



2023

VENTUS
WE CARE ABOUT THE FUTURE

SUSTAINABILITY REPORT

ANNUAL REPORT

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01

2023 SUSTAINABILITY REPORT (GRI 2-2; GRI 2-3; GRI 2-4; GRI 2-5)

We are pleased to introduce the first Ventus Sustainability Report, covering the period from January 1 to December 31, 2023, as part of our annual reporting cycle.

This report has been prepared with reference to GRI Standards (*Global Reporting Initiative*) and has not been subject to independent external review.

Relevant information on the following companies affiliated to Ventus group is included:

Ventus Ingeniería S.A

Ventus Colombia S.A.S

Ventus Construcciones S.A

We are open to additional comments, suggestions or concerns regarding this report. Feel free to contact us at: info@ventus.global



I am very pleased to introduce our first Annual Sustainability Report for the year 2023. In a world increasingly aware of the importance of sustainability, Ventus is firmly committed to responsible business practices and a positive impact on the environment and the communities in which we operate, which has allowed us to increase the economic value of the company by 22% compared to 2022.

This report allows us to highlight the achievements and challenges we still face on our journey towards a sustainable future. During 2023, we made significant progress in integrating sustainability into all our initiatives. We have developed Ventus Sustainability Policy, which will guide our future actions, in addition to transparency programs, business ethics, environmental management and robust measures against money laundering and terrorist financing.

Our business is not only focused on growth and innovation, but also plays a crucial role in promoting sustainability and addressing the challenge of climate change.

In this sense, in 2023 we have exceeded 2,300 MW of solar and wind power built in Latin America, standing out mainly for our consolidated leadership in Colombia, where we have reached more than 500MWp, thus representing more than 40% of the total renewable capacity currently working in the country.

In Uruguay, we participated in the first electricity purchase and sale agreement between private parties in the history of the Uruguayan electricity market. From our team, we led the structuring of the business, promoted the necessary regulatory reforms, designed the project and built the 14 MWp solar park that supplies the energy. This year, we have made progress in the development of a pioneering Green Hydrogen project in Uruguay, which we hope can be announced soon. Furthermore, in this country, we have collaborated with the Chamber of Industry in the design of a National Plan for the recovery and valorization of packaging, which will mark a historical milestone for the country and the region.

In addition to that, this year at Ventus Construcciones we have delivered the first building of Promoted Housing, co-developed and built by our team. Currently, we are building five other residential projects in the country.

We are pleased to inform that, in this context of growth in the volume of our work, no serious accidents were recorded among our collaborators and subcontractors during the year. This achievement highlights our commitment to the safety and wellbeing of our team, which is a key priority in all our operations. Regarding environmental management, we achieved significant recycling rates and will continue to seek circular economy solutions to optimize waste management.

Regarding human capital, in 2023 we incorporated 1,001 new collaborators, with a focus on promoting gender equality and diversity. Also, 95% of our hired staff come from local communities, to whom we have been training in key areas related to our projects. 2023 was a period of significant achievements for Ventus in terms of sustainability and corporate responsibility. As we say at Ventus: "We Care about the Future", and that is how we live it. We work thinking about today with our eyes focused and committed to tomorrow. We assume this commitment to continue working not only to bring clean energy, but also to continue looking for solutions to the decarbonization of local economies through the incorporation of electric mobility, waste classification and recycling, and the incorporation of green hydrogen.

We sincerely appreciate the continued support of our collaborators, partners, customers, and all stakeholders who are an integral part of our success. We are committed to continuing leading the way towards a renewable future for all.

02

CEO LETTER

(GRI 2-22)

Juan Pablo Saltre
Ventus CEO



03

2023 MOST RELEVANT FIGURES

MOST RELEVANT FIGURES

0 MAJOR ACCIDENTS

0 major accidents among our collaborators and subcontractors.

55% WASTE RECYCLING

In the construction of solar plants and 30% in civil works waste.

ZERO FINES AND SANCTIONS

No fines or sanctions due to environmental breaches.

95% LOCAL HIRING

95% of our staff was hired locally.

569 BENEFICIARIES

We carry out training in the areas where we execute our projects, benefiting a total of 569 collaborators from local communities.

1001 NEW COLLABORATORS

We incorporated 1,001 new collaborators, an increase of 207% compared to 2022.

47% OF STAFF ARE WOMEN

22% of operational staff and 47% of staff/office staff are women.

19,872 TRAINING HOURS

We provided a total of 19,872 hours of training to our collaborators.

1300 VENDORS

We maintain relationships with 1,300 vendors, 87% of which are national.

86% FAITHFULL COLLABORATORS

86% of our employees stated that they would not change companies due to similar salary and hiring conditions.

In 2023, we increased the economic value generated by 22% compared to the previous year.

130 MWp

BUILT UNDER EPC MODE

90 MWp

IN O&M CONTRACTS

16,018 M2

OF CIVIL WORK BUILT

04

OUR COMPANY



4.1.

OUR COMPANY

(GRI 2-1)

Ventus is an engineering and civil construction company dedicated to renewable energy and infrastructure projects, with broad experience in the development, construction and operation and maintenance of solar and wind farms in EPC mode, as well as in the construction of buildings, industrial warehouses and Infrastructure works.

The company works with a team of more than 1,300 collaborators in Argentina, Chile, Colombia and Uruguay. In addition to local representations, the company has provided services in 10 countries on the continent.

Currently, Ventus has more than 2,300 MW of experience in project construction in Latin America, managing over USD 2.7 billion in renewable assets for our clients.





4.2. HISTORY AND MILESTONES

Ventus was founded in 2010 with the purpose of building the first wind farms. In this context, and with the aim of accompanying the change in the energy matrix that Uruguay was seeking, the company quickly managed to position itself as a vanguard company in the renewable sector. In this context, Ventus structured the first financial trust so that private companies could participate in the renewable market. In addition to that, the company popularized the wind and solar selfconsumption business model for companies in Uruguay, developing

and building the first wind self-generation project in the country, helping companies to be supplied with green energy and adding competitiveness to their businesses. Some of the most important historical milestones of the company in Uruguay are being the first private company in the country that managed to export energy to another country in the continent, as well as the structuring and construction of the first solar farm for the sale of energy between private parties in the country.

The company also operates in Argentina, where it has participated in the construction of more than 1,200 MW, wind and solar, and in Chile, where it has built 130 MWp, solar. In 2016, Ventus also began operations in Colombia. In this country, the company has more than 500 MWp, solar, and a history of building solar parks. In this context, the company has reached a share of more than 40% of the total solar projects built and under construction in the country.

With the aim to expand the company's business base and the solutions for our clients, Ventus Construcciones was created in 2019, with the purpose of executing construction and infrastructure projects in Uruguay, as well as expanding the business base supported by the history of managing more than USD 250 million of investments in this country.

4.3.

OUR GOAL

To address the interests of our clients. We look for their satisfaction through sustainable solutions that manage to combine their needs and expectations, while focusing on managing the safety and health at work and environmental protection.

OUR MISSION

We are key players in the region, we generate value for our clients, collaborators, community and shareholders, providing comprehensive solutions in renewable energy and infrastructure, through an efficient team with international experience that adapts to changes.

OUR VISION

To be the regional benchmark company, with an international presence, in comprehensive renewable energy and infrastructure solutions, recognized for excellence, customer orientation, competitiveness, management and commitment to sustainable development. To be local in each place where we operate. To be the workplace where the most competent and innovative people aspire to join.

OUR VALUES

At the epicenter of our identity as a company are "Our Values", whose essence not only defines us, but also serves as the driving force of our growth.

Excellence drives our daily commitment, urging us to reach quality standards that not only meet but exceed expectations. Through leadership, not only in the industry but also in ethical and sustainable practices, we seek to inspire positive change in our environment. Respect, ingrained in every interaction, promotes an inclusive and harmonious collaborative environment. The determination to exceed expectations not only defines our objectives, but also reflects our willingness to innovate and challenge ourselves. Guided by a positive attitude, we face challenges with optimism, recognizing in each obstacle an opportunity to grow. Teamwork stands as the cornerstone of our company, fostering cooperation and synergy that strengthen our commitment to sustainability. These values not only define us, but also act as fundamental pillars that guide our path towards a more sustainable and responsible future.



4.4.

OUR OPERATIONS

(GRI 2-6)

VENTUS CONSTRUCTIONES

Execution of civil infrastructure works in the region, which allow us to provide comprehensive solutions to our clients.

In this context, the company has executed more than 20 projects, including buildings, bridges, logistics hubs and shops.

RENEWABLE SERVICES

Ventus provides services in the areas of development, engineering, purchasing of supplies, construction, management/direction and operation of wind and solar farms.

Our area of expertise include:

Preliminary studies: Prospecting of sites and their selection, feasibility studies (wind and solar resources, grid connection, route and port studies, environmental aspects), economic-financial analysis.

Prospecting for wind and solar resources:

Design of measurement campaign, selection of technology for wind and photovoltaic plants appropriate for the location and energy cost, selection of wind turbine models suitable for the location.

Basic and executive engineering:

VENTUS develops in-house the design of roads, platforms and foundations, electrical designs of wind and solar parks, substations and lines (Medium and High Voltage), studies of connectivity to transmission and distribution networks, logistics planning and design, management of environmental and social permits, quality plan and inspection points, preparation of specifications, management of permits before public organizations and economic-financial engineering.

Currently, Ventus provides the following services:

The company has a multidisciplinary team of more than 50 people who provide services in Argentina, Chile, Colombia, Spain and Uruguay. The company has the experience of having carried out basic and detailed engineering for wind and solar parks throughout Latin America. Our know-how of over 4,000 MW in renewable engineering enables us to respond beyond geography due to vast knowledge and due to having local engineering teams in all the countries where the company operates.



Construction, Management and in-house Technical Supervision of Projects:

Construction of Wind and Solar Parks in EPC turnkey mode, construction of Wind and Solar Parks in EPCM mode, property engineering, advice for negotiation of TSA and O&M contracts with OEMs, technical due diligence, project development reports for financial entities, inspections to see progress and quality of works, inspections of wind turbines in the factory, port (destination and origin) and on site, engineering review, supervision of assembly and implementation (wind turbines and electro-mechanical infrastructure), assembly and electromechanical installation audits, cost planning and control, documentation management, health and safety plan, and environmental management plan.

In this context, the company has over 2,300 MW of construction experience, leading the market in Latin America.

Operation and Maintenance: We have inhouse equipment to provide Solar and Wind Operation and Maintenance services. Our technical team has more than 12 years of experience. Regarding wind projects, the company performs end-of-warranty inspections of wind turbines, installation and maintenance of CMS systems, boroscopies in gearboxes, inspection and change of blades, installation and maintenance of meteorological towers and evaluation of performance and alignment with LiDAR Wind Iris and WindCube. Additionally, in our search for being more efficient in the management of our maintenance team, and as proof of the specialization in the subject,

our O&M team has created its own SCADA system for wind farms, additional and independent of the technologist's SCADA. The system operates as a backup and guarantees communication and restoration of the park in a minimum period of time after a failure. This way, at Ventus, we can provide preventive and predictive maintenance of wind farms.

Regarding solar technology, at Ventus, we have provided comprehensive maintenance services ranging from PR and availability guarantees, operation of MT and AT substations, cleaning of solar panels and property care, testing of I-V curves and drone thermography. For this reason, our team has recently implemented a pilot project for the automation of the process through a robotic system, developed in Colombia. The system allows us to optimize the management of internal resources that results in savings for our clients' investment. Currently, the company operates and maintains more than 400 MW regionally. In Uruguay, our team is responsible for the maintenance of 120 MW distributed in 56 projects.

In Argentina, the company operates and maintains the substation of an 80 MW solar park. In Colombia, our team operates and maintains 202 MW in 12 solar plants. The aim is to focus on maximizing the generation of energy of our clients, carrying out planned and corrective tasks in the control of the equipment.





OTHER SERVICE AREAS

PROJECT DEVELOPMENT

The company actively works in the development of GreenField projects. In this context, Ventus has a history of developing more than 1200MW and more than 30 renewable energy projects throughout the Latin American region, from the Greenfield stage to the “ready to build” stage, and has sold this projects to Tier 1 investors.

GREEN HYDROGEN

Ventus works together with a team of specialists in the development of Green Hydrogen projects. Currently the company is working on the execution of the first Green Hydrogen pilot project for cargo transportation in Uruguay.

ELECTRIC MOBILITY

In our team, we believe that the future in the transportation matrix will be electric. That is why since 2018 the company has created its electric mobility division, which works advising industries on the change of transport fleets, as well as on the installation of residential electric charging systems and in companies and businesses. In this context, in 2023, the company has reached an agreement with the firm Ever-go (electric vehicle charging platform), to build the largest private charging network in Uruguay.

ENVIRONMENTAL MANAGEMENT

This new division was created in 2019 with the aim of structuring environmental projects throughout Uruguay to meet the needs of the public and private sector. Currently, this service area works on comprehensive waste management projects, infrastructure projects and design and operation of waste management plans.

