

SUSTAINABILITY REPORT 2025

Cirion Technologies

cirion

Table of Contents

01. Cirion Technologies

- Message from the Leaders05
- About this Report.....06
- A Regional Platform for the Digital Future.....07
- Connectivity.....09
- Data Centers..... 11
- Quality and Safety Certifications.....12

02. Integrated Sustainability into Growth

- Double Materiality and Stakeholder Relations.....16

03. Trust, Integrity and Operational Continuity

- Governance Model.....19
- Chambers and Associations.....22
- Culture of Integrity23
- Transparency and Risk Prevention25
- Digital Trust26
- Customer Data Privacy28
- Cybersecurity29

04. Partnerships to Scale Capabilities

- Regional Collaboration Ecosystem31
- Responsible Practices with Suppliers and Partners.....32
- Environmental Assessment and Performance in the Value Chain.....33
- Human Rights and Social Responsibility.....35

05. Teams Driving Transformation

- Regional Talent.....39
- New Hires and Staff Turnover.....41
- Diversity and Inclusion.....43
- Continuous Learning.....44
- Work Environment, Experience and Performance Evaluations45
- Compensation.....46
- Safety Culture47
- Preventive Management48
- Listening and Participation50
- Integral Well-Being51

06. Efficiency for Resilient Infrastructure

- Environmental Approach to Accompany Growth53
- Driving a More Efficient and Resilient Energy Operation55
- Advances in Renewable Energy56
- Energy Transition and Operational Resilience57
- Climate Management and GHG Emissions58
- Direct GHG Emissions: Scope 1.....59
- Indirect Emissions from Energy Consumption: Scope 2.....61
- Indirect Emissions from the Value Chain: Scope 3.....64
- Towards a Lower-Carbon Operation.....66
- Infrastructure and Natural Environment67
- Water Management68
- Circularity and Material Recovery69
- Reuse of Materials and Decommissioned Equipment70
- Environmental Culture in Action71

07. Local Impact and Engagement with Our Communities

- Participation and dialogue for management.....73
- Links for Shared Development74

08. GRI Content

- GRI Content Index78

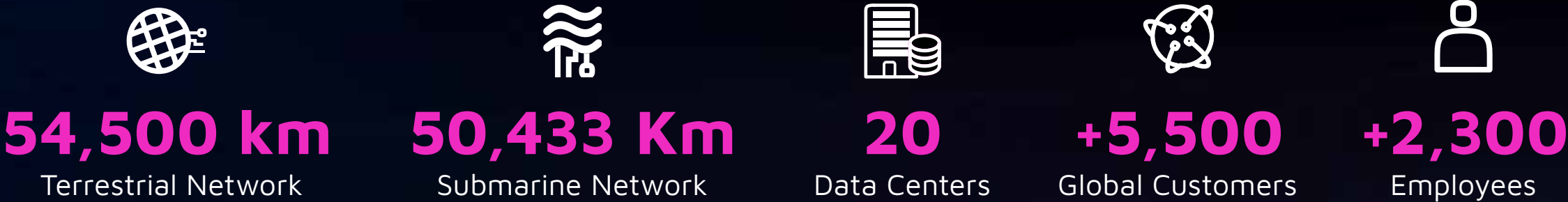


ESG Highlights 2025

Technology and infrastructure for sustainable growth.

In 2025, we strengthened ESG management by integrating environmental, social and governance criteria into the growth of our regional platform.

Our Regional Footprint



Data Center Expansion



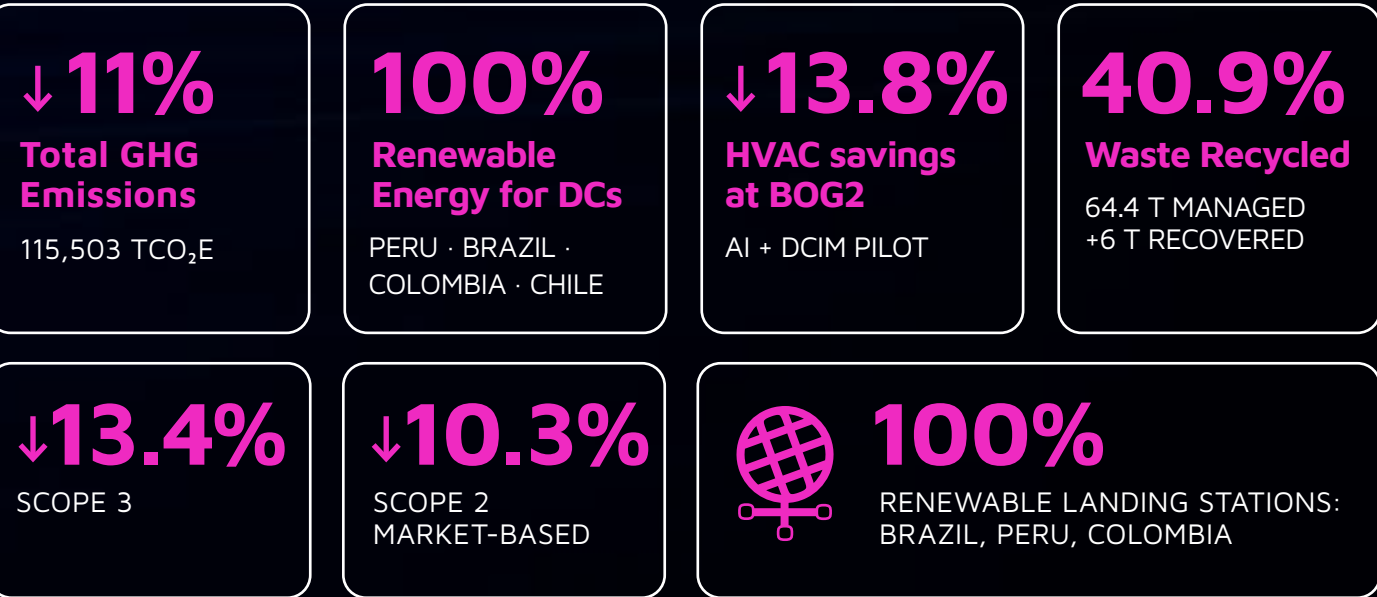
SAN2 (Chile) and LIM2 (Peru) began operations. Development continued on infrastructure designed for high-demand AI processing environments.



Environment



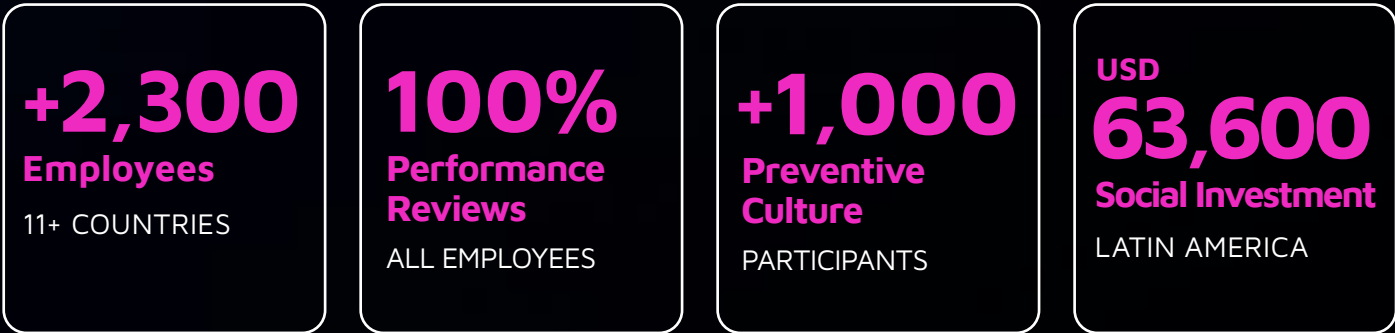
Efficient infrastructure for A balanced planet.



People and Communities



Talent, well-being and social investment.



Governance and Digital Trust



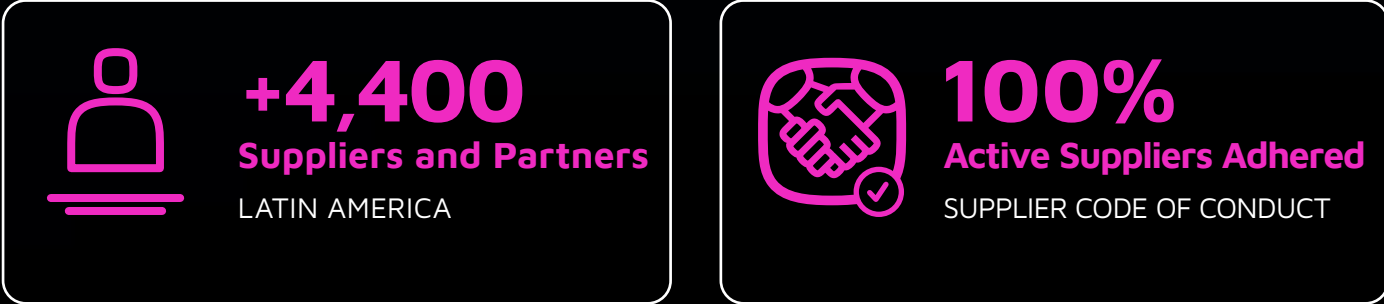
Integrity, transparency and security.



Value Chain



Responsible partnerships for shared development.



Esg Procurement 2026



Environmental and social supplier assessment became a material topic, while environmental and social due diligence processes were strengthened.



We drive Latin America's digital infrastructure by integrating efficiency, innovation, responsibility and trust.

01. Cirion Technologies

We drive the digital transformation of Latin America through a regional connectivity and data center platform that integrates infrastructure, innovation, and reliable services to accompany the growth of our clients and the region's digital ecosystem.



GRI 2-22

Message from the Leaders

At Cirion we believe that technology is a fundamental tool to promote development, generate opportunities and strengthen the connection between people, companies and communities. In an environment characterized by an accelerated digital transformation, we evolve to accompany the new needs of our clients and contribute to the growth of Latin America.

2025 marked the beginning of a new stage for our company. The evolution of our leadership and the consolidation of our regional focus accompanied by a new materiality process allowed us to move towards a more agile organization, with timely responses and a shared vision of our operations in Latin America. We are convinced that collaboration between our teams in the region is essential to continue building an increasingly integrated digital ecosystem prepared to respond to the challenges of an ever-evolving environment.

The expansion of artificial intelligence, the adoption of cloud services, and the increasing digitalization of the economy are redefining the way organizations operate, transform, and generate value. In this context, we continue to strengthen our Tier 1 network and our regional platform of interconnected data centers to offer higher levels of capacity, resiliency and efficiency.

“ *By aligning our ESG strategy to drive significant progress in energy efficiency and carbon reduction in our operations, we hope to contribute to collective efforts to build a more sustainable and inclusive digital future.*”
Nelson Fonseca, CEO Data Center.

Nelson Fonseca, CEO Data Center

We also expanded our strategic alliances to strengthen the region's digital ecosystem and expand the infrastructure and capabilities of our value chain. These collaborations allow us to offer our customers an increasingly robust proposal in connectivity, cloud and networks, to accompany their transformation and growth processes.

“ *We are convinced that an increasingly digitized economy requires integrated ecosystems, with agile collaboration capabilities and a digital infrastructure prepared to accompany the growing demands for connectivity, processing and data management. On this path, innovation and collaboration continue to be fundamental pillars to generate value and promote sustainable growth.*”

Santiago Londoño, CEO of Connectivity.

This vision is also reflected in the way we do business. Guided by a long-term perspective, we seek to integrate sustainability into every decision relevant to our growth, understanding that the development of digital infrastructure and services requires responsible resource management and continuous improvement of our social and environmental performance. For this reason, we continue to promote initiatives focused on the well-being and safety of our employees, the strengthening of the communities where we have a presence and the efficiency of our operations, incorporating best practices and promoting the reduction of emissions.

We want to especially thank all the people who are part of Cirion and make our growth possible. Their commitment, talent and dedication are the basis of each of the advances achieved and drive us to continue building an increasingly solid and integrated company.

We also thank our customers, suppliers, strategic partners and investors for joining us and trusting our vision. Together with them, we hope to contribute to collective efforts to build a more sustainable and inclusive digital future, driving economic, social and environmental progress in the region.

From our place, we will continue to work with commitment and conviction to accompany the digital transformation of Latin America, developing innovative and sustainable solutions that generate value for people, organizations and the environment we share.



Santiago Londoño
CEO of Connectivity



Nelson Fonseca
CEO Data Centers

GRI 2-2; 2-3

About this Report

In our fourth Annual Sustainability Report, we share with our stakeholders the main milestones, advances and challenges in key management areas, including governance, value chain, employees, community and environment. Through this report, we account for the impacts and opportunities linked to our operations, which guide the strengthening of our strategies and objectives under transparent and globally comparable standards and criteria. In this way, we continue to drive the transformation of our industry, promoting greater levels of transparency and reinforcing our commitment to long-term sustainable development.

The Report covers the period between January 1 and December 31, 2025 and has been prepared with reference to the standards of the Global Reporting Initiative (GRI). The information presented integrates the consolidated and audited financial statements at the end of 2025.

Entities included in this report

Location

CIRION ST. CROIX, INC.	801 Brickell Avenue, Suite 2400, Miami-Florida, 33131, USA
CIRION TECHNOLOGIES ARGENTINA S.A.	Alférez Pareja 256, Buenos Aires, Argentina
CIRION TECHNOLOGIES ARGENTINA S.A.	Sucursal Uruguay Juncal,1392 – Montevideo, Uruguay
CIRION TECHNOLOGIES CHILE S.A.	Av. Kennedy 5735 oficina 802 Edificio Marriott Torre Poniente, Los Condes, Santiago de Chile, Chile
CIRION TECHNOLOGIES COLOMBIA S.A.S.	Calle 185 No. 45-03 CC Santafé, Torre Empresarial, Oficinas 401 y 501. Bogotá, Colombia
CIRION TECHNOLOGIES COSTA RICA S.R.L.	Plaza Roble Las Terrazas, Oficina 518 Cantón, Escazú, San Rafael, CP 10203, San José, Costa Rica
CIRION TECHNOLOGIES DO BRASIL LTDA.	Av. Eid Mansur, 666, Parque São George, Cotia (SP), Brasil
CIRION TECHNOLOGIES ECUADOR S.A.	Calle Juan Diaz Nro. 37-111, Urbanización Iñaquito, Alto Quito, Ecuador
CIRION TECHNOLOGIES MÉXICO, S. DE R.L.	Lago Zürich Nro. 96, Col. Ampliación Granada, Miguel Hidalgo, México DF. México
CIRION TECHNOLOGIES PANAMÁ INC.	Avenida Arnulfo Arias y Calle Ramón Levy Balboa, Edificio Nro. 851. Panamá City, Panamá.
CIRION TECHNOLOGIES PERÚ S.A.	Avenida Manuel Olguín 395, Urb. Los Granados, Santiago de Surco, Lima, Perú.
CIRION TECHNOLOGIES S.A.	Calle 7, Zona 1, Manzana B-2 Sector Sur, Edificio Impsat, La Urbina, Caracas, Venezuela.
CIRION TECHNOLOGIES SOLUTIONS, LLC	801 Brickell Avenue, Suite 2400, Miami-Florida, 33131, USA
CIRION TECHNOLOGIES SOLUTIONS, LLC. (PUERTO RICO)	801 Brickell Avenue, Suite 2400, Miami-Florida, 33131, USA
CIRION TECHNOLOGIES, LTD.	Century House, 16 Par-la-Ville Road. Hamilton, Bermuda, HM08. Bermuda, USA
STONEPEAK PATAGONIA HOLDINGS LLC	550 West 34th Street, 48th Floor, New York, NY, 10001, USA.

For questions, suggestions or more information, please contact us at: esg_group@ciriontechnologies.com

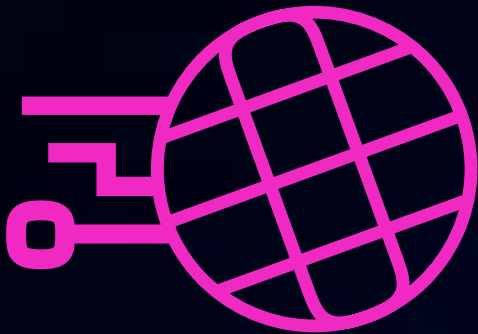
GRI 2-1; 2-6

A Regional Platform for the Digital Future

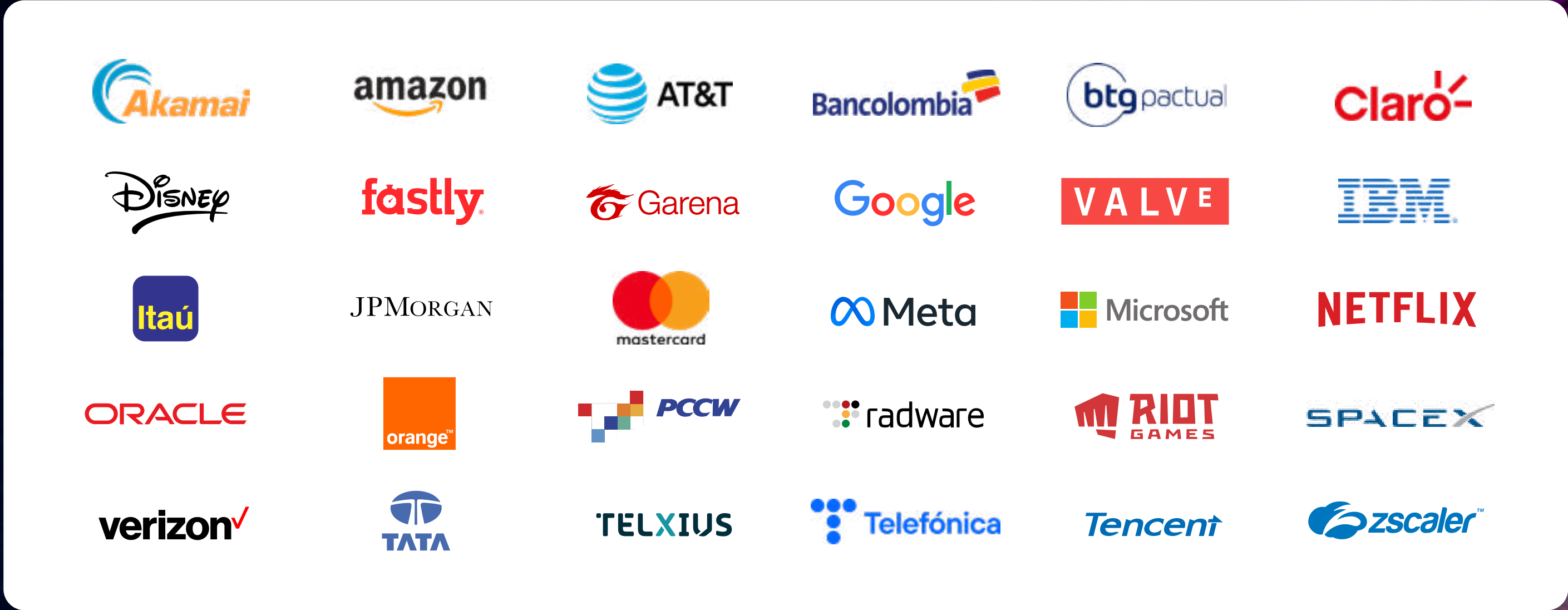
Our headquarters, located in Miami, USA, centralizes the management of our operations in the Americas, which span a wide network of countries including Argentina, Brazil, Chile, Colombia, Costa Rica, Ecuador, Mexico, Panama, Peru, Uruguay and Venezuela. In addition, we have a strong ecosystem of business partners in the region, which allows us to expand coverage and service capacity to the markets of the Bahamas, Belize, Bermuda, Bolivia, El Salvador, Guatemala, Honduras, Nicaragua, Paraguay, Puerto Rico, Dominican Republic, Trinidad and Tobago, and U.S. Virgin Islands.

We seek to support the region’s progress and anticipate our customers’ needs through technological solutions and continuous innovation. We work to provide specialized tools that enable organizations to address emerging challenges and operate effectively in increasingly demanding digital environments.

We provide our customers and partners with a robust, state-of-the-art infrastructure designed to deliver reliable and secure services while safeguarding and managing their physical and information assets. At the same time, we serve as strategic partners to hyperscalers, carriers (data interconnection networks), government agencies, Internet service providers, operators, and organizations across a wide range of industries throughout Latin America.



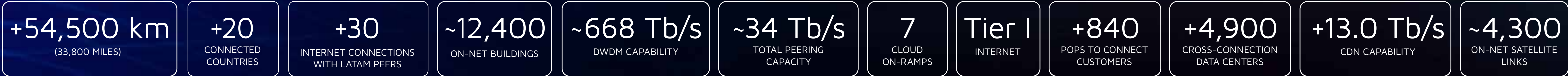
With more than **25 years of experience** and over **5,500 customers worldwide**, we have established ourselves as one of the leading regional providers of local and global connectivity. We operate one of Latin America’s most reliable and extensive fiber-optic networks, connecting the region’s key markets, along with one of the continent’s most advanced submarine infrastructures. In this way, we foster the development of more integrated digital ecosystems through efficient and reliable data transport.



GRI 2-1; 2-6

A Regional Platform for the Digital Future

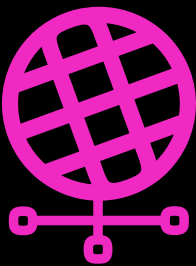
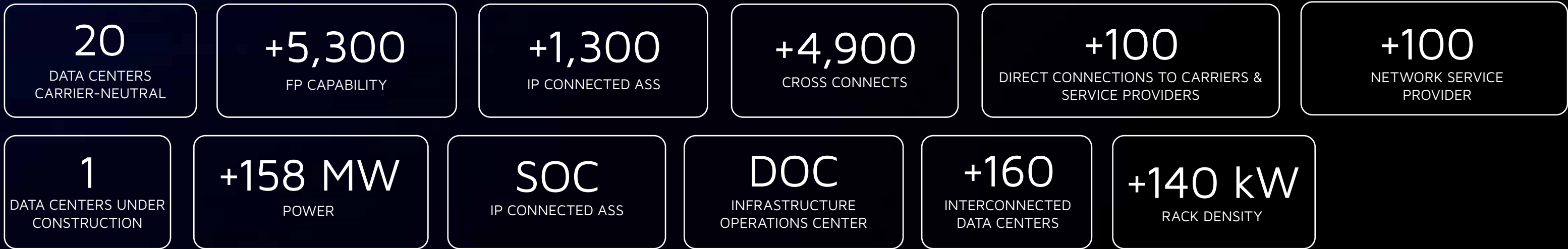
TERRESTRIAL NETWORK



SUBSEA NETWORK



DATA CENTERS



In addition, our unified Data Center platform is one of the most interconnected in Latin America. This high level of interconnection is essential for supporting the growth of every business, as it enables our customers to launch their operations with the space and power capacity they require, while ensuring the continuity, flexibility, and scalability of their projects as their needs evolve.

GRI 2-1; 2-6

Connectivity

Category	Solutions
Digital Infrastructure	Dark Fiber; Wavelength; DC Connect; Ethernet; Edge Bare Metal; Landing Party Services; Edge Colo
Network Services	Internet; IP-VPN; Secure SD-WAN; SASE; Cloud Connect; Satellite; Managed Digital Solutions; Internet Content Connect; Internet Remote Peering
Security	Mitigation & Network Protection; Security On-Premise; Cloud WAAP; ZTNA
Voice	SIP Voice; PSTN Replacement; Toll Free; International Local Inbound; Unified Communications; Zoom and Collab Cloud Contact Center



105K+ miles
of owned fiber



50K+ miles
of Subsea cable/fiber



32K+ miles
of Long Haul network



22K miles
of Metro network



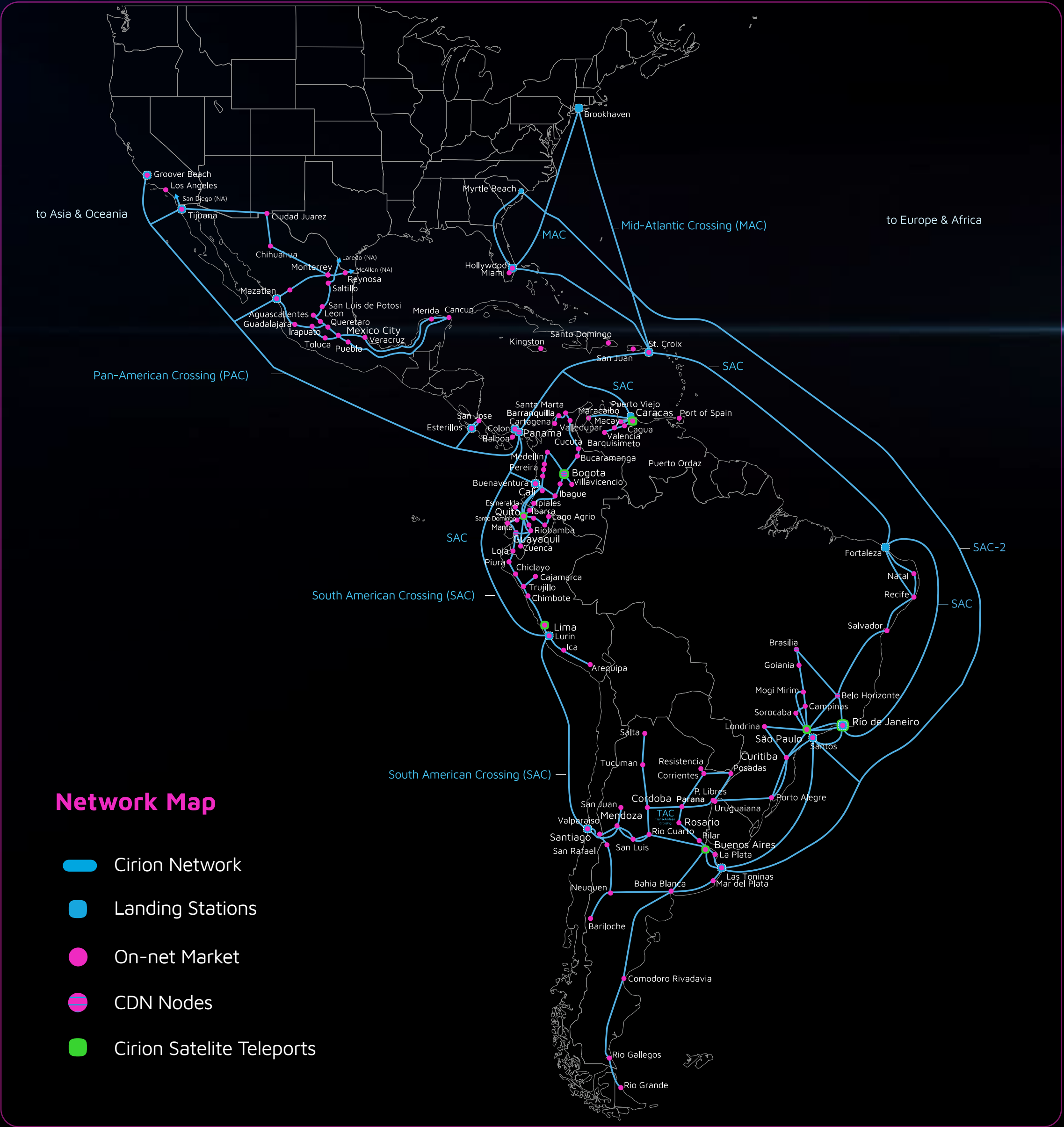
160+ Data Centers
connected



14 countries
across Latin America

To provide state-of-the-art infrastructure, we rely on a fiber optic network that integrates pipelines prepared for advanced technologies and cloud solutions.

