Sustainability **Report** 2025



TanGo Energy


TanGo
Energy

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Message from the CEO

(GRI 2-22)

At TanGo Energy we presented our first Sustainability Report, a milestone that reflects our commitment to responsible, transparent and long-term oriented management. This document represents a new stage for the Company and a way to consolidate how we integrate value creation with the care of people, the environment and the communities where we operate.

Its elaboration was the result of a transversal and collaborative process, which involved different areas of the organization. This joint work allowed us to strengthen the comprehensive view of our impacts, organize key information and advance in the incorporation of sustainability as an axis present in decision-making.

The report reflects the main advances of our management: governance based on integrity and transparency, solid economic performance, and an operation focused on safety, efficiency and technical excellence. At the same time, we promote the development of our team, promote a responsible value chain and strengthen the bond with the communities where we are present.

At the same time, we are making progress in optimising the use of resources and continuously improving our processes.

This first report marks a starting point. We will continue to deepen this path, convinced that sustainable management is key to the Company's growth and the country's energy development.



Pablo Iuliano

CEO of TanGo Energy

About this report

This document represents our first experience in the preparation and publication of a sustainability report. This is a significant step on our path towards increasingly transparent, accountable management aligned with international best practices. Through this exercise, we seek to organize, systematize and clearly communicate the management of our economic, social and environmental impacts, as well as the commitments that guide the growth of TanGo Energy Argentina.

Scope and period of the report

This report covers the period from July 1 to December 31, 2025. It is important to clarify that TanGo Energy took control of the Company in August 2025, a milestone that marked the formal beginning of this new stage. The aim is to accurately reflect the management and operations that subsequently became part of the Company's current structure.

Framework of reference

For the preparation of this report, we use the GRI 2021 Standards as a reference framework, one of the most recognized international guidelines for the communication of sustainability performance. We also incorporated the Oil and Gas Sector Supplement 11, which allowed us to address more precisely the impacts and material aspects of our industry.

Manufacturing process

The report was developed collaboratively, with the contribution and commitment of all areas of the Company. Participating in the collection of information, the identification of challenges and the definition of priorities not only allowed us to consolidate data and processes, but also to strengthen the transversal view of sustainability within the organization.

We understand this first report as a starting point to strengthen our transparency mechanisms, improve the quality of our management and continue generating shared value, enhancing our positive impact on communities and on the development of a more efficient and sustainable energy matrix.



1 Who we are and how we create value?

— Who we are?

TanGo Energy

TanGo Energy marks a new beginning. Our spirit and conviction guide the path of our activity and genuine commitment: firm, ambitious and dedicated to excellence.

We are an energy Company driven by the professional team that developed the most relevant projects of the last twenty years in Argentina. We focus on what we do best: exploring, developing, and producing conventional and unconventional hydrocarbons, while seeking to generate long-term value in each project we participate in efficiently and responsibly.

GO Services

Through Go Services, we offer high-quality services and solutions, renowned for their agility, efficiency and versatility, designed to cover a wide range of energy industry needs.

TanGo way

Our management model is based on TanGo Way, which represents our roadmap, our way of looking at and building the energy future as a competitive, agile and results-oriented energy Company.

— Our people:

We develop leaders and collaborate as one team to deliver industry-leading performance. We continually challenge ourselves to meet the high expectations of our stakeholders.

Our professional team consists of talented individuals who have obtained proven results in the industry. Our motivation is ALWAYS to obtain superior results, our commitment to it is unwavering.

— Safety and environment:

The health, safety and care for the environment are our top priorities. We generate and promote responsible and sustainable practices, strengthening ties with the communities in which we operate and generating a positive impact on our environment.

— Trust and respect

We earn trust and respect by acting with integrity and operating with the highest ethical standards. We foster an inclusive work environment that values diversity of talents, experiences, cultures, and ideas. Our culture and reputation are built on these core principles.

— Performance and results

We implement processes that allow us to obtain superior performance and efficiency. We ensure profitability, growth and value creation for our shareholders through excellent business opportunities.

Our evolution

(GRI 2-6)

In 2025, TanGo Energy acquires the operations of Petrolera Aconcagua Energía, an Argentine Company for the exploration and development of conventional hydrocarbon resources, with a presence in the provinces of Río Negro, Mendoza and Neuquén.

This change in ownership marked not only a new corporate identity but also a new driving force for the company, strengthening and professionalizing its organizational structure while reinforcing its commitment to operational efficiency, sustainability, and long-term value creation. Thus we begin a new stage with a challenge ahead: to build our future.

With a modern vision and strategic support that enhances its growth, TanGo Energy combines local experience, technical capacity and a global outlook oriented to the energy future of Argentina.

Our story is that of a Company that evolves to continue doing what it does best: producing energy responsibly, efficiently and contributing to the country's energy development.

We transform into reality the projects that drive us to grow, evolve and generate sustainable value.



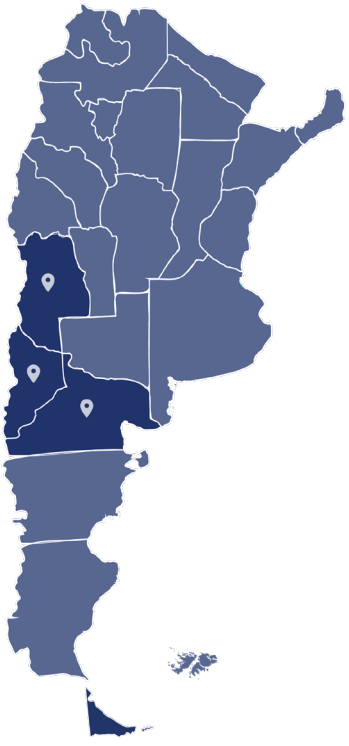
Our presence

(GRI 2-6)

TanGo Energy operates in the conventional and unconventional hydrocarbons sector in Argentina, with a presence in the main productive basins of the country. The Company carries out its exploration and production activities, and the provision of services through Go Services.

We develop operations in Río Negro, Mendoza and Neuquén, three of the provinces with the greatest tradition and hydrocarbon potential in the country. We manage a diversified portfolio that allows us to ensure productivity, growth and reliability in supply.





Actives in Río Negro

Name	Dealer	Operator	Acres / Km²	End of concession
Catriel Oeste	90% TanGo Energy Argentina S.A. - 10 % EDHIPSA	TanGo Energy Argentina S.A.	11,170 acres (45,2 km2)	December 2028
Catriel Viejo	TanGo Energy Argentina S.A.	TanGo Energy Argentina S.A.	73,280 acres (297 km2)	December 2028
25 de Mayo - Medanito SE	Vista Energy	TanGo Energy Argentina S.A.	31,135 acres (126 km2)	October 2036
Jagüel de los Machos	Vista Energy	TanGo Energy Argentina S.A.	47,938 acres (194 km2)	September 2035
Entre Lomas RN	Vista Energy	TanGo Energy Argentina S.A.	82,652 acres (334 km2)	January 2036
Charco del Palenque	Vista Energy	TanGo Energy Argentina S.A.	36,324 acres (147 km2)	December 2027
Jarilla Quemada	Vista Energy	TanGo Energy Argentina S.A.	47,444 acres (191 km2)	December 2027
Loma Guadalosa	65% Pan American Energy (PAE) - 35% TanGo Energy Argentina	Pan American Energy (PAE)	25,010 acres (101,2 km2)	August 2060

Actives in Mendoza

Name	Dealer	Operator	Acres / km²	End of concession
Chañares Herrados	50% TanGo Energy Argentina S.A. - 50% Crown Point Energía S.A.	TanGo Energy Argentina S.A.	10,079 acres (41 km2)	March 2046
Fenced Well Post	50% TanGo Energy Argentina S.A. - 50% Crown Point Energía S.A.	TanGo Energy Argentina S.A.	15,488 acres (62,7 km2)	August 2043
Atuel Norte	TanGo Energy Argentina S.A.	TanGo Energy Argentina S.A.	10,007 acres (40 km2)	December 2027
South Confluence	85,58% TanGo Energy Argentina S.A. - 14,42% UTE Quintana - TSB	TanGo Energy Argentina S.A.	5,720 acres (23.1 km2)	December 2033
Payún Oeste	TanGo Energy Argentina S.A.	TanGo Energy Argentina S.A.	44,232 acres (179 km)	November 2044

Actives in Neuquén

Name	Dealer	Operator	Acres / km²	End of concession
Entre Lomas Neuquén ›	Vista Energy	TanGo Energy Argentina S.A.	100,115 acres (405 km2)	May 2026

Markets

(GRI 2-6)

The Company's operations are carried out in different markets with a strategy aimed at expanding its activity within the energy sector. Based on the experience and knowledge acquired, the aim is to accompany the development of the business and generate value at each stage of the production chain.

At the same time, the management permanently monitors the main variables of the business, as well as the economic and market context, with the aim of identifying in advance possible changes or deviations that may have an impact on the activity or the sector.

In the domestic market, our main customers are refiners.



Decisions with responsibility

At TanGo Energy, corporate governance is the foundation on which our management is based. It ensures the strategic direction of the business, the monitoring of the economic, environmental and social impacts of our operations, and compliance with the highest standards of integrity and transparency.

1. Governance structure and composition

(GRI 2-9 / GRI 2-11)

Our governance structure is defined in its bylaws and in the corporate governance practices adopted by the Company.

The highest administrative body is the Board of Directors, which is responsible for strategic direction, executive management supervision and control of compliance with applicable legal, regulatory and corporate governance standards.

During the reporting period, the Board of Directors was composed of three regular directors and two alternate directors, appointed by the Shareholders' Meeting on August 28, 2025, in accordance with the General Companies Law and the Company's bylaws.

Principal	
Pablo Aníbal Iuliano	President
Diego Celaá	Vice-president
Javier Agustín Basso	Principal Conductor

Alternate Directors	
Andrés Matías Ponce	Alternate Director
Diego Sebastián Trabucco	Alternate Director

The composition of the Board of Directors reflects the shareholding structure defined as of the change of control made in August 2025, through which Tango Energy S.A.U. acquired the majority shareholding. (*)



The Chairman of the Board of Directors is Pablo Iuliano, who also serves as Chief Executive Officer (CEO), being in charge of the executive management of the business.

To mitigate potential conflicts of interest and ensure adequate levels of supervision, the Board of Directors has mechanisms for control and review of strategic decisions, as well as periodic reporting processes by senior management and internal control areas, including Legal & Compliance.

In carrying out its functions, the Board of Directors is supported by senior management and specialized areas of the organization, including: Administration and Finance, Legal & Compliance, Operations and Human Resources. These areas provide technical support and regularly report on operational, financial, and compliance performance.

Relevant corporate decisions are adopted through the Shareholders' Assembly, the body responsible for exercising the functions provided for by Argentine corporate law. In turn, the Board of Directors maintains a permanent channel of communication with shareholders, reporting on the evolution of the business, corporate strategy and the main corporate governance matters.

Organ / Area	Integration	Main responsibilities
Shareholders' Meeting	Shareholders of the company	It is the highest corporate body. Decides on the matters provided for in the General Companies Law and the bylaws, including the appointment of the Board of Directors, approval of financial statements, distribution of results and bylaws amendments.
Directory	• Pablo Aníbal Iuliano (President) • Diego Celaá (Vice president) • Javier Agustín Basso (Principal Conductor) Alternate Directors • Andrés Matías Ponce • Diego Sebastián Trabucco	Body responsible for the strategic direction of the Company. He supervises the management of senior management, approves corporate strategy, and monitors compliance with the regulatory framework, corporate policies, and internal control systems.
Chairman of the Board / CEO	Company Executive Team	Responsible for the operational management of the different areas of the business, including operations, finance, human resources and regulatory compliance. Reports periodically to the Board of Directors on the evolution of the business and risk management.