Ventus Ambiental (Environmental Ventus) works actively with large stores generating plans that have allowed the revaluation and recovery of a large part of the waste from their operations.

In addition to that, the company has worked as part of a consortium that was responsible for the design of the CIU Packaging and Packaging Materials Plan, which seeks to recover and recycle 50% of the total waste of the more than 2,300 adhering companies by 2025.



WE HAVE CERTIFIED OUR OPERATIONS



2018

Since 2018, Ventus has its Quality Management System certified under the requirements of the ISO 9001:2015 Standard for all geographies in which the company operates.



2021

Since 2021, the company has its Occupational Health and Safety Management System certified, under the requirements of ISO 45001 standards. In this way, the company reaffirms its commitment to the care and health of its collaborators and the environment, putting safety above everything.



2023

In 2023, the company achieved ISO 14001 certification for the Environmental Management System. This certification reinforces the company's commitment to controlling the environmental impact generated by our operations, protecting the flora and fauna of existing ecosystems, contributing to the reduction of construction waste, as well as fuels and raw materials, and increasing recycling during construction processes.



05

**CORPORATE
GOVERNANCE**



5.1.

OUR MANAGEMENT TEAM

VENTUS Board of Directors, composed of highly qualified professionals with broad experience, represents the highest administrative body of the company.

The Board of Directors stands as the supreme selection body in Ventus matrix. Decisions are taken jointly by two Directors, who are elected annually during the Ordinary Shareholders' Meeting.



Juan Pablo Saltre
CEO & Founder

Juan Pablo has more than 15 years of experience in the renewable energy sector and is one of the founders of the Uruguayan Wind Energy Association. He has led the development and construction of more than 100 renewable energy projects and has participated in more than 50% of all wind and solar projects in Uruguay.



Francis Raquet – *Business Development Manager*

Francis was a pioneer in the sale of renewable projects for selfgeneration for industries, as well as for the export of energy and commercialization of energy in Uruguay. In addition to that, he has structured more than 200 million dollars in renewable energy projects, mainly in corporate PPAs.



Marcelo Bretón – *CFO & Director*

Marcelo has more than 20 years of experience in the financial sector, mainly focused on the energy and infrastructure sectors, including projects and corporate finance and M&A. Previously, Marcelo was the CEO of Teyma Concesiones and Head of Structured Finance at Abengoa in Uruguay.



Victor Tamayo – *Country Manager and Ventus Colombia Manager*

Electrical and Electronic Engineer, with more than 30 years of experience in the electrical sector in management positions in companies such as EPM, ABB, AEG, Siemens. Currently, he leads the negotiation with clients and suppliers to meet local supplies. In addition to that, he supervises the development of new projects in Colombia.



Oscar Ferreño – *Institutional Relations and Regulation Manager*

Industrial Engineer, member of the National Academy of Engineering of Uruguay since 2012. More than 20 years of experience as Generation Manager of UTE and one of the precursors of the installation of 1.7 GW of Renewable Energies in Uruguay. Today, he is an advisor on energy matters to the Senate of Uruguay.

5.2. COMMITTEES

At the core of the organizational structure of VENTUS, there are fundamental elements that guide the decision-making and ensure operational effectiveness: the Management Committee, the Strategic Committee, the Technical Committees, the Audit Committee and the Ethics Committee. These components, each playing a crucial role in the comprehensive management of the company, reflect VENTUS' commitment to excellence and strong governance.

TECHNICAL COMMITTEES

Planned meetings are held to execute specific tactics and assess their implementation and compliance with the leaders of the different areas. These Technical Committees inform the company's Board of Directors about the results and progress achieved.

AUDIT COMMITTEE

It has the responsibility, assigned by the Board, of supervising and ensuring the efficient management of the different processes of the company. With a proactive approach, this Committee plays an essential role in promoting integrity and excellence in all aspects of our operations.

MANAGEMENT COMMITTEE

Led by the company's CEO, VENTUS Management gathers periodically to analyze the current state of the company, address critical issues and make strategic and business management decisions. Additionally, once a year, a meeting is held to review the performance of the company's Management System.

STRATEGIC COMMITTEE

This committee carries out monthly evaluations on the performance of the Corporate Management Systems and verifies compliance with the objectives established by Management. In addition to that, a Strategic Planning meeting is held annually in which the working lines for the company are outlined.

ETHICS COMMITTEE

An Ethics Committee has been established at VENTUS, led by the Executive Director and made up of the Human Capital Management, the Quality, Safety and Environment Management and the Compliance Officer for the Transparency and Business Ethics Program. This Committee has the responsibility of overseeing and addressing ethical issues within the organization, ensuring integrity and compliance with ethical standards in all VENTUS operations.

5.3.

RISK MANAGEMENT

(GRI 2-12; GRI 2-13)

Our risk management process plays an essential role in the creation of value and the continuous development of our company. Through risk analysis, we identify risks, assess their impact and measure the effectiveness of existing controls, promoting a dynamic feedback cycle, in which the identified risks are addressed through the planning and execution of control measures.

To carry out the analysis of the risks related to our processes, Failure Mode and Effect Analysis (aka FMEA) is applied. This tool allows identifying possible failures in each of the processes and assess the risk of said failures. Depending on the risk, actions are prioritized to prevent failures or, at least, reduce their chances or effects.

The analysis is carried out annually or when new risks are detected. The results of this process are communicated to Management through the Management Review.

Risk analysis involves:

- Identifying the risks or failures to which processes are exposed, as well as the consequences, causes and controls.
- Determining the probability of occurrence and the seriousness of the consequences of each identified risk.
- Establishing the degree of control of each risk.
- Calculating the resulting Risk Priority Number.
- Determining actions to eliminate or reduce risks.

In addition to that, in 2023, the design and development of a methodology for the analysis of risks of money laundering, financing of terrorism, proliferation of weapons of mass destruction and risks of bribery and corruption began with the aim of achieving a good prevention system.

Risk analysis includes the following stages:

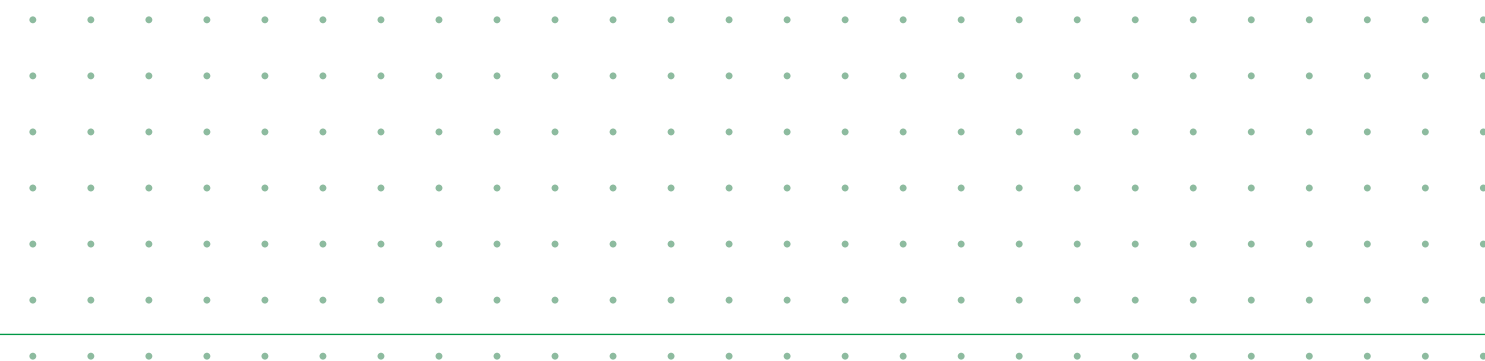
- Identifying the risks inherent to the activity and category of clients.
- Assessing the likelihood of occurrence or impact.
- Implementing suitable control measures to mitigate the different types and levels of risk identified.
- Monitoring periodically when appropriate.

The process is executed and reviewed by the Compliance Officer (appointed by the Board of Directors).

ROLE OF THE HIGHEST GOVERNING BODY IN THE SUPERVISION OF IMPACT MANAGEMENT (GRI 2-12)

The Board of Directors plays a key role in the development and update of the Vision, Mission, Values, Objectives and Strategies of the organization. Also, it assumes the maximum responsibility in the definition of key Policies, including the prevention of money laundering and terrorist financing, ensuring the adequate allocation of human and material resources for the implementation of procedures in accordance with them.

Annually, during a strategic day, the management team and the managers of the different areas collaborate to review and define Objectives and Strategies, based on the performance of the previous year. In addition to that, an annual review of the effectiveness of the processes is carried out, presenting the results to the management team in the Management Review, with the aim of identifying areas of improvement and ensuring operational excellence at VENTUS.



5.4.

ETHICS AND COMPLIANCE

(GRI 2-15; 2-23; 2-24)

The ethical and comprehensive framework established by VENTUS constitutes the foundation that guides the conduct of the entire organization in relation to its environment and is in full compliance with current regulations.

In a continuous effort to strengthen the ethical and compliance approach, the company has drafted corporate policies and manuals to ensure that each VENTUS action is based on business ethics principles.

Such documents are:

Sustainability Policy: Establishes the fundamental principles that guide the Sustainability Management at Ventus. This Policy has a global approach, is transversally applicable to all areas of the Company and its interest groups, as well as to the various countries in which we operate.

Code of Conduct: It is a guide that defines the ethical and legal obligations that all VENTUS collaborators must comply with when dealing with customers, employees, business partners, competitors and suppliers anywhere in the world.

Internal Work Rules: Its purpose is to determine the conditions to which both the Company and its Collaborators must adhere for the correct execution of the task for which they were hired.

Integrated Management Policy: It represents the strategic framework that guides our company towards operational excellence. This set of principles focuses on the efficient coordination of our management systems, covering key aspects such as quality, environment and health and safety at work.

Moral and Sexual Harassment Policy: Its aim is to prevent, eradicate and punish situations of moral and sexual harassment in the workplace, as well as to establish the procedures to follow in the event that an unwanted situation of harassment occurs.

Anti-Corruption and Anti-Bribery Policy: It is stipulated that the integrity of VENTUS is non-negotiable, therefore, no corruption or bribery of any kind is tolerated whatsoever.

Transparency and Business Ethics Program Manual: It contains the administrative instructions and recommendations to mandatory implement (as of 2024) the Transparency and Business Ethics Program to mitigate the risk of transnational bribery and corruption in VENTUS.

Self-control and Risk Management System Manual for Money Laundering, Financing of Terrorism and Proliferation of Weapons of Mass Destruction: It allows VENTUS to prevent and control ML/FT/FPADM risks and thus reduce the possibility that the company can be used as an instrument for the concealment or legalization of assets resulting from criminal conduct.

BUSINESS ETHICS AND TRANSPARENCY PROGRAM (PTEE)

During 2023 we developed the Business Ethics and Transparency Program (PTEE in Spanish), with the aim of guiding and transmitting to all parties involved with our company, whether employees, clients, suppliers, partners or other people with indirect links, that all the operations and transactions carried out with VENTUS are performed with the best market practices, within a framework of ethics and legal transparency.

Within the PTEE, best business practices are established to prevent the risk of bribery.

Such practices are:

We prohibit carrying out operations that attempt to bribe or take advantage of any situation that may affect the reputation of VENTUS.

We provide training on this risk for employees who carry out procedures before public entities or who interact with public officials.

We establish processes for the assessment, monitoring and management of bribery risks in all company processes.

We maintain reporting channels with due guarantees of non-retaliation for employees.

We define how to control possible bribery practices towards interest groups (branches, suppliers, contractors).

We include termination clauses in employment or commercial contracts in the event of bribery.





CONFLICT OF INTEREST

The PTEE establishes the process for the prevention, management and disclosure of conflicts of interest. This term refers to situations in which the personal interests of a collaborator may conflict with the interests of the company.

To address this issue effectively, we have established a set of rules and guidelines in our Code of Conduct, which detail how our policies are implemented for the prevention, management and disclosure of potential conflicts of interest.

Our collaborators are required to follow a series of specific performance standards to guarantee loyalty and honesty in all interactions related to VENTUS.

These standards include:

-○ Avoid commercial, financial or other interests that compete with those of the company.
 -○ Act with truthfulness, dignity and good faith in all circumstances.
 -○ Refrain from participating in improper arrangements or fraudulent acts.
 -○ Do not unjustifiably delay responsibilities at the expense of the company or its clients.
- Also, our employees are prohibited from requesting or using privileged information for their own benefit or that of third parties, as well as from participating in commercial activities with clients or suppliers in which they have personal interests.

RECEPTION AND MANAGEMENT OF COMPLAINTS

To guarantee compliance with our Transparency and Business Ethics Program (PTEE), any non-compliance or violation of the PTEE can be reported through the Compliance Officer using the e-mail created for this purpose.

Complaints are investigated impartially, and adequate actions are taken in response to concerns raised.



