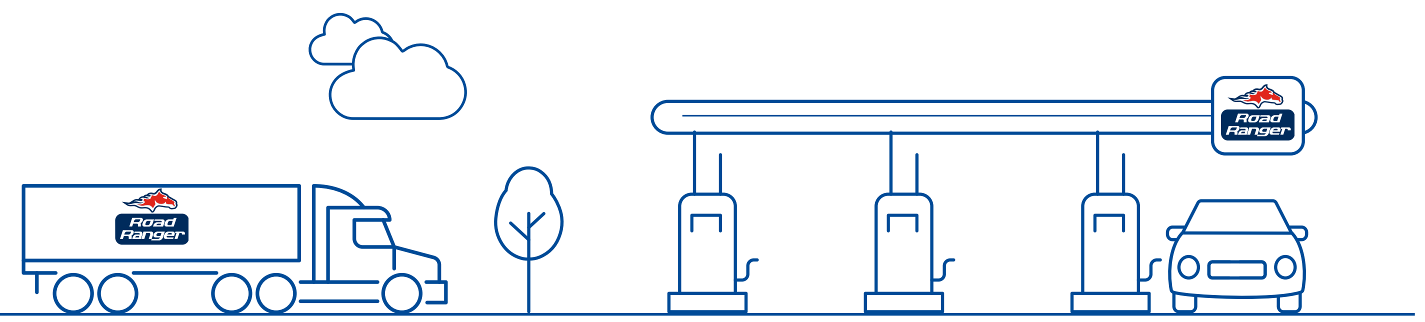
Sustainability
Report
2025



Sustainability Report 2025

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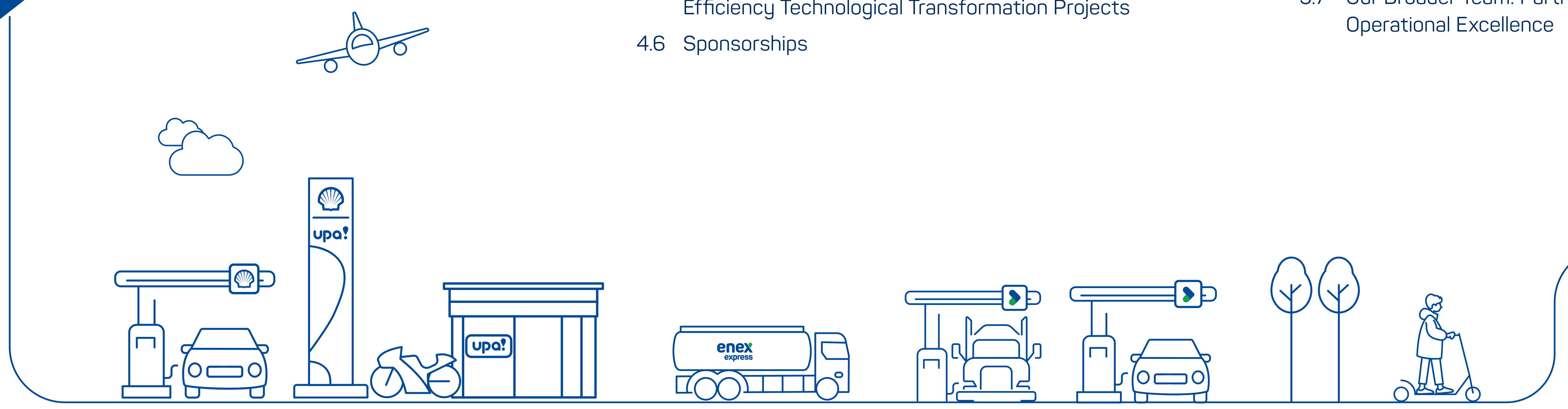

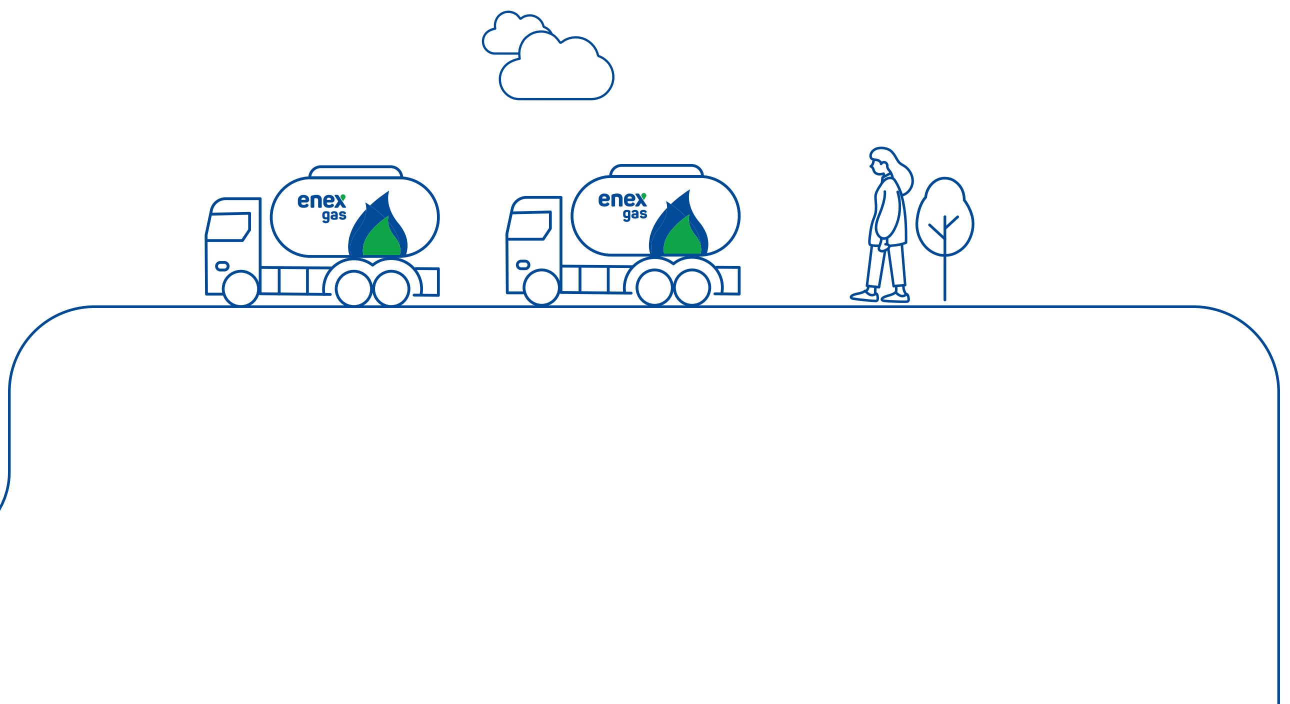

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› **About This Report**
› Corporate Structure

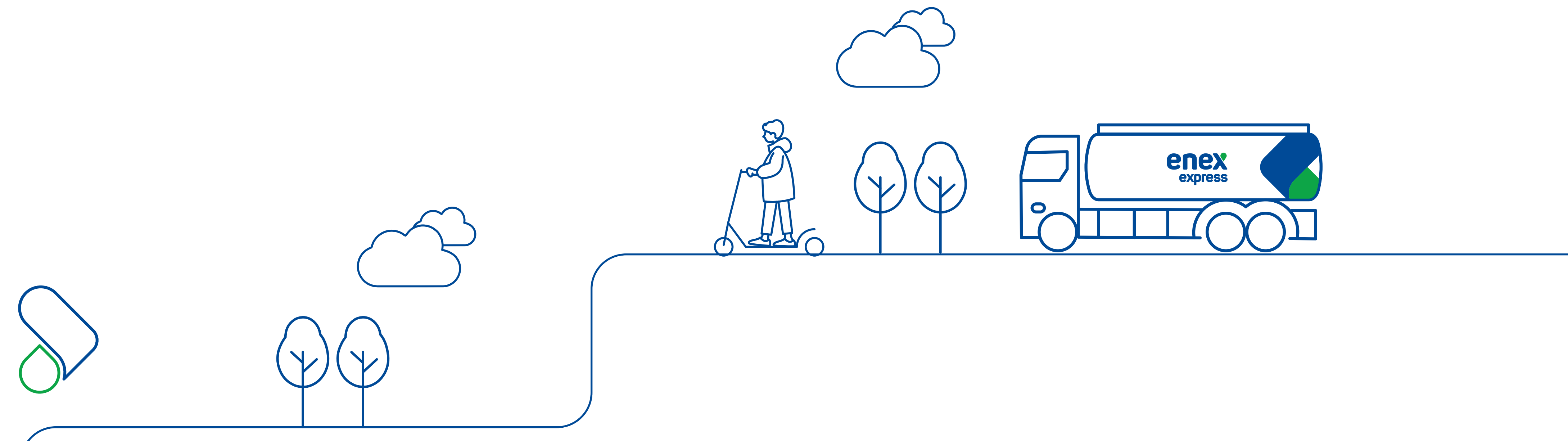
At Enex, we are constantly working to contribute to the well-being of our customers by delivering high-quality, innovative, and sustainable products and services that provide a memorable experience and support their mobility needs. This report is intended for our stakeholders and aims to share the key milestones and progress achieved in 2025.

- The Enex 2025 Sustainability Report was drafted under the Global Reporting Initiative (GRI) standards without external verification.
- The report covers performance for the period between January 1 to December 31, 2025 (annual reporting).
- The scope of this report includes Enex Corp Ltd, a UK-based company, whose subsidiaries are Empresa Nacional de Energía Enex S.A. (Enex Chile), Enex CL Ltd, Enex Investments US Inc. (Road Ranger), and Enex Investments Paraguay S.A. (Enex Paraguay).

Empresa Nacional de Energía Enex S.A. is a private corporation that was established in 1961 as Shell Chile Sociedad Anónima Petrolera. (The Shell Group began operating in Chile in 1919.) In 2011, Quiñenco acquired Shell's operations in Chile and renamed the company Empresa Nacional de Energía Enex S.A.

In 2013, Empresa Nacional de Energía Enex S.A. expanded its chain of service stations, convenience stores and domestic coverage by acquiring Terpel's operations in Chile. The company continues to operate in Chile and has the following subsidiaries Inversiones Enex S.A., Empresa de Soluciones Mineras ESM SpA (ESM) and Distribuidora y Comercializadora de Accesorios y Combustibles Norte Limitada (Dicomac). It also has ownership interest in Depósitos Asfálticos S.A. (DASA), Sociedad Inversiones de Aviación Limitada (SIAV) and Asfaltos Cono Sur S.A. Enex Investments US Inc., incorporated under the laws of the US State of Delaware, has the following subsidiaries: Road Ranger LLC, RR Aviation LLC, Reopco Inc, Ranger Holdings 139 LLC, Ranger Holdings 141 LLC, First Ranger 225 LLC, First Ranger 226 LLC, First Ranger 242 LLC, First Ranger 244 LLC and First Ranger 291 LLC.

- Enex Investments Paraguay S.A. is incorporated and in good standing under the laws of the Republic of Paraguay. It currently owns 100% of Enex Paraguay S.A.E., Tulsa S.A., Gabana S.A. and Grupo Avanti S.A., both directly and indirectly. The Sustainability Report is reviewed and approved by the CEO after it has been reviewed and validated by the company's senior executives.
- Where applicable, this Report includes rectifications on corrections of information provided in the 2024 Report.



For questions or comments regarding this Sustainability Report or the information herein, please contact hablemos@enex.cl. Enex Headquarters in Chile: Avenida del Cóndor Sur 520, Ciudad Empresarial, Huechuraba, Santiago, Chile.

Corporate Structure

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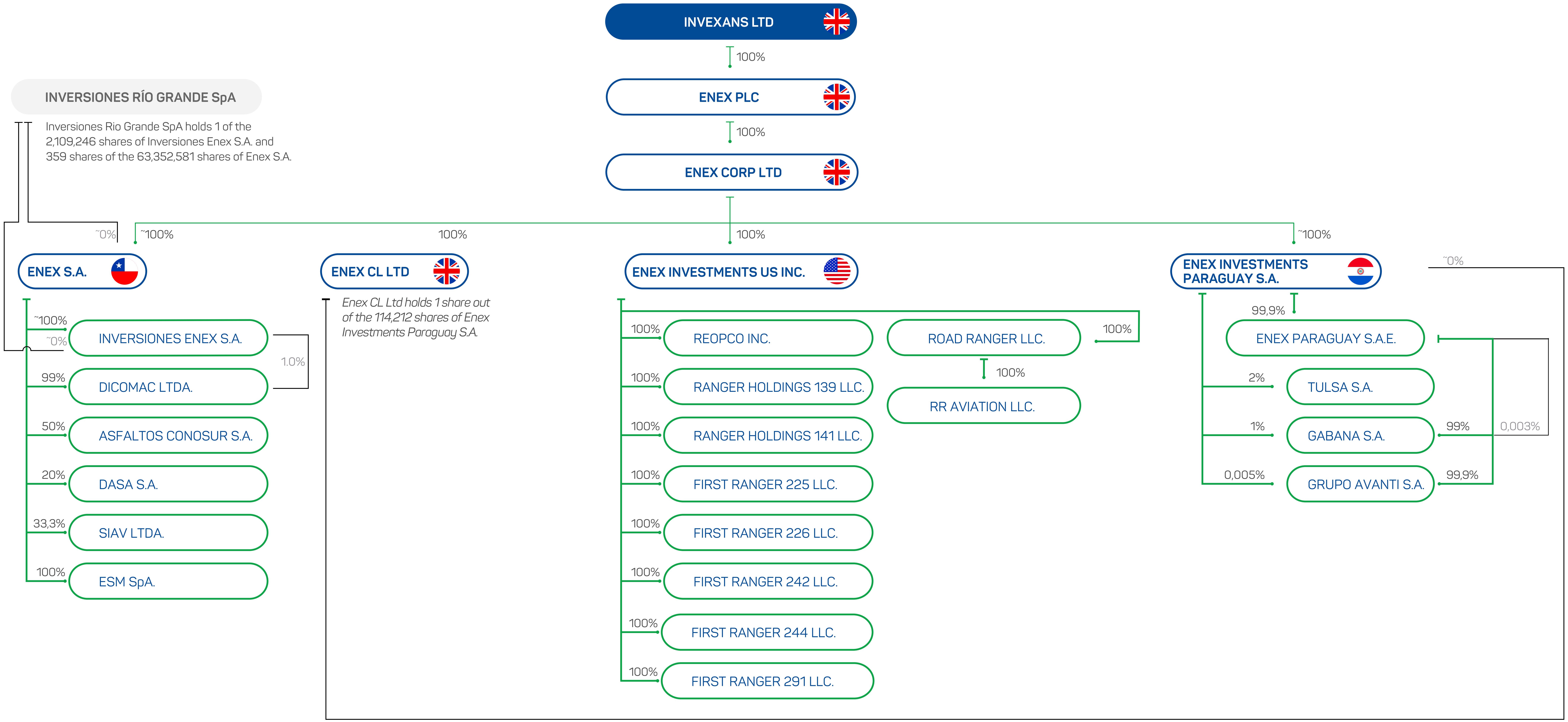

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Enex in figures

As of December 31, 2025, Enex operated 573 service stations, 252 upa! brand convenience stores, and 69 fast-charging stations across its three countries of operation (see breakdown by country).

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- Financial Performance

Chile

454 Service stations

2,950 Total employees

224 upa! stores

13 Fuel storage and distribution facilities

65 Enex E-Pro by Shell Recharge charging points

108 Oil changes

14 power plants

101 Lavapro

United States

55 Travel centers

1,073 Total employees

63 Fast-food restaurants

22 Electric charge points

Paraguay

64 Service stations

513 Total employees

28 upa! stores

2 Charging stations Enex E-Pro

1 Oil changes

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A Message from Our CEO

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Dear Readers,

As we celebrate 106 years of history, we are pleased to present our 2025 Sustainability Report. This period has been a testament to our ability to consolidate Enex's position in the various markets where we operate.

The year 2025 was characterized by a series of challenges. We operate in a highly competitive and demanding environment, where customers have high expectations. In this context, Enex has successfully progressed, innovated, and differentiated itself.

Despite intense competitive pressure in Chile, we strengthened our position by gaining market share and achieving greater operational efficiency. In the United States, our operation successfully adapted to tight margins and regulatory changes by forming strategic alliances in the value chain. At the same time, we have made significant progress in process optimization in Paraguay. This progress has occurred in a complex landscape for the fuel distribution industry and a fragmented market. This reinforces our value proposition.

In Chile, we strategically expanded our operations by managing 454 Shell service stations and a network of 224 upa! stores. Road Ranger in the United States has expanded its presence with the opening of two new travel centers, reaching a total of 55 strategic service points. Furthermore, we have achieved significant growth in our network in Paraguay, with a total of 64 service stations and 28 convenience stores now operational. We are pleased to announce that our financial results have shown significant improvement when compared to the previous year. This reflects the commitment demonstrated by all members of the organization, and a strategy that has been successfully implemented with a focus on business continuity and strength.

The new and improved Shell V-Power gasoline, launched in 2024, was well received by customers in 2025, achieving the highest penetration rates. To promote its use, we implemented a series of positioning campaigns that emphasized quality as our key differentiator. We collaborated with renowned brands such as Ferrari.

In the context of technological transformation and operational excellence, 2025 was a pivotal year in the development of two major milestones for 2026: the launch of the new Shell app and the new Shell GO+ rewards program. The new program will allow us to integrate our own rewards and those of strategic partners, complementing our partnership with CMR Puntos. Additionally, the partnership with Chilexpress for last-mile services at our upa! stores has transformed our stations into 24/7 logistics service points, expanding our role in our customers' daily lives.

At Road Ranger, we are committed to continuously enhancing the efficiency and reliability of our operations. We have recently opened new strategic locations, such as the travel centers in Canton and Laredo, Texas, and we have expanded facilities in key markets, such as Illinois. This growth has been accompanied by significant improvements in pricing systems and store maintenance, which have increased our efficiency and responsiveness. New fuel supply contracts have been secured with strategic suppliers, improving competitiveness and efficiency in serving high-volume customers.

In terms of partnerships, we have added new gaming locations in Illinois, and in the food service sector, we have expanded our offerings with new Wendy's locations. In terms of brand positioning, we made a significant strategic move by becoming a sponsor of the NASCAR Xfinity Series, a category with extensive national coverage.

Nicolás Correa
Chief Executive Officer
Enex Corp Ltd
General Manager
Empresa Nacional de Energía
Enex S.A.

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A Message from Our CEO

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In the industrial segment, we celebrated 30 years of partnership with Kaufmann, a milestone we highlighted with a targeted campaign for the transportation sector. We are pleased to announce that we have secured significant contracts with esteemed clients such as Nueva Centinela, Glencore, Antofagasta Airport, Enaex, and Air France. In addition, we have strengthened Shell Lubricants' partnerships with KIA, Andes Motors, Ameco, Thiess, Salfa, and John Deere. Our achievements have garnered international recognition, as evidenced by our receipt of the esteemed Shell Global Mining DVR Award. This distinguished recognition firmly establishes us as a leader in value-added services and operational excellence within the mining industry.

During this period, the contract for the supply of fuels and associated services with Minera Spence was successfully concluded. This agreement extends the term of the contract, which began in 2023, through to 2030, consolidating a long-term strategic relationship and reinforcing our presence alongside BHP, one of the most significant players in the global mining industry.

Our commitment to the energy transition has resulted in concrete progress, including the supply of renewable diesel and solar power generation at both service stations and facilities for industrial customers. In a similar vein, we have initiated operations at the first Shell station in Latin America capable of supplying liquefied natural gas (LNG). This supply point, which has been designed to serve long-haul trucks, is located on Route 5 South in Chillán Viejo. A second location in the Santiago Metropolitan Region is planned for the first half of 2026. In the field of electromobility, we have a robust infrastructure under our Enex E-Pro Powered by Shell Recharge brand, which is key to the development of the electric vehicle segment.

Throughout this period, we maintained focus on the Company's non-negotiable values: people's health, operational safety, and environmental stewardship. In 2025, safety results were very positive, with improved accident rates in Chile and the United States. In Chile, for the third consecutive year, we were recognized by CONASET and MIGTRA as the safest non-mining fleet, in addition to receiving the APRIMIN safety award.

In our relationship with communities, we have deepened our positive impact in sensitive areas such as Quintero-Puchuncaví. We have participated in the public-private environmental roundtable on air quality and have coordinated the installation of an environmental monitoring network. This network provides data to the public. We also continued to implement initiatives with significant social impact, such as the first educational project at La Greda School in partnership with Lab4U, to promote STEM education among students. At the same school, we conducted a pediatric dental clinic in partnership with the Ronald McDonald House Charities, which we replicated at Campiche School. In addition, following a decade of collaboration and continuous support for Fundación Las Rosas, we were delighted to receive the Lifetime Achievement Award. At Road Ranger stores, we are proud to announce that we have raised a record-breaking amount for St. Jude Children's Research Hospital, reaffirming our commitment to the institution.

In terms of transparency and compliance, this year we adopted the IFRS S1 and S2 standards for the first time, strengthening the integration of sustainability risks and opportunities – particularly those associated with climate change – into business management. This progress, in conjunction with the adoption of dual materiality, enables us to complement our strategy with a long-term perspective.

I would like to express my sincere gratitude to all our employees in Chile, the United States, and Paraguay. Their dedication, expertise, and commitment have been instrumental in achieving these exceptional outcomes.

Finally, I would like to give special recognition to Francisco Pérez Mackenna, who stepped down as Chairman of the Board of Directors of Enex after 15 years to assume the role of Minister of Foreign Affairs. During his tenure, Francisco demonstrated strategic vision and strong leadership, as well as exceptional human qualities. We wish him the greatest success in this new phase and are confident that he will put all his ability and experience at the service of Chile. We also welcome Juan Carlos Jobet, who assumed the chairmanship of the Board of Directors in February 2026.

Nicolás Correa Ferrer
Chief Executive Officer - Enex Corp Ltd
Chief Executive Officer - Empresa Nacional de Energía Enex S.A.

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Company Profile

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Our company is incorporated in the United Kingdom and has operational presence in Chile, the United States, and Paraguay. With over a century of experience, our structure is organized into key business segments: retail fuel distribution, industrial fuel distribution, lubricants distribution, and convenience.

Sustainability is a fundamental element of our management philosophy, systematically and methodically integrated into the decision-making process.

In Chile, as Enex S.A., we operate in the retail, industrial, lubricants, and convenience store segments. In the retail segment, we operate a network of service stations under the Shell brand license. In the convenience store segment, we offer the upa! brand at service stations and upa! market in stand-alone format. In the industrial sector, we provide fuels and lubricants to customers in a range of industries, along with monitoring and optimization services. To carry out these activities, Enex operates through the following subsidiaries: Inversiones Enex S.A., Empresa de Soluciones Mineras ESM SpA. (ESM), and Distribuidora y Comercializadora de Accesorios y Combustibles Norte Limitada (DICOMAC). Additionally, it holds stakes in Depósitos Asfálticos S.A. (DASA), Sociedad Inversiones de Aviación Limitada (SIAV), and Asfaltos Cono Sur S.A.

Today, our commitment to sustainability and innovation is reflected in the expansion of our value proposition toward integrated solutions for energy efficiency and electromobility. At Enex E-Pro Powered by Shell Recharge, we are committed to providing our customers with concrete alternatives to reduce their carbon footprint, optimize operating expenses (OPEX), and advance their energy transition toward more efficient solutions with lower environmental impact.

Our presence in the United States is structured through Enex Investments US Inc., a company incorporated under the laws of the State of Delaware. Road Ranger, one of the largest travel center chains in the Midwest and Southwest, is strategically located on major high-traffic routes. Our model integrates fuel sales with convenience stores, a diverse selection of fast-food restaurants—such as Subway, Wendy's, Dickey's BBQ, Church's Chicken, and Chesters—and other services tailored to travelers on the road.

In Paraguay, our corporate structure is led by Enex Investments Paraguay, an entity that currently owns 100% of Enex Paraguay S.A.E., Tulsa S.A., Gabana S.A., and Grupo Avanti S.A. Through these companies, we distribute fuel to the network of service stations under the Enex and Gasur brands, and we operate Enex, Gasur, and Petrobras service stations, as well as convenience stores under the upa! brand. We have also initiated the promotion of electromobility in the country with the installation of our first Enex E-Pro charging station.

Purpose and Values

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Our Purpose

enex

To be the **energy** that drives your world

We provide customers with high quality products and excellent service through innovative, efficient and convenient solutions that help them get where they want to go.

Our Mission

To provide customers with an exceptional service experience, deliver the energy they need through continuous product and service innovation and offer a consistent, sustainable and reliable value proposition backed by specialized, highly motivated teams.

Our Values

S SERVICE

We collaborate to provide customers with the best experience by meeting their needs promptly and efficiently.

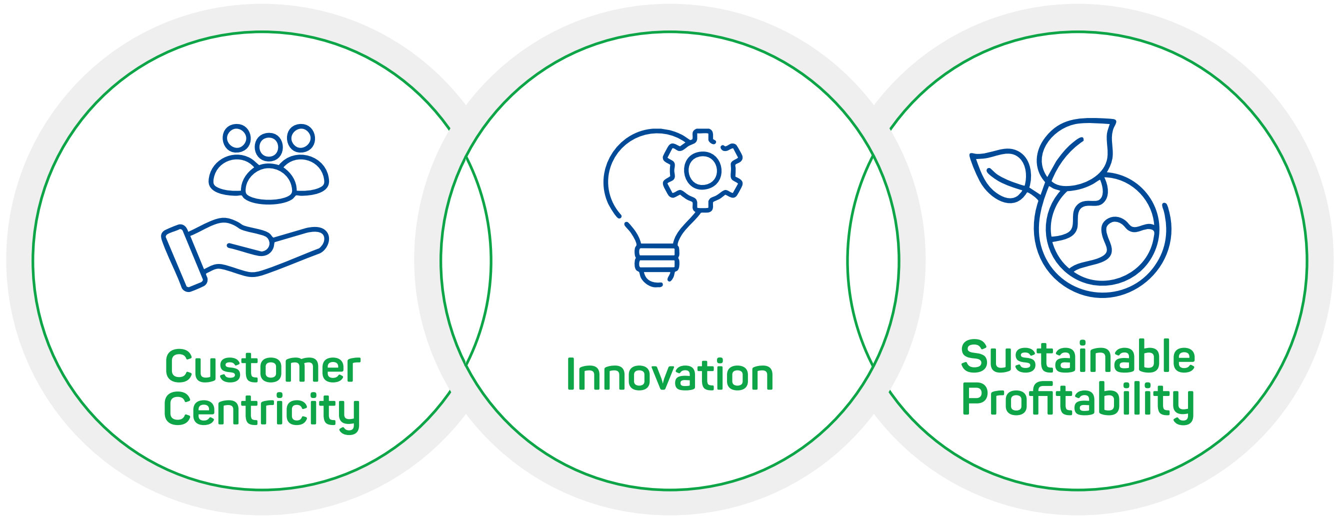
E EXCELLENCE

We put our utmost effort into every task and challenge. We strive to do things correctly in order to improve daily, achieve our goals and fulfill our commitments.

R RESPECT

We value people and our environment. We safeguard our integrity and safety and respect those with whom we interact by adhering to the Enex Code of Conduct, regulations and applicable laws.

Strategic Pillars



Customer Centricity

We design products and services to address customer concerns and needs, ensuring the highest quality service experience.

Innovation

We innovate to enhance process efficiency and improve the products and services we offer.

Sustainable Profitability

We operate safely and reliably to secure the company's long term sustainability. To that end, we establish policies that create social, economic and environmental value in the areas where we operate. Our efforts in this area focus on people and community, profitability and the environment.

Certifications and Recognitions 2025

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Our commitment to excellence has been consistently recognized during this period:

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	Type	Name	Awarding Entity	Description
Chile	Certification	Giro Limpio, Distributors and Load Generators category	Agencia de Sostenibilidad Energética	We maintained our certification for the fourth consecutive year, demonstrating the implementation of energy efficiency and emissions management practices in our transportation operations related to fuel distribution.
	Recognition	Operational excellence in safety - Service Companies Category	APRIMIN Asociación de Proveedores Industriales de la Minería	We pride ourselves on our adherence to high safety standards, responsible operations management, and ongoing commitment to risk prevention in the delivery of services, positioning us as a reliable supplier aligned with best practices in the mining sector.
	Award	Speeding-related accident risk (RAEV), Non-Mining Transportation category.	CONASET, OMIGTRA	For the third consecutive year, we were recognized as the safest non-mining fleet. Highlighting our road safety management and the reduction of incidents in fuel transportation.
	Recognition	Global Shell Award (DVR)	Shell Global Solutions	Enex - Shell Lubricants Chile was recognized as the world's best operator in the mining segment, highlighting operational excellence and safety.
	Award	First place in the electromobility category	BETTER BRANDS	Enex E-Pro Powered by Shell Recharge was awarded first place in the electromobility category, in an evaluation that analyzes consumer perceptions and expectations regarding brands and their impact on the environment, aligned with the United Nations Sustainable Development Goals (SDGs). We ranked fourth in the mobility industry and twenty-first in the overall ranking, among 225 evaluated brands.

Certifications and Recognitions 2025

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	Type	Name	Awarding Entity	Description
Chile	Award	Shell B2B Latam Award	Shell	A Latin American award recognizing Shell Lubricants Chile's ability to add value in the construction and non-mining industries.
Chile	Recognition	Shell Global Award - V-Power Champions	Shell	We were global winners of the Shell award for the performance of the new Shell V-Power gasoline in Chile, in both sales and marketing as well as other commercial strategies.
Chile	Recognition	Shell Share and Learn 2025 (formerly Best Practice Awards)	Shell	Shell recognizes best practices among brand licensees worldwide. We won in two categories: **1. Operational excellence:** for the development of an integrated network planning tool. **2. Sustainability:** for acoustic and odor modeling, improvements in ventilation, and community outreach.
United States	Recognition	Top Women in Convenience	Convenience Store News	Top Women in Convenience, an annual program by Convenience Store News that recognized two women from the Team as leaders in the convenience industry for their leadership, innovation, and contribution to the sector's development.
Paraguay	Paraguay	Employer of the Year	5dias	Recognition for outstanding labor practices and people management, backed by market studies and external evaluations.
Paraguay	Certification	Great Place to Work	Great Place To Work	Certification that distinguishes us for our excellent work environment and organizational culture, validating the satisfaction and commitment of our employees.

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Value chain

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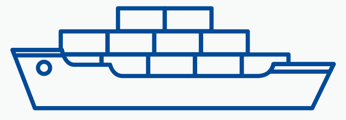
Chile

Our value chain integrates logistics operations to ensure the continuous and reliable supply of energy and lubricants throughout Chile. We manage everything from primary supply to final delivery to our industrial customers and retail consumers, relying on critical infrastructure and strategic partners. We operate Shell-branded service stations, for which we are a licensee, as well as upa! and upa! market convenience stores, located inside and outside the service stations, respectively. We also supply Shell, Pennzoil, and Rhenus lubricants, in addition to Krynex and AdBlue products.

To ensure the reliability and continuity of supply, our logistics network is supported by our equity stakes in 13 fuel storage facilities, strategically supplied via pipelines and by sea.

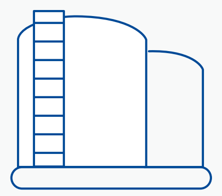
We also maintain a strong position in critical infrastructure for specific businesses: we own 50% of Asfaltos Cono Sur S.A., whose terminal in Puchuncaví is operated directly by Enex, and 20% of Depósitos Asfálticos S.A. (DASA) in Concón. In the aviation sector, we operate at the country's main airport, holding a 33.3% stake in Sociedad de Inversiones de Aviación Limitada (SIAV), which is responsible for the receipt, distribution, and storage of fuel at Santiago's Arturo Merino Benítez Airport. We operate at Presidente Carlos Ibañez del Campo Airport in Punta Arenas, El Loa Airport in Calama, and Arturo Merino Benitez Airport in Santiago. The concession for Andrés Sabella Gálvez Airport in Antofagasta will be added soon.

Supply



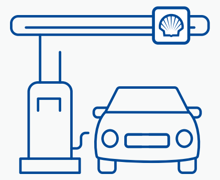
- **Fuels:** Our main supplier is the National Petroleum Company (ENAP), which we supplement with direct imports that provide us with flexibility and reliability of supply. Shell fuels contain additives specially formulated using state-of-the-art technology and design.
- **Lubricants**: We import and distribute Shell products, a global leader in the industry, supplying the local market with a high-tech portfolio.

Storage and Distribution



- **Plants:** We have 13 plants throughout Chile, with a storage capacity of over 200000 m³of fuel.
- **Warehouses:** We have 10 warehouses for storing lubricants and spare parts, as well as two plants for storing asphalt in Puchuncaví and Concón
- **Trucks:** We distribute products via trucks that travel more than 3 million kilometers per month, on average.

Service stations, Stores, and Electric Charge Points



- **454 Shell service stations**, where more than 110 million fuel sales transactions are made annually.
- **Convenience stores:** As of the end of 2025, we had 204 upa! stores and 20 upa! market stores, processing over 26 million transactions each year.
- **108 Oil** Changes.
- **101 Lavapro car wash** machines at our service stations.
- **65 Enex E-Pro Powered** by Shell Recharge electric charge points.
- **14 photovoltaic** plants.

Industrial Customers

- **More than 6,400 industrial** customers in the mining, aviation, transportation, construction, marine, and forestry sectors, among others.
- **Annual supply of 409 million liters** of JET A-1 aviation fuel at airports and airfields.
- **780 Enex E-Pro** cards for electric charging.
- **Two operational electric** charging stations
- **1 photovoltaic** plant.

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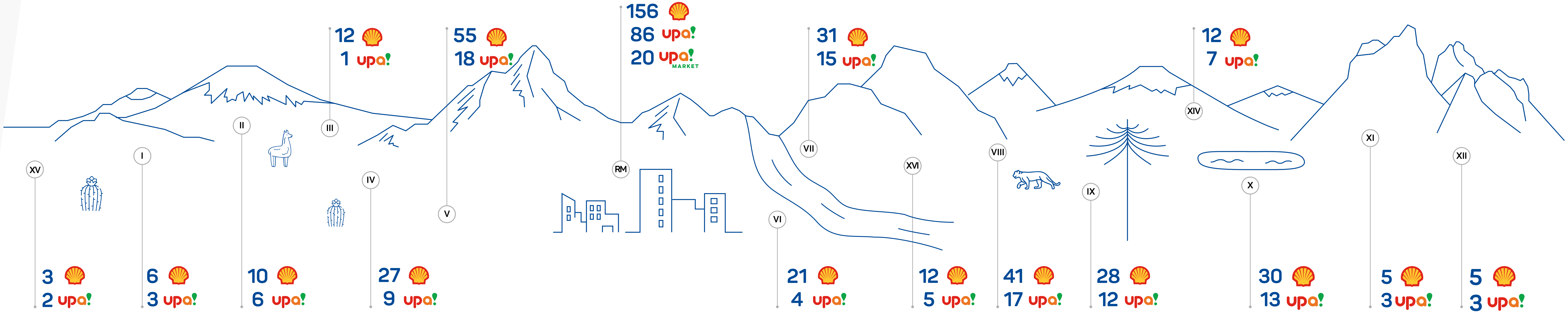
Enex Chile
Service Stations and Convenience Stores 2025

454 Total service stations

204 upa! Total convenience stores

20 upa! MARKET Total upa! market stores



XV.	ARICA Y PARINACOTA REGION
I.	TARAPACÁ REGION
II.	ANTOFAGASTA REGION
III.	ATACAMA REGION
IV.	COQUIMBO REGION
V.	VALPARAÍSO REGION
RM.	METROPOLITAN REGION OF SANTIAGO
VI.	LIBERTADOR GENERAL BERNARDO O'HIGGINS REGION
VII.	MAULE REGION
XVI.	ÑUBLE REGION
VIII.	BIOBÍO REGION
IX.	ARAUCANÍA REGION
XIV.	LOS RÍOS REGION
X.	LOS LAGOS REGION
XI.	AYSÉN REGION
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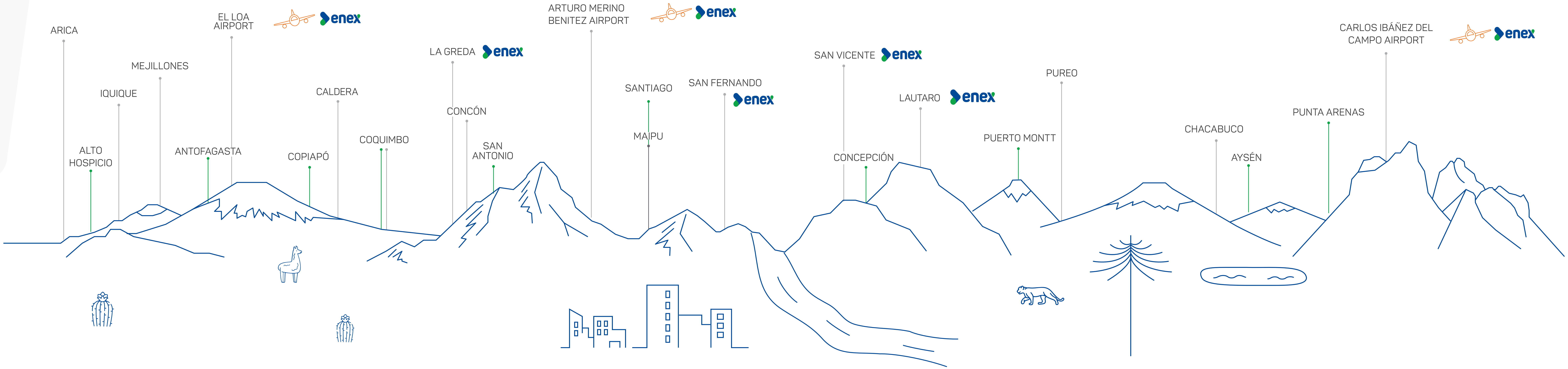
Enex Chile
Map of Plants and Warehouses 2025

13 Plants **3** Warehouses **10** Airports



Plants | Operated by Enex | Airports | Warehouses

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Road Ranger

Our operations in the United States are conducted through Road Ranger, a chain of travel centers we have operated since 2018, with a presence in the Midwest and Southwest. Road Ranger serves both interstate transport fleets and individual drivers, combining fuel sales with convenience and food services.

