



SUSTAINABILITY REPORT

2024



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TO OUR STAKEHOLDERS

In 2024, Saavi Energía achieved a decisive moment in its history. We reaffirmed our position as the largest private player in Mexico’s electric market, operating 3.7 GW of permitted installed capacity strategically located across the country’s key industrial corridors. This was driven by a diversification strategy that made meaningful progress, increasingly efficient use of water resources, a strong and evolving relationship with local communities, and a corporate culture ever more capable of working with the best talent in the sector—while ensuring operation under the highest safety standards.

Among the year’s most significant achievements was the addition of 130 MW of new generation capacity, “La Lucha” our first wholly owned renewable asset. This expansion not only strengthened the resilience and flexibility of our portfolio but also broadened our technological and geographical footprint. As a result of our ongoing diversification strategy, including the divestment of Campeche, we have seen a steady decline in our emissions intensity, achieving an 8.4% reduction since our 2019 baseline and progressing toward our 2030 indicative target of a 25% reduction.

Water stewardship remained a top priority throughout the year. Today, 91% of the water we use is reclaimed wastewater. Considering the entire water cycle, we achieved a net positive balance of 1.9 million cubic meters, returning more water to the environment than we withdrew. This milestone reflects our commitment to best-in-class resource management.

We also deepened our engagement with communities, moving beyond traditional philanthropy to proactively foster economic development. Through our Energía con Equidad STEM program, we increased the number of scholarships by 3.5 times, expanding educational access for young women in science and technology. Across the country, our teams advanced local initiatives in reforestation, volunteering, and public space recovery,

expanding their geographic reach and engaging more communities and diverse groups than ever before. Internally, we continued to cultivate an organizational culture rooted in transparency, trust, excellence, inclusion, and long-term development. We achieved a 78.9% employee satisfaction rate, strengthened our leadership pipeline, and fostered a workplace designed to attract and retain the sector’s top talent. Safety remains an integral part of this culture. From the last recordable incident in January 2023 to December 2024, we reached an outstanding milestone of over 3.8 million man-hours worked without a single Lost Time Incident (LTI) across all sites.

As Mexico enters a new cycle, Saavi Energía is ready to contribute to its economic and social development. With solid fundamentals and a clear sustainability vision, we will continue powering the country’s economy with reliable, efficient, and increasingly cleaner sources of energy.

Together, we will continue illuminating lives.

Mauricio del Valle

CEO
Saavi Energía





1. Saavi Energía highlights for 2024



OUR 2024 *HIGHLIGHTS*

■ **3.7 GW***
of installed capacity

■ **12.6**
million households illuminated

■ **0.418 ton Co²/MWh**
Emissions value

-8.3% Reduction (Baseline 2019)

-1.1% Reduction from last year

0.34 m³/MWh
Water consumption
index

91%
of all used water from
wastewater sources

■ **3 conservation volunteering**
programs carried out in 2024

■ **3,846,764.5**

man-hours worked with zero
Lost Time Incidents

■ **Employee satisfaction up
3.9 points** *from 2023*

■ **48% + 4%**
from last year

in female participation in HQ

24% + 2%
from last year

female participation in the company

■ **3.5x**

more STEM scholarships than in 2023

*Starting with this report, permitted capacity is reported instead of installed capacity.



2. About this report



2. ABOUT THIS REPORT

This sustainability report presents Saavi Energía’s progress during the period from January 1 to December 31, 2024. It builds on the evolution of our sustainability strategy and responds to the expectations of our stakeholders, while maintaining alignment with internationally recognized frameworks.

Since 2021, our disclosures have followed the Global Reporting Initiative (GRI) Standards, ensuring that the information presented is consistent, comparable, and material to our stakeholders. The GRI framework allows us to focus on issues of greatest relevance, helping us prioritize risks and opportunities that shape our long-term strategy. In our 2022 materiality assessment, nine priority topics were identified: occupational health and safety; organizational culture and values; employee and family well-being; equality, diversity, and inclusion; water scarcity; environmental risk assessment systems; energy efficiency; clean energy production; and greenhouse gas reduction. These topics form the backbone of our sustainability practice and translate directly into the KPI dashboard presented in this report, providing measurable indicators to track progress year by year.

We also use the United Nations Sustainable Development Goals (SDGs) as a guided reference. This global agenda offers a shared language to demonstrate how our actions contribute to prosperity, equality, and environmental balance. By linking our initiatives to specific SDGs, we can highlight where Saavi adds value beyond the energy sector—through community development, inclusion, and responsible resource management.

Finally, we integrate the Task Force on Climate-related Financial Disclosures (TCFD) recommendations into our reporting. This framework helps us assess and communicate the potential impacts of climate change on our operations, assets, and strategy. Our approach combines short- and long-term climate risk identification—covering physical risks such as water scarcity and extreme weather, as well as transition risks related to policy, regulation, and market change—with integration into enterprise risk management processes. In 2024, we commissioned an external gap analysis and

benchmarking study, which confirmed significant progress toward alignment with TCFD standards and provided a clear roadmap for strengthening governance, disclosure practices, and resilience planning. By embedding these considerations into corporate strategy, Saavi enhances its ability to anticipate challenges, protect asset performance, and support the energy transition.

Together, these three standards provide a complementary perspective: GRI ensures transparency and relevance, the SDGs connect our actions with a global vision of sustainable development, and TCFD embeds climate resilience at the heart of our strategy. This combination allows us to communicate not only how Saavi Energía performs today, but how we are preparing for the challenges and opportunities of tomorrow.



Section	Priority area	KPIs	2021	2022	2023	2024
Decision making		Total board members	5	7	7	7
		Independent board members	0	29%	29%	29%
		Women board members	0	29%	29%	29%
Team and communities	Organizational culture, well-being and diversity	Work climate survey - satisfaction	72.6%	73.2%	75.0%	78.9%
		Talent turnover	9.0%	7.6%	8.7%	11.8%
		Female participation in the company	18.0%	20.0%	22.0%	24.0%
		Female participation in HQ	39.0%	43.0%	44.0%	48.0%
	Health and safety	Lost Time Incidents (LTIs)	1	2	2	0
		Security incidents	1	3	2	1
	Community engagement	Social Investment initiatives STEM scholarships	2	5	6	21
		Energy poverty	N/A	N/A	700 solar kits (2)	400 solar kits (2)
		Community complaints	0	0	0	0
Environmental	Decarbonization	Emissions intensity: CO ² Ton / MWh	0.441	0.445	0.423	0.418
	Water consumption	Water consumption indicator (m ³ /MWh)	0.520	0.530	0.300	0.340
		Percentage of potable water	7.0%	3.0%	13.0%	9.1%
		Percentage of wastewater usage	93.0%	97.0%	87.0%	90.9%
		Water redirected to communities	10.0%	9.0%	8.0%	7.4 %
	Biodiversity protection	Nature conservation	1,800 trees planted	1,600 trees planted	4,231 (2) trees maintained	2,903 (2) trees maintained

1. Emissions intensity calculation with Bajío @51%.

2. In collaboration with other companies.



3. Our 2024 structure



3. OUR 2024 STRUCTURE

In 2024, we updated the structure of this report to better reflect Saavi Energía’s sustainability practices, priority areas, and long-term vision. Each chapter now highlights the material topics and SDGs addressed, ensuring that our performance is directly linked to the issues identified as most relevant to our stakeholders and to the global agenda for sustainable development.

The following sections are organized around two pillars:

I. Building a resilient future

Focused on environmental performance and ecosystem resilience.

II. People and purpose: building meaningful connections with responsibility

Focused on social value creation, governance, and responsible conduct. This structure reflects our deepening integration of sustainability criteria into our business strategy and operations, enabling more effective monitoring, engagement, and communication of our performance across all levels of the organization.





4. About Saavi Energía: Strength, governance, and footprints

4.1 Our strength, our values

4.2 Our governance framework

4.3 Our fleet





4. ABOUT SAAVI ENERGÍA: STRENGTH, GOVERNANCE, AND FOOTPRINTS

Target Sustainable Development Goals for this section:

08

DECENT WORK AND
ECONOMIC GROWTH

09

INDUSTRY, INNOVATION
AND INFRASTRUCTURE

16

PEACE, JUSTICE AND
STRONG INSTITUTIONS

4.1 Our strength, our values

With a clear vision for Mexico’s energy future, we pursue leadership through operational excellence, cutting-edge innovation, and sustainable practices. This ambition is grounded in six core values that define our culture, guide decision-making, and shape the way we engage with our employees, clients, partners, communities, and shareholders.

These values, combined with adherence to national and international regulations—such as the US Foreign Corrupt Practices Act (FCPA) and internal quality standards, support a business model focused on ethical conduct, continuous improvement, and long-term impact.

INTEGRITY

We operate with fairness, honesty, and transparency, both internally and externally. Our actions are guided by ethical principles, promoting open communication, trust, and accountability in every interaction.

COMMITMENT

We act with responsibility and discipline to fulfill our objectives efficiently. By aligning with Saavi Energía’s policies and purpose, we ensure responsible use of resources and prioritize decisions that generate positive outcomes for stakeholders and the environment.

TEAMWORK

We believe collaboration strengthens our results. We foster a supportive and empathetic work environment, where cross-functional cooperation and diverse perspectives are valued in pursuit of shared goals.

INNOVATION

We embrace creativity and change as drivers of progress. By integrating best practices and seeking new solutions, we continuously enhance our operations and evolve with the needs of the energy sector.

PASSION

We are energized by our work and see it as an extension of our purpose. Our dedication and enthusiasm motivate us to deliver excellence and to approach challenges with a growth mindset.

CUSTOMER FOCUS

We listen actively and deliver tailored solutions that meet our clients’ specific needs. Through ongoing dialogue, we build trust-based relationships and identify opportunities to enhance value and performance.

These principles are foundational to Saavi Energía’s business strategy and SUSTAINABILITY approach, aligning our daily actions with our long-term commitment to responsible growth, transparency, and shared prosperity.



4.2 Our governance framework

Saavi Energía’s corporate governance structure reflects over two decades of operational experience in Mexico’s energy sector. Founded in 1995, and since 2021 backed by Global Infrastructure Partners (GIP)—a leading global infrastructure investment fund—Saavi has become the largest American-owned independent power producer operating in the Mexican market.

Our governance framework is anchored by a seven-member Board of Directors, 29% of whom are women and 29% independent. The Board meets at least quarterly and operates through five specialized committees. These committees provide oversight, monitor performance, and delegate authority to management according to a defined threshold matrix.

Saavi’s governance structure is further shaped by the company’s obligations under three 144A/Reg S note issuances listed on the Singapore Stock Exchange. Each issuance is governed by the Notes’ Indentures that contain affirmative, negative, financial, and information covenants designed to protect stakeholder interests.

These commitments are reinforced through the publication of quarterly investor reports that detail financial, operational, and internal performance.

The company’s creditworthiness and sustainability alignment are independently assessed by Fitch Ratings, Moody’s Investors Service, and S&P Global Ratings—offering transparent benchmarks for ongoing performance.

Most of Saavi’s generation assets also undergo annual audits under the Equator Principles, a globally recognized framework for managing environmental and social risks. These assessments help identify opportunities for improved performance and mitigation planning.

Additionally, Saavi benefits from climate risk evaluations provided by its insurance partners, who benchmark regional and company-specific exposure. These insights support our ongoing efforts to strengthen climate resilience and adapt to evolving risk landscapes.



Environmental, Social and Governance Committee

- Prepare and present reports to the Board, tracking progress on reference targets and milestones.
- Develop KPIs and baseline metrics for Health, Safety, and Security, ensuring alignment with global sustainability trends and internal strategy.
- Design, implement, and monitor community engagement programs across the company’s areas of operation.
- Recommend improvements to the company’s environmental performance, including strategies to reduce the carbon footprint.



Audit Committee

- Review accounting policies, auditing practices, and the adequacy of internal controls with both the Board and external auditors.
- Analyze and propose internal audit plans.
- Oversee the management of complaints or violations related to business ethics or the Ethics Committee’s directives.
- Monitor and report ongoing legal proceedings involving Saavi’s subsidiaries that could materially affect financial standing.