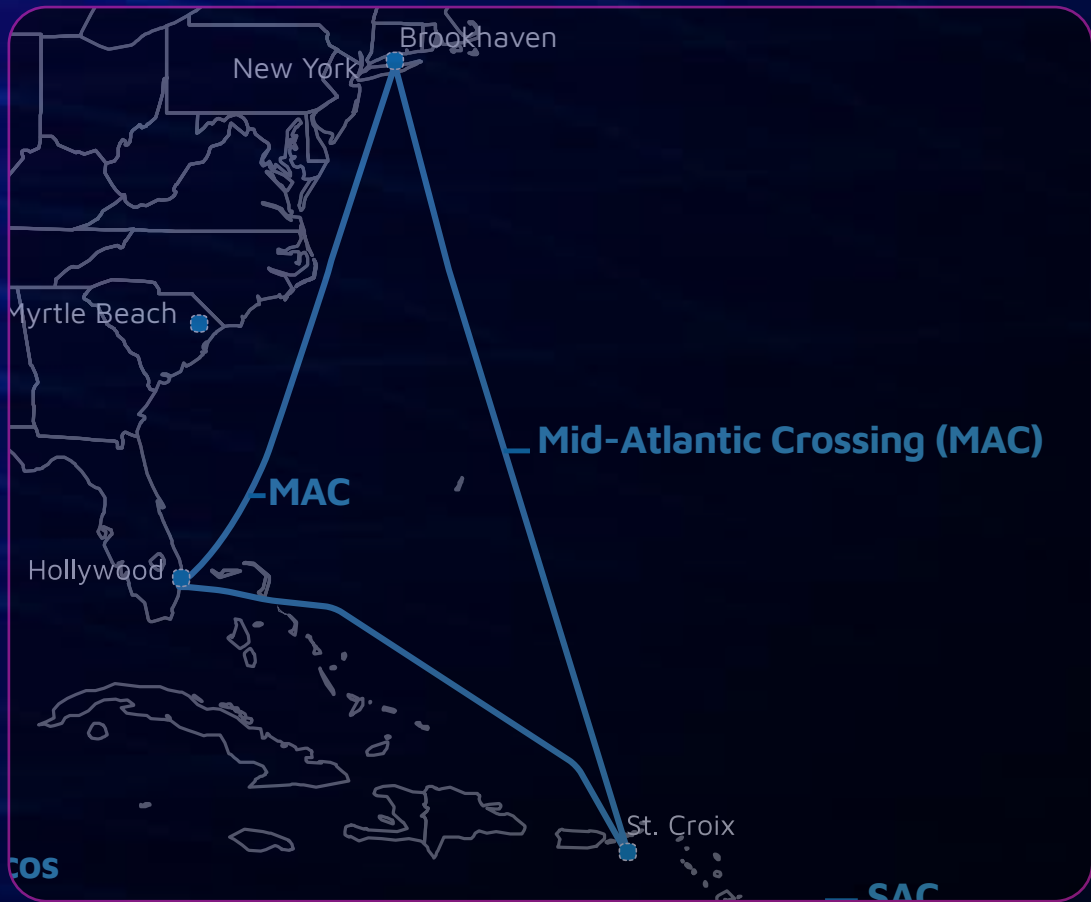
Our operational infrastructure includes the South American Crossing-2 (SAC-2) route, an Atlantic submarine route that is part of the state-of-the-art Firmina system, along with SAC (South American Crossing) and MAC (Mid Atlantic Crossing) cables. These facilities contribute to diversifying traditional Atlantic connectivity systems, with a landing point in Praia Grande, Brazil, and a route stretching from Myrtle Beach on the coast of the United States to Cirion's neutral cable landing station in Las Toninas, Argentina.



GRI 2-1; 2-6

Connectivity

Subsea System - Landings Stations



Subsea Cable System MAC
~4,657 miles (7,496 km)

Alcatel Submarine Network Landing Stations (“ASN”)

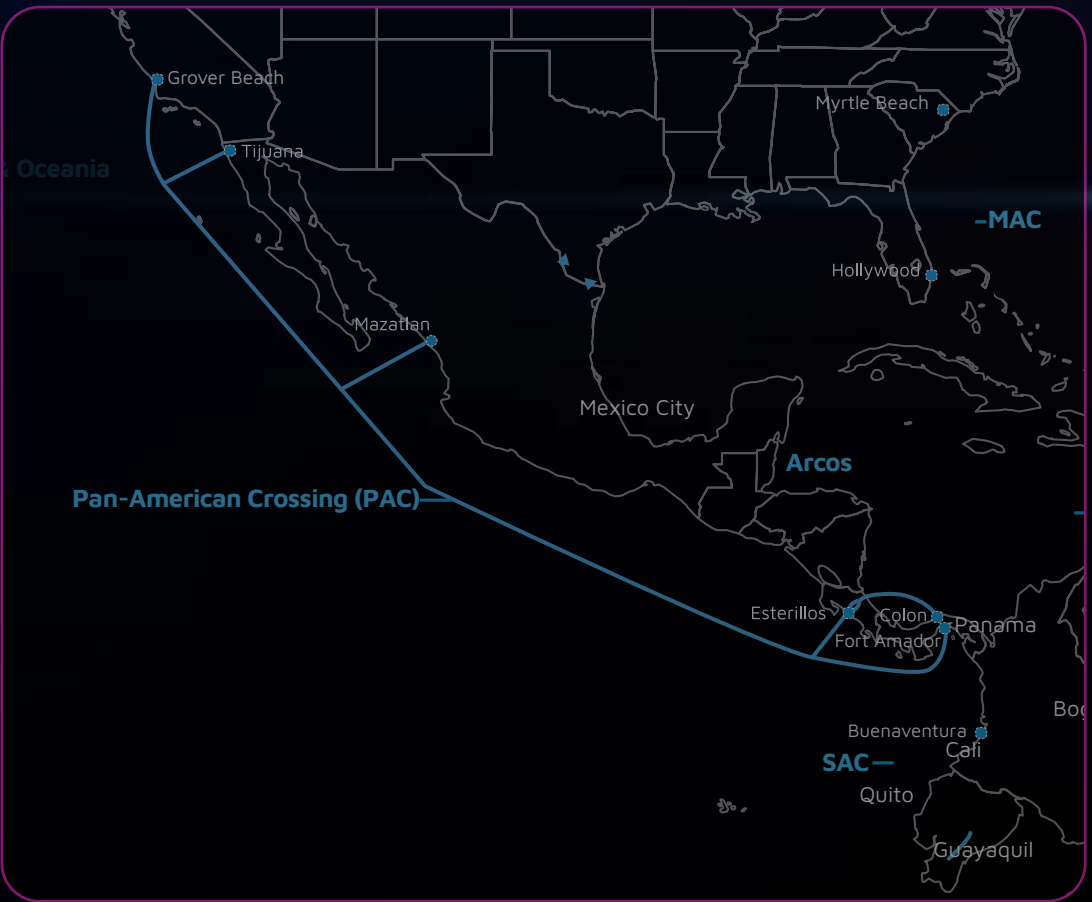
- St. Croix U.S.
- Brookhaven, NY (third-party)
- Hollywood, FL



Subsea Cable System SAC/TAC/CC
~13,399 miles (~21,564 km)

Landing Stations (ASN)

- St. Croix, U.S.
- Fortaleza, BR
- Rio de Janeiro, BR
- Santos, BR
- Las Toninas, AR
- Valparaíso, CL
- Lurín, PE
- Punta Bazán, CO
- Ambrush Range, PA
- Puerto Viejo, VE



Subsea Cable System PAC
~4,260 miles (~6,856 km)

Landing Stations (SubCom)

- Grover Beach, U.S. (third-party)
- Tijuana, Mexico
- Mazatlán, Mexico
- Esterillos, Costa Rica (third-party)
- Fort Amador, Panama



Subsea Cable System SAC 2
~9,009 miles (~14,500 km)

Landing Stations (SubCom)

- Brazil (third-party)
- U.S. (third-party)
- Argentina

GRI 2-1; 2-6

Data Centers

Category	Solutions
Colocation	Cabinets; Cages; High Density
Digital Services	Bare Metal; Private Cloud; Managed Hosting
Ecosystem	Interconnection; Cloud On-Ramps



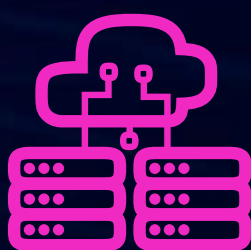
Our Data Center platform is designed to accompany the different industries in the region in their digital transformation processes with a regional interconnection system and connectivity solutions certified by international security and low latency standards.

In 2025, this platform continued to strengthen with the launch of SAN2 and LIM2, data centers incorporated in 2024, which expand our capacity to respond to growing market demands.

At the same time, we complement this ecosystem with specific and sustainable developments and preparations for environments where the use of Artificial Intelligence predominates.



Quality and Safety Certifications



Connectivity and Data Centers

Our commitment to excellence and trust is expressed in management oriented to the development of responsible operations aligned with international standards. Our Connectivity networks and Data Centers have certifications granted by global organizations, which support the consistency of our processes and their continuous improvement. These certifications cover key aspects such as operational excellence, quality of service, information security and confidentiality, environmental management, energy efficiency and business continuity, contributing to strengthening a management model that integrates performance, reliability and sustainability in the long term.

Looking ahead to 2026, we are committed to continuing to expand the scope of our certifications, ensuring that more and more of our operations are in strict compliance with international standards for quality, safety, efficiency, and reliability.

Certification	Expansion target 2026
ISO 9001: Quality Management	 SANTIAGO, CHILE (SAN2)  LIMA, PERU (LIM2)
ISO 14001: Environmental Management	 SAO PAULO (SAO1)
ISO 22301: Business Continuity	 CHILE (SAN1)  LIMA, PERU (LIM2)
ISO 27001: Information Security	 SANTIAGO, CHILE (SAN2)
ISO 27701: Privacy and Data Protection Management	 CHILE (SAN1)  LIMA, PERU (LIM2)
ISO 45001: Occupational Health and Safety	 SAO PAULO (SAO1)

Quality and Safety Certifications

			Country													
			Argentina			Brazil			Chile		Colombia		Ecuador		Peru	
			City			Sao Pablo			Santiago		Bogota		Cali		Lima	
			Scope			BUE1			SAN1		BOG1		CAL1		QUI2	
ISO Standards	ISO 9001	Quality Management		✓		✓		✓	✓	✓	✓	✓	✓	✓	✓	-
	ISO 20000-1	Information Technology Service Management Systems		-		✓		✓	✓	-	-	-	-	-	-	-
	ISO 22301	Business Continuity Management Systems		✓		✓		✓	✓	-	✓	✓	✓	-	✓	-
	ISO 27001	Information Security Management Systems		✓		✓		✓	✓	✓	✓	✓	✓	✓	✓	✓
	ISO 27017	Code of Practice for Information Security Controls for Cloud Services		✓		✓		✓	-	✓	-	✓	-	✓	✓	-
	ISO 27018	Protection of Personally Identifiable Information (PII) in Public Clouds Acting as PII Processors		✓		✓		✓	-	✓	-	✓	-	✓	✓	-
	ISO 27701	Privacy Information Management Systems		✓		✓		✓	-	✓	✓	✓	✓	✓	✓	-
	ISO 14001	Environmental Management Systems		✓		✓		-	✓	-	-	-	-	✓	✓	-
	ISO 45001	Occupational Health and Safety Management Systems		✓		✓		-	✓	-	-	-	-	✓	✓	-

Quality and Safety Certifications

			Country											
			Argentina		Brazil		Chile		Colombia		Ecuador		Peru	
			City	Buenos Aires	Sao Pablo	Rio de Janeiro	Curitiba	Santiago	Bogota	Cali	Quito	Lima		
			Scope	BUE1	SAO1	RIO1	CUR1	SAN1	BOG1	BOG2	CAL1	QUI2	LIM1	LIM2
Assurance Reports – Attestation of Compliance	ISAE3402 SOC 1	Controls Relevant to Financial Reporting		✓	✓	✓	✓	✓	-	✓	✓	✓	✓	-
	ISAE3402 SOC 2	Controls for Security, Availability, Processing Integrity, Confidentiality, and Privacy		✓	✓	✓	-	✓	-	✓	✓	✓	✓	-
	ISAE3402 SOC 3	Trust Services Report for General Use		✓	✓	✓	-	✓	-	✓	✓	✓	✓	-
Certification Uptime	Tier III Constructed Facility	DCs 6, 7, 8, 9, 10, 13 and TH03A			DCs 6, 7, 8, 9, 10, 13 and TH03A	DCs 5, 6, 7 and 8				DC 3 and DC4		DC 1		
	Tier III Design Documents	DCs 6, 7, 8, 9, 10, 11, 12, 13 and TH03A			DCs 6, 7, 8, 9, 10, 11, 12, 13 and TH03A	DCs 5, 6, 7 and 8		Building 2, DC 1 and Building 3 Phase 1					DC 03 -04	LIM2 Hyperscale Datacenter DH1-6H
Card Data Security Standard - Attestation of Compliance	PCI-DSS 4.0.1	Service provider (Requirements 9, 11.2 and 12)		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

02. Integrated Sustainability into Growth

We have strengthened an approach to sustainability that is fully integrated into business growth, grounded in the identification of material impacts, risks, and opportunities relevant to our stakeholders, our operations, and the future of digital infrastructure across the region.



GRI 2-29; 3-1; 3-2

Double Materiality and Stakeholder Relations

As sustainability becomes increasingly embedded in business strategy and stakeholder engagement, in 2025 we updated our materiality assessment as a key input for identifying the issues most relevant to the company, guiding our priorities, and strengthening long-term decision-making.

Under a dual materiality approach, this process allowed us to integrate two complementary perspectives: on the one hand, we evaluated the real and potential impacts of our activities on the environment, people and society; and, on the other, we analyse how environmental, social and governance issues can affect our strategy, our operation, our reputation, the trust of our stakeholders and our ability to generate sustainable value over time.

As a starting point, we conducted a sector benchmarking analysis to identify the most material issues across the industry and their alignment with GRI Standards, with a particular focus on those topics that are most relevant to connectivity, digital infrastructure, and data center companies. This exercise enabled us to broaden our understanding of industry trends and compare them against the issues we had already been managing as part of our sustainability strategy.

Building on this foundation, we carried out internal review and assessment processes that incorporated the perspectives of key representatives from environmental, social, governance, procurement, and investor relations functions. This cross-functional approach enriched the analysis by bringing together diverse perspectives on management, risk, compliance, operations, and value creation.

In particular, investor participation provided insights focused on risk management, value creation, and market expectations, reinforcing the importance of aligning our materiality assessment with international reporting standards and a strategic approach to ESG performance.

The process also included consultation with external stakeholders, including customers, members of our value chain, and industry associations. This stage allowed us to incorporate an external perspective on the significance of the issues assessed and to enrich the insights developed through the sector benchmarking analysis and internal evaluation processes. As part of our

stakeholder engagement approach, we seek to integrate the expectations, needs, and priorities of our stakeholders into the way we manage our business and plan for future growth. To this end, in addition to the specific consultations conducted as part of the materiality assessment process, we promote a variety of dialogue and active listening channels, including stakeholder engagement surveys, customer satisfaction measurements through the **Net Promoter Score (NPS)**, interviews, management meetings, and our **Integrity Line**, which is available to all stakeholder groups.



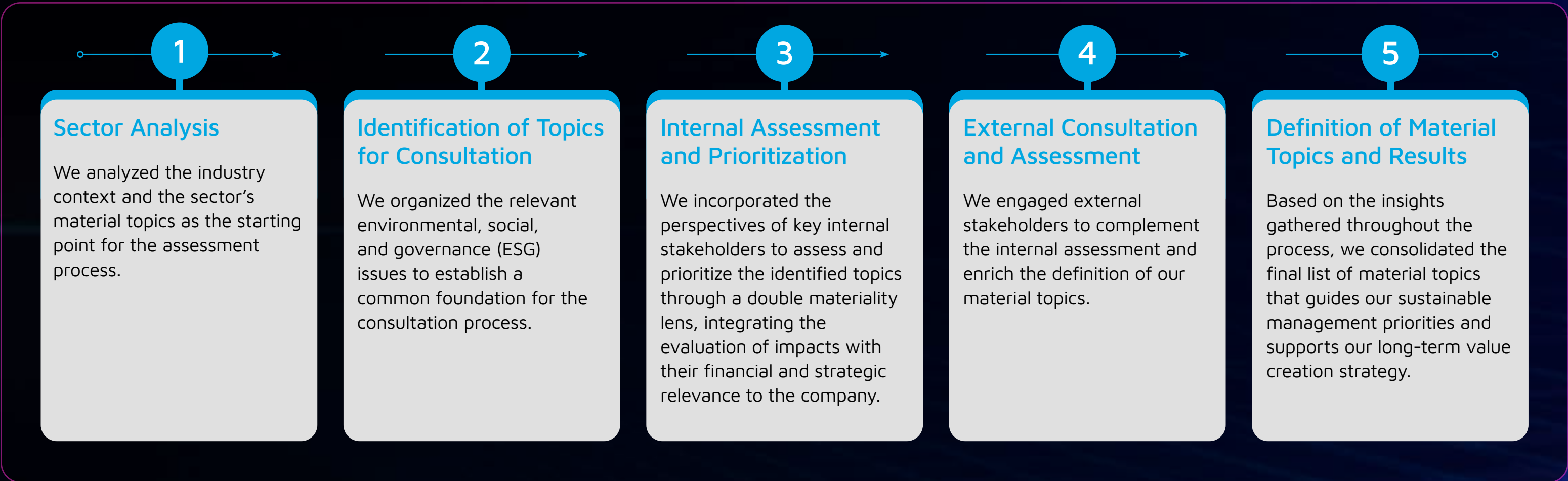
GRI 2-29; 3-1; 3-2

Double Materiality and Stakeholder Relations

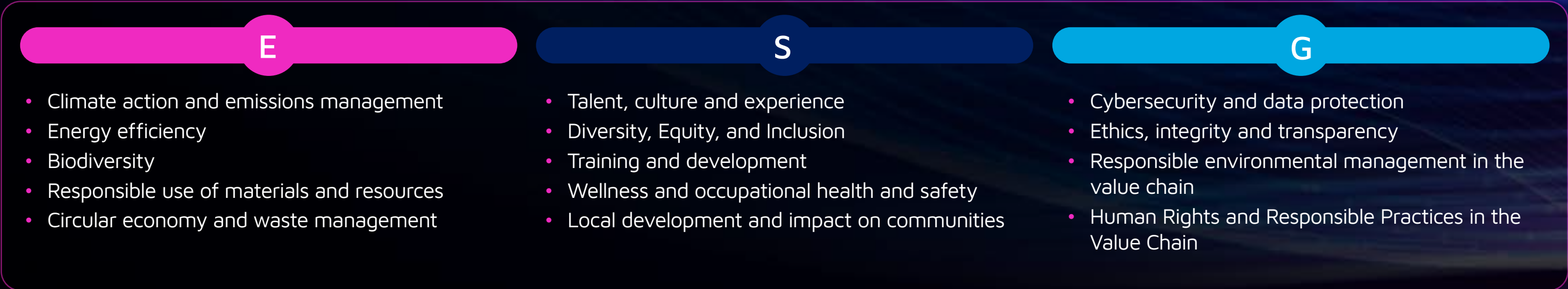
Building on this comprehensive review, which combined sector benchmarking, internal assessment processes, external stakeholder consultation, and a double materiality perspective, we updated and consolidated several material topics to more accurately reflect the evolution of our business, the priorities of our stakeholders, and the key impacts, risks, and opportunities associated with our operations.

This update also provides us with a stronger foundation for linking our initiatives to the 2030 Agenda and the Sustainable Development Goals (SDGs), aligning our efforts with those goals where we can make the most direct contribution through our operations, value chain, connectivity and digital infrastructure services, and our engagement with communities, customers, suppliers, employees, and investors.

Materiality Assessment Process



Material Topics



03. Trust, Integrity and Operational Continuity

We promote management based on trust, integrity and operational continuity, with governance structures, controls and standards that allow us to strengthen transparency, protect information and promote sustainability in the way we do business.

Material Topics:

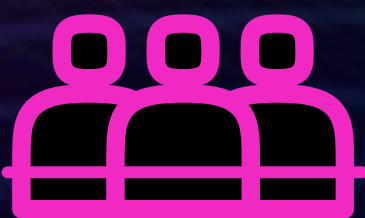
- Ethics, integrity and transparency
- Cybersecurity and data protection

SDGs



GRI 2-9; 2-11; 2-12; 2-13; 2-14; 2-17

Governance Model



Our governance structure is led by a Board of Directors composed of seven members and chaired by Andrew Thomas. On a quarterly basis, Board members meet to assess the Company's operational, financial, and sustainability performance, in alignment with our corporate strategy and long-term objectives.

All members of the Board have extensive corporate experience, with specialized expertise in the technology and digital infrastructure sectors. This collective experience provides them with a deep understanding of the strategic, operational, and regulatory challenges facing the industry, as well as the ability to anticipate emerging trends and risks.

In addition, we strengthen the Board's leadership capabilities in sustainable development through ongoing updates on key compliance and corporate ethics matters. In particular, all directors complete Cirion's mandatory annual training programs on the Code of Business Conduct and Anti-Corruption Policies.

In this way, we ensure that our Board members not only possess the necessary technical and strategic competencies, but also act in accordance with the highest standards of corporate governance, reinforcing responsible and sustainable decision-making over time.



GRI 2-9; 2-11; 2-12; 2-13; 2-14; 2-17

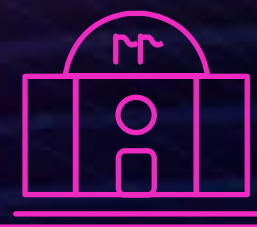
Governance Model



DIRECTOR		TENURE ON THE BOARD		COMMITTEE		INDEPENDENCE
Andrew Thomas	▶	August 2022 – Present	▶	Capital and Investment Committee (Chair); Compensation Committee	▶	External director, representative of the majority shareholder, Stonepeak.
Sunit Patel	▶	August 2022 – Present	▶	Audit and Risk Committee (Chair)	▶	Independent external director.
José Antonio Rios	▶	August 2022 – Present	▶	Compensation Committee (Chair)	▶	Independent external director.
Brian Fitzpatrick	▶	August 2022 – Present	▶	Compensation Committee	▶	Independent external director.
Lynsey Thomas	▶	November 2022 – Present	▶	Does not serve on any committee	▶	Independent external director.
Hayden Boucher	▶	October 2024 – Present	▶	Audit and Risk Committee; Capital and Investment Committee	▶	External director, representative of the majority shareholder, Stonepeak.
Emilce Song	▶	April 2025 – Present	▶	Audit and Risk Committee; Capital and Investment Committee	▶	External director, representative of the minority shareholder, AustralianSuper.

GRI 2-9; 2-11; 2-12; 2-13; 2-14; 2-17

Governance Model



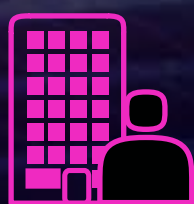
At the same time, the Board of Directors relies on specialized committees and subcommittees, to facilitate informed and strategic decision-making, contributing to the sustainable growth of the organization.

The responsibilities of each committee and subcommittee are articulated to strengthen transparency, accountability, control mechanisms, continuous improvement, and informed decision-making. Together, they contribute to compliance with high standards of corporate governance and alignment with international best practices in sustainability and governance.

COMMITTEE	MEMBERS	FUNCTION
1. COMPENSATION COMMITTEE	Chair: José Antonio Rios Members: Andrew Thomas and Brian Fitzpatrick	Oversees compensation, benefits, and incentive policies for the executive team and employees, ensuring fairness, competitiveness, and alignment with performance. It also reviews and monitors the implementation of compensation and benefits plans, ensuring their proper management and sustainability.
2. AUDIT AND RISK COMMITTEE	Chair: Sunit Patel Members: Emilce Song and Hayden Boucher	Responsible for assisting the Board of Directors in overseeing corporate governance, financial statements, reporting processes, internal controls, regulatory compliance, and risk management. It also oversees the relationship with the external auditor, confidential reporting mechanisms, and periodically reports its key activities, findings, and recommendations to the Board.
3. CAPITAL AND INVESTMENT COMMITTEE (CAPEX)	Chair: Andrew Thomas Members: Emilce Song and Hayden Boucher	Responsible for overseeing investment decisions and capital expenditures, ensuring alignment with the corporate strategy and long-term value creation. It also evaluates and approves significant projects, monitors their performance against expectations, and reports its key conclusions and recommendations to the Board.
SUBCOMMITTEE	MEMBERS	FUNCTION
4. ESG SUBCOMMITTEE	Led by the EVP, General Counsel and Chief Compliance Officer	Responsible for overseeing the Company's sustainability initiatives and promoting the integration of ESG criteria into strategy and decision-making. It also reviews the Integrated Management System and validates the Sustainability Report and communications to shareholders and stakeholders, ensuring consistent, accurate, and transparent information.
5. EXECUTIVE ETHICS AND CORPORATE COMPLIANCE SUBCOMMITTEE	Composed of the CEO, EVP, General Counsel and Chief Compliance Officer, and SVP of Human Resources. Participants: Santiago Londoño, Valeria Plastino, and Juanita Bejarano.	Responsible for overseeing the Compliance Program, promoting policies, controls, and training that strengthen ethics, integrity, and regulatory compliance. It also monitors legal, regulatory, and reputational risks, manages reporting and investigation mechanisms, including the Integrity Line, and escalates significant cases, findings, and recommendations to the Audit and Risk Committee.

GRI 2-28

Chambers and Associations



We support our sustainability objectives by actively participating in institutional engagement forums, fostering collaboration and the exchange of industry best practices. In 2025, we were members of several international chambers of commerce and industry associations

- Asociación Brasileira de Data Centers (ABDC)
- Asociación Brasileira de Proveedores de Internet y Telecomunicaciones (Abrint)
- Asociación Chilena de Data Centers – Chile
- Asociación Colombiana de Business Process Outsourcing (BPRO)
- Asociación Colombiana de Data Centers y Tecnologías de Datos (ACOLDC)
- Asociación de Bancos – Chile
- Asociación Nacional de Industriales (ANDI) – Colombia
- Asociación Nacional de Proveedores de Internet (WISPMX) – México
- Cámara Argentina de Internet (CABASE)
- Cámara Chilena de la Construcción (CCHC) – Chile
- Cámara Colombiana de Informática y Telecomunicaciones (CCIT)
- Cámara de Comercio de Lima
- Cámara de comercio de Valparaíso
- Cámara de Empresas de Servicios de Telecomunicaciones (CASETEL) – Venezuela
- Cámara Venezolana de Tecnologías de la Información (CAVEDATOS) – Venezuela
- iMasons – Estados Unidos
- Sociedad de Fomento Fabril (SOFOFA) – Chile
- Sociedad Nacional de Minería (SONAMI) – Chile
- Telcomp – Brasil
- Women in Tech – Global



GRI 3-3; 2-16; 2-23; 2-24; 2-25; 2-26

Culture of Integrity

Throughout our operations, we seek to align the company's principles with the highest ethical standards, promoting transparency and integrity in all our activities. Within this framework, we incorporate ethical values and commitments and responsible conduct as fundamental pillars of our corporate management and strategy.