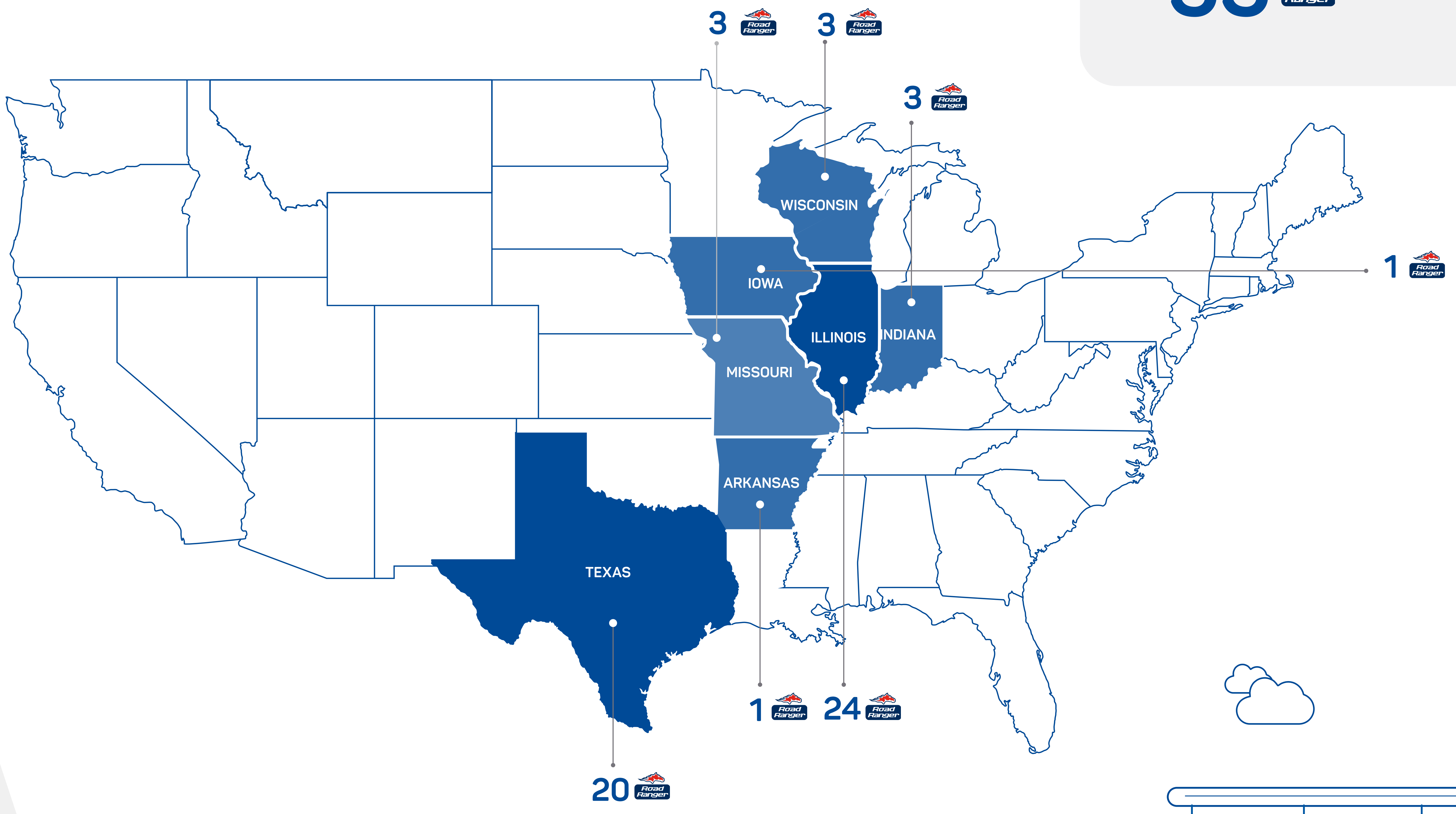
Supply

- Our travel centers are supplied by various fuel providers, in accordance with the quality standards required by Enex.

Travel centers Road Ranger

- A network of 55 travel centers across seven states, where 15.8 million fuel and retail transactions are processed annually.
- We have 22 electric fast-charging points.
- Our travel centers feature convenience stores and various services geared toward truck drivers, such as vehicle weighing, showers, Amazon lockers, gaming machines, and licensed fast-food restaurants, including Subway, Wendy's, Dickey's BBQ, Church's Chicken, and Chesters.

55 Number of travel centers



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Enex Paraguay

In 2019, we incorporated the fuel distributor Gasur S.R.L. into our operations in Paraguay. Following this acquisition, we developed a network consisting primarily of Enex service stations and upa! convenience stores. In addition, we operate service stations and convenience stores belonging to other brands.

Supply

- Fuel supply is carried out in compliance with high standards of quality and traceability. Our main suppliers are Montealegre and Puerto Santo Domingo, followed by local suppliers and international traders, primarily from the Gulf of Mexico.
- For lubricants we have a partnership with Castrol for the exclusive sale of these products at service stations.

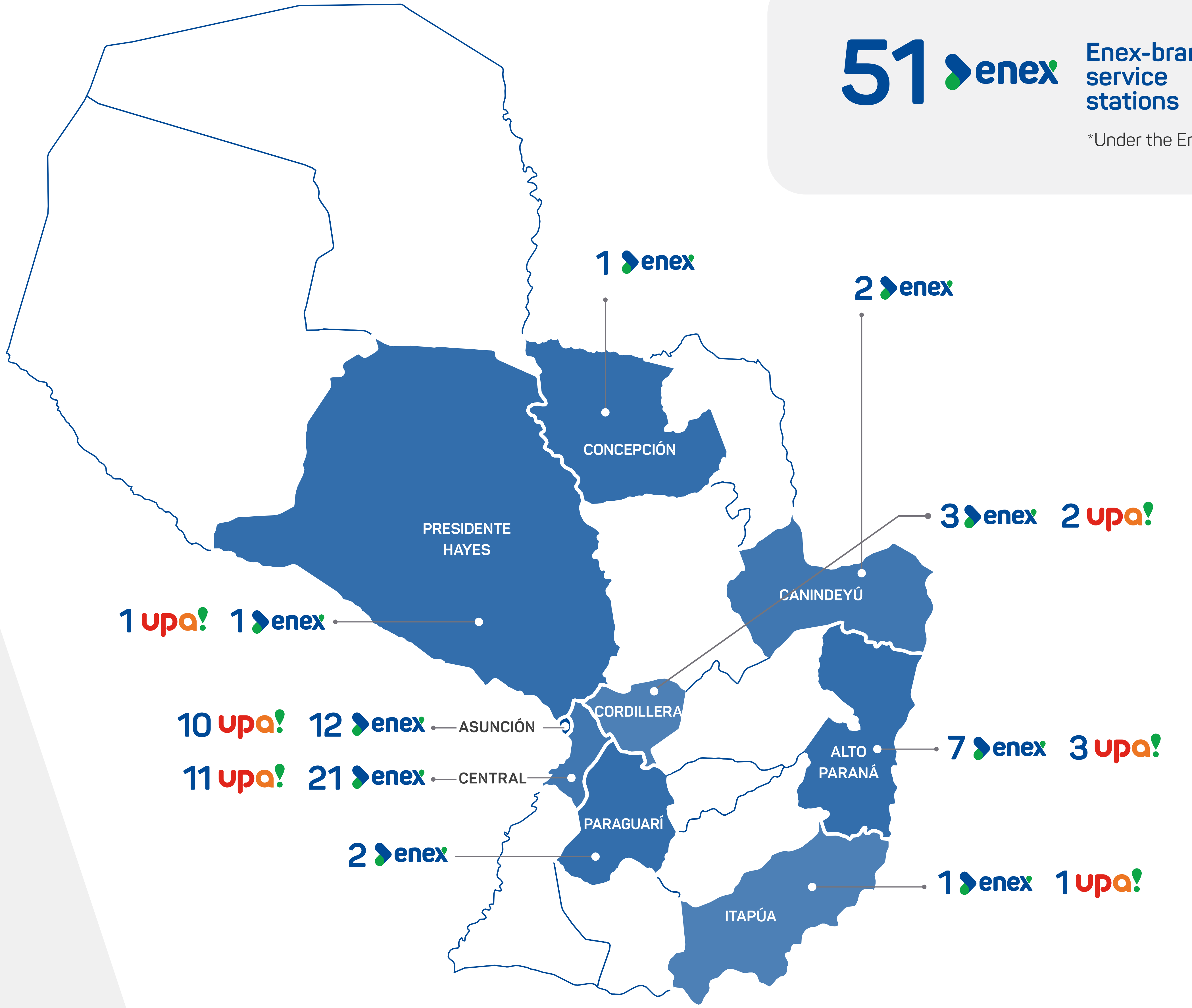
Storage and Distribution

- We distribute products via a fleet of trucks that travel an average of over 100,000 kilometers per month.

51 enex Enex-branded service stations

28 upa! branded convenience stores

*Under the Enex brand



Enex Service Stations

- We have 64 service stations, 51 of which operate under the Enex brand.
- 28 upa! convenience stores and four stores under other brands.
- One Oil Change.
- One Enex E-Pro electric charge point.
- We have a long-term partnership with the McDonald's fast-food chain, which involves the installation, implementation, and operation of McDonald's restaurants within the Enex network of service stations.

*This information pertains only to the 51 stations under the Enex brand and 28 upa! convenience stores.

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1.4
Our History

1919
Start of Operations
- Began operations as **The Anglo-Mexican Petroleum Company Limited**, a subsidiary of Shell. The Las Salinas Plant was built in the Valparaíso Region.

1986
Shell Heliz Launch
- Launch of **Shell Helix lubricant** and **Shell Formula fuel.**

1996
First Convenience Store
- Opening of the **first Select convenience store,** located at the service station on Cristóbal Colón Avenue and Robinson Crusoe Street, in Las Condes, Santiago.

2011
Enex Foundation
- The **Shell Group** sells its businesses to the **Quiñenco Group,** which founded **Empresa Nacional de Energía Enex S.A. (Enex).**

2013
Acquisition of Terpel
- **Coverage in Chile is expanded through the network** of service stations and convenience stores.
- **The first upa!,** a new convenience store concept, opened in **San Francisco de Mostazal, O'Higgins Region.**

2014
ESM Creation
- Creation of the subsidiary Empresa de **Soluciones Mineras (ESM)**, with the aim of providing services to Chile's large-scale mining industry.

2015
Start of Electromobility
- Inauguration of the **first charging station at a service** station.

2017
La Greda Plant
- La **Greda Plant** - Acquisition of the fuel storage facility located in the **Valparaíso Region, Chile**.

2018
Road Ranger Acquisition
- International expansion of the business with **the acquisition of Road Ranger.**
- Opening of the **first standalone upa! store** in the Metropolitan Region, Chile.

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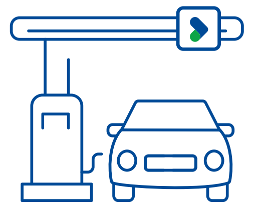
2019



Enex acquires 50% of Gasur S.R.L. in Paraguay

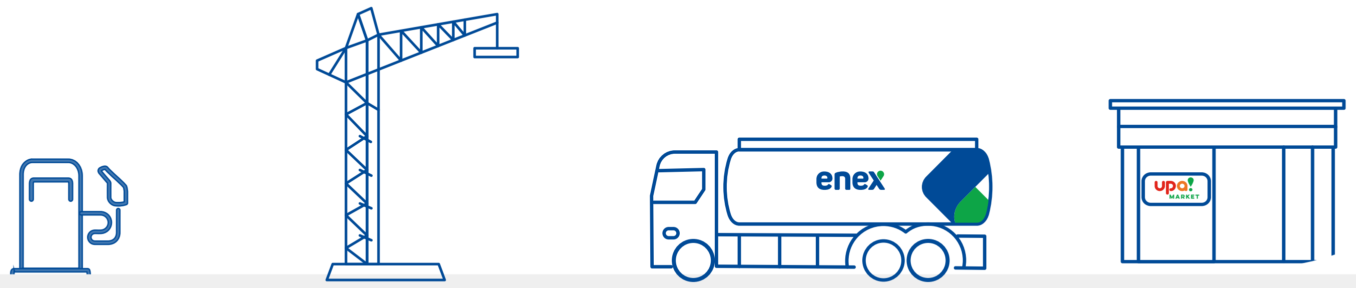
- **Enex acquires 50% of Gasur S.R.L. in Paraguay,** now Enex Paraguay S.A.E., with a network of service stations in that country.
- In Chile, **Enex Gas** begins operations to supply liquefied petroleum gas (LPG) in the central region of the country.

2020

Enex Corp Ltd.

- The parent company becomes **Enex Corp Ltd.**, a company domiciled in the **United Kingdom, controlled by Invexans S.A.** through Invexans Limited.
- Inauguration of the first **Enex-branded service station in Paraguay.**

2021



Alliance with CMR

- **Launch of Enex E-pro corporate** fleet cards and the first electric charging points at industrial customers facilities.
- **Partnered with CMR in Chile** to allow customers to earn CMR points for their purchases.

2022

First upa! market store

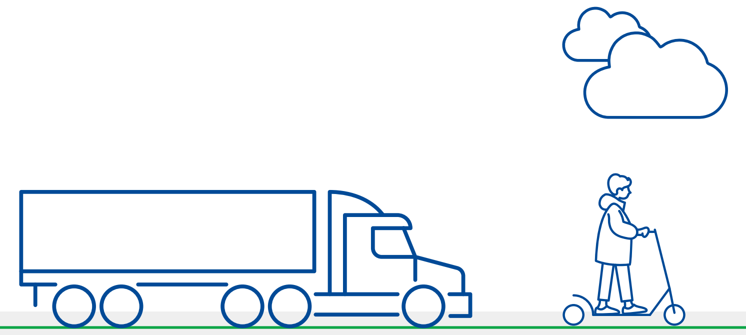
- **Opening of the first upa! market** store, located out of a service station as a standalone location.

2024

100% acquisition Enex Paraguay

- **Acquisition of 100%** of the shares of Enex Paraguay S.A.E.

2025



Opening of the Liquefied Natural Gas (LNG) Plant

- **Opening of Shell's first Liquefied Natural Gas (LNG)** plant in Chillán Viejo, Chile.

1.5

Our Trademarks and Licenses

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Own Brands

Chile	enex; enex krynex; motorx; upa!; enex e·pro; enex gas; esm Empresa Soluciones Mineras; enex marine; enex express; enex solar; lavapro; Club Clase·A SCT; Road Ranger
United States	Tejas Taco Company; Dan's Famous Pizza Big Slice; RR Kitchen
Paraguay	Mi enex; Diesel Xtreme

Exclusive representation

Chile	Shell; Shell Helix; Shell V-Power; Shell Rimula; Shell Recharge; Shell GO+; Shell Evolux Diesel; Shell Card; Shell Gadus; Shell Omala; Shell Spirax; Shell Advance; Shell Car Care; Shell Tellus
Paraguay	Castrol

1.5
Our Trademarks and Licenses

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Franchises and Licenses

Chile	AdBlue, rhenus, Pennzoil, ACDelco, gm Genuine Parts
United States	McDonald's, Subway, Wendy's, Church's Chicken, Dickey's Barbecue Pit, Cinnabon, Chester's

The Pennzoil franchise and license are part of the Shell lubricants macro-distribution agreement in Chile.

1.6

Financial Performance and Results

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- **Financial Performance**

In 2025, total sales volumes reached 5.2 million m^3, surpassing the previous year's performance. This result was driven by operations in Chile, where we achieved sustained growth in sales volume, allowing us to gain market share and offset the decline in exports to Bolivia. Meanwhile, operations in the United States and Paraguay showed improvements compared to the previous year, demonstrating resilience in the face of local challenges such as an aggressive competitive environment in North America and a margin-squeezed market in Paraguay. On a consolidated basis, EBITDA reached US$191 million.

EBITDA, VOLUME, AND PROFIT*

	Indicator	2023	2024	2025
Consolidated (*)	EBITDA (US$ million)	152	137	191
	Volume (MM m^3)	4.9	4.9	5.2
	Net income (loss) (MM US$)	40.8	-19.4	61.3

*Consolidated financial information includes operations in Chile, the United States, Paraguay, and the United Kingdom for 2023, 2024, and 2025.

ENEX ECONOMIC VALUE GENERATED AND DISTRIBUTED (MM US$)

	2023	2024	2025
Total Economic Value Generated (Net Sales Revenue)	5,727	5,146	5,214
Salaries and employee benefits	113	121	127
Operating expenses (OPEX)	5,520	4,994	4,968
Governments (taxes)	9	5	16
Investments and contributions to the community	0.3	0.2	0.5
Payments to Capital Providers	45	45	40
Economic value distributed	5,687	5,165	5,152
Retained economic value	40	-19	61

1.6

Financial Performance and Results

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Chile

In 2025, we demonstrated strong resilience and growth in an environment marked by the entry of new global players and aggressive pressure on margins. Despite this context, we achieved outstanding results, with sales growth that exceeded national GDP. In the retail market, we not only defended our position but also increased our market share, supported by a strategy of differentiation through quality. A significant milestone was achieved with the successful performance of our Shell V-Power premium gasoline, which, following its relaunch, achieved record-breaking market penetration.

Simultaneously, the upa! convenience store business demonstrated consistent growth, enhancing its profitability through the standardization of its product offerings and the integration of advanced point-of-sale technologies that optimize operational efficiency.

In the industrial segment, we strengthened our position as strategic partners to the large-scale mining sector and domestic industry, renewing the trust of key players and securing highly complex technical contracts. Meanwhile, during the period, Shell Card continued to establish itself as a key tool for managing industrial customers, particularly in transport- and fleet-intensive segments. In the aviation sector, we have maintained our growth trajectory by successfully securing new contracts and airport concessions.

A key factor in our profitability this year was the ongoing pursuit of internal efficiencies, which had a positive impact on our performance and the service we provide to our customers.

United States

In the United States, our operations through Road Ranger took place in a stabilizing environment, following the economic challenges of previous periods. In 2025, the strategic focus shifted from accelerated expansion to management based on operational efficiency and a focus on the maturation of new stores, adapting to a less dynamic transportation market.

We strategically expanded our presence on key routes with the opening of two new travel centers in Canton and Laredo, both located in Texas. We also made progress in differentiating our offerings through key partnerships in the wellness and consumer goods segments. This rigorous margin management, combined with an optimization of our food offerings, allowed us to close the year with strong performance and a solid brand image among interstate consumers.

Paraguay

In 2025, Paraguay's business sector demonstrated notable progress in operational discipline, with a strategic focus on enhancing business efficiency and sustainability.

We have adapted strategically to a new regulatory landscape following the implementation of restrictions on environmental permits for the construction of new stations in urban areas. Confronted with the challenges of conventional organic growth, our management team successfully concentrated on optimizing the existing network and exploring strategic partnerships to maintain our competitive edge.

Despite external pressures on the sector's pricing structure and market dynamics influenced by local regulatory mechanisms, we managed to improve performance. The company has successfully adapted its commercial strategy to the specific conditions of the Paraguayan market. It has focused on efficient cost management and capturing operational improvements to offset margin constraints resulting from the domestic pricing environment.

1.6

Financial Performance and Results

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Revenue Distribution

Our revenue is structured according to the main business models and markets in which we operate. Most of the the company's revenue is derived from the retail segment in Latin America. This segment is associated with the sale of fuels and the operation of convenience stores at service stations in Chile and Paraguay. These stores target end customers. This contributed 56% of the revenue.

The industrial segment in Latin America encompasses the sale of fuels and lubricants to industrial customers in Chile and Paraguay, including sectors such as mining, transportation, aviation, and large-scale consumers. This segment was responsible for approximately 31% of revenue during the specified period.

Meanwhile, the retail segment in the United States comprises revenue generated through the operation of Road Ranger, which includes fuel sales and the operation of travel centers and convenience stores in that market, accounting for approximately 13% of consolidated revenue.

REVENUE DISTRIBUTION BY SEGMENT

	2023		2024		2025	
Segment	Revenue [MM US$]	% Revenue	Revenue [MM US$]	% Revenue	Revenue [MM US$]	% Revenue
Retail Latin America	3,083	54%	2,869	56%	2,923	56%
Latin American Industrial	1,994	35%	1,592	31%	1,598	31%
Retail in the United States	651	11%	685	13%	693	13%

02 Creating Shared Value

2.1 Sustainability Strategy
2.2 Materiality Process
2.3 Stakeholders
2.4 Participation in Associations and Sustainability Initiatives

2.1 Sustainability Strategy

GRI |2-12 |2-13 | 2-23 | 2-24

› Sustainability Strategy
› Materiality Process
› Stakeholders
› Participation in Associations and Sustainability Initiatives

Our Sustainability Strategy is structured around five strategic pillars, defined based on the materiality process and aligned with the corporate strategy.

Sustainable profitability

Consolidate profitable growth for the future.

7 AFFORDABLE AND CLEAN ENERGY | 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

People and communities

Enex strives to be renowned for developing its people and to operate in harmony with communities.

3 GOOD HEALTH AND WELL-BEING | 4 QUALITY EDUCATION | 5 GENDER EQUALITY | 8 DECENT WORK AND ECONOMIC GROWTH | 11 SUSTAINABLE CITIES AND COMMUNITIES

Environment and climate

Promote the use of environmentally friendly. products, processes and technology.

6 CLEAN WATER AND SANITATION | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | 13 CLIMATE ACTION

OBJETIVOS DE DESARROLLO SOSTENIBLE

2.1
Sustainability Strategy

GRI |2-12 |2-13 | 2-23 | 2-24

› **Sustainability Strategy**
› Materiality Process
› Stakeholders
› Participation in Associations and Sustainability Initiatives

We consider sustainability a fundamental element of our decision-making and business operations. Within this framework, Enex's sustainability strategy is built on three core pillars: Sustainable Profitability, People and Communities, and Environment and Climate. These pillars form the foundation of our corporate guidelines, guiding the development of programs and initiatives that simultaneously generate economic value and promote a positive environmental impact on our stakeholders.

This strategy aligns our management with widely recognized international frameworks, such as the United Nations Sustainable Development Goals (SDGs), the principles of the International Labor Organization (ILO), the UN Global Compact, and the Universal Declaration of Human Rights.

We have designed an organizational structure that facilitates integration into the business strategy, encompassing different levels of the organization. Our corporate governance incorporates the review of material sustainability issues into Board of Directors meetings. During these meetings, economic, social, environmental, and

safety aspects are analyzed, as well as other matters critical to the sustainability of the business. Additionally, we have a Sustainability and Innovation Committee, which aims to enhance the execution and oversight of the strategy by engaging leaders in the systematic evaluation of project progress and the performance of the strategy's indicators.

To ensure the integration of sustainability into our daily work, we foster a dedicated culture among our employees. We conduct regular onboarding sessions on sustainability and innovation for new hires, which serve as key opportunities to understand the processes of change and the projects that reflect our commitment to sustainable development.

2.2
Materiality Process

GRI 3-1 | 3-2 | 3-3

- Sustainability Strategy
- Materiality Process
- Stakeholders
- Participation in Associations and Sustainability Initiatives

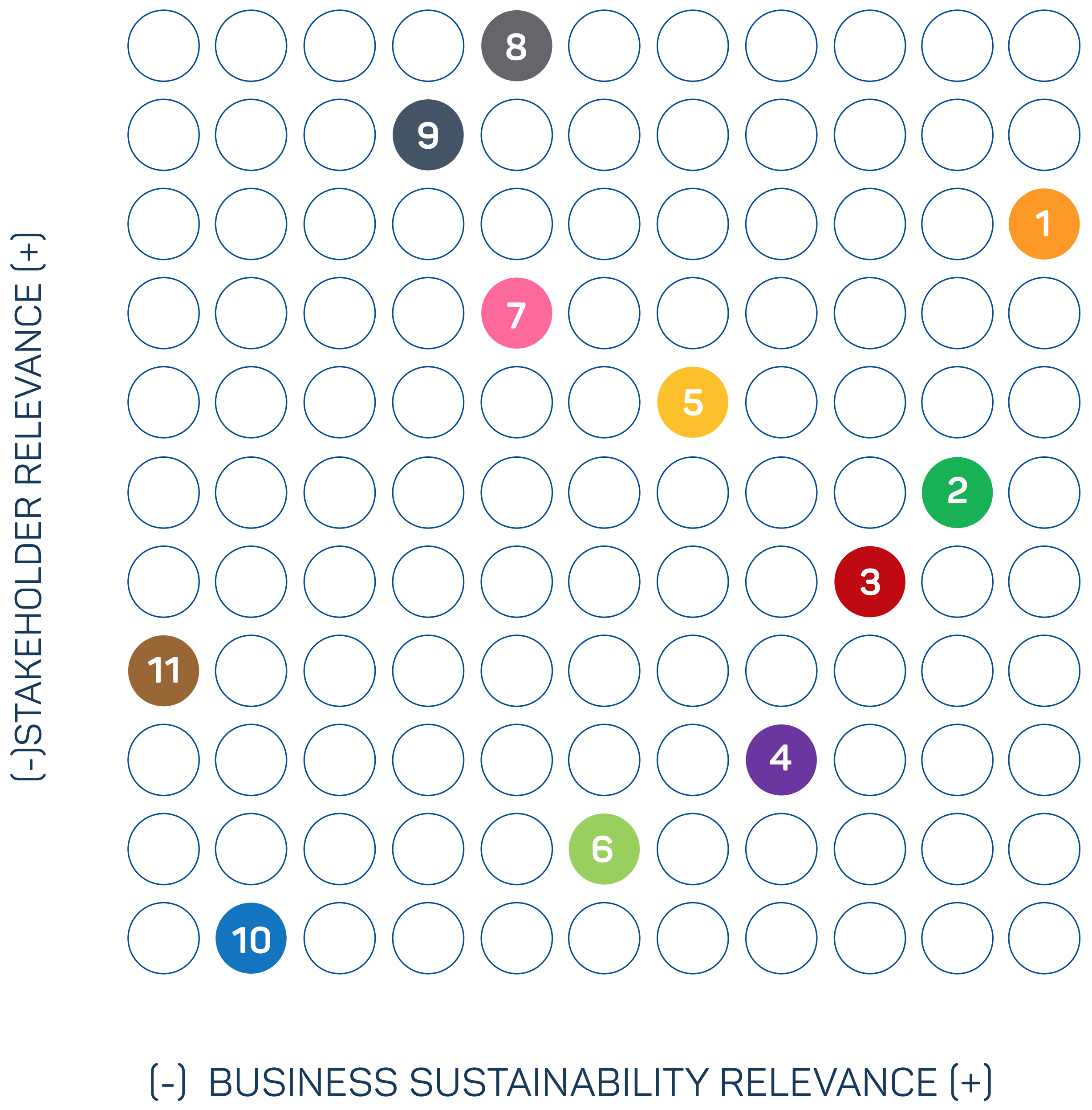
In 2025, we continued to enhance our analysis of material issues, updating our matrix using a dual materiality approach. This exercise enables us to align our actions with the expectations of our stakeholders while gaining a deeper understanding of how sustainability factors influence the company's value and sustainability.

To gather the perspectives of our stakeholders, we conducted an extensive consultation process during this period to identify their priorities. We conducted 2,812 surveys to employees, suppliers, distributors, and industrial and retail customers. This data collection enables us to align our sustainability approach with current environmental concerns.

To assess business relevance, we enhanced the robustness of our analysis by integrating management strategic priorities with the results of financial impact analysis aligned with IFRS S1 and S2 standards. Final prioritization reflects a balance between the expert insights of our leaders with the technical and financial assessment of sustainability and climate-related risks and opportunities.

Note: Please note that the details of the IFRS analysis, as well as its direct implications for risk management and business resilience, are discussed in Chapter 3: Governance Committed to Ethics and Excellence.

Materiality Matrix



	Material Topic	Business Priority	IG Priority
1	Health and Safety (employees, suppliers, and customers)	1	3
2	Ethics and the Regulatory and Political Environment	2	6
3	Electromobility and transition to new technologies	3	7
4	Human Capital	4	9
5	Availability of fuels, lubricants, and services	5	5
6	Social and environmental Management	6	10
7	Emissions and Impact on Climate Change	7	4
8	Profitability and Financial Sustainability	8	1
9	Loyalty and Customer Satisfaction	9	2
10	Community Engagement and Social Investment	10	11
11	Waste and Hazardous Substance Management	11	8

2.2
Materiality Process

GRI 3-1 | 3-2 | 3-3

- Sustainability Strategy
- **Materiality Process**
- Stakeholders
- Participation in Associations and Sustainability Initiatives

#	Material Topic	Impact
1	Health and Safety (employees, suppliers, and customers)	Actual and potential impacts on the physical safety and well-being of employees, contractors, and customers resulting from our operations, with an emphasis on accident prevention, critical risk management, and fostering a safety culture.
2	Ethics and the Regulatory and Political Environment	Impacts on transparency, fair competition, and stakeholder trust resulting from regulatory compliance and ethical conduct in a dynamic regulatory and political environment.
3	Electromobility and transition to new technologies	Economic, environmental, and competitive impacts associated with the energy transition, through the progressive incorporation of new technologies and mobility solutions, considering their effects on emissions, business model, cost structure, and sources of profitability in the medium and long term.
4	Human Capital	Impacts on the professional development, well-being, diversity, and inclusion of our employees, strengthening internal capabilities and contributing to a safe, equitable, and high-performance work environment.
5	Availability of fuels, lubricants, and services	Impacts on the continuity of mobility and on relevant productive sectors, stemming from the reliability of supply and the ability to respond to operational or logistical contingencies.
6	Social and environmental Management	Actual and potential impacts on the environment and the communities where we operate, associated with our industrial and commercial activities, with a focus on prevention, mitigation, and response to contingencies that may affect the environment or local quality of life.

#	Material Topic	Impact
7	Emissions and Impact on Climate Change	Impacts resulting from greenhouse gas emissions associated with our operations and value chain, and their contribution to climate change, addressed through reduction targets, operational efficiency, and the adoption of technologies aligned with the energy transition.
8	Profitability and Financial Sustainability	Economic impacts on the creation and distribution of value for shareholders and other stakeholders, ensuring the long-term viability of the business in an environment of energy transition and market transformation.
9	Loyalty and Customer Satisfaction	Impacts on customer experience, trust, and preference in a competitive market, through service quality, innovation in offerings, and the building of sustainable business relationships over time.
10	Community Engagement and Social Investment	Social impacts in the regions where we operate, through community engagement, dialogue mechanisms, and programs focused on local development and the creation of shared value.
11	Waste and Hazardous Substance Management	Environmental and health impacts associated with the management of waste and hazardous materials, with an emphasis on pollution prevention, risk mitigation, and strict regulatory compliance throughout the operation.

2.3
Stakeholders

GRI | 2-29

› Sustainability Strategy
› Materiality Process
› Stakeholders
› Participation in Associations and Sustainability Initiatives

Our stakeholders are individuals, groups, or entities directly or indirectly related to the company, who may influence the achievement of our objectives or be affected by them.

We identify, select, and prioritize these groups with a strategic approach, seeking to establish partnerships that strengthen their initiatives and generate shared value.

We maintain engagement channels with the aim of strengthening two-way communication with stakeholders.

2.3
Stakeholders

GRI | 2 - 29

- Sustainability Strategy
- Materiality Process
- **Stakeholders**
- Participation in Associations and Sustainability Initiatives

Stakeholders Communication Channels

Our Sustainability Report allows us to communicate the company's sustainability performance annually to our key stakeholders. We also have various channels and mechanisms that support our engagement and communication with these groups.

Employees

Enex Chile
- Whistleblower Channel https://www.enex.cl/linea-de-denuncias/
- Organizational Climate Survey
- MIDE Digital Performance Evaluation
- Intranet, office screens, and email communications
- Surveys on specific topics
- Innovation Capability Assessment through the Most Innovative Companies ranking

Road Ranger
- Public Whistleblower and Feedback Channel http://www.roadrangerusa.com/feedback
- Employee Concerns Procedure
- ntranet, office screens, and email communications
- Performance Evaluation

Enex Paraguay
- Inquiry and Whistleblower Channel https://canal.enex.com.py
- Intranet, office screens, and email communications
- Workplace Climate Survey
- Mi EDD Performance Evaluation

Customers

Enex Chile
- Chile Customer Service Center Enex Directo (600 350 2000 / enexdirecto@enex.cl)
- "Hablemos" complaint channels, Shell and Enex websites, the mailbox hablemos@enex.cl and social media.
- Whistleblower Channel https://www.enex.cl/linea-de-denuncias/
- MiCopiloto App
- Enex E-Pro App
- www.enex.cl
- www.shell.cl
- www.upa.cl
- www.enexcorp.com
- www.clubclasea.cl
- Customer Satisfaction Survey in upa! stores using tablets at checkout counters
- Shell, Enex, and upa! social media in Chile

Road Ranger
- "Talk to Us" form on the Road Ranger website
- Public Whistleblower and Feedback Channel www.roadrangerusa.com/feedback
- Road Ranger App
- www.roadrangerusa.com
- Google Reviews
- Road Ranger social media

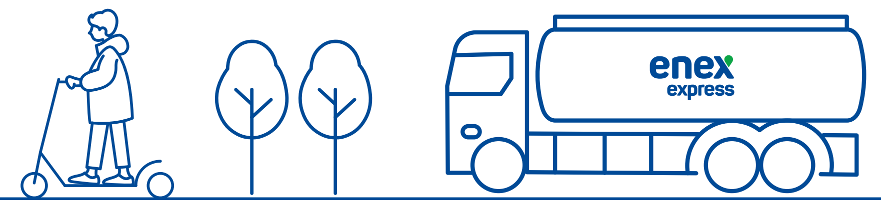
Enex Paraguay
- Customer complaint mailbox hablemos@enex.com.py
- Inquiry and Whistleblower Channel https://canal.enex.com.py/
- Mi Enex Paraguay App
- http://www.enex.com.py/
- Enex Paraguay social media

Community

Enex Chile
- hablemos@enex.cl
- Whistleblower Channel https://www.enex.cl/linea-de-denuncias/

Road Ranger
- Public Whistleblower and Feedback Channel http://www.roadrangerusa.com/feedback

Enex Paraguay
- hablemos@enex.com.py
- Inquiry and Whistleblower Channel https://canal.enex.com.py



2.3
Stakeholders

GRI | 2 - 29

- Sustainability Strategy
- Materiality Process
- Stakeholders
- Participation in Associations and Sustainability Initiatives

Service Station Distributors

Enex Chile
- Customer Service Center, Enex Direct Portal, and Distributor Portal
- Distributor satisfaction survey
- Area manager visits

Enex Paraguay
- Visits from commercial representatives
- Enexcelencia Program

Suppliers

Enex Chile
- http://portalcompras.enex.cl
- Training on project safety and procedures
- Surveys
- Whistleblower Channel https://www.enex.cl/linea-de-denuncias/

Road Ranger
- System: Public Whistleblower and Feedback Channel www.roadrangerusa.com/feedback

Enex Paraguay
- Inquiry and Whistleblower Channel https://canal.enex.com.py

Media

Enex Chile
- Relationships with journalists and editors from major media outlets

Road Ranger
- Relationships with journalists and editors from major media outlets

Enex Paraguay
- Relationships with journalists and editors from major media outlets

Authorities

Enex Chile
- Periodic reports to regulatory authorities
- Participation in joint working groups

Road Ranger
- Communications through organized labor unions

Enex Paraguay
- Communications through organized labor unions

Shareholders

Enex Corp
- Ordinary and extraordinary shareholders' meetings
- Notifications sent to shareholders in accordance with legal requirements

2.4
Participation in Associations and Sustainability Initiatives

GRI 2-28

We are part of public-private partnerships and initiatives. We also participate in voluntary agreements and certifications that improve our sustainability performance.

