



# Sustainability

Report 2024



Central  
Puerto

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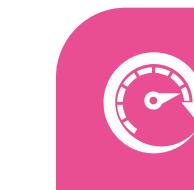
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# Message from the CEO of Central Puerto

In 2024, a new transformation stage commenced for the Argentine energy sector with the purpose of strengthening its long-term organization and sustainability. Within this framework, different regulatory processes were reviewed in order to generate a more predictable and efficient environment for the companies of the sector.

This path, which shall deepen in the years to come, aims at the consolidation of a framework with clearer rules; the definition of roles in the public and private sector; and the search for greater efficiency and availability opening up new perspectives for growth.

Within this context, we proudly present our sixth Sustainability Report, which was drafted as per the main international sustainability standards, such as the Global Reporting Initiative (GRI) and its sector supplements, the guidelines of the Sustainability Accounting Standards Board (SASB) and the UN Sustainability Development Goals (SDGs).

For Central Puerto, 2024 was a key year that allowed us to launch strategic projects to boost our growth and consolidate our leading position and sustained commitment with the investment in the country.

Our solid financial position, low indebtedness levels and an adequate resource availability guarantee our capacity to execute projects efficiently for organic growth and future acquisition opportunities.

The total generated in 2024 was 21,605 Gwh, 28.4% of which corresponded to renewable energies: hydroelectric, wind and photovoltaics. In addition, we reinforced our leadership in the Argentine electric market, with a 19.69% interest in SADI private

generation. This performance was possible thanks to high levels of reached operational efficiency and the availability of our teams, which allow us to operate with reliability and flexibility. These results consolidate Central Puerto as the leading company in the electrical generation sector in Argentina, both due to its installed capacity and its market share.

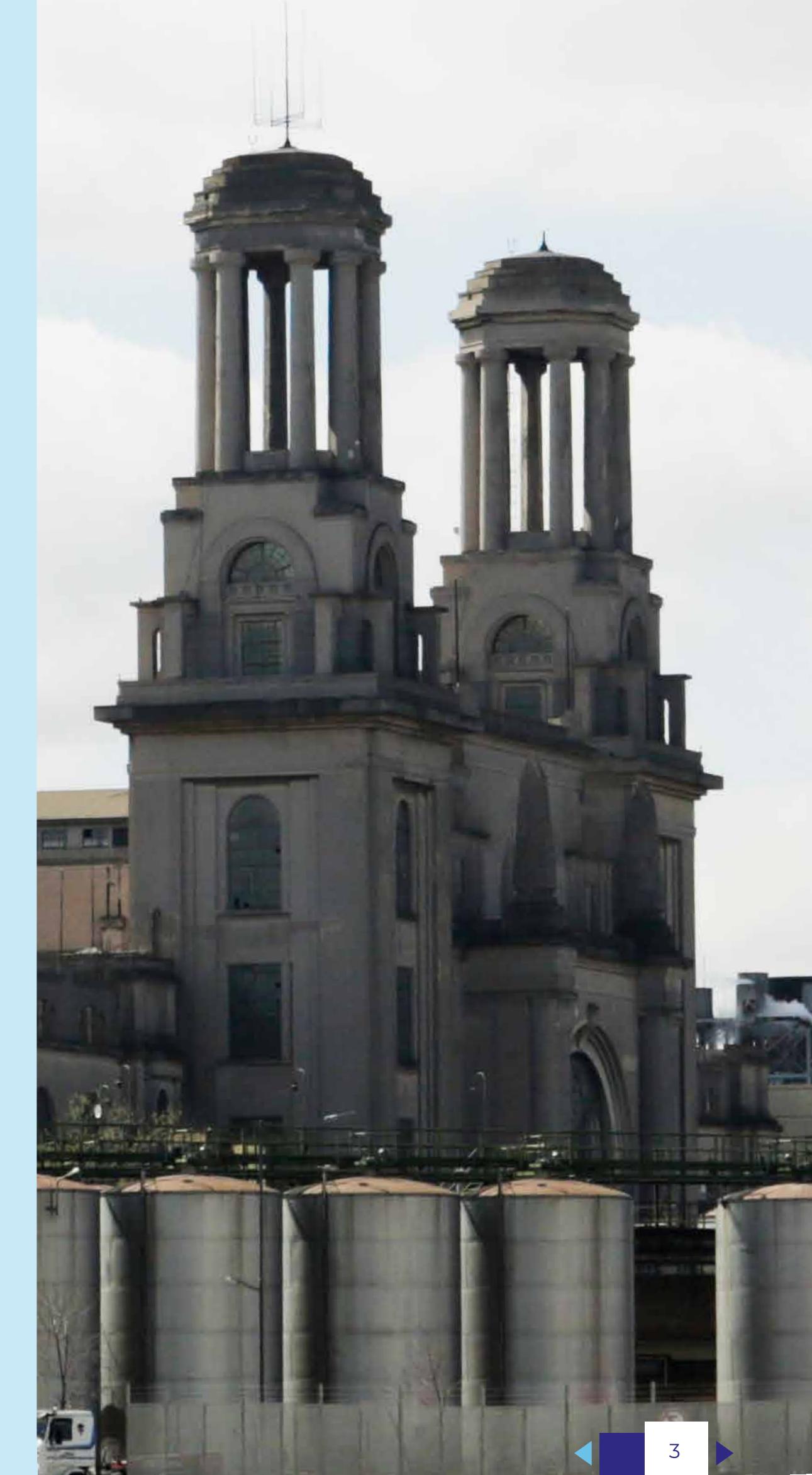
At year end, our installed capacity was 6,703 MW, which was formed by 4,784 MW (71.4%) thermal generation; 1,440 MW (21.5%) of hydroelectric generation; 373.8 MW (5.6%) wind generation; and 105 MW (1.6%) solar generation.

## In 2024, we reached milestones that strengthen our sustainable growth strategy:

- Generation capacity expansion:** we advanced in the combined cycle closing project in Central Termoeléctrica Brigadier López (thermoelectric power station), Santa Fe, which will approximately add 140 MW, thus reaching a total 432 MW total capacity.

- Construction of the first solar farm in San Carlos, Salta:** with a 15 MW power and a projected generation of 45 Gwh a year—equivalent to the consumption of 11,500 homes—, this project will expand the presence of Central Puerto in the Argentine Northwestern area and provide 100% renewable energy to the interconnected system. With its completion projected for October 2025, this power station will be connected to EDESA net and SADI through a mid-tension line (33kV) of 1.5 km that we are also building.

- Guañizuil IIA solar farm acquisition:** located in Iglesia, San Juan, this farm represents key advancement in our commitment with the energy transition, reaching the incorporation of 100 MW of installed power (117 Mwp) from 358,560 solar modules that provide clean and sustainable energy to the Argentine electrical system.



• **New projects in MATER:** we were awarded two new wind farm projects in CAMMESA bid for the 2024 fourth quarter: Alamitos wind farm (111 MW) in Bahía Blanca and Achiras III wind farm (20 MW) in Córdoba, which are expected to show progress in 2026.

• **Strategic agreement with IFC:** in December 2024, we entered into an agreement with the International Finance Corporation to develop a high-tension transmission line aimed at providing renewable energy to mining projects in the Argentine Northwestern area. The initiative involves a line of approximately 140 km, originating in the Puna transformer substation and an estimated capacity of 400 MW. This project will be conducted together with another generation company.

• **Diversification through forestry development:** in 2024, our forestry business represented 3% of sale incomes, contributing to the diversification of our sources of income.

• **Wind farm restoration after extreme weather event:** in July 2024, we managed to completely restore the operational capacity of three wind turbines that had been seriously damaged during the storm of December 2023. The process implied an efficient coordination of technical assessments, shovel replacement logistics, pathways adequacy and collaboration with local authorities and communities. This milestone highlights the technical capacity and the commitment of Central Puerto team to ensure operative continuity, even in case of extreme weather events.

In addition, we renewed the certifications of our Integrated Management System —ISO 9001, ISO 14001 and ISO 45001—

applicable to Central Puerto, Central Costanera and its subsidiaries, reinforcing our commitment with ongoing improvement in quality, environment and safety.

Our relationship with local communities is a key foundation of our management. We are proud to keep a focus based on permanent dialog and mutual respect. In 2024, we continue boosting initiatives of social investment that strengthen that commitment.

Our collaborators safety and wellbeing are a key priority. During 2024, we continued implementing strict safety and occupational health programs, consolidating our prevention and care culture.

I want to genuinely thank the whole team of Central Puerto. Their professionalism, dedication and commitment with our values boost our achievements. I also thank our shareholders, clients, suppliers and communities for their permanent trust and support.

Without doubt, the economic and operation strength of our Company, together with the sustainable and innovative strategies, are key not only for business resilience, but also for actively contributing to the development of a safer and aligned with the current demands energy system. We are convinced that this positions us in the Argentine energy market process transformation processes before new expansion opportunities.

Hoping this new Sustainability Report is of interest for all of you, I remain sincerely yours.



**Our diversified generation matrix was reflected in the Company's environmental performance. Regarding climate action, we made progress in the reduction of emissions intensity. In 2024, the intensity of our thermal generation emissions of Scope 1 and 2 were reduced by 2% and 13.1% respectively, in comparison with 2023.**

  
FERNANDO BONNET  
CEO



01.

## About Us

- Company Profile
- Our Businesses
- Materiality Analysis
- Main Business and Operating Environment Risks
- Contribution to the United Nations 2030 Agenda

# Company profile



**We are Central Puerto S.A., the largest private generation company in Argentina with a long-standing presence in the industry and recognized for its installed capacity and energy generation.**

Our growth strategy is focused on developing investments towards the energy market, with a projection that comprises both the national and international sector.

We generate energy efficiently, maximizing the economic value for the company and contributing to the development of society as a whole, in harmony with the environment and fulfilling the highest technical and operating standards of the sector.

**6,703 MW**

of installed capacity\* through a diversified generation portfolio which operates **14 power stations**.

**21.6 TWh**

generated

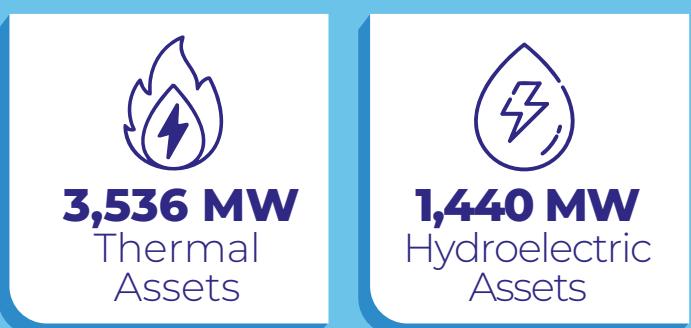
Market share:

**16%**  
(Total SADI)

**20%**  
(Private)

\*It does not include FONINVEMEN stations, which generated 901 GWh for our share.  
Source CAMMESA – corresponds to the total theoretical power of each asset.

## Spot energy portfolio



## Thermal energy under agreements portfolio



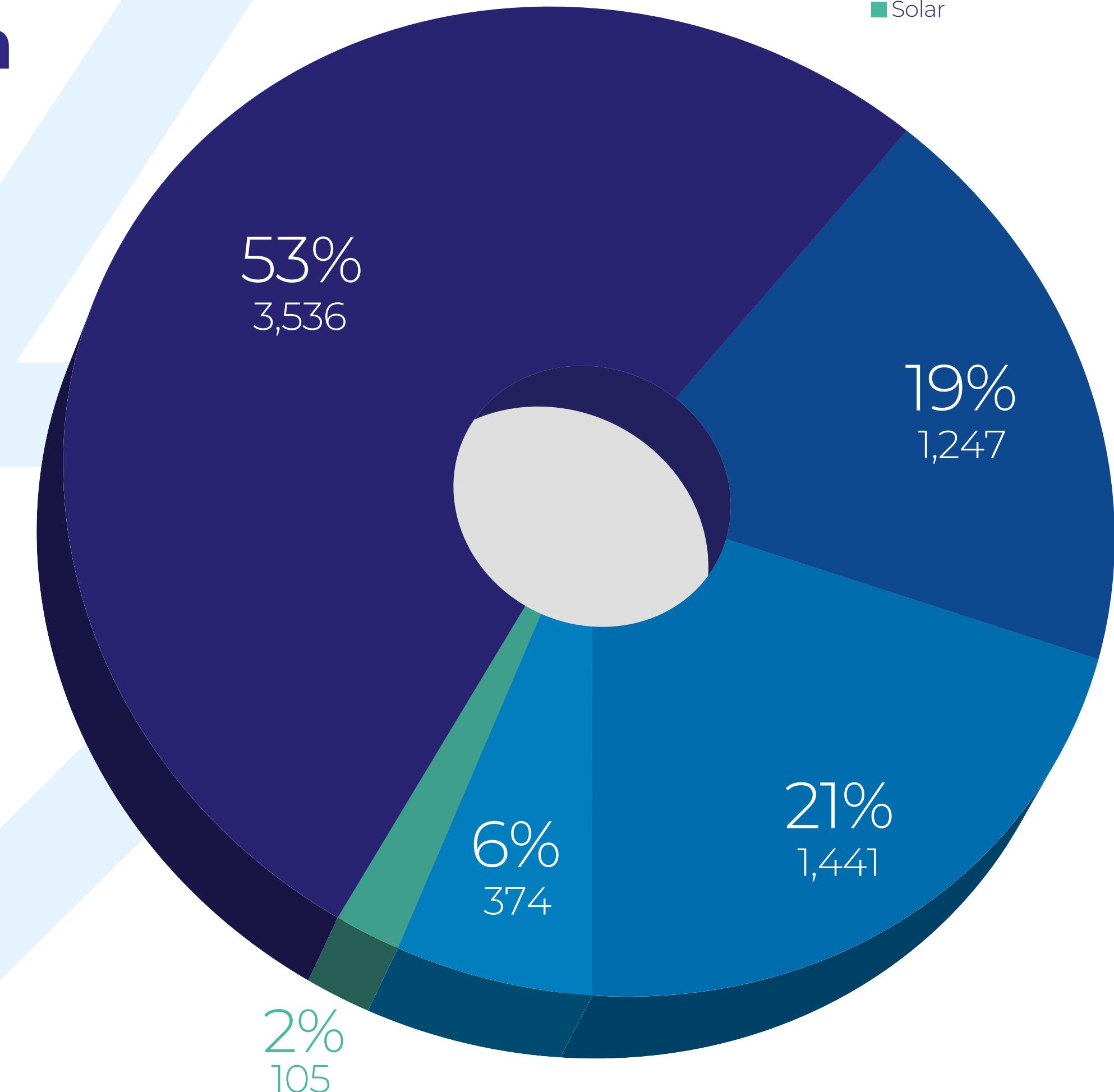
## Renewables portfolio



## FONINVEMEN Program

Central Puerto is the main private company, in terms of shareholding, in 3 FONINVEMEN combined cycle stations, which have an installed capacity of 2,554 MW.

## Generation portfolio (% and MW)



# Our Businesses

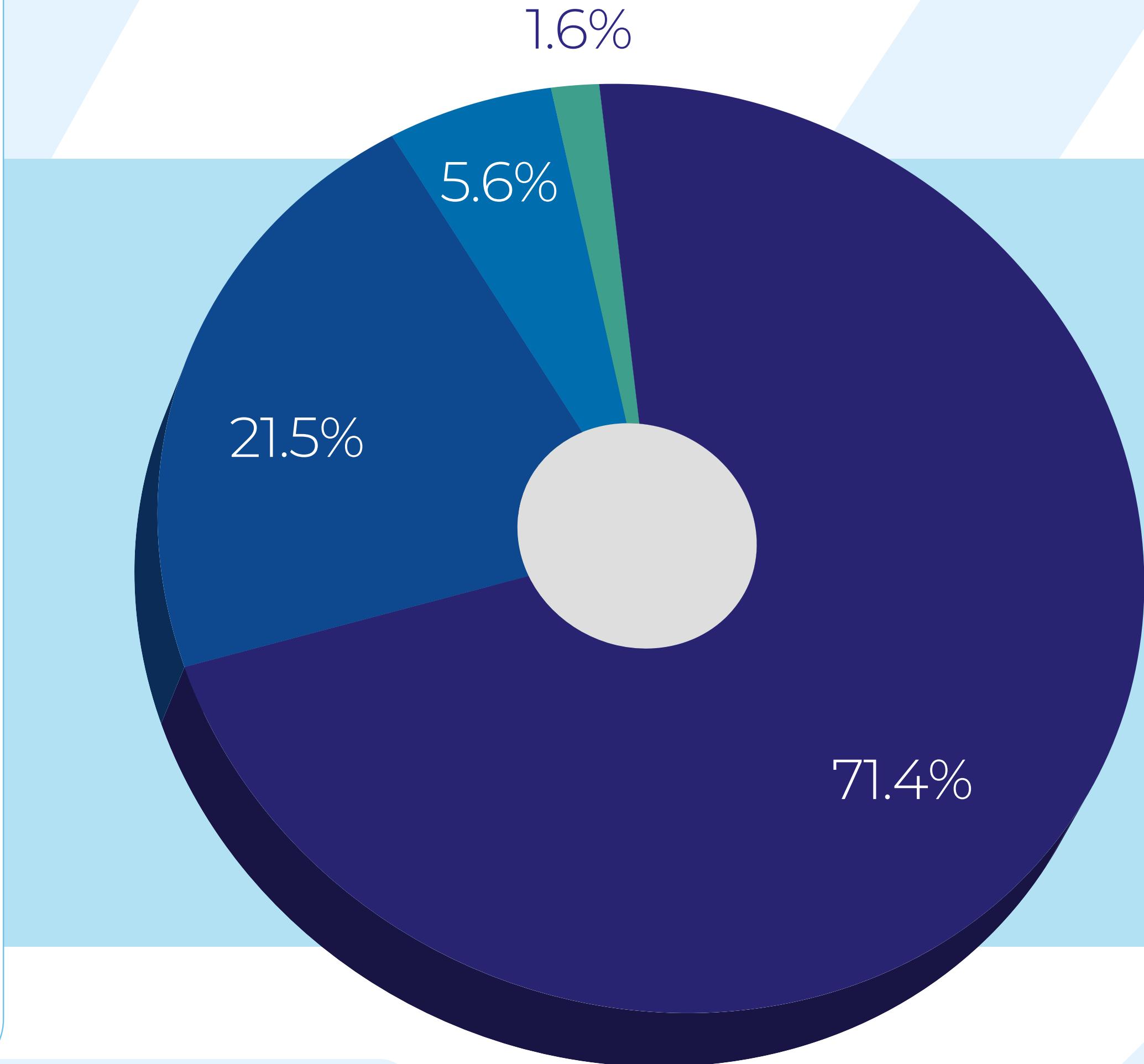


Power stations	Technology	Installed power <sup>(1)</sup> (MW)	Theoretical Spot sales mix (%)	Installed capacity PPA/MATER (%)	2024 <sup>(2)</sup> Generation (GWh)	2024 Spot Sales (GWh)	2024 MATER/PPA Sales (GWh)	PPA term (year)
1 <b>Central Costanera</b> <sup>(3)</sup>	Thermal (4 ST / 3 CC)	1,789	100%	0%	4,617	4,617	0	Spot
2 <b>Central Puerto</b>	Thermal (5 ST / 2 CC)	1,747	100%	0%	5,109	5,109	0	Spot
3 <b>Piedra del Águila</b>	Hydro	1,440	100%	0%	4,348	4,348	0	Spot
4 <b>Luján de Cuyo</b> <sup>(4)</sup>	Thermal Cogenerati	576	99%	1%	3,370	2,678	692	2034
5 <b>San Lorenzo</b>	Thermal Cogenerati	391	84%	16%	2,263	32	2,231	2035
6 <b>Brigadier López</b>	Thermal CC	281	100%	0%	96	96	0	Spot
7 <b>Genoveva I</b>	Wind	88.2	0%	100%	381	0	381	2040
8 <b>Genoveva II</b>	Wind	41.8	0%	100%	179	0	179	2040
9 <b>La Castellana I</b>	Wind	100.8	0%	100%	372	0	372	2039
10 <b>La Castellana II</b>	Wind	15.2	0%	100%	46	0	46	2040
11 <b>Guañizuil II</b> <sup>(5)</sup>	Solar	105	0%	100%	281	4	271	2041
12 <b>Manque</b>	Wind	57	0%	100%	254	2	252	2040
13 <b>Achiras I</b>	Wind	48	0%	100%	186	0	186	2040
14 <b>Los Olivos</b>	Wind	22.8	0%	100%	106	0	106	2040
<b>Total</b>		<b>6,703</b>			<b>21,605</b>	<b>16,885</b>	<b>4,720</b>	

1. CAMMESA data for capacity and volumes. Considers 100% of the capacity of each asset.  
 2. 2024 generation does not include the 901 GWh of non-operated generation from FONINVEMEN plants.  
 3. On April 26, 2024, the Ministry of Energy requested CAMMESA to proceed with the disconnection of steam turbines COSTTV04 and COSTTV06 (470 MW total) at the Costanera Power Plant, following a request initially made by Enel, the former owner of the plant, and subsequently by the Company. This update has no impact on revenue: these turbines have not been operational for some time.  
 4. The facility includes 290 MW of combined cycle, 95 MW of cogeneration, 190 MW of gas/steam turbines, and 1 MW of mini-hydro.  
 5. The Guañizuil II solar park was developed by Equinor (Cordillera Solar project) and transferred to Central Puerto in October 2023.

## Installed capacity divided per type of technology

- Thermal
- Hydroelectric
- Wind
- Solar



# Materiality analysis

**The materiality analysis is key for our management since it defines the strategic topics for the sustainable development of our mid-term operations.**

In 2024, we continued working on the analysis performed in 2023, as its results are still relevant and consistent with the evolution of the business.



## Environmental

- [Water management +](#)
- [Biodiversity +](#)
- [Effluents and waste +](#)
- [GHG emissions and energy resources planning +](#)
- [Economic and environmental efficiency +](#)

## Social

- [Health and safety at work +](#)
- [Management, motivation and development +](#)
- [Diversity and equal opportunities +](#)
- [Local communities +](#)

## Economic and Governance

- [Economic performance +](#)
- [Ethics and fight against corruption +](#)
- [Supply chain management +](#)
- [Investment in infrastructure and networks +](#)
- [Digitalization and cybersecurity +](#)
- [Incidents and systemic risks management +](#)

## Our material topics\*

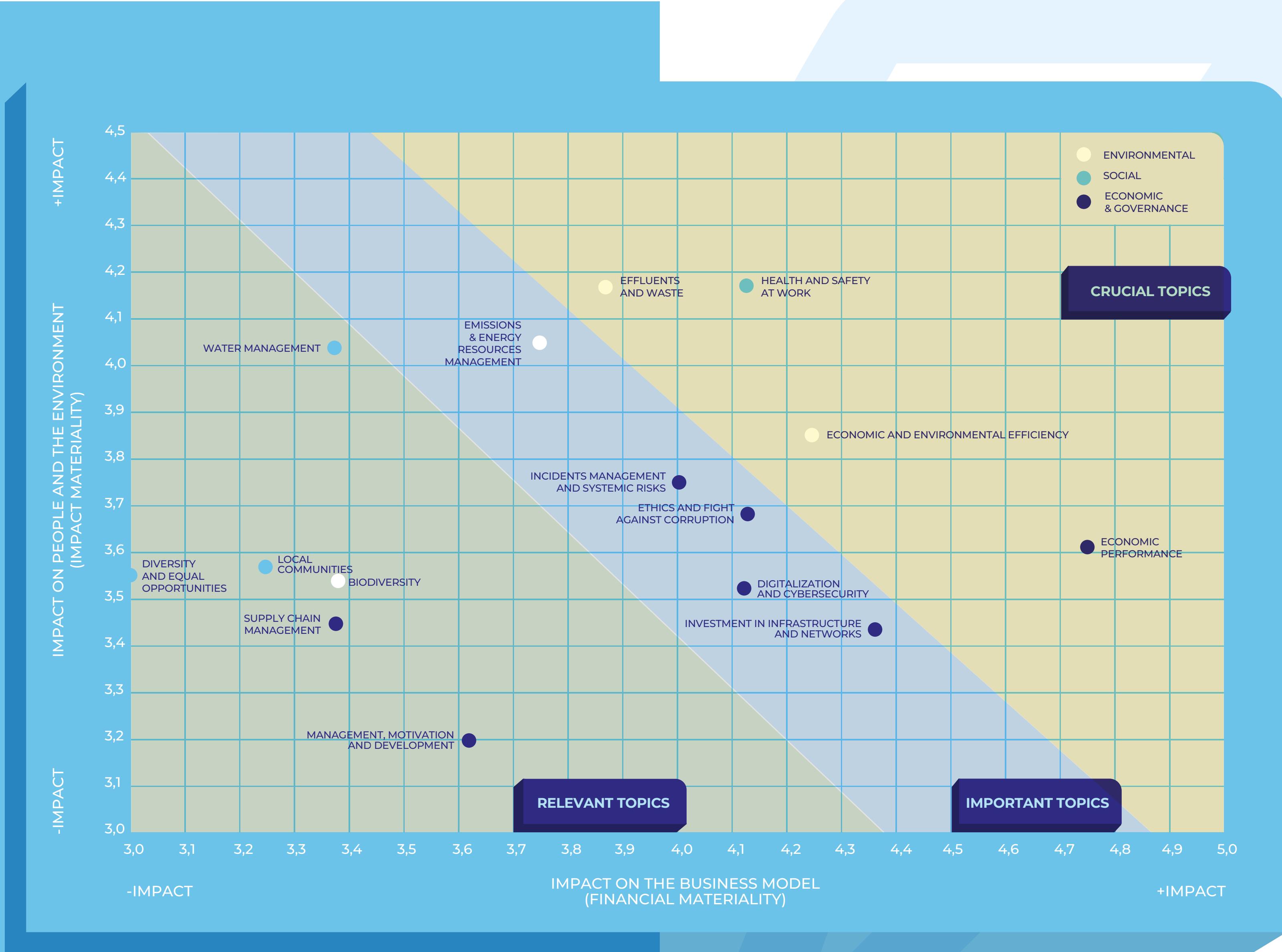


**\*Interconnection:** the ESG topics identified and categorized in this analysis are becoming increasingly interconnected and their impacts and management may have an influence among each other. For this reason, they must not be considered in isolation but as a comprehensive part of the business strategy. The presentation order of the topics in each axis is random, i.e., the topics are not prioritized in this table.

Learn about the stages of the  
Double Materiality analysis [here](#) 

## Central Puerto's double materiality matrix

The material topics represent  
our impacts on people,  
communities and the  
environment, as well as the  
risks and opportunities  
—current and aspirational—  
for our business.



# Main Business and Operating Environment Risks

We have identified a series of strategic, operating, regulatory and climate risks which may have a material adverse effect on our business, our financial results, the operation of our assets and our long-term perspectives.

**The active management of risks is a key aspect of our governance and planning approach.**

The main relevant risks identified, together with the adopted mitigation measures, are presented below:

Type of risk	Description	Potential impact	Mitigation measures
Macroeconomic and regulatory framework in Argentina	High exposure to macroeconomic policies and regulatory changes in the country. Hyperinflation, capital controls, restrictions to foreign currency access.	Significant financial risk, cash flows effects, operating restrictions	<a href="#">Economic performance</a> 
Forex volatility	Sudden devaluations of the Argentine peso	Effects on balances and debts in foreign currency	<a href="#">Economic performance</a> 
Climate change and energy transition	Dependency on the proper sun and wind, mechanical and electrical failures, and extreme climate events.	Physical and transition risks: stranded assets, operating restrictions	<a href="#">Positioning strategy</a>  <a href="#">Incidents and systemic risks management</a> 
Critical inputs availability (gas and fuels)	High dependency on natural gas, and liquid fuels on a lesser extent	Risk of operating discontinuity or loss of agreements	<a href="#">Positioning strategy</a> 
Demand seasonality	Demand concentrated on winter/summer peaks	Income variability and pressure on assets	<a href="#">Infrastructure investment</a> 
Regulatory and payments risks (CAMMESA)	Default or delay in payments by CAMMESA. Discretionary fee changes.	Liquidity and profitability risk	<a href="#">Economic performance</a> 
Cybersecurity	Exposure to cyberattacks	Operating interruptions, loss of data, financial impact	<a href="#">Digitalization and cybersecurity</a> 
Environmental and social regulations compliance	Risks related to environmental, social or governance noncompliance	Penalties, loss of licenses, reputational damage	<a href="#">Certified management system</a> 
Dependency on key personnel and unions	Possible loss of strategic personnel or union conflicts	Operating and reputational risks	<a href="#">Freedom of association</a>  <a href="#">Management, motivation and development</a> 
Reputational and institutional risk (corruption/governance)	Actual or perceived risks of institutional corruption	Loss of trust from investors and stakeholders	<a href="#">Ethics and fight against corruption</a> 

# Contribution to the United Nations 2030 Agenda

We manage our operations taking into consideration the balance between the current demands and the preservation of the resources and essential conditions for the sustainable development of future generations. This spirit is shared by the 17 Sustainable Development Goals (SDG) introduced in 2015 by the United Nations. These goals comprise a global framework to foster alliances between sectors and organizations with the aim of facing the main challenges of sustainable development.

Central Puerto aligns with the 2030 Agenda, identifying the targets on which our activity may have a significant effect, both to minimize negative impacts and to boost positive ones.

**We aligned with 12 SDG and 32 targets.**



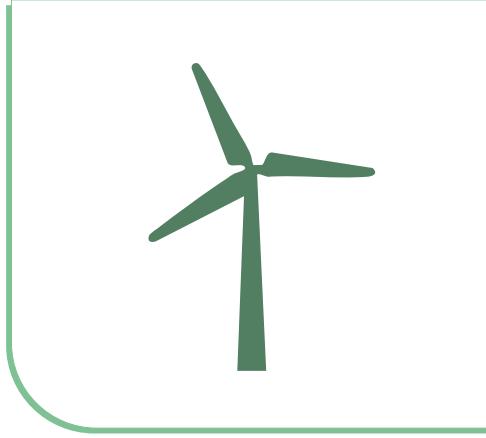
Learn more about our  
contributions [here](#) 





# 02. Environmental performance

- Certified management system
- Environmental management throughout the project lifecycle
- Efficiency
- GHG emissions & energy resource planning
- Effluents and waste
- Water management
- Biodiversity



# Certified management system

We have an **Integrated Management System (IMS)** which identifies sustainable and participatory processes allowing us to implement the principles established by the Board in the integrated policy regarding environment, quality, safety, hygiene and occupational health matters in our daily activities.

For the period covered by this report (January to December 2024), our IMS was certified by ISO Standards 9001:2015, 14001:2015 and 45001:2018, as per the following details:

Site	ISO 9001:2015 certification <sup>1</sup>	ISO 14001:2015 certification <sup>2</sup>	ISO 45001:2018 certification <sup>3</sup>
Mendoza	✓	✓	✓
Guañizuil II A solar power station		✓	
Brigadier López	✓	✓	✓
San Lorenzo	✓	✓	✓
Córdoba wind farms	✓	✓	✓
Bahía Blanca wind farms	✓	✓	✓
Buenos Aires (NP-PN-CC)	✓	✓	
Buenos Aires (Costanera)	✓	✓	✓
Piedra del Águila	✓	✓	✓

<sup>1</sup> ISO 9001 certification scope: Electric energy generation from: hydro energy, thermal energy (gas and liquid fuel), wind energy. Steam production.

<sup>2</sup> ISO 14001 certification scope: Electric energy generation from: hydro energy, thermal energy (gas and liquid fuel), wind energy. Photovoltaic energy. Steam production. Operation and maintenance of extra high-voltage line (EHV).

<sup>3</sup> ISO 45001 certification scope: Electric energy generation from: hydro energy, thermal energy (gas and liquid fuel), wind energy.