Operations Committee

- Review and assess short-, medium-, and long-term operational plans.
- Monitor asset-level performance through specific KPIs.
- Propose action plans to address operational challenges across controlled subsidiaries.
- Supervise key facilities and maintain open communication with operational personnel.
- Evaluate, propose, and monitor capital expenditures related to life-extension projects, efficiency improvements, and upgrades.



Commercial Committee

- Propose commercial strategies aligned with market trends for short-, medium-, and long-term periods.
- Evaluate and monitor commodity risk positions, informing the Board on evolving exposure.
- Provide market analysis, forecasting, and monitor regulatory trends.
- Propose and supervise key risk management initiatives.
- Review and oversee strategic contracts for energy purchase and sales.



Remunerations Committee

- Review and approve compensation frameworks to attract and retain top leadership.
- Ensure alignment of executive incentives with long-term business and stakeholder interests.
- Set targets for performance-based compensation, including equity and bonus schemes.
- Evaluate and support succession planning for critical leadership roles.

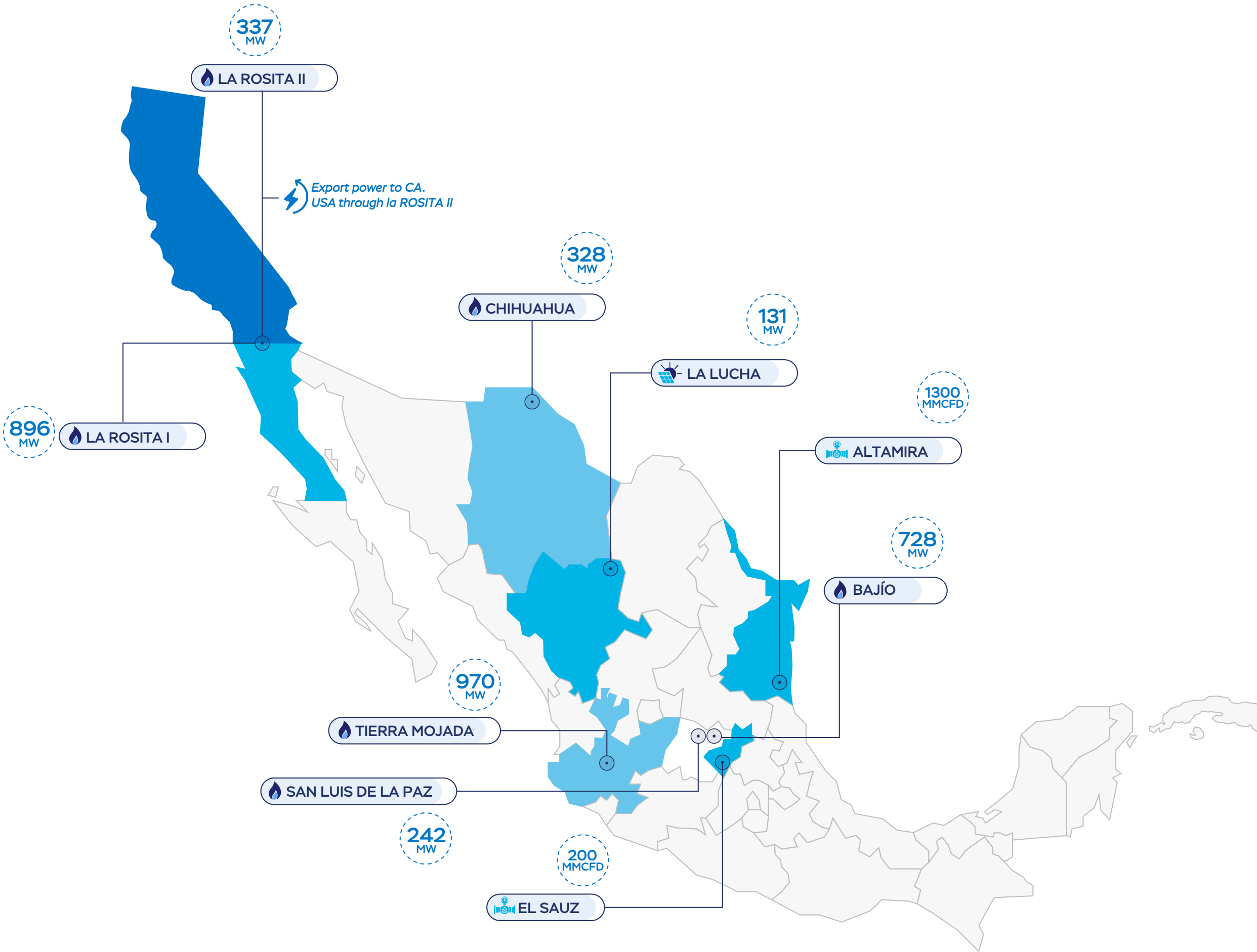
4.3 Our fleet

During 2024, Saavi Energía remained committed to delivering safe, efficient, and responsible power generation, strengthening its position as one of the leading private power producers in Mexico and the largest U.S. investment in the country’s energy generation sector, based on installed capacity. By the end of the year, our operational portfolio reached a total installed capacity of 3.7 GW⁽¹⁾, strategically distributed to meet energy demand in key industrial corridors throughout Mexico and the U.S.-Mexico, Cali-Baja cross-border region.

Our portfolio includes six highly efficient combined-cycle power plants, three natural gas compression stations, and—starting this year— La Lucha, a 130 MW solar plant. The integration of this photovoltaic asset marks a key milestone in diversifying our energy matrix and demonstrates our commitment to complementing reliability with cleaner sources of energy. La Lucha began its operational integration in June 2024, directly supporting our emission intensity reduction general objectives and ongoing efforts in energy efficiency. In contrast, the Energía Campeche facility—a 252 MW combined-cycle plant operating on diesel—was divested as part of our broader asset optimization strategy.

Our business model also includes temporary generation solutions through Saavi Power Mobile Solutions (SPMS), a fleet of mobile turbines designed to quickly and efficiently respond to energy supply challenges. In 2023, three SPMS units were deployed to Puerto Rico to enable emergency power supply restoration and strengthen the local power system’s reliability, until 1Q 2024. In other years, they have also contributed to supplying energy during high demand seasons in regions like Baja California, in northern Mexico.

Through both our permanent and mobile installed capacity, Saavi Energía contributes to the reliability of electrical systems across North America, delivering energy solutions to commercial and industrial (C&I) clients, as well as to Mexico’s state-owned utility, Comisión Federal de Electricidad (CFE). During the reporting year, Saavi Energía’s total power generation was equivalent to the annual electricity consumption of approximately 12.6 million households.



¹ In this report, we present 3.7 GW of permitted installed capacity. Starting this year, we will standardize the way we report installed capacity to ensure consistency and clarity for our stakeholders.



5. Building a resilient future

Material topics & United Nations SDGs addressed

5.1 Diversification and optimization

5.2 Responsible water use and redirection

- 5.2.1 Water efficiency index: sources and usages
- 5.2.2 Water efficiency program

5.3 Environmental risk management and control

- 5.3.1 Validated excellence: Recognitions across all facilities
- 5.3.2 Tierra Mojada: Integrated standards for sustainable impact

5.4 Protecting biodiversity, restoring nature

- 5.4.1 Volunteer initiative "Reforestando Futuro en la Barranca de Tarango"
- 5.4.2 Dehesa San Isidro: Restoring Arid Ecosystems and Empowering Communities
- 5.4.3 Donation and reforestation initiative in Samalayuca

5. BUILDING A RESILIENT FUTURE ²

Target Sustainable Development Goals for this section:

06

CLEAN WATER AND SANITATION



07

AFFORDABLE AND CLEAN ENERGY



13

CLIMATE ACTION





Participating in energy transition takes more than just technological change—it requires ongoing dialogue, meaningful collaboration, and decisive action. In 2024, we continued to engage with key stakeholders across the energy ecosystem to move forward on diversification pathways rooted in reliability, affordability, and innovation.

At the national level, Saavi Energía maintained its leadership role in the Mexican Solar Power Association (ASOLMEX), contributing technical expertise and policy recommendations to help accelerate clean energy adoption.

We also participated in high-level industry dialogues such as the North American Capital Forum, advocating for an effective energy transition—one that ensures clean, affordable, and reliable energy for all. Regionally, we sponsored the second

edition of the “EnerBaja” forum, fostering partnerships between academia, government, and the private sector to drive climate action at the sub-national level.

Alongside its leadership in broader energy discussions, Saavi Energía has continued to advance its environmental initiatives—achieving notable progress in diversification, responsible water use, environmental management, and biodiversity protection. These efforts reflect our commitment to sustainable growth while minimizing ecological impact and supporting the resilience of the ecosystems where we operate.

²Material topics addressed in this section:
5. Water scarcity
6. Environmental risk assessment control
7. Energy generation efficiency
8. Clean energy generation
9. GHG emissions reductions

5.1 Diversification and optimization

Saavi Energía has set an indicative target to reduce emissions intensity by 25% by 2030 with a 2019 baseline, driven by ongoing client-oriented trends.

In 2024, our strategy focused on two key levers: improving operational efficiency and diversifying our generation portfolio. Efficiency gains were achieved through the continued rollout of heat-rate optimization protocols and on-site energy audits at priority facilities, for example, our CCGTs Bajío and La Rosita.

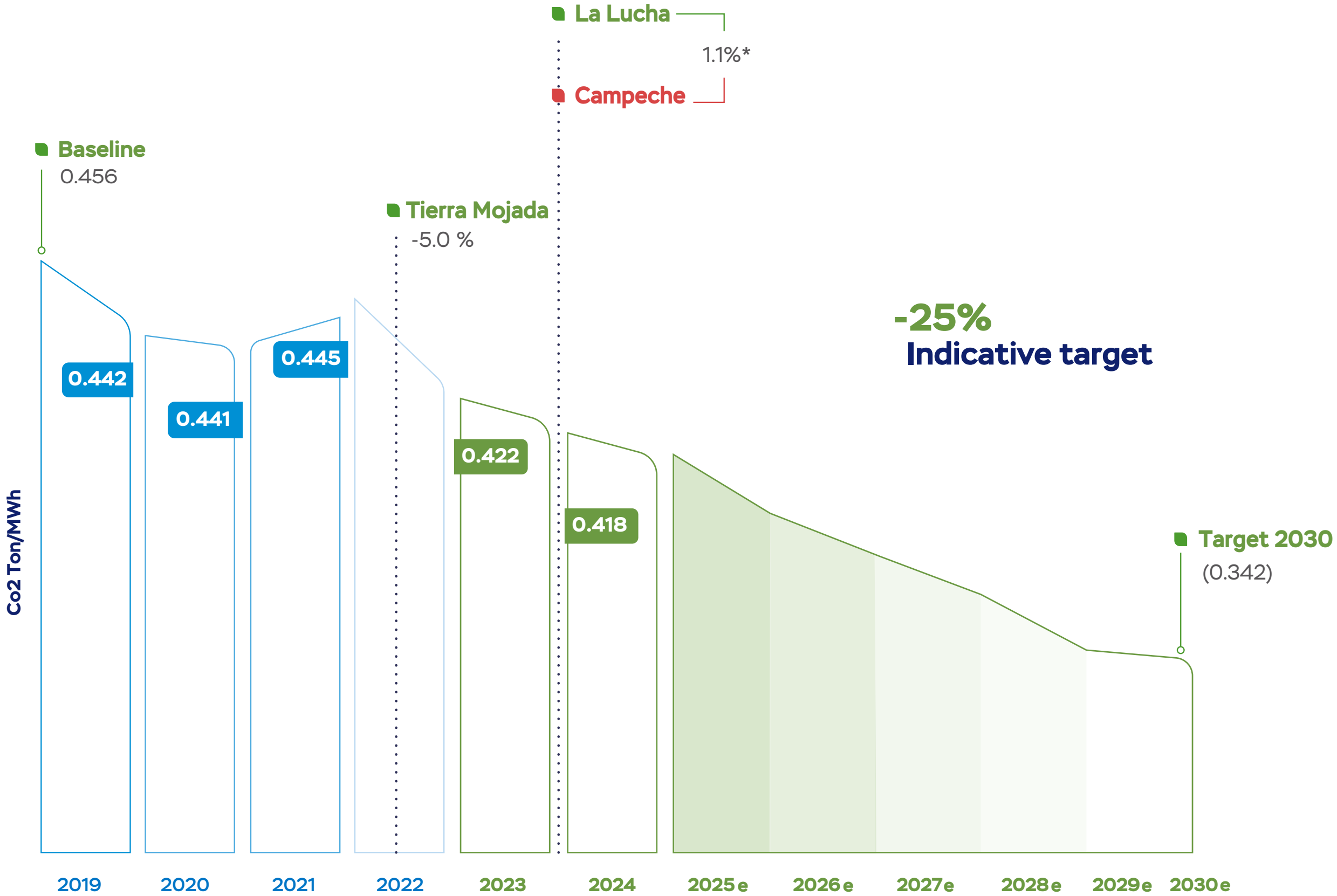
In terms of portfolio diversification, the year marked a turning point. We completed the integration of La Lucha, our first utility-scale solar, which is expected to reduce our annual emissions intensity by 1.6% on a full-year basis. At the same time, the divestment of the Campeche combined-cycle plant is projected to lower our absolute CO₂ emissions by 1.1%, also on a full-year basis. These structural changes not only bring us closer to our 2030 indicative objectives, but they also reinforce our commitment to reshaping our generation portfolio for an energy transition future.