Organ / Area	Integration	Main responsabilities
Legal & Compliance Area	Specialized area of the organization	It supervises compliance with the applicable regulatory framework, advises the different areas of the Company on legal matters and promotes standards of corporate integrity and responsible business conduct.
Integrity System	Code of Ethics, internal policies and Ethics Line	A set of instruments aimed at promoting corporate integrity, preventing misconduct and channelling concerns or complaints related to ethical or regulatory breaches.
Ethics Line	Managed by KPMG	Independent, anonymous and confidential channel available to employees, suppliers and third parties to report possible irregular conduct. Complaints are evaluated by the Legal & Compliance Area for analysis and treatment.

(*) During the first quarter of 2026, the Company's Board of Directors underwent changes following the departure of several of its members.

2. Designation and selection

GRI (2-10)

The members of the Board of Directors of Tango Energy Argentina S.A. are appointed by the Shareholders' Meeting, in accordance with the provisions of the General Companies Law of the Argentine Republic and the Company's bylaws.

The appointment process includes:

1. The proposal of candidates by shareholders
2. The evaluation of their professional experience, independence of criteria and suitability for the exercise of the position
3. Formal approval by resolution of the Shareholders' Meeting.

Directors are appointed for the term established in the bylaws and may be re-elected.

The Company seeks to combine the composition of the Board of Directors with energy sector expertise, business knowledge, financial expertise and management skills to ensure adequate strategic oversight of operations.

3. Knowledge of the highest governing body

(GRI 2-17)

Within the framework of our role in economic and social development, we seek to position ourselves as a strategic partner for our stakeholders. In interaction with governments, local chambers, industry chambers, suppliers and broad social sectors, the Company shares views and commitments related to management policies and results in key areas such as education, social impact, environment and people development, among others.

From this approach, we promote an open and frank dialogue with the different stakeholders, integrating these initiatives as part of the Company's management and results.

In line with this commitment, and from the first moment it assumed leadership of the Company, the management team ratified the importance of accounting for the impact of the activity on people and environments.

In this sense, we are committed to publishing this report annually and sharing it through appropriate channels, including knowledge-sharing forums, thematic meetings, and internal communication platforms with our people.

4. Monitoring and management of impacts

(GRI 2-12 / GRI 2-13 / GRI 2-14)

The Board of Directors plays a central role in overseeing corporate strategy and monitoring the economic, environmental and social impacts of the Company's activities.

In this context, the Board of Directors:

1. Approves the corporate strategy and business plan
2. Oversees risk management and internal control systems
3. Assesses compliance with corporate policies
4. Receive regular reports from senior management on operational performance, regulatory compliance, safety, environment, and sustainability

It also monitors compliance with standards of corporate integrity and responsible business conduct, including policies related to business ethics, regulatory compliance, and corruption prevention.

The operational management of these impacts is delegated by the Board of Directors to senior management, which is responsible for implementing the policies and strategic guidelines defined by the governing body.

The Company's internal control system is based on the coordinated action of senior management and specialized areas of the organization.

In this scheme:

1. The executive team manages the operation of the business and the fulfillment of strategic objectives
2. The Legal & Compliance area supervises compliance with the regulatory framework, integrity policies and misconduct prevention programs
3. The operational and technical areas manage aspects related to industrial safety, environmental protection and operational performance

These functions are carried out within an internal control system, with periodic supervision by the Board of Directors.

In this sense, the Legal & Compliance area has a central role in the promotion of corporate integrity standards and in the prevention of misconduct, providing permanent advice to senior management and the Board of Directors.

In line with this supervision and delegation scheme, the preparation of the Sustainability Report is coordinated by the internal areas responsible for the collection and systematization of relevant information, including Public and Institutional Affairs, Legal & Compliance, Human Resources and Operations.

The information contained in the report is reviewed internally by the responsible teams and senior management before publication. Within this framework, the Board of Directors maintains a general oversight function over corporate policies and material issues related to the Company's environmental, social and governance performance.

Our principles in action

(GRI 2-6)

At TanGo Energy Argentina, the way we manage the business is as relevant as the results we achieve. Our principles—expressed in purpose, mission, vision, and values—guide every decision and are translated into concrete policies, practices, and mechanisms that guide the Company's day-to-day actions.

This approach is embodied in a management system based on security, ethics, integrity and transparency, which allows us to operate responsibly, prevent risks and strengthen trust with our stakeholders.



Through clear corporate policies, a Code of Ethics, communication channels, and control and compliance mechanisms, we promote an organizational culture aligned with high standards of conduct and our commitment to sustainable development. During the reporting period, Tango Energy continued to promote principles of corporate integrity and corruption prevention through the internal dissemination of its policies and standards of conduct.

In this section, we explain how these principles are integrated into our management practices and translated into a way of working that consistently and responsibly creates value.



Our vision

To be recognized as a benchmark integrated energy Company in Argentina, standing out for our operational excellence, innovation and commitment to the country's progress.

Our purpose

Convert opportunities into projects, execute them and generate value.

Our values

- Safety and Responsibility
- Operational Excellence
- Integrity and transparency
- Teamwork
- Sustainable development

Our mission

To promote the country's energy development through efficient, safe and sustainable operations, generating value for our employees, communities and shareholders.

— Our corporate policies

(GRI 2-15, GRI 2-23, GRI 2-24, GRI 205-1)

Corporate policies guide the Company's management and ensure that operations are carried out under principles of integrity, responsibility and sustainability. They establish a common framework for action, strengthen transparency in decision-making and contribute to preventive risk management, aligned with regulatory standards and stakeholder expectations.

Within this framework, we have policies in place in the areas of:	
Antitrust Policy	Establishes Tango Energy's commitment to respect for the rules of defense of competition and the transparent functioning of the market. It prohibits agreements with competitors to fix prices, divide markets, exchange sensitive information or manipulate tenders. It also prevents abuses of dominant positions and promotes independent, ethical business decisions aligned with current legislation.
Anti-Corruption and Anti-Bribery Policy	Establishes the principle of zero tolerance against any form of corruption or bribery. Promotes transparency, integrity, and compliance with applicable legislation in all Company operations. It prohibits offering or accepting undue benefits and establishes control mechanisms, training and reporting channels to prevent and detect irregular conduct.
Conflict of Interest Policy	Establishes guidelines to prevent, identify, and manage situations in which personal, family, or financial interests may interfere with the performance of employees. Its objective is to guarantee transparency, integrity and compliance with the rules in decision-making and in relations with the Company's stakeholders.
Purposes, principles and commitments in Safety, Health, Environment and Quality (HSEQ)	At TanGo Energy we operate under the commitment to achieve high standards in Safety, Health, Environment and Quality, recognizing that the care of people, the integrity of assets and the protection of the environment are pillars of a sustainable operation.

Within this framework, we have policies in place regarding:	
Safety, Health, Environment and Quality Policy (MASSYC) – Go Services	Defines guidelines aimed at the prevention of environmental incidents and damage, the reduction of operational risks, compliance with current regulations and the continuous improvement of the management system, also promoting the participation of workers, energy efficiency and the development of sustainable relationships with suppliers and communities.
Human Rights Policy	Formalizes Tango Energy's commitment to respecting, promoting, and protecting human rights in all of its operations and business relationships. It promotes decent working conditions, equal opportunities and the prohibition of child or forced labour. It also contemplates respect for communities, due diligence in human rights and the existence of channels to report and remedy possible violations.
Policy of Interaction with Public Officials	Seeks to ensure that all interactions with public officials are carried out in a transparent, documented and lawful manner. It prohibits offering undue benefits, making facilitation payments, or making political contributions on behalf of the Company. It also defines guidelines for meetings, procedures and processes before public bodies, in order to prevent risks of corruption and conflicts of interest.
Money Laundering and Terrorist Financing Prevention Policy	Defines the guidelines to prevent, detect and mitigate money laundering and terrorist financing risks in Tango Energy's operations. It promotes compliance with applicable regulations, due diligence on customers, suppliers and third parties, and the early identification of suspicious transactions. It also includes mechanisms for reporting to the authorities, mandatory training and the preservation of records that ensure the traceability of commercial relations.

In line with these policies, TanGo Energy has specific mechanisms in place to prevent, identify and manage potential conflicts of interest, including: the obligation of directors and employees to act independently of criteria and in the best interest of the Company; the declaration and registration of potential conflict situations; and the abstention from participation in decisions in which there may be a personal interest or that of related third parties.

The Legal & Compliance Area of Tango Energy Argentina S.A. is responsible for supervising compliance with the applicable regulatory framework and internal policies, as well as promoting corporate integrity standards. He also advises governing bodies and management on the identification and mitigation of potential conflicts of interest, and on the development of mechanisms for the prevention, detection and management of misconduct within the organization.

During the reporting period, no incidents related to conflicts of interest were recorded.

These policies are mandatory for all personnel and apply, when applicable, to contractors and suppliers who interact with the Company, promoting responsible practices and management aligned with our values and commitments.

> Corporate policies on business ethics and compliance are available to employees through internal communication channels.

Our tools to ensure integrity and compliance

Code of Ethics

The Code of Ethics is a fundamental tool to promote an organizational culture based on integrity, transparency and compliance. Through this instrument, the Company defines clear criteria for conduct, guides decision-making and strengthens the prevention of risks associated with improper practices in its operations and relationships.

Our values and Code of Ethics establish the principles and norms that guide actions and relationships within the Company and with third parties. They are focused on compliance with quality and conduct standards, business ethics, responsibility and social investment.

The Company has a Code of Ethics and Conduct that establishes the principles of integrity, transparency and standards that must be complied with by employees and third parties linked to the organization.

— Ethics line and advisory mechanisms

(GRI 2-16, GRI 2-26)

The Company has an independent Ethics Hotline, managed by KPMG, through which employees, suppliers and other related third parties can anonymously and confidentially report possible misconduct, seek advice or raise concerns related to regulatory compliance and business conduct.

Available channels include:

- 0800-122-0396
- +54 9 11 4409-5782
- tangoenergy.lineaseticas.com
- Postal mail
- Personal interviews

Likewise, interest groups can be contacted through lineaetica@tangoenergia.com, or by mail: correspondence to Mariano Moreno 523, Cipolletti, province of Río Negro.

This system allows you to anonymously and confidentially report possible irregularities, including:

- Breaches of the Code of Ethics
- Fraud or corruption
- Conflicts of interest
- Harassment or misconduct
- Irregularities in internal procedures

The complaints received are registered and channeled through the corresponding management system for analysis by the Legal & Compliance Area, which evaluates the reported facts and defines the corresponding actions. When the nature of the matter so requires, relevant situations are reported to senior management and the Board of Directors. During the reporting period, there were no critical concerns that required intervention by the Board of Directors.

In addition to the Ethics Line, employees have other channels to request advice: direct consultations with the Legal & Compliance Area and communication with supervisors or managers.

The management of these channels is part of the Company's integrity and compliance system. The description of these mechanisms is documented in the internal institutional material of the Ethics Hotline.

—Economic performance

(GRI 201-1)

We maintain sustained growth based on responsible, expert and results-oriented management. The transformation of Petrolera Aconcagua Energía into TanGo Energy represents a new chapter that strengthens our financial strength and expands our operating capabilities.

The support of investors is key to continuous development and growth. We repay that trust with consistent performance, long-term strategic decisions, and the creation of sustainable value in every project. Our commitment remains intact: to manage with transparency, efficiency and security, generating results that drive the growth of the Company and the Argentine energy sector.

