

1

We connect the energies of the future, illuminating paths towards efficiency and sustainability. We are Transelec

2

Setting a solid course for a sustainable future: Corporate Governance, Ethics, Compliance and Risk Management

3

Focused on our customers, we provide specialized and critical services with clear and long-term arrangements

4

Building Connections: Strengthening community through social value and protection of our planet

5

People as the driving force behind the development of our Company

6

Commitment to the future: Solid, long-term financial performance. Value generation.

7

Transelec Group: Growth through business diversification

8

Preparing our 2023 Integrated Annual Report

Appendices



5.

People as the driving force behind the development of our Company

1	We connect the energies of the future, illuminating paths towards efficiency and sustainability. We are Transelec	2	Setting a solid course for a sustainable future: Corporate Governance, Ethics, Compliance and Risk Management	3	Focused on our customers, we provide specialized and critical services with clear and long-term arrangements	4	Building Connections: Strengthening community through social value and protection of our planet	5	People as the driving force behind the development of our Company	6	Commitment to the future: Solid, long-term financial performance. Value generation.	7	Transelec Group: Growth through business diversification	8	Preparing our 2023 Integrated Annual Report	Appendices
---	---	---	---	---	--	---	---	---	--	---	---	---	--	---	---	------------

2023 Milestones

Launch and organizational alignment of the new Diversity and Inclusion (DEI) policy.

Launch of the Integral Health approach with a gender perspective. Alignment of NCH3262 processes and procedures

People are and will always be our most valuable asset. For this reason, our management is focused on creating an environment of trust and effective communication that contributes to the development of our employees, both professionally and in their quality of life.

Employees

(GRI 2-7; CMF 5.1.1, 5.1.2, 5.2; 5.3)

In order to fulfill our commitment to our customers to provide quality service and ensure business continuity, we need the support of our teams. That is why our people are the Company's greatest asset. They are the ones who make it possible, day after day, to deliver on our commitments.

As of December 2023, we had 590 employees, 99% of whom have permanent contracts. Our commitment is to have professionals specialized in the electricity industry to provide quality service to the public.

Details on the number of people by type of contract and the corresponding work shifts can be found on the Appendixes, on page 102.

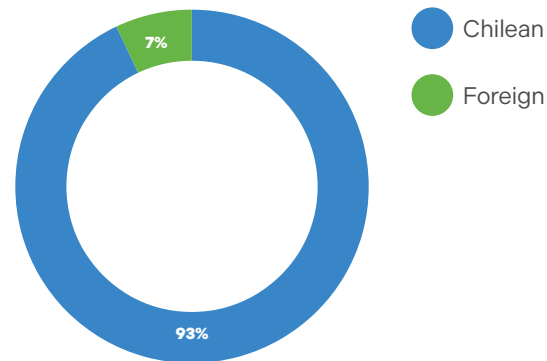
For more details of our team by gender, nationality and position, please refer to the Appendixes on page 104.

During 2023, we are working hard on the implementation of a Diversity Management System, as well as a System of Procedures according to the Chilean Standard Nch3262:2021: Management of Gender Equality and Reconciliation of Work, Family and Private Life and the Law of Inclusion.

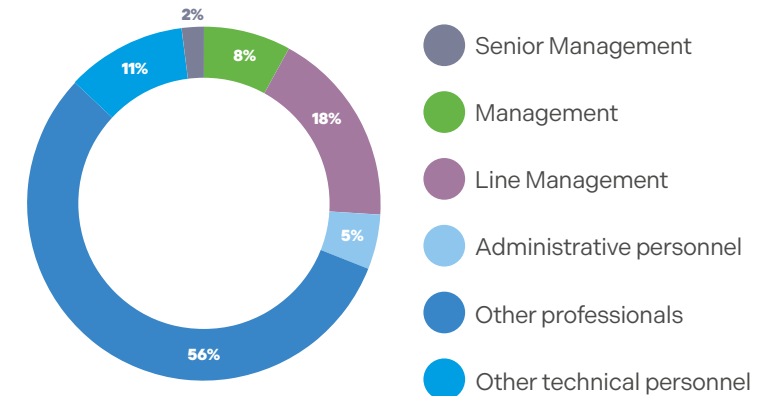
Our challenge is to be certified according to this standard by 2024. To achieve this, we will work to do everything necessary, including the recommendations of the standard for its application.

1. Senior Management commitment
2. Assessment
3. Action plan
4. Internal assessment and certification

Personnel by nationality



Personnel by position



We connect the energies of the future, illuminating paths towards efficiency and sustainability. We are Transelec

Setting a solid course for a sustainable future: Corporate Governance, Ethics, Compliance and Risk Management

Focused on our customers, we provide specialized and critical services with clear and long-term arrangements

Building Connections: Strengthening community through social value and protection of our planet

People as the driving force behind the development of our Company

Commitment to the future: Solid, long-term financial performance. Value generation.

Transelec Group: Growth through business diversification

Preparing our 2023 Integrated Annual Report

Appendices

Development and Inclusion

Recognizing that diversity is critical to fostering innovation and collaborative teams, improving the work environment, ensuring equal opportunity, and attracting the best talent, we launched our Diversity and Inclusion Policy this year.

This policy sets out our ethical commitment to diversity, equality, inclusion and the work-life balance of our employees. In this way, we want to take care of the people who work at Transelec, offering them equal opportunities and ensuring non-discrimination of any kind. The policy was disseminated throughout the organization by means of a campaign to spread the points it contains. It has also been given a space to communicate in team conversations by its leaders (Team Briefing) and in our social networks for external audiences. We also continue to work on the unconscious biases that influence decisions about organizational development, with a special focus on stakeholders such as women, people with disabilities, and understanding the benefits of being a multigenerational organization.



Gender equality and diversity (CMF 5.4.1)

Our Diversity and Inclusion policy is the basis for the creation of the DEI strategy. Over time, we have developed and maintained programs that allow us to embed our goals throughout the organization. Some examples include the following:

- **Multigenerational Mentoring Program,**
- **Professional Internship Program, and the Women's Network,** in addition to our participation in industry networks such as **WEC-Women In Energy,**
- **Sofofa Inclusion Network (ReIn),**
- **Expo Inclusion, and the cross-cutting work of the Energy+Women Plan with the Ministry of Energy.**

At the same time, we strengthened the development of leadership skills adapted to hybrid work, enabling our employees to achieve a better work-life balance.