## Identification, updates and assessment of compliance

One of the main purposes of the Integrated Management System (IMS) is to ensure that **Central Puerto S.A.** and its subsidiaries comply with the regulations in force, as well as other voluntary commitments related to the environment, safety and hygiene in all our activities, products and services.



## Achievements of the Integrated Management System in 2024

Throughout 2024, we made significant progress in terms of resource management, biodiversity preservation, strengthening of environmental monitoring and modernization of management tools.



### Among the main lines of action, the following stand out:

- Development of initiatives towards **assessing the use of the water resource**
- **Extension of protected surfaces** through new preservation agreements
- **Improvement in the traceability of environmental information** through digital tools
- **Optimization of waste management** through new data base tools and the development of more accurate indicators, which enabled a more efficient follow-up of flows and destinations
- **Strengthening of atmospheric emissions control** and the incorporation of systems that will enable a more robust measurement of corporate carbon footprint, laying the foundations for an even more efficient environmental management.

### 2025 challenges:

We are committed to continuing strengthening our environmental management with a **more comprehensive management of natural resources and emissions**. Our priorities include:

- Extending the analysis of our corporate **water footprint**
- Making progress in biodiversity preservation through the **subscription of new agreements and the consolidation of preservation strategies in recently-protected areas**
- Evaluating the **incorporation of new surfaces of environmental value**
- Boosting the implementation of **digital environmental management tools**, with the aim of standardizing and improving the traceability of emission calculations all over the organization
- Regarding waste, we will prioritize **improving the proportion of recyclable waste** by strengthening the source sorting that will optimize recovery and valorization

## Compliance assessment audits

Every year, Quality Management conducts **internal audits** of the IMS in relation to the ISO Standards 9001:2015; 14001:2015 and 45001:2018, which include all assets included in the system's scope. In addition, the IMS is evaluated through **external audits** conducted by the certifying entity TÜV Rheinland Argentina.



## 2025 challenges:

- **To renew the ISO Certifications of Central Puerto and its subsidiaries:**  
In 2025, we will audit the Integrated Management System for the renewal of the Certifications ISO 9001 and ISO 14001
- **To conduct the first maintenance of the Certification ISO 45001**

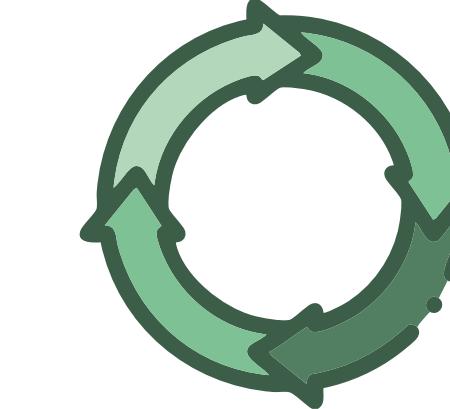


# Environmental management throughout the projects life cycles

Central Puerto fosters a **preventive environmental** management throughout the life cycle of our projects.

**Objective:** To avoid or reduce negative impacts on the environment and guarantee compliance with the regulations in force.

**Main environmental management actions implemented on each stage of the life cycle of projects**



## Stage 1: Project and planning

In this stage, we conduct the necessary studies for the approval of the project. Since the pre-feasibility stage, we incorporate environmental criteria to the initial design. From the **Environmental Impact Studies** (EIS)<sup>1</sup>, which allow for the identification of potential risks and the definition of strategies to prevent or mitigate them, we prepare the **Environmental Management Plans** (EMP)<sup>2</sup>. These plans contemplate environmental monitoring and control activities during the construction and operation stages, enabling the detection of possible deviations regarding the plans and applying corrective or mitigation measures when needed.

## Stage 2: Construction

During this stage, we implement the plans previously defined, we conduct the environmental follow-up, and evaluate the results based on the parameters established by the regulation in force and voluntary commitments undertaken by the Company.

## Stage 3: Operation and continuous improvement

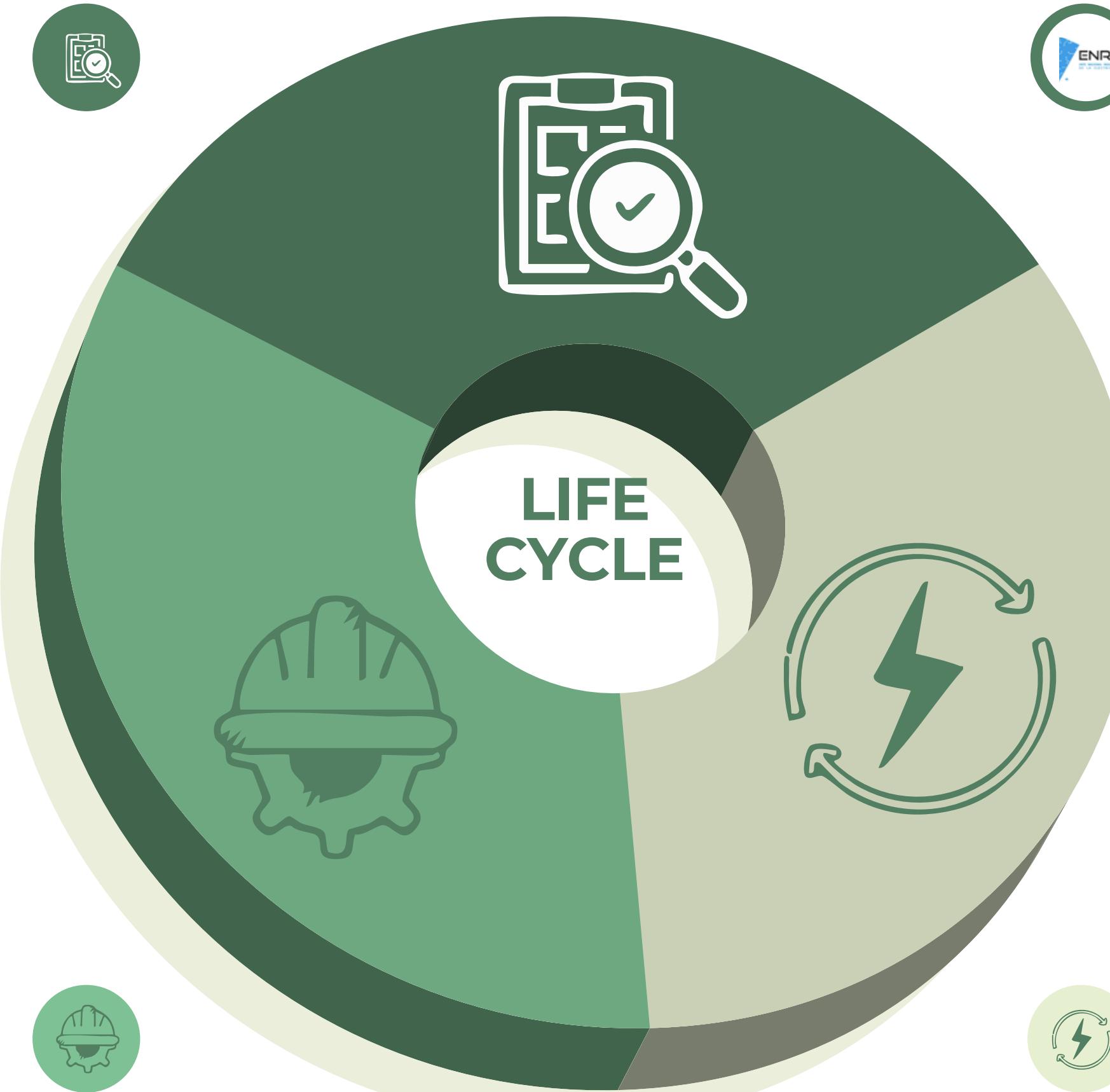
In this stage, we implement the **Environmental Management System (EMS)** which ensures the structured and traceable environmental administration, towards continuous improvement. This way, we guarantee the consistency between the plans made during the evaluation stage and the execution during the operation.

<sup>1</sup>These are submitted before the competent authorities as part of the environmental approval process. Based on the jurisdiction, EISs can include formal instances of public participation, such as public hearings.

<sup>2</sup>They are part of the information obtained during the baseline studies, the regulatory requirements and the criteria defined by the control entities.

## Project and planning

- Pre-feasibility environmental assessment
- Preparing of EIS and public participation
  - Design of EMP
  - Identification of impacts and preventive measures



All the environmental information generated is reported periodically to entities such as the **Argentine Electricity Regulating Entity (ENRE)**, provincial authorities and other key parties, who conduct audits and onsite verifications to assess compliance with the commitments undertaken.

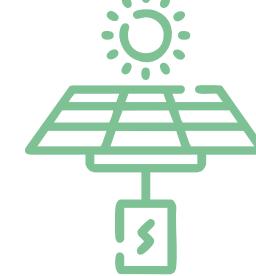
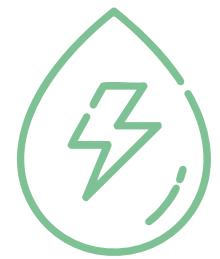
**This process allows us to maintain a transparent, documented and evolving environmental management.**

## Construction

- Execution of **EMP**
- Environmental monitoring and control
  - Application of **corrective measures**
  - Verification of **legal compliance**
- Reports to regulatory entities and public involved
  - Inspections and **audits**

## Operación

- Environmental Management System (EMS) **ISO 14001**
- Reports to control entities and **stakeholders**
- **Audits**
- **Environmental** monitoring and **control**
- Legal compliance
- Implementation of EMP



# Efficiency

Our goal is to reach economic and environmental efficiency in our operations, which allows us to generate more energy, be more profitable and, at the same time, reduce the associated environmental impact.

	2022	2023	2024	Y-o-Y variation
<b>Energy generation (GWh)</b>	17,484	20,774	<b>21,605</b>	<b>4%</b>
Thermal	12,584	13,973	<b>15,476</b>	<b>10.75%</b>
Hydroelectric	3,290	5,180	<b>4,354</b>	<b>-15.94%</b>
Wind	1,610	1,547	<b>1,495</b>	<b>-3.36%</b>
Solar	Not applicable	73	<b>281</b>	<b>284.93%</b>



## Hydroelectric generation:

At national level, during 2024 hydroelectric generation registered a 15% increase in comparison to 2023, mainly due to lower contributions in Yacyretá and Comahue. In this context, the power station Piedra del Águila had a 16% reduction in its generation as a consequence of the lower contributions in rivers Limay and Collón Curá.



## Renewable energies:

In 2024, wind generation in Central Puerto's farms was approximately 3% lower than in 2023, due to a lower availability of the wind resource and the unavailability of the WTG in the region Bahía Blanca (specifically in La Castellana II) as a consequence of the storms in December 2023. Regarding solar energy, the power station Guañizuil II generated 281 GWh during the year, as this was the first year of full operation in the portfolio of Central Puerto.



## Thermal generation:

In 2024, thermal generation of CPSA units reached 15.5 TWh, which represents a 11% increase in comparison to 2023. The main reason for this increase is that, in 2023, the generation of Central Costanera was recorded as from February 17, when Central Puerto acquired Central Costanera. In addition, at a national level, the thermal farm recorded a higher dispatch in 2024 due to the lower availability of hydroelectric generation.



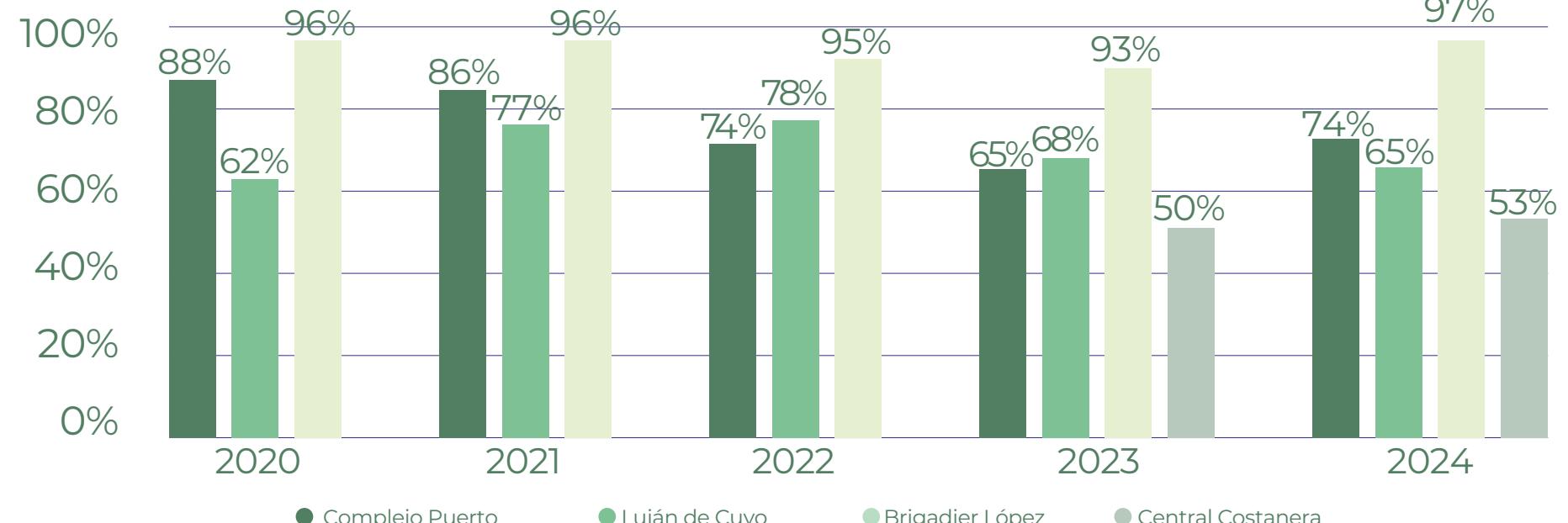
## Steam production:

During 2024, the cogeneration power station San Lorenzo produced 1,777,811 tons of steam, which represents a 63% increase regarding 2023. This increase is due to a higher availability of the unit and an increase in demand from clients. In the power station Luján de Cuyo, steam production reached 1,164,375 tons, 25% more than the previous year, as the result of a higher requirement from YPF.

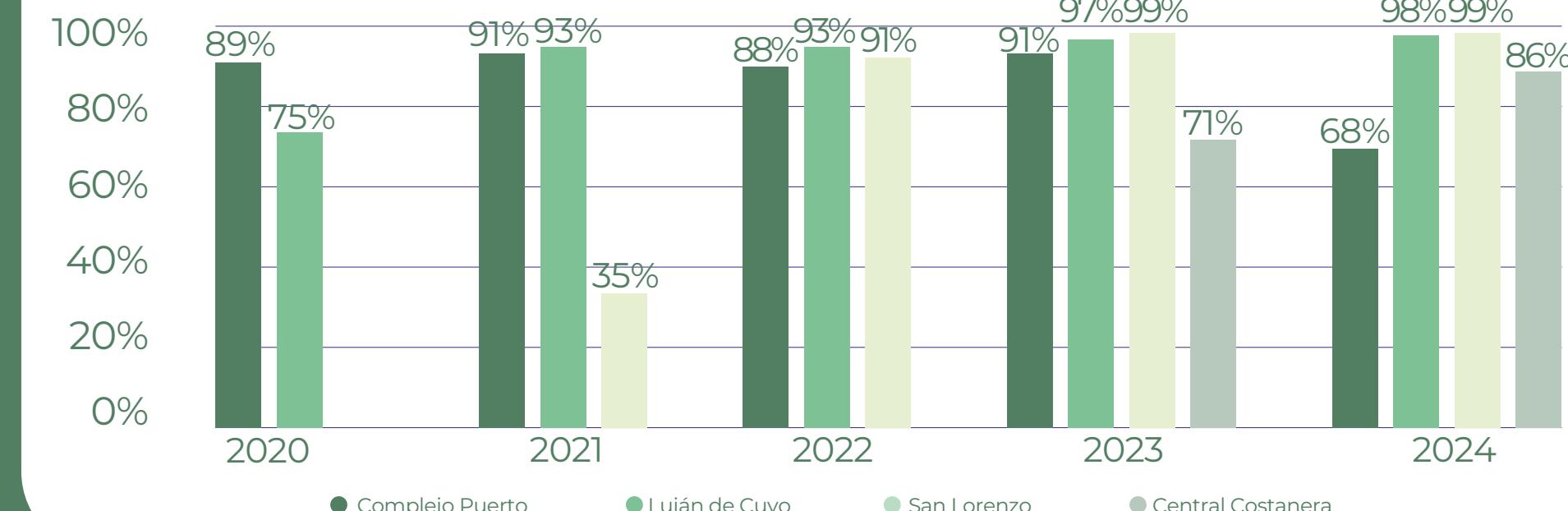
## Electrical generation: main operating indicators

Availability of thermal units<sup>9,10</sup>

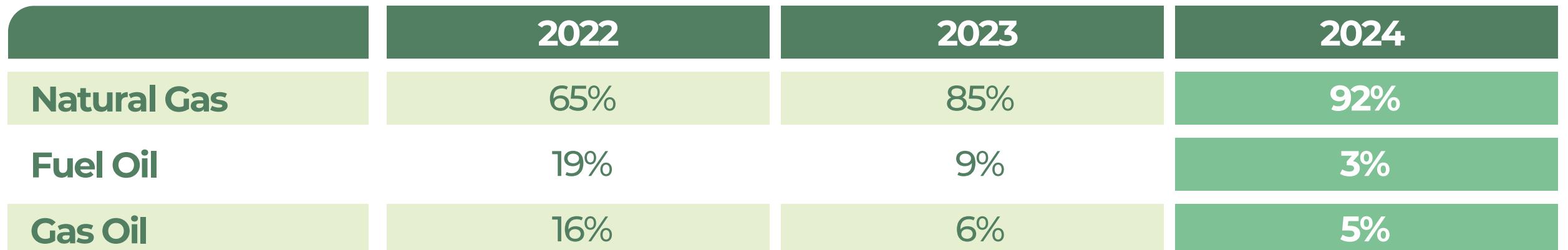
### Steam and gas turbines (%)



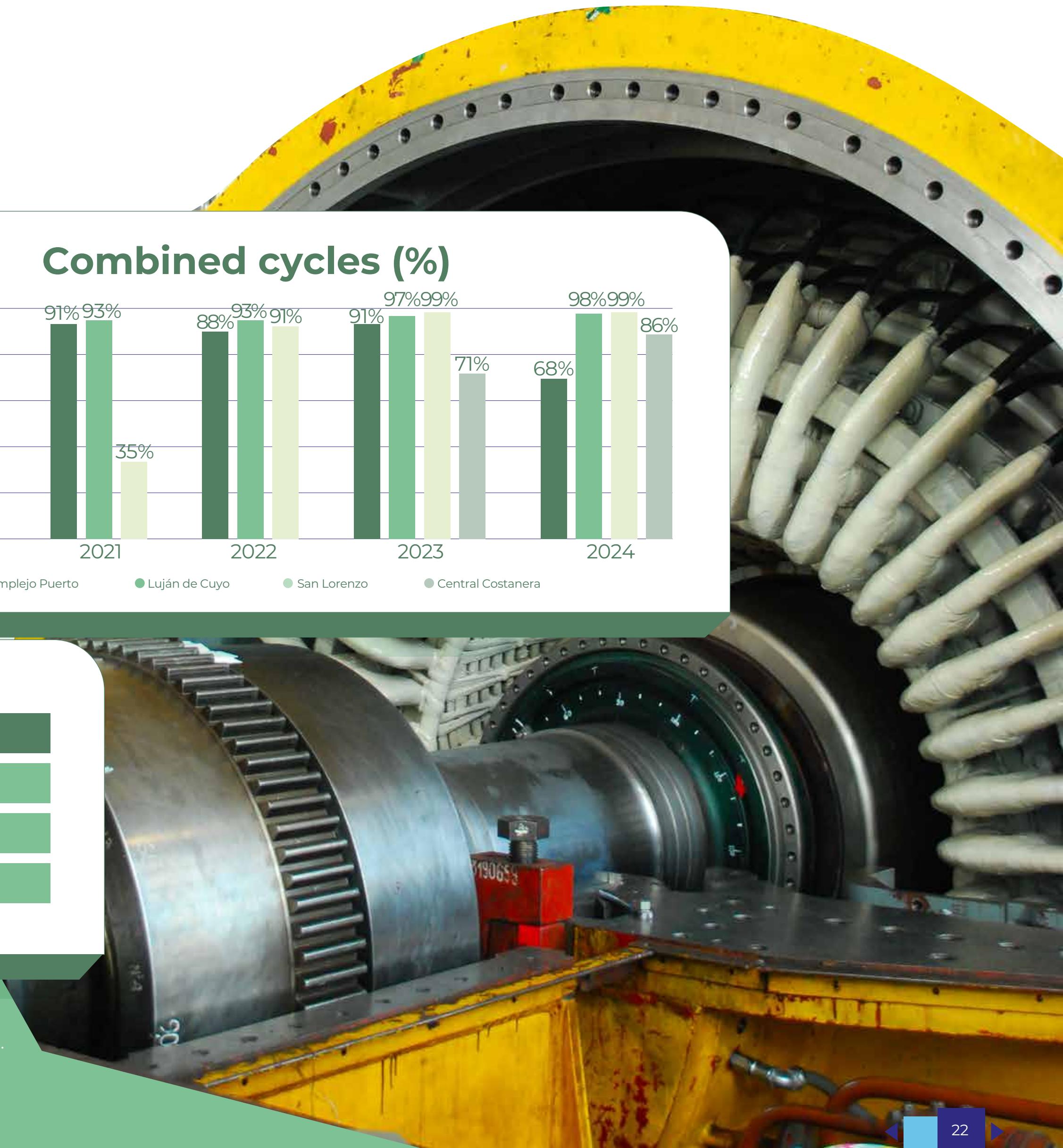
### Combined cycles (%)



### Thermal generation by fuel type



9 Availability reported by CAMMESA and calculated based on the total installed capacity of each power station.  
10 Central Costanera figures do not consider the power capacity values of the COSTTV04 and COSTTV06 steam generation units for a total installed capacity of 120 MW and 350 MW respectively



## ACCESS TO FUEL AND WATER STORAGE

Critical assets for the system due to their large storage capacity

### Fuel Oil

Storage capacity in tons:

**72,000**

tons, equivalent to 7.0 consumption days

**Buenos Aires (Central Costanera):**  
32,000 tons, equivalent to 8 consumption days

**Buenos Aires (Nuevo Puerto/Puerto Nuevo):** 31,000 tons, equivalent to 6 consumption days

**Luján de Cuyo:** 9,000 tons, equivalent to 12 consumption days

### Gas Oil

Storage capacity in tons:

**88,000**

tons, equivalent to 7.0 consumption days

**Buenos Aires (Nuevo Puerto/Puerto Nuevo):** 21,000 m<sup>3</sup>, equivalent to 5 consumption days

**Buenos Aires (Central Costanera):** 13,000 m<sup>3</sup>, equivalent to 3 consumption days

**Luján de Cuyo:** 3,000 m<sup>3</sup>, equivalent to 3 consumption days

**San Lorenzo:** 30,000 m<sup>3</sup>, equivalent to 16 consumption days

**Brigadier López:** 22,000 m<sup>3</sup>, equivalent to 12 consumption days

### Water (HPDA)

**12**

billion m<sup>3</sup> of water, of  
which 50% are usable and  
equal 45 consumption days

## Energy

	2022	2023	2024
<b>Electricity consumption</b>	64,523.87 MWh	134,764.76 MWh	126,329.53 MWh**
<b>Generated electricity*</b>	17,484,299.34 MWh	21,018,522.10 MWh	21,604,998.97 MWh***
<b>Sold steam****</b>	1,960,106 ton	2,017,890 ton	2,942,186 ton

\*As per the figures informed by CAMMESA in the monthly report. As from 2024, the datum corresponds to the generated energy, so as to reflect the units' operation as precisely as possible. In certain contexts, sold energy may exceed generated energy, as it happens under Take or Pay schemes for renewable sources. In addition, in thermal power stations outside the optimum dispatch due to operating reasons not attributable to the generator, it is possible to recognize a value equivalent to 60% of the installed net power as generated energy.

\*\*Renewable: 2,793.9 MWh. Thermal: 123,535.63 MWh

\*\*\*Renewable: 6,375 GWh (it includes hydroelectric generation). Thermal: 15,476 GWh.

\*\*\*\*2022 opening: CTM: 918,044 tons and T6: 1,042,066 tons. 2023 opening: CTM: 928,381 tons and T6: 1,089,509 tons. 2024 opening: CTM: 1,164,375 tons and TERG: 1,777,811 tons.

# GHG emissions and energetic resources planning

We monitor gas emissions, verify compliance with the limits established by the regulatory standards in force, and keep an inventory of Greenhouse Gases (GHG) emissions calculated based on IPCC protocols.

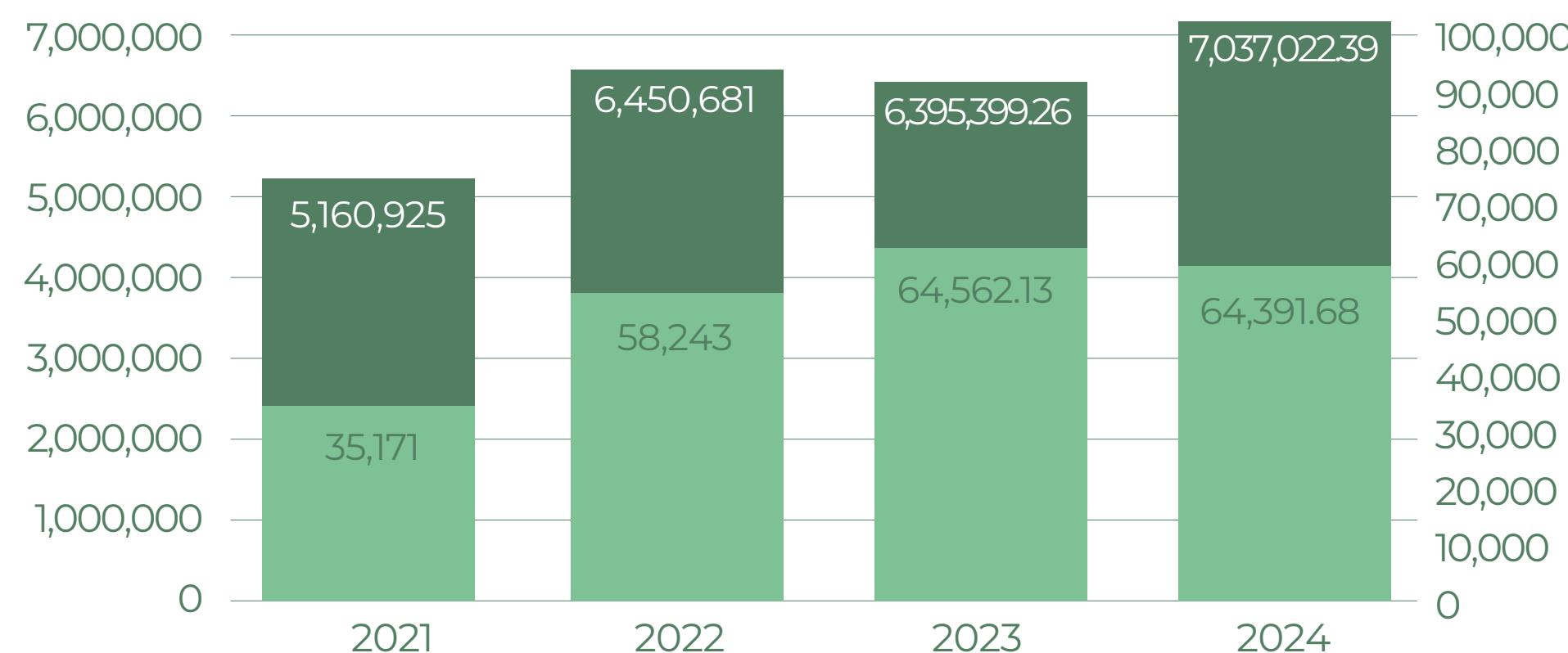
In addition, we contribute to decreasing the energy footprint by saving the GHG produced thanks to renewable energy: hydroelectric power station Central Hidroeléctrica Piedra del Águila, the small hydroelectric exploitation Luján de Cuyo, wind farms and solar power station Guañizuil II A.

We frequently analyze results development to identify and analyze all deviations, and keep the emission sources inventory updated.

## Direct emissions related to electrical energy generation and steam production\*

### Greenhouse gases emissions

(Tn CO<sub>2</sub>e)



**Scope 1:** +10% in relation to 2023

**Scope 2:** -0.3% in relation to 2023

In 2024, we increased our energy generation by 12.4%, accompanying the growing demand. This growth implied a 10% increase in absolute emissions; however, we optimized our processes and managed to reduce carbon intensity by 2% in Scope 1 and by 13.1% in Scope 2. This improvement reflects a more efficient use of natural gas (+27.6%), allowing for each produced energy unit to have a lower carbon footprint, even within a context of greater production.

### CO<sub>2</sub>e emissions per generated MWh\*\*

(CO<sub>2</sub>e/MWh)



**Scope 1:** -2% in relation to 2023

**Scope 2:** -13.1% in relation to 2023

\*The consolidation focus for the emissions is operational control and it includes: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, NO<sub>X</sub>, CO, SO<sub>2</sub>, COVNM. Central Puerto activities do not generate biogenic emissions.

\*\*Total emissions by scope per generated thermal energy. Calculated as Scope 1 = Year direct emissions (7,037,022.39 tCO<sub>2</sub>e)/Thermal generation attributable to Scope 1 (15,475,541.27 MWh). And Scope 2 = Year direct emissions (64,391.68 tCO<sub>2</sub>e)/Thermal generation attributable to Scope 2 (123,535.63 MWh)



# Breakdown of direct and indirect emissions in 2023 and 2024:

	2023					2024				
	Scope 1		Scope 2			Scope 1		Scope 2		
	Gas	ton	tonCO <sub>2</sub> eq/MWh*							
CO <sub>2</sub>	6,299,408.38	0.45800	63,738.31	0.59200	6,933,328.15	0.44802	63,533.41	0.51430		
CH <sub>4</sub>	140.56	0.00021	1.65	0.00032	145.17	0.00020	1.32	0.00022		
N <sub>2</sub> O	234.52	0.00528	1.57	0.00452	265.20	0.00531	2.06	0.00518		
NO <sub>x</sub>	9,830.24	0.00071	104.63	0.00097	10,776.54	0.00029	100.97	0.00082		
CO	3,647.09	0.00027	29.84	0.00028	4,431.87	0.00029	39.80	0.00032		
SO <sub>2</sub>	6,604.09	0.00048	165.88	0.00154	2,926.96	0.00019	47.59	0.00039		
COVNM	255.59	0.00002	2.39	0.00002	298.45	0.00002	2.75	0.00002		

\* Emissions per gas (only thermal)

## Fuel total consumption

### For electrical energy generation:

	2024
Fuel Oil (ton)	133,207
Gas Oil (m <sup>3</sup> )	164,859
Natural Gas (Dam <sup>3</sup> )	3,166,283

### For steam generation:

**154,617**

Dam<sup>3</sup> of natural gas\*



\*CTM:66,713 Dam<sup>3</sup> and TER6: 78,904 Dam<sup>3</sup>. Gas oil is included as equivalent natural gas within the total informed value.



## Thermal energy intensity

To calculate the **energy intensity ratio**, we consider the caloric energy quantity used from consumed fuels (fuel oil, natural gas and gas oil) and the thermal energy effectively produced in the same period. This indicator **reflects the quantity of caloric energy required per each generated thermal energy unit** and it is expressed in Kcal/kWh.

For 2024, the caloric energy from the consumption of fuels for electrical generation was the following:

	2024 consumption	LCV	Caloric energy (Kcal)
Fuel Oil	133,207 ton	9,800	1,305,423,955
Gas Natural	3,166,283 Dam <sup>3</sup>	8,400	26,596,774,688
Gas Oil	164,859 m <sup>3</sup>	8,580	1,414,494,098
<b>Total</b>			<b>29,316,692,741</b>

Produced thermal energy: **15,476,000 kWh**

Thermal energy intensity ratio: **1,894.33 kcal/kWh**

Since this calculation only considers the consumed fuels and the produced thermal energy, the reported ratio corresponds to the thermal energy intensity.