In the period from July 1 to December 31, 2025, we obtained the following economic results:

Analysis of the period from 1 July to 31 December 2025

TanGo Energy Argentina S.A. de 2025		
Period July to December 2025		
ECONOMIC VALUE GENERATED VEGD (In USD) [1]	**USD**	**68,245,051**
Revenue (from sales of raw materials)	USD	64,460,902
Other income	USD	3,784,149
ECONOMIC VALUE DISTRIBUTED SUBTOTAL	**USD**	**(59,471,078)**
Operational expenses, capital and other Disbursements	USD	(34,231,923)
Employee wages and benefits	USD	(8,460,347)
Payments to the Government	USD	(16,778,808)
Adjusted EBITDA	USD	8,773,974
Other Income/Expenses	USD	114,182,826
Depreciation	USD	(10,195,228)
Financial Income	USD	405,321
Financial Expenses	USD	72,102,845
Income tax	USD	(20,643,126)
TOTAL DISTRIBUTED ECONOMIC VALUE	**USD**	**96,381,561**
TOTAL RETAINED ECONOMIC VALUE	**USD**	**164,626,612**

— Taxation

(GRI 207-1, GRI 207-2)

At Tango Energy Argentina we operate in strict compliance with the current regulatory framework, guaranteeing transparency and maintaining open communication channels in each jurisdiction where we are present. Our tax approach is based on constant updating together with specialists in the sector, ensuring efficient and responsible management of our tax obligations at the national and provincial levels.

We actively participate in the Tax Commission of the Chamber of Exploration and Production of Hydrocarbons, a strategic space for the exchange of technical criteria and the analysis of the fiscal situation. This integration allows us to consolidate an up-to-date and expert vision of the tax challenges of the sector.





2 Managing today, while looking to the future

— Our commitment to sustainable development

(GRI 207-1, GRI 207-2)

At TanGo Energy, sustainability is part of the way we think about and manage our business. As a Company in the energy sector, we take responsibility for managing our economic, social and environmental impacts, integrating these aspects into decision-making and long-term planning.

Sustainability is a principle that guides our decisions and is reflected in the way we manage our operations. Within this framework, we incorporate technologies that contribute to reducing the environmental footprint and optimizing the use of natural resources, in strict compliance with current regulations and in permanent dialogue with our stakeholders and the communities where we operate. This approach strengthens the continuity of our operations, promotes local development and generates shared value in the long term.



In this way, sustainability is positioned as a cross-cutting principle that guides our management and accompanies the sustainable growth of the Company.

— How we do sustainable management?

(GRI 2-22)

To support this commitment and ensure consistent management, at TanGo Energy we structure our practices and our reporting under recognized international standards. These frameworks allow us to organize information, strengthen transparency, and ensure the quality of the data we share with our stakeholders.

The adoption of these standards facilitates the integration of environmental, social and governance dimensions into daily management, ensuring that sustainability is translated into concrete and measurable actions, and not just declarations.

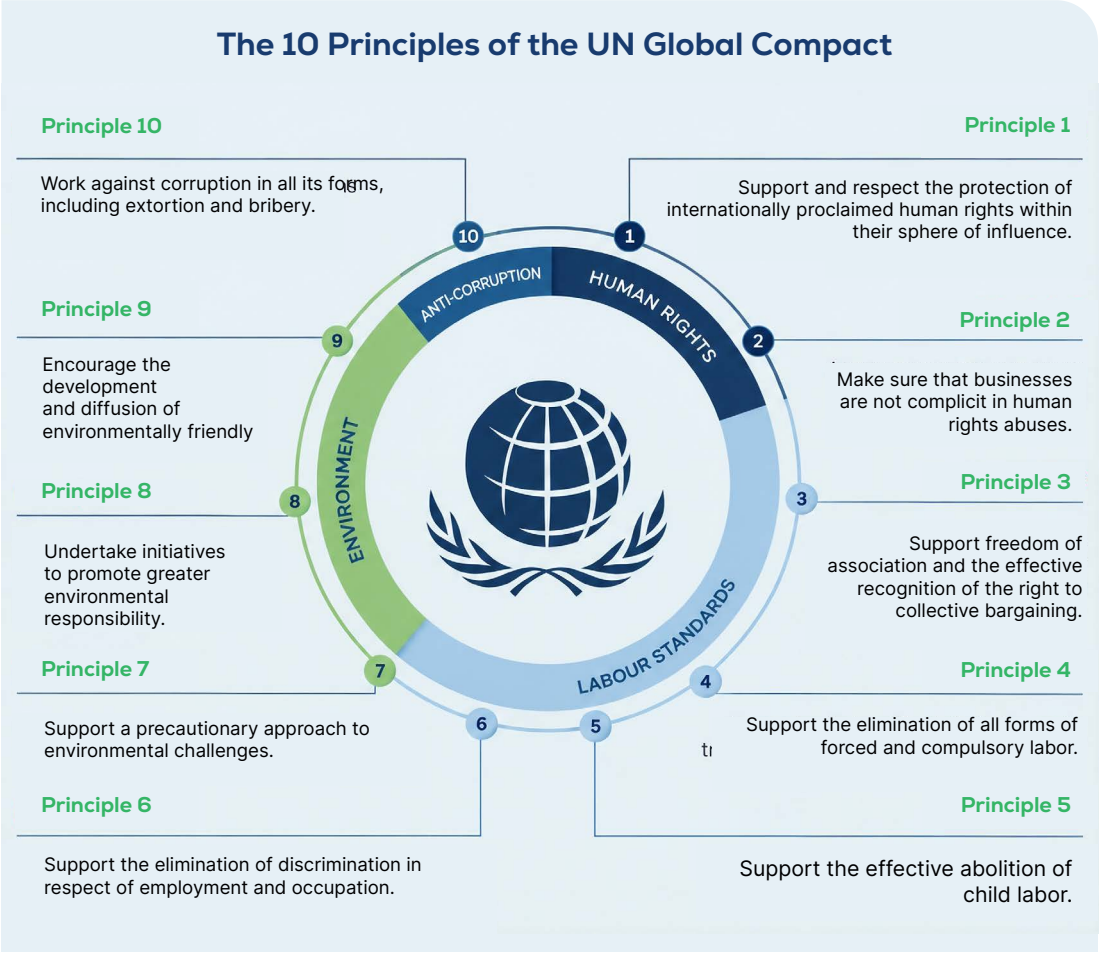
Likewise, this approach allows us to improve the traceability of information, identify opportunities for improvement and align our practices with the best trends and market demands. In this way, we consolidate a management oriented towards continuous improvement and the strengthening of our sustainable performance over time.

Our sustainability management is guided by the following initiatives and standards:

1 United Nations Global Compact

It is the most important corporate initiative for sustainability in history, due to its scope and magnitude. Its objective is to call on companies around the world to incorporate 10 universal principles related to human rights, labor, the environment and the fight against corruption into their strategies and operations, with social goals and care for the planet.

At TanGo Energy we have adhered to these guiding principles since our inception. We apply them in our daily management, in our social and business activities, as well as in all our projects and businesses.



2 GRI: The Global Reporting Initiative

We prepared our first sustainability report using the GRI 2021 (Global Reporting Initiative) Standards and the Oil & Gas Sector Supplement 11 as a framework to measure and communicate our performance. This international standard provides us with a clear methodology for organizing information and transparently reporting our economic, social, and environmental impacts.

The adoption of GRI is in response to its broad global recognition and structured approach to sustainability management. This framework facilitates consistent communication with our stakeholders.

Its application also allows us to evaluate our performance, identify opportunities for improvement and strengthen the responsible management of our operations.

3 SDGs: the shared agenda for sustainable development

We accompany the United Nations 2030 Agenda, contributing from our operations to the Sustainable Development Goals (SDGs). This global framework guides actions to promote sustainable development, addressing challenges related to people, the environment and economic growth.

In this context, we promote initiatives and projects that contribute to the fulfillment of these goals, in coordination with our stakeholders and with a focus on responsible energy management.

The SDGs to which we contribute directly are:



— Materiality

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

At TanGo Energy, the identification of material issues is a central tool to guide sustainability management and strengthen decision-making. These topics reflect those aspects that are prioritized both for their impact on the Company's performance and for their relevance to our stakeholders.

In a dynamic energy context, crossed by challenges such as the transition to more sustainable matrices, operational risk management and the strengthening of the social license to operate, materiality allows us to focus our efforts on those impacts where we can generate greater value and manage risks more effectively.

To facilitate their approach, we organize the material issues into four focuses – governance, economic-business, social and environmental – that reflect the main areas of management of the Company. This comprehensive approach allows us to systematically analyse the challenges and opportunities associated with our activity, and move towards responsible, transparent management aligned with the best practices in the sector.

Below, we present the material issues that guide our management and our commitment to sustainable energy development:

ENVIRONMENTAL FOCUS	
Waste and hazardous materials	We implement responsible practices for the safe management of waste and hazardous materials, minimizing impacts and promoting continuous improvement.
Biodiversity	We carry out our activities considering the protection of the natural environment, managing impacts and promoting the conservation of biodiversity.
Energy	We optimize the use of energy in our operations, incorporating technological improvements that increase efficiency and accompany the energy transition.
Water and effluents	We manage water resources responsibly, controlling consumption and effluents to protect ecosystems and communities.
Climate adaptation, resilience and transition	Integrating ourselves into the energy transition is part of our strategic vision. We assess climate risks, strengthen our operational resilience and seek solutions that accompany a more sustainable energy future.

ECONOMIC FOCUS - BUSINESS	
New Business Development and Business Model Resilience	We promote opportunities that strengthen and diversify our business model. We manage risks and scenarios with a strategic perspective that allows us to adapt, grow and sustain value in the long term.
Asset integrity and critical incident management	We operate to rigorous standards to ensure the reliability and safety of our assets. We have preventive processes and response protocols that allow us to manage incidents in an agile and responsible manner.
Economic performance and market presence	We work to achieve solid and sustainable results, contributing to the development of the industry and the generation of foreign exchange.
Innovation and technology	We incorporate technology and innovation as drivers of efficiency, competitiveness and continuous improvement. We are looking for solutions that optimize our operations and accompany the energy transition.
Payments to governments / taxes and royalties	We contribute to the development of the country through the responsible compliance of our tax obligations, guaranteeing transparency.
Procurement/Sourcing Practices	We promote a responsible value chain, prioritizing suppliers that share our quality, safety and sustainability standards.

SOCIAL FOCUS	
Occupational health and safety	Safety is a core value in our management. We work to protect the lives and well-being of those who are part of our operations, promoting a culture of prevention and continuous improvement.
Local communities and education	We maintain an open and respectful dialogue with the communities where we operate. We seek to generate positive impact, accompanying local development, education and strengthening relationships of trust.
Non-discrimination, equal opportunities and diversity	We promote an inclusive work environment, where all people have equal opportunities and can develop with respect and without discrimination.
Conflict and security	We manage social and security risks responsibly, prioritizing dialogue and respect for human rights in all our operations.
Land and resource rights	We operate respecting legal frameworks and land and resource rights, ensuring transparent and accountable processes in each project.
Employment and training internships	We promote the professional development of our teams through continuous training opportunities, promoting talent and internal growth.
Freedom of association and collective bargaining	We respect the right of our employees to associate and participate in collective bargaining processes, promoting labor relations based on dialogue and mutual respect.

GOVERNANCE FOCUS	
Anti-corruption and business ethics	We act with integrity, transparency and accountability in every decision. We promote an ethical culture that guides our management and strengthens trust with all our stakeholders.
Relationship with the government and institutional alliances	We build institutional links based on dialogue, regulatory compliance and public-private collaboration. We actively participate in sectoral spaces that promote the sustainable energy development of the country.

— Audiences of interest

(GRI 2-29)

At TanGo Energy, the relationship with stakeholders is a central element for the sustainable management of the business. As a Company in the energy sector, we recognize that our operations generate diverse impacts and expectations, so active dialogue and understanding of these perspectives are key to strengthening the social license to operate, anticipate risks and generate value in the long term.

