



# 4

**A great,  
unique team**



# Our employees

GRI 2-7 2-8 3-3 401-1

It is important to Cerro Group that the people forming a part of our organization feel protected, comfortable and as a result, proud of belonging to the Organization. That is why we place a special emphasis on maintaining a good work environment based on respect, compassion, transparency and trust.

Our team of more than 120 people is characterized by passion and perseverance. We all have in common the motivation of contributing to a sustainable world by producing 100% clean energy 24 hours a day under the conviction that we are truly making a contribution to building a better world.

## A year of integration and growth

Anpac was acquired in the first half of 2022, and as a result, we expanded our renewable energy portfolio to include its 11 run-of-river hydroelectric power plants located in the central-south zone of Chile.

As part of this acquisition, we designed a plan to strengthen both organizational cultures so that all employees were integrated. We did this by holding different activities in which both teams got to know each other, explore synergies and share combined knowledge.



## A great team

Our team is multicultural, so the members of Grupo Cerro have the opportunity to know and share with people of different nationalities. This enriches our interactions and helps solve problems from different perspectives and experiences.

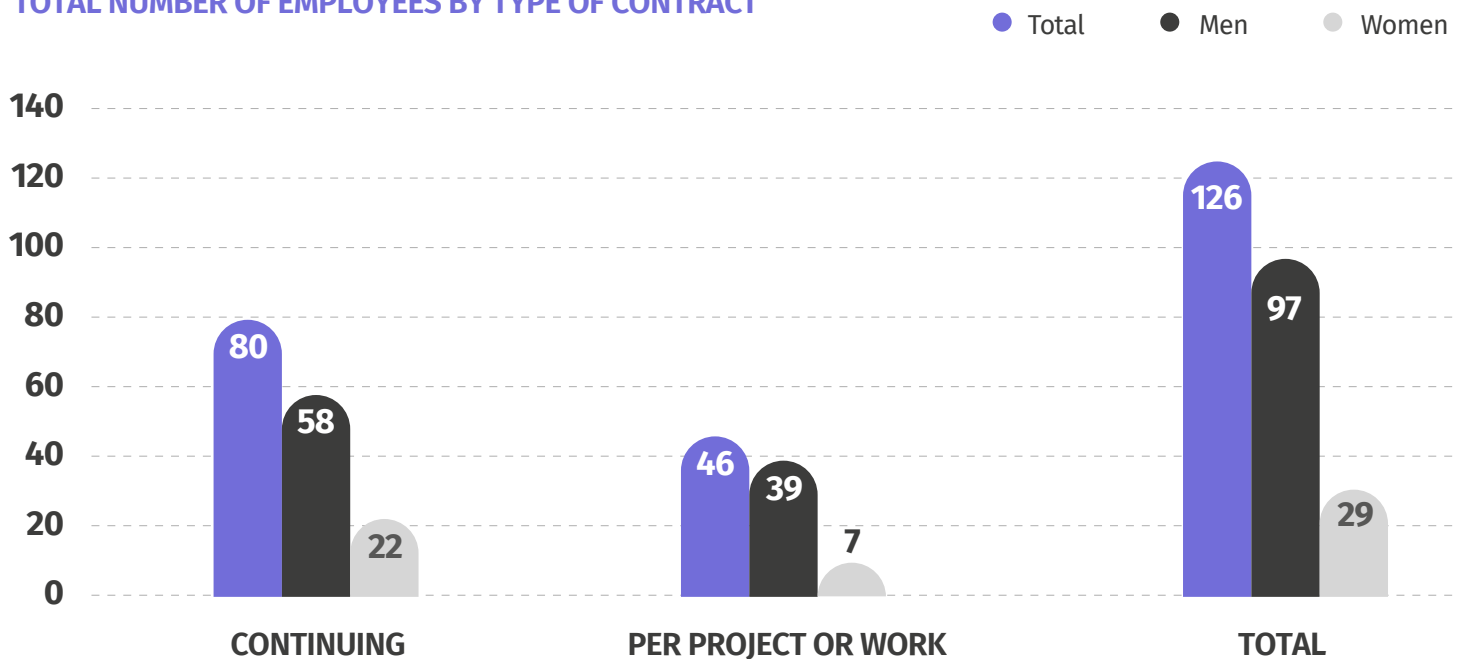


\*Solar and hydroelectric power operations combined

### INDICATORS OF EIG EMPLOYEES ONLY



### TOTAL NUMBER OF EMPLOYEES BY TYPE OF CONTRACT



\*Solar and hydroelectric power operations combined

**HISTORIC INDICATORS OF EIG EMPLOYEES ONLY**

	2021	2022
AVERAGE AGE	41 years	40 years
AVERAGE YEARS OF EMPLOYMENT	2	3
ANNUAL TURNOVER	32%	19%
PERCENTAGE OF NEW HIRES	26%	27%
PERCENTAGE OF WOMEN	41%	39%
PERCENTAGE OF MEN	59%	61%
PERCENTAGE OF NATIONAL EMPLOYEES	85%	93%
PERCENTAGE OF FOREIGN EMPLOYEES	15%	7%

**Subcontracting**

All subcontractors must exhibit an absolute respect for human rights and adhere to work principles in compliance with governing laws. On that basis, they have to take in account standards set by the Procurement Area, technical standards and standards of the Project Area, if necessary.





