



Inspiring a sustainable future

2022 SUSTAINABILITY REPORT



Inspiring a sustainable future

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INSPIRING A
SUSTAINABLE
FUTURE

cirion

Introduction

1.1. About this report

GRI Indicator: 2-3, 2-4

We are committed to sustainable growth and to the creation of a positive impact in our communities by aligning our purpose with our business objectives.

We developed this report in accordance with the Global Reporting Initiative (GRI) Standards.

This report covers the period from January 1 through December 31, 2022, and is published every year.



For queries, suggestions or more info, contact us at:
esg_group@ciriontechnologies.com

Date published: December 2023

1.2. Message from the CEO

GRI Indicator: 2-22



Dear Cirion Technologies (Cirion) customers, partners and employees: Throughout our history as a leading digital infrastructure and technology provider we have been continuously driving diverse environmental, social and corporate governance (ESG) initiatives. I am pleased to share with the community the inaugural 2022 sustainability report as Cirion, a recently established standalone company.

Cirion was formed after [Stonepeak and its partners acquired the Latin American operations of Lumen Technologies on August 1, 2022](#). Throughout our long corporate history as a pan-regional operator with a local presence and operations in twenty countries, we have always focused on providing digital infrastructure across Latin America and ensuring our customers receive access to high quality products and services. We recognize the importance of our role as community members and are committed to ensuring that our impact benefits our key stakeholders at Cirion.

ESG is an integral part of our business, and we continue to be focused on our ESG agenda as a standalone company. As we continue to grow, enhancing the sustainability of our operations, upholding ethics

and working with integrity, fostering a diverse and inclusive workplace environment and giving back to our communities is key to our long-term success. Our 2022 sustainability report highlights our ESG goals and our commitment towards these goals.

We remain focused on environmental sustainability and aim to improve energy efficiency and renewable energy usage where commercially feasible for our customers and community. We have implemented several environmental solutions at Cirion, including incorporating green technologies to increase the sustainability of our cooling systems and promoting more efficient energy consumption, adopting waste management practices, and seeking energy-efficient alternatives to help reduce our overall carbon footprint.

Our employees are critical to our success and our ability to deliver consistent, leading customer experience. We are focused on supporting our employees at all levels and ensuring their professional and personal growth are recognized and celebrated.

Given we have an extensive presence across multiple regions, we strive to maintain a diverse and inclusive

culture that fosters a sense of belonging and collaboration. We firmly believe in co-creative processes and have several personal development and professional training programs to attract and retain the best talent from all backgrounds. Our commitments extend beyond our company as we support volunteers and have several collaboration initiatives with non-profit organizations across Latin America to assist our local underserved communities and help drive change for future generations to come.

In an ecosystem that increasingly calls for connectivity services, cutting-edge solutions, and secure storage resources, we are excited to continue executing our ESG strategy to generate long-term value for our customers, shareholders, employees, and communities where we live and operate. I take great pride in the initiatives we have put in place to promote diversity and inclusion within our workforce and to reduce our environmental impact. Together, we are realizing our vision of promoting the progress of Latin America through technology.

Facundo Castro
CEO Cirion

INSPIRING A
SUSTAINABLE
FUTURE



We inspire sustainable development

"At Cirion, we are committed to promoting sustainable growth and to the creation of a positive impact in our communications by aligning our purpose with our Sustainable Development Objectives".

Emilio Madero | EVP, MARKETING & SALES OPERATIONS



2.1. About Cirion Technologies

GRI Indicator: 2-1, 2-6, 2-12



[Cirion Technologies](#) is a leading digital infrastructure and technology provider in Latin America. With over 30+ years of corporate history, our unique platform offers a comprehensive offering of fiber networks, connectivity, colocation, cloud infrastructure, and communication/collaboration solutions. Cirion provides a differentiated multi-country, multi-product deployment solution and critical backbone connectivity infrastructure in the region to a long-tenured customer base of over 5,500 customers.

We own and operate one of the most extensive fiber networks in Latin America comprised of ~88,000 km fiber (~21,000 km metro, ~31,000 km long-haul, and ~36,000 km subsea), including a comprehensive subsea network with ~36,000 km subsea fiber and 18

landing stations (of which 14 are owned) supporting five global subsea systems.

Additionally, we operate one of the region's most interconnected data center carrier-neutral platforms, comprising 18 owned data center platforms. With a presence in more than 20 countries, our platform plays a critical role in the technological expansion in Latin America and in assisting our clients through their digital transformation journey.

On August 1, 2022, Stonepeak and its partners, including [AustralianSuper](#), announced its acquisition of the Latin American operations of Lumen Technologies, which has since been rebranded as Cirion Technologies.

[Stonepeak](#) is a leading alternative investment firm specializing in infrastructure and real assets, with more than \$58 billion in assets under management and an extensive portfolio of communications and digital infrastructure investments globally. AustralianSuper is Australia's largest pension fund, managing over \$165 billion in assets.

This acquisition marks the beginning of a new chapter for Cirion, providing us with greater flexibility and access to capital to expand our operations and strategic alliances in the region. This partnership allows Cirion to maintain and enhance its leading position in Latin America while remaining at the forefront of its constantly evolving technological environment.

2.1. About Cirion Technologies

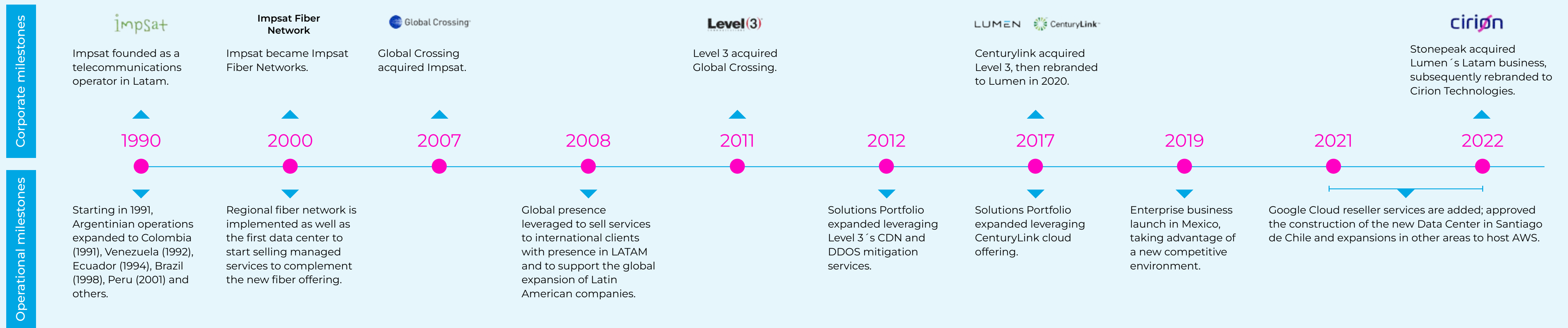
2.1.1. Our history

Cirion Technologies' origins date over 30 years, with the formation of Impsat in 1990, a Latin American telecommunications carrier with operations primarily in Argentina. Impsat later expanded to Colombia (1991), Venezuela (1992), Ecuador (1994), and Brazil

(1998) before being renamed to Impsat Fiber Networks in 2000. Impsat Fiber Networks deployed a regional fiber optic network and started selling data centers and managed services to complement its fiber connectivity offering. **The chart below details**

the key milestones in our corporate growth and transformation from our origins as a predominantly fiber-based business to a multi-product, cross-country communications infrastructure provider in the region.

Our company evolution



2.1. About Cirion Technologies

2.1.2. Our operations



GRI Indicator: 2-1

Cirion is headquartered in Miami, USA, with operations in multiple locations across Latin America, including Argentina, Brazil, Chile, Colombia, Costa Rica, Ecuador, Mexico, Panama, Peru, Uruguay, and Venezuela. Additionally, through our business partnerships, we also provide services to customers located in the Bahamas, Belize, Bermuda,

Bolivia, El Salvador, Guatemala, Honduras, Nicaragua, Paraguay, Puerto Rico, the Dominican Republic, Trinidad and Tobago and the U.S. Virgin Islands. **Cirion connects more than 350 cities in the American continent and provides services to more than 5,500 customers.**

Indicador GRI 2-2 entities included in the sustainability report presentation

CIRION ST. CROIX, INC.	801 Brickell Avenue, Suite 2400, Miami-Florida, 33131
CIRION TECHNOLOGIES ARGENTINA S.A.	Alférez Pareja 256, Buenos Aires
CIRION TECHNOLOGIES ARGENTINA S.A., SUCURSAL URUGUAY	Juncal,1392 – Montevideo
CIRION TECHNOLOGIES CHILE S.A.	Av. Kennedy 5735 oficina 802 Edificio Marriott Torre Poniente, Los Condes, Santiago de Chile
CIRION TECHNOLOGIES COLOMBIA S.A.S.	Calle 185 No. 45-03 CC Santafé, Torre Empresarial, Oficinas 401 y 501. Bogotá, Colombia
CIRION TECHNOLOGIES COSTA RICA S.R.L.	Provincia de San José, Cantón Escazú, distrito Guachipelin de la entrada a desnivel de Multiplaza 800 mts norte VMG Business Center, Oficina 13
CIRION TECHNOLOGIES DO BRAZIL LTDA.	Av. Eid Mansur, 666, Parque São George, Cotia (SP).
CIRION TECHNOLOGIES ECUADOR S.A.	Calle Juan Diaz Nro. 37-111, Urbanización Iñaquito, Alto Quito, Ecuador
CIRION TECHNOLOGIES MEXICO, S. DE R.L.	Lago Zürich Nro. 96, Col. Ampliación Granada, Miguel Hidalgo, México DF.
CIRION TECHNOLOGIES PANAMA INC.	Avenida Arnulfo Arias y Calle Ramón Levy Balboa, Edificio Nro. 851. Panamá City, Panamá.
CIRION TECHNOLOGIES PERU S.A.	Avenida Manuel Olguin 395, Urb. Los Granados, Santiago de Surco, Lima, Perú.
CIRION TECHNOLOGIES S.A.	Calle 7, Zona 1, Manzana B-2 Sector Sur, Edificio Impsat, La Urbina, Caracas, Venezuela.
CIRION TECHNOLOGIES SOLUTIONS, LLC	801 Brickell Avenue, Suite 2400, Miami-Florida, 33131
CIRION TECHNOLOGIES SOLUTIONS, LLC. (PUERTO RICO)	801 Brickell Avenue, Suite 2400, Miami-Florida, 33131
CIRION TECHNOLOGIES, LTD.	Century House, 16 Par-la-Ville Road. Hamilton, Bermuda, HM08. Bermuda
STONEPEAK PATAGONIA HOLDINGS LLC	550 West 34th Street, 48th Floor, New York, NY, 10001

2.1. About Cirion Technologies

2.1.3. Our fiber network

GRI Indicator: 2-1



Cirion is part of one of the largest and most connected Internet networks worldwide, managing an extensive fiber network of **~88,000 km of fiber, comprising ~21,000 km of metro, ~31,000 km of long-haul, and ~36,000 km of subsea cables, as well as 18 cable landing stations** (of which 14 are owned), across 12 Latin American countries. Combined with our five critical subsea systems South American Crossing (SAC), Mid-Atlantic Crossing (MAC), Pan-American Crossing (PAC), Cook's Crossing (CC), Trans- Andean Crossing (TAC), our network infrastructure

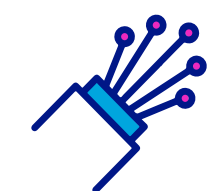
provides critical end-to-end connectivity within key regions of Latin America as well as to and from the United States.