Engagement with stakeholders aims to understand their needs and requirements, anticipate and mitigate negative impacts, strengthen transparency, and improve the Company's operational, social, and environmental performance.

To ensure that this interaction is effective, we establish formal and accessible channels of communication, dialogue and consultation. We also record and analyze the information received. The feedback obtained is incorporated into planning and decision-making, promoting sustainable and long-term relationships with its stakeholders.

	TanGo Energy's Commitment	Communication channels	Scope of the GI
Community	**Drive and/or participate in collective processes of regional and local development**	Individual sessions, group meetings, activities, dialogues with third parties, notes, emails, social media	Local
Collaborators	Promote cultural diversity and gender equality. Ensure fair treatment within a framework of business competitiveness. Promote employees' professional development and foster a comfortable, safe work environment. Operate within a framework of respect for and promotion of labor and trade union rights. Contribute to work-life balance.	**Individual spaces, group meetings, activities, dialogues with third parties, notes, emails, social media**	Local
Government	Ensure and promote compliance with obligations to government institutions—such as municipal, provincial, and national bodies. Support the strengthening of territorial entities so they can properly manage their obligations. Conduct all our activities with social and environmental responsibility	**Special activities, scheduled meetings, unscheduled meetings, informal gatherings**	Local, provincial, national
Shareholder, investors and business	Ensure the long – term sustainability of the business through ethical, professional, transparent, and responsible management, supported by shared leadership	**Quarterly reports to the national Securities Commission, shareholder conference calls , quarterly audits, and quarterly quality reviews**	Municipal, provincial, regional , national and international

Suppliers and contractors	Ensure transparency at every stage of the contracting process. Integrate international standards for quality, occupational health and safety, and environmental management into our joint operations, while strengthening responsible practices throughout our contractor supply chain. Develop new service providers, with a focus on local talent, and strengthen relationships with existing providers through a long-term perspective.	Communication via email and through the Supplier Portal	Local, provincial and nacional
Clients	Maximize the value of products and services for costumers while fostering compliance with the contractual terms agreed upon by all parties through clear rules and mutually beneficial relationship	Special activities, scheduled meetings, unscheduled meetings, informal gatherings	Local, provincial, regional and nacional
Sectoral and related associations	Actively participate in the discussion of business topics, share best practices and promote collective actions	Special activities, scheduled meetings, unscheduled meetings, informal meetings, interviews, telephone contract	Local, provincial, regional and nacional
Media	Respond transparently to inquiries and concerns related to issues raised within the communities where we operate. Provide high-quality information and become allies in promoting industry best practices.	Press releases, advertising placements, informal meetings, interviews, telephone contact	Local, provincial, regional and nacional
Trade union associations	Respect agreements and working conditions within a framework of open and respectful dialogue. Ensure compliance with collective bargaining agreements.	Scheduled meetings, unscheduled meetings, informal encounters	Local, provincial, regional and national
Non-governmental institutions	Participate in activities related to socio-educational development and promote engagement with the professional world. Establish fruitful relationships that benefit the sustainability of the environment.	Visits, meetings, activities	Local, provincial, regional and national
Academy	Establish alliances that enable the exchange of knowledge and generate greater value for the individuals and companies within the group	Visits, meetings, joint activities	Local, provincial and national
Surface rights holders	Establish a respectful, responsible, and sustainable relationship; mitigate potential negative impacts on the environment; and ensure the safety and well-being of the communities.	Email and telephone	Local
Competitors	Preserve relationships based on transparency and respect for free competition, while maintaining honest business and other practices	Special activities, scheduled meetings, unscheduled meetings, informal gatherings, committees, working groups	Provincial and national

— Our alliances

(GRI 2-28)

The development of the Oil & Gas business does not occur in isolation. It requires coordination with key actors involved in regulation, operation, and community linkage. In this context, alliances allow us to expand our management capacity, anticipate challenges and build more robust solutions.

At TanGo Energy, the relationship with the government and with surrounding institutions is part of our material issues, given its direct impact on the viability of operations and the generation of value in the territories where we are present.

During 2025, we participated in different business and institutional spaces linked to the energy sector. These instances allow us to exchange experiences, understand regulatory trends and contribute to the evolution of the industry.

Throughout the year, we consolidated our participation in business, social and technical organizations, incorporating new instances of linkage that accompany both the business strategy and the development of our teams.

Articulation with agencies and chambers

United Nations Global Compact	Is the local network of this global initiative that calls on companies and organizations to align their strategies and operations with ten universal principles on human rights, labor standards, the environment and anti-corruption. Through its Argentine chapter, it promotes responsible management, the exchange of good practices and public-private articulation, also promoting the contribution of the business sector to the Sustainable Development Goals (SDGs) through spaces for training, dialogue and collective action.
Argentine Institute of Oil and Gas	Is a non-profit civil association, created in 1957, which acts as a technical reference for the hydrocarbons and energy industry in Argentina. From its headquarters in Buenos Aires, the Institute promotes the development of studies, research, training and dissemination of knowledge throughout the oil and gas value chain, covering technical, economic, regulatory and environmental aspects. At the same time, it has regional sections—including Comahue (Neuquén) and Cuyo (Mendoza)—that allow it to extend its actions to the main productive basins of the country, articulating with companies, professionals and local actors to strengthen the development of the sector in each territory.
Chamber of Exploitation and Production of Hydrocarbons	Is a business association that brings together the main companies dedicated to the exploration and production of oil and gas in the country. It acts as a representative of the upstream segment of the industry, promoting the development of the sector, the generation of investments and the construction of appropriate regulatory frameworks. It also actively participates in dialogue with the State, workers and other social actors, providing a technical and economic vision for the design of energy policies, with a focus on sustainable growth and contribution to national economic development.

Articulation with public institutions

Local Innovation Network RIL	An organization that promotes innovation in local governments in Argentina, accompanying municipalities in the design and implementation of more efficient, collaborative and results-oriented public policies, through learning, training and technical assistance networks.
Chamber of Petroleum Services CASEPE	Entity that brings together companies that provide services linked to the oil and gas industry, promoting the development of the local productive framework, the improvement of competitiveness and the articulation with operators and public agencies of the energy sector.

Academic Sector

National University of Rio Negro	Public institution of higher education created in 2007, with a presence in different venues in the province of Río Negro. It is oriented towards academic training, applied research and links with the territory, accompanying the productive, social and cultural development of the region.
National University of Comahue	Public university with headquarters in Neuquén and presence in Río Negro, which offers a wide range of undergraduate and graduate degrees. It stands out for its strong regional insertion and its contribution to the training of professionals in strategic areas for Patagonia.
University of Flores	Private institution with campuses in Buenos Aires and Patagonia, which provides training in various disciplines with a focus on innovation, sustainability and human development, promoting the articulation between academia and the professional world.
CET N° 21 of Catriel	A medium-level technical education establishment located in Catriel, Río Negro, aimed at training technicians with specific skills linked to local productive activity, especially in the industrial and energy sectors.





3 Our team



At TanGo Energy we are convinced that our main asset is the people who are part of the Company. Our employees are the ones who make the day-to-day operation possible, drive continuous improvement, and sustain business growth. For this reason, we promote a work environment based on commitment, professional development and comprehensive care for people.

Operational excellence is the axis that guides our management. We work with high standards of quality, efficiency and safety, backed by a team that provides knowledge, experience and a constant look at improvement. This approach allows us to achieve sustained results and strengthen our competitiveness in a challenging environment.

At the same time, we promote an organizational culture that promotes talent development, continuous training and the generation of growth opportunities within the Company. We seek that each employee can develop in an environment that values performance, encourages learning and accompanies their professional and personal evolution.

Safety and health care are central pillars of our management. Through the identification, evaluation and control of risks, we implement preventive practices that protect people and the environment in each of our operations. This commitment to safety, together with a culture of continuous improvement, is essential to ensure the sustainability of our activities and the well-being of our teams.

Our team in numbers

(GRI 2-7)

Collaborators by Company	
TanGo Energy	201
Go Services	387
Total	**588**

Collaborators by Region	
Río Negro	420
Mendoza	121
Buenos Aires	47
Total	**588**

Contributors by Region and Gender		
Region	Women	Men
Río Negro	30	390
Mendoza	7	114
Buenos Aires	17	30
Total	**54**	**534**

Employees by Company, Gender and Age						
	TanGo Energy			Go Services		
Gender	Under 30	30 to 50	Over 50	Under 30	30 to 50	Over 50
Women	9	29	3	1	3	54
Men	14	102	44	37	84	534

Collaborators by Company and Position

Position	TanGo Energy	Go Services	Total
Adm. / Analyst	47	7	54
Directory	1	x	1
Geologist	4	x	4
Managers	23	2	25
Engineer	13	3	16
Boss/Leader/Coordinator	28	13	41
Interns	1	x	1
Supervisor	38	36	74
Technical/	44	326	370
Grand total	199	387	586

(*) The CEO and CFO are excluded.

During the reporting period, the company had no employees on temporary or part-time contracts.



Recruitment and rotation of staff

(GRI 401-1)

During the period between July and December, the Company hired new personnel and also registered departures linked to an organizational restructuring process and a decrease in the level of activity.

Within this framework, a process of optimization of the endowment was carried out, prioritizing agreements agreed with the collaborators involved. In a majority of cases, the dismissals were implemented through agreements between parties.

New hires	
TanGo Energy	14
Go Services	2
Total	**16**

Expenditures	
TanGo Energy	44
Go Services	20
Total	**64**

Training and development

(GRI 404-1, GRI 404-2)

At TanGo Energy we understand that strategic talent management is a fundamental pillar for the growth and sustainability of the business. In this framework, we have identified the training of our employees as a priority material issue, key to accompanying the evolution of the Company and the challenges of the energy sector.

We promote a work environment that favours professional and personal development, ensuring fair, equitable working conditions in line with current regulations. Our approach covers the entire life cycle of the employee, from their incorporation and integration process, through their development and training, to their eventual retirement, always guaranteeing respect, transparency and integral well-being.

Continuous training is a strategic axis of our management and a key investment for the sustainability of the business, since it allows us to strengthen technical and management skills, improve safety and quality standards, and accompany the technological and operational evolution of the industry. Likewise, investment in training contributes to people's professional growth, promotes employability and favours the construction of solid and committed teams. In a dynamic and highly demanding operating environment, having trained personnel is key to ensuring efficiency, risk prevention and continuous process improvement.

— Training management

We have a training policy that establishes the general guidelines for the development and training of our employees. This policy defines the principles, criteria and responsibilities linked to the planning, implementation and evaluation of training actions, ensuring their alignment with the strategic objectives of the business, quality and safety standards and applicable regulatory requirements.

Through this approach, we promote continuous learning and the strengthening of technical and management skills, contributing both to the professional development of people and to the sustainability of the Company.