# Work climate and environment

GRI 3-3 401-2 401-3

The organizational climate is the environment, both physical and human, in which a certain activity or job is performed. This is managed day to day to maintain a good workplace.

The job of the People Area is to encourage the development and quality of life of our employees and to align our human capital with the Company's strategy and objectives.

The Employee Welfare plan contains a variety of activities, benefits and incentives that aim to increase the sense of belonging that we have in the Grupo Cerro. It also fosters the values of the culture to thus contribute to improving the organizational climate while promoting collaborative engagement styles also focused on respect for human rights, inclusion and gender equity.

## We are a great place to work

We measured our work climate through Great Place To Work for the second consecutive year, which took place in 2022 in a much more challenging setting than the previous year because of the implications of acquiring Anpac and the associated changes because of due diligence, business strategies, process and people integration, to name a few.

Despite the new changes, we were able to maintain an equilibrium and manage the process internally to receive certification and continue forward in the new challenges we have as a Company. To us, it is important that we be measured and know how our work climate is so that we can improve day to day and all of us can feel proud and committed to working for Grupo Cerro.

## GPTW certification for the second consecutive year

We again received Great Place to Work (GPTW) certification. This entails an organization climate survey to learn the opinion of employees in the aim of driving the transformation of companies to make them a great place to work.

GPTW has been doing this for more than 30 years and has surveyed more than 100 million employees to be able to identify and recognize the best places to work in approximately 60 countries.

# Great Place to Work® certification is the perfect recognition to bolster the work that is being done on organizational climate and culture.

## Employee Benefits

Grupo Cerro considers that employee welfare is an important issue because it has an impact on the productivity of our employees, on participation in professional growth activities and on the bolstering of teams, yet above all on the response that we give to our customers.

In the context of the Anpac acquisition, in 2022 we began a gradual equating of benefits and salary reviews for people from the recently acquired companies in furtherance of internal equity.



Payment of 50% of the cost of supplementary health insurance and 100% of life insurance.

**FOR EMPLOYEES**

**APPLICABLE**

- with a continuing contract

**NOT APPLICABLE**

- with a fixed-term contract
- with a contract perproject, work or operation.



Meal tickets that can be used in many restaurants and supermarkets (AMIPASS).

**FOR EMPLOYEES**

**APPLICABLE**

- with a continuing contract

**NOT APPLICABLE**

- with a fixed-term contract
- with a contract perproject, work or operation.



Medical Leave Pay (payment of full salary for 2 months).

**FOR EMPLOYEES**

**APPLICABLE**

- with a continuing contract

**NOT APPLICABLE**

- with a fixed-term contract
- with a contract perproject, work or operation.



More days of Bereavement Leave.

**FOR EMPLOYEES**

**APPLICABLE**

- with a continuing contract

**NOT APPLICABLE**

- with a fixed-term contract
- with a contract perproject, work or operation.



Training to fortify the skills needed transversally within the Company.