Our principles and commitments:

- **Doing the right thing**
- **Commitment to excellence (and growth mindset)**
- **Positive attitude**
- **Leading diversity**
- **Creating Change**
- **Ethical conduct and integrity as essential pillars of our operations.**
- **Prevention of corruption and conflicts of interest.**
- **Respect for and promotion of Human Rights across our operations and value chain.**
- **Regulatory compliance in all jurisdictions where we operate.**
- **Responsible supply chain management, requiring suppliers to adhere to ethical and human rights standards.**
- **Transparency and accountability, supported by formal reporting and oversight mechanisms at the Board level.**
- **Sustainability and long-term value creation, integrating environmental, social, and governance (ESG) criteria into decision-making processes.**

These commitments are supported by a set of formal policies and procedures that guide ethical behavior, decision-making, and risk management throughout the organization and its value chain, including relationships with customers, partners, and communities:

- Anticorruption Policy
- Antitrust and Fair Competition Policy
- Conflicts of Interest Policy
- Policy of Business Courtesies
- Compliance with Information and Records Policy
- Business Sanctions Compliance Policy and Compliance with Customs and Export Rules
- Human Rights Policy
- Statement of the Insider Information Policy
- Code of Conduct for Employees
- **Supplier Code of Conduct**

GRI 3-3; 2-16; 2-23; 2-24; 2-25; 2-26

Culture of Integrity

Through the **Corporate Compliance Program**, supervised by the Ethics and Corporate Compliance Subcommittee, we establish the necessary guidelines to ensure compliance with the laws and regulations applicable in all jurisdictions in which the company operates. The Program also defines a comprehensive framework of policies and procedures aimed at preventing corruption and managing conflicts of interest and includes the implementation of continuous training aimed at promoting the principles of integrity and transparency in all the company's activities. These trainings are managed through an external virtual platform that guarantees their traceability and monitoring and are complemented by periodic communications and awareness-raising actions to reinforce ethical and regulatory standards throughout the organization.

Its implementation is supported by the **Code of Conduct**, which defines the behavioral parameters that guide corporate decision-making and contribute to the prevention and mitigation of risks. The Code is mandatory for employees and for all people linked to the company's commercial relations.

Additionally, we have an **Integrity Line** available to all our stakeholders, through which ethical concerns or violations of the Code of Conduct can be reported anonymously and confidentially. The hotline is available 24 hours a day, 365 days a year, in Spanish, English, and Portuguese, and is managed by an independent third-party provider that ensures the protection of personal data under a strict non-retaliation policy.

In addition, people can seek advice through the Legal & Compliance Department, the Human Resources area and their direct leaders.

Integrity Line:

Available 24 hours a day, 365 days a year..

Email:
compliance.cirion@resguarda.com

[Official Website](#)



GRI 3-3; 2-15; 2-16; 2-27; 205-1; 205-2

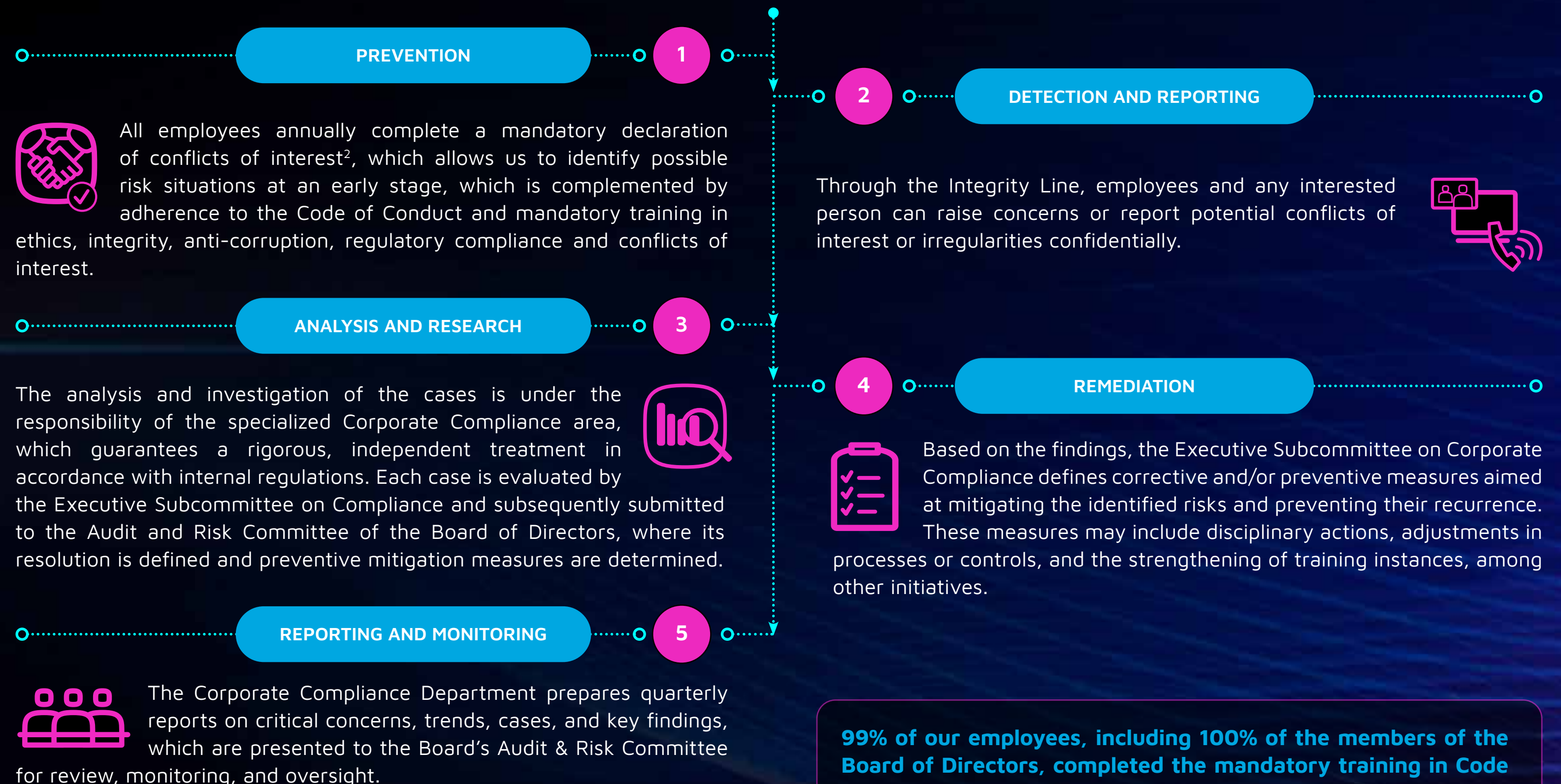
Transparency and Risk Prevention

At Cirion, we take a preventive approach to identifying, preventing, and managing corruption-related risks. Under a **zero-tolerance** principle, we maintain internal policies and procedures that establish standards of conduct and monitoring mechanisms.

Our **Anti-Corruption Policy**, together with our ethics and integrity policies and procedures, defines the principles and commitments that guide the management of our operations and those of our value chain. This approach is aligned with compliance with applicable anti-corruption laws across all jurisdictions in which we operate and is overseen at the Board level through its committees and subcommittees, particularly the Executive Ethics & Corporate Compliance Subcommittee and the Audit & Risk Committee.

Each year, we assess our operations for corruption-related risks through internal audits conducted on a random basis across different countries, complemented by risk and compliance reviews in all markets where we operate. These assessments include specific analyses of bidding and procurement processes, compliance with the Travel and Expense Policy, communication and promotion of an ethical culture, as well as concerns and reports received through the Integrity Line.

We have a comprehensive process for managing, mitigating, and remediating conflicts of interest, potential acts of corruption, and other breaches of internal policies, the Code of Conduct, or applicable regulations. This process is structured around the following stages:



99% of our employees, including 100% of the members of the Board of Directors, completed the mandatory training in Code of Conduct and business ethics, along with mandatory annual courses in anti-corruption, personal data protection, business continuity, information security, work environment and regulatory compliance specific to Colombia and the United States.

GRI 3-3

Digital Trust

The security and privacy of the Company's and our customers' information are managed through a compliance framework based on local and international standards and regulations, supported by certifications that validate the effective implementation of required controls, such as encryption and access management.

These certifications, verified through external audits and periodic reviews, help ensure the compliance of our practices and strengthen the trust of customers, regulators, and other stakeholders. As part of our commitment to continuous improvement, we document identified findings and develop action plans aimed at mitigating risks, strengthening controls, and leveraging opportunities for improvement.

In this regard, we analyze feedback from customers and suppliers through satisfaction surveys and contractual requirements, as well as input from other stakeholders who have raised concerns related to information security and privacy through the Integrity Line.

These actions translate into tangible improvements in processes, employee training, technical controls, and operational practices, which are subsequently verified through follow-up audits, reinforcing a continuous cycle of feedback, assessment, and enhancement.

In addition, we have an **Information Security Policy** that establishes the principles, guidelines, and responsibilities that govern the protection of the Company's information assets and contribute to ensuring business continuity. Its objective is to safeguard the confidentiality, integrity, and availability of information, preventing unauthorized access, improper alterations, or disruptions to its use by authorized users. The policy also includes mechanisms for governance, business continuity, auditing, and personal data protection, fostering a culture of prevention and continuous improvement.



Our Information Security Policy strengthens risk management, regulatory compliance, and information protection through controls aligned with internationally recognized standards such as ISO 27002 and the NIST Cybersecurity Framework.



GRI 3-3

Digital Trust

The operational management of customer data security and privacy is supported by our **Data Privacy Committee**, which meets monthly to ensure compliance with data privacy regulations. This body, composed of employees from different areas of the Company, is responsible for:

- Plan, implement, and oversee our **Personal Data Protection Program**.
- Monitor the implementation and compliance of the **Personal Data Retention Policy**, ensuring the proper storage, use, retention, and disposal of information while safeguarding its confidentiality, integrity, and availability.
- Ensure the proper application of the Privacy Notice, guaranteeing that the collection, use, transfer, and protection of personal data are carried out transparently, with the appropriate consent or other valid legal basis, and ensuring the exercise of data subject rights as established by applicable legislation.
- Oversee the implementation of technical and organizational security measures to prevent unauthorized access, loss, or misuse of information, as well as ensure the proper management of international data transfers and coordination among the legal, cybersecurity, and operational teams responsible for these activities.
- Periodically assess the effectiveness of the data protection program and report to the Board of Directors on risks, incidents, and implemented improvements.

Additionally, to enhance transparency in information management and in line with our approach, we use OneTrust, a platform that helps optimize our privacy and data protection processes. This tool:

- Enhances the digital experience and user control through online service capabilities and more efficient cookie management across our websites.
- Strengthens internal governance through the comprehensive mapping of data processing activities, including processes, assets, products, and vendors; the execution of privacy impact assessments for key operations; and the centralized management of consents.
- Improves risk management by enabling a more proactive assessment of risks associated with the processing of sensitive information.



Local and International Regulatory Framework for Data Security:

COUNTRY	APPLICABLE LAW
Argentina	Act 25,326 - Personal Data Protection Act.
Brazil	Act.13,709/2018 – Personal Data Protection General Act.
Chile	Act. 21,719 - Data Protection and Processing. Act. 19,628 on Private Life Protection.
Colombia	Act. 1581,2012 - Personal Data Protection and Regulatory Decree 1377, 2013.
Costa Rica	Act No 8968 - Individual Protection Act for Personal Data Treatment and Regulation Thereof.
Ecuador	Official Record Supplement 459, Personal Data Protection General Act.
Mexico	Personal Data Protection Federal Act.
Panama	Act 81, 2019, Personal Data Protection and Regulatory Decree.
Peru	Act 29733, Personal Data Protection and Regulatory Decree approved by Supreme Decree N° 003-2013-JUS.
Uruguay	Act No. 18,331, Personal Protection Act and "habeas data" action, Regulatory Decree No. 414/009; Act No. 19.670 and Regulatory Decree No. 64/020.
United States of America (California)	California Consumer Privacy Act of 2018, as amended by the California Privacy Rights Act (Cal. Civ. Code 1798.100 et seq.); California Shine the Light Law (insert citation); California Online Privacy Protection Act.
Venezuela	Constitution of the Bolivarian Republic of Venezuela.

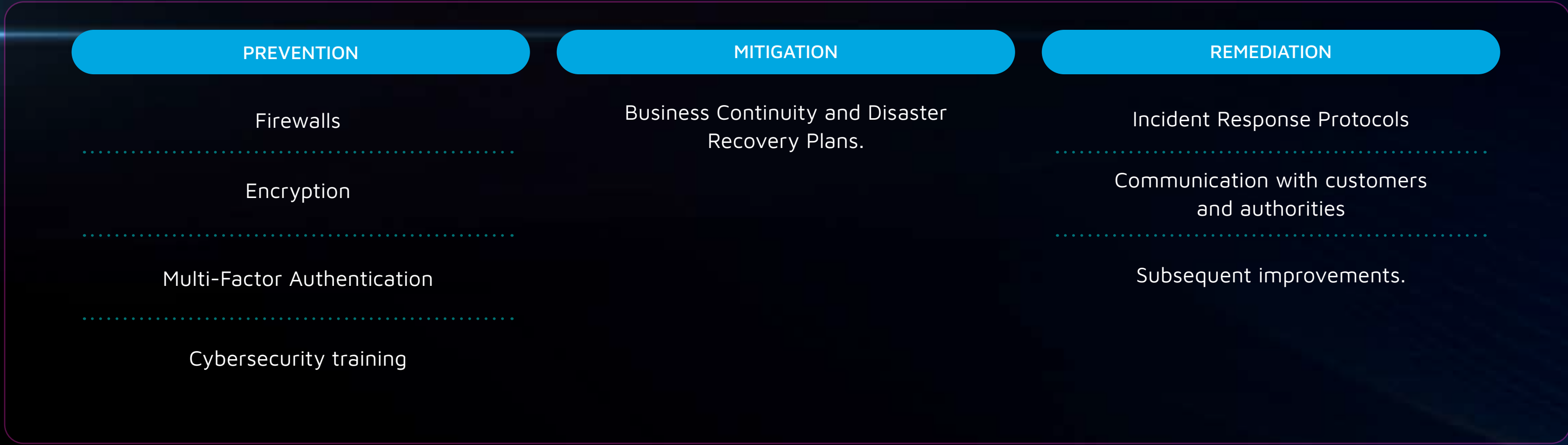
GRI 3-3

Customer Data Privacy

The protection of our customers personal data is a critical component of our governance model and of the processes established to prevent and manage risks related to sensitive information leakage, unauthorized access, cybersecurity incidents, and service disruptions, among other potential impacts.

As part of our information security strategy and management system, we complement our policies with detection, response, and remediation protocols for managing incidents that may compromise customer information. We implement preventive measures that include role-based access controls and the principle of least privilege, together with continuous monitoring of systems and networks to identify and mitigate vulnerabilities.

Prevention, Mitigation and Remediation System:



GRI 3-3

Cybersecurity

To protect our digital assets, safeguard the confidentiality of our operations, ensure the availability and integrity of information, and maintain the continuity of our critical services, we adopt a strategic approach focused on the prevention of cybersecurity incidents:

STANDARDS AND REGULATION	TRAINING AND AWARENESS	INFORMATION SECURITY AND DIGITAL RESILIENCE		RISK MANAGEMENT
		SYSTEMS STRENGTHENING	DETECTION AND RESPONSE	
- Formal Information Security Policies. - Alignment with International Standards. - A Continuous Improvement Approach to Our Management System.	Cybersecurity training programs, with participation rates of 99%.	- Identity and access management. - System hardening and secure configuration practices. - Penetration testing. - System change management processes designed to ensure that modifications do not introduce vulnerabilities.	- Perimeter protection and security event monitoring. - A Security Operations Center (SOC) for real-time monitoring and surveillance. - Network protection tools leveraging machine learning and artificial intelligence. - Intrusion Prevention System (IPS) controls. - Business Continuity Management (BCM) simulations conducted as part of incident recovery plans.	- Periodic risk assessments. - Analysis of critical suppliers.

During 2025, we strengthened our continuous monitoring, incident management, and vulnerability analysis processes, which allowed us to respond more quickly and proactively to emerging risks. These capabilities are complemented by mitigation and remediation measures, such as early detection, response coordination, incident response plans, root cause analysis, and the implementation of corrective actions. These mechanisms, together with the systematic integration of feedback from auditors, customers, regulators and suppliers, drive the continuous improvement of our systems and information protection strategy, ensuring effective and adaptable management in the face of an ever-evolving digital environment.

We provide the following communication channels to report incidents related to Data Privacy and/or Information Security:

Data Privacy Incidents:
Email: data.privacy@ciriontechnologies.com

Data Security Incidents:
Email:: security.incidents@ciriontechnologies.com

04. Partnerships to Scale Capabilities

We build strong connections with our partners and suppliers to strengthen the regional digital ecosystem and promote a stronger, more reliable value chain aligned with sustainable growth.

Material Topics:

- Responsible Environmental Management across the Value Chain
- Human Rights and Responsible Practices across the Value Chain

SDGs



GRI 2-6

Regional Collaboration Ecosystem

As part of our business model, we establish strategic links and strong alliances that strengthen our value proposition. Having more than 4,400 suppliers and business partners from various sectors allows us to articulate capabilities, knowledge and experiences to offer innovative solutions adapted to the evolving needs of our customers

Suppliers by Sector

SECTOR	2024	2025
Financial	2%	2%
Other	4%	2%
Access and last mile	19%	14%
Equipment	17%	17%
Infrastructure (construction, energy, others)	37%	41%
Professional Services, Software/ Licensing	21%	24%
Total	100%	100%
Total suppliers	4558	4457

Our Business Partners



GRI 2-6

Responsible Practices with Suppliers and Partners

We manage our value chain under an approach aimed at promoting responsible practices in all our business relationships. This approach is based on the integration of ESG standards in the selection, contracting and evaluation of suppliers and contractors, recognizing their key role in generating long-term sustainable value.

Supplier Selection Framework

As part of our supplier management approach, we foster relationships based on integrity, responsibility, and compliance. In this context, we share our **Supplier Code of Conduct** with suppliers, which outlines Cirion's expectations regarding Human Rights, responsible labor practices, and regulatory compliance. Through its acceptance, suppliers express their commitment to operate in accordance with these principles, helping strengthen ethical standards throughout our supply chain.

As part of this process, the key aspects we seek to verify in our suppliers are related to strong performance in the following areas:

- Integrity and anti-corruption.
- Legal and regulatory compliance.
- Respect for human and labor rights.
- Occupational health and safety.
- Information security and confidentiality.
- Environmental management and sustainability.

To this end, we analyze the existence of precedents related to anti-corruption practices, conflicts of interest, and regulatory compliance, as well as the implementation of policies, internal controls, and procedures aligned with these principles. In addition, we consider the level of commitment of suppliers to the prohibition of child and forced labor, non-discrimination, and diversity and inclusion.

Furthermore, we give preference to suppliers that have management systems supported by internationally recognized certifications, such as ISO 45001 for occupational health and safety, ISO 27001 for information security, and ISO 14001 for environmental management, together with evidence demonstrating the responsible, safe, and sustainable management of their operations.



100% of active suppliers, including contractors and strategic partners, received and accepted Cirion's Supplier Code of Conduct, through which they commit to complying with the principles and standards of integrity, human rights, labor practices, business ethics, and sustainability established by the company.

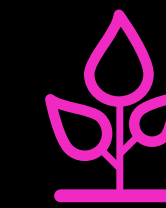
As part of the projection of our corporate values throughout the supply chain, we developed mandatory training instances aimed at partners and suppliers, focused on the Code of Conduct for Suppliers and respect for human rights in the development of their activities. We accompany these actions with general all-hands dialogue meetings, conceived as spaces for open exchange to strengthen communication with our strategic partners.

Additionally, the Integrity Line is permanently available to suppliers and partners across our value chain as a channel for reporting potential non-compliance, raising ethical concerns, communicating questions or issues, and submitting suggestions for improvement.

The feedback received through assessments, training sessions, meetings, and reports managed via the Integrity Line enables us to refine our policies, strengthen transparency, and enhance the management of responsible practices throughout our value chain.

This approach is framed and outlined in a number of corporate guidelines and policies, which cover core issues for the management of our business relationships, including business ethics, corporate governance, transparency, regulatory and regulatory compliance, among others:

- Freedom of association and collective bargaining.
- Strict prohibition of child labor, in compliance with applicable laws and regulations.
- Support for fundamental human rights, including efforts to combat forced labor, modern slavery, and human trafficking.
- Data protection and privacy.
- Active promotion of diversity and inclusion, with zero tolerance for discrimination.
- Commitment to safe and healthy working environments.
- Contribution to community development.
- Responsible sourcing, including the exclusion of minerals originating from conflict-affected areas.



In 2025, following the update of our materiality assessment, we incorporated **environmental and social supplier** evaluation as material topics, reflecting our commitment to strengthening value chain management through enhanced information generation and a deeper understanding of the risks and impacts associated with these issues.

GRI 3-3; 308-1; 308-2

Environmental Assessment and Performance in the Value Chain

We recognize that suppliers and contractors within our supply chain may generate adverse environmental impacts through their operations, particularly those involving field activities or the use of natural resources. Therefore, we adopt a preventive approach to supplier environmental assessment, based on regulatory compliance and the promotion of sound environmental practices that go beyond legal requirements.

Through this approach, we seek to mitigate actual and potential risks associated with deficiencies in our suppliers' environmental management, including the improper use of inputs and raw materials; pollution and biodiversity impacts resulting from greenhouse gas emissions, spills, or the inadequate handling of chemical substances in production, transportation, and logistics processes; as well as the generation and improper disposal of waste, including hazardous waste and waste electrical and electronic equipment (WEEE), due to the absence of recycling or treatment systems, among other factors.



Our decision-making regarding business relationships is guided by internal policies and guidelines aligned with international frameworks, such as ISO 14001:2015

In line with this approach, our management of the environmental aspects of the value chain is based on two key instruments: the **Safety, Occupational Health and Environment Manual for Suppliers and Contractors** and the **Corporate Safety, Occupational Health and Environment (EH&S) Policy**. Both documents establish the environmental commitments and requirements that all suppliers and contractors must meet, considering the contexts in which they operate. These frameworks, integrated throughout our selection, contracting and supervision processes, allow us to evaluate the environmental performance of our suppliers and contractors based on the following dimensions:

Legal and Regulatory Compliance

- Compliance with the environmental regulations in force in each country.
- Alignment with international standards and best practices (GRI, ISO 14001, ESG principles).

Preventive Approach to Environmental Risk Management

- The identification, evaluation and control of environmental aspects and impacts.
- The implementation of prevention, mitigation and continuous improvement measures.

Responsible Operational Management of Environmental Impacts

- The efficient and responsible use of resources, including hazardous substances.
- The control of emissions and the prevention of pollution affecting air, soil, and water.
- Proper waste management, ensuring disposal through authorized waste management providers, the safe handling of hazardous waste, and the implementation of effective recycling programs.
- The use of sustainable inputs to encourage the adoption of biodegradable products or those with a lower environmental impact.
- The conservation of ecosystems and biodiversity.

Among these commitments and requirements, those related to compliance with applicable environmental regulations and contractual obligations are mandatory, while those aimed at the continuous improvement of practices, such as resource efficiency and the adoption of sustainable inputs, are voluntary in nature.



GRI 3-3; 308-1; 308-2

Environmental Assessment and Performance in the Value Chain

Accordingly, we implement measures to prevent, mitigate, and manage actual and potential adverse impacts that may arise throughout the various stages of the lifecycle of our business relationships. This comprehensive approach encompasses the following interconnected dimensions:



Selection

Supplier selection processes include EH&S criteria, including mandatory environmental requirements that condition their incorporation.

As part of their assessment, suppliers must meet a minimum threshold of environmental compliance to be eligible.



Supervision and Control

Supplier performance is monitored through field inspections, audits, and the review of supporting evidence (such as waste disposal certificates) to verify compliance with the environmental requirements established during contract execution.

Within this framework, suppliers are required to report any environmental incidents that may occur, implement corrective action plans, and close identified findings within defined timelines.

This periodic monitoring involves reporting to the Audit and Risk Committee of the Board of Directors.



Recruitment

Within contractual clauses, environmental responsibilities are assigned to suppliers, requiring them to identify, assess, and control their environmental aspects and impacts while complying with the applicable regulations in each country.

In the same context, the operational boundaries of their environmental management are defined through guidelines covering waste management, the efficient use of resources, emissions control, chemical handling, and spill prevention.



Compliance Verification

We have compliance verification mechanisms, which include the evaluation of the environmental performance of suppliers through indicators and KPIs linked to regulatory compliance, emission reduction, waste management, supplier training and the level of closure of corrective actions.

When non-compliance with defined environmental criteria and requirements is identified, measures including suspension or termination of contracts may be applied. These actions are part of a continuous improvement approach aimed at strengthening the environmental performance of our supply chain.

Throughout this process, we integrate the views, expectations, and needs of our stakeholders through various engagement channels. These include the Integrity Line, the incorporation of requirements from strategic customers (including sustainability reporting and environmental commitments as business requirements), dialogue with regulators in the context of inspections or official requests, and training and knowledge-sharing initiatives with suppliers and contractors.

Beyond regulatory compliance, we promote the continuous improvement of environmental performance throughout our supply chain through our supplier's evaluation and monitoring processes. This approach seeks to strengthen capabilities and generate positive impacts across the value chain by fostering energy and water efficiency, the use of sustainable, biodegradable, recyclable, or certified materials, proper waste management through authorized waste service providers, emissions reduction, compliance with applicable environmental regulations, and the development of a culture of prevention and sustainability.

Progress and Continuous Improvement in Environmental Assessment

Our sustainability strategy is continuously evolving toward a more structured, traceable, and robust management of environmental impacts and opportunities across both our operations and our broader production and commercial ecosystem. In this context, we are strengthening our environmental due diligence approach by enhancing supplier assessment mechanisms, including the progressive incorporation of environmental clauses and/or annexes into purchase orders, with the aim of formalizing suppliers commitment to our corporate policies and reinforcing the communication of our environmental expectations.

This process will strengthen the preventive management of potential impacts associated with procured goods and services and improve the consistency of the criteria applied. Cirion plans to implement environmental assessments prior to supplier onboarding and periodic reviews during contract renewals, considering criteria such as regulatory compliance, pollution prevention, responsible management of hazardous substances, ecosystem conservation, waste management, recycling, and continuous improvement. In addition, the company plans to introduce specific questionnaires and audits to deepen the assessment of environmental performance and segment suppliers according to their level of environmental risk.

GRI 3-3; 408-1; 409-1; 414-1; 414-2

Human Rights and Social Responsibility

The communication of expectations and requirements through our Supplier Code of Conduct serves as the starting point for managing social aspects within the supply chain and provides the foundation for the development and continuous improvement of our supplier social assessment process. In this context, we require all suppliers, including outsourced service providers, contractors, and suppliers of materials and ancillary services, to acknowledge and commit to the principles and minimum standards of conduct established in the Code as a condition for initiating or maintaining a business relationship with our company.

The social commitments included in the code cover six main aspects:

- **Respect for Human Rights:** We require our suppliers to treat their employees with dignity and respect and to adopt practices aligned with internationally recognized human rights standards.
- **Prohibition of Child Labor, Forced Labor, and Modern Slavery:** Suppliers must prevent any form of child labor, forced labor, servitude, or human trafficking.
- **Diversity, Inclusion, and Non-Discrimination:** Suppliers are expected to provide equal opportunities and prohibit discrimination, harassment, and retaliation in the workplace.
- **Freedom of Association and Collective Bargaining:** We promote respect for workers' rights to organize and engage in collective bargaining in accordance with applicable laws and regulations.
- **Fair Labor Conditions:** Suppliers are required to comply with applicable labor laws regarding wages, working hours, employee benefits, and employment practices.
- **Occupational Health and Safety:** Suppliers must maintain safe and healthy working environments, provide appropriate training, and comply with applicable occupational health and safety regulations.
- **Reporting Channels and Ethical Conduct:** Suppliers are expected to act with integrity and are provided access to mechanisms for reporting potential ethical or legal violations.



