the same frequency, our financial information is developed in our Financial Statements, including the entities GM Holdings SpA

(which consolidates the subsidiaries Generadora Metropolitana SpA, GM Renewables SpA, and CEME1 SpA) and GM Developments SpA and GM Energy SpA, which are not publicly available.

This report was published on *the* 1st of August 2025. Likewise, to ensure the quality of the information reported, we have followed the principles established by GRI, such as accuracy, balance, clarity, comparability, completeness, sustainability context, and timeliness. In this regard, all the information presented, including the material topics that guided this report, has undergone an internal review and editing process by the General Manager and has been approved by the Management Committee. This Sustainability Report has not been subject to external verification. If you have any suggestions, questions, and/or comments, please write to us directly at contacto@generadora.cl.



(GRI 3-1, GRI 3-2, GRI 3-3)

Materiality process

As part of our 2024 Sustainability Report, we conducted a new materiality exercise that allowed us to identify and prioritize the most relevant and significant issues for GM and our stakeholders. Thanks to this process, we ensure that this report reflects their concerns and expectations, reinforcing our transparency and credibility. This exercise consisted of four stages:



COMPREHENSION

Review of the 2023 materiality process and internal GM information.



EVALUATION

A materiality workshop was held with participants from different areas of GM. In this workshop, each participant evaluated the identified topics, using a five-level scale and defined evaluation criteria in terms of impact and priority. Following this initial evaluation, an initial materiality matrix was obtained.



IDENTIFICATION

Review of information that is or should be relevant to disclose to the industry, based on global reporting standards and regulations, as well as identification of the main challenges and milestones mentioned during the year through a press clipping of the company. This resulted in a preliminary list of 19 material topics, which was worked on together with an external advisory team and resulted in a final list of 15 material topics.



DECISION

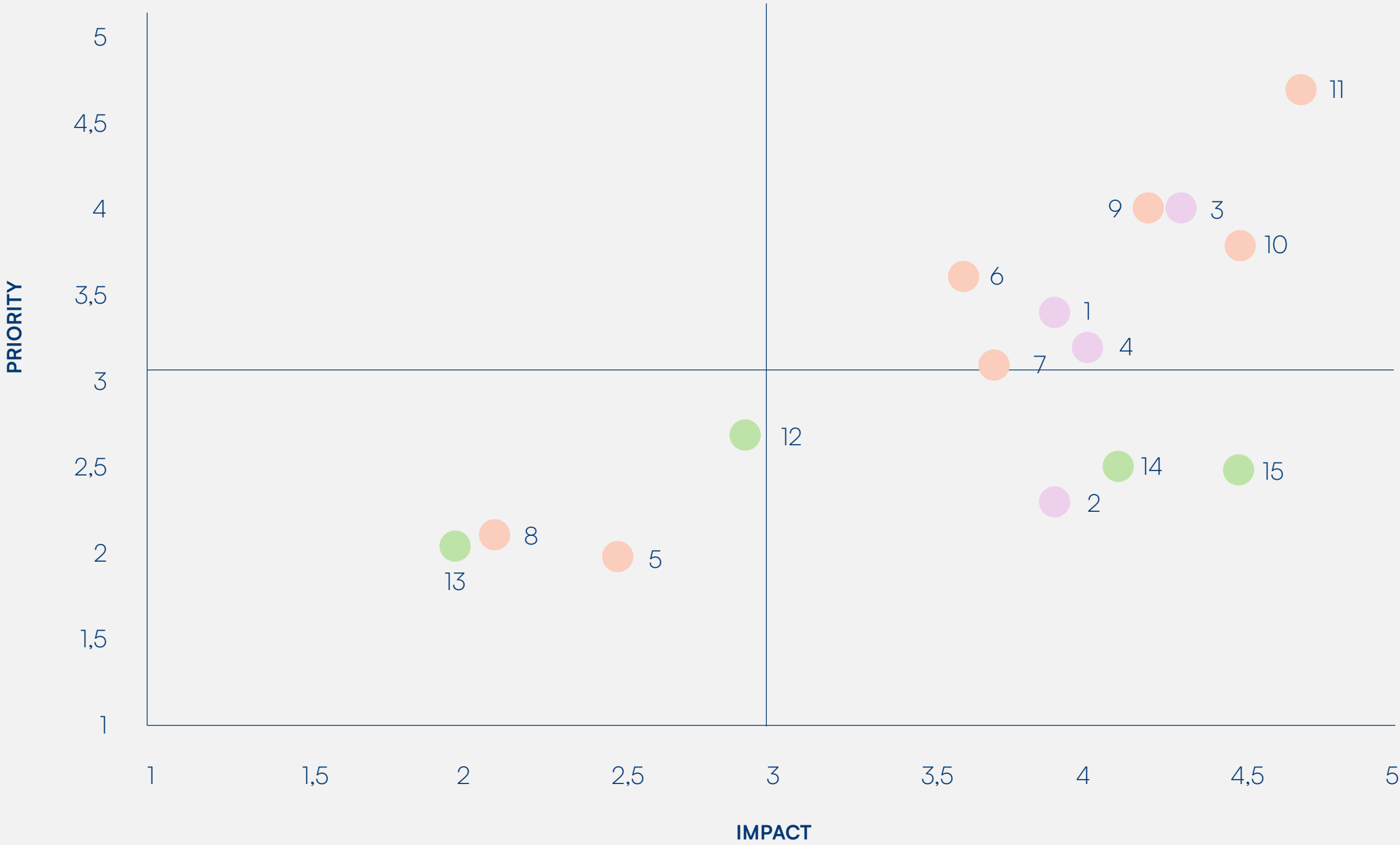
Based on the assessment, the material topics were calibrated to obtain a final matrix reflecting their impact and priority in management for 2024. For this purpose, the different points of view of the workshop participants representing the different areas of the organization were discussed and analyzed, thus obtaining a final calibrated materiality matrix as a fundamental tool for GM's sustainable management.