**FOR EMPLOYEES**

**APPLICABLE**

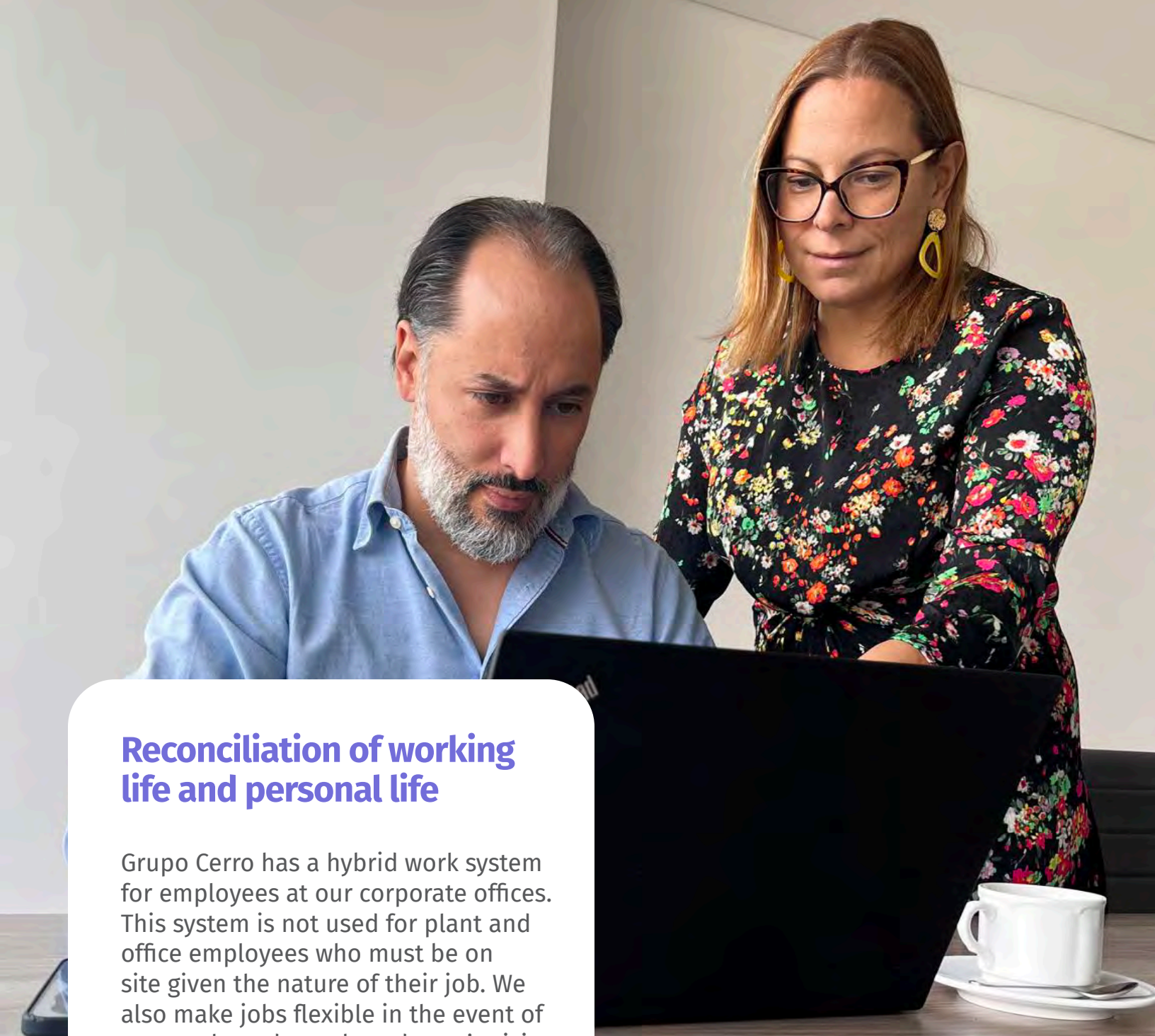
- with a continuing contract

**NOT APPLICABLE**

- with a fixed-term contract
- with a contract perproject, work or operation.

Cerro Dominador has provided these benefits for some time and we are gradually extending them to all Grupo Cerro employees.





## Reconciliation of working life and personal life

Grupo Cerro has a hybrid work system for employees at our corporate offices. This system is not used for plant and office employees who must be on site given the nature of their job. We also make jobs flexible in the event of personal needs, such as doctor's visits and family emergencies.



## Creating the Grupo Cerro Football (Soccer) Team

The Grupo Cerro football team was created to participate in the league of companies in the energy sector. By doing this, we aim to encourage healthy living and companionship among our employees.



# Diversity and inclusion

GRI 3-3 405-1

Grupo Cerro knows how important it is to have diverse, intercultural teams to encourage innovation in our company. This goes hand in hand with creating a culture that promotes inclusion. We also are strongly committed to gender equity, which arises from the corporate conviction that sustainable development needs everyone to participate.

The energy industry has traditionally been an economic sector that made room mostly for the professional development of men. However, Grupo Cerro has been progressing year after year in reducing that gap and as a result, more women are being put in different positions where they contribute their vision and expertise. Currently, 17% of continuing contracts are with women and 6% of fee-based contracts are with women. The Company is addressing this gap, which is one of the focuses in the equity and inclusion actions.

In this context, the Ministry of Energy of Chile conducted an important study called “+ Diversity + Inclusion,” which presents different evidence on the benefits of making teams more diverse and inclusive. Globally, it is estimated that attaining full gender equality would contribute 20 billion dollars to the world economy by 2025, bearing in mind that by that date, 75% of the workforce will be millennials. On a corporate level, companies that are more gender diverse are estimated to be more profitable, to increase their market share, boost innovation, attract and retain talent and improve their corporate reputation.



In view of this reality, the new National Energy Policy – currently in consultation – proposes gender equity in managerial positions and in the remuneration of public and private agencies in the energy sector by 2040. This topic applies internally (directors, employees) and externally (contractors, suppliers, community, advisors, academia, civic organizations, authorities).



WOMEN IN UPPER MANAGEMENT, MANAGEMENT AND SUPERVISOR POSITIONS.



women

men



PARTICIPATION OF PEOPLE BY AGE RANGE AND TYPE OF POSITION

	UNDER AGE 30	FROM AGE 30 TO 40	FROM AGE 41 TO 50	FROM AGE 51 TO 60	FROM AGE 61 TO 70	ABOVE AGE 70	TOTAL
Women	5	7	12	5	0	0	29
Men	28	35	27	7	0	0	97
<b>TOTAL</b>	<b>33</b>	<b>42</b>	<b>39</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>126</b>



## Our gender focus

Grupo Cerro implemented the “Together We Can” program that puts into practice our gender equity commitment and conviction. This initiative was started to encourage selecting employees from a gender focus so that the composition of teams would be equitable and representative of the female talent now existing. We are also working on improving the pay gap within the industry.