**Future challenge: To advance in the breakdown per type of energy and in the incorporation of a new global energetic intensity measurement.**

## We contribute to the decrease of the energy carbon footprint\*

The following is the Greenhouse gases (GHG) savings produced by our renewable energy generation\*\* in:

- Piedra del Águila hydroelectric power station
- Luján de Cuyo small hydroelectric exploitation
- Wind Farms of our subsidiaries
- Guañizuil II A solar power station



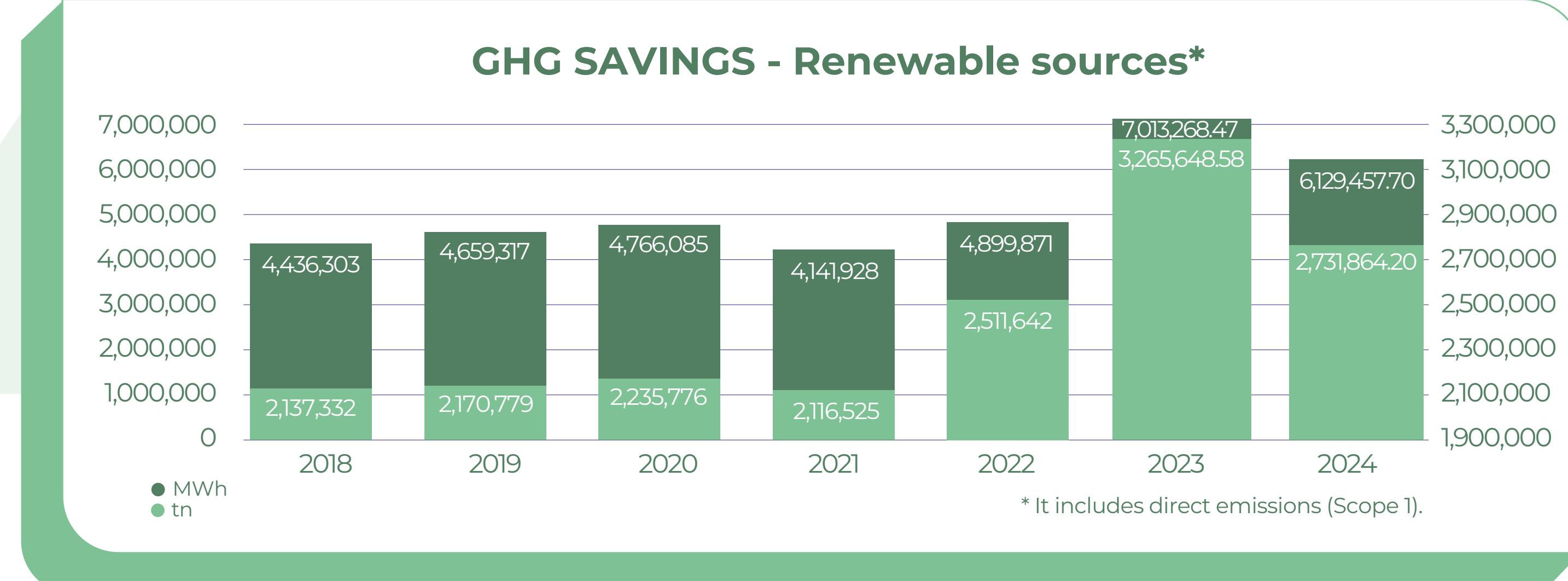
\*Central Puerto does not have an initiative of CO<sub>2</sub>eq metric tons reduction

\*\* It includes the following gases: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, NO<sub>x</sub>, CO, SO<sub>2</sub>, COVNM expressed in CO<sub>2</sub>eq tons savings.

### GHG SAVINGS - Renewable sources\*

	tn/MWh	MWh	tn
2018	0.482	4,436,303	2,137,332
2019	0.466	4,659,317	2,170,779
2020	0.469	4,766,085	2,235,776
2021	0.511	4,141,928	2,116,525
2022	0.513	4,899,871	2,511,642
2023	0.466	7,013,268.47	3,265,648.58
2024	0.446	6,129,457.70	2,731,864.20

\* It includes direct emissions (Scope 1).



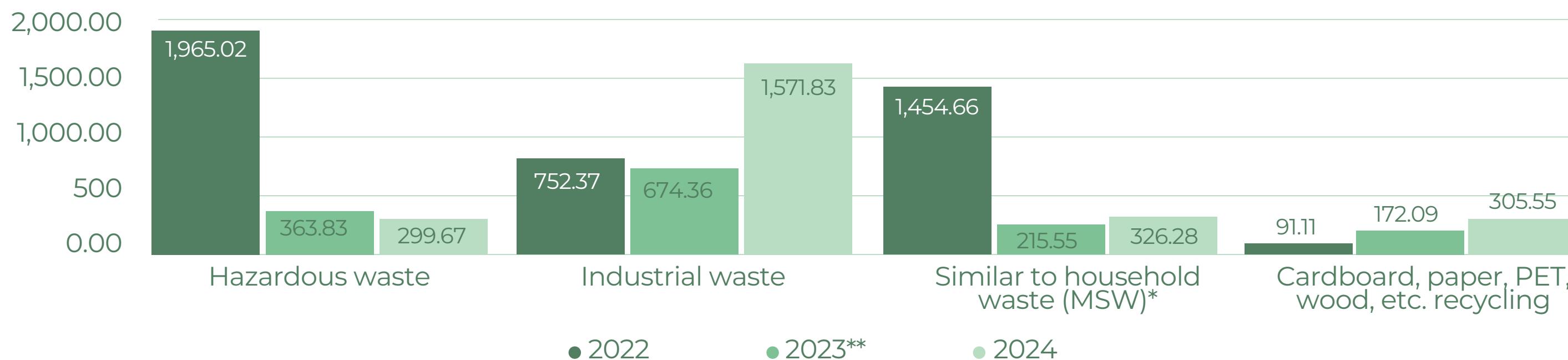
2024 challenges	Status
To advance in the performance test trials with ENRE in Buenos Aires and Mendoza sites.	<b>Status: completed</b> We carried out the following: <ul style="list-style-type: none"><li>PS1 trials of TV06 and TV09 opacity equipment at Buenos Aires power station.</li><li>PS2 and PS3 trials of the new Protea P2000 gas equipment in TV06 and TV09 in Buenos Aires power station.</li><li>We bought Protea P2000 gas equipment at Mendoza power station.</li></ul>
To identify IT tools to improve traceability of GHG emissions calculations in Scope 1 and Scope 2.	<b>Status: under process</b> He hired SAP EHS module for the measurement of the corporate carbon footprint, whose implementation will be in 2025.
2025 challenges: To implement SAP EHS module for the measurement of the corporate carbon footprint To perform PS1 trials in TV05, TV07 and TV08 opacity equipment at Buenos Aires power station, as part of the verification and assurance plan of measurement quality	

# Effluents and waste



We manage the waste of our operations, seeking their reduction and boosting their revalorization and responsible final disposal.

## Generated waste (in tons)

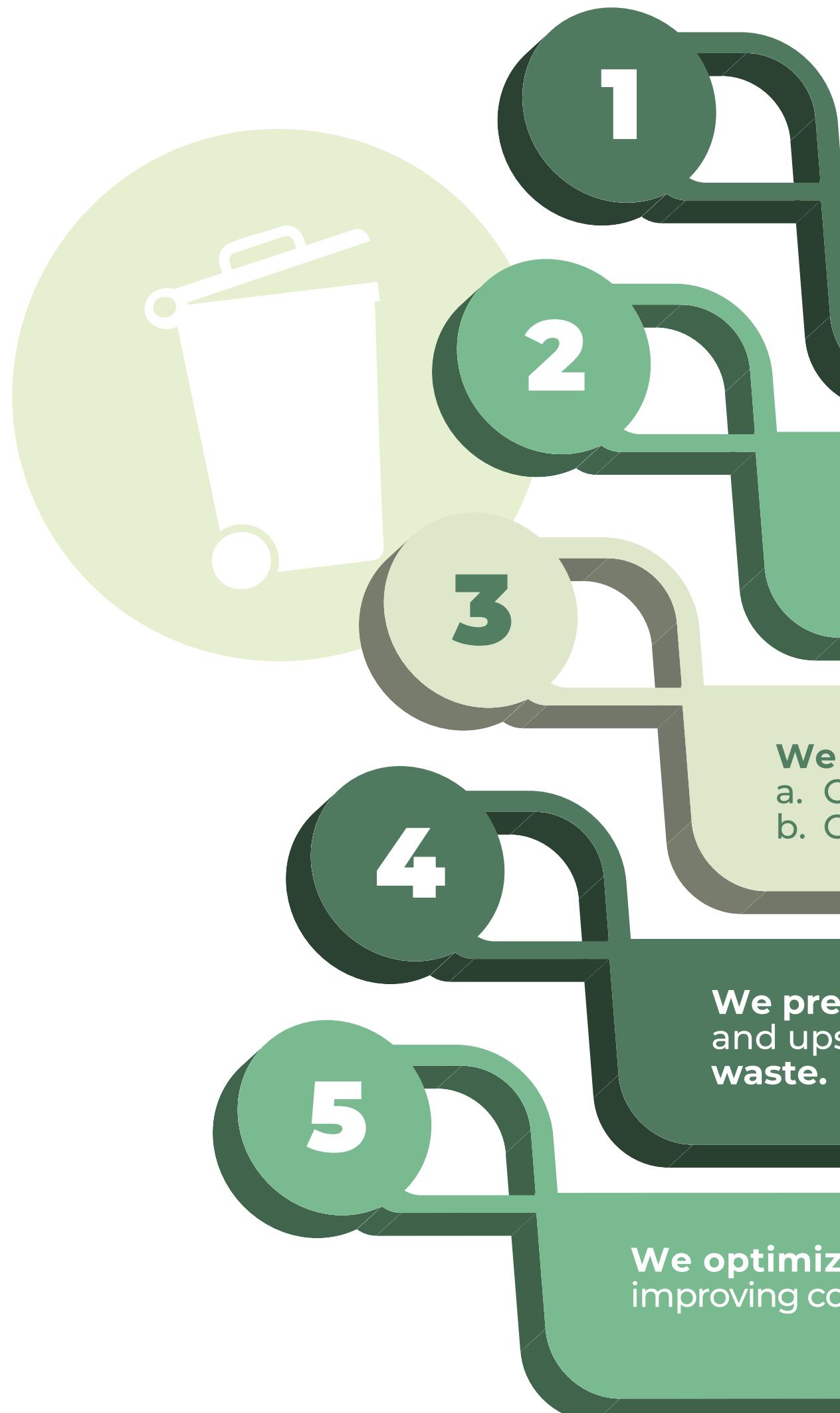


The amount of generated waste increased by 75% (in comparison with 2023) due to the cleaning and scrap clearance in Costanera power station and the different scheduled maintenance during 2024 in Buenos Aires, San Lorenzo, Mendoza and Central Costanera power stations.

In comparison with 2023, the proportion of recyclable waste was unaltered regarding the total generated waste, while in relation with general waste, it saw a 4% increase.

\*In 2022, the graph subdivided the MSW category in Urban Solid Waste and General Waste. As from 2023, these two categories are under the "Similar to household waste" (MSW) to align the reports with the legislation in force. \*\*2023 figures differ from the ones previously reported due to the consolidation of data.

# Waste program



## We identify generation sources and guarantee waste traceability.

How do we do it? Unifying criteria among sites on signs, colors, collection points and recording manners.

## We seek to become a more conscious team. How do we do it? Providing training on the program:

- a. Waste sorting
- b. Raising awareness for the reduction of hazardous waste (production)

## We share good practices. How do we do it? Developing internal communications addressing:

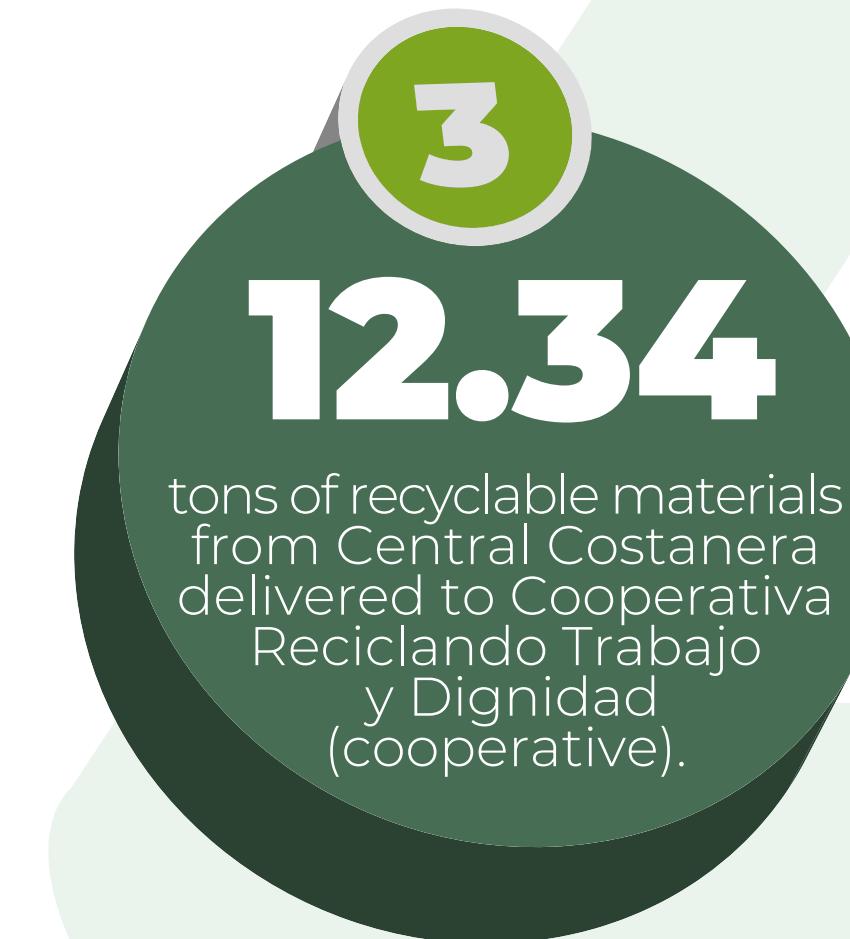
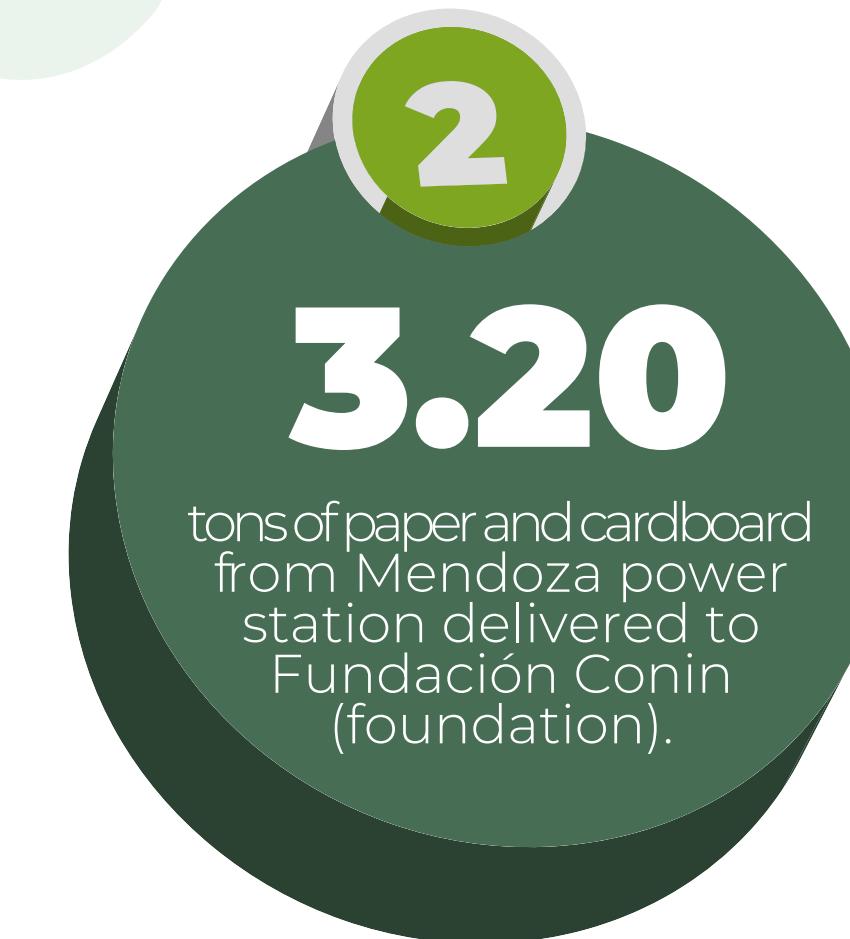
- a. Order and cleaning campaigns
- b. Campaigns in Workplace showing the development of the Waste Program

## We prevent waste generation. How do we do it? By implementing circularity measures based on own activities and upstream/downstream activities in the value chain, and to manage the significant impact on generated waste.

## We optimize the recyclable waste management. How do we do it? Reinforcing source separation schemes, improving collection and integrating indicators that allow for the monitoring and increase of valued material volumes.



## During 2024:



**During 2024, we provided the following  
training sessions for all sites:**

Training sessions	Sum of actual hours
Life cycle	190.00
WEEE management	20.00
Carbon footprint -Water footprint	18.00
Environmental regulatory framework for electric generation	16.00
Waste sorting	131.50
<b>General total</b>	<b>375.50</b>

**We include the  
information on  
waste management  
on both the  
onboarding for new  
personnel and the  
power station  
induction for  
suppliers.**

## 2025 challenge:

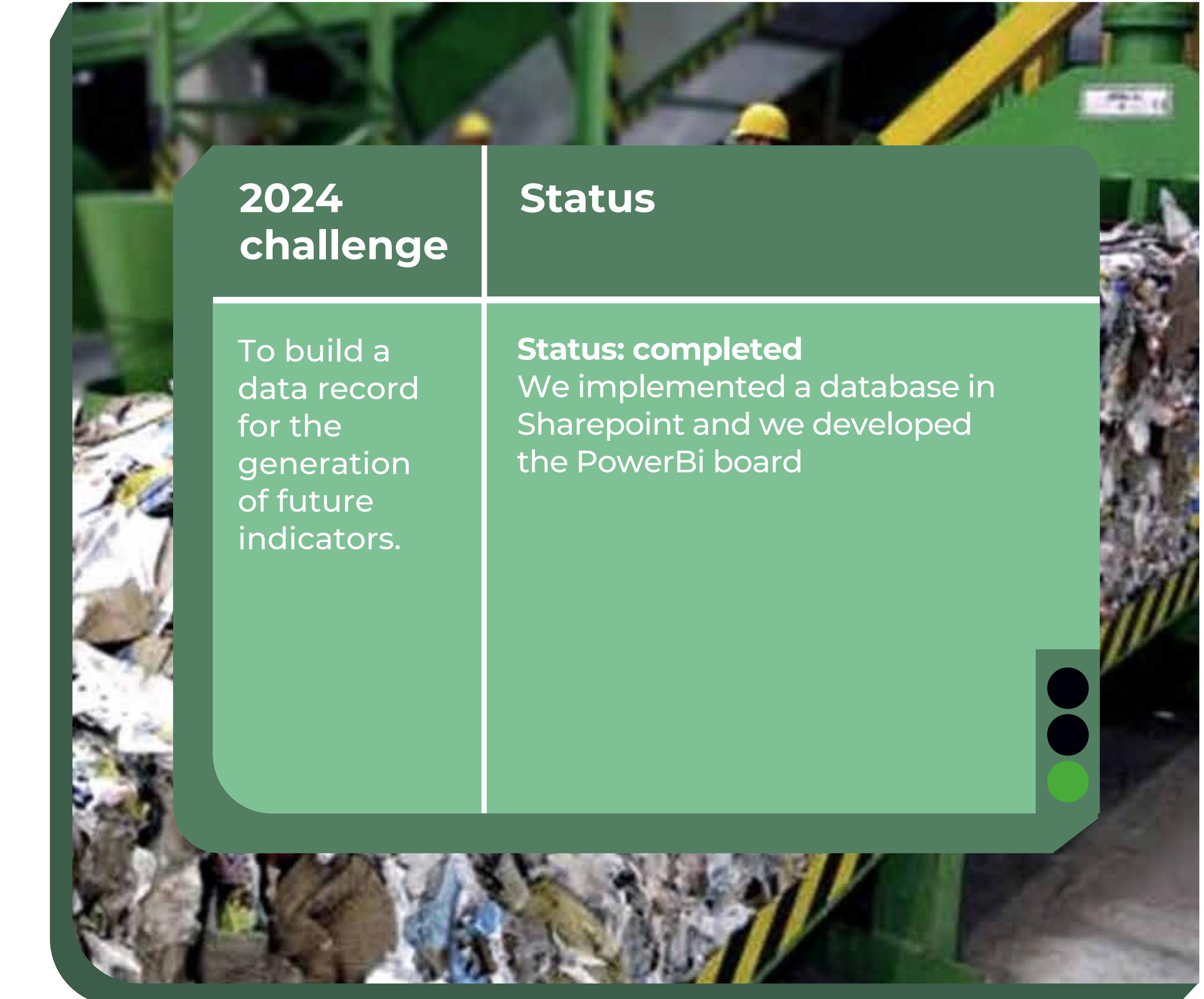
- To reinforce the training of suppliers/external parties in the power station, especially in wind farms.
- To improve and renew signs related to the initial waste sorting.

## Data for management: new procedures for measuring waste

In 2024, we implemented new procedures to gather and control data on waste management in all power stations.

The main used tool was a **centralized list** in an application where we uploaded the following: origin plant, waste category (industrial/non-industrial), hazard level (hazardous/non-hazardous), recycling possibility (yes/no), current description, waste detail, operation that generated it, type of operation (planned/non-planned), delivery number, transporter, date of transportation, operator, manifest number, type of treatment or final disposal, number of treatment certificate, treatment date and quantity in kilograms.

For each record, we attach support documentation (such as transport manifests and treatment certificates), which allows for **keeping a unified and standardized base that documents all waste movements in the organization**. The input of data is made once the final document closing the management circuit is received, such as, treatment certificates, sanitary landfill reception proofs or other documents issued by treatment operators or operators.



2024 challenge	Status
To build a data record for the generation of future indicators.	<b>Status: completed</b> We implemented a database in Sharepoint and we developed the PowerBi board

# Water management

We promote an even more rational, efficient and responsible collection, consumption, treatment and discharge of water.

**The water we consume comes from phreatic drillings and superficial bodies of water. All our sites have the corresponding authorizations and permits by the enforcement authority as per each jurisdiction.**

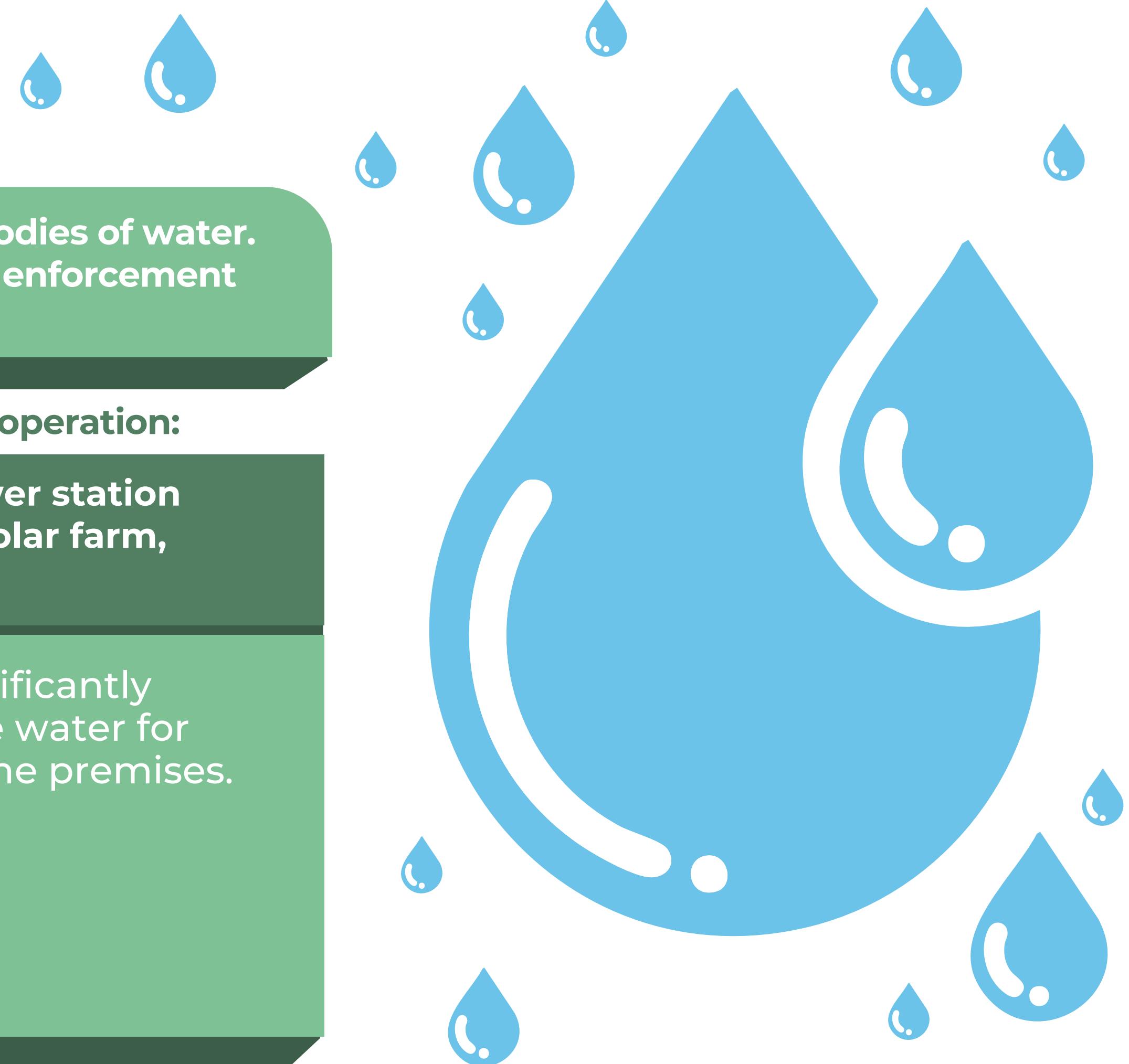
**The use of the water resource\* varies depending on the type of operation:**

**In thermal power stations:**

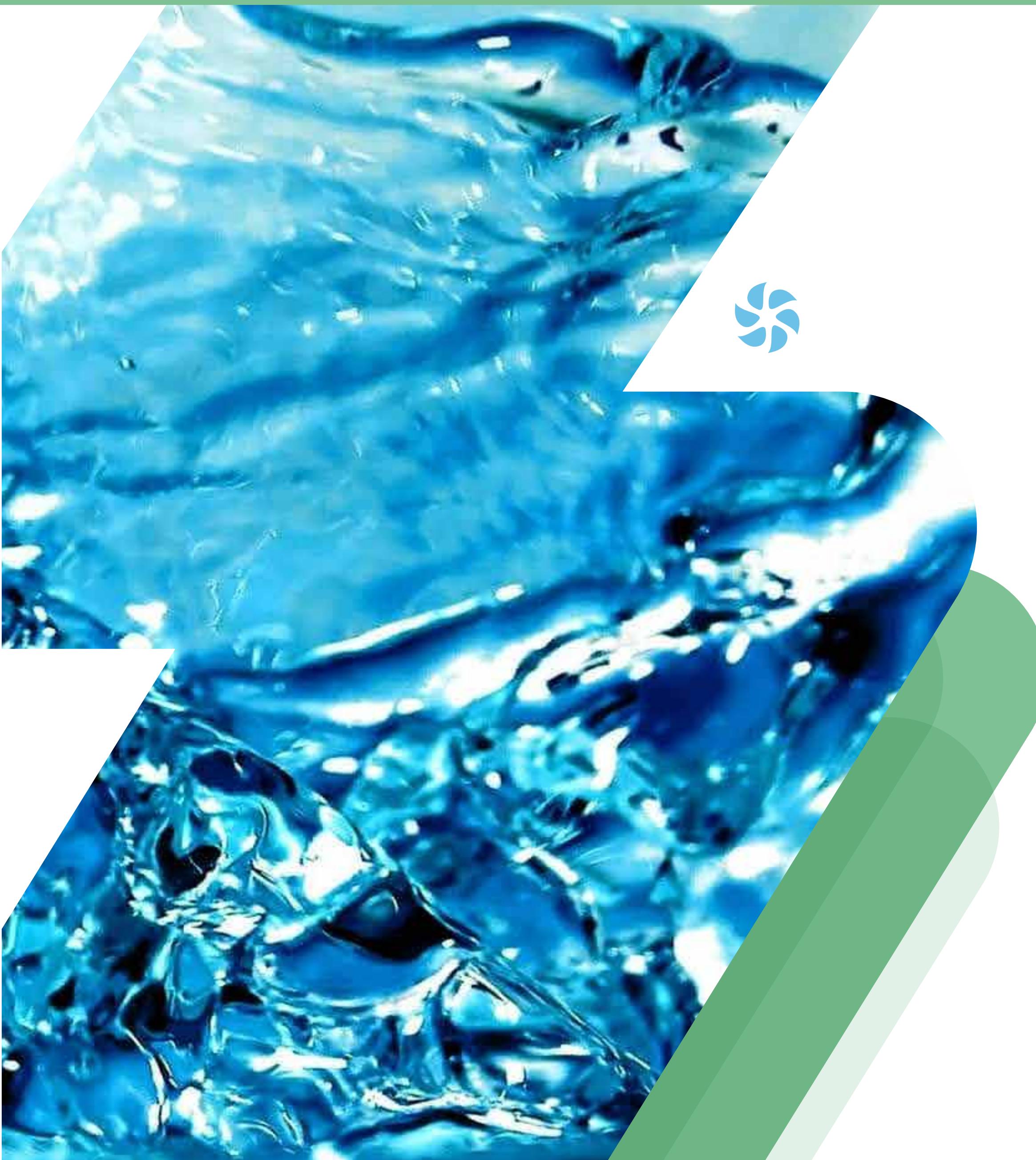
Water is mainly used for the cooling process. It is collected from rivers, and filtered. Therefore, it is discharged to the river free from foreign bodies and waste. We also conduct physical and chemical controls before the discharge.

**In the hydroelectric power station Piedra del Águila, G2A solar farm, and wind farms:**

The use of water is significantly lower since we only use water for maintenance tasks in the premises.



\*Unlike thermoelectric generators (gas; liquid, solar or wind fuel), hydroelectric generators require a government concession for the use of water resources, which concession is usually granted for a period of up to 30 years with the possibility of extending it.



## We manage impacts related to water discharge

**Objective: To comply with all regulations related to permitted discharge values in the different bodies of water\*.**

To ensure compliance with the regulations in force, we conducted **effluent monitoring and treatment campaigns**. We have a **Matrix of Environmental Aspects and Impacts** to assess the use of natural resources, such as water, and the possible contamination risks. In addition, all our power stations have effluents control and conditioning systems, which allows for minimizing any possible impact on the environment.

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\*In each of the jurisdictions where CPSA facilities are located, there are applicable regulations in force on liquid effluents.



## Drills to prevent potential damage

**As every year, we conducted drills to avoid leakages to the rivers.**

In the City of Buenos Aires, as part of the annual preparation and response actions to environmental emergencies, we made the annual confirmation of PLANACON (Argentine Contingency Plan)\* through the execution of a drill of fuel leakage to the river.