All greenhouse gas emissions for 2024 were independently verified by third-party auditors -like ECOUrbana and Asociación Nacional de la Industria Química (ANIQ)- in compliance with Mexico’s SEMARNAT regulations, ensuring the transparency, accuracy and integrity of our reporting.

Our diversification strategy continues to prioritize Scope 1 emissions, which account for most of our carbon footprint. As a power generation company, our most significant environmental impact stems from direct emissions associated with fuel combustion. By focusing on these emissions, we are positioned to drive meaningful and measurable reductions in the short and long term.

Looking ahead, Saavi Energía remains committed to optimizing the performance of our existing assets while expanding our portfolio with new generation opportunities.

Total CO₂ emissions (Tons per MWh)



5.2 Responsible water use and redirection

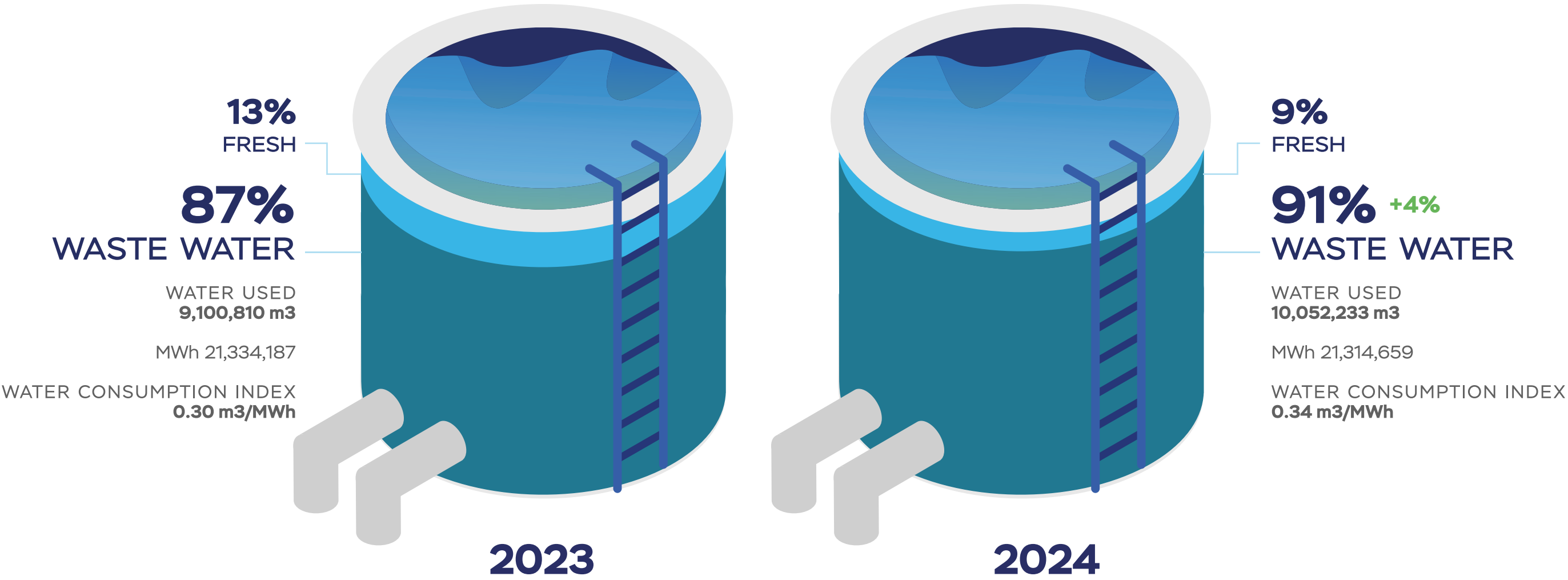
At Saavi Energía, water is not only essential to our power generation processes—it is a cornerstone of our sustainability strategy. In our combined cycle facilities, water drives the steam cycle, enables system-wide cooling, and supports emissions control efforts. Our water management approach emphasizes efficiency, responsible use, and strict adherence to environmental standards.

Consistent with previous years, we have prioritized sustainable water practices across all operational sites. This includes maximizing the use of treated wastewater and minimizing freshwater withdrawal actions that reinforce our commitment to environmental stewardship while enhancing the overall efficiency and resilience of our operations.

5.2.1. Water efficiency index: sources and usages.

In 2024, 91% of the water used across our operations came from treated wastewater, reaffirming our commitment to circular resource management. Our Water Consumption Index stood at 0.34 m³/MWh, a reflection of sustained operational efficiency and improvements in water use practices. Although slightly higher than 2023’s 0.30 m³/MWh, this value remains significantly below our 2022 baseline and is consistent with year-on-year variations in generation volume and plant activity.

In 2024, our relationship with water told a positive story. We drew a total of 10 million m³ of water to power our operations – yet only 912,000 m³ came from freshwater sources. Through careful management and treatment, we returned 2.8 million m³ of treated greywater back to the environment, flowing into international drainage systems, natural streams, and designated collection tanks. The result: a net water-positive balance of 1.9 million m³.



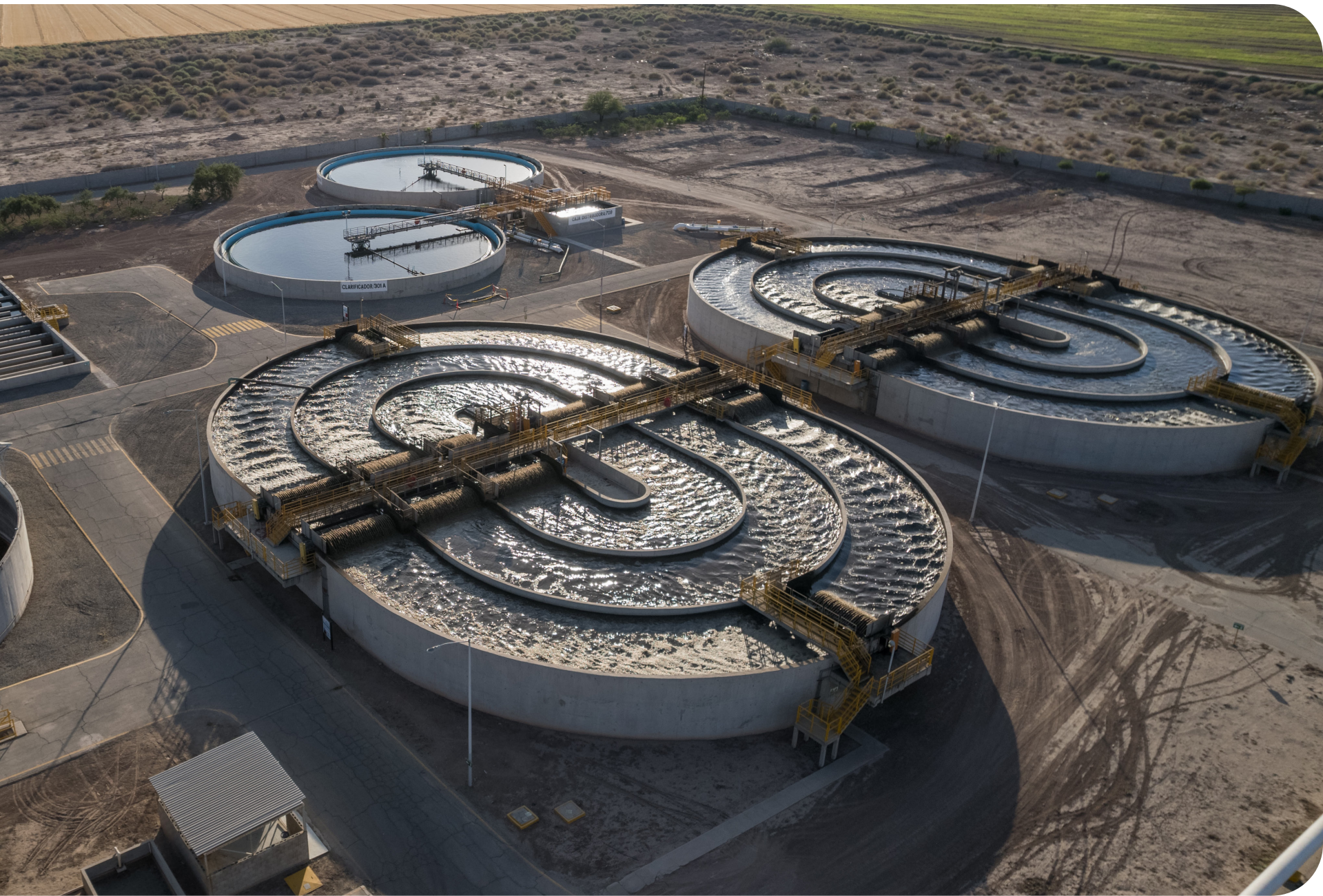
La Rosita, our largest water-consuming facility, remained at the center of our water efficiency efforts. In 2024, the site processed and reused approximately 8.6 million m³ of municipal wastewater, returning around 2.5 million m³ of treated effluent to international drains. A dedicated water management project—described below—was launched at the site to further improve the quality of discharged water and strengthen long-term water stewardship.

Additionally, 7.4% of the water used across our fleet was redirected for agricultural irrigation and green space maintenance, supporting local ecosystems and community well-being.

These results reflect not only our technical capacity to operate efficiently, but also our broader commitment to safeguarding water resources in the context of growing regional scarcity.

5.2.2 Water efficiency program

In Mexicali, Baja California, one of the driest and hottest regions in Mexico, efficient water management is a priority. With an average annual rainfall of just 75 mm and summer temperatures frequently exceeding 40 °C, the area faces high and growing water stress. In this context La Rosita has become the centerpiece of a new, ambitious water efficiency strategy. In 2024, the site launched a multi-phase initiative designed not only to optimize internal water use, but to unlock new opportunities for water reuse and regional benefit. This aligns with the company’s long-term goal of enhancing water efficiency across operations by 2030.



Phase 1. Boosting water quality from the inside out

The first step was to improve the quality of the plant’s treated water. A full diagnostic of the wastewater treatment plant (WWTP) led to the rehabilitation of its original systems, significantly reducing nitrate concentrations and enhancing water quality for internal reuse. To prevent the accumulation of solids in cooling towers, La Rosita is also planning to implement a dual-filtration approach. These systems will be installed in 2025 to reduce wear on critical components such as reverse osmosis membranes and help ensure smooth thermal operations.

At the same time, new buffering tanks were built—two completed; one underway—to maintain a steady supply of treated water, even during peak demand or system disruptions. Together, these improvements ensure the site can meet its operational needs while protecting one of its most important resources.



Phase 2. Transforming wastewater into opportunity

Beyond internal efficiencies, the project is exploring how treated wastewater can be redirected for productive and agricultural use in surrounding areas. The goal is to increase water reuse from just 7.4% today to nearly 95%, equivalent to reclaiming 2.4 million cubic meters annually.

A full engineering plan has been completed and is currently under internal review. The initiative could soon unlock circular water use at a scale, reducing environmental pressure and supporting regional resilience.

At La Rosita, turning waste into value illustrates how water efficiency can go beyond operational gains to become a catalyst for sustainable growth, responsible resource management, and positive impact beyond the fence line.