- Sustainability Strategy
- Materiality Process
- Stakeholders
- Participation in Associations and Sustainability Initiatives

Chile

- **SOFOFA (Chilean Federation of Industry):** A trade association representing companies in the industrial sector. It brings together more than 4,000 companies, 43 sectoral associations, and 21 regional trade associations covering the country's main productive sectors. Enex is a member and participates in the Eco-Labeling Clean Production Agreement (CPA).
- **ICARE (Chilean Institute for Rational Business: Administration):** A private, non-profit corporation independent of trade union interests, which seeks to contribute to the public debate on major issues affecting companies in the current social context. It currently brings together more than 1,200 companies.
- **Energy Sustainability Agency:** An entity that promotes the efficient and sustainable use of energy through initiatives and programs that foster the energy transition. We participate in the National Voluntary Program "Giro Limpio," in the Distributors and Load Generators category.
- **American-Chilean Chamber of Commerce (AmCham Chile):** A network of more than 440 companies that promotes collaboration between the public, private, and academic sectors in Chile and the United States.
- **APRIMIN (Association of Industrial Mining Suppliers):** Promotes sustainable mining practices through technological development, innovation, and good business practices.
- **Territorial Clean Production Agreement (CPA) for Water Efficiency, Municipality of Lo Barnechea:** A territorial agreement to promote water efficiency at service stations and conduct community awareness campaigns.
- **Chilean National Automotive Association (ANAC):** A trade association that supports the development of the automotive sector and the adoption of safety, sustainability, and innovation standards in the industry. We participate as partners to promote sustainable mobility and the advancement of new energy vehicle technologies.
- **Used Lubricating Oil Management System (SIGALU):** An association of lubricant manufacturers and importers that works to collectively comply with the obligations of the REP Law (Extended Producer Responsibility Law).
- **ASIVA (Valparaíso Region Business Association):** A multisectoral, non-profit trade association that brings together large, medium, and small businesses and institutions in the Valparaíso Region. It promotes sustainable development (economic, social, and environmental) to improve the quality of life in its communities.
- **Puchuncaví Air Quality Task Force:** A collaborative working group to address and improve air quality in the area. It focuses on protecting public health with the collaboration of the community.
- **CONASET (National Traffic Safety Commission):** A commission whose primary objective is to prevent traffic accidents and their consequences. To this end, it coordinates road safety efforts with the Carabineros de Chile and ten ministries: Interior and Public Security, Education, Justice and Human Rights, Public Works, Health, Housing and Urban Development, Transportation and Telecommunications, Labor and Social Security, the General Secretariat of the Government, and the General Secretariat of the Presidency.

2.4
Participation in Associations and Sustainability Initiatives

GRI 2-28

- Sustainability Strategy
- Materiality Process
- Stakeholders
- Participation in Associations and Sustainability Initiatives

United States

- **National Association of Truck Stop Operators (NATSO):** Partnership with other members of the truck stop industry to promote common interests. Road Ranger's CEO has been a member of its Board of Directors since 2020 and treasurer since 2022.
- **Texas Food & Fuel Association (TFFA):** Trade association for companies in the Texas food and fuel sector.
- **National Association of Convenience Stores (NACS):** Association of members of the convenience store industry in the United States.
- **Texas Trucking Association (TXTA):** Association of the freight transportation industry in Texas.
- **Society of Independent Gasoline Marketers of America (SIGMA):** Association of members of the retail fuel industry.
- **Laredo Motor Carriers Association (LMCA):** Association of members of the trucking industry.
- **Illinois Petroleum Marketers Association (IPMA)** An association with other members of the fuel retail industry in the state of Illinois to promote collaboration on shared interests.

Paraguay

- **Chamber of Paraguayan Fuel Distributors (CADIPAC):** Collaborates with authorities on fuel market regulation and the defense of the sector's interests.
- **Center for Regulation, Standards, and Communication Studies (CERNECO):** Promotes compliance with communication and advertising regulations.
- **Working Group for Air Health (MADES):** A public-private partnership convened by MADES (Ministry of Environment and Sustainable Development) to improve air quality.

03 Governance Committed to Ethics and Excellence

3.1 Corporate Governance Structure
3.2 Board of Directors
3.3 Senior Executives
3.4 Enex Committees
3.5 Strategic Risk Management and IFRS S1 and S2
3.6 Ethics and Integrity

- Corporate Governance Structure
- Board of Directors
- Senior Executives
- Enex Committees
- Strategic Risk Management and IFRS S1 and S2
- Ethics and Integrity

Chile

- Analysis of climate risks and financial ESG (IFRS S1 and S2)
- Launch of the "Enex Cumple" microsite
- Reorganization of the retail business, integrating store management into Enex S.A. and creating the position of store manager.

United States

- 100% of employees trained in ethics and anti-corruption
- Consolidation of the ethics and integrity framework, with direct oversight by the general counsel

Paraguay

- Update of the Code of Ethics and Conduct
- Launch of a reporting hotline.

3.1
Corporate Governance Structure

GRI 2-12 | 2-14

- Corporate Governance Structure
- Board of Directors
- Senior Executives
- Enex Committees
- Strategic Risk Management and IFRS S1 and S2
- Ethics and Integrity

Our corporate governance practices are governed by applicable laws and regulations in the countries where we operate: Chile, the United States, the United Kingdom, and Paraguay. In all these divisions, the Board of Directors is responsible for establishing management frameworks, approving strategy, corporate policies, and values, as well as overseeing implementation, with a focus on generating sustainable profitability.

This body is responsible for approving and overseeing the implementation of the sustainability strategy, as well as the regular monitoring of strategic goals. The Board of Directors analyzes environmental, social, and governance (ESG) factors and incorporates them into the analysis of investments and operations. If necessary, the manager responsible for a relevant area will present a status report, including progress and challenges.

3.2
Board of Directors
GRI 2-10 | 2-11| 2-17 | 2-18 | 2-21

› Corporate Governance Structure
› Board of Directors
› Senior Executives
› Enex Committees
› Strategic Risk Management and IFRS S1 and S2
› Ethics and Integrity

The Board of Directors of Enex Corp Ltd consists of five members, and the Board of Directors of Enex Chile also has five members, with three-years terms and are renewable. Meanwhile, Enex Investments US Inc. has three directors, Enex plc has two, and Enex Paraguay S.A.E. has six directors.

The chair of each Board of Directors is responsible for leading meetings and ensuring effective functioning. This includes promoting effective oversight, high-quality strategic debate, and informed decision-making.

To deepen the board's understanding of sustainability, Enex conducts periodic assessments to identify priority areas for development. According to the findings of these analyses, we strongly recommend enrolling in specialized training courses and seminars, with a primary focus on sustainability, risk management, and corporate governance.

Board compensation in Enex Chile is determined by the shareholders during the Annual Shareholders' Meeting, which is held each April.

Conflicts of Interest and Safeguarding Integrity

enex Cumple

Our Board of Directors is committed to upholding the highest standards of ethics in the conduct of our operations and business strategy. We have approved and are overseeing the Corporate Governance Policy and Model. These guidelines comply with Law No. 20,393 on the Criminal Liability of Legal Entities and its amendments incorporated by Law No. 21,595 on Economic and Environmental Crimes.

We are committed to upholding the highest standards of governance by adhering to the guidelines established by the Chilean corporate laws and regulations. These regulations require the identification and proactive management of potential conflicts of interest that could affect the company.

Any identified situation is reported promptly to the Ethics Committee and, if necessary, to the directors and shareholders, ensuring transparent and responsible management.

3.2

Board of Directors

GRI 2-10 | 2-11| 2-17 | 2-18 | 2-21

- Corporate Governance Structure
- **Board of Directors**
- Senior Executives
- Enex Committees
- Strategic Risk Management and IFRS S1 and S2
- Ethics and Integrity

ENEX CORP LTD

***Juan Carlos Jobet Eluchans**
Chairman

Andrea Tokman Ramos
Director

Nicolás Luksic Puga
Director

Pablo Granifo Lavín
Director

Rodrigo Hinzpeter Kirberg
Director

*Assumed office on February 2, 2026, succeeding Francisco Pérez Mackenna.
**See Appendix for more details.

3.3

Senior Executives

GRI 2-13 | 2-16 | 2-19| 2-20

- Corporate Governance Structure
- Board of Directors
- Senior Executives
- Enex Committees
- Strategic Risk Management and IFRS S1 and S2
- Ethics and Integrity

Our management establishes policies, procedures, and actions to implement the guidelines issued by the Board of Directors, and to carry out the respective monitoring and control. The program is overseen by the corporate chief executive officer, who is tasked with overseeing strategic initiatives aimed at promoting the company's sustainability. Additionally, the management team gathers critical concerns and issues raised by committees and executives and communicates them to the Board of Directors.

Enex Corp Ltd is organized into six departments. The chief executive officer is in charge of the company, and five departments provide cross-functional support. In addition, there are country-specific departments. This organizational structure enables the corporate chief executive officer to prioritize the company's strategic direction, while entrusting local management to designated leaders.

In turn, the management structure in Chile is divided into seven departments, in addition to the departments of the subsidiaries Inversiones Enex, Dicomac, and ESM. In the United States, the management structure consists of ten departments, while in Paraguay, there are three departments.

In Chile, in 2025, there was a significant change in the structure to improve the performance of the retail business and accelerate the development of the Convenience store business. In this vein, the role of store manager was created at Enex S.A., with a focus on business strategy and development, while the general management of Inversiones Enex remains dedicated to operational excellence in the stores and service stations of this subsidiary.

Payroll

The compensation structure for our key executives and all Enex employees consists of a fixed monthly salary and a variable annual component. The bonus is based on individual performance and the achievement of collective goals.

In 2025, we updated our compensation framework in Chile by adopting Mercer's job evaluation and classification model (IPE points, or International Position Evaluation). This update will enable us to manage our compensation structure with greater precision and internal equity, enhancing its competitiveness in the various markets where we operate.

3.3

Senior Executives

GRI 2-13 | 2-16 | 2-19| 2-20

- Corporate Governance Structure
- Board of Directors
- Senior Executives
- Enex Committees
- Strategic Risk Management and IFRS S1 and S2
- Ethics and Integrity

ENEX CORP

Nicolás Correa Ferrer
General Manager
Enex S.A.
Chief Executive Officer

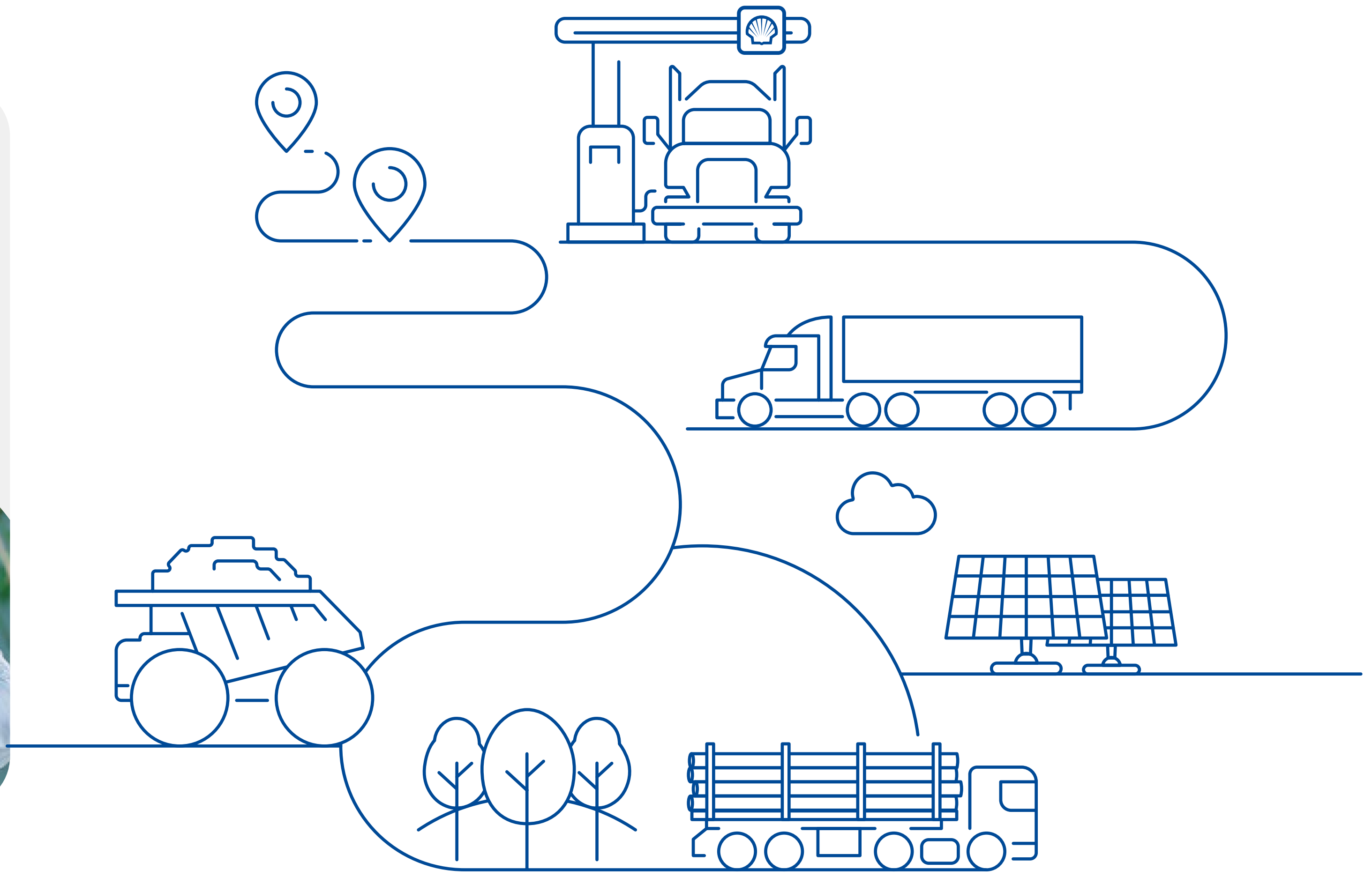
Ignacio Spencer Uribe
Chief financial officer
Enex corp ltd

Ricardo Ferrari
Chief Strategy and Planning Officer

Gerardo Acuña Rivera
Chief Human Resources Officer

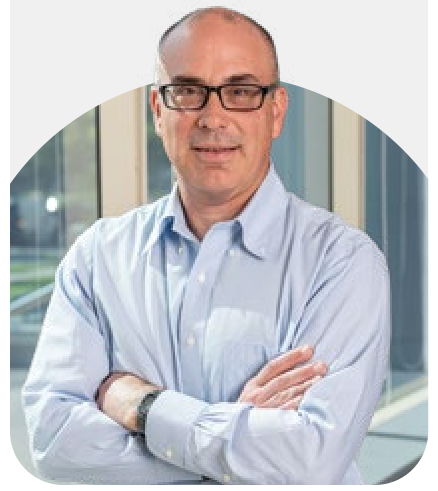
Juan Eduardo López Quintana
Chief Corporate Affairs Officer

Ricardo Reyes Mercandino
Chief Audit Officer



ENEX CHILE

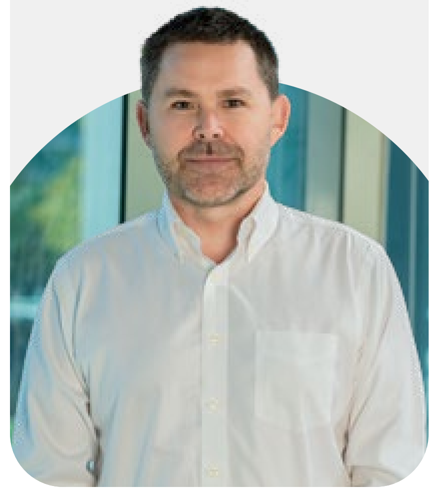
Francisco Arzubi
Vice President, Chile Business Units



Andrés Dinamarca Cruz
Vice President, Retail Sales

Juan José Jutronich Navarro
Vice President, Industrial Sales

Álvaro Ruiz Bachmann
Vice President, Lubricant Sales

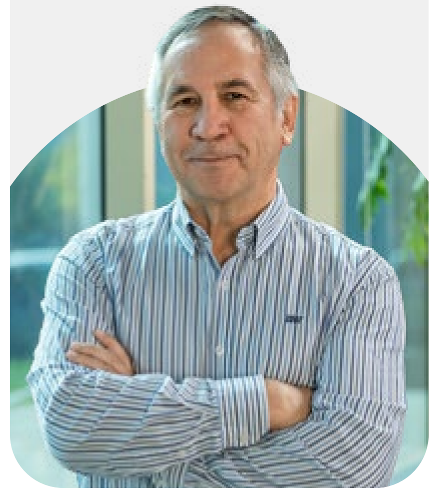


Nicolás Delsol*
Vice President, Convenience Stores

*Assumed the position in March 2026, succeeding Nicolás Iturra (interim manager).

Cristián Díaz Carvallo
Vice President, Commercial Planning

Alan Sherwin Lagos
Vice President, Operations



3.3
Senior Executives

- Corporate Governance Structure
- Board of Directors
- Senior Executives
- Enex Committees
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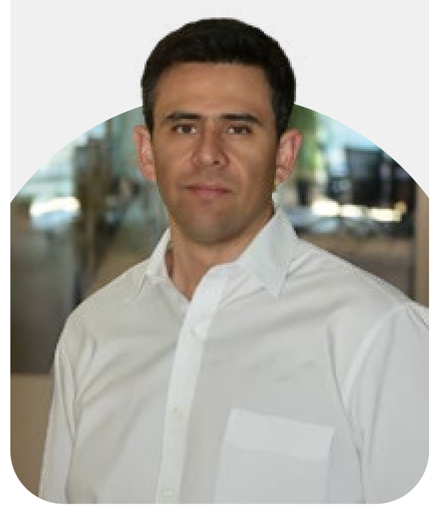
- Ethics and Integrity

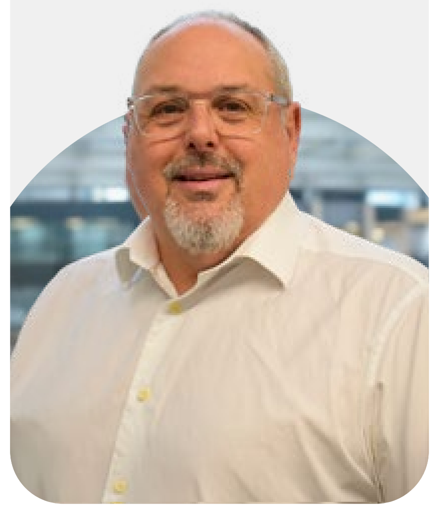
ROAD RANGER

Marko Zaro
Chief executive officer

Jorge Ortega
Chief financial officer



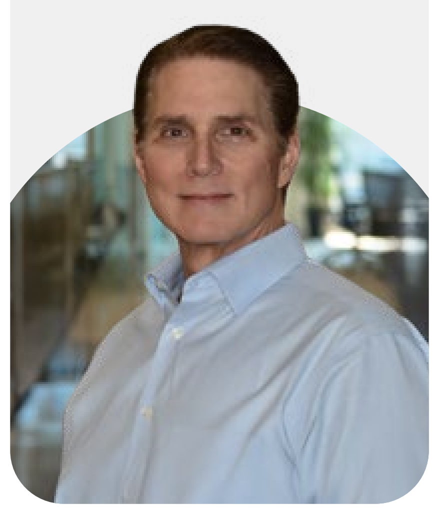
Kirk Waidelich
Chief commercial officer



Cevdet Acar
General counsel

Jason Ricks
Chief operating officer

Duane Garman
Vice president of fuels



John Carabelli
Vice president construction

Todd Hauptmann
Vice president IT

Bill Bishop
Vice president development

Kevin Hanscomb
Vice president fleet sales

ENEX PARAGUAY

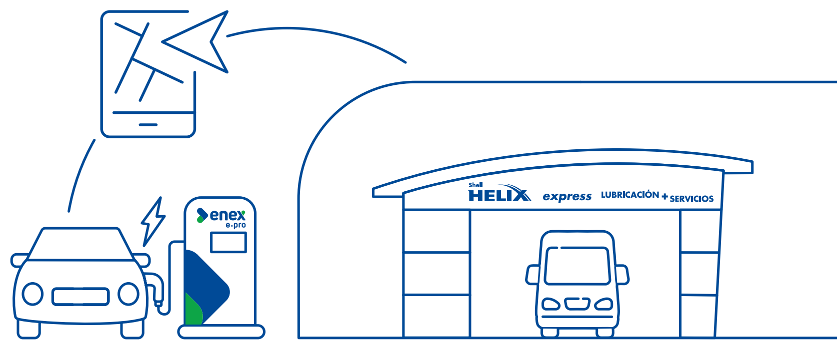
Leonardo Valenzuela
Chief Executive Officer
Chief Financial Officer

Enrique Galli
Vice President, Operations

Nicolás Herrera
Vice President, Marketing

Rosalba Villalba
Vice President, Human Resources*

Carlos Cazaña
Vice President, Legal Affairs*



* As of 2026, the Human Resources and Legal departments were incorporated.

3.4
Enex Committees

- Corporate Governance Structure
- Board of Directors
- Senior Executives
- Enex Committees
- Strategic Risk Management and IFRS S1 and S2
- Ethics and Integrity

Cathegory	Corporate	Chile	United States	Paraguay
1. Corporate governance and Ethics	**Audit Committee:** Conducts quarterly risk reviews and develops action plans. **Information Security and Personal Data Protection Committee:** Led by the Chief Information Security Officer (CISO), it oversees compliance and strategy for these matters. **Crime Prevention Committee:** Monitors the criminal risk matrix and addresses legal compliance.	**Executive Committee:** Monitors business performance on a weekly basis **Ethics Committee:** Oversees compliance with the Code of Conduct and resolves complaints received.	**Executive Committee:** Conducts a weekly review of priorities and indicators with the CEO and the organization's leaders.	**Management Committee:** Monitors key business issues. **Ethics Committee:** Ensures the Code of Ethics is followed and resolves disciplinary cases. **Credit Committee:** Monitors and evaluates the customer portfolio.
2. Business and Development		**Business Committees:** Conducts monthly performance tracking by business unit, in addition to addressing product development, loyalty, and marketing initiatives. **New E Committe:** Identifies and evaluates opportunities in new energy projects. **Sustainability and Innovation Committee:** Monitors the sustainability strategy and innovation projects on a monthly basis. It is advised by expert consultants in these areas. **IT Committee:** Reviews service indicators, incidents, and project progress.	**Electromobility Committee:** Conducts biweekly monitoring of business development. **Network Development Committee:** Monitors the construction of new travel centers on a weekly basis. **Human Resources Committee:** Oversees and manages staffing, turnover, and hiring.	**Commercial Committee:** Analyzes key commercial indicators within the company's own network and third-party networks. **Commercial Planning Committee:** Oversees product development and marketing, and monitors stores. **Systems Committee:** Reviews IT metrics, incidents, and project progress. **Human Resources Committee:** Monitors human resources management indicators, the status of recruitment and selection, and the organizational development plan.
3. Operations		**Operations Committee:** Monitors issues related to engineering, procurement, transportation, and logistics. **HSE Committee:** Conducts monthly oversight of safety, health, and environmental issues.	**Safety Committee:** Evaluates incidents and preventive actions in operations.	**Operations Committee:** Monitors issues related to engineering, maintenance, procurement, and transportation.

3.5
Strategic Risk Management and IFRS S1 and S2

GRI 201-2

- Corporate Governance Structure
- Board of Directors
- Senior Executives
- Enex Committees
- **Strategic Risk Management and IFRS S1 and S2**
- Ethics and Integrity

Strategic Risk Management

At Enex, we periodically assess strategic risks, categorizing them according to impact and likelihood. This process enables us to anticipate and define actions to manage risks effectively. Our governance framework ensures that the Board of Directors and senior management actively oversee strategic risks, integrating them into investment analysis and operational decisions.

Our Corporate Risk Management Policy promotes a culture of prevention and continuous improvement at all levels of the organization, encouraging our leaders and employees to proactively identify, assess, communicate, and manage any internal or external event that could affect the company's vision and strategy.

1. **Risk Identification:** Systematic recognition of threats and events that could impact the company involves consideration of changes in the internal context and the external environment. Such changes may include legal changes or shifts in the competitive landscape.
2. **Risk Assessment:** Analysis of each risk based on its potential impact and probability of occurrence. This exercise enables us to systematically categorize and rank potential risks on our Corporate Risk Map.
3. **Treatment and Mitigation:** Identification of the most appropriate options for addressing risks. This includes designing, evaluating, and implementing control measures to reduce exposure to acceptable levels. It is also important to periodically monitor the effectiveness of these measures.

Our governance model ensures that the Board of Directors and Senior Management actively oversee this risk matrix, it integrates this risk analysis into operational and investment decisions.

Key Strategic Risks and Associated Action Plans

As a result of this continuous assessment process, we have defined specific actions to manage our main threats:

- **Significant changes in legislation and regulation:** Constant monitoring of legislative proposals and regulations. This proactive approach enables us to anticipate potential impacts and adjust our internal policies and procedures in a timely manner.
- **Deterioration of the macroeconomic and/or political environment:** Continuous monitoring of national and international events to safeguard stability and ensure business continuity.
- **Decline in demand and/or business disruption due to exogenous events:** Implementation of business continuity plans, hybrid work arrangements, and ongoing updates to our security protocols.
- **New trends in fuels and consumption habits:** Strong focus on developing innovations, testing, and piloting products and services to adapt to market shifts.
- **Cybersecurity vulnerabilities:** Preventive reinforcement, constant review, and correction of our technology and information security systems

ESG Risks: IFRS S1 and S2

During 2025, and as a complement to this management system, we are voluntarily progressing toward alignment with IFRS S1 and S2 standards, developing analyses, processes, and capabilities that support future implementation.

IFRS S1 and S2: Global sustainability disclosure standards

The IFRS Foundation, a non-profit public-interest organization that establishes a single set of accounting standards, spearheaded the creation of a global sustainability disclosure standard. This new standard integrates ESG factors into financial reporting with the aim of supporting informed decisions in capital markets. In this context, we analyzed our existing risk matrices to strengthen the integration of ESG and climate risks into our management system. The identified risks were grouped into nine thematic categories, providing an integrated view of the main environmental, social, governance, and climate factors that could reasonably affect Enex's financial performance, financial position, and cash flows in the short, medium, and long term. As a result of this analysis process, we have prioritized issues that impact our resilience, classifying them according to their likelihood and impact to strengthen existing mitigation actions.

The results of this IFRS analysis served as a key input for the financial materiality assessment in this 2025 Sustainability Report, complementing the stakeholder engagement process. For more information,

click here

3.5
Strategic Risk Management and IFRS S1 and S2

GRI 201-2

› Corporate Governance Structure
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› Ethics and Integrity

ESG RISKS THAT COULD IMPACT OUR STRATEGIC AND FINANCIAL RESILIENCE

Risk/ opportunity	IFRS	Description
Changes in the regulatory, political, and economic environment	S1 –Strategic	Changes in legal, regulatory, economic, or political frameworks that create a need to adjust strategies, processes, or management models.
Human capital	S1 – Social	Organizational, leadership, or workplace factors that influence the motivation, cohesion, and performance of work teams.
Regulatory compliance	S1 – Governance	Management and compliance with current regulations.
Supply chain	S1 – Operational	Variations in the availability of supplies, materials, or logistics services that may lead to adjustments or rescheduling of operations.
Electromobility and transition to new energy sources	S2 – Transition	Adoption of or transition to new technologies, energy sources, or market conditions that require adjustments to the value proposition.
Operational continuity in the face of social/labor crises	S1 – Continuity	Changes or contingencies in the social, labor, or health environment that require adjustments to operations or the management of available resources.
Waste and Hazardous Materials Management	S1/S2 – Environmental	Improper handling, disposal, or unsafe transport of waste or hazardous materials.
Spills and environmental contamination	S2 – Physical	Loss of containment, leakage, or spill of fuels or other hazardous substances due to the company's own actions or those of contractors, with environmental or social impact.
Communication and reputation	S1 – Reputational	Communication processes related to environmental, social, or health and safety issues that may influence the perception of stakeholders.

3.5

Strategic Risk Management and IFRS S1 and S2

GRI 201-2

- Corporate Governance Structure
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- Strategic Risk Management and IFRS S1 and S2
- Ethics and Integrity

Climate Scenarios[1]

Scenarios are a strategic tool that enable us to anticipate environmental signals, reduce the likelihood of decisions based on a single vision of the future, and identify risks and opportunities before they impact the business, supporting the assessment of priorities and capabilities for the medium and long term. For this exercise, time horizons aligned with strategic planning were defined: short term (2030), medium term (2040), and long term (2050).

Green Transformation

A scenario of accelerated transition, driven by tax instruments and subsidies that promote the adoption of new technologies. This is the scenario with the highest probability of compliance with the Paris Agreement, as it assumes the implementation of existing commitments and the incorporation of additional measures for climate change mitigation and adaptation.

Nationally Determined Contributions (NDCs)[2]

A scenario of gradual but sustained progress, based on the implementation of the climate commitments already made by each government in their NDCs. The adoption of new technologies occurs primarily for economic competitiveness, without additional subsidies, and assumes 100% compliance with the commitments already adopted.

Current Policies

A business-as-usual scenario that considers only regulations already in place. The adoption of new technologies is driven by economic competitiveness, without additional subsidies, and compliance with the current regulatory framework is assumed, without incorporating additional commitments.

As part of this cross-functional process, and building on Enex's risk matrices, we prioritized the issues that impact our resilience, classifying them based on their likelihood and potential impact in order to strengthen existing mitigation actions.

The following provides an overview of the main risks and opportunities identified through the risk matrices managed at Enex, which have been classified under an ESG approach as part of the analysis aligned with the IFRS S1 and S2 framework.

1. Prepared based on scenarios proposed by the IPCC, IEA, NGFS, and Shell International, taking into account the reality and the Enex industry.
2. NDC = Nationally Determined Contributions; considers commitments already made at the national level.

3.5

Strategic Risk Management and IFRS S1 and S2

GRI 201-2

› Corporate Governance Structure
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› Ethics and Integrity

The following table presents an estimate of the magnitude of the financial impact associated with each issue, considering its risks and opportunities under the three climate scenarios evaluated for the year defined as the baseline (2024) and the established time horizons. The assessment incorporates the potential effect on business activity, financial position, and cash flow of our operations in Chile, the United States, and Paraguay.

		Current Policies		National Commitments		Green Transition	
	Timeframe	Risk	Opportunity	Risk	Opportunity	Risk	Opportunity
Business continuity in the face of social/ labor crises	2030	Low		Low		Low	
	2040	Low		Low		Low	
	2050	Low		Low		Low	
Changes in the political and economic regulatory environment	2030	High		High		High	
	2040	High		High		High	
	2050	High		High		High	
Spills and environmental pollution	2030	Low		Low		Low	
	2040	Low		Low		Medium	
	2050	Low		Low		Medium	
Regulatory Compliance	2030	Medium		Low		Medium	
	2040	Low		Medium		High	Medium
	2050	Low		Medium		High	Medium
Communication and Reputation	2030	-		-		-	
	2040	-		-		-	
	2050	-		-		-	

High
Medium
Low
\- None

3.5

Strategic Risk Management and IFRS S1 and S2

GRI 201-2

- Corporate Governance Structure
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- **Strategic Risk Management and IFRS S1 and S2**
- Ethics and Integrity

		Current Policies		National Commitments		Green Transition	
	Timeframe	Risk	Opportunity	Risk	Opportunity	Risk	Opportunity
Waste and Hazardous Substances Management	2030	Low		Low		Low	Low
	2040	Low		Low		Low	Low
	2050	Low		Low		Low	Low
Electromobility and the transition to new energy sources	2030	Low	Low	Medium	Medium	Medium	High
	2040	Low	Medium	Medium	Medium	High	High
	2050	Medium	Medium	Medium	Medium	High	High
Supply chain	2030	Medium		Medium		Medium	
	2040	Medium		Medium		Medium	
	2050	Medium		Medium		High	
Human capital	2030	High		High		High	
	2040	High		High		High	
	2050	High		High		High	

High
Medium
Low
\- None

3.6

Ethics and Integrity

GRI 2-27 |205-1 | 205-2 | 205-3 | 206-1 | 2-26 | 419-1 |

- Corporate Governance Structure
- Board of Directors
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- Ethics and Integrity

We are a responsible company, committed to integrity and ethics in all our actions and in our relationships with our stakeholders. We comply with all applicable laws and regulations, fostering an organizational culture founded on transparency, integrity, and respect. We implement comprehensive policies, procedures, and training programs to ensure their proper application by directors, executives, employees, and third parties.

Our commitment to ethics and integrity is outlined in the **Enex plc Code of Conduct.**

click here

Ethics Management System

Chile

The guidelines governing our operations and ethical conduct are contained in the Code of Conduct, a document that applies to all Enex employees in Chile, as well as to third parties acting on behalf of the company. This code establishes the expected principles, values, and standards, and includes mechanisms for reporting alleged breaches or violations. Upon joining the company, all employees must read and sign a Letter of Commitment associated with this document.

We also have an Ethics Committee. This committee reports to the Board of Directors and is tasked with ensuring compliance with corporate values. It is composed of the chief executive officer, the internal audit manager, the human resources manager, and the corporate affairs manager, who also serves as the compliance officer. Its responsibilities include managing whistleblower channels and resolving conflicts involving employees, distributors, franchisees, suppliers, and customers, always protecting the confidentiality of those involved and defining sanctions for misconduct.

The compliance department led key milestones during the year:

- **Reporting Platform:** The use of the digital platform for reporting sensitive interactions was consolidated. In 2025, 157 reports of interactions with public officials and 78 with competitors or trade associations were recorded, ensuring a higher level of traceability in our relationships.
- **"Enex Cumple" microsite:** Launch of a portal on the corporate intranet that centralizes policies, forms, and consultation channels.
- **Due Diligence or "Know Your Client" Platform:** A site that allows users to search public records for individuals and companies, such as ongoing legal cases, blacklists, business partners, and politically exposed persons (PEPs), among other data.

In 2025, we participated in the Organizational Values and Integrity Barometer, a survey conducted by the Fundación Generación Empresarial. This initiative enables us to observe how ethical practices are perceived within the organization, identifying both positive aspects and areas where there are opportunities for improvement, thereby providing guidance for management. The survey was administered to a sample of 755 individuals, yielding a total of 329 responses.

The study's findings indicate that Enex maintains a robust ethical framework, with employees perceiving transparency in values, leadership accessibility, and a strong personal commitment to integrity. One of the key findings indicates that the combination of this personal commitment with consistent leadership constitutes a strategic strength for the company. Additionally, for cases where the Barometer identified areas for improvement, a work plan will be developed for the year 2026 to address the recommendations.

3.6
Ethics and Integrity

GRI 2-27 |205-1 | 205-2 | 205-3 | 206-1 | 2-26 | 419-1 |

› Corporate Governance Structure
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Whistleblower Hotline

Our whistleblower hotline is available to anyone at www.enex.cl. It guarantees the anonymity and confidentiality of whistleblowers seeking to report any violation of the Code of Ethics, Enex policies, or the law. Additionally, employees also have the option to contact their direct supervisor, area manager, compliance officer, or any member of the ethics committee. To clarify questions regarding these matters, please contact enexcumplimiento@enex.cl; individuals outside the company may call the Customer Service Center at 600 350 2000.

In 2025, 171 complaints were received, of which 55 were referred to Customer Service because they were commercial complaints.

1. **Whistleblower Channel Process:** A report can be submitted through the whistleblower line available on the website, by phone at **600 350 2000**, or by email at **hablemos@enex.cl.**
   Employees may also contact their direct supervisor, area manager, compliance officer, or any member of the Ethics Committee.
2. **Compliance Officer and Ethics Committee.**
   They assess whether there is sufficient merit to initiate an investigation.
3. Person responsible for the investigation
4. The Ethics Committee approves the outcome of the investigation and the report is considered "closed.
   "If applicable, a sanction is established. Otherwise, additional background information may be requested, and the investigation and its deadlines may be extended, among other actions.
5. If the Ethics Committee considers it appropriate, a brief response will be sent indicating that the investigation has been completed and outlining the main conclusions and measures adopted.

Training

In the areas of ethics, anti-corruption, and crime prevention, 13 training sessions were held, reaching 514 employees. In the area of free competition, 11 training sessions were held, reaching 175 employees.