The management of these issues is reported in detail throughout this report, showing the actual and potential, negative and positive impacts of our operations; GM’s activities or business relationships; a description of our policies and commitments; the measures taken to prevent or mitigate impacts, how we address and monitor them; our goals, objectives, and indicators; the participation of our stakeholders and our communication with them, among other relevant aspects that reflect our sustainable management during 2024.

The 15 material issues identified for management in 2024 are as follows:

1	Ethical corporate conduct
2	Risk management system
3	Sustainability governance
4	Digital transformation
5	Diversity, inclusion, and participation
6	Occupational health and safety
7	Human capital development and talent attraction
8	Sustainable supply chain
9	Business resilience and energy solutions
10	Community relations
11	Profitability and growth
12	Waste management
13	Environmental protection and biodiversity
14	Greenhouse gas (GHG) emissions
15	Water management

MATERIALITY MATRIX



Sustainability indicator index

This indicator index presents the information cited throughout the document for the period from January 1 to December 31, 2024, using the GRI Standards as a reference. Additionally, this index includes those indicators that were developed as GM’s own KPI’s referred to with the acronym “IP” in the table, which show information for the same period.

INDICADOR	PÁGINA
GRI 2: General Contents	
2-1: Organization details	13
2-2: Entities covered by sustainability reporting	84
2-3: Reporting period, frequency, and point of contact	84
2-4: Updating of information	84
2-6: Activities, chain of value, and other business relationships.	13, 20, 31, 38
2-7: Employees	57
2-9: Governance structure and composition	73-74
2-10: Appointment and selection of the highest governance body	74
2-11: Chair of the highest governance body	73-74
2-12: Role of the highest governance body in impact management oversight	74-79
2-13: Delegation of responsibility for impact management	74-79
2-14: Role of the highest governance body in sustainability reporting	84
2-17: Highest governance body's collective expertise	75
2-22: Declaration on sustainable development strategy	10-11
2-23: Commitments and policies	76
2-24: Mainstreaming of commitments and policies	76
2-25: Processes for remediation of negative impacts	79
2-26: Mechanisms for seeking advice and raising concerns	79
2-27: Compliance with legislation and regulations	76
2-28: Membership in associations	46
2-29: Approach to stakeholder engagement	17
2-30: Collective negotiation agreements	69

