



ESG Objectives 2024-2025

Environmental

GHG

Reduce scope 1 & 2 greenhouse gas emissions by 51.4% by 2030.
Reduce **4.7 tCO2e** in 2024 & 2025.

ENERGY

Incorporate renewable energy sources in the facilities.
Generate **7.4 MWH** in 2024 & 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 th TCFD.

WATER USE

Reduce well water consumption by 60 % by 2030.
Reduce well water consumption by 10% between 2024 & 2025.

HAZARDOUS SUBSTANCES

Incorporate complementary mechanisms for reducing hazardous waste by **20 %** in 2024 & 2025.

WASTE

Recovery of **20 %** of the waste genereted between 2024 & 2025.
Minimize **5 %** of the waste genereted 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 in 2024 & 2025.

WORK-LIFE BALANCE

Perform the Health Care Plan for 100 % of employee in 2024 & 2025.
100% of employees take active breaks every 2 hours during their work day.
Perform the Psychosocial Risk Mitigation Plan between 2024 & 2025.

HEALTH & SAFETY AT WORK

Zero accidents during 2024 & 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 in 2024 & 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 in 2024 & 2025.

96 - 99% of security incidents resolved in a maximum of 5 days in 2024 & 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 in 2024 and 2025.

4

Training

99%

Resolved

3

Training

1

System

100%

Suppliers