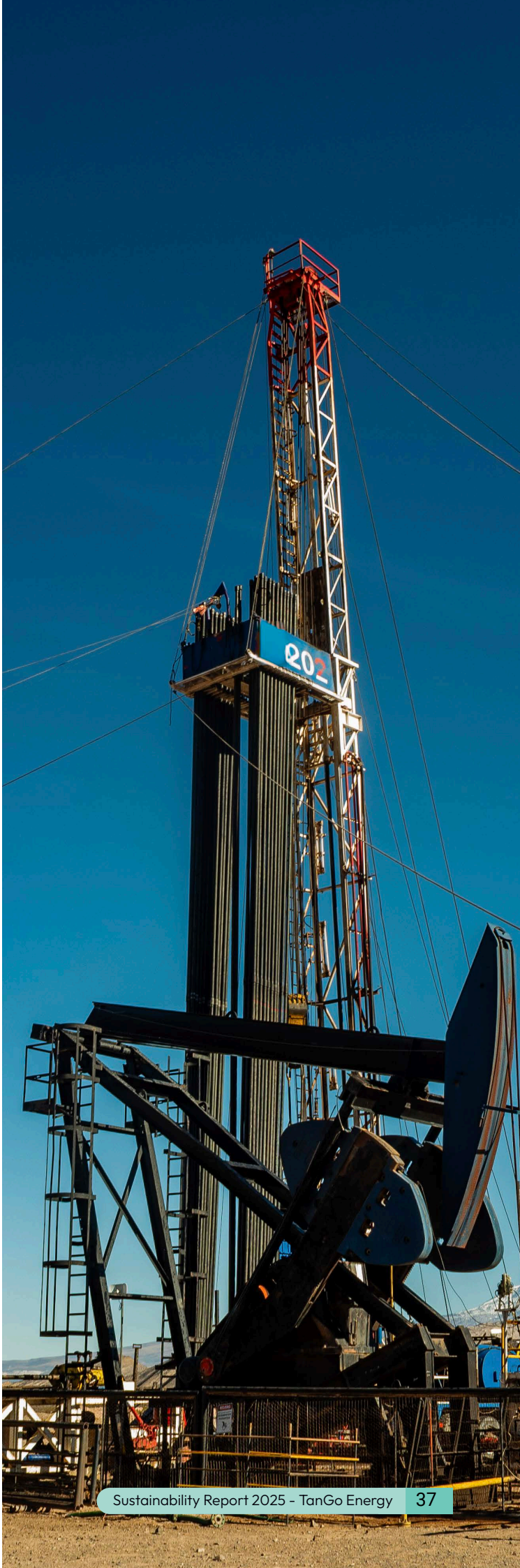
The planning of the training is carried out according to technical, operational and strategic criteria, considering:

- The requirements of the position and the competencies necessary for its performance
- Normative and regulatory requirements
- Internal safety, quality and environmental standards
- Strategic objectives and continuous improvement plans
- Identifying competency gaps detected in performance evaluations

The planning is reviewed periodically to ensure its alignment with the needs of the business and with the professional development of people.

Likewise, the identification of training needs is carried out through the operational areas and the heads of each sector, who detect the training requirements based on the tasks, regulatory changes, operational needs and applicable safety standards.

This approach allows planning to be reviewed periodically, ensuring that it is aligned with business needs and with people's professional development.



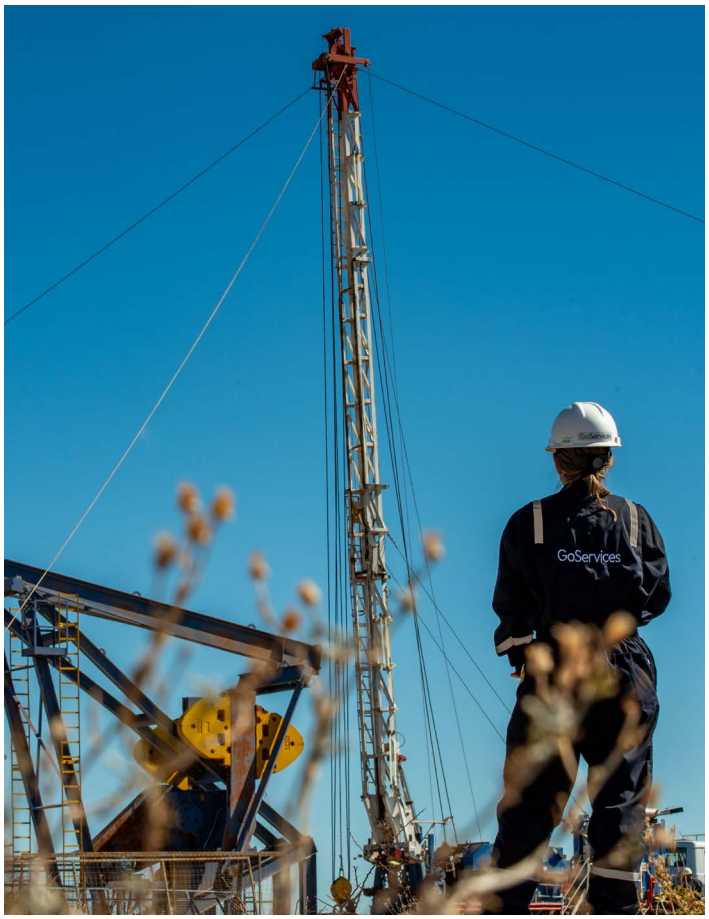
Training actions

During the reporting period, the Company carried out various training instances aimed at strengthening the technical, operational and safety skills of employees.

The activities mainly addressed mandatory certifications, security programs, regulatory compliance and other training necessary for the development of operational tasks.

Between July and December, 3,752 hours of training were recorded, reflecting the Company's commitment to the continuous development of its staff.

The trainings focused especially on operational safety, regulatory compliance, mandatory certifications and technical updating, in line with industry requirements.



Benefits program

(GRI 401-2)

The well-being of employees is a key component for the sustainable development of the business. In this sense, initiatives are promoted that accompany people beyond their work role, recognizing the importance of generating conditions that favor the balance between personal and professional life, commitment and quality of life at work.

The benefits program is part of the value proposition as an employer and seeks to respond to the needs of teams at different stages of their work and personal lives. Through these initiatives, the integral development of employees is accompanied, their experience within the organization is strengthened and the construction of a positive and motivating work environment is contributed.

Benefits include:

- Weekly home office
- Gym
- Exclusive promotions through banks
- Agreements with brands such as Unilever and Samsung
- Benefits linked to maternity and paternity support
- Annual bonus

— Parental leave

(GRI 401-3)

At Tango Energy we understand that the arrival of a child is a key moment in people's lives, so we seek to accompany our employees with policies that transcend regulatory compliance.

Based on this commitment, we developed a parental leave scheme that complements the provisions of current legislation, promoting a greater balance between work and family life and recognizing the importance of care in the early stages of parenting.

For those who are going through motherhood, we offer alternatives that facilitate a progressive return to work, contemplating flexible schemes such as remote and hybrid modalities and reductions in working hours without salary impact during the first year.

We also offer the possibility of extending the time of care through periods of leave, respecting individual times and needs. These options are complemented by the legal benefits linked to breastfeeding, ensuring conditions that favor both the well-being of the person and the child.

In the case of paternity, we extended the days of leave provided for by law and incorporated flexible working modalities in the subsequent period, with the aim of promoting greater co-responsibility in care tasks. In this way, we seek to consolidate an organizational culture that accompanies the different family realities, generates more equitable working conditions and contributes to the integral development of our team.

We have a policy of gradual return for mothers for non-agreement staff, in the period from July to December we had 2 employees who made use of this benefit.





— Generating opportunities

(GRI 2-19, GRI 2-20)

The compensation policy is a key tool for attracting, motivating and retaining talent, ensuring equitable, competitive conditions aligned with the industry context. In this sense, we promote an approach that combines market criteria, performance and permanent updating, contributing to the professional development of our employees and the sustainability of the business.

The Company has a Compensation Policy that establishes clear guidelines for the determination of remuneration, contemplating adjustments according to the Consumer Price Index (CPI) and selective reviews twice a year. Regular comparisons are also made with benchmark salary surveys, such as those developed by Mercer for the Oil & Gas industry, with the aim of maintaining external competitiveness.

In the case of the personnel included in the agreement, the remuneration is adjusted in accordance with the parity corresponding to each activity. For personnel outside the agreement, a short-term bonus policy is implemented linked to the fulfillment of the Company's objectives, as well as additional benefits, such as the recognition of rent payment in transfer situations defined by the Company.

All employees receive a fixed monthly remuneration, complemented – when appropriate – with variable schemes associated with performance. While there are no differences in the general guidelines of the compensation policy, the objectives and metrics of the bonuses may vary depending on the function and responsibilities of each position. This approach ensures internal equity, external competitiveness and alignment with performance, strengthening a comprehensive value proposition for our teams.

— Labor relations

(GRI 2-30)

We fully recognize and respect freedom of association as a fundamental right of our employees. We promote a work environment based on respect, dialogue and participation, guaranteeing the exercise of collective representation rights in accordance with current legislation.

We consider trade union organizations as a relevant interest group within our management, fostering an institutional relationship based on good faith, transparency and cooperation. We also ensure that all workers are covered by the applicable labour regulations and agreements in force.

In this framework, we promote open, fluid and permanent communication with union leaders, aimed at building consensus, preventing conflicts and strengthening sustainable labor relations over time.

Affiliations	TanGo Energy	Go Services
Truck drivers	0	27
Mendoza Hierarchies	16	22
Hierarchical Neuquén	51	39
Private Oil Tankers Mendoza	0	47
Private Oil Tankers Neuquén	39	249
Out of Agreement	95	3
Total	**201**	**387**

In relation to employees who are not covered by collective bargaining agreements, the Company determines their working conditions and terms of employment in accordance with the compensation policy in force for personnel outside the collective bargaining agreement.

This policy establishes salary structure guidelines, reviews of remuneration, benefits, incentive schemes and other hiring conditions, ensuring objective, equitable criteria and aligned with market practices.

— Health and safety

(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)

Health and safety management is at the heart of our operation. At TanGo Energy we promote a preventive culture that involves all areas and levels of the Company, based on operational discipline, continuous improvement and individual and collective commitment to caring for people.

Our approach is based on considering security as a non-negotiable value, integrating it into every decision and every task. We work systematically to identify hazards, mitigate risks and strengthen safe behaviors, with the aim of preventing incidents and protecting the health of our employees and contractors.

Security Policy

Our commitment to health and safety is formalized through a policy that establishes the guiding principles for preventive management in all our operations, based on the conviction that safety is a non-negotiable and unalterable value. Within this framework, we work to eliminate hazards and mitigate risks by early identification of unsafe conditions and the implementation of effective controls.

The protection of people and the environment is an essential principle that guides all our activities.

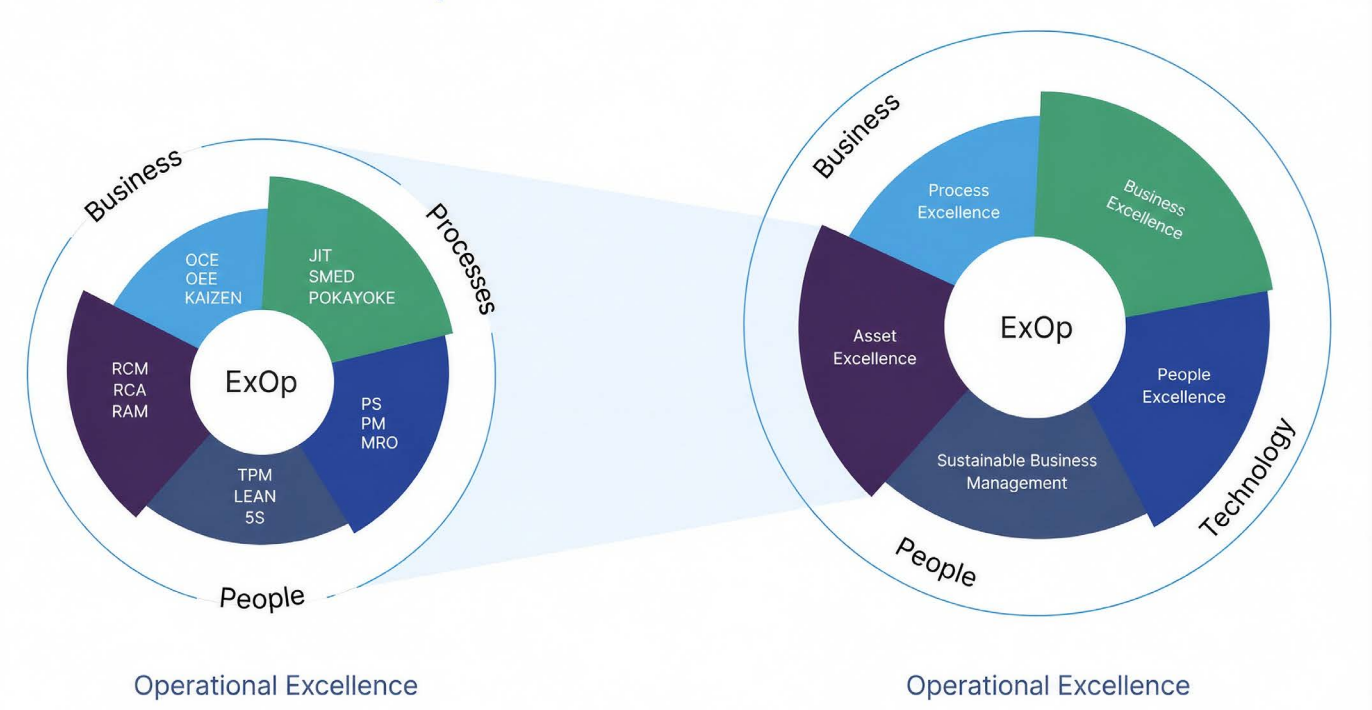
Safety culture

At TanGo Energy we believe that safety is built from people's everyday decisions and behaviors. For this reason, we promote a preventive culture throughout the organization, aimed at integrating safety into each task and each operational instance.