5.3 Environmental risk management and control

Environmental risk management is fundamental to maintaining our operational integrity. At all sites, we implement a systematic approach to identify, assess, and mitigate potential environmental impacts arising from our activities. This process is supported by site-level management systems that meet the requirements of ISO 14001:2015 standards enabling a life-cycle perspective that identifies risks and opportunities. Through this framework, we effectively implement controls to address both actual and potential impacts within our areas of control and influence.

In parallel, all facilities maintain emergency response plans that address environmental contingencies such as spills, leaks, fires, and explosions, ensuring readiness and minimizing potential harm to people and ecosystems. These protocols are embedded within broader occupational health and safety systems aligned with ISO 45001:2018, reinforcing a culture of prevention, accountability, and continuous improvement across operations.

Through this integrated framework, Saavi Energía safeguards environmental compliance while proactively managing the risks associated with energy production.



5.3.1 Validated excellence: Recognitions across all facilities

Certifications go beyond formal requirements – they demonstrate consistent practices and a commitment to doing things right. All our facilities meet recognized standards for environmental and operational performance.

All our power generation plants are certified under PROFEPA’s Industria Limpia program, a federal environmental audit that assesses compliance in key areas such as waste management, air emissions, and water usage. This recognition confirms our ability to meet Mexico’s national environmental benchmarks.

While we have concluded formal third-party assessments under the Safe Start program at most of our sites, we continue to apply its core principles internally. Having completed the full implementation cycle of the program in previous years, we are now following its methodology through internal evaluations – reinforcing a safety-first culture without incurring unnecessary costs for repeated external reviews. At La Lucha and Tierra Mojada, where implementation is still ongoing, we remain actively engaged in the certification process.

These strategic adjustments reflect our commitment to continuous improvement while responsibly allocating resources. Our safety culture remains embedded in daily operations, driven by ownership, awareness, and shared accountability.

5.3.2 Tierra Mojada: Integrated standards for sustainable impact

The plant holds an Integrated Management System Certification issued by AENOR (Asociación Española de Normalización y Certificación), encompassing three key ISO standards:

ISO 9001:2015

Quality Management Systems, ensuring efficiency, process integrity, and continual improvement.

ISO 14001:2015

Environmental Management Systems, validating structured approaches to minimize environmental impacts and comply with regulations.

ISO 45001:2018

Occupational Health and Safety Management Systems, supporting a proactive culture that prioritizes risk prevention and employee well-being.

Tierra Mojada also participates in the Voluntary Environmental Compliance Program led by SEMADET, the environmental authority of the State of Jalisco. This initiative promotes transparency, collaborative improvement, and performance that goes beyond legal compliance. These certifications position Tierra Mojada not only as a high-performing energy asset; but also, as a benchmark for integrated, sustainable, and responsible energy production.

5.4 Protecting biodiversity, restoring nature

As part of our ongoing commitment to environmental oversight, Saavi Energía continues to integrate biodiversity protection into its broader sustainability strategy. By recognizing the ecological specificity of the areas where we operate, we prioritize the preservation and restoration of natural habitats through site-specific action plans and voluntary initiatives. In 2024, we focused on ecosystem regeneration by engaging employees and local communities in hands-on conservation activities.

These efforts contribute not only to climate resilience and environmental justice in the regions we serve, but also to the broader restoration of ecosystems. Reforestation, native species restoration, and community education are not side efforts—they are central to how we approach energy development: as a process that must actively protect and restore the natural environment.



5.4.1 Volunteering initiative “Reforestando futuro en la Barranca de Tarango”

We reaffirmed our commitment to environmental responsibility and community well-being through a corporate volunteer initiative that brought together approximately 80 employees at Barranca de Tarango, one of the few remaining ecological reserves within Mexico City. We conducted this activity in partnership with the environmental organization Ectágono.

As part of the joint effort, a total of 2,716 native specimens were planted, distributed across 24 distinct species. This included emblematic plants such as Vachellia farnesiana (huizache) and Agave salmiana (maguey pulquero), both of which are classified as Least Concern on the IUCN Red List. Each volunteer planted between 1 and 3 specimens—including trees, cacti, and other endemic plants, contributing directly to the restoration of approximately 1,200 square meters of degraded habitat, an area equivalent to more than two basketball courts.

In addition to tree planting, participants received practical training on composting techniques, proper planting, and maintenance processes. This ensured not only a long-term environmental impact but also strengthened an active environmental culture within the organization by promoting sustainable practices beyond the workplace.

Barranca de Tarango plays a crucial role in aquifer recharge and urban climate regulation, and supporting its restoration also advances environmental equality for surrounding communities. At Saavi Energía, we believe that being a clean energy leader also means restoring ecosystems, building community resilience, and regenerating for the future.





5.4.2 Dehesa San Isidro: Restoring arid ecosystems and empowering communities

Since 2022, Saavi Energía has supported the conservation efforts of the Dehesa San Isidro Wildlife Management Unit (UMA) in Rancho Bonito, Guanajuato—an arid zone near our Bajío and SLP facilities—by contributing to the creation and ongoing care of a 250 m² xerophytic garden. This garden is home to over 600 endangered and specially protected native cacti species, in compliance with NOM-059-SEMARNAT-2010. Far from being a standalone effort, the project represents a comprehensive model of environmental stewardship, sustainable development, and community empowerment.

In addition to species preservation, the initiative incorporates habitat restoration, scientific research, and environmental education through workshops and guided visits. In 2024, the site continued to serve as a living classroom, offering inclusive, accessible spaces for learning and recreation. Its ongoing collaborations with local universities have further strengthened its role as a hub for community engagement and academic partnership, fostering knowledge exchange, volunteer participation, and collective action toward environmental stewardship.

The project also generated tangible economic benefits for the marginalized community of Rancho Bonito, including the creation of local jobs and the promotion of eco-tourism linked to the region's unique desert landscape. By restoring native ecosystems and enabling community-driven conservation, the Dehesa San Isidro Garden exemplifies the integration of biodiversity protection with long-term social value.

Also, in 2024, the project faced its greatest challenge due to a prolonged drought that began in 2021. In response, Saavi Energía actively collaborated by donating water to the site, ensuring the continued irrigation and preservation of the specimens in the xerophytic garden.

5.4.3 Donation and reforestation initiative in Samalayuca, Chihuahua.

As part of our efforts to promote biodiversity and strengthen community ties, Saavi Energía collaborated with the Parks and Gardens Department of Ciudad Juárez, the entity responsible for maintaining and restoring green spaces across one of Mexico's most arid and challenging urban environments. In a desert climate where vegetation is scarce and high temperatures prevail for much of the year, the department plays a crucial role in improving local quality of life, environmental conditions, and urban resilience.

We supported the repair of the department's greenhouse, allowing the continued cultivation of plants and trees for public use. In return, we received 40 trees and 4 pine trees, which were planted at the Samalayuca High School campus. This exchange reflects the value of mutual support and the importance of building local networks that create shared benefits for the environment and the community.



6. People and purpose: Building meaningful connections with responsibility

Material topics & United Nations SDGs addressed

6.1 Cultivating culture and belonging

- 6.1.1 Talent attraction, development, and retention
- 6.1.2 Inclusive culture and equal opportunities

6.2 Empowering communities through presence, collaboration, and lasting impact

- 6.2.1 Corporate Philanthropy
- 6.2.2 Energy with Equality: Empowering women in STEM
- 6.2.3 "Ilumínate: Sol para Todos" Energy with Equality in action
- 6.2.4 Infrastructure with purpose: Enhancing school facilities in Tierra Mojada

- 6.2.5 Safe Spaces for Childhood: Infrastructure improvements at Casa Cuna Oasis del Niño
- 6.2.6 Empowering Rural Education: Facility rehabilitation at the Samalayuca High School

6.3 Operational excellence: health and safety, procurement and cybersecurity

- 6.3.1 Health, safety, and security
- 6.3.2 Procurement
- 6.3.3 Cybersecurity

6.4 Acting with integrity: our compliance practice





6. PEOPLE AND PURPOSE: BUILDING MEANINGFUL CONNECTIONS WITH RESPONSIBILITY ³

Target Sustainable Development Goals for this section:

03

GOOD HEALTH
AND WELL-BEING

05

GENDER
EQUALITY

12

RESPONSIBLE
CONSUMPTION AND
PRODUCTION

³Material topics addressed in this section:

- 1. Occupational Health, and Safety
- 2. Organization Climate and Culture
- 3. Well-being of Collaborators and their Families
- 4. Diversity and Inclusion

At Saavi Energía, we are committed to fostering a strong organizational culture that attracts, retains, and develops top talent. Our social investment plans focus on empowering the communities where we operate. At the same time, we strive for operational excellence by implementing best market practices and maintaining a robust compliance framework. This approach guides us in building meaningful connections grounded in responsibility and purpose.

6.1 Cultivating culture and belonging

Attracting, developing, and recognizing top talent continues to be a strategic priority for Saavi Energía as we build a resilient, high-performing organization for the future. Since 2019, our organizational culture, wellness, and diversity strategies have delivered tangible benefits for our workforce. We continue to operate under a Human Experience Management framework—an approach that enables individuals, rather than just employees, to thrive and contribute meaningfully to both the company and society.

As part of our annual practices, we conducted the 2024 Work Climate Survey, achieving a satisfaction rate of 78.9%, a 3.9-point increase from the previous year. Notably, the percentage of negative perception fell from 9.4% to 6.4%, reinforcing our progress toward a healthier work environment.

These results are driven by our continued efforts to foster spaces that promote learning, well-being, inclusivity, and teamwork.

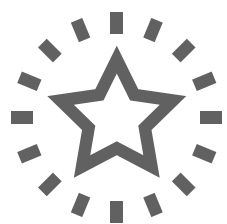


6.1.1 Talent attraction, development, and retention

Investing in talent is one of the most effective ways to strengthen our competitive edge and ensure long-term value creation. Our approach is grounded in a total compensation model that balances economic and emotional benefits, with a strong emphasis on continuous learning, life balance, health and wellness, and performance-based recognition.

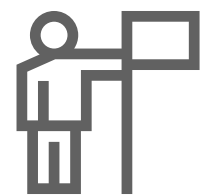
In 2024, we introduced several initiatives aimed at reinforcing employee engagement and organizational culture. Among them was our first internal soccer championship, designed to build team cohesion and foster a sense of belonging across sites. We also conducted a survey on benefit perception and usability, which revealed that 88% of respondents were satisfied with the company’s offers.

Notably, 82% of employees said they would recommend Saavi as a great place to work, and 78% expressed a desire to remain with the company long term. These results reflect the effectiveness of our talent and retention strategies and are aligned with the continued decline in voluntary turnover observed in recent years.