06

**COMMITTED TO
SUSTAINABLE MANAGEMENT**



6.1.

VENTUS SUSTAINABILITY POLICY (GRI 2-23; GRI 2-24)

Ventus Sustainability management is governed by the following principles:

1. COMPLIANCE WITH RULES AND REGULATIONS:

VENTUS ensures, in all its activities : and in each of its projects, mandatory compliance with current national legislation and international standards in force.

2. GLOBAL AND TRANSVERSAL:

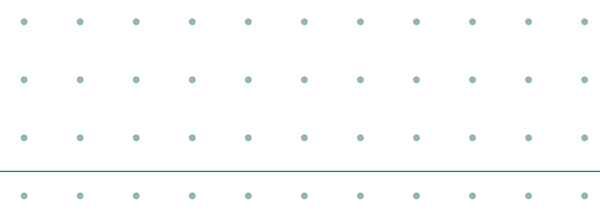
For VENTUS, business sustainability is global, that is, it is transversal to all areas of the company and its stakeholders, as well as all to the territories where we operate, including the entire value chain necessary to provide our services.

3. ETHICS AND COHERENCE:

Business Sustainability is supported by ethical commitments that translate into the obligation to maintain coherence between commitments to our stakeholders, and business strategies and decisions. At no time will Sustainability for Ventus be a mere management of its business reputation..

4. RESPECT FOR HUMAN RIGHTS:

VENTUS respects and contributes to the safeguarding of fundamental human rights recognized internationally, with the aim of avoiding any participation in abuses or violations thereof.



At Ventus, as a company dedicated to providing services for all stages of renewable energy and infrastructure projects, we value the relevance of being an organization committed to Sustainability, striving for social progress, environmental balance and economic growth.

5. IMPACT MANAGEMENT:

Business Sustainability is manifested in the management of the impacts that may be generated as a consequence of the development of our business activity, and that in some way affects the social, environmental and economic aspects. To carry out the management of these impacts, Ventus develops Environment and Environmental Management Plans, which start from the reading of territories and the identification of risks and mitigation actions, from a preventive approach.

6. SATISFACTION OF THE NEEDS AND EXPECTATIONS OF INTERESTED PARTIES:

Business Sustainability is aimed at identifying and satisfying the needs and expectations of interest groups. Through permanent relationships with these groups, processes are generated which integrate their social, environmental and ethical concerns into our operations and business strategy, in order to generate value for all of them and society.

7. TRANSPARENCY AND ACCOUNTABILITY:

VENTUS promotes, maintains and strengthens transparent, positive and relevant links with stakeholders, promoting a relationship of shared value. In that sense, it is willing to account for its impacts on the environment. The information issued by Ventus is truthful, complete, reliable, timely and easy to understand, and is communicated through effective, two-way communication channels with all interest groups.



OUR MAIN GOALS IN SUSTAINABILITY:

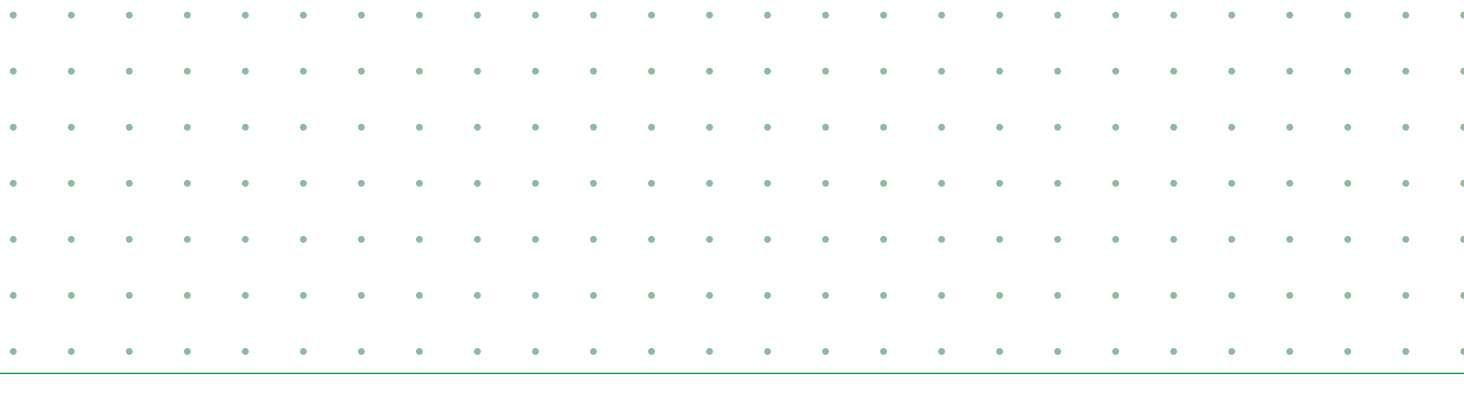
To position VENTUS as a company with high Sustainability standards, reflecting its ability to generate value for all stakeholders.

To promote “Good Partner” behavior with internal collaborators and contractors and “Good Neighbor” in relations with communities close to the areas of influence of the developed projects.

To address the interests of our Clients, seeking their satisfaction through sustainable solutions that manage to combine their needs and expectations with our Social Responsibility.

To articulate business Sustainability actions, aligned with the UN Sustainable Development Goals.

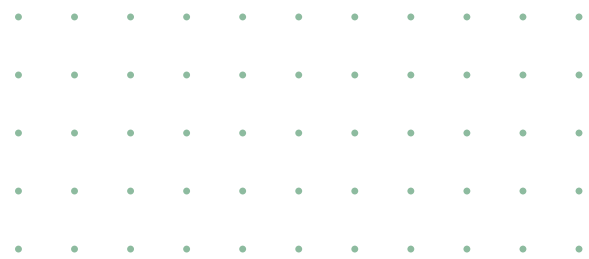
To develop our activities always prioritizing solutions with the least possible impact on the environment.



The purpose of Ventus is to actively contribute to the achievement of the Sustainable Development Goals (SDGs) established by the United Nations, through our operations.

6.2.

OUR CONTRIBUTION TO SDG



By aligning our operations with these SDGs, Ventus demonstrates its commitment to sustainability and its active contribution towards a more fair, prosperous and equitable world for present and future generations.



SDG 7: Affordable and clean energy: Ventus works tirelessly to drive the transition towards renewable energy sources, thus providing access to clean and sustainable energy, reducing dependence on fossil fuels and contributing to the mitigation of climate change.



SDG 8: Our company generates local employment, prioritizing inclusion and professional development in the communities where we operate. We have provided first job opportunities and facilitated job entry for those with difficulties accessing the market. We promote gender equality and diversity in our work team, ensuring a fair environment for all.



SDG 9: Industry, innovation and infrastructure: Through our renewable energy projects and related technologies, we foster innovation in the energy sector and promote the development of sustainable infrastructure, thus creating an environment suitable to inclusive and sustainable economic growth.



SDG 12: Responsible Consumption and Production: At Ventus, we are committed to responsibly manage natural resources and minimize the environmental impact of our operations. In addition to that, our work in waste management fosters the circular economy and recycling, thus contributing to reducing waste generation and optimizing the use of resources.



SDG 13: Climate Action: As a company dedicated to renewable energy, Ventus plays a critical role in the fight against climate change. Our actions help reducing greenhouse gas emissions and mitigating the negative impacts of global warming, promoting a more sustainable and resilient future for all.



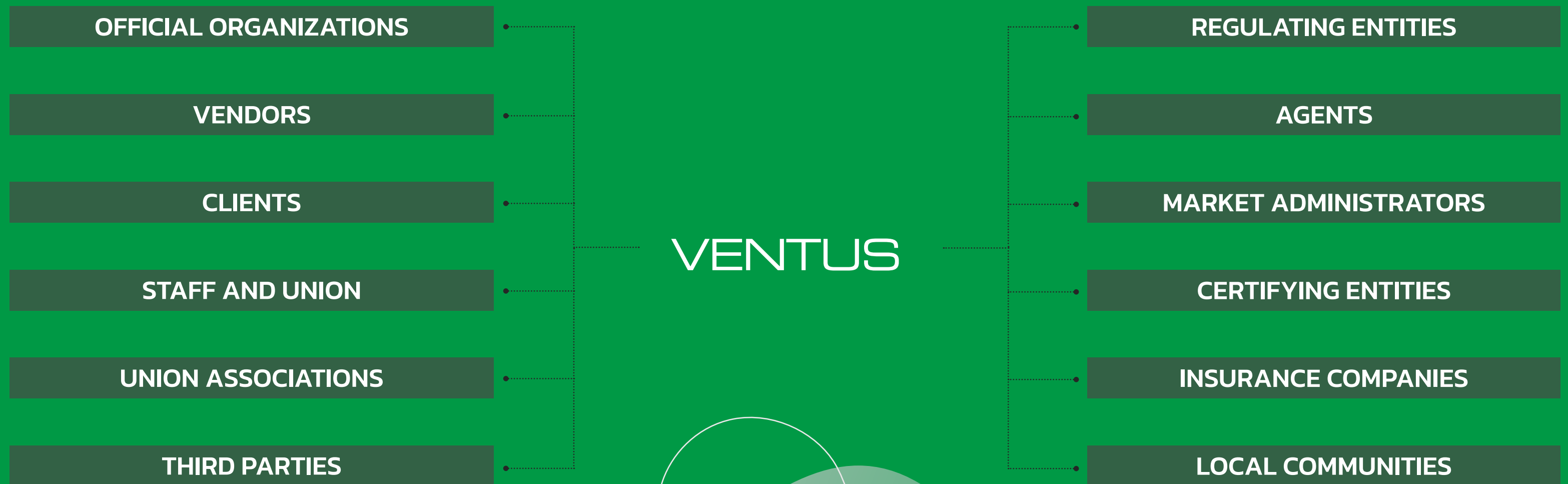
SDG 17: Partnerships for the goals: At Ventus, we deeply value collaboration with our clients in the implementation of programs and strategies to achieve common sustainable development objectives. We recognize that this partnership is critical to driving progress towards a more sustainable and resilient future. Therefore, we foster strategic alliances and actively participate in multilateral initiatives that promote the transition towards more sustainable and environmentally responsible practices.

6.3.

OUR INTEREST GROUPS AND MATERIAL TOPICS

(GRI 2-29; GRI 3-1; GRI 3-2)

Within Ventus' sustainable vision, we recognize the key importance of our Interest Groups. From collaborators to local communities, each group contributes uniquely to building a responsible business ecosystem.



We look for solid and transparent relationships, committing ourselves to actively listen to the needs and perspectives of our interest groups, therefore, fluent and constant dialogue with primary interest groups is a practice held by Ventus.

Currently, we have several channels to establish communication with our interest groups and identify expectations, disagreements and/or complaints:

Internal Groups: We use available tools that allow us to improve coordination between teams. Therefore, we communicate via e-mail, internal chats, internal team newsletters, both virtual and in-person meetings, and participation and consultation committees. We consider that communication between teams is essential to achieve goals, which is why we have several tools available that allow us to do so in an agile and efficient way.

External Groups: We seek to convey useful and truthful information about the company's operations. We consider that the image of our brand is the result of what we plan and what is perceived by our interest groups.

Due to Ventus geographical presence, we prioritize virtual communication. That is why we communicate mainly through our website and our profiles on social media. This allows us to adapt to the dynamics and speed of our business and the need for information from our interest groups.

+ 50,000

FOLLOWERS ON SOCIAL MEDIA

+ 26,500

USERS VISITED VENTUS WEBSITE IN 2023

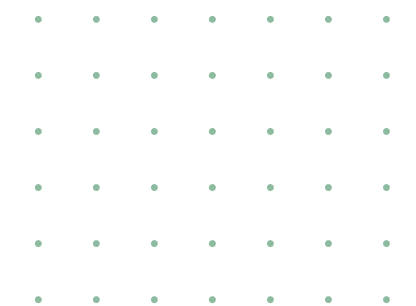
+ THAN 160

POSTS ON SOCIAL MEDIA

+ THAN 100

COMMUNICATIONS ADDRESSED TO COLLABORATORS

On the other hand, at Ventus we have a system to receive, handle and respond to concerns such as claims, complaints and suggestions from our interested parties.



MATERIAL TOPICS

(GRI 3-1; GRI 3-2)

Ventus carried out a Materiality Analysis with the dual purpose of identifying the significant aspects in terms of sustainability and prioritizing the contents incorporated in this report.

THE PROCESS CONSISTED OF:

01

IDENTIFYING MATERIAL TOPICS:

In order to recognize the key aspects, we carry out exhaustive benchmarking of influential companies in our sector and competition, using their materiality matrix. In addition to that, we carry out a detailed analysis of the communications received from our interest groups, assessing their requirements and expectations, as well as examining relevant communications related to the sector. This comprehensive approach provides us with a complete and up-to-date view of the material issues that impact our company.

