

SUSTAINABILITY INDICATORS

Update June 20203

OPERATIONAL INDICATORS	2019	2020	2021	2022
Energy production (GWh)	6,604	6,472	6,710	7,103
Renewable energy production (GWh)	1,552	1,360	1,472	1,349.9
Installed capacity of electricity generation (MW)	2,496	2,496	2,496	2,496
Installed capacity of renewable energies (MW)	288	288	288	288.2
B2B client satisfaction rate	90	91.4	91.4	93.9
Sale of energy to client (TWh)	9	8	8	9
Contracted power at peak hour (MW)	1,857	1,874	2,031	1,943.91
Contracted power at off-peak hour (MW)	1,867.80	1,898.45	2,067	1,996.71
Length of transmission grids (km)	293	282	356.1	476.3
Number of Cybersecurity incidents (low/medium)	0	1	2	1
Number of Cybersecurity incidents (high/critical)	0	0	0	0
Active Directory Security (# pending activities)	0	0	0	0
Leaked user navigation (Zscaler)	90%	98%	100%	100%
Equipment with Antivirus	100%	100%	100%	100%
Upgraded servers	100%	100%	100%	100%

FINANCIAL INDICATORS - MUSD	2019	2020	2021	2022
Sales revenues	536.4	484.1	532.2	554.9
Gross profit	205.1	180.4	161.3	125.0
EBITDA	250.5	227	225.7	194.3
Operating income	166.5	153	142.4	109.2
Net profit	104.2	87.9	65.2	65.2
PP&E (Property, Plant, and Equipment)	2,465.2	1,719.6	1,739.2	1871.5
Cash flow from operations	233.4	196	189.6	55.5
Net debt	537.7	484	532	604
ENVIRONMENTAL INDICATORS	2019	2020	2021	2022
Carbon Footprint				
Total CO2 emissions (t CO2 eq)	2,000,498	1,992,021	2,103,848	2,799,245
Emissions related to purchase-sale of energy (t CO2 eq)	387,573.00	202,429.40	369,564.80	216,392
Emissions from the lifecycle of fuels used (t CO2 eq)	316,174.3	311,344.4	330,006.1	328,881
Emissions from corporate office (t CO2 eq)	858	272	205	836
Energy consumption				
Total energy consumption (GWh)	9,853.5	9866.6	10,377.8	10,563
Energy consumption from the grid (GWh)	35.5	36.6	37.8	30
Primary energy consumption related to energy production (GWht)	9,818	9,830	10,340	10,533

Nature				
Annual water volume used in all our operation sites m3.	137,241	141,059	177,628	258,542
Water volume taken for all our operation sites m3.	29,388,711.28	20,237,095.60	30,756,641.94	36,498,358
Direct water footprint (m3) - Water consumption (services and cooling systems)	137,241	141,059	175,138	254,704
Non-consumed water for cooling in hydropower generation (m3)	9,729,500	8,906,032	9,022,750	8,923,630
Water consumed to generate one megawatt (m3)	21,049.0	21,645.0	26,394.0	38,158
Water consumed from the desalinization process (m3)	104,522.0	112,286.0	124,597.0	139,267
Total consumption from the desalinization process (%)	61.0	62.0	63.0	63.0
Chemical products used for water treatment (ton)	69.9	63.1	94.5	86.60
Recycled water used for irrigation of green areas (m3)	77,707	85,479	105,702	105,636
Total waste generated and managed (Tn)	413	266	408	419
Hazardous waste disposal (Tn)	188	96	135	146
Non-hazardous waste disposal (Tn)	225	170	276	277
Recovery rate of non-hazardous waste (%)	31%	27%	51%	57%
Hazardous waste recovery rate (%)	11%	23%	15%	19%
Appraisal of organic waste in our operation plants used as compost.	-	-	-	100%
Dust particle emissions, ton	50.6	32.2	32.9	55.20
Sulfur hexafluoride emissions (SF6), ton	0	0	0	0
Nitrogen oxide emissions (NOx), ton	1210.8	1117.3	1104.2	1,362.10