Interconnected with the leading cloud service global providers, Cirion's network is supported by a scalable, robust, and redundant infrastructure. This enables Cirion to meet ever-changing customer demands while ensuring performance and security so companies can offer their customers unique and reliable experiences.



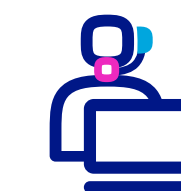
TERRESTRIAL NETWORK

~21,000 km METRO NETWORKS	~11,800 ON NET BUILDINGS	~20 Tb/s INTERNET TRAFFIC	+30 INTERNET PEERING AGREEMENTS	290 AVERAGE STRANDS PER ROUTE KM	~3,000 ON NET RADIO LINKS
+13 Tb/s CDN CAPACITY	~27 Tb/s PEERING CAPACITY	~31,000 km LONG HAUL NETWORKS	+4,900 DATA CENTER CROSS CONNECTS	~ 4,300 ON NET SATELLITE LINKS	



SUBSEA NETWORK

~36,000 km SUBSEA NETWORK	109 Tb/s TOTAL CAPACITY	18 LANDINGS STATIONS	5 subsea systems (SAC, MAC, PAC, CC, TAC)
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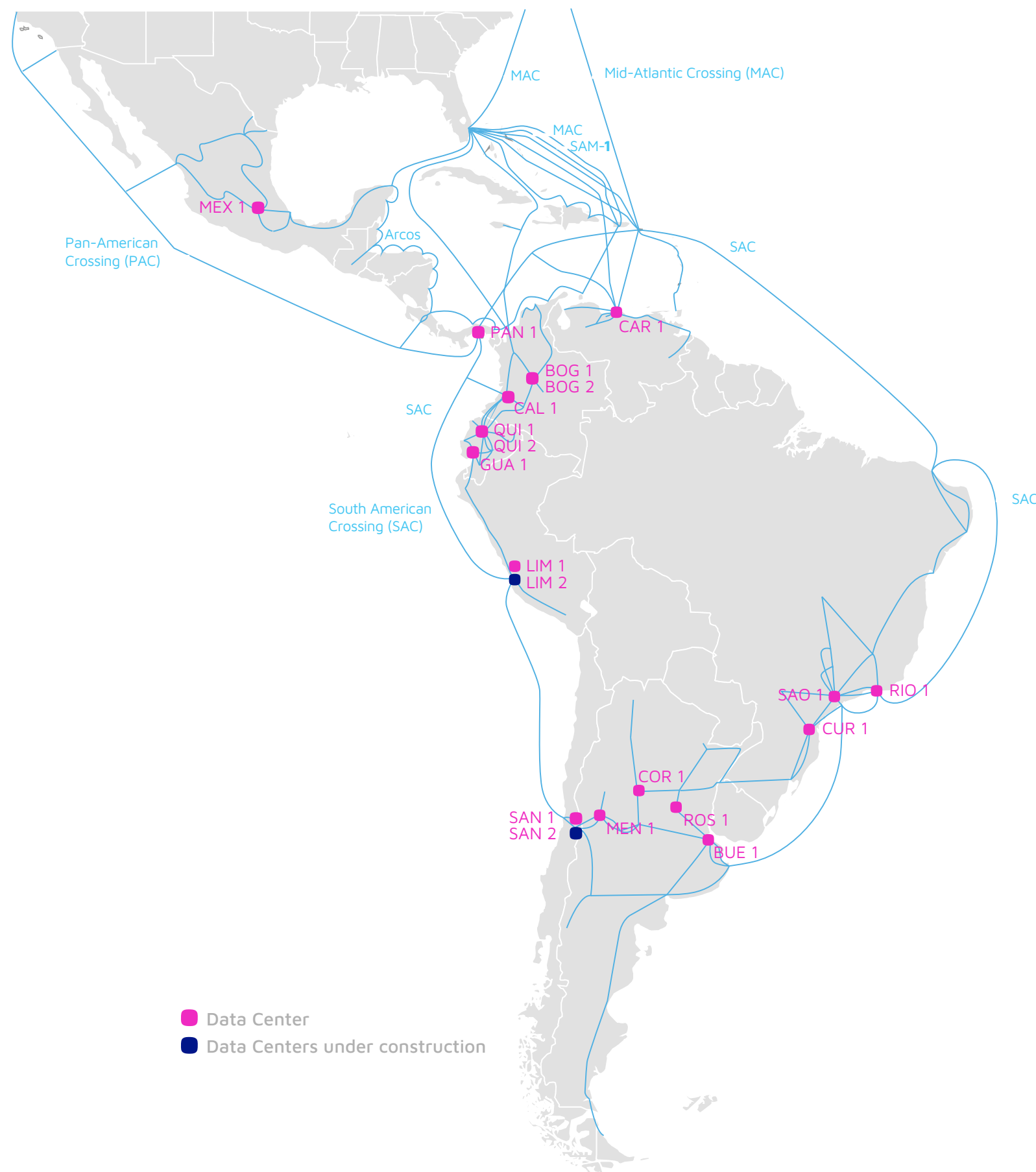
SPECIALIZED SUPPORT

24x7x365 in Spanish, Portuguese and English
NETWORK OPERATIONS CONNECTED IN LATAM

2.1. About Cirion Technologies

2.1.4. Our data center network

GRI Indicator: 2-1



Through **18 owned carrier-neutral data centers** strategically located in Latin America, Cirion **provides various storage and processing solutions** that enable customers to deploy their full potential in today's digital world. Cirion's leading platform tackles everything from large volumes of data analytics and content distribution to the development of new business applications. This is also true in a private cloud environment, where security

and control are paramount and in the public cloud arena, where scalability and accessibility are of the essence. Cirion's diverse connectivity options, in tandem with geographic proximity to end users, positions the company as a strategic partner in addressing the needs of our hyperscaler, carrier, and enterprise customers.



OUR DATA CENTERS

18

CARRIER-NEUTRAL DATA CENTERS

7

KEY OPERATING MARKETS

+4,900

CROSS CONNECTS

94

CARRIERS



24x7x365

SPECIALIZED SUPPORT



SOC

SECURITY OPERATIONS CENTER



DOC

INFRASTRUCTURE OPERATIONS CENTER



2.1. About Cirion Technologies

2.1.5. Certifications



- ISO 27001:2013
- ISO 20000-1:2011
- ISO/IEC 27017:2015/ISO/IEC 27018:2019
- ISO 22301:2019
- ISO 14001:2015
- ISO 9001:2015
- ISO 45001:2018

- OHSAS 18001:2007

- Silver Datacenter
- Silver Hosting
- Gold Azure Expert MSP

- In Hosting Operations
- In SAP HANA Operations
- In Cloud and Infrastructure Operations

- Gold Partner

2.1. About Cirion Technologies

2.1.6. Data center certifications



BUEI
BUENOS AIRES, ARGENTINA

- ISO 9001
- ISO 20000-1
- ISO 27001
- ISO 27017
- ISO 27018
- ISAE3402 SOC 1
- PCI-DSS
- ISO 14001
- ISO 45001



SAOI
COTIA, BRAZIL

- ISO 9001
- ISO 20000-1
- ISO 27001
- ISO 27017
- ISO 27018
- ISO 22301
- ISAE3402 SOC 1
- ISAE3402 SOC 2
- ISAE3402 SOC 3
- PCI-DSS
- Tier III Design Documents
- Tier III Constructed Facility
- ISO 14001
- ISO 45001



CURI
CURITIBA, BRAZIL

- ISO 9001
- ISO 20000-1
- ISO 27001
- ISAE3402 SOC 1
- PCI-DSS



RIOI
RIO DE JANEIRO, BRAZIL

- ISO 9001
- ISO 20000-1
- ISO 27001
- ISO 27017
- ISO 27018
- ISAE3402 SOC 1
- PCI-DSS
- Tier III Design Documents



SANI
SANTIAGO, CHILE

- ISO 9001
- ISO 27001
- ISO 27017
- ISO 27018
- ISAE3402 SOC 1
- PCI-DSS
- ISO 14001
- ISO 45001

2.1. About Cirion Technologies

2.1.6. Data center certifications



BOG1
BOGOTA (SUBA), COLOMBIA

- ISO 9001
- ISO 27001
- PCI-DSS



BOG2
BOGOTA (XV), COLOMBIA

- ISO 9001
- ISO 27001
- ISO 27017
- ISO 27018,
- ISAE3402 SOC 1
- ISAE3402 SOC 2
- ISAE3402 SOC 3
- PCI-DSS
- Tier III Design Documents
- Tier III Constructed Facility



CAL1
CALI, COLOMBIA

- ISO 9001
- ISO 27001
- ISAE3402 SOC 1
- ISAE3402 SOC 2
- ISAE3402 SOC 3
- PCI-DSS



CAR1
CARCELEN, ECUADOR

- ISO 9001
- ISO 27001
- ISAE3402 SOC 1
- PCI-DSS
- Tier III Design Documents
- ISO 14001
- ISO 45001



LIM1
LIMA, PERU

- ISO 9001
- ISO 27001
- ISO 27017
- ISO 27018
- ISAE3402 SOC 1
- ISAE3402 SOC 2
- ISAE3402 SOC 3
- PCI-DSS
- Tier III Design Documents
- ISO 14001
- ISO 45001

2.1. About Cirion Technologies

2.1.7. Our business model

As a leading digital infrastructure and technology provider, Cirion aims to drive business development through a robust managed solutions ecosystem of fiber network, connectivity, colocation, cloud infrastructure, and communication and

collaboration tools. Synergies among solution verticals provide the necessary environment to unleash the technological potential of organizations and offer a fast and secure platform to support next-generation data and applications.



Scalable Networks and Content

Cirion owns an **extensive, intelligent and modern connectivity network**, made up of critical backbone infrastructure with high bandwidth for data, applications and content distribution. Designed according to the most demanding quality standards, this network dynamically adjusts to market demands in real time and allows companies to offer unique and reliable experiences for their customers.

Network services

- Internet
- MPLS/IP VPN
- SD-WAN Seguro
- SASE
- Cloud Connect
- Ethernet
- Wavelength
- Dark Fiber
- Satellite

Content distribution

- CDN
- Video transmission



Data Center & Hybrid Cloud

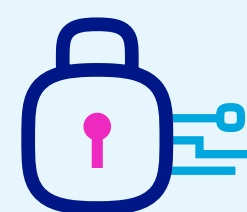
Our Data Center network was designed to **provide accessible information computing and storage capacity with ultra-low latency** to implement next-generation technologies and applications. By connecting to the main public clouds and data centers (public and private) around the world, Cirion maximizes the performance and flexibility of emerging applications and technologies that increasingly define the digital landscape.

Cloud services

- Dynamic enterprise computing
- Private cloud
- Cloud analytics
- Bare metal cloud

Data Center

- Hosting
- Storage & back up
- Colocation
- Cross connect



Integrated Security

Cirion's security solutions cover a broad spectrum, from early threat detection to real-time risk mitigation. **Constant monitoring, vulnerability identification and agile incident response ensure that customers' digital environments are protected against growing and diverse threats.**

Using its powerful combination of vast network assets, Cirion's visibility into the threat landscape is vast. This insight is transformed into highly reliable threat intelligence, providing businesses with early warning of high-velocity threats.