GRI 3: Material Topics	
3-1: Process of determining the material topics	85
3-2: List of material topics	86
3-3: Management of material topics	85-86
GRI 201: Financial performance	
201-1: Direct financial value generated and distributed	19
201-3: Defined benefit and other pension plan obligations	64
201-4: Financial assistance received from the government	19
GRI 204: Acquisition practices	
204-1: Proportion of spending on local suppliers	39
GRI 205: Anti-corruption	
205-1: Operations assessed for corruption-related risks	79
205-2: Communication and training on anti-corruption policies and procedures.	78
205-3: Confirmed incidents of corruption, and actions taken	79
GRI 206: Unfair competition	
206-1: Legal actions related to unfair competition and monopolistic practices and against free competition	79
GRI 301: Materials	
301-1: Materials used by weight or volume	94
GRI 302: Energy	
302-1: Energy consumption within the organization	40
302-3: Energy intensity	40

GRI 303: Water and effluents	
303-1: Interaction with water as a shared resource	43
303-2: Managing impacts related to water discharges	43
303-3: Water withdrawal	43
303-4: Water discharges	43
303-5: Water consumption	43
GRI 305: Emissions	
305-1: Direct GHG emissions (Scope 1)	40
305-2: Indirect GHG emissions associated with energy (Scope 2)	40
305-3: Other indirect GHG emissions (Scope 3)	40
305-4: Intensity of GHG emissions (scope 4)	41
305-6: Emissions of Ozone Depleting Substances (ODS)	93
305-7: Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	93
GRI 306: Waste	
306-1: Waste generation and significant waste-related impacts	42
306-2: Management of significant waste-related impacts	42
306-3: Generated waste	42
306-4: Waste not for disposal	42
306-5: Waste for disposal	42
GRI 308: Supplier environmental assessment	
308-1: New suppliers that have passed selection filters according to environmental criteria	38

GRI 401: Employment	
401-1: Hiring of new employees and employee turnover	57, 59-60
401-2: Benefits for full-time employees that are not provided to part-time or temporary employees	64
401-3: Parental leave	66
GRI 402: Employee-company relations	
402-1: Minimum notice periods for operational changes	69
GRI 403: Occupational health and safety	
403-1: Occupational health and safety management system	35-36
403-2: Hazard Identification, risk assessment and investigation of incidents	35-36
403-3: Occupational Health Services	35-36
403-4: Employee involvement, consultation, and communication on occupational health and safety	35-36
403-5: Occupational health and safety training for workers	35-36
403-6: Worker health advocacy	35-36
403-7: Prevention and mitigation of occupational health and safety impacts directly related to business relationships.	35-36
403-8: Coverage of occupational health and safety management system	35-36
403-9: Occupational injuries	35-36
403-10: Occupational illnesses and diseases	35-36

GRI 404: Training and education	
404-1: Average hours of training per year per employee	67
404-2: Programs to develop employee competencies and transition assistance programs	64
404-3: Percentage of employees receiving regular performance and career development reviews	68
GRI 405: Diversity and equal opportunities	
405-1: Diversity in governing bodies and employees	61-62
GRI 406: No discrimination	
406-1: Cases of discrimination and corrective actions taken	79
GRI 408: Child labor	
408-1: Operations and suppliers with a significant risk of cases of child labor	76
GRI 409: Forced or compulsory labor	
409-1: Operations and suppliers with significant risk of cases of forced or compulsory labor	76
GRI 411: Rights of indigenous peoples	
411-1: Cases of violations of the rights of indigenous peoples	45
GRI 413: Local communities	
413-1: Operations with local community engagement programs, impact assessments, and development	45
413-2: Operations with significant negative impacts - actual and potential - on local communities	45