GRI 3-3; 408-1; 409-1; 414-1; 414-2

Human Rights and Social Responsibility

In addition to communicating our expectations and requiring adherence to the Supplier Code of Conduct, we implement procedures aimed at identifying, managing, and monitoring social risks within our supply chain. To this end, we carry out due diligence processes, audits, and periodic assessments designed to prevent and mitigate potential issues related to child labor, forced labor, informal employment, regulatory non-compliance, or violations of human rights and decent working conditions.

Although no confirmed cases of such violations were identified during 2025, we recognize the existence of potential risks, particularly in market segments characterized by more complex supply chains or lower levels of regulatory oversight. These include, among others, contractors and providers of outsourced and auxiliary services, such as cleaning, maintenance, and logistics, as well as certain suppliers of materials and inputs, where there may be greater exposure to informal labor practices or practices that are not aligned with the standards established by the company.



Onboarding

Initial screening prior to onboarding a supplier, aimed at identifying potential risks related to child labor, forced labor, discrimination, inadequate labor practices, occupational health and safety, and other human rights-related issues.

Identification of critical or high-risk suppliers through social risk assessment matrices.

Inclusion of social compliance clauses and requirements within contractual agreements with suppliers.



Follow-up

Availability of reporting channels and mechanisms to report possible ethical, legal or human rights-related breaches.

Progressive implementation of a social assessment questionnaire to identify potential risks and management gaps in new or existing suppliers.

Progressive monitoring of the social performance of the evaluated suppliers and periodic audits of regulatory compliance and human rights standards.



Renewal

Evaluation of information provided by suppliers to determine levels of compliance and opportunities for improvement.

Definition of joint improvement action plans when significant risks or breaches of the requirements established by the company are identified, with periodic monitoring to verify corrections.

Suspension or dismissal in cases of serious non-compliance.

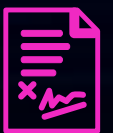


GRI 3-3; 408-1; 409-1; 414-1; 414-2

Human Rights and Social Responsibility

The procedures described throughout the various stages of the business relationship are applied taking into account the type of supplier, the context of its operations, and the associated level of risk. In this framework, suppliers are assessed prior to onboarding and at each contract renewal stage, based on the principle that only those meeting the established social requirements are approved. Additionally, the continuation of the business relationship is contingent upon maintaining compliance with these standards and achieving satisfactory assessment results. For critical or higher-risk suppliers, onboarding, monitoring, and renewal processes are supplemented with more comprehensive assessments and targeted audits.

Collectively, these measures are intended to prevent and mitigate adverse social impacts throughout the supply chain, promoting responsible business practices and creating value for workers, suppliers, and communities connected to our operations. Through awareness-building, periodic assessments, training, and ongoing dialogue with suppliers, we foster a culture of continuous improvement aimed at strengthening a more resilient supply chain that is aligned with international sustainability standards.



100%

of suppliers were assessed against social criteria as part of the onboarding and contract renewal processes.

Progress and Continuous Improvement in Social Assessment

As part of the continuous improvement of our responsible sourcing processes, we are strengthening our due diligence approach through the implementation of a standardized supplier social assessment process. In this context, beginning in 2026, we plan to introduce a **social assessment questionnaire** for new suppliers as well as for those undergoing contract renewals or receiving new purchase orders, with the objective of gathering information on their social performance.

This tool will enable us to progressively integrate more robust social criteria into our procurement and supplier retention processes, strengthening the identification and management of social risks and impacts throughout the supply chain while promoting practices aligned with our Supplier Code of Conduct.

During the initial implementation phase of the questionnaire, efforts will focus on expanding the scope of assessments and improving visibility into social risks across the value chain. Once implemented, the process will be monitored through indicators such as compliance with defined requirements, identified gaps, and the evolution of suppliers' social performance over time.



05. Teams Driving Transformation

We support the development of our teams through a management approach focused on talent, diversity, safety, and well-being, strengthening the capabilities that enable an increasingly integrated, agile, and business-ready regional operation.

Material Topics:

- Talent, Culture, and Employee Experience
- Diversity, Equity, and Inclusion
- Learning and Development
- Well-being, Occupational Health, and Safety

SDGs



GRI 2-7; 401-1; 405-1

Regional Talent

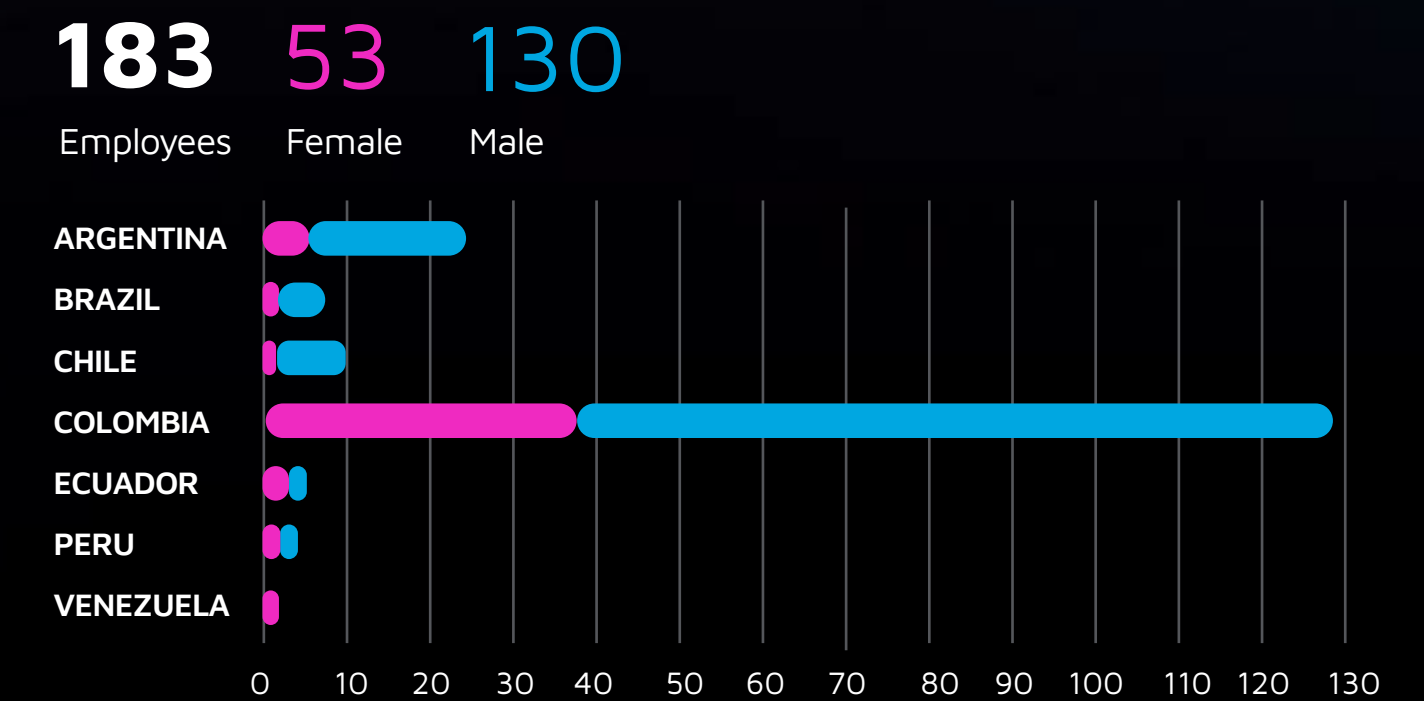
With operations in more than 11 countries, we employ a team of over 2,300 people who contribute to business growth through a culture rooted in innovation, diversity, and a management approach that fosters professional development and the holistic well-being of our workforce.

Employees by Gender and Region³:

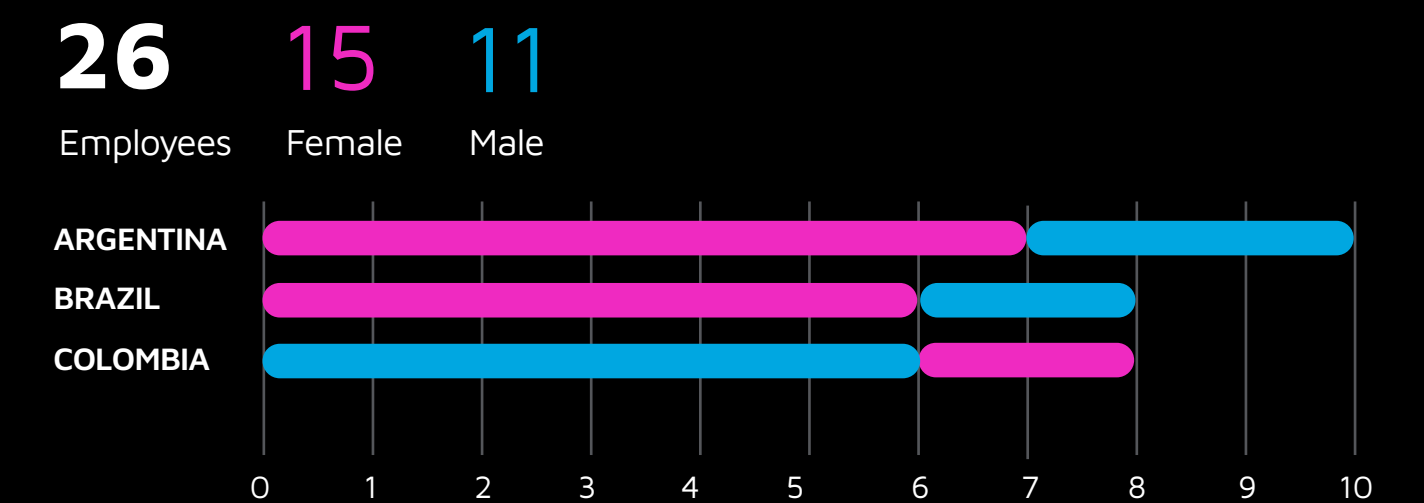
Permanent Employees



Temporary Employees



Part-Time Employees



GRI 2-7; 401-1; 405-1

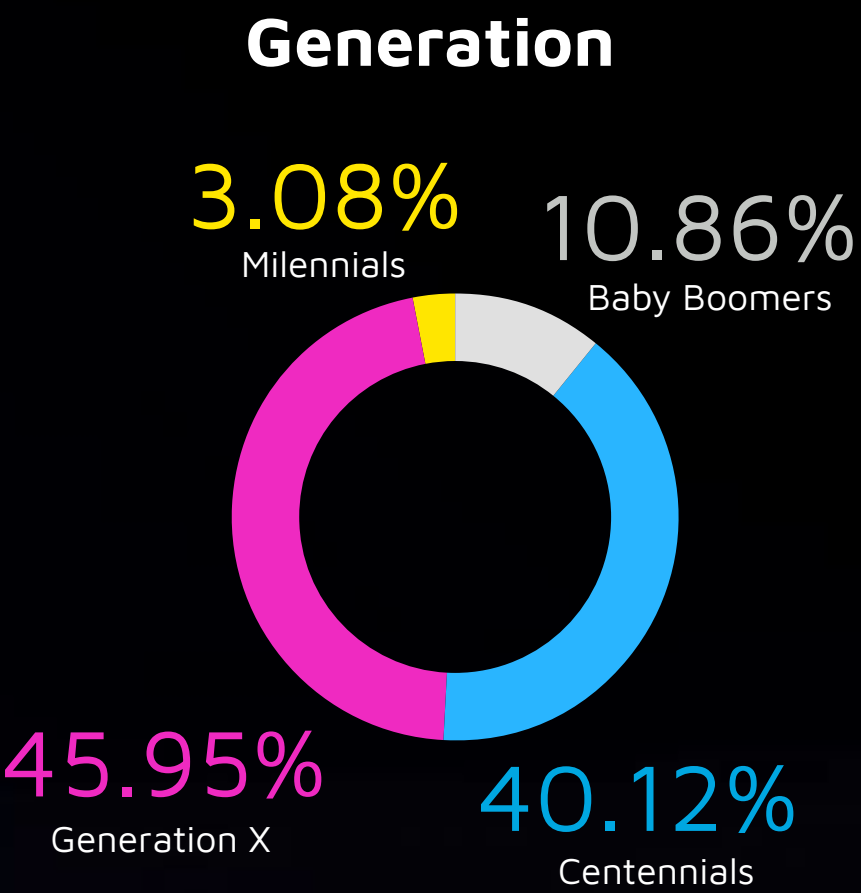
Regional Talent

Gender Diversity by Employee Position

POSITION	FEMALE	MALE	TOTALS
Executive Director / President	0 (0.0%)	2 (100%)	2
Director	12 (22%)	43 (78%)	55
Individual Contributor / Specialist (no team in charge)	491 (27%)	1,297 (73%)	1,788
Intern	15 (58%)	11 (42%)	26
Manager	32 (17%)	152 (83%)	184
Team Leader	19 (24%)	59 (76%)	78
Vice President (VP)	3 (23%)	10 (77%)	13
Totals	572 (27%)	1,574 (73%)	2,146 ⁴

Distribution by Country and Generation

COUNTRY	CENTENNIALS (UNDER 30 YEARS OLD)	MILLENNIALS (BETWEEN 30 AND 42 YEARS OLD)	GENERATION X (BETWEEN 43 AND 59 YEARS OLD)	BABY BOOMERS (60 YEARS OR OLDER)	TOTALS
Argentina	68	162	183	29	442
Brazil	72	276	329	17	694
Chile	7	24	33	4	68
Colombia	63	236	204	1	504
Costa Rica	0	1	2	1	4
Ecuador	3	36	50	2	91
Mexico	1	18	41	2	62
Panama	0	0	4	2	6
Peru	11	62	68	3	144
United States	2	2	28	1	33
Venezuela	2	44	44	4	98
Totals	233	861	986	66	2,146 ⁵



The evolution of our generational distribution in 2025 reflects not only the composition of our workforce, but also the direct impact of Cirion’s organizational transformation and restructuring process.

The strong representation of Generation X (45.95%) and Millennials (40.12%) has established a professional core capable of sustaining execution in times of change, combining operational experience, organizational resilience, and a digital mindset. This foundation has been instrumental in supporting the reorganization process, enabling faster decision-making and strengthening regional integration.

At the same time, the continued growth of Generation Z (10.86%) is introducing new cultural dynamics that are reshaping the way the organization operates, bringing greater agility, cross-functional collaboration, a stronger sense of purpose, and native fluency in digital environments. Their integration aligns with a more flexible operating model focused on continuous innovation.

In this context, Baby Boomers (3.08%) play a critical role as a strategic anchor during the transformation process. Their accumulated knowledge and extensive experience in managing critical processes provide stability to an evolving organization, while ensuring the transfer of key capabilities during a period of structural change.

Taken together, this generational composition is not static; rather, it reflects a company that is evolving its operating and leadership model, where each generation plays a specific role in building a more agile, integrated, and digitally enabled organization.

At Cirion, we foster a multigenerational culture in which diversity drives innovation and adaptability. The company’s reorganization has strengthened a more agile and collaborative way of working, integrating the expertise of senior professionals with the innovative perspectives of emerging talent.

Through initiatives such as our internship program, we facilitate the integration of new generations into the workforce, encouraging continuous learning and helping build an organization that is prepared for the future.

⁴⁵The 183 temporary workers are not included

GRI 401-1

New Hires and Staff Turnover

The incorporation of talent in 2025 (266 entries) was mainly concentrated in the Millennial and Generation X generations, which together accounted for the majority of new hires registered in the region. Likewise, the incorporation of Centennial profiles is observed in several countries of operation, while the participation of Baby Boomers was reduced.

At the generational level, Millennials recorded the highest amount of income, with a presence in all the countries where hires were made during the period. For its part, Generation X also showed a relevant participation, especially in Brazil, Colombia and the United States. Centennials had a prominent presence in Argentina, Brazil and Peru, while the revenues corresponding to Baby Boomers were recorded only in Brazil.

From a geographical perspective, Brazil concentrated the highest volume of incorporations, with 130 entries, followed by Argentina, Colombia and Peru. In the rest of the countries of operation, hiring was more limited, although they maintained a similar generational composition, with a predominance of Millennials and Generation X.

As for the composition of new hires, 28.95% of the admissions corresponded to women and 71.05% to men. For its part, the hiring rate reached 13% for women and 12% for men, without considering temporary employees.

New Hires – Distribution by Country, Gender and Generation

F = FEMALE M = MALE

GENERATION	Argentina			Brazil			Chile			Colombia			Ecuador		
	F	M	TOTAL	F	M	TOTAL	F	M	TOTAL	F	M	TOTAL	F	M	TOTAL
	-	-	-	0	3	3	-	-	-	-	-	-	-	-	-
	7	4	11	7	12	19	0	8	8	1	3	4	-	-	-
	1	5	6	11	43	54	1	4	5	5	6	11	0	2	2
GENERATION	Mexico			Panama			Peru			United States			Venezuela		
	F	M	TOTAL	F	M	TOTAL	F	M	TOTAL	F	M	TOTAL	F	M	TOTAL
	0	1	1	-	-	-	-	-	-	-	-	-	0	1	1
	1	2	3	-	-	-	1	5	6	3	6	9	0	1	1
	1	1	2	0	1	1	0	5	5	-	-	-	1	1	2
GENERATION	Argentina			Brazil			Chile			Colombia			Ecuador		
	F	M	TOTAL	F	M	TOTAL	F	M	TOTAL	F	M	TOTAL	F	M	TOTAL
	9	12	21	16	38	54	2	9	11	7	5	12	-	-	-
	17	21	38	34	96	130	3	21	24	13	14	27	0	2	2
	17	21	38	34	96	130	3	21	24	13	14	27	0	2	2
GENERATION	Mexico			Panama			Peru			United States			Venezuela		
	F	M	TOTAL	F	M	TOTAL	F	M	TOTAL	F	M	TOTAL	F	M	TOTAL
	0	1	1	-	-	-	-	-	-	-	-	-	0	1	1
	1	2	3	-	-	-	1	5	6	3	6	9	0	1	1
	1	1	2	0	1	1	0	5	5	-	-	-	1	1	2
GENERATION	Mexico			Panama			Peru			United States			Venezuela		
	F	M	TOTAL	F	M	TOTAL	F	M	TOTAL	F	M	TOTAL	F	M	TOTAL
	0	1	1	-	-	-	3	11	14	-	-	-	-	-	-
	2	4	6	0	1	1	4	21	25	3	6	9	1	3	4
	2	4	6	0	1	1	4	21	25	3	6	9	1	3	4



Female

77



Male

189

TOTALS: 266

GRI 401-1

New Hires and Staff Turnover

The dynamics of departures in 2025 (369 departures) were mainly concentrated in the Generation X and Millennial generations, in line with the participation that these groups have within the Company's staff. Likewise, during the period, Centennials and, to a lesser extent, Baby Boomers were discharged.

In the context of the process of organizational reorganization and transformation, the movements registered during 2025 were distributed among different generations and countries of operation.

At the generational level, Generation X registered the highest number of dismissals, particularly in Brazil, Colombia and Venezuela. Millennials also had a significant share of total departures, while Centennials accounted for a smaller share. On the other hand, the exits corresponding to Baby Boomers were limited in relative terms.

From a geographical perspective, Brazil concentrated the highest volume of terminations (141), followed by Argentina (88) and Colombia (60). In the rest of the countries of operation, departures were more limited and were mainly concentrated in employees belonging to generations X and Millennial.

Regarding the composition by gender, 28.73% of the discharges corresponded to women and 71.27% to men. Likewise, the exit rate reached 19% for women and 17% for men, without considering temporary employees.

Turnover – Distribution by Country, Gender, and Generation

F = FEMALE M = MALE

GENERATION

Baby Boomers

Centennials

Generation X

Millennials

Total

GENERATION

Baby Boomers

Centennials

Generation X

Millennials

Total

Argentina

F	M	TOTAL
1	9	10
7	11	18
4	24	28
14	18	32
26	62	88

Brazil

F	M	TOTAL
3	2	5
8	3	11
19	49	68
16	41	57
46	95	141

Chile

F	M	TOTAL
0	1	1
0	2	2
3	5	8
2	4	6
5	12	17

Colombia

F	M	TOTAL
1	1	2
3	5	8
8	17	25
6	19	25
18	42	60

Costa Rica

F	M	TOTAL
-	-	-
-	-	-
-	-	-
1	0	1
1	0	1

Ecuador

F	M	TOTAL
-	-	-
-	-	-
1	1	2
0	3	3
1	4	5

Mexico

F	M	TOTAL
1	2	3
0	1	1
1	5	6
4	1	5
6	9	15

Panama

F	M	TOTAL
-	-	-
-	-	-
0	2	2
-	-	-
0	2	2

Peru

F	M	TOTAL
0	1	1
-	-	-
1	5	6
1	3	4
2	9	11

United States

F	M	TOTAL
0	1	1
-	-	-
1	3	4
0	1	1
1	5	6

Venezuela

F	M	TOTAL
0	3	3
0	2	2
0	12	12
0	6	6
0	23	23



Female

106



Male

263

TOTALS: 369

GRI 3-3

Diversity and Inclusion

At Cirion, we promote a workplace culture grounded in respect, inclusion, and appreciation for diversity. We strive to ensure that everyone within our organization can grow and thrive in a safe environment where their ideas and experiences are recognized and valued. We support this commitment through initiatives aimed at strengthening equity, participation, and respect across the organization, while also preventing discrimination, harassment, and violence.

We encourage employees at all levels and across all areas of the company to engage in our diversity initiatives, including training programs and awareness activities that foster dialogue and the exchange of perspectives. In this regard, we are particularly committed to empowering the voices, capabilities, and opportunities of women, individuals from diverse cultural backgrounds and gender identities, as well as interns and employees who are taking their first or final steps in their professional careers.

Programs

- Women’s development programs
- Intern training and development programs
- Initiatives for students from underserved communities, such as the Empujar Program
- Mentoring programs

Training in diversity, inclusion and belonging, which addresses issues such as unconscious biases, workplace harassment, diverse families and inclusive communication.

Trusted Support Circles

During 2025, we socialized the protocol against gender violence and published a podcast for Women's Day, focused on the role of women in technology.

- **Trusted Support Circles focused on cultural, sexual, generational, and gender diversity.**

In 2025, we participated in the Meeting of Companies Committed to Human Rights, organized by the General Directorate for Human Rights of the Buenos Aires City Government. We also took part in the three ConviveBA workshops, an initiative of the Buenos Aires City Government focused on sexual diversity.

We monitor and evaluate the effectiveness of our initiatives across all stages of implementation, systematically incorporating the voices and feedback of the individuals and groups they are intended to benefit. This process is supported by surveys, engagement metrics, and dialogue forums, as well as by the monitoring of action plans and materiality assessment processes involving investors, customers, employees, and representatives of our supply chain.

During 2025, progress was observed in women's participation across the company. The hiring rate for women reached 13%, surpassing that of men (12%). These results reflect progress toward the Company's goal of strengthening women's participation in its operations throughout Latin America.



GRI 3-3; 2-19; 2-20; 404-1; 404-2; 404-3

Continuous Learning

We promote the continuous development of our employees’ technical and professional capabilities as a key pillar of growth. Our goal is to strengthen their employability, enhance their performance, and support the evolution of our operating model in an increasingly dynamic environment shaped by technological transformation.

To achieve this, we advance a training strategy aimed at building multidisciplinary teams by developing the knowledge, skills, and tools needed to respond to business demands and the technological challenges of the industry. Training priorities are defined collaboratively between the Human Resources team and leaders across different functions, including Assurance, Network Development, Product, and Delivery, based on the technical and operational needs of each team. Together, we design mandatory training programs and specialized learning initiatives, including upskilling and *reskilling* programs aligned with the requirements of each function and the strategic objectives of each area.

In addition, we work with functional leaders to define priority plans for the adoption of new technologies and the strengthening of key industry capabilities. These efforts include certification programs such as Fortinet, as well as Juniper and Nokia *Learning Pass roadmaps*.

All training plans incorporate opportunities and expectations identified through two main dimensions: on the one hand, employee feedback and performance evaluation processes; and on the other, insights gathered through dialogue sessions and engagement and satisfaction surveys conducted with employees, customers, and business leaders. As part of this process, we analyze a range of metrics, including participation rates, program completion levels, and certification achievement rates, among other key indicators that enable a comprehensive assessment of effectiveness.

In 2025, we focused our efforts on strengthening critical competencies in partnership with strategic allies such as Digital House, INE, and the University of Palermo:

- Technical training and specialized programs in Artificial Intelligence (AI), networking, and analytics.
- Specialized courses and training programs in cybersecurity, technology, and telecommunications, with certifications from Fortinet, Juniper, and Ciena.
- Training and upskilling in leading industry tools and platforms, including INE, Power BI, and Cloud technologies.
- Coaching, mentoring, and leadership development programs.

Average Training Hours per Employee



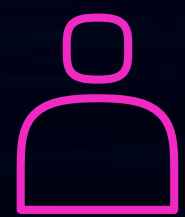
Average Hours of Training by Job Category

Job category	Average Training Hours
Vice President (VP)	4.8
Director	13.67
Manager	17.9
Team Leader	16.45
Individual Collaborator / Specialist (no team in charge)	9
Intern	18.9

Work Environment, Experience and Performance Evaluations

In line with our training and professional development initiatives, we focus on strengthening capabilities and supporting the holistic growth of Cirion teams. We seek to foster the continuous advancement of employees' professional development while contributing to a collaborative work environment and the ongoing improvement of workplace culture.

To this end, we implement structured performance and development review processes that help identify improvement opportunities and reinforce key strengths.

**100%**

of employees received periodic performance evaluations.



Compensation

Our Global Compensation Policy is based on the principles of equity, competitiveness, and regulatory compliance, promoting compensation practices that are fair, transparent, and development-oriented. The Compensation team is responsible for the administration, review, and maintenance of the Policy, while any significant adjustments or updates related to strategic compensation guidelines must be approved by the SVP of Human Resources and the CEO. In turn, the approval of material changes to the Policy, as well as strategic compensation guidelines, falls under the responsibility of the Company’s Board Compensation Committee.

We maintain a grade-based salary structure for all roles, which determines compensation levels and applicable pay components according to each position’s scope and contribution to the business, without distinction based on gender, origin, age, or any other personal characteristic. This framework is periodically complemented by compensation surveys and market benchmarking studies that serve as industry references.

At the local level, we incorporate the laws and regulations of each country in which we operate, including minimum wage requirements, social security obligations, statutory benefits, and collective bargaining rights, into the definition of compensation structures.

Together, these elements shape a comprehensive **compensation package** that includes base salary, annual bonuses, quarterly sales incentives, commissions, long-term incentive plans, and additional benefits that vary according to role, seniority level, function, country, and responsibilities.

In addition, we provide performance-based compensation linked to individual evaluations and contributions to corporate results, in accordance with market practices and role-specific requirements.



GRI 3-3; 403-1; 403-8

Safety Culture

We work with a preventive and integrated approach to occupational health and safety management, aimed not only at preventing incidents and critical operational risks, but also at strengthening the physical and psychosocial well-being of all employees.

Through our regional Management System⁶, based on international standards, we incorporate and integrate due diligence, operational risk control, training, monitoring, and performance evaluation processes for both direct employees and outsourced activities, extending risk assessment and prevention throughout our value chain. Risks associated with our operations, such as working at heights, electrical hazards, road safety, emergencies, ergonomics, and occupational diseases, are identified, assessed, and mitigated proactively, strengthening management practices and reducing the likelihood of significant adverse impacts. At every stage of the process, we promote a culture of prevention, self-care, and emergency preparedness and response.