Security services

- DDOS mitigation and network protection
- On premise security
- Event correlation
- Cloud WAAP



Voice & Collaboration

Cirion offers modern and easy-to-deploy voice and collaboration solutions, **designed to boost productivity, encourage interaction and increase participation of work teams.**

By leveraging these innovative capabilities, businesses can quickly adapt to work demands while optimizing their applications.

Voice services

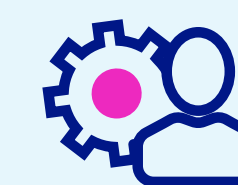
- Sip voice
- PSTN replacement
- Toll-free
- International local inbound
- Managed SBC

Collaboration

- Hybrid Cloud UC
- Microsoft Teams
- Zoom Meetings & Phone
- Avaya IP Office Cloud
- Cisco Webex Meetings

Contact Center & CX

- Cloud Contact Center



Managed Services

From WAN optimization to database management and smart solutions, we provide you with the necessary tools to take your business to the next level of excellence.

With this support, **technology merges with operational excellence to create a pathway to sustainable success and continued growth.**

- Application Management
- Data Base Management
- Operating System Management
- Managed Digital Solutions
- Managed Bandwidth
- Link Load Balancing
- WAN Optimization
- Managed Wifi | Wifi Analytics
- Smart Solutions
- Managed UC&C

2.1. About Cirion Technologies

2.1.8. Awards and rankings



2021 | Ranked #1 Critical Capabilities Report for Network Services, Global for LATAM use case

2022 | Latin America Enterprise Services Company of the Year

2022 | Competitive Strategy Leadership Award

2021 | Company of the Year LATAM for Collaboration Services Industry

2020 | 2019 | 2018 | 2016 Latin America Enterprise Services Provider Company of the Year

2020 | Unified Communications as a Service Innovation Excellence in Latin America and the Caribbean

2015 | 2013 Best Latin American Wholesale Carrier

2018 | 705th in the Ranking of the 1000 Largest Sales Companies in Brazil

2018 | 586th of the 1000 Largest Companies in Brazil and Champions in 25 Sectors and 5 Regions

2020 | 2018 Partner of the Year in Americas

2.2. Our key stakeholders

GRI Indicator: 2-29

To successfully meet our business objectives, we must maintain strong relationships with our key stakeholders, which include our customers, investors, employees, and peers.

In this inaugural Sustainability Report, Cirion seeks to address the material sustainability topics and views of all our stakeholders. As a stakeholder, your opinions are taken into account in our action and improvement plans, thereby carrying out the relevant controls regarding management, achievements, and the review of ESG practices goals.

We service a diversified, long-tenured, blue-chip customer base of over 5,500 customers across numerous industries who require access to reliable communication services.

We must thoroughly understand the end-use cases and the evolving demand of our customers to ensure that we can continue providing high-quality, reliable products and services.

Our organization includes a highly experienced, localized salesforce focused on building deep customer relationships and continually seeking to improve the customer experience. **Our dedicated team evaluates the best approach to enhance customer experiences, relevant processes, and frequent, transparent, and informative communication with our employees.**

We drive a digital culture to enable customers to quickly configure, order, and deploy our services through a fully digital, self-service toolkit. **We leverage our relationships to innovate alongside a comprehensive group of strategic partners to create solutions uniquely tailored to our customer's IT and business requirements.**



2.2. Our groups of interest

2.2.1. Our customers

At Cirion, we operate in a customer-centric environment aimed at understanding, serving, and satisfying the changing needs of our customers. **We assist over 5,500 local and multinational customers**, including enterprises, government agencies, cloud service providers, carriers, ISPs, and other leading businesses. **Through our customer-centric philosophy, we have developed and maintained trusted and long-tenured relationships** with our

customers based on three key principles:

- Listen and give answers
- Keep our promises
- Making things easier

Our Customer Experience department manages two types of customer surveys aimed at ensuring we are continually improving the customer experience:

- Transactional: carried out when a transaction is

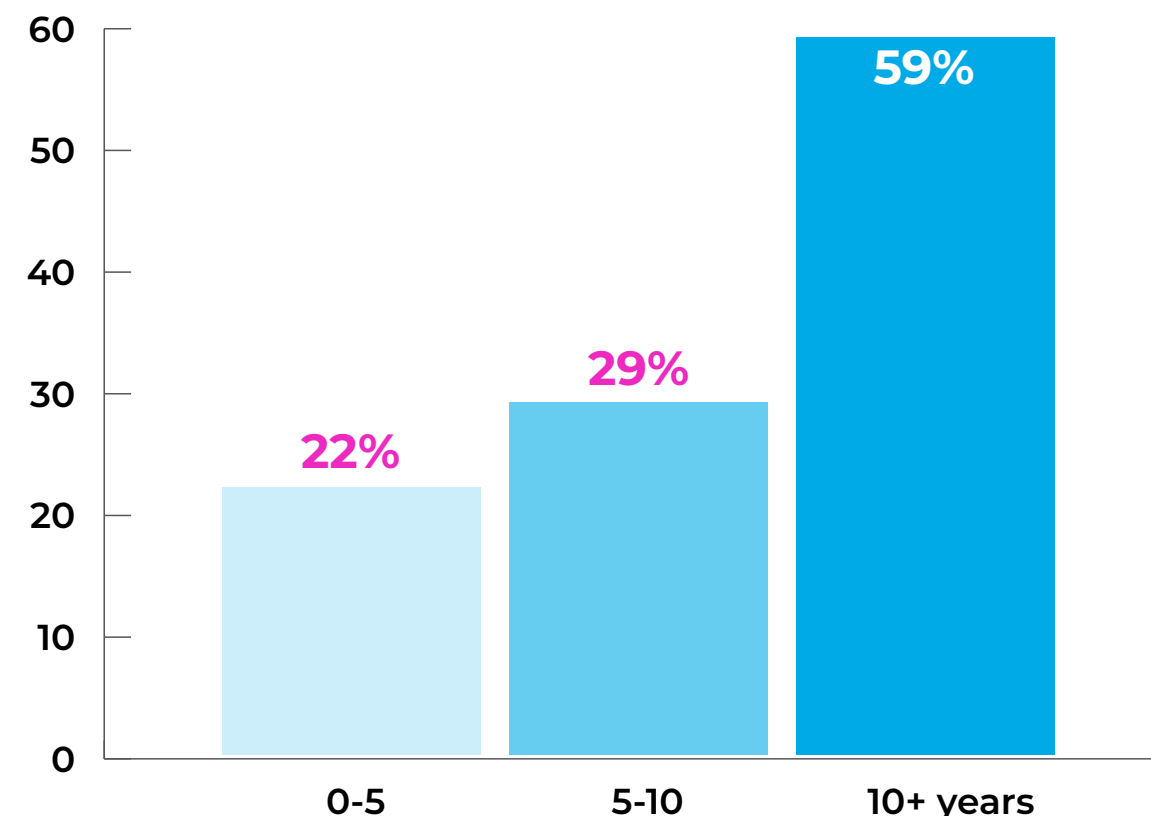
completed, aimed at evaluating each key stage of the customer journey, including delivery, use, and billing.

- Relationship: carried out exclusively with each customer's decision-maker twice a year.

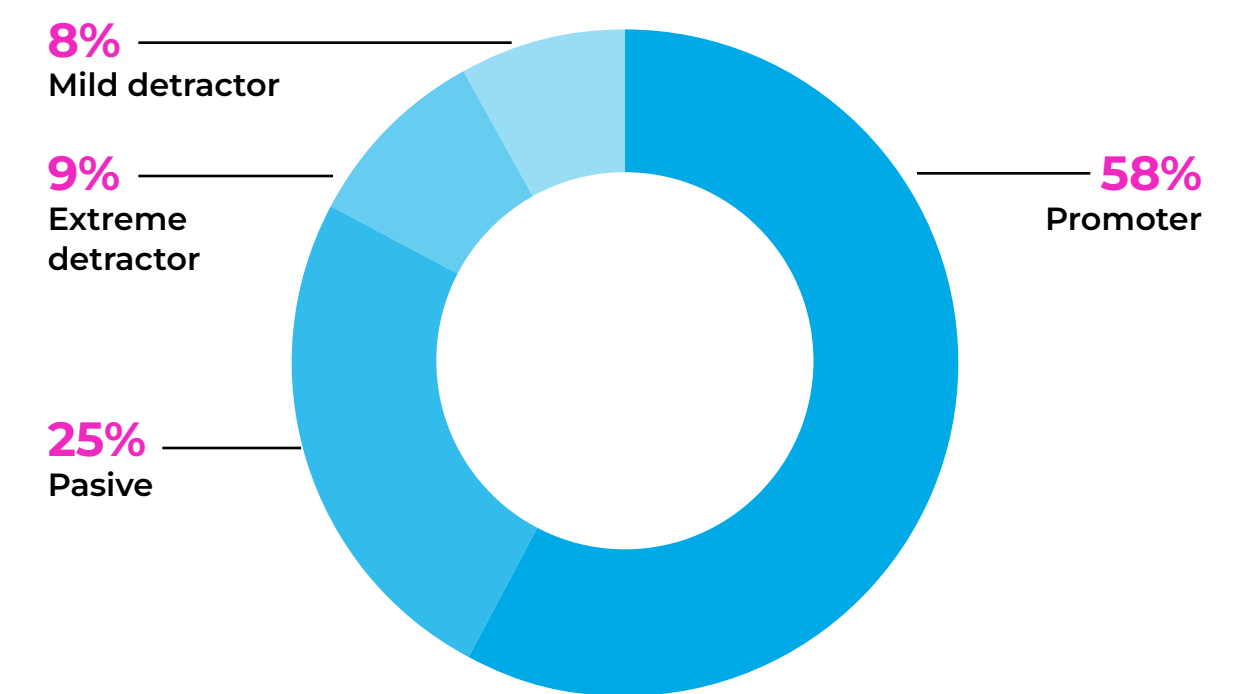
The Net Promoter Score (NPS) is the leading indicator of customer satisfaction and is used across both types of surveys. We have consistently maintained an above industry average NPS.



REVENUE PERCENTAGE BASED ON CUSTOMER TENURE



TYPE OF CUSTOMERS BASED ON 2022 RELATIONSHIP SURVEYS



* Results based on a sample of 1500 customer responses.