INTERNAL INDICATORS (IP)	
IP-01: Installed capacity	5, 13
IP-02: Supplier companies	39
IP-03: Percentage of market share in the SEN in energy produced	34
IP-04: Percentage of non-renewable energy	40
IP-05: Increase in energy generation (with respect to previous year)	34
IP-06: Installed capacity by type of technology	31
IP-07: GWh sold	5, 20
IP-08: Total fuel consumption	40
IP-09: Projected installed capacity	25
IP-10: Total annual investment in fixed assets	26, 29
IP-11: Investment in communities	5, 45
IP-12: GWh of total energy consumption within the organization	5
IP-13: Power sold	20
IP-14: LNG received	40
IP-15: Energy sold	5, 20
IP-16: Sales by energy supply contracts	20
IP-17: Materials used in the production of power plants	32
IP-18: Sales of power by type of client	20
IP-19: Amount of Green Tax paid	41
IP-20: Payment to suppliers	39
IP-21: Environmental Legal and Regulatory Compliance	76
IP-22: Innovation and digital transformation	70

ANNEXES



GM IN ONE LOOK

OUTLOOK FOR THE FUTURE

THE OPERATION

SOCIAL RESPONSIBILITY

THE PEOPLE

CORPORATE GOVERNANCE

ABOUT THIS REPORT

ANNEXES

Economic Indicators

Economic value generated and distributed in 2024 [USD]
(GRI 201-1)

GENERATED ECONOMIC VALUE (GEV) IN 2024		
Revenue	Net sales	698.871.998
	Income from financial investments	-
	Income from asset sales	3.001.177,35
	Total GEV income	701.873.175,75
Total generated economic value (GEV)		1.403.746.351,5

VALOR ECONÓMICO DISTRIBUIDO (VED) EN 2024		
Collaborators (workers, employees, not including subcontracted personnel)	Salaries	-14.535.936,22
	Benefits	-1.688.071,69
	Total collaborators	-16.224.007,91
Operating costs (payments made to third parties for raw materials, product components, facilities, and services purchased)	Payment to suppliers of goods	-94.438.713,92
	Payment to contractors	-13.059.903,89
	Operating costs	-415.552.482,21
Governments	Total operating costs	-523.051.100,02
	Payments to the State	-38.192.479,21
	Payments to Municipalities	-507.683,94
	Total governments	-38.700.163,15

Community investments	Voluntary donations	-337.160,11
	Investment of funds in the community	174.504,72
	Total donations	-162.655,39
Capital Providers	Funders	-26.000.816,30
	Shareholders	-
	Total capital providers	-26.000.816,30
Total distributed economic value (DEV)		-604.138.742,77
RETAINED ECONOMIC VALUE (GEV-DEV) “GENERATED ECONOMIC VALUE” MINUS “DISTRIBUTED ECONOMIC VALUE”		
Retained economic value		97.734.432,98

Environmental indicators

Atmospheric emissions by plant [tons/year]
(GRI 305-6, GRI 305-7)

POLLUTANT TYPE	2023				2024			
	CNR	LOV	SLI	TOTAL	CNR	LOV	SLI	TOTAL
Nitrogen oxides (NOx)	359,9	41,7	12,1	413,7	210,362	24,511	2,282	237,155
Volatile Organic Compounds (VOC)	0,12	-	-	0,12	0,889	-	-	0,889
Particulate Matter (PM)	57,9	0,94	0,19	59,0	45,714	0,867	0,04	46,621
Sulfur dioxide (SO2)	3,3	0,14	0,03	3,51	2,7	0,123	0,01	2,91
Carbon dioxide (CO2)	869.775,5	43.470,3	7.635,4	920.881,3	633.686,063	60.583,17	1.590,571	695.859,804

Materials used by weight or volume
(GRI 301-1)