82%

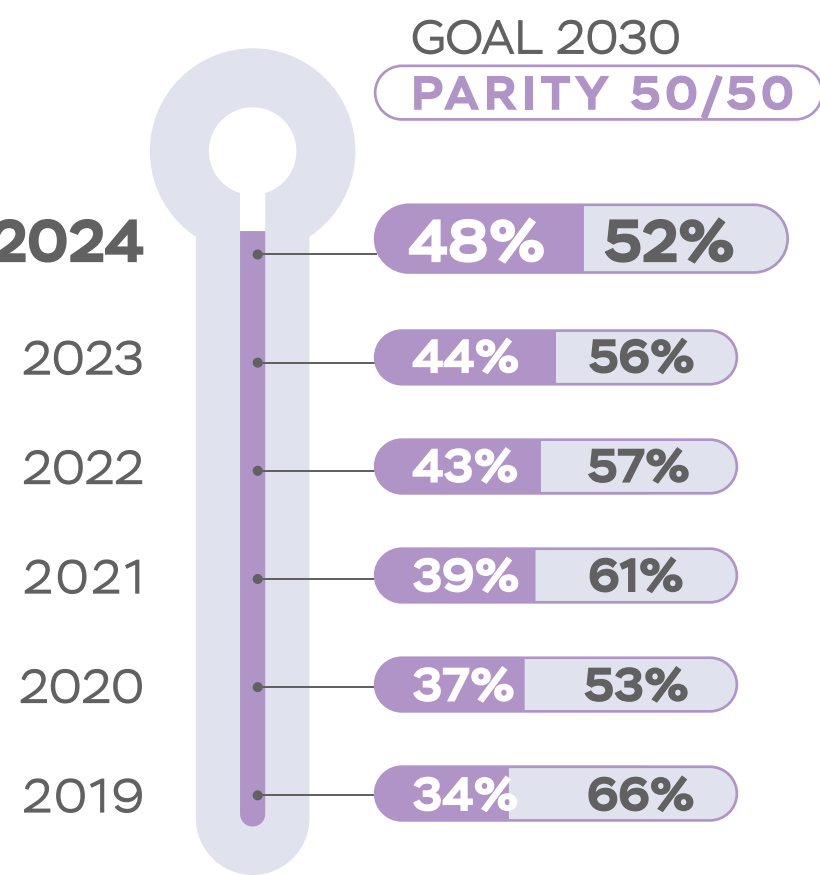
of employees said they would recommend Saavi as a great place to work



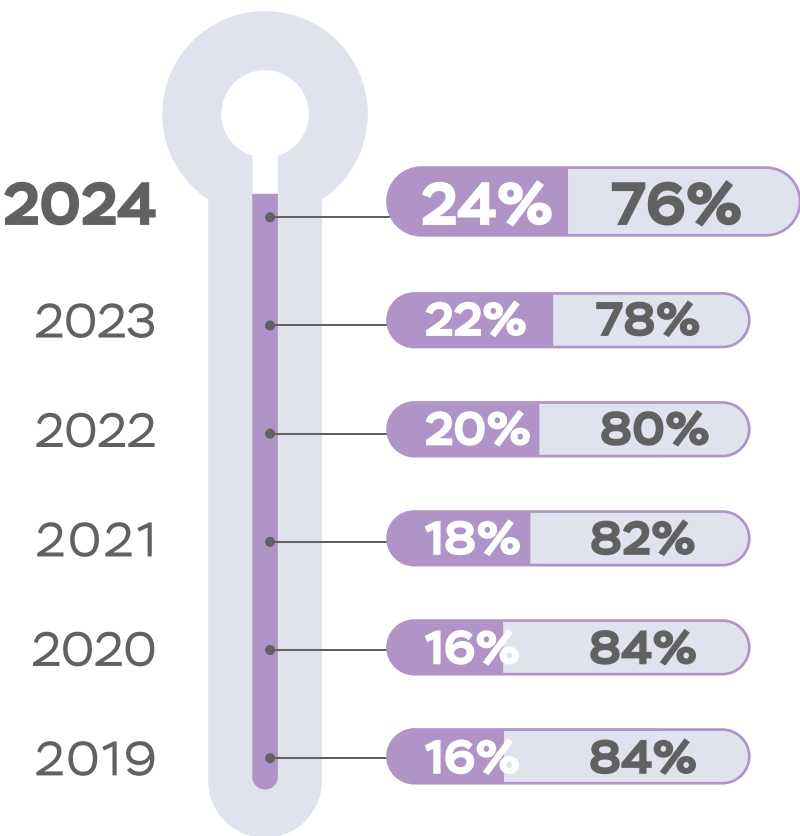
78%

expressed a desire to remain with the company long term.

FEMALE PARTICIPATION IN CORPORATE HQ



TOTAL FEMALE PARTICIPATION IN THE COMPANY



6.1.2 Inclusive culture and equal opportunities

A more diverse workforce contributes to creativity, better decision-making, and stronger team engagement. We maintain a gender parity approach in hiring shortlists for corporate roles and continue to offer flexible work schemes to support diverse family and personal dynamics.

In 2024, we strengthened our Inclusive culture commitment by integrating a dedicated dimension into the Work Climate Survey, where we received a positive perception score of 82.3%. We also launched a Diversity Committee along with three subcommittees focused on women, LGBTQ+, and age groups. These groups will guide our strategy to strengthen our team’s identity and sense of belonging.

Additional actions included the commemoration of key diversity awareness dates and the organization of cause-related events in partnership with nonprofit organizations.

By the end of the year, women represented 24% of the total Saavi workforce—an 8-point increase since 2019—and accounted for 48% of our corporate team. These results mark solid progress toward our long-term target of achieving 50/50 gender parity at headquarters by 2030.



6.2 Empowering communities through presence, collaboration, and lasting impact

We are convinced that the long-term success of our operations is closely tied to the well-being of the communities in which we operate. In 2024, we further strengthened our social investment strategy by deepening partnerships with local stakeholders, broadening the scope of key initiatives, and enhancing program design through direct feedback from beneficiaries. Guided by our commitment to transparency, inclusion, and shared value, we continue to design and implement projects that address local needs—ranging from education and gender equality to environmental awareness and infrastructure support. All our 2024 social initiatives were fully aligned with our commitment to presence, collaboration, and lasting impact within the communities we serve.



6.2.1 Corporate philanthropy

Throughout 2024, we upheld our commitment to responsible community engagement by maintaining a zero-complaint record across all operational sites. Our donation efforts were driven by four fundamental principles: prompt attention to community priorities, strategic engagement with social actors, tailored initiatives aligned with local realities, and unwavering transparency to build trust and ensure accountability. By actively listening and responding to each community’s unique needs, we strengthen our role not only as a reliable partner in sustainable development, but as a trusted neighbor—an accessible presence within the community, where growth is shared and collective progress is possible.

During 2024, we bolstered the governance of our community investment strategy by revising our Donations, Sponsorships, and Improvements Policy, bringing it into closer alignment with our overarching Compliance Framework. These updates introduced robust due diligence procedures and internal controls to ensure each philanthropic contribution complies with

both national and international standards, including the U.S. Foreign Corrupt Practices Act (FCPA).

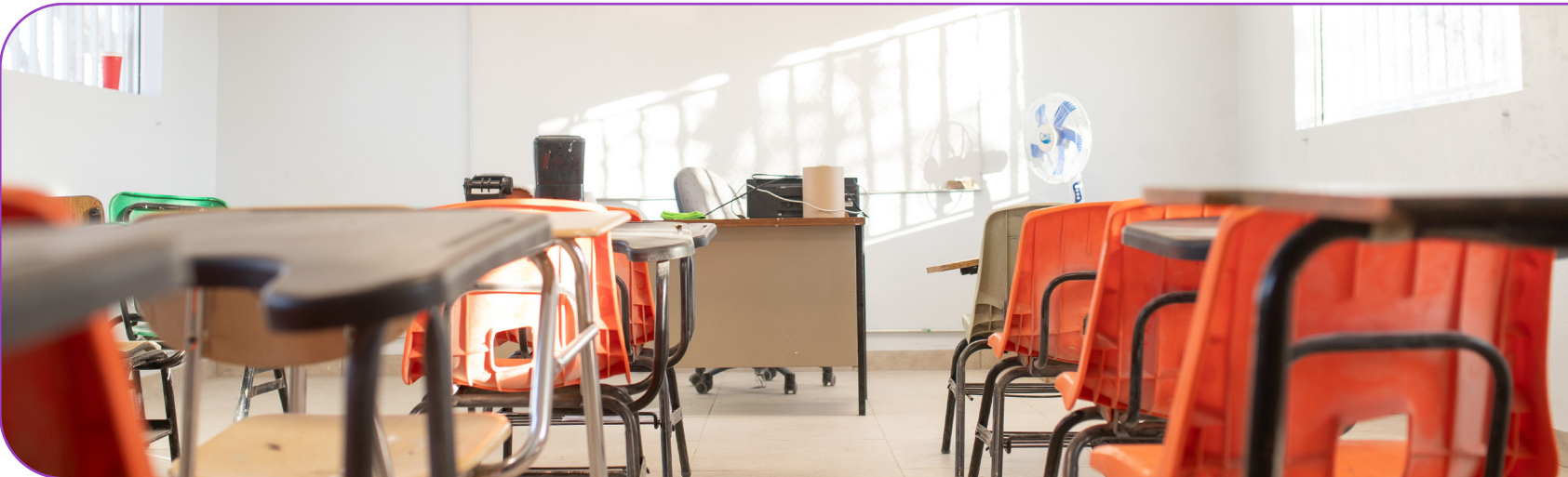
As a result, our social investment efforts across the communities surrounding our plants significantly surpassed those of the previous year—both in scope and impact.

We maintain open channels of communication with the communities surrounding our facilities, where residents are encouraged to approach the plant directly to share complaints, suggestions, donation requests, sponsorship proposals, and improvement initiatives. In addition, we form strategic alliances with other companies and government entities to coordinate joint actions and foster meaningful engagement with community leaders and neighboring populations.

In the sections that follow, we share highlights of the initiatives that took shape during the year—actions that reflect our shared commitment to listening, building trust, and working hand in hand with the communities around us.



Corporate philanthropy by facility



Altamira

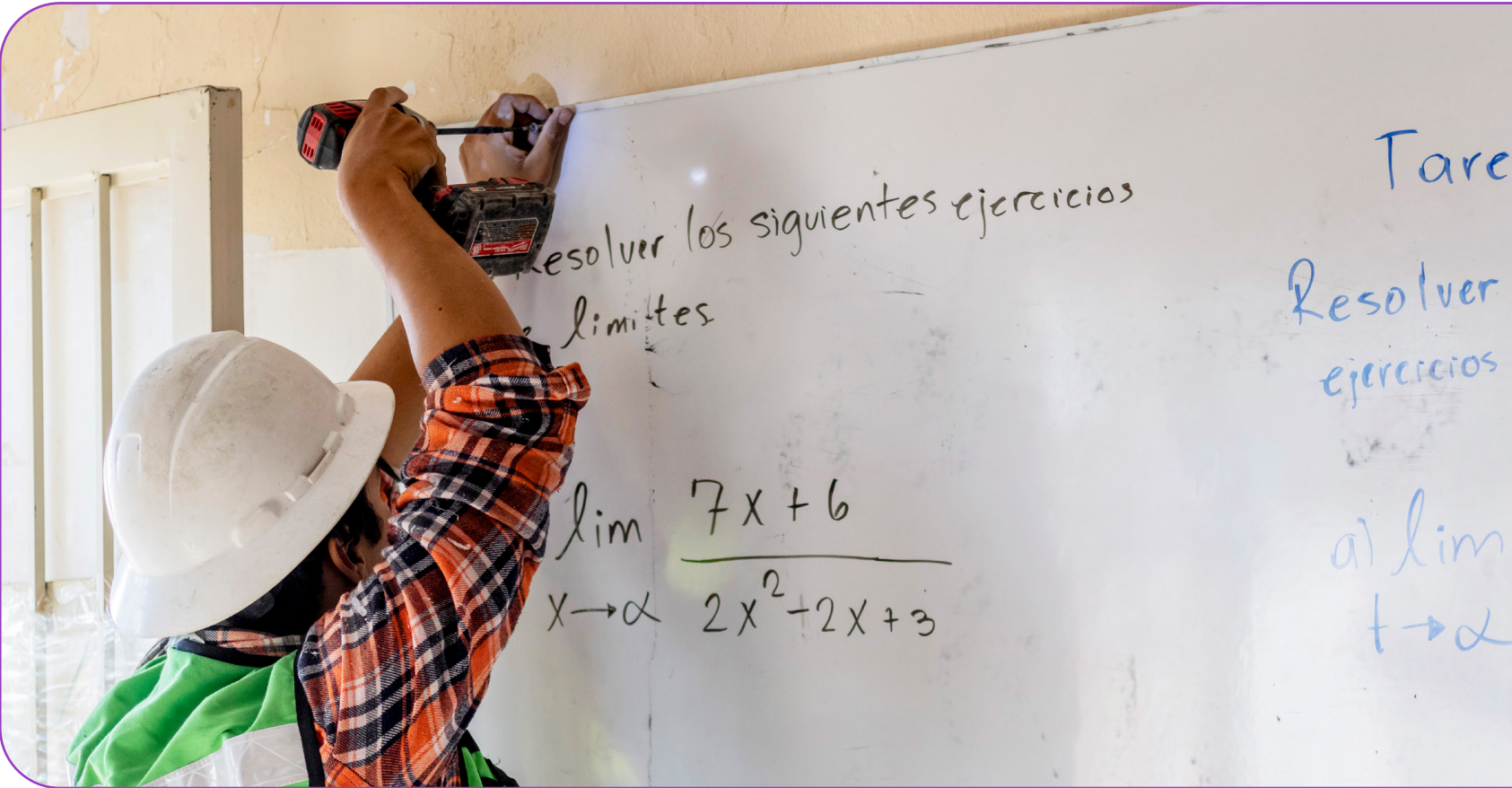
- Financial contribution for dredger operation & maintenance