2.2. Our groups of interest

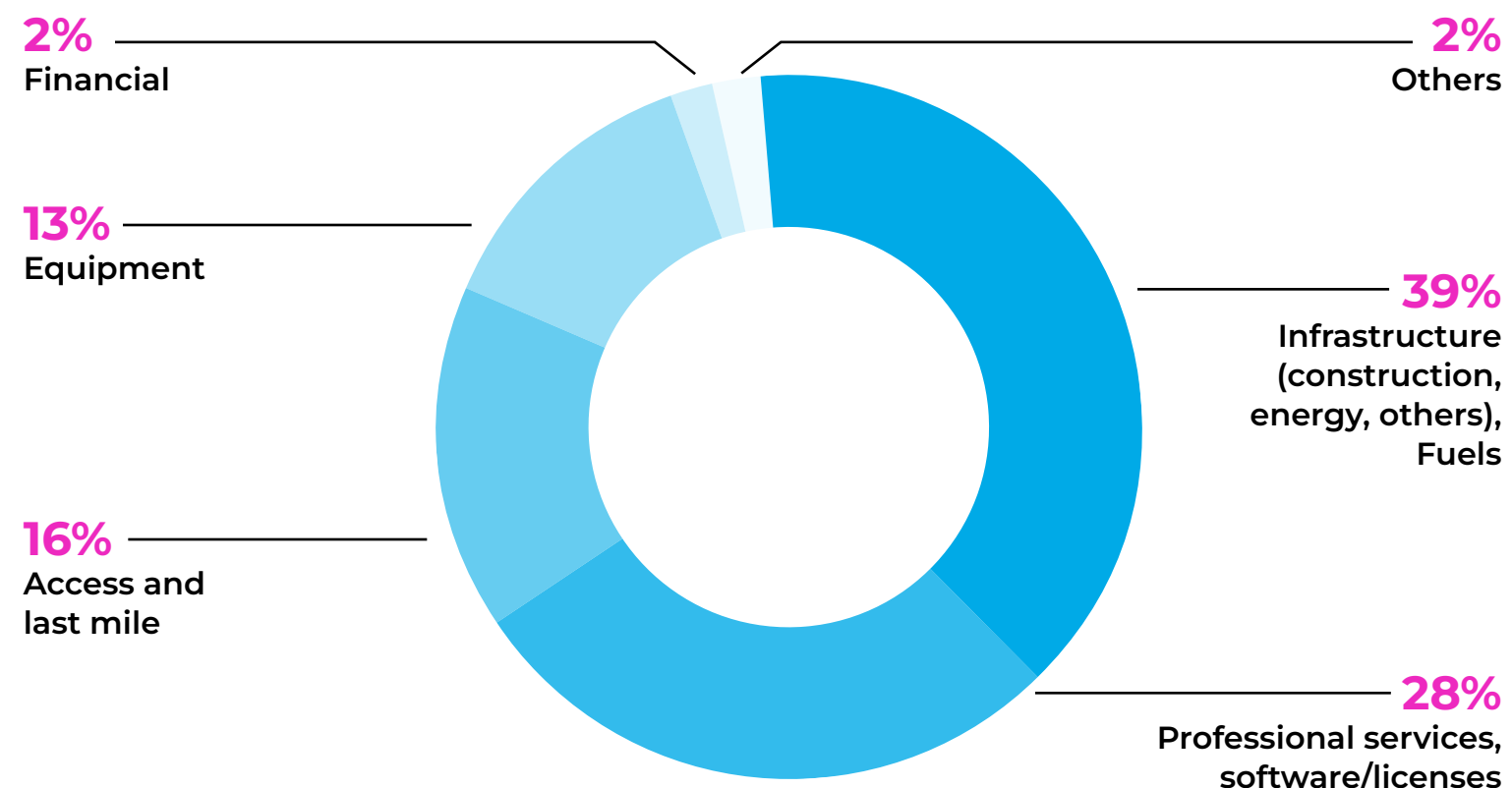
2.2.2. Our value chain

GRI Indicator: 2-6

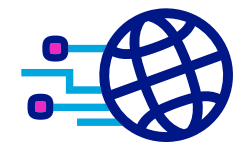
Cirion has long-standing relationships with its supplier base of over 2,100 suppliers, from equipment manufacturers to material providers.

Cirion maintains a robust process for supplier selection, including detailed background checks and review of certifications. Strategic alliances developed throughout time with our partners are an essential part of Cirion's solution ecosystem, and together, we have reached high-quality standards of creative and customized solutions.

Provider type



Alliance ecosystem



Scalable Networks and Content



Data Center & Hybrid Cloud



Integrated Security



Voice & Collaboration



2.3. Commitment to sustainability

2.3.1. Sustainable development objectives

GRI Indicator: 2-12, 2-13, 2-14, 2-17

On September 25, 2015, the United Nations General Assembly adopted the 2030 Agenda for Sustainable Development. As part of the 2030 Agenda for Sustainable Development, 17 Sustainable Development Goals (SDGs) were approved, with 169 objectives and a 15-year plan to achieve them. This plan involves different stakeholders providing commitments to end poverty, protect our planet, and improve the lives and perspectives of people worldwide.

Environmental management is in our corporate DNA. Through our Environmental, Health & Safety (EHS) team, we actively review the impact of our operations and seek sustainable alternatives where commercially viable to reduce our environmental footprint. Cirion's EHS team is also responsible for the execution and oversight of EHS goals, which are guided by the UN's SDGs.

At Cirion, we are innovators by nature. We challenge ourselves for continuous improvement and bring progress region-wide by contributing to the advancement of the 2030 UN's sustainable agenda.

ENVIRONMENTAL MANAGEMENT AND SUSTAINABILITY

Cirion's EHS program framework focuses on seven key areas:

- **Environmental compliance and management:** our EHS team evaluates and reviews our operations and waste management vendors. We perform periodic environmental legislative reviews of our activities across our operating markets to ensure compliance with applicable laws and regulations.
- **Energy and emissions:** we are identifying and implementing efficiency initiatives and greenhouse gas (GHG) emissions reduction targets to reduce our carbon footprint.
- **Water:** we use the World Resource Institute water quality index to assess our operations and actively seek ways to reduce overall water consumption, particularly in countries or regions classified as high-risk.

- **Waste:** we divert millions of kilograms of electronic and communications equipment from landfills annually through several recycling initiatives, such as our modem/router return program, which allows customers to return their equipment. This equipment is then reused or sent to an R2-certified recycler.
- **Supplier environmental assessment:** we select suppliers committed to deploying environmentally preferred and energy efficient services, and work with their own suppliers to assess and address environmental and sustainability issues within their respective supply chains.
- **Climate preparedness:** we adopt a comprehensive business continuity program focused on prevention, collaboration, communication, response, and recovery to resolve disruptive events that may impact our operations quickly.
- **Occupational health and safety:** our EHS team conducts regular risk assessments and monitors health and safety legislation changes to ensure our operations remain compliant.

2.3. Commitment to sustainability

2.3.2. OUR SDGs

SDGS	DEVELOPMENT	TITLE
	<p>1.2 By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions.</p> <p>1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance.</p>	Social: Community
	<p>2.1 By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round.</p>	Social: Community
	<p>3.8 Achieve universal health coverage, including protection against financial risks, access to quality essential health services and access to safe, effective, quality and affordable medicines and vaccines for all.</p> <p>3.9 By 2030, substantially reduce the number of deaths and illnesses caused by hazardous chemicals and air, water and soil pollution.</p>	<p>Social: health & safety at the workplace / community</p> <p>Environment: emissions / waste management, co-processing and circular economy</p>
	<p>4.3 By 2030, ensure equal access for all men and women to quality technical, professional and higher education, including university education.</p> <p>4.4 By 2030, significantly increase the number of young and adult individuals with the necessary skills, particularly technical and professional, to access employment.</p> <p>4.5 By 2030, eliminate gender disparities in education, ensuring equal access to all education levels and vocational training for vulnerable people, including individuals with disabilities, indigenous people and children in vulnerable situations.</p>	Social: training and development / community
	<p>5.5 Ensure full and effective participation of women and equal opportunities for leadership at all decision-making levels in politics, economics and public life.</p>	Social: diversity and equal opportunities

SDGS	DEVELOPMENT	TITLE
	<p>7.2 By 2030, significantly increase the share of renewable energy in the blend of energy sources.</p> <p>7.3 By 2030, double the global rate of energy efficiency improvement.</p>	Environment: energy
	<p>8.2 Achieve higher levels of economic productivity through diversification, technological scaling and innovation, primarily focusing on high value-added and labor-intensive sectors.</p> <p>8.7 Implement immediate and effective measures to eradicate forced labor, end contemporary slavery and human trafficking, and ensure the prohibition and elimination of the worst forms of child labor, including the recruitment and use of child soldiers, and by 2025, end child labor in all its forms.</p> <p>8.8 Protect labor rights and promote a safe and secure working environment for all workers, including migrant workers, particularly migrant women and people in labor precariousness.</p>	Social: occupational health and safety / diversity and equal opportunities / value chain / training and development
	<p>10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.</p>	Social: Diversity and Equal Opportunities
	<p>11.6 By 2030, reduce the negative per capita environmental impact of cities, being particularly mindful on air quality and municipal and other waste management.</p>	Environment: waste management, co-processing and circular economy
	<p>12.2 By 2030, achieve sustainable management and efficient use of natural resources.</p>	Environment: energy
	<p>13.1 Strengthen resilience and adaptive capacity to climate-related risks and natural disasters in all countries.</p>	Environment: energy
	<p>16.5 Considerable reduction of any form of corruption and bribery.</p>	Governance: anticorruption

2.3. Commitment to sustainability

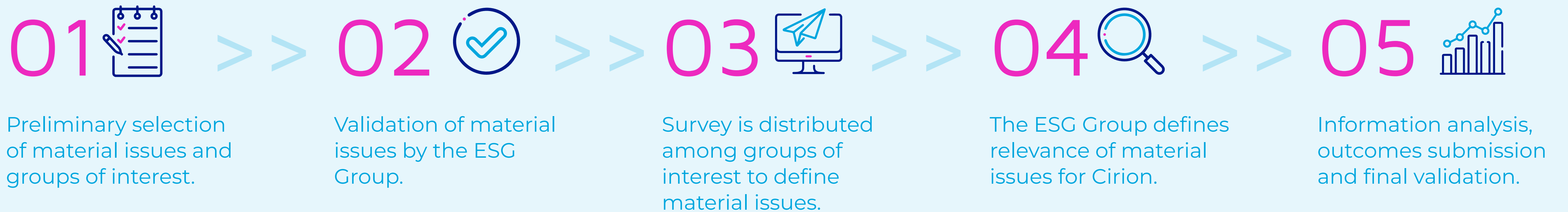
2.3.3. Our material topics

GRI Indicator: 3, 3-1, 3-2

At Cirion, we have increased the robustness of our **sustainability journey** by **aligning our business strategy** with our ESG strategy and, in turn, working on material issues and understanding the impact in social, environmental and governance matters.

With the stakeholder survey feedback and the definition of the relevant material ESG topics, we undertook a materiality analysis on key ESG items to understand the importance of ESG amongst Cirion's key internal and external stakeholders.

TO IDENTIFY MATERIALITY OF THE VARIOUS TOPICS, THE FOLLOWING STEPS WERE FOLLOWED:



Groups of interest identified throughout this process and further surveyed:

- Investors
- Customers
- Employees
- Supply vendors
- Industry associations
- Media

With the stakeholder survey feedback and the definition of the relevant material topics outlined by the ESG group, the materiality analysis was carried out, revealing how important they are for the groups of interest and Cirion Technologies' ESG group.