As a result, the company’s governance incorporates the gender equity vision in the development of projects and initiatives, which are managed by the Gender Equity Committee that monitors initiatives and commitments.

### GENDER DIVERSITY INDICATORS BY EACH TYPE OF POSITION

ROLE IN THE ORGANIZATION	TOTAL WORKER		
	WOMEN	MEN	TOTAL
Upper Management	3	3	6
Management	0	4	4
Supervisors	4	10	14
Manual Worker	8	49	57
Salesforce	0	0	0
Administrative Staff	1	1	2
Ancillary Staff	0	0	0
Other Professionals	11	28	39
Other Technicians	2	2	4
<b>TOTAL</b>	<b>29</b>	<b>97</b>	<b>126</b>

*\*Solar and hydroelectric power operations combined*







## Commitment to gender equity

Our corporate conviction is that sustainable development needs everyone's participation. This drives us to work strongly on this aspect, both within our organization and externally where we can have an influence and collaborate.

The goal proposed in our sustainability strategy is clear and it aims to attain full gender equity in our company by 2023. This translates into: "Pay gap by position equal to 0 and a female presence of at least 40% in the organization."

## Adoption of national and international gender equity initiatives



Grupo Cerro is a member of the U.N. Women's Win-Win program that aims to promote gender equity by involving the private sector. It is oriented toward the economic empowerment of women through work and control of their resources.



We are also part of the "Energy + Women" program of the Ministry of Energy of Chile where the goal is to foster female employment in the industry.



# Health and safety

GRI 2-26 2-27 3-3 403-6 403-7 403-8 403-9 | SASB IF-EU-320a.1

## 294

Total number of own employees and contractor workers (n) covered by the internally audited occupational health and safety management system.

## 100%

Percentage of own employees and contractor workers (%) covered by the internally audited occupational health and safety management system as compared to the total number of own employees and contractor workers.

Grupo Cerro is committed to protecting the health and safety of its employees and we are exigent in that respect. This enables us to ensure that local and international standards are met as well as the other diverse standards that we have adopted, which keeps us on top and competitive on the market in connection with safety.

We are concerned and we make the utmost effort to keep our work environments free of accidents and occupational illnesses in order for operations to be safe. We make this effort because caring for our employees is a priority for us.

Below are our Occupational Health and Safety principles:

- Make all of our employees, contractors and stakeholders aware of the commitment to preventing accidents and illnesses.
- Comply with governing laws applicable to our business and with international standards like OSHAS that must be followed in our current and future projects.

- Establish attainable and measurable indicators and goals in harmony with the Occupational Health and Safety Management System.
- Assure a continuing improvement of the Occupational Health and Safety Management System through an annual scheduling of internal audits to be able to evaluate the transversal performance of all employees.
- Identify hazards, assess, control and ideally eliminate risks inherent to each activity that may impact the health and safety of individuals working in our facilities and provide safe and healthy working conditions to prevent any injury and/or illness among our employees.

Employees also receive supplementary medical insurance. 50% of the cost of this insurance is funded by the Company and the other 50% by each employee.

## Occupational Health and Safety Management System (SGSSO, acronym in Spanish)

In order to fulfill all Occupational Health and Safety commitments, Grupo Cerro has defined its Occupational Health and Safety Management System according to the ISO 45001 standard. It is now undergoing an internal review for subsequent integrated certification in conjunction with quality and environmental certification.

Its main function is to attain and maintain the goal of zero accidents by means of a series of tools, in addition to complying with the rules in Worker's Compensation Law 16,744 and ancillary decrees.

Implementing this System entails a continuing, systematic process to identify hazards and assess risks of our own employees and those of contractors who work and/or perform activities for the company. This is how we guarantee the control hierarchies to eliminate hazards and minimize risks.

1. The organization's leadership and commitment.
2. Strategic planning of the Management System.
3. Organizational structure and responsibilities.
4. Supplier and contractor management.
5. Training and skills.
6. Risk management.
7. Monitoring and audit program.

## Joint Hygiene and Safety Committees

Grupo Cerro has two Joint Hygiene and Safety Committees. One is at the central office (Executive Decree 54) and the other is at the Cerro Dominador Solar Complex (Executive Decree 76). Both committees meet monthly, whose members are representatives of the company and employees, or whenever needed, especially when an accident occurs to conduct the corresponding investigation.

The functions and responsibilities established for both committees are:

- Advise and instruct workers in the proper use of protective equipment.
- Oversee compliance by the company and workers with hygiene and safety prevention measures.
- Investigate the causes of work accidents and occupational illnesses occurring in the company.
- Decide whether an accident or occupational disease is due to an inexcusable negligence by the worker.
- Order the adoption of all hygiene and safety measures that are useful in preventing occupational risks.
- Perform the other duties or tasks entrusted by the corresponding Insurance Manager.
- Promote courses for the occupational training of workers.