We added the area of holistic health to our work, with sessions focused on the physical health of our employees, with an emphasis on gender. We also deepened shared knowledge of the basic concepts of diversity, inclusion and non-discrimination, with a communication campaign and presentations from a legal perspective on working environments free of discrimination and violence.

[See LinkedIn Post](#)

During 2023, we made progress on key activities related to the career development of women and their contribution to the Company. We highlight some of the actions related to diversity, equality and inclusion that were developed in 2023::

Our focus was on career development and the visibility of women's contributions to the industry. To this end, several presentations were held, of which the following stand out:

- "Gender equality, a multidisciplinary approach to development".
- "Closing gender gaps in the world of innovation and technology".
- Workshop on limiting beliefs with a gender approach. All activities are open to the entire Company.
- "Break the Bias" communication campaign to eliminate bias against women in the workplace.
- With the "Workplace Environment - Key Concepts" presentation, we raised awareness about recognizing other employees in the workplace, promoting respect in working relationships, and raising awareness about violence in the workplace.
- For the first time, we were present in person at the Expo Inclusión and Energía+Mujer fairs. For the first time, we addressed issues related to the holistic health of our employees beyond their mental health. Thus, we held the presentations "Talking about Breast Health: Prevention and Awareness" and "Man to Man: Open Dialogue on Prostate Cancer", where we not only had the participation of health experts, but also had access to specific benefits through Betterfly and our supplementary insurance.

We challenge ourselves to improve day by day by creating a fair and meritocratic work environment that provides spaces for the development and inclusion of women, without having special quotas for them. In 2023, we reached 23.7% of women in our Company, which means that we continue to contribute to the participation and growth of women in the industry. Our goal is to exceed the average number of women in the electricity industry, which is 23% of the workforce (Source: October 2022 Energía+Mujer Paper, Ministry of Energy).

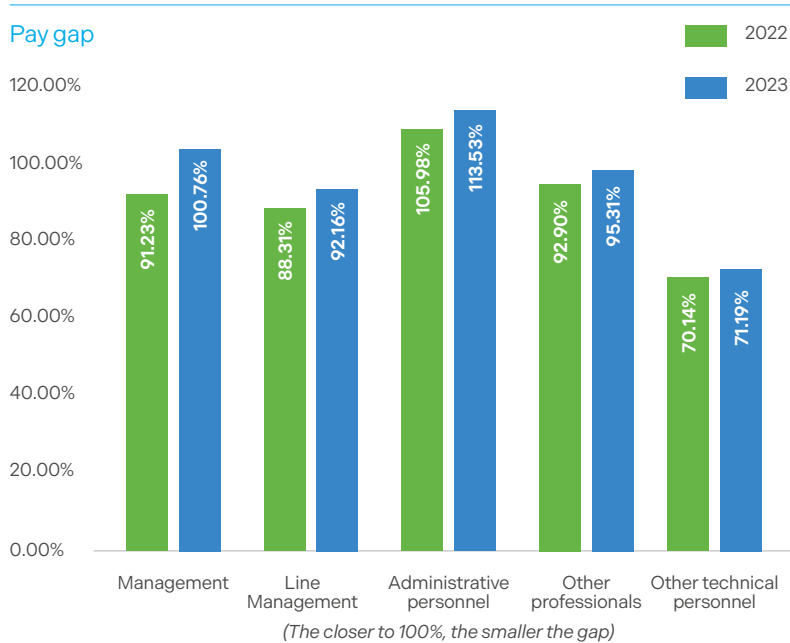
1	We connect the energies of the future, illuminating paths towards efficiency and sustainability. We are Transelec	2	Setting a solid course for a sustainable future: Corporate Governance, Ethics, Compliance and Risk Management	3	Focused on our customers, we provide specialized and critical services with clear and long-term arrangements	4	Building Connections: Strengthening community through social value and protection of our planet	5	People as the driving force behind the development of our Company	6	Commitment to the future: Solid, long-term financial performance. Value generation.	7	Transelec Group: Growth through business diversification	8	Preparing our 2023 Integrated Annual Report
---	---	---	---	---	--	---	---	---	--	---	---	---	--	---	---

Pay gap
(GRI 405-2; CMF 5.4.2)

As part of our commitment to gender equality, we are constantly working to close the gender pay gap.

The chart below shows the gender pay gap, as measured by the average base salary of women compared to the average base salary of men.

We are proud to report an overall reduction in the gender pay gap in 2023 compared to 2022, as detailed below:



Disability
(CMF 5.1.5)

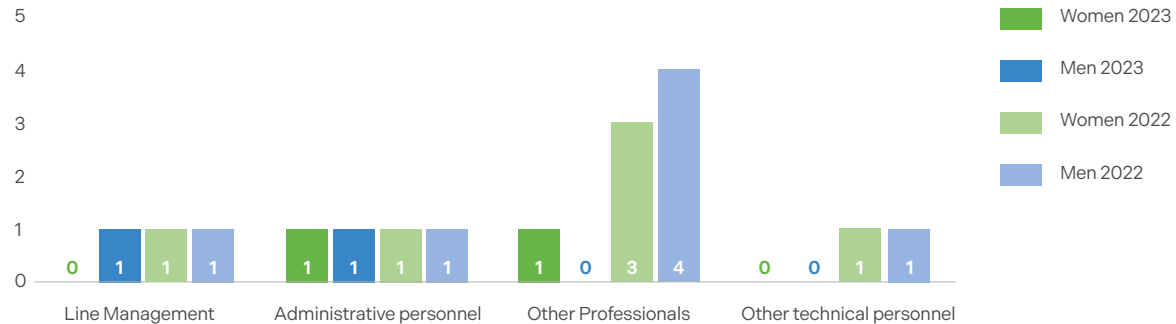
In 2023, we continued to work on the integration of people with disabilities in different areas of the Company. To this end, we have developed training opportunities for our employees in order to give everyone who works at Transelec the tools to be part of this collective work. At the "Expo Inclusion", we had the opportunity to represent our organization and our commitment to inclusion by sharing with participants a pocket manual for inclusive conversations and by interviewing directly people with disabilities who are actively seeking employment.

Building alliances in this area is a key tool to achieve our goals, so we are affiliated with organizations that promote inclusive employment and the development of employability skills, such as SOFAN. We also work with foundations that provide services to people with disabilities, such as Fundación Incluir.

At the same time, we ensure that our facilities are accessible to everyone, conducting periodic reviews and diagnostics that allow us to move towards universal accessibility, both in our headquarters and zonal offices.