\*The activity includes the execution of operating procedures, communications coordination, the control of documentation and the verification of the emergency plan as per Order 8/08 of the Dirección de Protección del Medio Ambiente [Environment Protection Directorate]. The audit is conducted by Prefectura Naval Argentina [Argentine Maritime Authority].

This exercise involves multiple teams of the organization **-Hygiene and Safety at Work, Operations, Healthcare Service, Fuel, Asset Security, General Services and support teams in case of leakages-** and represents a key instance to strengthen response capacity, ensure compliance with regulations, and guarantee the protection of the environment.

In addition, we conduct these drills together with entities\*\* having jurisdiction in the zones the premises are located, such as the following:

- Prefectura Naval Argentina (PNA) [Argentine Maritime Authority] in the Buenos Aires power station
- Departamento General de Irrigación (DGI) [General Department of Irrigation] in the Mendoza power station
- Autoridad Interjurisdiccional de Cuencas (AIC) [Interjurisdictional Authority of Basins] or the Organismo Regulador de Seguridad de Presas (ORSEP) [Regulatory Entity of Dams Safety] in the hydroelectric power station in Piedra del Águila, province of Neuquén.

\*\*We collaborate with these entities in the planning of our responsible water management.

To learn more about the role of water in a thermal power station, [click here](#) 

2024 challenge	Status
To develop a water footprint pilot test in a site	<b>Status: completed</b> <b>We conducted a pilot test to calculate the water scarcity footprint for Central Costanera, located in CABA.</b> Following the ISO 14046 and ISO 14044 standards, we analyzed the impact of water use in the power station in terms of its contribution to the local water scarcity. The report included the methodologies for data collection, water losses estimates, and the impacts associated with the life cycle of water used in the production of thermoelectric energy.
2025 challenge:	To implement an action plan to standardize the calculation of water scarcity in the rest of the Company's power stations.

# Biodiversity

We work on the preservation, reforestation, and adaptive management of grazings to promote the natural local assets in our wind farms. We care about protecting surveyed and sighted threatened species in our sites.

Our **biodiversity strategy** implies broadening knowledge through monitoring and joint work with stakeholders and local players.



## Biodiversity Management and Monitoring Plan (BMMP)

Our wind farms have a BMMP seeking to promote the incorporation of biodiversity and ecosystem services in the planning of short, mid, and long-term actions so as to **advance towards an energy production that considers the resilience of ecosystems and, at the same time, strengthens our competitiveness.**

**How do we implement it?** Each plan has a follow-up system with indicators\* that permit **measuring the effect of wind energy and its impact on ecological systems**, in each of the sites.

### (SHORT AND LONG TERM) BIRD AND BAT FATALITY MONITORING

All wind farms in operation\*\* monitor the long-term fatality rate of birds and bats. During 2024, we recorded fatality control rates within international standards.

**60**  
year of fatality  
monitoring in  
**Achiras and La  
Castellana I and II.**

**50**  
year of fatality monitoring  
in **Vientos La  
Genoveva I and II,  
Manque and Los Olivos**

To learn more about Biodiversity Adaptive Management Plans, [click here](#) 

\*Following IFC's Performance Standards (PS06-Biodiversity Conservation and the Sustainable Management of Living Natural Resources).

\*\*There is a potential risk of fatality due to collisions, as well as the alteration of nesting habitats and disruption of migratory pathways.

## Sustainable Native Forest Management Plan of La Castellana wind farm

Since 2017, we have conducted ecological restoration actions and policies in the wind farm "La Castellana", located in Villarino, province of Buenos Aires. This allows us to prevent net biodiversity losses in operation sites.

**61.5%**

success in restored habitats

These actions are designed and supervised by professionals of Universidad Nacional de Río Negro (UNRN) [University of Río Negro], and are monitored by the Inter-American Development Bank (IDB) and International Finance Corporation (IFC), who validate the implemented approaches.

The restoration strategy is based on the **use of seedlings of native species** -primarily *prosopis caldenia* and various shrub species- grown in university nurseries from seeds collected in the premises. We employ various methodologies, including the planting of restored habitats, survival monitoring, and the association with nurse species such as *papostippa speciosa*, which favor site adaptation.

**In 2024, we expanded the project's reach towards new areas of the park, where we have already planted 200 *prosopis caldenia* specimens. This progress represents a concrete step in restoring native vegetation and reinforcing biodiversity within the local ecosystem.**

To learn more about the short and long-term objectives, [click here](#) 

## Conservation for sustaining Pampas Meadowlark (*leistes defilippii*) populations

We continued working on strategies of conservation for **sustaining the *leistes defilippii* (pampas meadowlark) populations** in critical southwest Buenos Aires sectors, specifically in La Castellana and Vientos La Genoveva I & II wind farms.

We developed this initiative together with INTA Bordenave and its main purpose is to **promote the creation of a Wildlife Corridor with integrated livestock** for the conservation of the pampas meadowlark and the protection of its habitat.

One of the most important achievements has been making progress in the **grazing habitat restoration**.

In this regard, we continue looking for strategies to:

**AVOID**  
natural grazing from turning into grain crop or winter grass pasture.

**DISPENSE**  
with the use of herbicide and, above all, insecticide.

**HANDLE**  
the livestock load depending on the season.

**CONDUCT**  
controlled grazing fires, except during the reproduction period.

We also included flotation devices in the water tanks located in our wind farms for meadowlarks' self-rescue.

### 2024 achievements

We reached an agreement to expand the number of hectares within the wildlife refuge "El Chasico" by 78 hectares and to create a 390-hectare refuge called "Las 400"



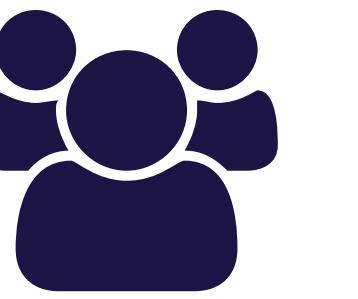
### 2025 challenges

To sign the agreement for the maintenance of critical grassland habitats in the refuge "El Chasico" for a total 198 ha and in "Las 400" for 390 ha.

To analyze the creation of a *prosopis caldenia* reserve in the district of Puan.

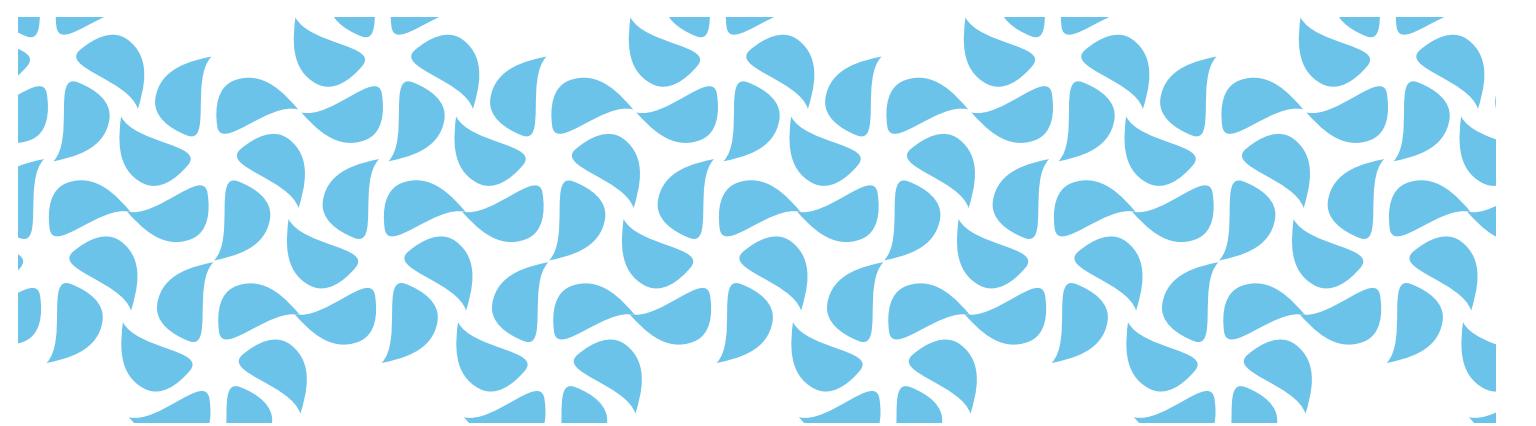


# 03.



## Social performance

- Local communities
- Diversity and equal opportunities
- Management, motivation, and development
- Health and safety at work





## Local communities

We listen, identify, and address the specific expectations and needs of the communities close to our operations. This direct interaction seeks not only to promote their development, but also to strengthen our relationship based on mutual respect and social responsibility.

## Stakeholders' participation



Before the commencement of any operation, we conduct studies and open consultations with the aim of **identifying and understanding the potential social and environmental impacts that our activity could generate**. Such include the following:

- Manifestations of Interest (MI)
- Social Pre-feasibility Studies
- Environmental and Social Impact Assessment (ESIA) + Environmental Impact Statement (EIS)
- Free, Prior and Informed Consultation (FPIC)

For more information on the procedure of the studies we conduct, [click here](#) 

During 2024, we conducted different projects, among which we highlight our intervention in the social component of the following:

Project	Location	Previous study conducted
Los Alamitos wind farm	Bahía Blanca – Province of Buenos Aires	ESIA
Centenario solar farm	Iglesias – Province of San Juan	ESIA
San Carlos solar farm (ongoing work)	Province of Salta	ESIA and FPIC + EIS (2023)



## How do we make sure that stakeholder's participation is fruitful?

By promoting a two-way and continuous communication, which depends on the good faith of the parties and seeks the active participation of stakeholders\*, before making any decisions.

In 2024, we deepened the links started the previous year, **actively interacting with indigenous peoples and municipal entities** in connection with the needs related to our projects. There were cases where cultural differences implied establishing other types of relations with the community, where we had to **approach, understand and respect their traditions and idiosyncrasy**.

We had to adapt to the **different circumstances** we found: from a community of indigenous peoples with acknowledged land in the project area to organized stakeholders on topics not related to our projects, but who saw them as a possibility to make their demand visible.

**How did we operate?** In each case, we tried to explain:

- What the project/work we were conducting was about
- What the minimum social-environmental impact in the area could be and our findings
- Benefits for the population in which we hire services and local labor
- The possibility of getting closer to the population with social development actions

**In all cases, our priority was to respect the traditions of the place to make progress in the dialogue.**



### 2025 Challenges

To complete the San Carlos solar farm (Salta) while maintaining relationship standards with the community.

To commence and/or improve the relations in areas with new projects.

### Status

**Under process.** We are developing the works for San Carlos solar farm (Salta), during which we meet with the mayor and the neighbors interested in the project.

These dialogue instances allow us to address social (jobs) and environmental topics.

**Completed.** We started talks with local governments and stakeholders in the municipalities in which we present projects within the context of open consultations.



\* We do not have a strict process to record the feedback of stakeholders. For the moment, it is only informed at Board of Directors' Meetings and it is placed for consideration for each type of project to assess possible adjustments, if needed.

## Donations

We support public and private entities aimed at contributing to the wellbeing of the community, supporting vulnerable sectors or supporting social and environmental causes.

	FEBRUARY	MARCH	MAY	SEPTEMBER	OCTOBER	DECEMBER
Institution/ Space	Municipality of Piedra del Águila (Neuquén)	Municipality of Achiras (Córdoba)	Primary School No. 27 – Piedra del Águila (Neuquén) Casa M.A.N.U.	Provincial High School N. 32– Piedra del Águila (Neuquén)	School No. 315 – Piedra del Águila (Neuquén)	Neighborhood Committee Dr. Manuel Gálvez – Sauce Viejo (Santa Fe)
Type of donation	Food	Freezer	Food for education trip Unused furniture	Computer equipment	Non-perishable food	Furniture and healthcare appliances
Objective/ Impact	To accompany activities, promoting encounters and community joy	To strengthen the first-aid room and to improve the health-care response capacity	To reinforce commitment with education and territory development To collaborate with an association that provides care and a safe space for children between 6 months and 11 years of age living with HIV/AIDS, fostering an environment where they feel a sense of belonging	To improve the technological resources of the education establishment	To support the work of the school nutrition program, which is key for our collaborators' children	To improve the building and functional conditions of the community space



## Other charity actions

- **Puertas Abiertas program:** we receive students of energy-related courses of studies in all our operational sites, promoting technical learning and the link with the productive sector.

**67 visits in 2024 | 1,405 students and teachers visited our premises**

Operational site	Location	Visiting institutions
Central Nuevo Puerto	City of Buenos Aires	Technical School No. 9 Ing. Huergo, Instituto Pío IX, FI-UBA (Energy Conversion), UADE (Industrial Engineering), among others.
Central Termoeléctrica Brigadier López (thermal power station)	Santa Fe	UTN Santa Fe (Mechanical Engineering and Degree in Electrical Networks), UTN Rafaela (Thermodynamics and Thermal Machines)
Mendoza thermal power station	Luján de Cuyo – Mendoza	Technical school of Universidad de Mendoza, Technical School 4-117 Ejército de los Andes
Vientos La Genoveva wind farm	Cabildo – Bahía Blanca (Buenos Aires)	Technical School René Favaloro, Coronel Suárez Catholic School
Achiras wind farm	Achiras – Córdoba	Universidad Nacional de Villa María, Universidad Nacional de Río Cuarto, among others

- **Un TECHO para mi país:** we participated in the building of an emergency house together with collaborator volunteers in the Western area of Greater Buenos Aires, in partnership with TECHO.

**BENEFIT: HELPING VULNERABLE FAMILIES GAIN ACCESS TO SAFE AND DIGNIFIED HOUSING.**

- **Cooperativa La Juanita:** we bought Christmas bread from the cooperative, as we do every year, strengthening social economy and local development.

**BENEFIT: SUPPORT TO PRODUCTIVE INITIATIVES WITH POSITIVE SOCIAL IMPACT.**

- **DONATION FOR THE FOUNDATION ARGENTINOS POR LA EDUCACIÓN:** we donated **USD 50,000 (+USD 10,000 in comparison with 2023)** to support projects focused on the use of data, consensus-building, and educational campaigns.

**BENEFIT: PROMOTION OF PUBLIC POLICIES FOR QUALITY EDUCATION.**

**2024 ACHIEVEMENTS:**

- We strengthened the relationship with local governments
- We offered work opportunities to local communities

**2025 CHALLENGES:**

- To participate in actions fostering education in the communities in which we are present
- To expand local participation in the rendering of services
- To enhance dialogue and relationships with local governments and communities

# Diversity and equal opportunities

We work to create an organizational culture that promotes and strengthens equal opportunities and diversity throughout our value chain, eliminating all types of discrimination in the workplace.

## What are our goals?

- To be an attractive Company
- To avoid turnover due to gender or discrimination issues
- To retain our talents

### **We do not tolerate any form of discrimination or harassment in the workplace**

Central Puerto promotes a culture based on respect, inclusion and equity. We are committed to creating a work environment free from any type of harassment based mainly on race, color, religion, gender, sexual orientation, gender identity, age, political thought, nationality or disability.

Acts of harassment or discrimination against collaborators, job applicants, clients, suppliers, and/or contractors are strictly prohibited in all our facilities.

### **During 2024, we received no discrimination complaints**

## 2025 challenges:

- To raise awareness in collaborators regarding diversity and inclusion.
- To participate in programs that generate networks of contact, support and development among colleagues of the energy sector.

# We seek to increase the participation of women in the energy industry

With the invaluable help of the Inter-American Development Bank (IDB), we launched a program aimed at broadening women participation in a male-dominant industry. Thanks to the support of IDB, we have technical tools and guidelines that allow us to implement initiatives oriented towards the lure, development and retention of female talent in our organization.

The following are the main initiatives that permitted us build a more equitable, inclusive and diverse organizational culture in 2024:

## Activities > Practice for young professionals:

Internship plan for students who are soon to graduate, as a complement of their academic education by means of practical experience in our wind farms.

We counted with 15 interns (10 men and 5 women) in 2024 who performed tasks in the Renewable Energy, Procurement and General Services, Legal, Hygiene, Safety and Quality, Maintenance, Operations, Strategic Planning, Treasury, and General Management Departments.

### Goal

To lure women as the market has little feminine talent in this type of course of studies.

## Activities > Revision of inclusive language in job openings:

All our job-opening posts are written in inclusive language, without any gender distinctions, to be more attractive and to encourage women to apply for the job.

### Goal

**50%** of women participating in shortlists of three candidates.

## Activities > Minimal quota for women requirement:

In any finalist shortlist of three candidates for each job opening, there must be, at least, one woman.

### Goal

**21,51%** of women hires

## Activities > Lactation room:

we improved the reserved space in the NP power station with the aim of promoting breastfeeding, facilitating a room exclusively to pump breastmilk and its proper conservation during working hours.

### Goal

**0%** of women rotation based on the incompatibility of newborn care and the reincorporation to the workplace.

## Activities > Present for nursing women:

We continued giving a device as a present for the reincorporation of nursing women for the proper conservation of breastmilk during the commute from work to their homes.

### Goal

**0%** of women rotation based on the incompatibility of newborn care and the reincorporation to the workplace.

**Activities > International LGBTTIQ+ Pride Day:** we celebrate this date with a post in our internal communication platform to promote tolerance, respect, integrity and equality among collaborators.

**International Women's Day:** we organized a breakfast with the women that work in CPSA as an opportunity to get to know each other and share our experiences. In addition, we delivered 150 gifts for the women of all the power stations.

**Goal**

To promote diversity, equality and respect among our collaborators.

**Activities > International Day against Breast Cancer:** Dr. María de las Mercedes Dabat conducted a talk about how to improve health in general and how to reduce the incidence of breast cancer. The meeting allowed for a Q&A space so that participants could be properly informed about breast cancer prevention.

**Goal**

To raise awareness and prevention regarding the health of women in the Company.

**Activities > Granting new benefits to the employees:**

- **1,345** birthday presents → **+164 in comparison with 2023**
- **150** plants gifted for March 8 → **+70 in comparison with 2023**
- **19** annual presents for the birth of employees' children → **+6 in comparison with 2023**
- **646** Children's Day presents → **+3 in comparison with 2023**
- **673** gift cards for employees' school-aged children → **+363 vs 2023**

**Goal**

To create a greater identification with the Company

**Activities > Exit interviews** to understand if any person is leaving the Company due to discrimination.

**Goal**

Exit interviews for 100% of the people leaving our Company.

**Activities > Internal movements:** aligning the expectations of our collaborators with the needs of each area, we conducted 16 internal movements (9 women and 7 men) to retain our talents and to develop the maximum potential of our collaborators.

**Goal**

To increase internal movement to avoid brain drain.

2024 achievement:

# Female talent promotion

During 2024, 56% of promotions corresponded to women, thus reflecting our Company's commitment with equal opportunities and professional development.

In total, we had 9 promotions distributed in different areas:

Área	Promotion #
Finances Management	3
HR	2
General Management	2
Legal Department	1
Commercial Department	1

These advances cover different trajectories: from collaborators that started their professional journey as interns and moved on to as young professionals, to analysts that thanks to their performance and leadership undertaken head positions.



## Equal pay

We safeguard equal opportunities and equal salaries without distinctions.

Regarding the **personnel under the collective bargaining agreement**, there is a salary structure determined by the union, where equal responsibilities mean equal salary. Currently, **76%\* of our employees are under a collective bargaining agreement**. This means that as they fall within the established salaries, there is no difference regarding gender. Any difference that may exist between one position and the other (regardless of gender) is justified by the concept of "seniority".

As regards the personnel not included in the collective bargaining agreement, even though we do not have a remuneration structure defined for each position/seniority, we do make sure that the salary definition process is the same for all. Before any incorporation/movement of personnel, we take the structure of the area as a parameter and, based on it, it is checked whether such incorporation/movement is feasible so as not to break internal equity. This way, we ensure consistent criteria regarding compensations, regardless gender or any other personal characteristic.

\*The 3% decrease in comparison with 2023 is mainly explained by the increase of total personnel (+2.6%), since the reduction of people under the collective bargaining agreement was lower (-1.7%).

## Parental leave

**100%**

of the people on parental leave  
returned to work.

**100%**

of the people who took parental  
leave 12 months ago continue  
working in the Company

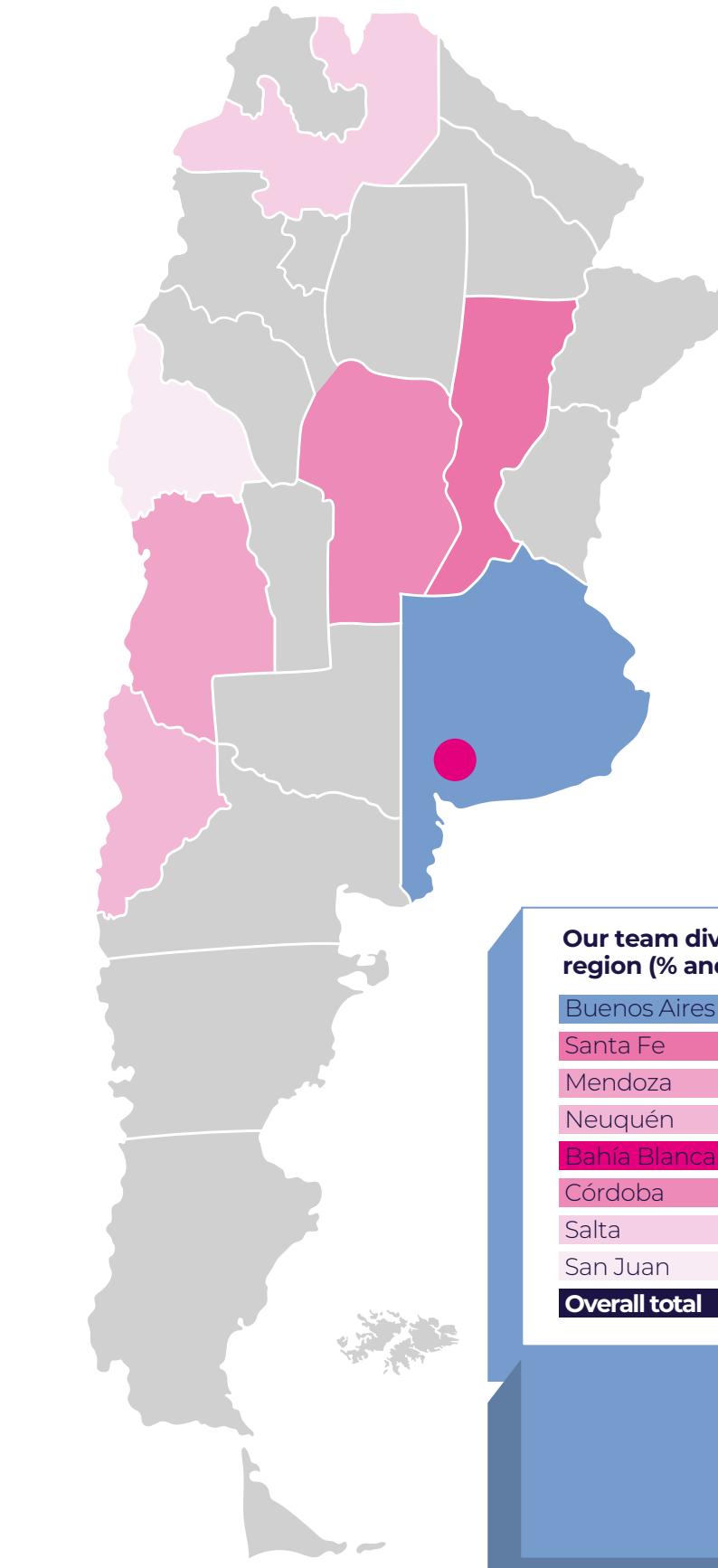
For more information on parental leave, click here

**[click here](#)** 

# Management, motivation and development

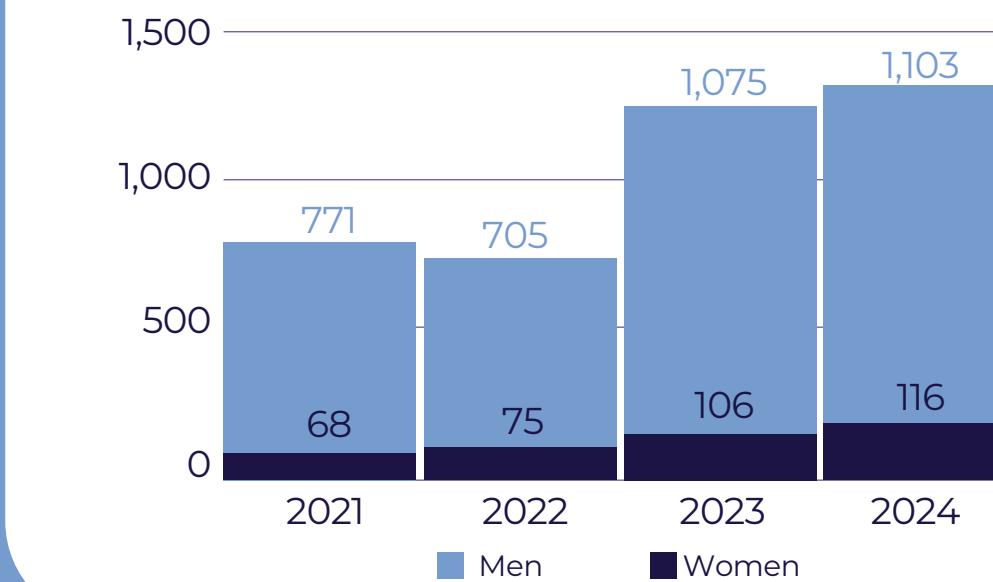
We work to lure and retain the best talents, strengthen their skills through soft & hard skills theoretical and practical training plans, and consolidate their development through **performance management**.

## A federal team



## Our team divided by gender

71% more women are part of our team (in comparison with 2021)



**Total 2021: 779**

**Total 2022: 780**

**Total 2023: 1,181\***

**Total 2024: 1,219**

## 2024 achievements

We launched the **Production Management Internship** Program at Central Térmica Costanera -thermal powerstation- (Operations and Maintenance)

**1 female and 4 male interns in 2024**

## 2025 challenge

To include AI in management processes

### Team Building sessions

So as to consolidate relationships and work better as a team, we developed **four team work sessions** during 2024.

**Who took part?** The following:

- IT Department
- Commercial Department
- Finances Department
- Heads

\*The year-on-year variation is explained by the acquisition of Central Costanera.



## We train our team

The **Annual Training Plan (ATP)** is reviewed annually with each area so as to adapt it to current needs. In addition, we have a **General Training Procedure** which defines the methodology to plan, implement and assess the result of training activities.

- **Training is key to enhance the development of our collaborators**
- **6,399.50 training hours in 2024**

Category	Overall total*		
	2022	2023	2024
Managers and Assistant Managers	2,639	395	187.50
Other personnel	6,471	5,583	3,888.50
Interns	20	74	30
Professionals	4,537	4,974	2,293.50
<b>Total</b>	<b>13,667</b>	<b>11,026</b>	<b>6,399.50</b>

\*The decrease in the training is due to a focus on face-to-face sessions instead of e-learning ones, which implied reducing the amount of participants per training (25-40 in-person in comparison with 150-200 in e-learning modality).

## Financial aid policy:

We foster the continuous professional development of our talents. For that reason, we have a financial aid policy aimed at accompanying those who decide to pursue postgraduate studies, such as Master degrees, MBAs, or diploma programs in Argentina. This initiative seeks to boost their knowledge and strengthen their position performance.

**In 2024, we granted 3 scholarships for collaborators that started their Master degree**

## Annual Training Plan 2024 achievements:

- We implemented the Corporate Development Seminar Series with a hybrid scheme
- We offered training sessions for managers and directors
- We offered training sessions to standardize work methodologies for the Operations and Maintenance personnel
- We implemented training indicators to get to know the impact of efforts and check whether the investment in training is justified and performance is appropriate.

### 2025 challenges:

- To implement training sessions for all the Company.
- To conduct practical workshops on organizational skills for analysts and practical workshops on leadership skills for Supervisors, Heads and Managers.

## Progressive improvements plan for training programs

We seek to progressively incorporate practical tools that contribute to the strengthening of the individual and collective skills of teams. For that purpose, we conducted a needs/skills mapping which served as the foundations to design the programs presented below:

Seminars cycle for the training of analysts

### Objective

To strengthen and incorporate basic and essential skills, common in the business areas which allow for the improvement of work teams' individual and group performance.

### Topics

Communicative skills, flexibility and adaptability to change, self-leadership, change management, project management

### 2024 News

124 analysts participated in the remote training program designed together with UCEMA

Training workshops for Heads/ Managers

### Objective

To strengthen the skills of those who hold managerial positions.

### Topics

Difficult conversations and feedback

### 2024 News

We designed 2 hybrid workshops for approximately 60 leaders with the support of the consulting agency Manpower

Corporate trainings

### Objective

To modify behaviors, generate commitments and raise awareness

### Topics

Safety and hygiene, Environmental, Quality, Occupational health, IT (cybersecurity)

Technical and functional trainings

### Objective

To acquire knowledge and specific skills related to the operation or specific needs of an area

Learn more about our tools to assess the efficacy of the trainings [here](#)

# Performance assessment

**In November 2023, we implemented the Performance Management Platform (HR Advant) to assess the performance of the administrative personnel covered or not covered by the collective bargaining agreement.**

**Then, in January 2024, we incorporated the definition of Objectives to the performance process.**

By establishing Objectives for each person, we seek to:

- Maximize the contribution of the people to the organization setting forth in a conscious manner the results that each individual must achieve
- Detect training needs
- Generate actions oriented towards the development of people
- Favor communication towards a common goals
- Optimize interpersonal relationships

## Stages of the Performance Management Process:

**Supervisors  
set forth objectives,  
actions, metrics  
and expected  
results**

**Midyear: 1st  
review instance**  
Self-assessment, supervisor's  
assessment and  
Agreement Assessment  
(feedback sessions)

**End-of-year:  
2nd review  
instance**

**357**  
collaborators  
assessed  
(+42.8% in comparison  
with 2023)

**75.4%**  
MEN  
—  
**24.6%**  
WOMEN

+ Performance Management Indicators

### 2024 achievement

We conducted Leaders Workshops (feedback and assessment sessions)

### 2025 Challenges

To implement coaching sessions for Directors

## Freedom of association

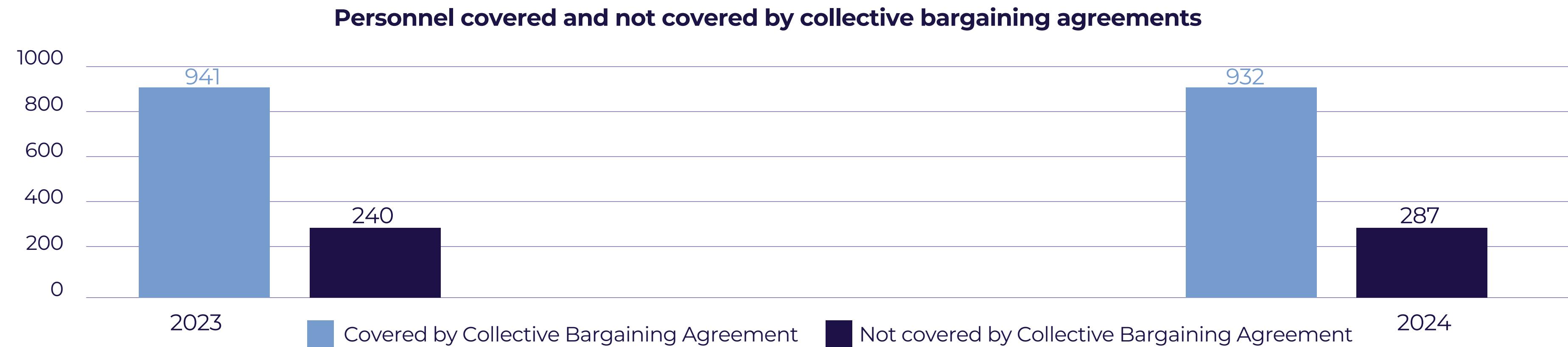
Central Puerto respects the fundamental right of free participation of our collaborators in union activities. 76% of our employees are covered by the Collective Bargaining Agreement of some of the following unions:

### Sindicato de Luz y Fuerza Capital Federal

Federación Argentina de Trabajadores de Luz y Fuerza y los sindicatos regionales de acuerdo con cada planta

### Asociación del Personal Superior de Empresas de Energía

Asociación de Profesionales Universitarios del Agua y Energía Eléctrica



# Health and safety at work

We work on hazards identification and risk assessment, incidents investigation and potential emergencies in our sites and the communities in which we operate. Our compliance with the regulations in force\*, International Labor Organization (ILO) Conventions, the implementation of operating controls and people's awareness contribute to achieving a safe and healthy work environment.