2.3. Commitment to sustainability

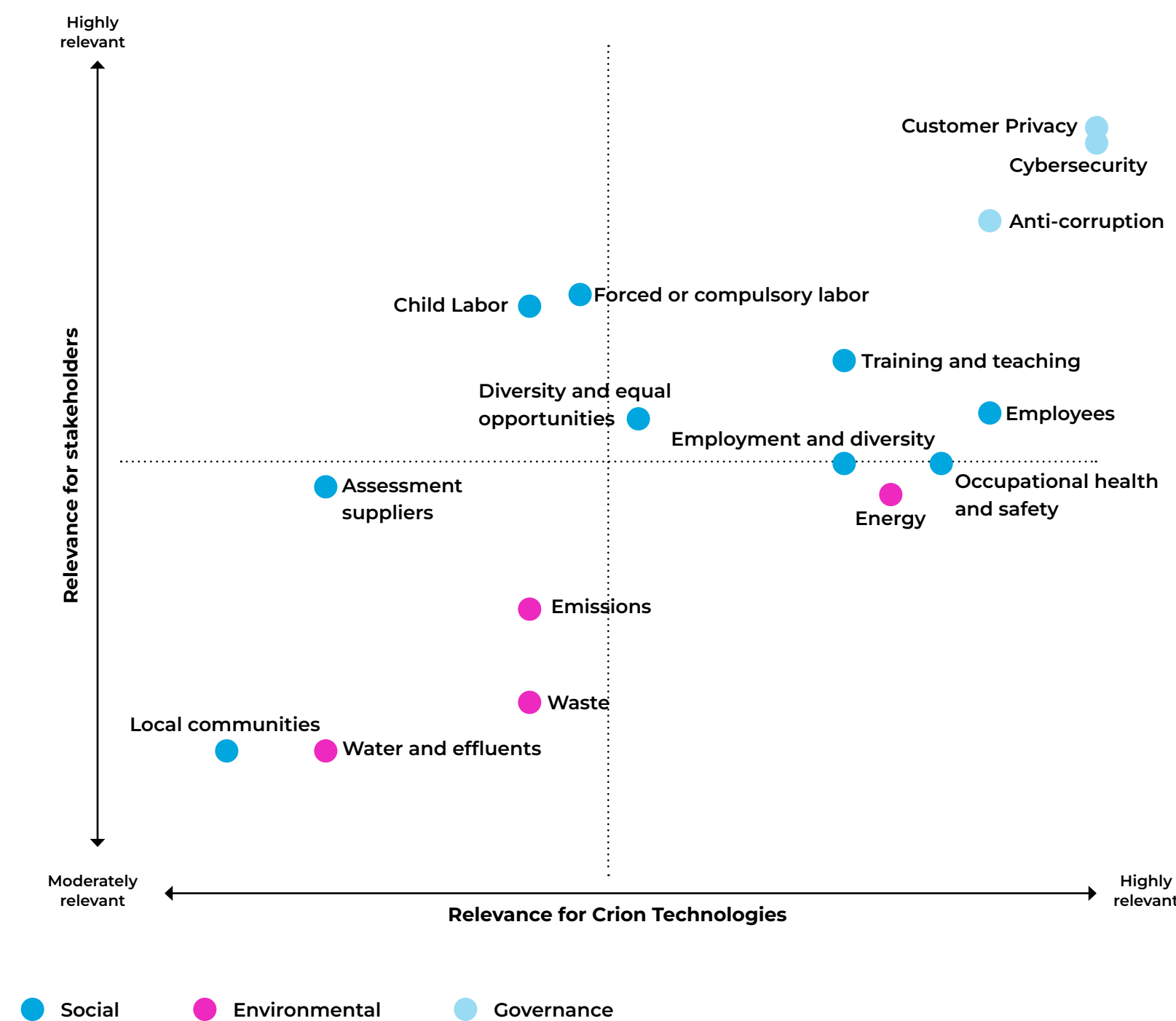
2.3.3. Our material topics

GRI Indicator: 3-1, 3-2

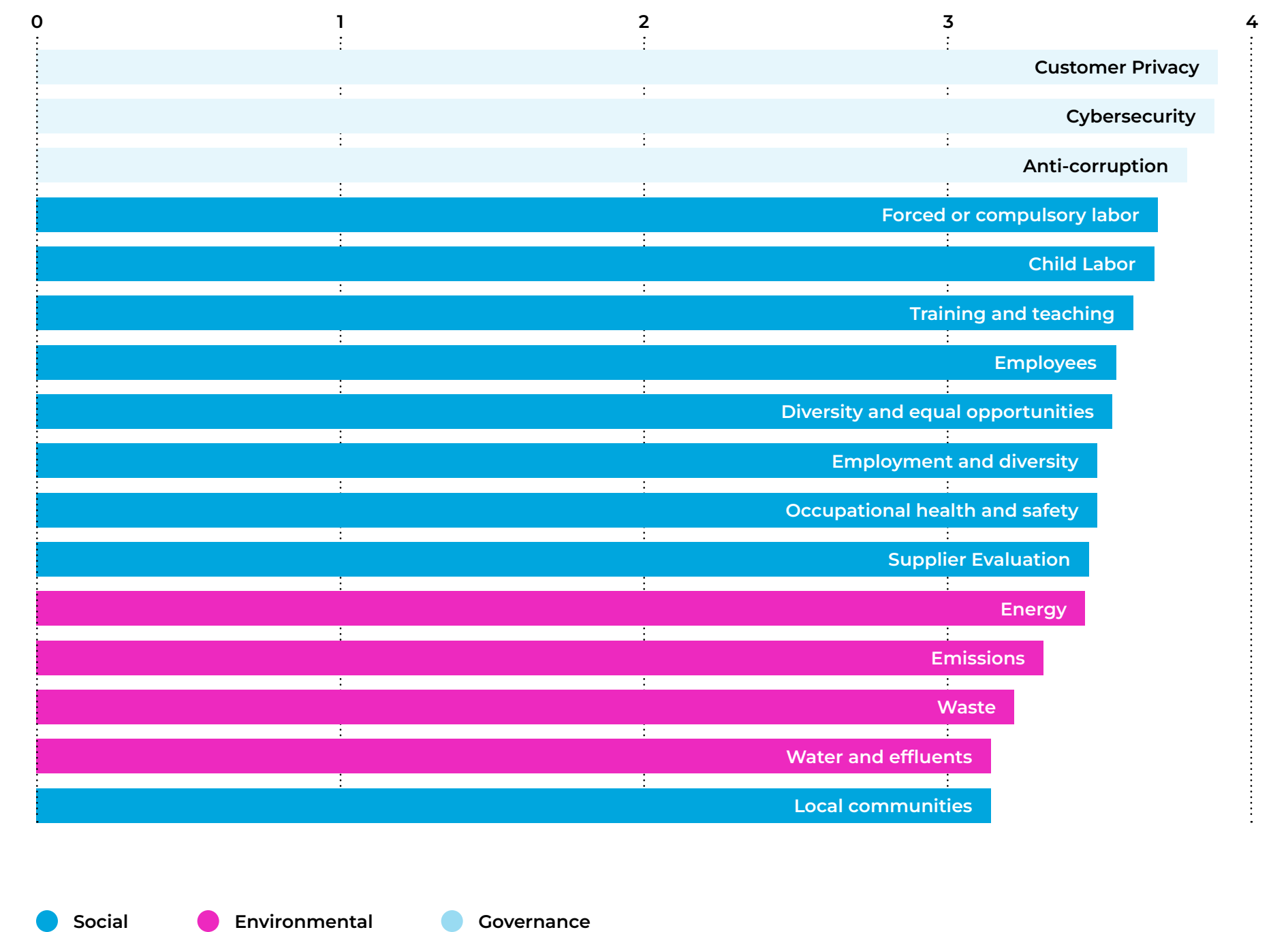
As part of our materiality analysis with key stakeholders, each ESG topic was classified into four key categories: not important, slightly important, moderately important and highly important. The key findings of the materiality assessment has been presented in the charts shown on this page and the following material topics were validated:

1. Anticorruption
2. Cybersecurity
3. Customer privacy
4. Measuring human rights impact across the value chain
5. Healthcare and security in the workplace
6. Training and development
7. Employment practice
8. Diversity, inclusion and equal opportunities
9. Energy efficiency and renewable energy
10. Gas emissions, quality of air, and carbon footprint
11. Waste management, co-processing and circular economy
12. Community relations

Materiality analysis



Relevance to interest groups by material topic



INSPIRING A
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FUTURE

We inspire transparency

“At Cirion, we are committed to transparency and ethics across our operations. We firmly believe that doing the right thing and acting with integrity are essential to our long-term success”.

Valeria Plastino | EVP, GENERAL COUNSEL & CHIEF COMPLIANCE OFFICER

MATERIAL TOPICS

- Anticorruption
- Value chain & human rights



3.1. Our structure

GRI Indicator: 2-9, 2-11, 2-12, 2-13, 2-17



The Board of Directors of Cirion Technologies (The Board) is responsible for the governance of our company.

Cirion's board of directors is comprised of nine members who meet quarterly to discuss various topics, including financial performance, operations, strategy, and capital allocation. In addition to quarterly board meetings, the board has integrated three subcommittees which include:

- 1. Compensation committee:** responsible for reviewing, approving, and overseeing employee compensation and benefit plans.
- 2. Audit and risk committee:** responsible for ensuring the integrity of the consolidated financial statements, robustness of financial reporting processes, reviewing external audit, internal accounting integrity and financial control systems, legal requirements and compliance, and regulations, risk management process quality and integrity, capital structure and financing activities.
- 3. Capital investment committee:** responsible for reviewing and approving capital expenditure decisions.

The board of directors have delegated the responsibility of managing Cirion's ESG impact to the ESG subcommittee, led by Emilio Madero (EVP, Marketing & Sales Operations), Marcelo Melamed (EVP, Human Resources), and Valeria Plastino (EVP, General Counsel).

3.2. Our commitment to ethics

GRI Indicator: 2-23, 2-24

[Cirion's Code of Conduct](#) is the cornerstone of our Corporate Ethics and Compliance Program, laying the foundation for our employees to carry out our business operations, which drive our long-term success.

Our [corporate values](#) drive our strategic decisions to grow, thrive, and relate with our customers, business partners, and the general public.

These values include:

- Do the right thing
- Commit to excellence and a growth mindset
- Positive attitude
- Champion diversity
- Be a change maker

Further details on our [corporate ethical values](#) are available through our webpage and on LinkedIn .

At Cirion, our employees participate in extensive mandatory training aimed at increasing awareness and compliance with our Supplier Code of Conduct to promote our values to the public.



3.2. Our commitment to ethics

3.2.1. Our code of conduct

GRI Indicator: 2-15, 2-16, 2-23, 2-24

At Cirion, we are strongly committed to creating and maintaining an ethical business culture based on our corporate values. To support this commitment, **Cirion has implemented its Corporate Compliance Program, designed to communicate the ethical and legal standards that govern our business conduct.**

Raising awareness about our [Code of Conduct](#) guidelines and corporate policies, including the Conflict-of-Interest policy, **is key to preventing and mitigating any potential conflict of interest.** We encourage our employees to report conflicts of interest or concerns to their direct managers, to HR, Legal & Compliance, and/or alternatively use our

dedicated Integrity Line.

At Cirion, we are committed to the following:

- Respect the confidentiality of reports
- Ensure the non-retaliation commitment for any report made in good faith
- Perform Code of Conduct annual training



3.2. Our commitment to ethics

3.2.2. Get the right things done

GRI Indicator: 2-25, 2-26

At Cirion, we are committed to conducting our businesses ethically, honestly, and with integrity. To support this commitment, Cirion has a detailed Corporate compliance Program designed to communicate the ethical and legal standards that govern our business conduct. Additionally, we perform an annual Code of Conduct training across our organization to ensure our employees are kept abreast of key changes. We actively encourage and promote our employees to report conflicts of interest or concerns to their direct managers, with HR, Legal & Compliance, and/or alternatively use our dedicated Integrity Line.