02

CONSULTING INTEREST GROUPS:

Internal meetings with the management of various areas were held, with the aim of compiling evaluations on the previously identified topics. During these meetings, the focus was on determining the relevance of these issues in operations and the perceptions of the interest groups regarding the impacts associated with said issues were analyzed.

03

PRIORITIZING MATERIAL TOPICS:

A prioritization of the identified material issues was carried out, based on the reviews gathered.

04

CREATING A MATERIALITY MATRIX:

Based on the results obtained, a matrix has been created, which classifies issues according to their level of relevance for Ventus and its interest groups. The validity of these results has been supported by Management.

Based on the above, the material topics identified for VENTUS in 2023 are the following:

Human Capital Development

Employees Safety and Health

Waste Management

Natural Resources Efficiency

Ethics and Compliance

Economic Growth

Service Quality

Supply Chain Management

Handling Dialogue with Interest Groups

OUR ECONOMIC PERFORMANCE

07



7.1.

ECONOMIC PERFORMANCE

(GRI 201-1; GRI 201-4; GRI 3-3)

By 2023, our goal was to achieve a total of \$76 million in contracts signed with clients. We are pleased to inform that we exceeded this goal, achieving a total of \$83 million.

The strategies implemented to achieve these results included:

Restructuring the commercial team, allocating more resources and dividing responsibilities into specific roles, especially in Colombia.

Adaptation and standardization of the commercial process to increase efficiency and precision at each stage, from initial briefing to final delivery.

Development of customized strategies for each client, focused on ensuring sealing agreements.

Prioritization of projects and clients that aligned with Ventus' value proposal, offering comprehensive solutions instead of separate services.

Planned expansion to new geographies, such as Guatemala.

Implementation of a rigorous budgeting process for more effective planning, which allowed us to take commercial and risk mitigation decisions with greater clarity before submitting offers.



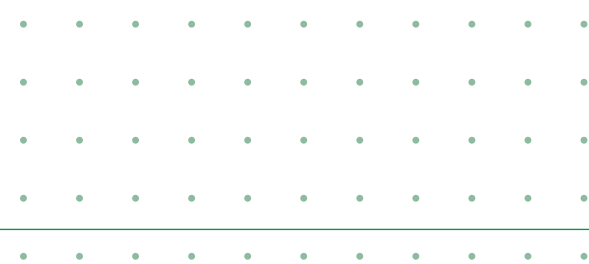
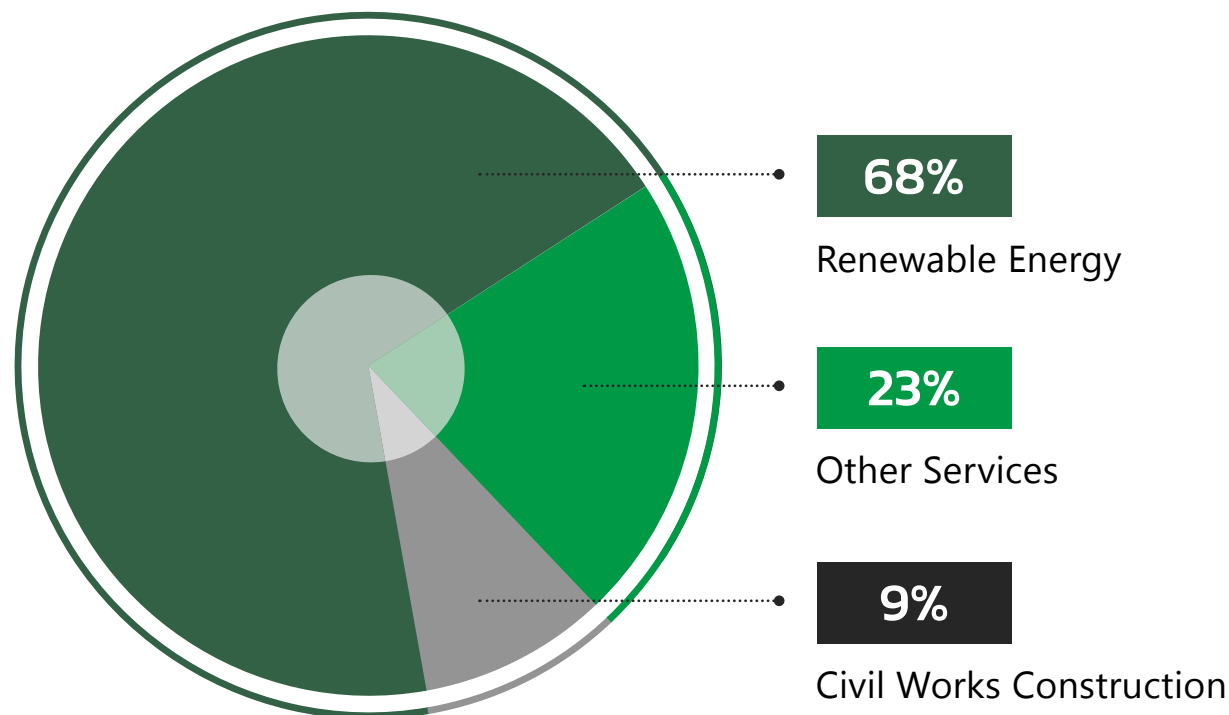
In 2023, the economic value generated increased by 21% compared to the previous year, mainly driven by the outstanding growth in Ventus Colombia (72% compared to 2022). This growth is largely due to the successful execution of EPC contracts for photovoltaic solar parks, reaching an installed capacity of 130MWp megawatts during the year.

It is especially encouraging to see that our renewable energy segment has taken the lead, positioning itself as the largest revenue generator for the company. This achievement not only validates our

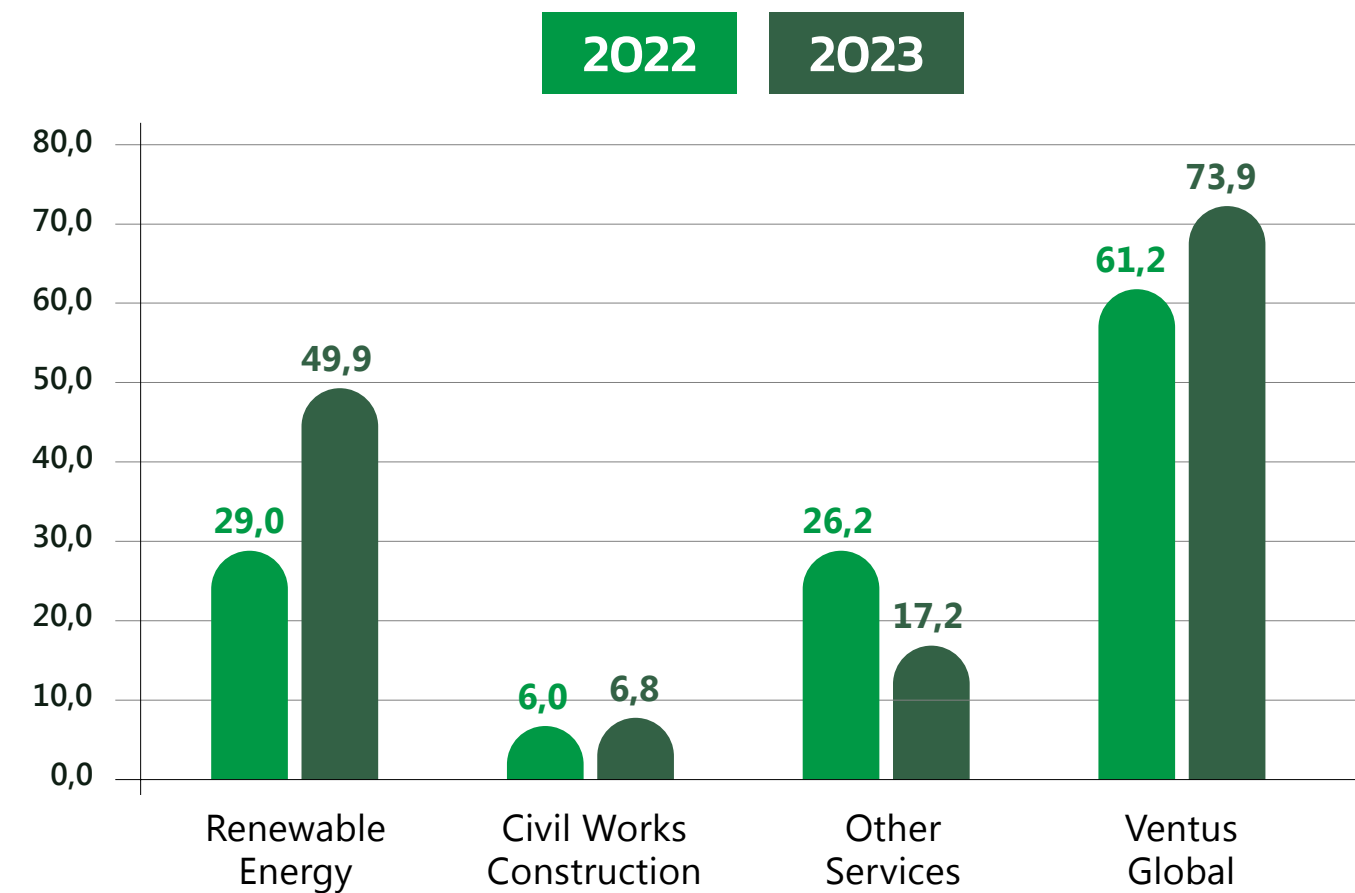
strategy focused on clean energy, but also underlines the growing demand and market confidence in more sustainable energy solutions.

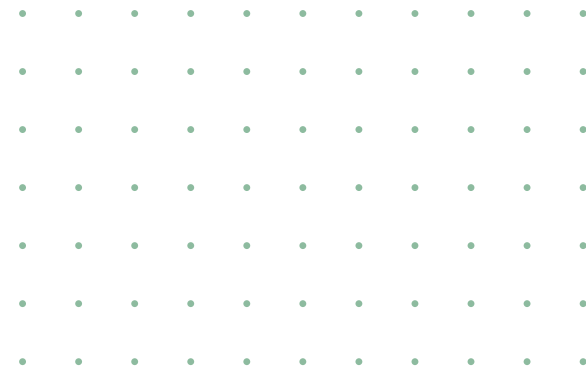
On the other hand, Ventus Construcciones business had an economic growth of 15% compared to 2022. During 2023, the company carried out the construction of a total of 16,018 square meters, distributed in four building projects and a logistics ship.

MARKET SHARE BY REVENUES



ECONOMIC VALUE GENERATED (IN MILLION USD)





7.2.

SUPPLY CHAIN

(GRI 2-6; GRI 3-3; GRI 204-1)

Our team is made up of a solid group, with specific experience according to the category and type of supply and/or subcontract for each business unit of the group.

Over the course of 2023, Ventus purchasing team grew from 10 to 15 people, led by corporate management and aligned with the same procedures that are part of our Management System.

Our purchasing and contracting process seeks to guarantee transparent, ethical and sustainable management that complies with current legislation and is effective in achieving cost and quality objectives. It is very important that both our suppliers and the team comply with internal requirements, codes of conduct and quality, safety and environmental policies.

All of our suppliers are reviewed at the beginning of our business relationship and on an annual basis. This way, we can estimate and assess the capacity of each supplier, ensuring the supply of the contracted products and/ or services, in compliance with the specified requirements and our quality standards.

Currently, we have almost 1,300 suppliers, of which 87% are national firms from the countries in which Ventus works locally and 13% are international suppliers. Suppliers and subcontractors form an essential part of the supply chain and that is why we are interested in maintaining long-lasting relationships.

In 2023, an estimated total of 8,300 purchase orders were generated to manage the supply of our various projects, such as photovoltaic plants, residential buildings and industrial warehouses, among others.

COMMERCIAL RELATIONSHIPS

In order to strengthen the relationship with vendors, we are working to have an agile communication channel, which allows them to have information on our current and future projects, to have real-time information on the contracting processes, as well as on the incorporation of surveys, to have continuous feedback from our vendors.

1300
VENDORS

All our vendors are part of a single database for all Ventus, which allows us to have the company's tax and quality documentation.

International vendors are mostly suppliers of specific technology, which is not available locally.