Our Management System, certified under ISO 45001 and ISO 14001 standards in Argentina, Brazil, Ecuador, and Peru, adopts a strategic approach focused on prevention and continuous improvement, promoting high standards of environmental and occupational health and safety performance.

In addition, the System is complemented by corporate policies and practical initiatives that support our comprehensive health, safety, and hygiene strategy:

- Psychosocial Risk Prevention Policy
- Road Safety Policy
- Alcohol and Psychoactive Substance Use Prevention Policy
- Latin America Environment, Health and Safety (EHS) Policy
- Critical Risk Prevention Programs and Continuous Training Initiatives

Among the key programs are training initiatives focused on critical risks, including working at heights, electrical hazards, confined spaces, chemical hazards, hot work, emergency response, fire extinguisher use, and first aid, as well as health promotion, ergonomics, psychosocial risk management, and well-being initiatives.

In 2025, a particular highlight was the Healthy Lifestyles Pilot Program, developed with the support of SURA Colombia, aimed at strengthening healthy habits, promoting prevention, and enhancing employees’ physical and mental well-being.

- Safe Work Procedures

Safe work procedures include guidelines for critical activities such as working at heights, electrical equipment intervention, confined space entry, the proper use of personal protective equipment (PPE), fuel loading and unloading, emergency response, and spill containment. These procedures are reinforced through induction and reinduction programs, specific training sessions, and competency verification processes.

- Emergency Drills
- Reporting Channels

Employees have access to various participation and reporting channels, including Health and Safety Committees, emergency response brigades, emergency drills, training programs, internal surveys, country-specific inquiry mailboxes, and the Humand service portal. These channels enable employees to raise concerns, report hazardous conditions, track requests, and strengthen dialogue with the workforce, ensuring traceability and the effective management of corrective actions when required.

- Enhancement of Common Areas through Preventive and Strategic Communication
- Facility Inspections Conducted as Part of the Preventive and Operational Activities of the Management System
- Health and Wellness Programs

Health and wellness programs include active breaks, ergonomic assessments, workplace adaptations, occupational medical examinations, absenteeism monitoring, epidemiological surveillance programs, disease prevention campaigns, and initiatives promoting healthy habits, cardiovascular health, mental health, nutrition, and the prevention of respiratory diseases, cancer, and sexually transmitted infections.

Additionally, the company has a regional Employee Assistance Program (EAP) that is confidential and free of charge, providing employees with psychological support, nutritional counseling, financial assistance, and legal advisory services.

To evaluate the effectiveness of our processes and practices, we establish compliance indicators aligned with the objectives of our EHS Policy, which are reviewed periodically and annually by Senior Management. We also conduct regular internal and external audits, both by certification bodies and by our clients.

In 2025, we carried out a comprehensive review of our processes together with Management, which enabled us to identify opportunities for improvement related to employee participation, emergency infrastructure, and alert systems. These opportunities were incorporated into specific action plans, reinforcing our continuous improvement approach and the ongoing strengthening of the management system.

As part of this evaluation process, we also incorporate feedback, comments, and improvement opportunities raised by our employees, which are gathered through Safety Committees, emergency response brigades, and other engagement mechanisms such as the inquiry mailbox.

⁶ Our Management System covers 100% of our employees and applies to all operations across Latin America.

GRI 403-2; 403-5

Preventive Management

Hazard identification and risk assessment are carried out systematically through periodic facility inspections, ergonomic assessments, analyses of critical tasks such as working at heights, electrical hazards, confined spaces, and road safety, as well as incident investigations and internal and external audits. For these processes, we use our own hazard identification and risk assessment methodology based on **GTC 45 (Colombian Technical Guide GTC 45, used as a methodological reference for hazard identification, risk assessment, and risk evaluation)**. This methodology includes the systematic identification of hazards, risk assessment through the analysis of probability and consequence, and the classification of risk levels according to defined tolerance criteria.

Based on the results, risks are prioritized and specific intervention plans are developed and integrated into the Management System work plan. This methodology is applied in a standardized manner, enabling preventive, consistent, and continuously improving risk management. Each identified case is managed through specific action plans according to its level of criticality, developed in coordination with operational areas, the Real Estate team, and technical specialists to define responsibilities, resources, and implementation timelines.

In addition, as part of our ongoing monitoring activities, we verify compliance with mandatory certifications for high-risk activities and track indicators related to accident rates and the absence of severe incidents. These measures help ensure that personnel possess the technical competencies required to perform their duties safely.

In 2025, we conducted regional internal audits that identified opportunities for improvement primarily related to ergonomics, signage, substance storage, and emergency preparedness. The findings were addressed through action plans monitored within the management system, strengthening preventive risk control.

Frequent monitoring is an operational and preventive safety performance process. Its purpose is to continuously verify that the conditions necessary for safe operations are in place by monitoring aspects such as:

- Compliance with mandatory certifications for high-risk tasks.
- Personnel competencies and qualifications.
- Accident rate indicators.
- Absence of severe incidents.
- Safety performance trends.

Regional inspections, internal audits, and management system reviews are designed to evaluate the effectiveness of the management system and on-site conditions. Through these activities, processes, controls, infrastructure, and facilities are assessed to identify opportunities for improvement in areas such as:

- Ergonomics
- Signage
- Substance storage
- Emergency infrastructure
- Alert systems

These evaluations help verify the proper functioning of the management system and define corrective or improvement actions whenever necessary.

Improvement plans are strategically designed according to each specific case and may include the implementation of operational controls, infrastructure enhancements, updates to procedures, and targeted training for emergency response brigades and exposed personnel. Each plan is periodically monitored until the effective closure of findings, supporting the mitigation of future risks.

In this way, the system incorporates continuous monitoring through performance indicators, internal and external audits, and the management of lessons learned, ensuring that findings and incidents are translated into sustainable corrective and preventive actions aimed at strengthening overall management performance.

As part of our comprehensive prevention approach, we implement an annual training plan for employees and contractors aimed at strengthening risk identification and building capabilities in key areas such as first aid, fire extinguisher use, accident prevention, emergency response, and health promotion.

During 2025, more than 30 health and safety training activities were conducted across Latin America, complemented by awareness campaigns such as **Health, Safety, and Environment Week**, which recorded a **54% increase in participation** compared to the previous year. Overall, more than **1,000 individuals** participated in initiatives designed to strengthen the culture of prevention.

In addition, we conducted periodic ergonomic assessments, which contributed to an approximately **6% reduction in musculoskeletal disorders** over the course of the year. These efforts were complemented by updates to procedures, infrastructure improvements, and the strengthening of operational controls.



GRI 403-2; 403-5

Preventive Management

The trainings related to Health and Safety in Latin America are the following:

- Toxic and Hazardous Waste Management
- Housekeeping and Workplace Organization
- Green Cleaning Practices
- Evacuation Plan
- Evacuation Plan and Self-Protection System (Law 5920)
- Prevention of Commuting Accidents and Safe Vehicle Operation
- Prevention of Occupational Accidents During Work at Heights
- Hot Work Prevention
- Use of Personal Protective Equipment (PPE) and Safe Work Practices
- Medium- and Low-Voltage Electrical Risk Management
- Electrical Risk Training for Specialized Personnel
- Chemical Risk Management and the Globally Harmonized System (GHS)
- Chemical Risk Management and GHS Labeling
- Fuel Loading and Unloading Procedures
- Fuel Unloading Procedure
- Emergency Response and Spill Containment Procedure
- Spill Response Drill
- Evacuation Drill
- AED (Automated External Defibrillator) Use and First Aid
- Fire Extinguisher Use
- Hands-On Fire Extinguisher Training
- Prevention of Cardiovascular Diseases and Stroke
- Prevention of Cardiovascular Diseases and Stroke (Part 2)
- Seasonal Winter Illness Prevention
- Cancer Prevention and Early Detection
- HIV/AIDS and Other Sexually Transmitted Infections Prevention
- Substance Abuse and the Health Effects of Tobacco Use
- Ergonomic Risks
- Psychosocial Risks
- Technostress and Psychosocial Well-Being
- EH&S Monthly Awareness Session (Environment, Health and Safety)

The training strategy is structured around the different risk profiles defined in the EH&S training matrix, with content and delivery methods tailored to each level of exposure.

All employees participate in an onboarding process to ensure they understand their roles and responsibilities regarding health and safety. Building on this common foundation, training content is adapted according to the risks associated with each role. For administrative and technology teams, priority topics include EH&S induction and refresher training, ergonomics, postural hygiene, active breaks, healthy lifestyles, fire extinguisher use, and the reporting of unsafe acts and conditions.

For employees in customer-facing roles, training includes topics related to public security risks, biological hazards, and travel safety. In operations that run on a 24/7 basis, knowledge related to emergency preparedness and response is reinforced. Meanwhile, employees and contractors with greater exposure to critical operational risks receive specialized training in working at heights, confined spaces, the use of personal protective equipment (PPE), electrical hazards, accident and incident reporting, and accident prevention.

The knowledge acquired and compliance with defined responsibilities are subsequently assessed through drills, inspections, and feedback sessions, with the objective of verifying understanding and practical application in line with the Management System standards.

Training programs combine different learning modalities, including in-person sessions for critical activities, virtual training with regional reach, and asynchronous learning content available through corporate e-learning platforms.

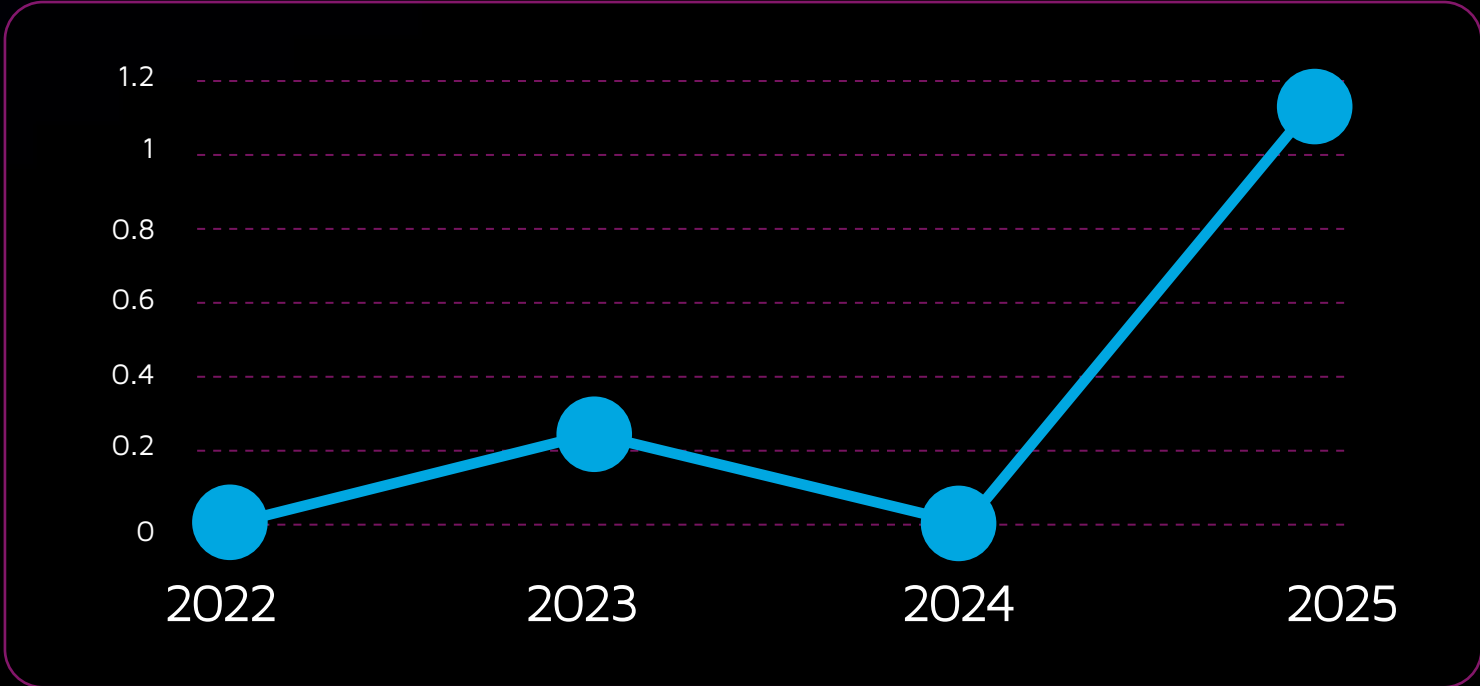
To ensure the understanding and internalization of training content, knowledge assessments are conducted following each learning activity. Results are monitored on a regular basis and, where appropriate, improvement actions and retraining are implemented.

In addition, compliance with certifications issued by accredited entities for mandatory training is verified, particularly for training programs associated with higher-risk activities. This approach helps ensure that employees and contractors maintain the knowledge, competencies, and qualifications required to perform their duties safely and in accordance with established standards.

In 2025, participation in regional emergency drills ranged from 35% to 60%, depending on the location. The results helped identify opportunities for improvement and strengthen awareness-raising and emergency preparedness initiatives.

In addition, Cirion was recognized by ARL SURA in the Healthy Companies category for the results of its health promotion and well-being initiatives. The recognition highlighted programs focused on healthy lifestyles, musculoskeletal risk prevention, mental health, ergonomics, and self-care, including the Healthy Lifestyles Pilot Program developed in partnership with SURA.

Total Recordable Injury Rate (TRIR)



Note: This chart is based on data from the Cirion Employee Accident Report.

The **Total Recordable Injury Rate (TRIR)** was **1.14 in 2025**, representing an increase compared to previous years. However, this result was driven by **four isolated, low-severity incidents**, primarily involving minor cuts, bumps, and falls. Considering the more than **3.5 million hours worked** during the year, the overall safety performance remains positive, although opportunities exist to further strengthen preventive measures and return to the injury frequency levels achieved in previous years.

GRI 403-4

Listening and Participation



Employees actively participate in health and safety management through various formal and operational mechanisms, including Safety Committees, emergency response brigades, emergency drills, training programs, internal surveys, and confidential reporting channels. These forums facilitate employee involvement in hazard identification, the development of improvement proposals, and the strengthening of a preventive culture throughout the organization.

Through these mechanisms, employees can share concerns, provide feedback, report risks or unsafe conditions, and participate in the design and implementation of preventive measures, fostering greater ownership and engagement in health and safety performance across the organization.

During the most recent reporting period, we strengthened this strategy through the issuance of **12 Health and Safety newsletters** across Latin America. These communications contributed to increasing awareness, disseminating lessons learned, and reinforcing employees' understanding and adoption of operational controls throughout the organization.

Internally, we promote an integrated approach to communicating risks, controls, incidents, and improvement measures to ensure effective communication across all our operations. Within this framework, we conduct internal awareness campaigns, issue monthly newsletters, and share content through the corporate intranet to broaden the reach of key messages.

Employees also have access to a country-specific suggestion mailbox, integrated within a regional structure to ensure accessibility, as well as a new service portal on our **Humand** platform, which enables us to measure response times to employee requests. These channels allow for centralized tracking of inquiries, reports, and requests, ensuring their review and the implementation of corrective actions as part of the Management System's continuous improvement processes.

In addition, through their representation on **Occupational Health and Safety Committees**, employees can formally participate in decision-making processes related to the strengthening and review of our practices. This includes involvement in facility inspections, risk condition analyses, assessments of concerns raised through internal channels, reviews of audit findings, prioritization of actions, and monitoring of improvement plans.

GRI 403-3; 403-6

Integral Well-Being

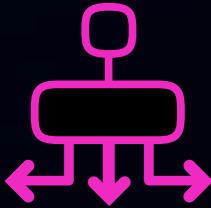
Occupational health services are an integral part of our Management System and support our risk prevention strategy and comprehensive employee care approach, with the goal of improving quality of life both inside and outside the workplace.

Under this approach, we focus on strengthening employees’ physical, mental, and emotional well-being, while reducing the prevalence of musculoskeletal and psychosocial risk factors through a wide range of initiatives. These include active breaks, ergonomic assessments aimed at improving comfort and safety in the workplace, workstation adaptations, periodic medical evaluations, absenteeism case management, disease prevention campaigns, epidemiological surveillance programs, and health promotion and healthy lifestyle initiatives. During 2025, more than 20 such activities were carried out across the region in partnership with specialized providers that possess proven experience and valid certifications, helping to ensure the quality and technical standards of the services delivered.

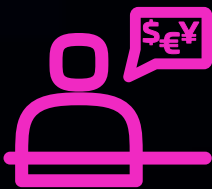
In addition, we offer a **regional Employee Assistance Program (EAP)** that is free of charge and confidential. The program is designed to support employees in both their personal and professional lives by providing access to tools and specialized guidance in key areas such as:



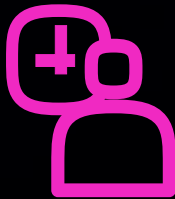
Psychological support



Nutritional Guidance



Financial Assistance



Legal Consulting

During the reporting period, self-care and well-being initiatives related to active breaks, ergonomics, the promotion of healthy lifestyles, mental health, and psychosocial well-being remained in place. These actions were complemented by health promotion campaigns and programs, including prevention, training, and support activities delivered in partnership with specialized providers.

In line with our Personal Data Privacy Policy, we safeguard the personal and health information of employees and their families, ensuring its secure and confidential handling. In particular, occupational health information is used exclusively for preventive purposes, and access is restricted to authorized medical personnel, in accordance with epidemiological surveillance programs and applicable regulations.



06. Efficiency for Resilient Infrastructure

We continue to advance through climate management focused on improving the efficiency and resilience of our infrastructure by measuring emissions, managing energy use, promoting the responsible use of resources, and incorporating practices that help reduce the environmental impacts of our operations.

Material Topics:

- Climate Action and Emissions Management
- Energy Efficiency
- Biodiversity
- Responsible Use of Materials and Resources
- Circular Economy and Waste Management

SDGs



GRI 3-3; 2-22

Environmental Approach to Accompany Growth

At Cirion, we understand that business growth must progress in balance with environmental stewardship. Climate change presents challenges that cut across our operations and drive us to reassess the way we work, create sustainable value, and integrate environmental risks and opportunities into our strategy and business objectives.

With this commitment, we promote innovative solutions that help reduce our environmental footprint and strengthen positive impacts in the communities where we operate. Through our Environmental Management System, we establish guidelines, controls, and continuous improvement mechanisms to guide our performance across six priority management areas:

					
ENERGY EFFICIENCY AND RENEWABLE ENERGIES	DECARBONIZATION AND CARBON FOOTPRINT	RISK MITIGATION	WATER	CIRCULAR ECONOMY AND WASTE MANAGEMENT	ENVIRONMENTAL CULTURE AND AWARENESS
We implement initiatives aimed at optimizing energy consumption and improving operational efficiency, promoting the progressive incorporation of renewable energy sources.	We developed a strategy for measuring, reducing and monitoring greenhouse gas emissions aimed at moving towards a low-carbon business model and integrating climate criteria into decision-making.	We address the environmental risks associated with our operations through prevention, control and monitoring measures, aimed at protecting ecosystems and minimizing negative impacts.	We manage the use of water resources with criteria of efficiency and responsibility, promoting technologies and practices that contribute to its sustainable use.	We adopt circular economy practices focused on the reduction, reuse and recovery of waste to strengthen the integral management of materials with a perspective of continuous improvement.	We promote an organizational culture oriented to the care of the environment, through training and awareness programs that encourage the active participation of people throughout the organization.

Our Environmental Management System is certified under the ISO 14001 standard in Argentina, Brazil, Ecuador, and Peru. We are also working to expand its scope by 2026 through additional certifications in Brazil, specifically at the SAO1 site, in line with our commitment to continuous improvement and the strengthening of our management practices.



GRI 3-3; 2-22

Environmental Approach to Accompany Growth

To measure energy consumption and the emission factors associated with our operations, we apply nationally and internationally recognized methodologies, tools, and reference sources that enable us to ensure traceability and comparability in our data analysis.

At the international level, we use the leading climate change and energy frameworks and standards as references, including the Paris Agreement, the United Nations Framework Convention on Climate Change (UNFCCC), the reports of the Intergovernmental Panel on Climate Change (IPCC AR6), the Greenhouse Gas Protocol (GHG Protocol), and information published by the International Energy Agency (IEA).

In addition, for the calculation of specific emission factors, we rely on official sources and country-level recommended practices, according to the location of our operations:

- United States: guidelines from the Environmental Protection Agency (EPA) and emission factors from the U.S. Residual Mix (Green-e Energy Emissions Rates).
- United Kingdom: recommended practices established by Defra.
- Argentina: emission factors published by CAMMESA (Wholesale Electricity Market Administration Company).
- Chile: information provided by the National Energy Commission.
- Colombia: data from the Mining and Energy Planning Unit (UPME).
- Ecuador: information from the Ministry of Energy and Mines.
- Mexico: guidelines issued by SEMARNAT.
- Panama: information provided by the National Secretariat of Energy.

To estimate and report emissions, we account for direct, indirect, and biogenic emissions and incorporate renewable energy certificates (I-RECs). These processes are carried out in accordance with the Corporate Standard of the GHG Protocol and its Scope 2 Guidance and are supported by the Resource Advisor platform, which we use for monitoring, collecting, and consolidating data, as well as for the automated and accurate calculation of our greenhouse gas (GHG) emissions. This platform is integrated into our regular management processes and helps improve the efficiency and consistency of our emissions inventory by enabling real-time monitoring and optimizing the time required for these activities.

The systematic measurement of our carbon footprint enables continuous tracking of emissions associated with energy and fuel consumption across our operations. This process is supported by integrated information management, which facilitates the preparation of the emissions inventory and ensures the availability of up-to-date data for decision-making.

This approach helps identify opportunities for improvement, assess the impact of mitigation initiatives, and continuously strengthen our sustainability and decarbonization strategy.



GRI 3-3; 201-2; 302-1; 302-4

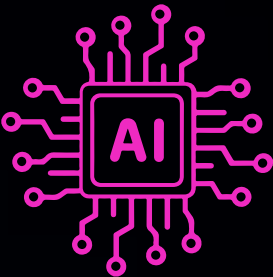
Driving a More Efficient and Resilient Energy Operation



We continued to strengthen our energy management as a strategic pillar to support the growth of our operations, improve the efficiency of our critical infrastructure, and advance the transition toward an energy mix with a greater share of renewable sources. This approach enables us to build on the initiatives implemented in previous years while incorporating new tools aimed at optimizing the environmental performance of our operations.

In line with this commitment, we maintain energy efficiency measures across our operations, including efficient design criteria for new projects, the implementation of LED lighting and smart automatic shutdown systems, environmental impact assessments and risk analyses for energy-related projects, training initiatives focused on energy conservation and the responsible use of resources, and continuous monitoring tools such as DCIM, which enable us to track and optimize energy consumption across our infrastructure.

As part of our continuous improvement process, we incorporated an artificial intelligence module into the DCIM platform to optimize and control HVAC systems within the BOG2 building test environment. This initiative resulted in an average **13.8% reduction in the energy consumption of these systems**, contributing to greater operational efficiency and a lower environmental footprint associated with the facility’s operations. Based on the results achieved during the pilot phase, the plan for 2026 includes expanding this solution to other Data Centers across the region, with the objective of scaling energy efficiency benefits and further strengthening the sustainable management of our critical infrastructure.

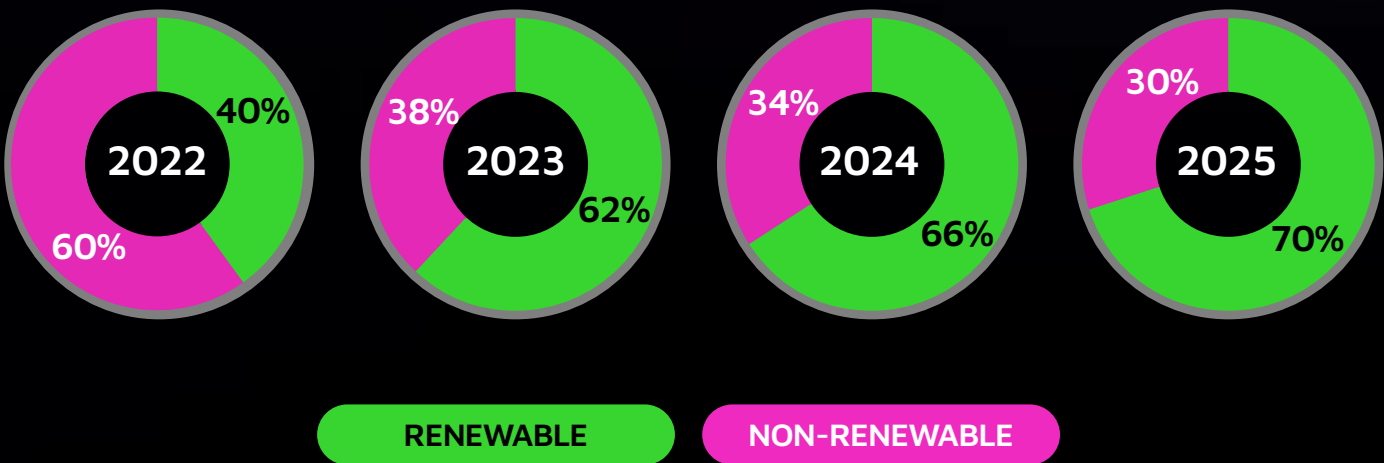


-13.8%

Average reduction in energy consumption in HVAC equipment of the BOG2 pilot through DCIM and artificial intelligence.

During the reporting period, we maintained our focus on consolidating an energy mix with a greater share of renewable sources. Although total electricity consumption increased slightly as a result of the growth of our operations, we continued to expand renewable energy coverage through certificates and further reduced non-renewable electricity consumption compared to the previous year. These achievements reflect the continued implementation of our energy transition strategy and strengthen the resilience of our critical infrastructure.

Certified energy purchase



Advances in Renewable Energy

We continued to advance the acquisition of I-REC certificates as instruments to support the renewable origin of the energy consumed in our operations. Through these certificates, we ensure renewable energy coverage for 100% of the electricity consumption of our Data Centers in Peru, Brazil, Colombia, and Chile. In addition, we continued extending this commitment to our Data Centers in Argentina and Ecuador, where we further advanced our energy transition efforts and achieved renewable energy coverage of 40% and 60%, respectively.

Likewise, our Landing Stations in Santos, Rio de Janeiro, and Fortaleza (Brazil); Punta Bazan (Colombia); and Lurin (Peru) are supplied with 100% I-REC-certified renewable energy. This coverage is part of our energy transition strategy and supports the responsible management of critical infrastructure that enables regional connectivity.

In addition, we have agreements in place for the supply of solar energy to our fiber optic network in Brazil, ensuring 100% solar-powered electricity for the Southeast and South Long Haul routes, covering approximately 40 sites. This initiative helps strengthen the use of renewable energy sources within our connectivity infrastructure and progressively reduce our exposure to energy sources with higher emissions intensity.

In the Brazilian market, we continued working on long-term direct self-generation contracts with renewable energy producers, with the objective of advancing toward arrangements that allow us to directly select our energy supply source. This initiative remains part of the strategic projects currently underway to support the energy transition of our operations.