Our [Integrity Line](#) is used as a tool to receive **complaints and claims and to raise queries regarding our internal compliance policies and corporate practices.** This Integrity Line is made available to our key stakeholders, including employees, customers, suppliers, etc., on a 24/7 basis and is **available in 3 languages** (English, Spanish, and Portuguese) through **several communication channels** (website, phone, WhatsApp, email). Callers may identify themselves or can elect to remain anonymous when communicating on our Integrity Line.



3.2. Our commitment to ethics

3.2.3. Supplier code of conduct

GRI Indicator: 2-24



We expect our suppliers to adhere to our ethical standards outlined in our Supplier Code of Conduct, where they must respect fundamental human rights wherever they maintain operations. We expect our suppliers to uphold our commitment to freedom of association and compliance with child labor laws. **We also require a commitment from our suppliers not to use forced or involuntary labor, including any form of human trafficking.**

We are also committed to reporting if we suspect or become aware of a supplier that is not acting in accordance with the aforementioned code. The policies and procedures referred to in the code and on which corporate values are based are available on Cirion's intranet, including:

- Anticorruption policy
- Conflicts of interest policy
- Guidelines on corporate governance
- Policy statement on privileged information
- Compliance with information and records
- [Supplier code of conduct](#)
- Policy of business courtesies
- Antitrust and fair competition policy
- Business sanctions compliance policy
- Compliance with customs and export rules

3.2. Our commitment to ethics

3.2.4. Our anticorruption policy

GRI Indicator: 3-3, 205-2, 205-3

We have a zero-tolerance culture with regards to corruption and have detailed policies in place that reinforce our positions, including our anticorruption policy, Business Code of Conduct, confidential Information usage policy, and a Supplier Code of Conduct. In addition to that, Cirion has a dedicated compliance team to support the prevention of corrupt activities. **Our internal audit team monitors**

the effectiveness of any adopted measure by periodically auditing various internal processes to remedy and mitigate potential risks. Furthermore, we conduct semiannual employee engagement surveys, allowing employees to provide feedback.

There have been no observations or questions raised regarding measures implemented to prevent and

mitigate acts of corruption to date. Additionally, over the past 12 months ended December 31, 2022, Cirion was not subject to any negative corruption impacts, and there were no record of confirmed corruption-related cases, incidents, or legal cases.

DIMENSION	REAL POSITIVE IMPACTS	POTENTIAL NEGATIVE IMPACTS	PREVENTION AND MITIGATION MEASURES
ECONOMY	Increase of business relationships.	Infringement of anti-corruption rules.	<ul style="list-style-type: none"> Adoption and dissemination of the Employee Code of Conduct, Anti-Corruption Policy and the Supplier Code of Conduct that prohibit all kinds of corruption acts, and compliance with applicable local anti-corruption laws. Virtual anti-corruption annual training for all employees. Due diligence processes to know the counterparties by accessing to binding and restrictive lists. Local anti-corruption and anti-bribery programs (as required by local regulations).
ENVIRONMENTAL	Resource availability for the adoption of programs and measures to comply with local environmental and safety laws for environment protection purposes.	Penalties for breaching environmental regulations.	
HUMAN RIGHTS	Development of an ethical culture and good business practices, as well as resource availability to create programs in favor of vulnerable population and to strengthen diversity and inclusion, child labor and forced labor prevention.		

3.2. Our commitment to ethics

3.2.5. Risk management

The Board and the Audit and Risk Committee review and supervise risk management processes in various ways, including receiving regular reports from the Enterprise Risk Management (ERM) program. Through the ERM, we provide comprehensive identification and response to high-priority risks and monitor lower-priority risks to determine if mitigation action is necessary.

The management team is required to submit regular activity reports to the Audit and Risk Committee, while the Board works alongside management to assess risks and mitigation efforts related to several items, including financial reporting, strategic planning, operations, capital budgets, etc.

The Audit and Risk Committee supervises the Corporate Compliance Program, which is designed to communicate the ethical and legal standards that govern our business conduct.

Conflicts of interest are generally reported through our Integrity Line and are then submitted to Legal & Compliance for analysis in pursuance of internal

Compliance and corporate practices policy. The Legal & Compliance team subsequently issues a report on this matter, and in cases where a conflict of interest has been identified and has a relevant impact for Cirion, these are then presented to the Executive Committee for review. The Executive Committee decides on applicable solutions, and subsequently presents these findings to the Audit and Risk Committee.

For complaints or critical concerns, there is a report or complaint record register in place, available through our Integrity Line. Cases disclosed by other means are registered as "non-reported cases" to keep track of all cases where an infringement of our Compliance policies and corporate practices is involved. In all cases, Cirion's Chief Compliance Officer will be responsible for presenting the complaints and critical concerns registered in the Integrity Line to the Audit and Risk Committee on a quarterly basis. Over the 12 months ended to December 31, 2022, ten conflicts of interests were raised to the Audit and Risk committee, all of which have been closed.



3.3. Our commitment to human rights

GRI Indicator: 3-3, 408-1,409, 409-1

Cirion is committed to respecting human rights in all aspects of our operations, both internally and externally. Our human rights policy outlines several of our fundamental values, including:

- We respect the right to privacy and protect confidential information
- We do not tolerate discrimination
- We foster diversity and inclusion as part of Cirion’s active program to attract and retain our talent
- We value individual rights, and prohibit any form of modern slavery or human trafficking
- Our employees enjoy a safe workplace

- We protect human rights in our supply chain
- We care about our communities
- We encourage our employees and third parties to report their concerns to our Integrity Line

To avoid causing or being an accessory in any human rights violation, we are committed to doing business with integrity in accordance with our corporate values and applicable laws and regulations. We require our suppliers to accept and comply with the principles outlined in our [Supplier Code of Conduct](#), including zero tolerance for any form of child labor, forced or

compulsory work in their operations or in our supply chain. To ensure compliance, we adopt a detailed due diligence process for third parties prior to onboarding any new supplier into our network. In the unlikely event of a breach, the contractual relationship will be terminated immediately.

For the 12 months ended December 31, 2022, there have been no reported cases of a breach of our Human Rights policy by our suppliers.



At Cirion, we defend employee’s human rights and treat them with dignity and respect, expect equal commitment from our suppliers.

INSPIRING A
SUSTAINABLE
FUTURE

We inspire security

“Cybersecurity is key to our economy, environment and human rights. At Cirion, we strive to safeguard data protection and integrity of our services”.

Luciano Parola | VP, CHIEF INFORMATION OFFICER

MATERIAL TOPICS

- Cybersecurity
- Customer privacy

4.1. Cybersecurity and information security

GRI Indicator: 3-3

Our company enables the transmission of large amounts of information; therefore, maintaining information integrity and security in our systems is a priority, given its potential impacts on the economy, environment, people, and human rights. In addition to securing our networks, we protect data and information collected, stored, used, and shared. Our employees' and

customers' data are encrypted, consistent with industry standards and legal requirements, either for storage or transmission purposes.

For the 12 months ended December 31, 2022, no information leaks or security incidents representing confidential information loss or disclosure of

confidential information or personal information were recorded.

DIMENSION	REAL POSITIVE IMPACTS OF CYBERSECURITY	POTENTIAL NEGATIVE IMPACTS (CYBERSECURITY BREACH)	PREVENTION AND MITIGATION MEASURES
ECONOMY	It increases consumers' and companies' trust on e-commerce and online activities thus driving economic growth and innovation. It reduces risk of data loss and business interruption, protecting investment and improving financial stability.	It generates significant economic harm. It increases cybersecurity costs and higher demand for expert employees.	<ul style="list-style-type: none"> ■ We have information security related policies internally approved and published for our employees since security policies are confidential. ■ Information security trainings for employees and related third parties on an annual basis. ■ We develop a robust information security program, based on information security standards, which include components focused on technical, administrative and organizational measures to help us prevent, detect and respond to potential security incidents.
ENVIRONMENTAL	Reduces carbon footprint and improves energy efficiency.	It generates significant environmental harm.	<ul style="list-style-type: none"> ■ We engage with internal or external auditors and consultants who evaluate and improve our program.
HUMAN RIGHTS	Improves confidence and comfort in the use of online services by protecting people's privacy and security. Protects human rights online, such as freedom of expression, privacy and freedom of association.	Generates loss of personal data, online harassment and exposure to hazardous content. Affects public safety and increases the risk of online violence.	<ul style="list-style-type: none"> ■ Cirion privacy notice describes how we use and protect the data collected about customers and their privacy options.

4.2. Customer data protection

GRI Indicator: 3-3, 418-1

Our approved and published policies regarding personal data protection and information security describe the information processing activities and applicable security schemes. We provide annual training on personal data protection and a code of conduct to ensure that our employees have the necessary and sufficient knowledge to make appropriate decisions and act upon potential risks and threats.

Further, **we have standard contractual clauses for our customers and suppliers that establish conditions for processing personal data, applicable protection measures, and limiting**

the company's liability depending on the nature of the services provided. These clauses also commit our business partners to implement similar measures and comply with the regulatory framework.

Additionally, **we have ISO 270001 certifications across numerous operating countries, including Argentina, Chile, Peru, Ecuador, Colombia, and Brazil.** This internationally recognized standard allows us to evaluate the risks and apply the necessary controls to mitigate or eliminate them. There is a reporting channel for personal data protection incidents through which employees and

stakeholders can report on these types of cases and manage rights of access, rectification, cancellation, opposition, and others provided for in the legal system.

For the 12 months ended December 31, 2022, we have not registered any cases of information leaks or security incidents representing confidential information loss or disclosure of personal data. Over that period, there were no customer privacy-related incidents raised.

COUNTRY	APPLICABLE RULE
ARGENTINA	Act 25,326, Personal Data Protection Act
BRAZIL	Act 13,709/2018, Personal Data Protection General Act
CHILE	Act 19,628 on private life protection
COLOMBIA	Act 1581, 2012, Personal Data Protection and Regulatory Decree 1377, 2013.
COSTA RICA	Act No. 8968, Individual Protection Act for personal data treatment and regulation thereof.
ECUADOR	Official Record Supplement 459, Personal Data Protection General Act
MEXICO	Personal Data Protection Federal Act
PANAMA	Act 81, 2019, Personal Data Protection and Regulatory Decree.
PERU	Act 29733, Personal Data Protection and Regulatory Decree approved by Supreme Decree N° 003-2013-JUS.
UNITED STATES OF AMERICA (CALIFORNIA)	California Consumer Privacy Act of 2018, as amended by the California Privacy Rights Act (Cal. Civ. Code 1798.100 et seq.); California Shine the Light Law (insert citation); California Online Privacy Protection Act; (TBD)
URUGUAY	Act No. 18,331, Personal Protection Act and "habeas data" action, Regulatory Decree No. 414/009; Act No. 19.670 and Regulatory Decree No. 64/020.
VENEZUELA	Constitution of the Bolivarian Republic of Venezuela

INSPIRING A
SUSTAINABLE
FUTURE



We inspire diversity

“At Cirion, we value and celebrate all types of diversity. Our goal is creating an inclusive and respectful environment where everybody is able to thrive and reach their maximum potential”.