We work continuously to strengthen security awareness, with a focus on reducing unsafe behavior, the main cause of incidents in the industry. This approach is based on active observation in the field, compliance with operational standards and the generation of spaces that favor exchange and continuous improvement.

Employee involvement is a central element of this culture. We encourage their involvement in the identification of risks, the communication of deviations and the construction of solutions, promoting a shared responsibility in the care of themselves and others.
In this way, we consolidate a work environment in which safety is an internalized value, present in every decision and sustained by the commitment of all levels of the organization.

Operational Excellence Model



Safety management and continuous improvement

We manage safety, health, environment and quality through an integrated approach, which allows us to organize processes, reduce risks and ensure the continuous improvement of our operations. This approach guarantees consistency in management, strengthens decision-making and contributes to sustainable performance over time.

Integrated Management System (IMS)

We have an Integrated Management System (IMS) certified by IRAM, which articulates the management of Safety, Health, Environment and Quality under internationally recognized standards. This system is designed to ensure operational efficiency, quality in processes and alignment with the Company's strategic objectives.

The IMS is a central tool for continuous improvement, as it allows identifying deviations, managing non-conformities and defining corrective actions aimed at optimizing performance. Through internal and external audits, we assess compliance with procedures and detect opportunities for improvement in all areas.

Its structure is organized into three main pillars:

Planning: definition of clear, measurable objectives aligned with the business strategy.

Processes: implementation of standardized procedures that optimize resources, reduce risks and ensure operational quality.

Continuous monitoring and improvement: use of performance indicators (KPIs), audits and periodic reviews to evaluate results and drive improvements.

This system integrates human talent and good management practices, ensuring that the Company maintains competitiveness, sustainability and adaptability in a dynamic environment.

Managing unwanted incidents

(GRI 2-25)

The Integrated Management System implemented allows us to identify, evaluate and manage the actual or potential negative impacts derived from our activities.

When an incident occurs, a process of analysis and investigation is activated aimed at understanding its causes and preventing its recurrence. Based on this analysis, action plans are defined and recorded in the management system, ensuring the monitoring of corrective measures until their closure.

We also have tools that allow us to detect deviations in advance, such as risk matrices, specific assessments and reporting mechanisms. These instances are complemented by formal channels for the reception of complaints and concerns, which are registered, analyzed, and managed in accordance with established procedures.

The effectiveness of this system is monitored through indicators, internal audits and reviews by Management, incorporating feedback from stakeholders and promoting a continuous improvement approach based on organizational learning.

Capacity building and operational excellence

The development of the capabilities of our employees and the management of quality processes are fundamental pillars to ensure the efficiency, safety and sustainability of our operations.

We promote an integrated approach that articulates continuous training with the standardization of processes, allowing us to strengthen operational performance and respond to the demands of the industry.

This approach contributes to consolidating a disciplined operation, based on continuous improvement, the adoption of good practices and compliance with recognized quality standards, ensuring consistency in execution and reliability in results.

Occupational health and safety performance

Occupational health management and safety performance monitoring are key components to protect the well-being of our employees and ensure adequate working conditions throughout our operations.

At TanGo Energy we address these aspects in a comprehensive way, combining preventive actions, medical assistance and monitoring of indicators, with the aim of reducing risks and strengthening continuous improvement.

Training and operational quality management

Permanent training is a pillar of our management model, as it strengthens the technical and operational skills necessary for the development of tasks, as well as ensuring the correct application of the standards defined by the Company.

Within this framework, we promote the active participation and prominence of our work team in the identification of hazards, risk assessment and the application of preventive controls, contributing to a safer and more efficient operation.

We also promote spaces for consultation and feedback that favor a collaborative, participatory, and inclusive work environment, aimed at continuous improvement in safety and well-being.

In parallel, we work to achieve operational excellence by following the highest international quality standards, turning this commitment into measurable results through robust processes and disciplined management.

To this end, we have standardized procedures that allow us to optimize resources, reduce risks and ensure quality in the provision of our services, in line with the guidelines defined in the Integrated Management System.

Since February 2024, our service Company, Go Services, certified its Integrated Management System under IRAM standards, strengthening the quality, efficiency and prestige of our operations.

Health at work

We have occupational health services aimed at the prevention, detection and treatment of diseases and injuries related to activity.

These services include pre-occupational, periodic and discharge medical evaluations; health surveillance for jobs with exposure to physical, chemical and ergonomic risks; emergency medical care in the field and at operational base; and health promotion campaigns.

The services are provided by our own medical teams and specialized suppliers, in coordination with the Environment, Safety, Health and Environment (MASS) area, and apply both to our direct collaborators and to contractors who perform tasks in critical operational sites.

Health and safety performance

The systematic monitoring of health and safety indicators enables us to evaluate the effectiveness of the measures implemented, identify opportunities for improvement, and strengthen preventive management across all our operations. Through this monitoring, we reinforce data-driven decision-making aimed at reducing incidents and protecting the well-being of our people.

During the last period, a relevant result was achieved in terms of safety, achieving a reduction of 33.2% (3.58) compared to the target set for 2025 (5.36). This performance reflects the sustained commitment to continuous improvement and the effectiveness of the actions implemented, consolidating significant progress in the protection and well-being of all employees.

0	Fatalities	**1**	Injuries with consequences	**8**	Missed Day Incidents

In relation to occupational ailments and diseases, during the reported period the Company did not register deaths as a result of these causes. 8 cases of accidents with loss of days were registered, with an indicator of 3.58 for 2028.

The main causes of the incidents were associated with injuries to the hands and lower limbs. All cases were managed through the Company's occupational health system, including medical follow-up, task adjustments and preventive actions aimed at reducing recurrence.





4 Value chain

— Strategic allies

Value chain management is a key aspect for business development, as it ensures operational continuity and accompanies the Company's core activities. At TanGo Energy we understand our suppliers as strategic allies, with whom we build relationships based on transparency, efficiency and compliance with operational standards.

Our supply chain is made up of companies that provide goods and services required by the areas of production, marketing and transportation.

Procurement management is framed in the Procurement and Supply Management Procedure, which establishes specific rules related to impartiality, efficiency and transparency. In turn, it takes into consideration compliance with environmental, health and safety standards, as well as technological validity, free competition and fair and equitable treatment.

Within this framework, suppliers undertake to adopt the necessary measures in the provision of their services to minimize possible negative environmental impacts and guarantee the safety of their workers, complying with current regulations at the national, provincial and municipal levels.

— Supplier evaluation

(GRI 414-1. GRI 308-1)

Supplier evaluation is a key instance within the management of the value chain, since it ensures that the companies that accompany our operations comply with the required standards and contribute to responsible and efficient performance.

The Purchasing and Supply area is responsible for carrying out this process, which aims to verify compliance with the legal, tax and operational requirements necessary for the qualification of suppliers.

In this framework, different aspects related to the performance and capacity of the supplier companies are analyzed, including: safety and hygiene conditions, document control, environmental impact, existence of management systems (certified or not), prices, delivery times, background, operational capacity, location, commercial conditions, confidentiality, exclusivity and traceability.

Once approved, suppliers are subjected to re-evaluation instances under two modalities:

- **Ordinary annual evaluation:** comprehensive analysis of performance during the last year.
- **Extraordinary evaluation:** specific review associated with a particular product, service or situation.

In those cases in which non-compliance related to quality, safety and hygiene, care for the environment or tax irregularities is detected, suppliers are not authorized to operate with the Company.

— Boosting regional economies

(GRI 204-1)

Supplier management is also a tool to promote economic development in the locations where the Company has a presence. In this sense, we seek that our value chain contributes, to the extent of our operations, to the strengthening of regional economies.

To this end, we have a Document Control Portal, managed by an independent consultant, which registers and evaluates the suppliers that operate in our facilities. Through this system, it is verified, among other aspects, that the workers are of legal age and that they are in compliance with their legal and social security obligations.

We also encourage suppliers to act in line with the principles of the United Nations Global Compact, especially with regard to the non-violation of human rights and the eradication of child labour. Purchasing management is in charge of the Purchasing and Supply Management, which articulates transversally with the entire Company, channeling the needs of goods and services, both operational and administrative.

Within this framework, we promote the construction of stable relationships with suppliers, oriented to the long term, as well as the hiring of local companies and the development of SMEs in the areas where we operate.

During the reported period, most of the suppliers were of national origin, with a prominent presence in Mendoza, Río Negro and Neuquén. At the same time, contracts were made with suppliers based in the Autonomous City of Buenos Aires, mainly associated with large-scale equipment.

In relation to the latter, it should be noted that many of these suppliers, although they have a legal domicile in the Autonomous City of Buenos Aires, carry out their activities in the areas where the Company operates, with work teams residing in those locations. For this reason, its impact is also reflected at the local level, beyond the formal location of their domicile.

— Shopping in numbers

Below, we present indicators that allow us to measure the management of purchases during the reported period, reflecting the location of the suppliers and the percentage of total expenditure by province.

Province	Suppliers	% of total spend
Río Negro	71	51.85%
Buenos Aires	132	18.81%
Mendoza	116	15.05%
Neuquén	113	10.94%
Otros	25	0.70%
Total	457	100.00%



5 Our social and environmental responsibility

At TanGo Energy we conceive social and environmental responsibility as a transversal axis to business management, which is materialized in the way we connect with communities and manage the impacts of our operations.

Our approach combines the generation of shared value with rigorous environmental management, integrating active listening, articulated work with local actors and continuous improvement of our processes. In this way, we seek to contribute to the sustainable development of the territories where we operate, promoting initiatives that strengthen the social, educational and productive fabric.

— Social management

At TanGo Energy Argentina we are committed to accompanying the development of the communities where we operate, understanding that our activity is closely linked to the social environment in which it is inserted. Within this framework, we promote initiatives that seek to generate shared value and strengthen local development in a sustainable manner.

Our actions are part of a comprehensive approach to sustainability, based on active listening, working together with local actors and identifying opportunities that contribute to improving the social, educational and productive conditions of each territory.

We continuously review and adapt our initiatives based on the specific needs of each community, encouraging collaboration, innovation and the construction of proposals that generate positive long-term impacts.