We are proud that in 2023, in compliance with Law 21.015 "Promotion of the integration of people with disabilities in the labor market", we reached 1.4% of our employees with disabilities, thus exceeding the legal requirement. As of December 31, 2023, we have 8 people with disabilities working in the positions described below.

Disability by level, gender and year



1

We connect the energies of the future, illuminating paths towards efficiency and sustainability. We are Transelec

2

Setting a solid course for a sustainable future: Corporate Governance, Ethics, Compliance and Risk Management

3

Focused on our customers, we provide specialized and critical services with clear and long-term arrangements

4

Building Connections: Strengthening community through social value and protection of our planet

5

People as the driving force behind the development of our Company

6

Commitment to the future: Solid, long-term financial performance. Value generation.

7

Transelec Group: Growth through business diversification

8

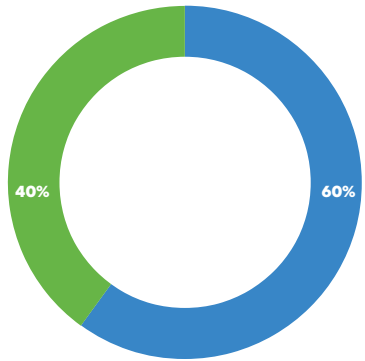
Preparing our 2023 Integrated Annual Report

Multigenerational organization
(GRI 405-1; CMF 5.1.3)

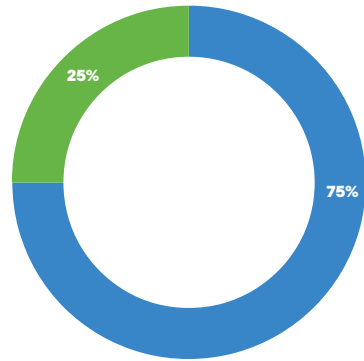
We have employees of different age groups, which motivates us to bring the generations together and build beneficial relationships. For this reason, we developed an Intergenerational Mentoring Program focused on bringing together and learning about the differences and challenges of being a multigenerational organization.

In 2023, eight pairs were formed to continue fostering collaboration, sharing work and life experiences, creating stronger bonds and networking opportunities within the Company, and of course, learning and developing new skills together. New this year, such a program was conducted in a mixed format, with group in-person sessions and other individual and pair online sessions, providing flexibility to progress at varying paces while maintaining a common framework.

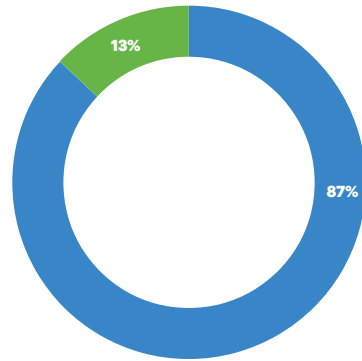
Under 30 years old
Total: 53



Between 30 and 50 years old
Total: 420



Over 50 years old
Total: 117



● Hombres ● Mujeres

For a more detailed breakdown of personnel by position and gender, please refer to the Appendices on page 105.



We connect the energies of the future, illuminating paths towards efficiency and sustainability. We are Transelec

Setting a solid course for a sustainable future: Corporate Governance, Ethics, Compliance and Risk Management

Focused on our customers, we provide specialized and critical services with clear and long-term arrangements

Building Connections: Strengthening community through social value and protection of our planet

People as the driving force behind the development of our Company

Commitment to the future: Solid, long-term financial performance. Value generation.

Transelec Group: Growth through business diversification

Preparing our 2023 Integrated Annual Report

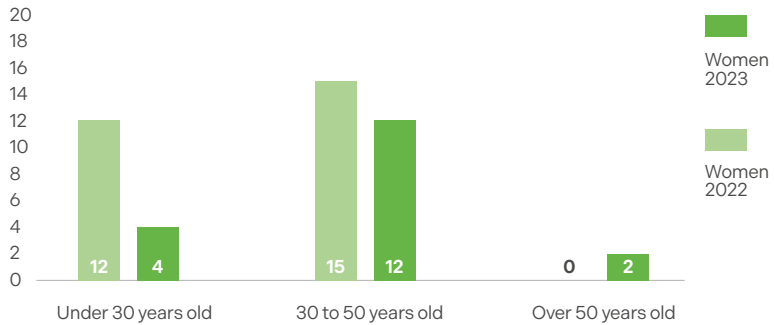
Employee hires and turnover (GRI 401-1; CMF 5.1.4)

The hiring rate, which is the percentage of new hires in relation to the total number of employees in the same period, was 12.5% in the year under review.

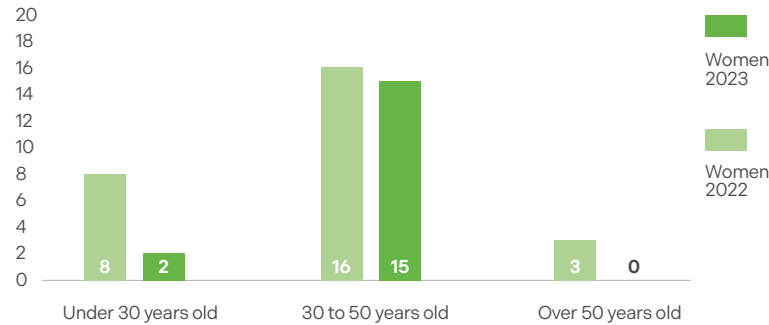
The employee turnover rate, which represents the percentage of employees who left the Company during the same period as a percentage of total employees, was 12%.

Of the 71 people who left the company in 2023, 34 were voluntary resignations, of which 32% were women and 68% were men.