Crime Prevention Model (MPD)

Following the update of the MPD in 2024 to align it with Chile's new Economic Crimes Law, we focused during the year on its operational consolidation and effective integration into business operations. Currently, the MPD covers 93 risk scenarios across 16 operational areas, managed through 158 specific controls. These controls contribute to the strengthening of ethical management, transparency, and corporate integrity.

In 2025, the criminal risk matrix and its controls were reinforced, corporate procedures were updated, and progress was made in incorporating crime prevention standards into relationships with customers, suppliers, and distributors. The MPD standards were integrated across all key business processes. Similarly, the MPD was reviewed and audited by an independent party. Based on this review, improvement measures were defined and implemented to strengthen the MPD's effectiveness, traceability, and alignment with Law No. 20,393. These measures enabled the company to transition from a phase of design and regulatory compliance to one of practical application, monitoring, awareness-raising, and continuous improvement of the MPD.

The MPD is overseen by a Crime Prevention Committee, led by the compliance officer. The committee includes managers from Enex and its subsidiaries, the head of compliance, and the head of corporate communications and CSR. This committee convenes every four months to fulfill its primary responsibilities, which include ensuring the effective implementation and operation of the MPD, supporting its periodic evaluation, and promoting its continuous updating in response to regulatory and operational changes. These efforts contribute to enhancing corporate governance and the company's sustainability.

3.6
Ethics and Integrity

GRI 2-27 |205-1 | 205-2 | 205-3 | 206-1 | 2-26 | 419-1 |

- Corporate Governance Structure
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- **Ethics and Integrity**

CRIME PREVENTION MODEL

Control Environment

Code of Conduct

Policies and/or procedures defined by the organization regarding regular or sporadic activities carried out by the Company within the context of its business.

Legal instruments: employment contract clauses, supplier contract clauses, internal regulations on order, hygiene, and safety.

Compliance Officer

Autonomy

Resources and material means

Direct access to the Board of Directors and Senior Management

Crime Prevention Committee

Crime Prevention Procedure

Prevention Activities

- Training
- Communications
- Risk diagnosis and analysis
- Implementation of prevention controls

Detection Activities

- Financial resource audits
- Crime Prevention Model audits
- Whistleblower and inquiry channel
- Review of lawsuits
- Investigations

Response Activities

- Action plans
- Disciplinary and/or corrective measures
- Record of reports and sanctions applied
- Reports to the justice system

Monitoring Activities

- Monitoring
- Updating
- Periodic evaluations by independent third parties

Responsible Areas

Administration and Finance | Operations | Human Resources | Corporate Affairs

Board of Directors

General Manager

Reports to the Justice System

3.6
Ethics and Integrity

GRI 2-27 |205-1 | 205-2 | 205-3 | 206-1 | 2-26 | 419-1 |

› Corporate Governance Structure
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› Ethics and Integrity

United States

In the United States, we adhere to the Business Ethics Policy and the Conflict of Interest Policy, which are overseen by the general counsel. Additionally, we have the Employee Concerns Procedure in place to address internal concerns without fear of retaliation.

No significant risks related to corruption were identified during this period.

Whistleblower Hotline

We have a public website **(www.roadrangerusa.com/feedback)** that guarantees anonymity for whistleblowers.

In 2025, there were nine reports related to ethics and integrity, four of which resulted in termination of employment.

Training

We continue to foster a culture of transparency and integrity, strengthening internal policies to prevent any potential risks in this area. We ensure the effective communication of these guidelines by integrating them as a central pillar of the corporate onboarding process. Every new employee receives this information from their first day, thereby ensuring an understanding of the company's ethical principles and standards.

By 2025, we trained all our collaborators on ethics and anti-corruption..

Paraguay

At Enex Paraguay, we have a clear and structured policy for managing corruption-related risks, based on a Code of Ethics and Conduct applicable to employees, executives, suppliers, and customers. This document is complemented by policies on the prevention of money laundering, terrorist financing, and fair competition. The documentation is available in the Paraguay Document Library and is disseminated through internal communications and training sessions.

In addition, we have an Ethics Committee, composed of the chief executive officer, the human resources manager, and the compliance officer, which meets at least once a month to analyze cases of corruption and assess potential risks. Additionally, the internal audit department reinforces risk management through accounting and inventory controls. All inquiries and complaints received are evaluated by this body, which conducts an investigation to clarify the facts and determine the appropriate actions.

Once an investigation is completed, the complainant is informed of the outcome of the process, and, if appropriate, measures are taken. In this way, we ensure a transparent, secure approach aligned with the principles of corporate integrity.

We also use the "Know Your Customer/ Supplier" form for external parties to verify the existence of special situations outlined in the Code of Ethics and Conduct, such as conflicts of interest, ties to PEPs (politically exposed persons), inclusion on sanctions lists, and other situations.

Furthermore, the Human Resources department annually promotes a declaration of conflicts of interest for employees through the "Declaration of Conflicts of Interest" form, with the aim of identifying potential incompatibilities with our suppliers, customers, and business partners and mitigating associated risks.

Key milestones during the year:

- Update of the Code of Ethics and Conduct
- Launch of the Whistleblower Hotline
- Policy on Interaction with Public Officials

Whistleblower Hotline

We have a website dedicated to receiving and processing inquiries, complaints, and commendations related to the Code of Ethics and Conduct. This channel allows employees and third parties to raise concerns confidentially and anonymously, thereby strengthening trust in our reporting mechanisms.

In 2025, no complaints related to incidents of corruption were recorded.

Training

During 2025, a total of six training sessions were held, reaching 94 employees. The training topics during the period covered the Code of Ethics and Conduct, the Policy and Regulations on the Prevention of Money Laundering and Similar Crimes, the Guidelines for Interacting with Public Officials, the Procedure for Handling Inquiries, Complaints, and Compliments Related to the Code of Ethics and Conduct, and the Policy, Program, and Manual on Compliance with Fair Competition Regulations.

3.6

Ethics and Integrity

GRI | 2-26 | 2-27 | 205-1 | 205-2 | 205-3 | 206-1 | 419-1

- Corporate Governance Structure
- Board of Directors
- Senior Executives
- Enex Committees
- Strategic Risk Management and IFRS S1 and S2
- Ethics and Integrity

Regulatory Compliance and Free Competition

Chile

At Enex, we maintain a strong commitment to fair competition regulations. We have a Compliance Program that includes annual declarations for key positions and biannual training cycles. This year, 175 employees participated in these training sessions, which focused on reinforcing compliance with current regulations, preventing anti-competitive conduct, and promoting a transparent and competitive business environment. In addition, 100% of Enex S.A.'s workforce received training on ethics and anti-corruption, reaching 514 employees, which allowed us to reinforce transparency practices across all operations.

During the period, no monetary fines or sanctions were imposed for violations of free competition laws or the Law on Criminal Liability of Legal Entities.

In a unanimous ruling issued on July 3, 2025, the Supreme Court upheld the decision of the Tribunal for the Defense of Free Competition (TDLC), confirming that the joint operation contracts for storage facilities between Enex, Copec, and Esmax (Aramco) do not violate free competition regulations. This ruling validates the legality and good faith of Enex's historical conduct in the market. To further strengthen transparency, the ruling established new operational safeguards .. We have rigorously implemented these provisions, subjecting ourselves to monitoring by an external auditing firm.

United States

During the period, no legal actions related to unfair competition were filed, nor were there any significant changes in competition management. In terms of regulatory compliance, no significant fines or sanctions were imposed.

Paraguay

In 2025, no sanctions or fines were imposed on Enex Paraguay for regulatory or free competition violations.

04 Excellence and Innovation for Our Customers

4.1 Fuel, Lubricants, and Convenience Stores Business
4.2 Sustainable Energy Solutions for Our Customers
4.3 Satisfaction and Loyalty
4.4 Operational Excellence
4.5 Technological Transformation and Operational Efficiency
4.6 Sponsorships

Excellence and Innovation for Our Customers

- Fuel, Lubricants, and Convenience Stores Business
- Sustainable Energy Solutions for Our Customers
- Satisfaction and Loyalty
- Operational excellence
- Technological Transformation and Operational Efficiency
- Sponsorships

Chile

- Development of Shell GO+, the new comprehensive loyalty program integrated into the new Shell App.
- Partnership with Chilexpress (drop-off service) at upa! convenience stores.
- High penetration of the new generation of Shell V-Power gasoline.
- Awarded major industrial contracts such as Nueva Centinela and Glencore.
- Connection of the La Greda Plant to the Sonacol pipeline commissioning of the first LNG service station for freight transport in Chillán Viejo.
- Awarded the contract for the first public transportation electric charging station in Concepción (Palomares Terminal).

United States

- Opening of two new travel centers in Laredo and Canton (Texas).
- Signing of a development agreement with Wendy's for five additional locations.
- Strategic alliance with RedE Charge to deploy a network of 70 fast-charging points by 2026.
- Sponsorship of the NASCAR Xfinity Series alongside the Haas Racing Team.

Paraguay

- New strategic alliance with the Bolt mobility platform, incorporating exclusive benefits and payment solutions for its drivers.
- 62% increase in the number of users of the Mi Enex app, driven by new features such as cash top-ups.
- Sponsorship and participation in the first round of the World Rally Championship held in the country.

Products and Services in Chile by Segment

- Fuel, Lubricants, and Convenience Stores Business
- Sustainable Energy Solutions for Our Customers
- Satisfaction and Loyalty
- Operational excellence
- Technological Transformation and Operational Efficiency
- Sponsorships

Our Businesses in Chile

Gas stations

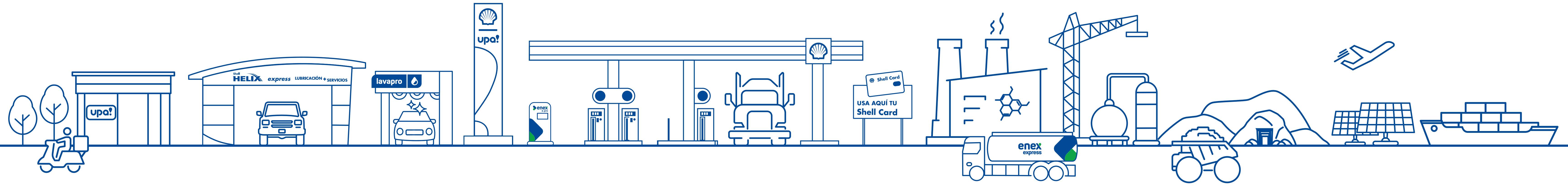
- Convenience Stores
  - Food
  - Cafeteria
  - ATM
  - Wi-Fi
  - Delivery
- Restrooms
- Lubricants
- Oil Change
- Car Wash
- Tire Inflation

Gas stations and Industry

- Fuel
  - Gasoline
  - Diesel
  - Kerosene
- GNL
- Fleet Cards
- Accessories and Parts
- EV Charging Stations

Industry

- Industrial fuels
  - Diesel
  - Jet Fuel
  - Liquefied Petroleum Gas
  - Marine Fuels
- On-site Supply
- Mining services
- Solar panels
- Lubricants
- Laboratory Analysis
- Electrical Terminals
- Asphalt



4.1

Fuel, Lubricants, and Convenience Stores Business

IP 3

- **Fuel, Lubricants, and Convenience Stores Business**
- Sustainable Energy Solutions for Our Customers
- Satisfaction and Loyalty
- Operational excellence
- Technological Transformation and Operational Efficiency
- Sponsorships

We work to provide the energy supply that markets need for their development. In this context, our business in the marketing of diesel and gasoline, lubricants, and other energy products is a key pillar of our operations. Similarly, we are committed to developing new sustainable solutions for our customers, which are integral to our corporate strategy.

Chile

Retail Customers: Service stations

As Shell licensees in Chile, we operate a network of service stations offering fuels, upa! stores, Enex E-Pro Powered by Shell Recharge electric charge points, Lavapro car washes, lubricants, and spare parts.

In 2025, we opened one service station, bringing our total to 454 locations throughout Chile. This year, we also added six new convenience stores, reaching 224 locations throughout Chile under the upa! and upa! market formats.

upa! stores!

Designed to offer a complete food and coffee experience, they combine convenience and quality in a welcoming atmosphere, perfect for a break along the way. We offer fresh products, high-quality coffee, and everyday essentials, along with complementary services such as restrooms and seating areas, allowing travelers to stop comfortably and safely during their journeys.

upa! market stores

These stores are not located at service stations, but rather in residential and corporate areas and high-traffic urban environments. They are designed for customers seeking quick options to meet urgent needs for products at competitive prices and with high-quality standards.

Key Milestones for 2026

Shell V-Power

Shell V-Power was reformulated to clean 100% of the engine's critical parts with every fill-up. It represents a new generation of fuel and has established itself as a core product in our quality offering. Throughout 2025, our gasoline was promoted through marketing campaigns and partnerships with brands such as Ferrari and CMR, as well as consumer appreciation for its engine-cleaning and protective additives.

Shell Self-Service

We continued to expand and improve our self-service fuel network by installing contactless payment systems at the pumps, offering the ability to earn CMR Points on self-service transactions, eliminating change for debit card transactions, and enhancing the customer experience on the screens to make it more streamlined and self-service, as well as offering special fuel discounts.

Partnership with chilexpress

In 2025, we implemented a drop-off parcel service by installing automated Chilexpress drop-off boxes for parcel shipping. This expansion of our last-mile services at our upa! stores was a strategic initiative to enhance customer experience and operational efficiency. By the end of the year, we had 24 operational locations, primarily in the eastern part of the Metropolitan Region and in Region V. This initiative allowed us to expand the stations' role as logistics hubs with continuous operations. By 2026, we plan to incorporate a pickup service at these mailboxes by installing smart lockers for the purpose of retrieving purchases, in line with industry trends.

4.1

Fuel, Lubricants, and Convenience Stores Business

› **Fuel, Lubricants, and Convenience Stores Business**
› Sustainable Energy Solutions for Our Customers
› Satisfaction and Loyalty
› Operational excellence
› Technological Transformation and Operational Efficiency
› Sponsorships

Industrial customers

For clients in the mining, transportation, agro-industrial, forestry, aquaculture, aviation, and other productive sectors, we offer fuels, lubricants, spare parts, and specialized services. The year 2025 was positive for industrial customers. It was marked by the award of major contracts in mining, progress in offerings aimed at supporting emissions reduction, and the consolidation of long-term relationships, thanks to technical and digital value propositions.

Key Milestones of 2025

New Mining Contracts

The year was marked by significant contract awards, which strengthen our presence in large-scale mining and position us as an operational partner in highly technologically complex environments:

- **Nueva Centinela (Antofagasta Minerals):** a three-year contract for the supply of fuels and lubricants. Operations began in September with a fleet of 13 trucks (including lubrication vehicles) and a team that will grow to 57 people on-site. The service includes the supply of autonomous (unmanned) trucks, integrating into automated mining operations with high standards of safety and digital traceability.
- **Lomas Bayas y Altonorte (Glencore):** contract for the supply and comprehensive services of lubricants, incorporating technical solutions aimed at operational efficiency.

Engineering and Digitalization: Our contribution to the evolution of mining

The mining industry is moving toward increasingly automated, connected, and real-time data-driven operations—a process commonly known as Mining 4.0. In this context, our focus was on providing technical and digital capabilities to support this operational evolution, going beyond the traditional supply of fuels and lubricants. During the year:

- **Shell Lubricants Chile received Shell's Global Mining Value Award**: we were recognized as the market that generated the greatest proven value for its mining customers in terms of cost savings and operational efficiency.
- **We carry out complex engineering projects,** such as the cleaning and recertification of storage tanks and the conversion of tanks to diesel, increasing strategic storage capacity and operational continuity at the site.
- **We operate three service stations to supply fuel to Collahuasi's C20+ project,** ensuring supply during the construction of the pumping stations for the desalination plant currently under development.
- **We have successfully piloted Shell Remote Sense:** we installed sensors in mining truck engines to monitor lubricant condition in real time via a computer. This technology enables us to anticipate failures, optimize maintenance, and reduce downtime, integrating with the digital management systems characteristic of Mining 4.0.

4.1
Fuel, Lubricants, and Convenience Stores Business

Key Milestones of 2025

Aviation

The aviation division expanded its infrastructure and client portfolio:

- **Infrastructure:** we were awarded the 25-year concession for Antofagasta Airport. We completed construction at Punta Arenas Airport, improving logistics in remote areas.
- **New Contracts:** We secured contracts with Sky Airline in Calama and Santiago, as well as with Air France.
- **Future Supply:** We made progress on the project to install a jet fuel tank at the La Greda plant.

Connection with Sonacol

In 2025, we successfully completed the connection of our own pipeline at the La Greda Plant to the Sonacol pipeline in Quintero Bay. This project is a complement to the land-based transport of diesel, which was previously carried out by truck. It provides a continuous and safe flow through the pipeline to the plants in Concón, Maipú, and San Fernando. This integration achieves several key objectives: cost optimization, reduced road freight traffic, and strengthened supply security for the central region of the country. Additionally, it provides operational flexibility in the face of weather or logistical contingencies.

Shell Technology Forum

This year we held the Shell Technology Forum, an event designed to share industry trends and operational practices with our customers and other key industry stakeholders. The event brought together companies and decision-makers from the sector in Chile, connecting them with global exhibitors and local leaders. The agenda focused on sustainability and operational efficiency, addressing common challenges such as increasing productivity and reducing the carbon footprint. In this context, the participation of the public-private entity Giro Limpio from the Energy Sustainability Agency stood out, as it provided the government's perspective on efficient energy use and the sector's challenges.

Lubricants

As a major distributor of Shell lubricants in Chile, we offer a range of Shell, Pennzoil, and Rhenus products, as well as other items such as Krynex coolants, delivering an experience focused on vehicle and equipment care.

In 2025, we implemented an AI-enabled virtual sales assistant that operates via WhatsApp. This application empowers oil changes to place orders, check inventory and credit terms, and address basic inquiries 24/7, independent of a sales representative's in-person visit. At present, 60% of oil change facilities utilize this service, which equates to approximately 2,500 customers.

We also renewed our agreement with General Motors for another three years, which means our lubricants will continue to be recommended and used in their vehicles.

#QuieroMiCamión0Km: In September 2025, Carlos Bahamondez Riffo, a 71-year-old trucker from the municipality of Galvarino in the Araucanía Region, was recognized as the winner of the national #QuieroMiCamión0Km contest, an initiative developed as part of the celebration of the 30-year strategic alliance between Kaufmann and Enex-Shell Lubricants.

4.1
Fuel, Lubricants, and Convenience Stores Business

- **Fuel, Lubricants, and Convenience Stores Business**
- Sustainable Energy Solutions for Our Customers
- Satisfaction and Loyalty
- Operational excellence
- Technological Transformation and Operational Efficiency
- Sponsorships

United States

Road Ranger is a leading travel center chain in the United States, offering a comprehensive experience for drivers and truckers along various routes across the Midwest and Southwest. Its offerings combine supply, convenience stores, fast-food restaurants, and essential services for travelers.

During this period, we finalized the opening of two new travel centers in Laredo and Canton, Texas. These locations enhance our network along major logistics corridors, ensuring the provision of essential services for drivers traversing the nation.

This year, we took a significant step in the evolution of our food service offerings. We completed the implementation of our agreement with Wendy's for 10 locations over five years and signed a second agreement for five additional locations. This integration enables us to maintain consistent operational standards and offer a more consistent and personalized service experience to our visitors.

At the same time, we recognize that our centers are a vital stop for professional drivers to rest. We have therefore carried out a major investment campaign aimed at renovating showers across our network, improving the standard of these facilities.

Furthermore, we are committed to enhancing the experience of staying at our centers through the expansion of entertainment services.

Paraguay

We operate a fuel and services distribution network under the Enex brand, known for its high quality standards. Facing a challenging market environment, defined by the coming into force of Decree 1400, which limits the physical expansion of new service stations, our 2025 strategy focused on efficiency and digital transformation. The Mi Enex app consolidated its role as a central element of our customer relationship, evolving from a transactional tool into a comprehensive platform for services and benefits.

Among other milestones, we rolled out the auto-top-up feature on a large scale and strengthened our technological integration, enabling our in-store kiosks to function as cash-in points for the Mi Enex app. This allows drivers to digitize their cash by loading balances directly into the app, transforming analog transactions into digital ones, and generating useful data on consumer behavior.

Additionally, we created a new network of external benefits that includes discounts at movie theaters, gym chains, paddle tennis courts, and wellness services, expanding our value proposition.

4.2

Sustainable Energy Solutions for Our Customers

IP 6|7

- Fuel, Lubricants, and Convenience Stores Business
- **Sustainable Energy Solutions for Our Customers**
- Satisfaction and Loyalty
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We are a company that offers comprehensive energy supply solutions, committed to innovation and the energy transition to more sustainable sources that meet customer requirements. We have a wide range of products and services designed to facilitate the adoption of lower-emission energy sources, aligned with sector challenges.

Chile

46 Charging Stations

65 Total Charging Points

Through the New E division, we are advancing diversification of our energy offerings. We support customers in their energy transition and the country's various industries, prioritizing strategic businesses and operations with high standards of quality and efficiency. To this end, we assess emerging energy solutions for different customer segments.

Our energy diversification strategy is centered on three pillars: electromobility, energy efficiency, and new energy sources.

1. **Electromobility:** offering charging solutions for electromobility to retail customers at service stations and public locations, as well as to industrial customers at their own facilities, charging stations, or terminals.
2. **Energy efficiency:** offering comprehensive energy solutions and consulting services to customers. Support and guidance in their energy transition. Through Enex Solar, we offer photovoltaic plant solutions for self-consumption via customized structured projects, taking into account the company's energy profile, with the goal of improving its efficiency and competitiveness through savings associated with solar generation.
3. **New energy sources:** evaluation and development of alternative energy solutions such as green hydrogen, renewable diesel, biodiesel, gas, and solar energy for customers and our own network.

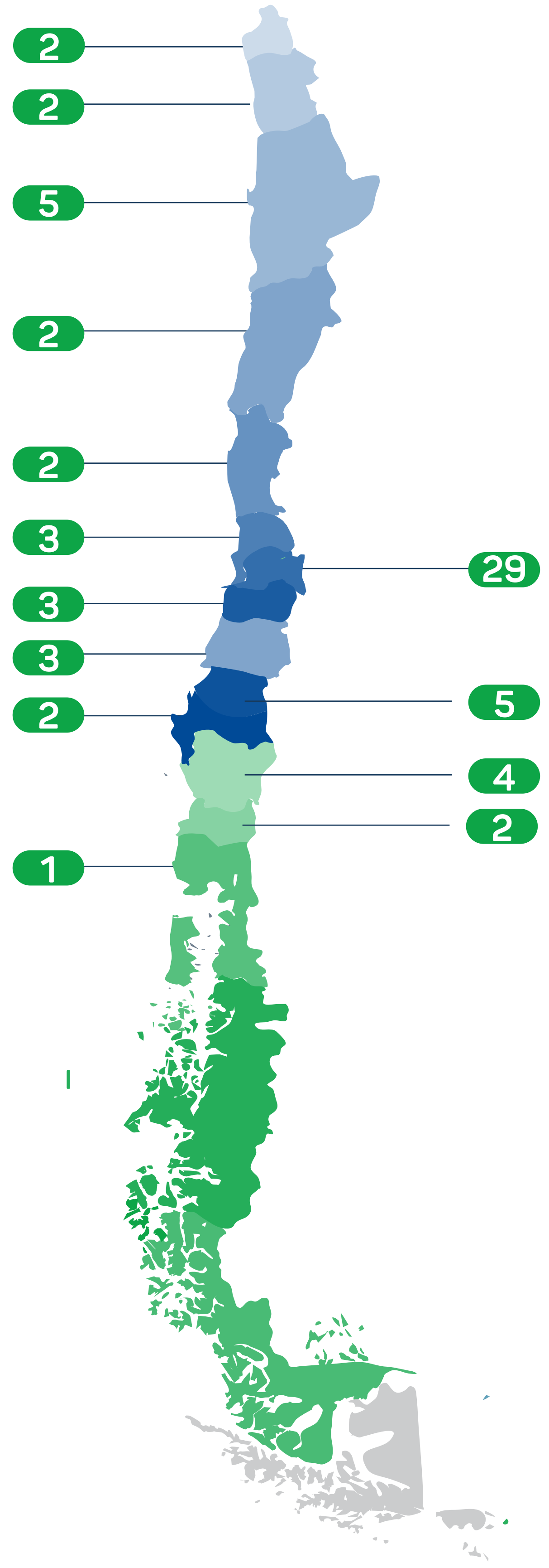
Electromobility

Public Charging Network

We have a partnership with Shell Recharge, a brand with a global presence in electromobility, with over one million Shell charging points and partner networks. Its track record in nearly 30 countries across Asia, Europe, and the Americas allows us to implement solutions in Chile with the support needed to improve the charging experience. Through our Enex E-Pro Powered by Shell Recharge network, we offer a robust electromobility solution for private users, corporate fleets, and public transportation, among others, via fast-charging points.

We have fast-charging points and at Shell service stations and other public locations, such as Líder supermarkets through a partnership with Walmart. This year we installed nine new charging points, distributed across three new charging sites.

MAP OF CHARGING STATIONS



4.2
Sustainable Energy Solutions for Our Customers

- Fuel, Lubricants, and Convenience Stores Business
- **Sustainable Energy Solutions for Our Customers**
- Satisfaction and Loyalty
- Operational excellence
- Technological Transformation and Operational Efficiency
- Sponsorships

Industrial customers

We support companies in their transition to electromobility through commercial agreements that allow them to join our network of charging stations in Chile and through the construction and operation of charging points and electric charging stations at their facilities.

This year, we were awarded the contract to implement Enex's first electric charging station for public transportation in Concepción (Palomares Terminal). This marks the beginning of our participation in bidding processes in this sector, providing valuable experience for future projects. The electric charging stations join those of Transportes CCU and Minera Centinela, which we have been operating since 2024. Additionally, we have formed a partnership with Walmart to operate public charging stations at its supermarkets.

In 2025, electromobility contracts with B2B clients increased by **153%.**

Customer Testimonial

"For 99Minutos, ENEX's electric charging network has been a strategic partner in the operation of our electric fleet. Its infrastructure provides us with the stability and reliability needed to sustain last-mile operations in high-demand areas, meeting the standards required by our customers. This support has strengthened our operational efficiency and made a tangible contribution to our sustainability goals, positioning our operation within a more responsible and competitive logistics model."

Luis Carreño, 99Minutos

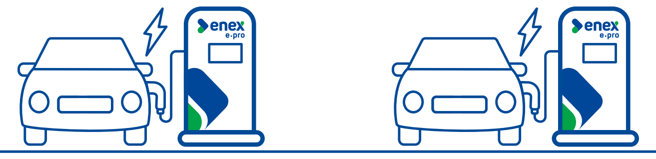
Energy efficiency

In 2025, we strategically expanded our business by establishing the energy efficiency division. Operating under the New Energy (New E) department, it was designed as a consulting unit for our clients. In this initial phase, the strategy focused on optimizing our own operations through audits of the service station network. In this way, we sought to mitigate the impact of rising electricity costs by reviewing rates and identifying operational inefficiencies, while also working to reduce our carbon footprint. This pilot project has laid the groundwork for extending this service to industrial customers starting in 2026, consolidating a value proposition that ranges from technical diagnostics to the implementation of solutions for energy efficiency.

Enex Solar

In 2025, we strategically aligned the development of Enex Solar as a photovoltaic self-generation solution, with the objective of improving energy efficiency for customers. In addition to increasing our capacity within our own grid, we advanced projects for industrial customers. These projects were driven by rising electricity costs and growing demand for self-generation alternatives. A notable milestone in 2025 was the commissioning of the solar plant installed at Los Hornitos Restaurant (Curacaví). This project demonstrates the capability to design and implement sustainable energy solutions under the ESCO model. The ESCO model allows clients to avoid upfront investments and allows for solutions to be tailored to their consumption profile.

To strengthen this offering, our newly created energy efficiency division has integrated panel installation. This advisory unit serves as a strategic catalyst, enabling us to identify genuine needs and subsequently propose and implement solar self-generation solutions that are both technically and economically efficient.



4.2
Sustainable Energy Solutions for Our Customers

- Fuel, Lubricants, and Convenience Stores Business
- Sustainable Energy Solutions for Our Customers
- Satisfaction and Loyalty
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- Technological Transformation and Operational Efficiency
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New Energies

We continue to develop new energy initiatives, supporting our clients on their path to reducing emissions. This year we achieved key milestones alongside Enex Gas, while maintaining our strategic outlook in the green hydrogen and renewable diesel markets.

Green hydrogen

In 2025, we continued development of the green hydrogen project in the Coquimbo Region, in partnership with KH2, GasValpo, and Correos de Chile, with funding from the Green Hydrogen Accelerator of the Energy Sustainability Agency. Detailed engineering was completed and the project was submitted to the authorities, initiating the regulatory evaluation process. At the same time, key milestones were achieved by the partners, such as the importation of the hydrogen refueling station and hydrogen-powered bicycles, the expansion of GasValpo's hydrolysis plant to ensure supply, and operational testing of the vehicles by Correos de Chile. These advances supported the technical and regulatory foundations necessary for the implementation of the country's first hydrogen refueling station at a service station, focused on light mobility solutions. Construction and commissioning of the hydrogen refueling station are projected to be completed in 2026.

Liquefied natural gas (LNG)

We launched operations at the first service station in Latin America to supply Liquefied natural gas (LNG) in Chillán Viejo, intended for heavy-duty freight transport. This infrastructure, inaugurated in partnership with our client Transportes Transvial, reduces CO_2 emissions by up to 20% compared to diesel. It offers a range of up to 1,000 kilometers while maintaining highly competitive costs.

Additionally, we have formed a strategic alliance with Andes Motors to ensure the availability of trucks equipped with this technology, planning to expand the freight network to the Metropolitan Region and the northern part of the country (Mejillones), with the aim of also serving the mining sector.

Liquefied petroleum gas (LPG)

We are focused on strengthening our position in the industrial and commercial segments. We support the growth of small and medium-sized businesses such as bakeries and hotels through comprehensive solutions that include telemetry and energy efficiency.

With the goal of offering greater supply security for our customers, we have considered expanding our storage infrastructure.

Renewable Diesel

This year, we made progress on the technical and logistical validation for the introduction of renewable diesel in Chile. We conducted a pilot project to supply a fleet of fuel transport trucks to a mining site. Through this, we positively assessed the operational feasibility of this solution to help reduce the carbon footprint without altering the equipment's engines.

At the same time, we validated in our laboratory the ability to perform the blending necessary to adjust the imported product to Chilean standards and confirmed the feasibility of shipping HVO (hydrotreated vegetable oil) fuel in segregated compartments. Although widespread commercial adoption faces short-term challenges due to the lack of a specific regulatory framework and the discontinuity of local production, at Enex we remain prepared to scale up this supply in response to demand from our industrial customers.

4.2
Sustainable Energy Solutions for Our Customers

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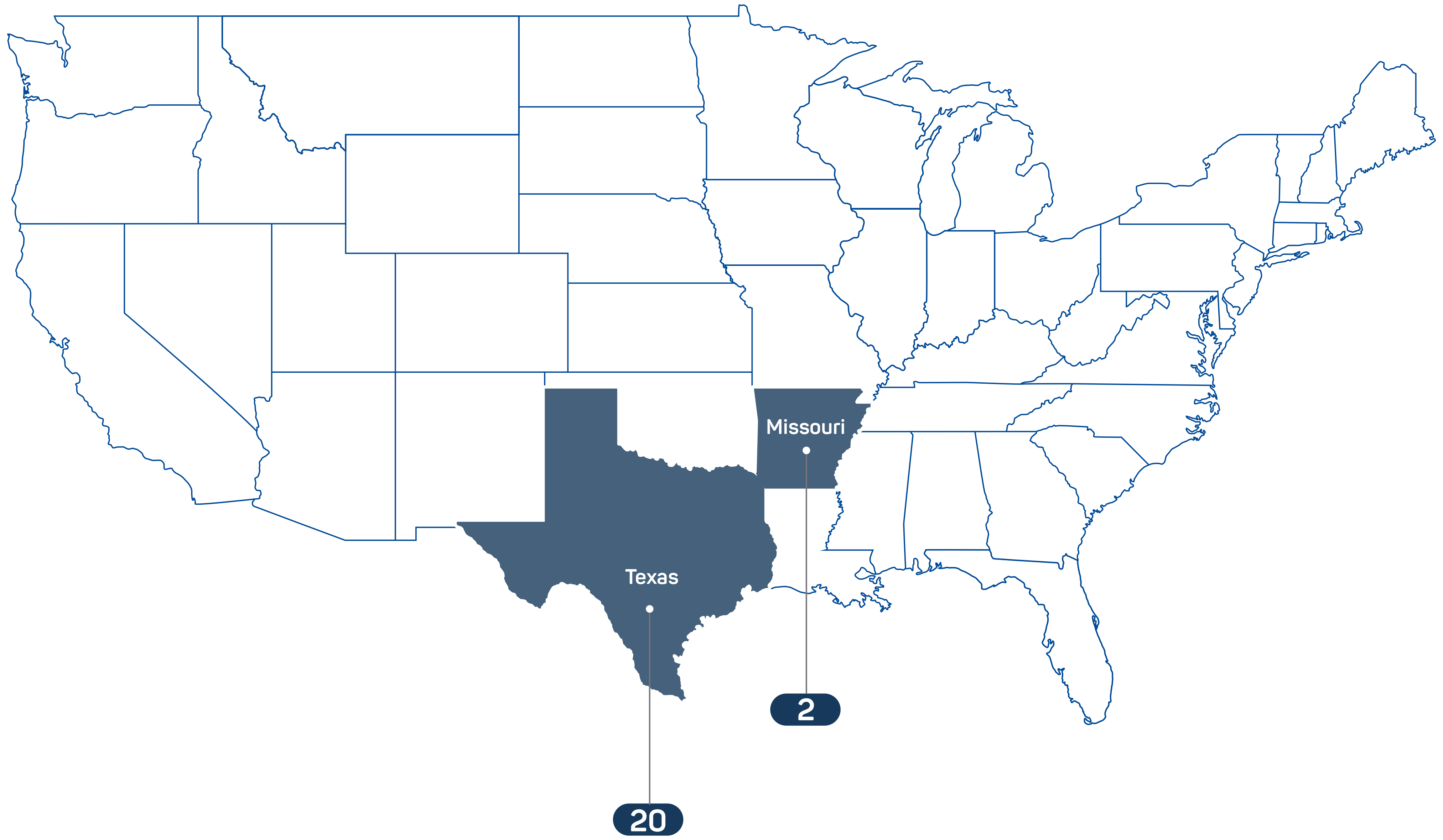
United States

In 2025, Road Ranger signed a strategic alliance with RedE Charge to install charging stations, accelerating the deployment of its electromobility network. This agreement projects an expansion by 2026, reaching coverage of at least 34 sites with 70 operational fast-charging points, which reinforces Road Ranger's role in the development of charging infrastructure on U.S. interstate highways.

22 Charging points



Paraguay

We obtained official authorization from the Ministry of Industry and Commerce for a previously installed fast charger, overcoming a regulatory gap that had hindered technical certification. This infrastructure has achieved a high utilization rate, thanks to its strategic adaptation to local conditions. It incorporates standard GB/T connectors, aligning with a vehicle fleet in which more than 50% consists of Chinese-made electric vehicles and which lacked a compatible fast-charging option.

4.3
Satisfaction and Loyalty

GRI 2-25
IP 10 | 11 | 12 | 13 | 14 | 15

- Fuel, Lubricants, and Convenience Stores Business
- Sustainable Energy Solutions for Our Customers
- **Satisfaction and Loyalty**
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Customer satisfaction and loyalty are key drivers of our business strategy. To that end, we prioritize delivering consistent and exceptional experiences at every customer touchpoint. This involves offering high-quality products and services in combination with programs aimed at strengthening relationships with our clients. By leveraging monitoring tools and continuous feedback, we aim to understand and anticipate their needs, supporting trust and customer preference for our brand.

Continuous Improvement in Our Customers' Experience

Chile

In Chile, we have a Customer Experience department dedicated to helping businesses identify opportunities for improvement and design effective action plans. This includes monthly updated metrics and working groups that address key areas for priority customer segments.

In 2025, we achieved an **average NPS (Net Promoter Score) of 46.6% across priority customer segments,** consolidating an upward trend compared to the previous year (45.3% in 2024), which validates our approach.

Throughout the year, we conducted 16 market studies aimed at understanding customer perceptions at service stations and supporting data-driven decision-making. Among other initiatives, we implemented a QR code so that Shell Card customers and those getting oil changes could provide feedback after each service.