Bajío & San Luis de la Paz

- Donation of 10,000-liter tanks to the Environmental Protection Department
- Donation of blankets to the Municipality
- Donation of boxes of assorted Sports Drinks and KN95 masks

Campeche

- Donation of used computers to local high school



Chihuahua

- Restoration of high school classrooms and restrooms
- Donation of Mother's Day gifts to the Municipality
- Donation of stationery materials to local high school
- Donation of buckets of paint to the Town Hall
- Donation of student chairs
- Donation of greenhouse restoration materials to Public Parks Department
- Donation of t-shirts to local firefighters

Corporate

- Mentorship program for scholarship recipients
- Donation of solar lighting kits to indigenous communities

El Sauz

- Donation of furniture, equipment, and infrastructure for Emergency Prevention training and monitoring centers



La Lucha

- Sponsorship of football uniforms to youth team
- Donation of basic emergency antidote kits

La Rosita

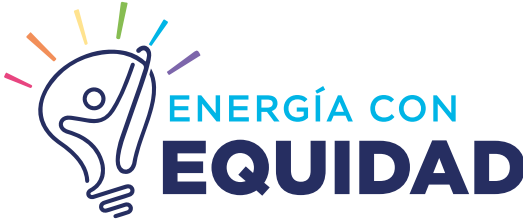
- Repair of restrooms and garden area for children's shelter
- Donation of water bottles for hydration program
- Donation of Christmas dinners to vulnerable families

Tierra Mojada

- Infrastructure improvements for elementary school (ramp, lighting, wall repairs, water system)
- Donation of tools and equipment to Emergency Response teams
- Provision of stage, lighting, and sound for community festivities
- Support for flood relief efforts
- Donation of streetlights



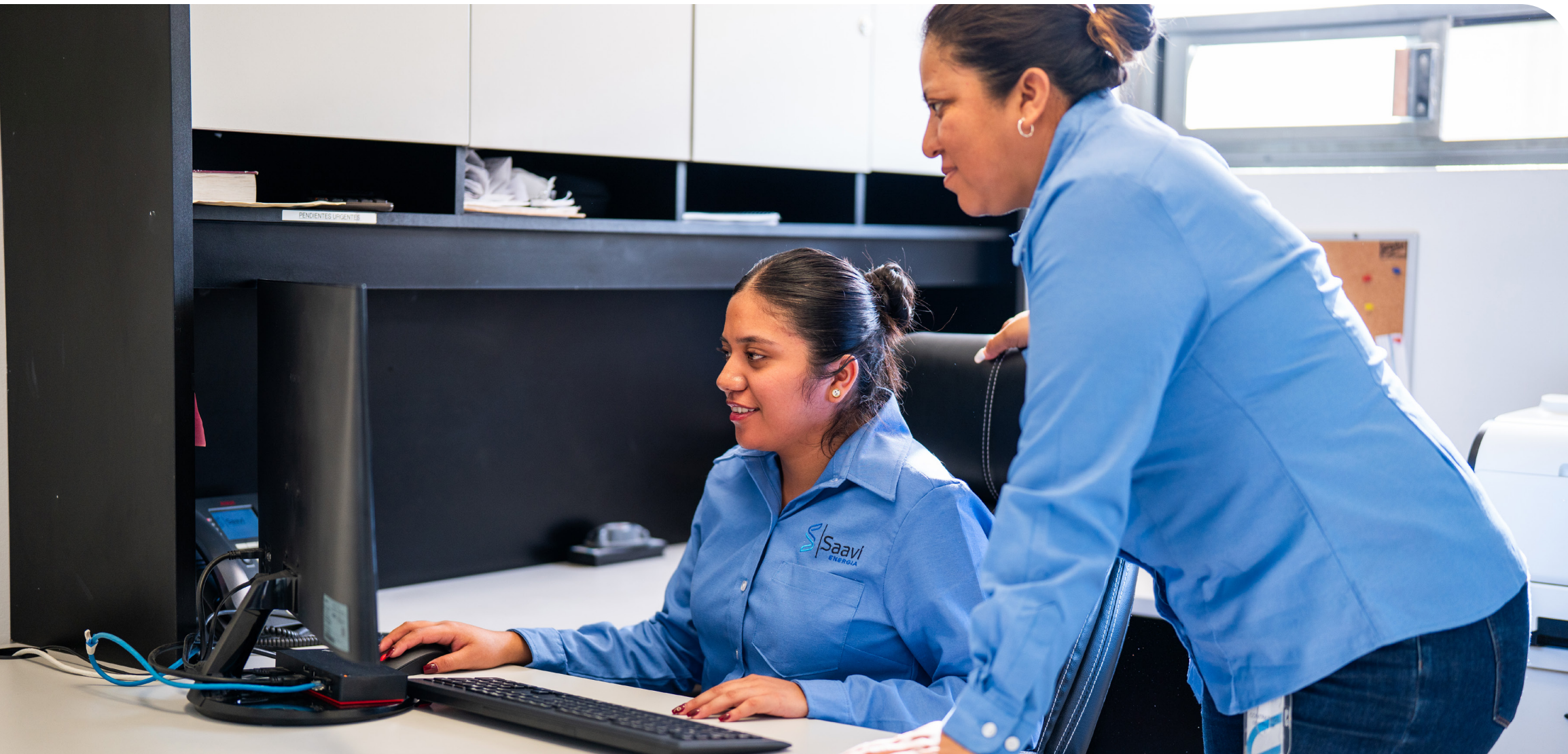
6.2.2 Energy with Equality: Empowering women in STEM



Recognizing the structural gender gap in the energy and STEM sectors, Energy with Equality stands as one of Saavi Energía’s flagship social investment initiatives. Designed to support talented young women from underrepresented communities in which we operate, the program offers comprehensive support—including financial aid, mentoring, and hands-on learning experiences—to help students pursue university degrees in science, technology, engineering, and mathematics (STEM) fields related to the power industry.

In 2024, we scaled the program significantly, incorporating 16 new beneficiaries for a total of 21 active participants across Mexico. This year also marked the program’s launch in Mexico City, expanding its reach and reinforcing our commitment to educational inclusion across the country. Enhancements included the formation of new partnerships with academic institutions, improved mentor-student matching processes, and a more strategic alignment with Saavi’s talent pipeline to facilitate future employment opportunities.

The program continues to evolve in response to feedback from participants and partner universities, reflecting our sustainability-driven commitment to presence, collaboration, and long-term impact in the communities we serve. Through Energy with Equality, we aim to create pathways for women in STEM, reduce systemic barriers in the energy sector, and contribute to the development of diverse, resilient, and equitable communities.





6.2.3 “Ilumínate: Sol para Todos” Energy Equality in action

In parts of Mexico where access to electricity remains limited, the simple act of turning on a light is still out of reach for many. We are helping bridge this gap by supporting the delivery of autonomous solar lighting kits to Rarámuri communities in the Sierra Tarahumara, in the state of Chihuahua. This marks the second year Saavi Energía has joined efforts to bring light to remote areas—building on our initial participation in Jalisco and now continuing in Chihuahua. In collaboration with five energy companies, ASOLMEX and the nonprofit Concentrarte, we proudly supported the 2024 edition of Ilumínate: Sol para Todos, an initiative that brought 370 autonomous solar lighting kits to families across five remote communities in Guachochi.

This initiative brings clean, off-grid energy solutions to marginalized communities that remain disconnected from the national power grid. What sets this initiative apart is its community-centered, culturally respectful approach. Families did not simply receive kits; instead, they actively participated through a solidarity-based exchange of traditional Rarámuri crafts. This process dignified Indigenous knowledge and fostered a mutual model of development rooted in cultural preservation, energy justice, and autonomy.

Each solar kit includes a portable photovoltaic panel, three LED lamps with integrated rechargeable batteries, and a USB port for mobile devices or radios. These simple tools provide up to 20 hours of light per charge and have a lifespan of over five years—extending study time, enabling household tasks after dark, and replacing polluting fuels such as diesel and kerosene.

A community diagnostic helped identify households with the highest needs, and the leadership of local allies—most notably teacher María Nicolasa Gardea Cruz—ensured that the process respected local rhythms and realities. A total of 2,590 people directly benefited, and 30 additional kits were reserved for replacement needs.



Beyond technical deployment, Ilumínate was also a space for connection and reflection. With the involvement of 19 corporate volunteers, the delivery brigades became moments of mutual learning, bridging worlds, building empathy, and reinforcing a shared vision for inclusive sustainability.

In a context where more than 6.9 million people in rural Mexico live without electricity, initiatives like Ilumínate not only bring light to homes—they also illuminate pathways toward justice, dignity, self-determination and provide a bridge to opportunity.





6.2.4 Infrastructure with purpose: Enhancing school facilities in Tierra Mojada

Investing in community well-being means recognizing that meaningful impact often begins in everyday places—like classrooms, courtyards, and school hallways. With this vision in mind, the Tierra Mojada power plant launched an infrastructure improvement project at Escuela Primaria Miguel Hidalgo y Costilla, a public elementary school located in the same community as the plant.

The project focused on strengthening the school’s infrastructure to promote a safer, more inclusive learning environment for students and staff. Key interventions included the construction of a mobility ramp to ensure accessibility for students with disabilities, underscoring our commitment to universal access and equal opportunity. Additional upgrades, such as the installation of lighting poles to improve visibility during extended hours, the replacement of door locks, and the reinforcement of structural walls, helped create a secure, functional, and dignified setting where education can thrive.



To address sanitation and hygiene needs, the project also installed water pumps and a storage tank, significantly improving the school’s access to clean water for drinking, restrooms, and general maintenance. These upgrades are not only functional but vital for maintaining health standards in educational facilities.

Altogether, the initiative positively impacted more than 150 students, teachers, and administrative personnel, who now benefit from a safer, more accessible, and more resilient learning environment.

6.2.5 Safe spaces for childhood: Infrastructure improvements at Casa Cuna Oasis del Niño

The foundations for a more equitable and sustainable future begin in childhood. Guided by this conviction, La Rosita power plant collaborated with Casa Cuna Oasis del Niño in Mexicali—a shelter dedicated to protecting children facing abandonment or social risk—to carry out a series of meaningful improvements aimed at strengthening the care environment for its young residents.

The project focused on the restoration of restrooms used by both boys and girls, ensuring that they meet essential standards of hygiene, privacy, and functionality. Clean and secure facilities play a crucial role in promoting health, emotional security, and the overall development of children in institutional settings.

Beyond sanitation, the intervention also extended to the outdoor areas of the shelter, where the repair of garden planters helped recover valuable space for interaction with nature. In addition, the donation of outdoor play equipment—including slides and swings—enhanced the recreational opportunities available to children.

Reintroducing greenery and playing into daily life create meaningful moments for exploration, reflection, and emotional well-being, fostering a safe and enriching environment where children can flourish.

Thanks to the work of the La Rosita team, dozens of children now have access to better hygiene conditions and upgraded outdoor areas. These improvements support a more functional and safer environment for their daily routines and recreational activities.



6.2.6 Empowering rural education: Facility rehabilitation at Samalayuca High School

Recognizing the structural barriers that rural youth could face, Saavi Energía—through its Chihuahua plant—undertook a meaningful infrastructure improvement project at Telebachillerato/Preparatoria Samalayuca, a public high school that serves students from one of the region’s most remote communities.

The intervention consisted of the rehabilitation of three classrooms and two restrooms, with the objective of creating a more dignified and functional environment for both students and educators. The upgrades addressed structural repairs, improved electrical systems, spatial reconfigurations, and the restoration of sanitary facilities.

This initiative holds relevance in the Mexican context, where rural high schools like Samalayuca play a vital role in closing the education gap. According to national statistics, less than 55% of youth aged 15 to 17 in rural areas attend high school, compared to more than 80% in urban settings. While the causes are multifaceted, the condition of educational infrastructure is a major factor.