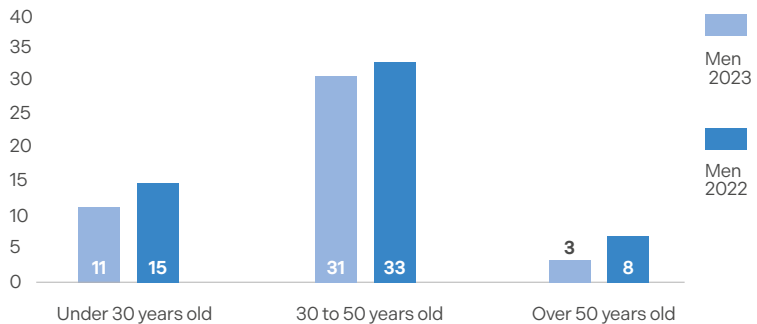
New Hires Women 2022-2023



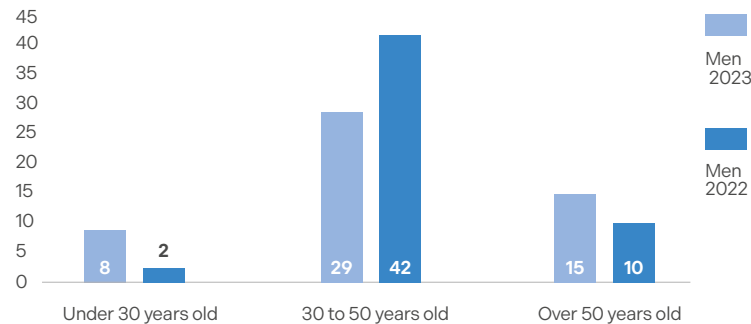
Turnover women (2022-2023)



New hires Men 2022-2023



Turnover Men (2022-2023)



5.9 years

is the average tenure of female employees

9.9 years

is the average tenure of male employees

To review details regarding the seniority of our employees, please refer to page 106.

1	We connect the energies of the future, illuminating paths towards efficiency and sustainability: We are Transelec	2	Setting a solid course for a sustainable future: Corporate Governance, Ethics, Compliance and Risk Management	3	Focused on our customers, we provide specialized and critical services with clear and long-term arrangements	4	Building Connections: Strengthening community through social value and protection of our planet	5	People as the driving force behind the development of our Company	6	Commitment to the future: Solid, long-term financial performance. Value generation.	7	Transelec Group: Growth through business diversification	8	Preparing our 2023 Integrated Annual Report	Appendices
---	---	---	---	---	--	---	---	---	--	---	---	---	--	---	---	------------



Training and talent management
(GRI 404-1, 404-2, CMF 5.8 i, ii y iv)

As a Company, we strive to meet the highest standards of knowledge and specialization. For this reason, we constantly provide our employees with training that allows them to improve their skills and acquire new competencies that lead to better development.

Ch\$630 million invested in training during 2023

In 2023, we launched the Formative Leadership Route program, which focused on cutting-edge topics that are highly relevant to the current challenges faced by the Company. An important feature of this program is that it is segmented, i.e. we have a specific route for leaders with more seniority and experience in the Company, another route for people who have recently assumed leadership roles, and a third route for young professionals who are leading projects and initiatives. This allows our people to continue to grow, develop and add value to the Company.

In 2023, we delivered 30,011 hours of training, an average of 50.87 hours/person per year and an average investment per person of Ch\$1,067,050. Training focused on developing soft and technical skills, including energized line work programs, technical certifications, and the development of collaborative project management skills. For a breakdown of the number of workers trained by gender and level, please refer to the Appendices on page 108.

Performance review
(GRI 404-3)

We regularly conduct performance reviews to identify opportunities for improvement in the professional development of our employees. In 2023, 93.8% of women and 99.6% of men were reviewed.

Performance management is focused on development and sustainability, enabling continuous improvement. In 2023, we continued to work on the Professional Development Program, which includes third-party measurement of our participants' skills, aspirations and engagement using quantitative and qualitative tools.

Currently, the Performance Management and Objectives model is divided into two parallel instances: on the one hand, Objectives Management, based on indicators, allows for organizational alignment around common objectives and is accompanied by monetary incentives. On the other hand, Performance Management considers both the Evaluation of Job Responsibilities (50%) and the Evaluation of Corporate Competencies of the tiered model (50%).

For more information, please refer to the Appendices on page 109.

93.8%
of women reviewed

99.6%
of men reviewed

[Performance review](#)

We connect the energies of the future, illuminating paths towards efficiency and sustainability. We are Transelec

Setting a solid course for a sustainable future: Corporate Governance, Ethics, Compliance and Risk Management

Focused on our customers, we provide specialized and critical services with clear and long-term arrangements

Building Connections: Strengthening community through social value and protection of our planet

People as the driving force behind the development of our Company

Commitment to the future: Solid, long-term financial performance. Value generation.

Transelec Group: Growth through business diversification

Preparing our 2023 Integrated Annual Report

Labor relations
(GRI 2-30, T3-1, T3-2, T3-5)

In order to maintain trust and dialogue among our teams, we hold regular meetings with the Company's two unions each year. In 2023, collective bargaining took place with the SINATRAN union and an agreement was reached within the legal deadlines and in a climate of trust and openness.

Today, 74.92% of Transelec's employees are unionized

There have been no strikes for the past 31 years (*)

However, for employees who are not covered by a collective bargaining agreement, the benefits of the collective bargaining agreement of one of the Company's two unions are extended in agreement with the unions and in accordance with the law.

In the case of management staff, benefits are not extended to them.

() Transelec is considered a strategic company. Therefore, its workers cannot go on strike.*

Work Climate
(T3-4)

We conduct a workplace climate survey every two years. The most recent, conducted through the Organization Health Index (OHI) survey and managed by the consulting firm McKinsey, was applied in 2022. It seeks to measure organizational health in an analytical and comparative way and was applied to more than 2,500 companies around the world. The result showed a global level of satisfaction with the work environment of 75%, placing us in the second quartile worldwide.

Based on the results obtained in 2022, action plans were developed in the different Vice-Presidencies to address the most relevant and priority dimensions. During this year, the different action plans defined have been followed up and monitored.



We connect the energies of the future, illuminating paths towards efficiency and sustainability. We are Transelec

Setting a solid course for a sustainable future: Corporate Governance, Ethics, Compliance and Risk Management

Focused on our customers, we provide specialized and critical services with clear and long-term arrangements

Building Connections: Strengthening community through social value and protection of our planet

People as the driving force behind the development of our Company

Commitment to the future: Solid, long-term financial performance. Value generation.

Transelec Group: Growth through business diversification

Preparing our 2023 Integrated Annual Report

Appendices

Well-being

As a Company, we want to promote a new way of working that meets the challenges of today's business and those of the future, taking into account the various aspects that affect people: attraction and talent, diversity and inclusion, infrastructure, technology, leadership and culture.

To this end, in 2023 we strengthened our hybrid work model, which allows us to reconcile work and family life with a flexible model that has impacted the entire Company.



Defined benefit plan (GRI 201-3*, GRI 401-2; CMF 5.8)

The benefits provided to our team are set forth in the various laws, regulations, statutes, case law, collective bargaining agreements and other instruments established by the Company and the legislation governing the labor relationship between employees and the Company. They aim to create an environment of satisfaction and balance between the personal and working lives of our employees.