## Compliance with the regulatory framework

Grupo Cerro has proposed assuring compliance with all Occupational Health and Safety regulations in all processes. This means creating the occupational health and safety conditions for a high performance by workers: promoting accident- and illness-free operations and a culture of high operational excellence to encourage a healthy physical and mental lifestyle.

This responsibility requires us to establish obligations and responsibilities and to adopt all measures necessary to protect and safeguard the life and physical integrity of all employees of Grupo Cerro, including our contractors and subcontractors.

**Our main goal as an organization is to promote the zero work accident and occupational illness policy among our own employees as well as those of contractors.**

## Risk identification matrix and control measures

The tasks involved in processes must be identified for all processes. Once this is done, the hazards are defined that may arise in the course of the activity and a risk assessment is made based on the Probability of occurrence (P) and the most probable consequence (C) that may ensue in an incident. These benchmarks are defined in the internal procedure supporting this activity.

Hierarchical control measures to be applied and the owners responsible for compliance are determined for each risk assessment in order to eliminate or minimize the occurrence of a hazard during tasks. All areas involved participate in this process, led by Health and Safety (H&S). This risk and hazard inventory is reviewed once a year or whenever necessary because of changes to processes, tasks, findings from inspections and/or the occurrence of an incident.

## Continuing COVID-19 measures

The COVID-19 health protocol measures remained in place in 2022 at the Cerro Dominador concentrated solar power complex. This prevented new outbreaks of the virus in our locations and ensured business continuity.



## Incident Management

Grupo Cerro has an incident management procedure which describes the method to be used when an incident occurs. It also defines the investigation process:

- to find the root cause behind the incident.
- to determine the control measures that should be implemented, whether corrective or preventive.
- to learn lessons to be disclosed to all employees, both our own and those of contractors.

Article 130 of the Internal Regulations on Order, Hygiene and Safety contains a table showing the most common risks and the procedures to avoid them should any worker detect a situation involving a health risk. Employees have the obligation to give notice of any risk they identify and to leave the site if necessary.

For 2024, we have set the goal of amending our Internal Regulations on Order, Hygiene and Safety and our Special Contractor Occupational Health and Safety Regulations to integrate the process to be followed by our employees and those of contractors when there is an imminent risk that may cause injury, harm or disease.

Finally, Grupo Cerro has an Occupational Health and Safety Policy that stipulates a commitment to the occupational health and safety of people. This means developing a sustainable business for employees and contractors while creating an environment friendly to the community, customers and suppliers.

On that basis, we will:

- develop and implement an Occupational Health and Safety Management System;
- train all employees on an ongoing basis so that they have the tools and skills necessary to work safely;
- ensure that our contractors work according to appropriate safety standards in line with our standards and in compliance with our Special Contractors Occupational Health and Safety Regulations.

## Accident at Cerro Dominador

In October 2022, an accident occurred to four workers of S&M, a contractor at the Cerro Dominador Concentrated Solar Power Plant. This incident occurred at one of the machines in the steam generation system. The workers who were affected were assisted immediately and all emergency protocols were followed, together with activating a plan to give notice of the occurrence to the pertinent authorities and government agencies.

The investigation was conducted by a multidisciplinary team that designed an immediate action plan that was still ongoing at the close of 2022. This plan also defined diverse safety lessons learned for employees and contractors that resulted in a new safety plan for the complex and for the entire Company.

## Reporting Occupational Health and Safety Incidents

The Company drafted a reporting plan that is based on our Code of Conduct, assigning our employees the obligation to notify or report events that may entail situations of danger to us, our peers and associates. This policy was implemented to resolve complex situations within the Company without fear of reprisal.

All our members share the responsibility of protecting themselves to avoid injury and situations that may affect the integrity or life of people. We are all responsible locally, regionally and globally for safeguarding our employees, communities and resources.

This precedent was established through a formal commitment to collective responsibility:

- All levels of management must demonstrate a visible, significant and effective leadership and commitment to health and safety and to environmental principles and initiatives in observance of all laws governing our operations.
- We must constantly and continuously evaluate and manage the wellbeing of employees and occupational health risks.
- Should an accident occur, an exhaustive investigation will be made to identify the root cause and corrective measures will be adopted to prevent a recurrence, all according to governing regulations.
- Programs will continue to be developed and implemented to foster an understanding of the principles of health, safety and environment, company-wide continuing improvement and the competence of employees.
- We support interactive, coherent, precise and timely communication in connection with health and safety.

Grupo Cerro has effective emergency management plans, capacities and resources to mitigate the impact of these events.

### PROTECTION WHEN ENTERING A CONCENTRATED SOLAR POWER PLANT



The main hazards present in the Operation and Maintenance (O&M) of any concentrated solar power plant are **temperature** and **pressure**. This is because there are lines loaded with steam and other lines loaded with salt that are handled in a liquid state and reach temperatures of as much as **560 degrees Celsius**.