NPS RESULTS

	2023	2024	2025
Total	40,7%	45,3%	46,6%

Customer Satisfaction at Service Stations

To evaluate our operations at service stations, we use indicators such as cleanliness, wait times, and service quality, which we review periodically to identify areas for improvement, resolve issues, and thus deliver an excellent experience. We also manage and monitor communication channels to receive feedback, complaints, or compliments.

We supplement our ongoing evaluations with mystery shopper assessments nationwide. In 2025, we conducted 8,152 evaluations from Arica to Punta Arenas for fuel, retail, and car wash operations. Based on these results, we implement action plans aimed at improving the experience, particularly in areas related to friendliness, hospitality, and speed of service. Additionally, we hold biannual meetings with all network distributors to review performance, address critical issues, and provide tools to support their operational management.

4.3
Satisfaction and Loyalty

- Fuel, Lubricants, and Convenience Stores Business
- Sustainable Energy Solutions for Our Customers
- Satisfaction and Loyalty
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In 2025, we significantly strengthened our monitoring and control model for complaint management by implementing Genesys Cloud for comprehensive management of calls and telephone complaints, enabling full traceability of each interaction, call recording, and online tracking of associated cases.

Additionally, we implemented Power BI dashboards directly connected to Salesforce, which provide real-time information on case statuses, resolution times (SLA), complaint types, and satisfaction levels. Power BI is available to supervisors and business units, facilitating monitoring, data-driven decision-making, and proactive management of deviations. Daily performance metrics were also incorporated, with systematic review of critical indicators such as average response time, SLA closure rate, complaint recurrence, and customer experience evaluation. This has enabled greater operational discipline, executive oversight, and sustained improvement in the quality of service delivered.

Enex E-Pro Powered by Shell Recharge, our electromobility brand, was awarded first place in the electromobility category of the Better Brands study. This award demonstrates consumers' positive perception of the brand's contribution to sustainability.

Industrial customer satisfaction

Our relationship with our industrial customers has been based on reliable and resilient service, which has solidified our position as a highly trusted strategic partner. To understand their experience, we conduct a monthly survey aimed at assessing satisfaction levels and identifying opportunities for improvement. We evaluate aspects such as perceptions of fuel delivery, the functionality of the Enex Directo and Shell Card portals, and the service provided by our representatives. We supplement this assessment with the Index 5 survey, which includes six questions regarding Enex's operations: Customer Service Center (CSC) support, service provided by area managers or sales representatives, fuel and lubricants delivery, the billing process, and the quality and packaging of lubricants..

Testimonials from our customers

"Being Shell Card customers has provided significant support for Núcleo's growth. The service has allowed us to ensure timely supply for our fleet, track consumption, and simplify the administrative processes associated with expense control. Additionally, the coverage and availability of Shell stations have been key to facilitating our field operations."

Ignacio Hartmann, Grupo Núcleo Paisajismo

"The first thing that comes to mind is trust. The fact that you have believed in us over time has been fundamental to creating lasting bonds, fostering a relationship of mutual commitment. I especially highlight the quality of your staff and their prompt response to every difficulty, always addressing challenges with quick and concrete solutions."

Ramón Pávez, Servicio Logístico Norte Grande

4.3
Satisfaction and Loyalty

- Fuel, Lubricants, and Convenience Stores Business
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- Technological Transformation and Operational Efficiency
- Sponsorships

The results of the 2025 surveys on industrial customer satisfaction showed high and stable performance, with two dimensions standing out in particular:

- **Overall satisfaction:** Positive and consistent ratings across the evaluated aspects of the service provided at our stations and stores.
- **Executive evaluation:** High specific ratings for sales executives, confirming the value of our model of close and decisive relationships.

The results of the Industrial Customer Satisfaction Survey (Index 5) reflect a high and consistent level of satisfaction, remaining at 94% over the last four years, which confirms the strength of our service and our customers' trust in Enex's operations.

INDUSTRIAL CUSTOMERS SATISFACTION SURVEY RESULTS (INDEX 5)

	2023	2024	2025
Total	94%	94%	94%

United States

At Road Ranger, we measure customer satisfaction through Google Reviews, with a rating of 3.6 out of 5. Additionally, we have installed physical feedback buttons at some of our locations to gather direct, real-time feedback on the service experience.

In 2025, we rolled out a mystery shopper program at our travel centers to objectively and anonymously evaluate the quality of service and compliance with operational standards. Through this initiative, we aim to identify areas for improvement and ensure a consistent and satisfying experience at every location in the Road Ranger network.

In addition, we have implemented Zenput, a cloud-based management platform that automates tasks and monitors results in real time. This initiative is aimed at enhancing the customer experience in our stores, ensuring operational standardization, and strict compliance with food safety protocols. This tool enables our managers to deliver a consistent service experience across all locations. In addition, we have reinforced talent development through a new training program that includes the "Train the Trainer" course, certifications, and periodic follow-ups. This comprehensive strategy has enabled us to increase the task completion and standards compliance rate (TRO), ensuring that our stores not only maintain operational excellence but also exceed our customers' expectations.

Paraguay

At Enex Paraguay, we strive to deliver an excellent service experience and a high-quality product to our customers on every visit, which is why measuring their satisfaction is essential for evaluating the achievement of these objectives.

Each year, we commission a company specializing in consumer research to conduct a comprehensive analysis of our brand health, which evaluates various indicators such as the Net Promoter Score (NPS). This indicator measures the willingness of our frequent customers to recommend our brand to friends and family. According to the latest Brand Health Study conducted in 2025, our NPS reached a value of 57%.

In turn, the mystery shopper program evaluates service quality at upa! stations and stores, measuring aspects such as service, friendliness, cleanliness, speed, and staff appearance. In stores, we also consider lighting, ambiance, and product quality, seeking to ensure an optimal experience for our customers. In 2025, we adjusted the frequency of visits based on service station sales volume, with the goal of improving the representativeness of the evaluations. Additionally, we implemented online reporting to enable immediate action when necessary.

MYSTERY SHOPPER RESULTS

Type	Resultado
Convenience stores (Enex)	83,8%
Convenience stores (distributors)	85,0%
Fuel (enex)	79,8%
Fuel (distributors)	72,5%
Total	80,2%

4.3
Satisfaction and Loyalty

- Fuel, Lubricants, and Convenience Stores Business
- Sustainable Energy Solutions for Our Customers
- Satisfaction and Loyalty
- Operational excellence
- Technological Transformation and Operational Efficiency
- Sponsorships

Loyalty Programs

Chile

Shell GO+

In 2025, we finalized preparations for the launch of Shell GO+, a new comprehensive loyalty program built into the new Shell App, which has been operational since early 2026. This strategic initiative aims to transform the customer experience through a direct and personalized rewards model. Customers can earn points for purchases of fuel, lubricants, car washes, and items at upa! stores. These points can be redeemed quickly for discounts and exclusive products within the app itself.

A distinctive feature of Shell GO+ is the complementary points accumulation model, in which customers earn both Shell GO+ points and CMR Points in the same transaction.

Upon downloading the app, users will receive a welcome bonus of 1,000 points, and they will also receive personalized benefits based on their birthday and spending habits. Additionally, the platform incorporates a payment option that utilizes funds from a Mercado Pago account.

This year, our Micopiloto app established itself as a key channel for building customer loyalty. It served as a catalyst for launching large-scale in-store promotions (such as "Hot Dog Day" or "Coffee Day") and delivering key benefits to professional drivers in the Club Clase A for their personal vehicles. The app further solidified our strategic alliance by offering exclusive benefits such as additional CMR point accumulation, encouraging the use of Banco Falabella cards (CMR and Debit).

Partnerships

2025 was a very positive year for the partnership with the CMR Points program, reaching more than 1.3 million customers who accumulated CMR Points using their RUT at our Shell service stations and upa! stores. In August, together with CMR and Viajes Falabella, we raffled off 31 round-trip tickets to Punta Cana among all customers who collected CMR Points.

Meanwhile, we maintained our partnerships with Banco de Chile, Lider BCI, Tenpo, Banco Bice, Cabify, and Caja Los Héroes, which resulted in more benefits for our customers. We also established partnerships with WOM, Banco Security, Indumotora, and Seguros Lider BCI, expanding our ecosystem of benefits and partnerships to other industries such as telecommunications, insurance, and original equipment manufacturers (OEMs).

Shell Advantage

The Shell Advantage program underwent a strategic transformation, evolving from a traditional incentive scheme into a comprehensive management and relationship platform for our preferred customers (auto repair shops, Oil Changes, and auto parts stores).

We closed the year with a significant increase in our community, reaching 347 registered customers in 2025. Additionally, the rate of customers who actually redeemed their benefits rose to 58.98%, surpassing the previous year's record.

Furthermore, Shell Advantage established itself as a pillar of technical training. During this period, we strengthened knowledge transfer by conducting 300 training sessions and certifying 163 individuals through our online platform. These initiatives empower our partners with technical tools that enhance their business management.

4.3
Satisfaction and Loyalty

- Fuel, Lubricants, and Convenience Stores Business
- Sustainable Energy Solutions for Our Customers
- Satisfaction and Loyalty
- Operational excellence
- Technological Transformation and Operational Efficiency
- Sponsorships

Loyalty Programs

Chile

Club Clase A

In 2025, Club Clase A consolidated its position as the strategic loyalty program for professional drivers, adding more than 1,600 new members to reach a total of 7,660 users.

This year, our efforts focused on strengthening our relational and emotional ties with the trucking industry. We actively participated in key events, such as "Trucker Fest," "Trucker Week," and other celebrations alongside the industry's leading organizations. In this vein, we highlight our partnership with Revista T, which allowed us to recognize the achievements of drivers and transport companies, demonstrating our commitment to a more human-centered approach and the promotion of the sector.

The program prioritized the well-being of drivers on the road, offering practical benefits focused on food, showers, and energy products for their journeys, as well as conducting initiatives involving the delivery of breakfast at strategic locations. We extended the scope of these benefits beyond the workday, providing fuel discounts for members' personal vehicles through our digital platforms. These initiatives have helped maintain high levels of awareness and satisfaction with the program, according to measurements taken across our highway network.

6,621 40% discounts on upa! combos redeemed.

54,638 free upa! products on weekends redeemed.

4,654 fuel discounts used

929 40% discounts on home-cooked meals.

Shell Card Taxi

This program is aimed at taxi drivers, shared taxi drivers, and school bus drivers, who receive immediate discounts of $15 per liter through a loyalty card. Additionally, these discounts can be combined with any other payment method or app discounts. Since 2023, we have partnered with Cabify, allowing drivers using the app to refuel through the app and access special discounts of up to $200 per liter.

4.3 Satisfaction and Loyalty

- Fuel, Lubricants, and Convenience Stores Business
- Sustainable Energy Solutions for Our Customers
- Satisfaction and Loyalty
- Operational excellence
- Technological Transformation and Operational Efficiency
- Sponsorships

Loyalty Programs

United States

Ranger Rewards

In 2025, we began a strategic review of the Ranger Rewards loyalty program, with the goal of strengthening our offering for light-duty vehicle consumers. We launched a pilot program at two strategic locations, increasing the benefit to a 10-cent-per-gallon discount for loyalty program members through an immediate discount at the pump and eliminating the need to accumulate points for fuel redemption.

In addition, we developed functional improvements, such as supplier-funded fuel discounts, targeted rewards, added push notification functionality, reward reminders, increased tiered loyalty partnerships with suppliers, full-funnel acquisition campaigns, sold advertising space, and gamification for coupon redemption functionality, among others.

Paraguay

At Enex Paraguay, we have a loyalty program managed through our Mi Enex App, which saw a 62% increase in users this year. The program consists of a points system: for every Gs 10,000 loaded through the app, our customers earn one point to redeem for products and combos at upa! stores, fuel vouchers, road trip kits, brand merchandise, and other products valued by consumers such as safety items and vacuum cleaners, among others.

Complementing this initiative is the first benefits program of its kind, which is also managed through the app. It offers discounts at participating locations, such as Alemania Cell, paddle tennis courts, spas, 2-for-1 tickets at Cinemark, and membership plans at preferential rates at gym chains, among others.

Furthermore, the new strategic alliance with the Bolt mobility platform, which incorporates exclusive benefits and payment solutions for drivers, also offers product discounts through the Mi Enex App.

4.4

Operational excellence

GRI | 418-1
IP 9

- Fuel, Lubricants, and Convenience Stores Business
- Sustainable Energy Solutions for Our Customers
- Satisfaction and Loyalty
- Operational excellence
- Technological Transformation and Operational Efficiency
- Sponsorships

At Enex, we operate with flexibility and professionalism to ensure a reliable supply and adequate distribution of products for our customers, successfully addressing unforeseen events and economic, social, political, geographic, and regulatory conditions that impact the markets.

Chile

Our level of compliance is based on logistics and efficiency indicators, using the OTA (On-Time Arrival) index. In 2025, there were improvements in various segments compared to previous years.

OTA Index	
Industrial Fuel	98,20%
Service station fuel	98,20%
Lubricants	95,23%

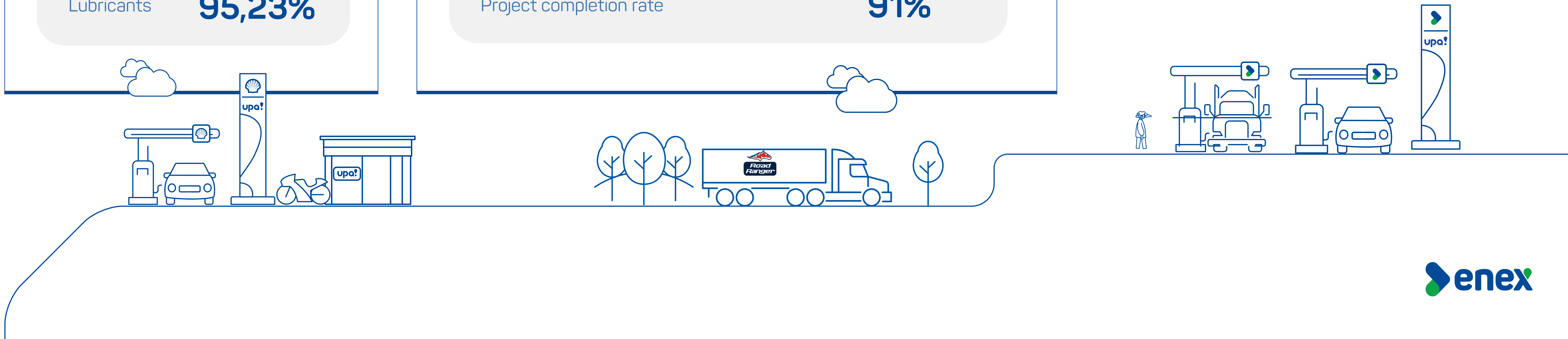
United States

At Road Ranger, the main indicators we use to measure operational excellence are those related to accident rates and project completion. There were significant improvements regarding accidents and their impact on operations compared to the previous period.

U.S. Figures	
Customer satisfaction index	3,61
Accident rate	0,33%
Percentage of days lost due to operational accidents	0,24%
Project completion rate	91%

Paraguay

At Enex Paraguay, we monitor operational excellence through quarterly, monthly, and daily checks that evaluate both our own operations and those of third parties. Key indicators include fuel and lubricant volume targets, sales at upa! stores, mystery shopper programs, image audits, and reports from the "Hablemos" channel for managing customer complaints. For distributors, these are supplemented by monitoring of past-due accounts, the quality of tracers, and adherence to promotions.



4.5
Technological Transformation and Operational Efficiency

IP 8

- Fuel, Lubricants, and Convenience Stores Business
- Sustainable Energy Solutions for Our Customers
- Satisfaction and Loyalty
- **Operational excellence**
- Technological Transformation and Operational Efficiency
- Sponsorships

Technological Transformation Projects

Chile

In 2025, we completed 17 technology projects and implemented 113 operational improvements, enabling us to strengthen capabilities to enhance operational efficiency, productivity, and the customer experience. These initiatives optimized management at plants, stores, and service stations, resulting in a more agile, secure, and modern operation in line with business requirements.

Among other aspects, we drove the development of solutions based on RPA (robotic process automation), machine learning, and artificial intelligence to digitize critical processes and improve customer and internal user experience. These initiatives are currently evolving toward a permanent model of automation and applied intelligence, enabling continuous innovation, scalability, and long-term competitiveness.

Among the most significant projects and improvements were:

- **Sales automation:** Implementation of lubricant order taking via WhatsApp using artificial intelligence, streamlining management for more than 2,000 customers.
- **Supply efficiency:** Redesign and automation of the administrative fuel purchasing process. This allowed for cost savings, increased operational efficiency, reduced administrative time, and minimized errors, strengthening security in supply management and control.
- **Logistics synergy:** Technological integration with a new lubricants and spare parts warehouse, improving operational visibility, route synchronization, and billing processes.
- **Productivity with artificial intelligence:** Corporate-wide rollout of the Copilot platform to enhance the performance of tools such as Excel, Power BI, Teams, Outlook, and PowerPoint.
- **Cybersecurity culture:** Implementation of an awareness platform for cybersecurity and personal data protection, which strengthens organizational capabilities through gamification.
- **Service excellence:** Transformation of our Customer Service Center (CSC) through an integrated digital ecosystem. We implemented a new telephone platform directly connected to Salesforce, enabling full traceability and intelligent call routing. This is complemented by the deployment of AgentForce, an AI solution that automates email classification and order taking, streamlining response times.
- **Administrative Process Efficiency:** Development of initiatives to automate the accounting and reconciliation of bank statements, the flow of credit notes, and lubricant sales reporting. Cumulative savings of 3.52 FTEs (full-time equivalents) were generated.

4.5
Technological Transformation and Operational Efficiency

- Fuel, Lubricants, and Convenience Stores Business
- Sustainable Energy Solutions for Our Customers
- Satisfaction and Loyalty
- Operational excellence
- **Technological Transformation and Operational Efficiency**
- Sponsorships

Technological Transformation Projects

Chile

Thor+ Project

This project was launched this year to replace the point-of-sale system for stores and service stations by 2026. It is a state-of-the-art technology platform that will cover the fuel, lubricants, car wash, and industrial supply businesses, improving the customer experience and the productivity of service station distributors.

For the fuel business, this will involve the development of a new loyalty and promotions engine, improvements to payment methods, and the incorporation of the OFA (new mobile payment terminal), among other features. In convenience stores, it will enable the rollout of new functions, such as the development of self-service kiosks, which aim to reduce wait times and enhance the customer experience. The new self-service system and kitchen display system will allow customers to place their orders and pick them up at the counter when the screen indicates they are ready. It will also facilitate integration with delivery platforms, optimizing the pickup process for delivery drivers and speeding up delivery times for customers.

Promotions & Loyalty Engine

Deployment of a platform to manage and provide visibility for the company's loyalty program, aimed at digitizing and automating the management of benefits, campaigns, and coupons, with a secure and centralized experience based on Azure B2C. The project optimizes point inquiries, reduces operational rework, and improves the customer experience through clear, accessible, and consistent information.

Shell GO+

Wave Project

Development of the new Shell App. Executed using agile methodologies, this project allowed us to migrate to modern, flexible cloud technology. This change enables us to launch new features faster and process a higher volume of transactions securely. In 2025, we completed the first operational version of the application and began its pilot testing phase, successfully connecting it to our corporate systems, points of sale, and a new provider to enable payment via account balance.

United States

In 2025, the focus was on implementing automated ordering capabilities across all stores, gradually eliminating the need for manual intervention in inventory control, calculating replenishment quantities, and the process of sending orders to suppliers.

Paraguay

In December 2025, the project to implement a customer service bot was launched. In addition to personalizing this process, the system includes an online report on response times, complaints, the most common inquiries, and complaint management.

Another significant technological development was implemented in the app, which now includes the option to load funds via cash. This involved installing wallet-loading functionality at upa! stores on smart terminals and at over 1,000 payment locations.

4.5
Technological Transformation and Operational Efficiency

- Fuel, Lubricants, and Convenience Stores Business
- Sustainable Energy Solutions for Our Customers
- Satisfaction and Loyalty
- Operational excellence
- **Technological Transformation and Operational Efficiency**
- Sponsorships

Cybersecurity and Personal Data Protection

Chile

With the enactment of the Cybersecurity Framework Law, we have elevated our standards for data protection and IT security. We prioritized safeguarding users, devices, networks, and systems, aligning with the guidelines established by the National Cybersecurity Agency (ANCI). Thanks to these preventive measures, we closed the year without any significant incidents, contributing to operational continuity and reaffirming our commitment to the information security of our customers and stakeholders.

In addition, following the enactment of Law 21,719 on Personal Data Protection, we have reinforced our governance framework by establishing new policies, manuals, and cataloging structures designed to identify sensitive information and ensure ARCO rights (access, rectification, cancellation, and opposition) are upheld. In 2025, we made significant progress in implementing the data processing catalog for clients and employees, deploying technical and organizational measures that strengthen the quality and security of information. Thanks to the implementation of systems, controls, and continuous monitoring channels, no information security incidents or substantiated complaints regarding privacy violations were reported to regulators or third parties in 2025. This achievement is indicative of the ongoing enhancement of our standards and processes regarding personal data protection.

4.6
Sponsorships

- Fuel, Lubricants, and Convenience Stores Business
- Sustainable Energy Solutions for Our Customers
- Satisfaction and Loyalty
- Operational excellence
- Technological Transformation and Operational Efficiency
- Sponsorships

At Enex, we have developed clear guidelines for our brands' sponsorships, tailoring them to the specific customer segments of each business. In the industrial sector, we select sponsorships that provide us with a direct and strategic relationship with customers, while in the service station and convenience store business, they are linked to recreational and sporting events, such as concerts, cultural experiences, and tournaments.

Chile

The Shell brand has been established in mass sports as a sponsor of the Chilean Soccer Cup through 2025. We have also expanded into sports such as padel and international events like the Rotax Karting South American Championship held in Chile. As part of our partnership with Ferrari, we have once again launched a promotion to give away four pairs of tickets, plus a three-day stay, to attend the Formula 1 Mexican Grand Prix.

At the same time, through Shell Gaming, we've promoted participation in events like ComicCon—Chile's largest pop culture and entertainment convention—and Monster Jam (a monster truck show), which has allowed us to engage younger and more diverse audiences, strengthening our brand recognition.

United States

In 2025, sponsored in the NASCAR Xfinity Series, the sport's second-most important division. For this new challenge, we partnered with driver Sheldon Creed and the prestigious Haas Racing (Haas Factory Team). Additionally, we amplified our investment through strategic alliances (co-branding) with brands like Redcon1 and Bucked Up, sharing prominence on the car to maximize our impact.

Paraguay

We participated in the first round of the World Rally Championship held in Paraguay. We sponsored three national drivers in this historic event held in Encarnación, which generated high anticipation and a surge in tourism in the area. The initiative yielded outstanding sporting results, notably with one of the drivers supported by the brand securing the position of second-best Paraguayan driver in the entire competition, which reinforced our presence in one of the country's most prominent sports.

05 Commitment to Our Team

5.1 Our Team: A Global Perspective
5.2 Enex Culture
5.3 Talent Management and Development
5.4 Diverse Team
5.5 Workplace Wellness
5.6 Labor Rights and Employee Engagement
5.7 Our Broader Team: Partners in Operational Excellence

Commitment to Our Team

- Our Team
- Enex Culture
- Talent Management and Development
- Diverse Team
- Workplace Wellness
- Labor Rights and Employee Engagement
- Our Broader Team: Partners in Operational Excellence

Chile

- Closure of four collective bargaining agreements, with a three-year renewal (9% of the workforce).
- Implementation of MIDE Digital and consolidation of SAP Success Factors.
- Holding strategic in-person meetings with distributors in all 19 regions of the country.

United States

- "Top Women in Convenience" award for two of our leaders.
- Annual Leadership Summit for strategic alignment.
- Implementation of cross-training between stores and food services.

Paraguay

- Recognized as Employer of the Year by the 5 Días newspaper.
- Renewal of Great Place to Work Certification.
- 88% approval rating for workplace environment.

5.1

Our Team: A Global Perspective

GRI 405-1 | GRI 2-7

- Our Team
- Enex Culture
- Talent Management and Development
- Diverse Team
- Workplace Wellness
- Labor Rights and Employee Engagement
- Our Broader Team: Partners in Operational Excellence

Our performance depends, first and foremost, on the people who make up our team. That is why the commitment, talent, and development of our employees are key to Enex's success. In 2025, our people management focused on consolidating a global culture, integrating operations in Chile, the United States, and Paraguay under a common purpose, and prioritizing employee well-being, safety, and professional growth as ongoing priorities.

Our workforce reflects the company's geographic reach and diversity. As of the end of 2025, the Enex team consisted of 4,536 employees.

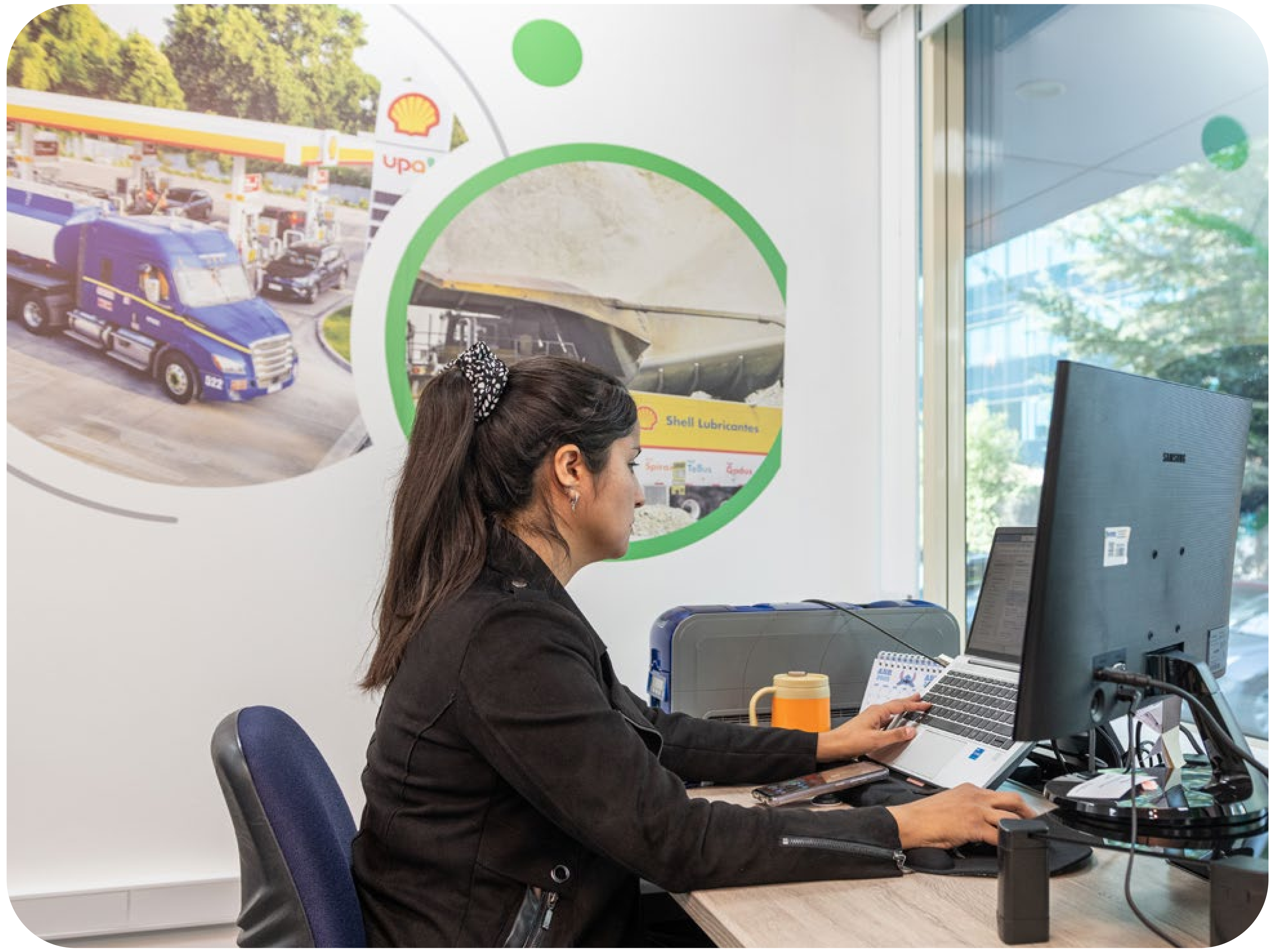
The workforce stability reflects consistent employment practices and responsible people management that ensures the business's sustainability. Furthermore, gender equity has been addressed in a structural and sustained manner, reflecting a consistent effort to expand opportunities and reduce gaps.

ALLOCATION BY ENTITY

Enex S.A (Chile)	763
Enex Investments (Chile)	1,558
ESM (Chile)	591
Dicomac (Chile)	38
Road Ranger	1,073
Enex Paraguay	513
Total	**4,536**

STAFF BY GENDER

	Men	Women
Enex Chile	1,646	1,304
Road Ranger	475	598
Enex Paraguay	205	308
Consolidated total	**2,326**	**2,210**



5.2
Enex Culture

GRI 401-1

- Our Team
- Enex Culture
- Talent Management and Development
- Diverse Team
- Workplace Wellness
- Labor Rights and Employee Engagement
- Our Broader Team: Partners in Operational Excellence

Valores S E R

Because we operate in three countries with distinct characteristics and business lines, we consider it essential to our organizational culture to constantly reinforce our identity and objectives, as well as to promote our SER Values (Service, Excellence, and Respect) in everything we do.

In 2025, the company maintained active and consistent talent management, with stable hiring and turnover rates at a consolidated level. The differences observed among subsidiaries are primarily due to the nature of their operations. The 2025 results reflect people management aligned with the business's operational challenges and focused on the organization's continuity and sustainability. For more details on new hires and turnover, see the Appendix.

click here

Enex 360

This year we launched a new internal communication platform, Enex 360, a town hall-style forum that complements traditional activities (such as the anniversary and year-end events, among others) and supports more frequent communication between senior management and the teams.

In this context, we have introduced new corporate recognition programs.

- **Energy That Makes an Impact**, aimed at highlighting relevant achievements and results that drive business growth.
- **Energy that Drives**, focused on recognizing innovation initiatives in operational efficiency, improving the customer experience, sustainability, or internal transformation.

These corporate initiatives complement the SER Enex recognition program, which annually honors employees who embody the values of Service, Excellence, and Respect, thereby supporting employee engagement and cultural alignment.

Culture of Innovation

Innovation is one of Enex's three strategic pillars and is integrated into the management and operations model. Our focus is on strengthening business sustainability through innovation in products, services, and processes, as well as in environmental stewardship and the customer experience. In Chile, we have a sustainability and innovation committee responsible for reviewing the sustainability strategy, driving projects, and monitoring indicators. This committee meets monthly and involves the executive committee.

Throughout 2025, we continued to consolidate the implementation of our Change Management Model, designed to support teams in strategic projects and cultural transformation processes. The model is structured in stages that integrate training, risk analysis, definition of key roles, and ongoing monitoring. It emphasizes communication, planning, and supporting people, strengthening the adoption of changes and the development of internal capabilities. Throughout the year, we reinforced this work through initiatives focused on developing internal capabilities, disseminating trends, and the practical application of innovation methodologies in business.

Charlas tex
Tecnología y energía que mueve tu mundo

TEX Talks

One of our activities supporting this is the "TEX Talks," large-scale events for inspiration and learning that drew approximately 170 participants per session. The topics covered helped broaden strategic perspectives and strengthen a culture of adaptation to environmental changes. These sessions addressed new technologies, trends, and innovations that benefit customers and the industry's operations.

Enex Innova

This employee program actively supports various departments and business units, assisting them in identifying and developing opportunities for improvement. Through workshops based on innovation methodologies, interdisciplinary workspaces are created that enable the identification of gaps, the development of solutions, and the strengthening of cross-functional initiatives. During this period, these initiatives allowed us to address specific business challenges, promote collaborative work, and strengthen the organization's ability to design solutions focused on the customer and operational efficiency.

5.3

Talent Management and Development

GRI 202-1 | 404-1 | 404-2 | 404-3

IP 16 | 18

- Our Team
- Enex Culture
- Talent Management and Development
- Diverse Team
- Workplace Wellness
- Labor Rights and Employee Engagement
- Our Broader Team: Partners in Operational Excellence

Performance evaluation and Organizational Commitment

In 2025, we evaluated 2,371 employees, representing 52.2% of our total workforce as of the end of 2025.

click here

Chile

The MIDE (Mi Desempeño Enex) Performance Evaluation is a tool designed to align employees' individual goals with the company's values and strategic objectives. This process applies to all employees with permanent contracts who have been with the company for more than three months.

In 2025, the process was fully implemented through the MIDE digital platform, consolidating this tool that has enabled the optimization of the management, monitoring, and traceability of performance-related information. This digital model centralizes information and optimizes the user experience. In addition, we have developed short videos and courses on Cmás Virtual to ensure the engagement and participation of all employees. However, to support effective interaction and effectiveness, we recommend goal-setting and feedback sessions be conducted in person, facilitating direct, clear, and constructive communication.

In addition, this year we initiated a 180-degree evaluation pilot program that incorporated peer and internal client evaluations into the traditional performance model. It provided an opportunity to enhance feedback sessions and offer a more comprehensive and substantial perspective on individual performance. Forty individuals participated in this pilot program, all of whom were direct reports to managers with teams under their supervision.

THE MIDE PROCESS CONSISTS OF THREE STAGES:

1 GOAL SETTING

Discussion spaces between the evaluator and the evaluated employee to establish individual goals aligned with the company's strategic challenges.

2 ONGOING FEEDBACK

Continuous feedback is encouraged, with a formal meeting held mid-year to review performance, adjust goals, and reinforce opportunities for improvement.

3 SELF-ASSESSMENT AND EVALUATION

Competencies, achievements, and overall performance are analyzed through self-assessments, manager evaluations, calibration panels, and final feedback.

United States

Road Ranger evaluates all employees annually through a structured process that measures performance and identifies opportunities for improvement. The evaluation focuses on five categories: work management, job performance, teamwork, communication and mentoring. This approach ensures that employees fulfill their responsibilities, develop professionally and contribute effectively to the organization's objectives.

Paraguay

Enex Paraguay utilizes a process it calls Mi EDD to evaluate employee performance. The annual performance management cycle reviews goal achievement and encourages continuous improvement. Mi EDD is a three stage process:

1 GOAL SETTING

Senior management establishes the annual strategic objectives, which are presented to and approved by the Board of Directors. Subsequently, managers and line supervisors define individual objectives with their respective teams.

2 OBSERVATION AND FEEDBACK

Throughout the year, follow-up and adjustment activities are carried out through interim feedback sessions to ensure alignment with organizational objectives.

3 FINAL EVALUATION

At the end of the cycle, performance is reviewed based on the achievements reached, and final feedback is provided, promoting opportunities for professional development and growth.

5.3

Talent Management and Development

- Our Team
- Enex Culture
- Talent Management and Development
- Diverse Team
- Workplace Wellness
- Labor Rights and Employee Engagement
- Our Broader Team: Partners in Operational Excellence

Internal Mobility and Career Opportunities

We are committed to the growth and development of our employees, which is why we promote internal mobility opportunities and strengthen their skills. Our policy aims to fill vacancies preferably with people who are already part of the company, fostering development paths and career tracks whenever the role allows.

However, 2025 challenged us to incorporate new competencies to address industry changes. Therefore, we complemented our internal mobility policy by attracting talent from the market. This year was marked by the development of structural projects, the need to strengthen the Technology area, and an increase in temporary hires as strategic support. During 2025, we filled 388 vacancies internally.

click here

Chile

In 2025, we strengthened internal mobility through the use of technology and by providing greater visibility. We consolidated the use of SAP SuccessFactors to track talent maps, identifying successors and high-potential employees with greater precision. Additionally, through the intranet and LinkedIn, we institutionalized the recognition of internal mobility, celebrating each promotion as a collective achievement.

United States

In a dynamic labor market, our strategy is based on flexibility. We implemented a cross-training model, which allows employees to transition between roles in convenience stores and food service. This approach enabled high-performing individuals to develop new skills and access horizontal and vertical promotions, improving their revenue and contributing to operational continuity at our travel centers.

Paraguay

Throughout the year, we maintained an active policy of staff retention and promotion. Mobility focused on strengthening the teams at the headquarters and service station management offices, using performance evaluations to identify those best prepared to assume greater responsibilities, in line with the consolidation of the current network.

5.3
Talent Management and Development

- Our Team
- Enex Culture
- **Talent Management and Development**
- Diverse Team
- Workplace Wellness
- Labor Rights and Employee Engagement
- Our Broader Team: Partners in Operational Excellence

Employee Development Initiatives

We foster the professional development of our team through training and development programs, ensuring that our employees acquire the necessary skills to meet business challenges. These initiatives not only strengthen individual and collective performance but also contribute to the development of a continuous learning and innovation culture.