Benefit	Applicability
Remote work and flexible working hours.	Workers who apply given their function and description.
Promote diversity and inclusion efforts.	All.
Benefits if you have an immediate family member with a serious illness.	All.
Extend activities to Transelec family members.	All.
Maintain spaces for dialogue between different Company areas.	All.
Lactation facilities.	All lactating women.
Afternoon off on birthday.	All.
Support for childcare. There is the legal benefit of a day care center until the child is 2 years old, but the employee can opt for the company benefit of having a specialized caregiver at home. This benefit is extended to female employees with children between 2 and 3 years of age, with 50% coverage of the benefit.	Women with children in this age group.
Company contribution to the financing of the Transelec Club: this organization dedicated to well-being, recreation and leisure that is financed by contributions from employees and the Company.	All on permanent contracts.
Complementary Health Insurance (subsidized copayment).	Permanent or fixed-term contract.
Complementary Dental Insurance (subsidized copayment).	All on permanent contracts.
Life Insurance (subsidized copayment).	All on permanent contracts.
Catastrophic Health Insurance (subsidized copayment).	Permanent or fixed-term contract.
Bonuses.	All on permanent contracts.
Telemedicine (Betterfly and Complementary Insurance).	All.
Vacation bonus.	Permanent contract and only those covered by an individual contract or applicable union affiliation.
Veterinary Services	All.
Day off between holidays (when holiday is Tuesday or Thursday)	All.

*There are no additional retirement plans.

We connect the energies of the future, illuminating paths towards efficiency and sustainability. We are Transelec

Setting a solid course for a sustainable future: Corporate Governance, Ethics, Compliance and Risk Management

Focused on our customers, we provide specialized and critical services with clear and long-term arrangements

Building Connections: Strengthening community through social value and protection of our planet

People as the driving force behind the development of our Company

Commitment to the future: Solid, long-term financial performance. Value generation.

Transelec Group: Growth through business diversification

Preparing our 2023 Integrated Annual Report

Appendices

Parental Leave (GRI 401-3, CMF 5.7)

At Transelec, we comply with Chilean law regarding parental leave, whether it be time off before and after the birth of a child, as well as other types of guardianship and care. Understanding the importance of parental co-responsibility for gender equality and family life, we have a 5-day male postnatal leave for those who need it. For details on the use of this benefit, broken down by position, please refer to the Appendices on page 109.

Return to work after maternity leave					Percentage of people who took their maternity leave (out of total number of people eligible to use such leave)	
Year	Women who have returned to work	Percentage returning to work	Women who continue to work for more than 12 months after their return from their maternity leave	Percentage of women who continue to work after 12 months	Men	Women
2023	12	100%	10	83.3%	0%	100%
2022	2	100%	84	100%	100%	100%



We connect the energies of the future, illuminating paths towards efficiency and sustainability. We are Transelec

Setting a solid course for a sustainable future: Corporate Governance, Ethics, Compliance and Risk Management

Focused on our customers, we provide specialized and critical services with clear and long-term arrangements

Building Connections: Strengthening community through social value and protection of our planet

People as the driving force behind the development of our Company

Commitment to the future: Solid, long-term financial performance. Value generation.

Transelec Group: Growth through business diversification

Preparing our 2023 Integrated Annual Report

Occupational Health and Safety (GRI 3-3, 403-1, 403-3, 403-6, 403-10; CMF 5.6)

Occupational health and safety is an ongoing concern for us. We know that providing a safe working environment also contributes to a positive work environment and the long-term sustainability of our business.

With this in mind, we manage occupational health and safety through a system certified in accordance with the ISO 45001:2018 standard and the Industrial Safety Culture model of the ICSI Institute, France.

This integrated system, which covers all our own employees and contractors, aims to focus on several dimensions through consultation and participation (process 5.4 ISO 45001:2018) through joint health and safety committees, risk prevention groups and a reporting program.

Based on the above, the first safety culture assessment was carried out for contractors and the work plan up to 2026 was defined. This year, we also developed an internal audit program and two external audits by Mutual PEC Excelencia and Bureau Veritas.

In addition, each year we renew the work plan in conjunction with Mutual de Seguridad de la Cámara Chilena de la Construcción (CChC), incorporating and renewing priorities and methodologies for preventing accidents at work.

Transelec has no primary health services in the sites, but we are associated with the Mutual de Seguridad, which is the provider that collaborates with health and safety issues in the operations. We also point out that there are projects that have polyclinics authorized by doctors to attend to primary emergencies.

Depending on the geographical location of each tendered project, the existence or installation of a first aid polyclinic will be required. We also point out that the cases in which polyclinics are required in projects for contractors depend on the bidding conditions.

Occupational health and safety indicators (GRI 403-8, 403-9, CMF 5.6, SASB IF-EU-320a.1)

Health and safety of our employees

Accident rate	2022 0.17%	2023 0%
---------------	----------------------	-------------------

Loss rate	2022 7.8%	2023 0%
-----------	---------------------	-------------------

Health and safety of our contractors

Accident rate	2022 0.5%	2023 0.12%
---------------	---------------------	----------------------

Loss rate	2022 8.3%	2023 5.63%
-----------	---------------------	----------------------

- 0 Fatalities
- 100% of our direct employees are covered by the occupational health and safety system, as a percentage of the total workforce
- 100% of indirect employees are covered by the occupational health and safety system
- 0 occupational diseases among employees

For more information, please refer to the Appendices on page 110



1

We connect the energies of the future, illuminating paths towards efficiency and sustainability. We are Transelec

2

Setting a solid course for a sustainable future: Corporate Governance, Ethics, Compliance and Risk Management

3

Focused on our customers, we provide specialized and critical services with clear and long-term arrangements

4

Building Connections: Strengthening community through social value and protection of our planet

5

People as the driving force behind the development of our Company

6

Commitment to the future: Solid, long-term financial performance. Value generation.

7

Transelec Group: Growth through business diversification

8

Preparing our 2023 Integrated Annual Report

Appendices



Safety culture model

We take care of our employees and strive for an accident-free culture by valuing and ensuring their safety through our Safety Culture Model:



This model has seven essential pillars, including the Fair Organization Strategy, which aims to:

- Define a clear line between acceptable and unacceptable behavior and the necessary actions to identify, correct and/or sanction as appropriate.
- Create a reporting line for potentially risky situations to generate timely corrective action.
- Be a policy that is legitimized by all members of the organization.