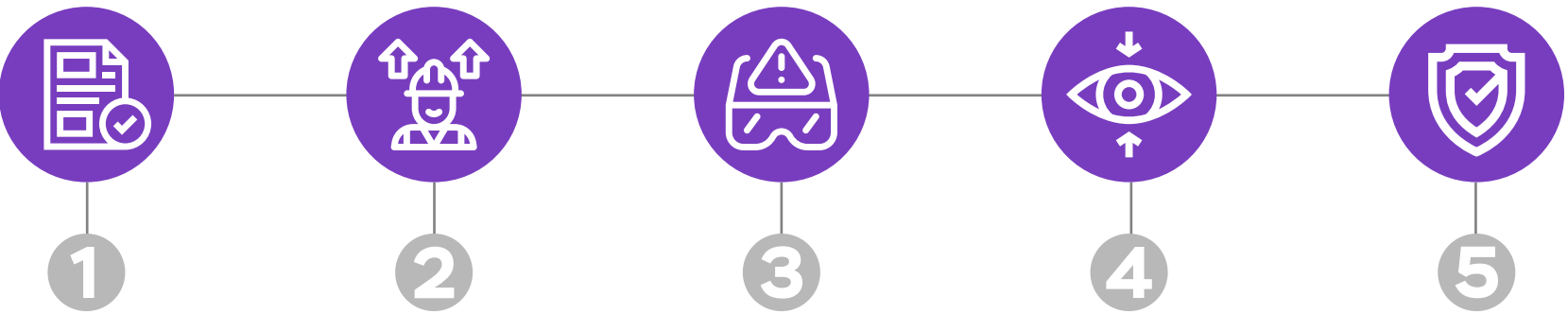
We are proud to contribute to a future where education is not a privilege of proximity, but a promise extended to every corner of the country.



6.3 Operational excellence: health and safety, procurement and cybersecurity

6.3.1 Health and safety (HSE)

Across all levels of our company, we champion a safety-first culture that supports resilience, trust, and long-term success. Guided by our “No Lost Time Incidents” (LTI) strategy, we continued building a proactive safety culture in 2024. As a result, from the last recordable incident in January 2023 through December 31, 2024, we achieved an outstanding milestone of 3,846,764.5 man-hours worked with zero Lost Time Incidents, Restrictive Work Cases, or Medical Treatment Cases across all our sites. This performance was the outcome of our comprehensive Safety Impact Management Plan, which focused on five strategic pillars:



1. Proactive HSE management:

We strengthened our use of proactive metrics (HSE Leading Indicators) such as Safety Observations per Man Hour, while continuing to track traditional lagging indicators (LTIs, RIs, ASR). Safety Walks increased under updated guidelines, and we launched campaigns that encouraged employees and contractors to identify and report safe or unsafe behaviors and conditions. We investigated High-potential incidents without injury and applied corrective actions to prevent future recurrence. In 2024, we conducted 159 training sessions on topics including Human Factors, SafeStart, Personal Protective Equipment usage, Risk Assessment, and Electrical Safety.



2. Contractor safety management:

We continue delivering safety induction and critical process training for all contractors through the digital “DC3” platform, verifying competencies aligned with their roles. Contractors were audited and evaluated on-site, with safety improvement plans and corrective actions applied when needed. Additionally, we introduced the Contractor Safety Day to reinforce HSE expectations through safety campaigns like “Yo me cuido, tú me cuidas”, peer observations, and dissemination of lessons learned.



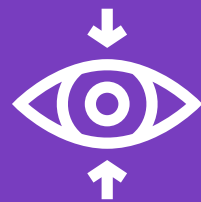
3. Critical procedures:

Saavi Energía updated its portfolio of critical safety procedures in 2024 to ensure alignment with best practices. Existing procedures—such as Permit to Work, Lockout-Tagout (LOTO), Point of Work Risk Assessment, Confined Spaces, Lifting, Working at Heights, Excavations, Electrical Safety, and Working Near or In Water Bodies—were revised. Two new procedures were added: the Dropped Objects Control procedure and a comprehensive HSE Incident Management Procedure, enhancing risk control across our operations.



4. Safety leadership during outages:

To reinforce HSE leadership during planned outages, we developed targeted safety plans in collaboration with HSE managers. This included defining key priorities, facilitating leadership workshops, and launching the Observation-Intervention campaign to build shared accountability between employees and contractors.



5. Audits and inspections:

All facilities were internally audited to ensure compliance with our 11 critical safety procedures. To systematize this effort, we designed and deployed 11 dedicated checklists for self-assessments at each site, allowing us to track conformance and identify opportunities for improvement.



AREA

INDICATOR

2024

Safety

Fatalities	0
Lost Time Incident Frequency (LTIF)	0
Total Recordable Cases (TRC)	0
Restricted Work Cases (RW)	0
Medical Treatment Cases (MTC)	0
First Aid Cases (FAC)	17
Near Misses (NM)	21

Security

Number of Security Incidents	1
Number of Crisis Management Drills	0

Health

Frequency Rate Health	0
Severity Index Health	0
Number of Cases of Illnesses to Work	0
% of Medical Exams	100

While formal Safe Start certification is currently pursued only at our newer sites—La Lucha and Tierra Mojada—we continue to integrate its full methodology across all operations as a core component of our internal safety culture. Having completed the full program cycle in prior years, we transitioned in 2024 to a self-assessment model that promotes sustained engagement and ownership, independent of external evaluations. This approach allows us to remain in active implementation phases with continued internal support, reinforcing a proactive and accountable safety environment.

This strategic evolution allows us to maintain high safety standards, ownership of practices, and a strong safety culture tailored to the maturity of each site. We remain committed to continuous improvement and building a workplace where everyone returns home safely, every day.



6.3.2 Procurement

At Saavi Energía, we cultivate business relationships grounded in ethical conduct, regulatory compliance, and respect for labor rights. Our procurement process reflects a broader sustainability strategy—one that prioritizes responsible sourcing, risk mitigation, and proactive engagement with suppliers. By embedding social and environmental criteria into our purchasing decisions, we aim to build a supply chain that is not only transparent and resilient but also aligned with our long-term vision for inclusive and sustainable development. Currently, 84.33% of our suppliers are domestic or locally based.



In 2024, we updated our

Code of Conduct

to align with the United Nations guidelines



Evaluation and selection

All suppliers undergo a due diligence process aimed at identifying risks related to money laundering, corruption, and regulatory noncompliance. For national suppliers, compliance with the Mexican Registry of Specialized Service Providers (REPSE) is verified to ensure workers labor rights are protected. Additionally, only individuals of legal age are granted access to our operational sites.

In 2024, we updated our Code of Conduct to align with the United Nations guidelines and shared it with all our suppliers. This document promotes our ethics hotline and clearly outlines our expectations around integrity, compliance, and responsible business practices. Our standard supplier contracts also include mandatory clauses regarding compliance with applicable national laws and regulations. For certain specialized services, additional certifications are required based on the scope of work.

Training and continuous improvement

In 2024, we launched a campaign to reinforce supplier adherence to our Code of Ethics and strengthened compliance with REPSE requirements. We also initiated a regularization campaign to update supplier due diligence documentation.

In the coming years, we will continue to advance our commitment to sustainability by strengthening key areas such as the development of sustainability KPIs, the integration of SDGs, the promotion of sustainable innovation in procurement, and the active engagement of stakeholders around responsible sourcing.

These priorities are part of our ongoing journey toward continuous improvement.



6.3.3 Cybersecurity

At Saavi Energía, we have adopted a comprehensive and forward-looking Cybersecurity Strategy that reflects both the challenges and opportunities presented by digital transformation. In alignment with our corporate vision, this strategy responds to evolving threats, operational complexity, and technological adoption, including the deployment of a new ERP platform and the growing use of Artificial Intelligence (AI) in daily activities.

Key actions implemented in 2024

In 2024, Saavi Energía made significant strides in advancing cybersecurity capabilities across the organization. These initiatives, aligned with our updated strategy, reinforced regulatory compliance, strengthened operational readiness, and embedded digital resilience at every level:



These actions reflect our commitment to continuous improvement in cybersecurity maturity and demonstrate our efforts to cultivate a resilient digital environment grounded in trust, awareness, and proactive risk management.



Policy and framework update

Internal cybersecurity policies and guidelines were updated in accordance with leading global standards (ISO/IEC 27001, NIST SP 800-82 v2, and ISA/IEC 62443), clearly defining expected behaviors and responsibilities for all personnel.



Logging & monitoring

Corporate email systems were reconfigured to enhance security and monitoring. Vulnerability detection tools were integrated into the Security Operations Center's (SOC) SIEM platform to improve threat visibility and response capabilities.



Training & awareness

The Cybersecurity Team delivered in-person awareness sessions at operational sites. In parallel, a digital platform deployed mandatory training modules for all staff.



Identity & access management

Active Directory and Exchange health checks were conducted, and Multi-Factor Authentication (MFA) was successfully implemented for all employees, including unionized personnel.



Technology upgrades & incident readiness

Three new vulnerability management tools were deployed to strengthen early detection. A formal Incident Response Plan was initiated, complemented by the launch of a Phishing Alert Button to automate the reporting and analysis of suspicious emails.

6.4 Acting with integrity: our compliance practice

Acting responsibly and transparently guides every aspect of our business. In 2024, we strengthened our Compliance Framework to continue supporting ethical course of action, robust governance, and alignment with our operational and regulatory essential pillars for sustainable and resilient growth. These updates included a review of existing policies, and the integration of four new documents focused on critical areas such as interactions with public officials, personal data protection, document standardization, and integrity reporting mechanisms. By supporting these foundations, we promote transparent practices and safeguard stakeholder trust.



We placed special emphasis on improving oversight protocols for third-party engagements. Through updates to the Donations, Sponsorships, and Improvements Policy and the Third-Party Due Diligence Policy, we ensured clearer and more consistent evaluation criteria for external relationships. These measures reduce reputational and compliance risks while enabling more effective, targeted social investments. This not only strengthens our operational integrity but also enhances our ability to deliver community value in line with our broader sustainability commitments.

A major milestone was the transition to a new digital integrity platform called the System of ethics line, which improves the confidentiality, traceability, and accessibility of ethics-related reports. This upgrade

streamlines internal reporting processes and supports quicker response times—contributing to more agile and accountable operations. Simultaneously, we reinforced our culture of compliance through organization-wide training and communication. By achieving 100% employee participation in mandatory courses on the Code of Conduct, Conflict of Interest Policy, and new compliance guidelines, we fostered greater internal alignment and empowered staff to act with integrity in every context.

Each of these efforts reflects our belief that ethical conduct is not just a regulatory requirement, but a strategic tool that supports responsible business, strengthens institutional trust, and advances our mission to contribute to a more transparent, inclusive, and sustainable energy future.



7. Progress in motion: Our vision for 2025



7. PROGRESS IN MOTION: OUR VISION FOR 2025

Looking ahead, we remain focused on evolving our impact with clarity and intention. Our upcoming initiatives aim to deepen partnerships, strengthen community-centered strategies, and foster operational excellence grounded in sustainability, empathy, and meaningful progress over time. As Saavi evolves, so does our commitment to creating shared value—guided by presence, collaboration, and enduring contributions.

Here are some of the key focus areas for 2025:

1. Fighting energy poverty

Launching the first edition of our clean energy program for social entrepreneurs in Baja California to support underserved communities with reliable, renewable energy solutions. We will continue as a proud sponsor of “Ilumínate” helping to improve access to energy for those who need it most.



2. Fostering a culture of volunteering

Organizing a company-wide volunteer event across all our plants, encouraging employees to take an active role in community transformation.



3. Water access initiatives

Advancing initiatives that improve access to water in regions facing scarcity, with the aim of strengthening water security and ensuring sustainable resource availability.



4. Strengthening our biodiversity strategy

Reinforcing our environmental stewardship by expanding our biodiversity strategy and aligning it more closely with regional conservation needs.



5. Scaling tailored local projects

Continuing to implement customized projects at each of our operations—including school and community space rehabilitation, access to clean water, and environmental education initiatives.



6. Updating our materiality assessment

Conducting a new materiality study to reflect the evolution of our operations and stakeholder expectations since 2020.

We are excited to continue developing these efforts and to grow alongside the communities we call home. By staying present, working collaboratively, and delivering lasting benefits, we aim to remain a key ally in driving meaningful change where it matters most





8. Contributing to the Sustainable Development Goals (ODS)





8. CONTRIBUTING TO THE SUSTAINABLE DEVELOPMENT GOALS



As explained in section 2.2.2 United Nations SDGs, at Saavi we recognize that the SDGs are a global framework guiding collective efforts toward sustainable development. Here, we present in detail the specific goals we address and how we are working to contribute to their achievement.