The employees designated to operate equipment must hold a special work permit authorizing them to work inside the plant, and they have the obligation to use at all times **personal protective equipment (PPE)** appropriate for those activities.



Other risks detected via assessments made by our Legal Insurance Manager (OAL is the acronym in Spanish) are **UV radiation and noise exposure**.

## CERRO DOMINADOR ACCIDENT AND LOST-TIME INDICATORS \*

GOAL	METRICS	2022
Maintain and improve the occupational health and safety system to prevent occupational illnesses and work accidents.	GOAL $\leq$ 2	FR 5.71
	GOAL $\leq$ 20	LTR 42

	2021	2022
Accident rate for every 100 workers	0	2
Goal / Objective: Accident rate	1.2	1.2
Goal / Objective: Percentage compliance	100	33
Mortality rate for every one hundred thousand workers	0	0
Goal / Objective: Mortality rate	0	0
Goal / Objective: Percentage compliance	100	100
Occupational illness rate for every one hundred workers	0	0
Goal / Objective: Occupational illness rate	0	0
Goal / Objective: Percentage compliance	100	100
Average days lost because of accidents	0	66
Goal / Objective: Average days lost because of accidents	0	0
Goal / Objective: Percentage compliance	100	
Near-miss frequency rate (NMFR)	0	0

ACTIVITIES COVERED BY THE MANAGEMENT SYSTEM	WORKPLACE	NUMBER OF EMPLOYEES COVERED
Central Office of Cerro Dominador	Santiago	29
Cerro Dominador Project	María Elena	11
CSP O&M and subcontracts	María Elena	150
PV O&M and subcontracts	María Elena	19
SPV and subcontracts	María Elena	125

\* These data only correspond to Cerro Dominador, in 2022 we still did not have those for the hydros



## Occupational health and safety training

Grupo Cerro implements and develops different channels of communication to provide relevant information on occupational health and safety to employees and to publicize the participation in activities of the Risk Prevention Program, inspections and observations. Of particular note are:

- the induction upon entering the company and each time there is any change.
- specific training imparted by our Mutual Safety Association Agency, ACHS.
- mass e-mails promoting safety campaigns and/or lessons learned
- the inclusion of occupational health and safety topics in the annual performance evaluation.

INDICATOR	2021	2022	% VAR. 2021-2022
Total number of employees trained in occupational health and safety (n)	2,583	2,701	4.5%
Total number of hours of training in occupational health and safety (hrs)	7,526.15	6,837	-9.1%

OCCUPATIONAL HEALTH AND SAFETY TRAINING COURSE	TOTAL WORKERS	TOTAL M-H
Work at a Height	40	320
Use and handling of extinguishers	88	704
First Aid	88	704
Driving defensively	65	520
Employees' and Subcontractors' Reporting Obligation (ODI, the acronym in Spanish)	701	1,330
Lockout and Tagout (LOTO)	8	16
Confined spaces	27	216
Civil and criminal liability	57	456
Ministry of Health Protocols	147	292
ED 148 on Hazardous Waste	70	560
Manual loading	37	74
Joint Hygiene and Safety Committee	0	0
Emergencies and Evacuation	96	95
Prevention and Self-care	69	0
Leadership	4	6
Safety Standards	1,082	1,001
Hazard Identification and Risk Assessment	8	8
Safe Work Analysis Workshop	0	0
Operating equipment and machinery	0	0
Wearing masks	0	0
Physical distancing	0	0
COVID-19 preventive measures	34	7
Incident and Occupational Illness Management	0	0
Hazardous substance management	64	512
Incidents and initial analysis	0	0
Structure fires	16	16
Emergency response team	20	640
<b>TOTAL</b>	<b>2,701</b>	<b>6,837</b>

# Talent attraction and development

GRI 2-7

For us, managing talent inside the organization is a material topic because our industrial setting is dynamic and has challenging projects to develop. This requires highly prepared individuals with many skills, both technical and relational.

We are working heavily on continuing formation and the internal mobility of our employees and on providing opportunities for professional development based on merit and the results of performance evaluations.

Our main focus in 2022 was on attracting professional talent with knowledge and experience in the renewable energy business. That talent received onboarding to align them with our culture and corporate values.

## Talent training and development

The training process is key to providing training, knowledge and tools that our employees need, not only to do their job satisfactorily but also to maintain a continuing improvement and adapt each of the team members to the dynamics and to corporate culture. Training is also a key tool to understanding the purpose and challenges faced by our organization.