Based on the above pillars, we found that the main cause of potential work-related accidents is the use of tools for the development of works in the field.

The main work-related accidents that occurred in 2023 occurred during the “vegetation brushing and pruning process” and “visual inspection by foot” activities, with incidents of falling from height and at the same level occurred during the development of such activities in the field by contractors’ workers.

0 occupational diseases reported between 2022 and 2023

1	2	3	4	5	6	7	8	Appendices
We connect the energies of the future, illuminating paths towards efficiency and sustainability. We are Transelec	Setting a solid course for a sustainable future: Corporate Governance, Ethics, Compliance and Risk Management	Focused on our customers, we provide specialized and critical services with clear and long-term arrangements	Building Connections: Strengthening community through social value and protection of our planet	People as the driving force behind the development of our Company	Commitment to the future: Solid, long-term financial performance. Value generation.	Transelec Group: Growth through business diversification	Preparing our 2023 Integrated Annual Report	

Identification of risks and hazards
(GRI 403-2, 403-7)

In 2023, we made progress with our Occupational Health and Safety Digitalization Strategy, which allowed us to develop processes that facilitate employee participation through reporting (via web and mobile applications). In this way, employees can continuously report new risks, acts or unsafe conditions they discover, as well as opportunities for improvement. Emphasis was also placed on promoting reporting on the platform, making 2023 the first year it was used throughout the Company.

This year 2023, we worked to continue the reporting strategy along three lines of work:

- 1) Encourage reporting: Through reporting campaigns, training, improving the user experience on the platform;
- 2) Incident management and development of improvements: New developments were identified, such as the incident reporting flow or the management of the work plan on the platform; and
- 3) Creation of the modules: Inspection and Observation Lists (IOL), Condition and Incident Reporting. In 2023, the customization and analysis program was digitized for the first time and its use was extended across the Company.

Work commitments 2024:

- 1) Develop new modules: training, audits, tool control,
- 2) Duplicate digital reporting and
- 3) Strengthen analytics to further reduce risk.

The identification and assessment of health and safety risks was performed on an ongoing basis in collaboration with employees, who are provided with tools to identify and communicate risk situations. These include the following:

Reporting Program:

- **A program of planned safety inspections and observations aimed at controlling operational risks in the field for both maintenance and construction projects. This was implemented for the first time this year through the Previsis reporting platform.**
- **In 2023, we continued our strategy to digitize our internal processes by incorporating the research from this reporting platform into our people safety, environment, operational control and learning processes.**

Stopwork Campaign:

- **A risk management tool available to workers. It allows them to stop a site or work if there is an identified and uncontrolled risk or other condition that affects worker safety. Once the work is stopped, the identified condition is analyzed with the work team and corrective action is taken.**

Safe Work Analysis:

- **Technique that allows for the management of omissions or errors in the planning of work before it is performed.**

Pre-job safety briefings:

- **Awareness-raising activities, knowledge transfer, work plan review and/or risk analysis before work is performed.**

We connect the energies of the future, illuminating paths towards efficiency and sustainability. We are Transelec

Setting a solid course for a sustainable future: Corporate Governance, Ethics, Compliance and Risk Management

Focused on our customers, we provide specialized and critical services with clear and long-term arrangements

Building Connections: Strengthening community through social value and protection of our planet

People as the driving force behind the development of our Company

Commitment to the future: Solid, long-term financial performance. Value generation.

Transelec Group: Growth through business diversification

Preparing our 2023 Integrated Annual Report

Appendices

Joint committees (GRI 403-4)

The Company currently has seven joint committees responsible for inspection, reporting and accident investigation. These committees, which meet on a monthly basis, cover 100% of the Company's own employees and have the responsibilities described in the Supreme Decree No. 54.

Comités paritarios

Name of Joint Health and Safety Committee	Number of employees represented	Main activities during the year	Main persons responsible	Frequency of meetings
Far North Division Joint Committee	38	Inspection, Dissemination and Accident Investigation	The 6 ordinary members	Monthly
Near North Division Joint Committee	47			
Central Chile Division Joint Committee	40			
Central-South Division Joint Committee	33			
South-Concepción Division Joint Committee	34			
South-Temuco Division Joint Committee	26			
Headquarters Division Joint Committee	428			

Since 2022, with the aim of increasing participation and the value of the management they perform, the practice of holding joint committee meetings has resumed.

Occupational health and safety training and courses (GRI 403-5; T10-2)

Each year, through a process led by the Vice Presidency of People and Organization, a program is performed to meet the training, education and development needs of employees to identify safety and health risks. This program was carried out in 2023 and covers the following topics

1. Critical Risks
2. Legal Requirements
3. Legal Liability
4. Critical risk and emergency skills and training
5. Safety Culture
6. ISO Management System
7. Fair Organization



We connect the energies of the future, illuminating paths towards efficiency and sustainability. We are Transelec

Setting a solid course for a sustainable future: Corporate Governance, Ethics, Compliance and Risk Management

Focused on our customers, we provide specialized and critical services with clear and long-term arrangements

Building Connections: Strengthening community through social value and protection of our planet

People as the driving force behind the development of our Company

Commitment to the future: Solid, long-term financial performance. Value generation.

Transelec Group: Growth through business diversification

Preparing our 2023 Integrated Annual Report

Suppliers and Contractors (CMF 5.9)

An important part of our business continuity are our suppliers and contractors. For this reason, we strive to establish a relationship of communication and trust to ensure that both act in accordance with our policies and standards.

Subcontracting policy

Any contractor wishing to subcontract work or services must first obtain the Company's approval, specifying the subcontractor and the service to be provided. The Contractor must submit in writing the basis on which the subcontract is being granted, as well as the nature and scope of the work.

If the Contractor obtains authorization to subcontract part of the work or services, such authorization shall not relieve the Contractor of any obligation or responsibility provided for in the Contract and shall require the Contractor to comply with the requirements imposed by the Company pursuant to Law 20.123.

In addition, it must provide the detailed contractual documentation for each case, which must include at least: the contract (or the document replacing it), the scope, the start date and the end date.

Relationship with our suppliers and contractors

In 2023, we did not make any changes to our Procurement Policy, which plays a fundamental role, but we did begin to review our General and Special Administrative Bases to update the framework for action, responsibilities and relationships with suppliers and contractors.