**Occupational Health and Safety management is part of the Integrated Management System (IMS) and is certified as per ISO 45001.**



**2024 achievement:** we expanded the ISO 45001 Certification to Mendoza and San Lorenzo

**100% of the personnel is included in the Prevention Management System**

Operatives Sites		
Year	Own personnel	Third parties
2022	782	9,951
2023	1,181	2,783
2024	1,198	1,861

Projects and works		
Year	Own personnel	Third parties
2024	27	4,714

## Health and safety of contractors.

Before entering our sites, contractors must comply with our corporate procedure and present all the documentation required. Among the requirements we assess, we can find: formal registration of workers, conducting medical exams, training sessions on safety and hygiene, and the specific insurance for the activity to be developed, among others. In addition, during the performance of the tasks, we conduct field inspections, analyze the statistics presented by the companies and hold meetings with their personnel responsible for health and hygiene.

\*Occupational Risks Act (24557); laws, regulations and resolutions issued by the Ministry of Labor, Occupational Risks Superintendence, Energy Secretariat and ENRE [Argentine Electricity Regulatory Entity]; laws, regulations and resolutions issued by controlling entities established in the region we operate; legal matrix of Central Puerto S.A; internal rules and procedures developed for the treatment of specific critical risks; NFPA international regulations and ISO 45001 -Occupational Health and Safety Management Systems.

## We identify hazards, assess risks and investigate incidents

### What is our process like?

- 1) We prepare a tasks classification matrix\*
- 2) We identify the hazards of each task
- 3) We assess the risks for the definition of operating controls
- 4) We implement operating controls and activities follow-up
- 5) We establish safety and occupational health objectives and goals based on the identified significant risks

\*All the personnel are aware of the risks associated with their activities. In addition, we train the teams regarding those risks, so that they can detect them and know how to act when they occur. In particular, the critical risk activities are identified and there is a prevention methodology for each risk.

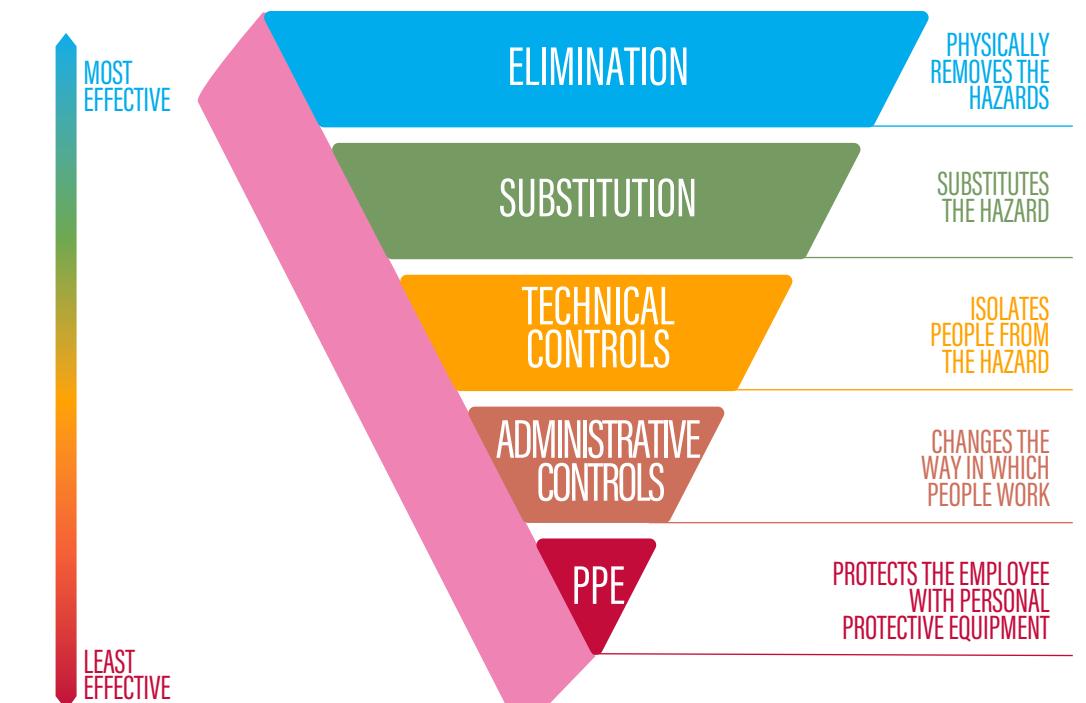
During 2024, we continued working on the **“Hazards and Critical Risks Management”** based on our Hazards Identification Matrix and risks assessment, registered incidents and the regulatory framework in force.

### HAZARDS AND CRITICAL RISKS

- Height
- Fire/Explosion
- Electric
- Confined spaces
- Hoisting
- Excavations
- Asbestos
- Chlorine
- Industrial Diving
- Industrial radiography

This definition allows us to focus on the preventive strategy to implement the following control hierarchy:

### CONTROL HIERARCHY



### 2024 challenges fulfilled:

1. We developed and updated the procedures to ensure hazards control
2. We improved the Preventive Management indicators
3. We developed and implemented a methodology that allows for preventive management, making the necessary resources available in the different stages of the projects' life (Development, Construction, Operation and Closing)

To learn more about our incidents management, [click here](#) 

## Labor monitoring

We implemented a systemic planning of labor monitoring\*, oriented towards legal compliance with the regulations in force and the risk analysis. This planning includes the follow-up of physico-chemical and bacteriologic parameters, based on the exposure identified.

In addition, we perform specific monitoring in critical activities, such as work in confined spaces or in the presence of explosive atmospheres, to ensure safe conditions for the people involved.

**100% of the labor monitoring activities planned were performed in 2024.**

## Health, Safety and Hygiene Committee

**We promote the participation and consultation of workers regarding Health and Safety at the workplace.**

The area of Hygiene and Safety administers and leads specific committees in each operating site, formed by representatives of different sectors and managements. These committees play a key role in the bidirectional communication, allowing to **identify improvement needs, conduct the follow-up of preventive actions and boost corrective projects**. The frequency of their meetings varies based on the regulatory framework in force and the characteristics of each unit, and they have the powers to submit recommendations and promote corrective actions.

The improvement needs detected are addressed pursuant to the findings treatment procedures, ensuring the corresponding follow-up and proper communication regarding their status.

In addition, Hygiene and Safety Management, together with the Occupational Health area, hold monthly meetings with an agenda focused on the total preventive management of the Company, aligned with the regulatory framework in force.

**2024 achievement: we held bimonthly Hygiene and Safety Management follow-up meetings in all operating sites.**



**This year we conducted a Hygiene and Safety workshop again** in which Quality and Occupational Health participated.

**Objective:** to integrate the professionals of the Hygiene and Safety team and to align criteria consistent with the corporate prevention strategy.



\*Analyzed and conducted based on the legal requirements and risks maps. These risk maps are presented annually to ART (Labor Risk Insurer) for the proper follow-up of workers' health and compliance with the regulatory framework.

## Occupational health services

Occupational Health Services play a key role in the identification, elimination and mitigation of risks and labor hazards. We ensure the quality of these services and facilitate access to workers through:



- **Primary, secondary and third care of pathologies** for all personnel, which includes our own personnel and third parties
- **Pre-occupational exams, periodic exams, home visits and referrals**
- **Development of primary prevention campaigns** on high-impact and prevalence, such as flu vaccination, and high-blood pressure checks
- **Annual training plan:** definition and conduction of courses governed by the regulations in force and based on the needs of the areas (special conferences/ health fairs/ informational walk-throughs)
- Participation in **internal and external audits**
- Management of **specific procedures:** contractors' entrance, treatment of pathogenic waste, among others
- **Internal and external personnel onboarding**
- Organization of and participation in **emergency drills**
- Biweekly meetings with top management, where **goals, objectives and emerging topics are analyzed**
- Participation in **coordination meetings led by the Hygiene and Safety area**, with the presence of our own workers and outsourced ones
- Preparation of technical specifications for bottling water and repellents, to **prevent diseases such as dengue**
- Monthly revision of the canteen menu, together with the Nutritionist of the licensee, **proposing duly food improvements**
- **24/7 telephone support for medical consultations** and the development of a telehealth circuit that facilitates access to healthcare systems

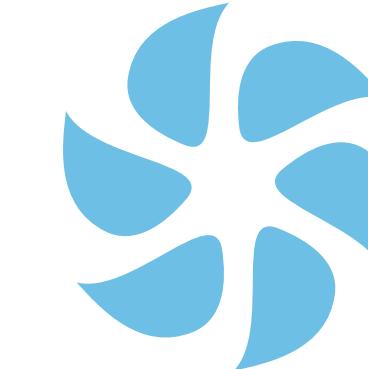
### 2024 achievements:

- We conducted drills in Operating Sites and Works
- We acquired new equipment to improve the response management upon emergencies

## Voluntary health programs

We developed these programs with the aim of addressing **non-labor risks**, such as:

- On site tobacco cessation program
- Prevention of cardiovascular, diabetes and obesity risk factors
- Campaigns to raise awareness on the proper use of personal protection elements
- Seasonal conditions prevention (heat stroke, viral diseases)
- Prevention of different types of cancer: colorectal, prostate, breast and gynecological cancer
- Vaccination campaign against pneumococcus for special populations
- Commemoration of special medical dates of the WHO with specific talks and training sessions



## Training sessions on health and occupational safety

In 2024, we redefined our **training plan** including all the topics on Hygiene, Safety and Occupational Health required by the regulations in force and the hazards identification and risk assessment matrix.

**+1,500**

collaborators trained  
in health and safety

**+1,900**

hours of training (+10% in  
comparison with 2023)

### The main topics were:

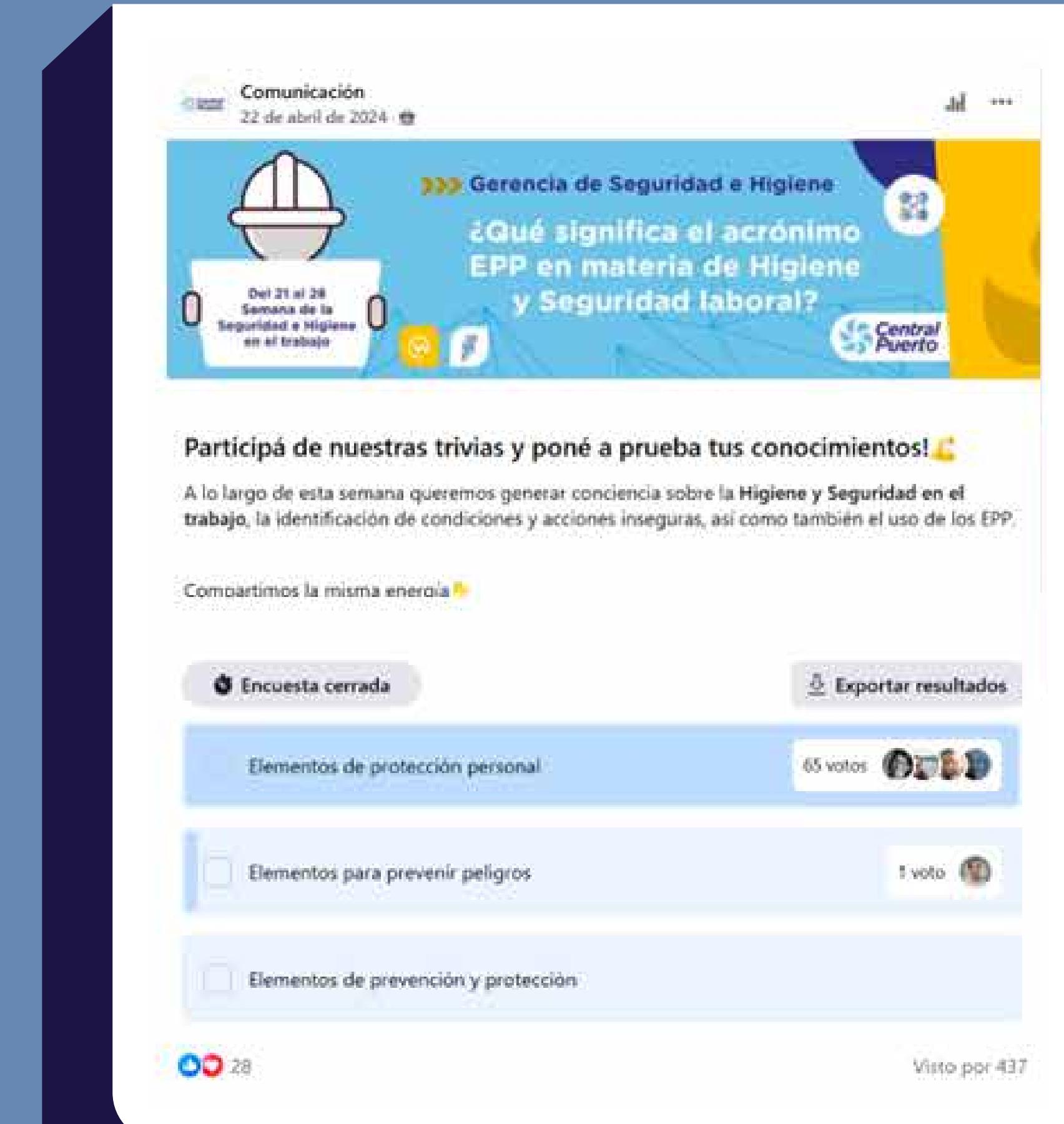
Authorization to handle auto-elevators  
Cars defensive driving (theoretical)  
Use and preservation of Personal Protection Equipment  
Blocking and Labeling  
Emergency Brigade - Self-protection plan  
Electrical Risk  
IMS, Enaxis and Risks analysis  
Safe operation of people elevator platform  
Preparation and response upon emergencies - evacuation  
Defensive driving (practical)  
Fuel loading and unloading

Overhead crane and mobile crane operation authorization  
First respondent  
Noise and Asbestos risks  
Ergonomics (Administrative - Active pauses)  
High-rise work  
Use and manipulation of chemical substances - GHS  
Work permits - Risk matrix  
Energized work authorization  
Hot work and confined spaces  
Preparation and response upon emergencies - chlorine plant  
Ergonomics (Operating - Manual lifting of loads)

## Safety week

In April 2024, we continued with our annual tradition of organizing this event under the motive **“Let’s work together to continue improving and building a safe working environment for everyone”**. Our main objective was to raise awareness on the importance of the use of Personal Protection Equipment (PPE) and the identification of unsafe conditions and actions, to continue on building a Preventive Culture.

To that end, we implemented videos related to prevention, awareness-raising talks; we placed banners; and we developed trivia for all our collaborators.



The image is a screenshot of a communication post from the Central Puerto official account. The post is titled 'Comunicación' and dated '22 de abril de 2024'. It features a graphic with a hard hat icon and the text: 'Del 21 al 28 Semana de la Seguridad e Higiene en el trabajo'. The main text in the post reads: 'Gerencia de Seguridad e Higiene: ¿Qué significa el acrónimo EPP en materia de Higiene y Seguridad laboral?'. Below this, there is a call to action: 'Participá de nuestras trivias y poné a prueba tus conocimientos!'. A descriptive text follows: 'A lo largo de esta semana queremos generar conciencia sobre la Higiene y Seguridad en el trabajo, la identificación de condiciones y acciones inseguras, así como también el uso de los EPP'. There are three trivia questions listed: 'Compartimos la misma energía' (closed poll with 65 votes), 'Elementos de protección personal' (closed poll with 1 vote), and 'Elementos para prevenir peligros' (closed poll with 28 votes). The post has been viewed by 437 people.

## Professional injuries and diseases related to work\*

During 2024, we achieved a relevant improvement in the development of accidents rate with loss of days in comparison with the previous period.

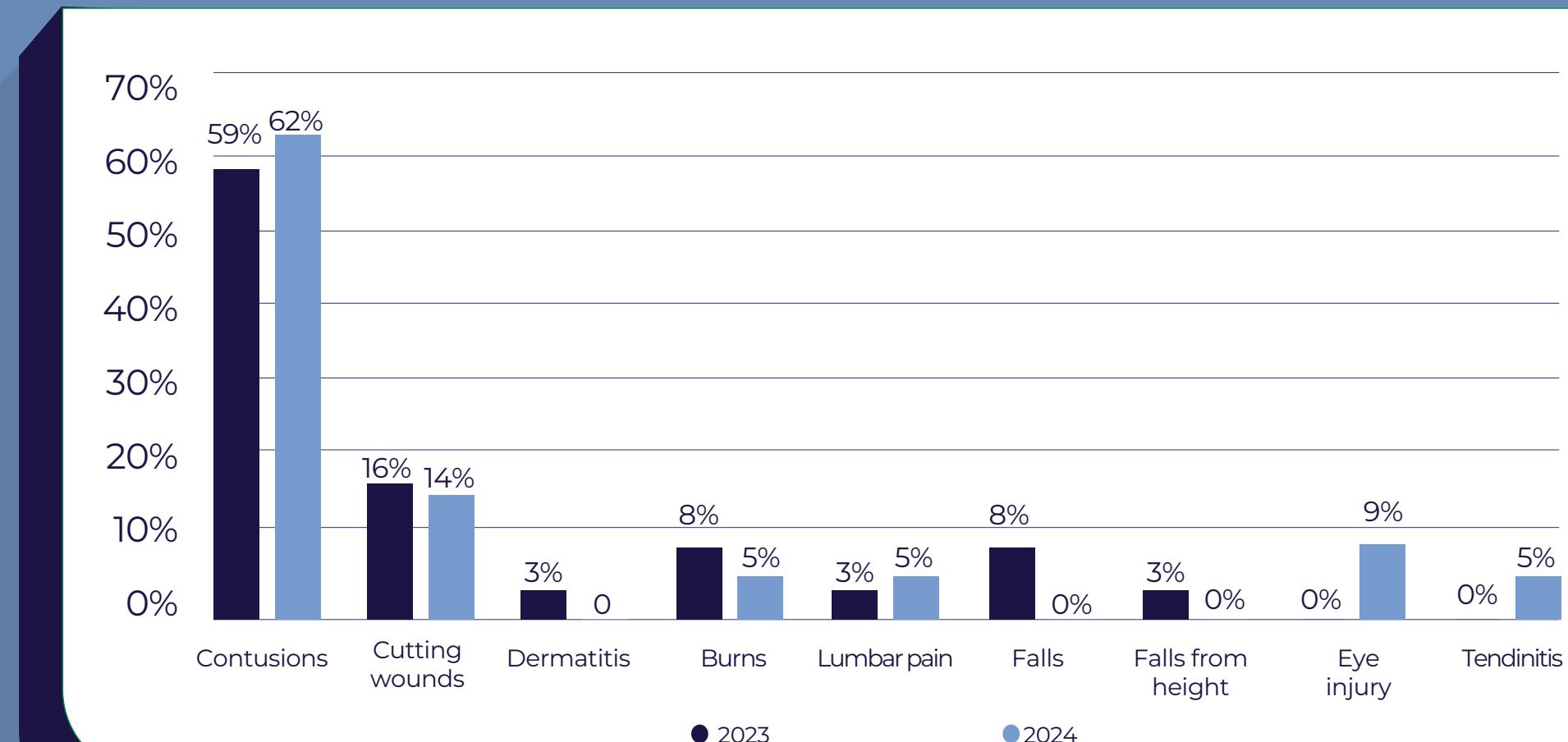
Operativing Sites	2022	2023	2024
Accidents	26	36	21
Hours worked	2,066,591	3,288,591	4,225,282
Work-related accidents with loss of days	12.58	10.95	4.87
Fatalities	0.0	0.0	0.0
Mortality rate	0.0	0.0	0.0
Amount and rate of high-consequences injuries	-	0.0	0.0

For this calculation, the following criterium was adopted:

- The data corresponds only to operating sites
- The rate of work-related accident is calculated as follows = (Amount of injuries for accidents/hours worked) x 1,000,000

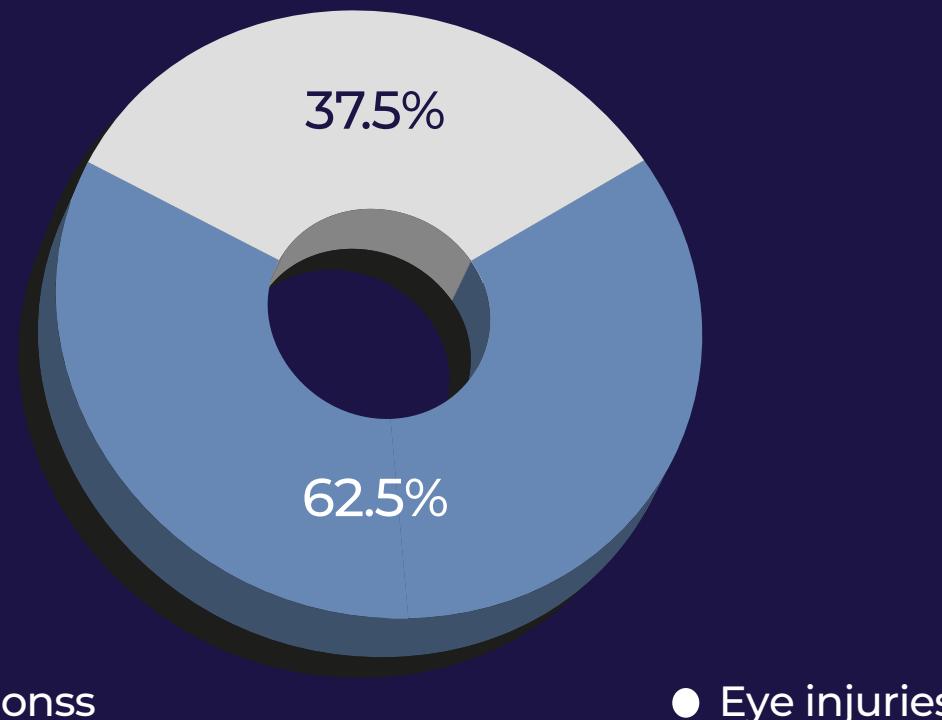
\*We do not have any information regarding accidents, fatalities or injuries of workers not employed by the Company.

Accidents throughout this period were minor/moderate as per this classification:



Projects and works	2024
Accidents	8
Hours worked	880,848
Work-related accidents with loss of days	9.08
Fatalities	0.0
Mortality rate	0.0
Amount and rate of high-consequences injuries	0.0

We did not record any serious or fatal accidents in any of our sites during 2024.



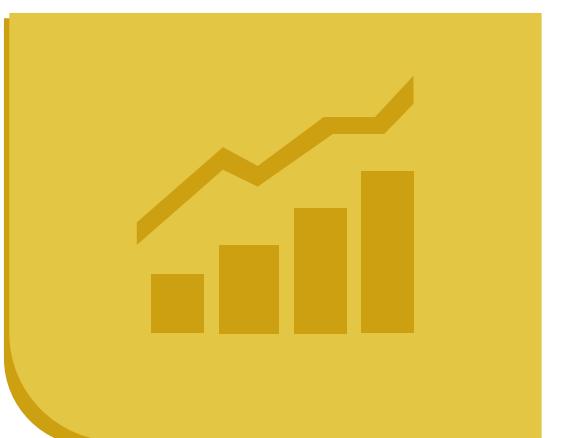
## 2025 Challenges:

- To keep and strengthen the management of incidents, reports and findings treatments
- To improve the signaling of critical risks areas in the power stations
- To implement a new procedure for contractors and new requirements for entering the power stations
- To keep the management system ISO 45001 updated by performing periodic follow-ups
- To develop control tools for the follow-up of fire systems
- To implement the contractors entering system for Guañizuil IIA solar farm.

# 04.

## **Economic performance and corporate governance**

- Economic performance
- Incidents and systemic risks management
- Investment in infrastructure
- Supply chain management
- Ethics and fight against corruption
- Digitalization and cybersecurity



# Economic performance

We prioritize compliance with our economic and financial objectives, focusing on our **operations efficiency, transparency, and sustainability** to create **long-term value** and to continue leading the Argentine energy market and growing in the forestry market.

We diversified our business portfolio which, in addition to efficient and renewable energy, covers other commercial activities with comparative advantages for our stakeholders.

**In 2024, +60% of revenues from the sale of energy were in USD. 45% of sales were under agreement. Adjusted EBITDA margin on sales was ~40%.**

**For more information on our economic and financial performance, click **

	2023			2024		
	Sales revenues	Adjusted EBITDA**	Investments	Sales revenues	Adjusted EBITDA**	Investments
MM ARS	313,568	278,866	63,578	738,170	316,664	164,908
MM USD *	536,9	277,8	78,6	671,3	288,0	159,7

\* Figures in ARS reported in the Company's financial statements were converted into USD for the reader's convenience using the exchange rate on December 31, 2023 and December 31, 2024, respectively. Translations should not be interpreted as a statement that the figures in ARS have been converted or can be converted into USD.

\*\* Adjusted EBITDA is presented net from depreciation, the variation of the biological asset, and exchange rate difference and interest related to FONINVEMEM.

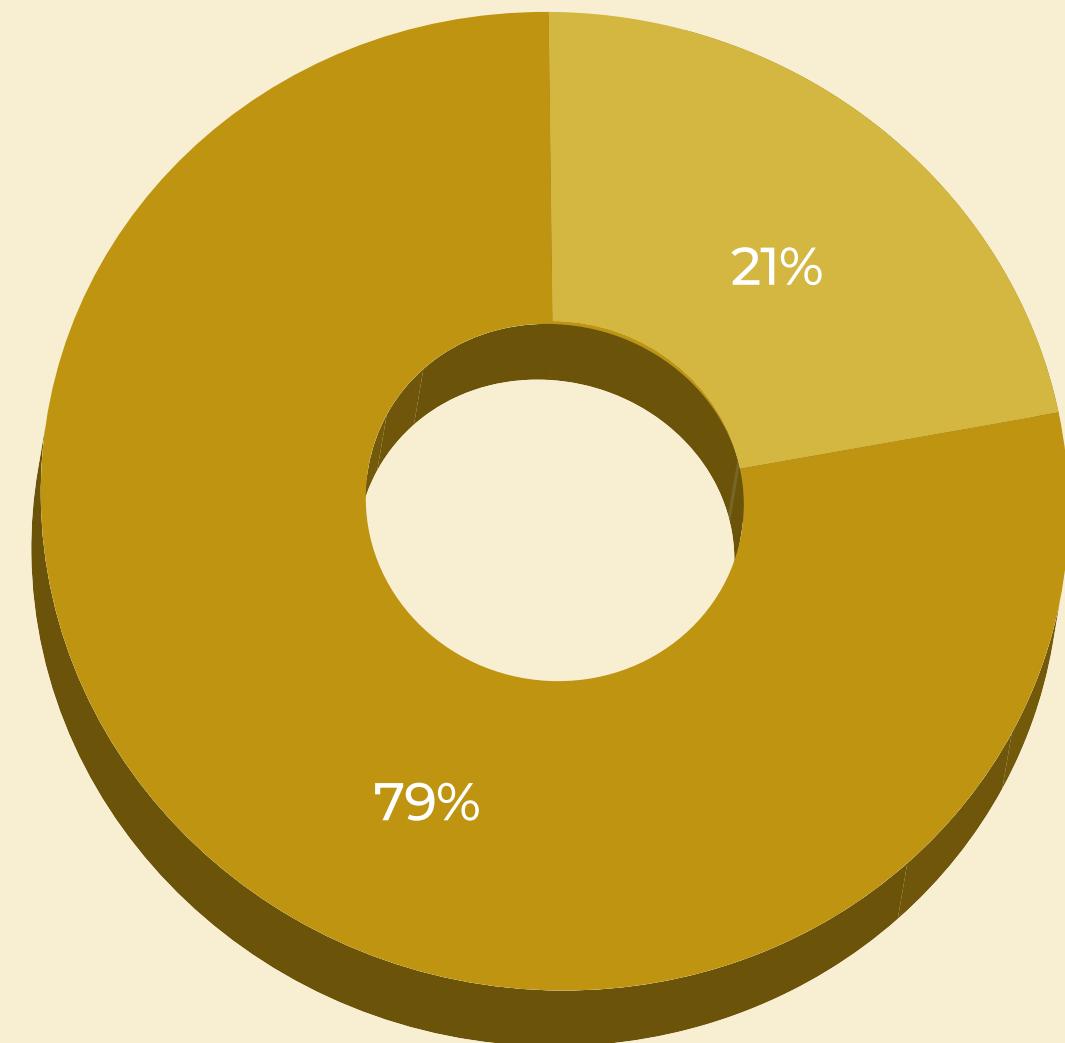
\*\*\*Source CAMMESA. Total SADI annual energy generation.