NON-RENEWABLE MATERIALS								
SLI			LOV			CNR		
NAME OF MATERIAL	VOLUME OR WEIGHT IN TONS	UNIT OF MEASUREMENT	NAME OF MATERIAL	VOLUME OR WEIGHT IN TONS	UNIT OF MEASUREMENT	NAME OF MATERIAL	VOLUME OR WEIGHT IN TONS	UNIT OF MEASUREMENT
Diesel	555.87	m³	Diesel	1150.985	m³	Hypersperse MSI410	355.08	Kg
Gas forklift	75	kg	Gas	25876981	m³	Corrshield NT 4200	92.62	Kg
Bisulfite (Cortrol IS3020)	800	kg	Gas forklift	150	kg	Cortrol OS 5607	743.62	Kg
Hypochlorite	1200	kg	Bisulfite (Cortrol IS3020)	650	kg	Cortrol IS 3020	426.87	Kg
Anti-fouling agent (Hypersperse MSI310)	150	kg	Hypochlorite	50	kg	Depositrol BL6501	22958	Kg
Soda (Optisperse ADJ5050)	140	kg	Anti-fouling agent (Hypersperse MSI310)	260	kg	Inhibitor AZ 8104	3966	Kg
Alcasoda CL	600	kg	Reactives	17.1	kg	Optisperse HP 9430	40.86	Kg
Reactives	200	kg	Nitrites (Corrisheld NT4200)	138.92	kg	Flogard MS 6222	3966	Kg
Nitrites (Corrisheld NT4200)	690	kg	Biocide (Spectrus NX1100)	80	kg	98% sulfuric acid	206120	Kg
Biocides (Spectrus NX1100)	250	kg	Dechlorination tablets	20.4	kg	10% sodium hypochlorite	205180	Kg
Dechlorination tablets	40	kg				Cartridge filters, 5 units	295	ud.

NON-RENEWABLE MATERIALS								
SANTA LIDIA (SLI)			LOS VIENTOS (LOV)			CENTRAL NUEVA RENCA (CNR)		
NAME OF MATERIAL	VOLUME OR WEIGHT IN TONS	UNIT OF MEASUREMENT	NAME OF MATERIAL	VOLUME OR WEIGHT IN TONS	UNIT OF MEASUREMENT	NAME OF MATERIAL	VOLUME OR WEIGHT IN TONS	UNIT OF MEASUREMENT
Diesel	555,87	m³	Diesel	1150,985	m³	Hypersperse MSI410	355,08	kg
Gas forklift	75	kg	Gas	25876981	m³	Corrshield NT 4200	92,62	kg
Bisulfite (Cortrol IS3020)	800	kg	Gas forklift	150	kg	Cortrol OS 5607	743,62	kg
Hypochlorite	1200	kg	Bisulfite (Cortrol IS3020)	650	kg	Cortrol IS 3020	426,87	kg
Anti-fouling agent (Hypersperse MSI310)	150	kg	Hypochlorite	50	kg	Depositrol BL6501	22958	kg
Soda (Optisperse ADJ5050)	140	kg	Anti-fouling agent (Hypersperse MSI310)	260	kg	Inhibitor AZ 8104	3966	kg
Alcasoda CL	600	kg	Reactives	17,1	kg	Optisperse HP 9430	40,86	kg
Reactives	200	kg	Nitrites (Corrisheld NT4200)	138,92	kg	Flogard MS 6222	3966	kg
Nitrites (Corrisheld NT4200)	690	kg	Biocide (Spectrus NX1100)	80	kg	98% sulfuric acid	206120	kg
Biocides (Spectrus NX1100)	250	kg	Dechlorination tablets	20,4	kg	10% sodium hypochlorite	205180	kg
Dechlorination tablets	40	kg		14	kg	Cartridge filters, 5 units	295	ud.
						Air filter T. decarbonization (Veolia)	198	ud.
						MGD air filter (Vigaflow)	3	ud.
						CEDI air filter (Vigaflow)	6	ud.
						HACH MOLYBDATE 2236-32 (100ML)	6	ud.
						HACH AMINOACID 1934-32(100ML)	15	ud.
						HACH MOLYBDATE 1995-32(100ML)	16	ud.
						HACH CITRIC ACID 22542 (100 ML)	18	ud.
						HACH AMINOACID 23864-42 (100 ML)	20	ud.
						TNT REACTIVE 865 41-960244 HACH	17	ud.
						HACH COPPER 26034-49	15	ud.
						HACH PORPHIRIN 1 26035-49	6	ud.
						HACH PORPHIRIN 2 RGT 26036-49	12	ud.
						HACH AMMONIACAL CYANURATE 26531-99	12	ud.
						HACH AMMONIUM SALICYLATE 26532-99	12	ud.