**USD 11,800**

- Total investment in training, education and professional development in 2022

**654**

- Total hours of training by the company in 2022

TYPE OF POSITION *	AVERAGE TRAINING HOURS ANNUALLY:		
	WOMEN (HRS)	MEN (HRS)	TOTAL (HRS)
Upper Management	28	6	34
Management	0	12	12
Supervisors	24	28	52
Manual Workers	0	0	0
Salesforce	0	0	0
Administrative Staff	0	0	0
Ancillary Staff	0	0	0
Other Professionals	226	162	388
Other Technicians	84	84	168
<b>TOTAL</b>	<b>362</b>	<b>292</b>	<b>654</b>

## Performance evaluation and mobility

97% of employees received a regular evaluation of their performance, a core element to the development of their career and professional growth. In the performance evaluation, each was able to learn what their main job strengths were and to identify their gaps, which they must address in coordination with their direct superior to strengthen and reinforce their development inside Grupo Cerro.

Our Company wants to give preference to internal talent, which is why 4.5% of vacancies were filled by internal candidates who were already working for the Company.

**97% of employees received a regular evaluation of their performance in 2022, a core element in their professional growth.**

### PERCENTAGE OF EMPLOYEES WHO RECEIVED A PERFORMANCE EVALUATION

TYPE OF POSITION *	TOTAL NUMBER OF EMPLOYEES EVALUATED:		
	WOMEN	MEN	TOTAL
Upper Management	6.8%	6.8%	13.6%
Management	0	6.8%	6.8%
Supervisors	9%	18%	27%
Manual Workers	0	0	0
Salesforce	0	0	0
Administrative Staff	0	0%	0
Ancillary Staff	0	0	0
Other Professionals	18%	23%	41%
Other Technicians	4.5%	4.5%	9%
<b>TOTAL</b>	<b>38.6%</b>	<b>59%</b>	<b>97%</b>

\* The above information is representative of EIG Atacama Management SpA because the process could not cover the recently acquired companies.