## Energy generation market share of the private sector (TWh)

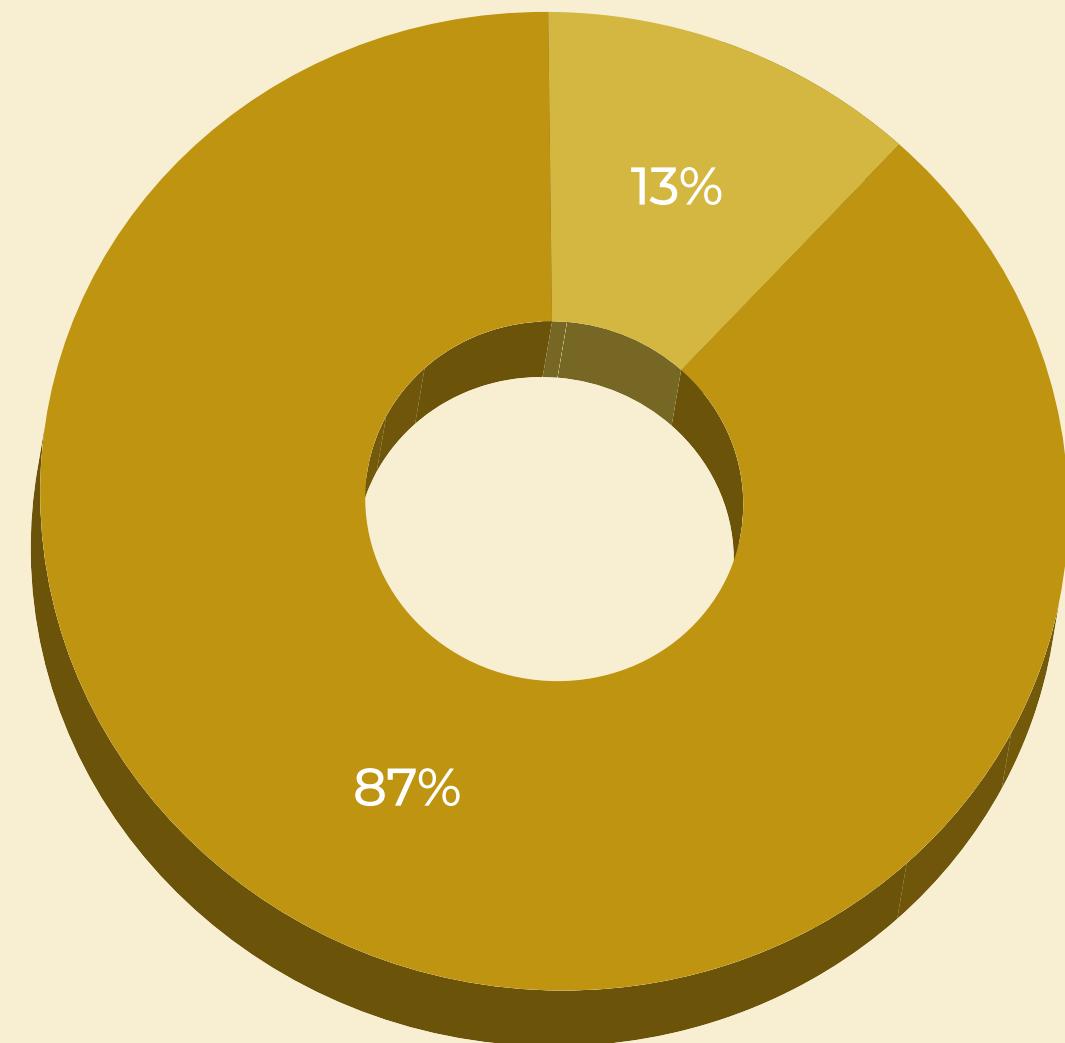
Total SADI energy generation of the private sector and market share 2024

In 2024, we were the leading electric generation company.  
**16% (21.6 TWh) is our 2024 market share**

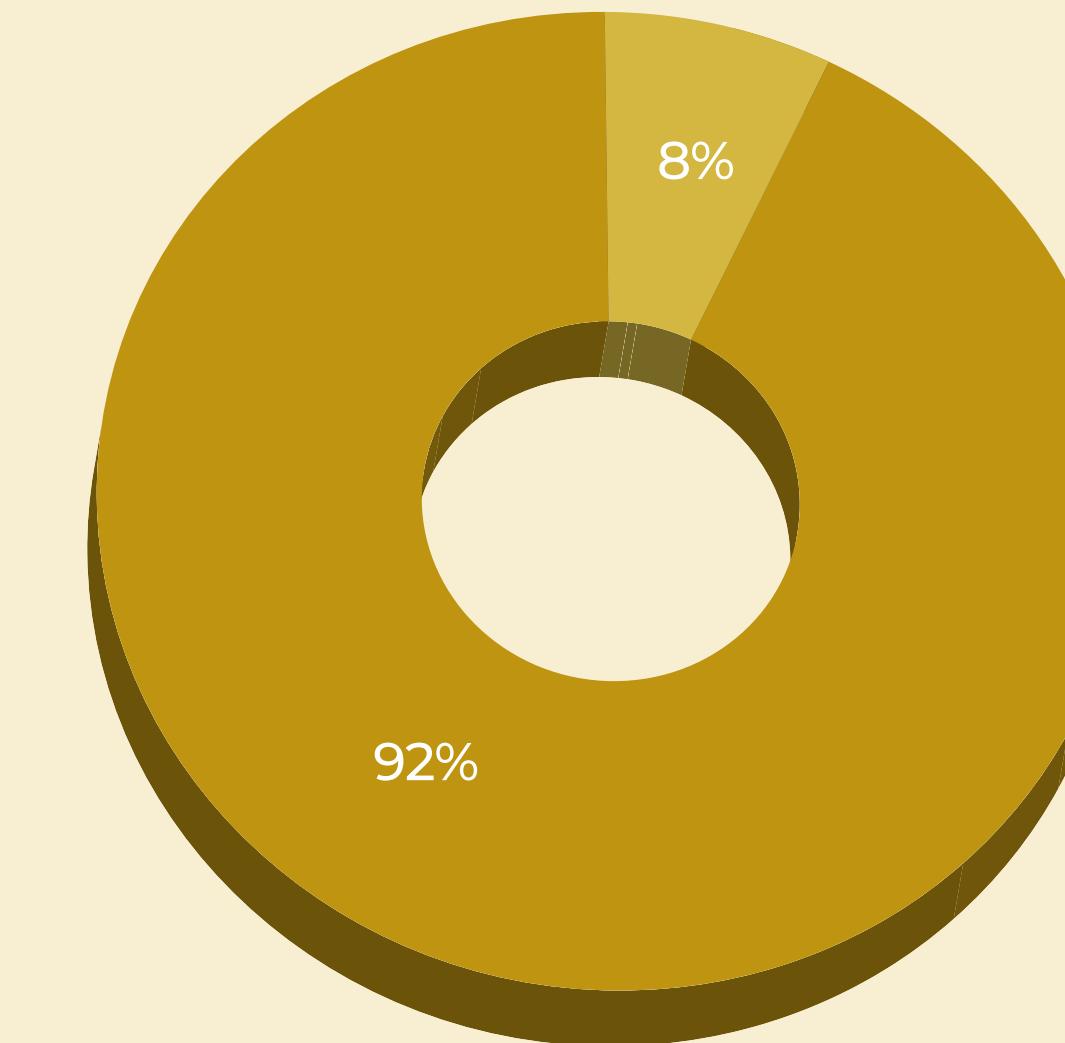
**Thermal energy generation**



**Hydroelectric energy generation**



**Renewable energy generation**



● CPSA ● REST

● CPSA ● REST

● CPSA ● REST

## Sales profile and energy clients

Our business activity is based on a combination of sales to the spot market, agreements with CAMMESA and agreements with private clients. This contractual diversification allows us to ensure **stability in revenue and adaptability in response to the conditions of the energy market**.

**In 2024, approximately 60% of our revenue was sales in USD.**

The following are the main sale segments and their incidence in our revenue and volume of traded energy in 2024.

Type of revenue/agreement	% sales (MWh)	% 2024 revenue
Thermal and hydroelectric Spot Market (CAMMESA)	78.3%	48.3%
Thermal Energía Plus (CAMMESA and agreements) <sup>1</sup>	13.5%	23.7%
Renewable (under agreement) <sup>2</sup>	8.2%	5.4%
Steam sale <sup>3</sup>	-	5.4%
Sale of forestry products	-	3.0%
Resale of gas transportation capacity	-	2.1%
Resale to YPF EE	-	0.8%



<sup>1</sup>Thermal energy sales in USD.

<sup>2</sup>Renewable energy sales in USD.

<sup>3</sup>Steam sales were 2942 kiloton in 2024.

## Positioning strategy

So as to consolidate and strengthen our position in the Argentine energy industry, we have a diversified assets portfolio and we develop new investment opportunities related to the sector.

**Our strategy contemplates the expansion to business lines in sectors in which Argentina has comparative advantages.**

The four key components of our strategy are the following:

### 1) To consolidate our leading position in the energy sector

We continuously evaluate alternatives that generate value through investments based on the balance between profitability and exposure to risk. Within this context, we commit to keep our high operating standards and availability levels.

To this end, we implement a **strict maintenance strategy** based on recommendations by manufacturers and on systems of preventive and predictive maintenance.

#### Associated objectives

- To optimize the use of existent resources through holistic management from the commercial, administrative and technological dimensions.
- To capitalize the operational synergies of the power stations currently under construction, leveraging the integrations of systems, technical knowledge and shared networks of clients and suppliers.

### 2) To become a leading renewable energies company in Argentina

Different studies from organizations, such as the Argentine Chamber of Renewable Energies, show that Argentina has significant potential in renewable energies, especially wind and solar ones. We believe these renewable energies will account for an increasingly larger share of the country's installed capacity. In line with this context and as per the objectives established by Law No. 27191, which sets a 20% goal for the Argentine electric consumption for December 31, 2025, we seek to leverage this opportunity by **expanding our investments in the renewable energies generation**.

To advance in this objective, in 2016, we developed a fully-controlled affiliate with the specific goal of **developing, building and operating renewable energy generation projects**. This allowed us to develop and commission power stations and farms that expanded our renewable generation capacity and consolidated our market share.

## Commissioned power stations and farms:



**In 2024, we started building the solar farm San Carlos in the province of Salta, with a projected installed capacity of 15 MW. It is expected to be ready in the 4th quarter of 2025.**

### **3) To consolidate the Company as a relevant player in the forestry sector**

In line with our **objective to decarbonize our operations**, we acquired Forestal Argentina, one of the biggest forestry companies in Argentina

The future development of the industry will allow us to explore new business models, focusing on increasing and diversifying the sources of income, generating exports and evaluating the feasibility of carbon credits and the generation of energy from biomass.

**+160,000**

## hectares in 8 fields\*

# 1.8 million

of production capacity for more than 50 clients through 4 forestry-industrial centers

**US\$ 20 million**

## revenue in 2024



#### **4) To keep an adequate financial position and a solid cash flow**

We keep a relatively low indebtedness level, which reflects a solid financial position and our additional leverage capacity. This is due to the result of our responsible financial policies and stable cash flows.

So as to preserve these levels in the following years, we implemented a **strict maintenance program in our production units**, which contributes to keep high levels of electric energy dispatch availability and positive operating results.

To finance our expansion plans, we plan to use market mechanisms that optimize projects profitability, including loan agreements, such as credit lines and financing, and access to local and international capital markets.



\*Located in Argentine Mesopotamia: provinces of Misiones, Formosa, Chaco, Corrientes and Entre Ríos

## Investment plan for growth

**Our investment plan for 2024 was drafted to achieve the following objectives:**

- To explore opportunities for growth in electric generation through the development, construction or acquisition of assets in local and international markets.
- To identify synergies and optimize operating efficiency in all our Company.
- To evaluate corporate entrepreneurship opportunities in the mining industry.

**During 2024, we recorded concrete advances in line with these priorities. Regarding electrical generation:**

- **Opportunities for growth**
  - We commenced works for the conversion of the thermal power station Brigadier López from open cycle to combined cycle, which is expected to finish by late 2025.

**US\$ 185 million** ▶ of estimated investment for the additional steam turbine and the configuration of the combined cycle\*

**300,000 households** ▶ in the whole country could be supplied in a sustainable way

**San Carlos Project**, in the province of Salta, is in its last stage and also has an estimated execution term for late 2025.

**US\$ 18 million** ▶ of estimated investment

- **Flexible opportunities of corporate capital in mining and lithium**

- In April 2024, our affiliate **Proener** acquired a 4% interest in the Canadian company **AbraSilver**, owner of the gold mining project in Diablillos, Argentine Northeast area.
- Also in December 2024, we acquired 55 million shares of **3C Lithium Pte. Ltd.**, a company that has 100% interest in **Minera Cordillera S.A.**, holder of the rights of the “**3 Cruces**” project, located in the province of Catamarca. Funds are destined to drills, explorations and the development of the project.

**With an investment thesis based on including opportunities of flexible Corporate Risk Capital, of low exposure and high performance potential. Projects are located in unique geology in the world and within a favourable business environment.**

\*A steam generator with heat recovery and a steam turbine for the Siemens gas turbine of double fuel of 281 MW, which will increase the power station's capacity by approximately 140 MW, reaching a total installed capacity of 421 MW.

## Generated and distributed direct economic value (thousand ARS)



	20238	20248
<b>A. GENERATED DIRECT ECONOMIC VALUE (1+2+3)</b>	<b>1,701,775,321</b>	<b>981,153,331</b>
1. Net sales <sup>1</sup>	682,837,408	738,169,736
2. Financial investment income <sup>2</sup>	501,300,202	117,323,311
3. Other operating income <sup>3</sup>	517,637,711	125,660,284
<b>B. DISTRIBUTED ECONOMIC VALUE (4 + 5 + 6 + 7 + 8 + 9 +10)</b>	<b>1,435,706,323</b>	<b>692,098,622</b>
4. Operating, administrative and commercialization expenses <sup>4</sup>	158,150,929	171,711,498
5. Salaries, wages and social contributions <sup>5</sup>	128,333,372	129,292,518
6. Investment in fixed assets and other assets	339,326,957	178,251,197
7. Investment in the community <sup>6</sup>	25,231	109,975
8. Financial costs <sup>7</sup>	776,924,832	171,609,857
9. Other operating expenses	32,945,002	41,123,577
10. Taxes (10.1 + 10.2 + 10.3)	52,908,850	88,296,029
10.1 Income tax	39,062,716	81,457,995
10.2 Direct taxes	10,113,373	4,689,841
10.3 Taxes, rates and contributions	3,732,761	2,148,193
<b>WITHHELD ECONOMIC VALUE (A- B)</b>	<b>266,068,998</b>	<b>289,054,709</b>

<sup>1</sup> Net sales equal gross sales of goods and services, minus returns, discounts and bonuses.

<sup>2</sup> Financial income includes amounts earned from interest on financial loans and results from holding financial assets.

<sup>3</sup> Other operating income includes interest generated by clients, the net exchange difference of operating assets and liabilities, the recovery of insurance and other operating income.

<sup>4</sup> See Exhibit H of the Consolidated Financial Statements as of December 31, 2024. It does not include Property, plant and equipment depreciation; Intangible assets amortization; Expenses for employees' remuneration; Other benefits for long-term employees; Taxes and contributions; and Tax on debits and credits.

<sup>5</sup> The payroll includes salaries for collaborators, including the amounts paid to governmental entities (taxes, charges and unemployment funds) by employees. It normally does not include workers not employed and that perform operating tasks, which are normally considered as a service acquisition reflected as functioning expenses. Social contributions include period contributions (pensions, insurance, company vehicles and private health), as well as other social benefits, such as households, loans with favorable conditions, transport aids, scholarships and severance pay. It does not include training, the cost of protection equipment or other expense entries directly related with collaborators' tasks.

<sup>6</sup> Voluntary donations and fund investment in the community, whose beneficiaries are not part of the organization, include donations to charities, NGOs and research centers (not related with R+D with commercial objectives of the company), funding for community infrastructure development, and direct costs of social programs (such as artistic and educational events). The quantity only shows actual expenses made and not future commitments. Regarding investment in infrastructure, investment calculation includes the cost of acquired materials and labor, in addition to capital costs. Regarding sponsorship of ongoing services or programmes (for example, an organization financing the functioning of an installation open to the public), the investment amount includes operating costs.

<sup>7</sup> It includes loans interest, net exchange difference of liabilities and assets, and other financial costs.

<sup>8</sup> Figures expressed in thousand ARS as of Dec 24 (2023 figures were adjusted by inflation as per the comparative information of Balance Sheet 2024).

# Incidents and systemic risks management

**We seek to anticipate specific high-impact events which may have serious consequences for the environment and society. Parallelly, we developed mechanisms to reduce the contributions to systemic risks and failures of the energy sector.**

We have an **Environmental Impacts and Aspects Matrix** that works as the key tool of our Environmental Management strategy, facilitating decision-making in all operating sites. It is systematically reviewed and updated for each of the sites.

**We prioritize the investment in Renewable Energy Generation infrastructure**, which allows our large commercial clients to:

- Reduce their carbon footprint
- Fix their supply costs for extended periods, associated with the validity of the agreements

In addition, we supply **energy from high-efficiency Combined**

**Cycles**, which allows for costs and fuel consumption reduction. Moreover, these cogeneration and generation processes through Combined Cycle allow large clients to leverage energy and steam in a more efficient way, and to reduce greenhouse gases emissions. Therefore, we seek to enter into supply agreements based on these technologies.

During 2024, we implemented improvements and maintenance in the Units, from which, we highlight:

- Performance of scheduled maintenance at the times stated.
- Primary frequency regulation of generators: no incidents.
- Voltage regulation of generators: no incidents.
- Training of production personnel.
- Ensurance of the service provided to our clients through the renovation of backup agreements with other generators of the sector.
- Compliance with the procedures set forth by the Secretariat of Energy and the Entity responsible for dispatches to avoid electric grid collapses.



# Investment in infrastructure

**With the objective of ensuring an optimum quality of service, we maintain and invest in infrastructure to increase efficiency, foster renewable energy, and create new markets.**

We manage the quality of processes to meet the requirements of internal and external clients, ensuring that the production of generation units is conducted maximizing the principles of:



**SAFETY**



**AVAILABILITY**



**RELIABILITY**

## Maintenance and repair model

Our power stations have workshops, warehouses and premises suitable for conducting maintenance and repair tasks, both corrective and scheduled. Interventions are coordinated together with CAMMESA so as to avoid incidences in the interconnected electric system, therefore ensuring availability of units in critical moments of demand.

Maintenance of our premises is conducted through the combination of own resources and long-term service agreements with leading manufacturers in the world of generation technology.

**This models allows us to:**

- **Maximize operating efficiency**
- **Minimize unexpected outage**
- **Anticipate technical failure through predictive monitoring systems**

We have **long-term maintenance agreements** with the following strategic suppliers:

- **General Electric:** responsible for Nuevo Puerto combined cycle.
- **Siemens:** in charge of the combined cycle in Mendoza, the thermoelectric power station Brigadier López, and the cogeneration units in Luján de Cuyo and San Lorenzo.
- **Mitsubishi:** in charge of the combined cycle in Central Costanera.

By virtue of these agreements, suppliers provide materials, spare parts, engineering and qualified labor, executing tasks as per technical specifications and best global practices.

For **the steam turbine units and other thermal assets without agreements in force**, maintenance is conducted by own highly qualified technical personnel that operate under the recommendations and best practices of manufacturers. We also keep a strategic inventory of spare parts, which includes critical components no longer available in the market, which significantly reduces replacement times.

Within the renewable energy segment, we have long-term operation and maintenance agreements with:

- **Vestas Argentina S.A.** for wind farms La Genoveva I and II, La Castellana II, Manque and Los Olivos (in force until 2039–2040).
- **Nordex Energy Argentina S.A.** for wind farms Achiras and La Castellana (until 2028).
- **Huawei International Corporation** for solar power station Guañizuil II A (until 2025, under negotiations for extension until 2030).

This scheme allows us to **ensure sustained technical availability, adaptability to different fuels** (natural gas, diesel, fuel oil and biofuels), and a competitive positioning in the marginal dispatch curve of the Wholesale Electricity Market, thanks to the thermal efficiency of our assets and the technological diversity of the matrix.

We detail below the main interventions made during 2024 in the thermal power stations, hydroelectric power stations, and combined cycle units.

## Puerto Nuevo power station – Unit TV06

During 2024, we executed a **scheduled maintenance intervention in Unit TV06 of Puerto Nuevo power station**, originally expected to be an outage longer than seven weeks. Due to the overlapping with other critical activities, we restructured to a two-week intervention, redirecting approximately 95% of the resources originally planned for 2025.

**201,435,390 ARS**  
total investment

### Obtained results:

- **Increase of the gross active power from 225 MW to 232 MW**, with peaks of up to 240 MW as of December 20, 2024.
- **Improvement of natural gas specific consumption**, with flow reduction from 57 to 53 Dm<sup>3</sup>/h.
- **Removal of power drop spikes** thanks to the replacement of the speed regulator.
- **Recovery of normal conditions of operation** in intake valves and reheating systems.
- **Correction of thermal losses due to air leaks**, through the repair of forced draft fan pipelines.
- **Improvement in the operational stability of the turbine** through the control of push pads and improvement of rotor grounding.

These improvements affect thermal efficiency and operating reliability of the system.

## Piedra del Águila power station – Unit G4PA and G3PA

During October 2024, we conducted a minor scheduled maintenance in unit G4PA and G3PA of Piedra del Águila hydroelectric power station, which lasted between 12 and 26 days, respectively, and after 135,965 and 115,029 accumulated operation hours, respectively.

**32,918,399 ARS** total investment  
in G4PA

**61,685,585 ARS** total investment  
in G3PA

### Obtained results:

- **No deviations in the electric parameters of GSU transformers were recorded** in comparison with historical values.
- The trials of the **generator polarization index** showed values within the expected ranges for its level of service, **and therefore not requiring corrective actions**.
- The **dead water test was completed with satisfactory results**, verifying the integral functioning of the automatic speed regulator throughout servo movement.
- Polishing operations were performed on the runner blades, with no relevant signs of cavitation or structural impairment detected.
- The governor's control and electronic systems were updated, integrating enhanced control logic for greater accuracy in actuation signals.

This intervention contributes to the maintenance of the operational reliability level of the system.

## Mendoza combined cycle – Unit TG25/TV15

During October 2024, we conducted a minor scheduled maintenance in unit TG25/TV15 of Mendoza combined cycle, which lasted 6 days.

**185,817,441 ARS**  
total investment

### Obtained results:

Critical cleaning and inspection activities were performed on essential components of the combustion and thermal regulation systems. These actions help **maintain the unit's thermal efficiency by optimizing air intake and steam temperature control**, thereby reducing operational risks related to overheating or combustion instability.

**This maintenance was targeted at ensuring operational reliability of the generation train.**





## San Lorenzo power station

We conducted the first extended hot gas path inspection of the Gas Turbine, along with the first intermediate inspection of the steam turbine, minor inspection of the gas turbine and the steam turbine generators, and general maintenance of BOP\*. These inspections are performed every 33,000 operating hours of the gas turbine, equivalent to approximately 4 (four) years of operation, as stipulated in the LTSA agreement. The purpose of this type of maintenance is to refurbish the generation units in order to restore energy efficiency levels affected by natural wear and fouling due to regular operation. This intervention enables the equipment to operate continuously and reliably over the next four years, until the next scheduled maintenance.

### Resources:

- **350 people a day approximately**
- **30 subcontractors**
- **Installation of worksite facilities and storage areas for dismantled equipment**

### Tasks performed as per the scope of the agreement:

- **Gas turbine and steam turbine:** replacement of blades in the initial compressor stages, upgrades to the combustion chamber, burners, and IGV actuation system, electrical testing and enhancements to the generator; maintenance of equipment, as well as inspections and improvements to the Heat Recovery Steam Generator (HRSG).
- **Auxiliary and electrical systems:** Maintenance of circuit breakers, power transformers, and motors; testing of medium- and low-voltage protection systems; pump load testing; and cleaning of equipment at the switching yard (500 kV and 132 kV).
- **Safety and instrumentation:** comprehensive testing of CO<sub>2</sub> fire suppression systems, instrumentation calibration and certification, battery testing, and verification of safety systems.
- **Ancillary infrastructure:** maintenance of cooling tower fans, including blade surface treatment and repainting.

\*The tasks were established in the LTSA agreement that CPSA San Lorenzo power station (CCPSL) has with Empresa Siemens Energy S.A.



## Brigadier López power station

We conducted the first extended hot gas path inspection (eHGPI) of the gas turbine, along with the intermediate inspection of the gas turbine generators\*\*. The eHGPI is performed every 50,000 EOH (equivalent operating hours, a metric used to assess wear and service life of the gas turbine), while the generator's intermediate inspection lasts 36 days. Both activities, including component replacement, seek to improve the gas turbine's efficiency and output.

### Resources:

- **127 people a day approximately**
- **10 subcontractors**
- **Installation of worksite facilities and storage areas for dismantled equipment**

### Tasks performed as per the scope of the agreement:

- **Gas turbine:** replacement of blades in the first stages, upgrades to the combustion chamber and IGV actuation system, inspection of bearings and maintenance of the turning gear, partial discharge testing, and bump test.
- **Compressor:** pretreatment and replacement of stage 6 blades.
- **Valve system:** replacement of internal components in control valves and emergency shutdown valves.
- **Other ancillary infrastructure:** replacement of flexible hoses and general adjustments.

\*\*The tasks were established in the LTP agreement that CPSA Brigadier López power station (CTBL) has with Siemens Energy S.A.



## Milestones of the 2024 period:

- Closure of LTSA contract with MHI for maintenance of Combined Cycle II power trains
- MHI TG#8 Gas Turbine borescope inspection
- MHI TG#8 Replacement of combustor baskets
- Scheduled maintenance of U7
- Acquisition of SGT5-4000F1 gas turbine for BEX project implementation
- Logistics for transport of gas turbine from Theiss Austria to Buenos Aires
- Major inspection of SGT5-4000F1 gas turbine
- Increase in demineralized water production capacity
- Comprehensive maintenance of Booster Pump No.1
- Mitigation in treatment and final disposal of fish at water intake
- Soil refurbishment at FO Weekly Tank No.3
- Start of refurbishment works on sulfuric acid and caustic soda systems at the water treatment plant

# Supply chain management

We request our supplying companies to comply with strict ethical and environmental criteria. We support local suppliers, entrepreneurs, and small and medium-sized companies to contribute to their growth and development, implementing measures that support and foster their competitiveness and innovation to build a more resilient industry.

Our **Corporate Procurement and Contracting Policy** sets forth the basic requirements related to ethics, safety and hygiene, labor regulations, leaves, human rights, among others, which must be complied with by the offers presented to private tenders and bids.

To incorporate environmental, social, and ethical criteria in the evaluation and approval of suppliers, we implemented tools such as the **Code of Business Conduct for Third Parties** and the **Integrity Affidavit**. In addition, we work with the areas of the Integrated Management System to strengthen and improve these processes.

**In 2024, we worked with 1,908 supplier companies**

(+180 in comparison with 2023):

**:: 96% national**

**:: 4% foreigners**

**613,553.61 million ARS in payment to suppliers**

(+579,895.46 million ARS in comparison with 2023)

**We assess our suppliers based on environmental criteria.** When creating a purchase request, our system allows for the allocation of an environmental risk level depending on the activities the supplier will be performing. Based on the scale assigned, the supplier must comply with certain controls and submit information to the environmental management. This allows us to align our value chain to our environmental standards.



# Ethics and fight against corruption

We understand integrity as a key value to conduct commercial activities. We act respecting the highest ethical, legal, and professional standards to enhance and defend the reputation of the Company. We promote integrity, supervision, and control to prevent, detect and correct wrongdoing and foster an integrity culture internally, as well as towards our stakeholders.

Our internal regulatory framework\* consists of:

- Code of Business Conduct. [Click here.](#) 
- Code of Business Conduct for Third Parties. [Click here.](#) 
- Anti-Fraud Policy. [Click here.](#) 
- Treatment Policy on Reports of Infringements to the Code of Business Conduct
- Gifts and Hospitality Policy: Donations Policy and Use of Technological Resources Policy
- Treatment Protocol for Sexual Harassment cases
- Screening and Scoring Procedure for third parties who wish to conduct businesses with the Company, among others.

The Board of Directors is in charge of approving the Integrity Program\*\* and the Code of Business Conduct and appointing the individual acting as Compliance Officer. The rest of the policies are approved by the Supervisory Committee, General Management, Human Resources Management or by the Compliance Officer, as the case may be.



We annually review all our policies, and any modification to the Code of Business Conduct must be approved by the Board of Directors.

\*The Code of Conduct is shared with suppliers by the Procurement Area through the documentation pertaining to bids and offer requests.

\*\*Approved on August 13, 2018. Compliance and monitoring of the program is reported to a Supervisory Committee formed by 3 directors.

## Actions to promote ethics during 2024:

- ✓ We launched a campaign presenting a **QR code to access the whistleblowing channel in a fast, easy and safe manner**
- ✓ We duly complied with the proper treatment of all the reports received
- ✓ We conducted workshops published in Usina Digital regarding **“Compliance (Fraud and Corruption)”** and **“Ethics hotline - New transparency channel”**

**10.5 hours of training**

## December 2024

- ✓ We conducted a face-to-face training session for the Board of Directors on **“Compliance, Anti-Corruption, Risks and Incentives under the FCPA and Law No. 27401”**

**18 individuals participated**  
**36 hours of training**



## Octubre 2024

- ✓ We conducted a training session\* for all the personnel regarding the **“Code of Business Conduct” and several topics regarding Compliance and Integrity.**

**195 individuals participated**  
**195 hours of training**

\*Conducted by a third party with a final interactive game to validate the knowledge acquired.

- ✓ We completed the challenges proposed for this period:

2024 challenges	Status
To train new employees on the transparency channel	Completed.
To incorporate a QR code to access the transparency channel	Completed. We included the QR and achieved a more dynamic and easy access.
To develop new training and communications on ethical topics to increase the Company's ethical culture	Completed.
To broaden the scope of corporate policies to include the forestry business and train the whole team	Completed.

## 2025 challenges

- To foster the institutional integrity through training sessions on ethics and compliance
- To strengthen the spreading of the transparency channel
- To update the internal policies
- To review the Integrity Plan

## We assess our operations based on ethics and corruption-related risks

We have a **Risks Matrix** designed to identify the **risks that may affect our operations, assessing their occurrence** likelihood and the associated economic impact. Based on this analysis, we define and implement mitigation actions associated with each risk, within the framework of the **Integrity and Internal Audit Plan**.

### We foster ethical culture, conduct and behavior

**Our objective:** is that all the people who are part of Central Puerto and the third parties who intervene in our operation know, respect and adhere to our Code of Conduct. To that end, we spread our anti-corruption policies and procedures internally and externally.

#### 363 people trained on ethical behavior



Site	2023	2024
Central Puerto (Buenos Aires)	240	213
Mendoza	64	35
Córdoba (Renewables)	1	6
Renovables (Buenos Aires)	1	27
Central Costanera (Buenos Aires)	1	49
Piedra del Águila (Neuquén)	16	8
San Lorenzo (Santa Fe)	18	5
Brigadier López (Santa Fe)	46	20
<b>Total</b>	<b>387</b>	<b>363</b>

**TOTAL BOARD OF DIRECTORS:  
18 (CITY OF BUENOS AIRES)**

**No cases of corruption or internal frauds of any type were recorded. Central Puerto did not make any contributions to political parties (this practice is prohibited under our Code of Business Conduct).**

### We promote and respect Human Rights

Our **Code of Business Conduct** and **Code of Business Conduct for Third Parties** establish the principles that govern the relationship with shareholders, collaborators, suppliers, clients and other interested parties. These guidelines define clear expectations in terms of **respect of human rights, working conditions and integrity in the interaction with different groups**.

Target group	Commitment established in the Code of Business Conduct*	Scope and applicability
Collaborators and suppliers	<ul style="list-style-type: none"><li>Prohibition of forced labor</li><li>Prohibition of any discriminatory act</li><li>Humane and respectful treatment</li><li>Working conditions and environment which guarantee the physical, mental and social well-being</li></ul>	Any person working in Central Puerto or goods and services suppliers
Minors	<ul style="list-style-type: none"><li>Child labor prohibition and eradication</li></ul>	Any activity of the Company or third parties
Vulnerable groups	<ul style="list-style-type: none"><li>Recognition and respect for vulnerable communities' rights</li></ul>	Supplier's activities that take place in areas where these groups live
All related parties (third parties)	<ul style="list-style-type: none"><li>Respect for Human Rights as per the International Bill of Human Rights**</li><li>Compliance with the eight fundamental conventions of ILO</li><li>Prevention and remediation of adverse impacts on Human Rights</li></ul>	Applicable to all the value chain and commercial relations

\*Suppliers and other third parties must sign the adherence to and compliance with the Code of Business Conduct and an Affidavit adhering to the Integrity Plan of the Company, the General Procurement and Contracting Conditions including the Compliance provision.

\*\*The International Bill of Human Rights includes the Universal Declaration of Human Rights (1948) together with the instruments implementing it: the International Covenant on Civil and Political Rights (1976) and the International Covenant on Economic, Social and Cultural Rights (1976).

## Transparency channel

The transparency channel is **managed independently** by the company Resguarda. We have different whistleblowing channels to report infringements to the Code of Business Conduct within our **Transparency Channel**.

<b>Whistleblowing channels</b>	Website, telephone, email, WhatsApp and online form (in the Company's website)*
<b>Languages available</b>	Spanish, English and Portuguese
<b>Accessibility</b>	Available for all employees and third parties
<b>Availability</b>	24 hours (website and email)   8:00 am to 10:00 pm (telephone and WhatsApp with an operator)
<b>Anonymity</b>	Reports can be filed anonymously or with identification. Whistleblowers are guaranteed their protection in all cases.
<b>Confidentiality</b>	Confidentiality is guaranteed in all cases, regardless of the channel or modality used.

The Treatment Policy on Reports of Infringements to the Code of Business Conduct expressly states the **prohibition of retaliation** and details the protocol for the treatment of the reports received.