4. About Saavi Energía

SDG 8

Decent work and economic growth

We promote long-term economic growth through reliable power generation, strategic investments, and new business lines such as mobile power solutions. Our compensation, succession, and performance programs ensure fair labor conditions and leadership development across our workforce.

SDG 9

Industry, innovation and infrastructure

With 3.7 GW of installed capacity—across six combined cycle plants, three compression stations, one solar facility, and three mobile generation turbines, we strengthen resilient infrastructure and enable flexible, high-efficiency energy solutions in regions with growing demand or emergency response needs.

SDG 16

Peace, justice and strong institutions

Our robust governance framework includes independent oversight, audits, and compliance with international standards, such as the US Foreign Corrupt Practices Act (FCPA) and the Equator Principles. Through transparent reporting and risk assessments, we foster accountability, stakeholder trust, and ethical business conduct across all our operations.



5. Building resilient future

SDG 8

Clean water and sanitation

We prioritize efficient and responsible water use by leveraging treated wastewater in over 85% of our operations. Additionally, we are developing water redirection initiatives—such as repurposed discharged water for agriculture—to benefit local, water-stressed communities.

SDG 9

Affordable and clean energy

We incorporated clean energy into our portfolio through the acquisition of La Lucha, a 130MW solar plant, and implemented energy efficiency protocols. We also advocate clean energy through leadership in industry forums and renewable energy associations.

SDG 13

Climate action

We are targeting to reduce our emissions by 25% by 2030. By 2024, we had already achieved an 8.4% reduction. This progress is enabled by operational optimization, renewable integration, and robust third-party emissions verification.



6. People and purpose

SDG 3

Good health and well-being

We prioritize a proactive health and safety culture that protects our employees and contractors. In 2024 we achieved zero Recordable Incidents and significantly reduced injury risks, operating under Safe Start Gold principles across all plants since 2023

SDG 5

Gender equality

We promote gender equality through inclusive hiring, flexible work models, and targeted development programs. In 2024 women represented 48% of corporate roles. Our long-term goal is 50/50 gender parity at Head Quarters by 2030, with expanded diversity & inclusion initiatives

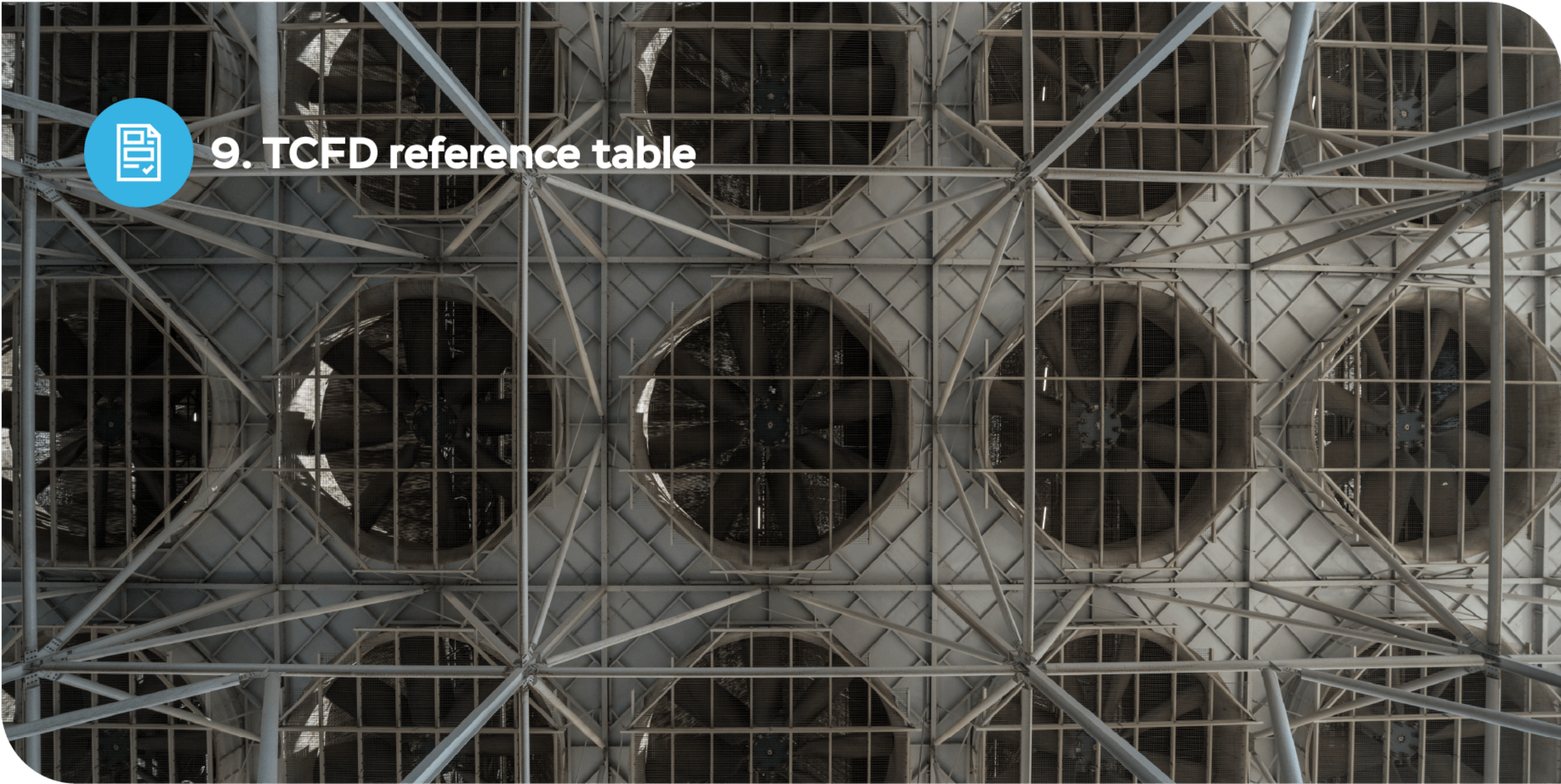
SDG 12

Responsible consumption and production

We apply best practices in procurement, compliance, and operations to minimize social and environmental risks. Our policies ensure ethical sourcing, supplier accountability, and safety across the value chain. In 2023, 84.3% of suppliers were domestic, supporting local economies.



9. TCFD reference table



9.TCFD REFERENCE TABLE

This Reference Table maps to specific locations in this report the 11 recommended disclosures built upon the four pillars of the Task Force on Climate-Related Financial Disclosures framework:

TCFD pillar	Recommendation	Summary	Location (page)
Governance	a) Board oversight	Governance structure includes a Board (7 members; 29% women; 29% independent) and 5 specialized committees; the ESG Committee oversees KPIs, community programs, and environmental improvements.	13
	b) Management’s role	Operations, Commercial, Audit, and Remuneration Committees handle operational, risk, compliance, and performance matters; ongoing management and quarterly investor reporting.	13
Strategy	a) Climate-related risks and opportunities	Identification of physical risks (water scarcity, extreme weather) and transition risks (policy, regulation, market change). Sector leadership and diversification (La Lucha solar farm) are highlighted as opportunities.	10, 16, 17
	b) Impact on business, strategy, and financial planning	Strategic and operational impacts: emissions intensity reduction (-8.3% vs 2019), 2030 indicative target (-25%); integration of La Lucha solar project and divestment of diesel plant; financial reporting to bondholders and credit rating agencies.	3, 13, 17
	c) Resilience of strategy	External gap analysis and benchmarking conducted in 2024 to align with TCFD and strengthen resilience planning.	7

9.TCFD REFERENCE TABLE

This Reference Table maps to specific locations in this report the 11 recommended disclosures built upon the four pillars of the Task Force on Climate-Related Financial Disclosures framework:

TCFD pillar	Recommendation	Summary	Location (page)
Risk management	a) Identification and assessment of climate risks	Environmental management systems ISO 14001:2015 with life-cycle approach; audits (Equator Principles); climate risk evaluations by insurance partners; emergency scenarios (spill, fire, etc.).	13, 20
	b) Processes for managing risks	Procedures and controls across sites; HSE and response plans; monitoring of operational KPIs; third-party verification of GHG emissions.	17, 20
	c) Integration into enterprise risk management (ERM)	Integration into ERM for physical and transition risks; committees monitor operational, market, and regulatory risks.	7, 13
Metrics & targets	a) Metrics used	Emissions intensity, third-party verification, heat-rate optimization, HSE/ISO audits, operational KPIs; Scope 1 prioritized as most material.	3, 16, 17
	b) GHG emissions (Scope 1)	Scope 1 reported and third-party verified.	17
	c) Climate targets and performance	Indicative target 2030: -25% emissions intensity vs 2019 baseline; progress of -8.4%; contributions from La Lucha (130 MW) and Campeche divestment to lowering emissions.	3, 16



10. Global Reporting Initiative (GRI) INDEX



10. Global Reporting Initiative (GRI) INDEX

Statement of use

Saavi Energía has reported in reference with the GRI Standards for the period January 1 to December 31, 2024.

GRI 1 used

GRI 1: Foundation 2021

GRI STANDARD / OTHER SOURCE	Disclosure	Location
GRI 1: Foundation 2021		
GRI 2: General disclosures 2021	General disclosures	Location
	<div>2-1 Organizational details</div> <div>2-2 Entities included in the organization's sustainability reporting</div> <div>2-3 Reporting period, frequency and contact point</div> <div>2-6 Activities, value chain and other business relationships</div> <div>2-7 Employees</div> <div>2-8 Workers who are not employees</div> <div>2-9 Governance structure and composition</div> <div>2-12 Role of the highest governance body in overseeing the management of impacts</div> <div>2-13 Delegation of responsibility for managing impacts</div> <div>2-14 Role of the highest governance body in sustainability reporting</div> <div>2-16 Communication of critical concerns</div> <div>2-17 Collective knowledge of the highest governance body</div> <div>2-19 Remuneration policies</div> <div>2-20 Process to determine remuneration</div> <div>2-22 Statement on sustainable development strategy</div> <div>2-23 Policy commitments</div> <div>2-24 Embedding policy commitments</div> <div>2-26 Mechanisms for seeking advice and raising concerns</div> <div>2-27 Compliance with laws and regulations</div> <div>2-28 Membership associations</div> <div>2-29 Approach to stakeholder engagement</div>	<div>13, 14</div> <div>3, 7</div> <div>3, 7</div> <div>13, 14, 35</div> <div>25, 26</div> <div>33, 34</div> <div>13</div> <div>13</div> <div>13</div> <div>13, 37</div> <div>13</div> <div>13</div> <div>13</div> <div>3, 7, 16</div> <div>13, 27, 33, 34, 35, 37</div> <div>37</div> <div>35, 37</div> <div>12, 13, 17, 20, 27</div> <div>16,</div> <div>7, 16, 27</div>

GRI STANDARD / OTHER SOURCE	Disclosure	Location
Material topics		Location
GRI 3: Material topics 2021	3-1 Process to determine material topics 3-2 List of material topics	7 16, 25
Occupational health, and safety		Location
GRI 3: Material topics	3-3 Management of material topics	20, 33, 34
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system 403-2 Hazard identification, risk assessment, and incident investigation 403-5 Worker training on occupational health and safety 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 403-9 Work-related injuries 403-10 Work-related ill health	20, 33, 34 33, 34 33, 34 33, 34 34 34
Well-being of collaborators and their families		Location
GRI 3: Material topics	3-3 Management of material topics	25, 26
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	25, 26
Diversity and inclusion		Location
GRI 3: Material topics	3-3 Management of material topics	26
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	26
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	21, 22, 23, 26, 28, 29, 30, 31, 32

GRI STANDARD / OTHER SOURCE	Disclosure	Location
Water scarcity		Location
GRI 3: Material Topics	3-3 Management of material topics	18, 19
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource 303-2 Management of water discharge-related impacts 303-3 Water withdrawal 303-4 Water discharge 303-5 Water consumption	18 18, 19 18 18 18
Environmental Risk Assessment and Control		Location
GRI 3: Material topics	3-3 Management of material topics	21
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity 304-3 Habitats protected or restored	21, 22, 23 21, 22, 23



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