During the reporting period, we used the Ariba platform for bidding and quoting services and works without using the contract management module, while continuing to use the contract management and document control portals:

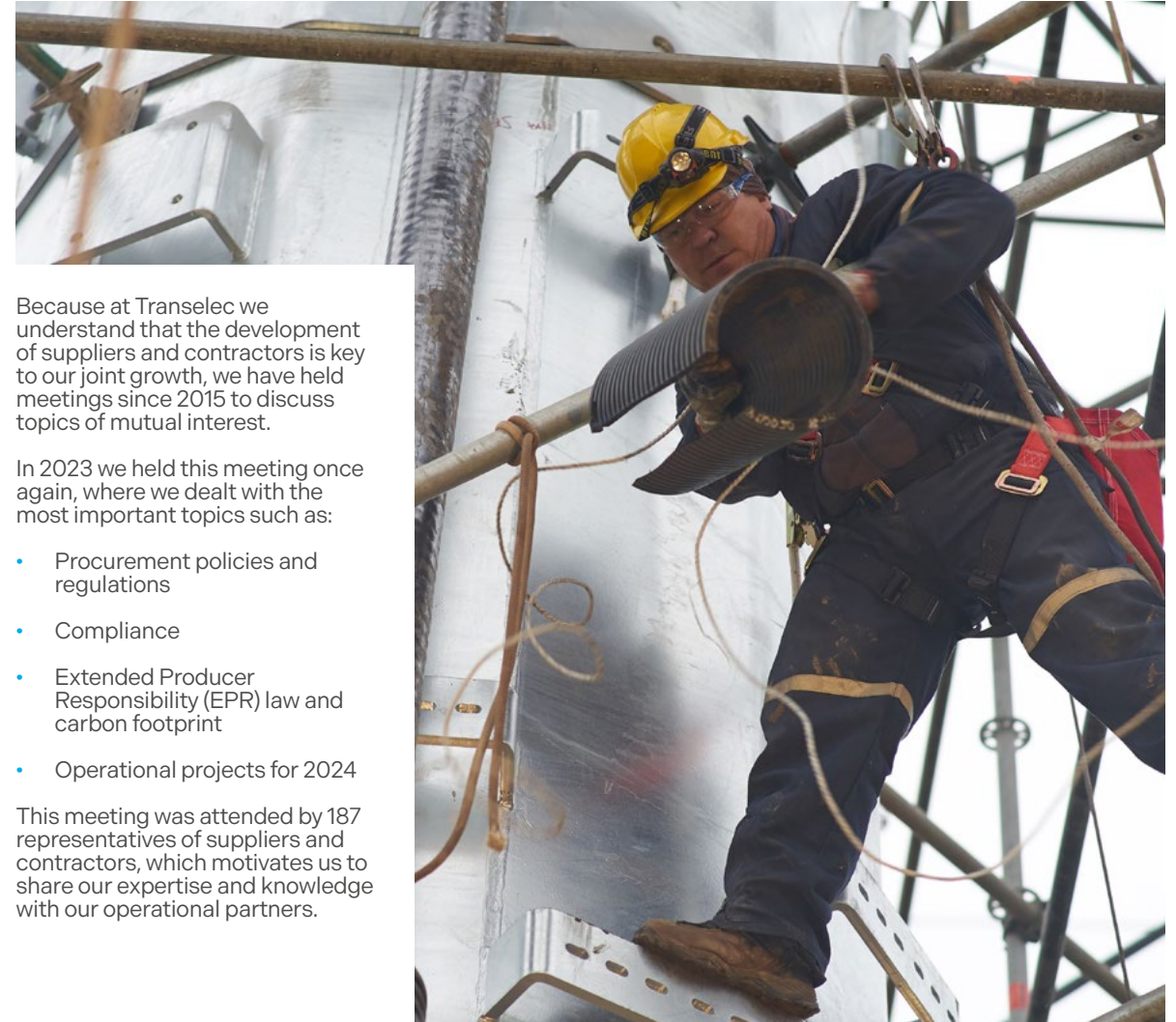
SCG Platform

(Contract Management System)

The Portal was developed at the request of the Engineering and Project Development VP and used by the Contracts SG of Procurement Management. It maintains a list of contracts, guarantees, milestones, amounts, contractors and manages the approval records of payment statements.

Meridian

Document control tool through which Transelec and its contractors exchange correspondence, including letters, delivery notes (engineering documents, drawings, etc.), management reports, Gantt charts, guarantees, etc. It is managed by the Cost Control and Documentary Control Department of the Engineering VP, which assigns each incoming and outgoing document to the appropriate recipient.



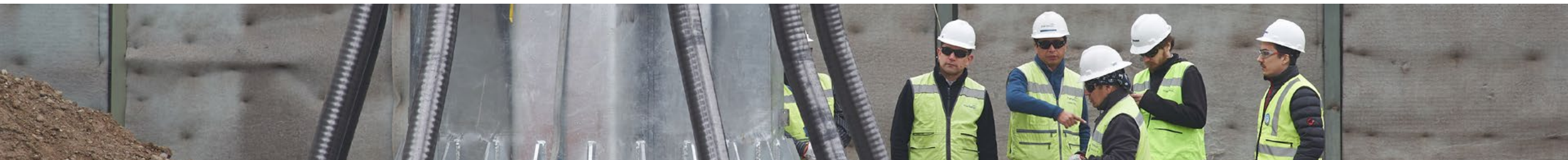
Because at Transelec we understand that the development of suppliers and contractors is key to our joint growth, we have held meetings since 2015 to discuss topics of mutual interest.

In 2023 we held this meeting once again, where we dealt with the most important topics such as:

- Procurement policies and regulations
- Compliance
- Extended Producer Responsibility (EPR) law and carbon footprint
- Operational projects for 2024

This meeting was attended by 187 representatives of suppliers and contractors, which motivates us to share our expertise and knowledge with our operational partners.

1	2	3	4	5	6	7	8	Appendices
We connect the energies of the future, illuminating paths towards efficiency and sustainability. We are Transelec	Setting a solid course for a sustainable future: Corporate Governance, Ethics, Compliance and Risk Management	Focused on our customers, we provide specialized and critical services with clear and long-term arrangements	Building Connections: Strengthening community through social value and protection of our planet	People as the driving force behind the development of our Company	Commitment to the future: Solid, long-term financial performance. Value generation.	Transelec Group: Growth through business diversification	Preparing our 2023 Integrated Annual Report	



Supplier and contractor screening (GRI 204-1; 308-1; CMF 7.2)

It is important for us to ensure transparency and have the best technical partners. For this reason, we conduct supplier and contractor screenings to gather feedback from key Company personnel who have participated in projects and work directly with contractors to learn about their experiences. This allows us to obtain an abbreviated list of contractors qualified to be considered in the early selection of bidders for projects under Coordinator's Decree 257.