13%
INTERNATIONAL

87%
NATIONAL

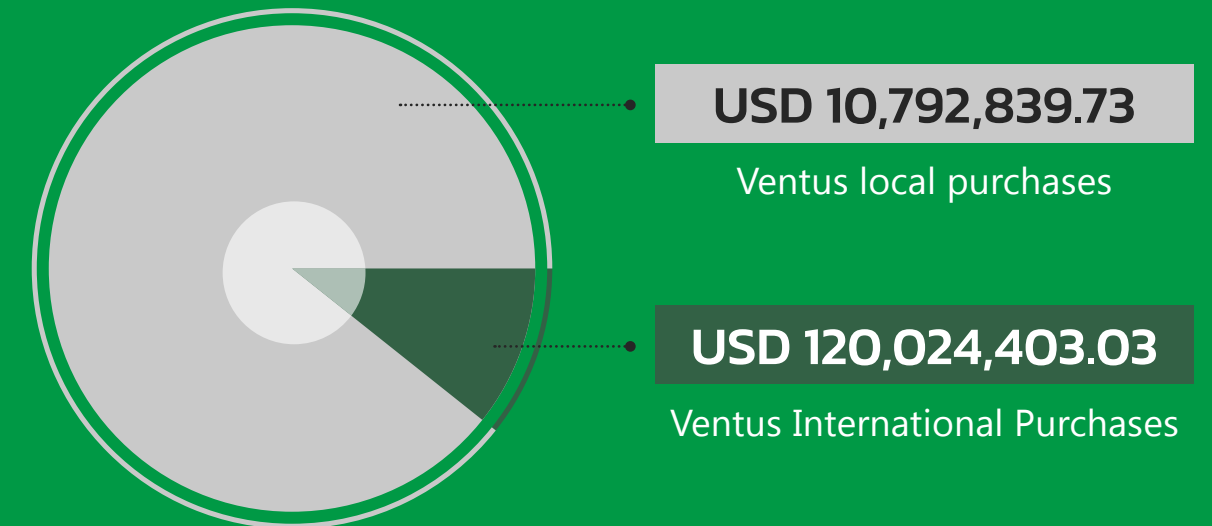
Vendors of national supplies and subcontracts are considered a priority, with the aim of promoting the economy in the communities where we carry out our activities.



ANNUAL DATA

During 2023, there were purchases for an approximate value of USD 131,000,000, of which 92% correspond to local vendors and 8% to national vendors.

2023 VENTUS TOTAL PURCHASES



7.3.

CUSTOMER SATISFACTION

(Own Indicator: results of customer satisfaction surveys)

Based on our commitment to customer satisfaction, at Ventus we have implemented a systematic evaluation process through satisfaction surveys at the end of each work or project, and semiannually for our O&M services.

These surveys cover several key aspects that impact the customer experience, such as the attitude of our representatives, staff skills, frequency and quality of contact with our team, excellence in the execution of work, compliance with the commitments made, the effective resolution of problems or disputes, the quality of the documentation provided and compliance with the established deadlines. To internally measure customer satisfaction, we use the Customer Satisfaction Index, calculated as the average of all the responses obtained in the surveys.

In 2023, our goal was to exceed an index of 4.5 on a scale from 1 to 5. We are pleased to report that we achieved an index of 4.4, which indicates a significant level of satisfaction, positioning us among the categories of "Satisfactory" and "Very satisfactory". Furthermore, the detailed results of each aspect evaluated reflect positive performance, with scores mostly within the range of "Satisfactory" to "Very satisfactory." However, it is important to highlight that compliance with deadlines continues to be the aspect with the lowest score, although still within a satisfactory level. We recognize the importance of this aspect for our clients and are committed to continuing improving in this specific aspect.

KPI	2022	2023
Customer Satisfaction	4.3	4.4

This continuous analysis of customer satisfaction provides us with valuable information to identify areas of improvement and strengthen our relationship with customers, reaffirming our commitment to excellence in service and customer satisfaction at all stages of our operations.

08

COMMITTED TO OUR COLLABORATORS



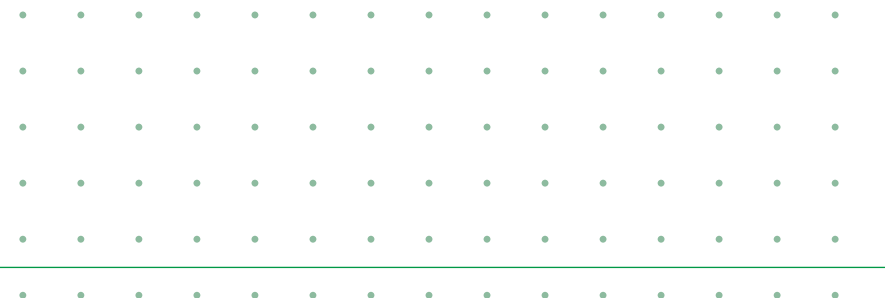
At Ventus, we deeply value our employees, recognizing that they are the fundamental pillar of our success.

We have a team of more than 800 people whose dedication and skills make us proud, as they stand out for their effectiveness and efficiency in all their daily tasks. Beyond our business work, we are firmly committed to absolute respect for human rights, the active promotion of diversity, the guarantee of equal opportunities and the total eradication of discrimination in all its forms. In addition, we guarantee the health and safety of both our team and our contractors, promoting safe work environments. These fundamental and non-negotiable principles guide all our work practices, reflecting our firm conviction to create a fair and collaborative work environment.

HUMAN CAPITAL MANAGEMENT

(GRI 2-7; GRI 401-1; GRI 402-1)

We focus on providing quality employment and ensuring that our employees grow both professionally and personally within the company. To achieve this, we have a highly qualified Human Capital team, as well as specific procedures that establish the methodologies to determine the necessary skills in staff selection, to carry out the recruitment process and satisfy their training needs..



8.1.

EMPLOYMENT

SELECTION PROCESS

The selection and hiring process carried out by the Ventus Human Capital department standouts for being objective, impartial, transparent, confidential and in accordance with the principles of equality and non-discrimination.

When a vacant position needs to be filled, we activate our Job Posting Program, designed to generate opportunities for professional growth within our organization. Likewise, we offer our collaborators the opportunity to refer candidates through our Referral Program, with the purpose of attracting individuals who share the fundamental values of our company.

We constantly seek to expand our recruiting strategies, strengthen our network of contacts and establish strategic collaborations to adapt to emerging challenges.

In 2023, a total of 1,001 people joined the Company, which represents an increase of 207% compared to 2022. From the Human Capital department, training, induction and onboarding processes were implemented to ensure a smooth transition and rapid integration of new members to our team.

Below appears the main data about our employees:

NEW HIRES PER GENDER (GRI 401-1)

	2022				2023			
	Uruguay	Colombia	Argentina	Chile	Uruguay	Colombia	Argentina	Chile
Female	10	101	0	13	6	122	0	0
Male	188	139	0	102	70	800	2	1
Total	198	240	0	115	76	922	2	1

NUMBER OF DIRECT COLLABORATORS BY GENDER AND CONTRACT TERM

PERMANENT CONTRACT	2022				2023			
	Uruguay	Colombia	Argentina	Chile	Uruguay	Colombia	Argentina	Chile
Female #	36	30	4	19	32	33	4	3
Female %	47%	58%	27%	16%	44%	55%	44%	33%
Male #	40	22	11	102	40	27	5	6
Male %	53%	42%	73%	84%	56%	45%	56%	67%
Total	76	52	15	121	72	60	9	9

FIXED TERM (Operating staff)	2022				2023			
	Uruguay	Colombia	Argentina	Chile	Uruguay	Colombia	Argentina	Chile
Female #	0	156	0	0	0	161	0	0
Female %	0%	24%	0%	0%	0%	26%	0%	0%
Male #	133	481	0	100	99	456	0	0
Male %	100%	76%	0%	100%	100%	74%	0%	0%
Total	133	637	0	100	99	617	0	0

The increase in staff, compared to 2022 (> 207%), is related to the construction of large solar parks in Colombia, therefore, the largest increase is registered in the Operations department, specifically in the area of Colombia Projects (Operational Personnel on Site). In addition to the personnel hired for operations, several departments in our offices were expanded, including the Engineering Department, QSE Department (Quality, Safety and Environment), Human Capital, Legal and Purchasing departments.

When analyzing the distribution of our collaborators according to the type of contract, there is a notorious difference in the representation of women. While in the operational/ construction areas with fixed contracts, the total proportion reaches 22%, in the office/services areas, with permanent contracts, this percentage rises to 44%.

This difference is based on the labor dynamics rooted in the construction sector, where male labor has traditionally prevailed due to the type of tasks performed.

To address this challenge and promote greater equality, especially in the operations carried out in Colombia, where the effort to include women stands out, we have implemented strategies to expand the participation of personnel with difficulties finding work in our projects. In this sense,

we adopted measures such as the flexibility of job profiles offered through the public employment service, thus allowing the application of candidates who had not previously had access to job calls. The positive results of these actions encourage us to replicate them in our operations in other countries where we have a presence.

TURNOVER (GRI 401-1)

Country	2022		2023	
	New Hires	Attrition	New Hires	Attrition
Colombia	240	418	320	418
Uruguay	198	105	102	105
Argentina	0	8	9	8
Chile	115	461	1	461
Voluntary turnover rate	23% in the office 86% in the field		7% in the office 24% in the field	



Regarding personnel rotation, in 2022 there was a notorious decrease in operational personnel due to the completion of projects in Chile, the reduction of operations in Argentina and the development of projects under a consortium in Colombia, where it was decided to hire operational personnel under the corporate name of the consortium.

On the other hand, in 2023, the turnover rate decreased significantly due to the continuous growth of the market in Colombia and Uruguay, which allowed us to provide continuity in other projects to our operational personnel, who are generally hired for a specific work.

8.2.

TRAINING

(GRI 2-7; GRI 401-1; GRI 402-1)

Training and skills development are essential aspects of our business culture. We recognize that continuous learning is key to enhancing the talent of our team and strengthening our capabilities to face challenges.

We have a procedure for training management that establishes the way to assess and satisfy the training needs of all staff depending on the position they hold. These identified training needs, along with mandatory and awareness training, are recorded in the Annual Training Program.

The training carried out are subject to an evaluation process. This includes an evaluation of the effectiveness of the training, aimed at measuring the impact that the activity has had on the participant's job performance. In addition to that, an evaluation of the knowledge acquired by the participant is carried out to ensure the quality and understanding of the training provided.



Training Indicators	2022	2023	Variation
Total Training Hours	10.822	19.872	84%
Training Hours / Office Staff	17,4	25,1	44%
Training Hours / Operating Staff (on site)	19,9	23,5	18%

Compared to 2022, we have increased training hours by 84%, demonstrating our commitment to staff development.

8.3.

PERFORMANCE REVIEW

(GRI 404-3)

We carry out performance reviews as a fundamental part of our business strategy. These evaluations allow us to objectively and transparently measure the performance of our human talent regarding organizational objectives.

In addition to that, they give us the opportunity to identify strengths and areas of improvement both individually and collectively, which help us developing personalized action plans and training programs that promote the professional growth of our collaborators.

The performance evaluation process is based on a comprehensive evaluation

approach known as 360° modality. In this method, each leader evaluates the members of his direct team, while each collaborator performs a self-evaluation and receives the evaluation of his peers and subordinates if applicable. This multidimensional approach allows us to obtain a complete and balanced view of each individual's performance, by considering different perspectives and opinions within the work environment.

In the case of operational or site profiles, the evaluation of their performance is carried out by the corresponding Construction Manager, completing an evaluation form defined for this purpose.

In 2023 we developed a new tool for 360° evaluation, which allowed us to evaluate a greater percentage of collaborators under this modality, reviewing 233 collaborators this year in 360° and 675 with an on-site performance evaluation, which represents a total of 85% collaborators reviewed.

In addition to that, we placed greater emphasis on obtaining qualitative results on the strengths and areas for improvement of each collaborator, which are specifically addressed in each personal feedback session during the review.

8.4.

BENEFITS PROGRAM (GRI 401-2)

We have a wide range of corporate benefits designed to promote the personal well-being of our collaborators, being a strategic tool to promote their loyalty.

We recognize the importance of balance between personal and work life to maintain optimal levels of health, commitment and productivity. Our benefits are designed to keep our employees motivated and satisfy their additional needs. Some of them are:

HEALTH: We offer prepaid medicine for our employees and their families, support from an internal occupational physician, coordination of periodic medical examinations, training and information days on health, and we have fruit available in the offices.

EDUCATION: We provide financial support for courses, master's degrees, postgraduate degrees and other training that contributes to the professional training of our employees, as well as flexible hours for their completion. We also provide additional days of study leave, adapted to the regulations of each country.

SPARE TIME: We celebrate our collaborators' birthdays with a day off, we offer extensions of paternity, vacation, study and marriage leave, as well as additional non-working holidays. We also promote flexibility with Flex Fridays and the Home Office modality.

CORPORATE GIFTS: We commemorate special moments in the lives of our collaborators, such as births, weddings and other events, with corporate gifts.

INTEGRATION DAYS: We organize activities and events to promote integration and camaraderie among our collaborators.



8.5.