The analysis of each case is in charge of the **Reports Reception Committee**, which evaluates the facts and determines the appropriate actions, if applicable. The report is put on record in the corresponding Platform (Resguarda), including all the applicable backup documentation. In addition, we conduct a systematic follow-up by generating reports which are presented to the Supervisory Committee, in compliance with the internal control and supervision mechanisms.

You can access the Ethics Hotline here



# TRANSPARENCY CHANNEL



\* Reports filed through the online form are submitted directly to the Compliance Officer.

## Corporate governance

### Robust corporate governance principles

Our **Corporate Governance Framework** is based on international best practices and guided by rigorous standards of transparency, efficiency, ethics, investors protection and equal treatment to shareholders.

Our **Corporate Governance Code** is in line with the principles set forth by the Argentine Securities Commission (CNV).

In addition, we implement an **Ethics Code** and an **Internal Conduct Code**, which provide clear expectations regarding professional conduct, integrity and employees' performance. These standards consolidate a responsibility culture at all the levels of the organization.



### Board of Directors and Top Management

- According to our Bylaws, the Board of Directors is formed by nine members, appointed for three-year terms, and a third of its composition is renewed periodically.
- 45% (4 members) of our Administration Council is independent, as per the criteria set forth by CNV (this may differ from the independence standards defined by NYSE and NASDAQ).
- 1 member (11% of the total members of the Council) is a woman.
- There is no controlling shareholding group, which supports fair and transparent decision-making.

### Internal supervision committees

- **Supervisory Committee:** formed by three directors, appointed by the Board, who are responsible for overseeing the internal control systems, the accounting policies and other critical supervision functions.
- **Statutory Audit Committee:** formed by three auditors appointed by the shareholders during their Annual Meeting, who are in charge of the independent revision and supervision.

### Leadership Team

- We have an experienced Leadership Team, with extensive experience in the industry and aligned with the principles of corporate governance of Central Puerto.

The Board of Directors\* is our highest governance body. Directors are chosen by shareholders at the Annual Shareholders' Meeting taking into account their skills in performing the role and their independence. The Chairman and the Supervisory Committee's members appointment is conducted at the first Board of Directors' Meeting, which is held after the Annual Shareholders' Meeting.

\*There are no employees of the Company among the members of the Board of Directors.

## Board of Directors

### DIRECTORS

- :: Osvaldo Arturo Reca - Chairman
- :: Miguel Dodero
- :: José Luis Morea\*
- :: Tomás José White\*
- :: Marcelo Atilio Suva
- :: Jorge Eduardo Villegas\*
- :: Martina Blanco
- :: Diego Gustavo Petracchi
- :: Martín Lhez\*

### DEPUTY DIRECTORS

- :: José Manuel Ortiz
- :: Adrián Gustavo Salvatore
- :: Martín Orozco\*
- :: Mario Elizalde
- :: José Manuel Pazos
- :: Alejo Villegas\*
- :: Ramón Nazareno Ulloa\*
- :: Fernando Roberto Bonnet

## Statutory Audit Committee

The Statutory Audit Committee includes three directors appointed by the shareholders during their Annual Meeting, who are in charge of the independent review and supervision.

### STATUTORY AUDITORS

- :: Carlos César Adolfo Halladjian
- :: Eduardo Antonio Erosa
- :: Juan Antonio Nicholson

### DEPUTY STATUTORY AUDITORS

- :: Carlos Adolfo Zlotnitzky
- :: Cristina Margarita De Giorgio
- :: Lucas Nicholson

## Supervisory Committee

The Supervisory Committee is formed by three directors appointed by the Board. This committee is responsible for overseeing the internal control systems, the accounting policies and other critical supervision functions

### MEMBERS

- :: José Luis Morea
- :: Tomás José White
- :: Jorge Eduardo Villegas

### DEPUTY MEMBERS

- :: José Manuel Ortiz
- :: Mario Elizalde

**100% of the members of the Statutory Audit Committee and the Supervisory Committee are independent as per the independence criteria of CNV.**

**You can access the Corporate Governance Code here** 



## ASSOCIATIONS AND ORGANIZATIONS WE ARE PART OF

- Association of Electrical Energy Distributors of the Argentine Republic] [\(ADEERA\)](#) 
- Association of Electrical Energy Generators of the Argentine Republic [\(AGEERA\)](#) 
- American Chamber of Commerce in Argentina [\(Amcham Argentina\)](#) 
- Argentine Wind Chamber [\(CEA\)](#) 
- Wholesale Electric Market Management Company [\(CAMESA\)](#) 
- Argentine-Canadian Chamber of Commerce [\(CCAC\)](#) 
- Argentine Institute for Corporate Development [\(IDEA\)](#) 

\*Independent directors as per CNV Regulations, which differ from the requirements from the NYSE for American issuers. Regardless of the expiration of the current term, according to the Company's Bylaws, Directors continue performing their duties until the following Shareholders' Meeting.

## Digitalization and cybersecurity

**We work to preserve the privacy and protection of our clients' data and strategic systems for the functioning of the Company.**

**In 2024, the digital environment showed a rapid evolution of cyber threats both globally and nationally.** In Argentina, incidents exponentially increased in number, complexity, scale and diversity, since they varied from phishing and ransomware to cyber espionage and attacks to the supply chain. The attacks affected governmental entities such as AFIP, PAMI, SUBE, Mi Argentina and the Argentine Atomic Energy Commission, creating great concern regarding the security of personal data of citizens and the availability of services. In addition, private sector actors, such as healthcare services providers, suffered prolonged interruptions, which resulted in the loss of information and operation time.

Threats continue evolving and attackers modify their tactics often, applying strategies that combine digital and physical components to execute more selective and harmful attacks. The defense against these risks is not an easy task. No security team can face cyber-crime individually. **Cybersecurity requires the active commitment of all the members of the organization**, which reinforces the need to promote the incorporation of awareness and training.

**CYBER RESILIENCE: A CRITICAL NEED.** Accepting that a cyber attack is possible has become inevitable. Therefore, **we continued investing in protection, monitoring and continuity mechanisms** to allow us to resume our operations in the shortest time possible and with less associated losses.

**Within this context, we intensified the surveillance, protection and response efforts, through monitoring and protection systems. Throughout the year, we detected a considerable increase in malware attempts, however, none of these events had operational or economic consequences for the organization.**

## Main indicators of cybersecurity performance:

Compared with the previous year, an increase in most of the values is observable.

To analyze  
**+22,850**  
security events  
million

To filter  
**+1,900,000**  
spam  
(40% of the total received)

To administer  
**+3,500**  
user accounts

To make  
**+1,550**  
SOX control reports

To contain  
**+16,000**  
critical threats

To block  
**+25 IP**  
directed brute-force attack

To protect  
**+1,800**  
IT devices

To inform  
**+180**  
SOX audit requirements

To evaluate  
**+660**  
phishing alerts (PAB)

To solve  
**+2,400**  
AMB requests for permits

To train  
**+20**  
awareness campaigns

To investigate  
**+30**  
remarkable events

To incorporate  
**+450**  
XDR commitment  
indicators

**+15**  
Splunk  
use cases

To train  
**+5**  
phishing attacks simulations



During 2024, we have not received any complaints from third parties nor from regulatory authorities regarding the infringement of clients' privacy.

## Main actions developed in digital transformation and cybersecurity

During 2024, we made progress in our digital transformation process, incorporating technologies which optimize the operating efficiency, strengthen data management and modernize our technological infrastructure.

In addition, amidst growing threats, we consolidated our cybersecurity strategy to protect critical digital assets, ensuring the continuity of operations and reinforcing organizational resilience.



### Digitalization and automation of operating processes

#### We incorporated the PI System software

We implemented a platform for large-scale collection and historization of plant signals. We integrated **50,000 signals** of different operating units in two stages, and authorized **a centralized monitoring in real-time**, with intuitive visualization and support for making agile decisions in operations and maintenance.

**Stage 1: Integration of 20,000 signals of industrial systems.**

**Stage 2: Expansion to 30,000 signals and development of real-time monitoring screens.**

**Impact: Improvement in operating decision-making and foundation for predictive analytics.**

#### We digitized the control of energy dispatch

We implemented the DCS system, which automatizes the management of orders and news, and optimizes the calculation of net commercial energy and the fuels statement to CAMMESA. Among its benefits, the following stand out: **error reduction, improvement in operating reliability and a more efficient user experience.**

#### We expanded the data-based platform

**We expanded the availability of control panels in the BI platform**, strengthening the analysis capacity of different areas of the business. Among the most relevant developments, the following stand out: an operating indicators panel which allows monitoring the performance of the machines in all the power stations of the Company, integrating physical and economic variables, actual and budgeted.

#### We automated commercial documents

We developed a tool for the download and automated control of documentation, which allowed for the reduction of processing times, improving traceability and increasing operating reliability.

#### We migrated to SAP S/4HANA

We migrated to this new IT architecture, which guarantees the operational continuity in a more robust and scalable environment. The project improved the system's performance, the integration of data in real-time and the user experience. It also allowed for the incorporation of FIORI tools, the automatization of repetitive tasks and the preparation for future advanced applications (analytics, machine learning and cloud integration).

#### Transformations in SAP platform

We completed the incorporation of the companies Cordillera Solar and Puerto Energía, and the merger of Manque, Olivos and La Castellana II into La Genoveva II. We improved the monitoring of invoices, with the automatization of their registration from the suppliers digital inbox. The Human Resources department made progress in measures for the calculation of Income Tax and the configuration of positive times recordings for the automated calculation of overtime in Central Costanera.

## Information security and digital resilience

In addition to the technological modernization, we developed several initiatives oriented towards strengthening our cybersecurity skills in an increasingly hostile environment. These actions included technical, organizational and awareness-raising measures.

### Infrastructure and technological protection

- **We assessed the maturity level of the infrastructure of related companies** and implemented measures such as the automatization of updates, multifactor authentication, privileged access management, and operational redundancy and continuity.
- **We eliminated accounts with unnecessary elevated privileges**, segmented permissions and activated temporary access.
- **We applied patches and security updates**, including emergency distribution to mitigate zero-day vulnerabilities and specific updates in UTM.
- We incorporated a **threat monitoring tool** for the detection of phishing campaigns, passwords leakages and fake websites.

### Detection and prevention of threats

- We implemented security playbooks for the **early detection of abnormal behaviors**
- We analyzed suspicious emails using sandboxing
- We continuously update DKIM, DMARC and SPF filters to prevent identity theft

### Training and organizational response

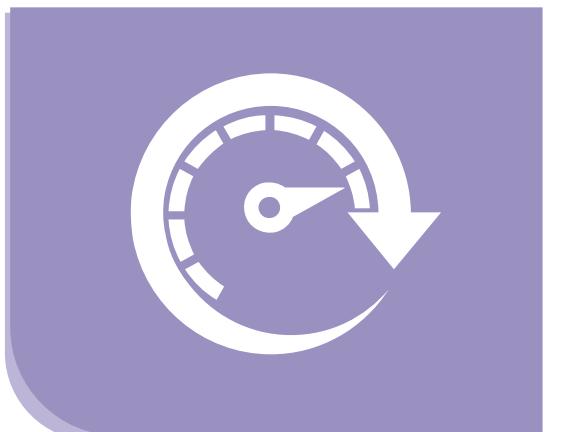
- We conducted more than **20 awareness activities** focused on risks such as phishing, ransomware and digital fraud
- We conducted **phishing attacks simulation drills** to assess the level of knowledge acquired
- We organized the **Cyber Talk “A mí quién me va a hackear” (“Who’s going to hack me?”)** with the participation of an international specialist
- **We developed incident simulation drills and controlled recovery tests**, documented by a global auditing and consulting agency

**Learn more about our prior related actions [here](#)**

# 05.

## ESG indicators

- **GRI table of contents**
- **SASB Index**
- **Report scope and guidelines**



## GRI table of contents

<b>Use statements</b>	Central Puerto S.A. has prepared the report following GRI standards for the fiscal year commenced on January 1, 2024 and ended December 31, 2024
<b>Used GRI 1</b>	GRI 1: Foundation 2021
<b>Applicable GRI sector standards</b>	2021 Sector Standards for Oil and Gas (GRI 11)

GRI standard	Content	Page number	OMISSION			REF. N.º OF GRI SECTOR STANDARD
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
General contents						
GRI 2: General disclosures 2021	The organization and its reporting practices					
	2-1 Organization details	6; 122				
	2-2 Entities included in the organization's sustainability reporting	8; 122				
	2-3 Reporting period, frequency and contact point	122				
	2-4 Restatement of information	Footnote (p. 103)				
	2-5 External assurance	122				
	Activities and workers					
	2-6 Activities, value chain and other business relationships	6; 8; 68; 69; 80; Footnote (p. 103)				
	2-7 Employees	52; Footnote (p. 104)				
	2-8 Workers who are not employees	Footnote (p. 105)				

GRI standard	Content	Page number	OMISSION			REF. N.º OF GRI SECTOR STANDARD
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
General contents						
GRI 2: General disclosures 2021	Governance					
	2-9 Governance structure and composition	85				
	2-10 Nomination and selection of the highest governance body	85 ; Footnote (p. 105)				
	2-11 Chair of the highest governance body	85				
	2-12 Role of the highest governance body in overseeing the management of impacts	10 ; Footnote ; Corporate Governance Code				
	2-13 Delegation of responsibility for managing impacts	Corporate Governance Code				
	2-14 Role of the highest governance body in sustainability reporting	10; Footnote (p. 105)				
	2-15 Conflicts of interest	Footnote (p.105); Corporate Governance Code				
	2-16 Communication of critical concerns	Corporate Governance Code				
	2-17 Collective knowledge of the highest governance body	Corporate Governance Code				
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance Code				
	2-19 Remuneration policies	Footnote (p. 105)	2-19 a iii	Restrictions due to confidentiality	Footnote (p. 105)	
	2-20 Process to determine remuneration	Corporate Governance Code				
	2-21 Annual total compensation ratio		2-21 a, b y c	Restrictions due to confidentiality	Footnote (p. 105)	

GRI standard	Content	Page number	OMISSION			REF. N.º OF GRI SECTOR STANDARD
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
General contents						
GRI 2: General disclosures 2021	Strategy, policies and practices					
	2-22 Statement on sustainable development strategy	3-4				
	2-23 Policy commitments	13;81;83;Footnote (p.106)				
	2-24 Embedding policy commitments	81-83;Footnote (p.106)				
	2-25 Processes to remediate negative impacts	47;84;Footnote (p.106)				
	2-26 Mechanisms for seeking advice and raising concerns	84				
	2-27 Compliance with laws and regulations	15;82;Footnote (p.106)				
	2-28 Membership associations	86				
	Stakeholder engagement					
	2-29 Approach to stakeholder engagement	43; Sustainability Report 2023				
	2-30 Collective bargaining agreements	51;57 ; Footnote (p.106)				
Material Topics						
GRI 3: Material topics 2021	3-1 Process to determine material topics	10				
	3-2 List of material topics	10				

GRI standard	Content	Page number	OMISSION			REF. N.º OF GRI SECTOR STANDARD
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
<b>Water management</b>						
GRI 3: Material topics 2021	3-3 Management of material topics	34-36				11.6.1
	303-1 Interaction with water as a shared resource	34-35 ; Footnote (p. 108)				11.6.2
	303-2 Management of water discharge-related impacts	36; Footnote (p. 108)				11.6.3
	303-3 Water withdrawal		303-3 a, b, c and d	Information not available	Footnote (p. 108)	11.6.4
	303-4 Water discharge		303-4 a, b, c, d and e	Information not available	Footnote (p. 108)	11.6.5
	303-5 Water consumption		303-5 a, b, c and d	Information not available	Footnote (p. 108)	11.6.6
<b>Biodiversity</b>						
RI 304: Biodiversity 2016	3-3 Management of material topics	37-39				11.4.1
	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		304-1 a	Restrictions due to confidentiality	Footnote (p. 108)	11.4.2
	304-2 Significant impacts of activities, products and services on biodiversity	38-39 ; Footnote (p. 108)				11.4.3
	304-3 Habitats protected or restored	38-39				11.4.4
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	39				11.4.5
<b>Effluents and waste</b>						
GRI 3: Material topics 2021	3-3 Management of material topics	30-33				11.5.1; 11.8.1
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	30;33				11.5.2

GRI standard	Content	Page number	OMISSION			REF. N.º OF GRI SECTOR STANDARD
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
<b>Effluents and waste</b>						
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	30-31; Footnote (p.108)				11.5.3
	306-3 Waste generated	30; 33; Footnote (p.109)	11.5.4; 11.8.2	Information not available	Footnote (p.117)	11.5.4; 11.8.2
	306-4 Waste diverted from disposal	Footnote (p.110)	11.5.5	Information not available	Footnote (p.117)	11.5.5
	306-5 Waste directed to disposal	Footnote (p.111)	11.5.6	Information not available	Footnote (p.117)	11.5.6
GRI 11: Oil and Gas Sector 2021	Report the total number of Tier 1 and Tier 2 process safety events, and a breakdown of this total by business activity (e.g., exploration, development, production, closure and rehabilitation, refining, processing, transportation, storage)		11.8.3	Information not available	Footnote (p.117)	11.8.3
GRI 11: Oil and Gas Sector 2021	The following additional sector disclosures are for organizations with oil sands mining operations. List the organization's tailings facilities. For each tailings facility: describe the tailings facility; report whether the facility is active, inactive or closed; report the date and main findings of the most recent risk assessment. Describe actions taken to: manage impacts from tailings facilities, including during closure and post-closure; prevent catastrophic failures of tailings facilities		11.8.4	Information not available	Footnote (p.117)	11.8.4
<b>GHG emissions and planning of energy resources</b>						
GRI 3: Material topics 2021	3-3 Management of material topics	24-29	11.1.1	Information not available	Footnote (p.117)	11.1.1; 11.2.1; 11.3.1
GRI 302: Energy 2016	302-1 Energy consumption within the organization	23; 25-27	302-1c	Information not available	Footnote (p.107)	11.1.2
	302-3 Energy intensity	21 ; 27				11.1.4

GRI standard	Content	Page number	OMISSION			REF. N.º OF GRI SECTOR STANDARD
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
<b>GHG emissions and planning of energy resources</b>						
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	25 ; Footnote (p. 108)				11.1.5
	305-2 Energy indirect (Scope 2) GHG emissions	25 ; Footnote (p. 108)				11.1.6
	305-3 Other indirect (Scope 3) GHG emissions		305-3a,b,c,d,e,f and g	Information not available	Footnote (p. 108)	11.1.7
	305-4 GHG emissions intensity	25				11.1.8
	305-5 Reduction of GHG emissions	25; 28				11.2.3
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	25 ; Footnote (p. 108)				11.3.2
GRI 11: Oil and Gas Sector 2021	Describe the organization's approach to public policy development and lobbying on climate change, including the organization's stance on significant issues related to climate change that are the focus of its participation in public policy development and lobbying, and any differences between these positions and its stated policies, goals, or other public positions; whether it is a member of, or contributes to, any representative associations or committees that participate in public policy development and lobbying on climate change, including the nature of this contribution; any differences between the organization's stated policies, goals, or other public positions on significant issues related to climate change; and the positions of the representative associations or committees.	Footnote (p. 117)				11.2.4
<b>Efficiency</b>						
GRI 3: Material topics 2021	3-3 Management of material topics	21-23				

GRI standard	Content	Page number	OMISSION			REF. N.º OF GRI SECTOR STANDARD
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
<b>Local communities</b>						
GRI 3: Material topics 2021	3-3 Management of material topics	41-46				11.14.1; 11.15.1; 11.16.1
GRI 413: Local communities 2016	413-1 Operations with the participation of the local community, impact assessment and development	42				11.15.2
	413-2 Operations with real or potential significant negative impact on local communities	Footnote (p. 117)				11.15.3
GRI 11: Oil and Gas Sector 2021	Report the number and type of grievances from local communities identified, including the percentage of the grievances that were addressed and resolved; percentage of the grievances that were resolved through remediation.	Footnote (p. 117)				11.15.4
	Describe the approach to engaging with affected vulnerable groups, including how the organization seeks to ensure engagement is meaningful; how the organization seeks to ensure safe and equitable gender participation. Describe the approach to providing remediation to local communities or individuals subject to involuntary resettlement, such as the process for establishing compensation for loss of assets or other assistance to improve or restore standards of living or livelihoods.	42				11.16.2
<b>Diversity and equal opportunities</b>						
GRI 3: Material topics 2021	3-3 Management of material topics	47-51				11.11.1 ; 11.14.1
GRI 405: Diversity and equal opportunities 2016	405-1 Diversity in governance bodies and employees	52 ; Footnote (p. 116)				11.11.5
	405-2 Ratio between the basic salary and the remuneration of women and men	51 ; Footnote (p. 117)				11.11.6
GRI 406: No discrimination 2016	406-1 Cases of discrimination and implemented corrective actions	47				11.11.7

GRI standard	Content	Page number	OMISSION			REF. N.º OF GRI SECTOR STANDARD
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
<b>Management, motivation and development</b>						
GRI 3: Material topics 2021	3-3 Management of material topics	52-57				11.7.1 ; 11.10.1 ; 11.11.1
	401-1 New employee hires and employee turnover	Footnote (p.113)				11.10.2
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Footnote (p.114)				11.10.3
	401-3 Parental leave	51 ; Footnote (p. 114)				11.10.4 ; 11.11.3
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Footnote (p. 114)	11.7.2	Information not available	Footnote (p.117)	11.7.2 ; 11.10.5
	404-1 Average hours of training per year per employee	53				11.10.6 ; 11.11.4
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	54				11.7.3 ; 11.10.7
	404-3 Percentage of employees receiving regular performance and career development reviews	55 ; Footnote (p.115)				
<b>Health and safety at work</b>						
GRI 3: Material topics 2021	3-3 Management of material topics	58-64				11.9.1
	403-1 Occupational health and safety management system	58 ; Footnote (p. 114)				11.9.2
	403-2 Hazard identification, risk assessment, and incident investigation	59				11.9.3
GRI 403:Occupational Health and Safety 2018	403-3 Occupational health services	61 ; Footnote (p. 114)				11.9.4
	403-4 Worker participation, consultation, and communication on occupational health and safety	60				11.9.5
	403-5 Worker training on occupational health and safety	62				11.9.6
	403-6 Promotion of worker health	61				11.9.7

GRI standard	Content	Page number	OMISSION			REF. N.º OF GRI SECTOR STANDARD
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
<b>Health and safety at work</b>						
GRI 403:Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	58				11.9.8
	403-8 Workers covered by an occupational health and safety management system	58				11.9.9
	403-9 Work-related injuries	64; Footnote (p.115)				11.9.10
	403-10 Work-related illness	64; Footnote (p.115)				11.9.11
<b>Economic performance</b>						
GRI 3: Material topics 2021	3-3 Management of material topics	66-72				11.14.1;11.21.1
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	66;68-69;72	11.14.2	Information not available	Footnote (p.117)	11.14.2;11.21.2
	201-3 Defined benefit plan obligations and other retirement plans	Footnote (p.106)				
	201-4 Financial assistance received from government	Footnote (p.107)				11.21.3
GRI 207: Tax 2019	207-1 Approach to tax	Footnote (p.107)				11.21.4
	207-2 Tax governance, control and risk management	Footnote (p.107)				11.21.5
	207-4 Country-by-country reporting	Financial Statements 2024				11.21.7
GRI 11: Oil and Gas Sector 2021	For oil and gas purchased from the state, or from third parties appointed by the state to sell on their behalf, report volumes and types of oil and gas purchased; full names of the buying entity and the recipient of the payment; payments made for the purchase.		11.21.8	Information not available	Footnote (p.117)	11.21.8

GRI standard	Content	Page number	OMISSION			REF. N.º OF GRI SECTOR STANDARD
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
<b>Ethics and fight against corruption</b>						
GRI 3: Material topics 2021	3-3 Management of material topics	81-86	11.22.1	Information not available	Footnote (p.117)	11.19.1; 11.20.1; 11.22.1
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	83				11.20.2
	205-2 Communication and training about anti-corruption policies and procedures	83				11.20.3
	205-3 Confirmed incidents of corruption and actions taken	82-83				11.20.4
GRI 11: Oil and Gas Sector 2021	Describe the approach to contract transparency, including whether contracts and licenses are made publicly and, if so, where they are published; if contracts or licenses are not publicly available, the reason for this and actions taken to make them public in the future.		11.20.5	Information not available	Footnote (p.117)	11.20.5
GRI 11: Oil and Gas Sector 2021	List the organization's beneficial owners and explain how the organization identifies the beneficial owners of business partners, including joint ventures and suppliers		11.20.6	Information not available	Footnote (p.117)	11.20.6
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, antitrust, and monopoly practices	82-83				11.19.2
GRI 415: Public Policy 2016	415-1 Political contributions	82-83				11.22.2
<b>Supply-chain management</b>						
GRI 3: Material topics 2021	3-3 Management of material topics	80				11.12.1

GRI standard	Content	Page number	OMISSION			REF. N.º OF GRI SECTOR STANDARD
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
<b>Supply-chain management</b>						
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	80				11.14.6
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	80				
<b>Investment in infrastructure and networks</b>						
GRI 3: Material topics 2021	3-3 Management of material topics	74-79				
GRI 203: Indirect economic impacts 2016	203-1 Infrastructure investments and services supported	74-78				11.14.4
<b>Digitalization and cybersecurity</b>						
GRI 3: Material topics 2021	3-3 Management of material topics	87-90				
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	87; 89				
<b>Incidents and systemic risks management</b>						
GRI 3: Material topics 2021	3-3 Management of material topics	73				
<b>Topics of non-material GRI Sector Standards applied</b>						
Topics	Explanation					
GRI 11: Oil and Gas Sector 2021						
GRI 11.17 Rights of indigenous peoples	Since this topic is not material for Central Puerto, it does not apply.					
GRI 11.18 Conflict and security						

## Notes for the GRI table of content

**Note for GRI 2-4 content:** The footnotes throughout the report detail those cases in which the restatement of the information affected the year-on-year comparability.

**Note for GRI 2-6 content:** We are the leading electrical energy generation private company in Argentina, with over 30 years of experience in our sector. Our shares are listed on BYMA ("Bolsas y Mercados Argentinos") and, since February 2, 2018, on NYSE ("New York Stock Exchange") under ticker "CEPU".

All our power stations are connected to SADI, which allows us to reach almost every user in the country. SADI enables the interaction between all agents of Argentine MEM, and allows generating companies to dispatch energy to Large Users and distributors through transportation companies. The system is regulated and permits the participation of all MEM agents (generating companies, transportation companies, distributors, Large Users and the Argentine Government through CAMMESA), this way avoiding any type of discrimination between the participants involved.

The prices of energy transportation are regulated and determined based on the distance between the generating company and the user, among other factors. In this regard, our thermal stations are located strategically in important urban areas or near some of the biggest clients of the system (for example, YPF refineries), which represents a significant competitive advantage.

To conduct its energy generation activities, the Company has the following assets:

- Thermal power stations **Puerto Nuevo** and **Nuevo Puerto**, located in the City of Buenos Aires with a total installed thermal power of 1747 MW, with a combined cycle station and steam turbines.
- The power station **Central Costanera**, located in the City of Buenos Aires, is formed by four turbo-steam units, with an installed capacity of 661 MW of power and two combined cycle units with an installed power of 1128 MW.
- **Thermal stations located in Luján de Cuyo**, province of Mendoza, with a joint installed power of 576 MW and 125 tn/h of steam production.
- The concession of the **Hydroelectric Complex Piedra del Águila**, located on the Limay River, in the province of Neuquén, which has four generating units of 360 MW of power each, reaching a total installed capacity of 1440 MW.
- The **thermal station Brigadier López**, located in Sauce Viejo, province of Santa Fe, with an installed power of 280.5 MW (open cycle operation). In 2024, we began the closing project of the combined cycle of Brigadier López, which will add 140 MW and will lead the complex to a combined cycle of 421 MW. The date to start commercial operations is estimated for the last quarter of 2025.
- The **thermal cogeneration station Terminal 6 – San Lorenzo**, located in Puerto General San Martín, province of Santa Fe, with an installed power of 391 MW and 340 tn/h of steam production.

- Our generation farms from renewable energy sources reach a total of 473.8 MW, according to the following details: (i) wind farm La Castellana 100.8 MW; (ii) wind farm La Castellana II 15.2 MW; (iii) wind farm La Genoveva I 88.2 MW, (iv) wind farm La Genoveva II 41.8 MW; (v) wind farm Achiras 48 MW; (vi) wind farm Los Olivos 22.8 MW; (vii) wind farm Manque 57 MW and (viii) solar farm Guanizuil II A 105 MW. In 2024, we commenced the solar project San Carlos with a 15 MW power in San Carlos, province of Salta, and its estimated date to start commercial operations is set in the last quarter of 2025. The renewable energy farms are managed through CP Renovables, a subsidiary 100% owned by Central Puerto.

We are the largest forestry activity private company in terms of extension, with over 160,000 hectares in 5 provinces key to the development of the forestry business, where we have pine and eucalyptus plantations. The forestry business is grouped under our subsidiary Proener.

Lastly, the Group has subscribed to a share in the gold and silver mining project "Diablillos", located in the provinces of Salta and Catamarca, and a share in the lithium mining project "Tres Cruces", in the province of Catamarca.

The Company has shareholdings in the thermoelectric stations of FONINVEMEN: San Martín (865 MW), Belgrano (873 MW) and Vuelta de Obligado (816 MW).

**Note for GRI 2-7 content: Our team**

Site	Female	Male	Overall total
<b>Buenos Aires</b>	<b>98</b>	<b>834</b>	<b>932</b>
<b>Santa Fe</b>	<b>10</b>	<b>109</b>	<b>119</b>
<b>Mendoza</b>	<b>6</b>	<b>100</b>	<b>106</b>
<b>San Juan</b>	<b>0</b>	<b>7</b>	<b>7</b>
<b>Neuquén</b>	<b>2</b>	<b>47</b>	<b>49</b>
<b>Bahía Blanca</b>	<b>0</b>	<b>3</b>	<b>3</b>
<b>Córdoba</b>	<b>0</b>	<b>2</b>	<b>2</b>
<b>Salta</b>	<b>0</b>	<b>1</b>	<b>1</b>
<b>Overall total</b>	<b>116</b>	<b>1,103</b>	<b>1,219</b>

**Note for GRI 2-8 content:** The Human Resources Department does not have the capacity to systematize information about non-employees.

**Note for GRI 2-10b content:** Upon the expiration of the term of three regular directors and three deputy directors, on March 27, 2024, the Board of Directors proposed the appointment of Diego Gustavo Petracchi, Martín Lhez and Osvaldo Reca as regular directors and Ramón Nazareno Ulloa, Rubén Omar López, and Fernando Roberto Bonnet as deputy directors to hold office for 3 (three) terms, who were elected by the shareholders at their Meeting on April 30, 2024. Afterwards, Rubén Omar López submitted his resignation to his position as deputy director.

**Note for GRI 2-12 content:** Every year, we give a presentation to the Board of Directors in which the environmental status of the Company is assessed. In addition, the Board of Directors approves the Report of the Corporate Governance Code as per the scope set forth in the CNV Regulations in force, which is attached as an Exhibit to the Annual Financial Statements. All the Company's business, activities and affairs are managed as per the policies and guidelines established by the Board of Directors. The Board of Directors is also responsible for approving the investment and financing policy, with the assistance of the CEO. The general and specific duties of the Board of Directors are included in Law No. 19550, the Corporate Bylaws and the Corporate Governance Code.

**Note for GRI 2-14 content:** This report was approved by the CEO and the Board of Directors after being put to vote. The follow-up and coordination of the drafting process was in charge of the Institutional Relations team.

**Note for GRI 2-15 content:** Every year, the Legal Matters Directorate (DAL) identifies the legal entities considered as Related Parties of the Company pursuant to the "Related parties transactions policy". To that end, managers, auditors and directors are required to submit an Affidavit prepared by the DAL within the applicable legal framework. On a quarterly basis, the DAL sends an email to the directors, managers and auditors of the Company to update the Related Parties list and record any modification to the annual Affidavit. Once the Related Parties are identified, the DAL prepares a list, which is sent to the Accounting Manager and Accounting Head so that they can identify the related parties' operations.

