



# ESG Objectives 2024-2025

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# Environmental

## GHG

Reduce scope 1 & 2 greenhouse gas emissions by 51.4% by 2030.

Reduce **4.7 tCO2e** in 2025.

## ENERGY

Incorporate renewable energy sources in the facilities.

Generate **7.4 MWH** in 2025.

## CLIMATE CHANGE & OTHER NATURAL PHENOMENA

Create a plan to identify and manage the risk and opportunities of climate change to ensure the resilience of the facilities in accordance with the TCFD.

## WATER USE

Reduce well water consumption by 60 % by 2030.

Reduce well water consumption by 10% by 2025.

## HAZARDOUS SUBSTANCES

Incorporate complementary mechanisms for reducing hazardous waste by **20 %** by 2025.

## WASTE

Recovery of **20 %** of the waste generated in 2025.

Minimize **5 %** of the waste generated in 2025.

4.7

tCO2e

7.4

MWH/YEAR

1

Plan

10%

Reduce

20%

Reduce

20%

Recovery waste



# Social

## LOCAL COMMUNITIES

Perform the first volunteering within a community by 2025.  
Comply with 3 main social actions by 2025

## TRAINING & DEVELOPMENT

Perform ESG Annual Training Plan for 100% of employees by 2025.

## WORK-LIFE BALANCE

Perform the Health Care Plan for 100 % of employee by 2025.  
100% of employees take active breaks every 2 hours during their work day.  
Perform the Psychosocial Risk Mitigation Plan by 2025.

## HEALTH & SAFETY AT WORK

Zero accidents by 2025 & address 100% of RACI.  
100% employees with medical evaluation & training Chronic Degenerative Diseases.  
Obtain golden star by SAFESTAR Program by 2025.

## DEI

Training for 100% of employees of reporting channels by 2025.  
Provide a fair, equitable & inclusive work environment, where people feel valued and respected.

3

Projects

100%

Employees

3

Training

0

Accidents

4

Training



# Governance

## ETHICAL BEHAVIOR

Perform training program for 100% of employees

Disseminate the use and functionality of the ethics channel with 100% of suppliers.

Formation of the ethics committee.

## CYBERSECURITY & DATA PRIVACY

Perform 4 Training for all employees by 2025.

96 - 99% of security incidents resolved in a maximum of 5 days by 2025.

98% security and availability & perform 100% of SGSI by 2025.

## HUMAN RIGHTS

Perform training programs for 100% of employees and 10 % of suppliers.

Conduct a human rights impact assessment throughout the value chain.

## RISK MANAGEMENT SYSTEM

Identification, evaluation and mitigation of the main physical and transition risks, as well as opportunities

## SUSTAINABLE SUPPLY

100% evaluation of our suppliers

4

Training

99%

Resolved

3

Training

1

System

100%

Suppliers