WORK ENVIRONMENT

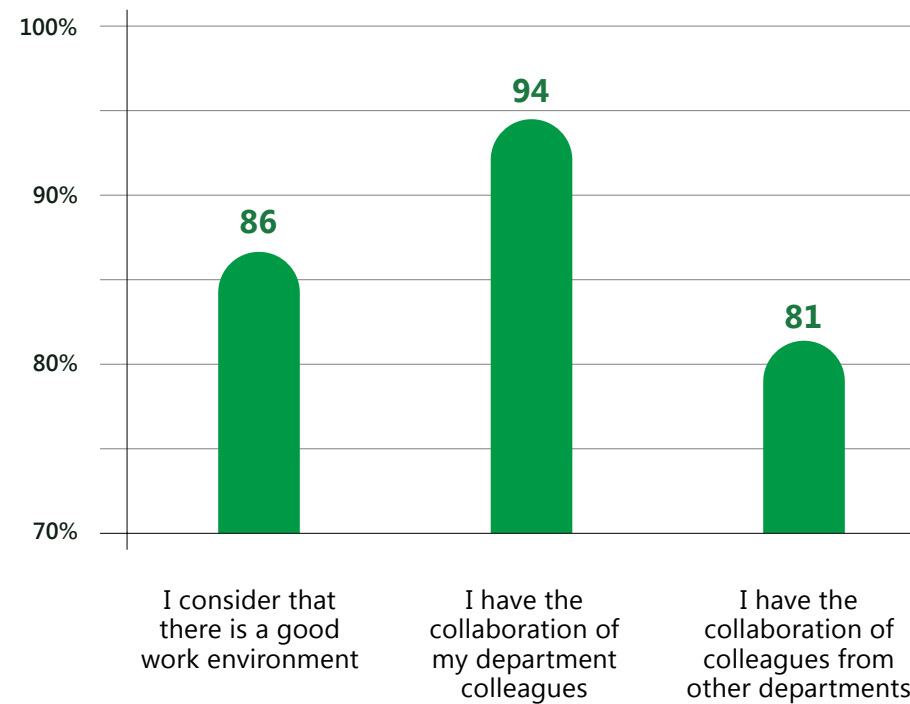
(Self Indicator)

Measurement of the work environment give us a window into the perception and experience of our human talent within the company. They are an essential tool to evaluate the satisfaction, commitment and motivation of our team towards Ventus culture, policies and practices.

By systematically analyzing these measurements, we can identify areas of strength, as well as opportunities for improvement to promote an even more positive, inclusive and productive work environment.

During 2023, a total of 274 permanent contract employees completed the work environment survey. Below are the results of the main indexes.

ENVIRONMENT AND COLLABORATION



GOOD WORK ENVIRONMENT AND COLLABORATION INDEX:

The results show that 86% of collaborators consider that there is a good work environment, and 94% count on the collaboration of their work team and 81% can count on the collaboration between employees from other departments.

SATISFACTION



SATISFACTION AND COMMITMENT TO THE COMPANY INDEX:

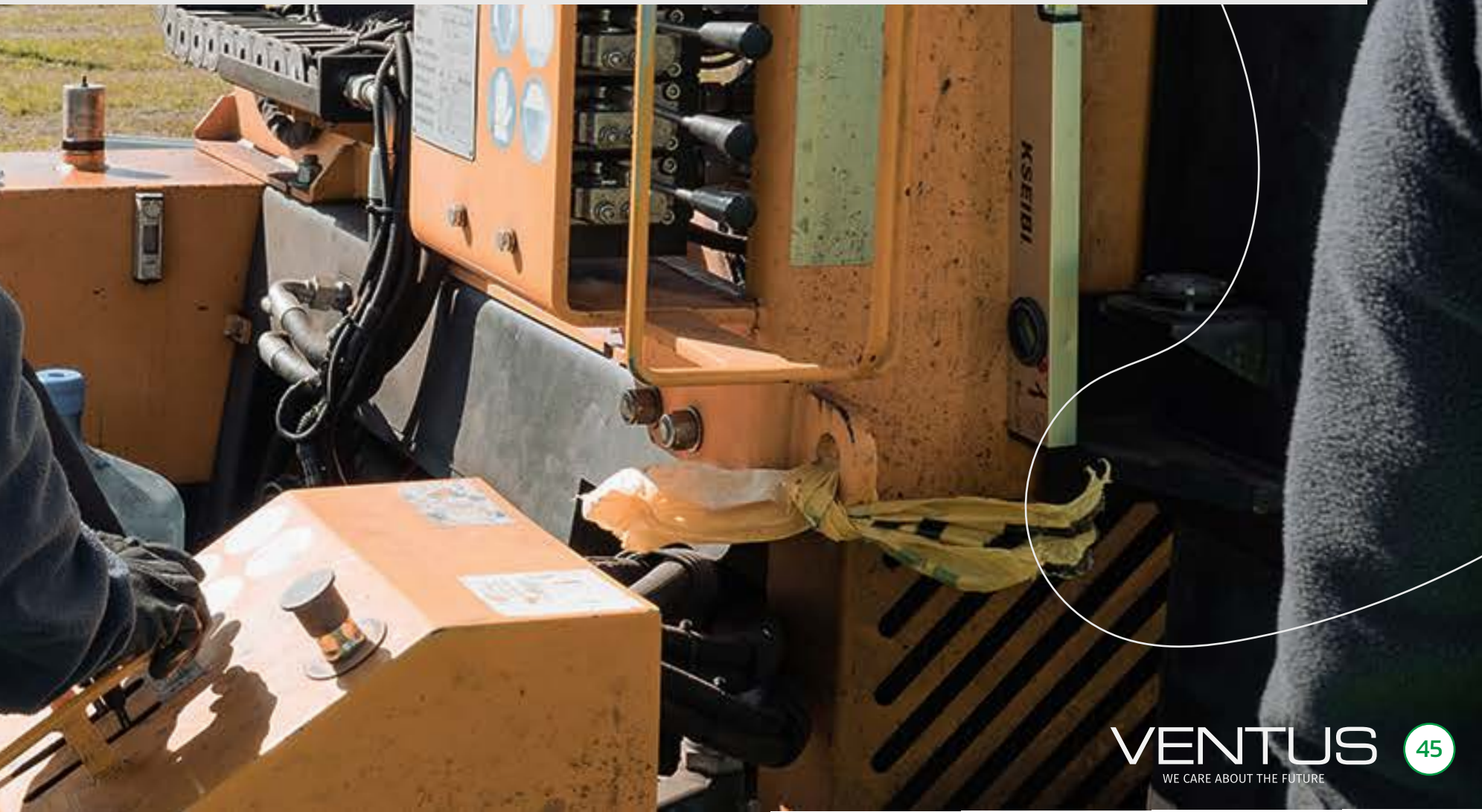
Los resultados indican que el 92% de nuestros colaboradores está a gusto con las tareas que desarrolla en su puesto de trabajo y el 93 % recomienda la empresa como un buen lugar para trabajar. El 86% no cambiaría de empresa por iguales condiciones de sueldo y contratación.



8.6

SAFETY AND HEALTH OF OUR WORKERS

At VENTUS, we recognize that the safety and health of our employees are fundamental aspects to guarantee a sustainable and responsible work environment. In this section, we highlight our initiatives and commitments to foster safety in the workplace, as well as to safeguard the health and well-being of everyone who is part of our company.



MANAGING SAFETY AND HEALTH AT WORK

(GRI 3-3; GRI 403-1)

The management of health and safety at work at Ventus and its operations is directed by our Management System based on ISO 45001:2018 standards for Occupational Health and Safety, which covers both our internal team as well as third parties who collaborate in our facilities.

Our integrated management system through its Policy proposes the prevention of accidents and occupational diseases as its main objective in terms of Safety and Health at Work.

This objective is based on 5 simple, feasible and mandatory principles:

- All accidents can be avoided
- All risks can be controlled
- Management is responsible for safety
- People are key for improving security
- Working safely is a condition of employment

The QSE Management is responsible for guaranteeing compliance with the directions defined in the Management System, the current legal requirements and the requirements of our interested parties related to Safety and Health at Work.



HAZARDS IDENTIFICATION AND RISK ASSESSMENT

(GRI 403-2)

The proper identification of hazards, risk assessment and establishment of effective control measures are crucial aspects to guarantee the safety and health of our employees and contractors. In this sense, we have defined and implemented processes to carry out these activities efficiently and effectively.

Our approach is based on expert analysis, the current regulatory framework, the results of inspections and audits, as well as the evaluation of accidents and absenteeism. From these elements, we develop matrix for the identification and assessment of hazards and risks, which allows us to determine control measures in accordance with the hierarchy of controls. Each site or activity carried out by Ventus has a risk matrix adapted to the specific

characteristics of said environment. We consider these matrices as dynamic documents, since they must be adjusted based on the incorporation of new tasks, equipment, materials or technologies, as well as changes in working conditions or the organization, and in response to incidents that have occurred. This approach allows us to maintain agile and up-to-date risk management.

The prevention of accidents and work-related illnesses involves an active attitude of each employee, who has the authority to stop risky tasks. Strongly conveying to our collaborators and contractors that prevention is a constant priority and will always prevail over any other consideration, is a key rule for us.



INVESTIGATION OF INCIDENTS

(GRI 403-2)

All incidents, regardless of their classification, are subject to investigation at Ventus. A specific methodology adapted to the type of event is used, and corrective measures are established with the main objective of avoiding its repetition, both in the original site and in any other site, identifying and sharing lessons learned.

This comprehensive process also includes the identification of unsafe acts or conditions. We focus on analyzing common patterns and significant aspects prior to the occurrence of major events. This proactive approach allows us to identify and address potential risks before they take place, continually strengthening our operational practices and improving security in all aspects of our operations.

HEALTH SERVICES AT WORK

(GRI 403-3)

Ventus has established a health team comprised of occupational doctors with support from specialists in key areas for our operation. This team works on the implementation of an annual work plan where guidelines for the development of the area are defined.

The plan includes continuous support in risk assessment and emergency plans, workplace accompaniment for medical surveillance, training and drills. The implementation of preventive programs aimed at operational and personal health risks stands out, covering several areas such as hearing, biological, biomechanical, cardiovascular and psychosocial, among others.

The health team plays an essential role in monitoring work-related disabilities and common illnesses of our workers, generating constant feedback with the affected employee and the Human Capital area. This comprehensive collaboration strengthens our occupational health initiatives and contributes to the general well-being of our collaborators.

EMPLOYEES' PARTICIPATION

Consultations and communication regarding health and safety work

(GRI 403-4)

Ventus has established clearly defined processes to encourage worker participation and consultation through committees made up of representatives of management and the workers themselves. In these spaces, the evaluation, definition and monitoring of improvement plans is carried out, ensuring a genuine commitment to listen to and consider each contribution of our collaborators in this area. These committees play an active role in communicating incidents, audit results, management indicators and updates related to the operation of our integrated management system.

Effective collaboration between management and workers in these forums contributes significantly to strengthening our organizational culture focused on continuous improvement and the active participation of all Ventus members.

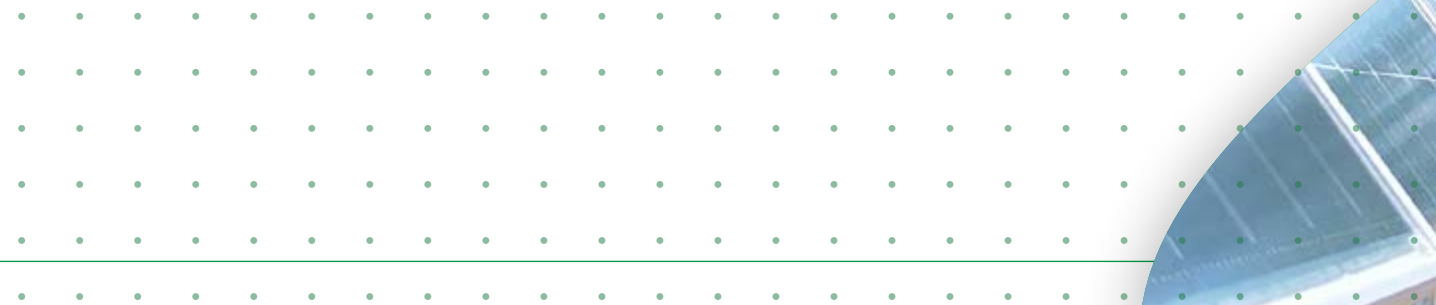
TRAINING OF WORKERS ON HEALTH AND SAFETY AT WORK

(GRI 403-5; GRI 403-6)

The continuous training of our workers in Safety and Health at Work constitutes a constant commitment, ensuring the acquisition of knowledge and providing operational tools consistent with the prevention of accidents and occupational diseases. For this purpose, we develop training plans that include inductions, re-inductions, training, talks, campaigns and personalized workshops, adapted to each position and the activities carried out in the establishment. Also, we implement corporate training sessions focused on the operation of our management system, as well as updates and process improvement projections.

Among the outstanding training courses given during the period under analysis we can identify:

- Awareness workshop for leaders in safety and health.
- Incident investigation workshop.
- Training in detection and management of unsafe acts or conditions.
- Training in preventive management tools.
- Training in good practices for working at heights.
- Defensive driving training.
- Electrical risk training – 5 golden rules.
- Hand care campaign.
- Biomechanical risk prevention campaign.
- Training of emergency brigades in first aid, cardiopulmonary resuscitation, fire extinguishing, evacuation, among others.