**Note for GRI 2-19 content:** We do not have a Remunerations Policy determining the remuneration of the members of the highest governance body and of high executives. The Shareholders' Meeting shall be in charge of determining the remuneration of directors when approving their performance. The remuneration is formed by a fixed salary + BONUS TARGET. The Annual Shareholders' Meeting authorized the members of the Board of Directors to receive an advanced payment of their fees during this fiscal year subject to its subsequent approval by the corresponding Shareholders' Meeting considering the Financial Statements closed on December 31, 2023.

**Note for GRI 2-19 a.iii content:** This point corresponds to confidential information we cannot disclose.

**Note for GRI 2-21 a, b, c content:** This point corresponds to confidential information we cannot disclose.

**Note for GRI 2-23 f content:** During the preparation of this Report, we detected that no sign interpreters or subtitles were included in our training sessions, and that our integrity documents and website are not adapted for blind or deaf people. These obstacles in the communication of our commitments and policies are improvement opportunities to work on in the future.

**Note for GRI 2-24 content:** The Company's commitments are communicated through the policies and procedures, which are documented and published in its workplace platform. During the onboarding process, new collaborators are introduced to the Code of Business Conduct. In addition, collaborators must comply with said policies, and the Monitoring action is executed by Compliance.

**Note for GRI 2-25 content:** Our policies set forth potential disciplinary sanctions when it is confirmed that an individual failed to comply with the regulations on conduct. We have not had any cases of remediation of negative impacts that we may have caused or contributed to.

**Note for GRI 2-27 content:** During 2024, we did not receive any monetary sanction, nor did we record non-compliances with the environmental legislations or rules.

**Note for GRI 2-30 content:** In Central Puerto, we would like to be a company attractive for talents and, therefore, a competitive company in the labor market. In consequence, the terms of employment and compensation are determined based on the combination of several factors: i. as determined by the Collective Bargaining Agreement setting forth the minimum standards for any type of negotiation; ii. as determined by our internal structure and the department; iii. as offered by the labor market and the electricity market in particular.

**Note for GRI 201-3 content:**

	<b>2023**</b>	<b>2024</b>
Non-current long-term benefits for collaborators*	7,206,430	7,669,181
Long-term benefits for collaborators*	3,121,156	3,490,531

The retirement plan of the employees of Central Puerto and all its subsidiaries is based on and governed by the Argentine regulations regarding the retirement and pensions systems. Central Puerto complies with all its social security obligations.

The social security system applicable to our employees, both of Central Puerto and all its subsidiaries, is governed by the regulations in force in the Argentine Republic. We comply with all our legal obligations regarding contributions to the retirement and pensions system administered by the Argentine Administration of Social Security (ANSES).

\*Long-term benefits for employees are covered with our own resources. For more information see [note 11.3 \(Compensation and employee benefits liabilities\) to the Financial Statements 2024](#)

\*\* 2023 figures were adjusted by inflation as per the comparative information included in the Financial Statements for 2024.

**Note for GRI 201-4 content:**

	2023*	2024
Non-current fiscal credits	311,294	81,571
Current fiscal credits	7,327,763	7,340,665

During 2024, Central Puerto did not receive any governmental subsidies.

**Note for GRI 207-1 and 11.21.4 content:**

Tax approach: See note 2.3.5 (Taxes) and 19 (Comprehensive tax inflation-adjustment) to the Financial Statements for 2024.

The company guarantees the transparency of the report and analysis of the tax commitments as per the International Financial Reporting Standards (IFRS), which govern the preparation of our Financial Statements. This compliance is carried out in accordance with the standards established by the regulators of the capital markets on which our shares are listed: the Argentine Securities Commission (CNV) in Argentina, and the Securities and Exchange Commission (SEC) in the U.S.

In addition, our Financial Statements are audited by Ernst & Young (EY) Argentina, an expert and internationally-renowned accounting audit firm.

**Note for GRI 207-2 and 11.21.5 content:**

The Tax Manager, who directly reports to the CFO, is in charge of compliance with the tax strategy. We have a Risk and Control Matrix, within the SOX Act, which aims at mitigating a series of risks that cover accounting entries, noncompliance with tax regulations, exposure to fines and sanctions, failure to pay tax obligations, incorrect determination of taxes and use of incomplete or inaccurate information.

The controls of such risk matrix are the following:

- Quarterly provisions correctly calculated and recorded.
- Income tax and personal property are calculated by following the tax regulations in force.
- All withholdings and/or perceptions are transferred to the corresponding tax administrations.
- All perceptions from clients are transferred to the Secretariat of Energy.
- Correct tax determination. It includes Income Tax, Personal Property Tax, VAT, Gross Income Tax and Stamp Tax. Accounting entries are correctly recorded and authorized.
- Payments under tax obligations are made by authorized personnel.
- Tax contingencies are recorded in a timely and correct manner.

We verify and validate our own tax returns. Just in the case of the Income Tax Return, we add an additional validation by EY external tax advisors. The Income Tax Return is submitted after EY advisors' confirmation. Regarding the rest of taxes, no specific validation is required from EY.

**Note for GRI 302-1 c content:** Heating consumption: no information available. NP and PN have no gas consumption meter in the buildings. Gas comes from high-pressure lines which supply the units. Heating and cooling sold: not applicable.

\*2023 figures were adjusted by inflation as per the comparative information included in the Financial Statements for 2024.

**Note for GRI 303-1 content:** Our Mendoza power plant and the solar assets G2A represent water stress areas. At the moment, Central Puerto has not set objectives and goals related to the water in this area.

**Note for GRI 303-2 content:** In each site Central Puerto operates, the discharge parameters established by the enforcement authority are followed.

**Note for GRI 303-3, 303-4, 303-5; 11.6.5 content:** In future assessments, we will work to develop indicators of consumption and of total water extraction per source, water discharge per destination, treatment level and type of water.

**Note for GRI 304-1a content:** This information is not available due to confidentiality restrictions for agreements between private parties. Due to confidentiality restrictions for agreements between private parties, we do not present the required site detail.

However, we include the protection of biodiversity in all stages of our projects. At the pre-feasibility stage, we evaluate the closeness of our operations to protected areas and sensitive ecosystems, identifying risks and adapting the design to prevent impacts. During the construction and operation, we implement conservation and restoration plans actively contributing to the protection of these environments, reinforcing our commitment with the responsible management of natural resources and the preservation of biodiversity in our area of influence.

**Note for GRI 304-2a content:** The following significant impacts on biodiversity do not apply: construction or use of manufacturing plants, mines and transport infrastructure; pollution (introduction of substances not naturally produced in a habitat of localized and non-localized sources); introduction of invasive species, plagues and pathogens; changes in ecological processes outside the variation natural scope (such as salinity or changes in the phreatic level).

**Note for GRI 305-1, 305-2 and 305-7b/c content:** For 2024, we continued using the GWP (global warming potential rates) and EF (emission factors) in terms of the Fifth National Communication of the Argentine Republic, where two significant changes in value are highlighted. On the one hand, the use of a local EF for Natural Gas, which has great incidence in our activity, and for ozone precursors, the use of Tier 1 data included in EMEP/EEA air pollutant emission inventory guidebook 2019, as recommended in the protocols update of IPCC of 2019.

**Note for GRI 305-3 content:** Central Puerto does not include Scope 3 in its GHG Inventory.

**Note for GRI 305-7 content:** All our generation units comply with the Secretariat of Energy Resolution 108/01 on the limits on emissions to the atmosphere and the local regulations on air quality. In the case of turbo-steam units, we have continuous monitoring equipment of emissions, as per regulations, and for turbo-gas and combined cycles, specific measurements are conducted.

**Note for GRI 306-2 content:** Central Puerto does not have a Circular Economy approach for all the Company's activities. The focus is placed on the end of life and the identification of materials that can be recycled to be reintroduced in another productive process or for charity purposes.

**Note for GRI 306-3 content:**

<b>Waste composition</b>			
	<b>Generated waste (Tn)</b>	<b>Waste diverted from disposal (valued)</b>	<b>Waste directed for disposal</b>
<b>Hazardous/special waste</b>	<b>299.67</b>	<b>2.17</b>	<b>297.5</b>
<b>Non-hazardous/Non-special industrial waste</b>	<b>1,571.83</b>	<b>-</b>	<b>1,571.83</b>
<b>Recyclable waste</b>	<b>305.55</b>	<b>305.55</b>	<b>-</b>
<b>Waste similar to municipal solid waste (MSW)</b>	<b>326.28</b>	<b>-</b>	<b>326.28</b>
<b>Total</b>	<b>2,503.33</b>	<b>307.72</b>	<b>2,195.61</b>

**Note for GRI 306-4 content:**

Waste diverted from disposal due to recovery operations, in metric tons (t)						
	2023			2024		
	Onsite	Offsite	Total	Onsite	Offsite	Total
<b>Hazardous waste</b>						
<b>Preparation for recovery</b>	-	<b>71.24</b>		-	<b>0.6</b>	-
<b>Recycling</b>	-	-		-	<b>2.17</b>	-
<b>Other recovery operations</b>	-	-		-	-	-
<b>Total</b>	<b>0</b>	<b>71.24</b>	<b>71.24</b>	-	<b>2.77</b>	<b>2.77</b>
<b>Non-hazardous waste</b>						
<b>Preparation for recovery</b>	-	<b>18.5</b>		-	-	-
<b>Recycling</b>	-	<b>42.65</b>		-	<b>304.79</b>	<b>304.79</b>
<b>Other recovery operations</b>	-	-		<b>0.76</b>	-	<b>0.76</b>
<b>Total</b>	<b>0</b>	<b>61.15</b>	<b>61.15</b>	<b>0.76</b>	<b>304.79</b>	<b>305.55</b>
<b>Avoided waste*</b>	-	-		-	-	-

\*The reduction of waste generation derived from a reduced production capacity is not considered waste prevention. The organization may notify the waste avoided in their own activities as well as in their value chain.

**Note for GRI 306-5 content:**

Waste directed to disposal						
	2023			2024		
	Onsite	Offsite	Total	Onsite	Offsite	Total
<b>Hazardous waste</b>						
Incineration (with energy recovery)	-	-		-	-	-
Incineration (without energy recovery)	-	170.08		-	194.91	194.91
Landfilling	-	39.12		-	35.9	35.9
Other disposal operations	-	83.38		-	66.09	66.09
<b>Total</b>	<b>0</b>	<b>292.58</b>	<b>0</b>	<b>0</b>	<b>296.9</b>	<b>296.9</b>
<b>Non-hazardous waste</b>						
Incineration (with energy recovery)	-	-		-	-	-
Incineration (without energy recovery)	-	-		-	-	-
Landfilling	-	492.3		-	1,898.11	-
Other disposal operations	-	-		-	-	-

	2023			2024		
	Female	Male	Overall total	Female	Male	Overall total
<b>Region: Buenos Aires</b>						
Between 30 and 50	8	17	25	8	24	32
Older than 50	1	6	7	0	5	5
Younger than 30	9	29	38	8	24	32
<b>Overall total</b>	<b>18</b>	<b>52</b>	<b>70</b>	<b>16</b>	<b>53</b>	<b>69</b>
<b>Region: Mendoza</b>						
Between 30 and 50	1	4	5	0	0	0
Older than 50	1	0	1	0	1	1
Younger than 30	1	3	4	0	0	0
<b>Overall total</b>	<b>3</b>	<b>7</b>	<b>10</b>	<b>0</b>	<b>1</b>	<b>1</b>
<b>Region: Salta</b>						
Older than 50	0	1	1	0	0	0
<b>Overall total</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Region: Neuquén</b>						
Between 30 and 50	0	3	3	0	0	0
Younger than 30	0	4	4	0	3	3
<b>Overall total</b>	<b>0</b>	<b>7</b>	<b>7</b>	<b>0</b>	<b>3</b>	<b>3</b>
<b>Region: Santa Fe</b>						
Between 30 and 50	1	3	4	1	2	3
Older than 50	0	4	4	0	0	0
Younger than 30	1	1	2	0	3	3
<b>Overall total</b>	<b>2</b>	<b>8</b>	<b>10</b>	<b>1</b>	<b>5</b>	<b>6</b>

**GRI 401-1 b Rotation and 11.10.2:**

		2024		
		Female	Male	Overall Total
<b>CENTRAL COSTANERA</b>		0	4	4
<b>Retirement</b>		0	2	2
<b>Resignation-Termination of employment agreement</b>		0	2	2
<b>MENDOZA</b>		1	4	5
<b>Retirement</b>		0	3	3
<b>Resignation-Termination of employment agreement</b>		1	1	2
<b>BUENOS AIRES</b>		6	25	31
<b>Death -Death of collaborator</b>		0	1	1
<b>Termination of employment agreement</b>		0	3	3
<b>Retirement</b>		1	2	3
<b>Mutual agreement</b>		0	4	4
<b>Resignation-Termination of employment agreement</b>		5	15	20
<b>SANTA FE</b>		0	4	4
<b>Termination of employment agreement</b>		0	2	2
<b>Resignation-Termination of employment agreement</b>		0	2	2
<b>NEUQUÉN</b>		0	4	4
<b>Termination of employment agreement</b>		0	3	3
<b>Resignation-Termination of employment agreement</b>		0	1	1
<b>Overall total</b>		7	41	48

**Note for GRI 401-2 and 11.10.3 content:** Benefits for full-time collaborators.

**Note for GRI 401-3; 11.10.4; 11.11.3 content:**

Parental leave indicators	2023			2024		
	Men	Women	Total	Men	Women	Total
<b>Total number of individuals entitled to parental leave</b>	<b>1,075</b>	<b>106</b>	<b>1,181</b>	<b>1,103</b>	<b>116</b>	<b>1,219</b>
<b>Total number of individuals who took parental leave</b>	<b>9</b>	<b>2</b>	<b>11</b>	<b>14</b>	<b>5</b>	<b>19</b>
<b>Total number of individuals who returned to work after completing their parental leave</b>	<b>9</b>	<b>2</b>	<b>11</b>	<b>14</b>	<b>5</b>	<b>19</b>
<b>Total number of individuals who returned to work after completing their parental leave and remained employed 12 months later</b>	<b>9</b>	<b>2</b>	<b>11</b>	<b>14</b>	<b>5</b>	<b>19</b>
<b>Return-to-work rate of individuals who took parental leave</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
<b>Retention rate of individuals who took parental leave</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

**Note for GRI 402-1 and 11.10.5 content:** Minimum notice periods for operational changes. Notices are given progressively based on the significance of the change. On average, notice of significant changes is given one month in advance.

**Note for GRI 403-1 and 11.9.2 content:** The Occupational Health Department has an appointed medical officer specialized in occupational medicine, who is part of Central Puerto. It also has nurses in charge of each shift, who are external to the company.

**Note for GRI 403-3 and 11.9.4 content:** The organization directly ensures the quality of the occupational health services through a medical officer specialized in occupational medicine and who is trained in other medical areas. This officer is responsible for promotion and protection of workers. Any content issued by the Medical Department is communicated to the plant personnel using fixed signage, digital media, an internal audiovisual communication system, corporate e-mails, and in person in every workstation. This Medical Department compiles statistics on assistance and health campaign assessments through anonymous surveys conducted via QR codes.

**Note for GRI 403-9/403-10 content:**

**HIGH-CONSEQUENCE INJURY RISKS:**

The following are critical hazards and risks as per the regulatory framework and risk analyses: Height, Fire/Explosion, Electrical, Confined Spaces, Hoisting, Excavations.

Risks have been determined based on the plant's risk matrix, through the register of declared risk agents, direct observation of workstations and their surroundings. At present, no professional illnesses were recorded. Risks are minimized through the regular revision of regulations, in-person training sessions, and primary health prevention campaigns.

To date, there are no work-related illnesses reported.

**Note for GRI 404-3 content:**

Detail of collaborators who have participated in a regular assessment as per the Collective Bargaining Agreement	2022					2023					2024				
	Managers and Assistant Managers	Other staff	Interns	Professionals	Overall Total	Managers and Assistant Managers	Other staff	Interns	Professionals	Overall Total	Managers and Assistant Managers	Other staff	Interns	Professionals	Overall Total
<b>Female</b>	2	38	2	33	75	2	2	5	99	106	2	6	3	85	96
NO	2	5	2	32	41	2	0	5	69	74	2	4	0	61	67
SI	0	33	0	1	34	0	2	0	30	32	0	2	0	24	26
<b>Male</b>	34	560	1	110	705	39	801	0	235	1,075	30	536	4	177	747
NO	34	217	1	110	362	39	505	0	208	830	30	234	0	148	412
SI	0	343	0	0	343	0	296	0	27	245	0	302	0	29	331
<b>Overall Total</b>	36	598	3	143	780	41	803	5	235	1,181	32	542	7	262	843

A review was performed on the professional and other staff criteria. We consider that the best criteria for the Company was the one applied in 2023, since all our administrative personnel under the collective bargaining agreement are deemed as professional due to their positions and duties.

Row labels	2023			2024		
	Female	Male	Overall Total	Female	Male	Overall Total
<b>Completed</b>	<b>33</b>	<b>126</b>	<b>159</b>	<b>83</b>	<b>250</b>	<b>333</b>
<b>Not completed</b>	<b>26</b>	<b>65</b>	<b>91</b>	<b>5</b>	<b>19</b>	<b>24</b>
<b>Total</b>	<b>59</b>	<b>191</b>	<b>250</b>	<b>88</b>	<b>269</b>	<b>357</b>

**Note for GRI 405-1 and 11.11.5 content:** Individuals in governance bodies detailed by gender and age:

Category: Directors, managers and assistant managers	2023			2024		
	Female	Male	Overall Total	Female	Male	Overall Total
<b>Between 30 and 50</b>	<b>2</b>	<b>14</b>	<b>15</b>	<b>1</b>	<b>14</b>	<b>15</b>
<b>Older than 50 years old</b>	<b>0</b>	<b>28</b>	<b>29</b>	<b>1</b>	<b>24</b>	<b>25</b>
<b>Overall total</b>	<b>2</b>	<b>42</b>	<b>44</b>	<b>2</b>	<b>38</b>	<b>40</b>

Category: Collaborators	2023			2024		
	Female	Male	Overall Total	Female	Male	Overall Total
<b>Between 30 and 50</b>	<b>61</b>	<b>696</b>	<b>757</b>	<b>72</b>	<b>710</b>	<b>782</b>
<b>Older than 50 years old</b>	<b>21</b>	<b>301</b>	<b>322</b>	<b>22</b>	<b>306</b>	<b>328</b>
<b>Younger than 30</b>	<b>24</b>	<b>78</b>	<b>102</b>	<b>22</b>	<b>87</b>	<b>109</b>
<b>Overall total</b>	<b>106</b>	<b>1,075</b>	<b>1,181</b>	<b>116</b>	<b>1,103</b>	<b>1,219</b>

**Note for GRI 405-2 content:** It is not currently possible to present the ratio of remuneration of women to men in a sole manner, since there are positions covered and not covered by the Collective Bargaining Agreement, which implies different remuneration structures.

In addition, even though there are women in every sector of the organization, there are no cases recorded in which women and men hold the same position and level within the same remuneration scheme, which proves difficult a direct and representative comparison of the indicator.

**Note for GRI 413-2 content:** There are no records of impacts on local communities.

**Note for GRI 11.2 content:** Not applicable as we do not use climate change scenarios, we are not in the oil or gas extraction business, and our line of business is not the capture of CO<sub>2</sub>.

**Note for GRI 11.8.2 content:** During 2024, there were no significant leakages.

**Note for GRI 11.2.1 and 11.2.2 content:** Central Puerto has no climate change policy. In addition, Central Puerto does not capture or remove CO<sub>2</sub>.

**Note for GRI 11.2.3 content:** Central Puerto does not have GHG targets nor goals.

**Note for GRI 11.2.4 content:** Central Puerto is not involved in the development of public policies or climate change-specific roundtables.

**Note for GRI 11.15.3 content:** In 2024, no impacts on health were detected.

**Note for GRI 11.15.4 content:** We did not receive any complaints through the available channels.

**Note for GRI 11.1; 11.5.4; 11.5.5; 11.5.6; 11.7.2; 11.8.2; 11.8.3; 11.8.4; 11.14.2; 11.20.5; 11.20.6; 11.21.8; 11.22.1 content:** As of the time of drafting this report, the information is not available.

## SASB Index - Electric utilities and power generators

**Table 1. Disclosure topics on sustainability and accounting metrics**

Topic	Metric	Code	Page
<b>Water management</b>	(1) Total water extracted, (2) total water consumed; percentage of each in regions with high or extremely high baseline water stress	IF-EU 140a.1	34
	Number of incidents of non-compliance associated with water quantity or quality permits, standards and regulations	IF-EU 140a.2	Footnote (p. 120)
	Description of water management risks and discussion of strategies and practices to mitigate those risks	IF-EU 140a.3	34
<b>Greenhouse Gas emissions and energy resource planning</b>	(1) Gross global Scope 1 emissions percentage covered under (2) emissions-limiting regulations and (3) emissions-reporting regulations	IF-EU 110a.1	25
	Greenhouse gas (GHG) emissions associated with power deliveries	IF-EU 110a.2	25
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction target and an analysis of performance against those targets	IF-EU 110a.3	28
<b>Air quality</b>	Air emissions of the following pollutants: 1) NOx (excluding N2O), 2) SOx, 3) particulate matter (PM10), 4) lead (Pb) and 5) mercury (Hg); percentage of each in or near areas of dense population	IF-EU 120a.1	28

**Table 1. Disclosure topics on sustainability and accounting metrics**

<b>End-use efficiency and demand</b>	Percentage of electric load served by smart grid technology	IF-EU 420a.2	Information not available
	Customer electricity savings from efficiency measures, by market	IF-EU 420a.3	This metric is not applicable due to our type of operations
<b>Workforce health and safety</b>	(1) Total recordable incident rate (TRIR), (2) fatality rate (3) near miss frequency rate (NMFR)	IF-EU 320a.1	64
<b>Energy affordability</b>	Typical average retail monthly electric bill for (1) residential, (2) commercial, and (3) industrial customers	IF-EU 240a.1	Footnote (p. 120)
	Number of residential customer electric disconnections for non-payment, percentage reconnected within 30 days	IF-EU 240a.3	Footnote (p 121.)
<b>Nuclear safety and emergency management</b>	Discussion of impact of external factors on customer affordability of electricity, including the economic conditions of the service territory	IF-EU 240a.4	Footnote (p. 121)
	Total number of nuclear power units, broken down by U.S. Nuclear Regulatory Commission (NRC) Action Matrix Column	IF-EU 540a.1	This metric is not applicable due to our type of operations. Nuclear generation is not among our assets.
	Description of efforts to manage nuclear safety and emergency preparedness	IF-EU 540a.2	This metric is not applicable due to our type of operations

**Table 1. Disclosure topics on sustainability and accounting metrics**

<b>Grid resiliency</b>	Number of incidents of non-compliance with physical and/or cybersecurity standards or regulations	IF-EU 550a.1	87 ; Footnote (p. 121)
	1) System Average Interruption Duration Index (SAIDI), (2) System Average Interruption Frequency Index (SAIFI), and (3) Customer Average Interruption Duration Index (CAIDI), inclusive of major event days	IF-EU 550a.2	Footnote (p. 121)
Activity metrics	Code	Answer/ Page	
Number of: (1) residential, (2) commercial, and (3) industrial customers served	IF-EU-000.A	This metric is not applicable due to our type of operations	
Total electricity delivered to: (1) residential, (2) commercial, (3) industrial, (4) all other retail customers, and (5) wholesale customers	IF-EU-000.B	Footnote (p. 121)	
Length of transmission and distribution lines	IF-EU-000.C	This content is not applicable to our operation, since we are power generators and not distributors.	
Total electricity generated percentage by major energy source, percentage in regulated markets	IF-EU-000.D	<u><a href="#">Presentation for investors (pages 4-6 and 9)</a></u>	

**Note for IF-EU 140a.2 content:** During 2024, we did not receive any monetary sanctions, nor did we record any noncompliance with the environmental legislation or rules.

**Note for IF-EU-240a.1 content:** We do not supply energy to retail customers. Most of the energy generated is sold directly to Compañía Administradora del Mercado Mayorista Eléctrico S.A (CAMMESA).

**Note for the omission of IF-EU-240a.3 content:** There were no requests for disconnecting Large Clients due to lack of payment during 2024. Regarding comparing prices and average bills or the supply disconnection regarding other suppliers, such does not apply to the generation business in Argentina. In addition, the prices paid by our clients are confidential. There is no price schedule for Forward Market.

It does not apply to residential clients: Central Puerto conducts its activities in the Electric Power Generation Sector, whereas the supply of the segment depends on the local distributors, and their affordability of the price policies of the local Regulatory Entities, which during 2024 were, in most cases, dissociated from the generation costs.

Regarding Large Commercial and Industrial Clients, we invested in Renewable Energy Generation assets, which allow those clients to reduce their carbon footprint, as well as to fix their supply costs for extended periods, associated with the validity of the agreements subscribed. In addition, we commercialize generation from high-efficiency Combined Cycles, which allows for costs and fuel consumption reduction.

**Note for IF-EU 240a.4:** The costs that have an impact on the prices for Large Users are linked to seasonality, the volume of aggregate demand, the availability of fuels, both liquid and natural gas, and climate factors which impact on the production of wind and solar energy.

**Note for IF-EU-550a.1:** There were no cases of noncompliance with the standards or regulations regarding physical or cyber security.

**Note for IF-EU 550a.2:** Not applicable. In Argentina, the indexes described in this item, associated with service outage, are calculated by electrical energy distribution companies. Our generation power stations make available the power and energy associated in the interconnection nodes to SADI, therefore the eventual unavailability or a machine output does not have a direct correlation to the supply outage or their duration. The service interruptions depend on the conditions of the grid, managed by third parties (trunk distribution).

**Note for IF-EU-000.B:** Within the framework of the Argentine electricity market, Central Puerto does not have full traceability of the energy supplied to residential, commercial and industrial clients, and other retail segments. This is due to the fact that, under the local regulatory scheme, most generation is dispatched to the Argentine Interconnection System (SADI) and allocated by CAMMESA, the entity responsible for centralized energy purchasing and dispatch in the wholesale market. As a result, all generation injected into the system is pooled with that of other generators, making it impossible to directly identify the end consumer.

The only exception applies to energy contracted through bilateral Power Purchase Agreements (PPAs), whether under the RenovAr and MATER programs or certain long-term thermal contracts. In these cases, the Company maintains traceability to specific end customers. This segment accounts for approximately 15% of annual generation. The remaining energy is traded through CAMMESA under the spot market scheme or applicable regulatory frameworks, without the possibility of allocation to specific customer categories.

**For more information on end customers, see [Presentation for investors \(pages 8 and 10\)](#); and for more information on dispatch by CAMMESA, see [Presentation for investors \(pages 4-5\)](#)**

## Report scope and guidelines

This new annual report from Central Puerto S.A., involves all the operations of the Company and its subsidiaries in accordance with the Consolidated Financial Statements for the fiscal year commenced on January 1 and ended December 31, 2024

The aim of this document is to present the progress made in each environmental, social, economic and good governance topic identified as material for our business.

This document includes the following international guidelines as reference regarding accountability:

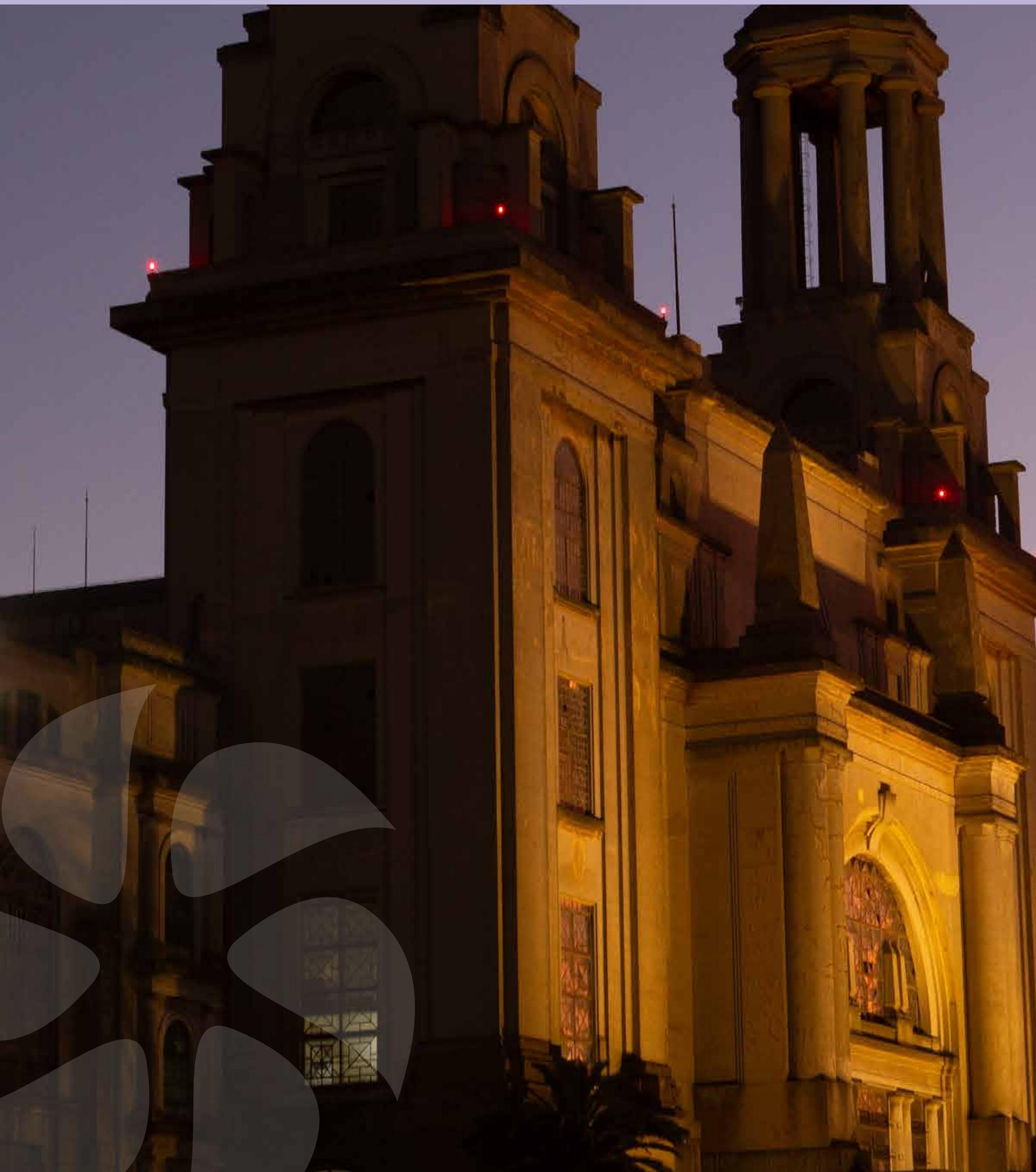
- GRI (Global Reporting Initiative) Standards;
- Electric Utilities and Power Generators Standards from the Sustainability Accounting Standards Board (SASB), version 2023-12;
- United Nation Sustainable Development Goals (SDG) and 2030 Goals. SDG Compass -Guide 2015 (UNGC, GRI, WBCSD).

**External assurance:** as a result of the internal control systems in Central Puerto, which contribute to the integrity and credibility of the information provided in the document, this Sustainability Report has not been subject to an external assurance process.

**Release date:** November 2025

**Contact:** We look forward to your comments and enquiries, which will help us improve the Report and our ESG management, at:

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## General coordination

Corporate Affairs Direction (Institutional Communication)

## External facilitators

Punto ESG | [www.puntoesg.com](http://www.puntoesg.com) 