Chile

In 2025, we conducted a comprehensive update of the talent map and critical positions. This process was validated by the management committee, providing greater internal visibility into the capabilities available within the organization.

Course	Description
Corporate Onboarding	E-learning course designed to familiarize new employees with Enex's culture, values, and organizational structure.
Open Competition	Training provided by the corporate affairs area on Decree-Law No. 211, addressing free competition regulations and their correct application in order to prevent sanctions
Conscious Nation	Courses focused on raising awareness about the environment, safety, and the prevention of risks that may affect work and daily activities.
Procurement Process	The contracts and procurement area imparts this training on the proper implementation of the purchasing flow at Enex.
Digital transformation	Training on Microsoft Teams, OneDrive, JDE, and Power BI, as well as cybersecurity, with tips for proper care and maintenance of teams and for managing information security. Courses for those requiring specific levels of proficiency in Power BI, Power Automate, and/or SQL, among others.
English	Courses for employees whose positions require a certain level of English or who have gaps in their language knowledge
Sustainability and Innovation Onboarding	Training session on the innovation processes and sustainability projects implemented by Enex.
Health, Safety, and Environment	Mandatory training for new employees, focused on accident prevention and environmental stewardship.
People Management	This course covers the processes carried out by the HR department: labor insertion, recruitment and selection, organizational development, compensation and training. It includes updates on the year's new labor legislation—the 40-hour Law, the Family and Work Life Balance Law and "Karin" Law (No. 21,643)—and promotes best practices associated with Enex values. This on-site experience at the fuel plant in Maipú enables the teams to observe operations firsthand and receive induction from the business area.
Maipú Plant Induction	On-site experience at the Maipú fuel plant, where teams can get a close-up look at operations and undergo the on-site induction process. On-site training focused on building business knowledge from the perspective of operations management.

United States

Our Ready Training Online platform remained the cornerstone of training, onboarding, and integration for leaders and new professionals, with ongoing updates on sales, products, and harassment prevention. In 2025, building on the success of the previous year, we held the Annual Leadership Summit again, bringing together all managers in structured sessions to align strategies and share best practices.

Paraguay

With the goal of improving operational efficiency, we extended the 5S Program—which began in 2024 with leaders—to the entire headquarters team. Additionally, we incorporated new modules on "Safety in the Administrative Office" and strengthened the internal culture through "Mesas de Valores" and personal finance workshops for our Subsidiaries.

In 2025, Enex Paraguay funded 50% of the total cost of ISO 9001 training, delivered by EXEC Consultores.

Details on the average number of training hours per year per employee are provided in the Appendix

click here

5.3

Talent Management and Development

› Our Team
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› **Talent Management and Development**
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› Our Broader Team: Partners in Operational Excellence

Co-funding of Scholarships

Chile

At Enex, we offer shared-financing scholarships to support employees in pursuing higher education. It provides professional development opportunities and enables employees to refine their skills and take on new challenges within the organization.

EMPLOYEES AWARDED SCHOLARSHIPS TO CONTINUE UNDERGRADUATE AND GRADUATE STUDIES IN 2025 IN CHILE

Selected undergraduate programs	17
Selected graduate programs	5
Total selected	**22**

In 2025, we awarded 22 undergraduate and graduate scholarships, with 100% of applications approved. We also had 11 cases related to the continuation of studies from previous periods, demonstrating Enex's support and commitment to personal development.

Fair Compensation Policy

We promote a fair and equitable compensation policy that aligns pay with employee performance, responsibilities and market conditions. This approach allows us to attract and retain talent while strengthening an organizational culture based on transparency, equity, and the appreciation of a job well done.

Further details on the relationship between the company's starting salary and the legal minimum wage are provided in the Appendix.

click here

Chile

Our Compensation Policy establishes that entry-level salaries must exceed the monthly minimum wage, a basic compensation guideline that lends a competitive edge to the company's ability to attract and retain talent.

Our compensation model is based on criteria of external competitiveness and internal equity, for which we systematically use high-standard market salary surveys, such as Mercer, and conduct periodic reviews of both the model and salary positioning. This approach allows us to strengthen talent attraction and retention, while integrating variable compensation as a key tool for performance management and the achievement of organizational objectives. Notably, starting salaries exceeded the legal minimum by between 28% and 51%.

United States

In a labor market showing signs of a slowdown, our priority has been stability. That is why this year we ensured that 100% of our employees receive compensation that meets or exceeds state and federal minimums.

Paraguay

In a challenging economic environment, we guarantee a starting salary 7% higher than the current legal minimum wage.

5.4

Diverse Team

GRI 405-1

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At Enex, we promote a work environment based on diversity, equity, and inclusion, recognizing that different perspectives strengthen organizational culture and foster innovation. In this way, we actively work to create spaces where every employee can fully develop, regardless of gender, age, origin, or any other conditions.

We have a Diversity Policy and a Diversity and Gender Identity Protocol, both of which are included in the bylaws of all our companies.

Gender Equity

One of the highlights of our 2025 performance was the progress made in increasing female participation, particularly in Paraguay and the United States, bucking the trend in an industry that has traditionally been male-dominated. From a productivity standpoint, progress toward gender equality leads to more diverse teams, whose complementary perspectives enrich internal management, operational continuity, and our customers and users experience.

Chile

We remain committed to increasing women's participation in operational and leadership roles, promoting their inclusion in areas such as truck driving and mining site operations.

44%
female participation in all Enex Chile subsidiaries

The inclusion of women in the organization has marked a significant milestone, especially in positions that have historically been held predominantly by men. Today, these roles are also led and empowered by women, showcasing their capability, expertise, and strategic contribution to the business. Notable examples include roles such as contract administrators at mining sites, safety advisors, area managers, shift supervisors, operations supervisors, and expert analysts in key areas such as business development, transportation, human resources, and electromobility. These professionals actively contribute to more diverse, innovative, and sustainable management.

Women currently comprise 44% of the workforce across all Enex Chile subsidiaries, a percentage that has been steadily increasing over time.

United States

Our Road Ranger operation has a majority of female employees. As of the end of 2025, we had 598 women and 475 men, representing a 55.7% female workforce. This leadership is a key component in the operation of our travel centers, where service quality and team management are crucial to the customer experience. In 2025, two Road Ranger leaders—the head of recruiting and a talent acquisition specialist—were recognized with the Top Women in Convenience award from Convenience Store News.

55,7%
female participation

Paraguay

Women make up the majority of the workforce at Enex Paraguay. As of the end of 2025, 308 of our 513 employees are women (60%). This result reflects our commitment to creating opportunities for development and growth regardless of gender.

60%
female participation

5.4

Diverse Team

GRI 405-1

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Inclusion of People with Disabilities

We understand inclusion as the creation of enabling environments where everyone, regardless of their physical or cognitive abilities, can contribute with their talents.

Accessible Infrastructure

At the upa! stores in Chile and Paraguay, as well as at the new Road Ranger travel centers in the United States, we have standardized designs that incorporate universal accessibility—ramps, adapted restrooms, and wide circulation spaces—making it easier for employees and customers with limited mobility to navigate without barriers.

Chile

As in 2024, during this period we exceeded the 1% target for the proportion of employees with disabilities across all our business units.

In 2025, we hired a specialized consulting firm to evaluate and improve job roles for people with disabilities, ensuring more accessible and adapted work environments. We also established a collaborative partnership with the Wazú Foundation, through which our employees actively participated in its annual integration and inclusion event, strengthening our organizational culture and fostering continuous learning in this area.

Diversity of Nationalities and Cultures

We value the contributions made by all employees and the diverse cultures they bring from their countries of origin. Reflecting the globalized context in which we operate, 9% of our female workforce and 7% of our male workforce are currently foreign employees.

FOREIGN EMPLOYEES AT ENEX CHILE

123
Foreign women as a percentage of the total female workforce

114
Foreign men as a percentage of total male workforce

9%
% of foreign women relative to total female workforce

7%
% of foreign men out of total male workforce

5.5

Workplace Wellness

GRI 401-2 | 401-3 | 404-2 | IP 17

› Our Team
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We view well-being as an ecosystem that supports our team's productivity and engagement. To manage it effectively, the company conducts an annual assessment to identify strengths and opportunities for improvement that affect team well-being and performance.

Workplace Climate and Organizational Commitment Surveys

Chile

The measurement is conducted annually through a voluntary survey for employees with more than three months of service. We use a customized instrument that evaluates 13 dimensions through 33 questions, employing a five-point Likert scale to measure perceptions of the work environment. Management then translates these results into action plans.

In 2025, participation reached 97%, the highest level observed since the survey's implementation, representing a 3.2-point increase compared to 2024. Similarly, the favorability rate reached 81.5%, marking the highest value recorded in the series and an increase of 1.1% compared to the previous year. These results allow us to define the focus areas of the Culture and Leadership Plan for 2026.

Paraguay

The assessment is governed by the standards of the Great Place to Work (GPTW) model. The GPTW model is an international methodology that measures trust and organizational culture. It enables certification and benchmarking against other companies in the market. In 2025, we achieved an 88% participation rate, with an 88% favorability rating, which allowed us to renew our GPTW certification.

WORKPLACE CLIMATE SURVEY RESULTS

	% of Favorability	2024	2025
Enex S.A (Chile)	% of favorability	80.4%	81.5%
	% participation	93.4%	97.0%
Inversiones Enex S.A. (Chile)	% of favorability	76.6%	78.4%
	% participation	92.3%	93.5%
Dicomac (Chile)	% of favorability	73.6%	82.9%
	% participation	97.2%	94.9%
Enex Paraguay	% of favorability	85.0%	88.0%
	% participation	87.0%	88.0%

Benefits for Our Employees

Chile

We are committed to promoting the wellbeing and professional development of our team members. This commitment is embodied in our company's Nación Enex Bienestar Program. These benefits include a half-day of paid leave on your birthday, additional days off for marriage, the birth of a child, or the death of a family member, and the option to work remotely in certain roles, fostering flexibility for a better work-life balance. In addition, we organize recreational sports activities outside of work hours with the objective of maintaining a positive environment and strengthening relationships among employees. One of our most valued programs is the unpaid leave of absence for up to three months, which is available to employees who meet the established requirements.

In 2025, we organized the Wellness Fair, which focused on promoting self-care and sharing relevant information about the benefits available to our employees. We also celebrated our 106th anniversary, an occasion where we gathered as an organization and presented a corporate gift, allowing each employee to choose from three available options. In celebration of Chilean Independence Day, we organized Chilean Heritage Week, an event that showcased our traditions and national culture.

This year, we celebrated for the first time our family Christmas gathering at the office, titled "Guardians of Christmas Spirit." More than 100 children participated at our corporate headquarters in a day of games, workshops, and gifts. These activities were designed to strengthen the bond between the company and our employees' families.

We also promote sports and recreation through our sports club, which reimburses a percentage of expenses associated with sports and cultural activities. In addition, we organize internal tournaments that encourage participation in various disciplines. We designate a month for sports and an active lifestyle.

5.5

Workplace Wellness

GRI 405-1

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Physical and Preventive Health

We maintain life and supplemental health insurance fully funded by the company, which includes medical, dental, and catastrophic coverage. This year, we expanded the use of free telemedicine, facilitating access to general medical and mental health consultations without copayments. Among other benefits, in April we conducted a free flu vaccination campaign at our headquarters and operational facilities.

Financial Support

We offer direct monetary benefits, such as an education allowance, bonuses for National Holidays and Christmas, and emergency loans with preferential terms to support our employees during times of greatest need. Additionally, we provide an academic excellence award to recognize the school performance of our employees' children.

Transition AssistancePrograms

We have support for employees nearing retirement. Designed for those who have been with the company for at least five years, the program recognizes their contributions with an agreement that offers additional financial stability during their transition to retirement. It includes:

- Optional retirement for those who are of retirement age and have more than five years of service.
- Payment of legal severance upon retirement.
- Assistance or counseling regarding the transition to life outside the workforce.

United States

Road Ranger has paid leave policies for employees, applicable in cases of birth, adoption, or loss of a child, promoting shared responsibility and family well-being.

Paraguay

Physical and Preventive Health

Through Enex Saludable, we promote work-life balance, strengthening the physical, emotional, and financial well-being of our employees. The program includes training in mental health, emotional self-management, healthy lifestyles, collaborative communication, and the prevention of psychosocial risks, along with preventive health campaigns and medical checkups..

Financial Support

We have implemented the "Achieve Your Financial Dream" module, providing financial education and savings tools to support the achievement of personal goals.

Parental Leave

We value the importance of family and work-life balance. Therefore, we adhere to local regulations regarding parental leave in every country where we operate, ensuring that all employees can enjoy the established benefits.

To support parenting and healthcare, we provide time off for preventive medical checkups, promoting the early detection of serious illnesses. Additionally, we offer benefits that go beyond legal requirements, such as special leave for weddings or the death of immediate family members, reinforcing our commitment to the quality of life and overall well-being of our teams.

RETURN TO WORK AFTER PARENTAL LEAVE

	Enex Chile		Road Ranger		Enex Paraguay	
	Men	Women	Men	Women	Men	Women
Total number of employees eligible for parental leave	35	36	2	23	9	27
Total number of employees who have taken parental leave	30	36	2	23	9	27
Total number of employees who returned to work during the reporting period after completing parental leave	29	13	2	13	9	27

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5.6

Labor Rights and Employee Engagement

GRI 2-30

At Enex, we are committed to respecting labor rights and promoting employee participation both in dialogue and consultation forums and in the exercise of their right to unionize and collective representation.

We recognize freedom of association and the right to collective bargaining, in line with the guidelines of the International Labour Organization (ILO), with the aim of building relationships based on trust.

Chile

We have a history of constructive labor-management relations, based on mutual respect and the pursuit of agreements that safeguard the company's sustainability and the well-being of our employees. As a result, by the end of 2025, 33% of our employees were members of unions.

This year, we successfully concluded four collective bargaining agreements, covering 9% of the total workforce. One negotiation was conducted ahead of schedule, and three were completed within the deadlines established by the Labor Code, resulting in agreements satisfactory to both parties. In all cases, the contracts were renewed for three years, and the right to strike was not exercised.

To support this, we strengthened ongoing dialogue through regular working groups to address issues of safety, benefits, and workplace climate, extending beyond the legal negotiation periods.

UNIONIZATION AND COLLECTIVE BARGAINING COVERAGE IN CHILE

Company	No. of unions	No. of unionized men	No. of unionized women	Total number of unionized workers	Workforce	% of unionized workers	% of workers covered by a collective bargaining agreement
Enex S.A.	3	295	145	440	763	58%	58%
Enex Investments	4	34	117	151	1.558	10%	7%
ESM SpA	7	349	12	361	591	61%	56%
Dicomac	1	4	24	28	38	74%	100%

*Only data from Chile is presented, as the United States and Paraguay do not have unions.

United States

We promote active listening through our "Open Door" policy and daily operational meetings (huddles), where safety and operational issues are addressed. Any concerns regarding working conditions are channeled and resolved directly with the local human resources team, ensuring a prompt response.

Paraguay

We have strengthened a culture of trust and transparency through participatory mechanisms. We have the official "Hablemos" channel, a tool that ensures confidentiality and traceability so that any employee can raise concerns or suggestions directly with management. This channel is complemented by the "Mesas de Valores," in-person dialogue sessions aimed at strengthening our corporate identity and gathering first-hand feedback on the needs of operational teams at stations and stores, promoting effective two-way communication.

5.7

Our Broader Team: Partners in Operational Excellence

GRI 403-7

› Our Team
› Enex Culture
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› Workplace Wellness
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› **Our Broader Team: Partners in Operational Excellence**

At Enex, we recognize that achieving our operational and sustainability goals largely depends on working together with our extended team. This team consists of contractors, distributors, operators, and employees who play active roles in business operations in Chile, Paraguay, and the United States. We consider them a vital part of our value chain. For this reason, we foster relationships based on regulatory compliance, formal employment practices, safety, respect for people, and alignment with our corporate standards.

Contractors

We build long-term relationships, promoting stability and quality in the services provided by our network of strategic contractors in sectors such as transportation, construction, and engineering, ensuring supply to service stations and industrial customers across the country.

Our commitment to safety and risk prevention is a cornerstone of our relationship with them. We have implemented an audit standard in critical sectors, such as transportation and engineering, with the goal of ensuring compliance with safety protocols and optimizing risk management. Based on these processes, we establish continuous improvement plans, enabling contractors to raise their operational standards and meet the requirements of Enex and our customers.

Distributors

In Chile, through our network of service stations and convenience stores, we offer franchise opportunities for entrepreneurs seeking to join a well-established, high-demand business. We are looking for individuals with experience in business management and team leadership, focused on operational excellence and customer service. We provide a structured application process that ensures each strategic partner receives the necessary tools for efficient and profitable management. Our distributors have access to training, operational support, and business strategies to grow their business. In 2025, we held two in-person meetings with distributors in each of the 19 regions across the country.

These sessions included participation from sales management and assistant sales management, the quality and service department, and the franchise department. The goal of these meetings was to strengthen our relationship with distributors, reinforce their role as strategic partners, and create opportunities for dialogue and closer relationships between them and the company. During the meetings, results, key performance indicators, and an analysis of the industry context were shared, and opportunities for participation were created where some distributors presented their own experiences.

06 Health and Safety for Everyone

6.1 Health and Safety of Our Teams
6.2 Health and Safety for Our Strategic Partners
6.3 Safety in Our Products and Services

Health and Safety for Everyone

- Health and Safety of Our Teams
- Health and Safety for Our Strategic Partners
- Safety in Our Products and Services

Chile

- Renewal of the Occupational Health and Safety Management System certification under the ISO 45001 standard.
- Recognition at the RAEV Awards in the “Safest Non-Mining Fleet” category for the third consecutive year.
- Reduction of the overall accident rate to 1.09 per 100 workers, a decrease of 0.14 points compared to the previous year.

United States

- Reduction in the overall accident rate to 0.19 per 100 workers, down 0.28 points from the previous year.

Paraguay

- Implementation of the Food Safety Program, with monthly store inspections and systematic food safety controls.

6.1
Health and Safety of Our Teams

GRI 403-1 |403-2 |403-3 | 403-4 | 403-5| 403-6 | 403-7 | 403-8 | 403-9 | 403-10

› **Health and Safety of Our Teams**
› Health and Safety for Our Strategic Partners
› Safety in Our Products and Services

We are committed to the health and safety of our employees and everyone who works with or interacts with our company. Through a culture of prevention, compliance with strict standards, and ongoing training programs, we seek to ensure safe work environments to minimize risks in our operations.

As a result of our commitment and the efforts of our employees, in 2025 our operations in Chile and the United States recorded significant improvements in key health and safety indicators.

Health and Safety Management

Chile

We are committed to the continuous improvement of our management systems, ensuring a safe work environment aligned with the industry's best practices and those of our clients.

The Safety, Health, and Environment (SHE) Department is responsible for implementing and overseeing the Occupational Health and Safety Policy, ensuring compliance by employees and contractors. Its management includes risk prevention, monitoring of working conditions, and the execution of preventive actions to minimize incidents and protect the company's assets.

We promote a culture of preventive care at all levels of the organization, implementing tools and processes that contribute to the identification and elimination of workplace hazards and risks. Additionally, we provide benefits such as supplemental health insurance at no cost to employees.

Our approach encompasses both internal teams and contractors and suppliers, ensuring that everyone involved in our operations adheres to the same principles of safety and well-being.

In 2025, we published the Critical Risk Management Manual for Contractors and Subcontractors, in which we consolidated best practices and lessons learned.

Furthermore, thanks to internal audits, we have optimized the control of critical risks, such as safety protocols, and we promote training and awareness initiatives for all employees, thereby fostering a safe and secure work environment.

HEALTH AND SAFETY MANAGEMENT SYSTEM COVERAGE AT ENEX CHILE

Year	Direct employees	% of direct employees covered	Indirect employees	% of indirect employees covered
2023	2,854	100%	1,566	100%
2024	2,858	100%	1,329	100%
2025	**2,913**	**100%**	**1,403**	**100%**

6.1
Health and Safety of Our Teams

GRI 403-1 |403-2 |403-3 | 403-4 | 403-5| 403-6 | 403-7 | 403-8 | 403-9 | 403-10

› Health and Safety of Our Teams
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Strengthening the Culture of Prevention

Training is a critical component of Enex's occupational health and safety strategy. It ensures that employees and contractors have the tools to mitigate risks and perform their duties safely.

EMPLOYEE TRAINING ON OCCUPATIONAL HEALTH AND SAFETY AT ENEX CHILE

Item	2023	2024	2025
Number of health and safety courses provided to employees	54	71	79
Hours of health and safety training provided to employees	22,732	18,742	37,717
Number of employees trained in health and safety	4,642	4,969	9,064
Number of health and safety courses provided to contractors	27	26	26
Hours of health and safety training provided to contractors	1,116	1,092	1,683

In 2025, courses on monitoring protocols for workers exposed to TMERT risk factors and on the health risks and consequences of exposure stood out.

Additionally, this year we implemented the internal culture campaign "Your Decision Is Our Safety," consisting of a series of actions carried out in four phases, aimed at preventing accidents and strengthening self-care among employees across Enex's various operations: headquarters, mining sites, transportation, engineering, service stations, and convenience stores.

To foster greater awareness and participation among all employees, we continued the visible leadership initiative, through which company leaders conduct safety inspections to improve communication with teams and reinforce best practices. In addition, we continue to use the safety inspection digitization tool, facilitating the management of findings and confirmation of controls necessary to operate with controlled risks, enabling real-time digital recording that optimizes on-site safety management and indicators, providing them with greater visibility.

6.1
Health and Safety of Our Teams

GRI 403-1 |403-2 |403-3 | 403-4 | 403-5| 403-6 | 403-7 | 403-8 | 403-9 | 403-10

- **Health and Safety of Our Teams**
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Our Team's Participation

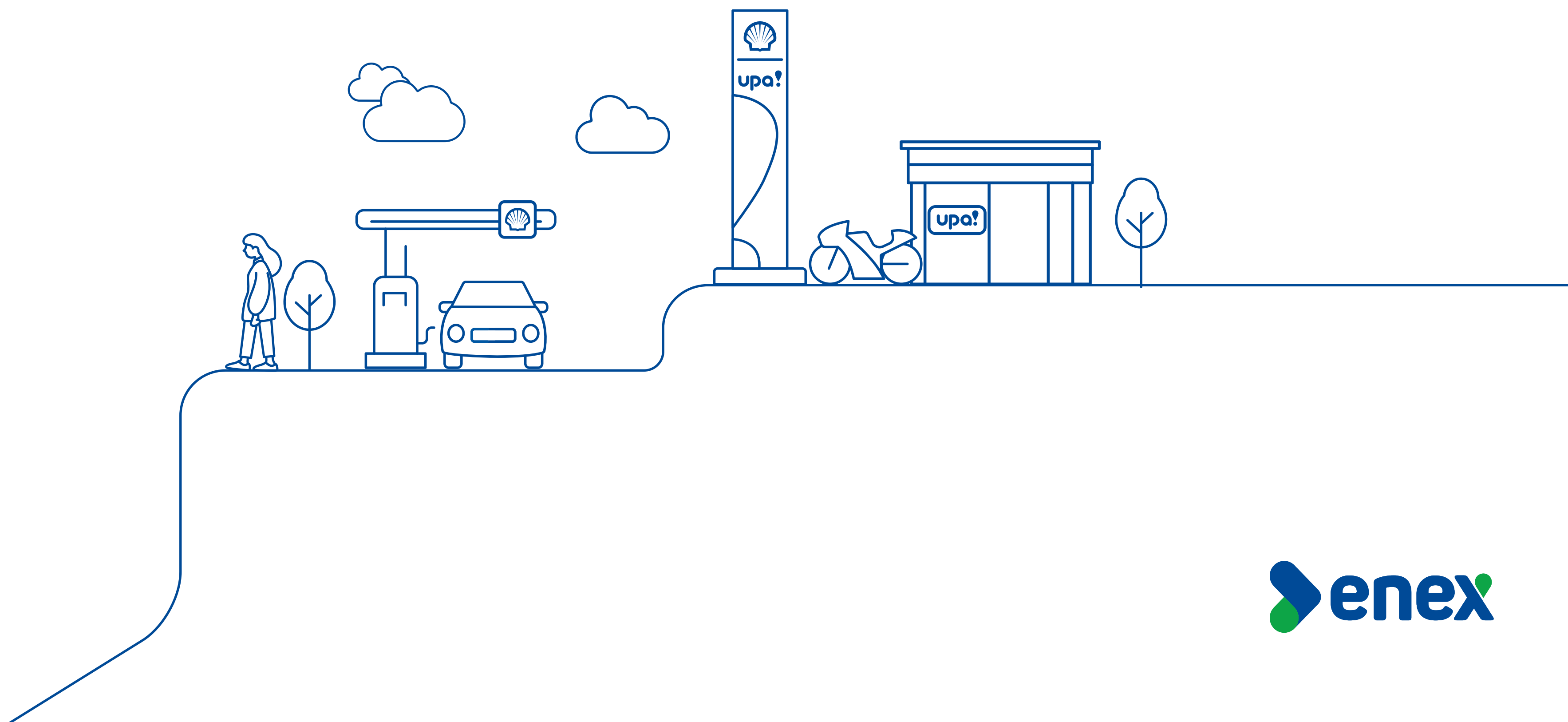
In 2025, we updated our occupational health and safety processes with the goal of maintaining ISO 45001:2018 certification. The process included consultation with managers, supervisors, and employee representatives, who contributed their on-site experience and knowledge. Worker participation was key, especially in identifying and assessing hazards and risks. It allowed us to review established control measures, ensuring the prevention of serious accidents and occupational illnesses. This collaborative approach reinforces Enex's safety culture and ensures that improvements to the health and safety system reflect the real needs of those who are part of the organization.

Participatory identification of occupational health and safety risks is a key element of our management system. This process is carried out periodically, as well as following incidents involving injuries or occupational illnesses, or when the change management process is activated, ensuring continuous assessment and the implementation of preventive improvements. In 2025, 2,108 risk identification activities were conducted, with a total of 110 workers participating.

- **Health, Safety, and Environment Committee:** We conduct monthly reviews of risk prevention, health, and safety issues in an executive forum that includes the chief executive officer, as well as committees with representatives from business areas such as distribution and logistics, engineering, transportation, service stations, and retail stores. These groups coordinate actions to prevent accidents and occupational illnesses, monitor environmental compliance, develop sustainability projects, and foster a culture of safety.

- **CEAL (Workplace Environment Assessment Questionnaire) Implementation Committees:** Each subsidiary has a team responsible for ensuring a suitable work environment and identifying factors that may cause mental health-related illnesses among employees. The committee meets monthly and is composed of two employee representatives and two members nominated by the company.

- **Joint Health and Safety Committees:** Their role is to identify issues and propose solutions related to occupational health and safety. They conduct training sessions, awareness campaigns, and participate in investigations of workplace accidents and occupational illnesses. We have 34 committees that meet monthly at Enex and its subsidiaries in Chile.



6.1
Health and Safety of Our Teams

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WORKER PARTICIPATION, CONSULTATIONS, AND COMMUNICATION REGARDING OCCUPATIONAL HEALTH AND SAFETY AT IN CHILE

Company	Committee Name	Number of employees represented	Main activities	Frequency
Enex S.A.	Executive Health, Safety, and Environmental Committee	100% of Enex and its subsidiaries in Chile	› Monthly review of the operation of the Occupational Health and Safety Management System, certified to ISO 45001.	Monthly
	Business Health, Safety, and Environment Committee	100% of Enex and Chilean Subsidiaries' workforce	› Define and oversee occupational health and safety planning across the various business areas, with the aim of promptly identifying working conditions that may pose risks to employees' health and safety.	Monthly
	Joint Health and Safety Committee	100% of Enex and Chilean Subsidiaries' workforce	› Implement the annual work program, focused on visible leadership, inspections, and training for our employees. › Actively engage in operational risk management to strengthen workplace safety. › Contribute to the ISO 45001:2018 certification process.	Monthly
	CEAL Implementation Committee	100% of Enex and Chilean subsidiaries' workforce	› Implementation of the work plan resulting from the Psychosocial Risk Survey conducted in 2023 and plan for the 2026 survey.	Annual
Enex S.A. Investments	Health, Safety, and Environment Committee	100% of Inversiones Enex staff	› Define and oversee occupational health and safety planning across the various business areas, with the aim of promptly identifying working conditions that may pose risks to the health and safety of employees.	Monthly
	Joint Health and Safety Committee	100% staffing at Inversiones Enex	› Implement the annual work program, focused on visible leadership, inspections, and training for our employees. › Actively engage in operational risk control to strengthen workplace safety.	Monthly
	CEAL Compliance Committee	100% Enex Investments	› Implement awareness-raising initiatives regarding psychosocial risk factors in the workplace. › Monitor compliance with the Psychosocial Protocol Implementation Program. › Coordinate meetings with the administering agency for the monitoring and management of initiatives.	Quarterly
ESM SpA	Joint Health and Safety Committee – Mining Contracts	100% ESM staff	› Implement the annual work program, ensuring compliance across all areas. › Contribute to the ISO 45001:2018 certification process.	Monthly
	CEAL Implementation Committee	100% ESM staff	› Implement awareness-raising initiatives regarding psychosocial risk factors in the workplace. › Monitor compliance with the Psychosocial Protocol Implementation Program. › Coordinate meetings with the administering agency for the monitoring and management of initiatives.	Quarterly

6.1
Health and Safety of Our Teams

GRI 403-1 |403-2 |403-3 | 403-4 | 403-5| 403-6 | 403-7 | 403-8 | 403-9 | 403-10

› Health and Safety of Our Teams
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Health and Safety Performance

In 2025, we had an overall accident rate of 1.09 per 100 workers, 0.14 points lower than the previous year, and zero fatalities from work-related accidents and illnesses over the past nine years.

These results demonstrate the effectiveness of preventive measures and encourage us to continue optimizing strategies to reduce incidents and strengthen safety across all operations.

HEALTH AND SAFETY INDICATORS IN CHILE

Categories	Employees	Contractors	Total
Workforce considered for health and safety indicators	2,913	1,403	4,316
Number of hours worked	6,895,836	2,736,276	9,632,112
Workplace accidents*			
Accident rate per 100 employees	1,10	1,07	1,09
Lost-time workplace accidents	32	15	47
Fatalities due to workplace accidents	0	0	0
Number of days lost due to workplace accidents	649	488	1,137
Workplace incidents**			
Total/reportable incidents (with or without lost time)	92	22	114
Number of workplace incidents with major consequences	0	0	0
Number of lost-time workplace incidents	32	15	47
Occupational injury and/or illnesses ***			
Occupational illness rate per 100 employees	0,10	0	0,07
Number of reportable occupational injuries and/or illnesses	3	0	3
Occupational illnesses	3	0	3
Death due to an occupational illness	0	0	0
Days lost due to occupational illness	117	0	117

*Workplace accident: An injury or harm suffered by an employee as a direct result of their work or at the workplace.

**Workplace incident: An event that occurs during work or as a result of it and that results in or could result in injury or deterioration of health.

***Occupational injury and/or illnesses: A health condition directly caused by exposure to risk factors in the work environment or by the nature of the work performed.

At Inversiones Enex, the main causes of occupational accidents and illnesses in 2025 were related to operational accidents, accounting for 63% of the total. However, the cause that resulted in the most lost days due to sick leave and accidents was sick leave for post-traumatic stress, accounting for 46%. Meanwhile, the two operational causes with the highest accident rates were cuts and falls in stores and service stations, each accounting for 8%.

In 2025, we celebrated 37 years at the San Vicente plant without any lost-time accidents, reflecting our commitment to health and safety at our facilities.

6.1
Health and Safety of Our Teams

GRI 403-1 |403-2 |403-3 | 403-4 | 403-5| 403-6 | 403-7 | 403-8 | 403-9 | 403-10

› **Health and Safety of Our Teams**
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Asset Security Model at Our Service Stations

We have implemented an asset security model that minimizes risks, incidents, and crimes through a preventive approach. Thanks to the implementation of measures such as automated reporting, weekly monitoring, site visits, report generation, and knowledge standardization, we can closely track these variables, enabling early risk detection and the timely implementation of corrective actions.

The property security model is based on five focus areas and three stages: before, during, and after.

before

01 Construction Standard
Establishes a safety standard during the design and construction stages, categorizing the facility into one of three risk levels.

during

02 Active Safety Features
Consists of deterrent and preventive elements, as well as operational confirmation.

03 Risk management
Prioritization based on risk levels, document management, and procedures.

After

04 Legal Action
Criminal prosecution for major crimes that impact individuals, property or corporate reputation.

05 Improvement
Development of processes to improve asset security and liability.

In 2025, we reduced property losses associated with crime by 10%, which were 6.8% lower than the previous year.

6.1

Health and Safety of Our Teams

GRI 403-1 |403-2 |403-3 | 403-4 | 403-5| 403-6 | 403-7 | 403-8 | 403-9 | 403-10

United States

- **Health and Safety of Our Teams**
- Health and Safety for Our Strategic Partners
- Safety in Our Products and Services

Health and Safety Management

Road Ranger consistently reinforces health and safety in accordance with the US Department of Labor's Occupational Safety and Health Administration (OSHA) regulations and has communicated its Workplace Safety Policy throughout the organization. We have a company-wide Workplace Safety Policy and an Environment, Health, and Safety (EHS) committee—composed of representatives from operations, human resources, legal, and general management—that are responsible for monitoring performance indicators.

The main hazards are directly related to the nature of our retail and food service operations. According to assessments conducted in 2025, the top priorities include:

- **Sharp objects:** Handling of knives and slicers in food preparation areas.
- **Hot equipment:** Operation of stoves and fryers in kitchens.
- **Slips and falls:** Risk of slipping on wet floors or in obstructed aisles.

To manage these risks, in 2025 we implemented a new Personal Protective Equipment (PPE) Program designed specifically for each store. This program includes the distribution of safety kits and their quarterly review using a checklist. This tool allows the Environmental, Health, and Safety (EHS) specialist to ensure that each location has the necessary equipment and that it is used correctly.

Regarding well-being, at Road Ranger we offer health benefits to all employees who work at least 16 hours per week. We also continue to offer the Employee Assistance Program (EAP), a free benefit that provides confidential counseling on mental health, domestic violence, substance abuse, and financial or legal guidance.

We also encourage participation through open communication channels, allowing employees to report safety concerns directly to their supervisors, to the human resources department, or through our anonymous reporting system, ensuring confidentiality and continuous improvement of the system.

Strengthening Preventive Culture

Ongoing training is a fundamental pillar of our safety strategy at Road Ranger. Throughout 2025, we maintained a comprehensive approach, ensuring that 100% of our employees completed the mandatory safety modules through our e-learning platform.

The annual program consisted of 10 specialized courses, designed to address both routine operational risks and critical emergency situations. This year's curriculum included:

- **Operational Safety:** Fundamentals of workplace safety, safe use of ladders, and spill cleanup protocols, including specific response procedures for fuel spills.
- **Health and Response:** General first aid and specific management of cuts and abrasions, tailored to the risks in our food service areas.
- **Property and Environmental Safety:** Theft prevention and emergency preparedness.
- **Conflict management:** Special modules on de-escalating difficult situations and preventing workplace violence, providing our teams with key tools to handle complex interactions with customers.

Employee Training on Occupational Health and Safety atRoad Ranger	
Number of health and safety courses delivered to our own employees	10
Number of employees trained in health and safety	1,073

6.1

Health and Safety of Our Teams

GRI 403-1 |403-2 |403-3 | 403-4 | 403-5| 403-6 | 403-7 | 403-8 | 403-9 | 403-10

- Health and Safety of Our Teams
- Health and Safety for Our Strategic Partners
- Safety in Our Products and Services

Health and Safety Performance

Thanks to our commitment to health and safety, in 2025 we managed to reduce our accident rate to 0.19—0.28 points lower than the previous year—and decrease lost-time days to three for the entire year.

OCCUPATIONAL HEALTH AND SAFETY INDICATORS AT ROAD RANGER

Categories	Employees
Workforce considered for health and safety indicators	1,073 (100%)
Number of hours worked	158,285
Workplace accidents*	
Accident rate per 100 employees****	0,19
Lost-time workplace accidents	2
Fatalities due to workplace accidents	0
No. of days lost due to workplace accidents	3
Workplace incidents**	
Total number of incidents/reportable incidents (with or without lost time)	4
Number of workplace incidents with major consequences	0
No. of lost-time workplace incidents	2
Occupational injury and/or illnesses ***	
Occupational illness rate per 100 employees	0
No. of reportable occupational injuries and/or illnesses	0
Death due to an occupational illness	0
Occupational illnesses	0
Days lost due to occupational illness	0

*Workplaceaccident: An injury or harm suffered by a worker as a direct result of their work activity or at the workplace.

**Workplace incident: An event that occurs during the course of work or as a result of it and that results in or could result in injury or deterioration of health.