— Actions that generate shared value

(GRI 413-1)

Social investment actions are aimed at accompanying the development of the communities near our operations, prioritizing those initiatives that contribute to generating positive and sustainable impacts over time.

With the aim of organising and promoting these initiatives, the actions are structured into four lines of work that reflect the Company's main areas of intervention: education and training; employability and linkage with the education system; local development and institutional articulation; and community and sports strengthening.

Through these axes, we seek to respond to the specific needs of each locality, promoting the development of capacities, access to opportunities and the strengthening of the social and institutional framework.

The actions carried out during 2025 by TanGo Energy were the following:

- Scholarship program for university, tertiary and secondary students.
- Participation in events and fairs that contribute to and strengthen business, economic and social development (Argentina AOG 2025, Provincial Oil Festival of Río Negro; Mendoza Investment & Business Forum, among others).
- Professional Internship Programs and visits by schools, journalists and authorities to operations.
- Sports and institutional strengthening actions.
- Implementation of the Energy Cities Program and Training Program for Efficient Management in partnership with RIL.
- Training for secondary and primary school teachers.
- Participation in the Program for updating content and educational investment implemented by the IAPG in Río Negro.

— We take care of our environment

Environmental management is a central axis in the development of our operations. At TanGo Energy we work to minimize the impacts associated with our activity, promoting the responsible use of natural resources and the continuous improvement of our processes.

We incorporate the environmental dimension into decision-making, with the aim of preventing impacts, optimizing operational performance and contributing to the sustainability of the environment in which we operate. This approach is supported by management tools that allow monitoring results, identifying opportunities for improvement and ensuring compliance with applicable requirements.

— Environmental policy and management system

Our commitment to caring for the environment is formalized in the Environment, Occupational Health and Safety (MASyS) and Quality Policy, which establishes as a priority the management of impacts on the environment and people.

Through this policy, the minimization of the negative impacts derived from our operations is promoted, defining guidelines that guide the Company's performance in environmental matters.

These commitments are implemented through an Integrated Management System (IMS), which allows for the evaluation and monitoring of key indicators, as well as the systematic management of processes and their deviations. The system ranges from the identification of opportunities for improvement and innovation to the monitoring of the execution of operations, ensuring compliance with legal and contractual requirements and quality, safety, occupational health and environmental standards.

— Standards that guide us

At TanGo Energy we operate under the non-negotiable commitment to achieve the highest standards in the environment. We understand that the preservation of the environment is one of the foundations of a profitable and sustainable Company.

One of the strategic axes with the environment is the commitment to the future (Environment and Sustainability) that includes the following guidelines and concrete actions:

Climate action

We implement energy-efficient energy optimising measures in our processes.

Responsible resource

We protect biodiversity and ecosystems through circular economy criteria, minimizing the environmental impact at each stage of our operation.

Sustainable local development

We build trusting links with suppliers and communities to drive regional economic growth and the creation of shared value.

— Efficiency in every process

(GRI 302-1, GRI 302-2)

Efficiency in the use of resources is a cross-cutting axis in our operations and a key aspect for the Company's environmental performance. In this sense, we promote responsible management that seeks to optimize the use of energy, resources and materials, minimizing impacts and strengthening the sustainability of processes.

This approach is integrated into daily operational management, through practices aimed at continuous improvement, the reduction of consumption and the identification of efficiency opportunities at each stage of the operation.

Energy care

At TanGo Energy, we believe that efficient management begins with knowing our consumption in detail. For this reason, the accurate measurement of the energy used in each operation has been incorporated as a material issue, allowing us to strengthen decision-making, optimize processes and consistently accompany our objectives of operational efficiency and sustainability.

Energy consumption within the Company

En TanGo Energy, creemos que una gestión eficiente comienza por conocer en detalle nuestros consumos. Por ello, la medición precisa de la energía utilizada en cada operación ha sido incorporada como un tema material, permitiéndonos fortalecer la toma de decisiones, optimizar procesos y acompañar de manera consistente nuestros objetivos de eficiencia operativa y sostenibilidad.

Consumption from July to December 2025

Power source	Unity	TanGo Energy	Go Services
Gas	m3/year	26,523	0
Diesel	m3/year	418	137
Electricity	MWh	49,552	0

The main energy sources are fossil fuels (natural gas and diesel) and electricity purchased from the public grid. The data comes from monthly operating records.

Energy intensity

We measure the energy intensity used as an indicator of operational performance. The energy intensity ratio is calculated by relating total energy consumption to the production volume (KBOE) for the period.

Total energy consumption	49,542 MWh
Total production	2,028.3 kboe (Cap IV)
Energy intensity ratio	24.43 MWh/kboe

Water and effluents

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

Water management is one of the relevant environmental aspects of our operations, given its role in production processes and its link with the environments where we carry out our activities. In this sense, we work to ensure a responsible use of the resource and an adequate management of the effluents generated.

Our focus is on impact prevention, through practices aimed at protecting nearby water bodies and controlling discharges, especially in those areas where we operate in proximity to waterways.

The management of the resource is carried out in compliance with the regulatory framework in force at the national and provincial levels, including Resolution SEN 105/92 and specific regulations such as Resolutions HTA 778/96 and 81/18 in Mendoza, 886/885/15 in Río Negro and 181/00 in Neuquén.

Water management in operations

Water management in our operations is adapted to the characteristics of each territory, considering both the uses of the resource within the production process and the conditions of the environment where we operate. In this context, groundwater is the main source used in our activities.

In Río Negro, water is obtained from underground catchments through wells with electro-submersible pumps. This resource is mainly used in the processes associated with the secondary extraction and treatment of oil, until the conditions required for its commercialization are reached.

One of the main destinations of water is its injection into productive geological formations, applied selectively to stimulate production. Additionally, on a smaller scale, it is used in well repair tasks, road irrigation, non-potable domestic uses in operational facilities and water supply for livestock producers. In Mendoza, water is also used for processes related to the adaptation of oil for commercialization, as well as for operational activities such as the irrigation of roads, non-potable domestic use in facilities and the supply for livestock producers.

As part of our operations, wastewater is generated that requires proper treatment to prevent impacts on the environment and nearby communities. To do this, the water is treated and then reinjected into the same formation of origin or disposed of in sump wells designed for safe management.

Responsible waste management

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

Waste management is part of the relevant environmental aspects of our operations and is addressed under a comprehensive approach that includes all stages of the process, from its generation to its treatment and final disposal.

Within this framework, the Integrated Management System and the guidelines established in the Environmental Policy guide a systematic control over the waste generated, in line with current regulations and industry practices. The Company assumes responsibility for ensuring its correct management, also promoting reduction, reuse and recycling whenever operating conditions allow it.

In the development of our activities, different types of waste are generated, including:

Solid waste associated with the operation

Includes materials with hydrocarbon residues, paint cans, contaminated soil, emulsions, mud and drilling cuttings.

Household waste that can be assimilated to urban waste

Generated in camps and offices, such as food scraps, paper and plastics.

During the reported period, processes and new practices were implemented with the aim of reducing waste generation and its impact on the environment.

The treatment and final disposal of conditioned waste is carried out, in part, through certified external operators, in compliance with national legislation (Law No. 24.051/1991) and applicable provincial regulations, such as Law No. 3.250/1998 in Río Negro and Law No. 5.917/1992 in Mendoza.

In addition, some waste that does not require scheduled disposal, such as oiled soils, is managed internally through bioremediation processes in repositories. This treatment allows its transformation into biomass or inert soil, which can be reused in filling tasks on roads, quarries and locations, or destined for subsequent treatment instances.

The Company has registration and control tools for the monitoring of the waste generated, including internal spreadsheets and the Annual Report on Special Waste. These systems allow waste to be classified according to its type, origin, volume and destination, ensuring its traceability throughout the management process.

Climate action

(GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4)

Climate change represents a central challenge for business management and a priority for TanGo Energy. Within this framework, we integrate climate action into our strategy, starting with the measurement of our carbon footprint as a basis for identifying impacts, improving emissions management and advancing mitigation initiatives, in line with our commitment to the United Nations Global Compact.

We also address climate change by identifying and managing risks and opportunities. We recognize potential regulatory, operational and market impacts, as well as opportunities linked to energy efficiency and optimization. These aspects are analyzed systematically, allowing us to strengthen the resilience of the business and accompany sustainable development in the long term.

Measure to manage emissions

(GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4)

Managing greenhouse gas (GHG) emissions is a key tool for understanding the climate impact of our operations and guiding environmental decision-making.

Within this framework, the Company measures its carbon footprint with the aim of identifying the main sources of emissions, improving the quality of the information available and advancing in the implementation of actions aimed at reducing and mitigating it.

The analysis of emissions makes it possible not only to manage risks associated with climate change, but also to detect opportunities for improvement in processes, both in the efficiency of measurements and in the development of reduction and compensation initiatives.

Likewise, the disclosure of these indicators is part of our commitment to transparency and accountability, in line with the principles of the United Nations Global Compact, strengthening the relationship with our stakeholders.

To track performance, we use an emissions intensity indicator that relates total emissions, expressed in tonnes of carbon dioxide equivalent (tCO_2e), to production volume (tCO_2e/kboe).

Scope 1 (tCO2e)	Scope 2 (tCO2e)	Scope 3 (tCO2e)	Total (tCO2e)	Intensity	Unit intensity
44,469.85	23,009.66	177.52	67,657.02	49,40	kgCO2e/BOE

Risks and opportunities of climate change

(GRI 201-2)

Climate change exposes us to regulatory, market, physical, reputational, and technological risks that can impact operating costs, business continuity, access to financing, and commercial competitiveness in the case of Go Services. Likewise, opportunities associated with improvements in operational efficiency, reduction of energy intensity and competitive positioning are identified.

These risks and opportunities are analyzed annually in the business context and risk matrix, and managed through compliance policies, operational continuity plans, energy efficiency initiatives, strengthening of the integrated management system and transparency towards stakeholders.

— Protection of the natural environment

(GRI 101-1, GRI 101-2, GRI 101-4, GRI 101-5 y GRI 101-8)

The management of the natural environment is part of the central axes of the Company's environmental performance, especially in activities related to hydrocarbon operations. Within this framework, we work with a preventive and control approach, aimed at identifying, evaluating, and mitigating potential impacts on ecosystems.

As part of this approach, we carry out environmental impact studies in all the areas where we carry out our activities, in compliance with the requirements established by the regulatory authorities. These assessments make it possible to anticipate possible effects on the environment and define appropriate management measures for each operation.

During the reporting period, the Company did not register operations – owned, leased or managed – located within or near protected areas or areas of high biodiversity value.

In relation to environmental risk management, oil spills are one of the main events to be prevented and controlled. Faced with this type of situation, the Company acts immediately, implementing contingency and response plans designed to intervene quickly and effectively.

The approach to these events aims to minimize the impacts, advance in the remediation of the affected areas and restore the conditions of the environment in the shortest possible time, in compliance with current regulations and in accordance with industry practices.





6 Notes

— Note 1: non-employee workers (GRI 2-8)

During the reporting period, the Company had interns working in the areas of Institutional Relations and Management Control. The internship links were formalized in coordination with the National University of Río Negro and the University of Flores, within the framework of the agreements in force with both institutions. These initiatives are part of the Company's commitment to the training and development of future professionals.

— Note 2: annual total compensation ratio (GRI 2-21)

Total annual compensation ratio of the highest paid person in the organisation with respect to the median of the total annual compensation of all employees: 6.05 (PAESA + AENSA) considering people who were there from July to December 2025.

Ratio of the percentage increase in the total annual compensation of the highest paid person in the organization to the median of the percentage increase in the total annual compensation of all employees:

0.00 (PAESA + AENSA) considering people who were there from July to December 2025.

For personnel outside the agreement, no adjustment was made during the period from July to December.