Sulfur oxide emissions (SOx), ton	146.0	59.7	82.3	307.10
Ash and gypsum residues, ton	0	0	0	0
Direct mercury emissions (HG), kg	0.7	0.3	4.2	7.2
Compliance with Environmental Programs and Permissible Limits in Environmental Monitoring (power plants)	100%	100%	100%	100%
Compliance with submission of mandatory environmental reports (%)	100%	100%	100%	100%
Compliance with environmental monitoring committed with the Government	100%	100%	100%	100%
Number of environmental incidents reportable to authorities	0	0	0	0
SOCIAL INDICATORS	2019	2020	2021	2022
Number of employees (inc. trainees)	503	513	535	541
Number of contractors' personnel	606	528	1,092	1,597
Number of hours worked per employee	986,135	970,846	1,013,753	1,002,834
Number of hours worked per contractor	1,342,650	1,044,773	1,726,516	3,863,512
Number of occupational incidents (workers)	10	6	10	5
Number of occupational incidents (contractors)	3	6	45	49
Number of minor accidents (workers)	2	1	0	1
Number of minor accidents (contractors)	1	0	7	2
Number of disabling accidents (workers)	0	0	0	0
Number of disabling accidents (contractors)	0	0	1	1
Number of fatal accidents (workers)	0	0	0	0

Number of fatal accidents (contractors)	0	0	0	0
Number of occupational diseases (workers)	0	0	0	0
Number of occupational diseases (contractors)	0	0	0	0
Lost-time injuries frequency rate - Empleados	0	0	0	0
Lost-time injuries frequency rate - Contratistas	0	0	0.74	0.76
Training to suppliers/contractors (total hours)	14,060	4,502	2,580	7,352
OHS Training of workers (total hours)	10,013	8,421	31,321	107,055
Purchases to local suppliers (%)	12%	8%	5%	14%
Total turn over (%)	5.40%	1.85%	4.98%	3.70%
Voluntary employee turnover (%)	2.10%	0.80%	1.59%	3.11%
Number of new employee hired	20	21	41	42
Percentage of open positions filled by internal candidates (internal hires)	40.42%	51.43%	8.51%	53.52%
Women in the organization (%)	15.50%	14%	14%	17%
Women in management positions (%)	20.0%	15%	15%	19%
Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)	15.79%	14.29%	12.50%	18.75%
Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)	50%	50%	40%	40%
Women in the Executive Committees (%)	43%	43%	40%	33%
Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	11.76%	11.76%	15%	13.64%
Share of women in STEM-related positions (as % of total STEM positions)	4.13%	4.90%	6.27%	6.22%

Performance Assessment (%)	100%	100%	99%	100%
Female vs. male pay ratio	-2.20%	-4.60%	-3.07%	-2.40%
Sustainable Engagement - Results of internal survey ENGIE & Me (%)	90%	92%	93%	93%
Participation in internal survey ENGIE & Me (%)	96%	98%	94%	95%
Home office (%)	25%	43%	42.57%	27.43%
Trained workforce (%)	95%	97%	100%	100%
Training hours (average per employee) *trainees not included	26.00	7.85	7.06	15.40
OHS Training of employees (hours)	6,134	1,332	891	6,933
Training of employees on Compliance - Ethics and human rights - hours	261	809	141	1,105
Training of employees on environmental standards (average hours in operation sites)	23	34	28	37
% of employees represented by an independent trade union or covered by collective bargaining agreements	51.68%	48.97%	47.21%	47.67%
Areas of influence covered by an appropriate mechanism for dialogue and consultation with stakeholders (%)	100%	100%	100%	100%
Target sites with an integrated environmental management plan developed in conjunction with their stakeholders (%)	100%	100%	100%	100%
Number of direct and indirect beneficiaries from social actions	38,000	46,000	150,000	150,000
Social investment (USD)	1,300,000	1,447,000	2,300,000	1,900,000
Community Concerns, Grievances and Claims addressed (PQR)	16	10	13	12
Social conflicts that stop power generation	0	0	0	0
Human rights: % of operations and projects with due diligence process	100%	100%	100%	100%
Human rights: number of mitigation y remediation plan identified and executed	0	0	0	0

CORPORATE GOVERNANCE INDICATORS	2019	2020	2021	2022
Number of principal directors	6	6	6	7
Participation rate in the Board of Directors (%)	91.80%	97.44%	97.62	92.28%
Independence rate of the Board of Directors (%)	33%	33%	33%	28.5%
Gender diversity index of the Board of Directors (%)	0%	0%	0%	43%
Rate of foreigners in the Executive Committee (non-Peruvian nationality) (%)	57%	57%	50% (Jan - Jun) 33% (Jul - Dec)	33%
Executive Committee trained in corruption issues (%)	100%	100%	100%	100%