***Occupational ailment and/or illness: A health condition directly caused by exposure to risk factors in the work environment or by the nature of the work performed.

****Lost-time accidents at Road Ranger do not include those resulting in less than three days of sick leave.

Paraguay

Health and Safety Management

We promote a culture of health and safety among our employees, customers, and suppliers, with each of them actively participating in their own care. Our operations management identifies and manages risks, maintains an ongoing safety training program for drivers, and conducts training sessions to involve our employees in ensuring everyone's safety. Employees can report concerns and suggestions directly to their supervisors or through the whistleblower channel, ensuring that any workplace safety issue is addressed in a timely and effective manner.

HEALTH AND SAFETY MANAGEMENT SYSTEM COVERAGE AT ENEX PARAGUAY

Item	Direct employees	% of direct employees
Covered under the occupational health and safety system	513	100%
Covered under the internally audited occupational health and safety system	513	100%
Covered under the externally audited occupational health and safety system	422	82%

Employees in management positions have health insurance that includes coverage for their families. Additionally, this year we carried out the "Pink October" and "Blue November" campaigns, through which we covered 100% of the cost of mammograms, breast ultrasounds, and total PSA tests for uninsured employees, promoting the prevention of breast and prostate cancer.

6.1
Health and Safety of Our Teams

GRI 403-1 |403-2 |403-3 | 403-4 | 403-5| 403-6 | 403-7 | 403-8 | 403-9 | 403-10

› Health and Safety of Our Teams
› Health and Safety for Our Strategic Partners
› Safety in Our Products and Services

Strengthening Preventive Culture

We have the comprehensive "Enex Seguro" program for occupational health and safety training. Additionally, we have a road safety program aimed at drivers, which in 2025 was extended to employees who use company vehicles.

This year we also consolidated our safety strategy at service stations through collaboration with the specialized firm contracted at the end of the previous period. In line with our plan, during the first quarter we extended consulting and training to approximately 500 employees. Furthermore, we implemented a program of bimonthly visits to our entire network, applying rigorous safety checklists and managing immediate corrective actions to ensure operational standards.

Employee Training on Occupational Health and Safety at Enex Paraguay	
Number of health and safety courses provided to employees	2
Hours of health and safety training provided to employees	284
Number of employees trained in health and safety	77

Health and Safety Performance

We maintain a strong track record in occupational health and safety, as evidenced by the absence of fatalities due to workplace accidents or occupational illnesses in 2025. Furthermore, no occupational illnesses or lost days due to such illnesses were reported.

HEALTH AND SAFETY INDICATORS AT ENEX PARAGUAY

Categories	Employees
Workforce included in health and safety indicators	513
Number of hours worked	4.104
Workplace accidents*	
Accident rate per 100 employees	3,31
Lost-time workplace accidents	17
Fatalities due to workplace accidents	0
Number of days lost due to workplace accidents	311
Workplace incidents**	
Total number of reportable incidents (with or without lost time)	17
Number of workplace incidents with major consequences	0
Number of lost-time workplace incidents	17
Occupational injury and/or illnesses ***	
Occupational illness rate per 100 employees	0
Number of reportable occupational injuries and/or illnesses	0
Occupational illnesses	0
Deaths due to occupational illness	0
Days lost due to occupational illness	0

*Workplace accident: An injury or harm suffered by a worker as a direct result of their work activity or at the workplace.

**Workplace incident: An event that occurs during the course of work or as a result of it and that results in or could result in injury or deterioration of health.

***Occupational ailment and/or illness: A health condition caused directly by exposure to risk factors in the work environment or by the nature of the work performed.

6.2

Health and Safety for Our Strategic Partners

Chile

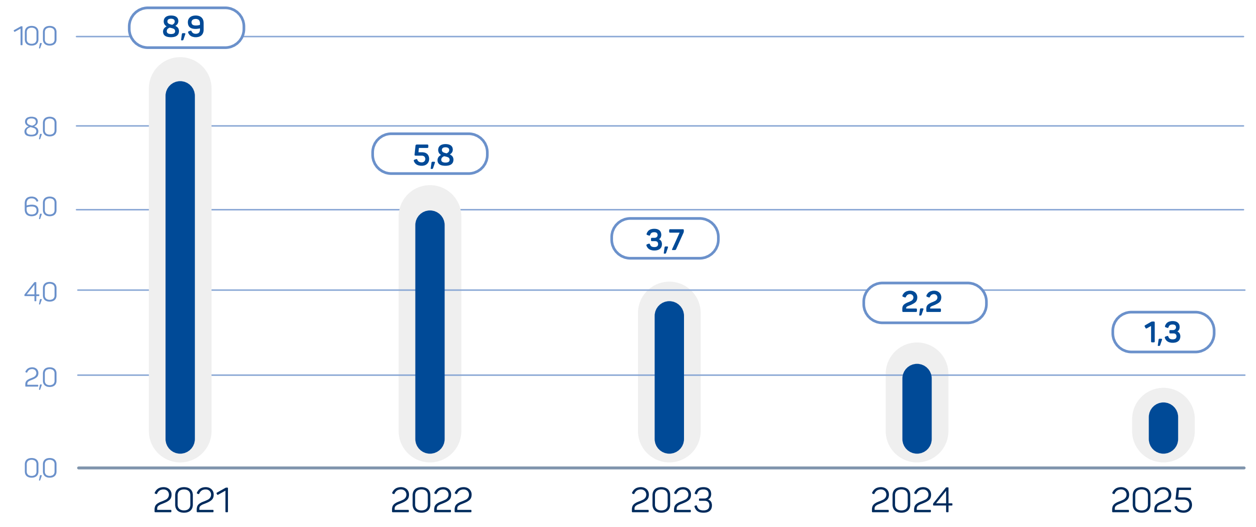
› Health and Safety of Our Teams
› Health and Safety for Our Strategic Partners
› Safety in Our Products and Services

Carriers and Distributors

We are strongly committed to preventing on-road accidents, as we have identified these accidents as our primary safety and environmental risk when transporting hazardous cargo on public roads. Our commitment is reflected in our management of the RAEV (speeding-related accident risk) indicator, which measures risk by calculating the difference between the road speed limit and the actual speed monitored by GPS, along with other factors.

We continue to improve our accident rates, which reached 1.3 per 100 workers in 2025. This year we had no road accidents; all licensed accidents in 2025 occurred while getting out of or walking near the cab, or due to post-traumatic stress.

PROGRESS IN REDUCING THE RISK OF SPEED-RELATED ACCIDENTS (RAEV)



Our trucks are equipped with a dual GPS system, which allows for continuous monitoring of the fleet, ensuring stability and reliability in daily speed measurements. In addition, we conduct a monthly review of the status of these systems during the operations committee meeting to ensure they remain in proper working order.

ROAD ACCIDENTS PER MILLION KILOMETERS TRAVELED

Item	2023	2024	2025
Road accidents	0	2	0
Kilometers traveled per year	38,322,410	36,295,050	37,900,331
Road accidents per million kilometers	0	0,06	0

For the third consecutive year, Enex and its carriers were recognized as Chile's safest fleet with the speeding-related accident risk (RAEV) in the Non-Mining Transport category, thanks to a risk level of 2.2 RAEV units per 100 kilometers traveled at the time of the 2024 evaluation. The award is presented by the National Traffic Safety Commission (CONASET) and the company MIGTRA.

This index measures 12 variables, such as the distance traveled under risky conditions, the difference between the maximum permitted speed and the speed reached on each stretch, as well as peak speed, among other factors.

In this edition, the risk of accidents due to speeding was assessed, evaluating over 6,000 vehicles across 195 companies—including carriers and shippers—with 378 transport operations of various types and sizes in sectors such as mining, fuels, retail, passenger transport, ports, food, and timber,

which collectively traveled more than 371 million kilometers. Enex's assessment for this period covered 518 trucks, which traveled over 32 million kilometers during 2024.

Despite having an RAEV excellence rating, at Enex we continue to strengthen transport safety by continuously improving our systems and control measures, which has allowed us to establish ourselves as a leader in the sector.

6.3

Safety in Our Products and Services

GRI 416-1 | 416-2 | 417-1 | 417-2 | 417-3

- Health and Safety of Our Teams
- Health and Safety for Our Strategic Partners
- **Safety in Our Products and Services**

Through high standards, strict controls, certifications, and continuous improvement processes throughout our value chain, the company works to offer safe, reliable solutions, products, and services that comply with current regulations.

Chile

At Enex, 100% of our product and service categories are assessed for their impact on health and safety. We comply with regulations in their production and distribution, constantly evaluating them to ensure their quality, safety, and security throughout the entire process.

Through our Food Safety Program, we implement rigorous procedures for the handling, preparation, and storage of food in our upa! convenience stores, ensuring the health of our customers. These include laboratory testing, which provides results that validate our effective management practices. We also train our distributors and implement practices that meet standards of excellence.

We ensure that our products include clear and accurate information regarding their contents and safe use. In our upa! stores and for lubricants, we monitor quality through external audits. We detail the origin of components, their proper disposal, and the associated environmental impact.

During the reporting period, we did not record any cases of non-compliance with regulations related to the impacts of our products and services on the health and safety of our customers.

United States

At Road Ranger, we have a mandatory food safety training program for all employees joining our operations, which covers safe food preparation, handling, and storage practices. In addition, our workplace safety policies establish specific guidelines for the proper use of tools and equipment, as well as the use of personal protective equipment during food handling. These measures help safeguard the health of our customers and ensure compliance with applicable health standards in our operations.

Paraguay

We have a Food Safety Program that ensures compliance with food handling safety standards. As part of this program, food safety officers conduct monthly inspections at each store, using a verification checklist to assess conditions and issue detailed reports. This process, required by Paraguayan regulations for food handling, includes the implementation of action plans and the application of corrective measures in the event of findings, ensuring compliance with health requirements and continuous improvement in our operations.

07 Environmental Management

7.1 Protecting the Environment
7.2 Care for Communities

Environmental Management

- Protecting the Environment
- Care for Communities

Chile

- Double verification of the carbon footprint: ISO 14064:2018 and GHG Protocol.
- Fifth consecutive year of HuellaChile certification and first verification of the carbon footprint of lubricants.
- Social investment program in partnership with Lab4U at La Greda School.
- Lifetime Achievement Award from Fundación Las Rosas.

United States

- Support for St. Jude Children's Research Hospital.

Paraguay

- Waste collection by Ecoretiro.

7.1

Protecting the Environment

GRI 201-2| 302-1 | 302-3 | 302-4 | 304-1| 304-2 | 305-1 | 305-2 | 305-3 | 305-4 | 305-5 | 306-1 | 306-2 | 306-3 | 306-4 | 306-5 | 307-1
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› Protecting the Environment
› Care for Communities

Environmental management

At Enex, our commitment to the environment is a fundamental part of our sustainability strategy. For this reason, we seek to minimize the environmental impact of our operations by implementing responsible practices that promote energy efficiency, emissions reduction, and the sustainable use of resources.

This commitment is reflected in our Environmental and Energy Efficiency Policy, which was updated in August 2024, consolidating the strategic framework that governs all our operations in Chile, the United States, and Paraguay. The policy requires all employees and contractors to comply with current legal regulations and adopt preventive practices against pollution. It also introduces specific guidelines for climate change mitigation, requiring the integration of energy efficiency criteria in both the design of new facilities and the procurement of products and services, thereby ensuring the rational use of resources and cleaner, more responsible operations.

Monitoring and Regulatory Compliance

Chile

In 2025, we maintained and strengthened our certifications, notably the recertification of our Environmental Management System under the ISO 14001:2015 standard, which validates the rigor of our processes for identifying, controlling, and reducing our environmental impacts.

Principles of the Environmental Management System

- **Efficiently Manage Environmental Risks** and impact to minimize the effects of operations.
- **Optimize Material Resources** and energy to ensure operational efficiency.
- **Identify, Assess and Control** environmental risks with targeted mitigation measures.
- **Measure and Reduce** the carbon footprint with a structured mitigation plan.
- **Implement Best Practices** in sustainability, focusing on waste management as well as energy and water efficiency.
- **Adopt Voluntary Commitments** to environmental protection, taking a preventive and continuous improvement approach.

We have a robust environmental management system based on our Environmental Monitoring Program, through which we conduct periodic checks of key indicators such as air quality, atmospheric emissions, wastewater, groundwater, and noise levels.

To ensure compliance with environmental requirements, we use the Legal Compliance Index (IRL), which measures the degree of adherence to regulations applicable to our operations. This indicator is overseen by the IRL Working Group, led by the Health, Safety and Environment (HSE) department alongside other strategic business units. This team periodically reviews regulatory compliance, implements corrective actions, and ensures our operations align with environmental standards.

In regulatory matters, we have control mechanisms designed to identify, manage, and monitor potential non-compliance. During the reporting period, there were no incidents: the company maintained a preventive approach, strengthened the traceability of operational processes, monitored environmental obligations, and coordinated with competent authorities when necessary.

7.1

Protecting the Environment

GRI 201-2| 302-1 | 302-3 | 302-4 | 304-1| 304-2 | 305-1 | 305-2 | 305-3 | 305-4 | 305-5 | 306-1 | 306-2 | 306-3 | 306-4 | 306-5 | 307-1
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› Protecting the Environment
› Care for Communities

In line with our commitment to the environment, specifically at the La Greda Plant, this year we participated in the Air Quality Roundtable, a forum coordinated under the auspices of the Valparaíso Region Business Association (ASIVA) and the Environmental and Social Restoration Committee (CRAS) of Quintero and Puchuncaví. Among the roundtable's strategic objectives is the transition from a reactive approach to a model of preventive and technical coordination, aligning the standards of companies in the Quintero Bay industrial corridor and developing joint response protocols.

The committee's most significant technical achievement was the implementation and operation of a fence-line monitoring network consisting of four stations, one of which is located at our La Greda Plant facilities. This system measures the presence of hydrocarbon-associated volatile organic compounds (VOCs) in real time. By analyzing wind direction, it allows us to identify the source of emissions and share this information with the community.

United States

Compliance monitoring is governed by federal standards set by the EPA (Environmental Protection Agency) and local state regulations. In 2025, management focused on strict control of underground storage systems and spill prevention.

At Road Ranger, we maintain a rigorous standard for leak prevention in our underground storage tanks (USTs), combining continuous monitoring technology with strict on-site controls. All our tanks and fuel lines operate under uninterrupted surveillance using Automatic Tank Gauges (ATG) and the specialized Warren Rogers system, supplemented by mechanical and electronic detectors that alert us to any anomalies. This technological approach is reinforced by comprehensive visual inspections every 30 days at all our stations, where our teams verify the condition of spill containment containers, discharge pipes, sensors, and fittings, ensuring a proactive response to any wear and tear.

In addition, to ensure maximum environmental protection and strict compliance with state regulations, we subject our infrastructure to a rigorous testing program conducted by external certification companies. All sumps, shut-off valves, emergency shut-off valves, fuel lines, and sensors are inspected and tested annually. Furthermore, structural integrity tests are performed every three years on all tanks, containment sumps, and overfill prevention devices, thereby ensuring safe and responsible operations.

As a result, Road Ranger did not incur any monetary fines or non-monetary sanctions for non-compliance with environmental laws or regulations during the reporting period.

Paraguay

At Enex Paraguay, we monitor compliance through a Legal Requirements Matrix, which identifies and updates regulatory obligations to local authorities such as MADES (Paraguay's Ministry of Environment and Sustainable Development). To verify adherence to these standards, we conduct a program of periodic internal audits across our network of stations and stores. Thanks to this preventive management model, the operation in Paraguay received no fines or environmental sanctions during 2025.

7.1

Protecting the Environment

GRI 201-2| 302-1 | 302-3 | 302-4 | 304-1| 304-2 | 305-1 | 305-2 | 305-3 | 305-4 | 305-5 | 306-1 | 306-2 | 306-3 | 306-4 | 306-5 | 307-1
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› Protecting the Environment
› Care for Communities

Climate Governance at Enex

In 2025, Enex voluntarily advanced its progressive alignment with IFRS S1 and S2 standards. This move deepened our identification of transition risks (regulatory, technological, and market) and physical risks, and assessed their potential financial impact under various short-, medium-, and long-term climate scenarios.

At the corporate level, the Board of Directors plays an active role in overseeing the strategy, receiving regular updates on environmental performance, emissions indicators, and progress on mitigation projects. This oversight ensures that climate-related factors are integrated into the overall Corporate governance framework, linking the business's adaptability to the sustainability strategy.

To ensure the traceability and transparency of our management, we have formally committed to achieving operational carbon neutrality (Scopes 1 and 2). These objectives are supported by a measurement system under the GHG Protocol, which undergoes annual verification in accordance with ISO 14064-1:2018. This system encompasses operations in Chile, the United States, and Paraguay.

At the executive level, governance relies on specialized departments that coordinate the implementation of the strategy, the monitoring of metrics, and the execution of decarbonization initiatives. These departments are supported by external consultants and independent verification processes to ensure the integrity of the reported information.

Committees and Working Groups

Chile

- **New E Committee:** Oversees the development of the New E business line, evaluating new opportunities to diversify the company's energy offer, e.g., hydrogen, electromobility and energy efficiency. This committee also monitors the area's performance monthly to ensure the fulfillment of strategic objectives.
- **Safety, Health, and Environment (EHS) Committee:** Oversees compliance with EHS issues in each division and business area to assess gaps, compile lessons learned and establish monthly improvement systems. An expert consulting firm advises this committee on climate change matters, and an external assurance firm ensures correct implementation of compliance processes.
- **Sustainability and Innovation Committee:** Under the guidance of expert consultants, this committee monitors the monthly progress of projects and key indicators related to the sustainability strategy, innovation and customer experience.
- **Decarbonization Task Force:** An internal, cross-functional working group, recognized in 2025 as a high-potential innovation hub. Various management teams participate in this initiative to design energy-efficient and low-carbon solutions aimed at addressing the challenges of industrial customers.

United States

- **Electromobility development committee:** Conducts biweekly monitoring of the electromobility business, overseeing the deployment of charging infrastructure and the adaptation of the business model to the energy transition in U.S. transportation.
- **Safety and operational controls committee:** Reviews each of our operational controls (Cash, Inventory Shrinkage or Loss, and Labor) and analyzes any workplace accidents that occur between meetings to ensure that safety processes have been followed and to track any necessary changes related to training.

Paraguay

- **Operations Committee:** Monitors and tracks critical issues related to engineering, maintenance, supply, transportation, and supply. It is the key body for managing logistics efficiency and reducing impacts on the supply chain. It also manages environmental issues.

7.1

Protecting the Environment

GRI 201-2| 302-1 | 302-3 | 302-4 | 304-1| 304-2 | 305-1 | 305-2 | 305-3 | 305-4 | 305-5 | 306-1 | 306-2 | 306-3 | 306-4 | 306-5 | 307-1
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› Protecting the Environment
› Care for Communities

Climate Risk Assessment

To comply with the requirements of the Task Force on Climate-related Financial Disclosure (TCFD) and in response to the guidelines of the international standard IFRS S2, in 2025 we deepened our identification of risks and opportunities associated with climate change and their financial assessment in the short, medium, and long term across different climate scenarios. For more information on this process and its results, see section 3.5 Strategic Risk Management and IFRS.

click here

The identification and assessment of climate risks primarily considered transition risks associated with regulatory, technological, and market changes linked to the decarbonization of the economy, as well as physical risks that could affect the operational continuity of assets and infrastructure. These analyses are developed progressively, integrating into the company's corporate risk management processes and strategic planning.

Carbon footprint

Measurement and Certifications

At Enex, we manage the measurement and reduction of our carbon footprint as a central pillar of our environmental and climate strategy, in line with our commitment to become operationally carbon-neutral (Scopes 1 and 2) by 2030. This approach allows us to identify the main sources of greenhouse gas (GHG) emissions, establish mitigation priorities, and strengthen environmental decision-making.

Verification of the corporate carbon footprint is conducted on an annual basis. This process considers direct emissions from our own sources (Scope 1), indirect emissions associated with electricity consumption (Scope 2), and, progressively, relevant indirect emissions from the value chain (Scope 3). These processes are carried out using internationally recognized methodologies and standards, ensuring the reliability, traceability, and comparability of the reported information.

Concurrently, we are implementing a series of initiatives designed to reduce emissions and enhance operational efficiency, which are in alignment with the decarbonization strategy. These initiatives include energy efficiency measures at facilities and service stations, the incorporation of renewable energy through self-generation projects, and the optimization of energy consumption in logistics operations and the business-associated fleet. These measures contribute to both the absolute reduction of emissions and the improvement of emissions intensity indicators.

We systematically monitor energy consumption within the organization. This includes various energy sources used in operations, as well as consumption associated with activities outside the company, particularly in the logistics chain and in the use of energy products. This information enables us to assess performance trends in this area, identify efficiency opportunities, and support decision-making aimed at optimizing energy use.

During fiscal year 2025, we raised our transparency standards by subjecting our greenhouse gas (GHG) emissions inventory to independent double verification:

- **ISO 14064:2018 Standard:** Ensures the technical and methodological compliance of our calculations.
- **GHG Protocol:** We align with the most widely used global standard for quantifying and reporting corporate greenhouse gas emissions.

› Protecting the Environment
› Care for Communities

7.1

Protecting the Environment

GRI 201-2| 302-1 | 302-3 | 302-4 | 304-1| 304-2 | 305-1 | 305-2 | 305-3 | 305-4 | 305-5 | 306-1 | 306-2 | 306-3 | 306-4 | 306-5 | 307-1
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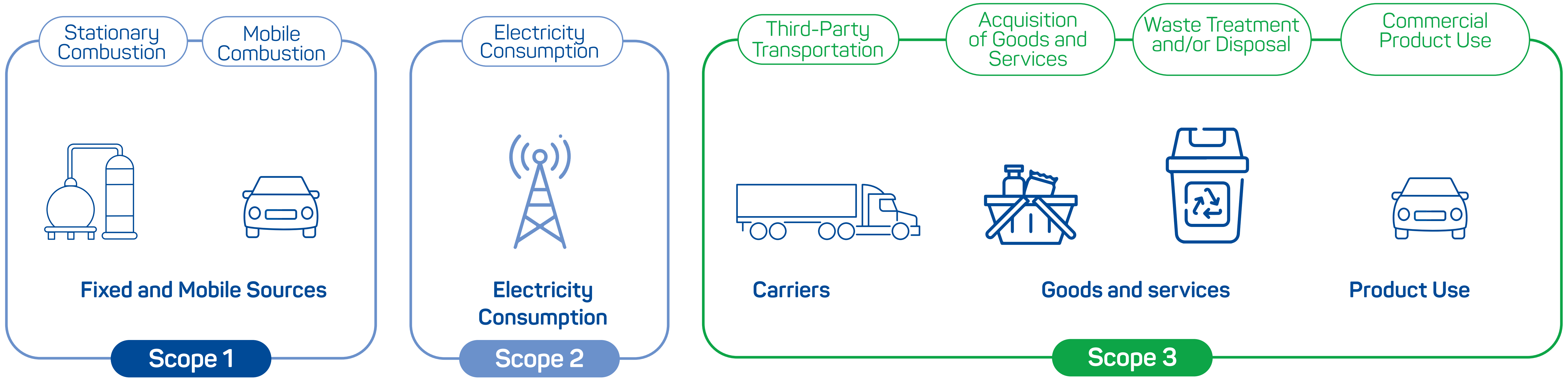
For the fifth consecutive year, we have certified our carbon footprint in Chile under the Ministry of Environment's HuellaChile program, aligning with the ISO 14064:2018 certification issued by LRQA, with the aim of reflecting the corporate footprint of Enex and its subsidiaries in Chile. In addition, we received the HuellaChile Reduction Seal, thanks to the implementation of solar panels at our service stations.

This year, we set a milestone in the industry by verifying the Product Carbon footprint calculation for our lubricants. This initiative goes beyond traditional corporate reporting, as it allows us to provide our customers with substantiated information on the carbon intensity of the products they purchase, facilitating their own emissions management (Enex's Scope 3 and customers' Scope 1) and strengthening our value proposition as strategic partners in their supply chains.

ENEX CARBON FOOTPRINT – SCOPES 1, 2, AND 3



Direct emissions produced by the company's combustion of fuels

Indirect emissions generated by the electricity the company consumes and purchases

Indirect emissions produced as a result of the company's operations but owned and controlled by an agent outside the company, i.e., derived from the organization's value chain

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Protecting the Environment

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› Protecting the Environment
› Care for Communities

History of Carbon Footprint Management at Enex

2020

- Baseline Greenhouse Gas (GHG) emissions.

2021

- Became the first Latin American fuel distribution company to earn verification from Lloyd's Register Quality Assurance (LRQA) under the NCh-ISO 14064-1:2018 standard. The firm awarded verification for Enex's 2020 GHG inventory.

2022

- Established a corporate climate change policy and strategy that includes GHG emissions measurement, reporting and a reduction plan with a published target for 2030.
- Quantified the product carbon footprint for major customers.
- Transported 98% of our cargo with Giro Limpio-certified companies, exceeding the program's minimum requirement (50%).

2023

- Collaborated with customers to reduce scope 3 emissions by identifying more sustainable fuel options like biofuels and renewable energy.
- Installed the company's first battery system to store the energy generated by the solar panels at the San Francisco de Mostazal station.
- Entered into electricity supply agreements as an unregulated customer for renewable energy to power two service stations and the La Greda Plant.

2024

- Started using solar panels at the Chena service station.
- Earned the HuellaChile Reduction seal for solar panel projects at service stations.
- Became the first company in Chile to earn product footprint verification for the entire life cycle of lubricants used by mining customers. This achievement earned Enex the HuellaChile Product Footprint seal, awarded for the first time in 2024.
- Incorporated the GHG protocol into emissions calculations in advance of market requirements.

2025

- Sixth emissions verification under the ISO 14064:2018-1 standard for Chile, the United States, and Paraguay.
- The Ministry of Environment, through the Clean Turnaround program, recognized ENEX as the only lubricant supplier certified in environmental traceability.

7.1
Protecting the Environment

GRI 201-2| 302-1 | 302-3 | 302-4 | 304-1| 304-2 | 305-1 | 305-2 | 305-3 | 305-4 | 305-5 | 306-1 | 306-2 | 306-3 | 306-4 | 306-5 | 307-1
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Performance

› Protecting the Environment
› Care for Communities

In 2025, variations in the carbon footprint reflect both improvements in measurement quality and changes in business operations. In Scope 1, the increase is explained by a more precise characterization of sources, incorporating propane consumption for heating in the United States. In Scope 2, the increase is due, on the one hand, to external factors such as the update of emission factors in Chile and the United States, and on the other, to higher electricity consumption associated with business growth, particularly in company-operated and stand-alone stores in Chile. Meanwhile, Scope 3 shows a 6.5% decrease, resulting from the update of emission factors, prioritizing the use of more robust international standards given the traceability limitations of local factors.

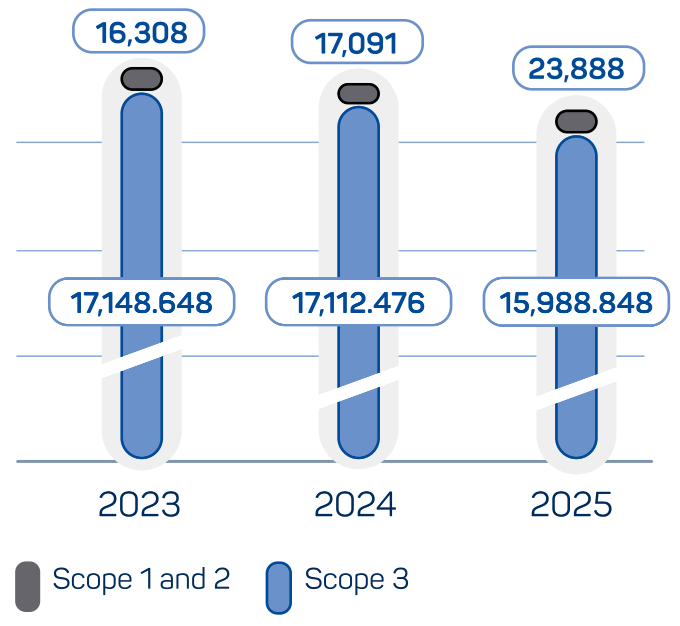
In terms of results, our total emissions remained stable compared to the previous period. However, when analyzing emissions intensity, we observed improvements resulting from the energy efficiency and logistics optimization initiatives implemented during the year.

2025 EMISSIONS BREAKDOWN SUMMARY BY TYPE OF GREENHOUSE GAS (TONS) VERIFIED UNDER ISO 14064-1

Type of GHG Emissions*	Category	CO_2eq	Biogenic Emissions	CO_2	CH_4	N_2O
Direct emissions	Combustion sources	10,859	37	10,672	116	71
Indirect emissions	Energy purchases	13,029	0	13,029	0	0
	Transportation	140,083	0	138,272	91	1,720
	Purchase of goods and services	3,190.746	0	3,190.746	0	0
	Commercial product use	12,658.019	120,027	12,375.493	53,194	229,332
Total		**16,012.735**	**120,063**	**15,728.213**	**53,400**	**231,123**

* (305-4) Enex's GHG emissions intensity is calculated by considering CO_2, N_2O, and CH_4, expressed in CO_2 equivalents (CO_2eq) per liter of fuel and lubricant sold during the period (year) under review. This ratio allows us to analyze the efficiency of our operations in relation to the emissions generated, facilitating the identification of opportunities to reduce our environmental impact and optimize the use of resources throughout the value chain.

CORPORATE GHG EMISSIONS SCOPES 1, 2 AND 3 TONS OF CO2EQ



In 2025, Scope 3 corporate GHG emissions stood at 15,988,848tons of CO_2eq, a decrease compared to the previous year. To quantify these emissions, Enex used standardized and calculated emission factors, prioritizing those from verified sources with a low level of uncertainty.

Specifically, to calculate emissions associated with the main fuels sold, the PEF (Product Environmental Footprint) emission factor was used for diesel, a specific Shell emission factor for gasoline, and emission factors from DEFRA (Department for Environment, Food and Rural Affairs) for other fuels sold in Chile, such as fuel oil, kerosene, and LPG.

7.1

Protecting the Environment

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› Protecting the Environment
› Care for Communities

Actions to Reduce Carbon Footprint

Our climate change strategy focuses on reducing Scope 1 and 2 GHG emissions, concentrating on the areas of our operations with the greatest impact. Likewise, to reduce Scope 3 emissions, we actively collaborate with our industrial customers in their transition to lower-impact energy sources, such as renewable or low-emission fuels, and in the implementation of electromobility, energy efficiency, self-generation, and the use of alternative sources such as LPG and LNG. We also offer our retail customers charging solutions for zero-emission vehicles through Enex E-Pro Powered by Shell Recharge charging points. More details in section 4.2.

click here

In 2025, we installed new solar panels at five of our service stations, bringing the total to 13 locations with operational photovoltaic systems. Collectively, these installations generated 746 MWh during the year.

ANNUAL ENERGY CONSUMPTION (MWH)

	2023	2024	2025
Non-renewable (fossil fuels, reservoir hydroelectric)	52,017	76,686	58,381
Renewable (solar, wind, biofuel, run-of-river hydroelectric)*	8,855	11,416	10,431
Total consumption	**60,872**	**88,102**	**68,812**

*Includes all electricity consumption by Enex Paraguay, as this country's primary energy mix is 100% renewable.

Chile

Thanks to the installation of solar power systems at service stations (distributed generation) and renewable power purchase agreements (PPAs) for critical facilities such as the La Greda Plant and the Placilla and San Carlos service stations—or at locations where on-site generation is insufficient—we have ensured that 15% of our electricity consumption comes from certified renewable sources (10,431 MWh).

Giro limpio
la ruta verde para Chile

For the fourth consecutive year, we have earned the Giro Limpio certification, awarded by the Energy Sustainability Agency, in the Freight Carrier category. This year, our recertification included a distinctive social component, verifying and recognizing the participation of female drivers in our transport fleets, thereby integrating energy efficiency with gender equity in logistics.

United States

At Road Ranger, the main focus was on reducing energy intensity at travel centers, facilities that operate 24/7 with high demand for heating, ventilation, and air conditioning (HVAC) and refrigeration.

At the same time, we maintained strict control over refrigerant gas leaks in refrigeration equipment—a significant factor in the retail sector's carbon footprint—ensuring compliance with EPA regulations on ozone-depleting substances and GHGs.

In 2025, we implemented a plan to replace equipment with lower-consumption models, prioritizing high-efficiency LED lighting systems (indoor and outdoor) and the upgrade of HVAC (heating, ventilation, and air conditioning) units, which allowed us to optimize energy consumption per square meter of floor space.

Paraguay

The country's primary energy mix is 100% renewable, providing a structural advantage for our Scope 2 emissions. Activity data is collected annually and incorporated into the corporate footprint calculation, enabling us to monitor the performance of our expanding network of service stations and stores.

7.1

Protecting the Environment

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› Protecting the Environment
› Care for Communities

Water efficiency

Chile

Our strategy prioritizes reducing consumption at our service stations and the expert management of water resources in our industrial customers' operations.

We manage wastewater discharges responsibly, ensuring their treatment and disposal in accordance with current regulations. Discharge management is supported by environmental monitoring programs, which allow us to evaluate relevant water quality parameters and prevent impacts on surface and groundwater bodies, particularly at sensitive facilities and areas.

During the reporting period, we continued to strengthen groundwater monitoring programs. We implemented periodic checks at service stations and other facilities with the aim of safeguarding water quality and preventing potential environmental impacts. These actions were carried out in coordination with competent authorities and in line with the company's environmental commitments.

Furthermore, we have made significant strides in water reuse and recycling at facilities where it is technically and environmentally viable, contributing to a reduction in freshwater consumption and more efficient use of the resource. These initiatives are part of a comprehensive water management strategy that seeks to minimize impacts, strengthen operational resilience, and promote responsible operations in the regions where the company operates.

To address the challenge of wastewater treatment in service stations with limited space, we have developed a compact and efficient solution that is distinct from traditional plant designs. These units include remote monitoring, are installed in containers, and employ a worm-based system that eliminates odors in Calera de Tango and Cabrero.

Furthermore, in 2025, we acquired seven new water rights.

Key Milestones 2025

- **Clean Production Agreement (CPA) on Water Efficiency for the Municipality of Lo Barnechea:** In 2025, we completed the implementation phase of this CPA, submitting the final report to the Agency for Sustainability and Climate Change. In 2026, the final audit process for certification will take place, validating the water efficiency measures adopted at the Lo Barnechea service stations and the educational communication campaign aimed at customers and neighbors.
- **New Construction Standard:** It was established as a corporate standard that all new service stations incorporate low-water-use landscaping (xeriscaping) from their original design. This strategic decision ensures that the expansion of our commercial network does not entail a proportional increase in water consumption for irrigation, decoupling our growth from the intensive use of water resources.
- **Special hydrogeological monitoring program in the Los Ríos Region:** Installation and monitoring of monitoring wells at three strategic service stations, with the aim of ensuring, through periodic laboratory analyses, that our fuel storage operations do not impact groundwater quality. This establishes a baseline for preventive environmental control that exceeds traditional standards.
- **Circularity in vehicle washing:** We have standardized the use of water recirculation systems in our automated car wash services. This technology allows us to recover, filter, and reuse up to 94% of the water used in each wash cycle, reducing the extraction of fresh water and the generation of industrial wastewater. A water-intensive service is transformed into a process with greater circularity of water resources.

Recycled Water Results

VOLUME OF RECYCLED WATER (M^3)

	2023	2024	2025
M^3 recycled	17,543	13,715	13,966
Monthly average (m^3)	1,462	1,143	1,164

United States

At Road Ranger, we focus on strict compliance with the Clean Water Act and local discharge regulations. We responsibly manage wastewater from restroom facilities at our travel centers. Sludge and liquid waste are treated and disposed of through authorized contractors, ensuring that no discharge exceeds the parameters permitted by the EPA (U.S. Environmental Protection Agency).

Paraguay

Our focus is on preventing contamination of surface and groundwater. All our service stations are equipped with oil-water separators (grease traps), which are monitored periodically. Effluents are managed in accordance with the requirements of the Ministry of the Environment and Sustainable Development (MADES), including the treatment of wastewater and operational liquid waste prior to final disposal, as established by applicable regulations.

7.1

Protecting the Environment

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› Protecting the Environment
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Circular Economy and Waste Management

Chile

In 2025, we developed our Circular Economy Strategy for 2026–2030. As part of this process, a comprehensive assessment concluded that our guidelines are closely aligned with the Chile Circular 2040 Roadmap. The management of this new phase will be supported by four key levers: servitization, ecosystem restoration, information technology, and renewable energy. To ensure efficient implementation, initiatives were prioritized using a multi-criteria matrix that weighed their technical feasibility, maturity, scalability, logistical risks, and potential social and environmental barriers.