NON-RENEWABLE MATERIALS								
SLI			LOV			CNR		
NAME OF MATERIAL	VOLUME OR WEIGHT IN TONS	UNIT OF MEASUREMENT	NAME OF MATERIAL	VOLUME OR WEIGHT IN TONS	UNIT OF MEASUREMENT	NAME OF MATERIAL	VOLUME OR WEIGHT IN TONS	UNIT OF MEASUREMENT
Diesel	555.87	m³	Diesel	1150.985	m³	Air filter T. decarbonization (Veolia)	6	ud.
Gas forklift	75	kg	Gas	25876981	m³	MGD air filter (VigafLOW)	15	ud.
Bisulfite (Cortrol IS3020)	800	kg	Gas forklift	150	kg	CEDI air filter (VigafLOW)	16	ud.
Hypochlorite	1200	kg	Bisulfite (Cortrol IS3020)	650	kg	HACH MOLYBDATE 2236-32 (100ML)	18	ud.
Anti-fouling agent (Hypersperse MSI310)	150	kg	Hypochlorite	50	kg	HACH AMINOACID 1934-32(100ML)	20	ud.
Soda (Optisperse ADJ5050)	140	kg	Anti-fouling agent (Hypersperse MSI310)	260	kg	HACH MOLYBDATE 1995-32(100ML)	17	ud.
Alcasoda CL	600	kg	Reactives	17.1	kg	HACH CITRIC ACID 22542 (100 ML)	15	ud.
Reactives	200	kg	Nitrites (Corrisheld NT4200)	138.92	kg	HACH AMINOACID 23864-42 (100 ML)	6	ud.
Nitrites (Corrisheld NT4200)	690	kg	Biocide (Spectrus NX1100)	80	kg	TNT REACTIVE 865 41-960244 HACH	12	ud.
Biocides (Spectrus NX1100)	250	kg	Dechlorination tablets	20.4	kg	HACH COPPER 26034-49	12	ud.
Dechlorination tablets	40	kg	Chlorinating tablets	14	kg	HACH PORPHIRIN 1 26035-49	12	ud.
Chlorinating tablets	42	kg				HACH PORPHIRIN 2 RGT 26036-49	12	ud.
						HACH AMMONIACAL CYANURATE 26531-99	12	ud.
						HACH AMMONIUM SALICYLATE 26532-99	12	ud.

GLOSSARY

BTU: British Thermal Unit. Used to express a system’s capacity to heat or cool a space.

CO2eq: Carbon dioxide equivalent. It is a standard measure for expressing the carbon footprint of different greenhouse gases (GHG) in terms of carbon dioxide, allowing for comparison and calculation of a single climate impact.

NG: Natural gas.

LNG: Liquefied natural gas.

AGN: Argentine natural gas.

GWh: Gigawatt-hour, a unit of energy representing the amount of energy consumed or produced by a gigawatt of power over one hour.

kW: Kilowatt, a unit of measurement for power.

MW: Megawatt, a unit of measurement for power equivalent to 1,000 kW.

MWh: Megawatt-hour, a unit of energy representing the amount of energy consumed or produced by a megawatt of power over one hour.

MWp: Megawatt peak, maximum installed power of a direct current plant.

PPA: Abbreviation for Power Purchase Agreement, which refers to a contract for the sale and purchase of energy.

BESS system: Abbreviation for Battery Energy Storage System, a system for storing energy using batteries.

TWh: Terawatt-hour, a unit of energy representing the amount of energy consumed or produced by a terawatt of power over one hour.

Sustainability Report 2024