DATA CENTERS

100% renewable energy with I-RECs

- ✓  Peru
- ✓  Brazil
- ✓  Colombia
- ✓  Chile

FIBER

Our Landing Stations with 100% I-REC certified energy:

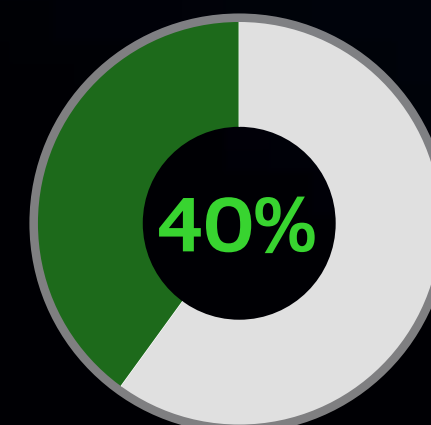
- ✓ Lurin
- ✓ Santos ✓ Rio de Janeiro ✓ Fortaleza
- ✓ Punta Bazán

DATA CENTERS

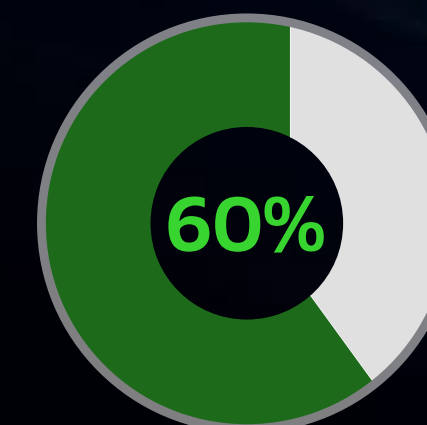


Energy Transition in Progress:

 Argentina



 Ecuador



Energy Transition and Operational Resilience

The transition toward operations powered by a greater share of renewable energy sources is a strategic priority for strengthening business continuity and proactively addressing climate-related risks and opportunities. In this context, energy management not only contributes to reducing our environmental footprint, but also enhances the resilience of our critical infrastructure and supports the long-term growth of our services through a forward-looking approach.

As part of our decarbonization strategy, we initiated a transition aimed at enabling each of our Data Centers to operate with a target of **100% renewable energy**. This strategic decision helps mitigate financial risks associated with energy price volatility and future climate regulations, while also strengthening our operational resilience and competitive position in the market.

The availability of a reliable electricity supply is essential to ensuring the continuity of the digital services we provide. For this reason, we continue to promote initiatives aimed at diversifying energy sources, reducing exposure to more emissions-intensive energy mixes, and strengthening the operational reliability of our Data Centers, Landing Stations, and connectivity networks.

This approach also enables us to manage risks related to energy price volatility, potential climate-related regulatory changes, and possible disruptions to electricity supply. In particular, within our Data Centers, energy is critical to the operation of servers, cooling systems, and network equipment. Therefore, advancing toward a more stable energy supply with a greater share of renewable sources is key to safeguarding service availability and supporting our customers’ operations.

As part of this strategy, we continue to develop investments and agreements designed to strengthen our energy matrix. The connection of the Cotia Data Center to higher-capacity electrical grids, the use of I-REC certificates, renewable energy coverage across Data Centers and Landing Stations, and solar energy agreements for the fiber optic network in Brazil all reflect our commitment to a more efficient, reliable, and sustainable operation. These advances are part of a comprehensive energy transition vision aimed at supporting the decarbonization of our operations and enhancing our ability to respond to climate-related challenges.

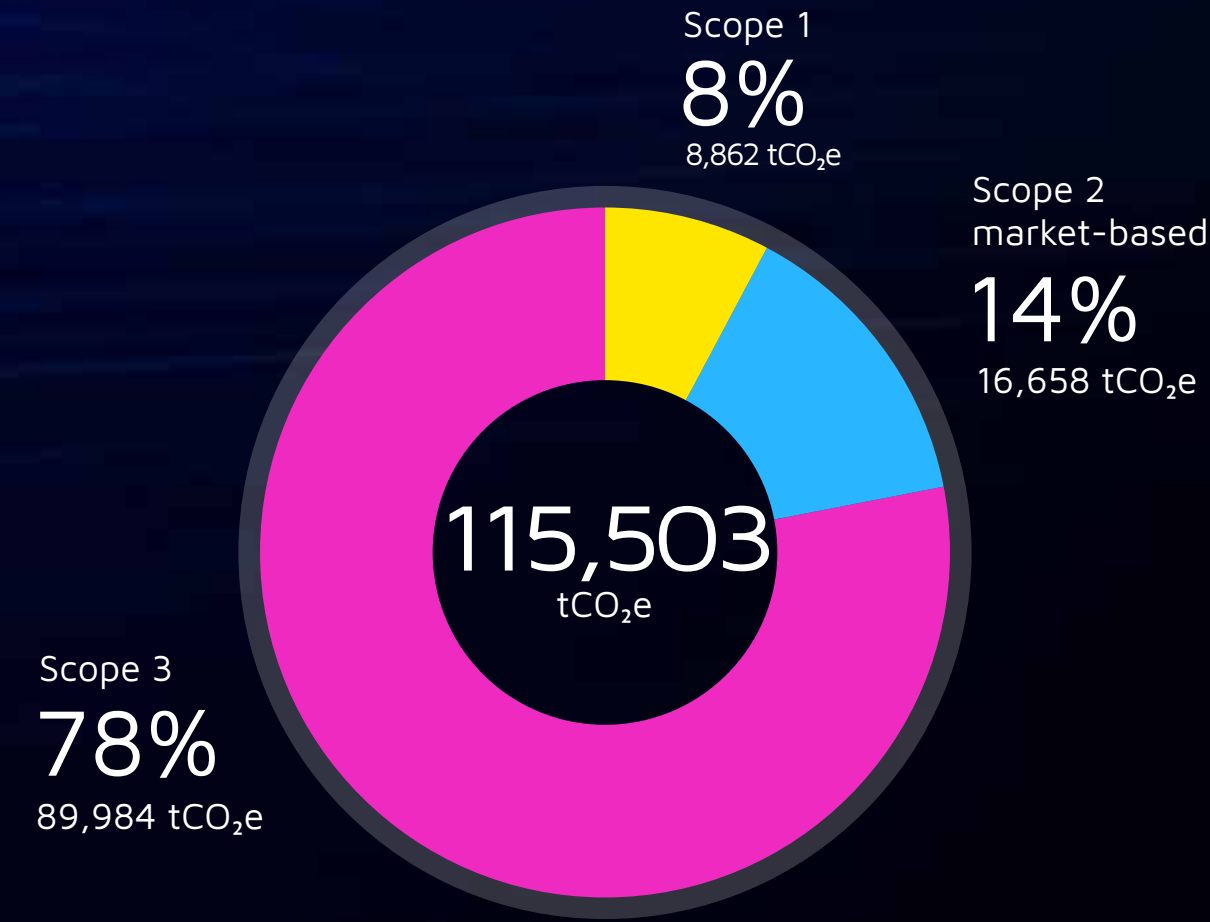


Climate Management and GHG Emissions

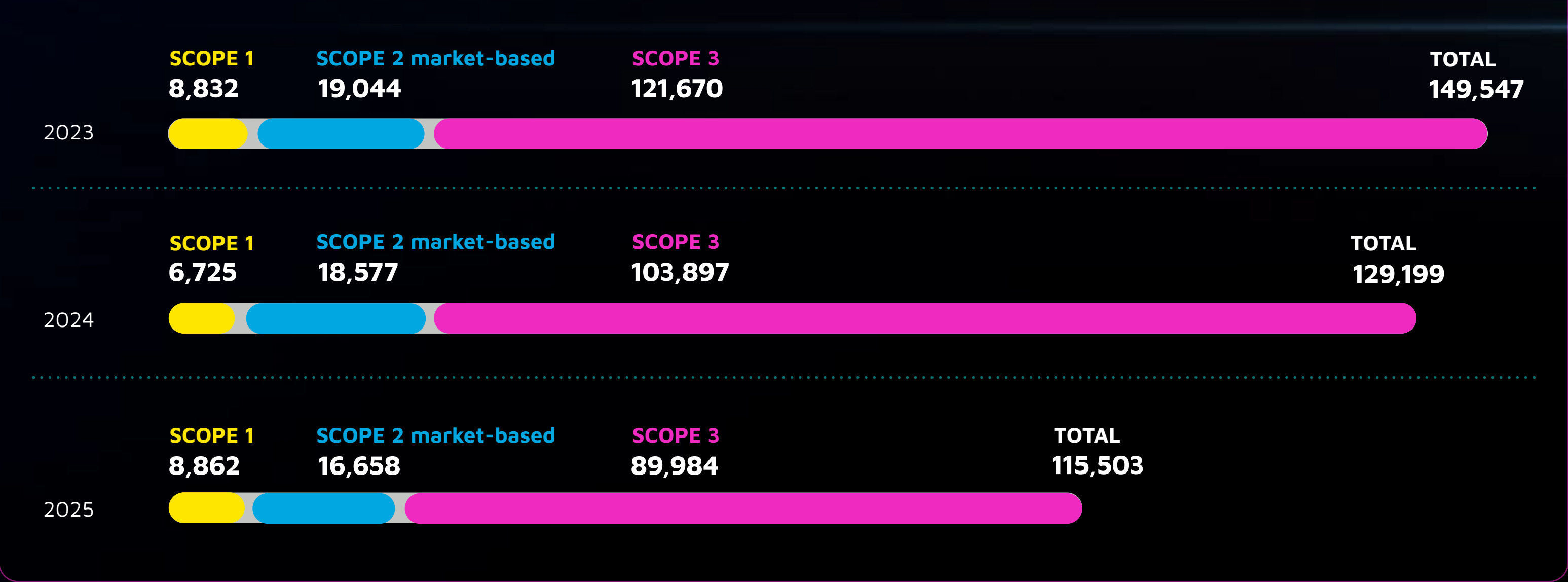
In 2025, we continued to strengthen the measurement and management of our carbon footprint by consolidating our greenhouse gas (GHG) emissions inventory in accordance with the GHG Protocol methodology. This process enables us to monitor emissions trends, identify the primary sources of impact, and guide decision-making related to our decarbonization strategy and continuous improvement efforts.

During the reporting period, our total GHG emissions reached **115,503.43 tCO₂e**, considering **Scopes 1, 2, and 3**. **This result represented an overall 11% reduction compared to 2024, when total emissions amounted to 129,199 tCO₂e**. Of the total reported in 2025, **78% corresponded to Scope 3 emissions**, reflecting the significance of emissions associated with our value chain.

Distribution of GHG Emissions by Scope



Evolution of GHG Emissions by Scope - Unit: tCO₂e

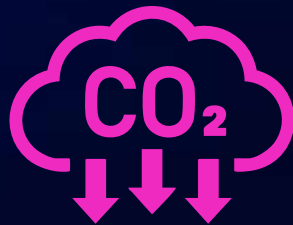


GRI 302-1; 305-1

Direct GHG Emissions: Scope 1

Scope 1 emissions correspond to direct greenhouse gas (GHG) emissions generated from sources that are owned or controlled by the company. In our operations, these emissions are associated with fuel consumption in stationary and mobile sources, as well as fugitive emissions related to the recharge of refrigerant gases used in air conditioning and cooling systems.

In 2025, direct Scope 1 emissions reached **8,861.85 tCO₂e**, representing an increase compared to those reported in 2024. This trend was primarily driven by higher emissions associated with refrigerant gases and stationary diesel consumption, which accounted for the largest share of emissions within this scope.



Evolution of Emissions Associated with Scope 1 – Unit: tCO₂e

CATEGORY	2024	2025	VARIATION
Stationary Combustion	1,766.30	1,777.61	+0.64%
Mobile Combustion	205.22	181.76	-11.43%
Fugitive Emissions	4,753.44	6,902.49	+45.2%
Total Scope 1	6,724.96	8,861.86	+31.8%

The increase in fugitive emissions was primarily associated with the greater impact of refrigerants such as HFC-410A and HFC-407C, which recorded increases compared to the previous year and accounted for a significant share of direct Scope 1 emissions.

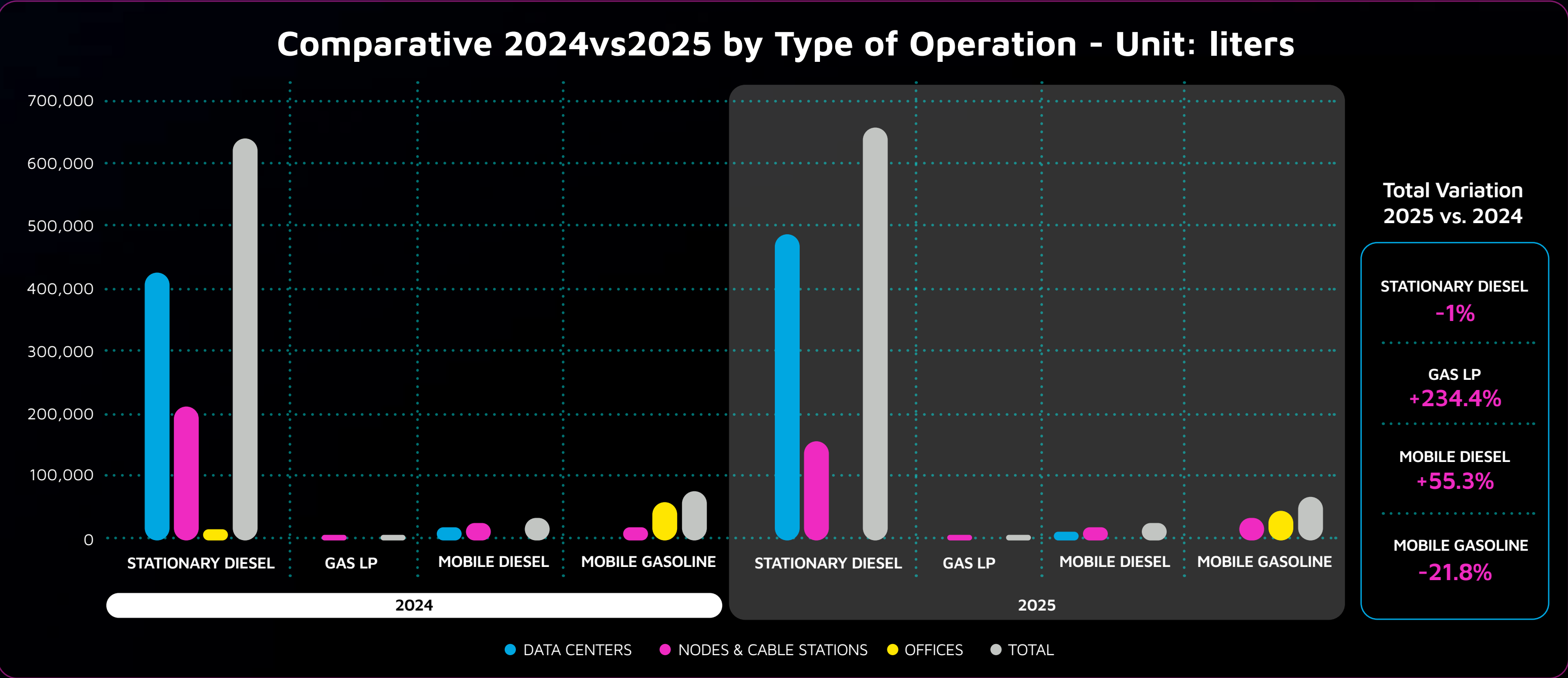
Consumption Associated with Scope 1

Fuel consumption is analyzed by distinguishing between **stationary combustion** and **mobile combustion**. Stationary combustion is primarily related to fuel use in operational equipment and infrastructure, while mobile combustion includes fuel consumption associated with the operation of mobile sources used by the organization.

In the case of stationary combustion, consumption is mainly concentrated in Data Centers and Nodes & Cable Stations, as these operations require critical

infrastructure supported by backup systems and continuous operational availability. With respect to mobile combustion, consumption primarily corresponds to gasoline and mobile diesel used for operational and administrative activities. Although these sources represent a smaller proportion of Scope 1 emissions, their monitoring provides traceability over direct fuel consumption associated with mobile sources.

Fugitive emissions, in turn, are associated with the recharge of refrigerant gases used in air conditioning and cooling systems.

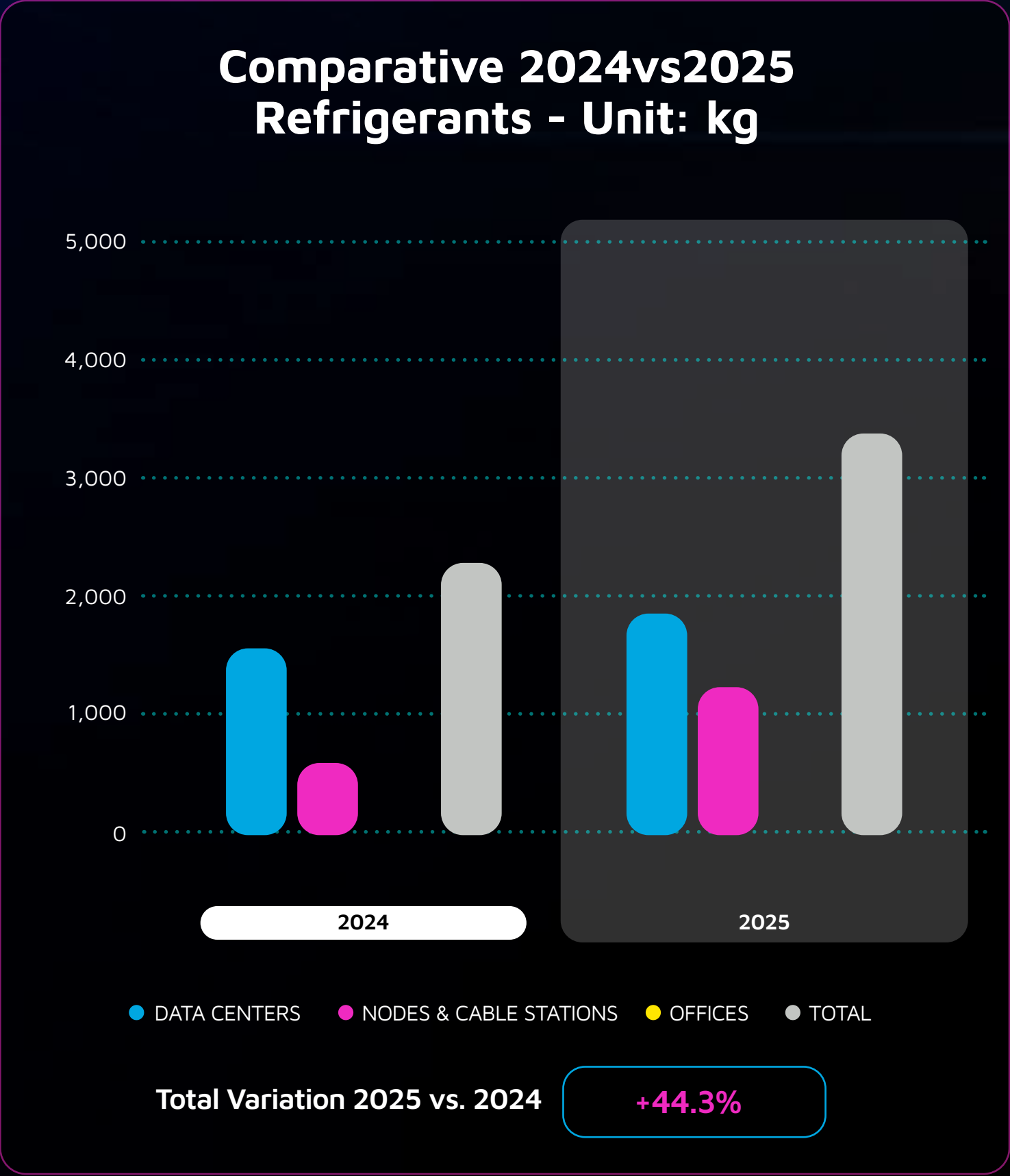


GRI 302-1; 305-1

Direct GHG Emissions: Scope 1

As part of the management of these emission sources, we perform regular maintenance on air conditioning equipment, pumping systems, and mechanical systems to identify failures or leaks that could affect operational efficiency or increase our carbon footprint. In addition, whenever maintenance activities on cooling equipment require the opening of refrigeration circuits, refrigerants are recovered and properly disposed of in accordance with applicable practices.

We also maintain compliance with applicable local regulations governing emissions from power generation equipment, seeking to ensure that all units remain in good physical condition and undergo periodic maintenance. These actions are part of our operational approach to reducing environmental risks associated with direct emissions from our operations.



GRI 302-1; 305-2

Indirect Emissions from Energy Consumption: Scope 2

Scope 2 emissions correspond to indirect greenhouse gas (GHG) emissions associated with the consumption of purchased electricity for our operations. In 2025, we continued to monitor the electricity consumption of our facilities and the integration of renewable energy through certificates, as part of our energy and climate management efforts.



**-10.3% of market-based
Scope 2 emissions**

In 2025, Scope 2 emissions under the market-based approach reached 16,657.62 tCO₂e, compared to 18,576.71 tCO₂e in 2024. This 10.3% reduction was linked, among other factors, to the increase in renewable energy acquired through I-RECs certificates for the Artigas and Carcelen data centers, as well as to the decrease in electricity consumption in Venezuela.

Consumption Associated with Scope 2

EVOLUTION OF ENERGY INDICATORS

INDICATOR	2024	2025	VARIATION
Electric Power	229,935,214.77 kWh	235,269,336.79 kWh	+2%
Energy Associated with PPA	2,213,563.00 kWh	3,148,455.08 kWh	+42%
Renewable Energy Certificates	153,595,288.68 kWh	167,571,979.56 kWh	+9%
Non-Renewable Electricity	78,553,489.09 kWh	70,845,812.31 kWh	-10%
Total Electricity Consumed ⁷	232,148,777.77 kWh	238,417,791.87 kWh	3%

During the reporting period, total electricity consumption increased slightly compared to the previous year. However, this increase was accompanied by a higher share of renewable energy, both through electricity supplied under PPAs and through renewable energy certificates. As a result, non-renewable electricity consumption decreased compared to 2024. This trend reflects the continuation of our energy transition approach, aimed at increasing the share of renewable energy in our operations and reducing emissions associated with electricity consumption under the *market-based* approach.

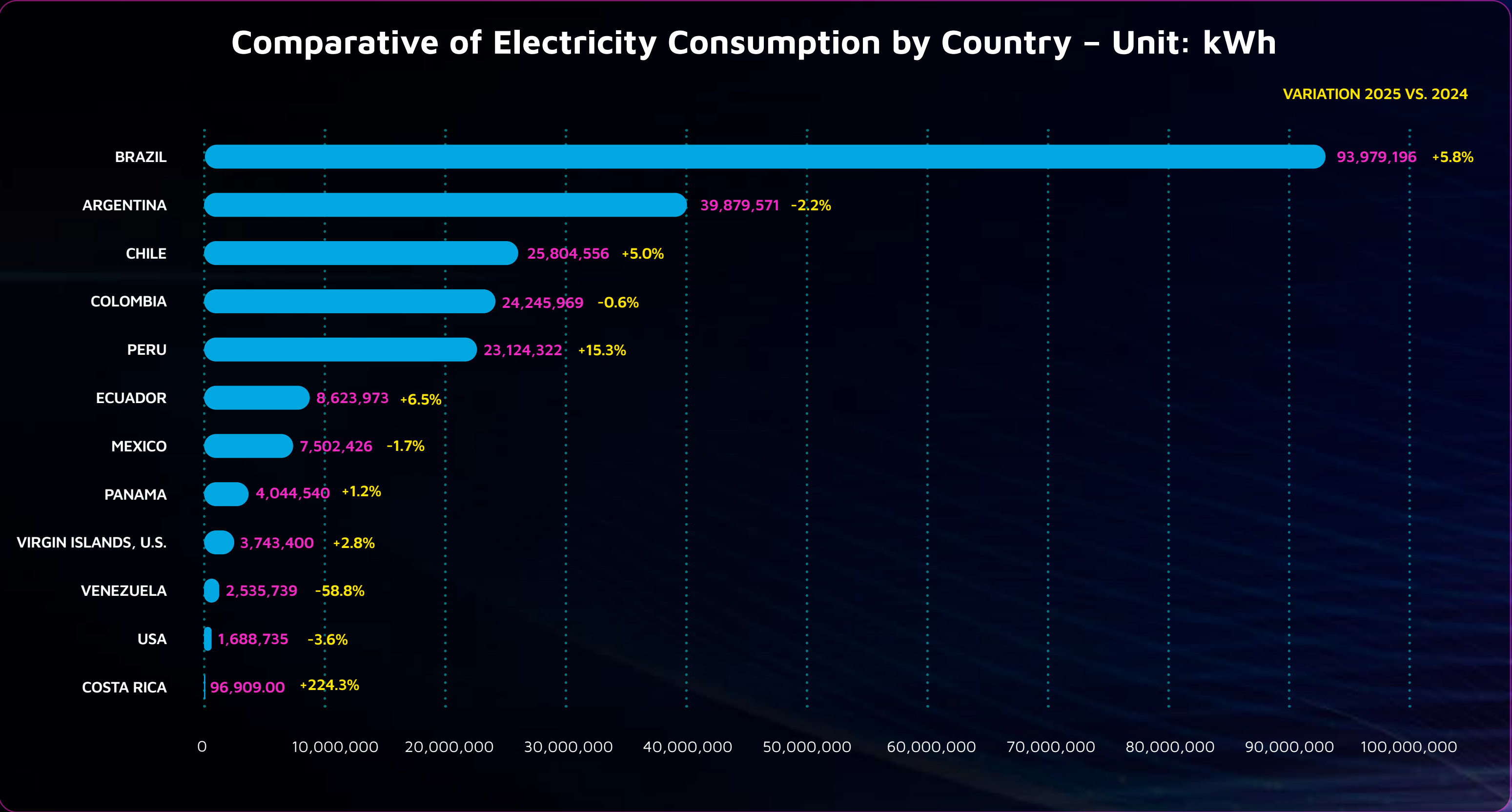


⁷ "Electricity consumed" refers to the sum of grid electricity and electricity supplied under a Power Purchase Agreement (PPA). A Power Purchase Agreement (PPA) is a long-term electricity purchase agreement between a buyer and an electricity generation company.

GRI 302-1; 305-2

Indirect Emissions from Energy Consumption: Scope 2

From a geographic perspective, Brazil accounted for the largest share of electricity consumption, followed by Argentina, Chile, Colombia, and Peru. Year over year, increases were observed primarily in Brazil, Peru, Chile, and Ecuador, while Venezuela recorded a significant decrease compared to 2024. The country-level analysis provides insight into the main variations in regional electricity consumption.