— Note 3: mechanisms for seeking advice and raising concerns (GRI 2-26 | 2-8)

The Company has a confidential and anonymous channel for receiving complaints, managed by KPMG. This mechanism is available to employees, customers, suppliers and related third parties, who can access the six means enabled to report, in a secure manner, any irregular conduct or situation that they consider contrary to current regulations or the Company's ethical principles.

The channel is a key tool for the early detection, prevention and investigation of possible non-compliance, helping to safeguard the proper functioning of the Company. Through this system, we seek to minimize eventual losses, both in terms of assets and reputation, as well as to reduce the probability of repetition of such situations in the future.

We also guarantee the strict confidentiality of the process and the non-application of retaliation against those who make a complaint in good faith.

— Note 4: defined benefit plan and other retirement plan obligations (GRI 201-3)

The Company does not have its own pension plans or supplementary retirement schemes.

Workers' pension benefits are governed exclusively by the social security system established by the labor and social security legislation in force, as well as by the provisions contemplated in the applicable collective labor agreements.

In this regard, the Company makes the mandatory contributions and contributions in accordance with the corresponding regulations, guaranteeing compliance with legal obligations in social security matters and ensuring that employees have access to the benefits established by the current regulatory framework.

— Note 5: significant indirect economic impacts (GRI 203-2)

Go Services has signed an agreement with Pan American Energy (PAE) to provide corridor services and transportation of liquid cargoes in the Loma Guadalosa area. In addition, in the second half of the year, more than 770 km of main roads were maintained in all the fields at a cost of more than USD 132,000.

— Note 6: energy consumption outside the organization (GRI 302-3)

Energy consumption outside the Company
In 2025 we will not carry out this measurement. We will start doing it in 2026. For each stream, the following shall be measured:

Upstream stream:
The transport of materials delivered to the deposit of the main suppliers of inputs;
Business travel and transportation of workers;

Downstream stream:
The transport of the oil to its point of sale;
The transport of waste to the final disposal repository;
Transport associated with the sale of gas

— Note 7: minimum notice periods on operational changes (GRI 402-1)

At TanGo Energy, employees carry out their tasks under specific work schemes, so any modification in working conditions is planned in advance. This provision allows us to safeguard the continuity of the operation and, at the same time, ensure that our teams have the necessary rest times.

At the corporate level, we try to communicate changes as far in advance as possible, always considering operational needs and promoting an organization of work that prioritizes the well-being of our employees.

— Note 8: anti-corruption communication and training (GRI 205-2)

During the reporting period, no formal anti-corruption training programs were carried out, although the Legal & Compliance Area provided permanent advice to the different areas of the organization regarding regulatory compliance and standards of responsible business conduct.

— Note 9: diversity and inclusion (GRI 405-1)

Diversity and equity enrich our culture and expand our ability to innovate. To this end, we promote an inclusive, respectful and discrimination-free environment, where each person can fully develop.

Convinced that a diverse Company is a stronger Company, we encourage diverse participation at all levels of the company, ensuring equal opportunities and merit-based management. That is why we work every day to ensure that our growth reflects the plurality of the country and the energy sector.



7 GRI Content Index

GRI Content Index

TanGo Energy has presented the information cited in this GRI Content Index for the reporting period from July 1, 2025 to December 31, 2025, using the GRI Standards as a reference.

GRI 1 used: GRI 1: Foundation 2021

	GRI STANDARD	RESPONSE
	GRI 2: GENERAL DISCLOSURES 2021	
The organization and its reporting practices	2-1. Organizational details	TanGo Energy Argentina S.A. has its corporate offices at Mariano Moreno 523, Cipolletti (CP R8324), Province of Río Negro. It operates in the conventional and unconventional oil and gas sector in the provinces of Río Negro, Mendoza and Neuquén.
	2-2. Entities included in the organization's sustainability reporting	TanGo Energy Argentina S.A
	2-3. Reporting period, reporting frequency and contact point	July 1, 2025 to December 31, 2025, annual frequency. comunicaciones@tangoenergia.com
	2-4. Restatements of information	No
	2-5. External assurance	No
Activities and workers	2-6. Activities, value chain and other business relationships	Pages 8, 10 and 14
	2-7. Employees	Page 33
	2-8. Workers who are not employees	Note 1
Governance	2-9. Governance structure and composition	Page 10
	2-10. Nomination and selection of the highest	Page 12
	2-11. Chair of the highest governance body	Page 10
	2-12. Role of the highest governance body in overseeing the management of impacts	Page 13
	2-13. Delegation of responsibility for managing impacts	Page 13 and 14
	2-14. Role of the highest governance body in sustainability reporting	Page 13
	2-15. Conflicts of interest	Page 16
	2-16. Communication of critical concerns	Page 19
	2-17. Collective knowledge of the highest governance body	Page 13

	2-18. Evaluation of the performance of the highest governance body	Not conducted
	2-19. Remuneration policies	Page 40
	2-20. Process for determining remuneration	Page 40
	2-21. Annual total compensation ratio	Note 2
Strategy, policies and practices	2-22. Statement on sustainable development strategy	Page 4
	2-23. Policy commitments	Pages 16, 17 and 18
	2-24. Embedding policy commitments	Pages 16, 17 and 18
	2-25. Processes to remediate negative impacts	Page 44
	2-26. Mechanisms for seeking advice and raising concerns	Note 3
	2-27. Compliance with laws and regulations	During the reporting period, the organization maintained compliance with the laws and regulations applicable to its operations. No significant cases of non-compliance or material sanctions by regulatory authorities were recorded.
	2-28. Membership associations	Pags 30 and 31
Participation of stakeholders	2-29. Approach to stakeholder engagement	Pages 29 and 29
	2-30. Collective bargaining agreements	Page 41
GRI 3: MATERIAL TOPICS 2021		
Disclosures on material topics	3- 1 Process to determine material topics	Page 25
	3- 2 List of material topics	Pages 26 and 27
	3- 3 Management of material topics	Pages 26 and 27
GRI 200: ECONOMIC TOPIC STANDARDS 2021		
GRI 201 Economic Performance – 2016	201-1 Direct economic value generated and distributed	Page 20
	201-2 Financial implications and other risks and opportunities due to climate change	Page 58
	201-3 Defined benefit plan obligations and other retirement plans	Note 4
	201-4 Financial assistance received from government	During the reporting period, we did not receive financial assistance from the
GRI 202 Market Presence – 2016	202-1 Ratios of standard entry-level wage by gender compared to local minimum wage	It is 16% higher, considering the basic salary established by the CCT for an entry-level
	202-2 Proportion of senior management hired from the local community	95% of the income corresponds to profiles from the communities where we operate.

GRI 203 – Indirect Economic Impacts – 2016	203-2 Significant indirect economic impacts	Note 5
GRI 204 – Procurement Practices – 2016	204-1 Proportion of spending on local suppliers	Page 49
GRI 205 – Anti-corruption – 2016	205-1 Operations assessed for risks related to corruption	Page 16
	205-2 Communication and training about anti-corruption policies and procedures	Note 8
	205-3 Confirmed incidents of corruption and actions taken	During the reporting period, no incidents of corruption were recorded.
GRI 206 – Anti-competitive Behavior – 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	During the reporting period, no legal actions related to anti-competitive behavior, anti-trust practices, or conduct contrary to free competition were recorded in which the Company was involved.
GRI 207 – Tax – 2019	207-1 Approach to tax	Page 21
	207-2 Tax governance, control, and risk management	Page 21
GRI 300: TOPIC STANDARDS 2021		
GRI STANDARD RESPONSE GRI 300: TOPIC	302-1 Energy consumption within the organization	Page 53 and 54
	302-2 Energy consumption outside the organization	Note 6
	302-3 Energy intensity	Page 54
GRI 303 – Water and Effluents – 2018	303-1 Interactions with water as a shared resource	Page 55
	303-2 Management of water discharge-related impacts	Page 55
	303-3 Water withdrawal	Page 55
	303-4 Water discharge	Page 55
	303-5 Water consumption	Page 55
GRI 101 – Biodiversity – 2024	101-1 Policies to halt and reverse biodiversity loss	Page 58
	101-2 Management of biodiversity impacts	Page 58
	101-4 Identification of biodiversity impacts	Page 58
	101-5 Locations with biodiversity impacts	Page 58
	101-8 Ecosystem services	Page 58

GRI 305 – Emissions – 2016	305-4 GHG emissions intensity	Page 57
	305-3 Other indirect GHG emissions (Scope 3)	Page 57
	305-2 Energy indirect (Scope 2) GHG emissions	Page 57
	305-1 Direct (Scope 1) GHG emissions	Page 57
GRI 306 – Waste – 2020	306-1 Waste generation and significant waste-related impacts	Page 56
	306-2 Management of significant waste-related impacts	Page 56
	306-3 Waste generated	Page 56
	306-4 Waste diverted from disposal	Page 56
	306-5 Waste directed to disposal	Page 56
GRI 308 – Supplier Environmental Assessment – 2016	308-1 New suppliers that were screened using environmental criteria	Page 48
GRI 400: TOPIC STANDARDS 2021		
GRI 401 – Employment – 2016	401-1 New employee hires and employee turnover	Page 36
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 38
	401-3 Parental leave	Page 39
GRI 402 – Labor/ Management Relations – 2016	402-1 Minimum notice periods regarding operational changes	Note 7
GRI 403 – Occupational Health and Safety – 2018	403-1 Occupational health and safety management system	Pages 42, 43, 44, 45 and 46
	403-2 Hazard identification, risk assessment, and incident investigation	Pages 42, 43, 44, 45 and 46
	403-3 Occupational health services	Pages 42, 43, 44, 45 and 46
	403-4 Worker participation, consultation, and communication on occupational health and safety	Pages 42, 43, 44, 45 and 46
	403-5 Worker training on occupational health and safety	Pages 42, 43, 44, 45 and 46
	403-6 Promotion of worker health	Pages 42, 43, 44, 45 and 46

	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Pages 42, 43, 44, 45 and 46
	403-8 Workers covered by an occupational health and safety management system	Pages 42, 43, 44, 45 and 46
	403-9 Work-related injuries	Pages 42, 43, 44, 45 and 46
	403-10 Work-related ill health	Pages 42, 43, 44, 45 and 46
GRI 404 – Training and Education – 2016	404-1 Average hours of training per year per employee	Page 38
	404-2 Programs for upgrading employee skills and transition assistance programs	Pages 36 and 37
	404-3 Percentage of employees receiving regular performance and career development reviews	During the reporting period, the Company did not conduct performance evaluations.
GRI 405 – Diversity and Equal Opportunity – 2016	405-1 Diversity of governance bodies and employees	Note 9
	405-2 Ratio of basic salary and remuneration of women to men	The Company does not differentiate between the salaries of men and women.
GRI 406 – Non-discrimination – 2016	406-1 Incidents of discrimination and corrective actions taken	During the reporting period, there were no cases of discrimination.
GRI 407 – Freedom of Association	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Our Code of Ethics and Conduct states that we facilitate freedom of association, affiliation with trade unions, and participation in collective bargaining. This is available on the intranet and is reviewed each time a supplier joins.
GRI 408 – Child Labor – 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	We have a Supplier Control Portal, managed by an independent consultant, which requires and evaluates all suppliers operating at our facilities. This system ensures, among other aspects, that workers are of legal age and comply with all applicable legal requirements.
GRI 409 – Forced or Compulsory Labor – 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	We have a Supplier Control Portal, managed by an independent consultant, which requires and evaluates all suppliers operating at our facilities. This system ensures, among other aspects, that workers are of legal age and comply with all applicable legal requirements.
GRI 413 – Local Communities – 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Page 52
GRI 414 – Supplier Social Assessment – 2016	414-1 New suppliers that were screened using social criteria	Page 48

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