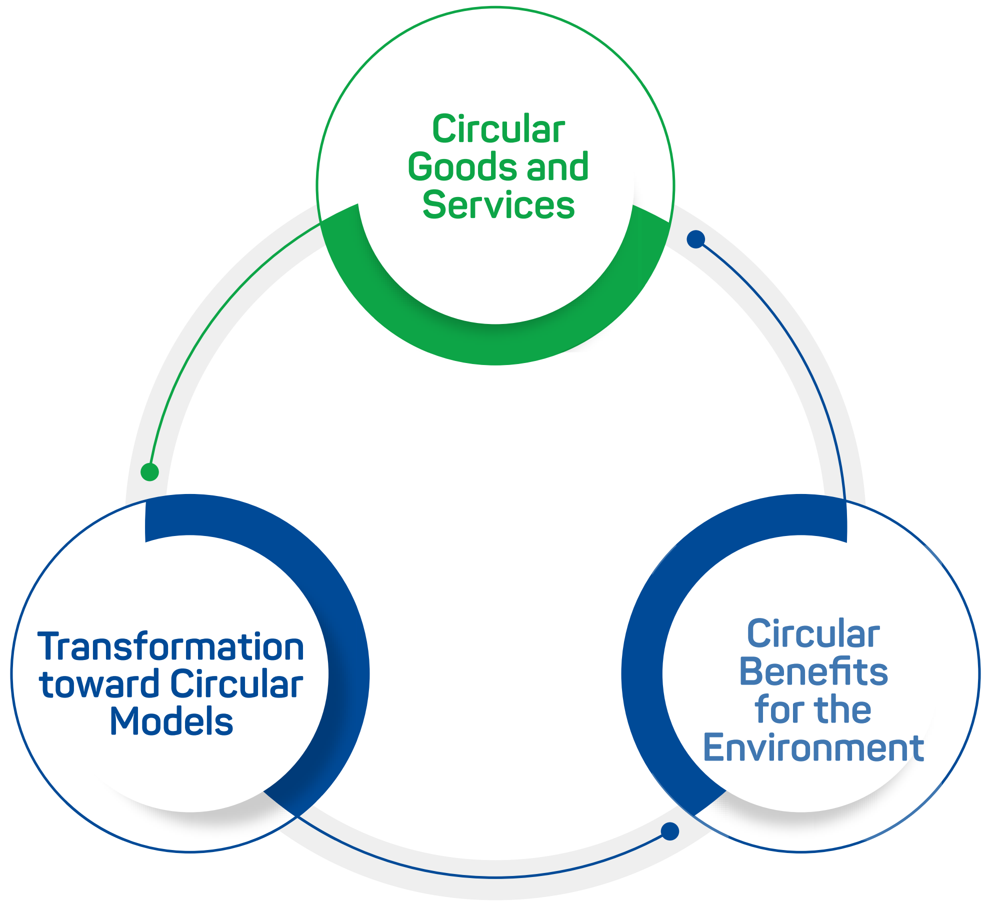
Additionally, at Enex we have a Comprehensive Waste Management Plan that establishes common guidelines for all our facilities. We extend this approach to our strategic partners, promoting proper management of priority waste such as tires, lubricants, and batteries within our network of contractors.

Although the volume of waste generated in our routine operations is relatively low—consisting mainly of household waste, wastewater sludge, oils, and packaging—we maintain strict control, particularly over hazardous waste from plant maintenance.

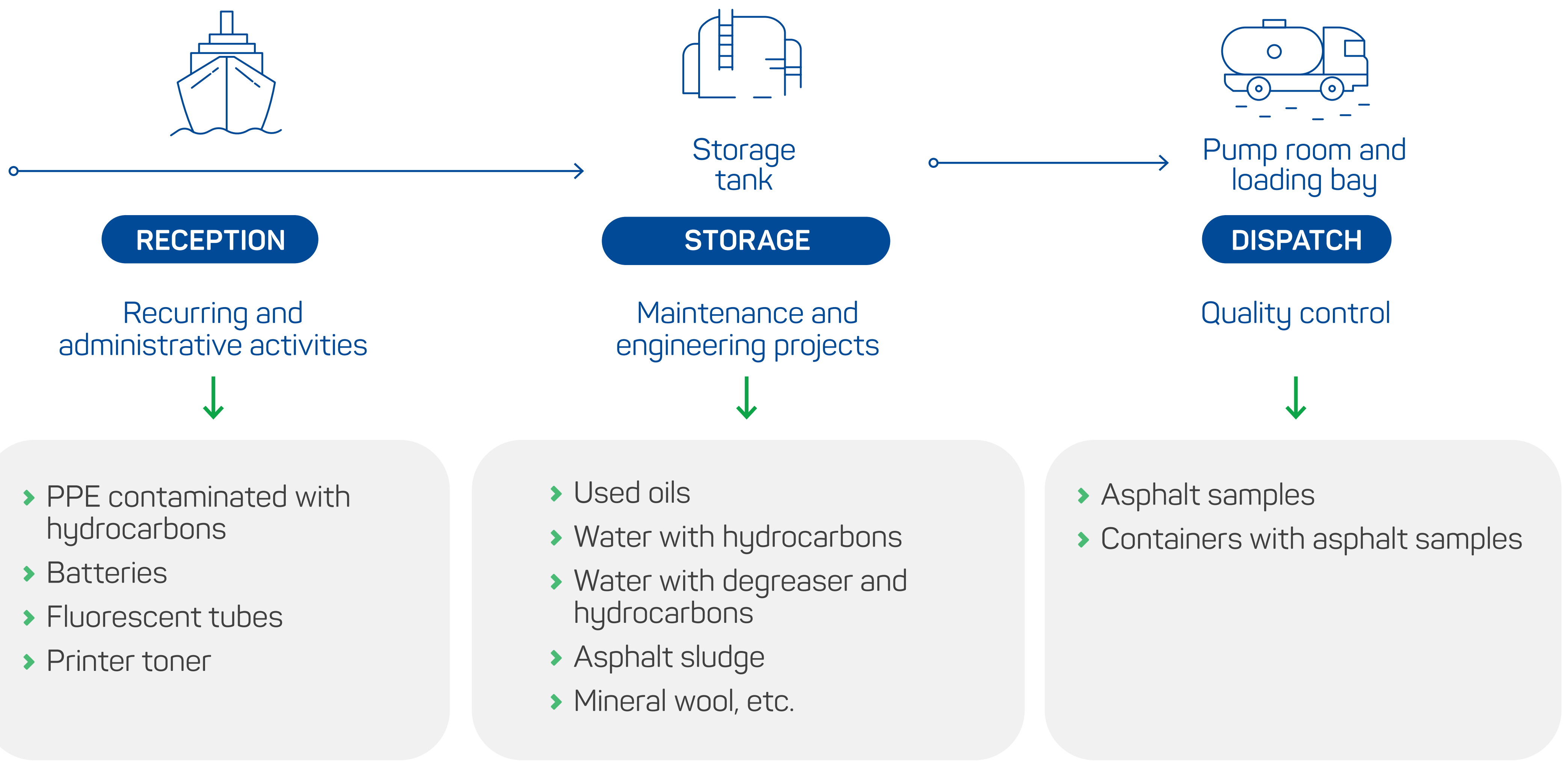
In 2025, our management in Chile focused on consolidating operations under the REP Law (Extended Producer Responsibility Law) and paving the way for future challenges in selective collection. In recent years, we have been establishing mechanisms to proactively comply with the obligations applicable to the priority products we market, actively participating in collective management systems:

- **Used Lubricants:** We continue to participate in the formation and implementation of the SIGALU collective management system. We work alongside other industry stakeholders, who represent nearly 90% of the market, to establish the logistical foundations that will enable us to meet the collection targets that will come into effect progressively starting in 2026.
- **Containers and Packaging:** We manage our obligations as priority producers by joining the leading collective systems: ProRep for industrial waste and ReSimple for household waste. We participate monthly in technical working groups and assemblies, collaborating to improve the sector's reporting and traceability processes.

ENEX CIRCULAR ECONOMY ROADMAP



WASTE GENERATED



7.1

Protecting the Environment

GRI 201-2| 302-1 | 302-3 | 302-4 | 304-1| 304-2 | 305-1 | 305-2 | 305-3 | 305-4 | 305-5 | 306-1 | 306-2 | 306-3 | 306-4 | 306-5 | 307-1
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Management of Significant Waste Impacts

Actions to prevent waste generation and manage its impacts

- **Comprehensive Waste Management Plan:** General guidelines for the proper management of waste at all Enex facilities.
- **Procurement Planning**: Strategy to minimize waste in the procurement of supplies.
- **Disposal of Vegetable Oils:** Contract with an authorized company for the recycling of used oil from stores, with over 50 tons recycled during the year.
- **#ElijoReciclar Seal:** Under the Eco-Labeling Clean Production Agreement (CPA), we have ensured that over 30% of our private-label products (such as upa! and Krynex) carry the #ElijoReciclar seal, facilitating responsible purchasing decisions and proper disposal by our consumers.
- **Partnership with GoodMeal:** Since 2022, we have partnered with GoodMeal, a social impact company that transforms food surpluses into opportunities. Through their app, we offer food in perfect condition at affordable prices. Through this partnership, we can convert food surpluses into revenue and prevent waste generation.
- **Contractor Waste Management:** Promotion of management indicators among transporters to monitor priority waste such as tires, used lubricants, batteries, filters, and contaminated solids, in accordance with the REP Law (Extended Producer Responsibility Law).
- **Shell Panolin:** High-performance biodegradable lubricants designed to protect machinery in extreme conditions, with the advantage of being easily biodegradable and having low ecotoxicity, minimizing environmental impact.
- **Shell Helix:** Synthetic lubricants with extended durability that allow for longer change intervals and, consequently, reduce waste. Additionally, they improve engine efficiency, helping to reduce fuel consumption and indirect CO_2 emissions.
- **Circularity in lubricants use:** Through services such as Shell LubeAnalyst and real-time monitoring, we safely extend equipment drain intervals, which directly reduces the generation of operational waste.

Processes to ensure proper waste management by third parties

- **Adherence to the ReSimple and ProREP collective management systems,** which have reporting and traceability systems in accordance with the REP Law (Extended Producer Responsibility Law). Leadership in the development of the future collective management system for used lubricating oils, SIGALU.

Waste monitoring and data collection

- **Hazardous Waste:** Mandatory reporting in the Hazardous Waste Reporting System (SIDREP) of the Ministry of the Environment and the Ministry of Health.
- **Non-Hazardous Waste:** Monthly reporting in the National Waste Declaration System (SINADER) for industrial waste, supplemented by internal records based on estimates for household waste.
- **Priority Wastes under the REP Law (Extended Producer Responsibility Law):** Declaration of volumes in accordance with the provisions of the legislation.

7.1
Protecting the Environment

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Waste Management Results

WASTE GENERATED (TONS)

Type of waste	Chile	
	Tons of hazardous waste	Tons of non-hazardous waste
Emulsion (water and hydrocarbon)	417	
Sewage sludge (WWTP)		337
Hydrocarbon-contaminated solids	242	
Metals	35	134
Used cooking oil		53
Plastic	49	
Empty additive drums	44	
Cardboard	7	21
Household waste		21
Laboratory waste	17	
Wooden pallets		4
Used lubricating oil	3	
Inks and toner	0,5	
Batteries	0,2	
Fluorescent tubes	0,1	
Paper		
Total	**815**	**570**

WASTE SENT FOR REUSE, RECYCLING OR TO A LANDFILL*

Type of waste	Chile	
	Hazardous waste (tons)	Non-hazardous waste (tons)
Disposal through reuse	44	4
Disposal through recycling	3	207
Disposal by incineration (with energy recovery)	49	
Disposal by final disposal	720	21
Other disposal methods		337
Total waste	**817**	**569**

*This waste is generated by Enex's operations and excludes waste generated by customers, such as the recycling of lubricating oil at mining sites.

IN-STORE FOOD RECOVERY (GOODMEAL)

Meal packs distributed (no. of transactions)	3,907
Kilograms of food rescued (kg)	9,768
Bag conversion rate	56%
New stores implementing GoodMeal	2
Active stores on GoodMeal	9
CO_2avoided (kg)	24,420 kg
Equivalent number of trees to absorb CO_2	1,162 trees
Flights around the world (CO_2 emissions)	2,4 times

United States

Our waste strategy focuses on the operational efficiency of travel centers and the proper disposal of commercial waste. Waste data for Road Ranger (U.S.) operations is not available by volume for the reporting period.

Paraguay

Waste generated from our regular operations is minimal and consists mainly of household waste.

As part of our programs, at the LEED-certified service station in Asunción, we collect cardboard, paper, plastic, aluminum, polyethylene, scrap metal, and other materials through Ecoretiro, an entity that manages and collects recyclable waste for companies and institutions. Its work is focused on ensuring the effective recovery of these materials through internal processes that involve grassroots recyclers from the company Soluciones Ecológicas.

In 2025, we took a key step in modernizing our administrative processes by developing a digital billing portal. This tool reduces our reliance on paper.

7.1

Protecting the Environment

GRI 201-2| 302-1 | 302-3 | 302-4 | 304-1| 304-2 | 305-1 | 305-2 | 305-3 | 305-4 | 305-5 | 306-1 | 306-2 | 306-3 | 306-4 | 306-5 | 307-1
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› Protecting the Environment
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Biodiversity and Local Ecosystems

While our activities are primarily focused on the distribution of fuels and lubricants, we understand that our presence can have environmental impacts that must be managed responsibly. At Enex, we recognize the importance of protecting biodiversity and preserving ecosystems in the areas where we operate. Therefore, we are committed to identifying, preventing, and mitigating any effects that could impact the flora, fauna, and natural resources near our operations through habitat, flora, and fauna studies, particularly in areas near wetlands.

Chile

We ensure that we develop our projects with a preventive environmental approach, which is why we keep the environmental classification of areas of interest up to date, such as Ramsar wetlands, urban wetlands, and other biodiversity areas that require additional measures for our projects and operational activities. To date, we have not detected any significant impacts on biodiversity as a result of our activities.

We adopt a preventive approach and carefully assess the environment before developing any project.

We identify and manage specific facilities located in areas of high biodiversity value. Currently, we have four sites of high biodiversity value in our country near our operations.

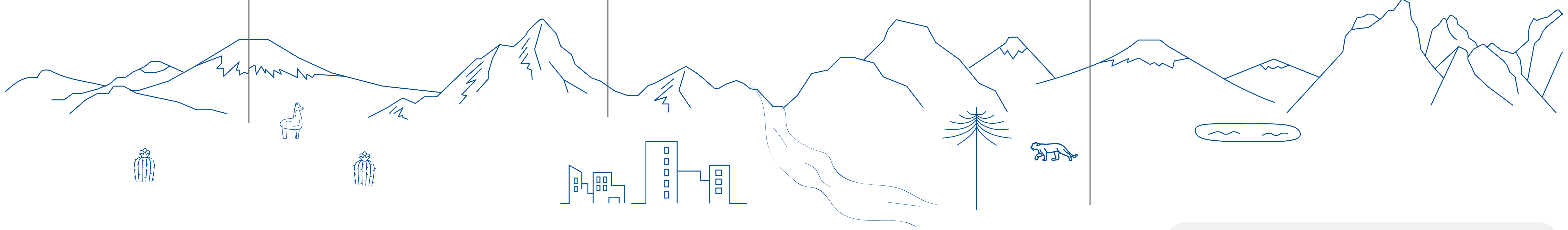
Map of protected areas near Enex's operations

Las Salinas de Huentelauquén Ramsar Wetland
Huentelauquén
Service stations
Pan-American Highway North, km 265 ½, Huentelauquén
0 meters

Los Maitenes-Campiche Urban Wetland,
Puchuncaví
Storage and distribution
Route F 170 (no number), Puchuncaví
280 meters

Angachilla Urban Wetland, Catrico Creek
Valdivia
Service station (under construction in 2025)
185 Nueva Región Poniente Ring Road, Valdivia
350 meters

Tres Puentes Urban Wetland,
Punta Arenas
Service stations
Av. Pdte. Carlos Ibáñez del Campo 05871, Punta Arenas
200 meters



Distance between the service station and the protected area
Location

United States

Our operations are located along interstate highways and in commercial areas, with minimal direct interaction with protected areas. We maintain double-walled storage tanks and conduct electronic leak monitoring to prevent soil and groundwater contamination, thereby indirectly protecting the biodiversity of surrounding ecosystems. In 2025, we did not operate facilities within federal protected areas or critical nature reserves.

7.2
Care for Communities

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Chile

We recognize the importance of creating value in the communities where we operate. Based on this, we implemented a Community Relations Policy in Chile that classifies operations according to their risk level: maintenance, intermediate, and active. Since its launch in 2022, we have conducted assessments at plants and service stations that allow us to identify specific risks, map environmental variables, and design action plans tailored to each local context.

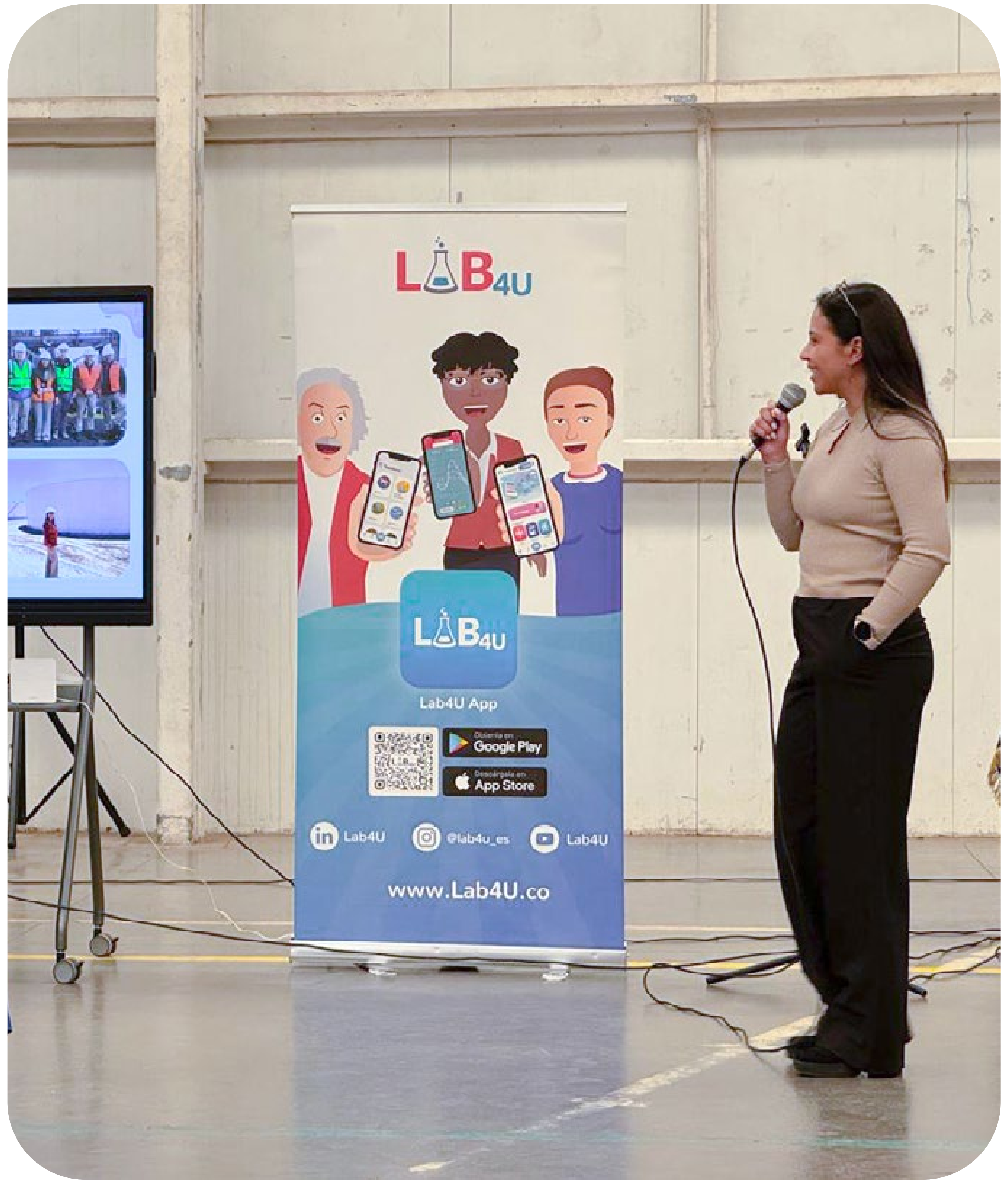
We maintain constant communication with our neighbors. Consequently, should our operations cause them any inconvenience, they contact the community relations department directly, which, after analyzing the situation, takes concrete action as appropriate.

We seek to develop initiatives aligned with the characteristics and needs of the regions where we operate, which are aimed at generating social value, strengthening local capacities, and contributing to community development, in line with Enex's sustainability strategy.

Areas of action defined in our social investment strategy:

- Energy
- Education
- Employment Development and Inclusion
- Local Development

In 2025, we conducted an assessment at the San José de la Mariquina service station, located in the town of Pon Pon, with the aim of deepening our understanding of the local environment. This process allowed us to identify residents and their main areas of interest, gather their perceptions regarding Shell Mariquina, and understand the dynamics of territorial engagement among companies operating in the area. Three indigenous communities were identified in the immediate area of influence: the Kümey Che indigenous community, the Pu Runge indigenous community, and the Antumapu indigenous community. The study's findings generally revealed positive perceptions, such as the view that the service station represents job opportunities, particularly for women, and that it provides useful services for residents' daily needs.



7.2
Care for Communities

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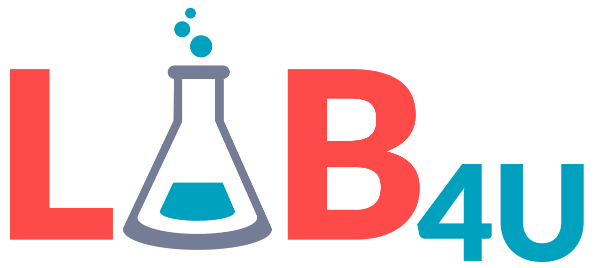
Community Engagement Projects

"Energy in Action" Program



At Enex, we understand that STEM subjects (Science, Technology, Engineering, and Mathematics) play a key role in preparing students for the future. In this context, in 2025 we formed a partnership with Lab4U to implement the "Energy in Action" program at La Greda School, located in the municipality of Puchuncaví, benefiting 150 students.

The program promotes learning based on curiosity, experimentation, and reflection, creating hands-on educational experiences that strengthen students' active role in their learning process. To implement the program, we conducted an initial training session for the principal and all science teachers, focusing on using the Lab4U app for hands-on lessons and interactive assessments. To support these activities, Enex donated 50 tablets to the school, which are already being used in classrooms as a digital lab. The program aims to increase students' knowledge and interest in STEM fields by using smartphone and tablet sensors as tools for experimentation, combining technology with resources so that educators can transform the way their students learn science.

In addition, the "STEM Experience: The Mystery of the Purple Cabbage" was held, a hands-on workshop that brought together students from seventh grade through 11th grade. The goal of this activity was to connect the scientific content of the school curriculum with real-world production processes in the energy industry. The workshop included an inspirational talk given by a representative from Enex, who shared her professional experience, explaining how science and technology are applied in the production and responsible use of energy, as well as the opportunities offered by training in these disciplines.

The implementation of this program represented an investment of UF 670, reflecting our commitment to strengthening science education in the regions where we operate. By 2026, we plan to continue and expand this initiative.

7.2

Care for Communities

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› Protecting the Environment

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Other Community Engagement Projects and Donations

- **Ronald McDonald Mobile Pediatric Unit:** Support for medical and dental care for children who have difficulty accessing these services in rural and vulnerable areas, in partnership with the Ronald McDonald Children's Foundation. As in previous years, we provided fuel and covered the cost of tolls. Additionally, this year we deployed a Mobile Dental Clinic at La Greda School and Campiche School, which allowed us to conduct a dental outreach program for children in third and fourth grade. Over two days, 133 children received dental cleaning, cavity treatment, and fluoride and sealant applications.
- **Donation to the School in Salamanca:** Provision of support and stimulation materials for children with autism spectrum disorder (ASD) at the Diaguitas Elementary School in Chalinga, in the town of Salamanca.
- **Partners of the Las Rosas Foundation:** This year, Enex continued its sponsorship of the Hogar Nuestra Señora del Rosario in Ventanas. The company contributed under a 1+1 collaborative model, a scheme that not only doubles the financial contribution but also multiplies internal commitment: every peso voluntarily donated by our employees is matched by the company, demonstrating that solidarity is a core value in our organizational culture. In addition, we once again participated in the "Pavo Fraterno" initiative, which brings together all the foundation's partner companies and to which we made a significant monetary contribution. We also continue to contribute through donations made by our customers at our upa! convenience stores. Another of our initiatives was the amount raised from customer change at upa! stores, which by 2025 totaled $280,785,600.
- **Puchuncaví Park:** Donation of native trees for the future park.
- **Entrelazados Project:** Enex signed an agreement with business groups, various NGOs, the Municipality of Huechuraba, and other local stakeholders to strengthen Huechuraba's social fabric. Enex participates in the Motor Group Council, which brings together contributing companies and is planning an educational drug prevention project for 2026 in schools, along with other activities dedicated to families. In 2025, there were two major events: the "Family Gathering" and "Recipes for Connection," which together brought together 361 people.

In 2025, our long-standing partnership with Fundación Las Rosas was honored with the Lifetime Achievement Award, recognizing 25 years of uninterrupted collaboration to facilitate fundraising through our upa! stores. The contributions Enex makes annually allow every purchase at upa! stores to become an opportunity for our customers to contribute to a breakfast for seniors.

SOCIAL INVESTMENT AMOUNTS

Social Investment Amounts in Our Communities at Enex Chile (millions CLP)	2023	2024	2025
Total social investment	**$99.8**	**$62.0**	**$310.2**
Beneficiary institutions	7	3	8

7.2

Care for Communities

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United States

Road Ranger reaffirms its commitment to the 55 communities where it operates by making donations that aim to positively impact local organizations. Each new store opens with an immediate donation, channeled through the Chamber of Commerce or the City Council, which connect the company with relevant nonprofit organizations. These contributions cover a wide variety of causes; we strive to distribute them and tailor them to the needs of each community.

St. Jude Children's Research Hospital

In 2025, our partnership with St. Jude Children's Research Hospital reached a historic milestone, achieving the highest volume of donations since the start of our alliance. Thanks to the commitment of our employees and the generosity of our customers, we contributed $216,188 to fund childhood cancer research and treatment.

This record result was driven by various fundraising initiatives, including:

- **Annual Golf Outing:** Our golf tournament established itself as the most successful event of the year, raising nearly US$100,000 in a single day.
- **"Pin-up" Campaign:** For four months, we sold charity stickers across our store network, allowing our customers to make direct donations and personalize their contributions, generating an additional $80,000 in proceeds.
- **Ongoing Contributions:** We maintained our commitment to donate a percentage of sales at every new travel center opening, as well as our recurring campaign to donate one cent per gallon on the first Wednesday of every month.

Appendix

Composition of the Highest Governance Body

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BOARD OF DIRECTORS

Name	Position	Years as a director	Occupation	Age	Nationality
Juan Carlos Jobet Eluchans	Chairman	0	Business Engineer	50	Chilean
Andrea Tokman Ramos	Director	5	Business Engineer	55	Chilean
Nicolás Luksic Puga	Director	14	Business Engineer	46	Chilean
Pablo Granifo Lavín	Director	14	Business Engineer	67	Chilean
Rodrigo Hinzpeter Kirberg	Director	4	Attorney	60	Chilean

New Hires and Staff Turnover

GRI | 401 – 1

		2024				2025			
Company	Gender	Total number of new hires	Hiring rate	Total number of departures	Turnover rate	Total number of new hires	New hire rate	Total number of departures	Turnover rate
Enex S.A. (Chile)	Men	102	21%	99	20%	137	26%	113	22%
	Women	45	19%	35	15%	57	23%	51	21%
	Total	**147**	**20%**	**134**	**18%**	**194**	**25%**	**164**	**21%**
Enex Investments (Chile)	Men	320	56%	312	55%	390	68%	377	66%
	Women	490	53%	490	53%	593	60%	506	51%
	Total	**810**	**54%**	**802**	**54%**	**983**	**63%**	**883**	**57%**
ESM (chile)	Men	158	30%	174	33%	140	26%	146	27%
	Women	21	55%	8	21%	22	50%	23	52%
	Total	**179**	**32%**	**182**	**33%**	**162**	**27%**	**169**	**29%**
Dicomac (Chile)	Men	0	0%	0	0%	3	33%	6	67%
	Women	3	10%	8	27%	5	17%	6	21%
	Total	**3**	**7%**	**8**	**19%**	**8**	**21%**	**12**	**32%**
Road Ranger	Men	1,004	226%	969	218%	964	203%	936	197%
	Women	1,303	208%	1,286	205%	1,187	198%	1,211	203%
	Total	**2,307**	**216%**	**2,255**	**211%**	**2,151**	**200%**	**2,147**	**200%**
Enex Paraguay	Men	50	19%	168	63%	66	28%	127	28%
	Women	112	28%	248	62%	114	33%	204	33%
	Total	**162**	**24%**	**416**	**63%**	**180**	**31%**	**331**	**58%**
Consolidated	Men	1,634	71%	1,722	75%	1,700	73%	1,705	73%
	Women	1,974	88%	2,075	92%	1,978	90%	2,001	91%
	Total	**3,608**	**79%**	**3,797**	**83%**	**3,678**	**81%**	**3,706**	**82%**

Appendix

Employee performance evaluations

GRI | 404-3

Company	Gender	2024 No. of employees evaluated	2024 % of total employees evaluated	2025 No. of employees evaluated	2025 % evaluated out of total employees
Enex S.A. (Chile)	Men	421	85%	434	83%
	Women	205	86%	224	92%
	Total	**626**	**85%**	**658**	**86%**
Enex Investments (Chile)	Men	394	69%	362	64%
	Women	643	70%	685	69%
	Total	**1,037**	**70%**	**1,047**	**67%**
ESM (chile)	Men	57	11%	52	10%
	Women	17	45%	14	32%
	Total	**74**	**13%**	**66**	**11%**
Dicomac (Chile)	Men	12	100%	9	100%
	Women	30	100%	25	87%
	Total	**42**	**100%**	**34**	**89%**
Road Ranger	Men	229	52%	189	38%
	Women	310	50%	310	48%
	Total	**539**	**50%**	**499**	**43%**
Enex Paraguay	Men	35	13%	35	17%
	Women	32	8%	32	10%
	Total	**67**	**10%**	**67**	**13%**
Consolidated	Men	1,148	50%	1,081	46.5%
	Women	1,237	55%	1,290	58.4%
	Total	**2,385**	**52%**	**2,371**	**52.2%**

Internal mobility and Internally Filled Vacancies (IFV) by staff

IP 16

Company	Gender	2024 IFV*	2024 Total Vacancies Filled by New Hires	2024 Total	2024 % IFV*	2025 IFV*	2025 Total Vacancies Filled by New Hires	2025 Total	2025 % IFV*
Enex S.A. (Chile)	Men	29	102	131	22%	42	137	179	23%
	Women	12	45	57	21%	36	57	93	39%
	Total	**41**	**147**	**188**	**22%**	**78**	**194**	**272**	**29%**
Enex Investments (Chile)	Men	9	311	320	3%	5	390	395	1%
	Women	13	477	490	3%	19	593	612	3%
	Total	**22**	**788**	**810**	**3%**	**24**	**983**	**1,007**	**2%**
ESM (chile)	Men	17	158	175	10%	14	140	154	9%
	Women	0	21	21	0%	0	22	22	0%
	Total	**17**	**179**	**196**	**9%**	**14**	**162**	**176**	**8%**
Dicomac (Chile)	Men	0	0	0	0%	0	3	0	0%
	Women	0	3	3	0%	1	5	6	17%
	Total	**0**	**3**	**3**	**0%**	**0**	**8**	**8**	**0%**
Road Ranger	Men	86	1,004	1,090	8%	96	964	1,060	9%
	Women	150	1,303	1,453	10%	158	1,187	1,345	12%
	Total	**236**	**2,307**	**2,543**	**9%**	**254**	**2,151**	**2,405**	**11%**
Enex Paraguay	Men	18	262	280	6%	6	66	72	8%
	Women	27	398	425	6%	12	114	126	10%
	Total	**45**	**660**	**705**	**6%**	**18**	**180**	**198**	**9%**
Consolidated	Men	159	1,837	1,996	8%	163	1,700	1,860	9%
	Women	202	2,247	2,449	8%	226	1,978	2,204	10%
	Total	**361**	**4,084**	**4,445**	**8%**	**388**	**3,678**	**4,066**	**10%**

Appendix

Average hours of training per year per employee

GRI 404-1

Company	Gender	Number of training hours	Number of employees trained	Average training hours
Enex S.A. (Chile)	Men	4,686	187	25,1
	Women	1,574	83	19
	Total	**6,260**	**270**	**23,2**
Enex Investments (Chile)	Men	18,836	570	33
	Women	32,628	988	33
	Total	**51,464**	**1,558**	**33**
ESM (chile)	Men	13,224	466	28,4
	Women	888	31	28,6
	Total	**14,112**	**497**	**28,4**
Dicomac (Chile)	Men	238	14	17
	Women	775	29	26,7
	Total	**1,013**	**43**	**23,6**
Road Ranger	Men	43,982	948	46
	Women	48,994	1,169	42
	Total	**92,976**	**2,117**	**44**
Enex Paraguay	Men	503	162	3,1
	Women	599	494	1,2
	Total	**1,102**	**656**	**1,7**
Consolidated	Men	81,469	2,347	34,7
	Women	85,458	2,794	30,5
	Total	**166,927**	**5,141**	**32,4**

Ratio of the company's starting salary to the legal minimum wage

GRI 202-1

	2024			2025		
Company	Company starting salary	National minimum wage	Ratio of company salary to national minimum wage	Company starting salary	National minimum wage	Ratio of company salary to national minimum wage
Enex S.A. ($)	677,000	500,000	135%	725,000	529,000	137%
Enex Investments ($)	637,500	500,000	128%	674,812	529,000	128%
ESM SpA ($)	767,669	500,000	154%	799,290	529,000	151%
Dicomac ($)	675,000	500,000	135%	711,250	529,000	134%
Enex Paraguay (₲)	2,798.309	2,798.309	107%	2,899.048	2,899.048	107%
Gabana S.A. (₲)	2,798.309	2,798.309	100%	2,899.048	2,899.048	100%

Appendix

Global Reporting Initiative Index

Code	Requirement	Chapter	Subchapter
i2-1	Organizational Details	About This Report and 1	About this Report and 1.2
2-2	Entities included in the organization's sustainability reports	About this Report	About this Report
2-3	Reporting period, frequency, and contact point	About this Report	About this Report
2-4	Restatement of Information	About this Report	About this Report
2-5	External verification	About this Report	About this Report
2-6	Activities, Value chain, and Other Business Relationships	1	1.3
2-7	Employees	5	5.1
2-9	Structure and Composition of the Government	3 and Appendix	3.1 and Appendix
2-10	Appointment and selection of the highest governing body	3	3.2
2-11	Chair of the highest governing body	3	3.2
2-12	Role of the highest governing body in overseeing impact management	2 and 3	2.1 and 3.1
2-13	Delegation of responsibility for impact management	2 and 3	3.3
2-14	Role of the highest governance body in the preparation of sustainability reports	About this Report and 3	About this Report and 3.1
2-15	Conflicts of interest (processes of the highest governance body)	3	3.2
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2-17	Collective awareness of the highest governance body (measures taken, courses, etc.)	3	3.2
2-18	Performance evaluation of the highest governing body	3	3.2
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2-20	Process for Determining Compensation (Board of Directors and Senior Executives)	3	3.3.
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Code	Requirement	Chapter	Subchapter
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3-1	Process for Identifying Material Issues of Materiality	2	2.2
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201-4	Financial assistance received from the government	1	1.6
202-1	Ratio of standard entry-level wage by gender to local minimum wage	5	5.3
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205-2	Communication and training on anti-corruption policies and procedures	3	3.6
205-3	Confirmed incidents of corruption and actions taken	3	3.6
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Appendix

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Code	Requirement	Chapter	Subchapter
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304-2	Significant impacts of activities, products, and services on biodiversity	7	7.1
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305-5	Reduction in GHG emissions	7	7.1
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Code	Requirement	Chapter	Subchapter
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403-5	Worker training on occupational health and safety	6	6.1
403-6	Worker Health Promotion	6	6.1
403-7	Prevention of Impacts Related to Business Relationships	5 and 6	5.7 and 6.1
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403-9	Work-Related Injuries	6	6.1
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404-2	Employee skills development programs and transition support programs	5	5.3 and 5.5
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Appendix

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Sustainability Report

2025

Design and Layout
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