We have a comprehensive supplier and contractor screening policy, published in Procedure G-6-AC-01, which rates each supplier and contractor, whether for services, construction, or supplies, on a scale of 1 to 100 based on their performance in the following areas, separately for each service:

Contractor Screening	Supplier Screening
Quality of supplies and work performed	Compliance with the delivery of drawings for manufacturing
Adherence to deadlines	Compliance with agreed delivery dates for supplies
Quality of technical management	Quality of factory technical drawings/ documents
Quality of personnel	Quality of supplies, goods or equipment
Compliance with safety standards	Transportation conditions
Environmental compliance	Quality of technical service - testing, commissioning, after-sales service
Compliance with labor laws	Training of Transelec personnel
Relationship with their personnel	Proactivity in the respect of financial guarantees
Administrative management on site	Administrative performance

In 2023, we evaluated 19 key contractors with whom we had previously worked in a straightforward manner, rather than using the new process described in the previous section. This was because the previous evaluation model had been discontinued and the new model was not yet in place.

Screening Topics:

- Safety
- Technical Capability
- Program Compliance
- Environmental Compliance
- Claims Profile
- Organizational Structure
- Administrative Management
- Negotiation

Number of suppliers screened	
Domestic	18
Foreign	1
Total	19

Percentage of suppliers screened with respect to total	
Domestic	1.13%
Foreign	0.06%
Total	1.19%

Percentage of total purchases for the year that correspond to screened suppliers	
Domestic	42%
Foreign	0%
Total	37%

We connect the energies of the future, illuminating paths towards efficiency and sustainability. We are Transelec

Setting a solid course for a sustainable future: Corporate Governance, Ethics, Compliance and Risk Management

Focused on our customers, we provide specialized and critical services with clear and long-term arrangements

Building Connections: Strengthening community through social value and protection of our planet

People as the driving force behind the development of our Company

Commitment to the future: Solid, long-term financial performance. Value generation.

Transelec Group: Growth through business diversification

Preparing our 2023 Integrated Annual Report

Supply chain risk management (GRI 2-8)

In order to anticipate and mitigate potential risks in our supply chain, we have a risk management system in place, in addition to conducting audits that allow us to anticipate and control the measures adopted for prevention and mitigation. All our contractors and suppliers go through a process of verification of technical, labor, commercial, financial and compliance information in order to ensure the quality of service and to ensure that they understand and apply good practices and are aligned with our corporate principles. On the other hand, we take the appropriate legal measures and include compliance clauses when entering into contracts.

Type of supplier	Total for 2022	Total for 2023
Number of workers associated with our contractors	3,508	3,772
Number of total suppliers	1,981	1,589
Number of SME suppliers	779	801

Payment to suppliers (CMF 7.1 i, ii, iii, iv, v)

The commitment to our suppliers and contractors is not limited to extending our good business practices, experience and development to them, but we also understand that their economic sustainability is fundamental. To put this into practice, we have a payment policy that takes into account a 30-day payment period. However, after the social outburst in 2019, and in order to support small and medium-sized enterprises (SMEs), we established an approximate payment term of seven days for all our suppliers, a criterion that continues in 2023.

	2022	2023
Average number of days to pay suppliers	12	6.57
Average number of days to pay SME suppliers	9	5.82
Amount paid to domestic suppliers	ThCh\$286,592	ThCh\$439,344
Amount paid to SME suppliers	ThCh\$197,403	ThCh\$195,630.43



We connect the energies of the future, illuminating paths towards efficiency and sustainability. We are Transelec

Setting a solid course for a sustainable future: Corporate Governance, Ethics, Compliance and Risk Management

Focused on our customers, we provide specialized and critical services with clear and long-term arrangements

Building Connections: Strengthening community through social value and protection of our planet

People as the driving force behind the development of our Company

Commitment to the future: Solid, long-term financial performance. Value generation.

Transelec Group: Growth through business diversification

Preparing our 2023 Integrated Annual Report

Appendices

i. Number of invoices paid in 2022 and 2023

Suppliers 2022	Range by days			Total
	≤ 30 days	31 to 60 days	60 days <	
Domestic	No data for 2022	No data for 2022	No data for 2022	No data for 2022
Foreign	No data for 2022	No data for 2022	No data for 2022	No data for 2022
Total	12,856	4	3	12,863

Suppliers 2023	Range by days			Total
	≤ 30 days	31 to 60 days	60 days <	
Domestic	21,116	1,385	581	23,132
Foreign	97	71	98	266
Total	21,263	1,456	679	23,398

ii. Total amount of invoices paid (in millions of Chilean pesos)

Suppliers 2022	Range in millions of Chilean pesos			Total
	≤ 30 days	31 to 60 days	60 days <	
Domestic	No data for 2022	No data for 2022	No data for 2022	No data for 2022
Foreign	No data for 2022	No data for 2022	No data for 2022	No data for 2022
Total	304,635	2.1	18.9	304,656

Suppliers 2023	Range in millions of Chilean pesos			Total
	≤ 30 days	31 to 60 days	60 days <	
Domestic	426,000	17,178	3,227	446,405
Foreign	3,820	6,814	10,901	21,535
Total	429,820	23,992	14,128	467,940

iii. Total amount of interest on overdue invoices (millions of Chilean pesos)

Suppliers 2022	Range in millions of Chilean pesos			Total
	≤ 30 days	31 to 60 days	60 days <	
Domestic	0	0	0	0
Foreign	0	0	0	0
Total	0	0	0	0

Suppliers 2023	Range in millions of Chilean pesos			Total
	≤ 30 days	31 to 60 days	60 days <	
Domestic	0	0	0	0
Foreign	0	0	0	0
Total	0	0	0	0

There is no default in the payment of invoices to suppliers for 2022 and 2023.

iv. Number of suppliers with respect to paid invoices

Number of Suppliers 2022	Range by days			Total
	≤ 30 days	31 to 60 days	60 days <	
Domestic	No data for 2022	No data for 2022	No data for 2022	No data for 2022
Foreign	No data for 2022	No data for 2022	No data for 2022	No data for 2022
Total	2,043	3	3	2,049

Number of Suppliers 2023	Range by days			Total
	≤ 30 days	31 to 60 days	60 days <	
Domestic	2,087	14	8	2,249
Foreign	68	1	1	70
Total	2,155	15	9	2,319