ACCIDENTS, ILLNESSES AND INJURIES

(GRI 403-9; GRI 403-10)

SAFETY AND HEALTH AT WORK INDICATORS	2023		2022	
	Employees	Contractors	Employees	Contractors
Hours Worked	1,891,140	450,749	2,459,884	369,074
Accidents	24	0	54	1
Work Diseases	0	0	0	0
Days Lost	413	0	468	5
Casualties	0	0	0	0
Accident Rate	12.69	0.00	21.95	2.71
Severity Rate	0.22	0.00	0.19	0.01
Occupational Illness Rate	0.00	0.00	0.00	0.00
Mortality Rate	0.00	0.00	0.00	0.00

The accident and occupational illness rates are calculated per 1,000,000 hours worked. The severity rate is calculated per 1,000 hours worked.

We have managed to reduce our accident rate compared to 2022. However, although a smaller number of incidents were recorded, they had a more notable impact in terms of lost work days.

During 2023, it was observed that approximately 35% of accidents were related to hand injuries. In response, it is planned to improve analysis and control measures for activities with risk to hands. Furthermore, 70% of the accidents were attributed to mechanical factors, such as cuts and blows, which will lead to the implementation of a program to reduce these risks.

Events with high intrinsic potential were identified, but surprisingly, they were not reflected in the severity of the incidents; For this reason, during the next period, we will focus on identifying high-potential incidents, developing specific prevention programs and establishing guidelines around rules that can save lives to prevent occupational accidents and illnesses.



SAFETY AND HEALTH AT WORK WEEK

During the month of August, we carried out the Health and Safety at Work Week, covering various activities both in offices and in construction projects and solar parks in operation. These activities were supported by external entities and included initiatives such as talks on healthy eating, yoga and pilates practices, implementation of active breaks, workshops focused on a healthy lifestyle, as well as body expression practices and rumba therapy.

These days were not only enriching in terms of knowledge, but also promoted camaraderie. Also, support was provided to collaborators through recognition and gifts as a sign of gratitude for their participation and commitment. This initiative demonstrates our commitment to the comprehensive well-being of employees, promoting a healthy work environment and strengthening ties within Ventus community.

09

COMMITTED TO THE
ENVIRONMENT



ENVIRONMENT MANAGEMENT

(GRI 2-27; GRI 3-3)

Environmental management constitutes a fundamental pillar for our company. For this reason, we have adopted a preventive approach in all our activities, ensuring that we rigorously comply with applicable environmental standards and regulations.

We guide the development of our operations through an Environmental Management System certified in 2023 according to ISO 14001:2015 Standards. This system establishes a methodology that allows us to identify, assess and record the environmental aspects associated with our activities. The goal is to determine which of these aspects are significant, with the purpose of undertaking actions to minimize possible impacts.

Among the environmental aspects considered relevant, we have identified the generation of waste, the emission of dust and noise and the impact on flora and fauna during the execution of works, as well as the use of natural resources.

The fundamental principles that guide our Environmental Management are reflected in the Integrated Management System Policy. Below, we break down these principles of action:

- 01** Protect the environment, including pollution prevention and sustainable use of resources.
- 02** Constantly train our employees in technical, safety, occupational health and environmental protection matters, also promoting their personal and professional development.
- 03** Select vendors and partners in accordance with our requirements and commitments.

During 2023, Ventus did not receive any type of fines or sanctions for non-compliance with laws and regulations in the environmental field.

Within this reference framework, we annually define objectives and goals, addressing areas such as waste management, prevention of environmental incidents and reduction of consumption of natural resources (electricity, fuel, paper), among others.





9.1.

WASTE

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

At Ventus, we adopt environmentally responsible management of the waste we generate, fostering practices aimed at reducing the negative impact associated with waste.

We manage all the waste we generate with strict adherence to current legislation, working with duly authorized managers.

We constantly seek opportunities to improve and optimize our waste management practices, prioritizing recycling as a key measure to reduce our environmental impact.

In all our operations centers, we implement the organization's Waste Management

procedure, which establishes the methodology for the classification, storage, transportation and proper disposal of waste.

We classify the waste generated in all our work centers into two large categories: hazardous waste and non-hazardous waste. Hazardous waste includes waste that, due to its characteristics, can cause direct or indirect damage to living beings or cause environmental pollution.

On the other hand, non-hazardous waste mainly includes usable/recyclable waste, as well as non-usable or ordinary/common waste (waste not suitable for use) and construction and demolition waste.

In each work center, the segregation of all waste is carried out, guaranteeing that each type of waste is managed accordingly. Specific waste storage areas are designated for each work or project to preserve the waste generated in optimal conditions and prevent any form of contamination.

Subsequently, the waste is transported and managed through treatment, use or final disposal through duly authorized companies hired.

GENERATION OF WASTE IN CIVIL INFRASTRUCTURE WORKS

(GRI 3-1; GRI 3-2)

Type of Waste	Unit	2022	2023
Non-recyclable civil works waste	t	138	963
Recyclable civil works waste	t	18	395
Hazardous Waste	t	0.08	0.68
% Recycled civil works waste	%	11.5	30

During 2023, we managed to significantly increase the percentage of recycling of nonhazardous waste generated at our works, reaching 30%. This waste mainly includes clean debris, such as concrete, mortar, ceramics, blocks, as well as wood, metals, plastic and cardboard. The increase in the generation of waste, both hazardous and non-hazardous, is a consequence of the growth of our operations.

Our alliance with construction waste recycling companies was essential to carry out this recycling process. Together, we promoted the reuse and recovery of waste generated on the construction site, implementing practices that contributed to its reintegration into the construction cycle.

In line with our commitment with the environment, we implemented specific strategies to minimize the final disposal of CCW (Civil Construction Waste) during the execution of the works. The debris delivered for recycling were efficiently transformed into recycled aggregates and ecological pavements. This transformation allowed the successful reintegration of these materials into new construction cycles, thus closing the life cycle of waste.

Regarding other materials, we have sent them to various valorization plants with which we maintain strategic alliances. These plants are responsible for managing each of the waste fractions responsibly, ensuring an appropriate end use for each of them.

GENERATION OF WASTE IN CONSTRUCTION, OPERATION AND MAINTENANCE OF SOLAR PARKS

Type of Waste	Unity	2022	2023
Non-recyclable civil works waste	t	93	110
Recyclable civil works waste	t	203	130
Hazardous Waste	t	3.4	3.6
% Recycled civil works waste	%	68	55

During 2023, 55% of the non-hazardous waste generated was recycled. Despite this success, it is important to mention that there was a slight decrease compared to previous year. This variation is attributed to a specific incident in one of our construction projects, where inadequate storage conditions caused the panels packaging cardboard to be exposed to moisture, resulting in the loss of its properties to be recycled. As a result of this incident, we have adopted a comprehensive action plan that focuses on improving materials storage practices on all projects. Our goal is not only to recover, but to exceed the previous recycling percentage.

The largest proportion of waste that can be recycled was originated in solar panel assembly activities during the construction of solar plants, with waste resulting from the unpacking of panels being the most abundant in the construction of solar parks.

Before starting assembly activities in each project, the collaboration of waste managers specialized in cardboard, plastic and wood is actively sought. Additionally, the needs of the surrounding community are assessed to determine how to effectively use this waste. In several projects carried out in Colombia, the donation of wood waste, such as pallets and straps, has been carried out, benefiting local artisans and the community, who use these materials to create new products or to improve their homes.

Part of these materials are also sold to recycling managers and associations. The income generated is reinvested in activities for collaborators, such as donating markets and celebrating birthdays, serving as an incentive to continue improving in this aspect.





Standing out among the most interesting initiatives carried out in 2023, during the construction of the PSFV Palmira 1 project, Ventus entered into an agreement with Fundación 2 por el Planeta. By delivering recyclable waste, Ventus contributed to the creation of two playgrounds with plastic wood materials, which were installed in the project's area of influence. In addition, an eco-exchange was implemented, where for every 200 kg of waste delivered, 5 meals were donated to community centers in Valle del Cauca, resulting in a total of 141 meals donated.

9.2.

ENERGY CONSUMPTION

(GRI 302-1; GRI 302-3; GRI 302-4)

In order to properly monitor and adopt suitable measures to improve our consumption, we measure the consumption of electrical energy in our offices and the fuel consumption per vehicles, machinery and electrical generators.

Energy Consumption	Unity	2022	2023
Electric Power (in the office)	kWh	37,556	38,978
Fuel in vehicles (gas)	l	20,073	16,336
Machinery fuel (gasoil/ diesel)	l	-	304,267

Regarding the consumption of electrical energy in our offices, despite having experienced an increase compared to 2022 due to the expansion of our facilities, it is important to highlight that the energy consumption indicator per square meter in 2023 (4.60 kWh/ m²) experienced a significant improvement of 12% compared to the previous year (5.17 kWh/m²).

Regarding fuel consumption in our vehicle fleet, we have adopted fuel efficiency (km/l) as a crucial indicator for monitoring, facilitating comparing and implementing improvements. During 2023, we achieved a fuel efficiency of 10.6 km/l, which represents a considerable improvement compared to previous years (9.8 km/l).

In 2023, the registration of fuel supply to construction machinery began, using fuel performance in machinery (liters per hour worked) as a key indicator for monitoring.

Initiatives to reduce energy consumption

Development of awareness campaigns and training to all staff on saving energy, water and paper.

Climate control.

Preventive maintenance of air conditioning equipment.

Acquisition of vehicles with greater fuel efficiency.

Incorporation of electric vehicles in the Uruguayan fleet.

Moving the Colombia offices to a LEED certified building.

Acquisition of efficient tools (computers, tablets, etc.)

Implementation of programs to reduce paper consumption.



WATER CONSUMPTION

Water Consumption	Unity	2022	2023
Water for industrial usage	m3	3,415	2,950

Aware of the transcendental importance of water resources, we strive to prevent, minimize and mitigate any impact that may affect the quality of this valuable resource. To effectively control water consumption and liquid effluent management, we implemented responsible practices in the construction and operation of our projects, where the demand for water is more significant.

In this context, we ensure a reliable supply of water through external sources, such as tanker trucks or the water network, and in some cases, through the use of our own wells intended to supply sanitary facilities. The primary use of water is related to the production of concrete, the irrigation of internal roads, the cleaning of photovoltaic panels and the supply of sanitary facilities.

Additionally, as part of our sustainability strategy, we implemented the reuse of storm water in our operations. This practice allows us to significantly reduce our demand for fresh water and minimize the environmental impact associated with our water consumption.

In the Operations and Maintenance (O&M) area, we have implemented a pioneering sustainability strategy in the solar industry, focused on water conservation through the use of specialized robots for washing solar panels. These robots not only ensure exhaustive and precise cleaning of the panels, but also achieve a significant reduction in water consumption in contrast to traditional washing methods. Our company has established processes that guarantee compliance with the requirements for the collection and discharge of water, integrated within our environmental management systems.

Additionally, we are committed to complying with current legislation, ensuring that the discharges carried out remain within the limits established in the corresponding authorizations. We also ensure that water supplies come from authorized sources, conducting regular monitoring to identify any anomalous circumstances that could have a significant impact on water resources and their related habitats.

9.3.

MEASURING OUR CARBON FOOTPRINT

During 2023, we have developed our procedures with the aim of beginning, throughout 2024, the process of measuring our carbon footprint in all the places where we carry out our operations.

The main goal of this first evaluation is to identify the activities and materials that have the greatest impact on the generation of greenhouse gases precisely. That is how we seek to establish a quantitative baseline

in terms of tons of CO₂ equivalent, which will be essential to guide our future actions, allowing us to implement effective strategies to improve, mitigate and compensate our carbon footprint.



9.4.

MANAGING BIODIVERSITY

(GRI 3-3; GRI 304-1; GRI 304-2; GRI 304-4)

The impact that results on biodiversity due to anthropogenic activities carried out by Ventus encompasses possible effects on fauna and flora, manifested through nuisance, loss of habitat and even the threat of loss of species.

At Ventus we recognize and value this impact in all our operations, whether due to legal compliance or the initiative of the organization or our clients. As a consequence, we implement activities and measures aimed at minimizing the impact on biodiversity.

In order to minimize the impact on wildlife during the works, we have developed a wildlife management program. This program incorporates scaring strategies and, if required by legal regulations or client demands, we have specialists trained to carry out wildlife scaring, rescue and relocation tasks, adapting to the particularities of the environment.

The program also includes training staff on how to properly interact and handle with

wildlife, as well as raising awareness on potential risks. Also, preventive signs have been installed to avoid hitting wildlife during the execution of construction activities.

The program also includes training staff on how to properly interact and handle with wildlife, as well as raising awareness on potential risks. Also, preventive signs have been installed to avoid hitting wildlife during the execution of construction activities.

Both in the design phase and during construction, we comply with the environmental restrictions established by the competent authorities in the permits or environmental licenses for our projects, with the aim of preventing any impact on areas of high environmental sensitivity or habitats of interest for diversity. Also, we make sure that the mitigation and compensation measures established in the environmental management plans are implemented.