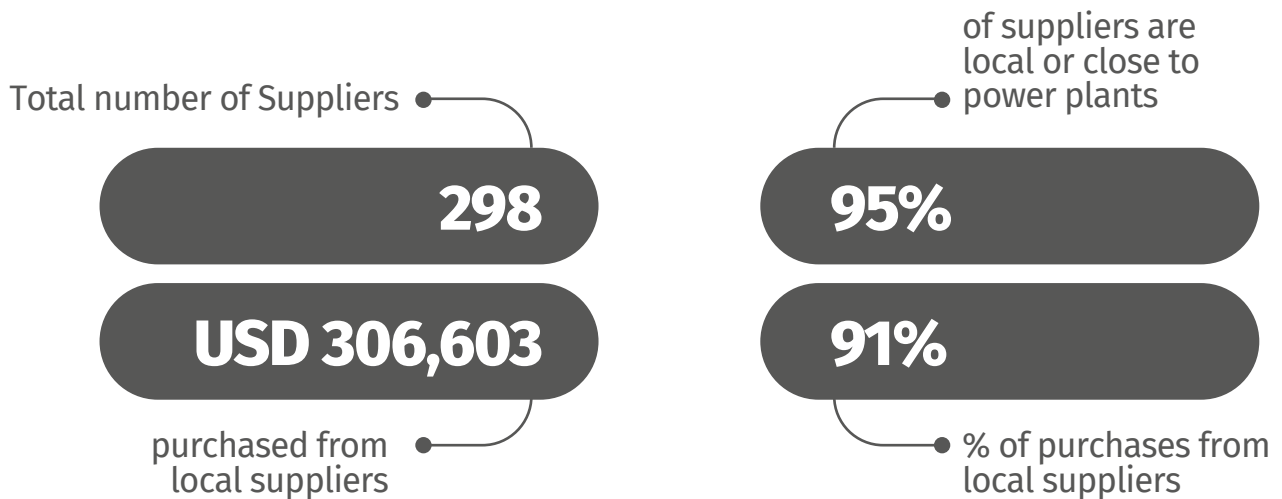


# Relationship with suppliers

GRI 204-1 3-3 308-1 308-2 414-1 414-2 | SASB RR-ST 440a.1 440a.2

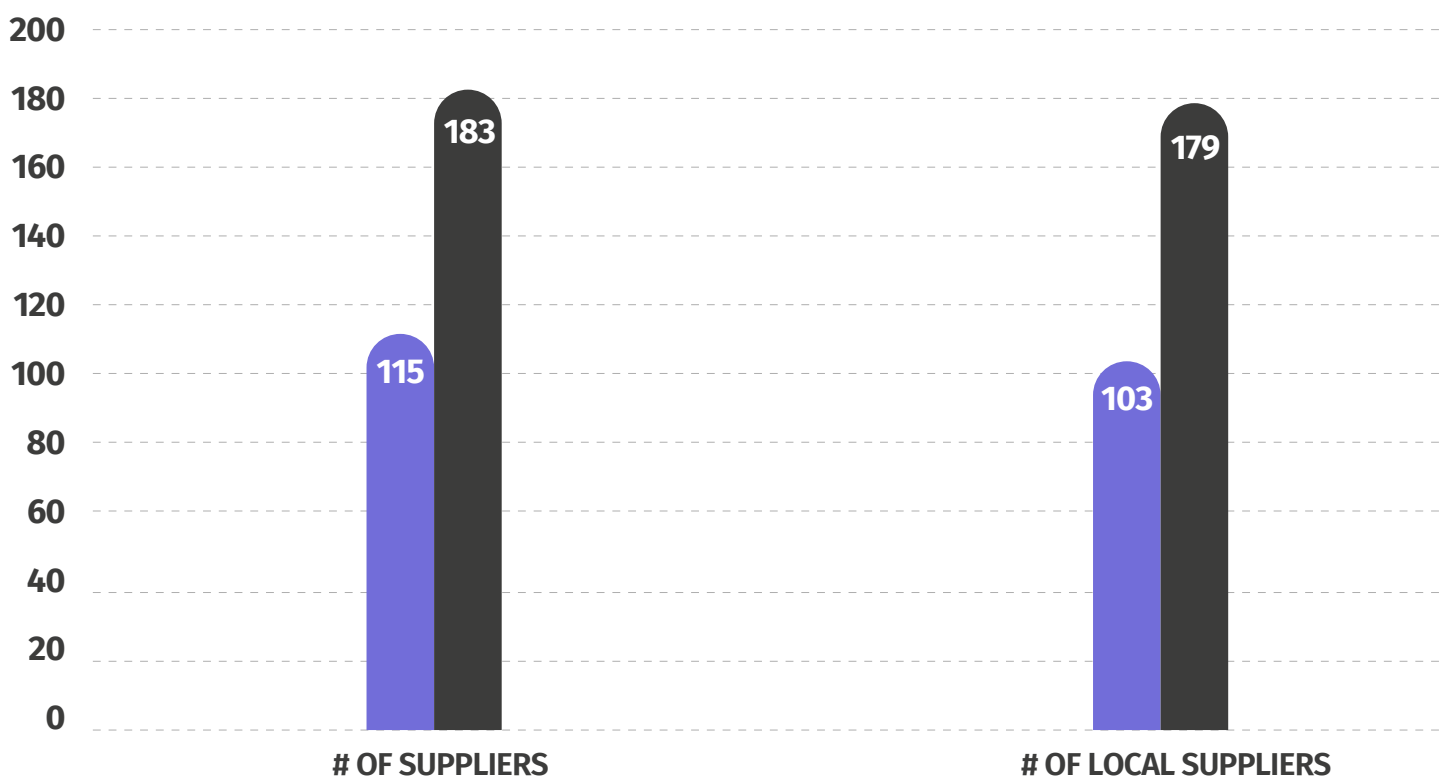
We work closely with local suppliers to encourage and boost regional development. We have created strategic alliances with suppliers that give us competitive advantages and make a true contribution to the economy of the zones near our operations.

We are currently conducting a survey and making a record of suppliers of the new run-of-river hydroelectric power plants that were acquired in June 2022. In line with our good neighbor policy, we are also collaborating on an ongoing basis with different entities in programs focused on the local development of companies, for example, in the municipalities of Calama and María Elena where the company owns solar power plants.



## SUPPLIERS

● Concentrated solar power / photovoltaic power ● Mini-hydroelectric power



TOTAL PROCUREMENT BUDGET	PURCHASES FROM LOCAL SUPPLIERS	
	PURCHASES FROM LOCAL SUPPLIERS (CLP\$)	% OF PURCHASES FROM LOCAL SUPPLIERS
USD 336.000	USD 306.603	91%

## Supplier Network Program

This project was focused on strengthening local suppliers in the municipalities of María Elena and Quillagua. 21 small and mid-sized businesses in the zone joined the program and were able to significantly improve their business management ability thanks to the Triple Alliance formed by ENEL, Mineras Antucoya and Grupo Cerro, in addition to the support of the Antofagasta Office of Corfo.

It is with great satisfaction that we can report that each of the SMEs that participated in this program were awarded contracts with companies in this Alliance, including ours, as well as with other organizations present in the territory.



## B Community

More than 75 companies participated in our program where the main objective was to strengthen the entrepreneurial capacities in the Antofagasta Region by incorporating tools for triple-impact economic, social and environmental management in the participating companies. This Project was organized by Sistemas B Chile and GEDES in an alliance with Grupo Cerro, with the support of the Corfo Antofagasta Committee.

At the end of the program, 62 companies received B certification.

Important: Sistema B is an organization that wants to help companies produce equitably, inclusively and regeneratively in consideration of all people and the planet.

GEDES is an entity engaged in providing integral territorial solutions in the north zone of the country that foster production, innovation and entrepreneurship.





## Supplier Policy

One of our 2023 objectives is to design a Supplier Policy that includes a method of critical category assessment that takes into account financial, environmental, social and governance aspects.

Improvement plans will be designed for 2024 with the suppliers considered critical to our organization based on the results of this assessment.

Note: At the close of this report, the Company had not completed the risk management assessment of the supply chain and the use of critical materials. Only photovoltaic solar panels contain polysilicon and it is supplied by an external company that performs panel maintenance, replacement and the removal of panels in disuse.