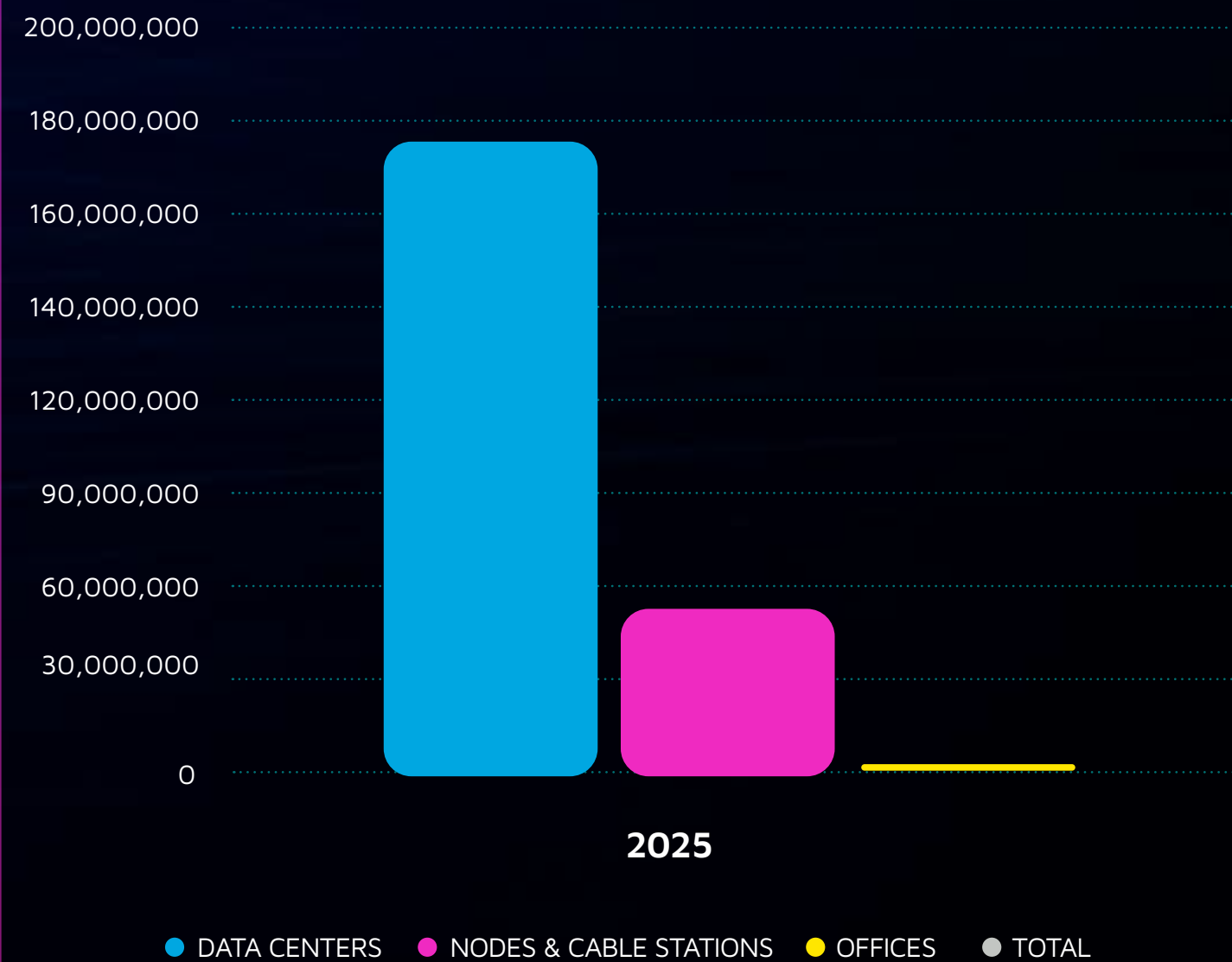
GRI 302-1; 305-2

Indirect Emissions from Energy Consumption: Scope 2

From an operational perspective, electricity consumption was primarily concentrated in Data Centers, followed by Nodes & Cable Stations and Offices. This breakdown complements the regional analysis by providing additional insight into the main infrastructure categories associated with electricity consumption.

Electricity Consumption by Type of Operation

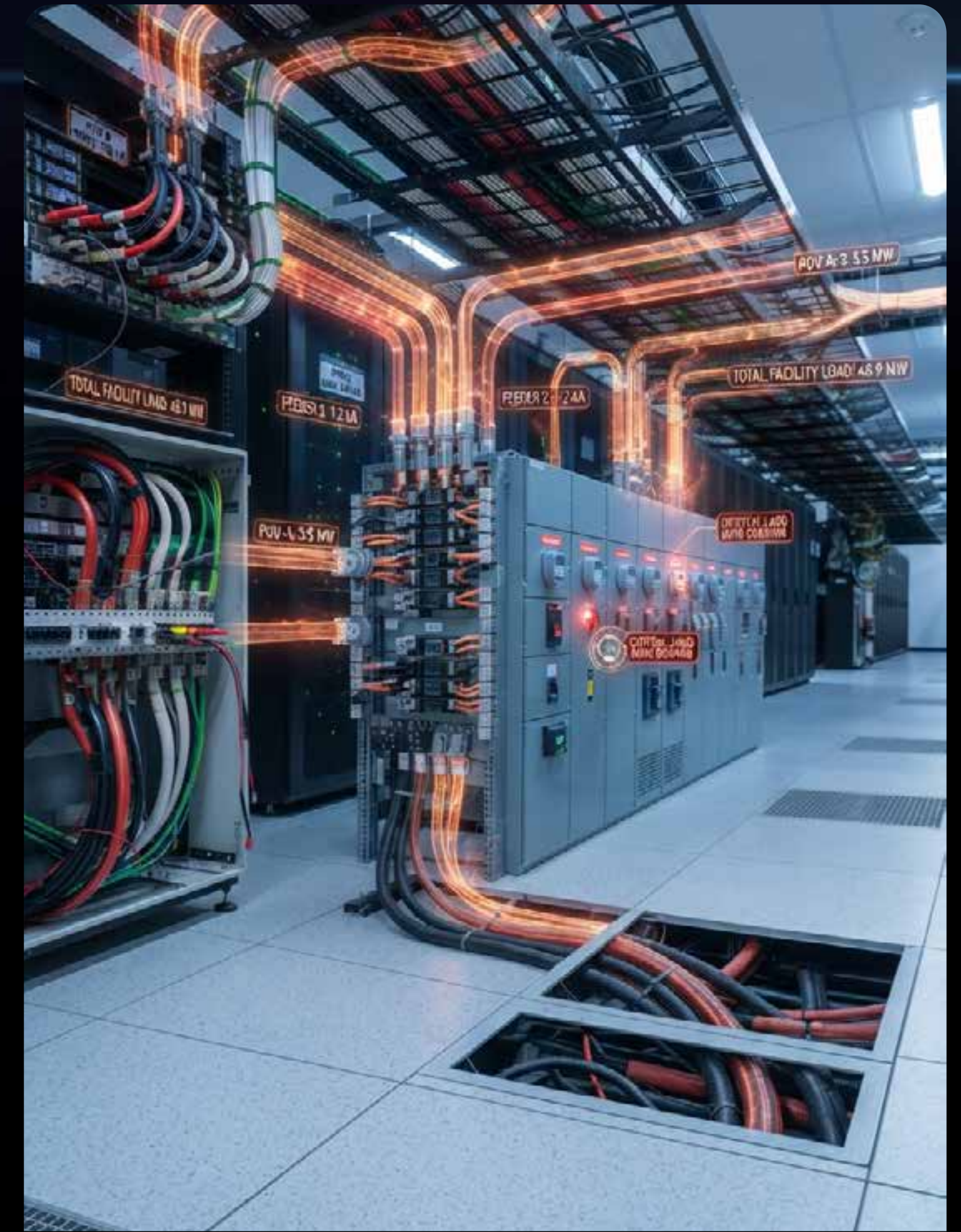
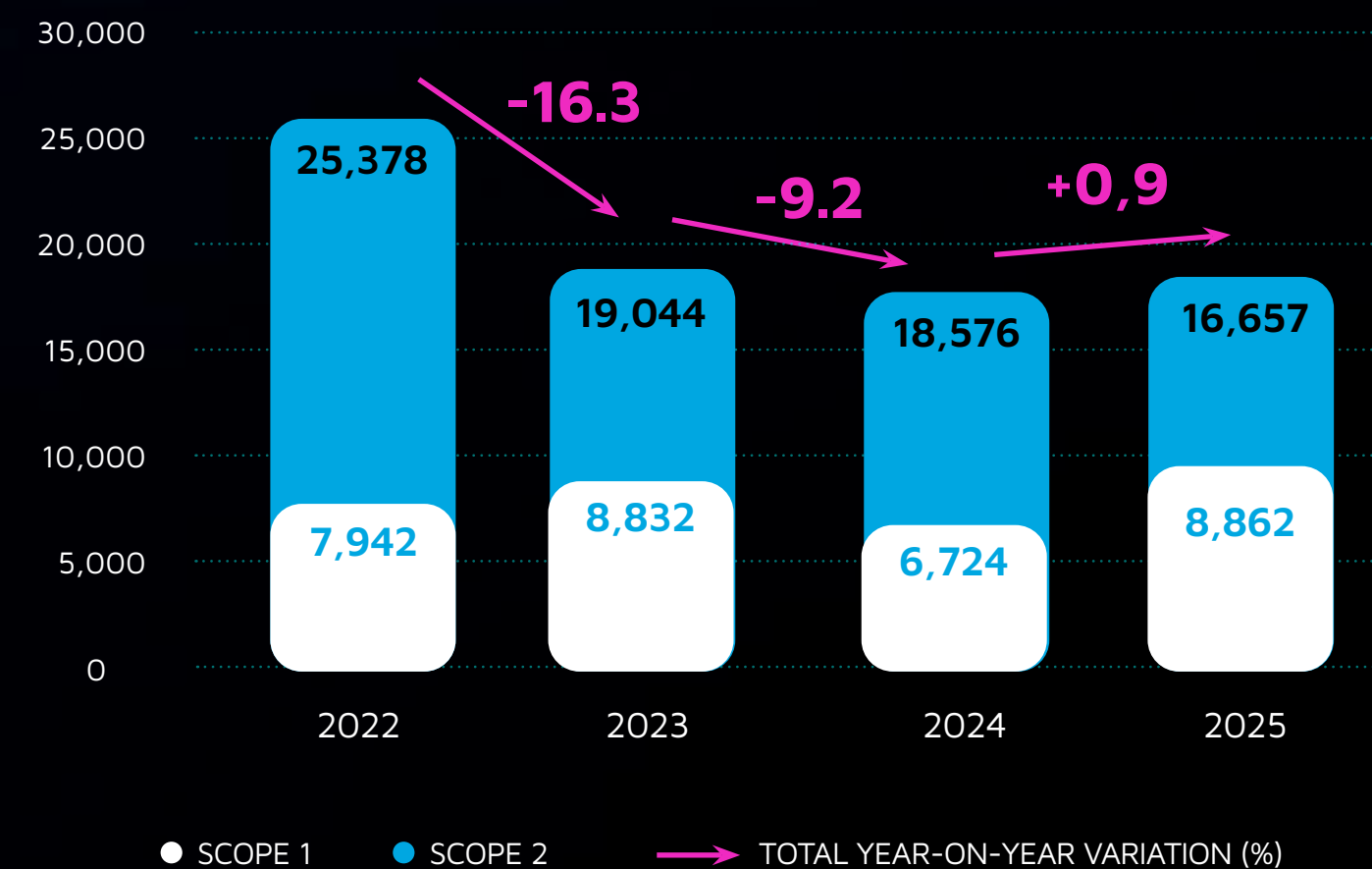
Unit: kWh



Evolution of Scope 1 and 2 Emissions

The evolution of Scope 1 and Scope 2 emissions shows a sustained decrease in indirect emissions under the market-based approach, alongside an increase in direct emissions in 2025. This trend reinforces the importance of continuing the energy transition while strengthening the management of direct emission sources associated with operations.

YoY Emissions Scope 1 & 2



GRI 302-1; 305-2

Indirect Emissions from the Value Chain: Scope 3

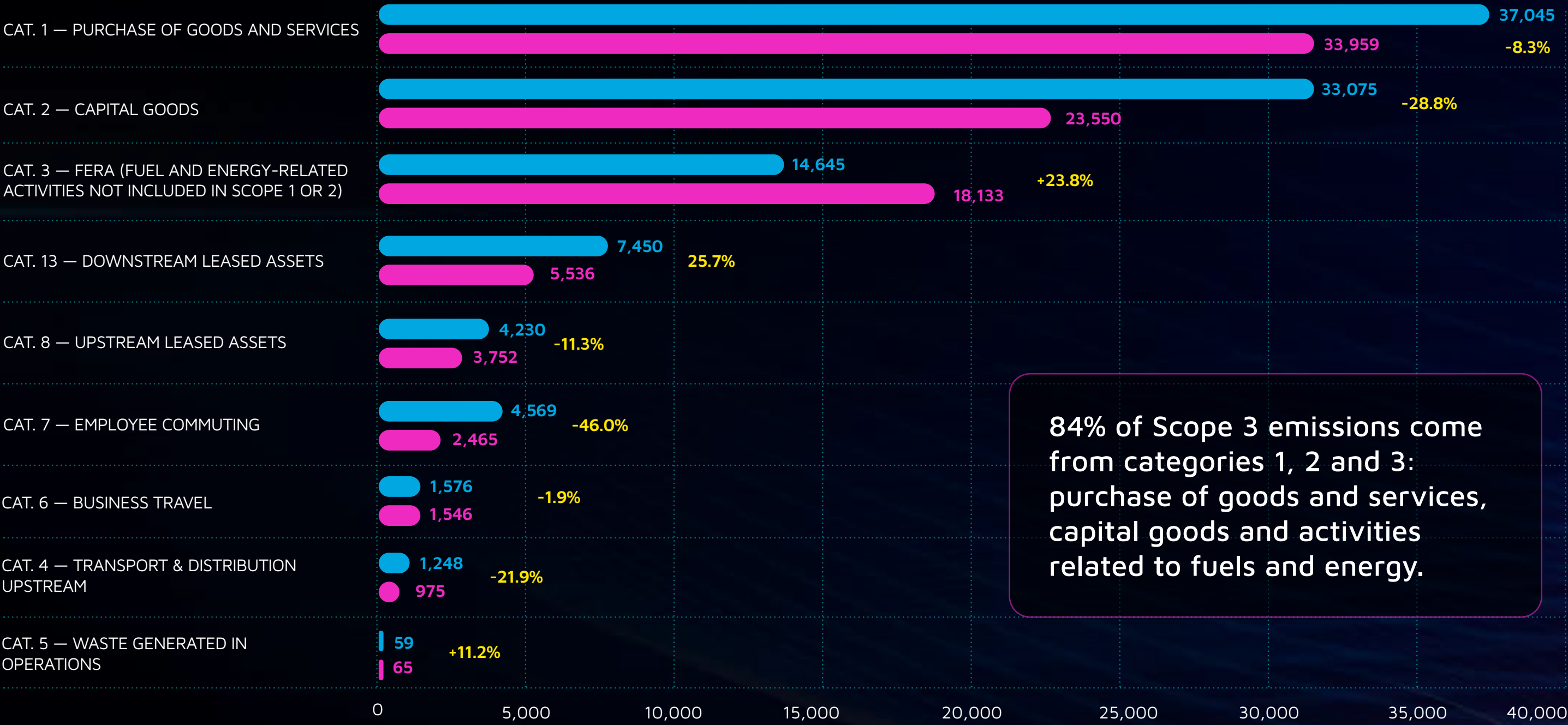
Scope 3 emissions correspond to indirect emissions generated throughout our value chain. In 2025, these emissions totaled 89,983.96 tCO₂e, representing the largest share of the Company's total GHG inventory. This result reflects the significance of emissions associated with purchased goods and services, capital goods, fuel- and energy-related activities, leased assets, employee commuting, business travel, transportation, and waste.



-13.4% in Scope 3 emissions vs. 2024

In 2025, Scope 3 emissions totaled 89,983.96 tCO₂e, compared with 103,897 tCO₂e in 2024 and 121,670 tCO₂e in 2023. The year-over-year reduction was primarily driven by lower emissions associated with OPEX and CAPEX expenditures, as well as decreases in emissions from downstream leased assets and employee commuting.

Scope 3 GHG Emissions by Category - Unit: tCO₂e



84% of Scope 3 emissions come from categories 1, 2 and 3: purchase of goods and services, capital goods and activities related to fuels and energy.

	2024	2025	VARIATION 2025 VS. 2024
TOTAL SCOPE 3	103,897	89,983.96	-13.4%

GRI 302-1; 305-2

Indirect Emissions from the Value Chain: Scope 3



Compared to 2024, the reduction was primarily driven by decreases in both OPEX and CAPEX expenditures. In addition, Category 13 decreased mainly due to lower energy consumption associated with the optimization and decommissioning of active equipment, while Category 7 recorded a reduction linked to changes in employee commuting patterns.

Conversely, increases were observed in Category 5 (waste generated in operations) and FERA. The increase in waste-related emissions was associated with a higher volume of waste generated, while the increase in FERA was driven by higher energy consumption and the application of more representative emission factors.

Given the relative significance of Scope 3 emissions within the overall inventory, we continue to identify opportunities to strengthen the quality, traceability, and frequency of the information used in emissions calculations. In particular, the analysis highlights the importance of further engagement with key suppliers of goods, services, and capital goods, as well as advancing the consolidation of information that will enable more efficient management of the value chain's most significant emission categories.



GRI 302-1; 305-2

Towards a Lower-Carbon Operation

During 2025, we continued strengthening the measurement and management of our carbon footprint by consolidating information on our direct, indirect, and value chain emissions. This process enables us to better understand our key emission sources and guide our environmental management efforts toward a more efficient, resilient, and climate-aligned operation.

As part of this approach, we continued working across three main areas:

- **Refrigerant Management:** We continue to monitor the consumption and recharge of refrigerants used in air conditioning and cooling systems, given their significance within our direct operational emissions.
- **Carbon Footprint:** We continue to consolidate our GHG emissions inventory in accordance with the GHG Protocol methodology, incorporating Scope 1, 2, and 3 data to strengthen the traceability and comparability of results.
- **Air Quality and Operational Management:** We maintain maintenance and monitoring practices for critical equipment, aimed at ensuring efficient performance and reducing environmental risks associated with our operations.

In parallel, during the reporting period we advanced the assessment of opportunities to strengthen our decarbonization strategy. While the formal definition of decarbonization targets was not finalized in 2025, the process enabled us to consolidate key learnings and establish a solid foundation for resuming this work in 2026. Our focus will be on aligning climate goals with operational efficiency, responsible resource use, and the progressive management of emissions.



GRI 3-3; 101-1; 101-2; 101-4; 101-5

Infrastructure and Natural Environment

Biodiversity is integrated into our environmental management system and is considered based on the location, characteristics, and activities carried out at our operational sites. In 2025, we advanced the collection and assessment of biodiversity-related information, including site typologies, operational activities, and controls associated with the operation and maintenance of telecommunications infrastructure.

Potential and actual impacts on biodiversity are primarily associated with the development, operation, and maintenance of telecommunications infrastructure. Within this context, biodiversity management is addressed as an integral part of the Company's environmental management system through corporate policies and commitments focused on regulatory compliance, the prevention and mitigation of environmental impacts, the efficient use of natural resources, and the continuous improvement of environmental performance.

Although the Company does not currently have a standalone biodiversity policy, biodiversity-related risks and impacts are incorporated into its broader environmental management framework, which applies to all relevant operations and activities.

Our operations are conducted primarily in urban or previously developed environments, where activities consist mainly of preventive and corrective maintenance, equipment operation, monitoring, and technical management. As part of the assessment carried out during the reporting period, we analyzed different types of telecommunications infrastructure, including metropolitan nodes, access nodes, in-line amplifiers (ILAs), gateways, and submarine cable landing stations. Based on the information available, most of these assets are located in urban or modified environments where no ecologically sensitive areas directly associated with operational activities were identified.

For specific projects located in coastal or marine environments, such as the submarine cable landing point at Punta Bazán, Buenaventura (Colombia), specialized technical studies and environmental assessments are conducted to identify site-specific conditions and apply controlled installation criteria. This infrastructure is located near ecologically significant coastal and marine ecosystems; therefore, its management includes prevention and control measures tailored to the characteristics of the site and the different phases of the project.

Based on the information assessed, potential impacts on biodiversity are generally considered to be low, localized, and effectively managed, reflecting the nature of our operations and the technical controls in place.



GRI 3-3; 303-1

Water Management

Water and wastewater management represents a newly identified material topic for our organization. In this context, we are strengthening our assessment of interactions with water resources, considering both our direct operations and the risks and opportunities associated with our value chain.

At present, our operations have a low dependence on water-intensive systems. This is primarily due to the implementation of state-of-the-art cooling technologies, which require approximately one-fifth of the energy consumption and, consequently, indirect water consumption associated with traditional cooling systems.

Our water consumption is mainly related to the cooling of technological infrastructure and auxiliary services at operational facilities.

We prioritize water-use efficiency, particularly in areas exposed to higher levels of water stress, where greater investment and management resources are allocated. To identify water-related impacts, we use water risk assessment tools that enable us to identify improvement opportunities, evaluate water-use risks across different regions, and prioritize investments and actions according to local conditions. This analysis considers both our direct operations and water-related aspects within the supply chain.

In addition, some customers with ESG programs request information regarding water consumption monitoring. In these cases, we share available information based on consumption data reported by service providers and continue working to improve the availability and traceability of this information to better respond to such requirements.

As part of this approach, we evaluate innovative alternatives aimed at optimizing water use, including:

- Rainwater harvesting and reuse systems;
- Advanced water purification and filtration technologies;
- Water storage infrastructure;
- High-efficiency cooling systems.

Through these initiatives, we seek to strengthen a water management approach grounded in efficiency, prevention, and adaptation to local conditions, prioritizing regions where water resources face the highest levels of stress.

As part of the update to our materiality assessment, we identified **water and wastewater management** as a material topic. This has prompted us to strengthen data collection efforts, enhance water risk analysis, and identify opportunities for improvement across both our operations and value chain.



GRI 3-3; 301-3; 306-1; 306-2; 306-3; 306-4; 306-5

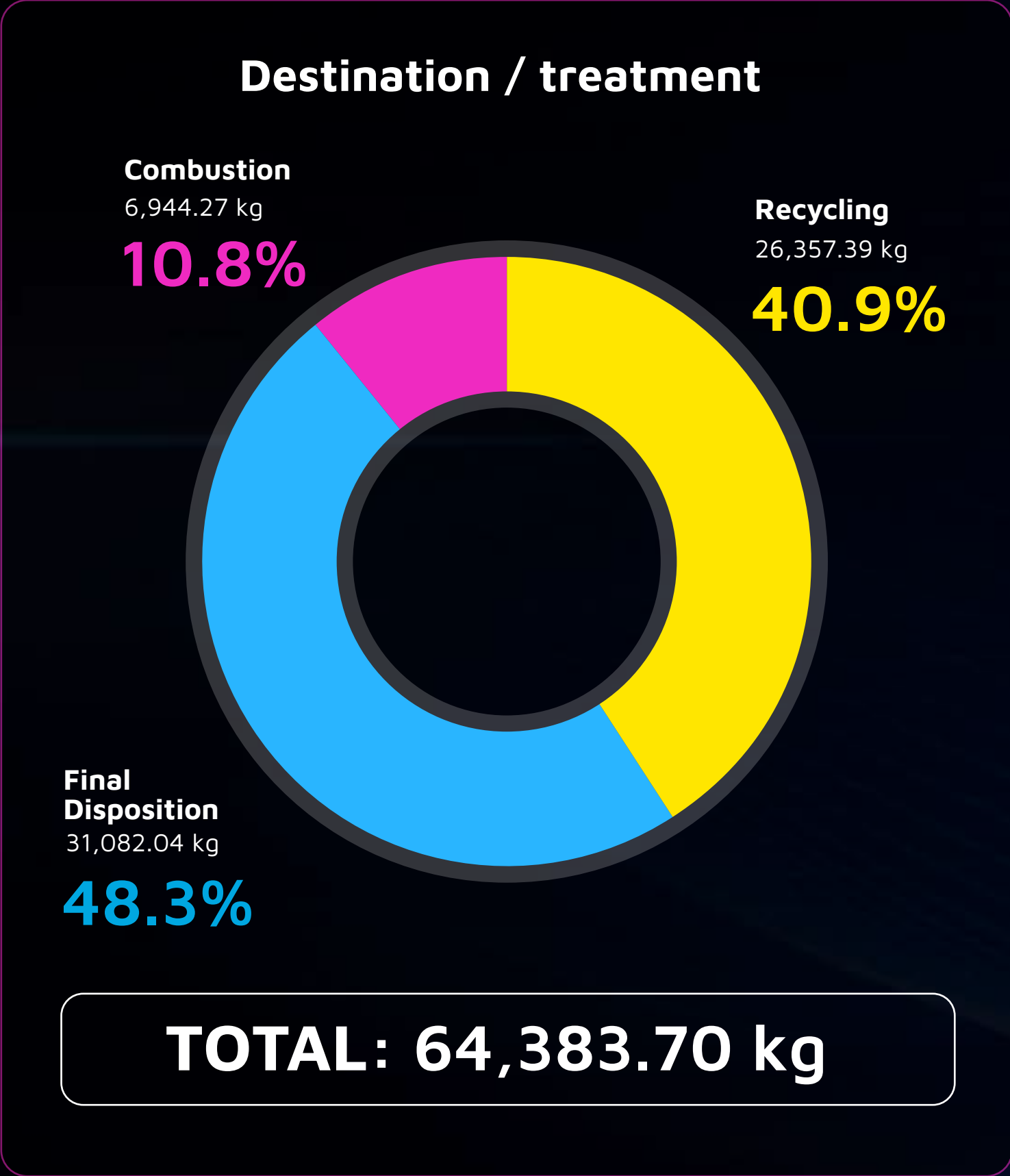
Circularity and Material Recovery

We manage the waste generated by our operations through an approach focused on waste reduction, material recovery, and valorization, seeking to ensure appropriate treatment in accordance with the characteristics of each waste stream and the applicable requirements in each jurisdiction.

This process includes the identification, classification, and segregation of generated materials, as well as the coordination of their collection and management through authorized providers and operators. Depending on the type of waste, recovery, recycling, co-processing, final disposal, or other available treatment options are evaluated, prioritizing those that help extend the useful life of materials and minimize their environmental impact.

The main waste streams managed include electronic waste, materials from installation and decommissioning activities, copper and fiber-optic cables, batteries, oils, and other waste types that require specific handling due to their characteristics. To support this process, we work closely with internal teams and specialized service providers, strengthening traceability from waste generation through to its treatment or final disposal.

During the reporting period, 64.4 metric tons of waste generated by Cirion's operations were managed. Based on the characteristics of each waste stream and the treatment options available in different jurisdictions, waste was directed to recycling, final disposal, or other specific treatment processes. In all cases, we sought to prioritize recovery and valorization alternatives whenever they were technically and operationally feasible.



GRI 3-3; 301-3; 306-1; 306-2; 306-3; 306-4; 306-5

Circularity and Material Recovery

We continue to focus on improving our internal processes for the recording, classification, and tracking of the waste generated by our operations. This effort is key to advancing toward more consistent and comparable waste management practices, while also improving the quality and reliability of information regarding waste destinations and treatment methods.

As part of our circular economy approach, we seek to promote the efficient use of materials and identify opportunities for reuse, recycling, and recovery, considering the technical and operational possibilities available in each context.

Benchmark Comparison of Waste Managed

COMPANY	YEAR	WASTE GENERATED / MANAGED
Cirion Technologies	2025	64.4 t of waste managed
Telefónica	2025	41,664 t of waste managed
Liberty Latin America	2024*	762 t of waste generated
Lumen Technologies	Latest publicly available data	1,777 t of equipment and materials recycled

* Latest publicly available data at the time of this benchmark analysis.

With 64.4 tonnes of waste managed in 2025, Cirion reported significantly lower waste volumes than those disclosed by other companies in the telecommunications and digital infrastructure sector. For reference, Telefónica reported the generation of 41,664 tonnes of waste during the same period, while Liberty Latin America and Lumen Technologies reported the recycling of approximately 762 and 1,777 tonnes of materials, respectively.

These differences are primarily driven by the scale of operations, geographic footprint, infrastructure size, and the criteria used for waste accounting in each organization. Therefore, comparisons should be considered indicative rather than directly equivalent. Nevertheless, Cirion's results reflect a relatively low level of waste generation while maintaining a management approach focused on material recovery and valorization whenever technically and operationally feasible.