Marcelo Melamed | EVP, HUMAN RESOURCES

MATERIAL TOPICS

- Healthcare and security in the workplace
- Training and development
- Employment practice
- Diversity, inclusion and equal opportunities



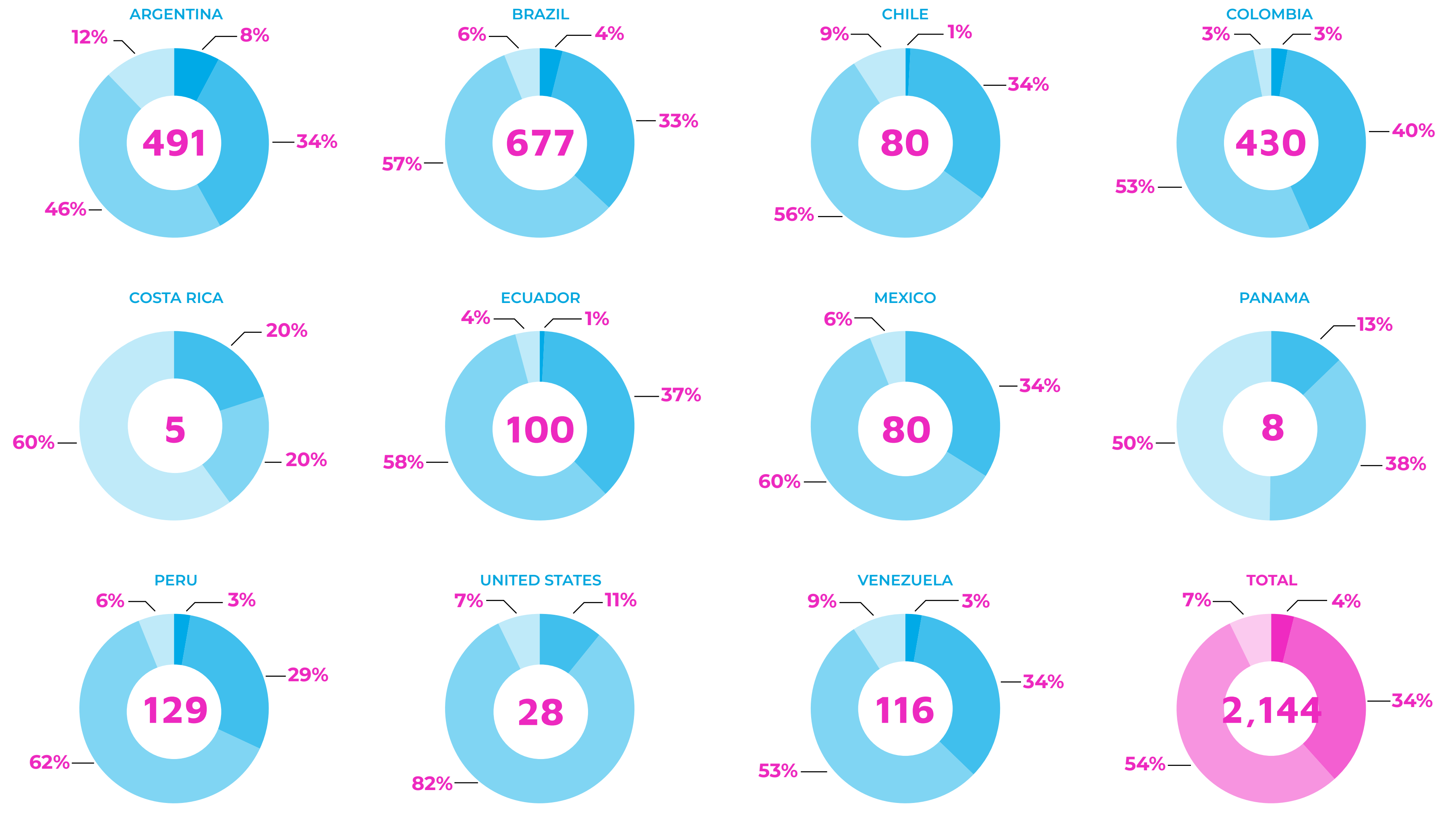
5.1. Our employees

5.1.1. Per country distribution and generation

GRI Indicator: 2-7, 2-30, 401, 401-1, 405, 405-1

At Cirion, our employees are the essential core of our operations and represent over 2,100 employees across 11 countries. As of December 31, 2022, 32% of our employees are members of a labor union in Brazil.

COUNTRY	FEMALE GENDER	TOTAL EMPLOYEES
ARGENTINA	24%	491
BRAZIL	22%	677
CHILE	16%	80
COLOMBIA	25%	430
COSTA RICA	20%	5
ECUADOR	29%	100
MEXICO	35%	80
PANAMA	0%	8
PERU	24%	129
UNITED STATES	43%	28
VENEZUELA	34%	116
TOTAL	25%	2,144



● Centennials (1995) ● Generation X (1965 - 1981)
 ● Millennials (1982 - 1994) ● Baby Boomers (1945 - 1964)

5.1. Our employees

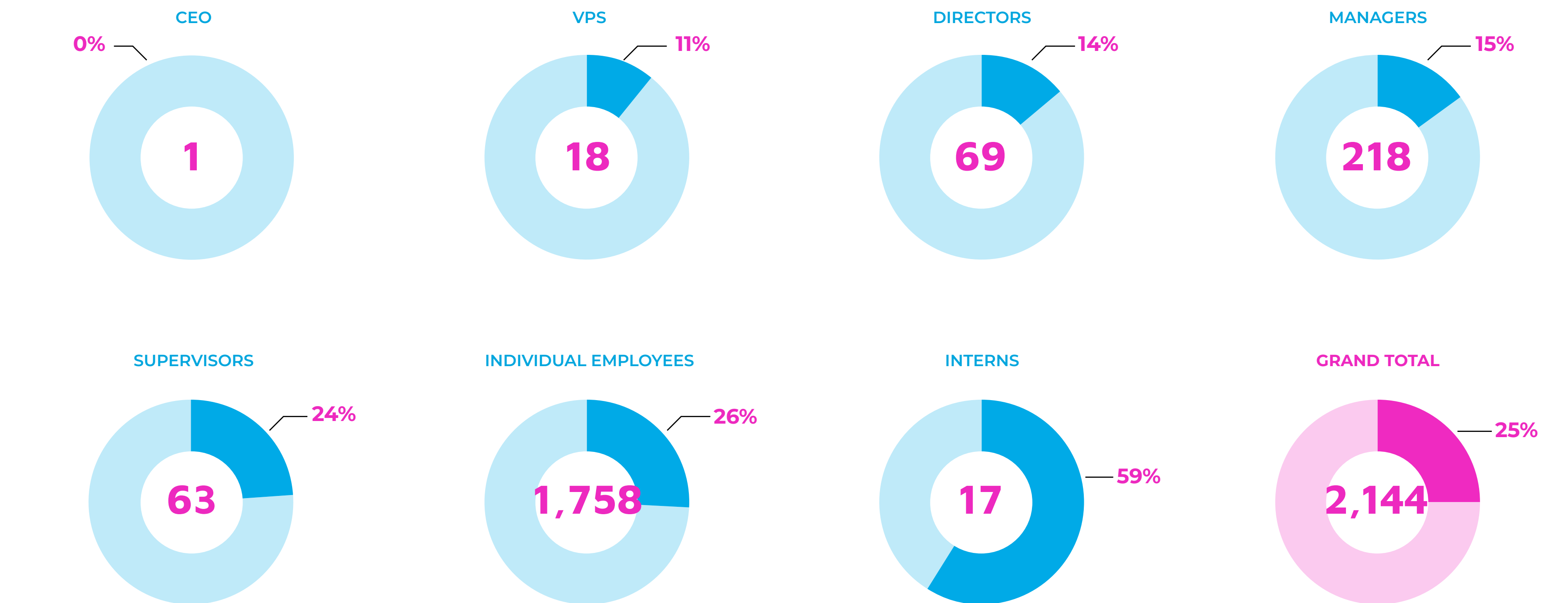
5.1.2. Distribution per position

GRI Indicator: 2-7, 2-30, 401-1, 405, 405-1

At Cirion, we **prioritize and promote gender diversity**. The charts shown here highlight our gender diversity statistics of our employees by title over the past 12 months ended, December 31, 2022.

During all recruitment processes we ensure that there is gender diversity on the shortlist of candidates.

PERCENTAGE OF WOMEN BY POSITION IN THE COMPANY



● Female ● Female

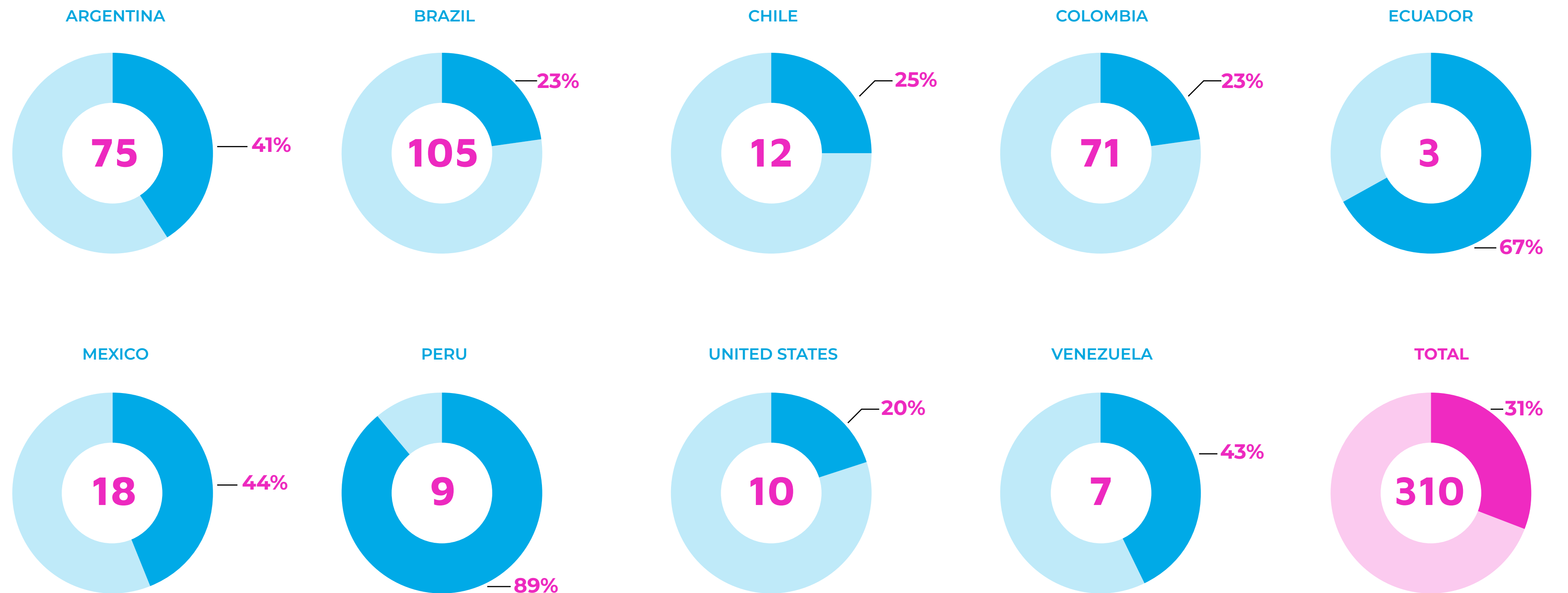
5.1. Our employees

5.1.3. Gender diversity by new joiner by country

GRI Indicator: 2-7, 2-30, 401-1, 405, 405-1

The charts shown here highlight our gender diversity statistics of employees who joined the company over the past 12 months ended, December 31, 2022 by country.