During 2023, no environmental accidents related to wildlife being run over were reported, nor were any environmental complaints related to intervention in sensitive or protected areas.



We planted a total of 130 specimens of native species, which has allowed us to achieve a carbon capture projection of 156.25 tons of equivalent carbon dioxide (t CO₂ eq).

9.5.

ENVIRONMENTAL COMPENSATIONS

In 2023, we decided to voluntarily join two outstanding tree planting campaigns, one in Uruguay and the other one in Colombia, as part of our active commitment to ecological restoration and conservation.

In Colombia, we collaborate with the Fundación Humedales Bogotá, a non-profit organization dedicated to the rescue and preservation of valuable wetland in Bogotá.

On the other hand, in Uruguay, we joined the Nativos Uy initiative of the Uruguayan

Network of Environmental NGOs, focused in the restoration of native forests in priority areas and basins for environmental conservation.

Our team actively participated in these activities by donating trees and dedicating time as volunteers to plant them. This initiative not only strengthens our commitment to sustainability and biodiversity, but also contributes significantly to carbon absorption, improving air quality and preserving essential habitats for local fauna and flora.

10

COMMITTED TO THE COMMUNITY



COMMUNITY DEVELOPMENT

(GRI 3-3; GRI 413-1)

Local communities are a key interest group for Ventus. In this sense, we seek to build solid relationships and maintain constant communication with the communities around us.

We are committed to significantly contributing to the socioeconomic well-being of local communities. Our company strives to generate a positive impact in the municipalities where we operate, both through the creation of job opportunities and through social initiatives adapted to the specific needs of each area.

Together with our clients, who play a key role as sponsors of our projects, we actively promote local and rural development. Our commitment focuses on strengthening community ties and promoting sustainable progress, through:

EMPLOYMENT GENERATION:

Our operations have significantly contributed to the generation of employment in each of the regions where we are present. The hiring of local manpower has given direct employment opportunities to local residents, improving their economic conditions. In addition to that, we have provided first job opportunities, facilitating access to the market for those looking to start their career path. Specifically, during 2023, 95% of the workforce for our projects has been hired locally.

DEVELOPMENT OF LOCAL SKILLS:

The training and education offered to the local workforce not only meets the needs of the project, but also strengthens the skills and competencies of local workers. This skills development has a long-term positive impact on the employability of the community.

ENCOURAGEMENT TO LOCAL VENDORS:

The preference for local vendors for supplies and services has stimulated the local economy. Collaborating with companies and traders in the region not only strengthens the local supply chain, but also fosters economic interdependence..

INCREASED INCOME FOR NEIGHBOR COMMUNITIES:

We have led to an increase in economic activity in surrounding communities. Local businesses, such as shops, restaurants and services, are experiencing an increase in their demand due to the continued presence of workers and visitors of each project.

ECONOMIC DIVERSIFICATION:

The presence of the project has contributed to the economic diversification of the region. Beyond traditional activities, such as agriculture, the community has experienced an increase in the supply of economic opportunities, reducing dependence on specific sectors.



FLUENT DIALOGUE

To establish appropriate relationships and manage the environment in our projects, we have adopted principles that guarantee respect for the rights of the communities and the various interest groups with which we interact.

In this sense, we have promoted dialogue as the main way to address any queries that may arise in the context of the project, seeking the generation of mutual commitments.

We have a system to receive, treat and respond to concerns such as claims, complaints and suggestions, from our interested parties, including the community.

The channels available to receive these concerns are:

- A** **In person:** They can be submitted verbally or in writing at any of Ventus' work centers (construction sites, offices, etc.).
- B** **Mailbox:** In all Ventus work centers (construction sites, offices, etc.).
- C** **Telephone:** The following phone numbers are available: +5982622113 (Ventus Uy office) +576017672240 (Ventus Col office). Additionally, there are specific phone communicated in each project.
- D** **E-mail:** info@ventus.global

In addition to that, we establish constant communication from the initial phases of the projects through both formal and informal meetings to share and clarify information regarding the hiring of local labor, contracting of goods and services, social investment actions, among others.



We have tried to timely manage each of the concerns received.

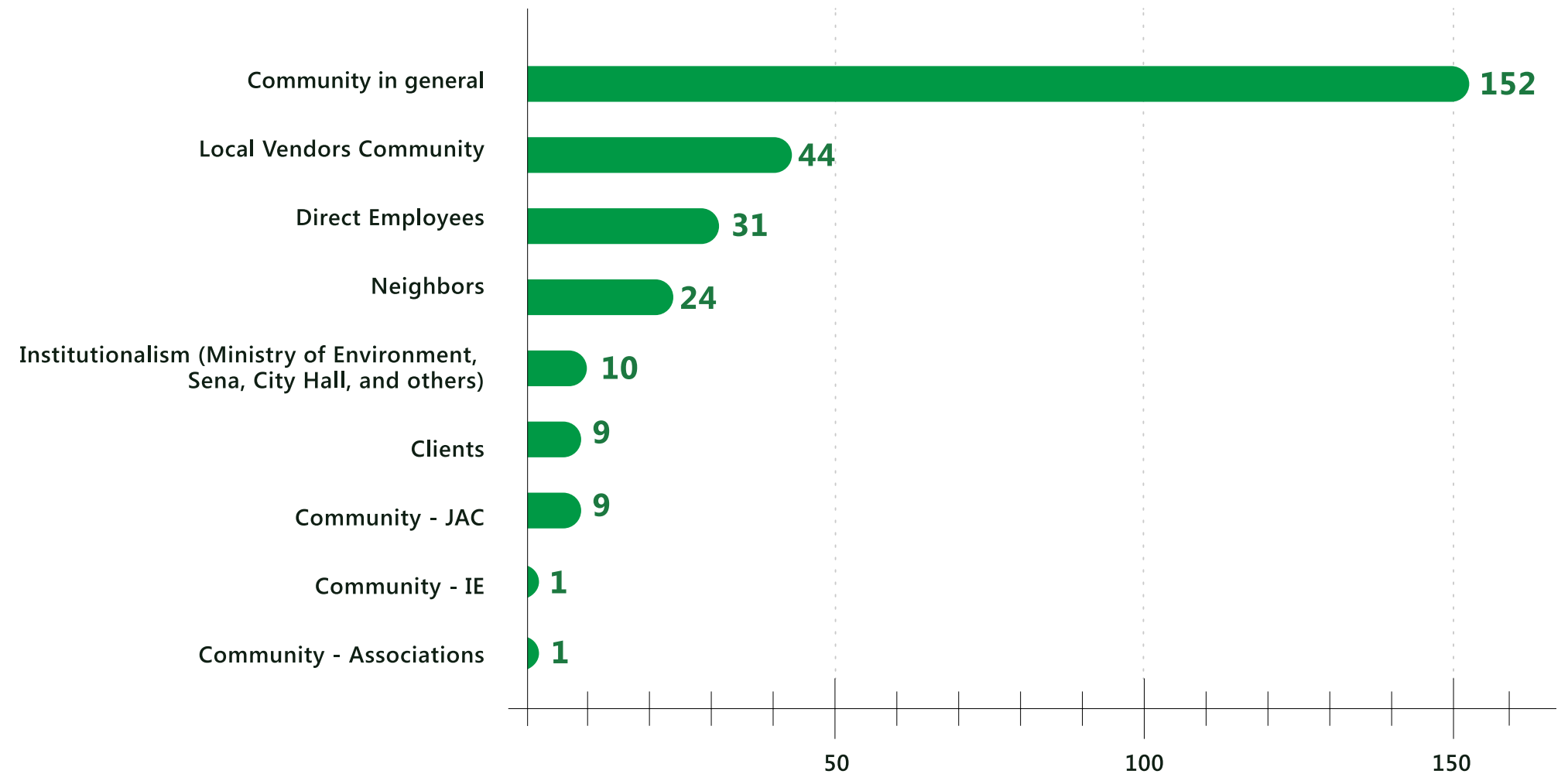
During 2023 we have received 93 complaints and 180 suggestions/requests in Colombia and 1 complaint and 2 suggestions in Uruguay.

Most of these PQRS were registered during the construction of Parque Solar Fotovoltaico La Cira Infanta (in the Cira Infantas oil field, Barrancabermeja, Colombia).

The main topics on requests, complaints and suggestions have been the following:

- Hiring local manpower
- Social investment
- Hiring local goods and services
- Beginning of operations
- Relationship
- Institutional support
- Issues related to direct contractors
- Physical security
- Issues between the client and the community
- Requests from neighbors/microenvironment
- Unions
- Collaborators

Regarding the participation of interest groups in the generation of PQR for the period 2023, we found:



PQR 2023 number per interest groups



BENEFITS FOR THE COMMUNITY

In order to build and strengthen good relationships with the community, we have provided support focused on improving the emotional, cultural, social and security environment. These benefits have been:

During the construction of Parque Solar La Cira Infantas, Barrancabermeja municipality, Colombia:

Support to carry out Halloween activities with boys and girls from Campo 23 on El Centro district.

Delivery of gifts for boys and girls in El Centro district during Christmas seasons (supported by La Cira-SGI). 200 gifts for boys and girls of El Centro district.

Donation of tents for the installation of temporary classrooms in two IE of El Centro district, benefiting 19 primary school boys and girls.

In the construction of Parque Solar Puerto Tejada, department of Cauca, Colombia:

Participation in the "Kite Festival" event in conjunction with the Community Action Board of the Las Cañas Méjico village.

During this day, our team shared the afternoon with the children of the rural school in the area and the community as a whole in which talks were given, school kits for the little ones were shared and we flew kites together.

Accompaniment in the delivery of water filters, donated by our client Celsia for the benefit of the community of the Cañas de Méjico village.





In the construction of Parque Solar Palmira 1, department of Valle del Cauca, Colombia:

During the Christmas season, we carried out charitable initiatives, such as donating gifts for children with the support of Celsia, seeking to share joy and strengthen community ties.

On Halloween, we extended our participation by donating candies to create special and festive moments.

We have contributed to the quality of life of the community by donating parks built with sustainable materials such as plastic wood.

During the construction of Parque Solar El Paso Extension:

Improvement of the main classroom infrastructure, installation of a playground and delivery of teaching and sports materials to the school in Mata de Queso, El Paso, Cesar.

Perimetral closing, installation of a playground, delivery of teaching and sports material to the school in the San Angel neighborhood, El Paso, Cesar.

Improvement of public lighting and delivery of desks to Escuela Nueva in La Estación, El Paso, Cesar.

Adaptation of physical facilities and provision of furniture to the community hall located in Villa Rubiela neighborhood in Cuatro Vientos, El Paso, Cesar.

Provision of chairs made with the material produced by the project's packaging, to the schools in the villages: Mata de Queso, La Estación and San Ángel and Cuatro Vientos district.

TRAINING AND SKILLS DEVELOPMENT OPPORTUNITIES FOR THE LOCAL COMMUNITY

At Ventus, we strive to provide added value to the communities involved in the projects we develop.

Type of training	Training entity	Benefiting Community	Number of attendees	Project
Construction of solar farms and energy transition	Ventus	Unipaz students and community in general	120 attendees	La Cira Infanta
Construction of solar farms	Ventus	Community of Campo 23	25 attendees	La Cira Infanta
Constructive unit - Mechanical assembly	Ventus	Asociación de Profesionales del Centro ASPROTEC	25 attendees	La Cira Infanta
Environment Management, Physical Security and Resolution of labor conflicts	Ventus	Collaborators and community leaders	13 attendees	La Cira Infanta
Physical Security with the support of Gaula of the National Policel	Ventus Gaula ejército	Collaborators and community leaders	18 attendees	La Cira Infanta
Preventive Archeology	Ventus Grupo Chronos	Community of Vereda Cañas Méjico	40 attendees	Puerto Tejada



Type of training	Training entity	Benefiting Community	Number of attendees	Project
Training in safe handling of the scythe	SENA	Veredas Mata de Queso, La Estación and San Ángel and Cuatro Vientos	71 attendees	El Paso Extensión
Training in safe handling of the chainsaw	SENA	Veredas Mata de Queso, La Estación and San Ángel and Cuatro Vientos	55 attendees	El Paso Extensión
Basic construction training (40 hours)	SENA	Vereda Los Cerrajones	40 attendees	Cañahuate 1
Basic construction training (40 hours)	SENA	Corregimiento La Aurora	26 attendees	Cañahuate 1
Training in interpretation of mechanical assembly plans (40 hours)	SENA	Vereda Los Cerrajones	32 attendees	Cañahuate 1
Training in interpretation of mechanical assembly plans (40 hours)	SENA	Corregimiento La Loma (Barrios y veredas)	72 attendees	Cañahuate 1
Training in interpretation of mechanical assembly plans (40 hours)	SENA	Corregimiento La Aurora (Barrios y veredas)	32 attendees	Cañahuate 1

We continue working to lift barriers to access formal education and to provide the necessary resources that allow people to successfully complete their training process, thus generating a skilled workforce.

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