Reuse of Materials and Decommissioned Equipment

As part of our circular waste management approach, we also consider the efficient use of equipment and materials associated with the operation of our infrastructure, including servers, network equipment, cables, batteries, spare parts, and other supplies used in installation, maintenance, and technology upgrade activities.

Before making new purchases, we review available inventory and assess opportunities to reuse existing equipment or spare parts, provided they meet the required technical and operational standards. These practices help extend the useful life of assets, avoid unnecessary replacements, and reduce premature disposal.

When equipment reaches the end of its useful life or can no longer be used, we manage its removal and disposition in accordance with established procedures, prioritizing recycling, recovery, or other responsible end-of-life management alternatives, as appropriate.

During 2025, we identified 6,155.76 kg of products and materials recovered, reflecting our efforts to maximize resource utilization and support circularity within our operations.

GRI 3-3

Environmental Culture in Action

We promote an environmental culture focused on protecting the environment and the responsible use of resources, seeking to enable our employees to integrate sustainability principles into their daily activities and the way they contribute to our operations.

Through awareness-raising initiatives, training programs, and internal communications, we support our employees in strengthening their knowledge of environmental topics that are relevant to the company. We also encourage participation through initiatives that foster employee engagement in environmental activities, both within our operations and in collaboration with partner organizations. These efforts help reinforce the importance of collective action and bring environmental stewardship closer to our employees’ day-to-day experience.

In line with our commitment to continuous improvement, we aim to further strengthen environmental awareness across the organization by promoting responsible behaviors, increasing understanding of the environmental impacts of our activities, and encouraging active engagement in environmental protection.

“

I have always believed that protecting the environment begins with the choices we make every day. That is why I enjoy my work at Cirion so much. As the Environmental Management Lead for the Northern Cluster, I have the opportunity to drive initiatives that help strengthen more sustainable operations across the countries where we are present.

What motivates me most is knowing that my work goes beyond compliance with environmental requirements. Every training session, every project, every improvement to our processes, and every conversation with employees or contractors represents an opportunity to raise awareness and demonstrate that we can all contribute to environmental protection through our daily activities.

It is deeply rewarding to see how small actions can become habits that generate a positive impact. I firmly believe that sustainability is built through people’s commitment, and knowing that I can inspire that commitment is one of the greatest rewards of my work.

Every challenge is an opportunity to continue learning, innovating, and promoting an environmental culture that extends beyond our facilities. Knowing that the efforts we make today contribute to protecting the environment for future generations is, without a doubt, what gives purpose to what I do and what drives me to work with passion every day.

”

Lizeth Arias
SSR EH&S ANALYST - Health, Safety & Environment

07. Local Impact and Engagement with Our Communities

We aim to generate shared value in the environments where we operate, strengthening bonds of trust, listening and collaboration through initiatives that contribute to the development of our communities.

Material Topics:

- Local Development and Impact on Communities

SDGs



GRI 413-2

Participation and dialogue for management

We promote a management approach focused on identifying, preventing, and addressing at an early stage any actual or potential adverse impacts that may arise from our operations. This approach enables us to anticipate potential effects, strengthen control mechanisms, and maintain positive relationships with stakeholders in the areas where we operate.

During 2025, we used a combination of environmental and social management tools and methodologies to identify impacts and support ongoing risk management efforts. These included:

- Environmental and Social Impact Assessments (ESIAs) aimed at the systematic identification of risks and potential impacts.
- Technical monitoring of environmental noise levels and non-ionizing radiation.
- Reviews of compliance with applicable local and international regulations.
- Early assessment and response to complaints, concerns, and suggestions.
- Strengthening of stakeholder communication channels, including our Integrity Line.
- Field inspections and internal audits.

As a result of our structured and participatory management, assessment, and stakeholder engagement processes, we have strengthened our ability to identify at an early stage and systematically address aspects of our operations that may impact communities and the environment. This approach enables us to continuously enhance our prevention, mitigation, and remediation practices.

We identified certain actual impacts associated with the operation of power generators, primarily related to noise emissions, as well as temporary disturbances resulting from civil works required for infrastructure installation, such as localized traffic disruptions, dust generation, and temporary increases in noise levels.

During 2025, we recorded incidents related to complaints from neighboring communities in Peru concerning operational noise. Mitigation measures were implemented at the source of the noise, successfully resolving the reported situations and addressing the concerns of the affected communities.

Our risk management approach also allows us to anticipate and address potential significant impacts, including those associated with exposure to non-ionizing radiation, always within applicable regulatory limits, resulting from the installation and operation of telecommunications antennas, as well as potential environmental risks related to fuel leaks from power generators.

To address these issues, we implement specific prevention, mitigation, and remediation measures tailored to the nature of each activity and designed to meet the needs of potentially affected individuals and communities.

To help reduce noise levels associated with generator operations, we use soundproofing systems, acoustic enclosures, and operating hour restrictions. These measures are complemented by regular noise monitoring and preventive maintenance activities to ensure appropriate operational performance and minimize disturbances to surrounding communities.

With respect to civil works, we seek to minimize temporary impacts on communities through careful planning of activities, advance communication, and restoration of any infrastructure that may be affected. We also implement traffic management and signage plans, dust control measures, and actions aimed at optimizing construction timelines.

Regarding potential impacts associated with antenna radiation, we ensure the use of certified equipment and compliance with applicable international standards and local regulations. To support this commitment, we maintain the licenses and approvals issued by the relevant authorities, ensuring that machinery, materials, and equipment, including transmission devices and antennas, meet all required certification and authorization requirements.

These measures are complemented by equipment testing, non-ionizing radiation assessments, and periodic emission measurements to verify compliance with maximum permissible exposure limits. We also promote a management approach based on transparency, traceability, and ongoing communication with potentially affected communities.

Finally, we proactively manage the risk of fuel leaks through secondary containment systems, early detection devices, and emergency response plans, supported by training programs for our teams. In addition, we use telemetry tools that enable real-time monitoring of fuel levels and trigger immediate alerts in the event of potential losses, leaks, or underground seepage.

During 2025, we observed that the implementation of these management and prevention mechanisms contributed positively to our relationship with local communities. Increased trust in the organization was reflected in perceptions of our commitment to transparency in monitoring practices and regulatory compliance.

In this context, we identified improvements in stakeholder perceptions regarding our responsible management of environmental and social risks, along with a reduction in complaints related to noise and construction activities. These outcomes reinforce the value of maintaining proactive engagement, transparent communication, and effective impact management across our operations.

GRI 3-3; 413-1; 203-1; 203-2

Links for Shared Development

At Cirion, we understand that our growth is closely linked to the well-being of the communities where we operate. During 2025, we reaffirmed our commitment to sustainable development and to building a more equitable society through initiatives aligned with our strategic priorities: supporting vulnerable communities, strengthening local capacities, and creating economic opportunities.

Through partnerships with civil society organizations, contributions to development programs, and community support campaigns, we seek to enhance quality of life and strengthen the social fabric across the countries where we operate. These efforts are guided by our corporate responsibility principles and carried out in compliance with applicable local and international regulatory frameworks.

The positive impacts generated through these initiatives contribute to several United Nations Sustainable Development Goals (SDGs), particularly those related to No Poverty (SDG 1), Quality Education (SDG 4), and Decent Work and Economic Growth (SDG 8).

 **USD 63,600**

invested in support of civil society organizations and social development programs.

Throughout 2025, our community engagement efforts focused on supporting local initiatives, primarily through partnerships with community entities and civil society organizations.

All social investments made during 2025 were channeled through these specialized organizations, with whom we have built longstanding collaborative relationships. By leveraging their expertise and management capabilities, we were able to maximize the reach and effectiveness of our initiatives while mitigating risks related to the allocation and use of resources.

These initiatives were structured around four key areas of intervention, including:

Support for Vulnerable Children and Adolescents

In 2025, our social investment agenda remained strongly focused on supporting family well-being and reducing economic pressures faced by households in vulnerable contexts.

In Chile, we celebrated the holiday season alongside children and families from a community facing socioeconomic challenges. Through financial and in-kind contributions to a local neighborhood association, we supported festive activities that benefited more than 70 children and their families.

In Brazil, we continued our more than 28-year partnership with Fundação Maria Carolina, located in the municipality of Cotia. Through direct monthly donations and an additional contribution made through tax-incentive mechanisms, we helped sustain the foundation’s shelter, protection, and support services for children and adolescents. This longstanding commitment reflects the engagement of our entire operation in the country.



GRI 3-3; 413-1; 203-1; 203-2

Links for Shared Development

Support for Social, Educational, and Economic Development Programs

Throughout 2025, we also sought to strengthen local capacities and create opportunities within the communities where we operate.

In Argentina, we directed funding to Fundación Enseña por Argentina, which promotes skills development and employability among students in vulnerable situations.

In Colombia, we supported local rural development initiatives. In partnership with Corporación Colombia Internacional (CCI), we contributed to a social investment program that promotes entrepreneurial opportunities for rural women, supporting both their individual development and the growth of local economies.

In Ecuador, we provided financial support to Unidos por la Educación (UxE), an organization dedicated to improving learning conditions for students through investments in school infrastructure and equipment, as well as the promotion of innovative educational and school governance models.



Promoting Employee Giving and Volunteer Engagement

Another key dimension of our social investment strategy involved fostering employee engagement and encouraging a culture of solidarity across our workforce.

In Colombia, in partnership with United Way, we implemented a Payroll Giving Program, enabling employees to make voluntary donations through the organization.

In Brazil, employees participated as volunteer sponsors of children and adolescents supported by Fundação Maria Carolina as part of its Christmas Solidarity Initiative, helping bring meaningful experiences to young beneficiaries during the holiday season.

Supporting Dialogue and Industry Development

Through our support for industry collaboration platforms, we continued contributing to the development of a more sustainable and responsible technology sector.

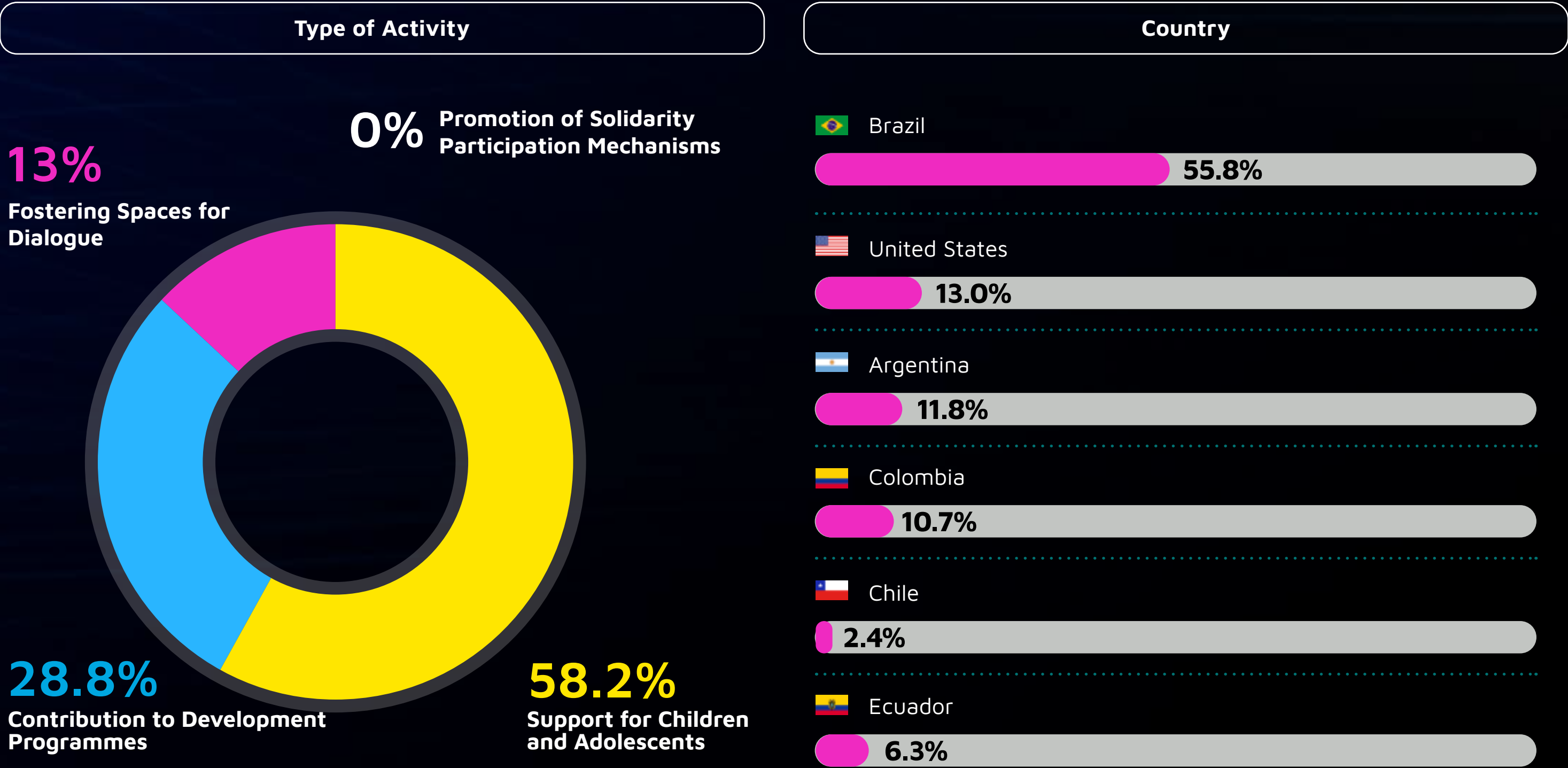
In the United States, we supported the Mobile Ecosystem Forum (MEF), an initiative that promotes knowledge sharing, digital security, best practices, and the development of solutions aimed at reducing the environmental impact of the telecommunications and technology industries.



GRI 3-3; 413-1; 203-1; 203-2

Links for Shared Development

Share of Total Donations



Collectively, the initiatives supported during 2025 helped provide vulnerable communities with access to basic needs, recreational activities, and social and educational programs aimed at expanding opportunities and supporting personal development pathways. At the same time, funding for social organizations and entrepreneurship programs contributed to strengthening local capacities, promoting employment and income generation, and supporting local economies.

Through these actions, we also strengthened collaborative relationships and dialogue with a wide range of social stakeholders, while fostering a culture of solidarity and participation among our employees. Together, these efforts help enhance the long-term reach and impact of our positive contributions to the communities where we operate.

Challenges and Continuous Improvement

We seek to progressively strengthen the management of stakeholder engagement and social investment by advancing toward a more strategic and structured approach, aligned with international best practices, our corporate purpose, and the capabilities of our business. While, during the reporting period, initiatives were monitored primarily through basic indicators such as the number of beneficiaries and the reach of activities, we identified opportunities to incorporate objectives and performance indicators that will enhance planning, monitoring, comparability, and the assessment of community impacts.

Within this context, we are assessing opportunities to promote initiatives directly linked to our core business that contribute to reducing technology access gaps across the region. These initiatives may include expanding connectivity in vulnerable communities through the provision of internet access to schools and rural areas, fostering digital inclusion through technology skills training programs, and supporting the digital and economic development of communities by encouraging local technology entrepreneurship.

08. GRI Content

GRI Content Index

GRI 2: GENERAL DISCLOSURES 2021			
STANDARD, DISCLOSURE AND TITLE		RESPONSE (2025)	CHAPTER
The organization and its reporting practices	2-1 Organizational details		A regional platform for the digital future Connectivity Data Centers
	2-2 Entities included in sustainability reporting		About this report
	2-3 Reporting period, frequency, and touchpoint		About this report
	2-4 Updating Information	There are no restatements of information from previous Reports.	
	2-5 External verification	The Sustainability Report is not externally verified.	
Activities and workers	2-6 Activities, value chain and other business relationships		A Regional Platform for the Digital Future Connectivity Regional Collaboration Ecosystem
	2-7 Employees		Regional talent
	2-8 Non-Employee Workers	Information is not available for the reporting period. The organization is working to strengthen its data collection and management processes with the aim of including this disclosure in future reports.	

STANDARD, DISCLOSURE AND TITLE		RESPONSE (2025)	CHAPTER
Governance	2-9 Governance structure and composition		Governance model
	2-10 Appointment and selection of the highest governing body		Governance model
	2-11 President of the highest governing body	The highest governing body reviews and approves the information presented in this Report, including material issues.	
	2-12 Role of the highest governance body in supervision impact management		Transparency and risk prevention
	2-13 Delegation of responsibility for impact management		Culture of integrity Transparency and risk prevention
	2-14 Role of the highest governing body in the presentation sustainability reporting		Governance model
	2-15 Conflicts of interest	Incomplete or not available information: Board assessments are not contemplated for now, and neither is establishing their mandatory nature.	
	2-16 Communicating critical concerns		Continuous learning
	2-17 Collective knowledge of the highest governance body		Continuous learning
	2-18 Performance evaluation of the highest governing body	Confidentiality restrictions. This information is not publicly available due to company policies.	
	2-19 Remuneration policies		Continuous learning
	2-20 Process for determining remuneration		Continuous learning
	2-21 Annual total compensation ratio	Confidentiality restrictions. This information is not publicly available due to company policies.	

STANDARD, DISCLOSURE AND TITLE		RESPONSE (2025)	CHAPTER
Strategy, policies and practices	2-25 Processes to remediate negative impacts		Message from our leaders Environmental approach to support growth
	2-26 Mechanisms for seeking advice and raising concerns		Culture of integrity Responsible practices with suppliers and partners
	2-27 Compliance with legislation and regulations		Culture of integrity Responsible practices with suppliers and partners
	2-28 Membership associations		Culture of integrity
	2-26 Mechanisms for Seeking Advice and Raising Concerns		Culture of integrity
	2-27 Compliance with Legislation and Regulations	In 2025, no violations of our Human Rights Policy by suppliers nor environmental complaints were recorded.	Transparency and risk prevention
	2-28 Membership Associations		Chambers and associations
Stakeholder engagement	2-29 Stakeholder engagement approach		Double materiality and stakeholder engagement
	2-30 Collective bargaining agreements	Information is not available for the reporting period. Work is underway to collect it for future publications.	

MATERIAL TOPICS 2021			
STANDARD, DISCLOSURE AND TITLE		RESPONSE (2025)	CHAPTER
	3-1 Process of determining material topics		Double materiality and stakeholder engagement
	3-2 List of material topics		Double materiality and stakeholder engagement
	3-3 Management of material topics		Culture of integrity Transparency and risk prevention Digital trust Customer data privacy Cybersecurity Responsible practices with suppliers and partners Environmental assessment and performance in the value chain Human rights and social responsibility Diversity and inclusion Continuous learning Safety culture Holistic well-being Environmental approach to support growth Driving a more energy-efficient operation Climate management and GHG emissions Infrastructure and the natural environment Water management Circularity and material recovery Environmental culture in action Connections for shared development

GRI 201: ECONOMIC PERFORMANCE 2016			
STANDARD, DISCLOSURE AND TITLE		RESPONSE (2025)	CHAPTER
Stakeholder engagement	201-2 Financial implications and other risks and opportunities due to climate change		Driving a more energy-efficient and resilient operation

GRI 203: INDIRECT ECONOMIC IMPACTS 2016			
STANDARD, DISCLOSURE AND TITLE		RESPONSE (2025)	CHAPTER
Stakeholder engagement	203-1 Infrastructure investments and services supported		Connections for shared development
	203-2 Significant indirect economic impacts		Connections for shared development

GRI 205: ANTI-CORRUPTION 2016			
STANDARD, DISCLOSURE AND TITLE		RESPONSE (2025)	CHAPTER
Stakeholder engagement	205-1 Operations assessed for corruption-related risks		Transparency and risk prevention
	205-2 Communication and training on anti-corruption policies and procedures		Transparency and risk prevention
	205-3 Confirmed corruption cases and measures taken	- No actual impacts arising from confirmed cases of corruption were recorded. - No material incidents or significant sanctions related to this topic were reported. - No confirmed conflict-of-interest incidents were reported.	

GRI 301: MATERIALS 2016			
STANDARD, DISCLOSURE AND TITLE		RESPONSE (2025)	CHAPTER
Stakeholder engagement	301-3 Reclaimed products and their packaging materials		Circularity and Material Recovery
	302-1 Energy Consumption within the Organization		Driving a more Energy-Efficient and Resilient Operation Climate Management and GHG Emissions Direct GHG Emissions: Scope 1 Indirect Emissions from Energy Consumption: Scope 2
	302-4 Reduction in Energy Consumption		Driving a more Energy-Efficient and Resilient Operation

GRI 302: ENERGY 2016			
STANDARD, DISCLOSURE AND TITLE		RESPONSE (2025)	CHAPTER
Stakeholder engagement	302-1 Energy consumption within the organization		Driving a more energy-efficient and resilient operation Climate management and GHG emissions Direct GHG emissions: Scope 1 Indirect emissions from energy consumption: Scope 2
	302-4 Reduction in energy consumption		Driving a more energy-efficient and resilient operation

GRI 303: WATER AND EFFLUENTS 2018			
STANDARD, DISCLOSURE AND TITLE		RESPONSE (2025)	CHAPTER
Stakeholder engagement	303-1 Interactions with water as a shared resource		Water management

GRI 101: BIODIVERSITY 2024			
STANDARD, DISCLOSURE AND TITLE		RESPONSE (2025)	CHAPTER
Stakeholder engagement	101-1 Policies to halt and reverse biodiversity loss		Infrastructure and the natural environment
	101-2 Management of biodiversity impacts.		Infrastructure and the natural environment
	101-4 Identification of biodiversity impacts.		Infrastructure and the natural environment
	101-5 Locations with biodiversity impacts.		Infrastructure and the natural environment

GRI 305: EMISSIONS 2016			
STANDARD, DISCLOSURE AND TITLE		RESPONSE (2025)	CHAPTER
Stakeholder engagement	305-1 Direct GHG Emissions (Scope 1)	The inventory is consolidated using the operational control approach. The calculation includes the greenhouse gases covered by the inventory: CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ and NF ₃ , converted into CO ₂ e based on their global warming potential (GWP). The methodology is based on the GHG Protocol and considers primary and secondary activity data multiplied by specific emission factors. The base year is 2022. Since 2024, biogenic CO ₂ emissions have been zero.	Climate management and GHG emissions Direct GHG emissions: Scope 1"
	305-2 Indirect GHG Emissions from Power Generation (Scope 2)	Gross energy indirect GHG emissions from purchased energy were 38,938.61 tCO ₂ e under the location-based approach and 16,657.62 tCO ₂ e under the market-based approach. The calculation considers purchased electricity consumption from operations under the operational control approach and includes CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ and NF ₃ , expressed in CO ₂ e based on their GWP. The methodology is based on the GHG Protocol and its Scope 2 Guidance. The base year is 2022.	Climate management and GHG emissions Energy indirect GHG emissions: Scope 2
	305-3 Other Indirect GHG Emissions (Scope 3)	In 2025, gross other indirect GHG emissions amounted to 89,983.96 tCO ₂ e, equivalent to 78% of the company's total GHG emissions inventory. The calculation includes the applicable value chain categories: purchased goods and services, capital goods, fuel- and energy-related activities, upstream transportation and distribution, waste generated in operations, business travel, employee commuting, upstream leased assets and downstream leased assets. The inventory was prepared in accordance with the GHG Protocol, using spend-based, activity-based and hybrid methodologies depending on the category. Data sources included P&L and CAPEX files, fuel and energy consumption in Resource Advisor, waste information, travel agency data, surveys, headcount and asset/equipment databases. Emission factors included the US EPA EEIO Model 2022 adjusted to AR6, DEFRA 2025, IEA 2025, US EPA 2025 and applicable government entity factors. The calculation considers CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ and NF ₃ , expressed in CO ₂ e based on their GWP. The base year used to track changes is 2023.	Climate management and GHG emissions Value chain indirect emissions: Scope 3
	305-5 Reduction of GHG Emissions		Climate management and GHG emissions

GRI 306: WASTE 2020			
STANDARD, DISCLOSURE AND TITLE		RESPONSE (2025)	CHAPTER
Stakeholder engagement	306-1 Waste generation and significant impacts related to waste		Circularity and material recovery
	306-2 Managing Significant Waste-Related Impacts		Circularity and material recovery
	306-3 Waste generated		Circularity and material recovery
	306-4 Waste diverted from disposal		Circularity and material recovery
	306-5 Waste directed to disposal		Circularity and material recovery

GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016			
STANDARD, DISCLOSURE AND TITLE		RESPONSE (2025)	CHAPTER
Stakeholder engagement	308-1: New suppliers that were screened using environmental criteria		Environmental assessment and performance in the value chain
	308-2: Negative environmental impacts in the supply chain and actions taken		Environmental assessment and performance in the value chain

GRI 401: EMPLOYMENT 2016			
STANDARD, DISCLOSURE AND TITLE		RESPONSE (2025)	CHAPTER
Stakeholder engagement	401-1 New employee hires and employee turnover		Regional talent
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Full-time employees have access to additional benefits that may not be available, or may apply on a limited basis, to temporary or part-time employees. These include life insurance, medical coverage, disability benefits, retirement plans, parental leave and other supplementary benefits, subject to the laws and practices of each country.	
	401-3 Parental leave	Total number of employees entitled to parental leave in 2025: 100%	

GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018			
STANDARD, DISCLOSURE AND TITLE		RESPONSE (2025)	CHAPTER
Stakeholder engagement	403-1 Occupational health and safety management system		Safety culture
	403-2 Hazard identification, risk assessment and incident investigation		Preventive management
	403-3 Occupational health services		Holistic well-being
	403-4 Worker participation, consultation and communication on occupational health and safety		Listening and participation
	403-5 Worker training on occupational health and safety		Preventive management
	403-6 Promotion of worker health		Holistic well-being
	403-8 Workers covered by an occupational health and safety management system	100% of employees are covered by the Management System.	Safety culture
	403-9 Work-related injuries	No work-related fatalities were recorded in 2025. Four occupational accidents with no serious consequences were reported in the region. The information is managed through internal incident records and monitoring mechanisms within the occupational health and safety management system.	
	403-10 Work-related ill health	No occupational illnesses were recorded in 2025. The organization implements health surveillance programs, occupational medical assessments and preventive actions to identify and manage worker health risks.	

GRI 404: TRAINING AND EDUCATION 2016			
STANDARD, DISCLOSURE AND TITLE		RESPONSE (2025)	CHAPTER
Stakeholder engagement	404-1 Average hours of training per year per employee		Continuous learning
	404-2 Programs for upgrading employee skills and transition assistance		Continuous learning
	404-3 Percentage of employees receiving regular performance and career development reviews		Continuous learning

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016			
STANDARD, DISCLOSURE AND TITLE		RESPONSE (2025)	CHAPTER
Stakeholder engagement	405-1 Diversity of governance bodies and employees		Regional talent

GRI 413: LOCAL COMMUNITIES 2016			
STANDARD, DISCLOSURE AND TITLE		RESPONSE (2025)	CHAPTER
Stakeholder engagement	413-1 Operations with local community engagement, impact assessments and development programs		Connections for shared development
	413-2 Operations with significant actual and potential negative impacts on local communities		Engagement and dialogue for management

GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016			
STANDARD, DISCLOSURE AND TITLE		RESPONSE (2025)	CHAPTER
Stakeholder engagement	414-1: New suppliers that were screened using social criteria		Human rights and social responsibility
	414-2: Negative social impacts in the supply chain and actions taken		Human rights and social responsibility

GRI 418: CUSTOMER PRIVACY 2016			
STANDARD, DISCLOSURE AND TITLE		RESPONSE (2025)	CHAPTER
Stakeholder engagement	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2025, no security incidents or data breaches compromising confidential information or personal data were recorded	