EMPLOYEES WHO JOINED THE COMPANY



● Female ● Female

* No new hires or people who left the company in Costa Rica and Panama

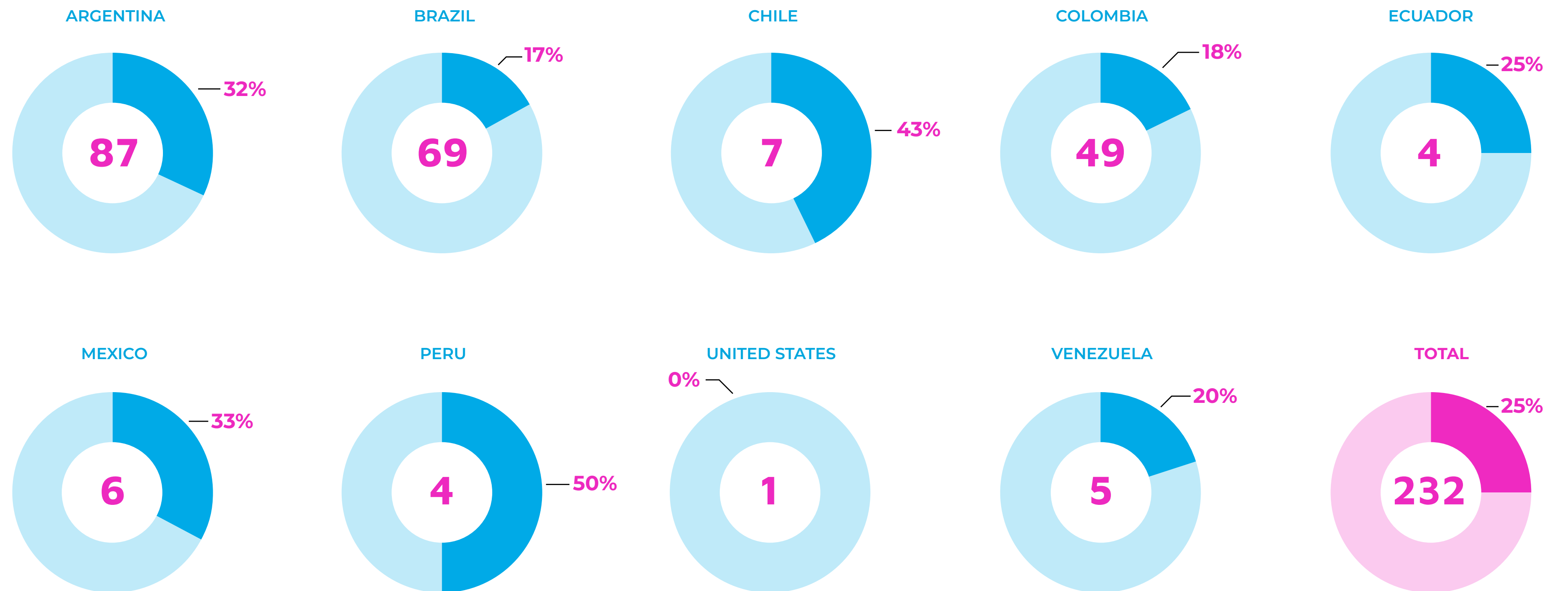
5.1. Our employees

5.1.3. Gender diversity by employee departures by country

GRI Indicator: 2-7, 2-30, 401-1, 405, 405-1

The charts shown here highlight **our gender diversity statistics of departed employees over the past 12 months ended, December 31, 2022** by country.

EMPLOYEES WHO LEFT THE COMPANY



● Female ● Female

* No new hires or people who left the company in Costa Rica and Panama

5.2. Our compensation policies

GRI Indicator: 2-19, 2-20, 405-2

Our current compensation policy utilizes well-defined grades to determine compensation bands applicable to all our employees, including for our executives.

These compensation bands for setting short and long-term variable remuneration are linked to employee performance and their ability to achieve their annual performance targets.

Likewise, we have a rigorous variable compensation plan in place for our sales and pre-sales teams associated with monthly revenue growth.

Cirion's compensation process is regularly reviewed by HR and the Compensation Committee. To the extent there are any proposed changes to an employee's remuneration structure, these changes will be subject to approval by both their manager and the Executive Committee. Additionally, we actively leverage external consultants to help review our compensation policies and structure against market peers.

For the 12 months ended December 31, 2022, we did not identify a significant gender salary gap



5.3. Our benefits



We are committed to **offering our employees the best possible benefits**. Our benefits were designed to help our employees achieve their personal and professional goals and to also create a positive and productive work environment.

Our list of employee benefits includes but is not limited to the following:

- Breastfeeding spaces for mothers
- Delivery of school kits for children
- Gym fee refunds and discounts
- Complementary vaccinations
- Special celebrations and national dates
- Support for undergraduate and postgraduate studies with reimbursement to employees
- Hybrid work
- Home office equipment for hybrid work
- Flexible schedule
- Medical attention
- Dining services at headquarters
- Discounts on life, home and auto insurance
- Reimbursement of daycare services up to the age of 4 years old

5.4. Diversity and inclusion program

GRI Indicator: 3-3

One of our highest priorities at Cirion is to foster an inclusive and respectful environment for all our employees. Our diversity and inclusion program is aimed at:

- Sharing each generation's characteristics, motivations, and expectations to **strengthen team collaboration and communication** by creating an amicable and productive work environment.
- Raising awareness among our employees regarding challenges women face in the workplace, **promoting equal opportunities**, and celebrating their achievements and contributions to our company. Our purpose is to encourage active participation of all genders in decision-making and **promote an inclusive and respectful environment for all**.
- Raising awareness about the importance of ethnic and cultural diversity in our company
- Promoting inclusion and respect for all sexual orientations in a **safe and discrimination-free workplace for all employees**.

DIVERSITY TALKS

This program includes talks with our employees to promote the understanding and respect of diversity in the company. These talks address various topics, including sexual and generational diversity and gender equality.

ERG GROUPS FOR WOMEN

At Cirion, we offer Employee Resource Groups (ERP) to women, which help promote women's career development and decision-making to ensure gender equality.

HUMAN RIGHTS CAMPAIGN CERTIFICATION

In 2022, Cirion was recognized for our strong Diversity and Inclusion Program and received the Human Rights Campaign Certification in Mexico, Chile, and Argentina as the best employer for the LGBT+ community.



5.5. Security and healthcare in the workplace

GRI Indicator: 3-3, 403-1, 403-8



Occupational health and safety management systems are implemented by the country pursuant to local regulations and in accordance with ISO 45001 international standards. **We are currently ISO 45001 certified in Brazil, Peru, Colombia, Chile, Argentina, and Ecuador and are in the process of receiving certification in Mexico.** This system covers all workers in countries where the occupational health and safety management system was implemented.

For the 12 months ended December 31, 2022, **1,987 employees (93% of the workforce) and non-staffed workers were covered by our health and safety management system** across Peru, Chile, Argentina, Ecuador, Brazil, Colombia, and Mexico, of which 1,294 employees (60% of the payroll) are subject to audit or certification by a third party. With the Senior Leadership Team's (SLT) commitment, Cirion's business policy prioritizes health and safety in the workplace and environmental protection in any of the activities carried out by its own personnel and/or third parties. Cirion's commitments include the following:

- Promote risk and opportunity management to prevent nonconformities and improve system performance.
- Facilitate annual training programs to educate employees on security, duties, and controls.
- Provide a safe and healthy working environment and conditions for all Cirion employees, contractors, and visitors to prevent injuries, health deterioration, and work-related incidents.
- Ensure that employees and their representatives will participate in the integrated management system.
- Cirion utilizes a systematic monitoring and performance measurement methodology to evaluate health and safety, using hazard identification and risk assessment matrices and the internal health and safety inspection record.
- Third party assessment of occupational health and safety risk factors that require quantitative measurements and monitoring. The Joint Committee and SLT review, evaluate and execute corrective action procedures on a monthly basis.

5.5. Security and healthcare in the workplace

5.5.1. Employee engagement in the management system

GRI Indicator: 403-4, 403-5



The company has established guidelines to encourage employee participation across all levels and functions in the discussion of the development, planning, implementation, performance evaluation, and actions to improve the occupational health and safety management system.

At Cirion, we encourage our workforce to report dangerous situations and provide general feedback, by providing the following actions:

- Facilitate participation according to the Annual Occupational Health and Safety Training Plan.
- Provide timely access to information about the management system.
- Identify, eliminate, or minimize obstacles or barriers to participation.

Security and safety in the workplace are guided by the Safety and Health at Work Joint Committee, which is accessible to all workers.

The committee meets on a monthly basis with company and worker representatives. Our occupational health and safety committees are hosted in Peru, Chile, Ecuador, Argentina, Brazil, and Colombia.

5.5. Security and healthcare in the workplace

5.5.2. Hazard identification processes

GRI Indicator: 403-2, 403-9, 403-10

The company has procedures in place to identify, evaluate, register, and control safety and health hazards at work associated with those activities carried out by all personnel, including contractors, subcontractors, and visitors, under their influence and control.

Our hazard identification and risk assessment (IPER) methodology consists of:

- Job classification by related activities.
- Identification of activities performed by process heads.
- Hazard identification and associated risks.
- Existing control measures.
- Severity and probability of occurrence index analysis.
- Risk assessment and residual risk.

Any staff participating in the IPER matrices evaluation process must have prior training experience. These matrices are prepared by the process heads and reviewed by the Joint Committee and occupational health and safety lead. Controls established in the IPER matrices are monitored through the occupational health and safety programs and reviewed at the Joint Committee on a monthly basis to ensure compliance and establish management system improvements.

Hazardous situations must be reported

through Microsoft Teams and email channels.

Communications may be addressed to the worker's immediate supervisor, any Joint Committee member, and to the person in charge of occupational health and safety.

At Cirion, potential workplace accidents that present significant risks include electrical risks due to contact with energized equipment, fires due to hot work or poor handling of electrical equipment, and falls from different heights due to the use of ladders or fixed ladders. The dangers inherent to the activity carried out by a worker in each job position can be classified into the following types: mechanical, locative, electrical, physical, chemical, psychosocial, biological, and non-ergonomic.

For the 12 months ended, December 31, 2022, there were no reported injuries resulting from accidents

with significant consequences, with no fatalities

registered due to occupational illness or reported cases of occupational ailments or illnesses.

We have several safety measures that have been implemented at Cirion, including safety mesh installation; safe separation distance, electrical risks and work at height training; fireproof suits, safety systems, automatic fire detection and extinction; portable fire extinguishers in workplaces, automatic defibrillator and use of PPEs. Additionally, to minimize activity-related risks across our warehouses, we have several control measures, including the use of portable ladders with railings and platforms, placement of heavy objects in the lower shelf areas, use of tool holders, training in manual load handling and use of cutting tools, preparation, and distribution of warehouse safety manuals and use of a helmet and safety boots.

5.5. Security and healthcare in the workplace

5.5.3. Labor incident investigation processes

01 >>

Employee reports the incident using the fastest available means to his immediate supervisor, to the Head of Occupational Health & Safety in the workplace or to a member of the Joint Committee.

02 >>

The party responsible for the process involved will check or correct any substandard act or condition that might cause more damages or reproduce or aggravate those caused by the incident.

03 >>

The Head of Occupational Health & Safety in the workplace will coordinate with the Joint Committee and process manager to perform an appropriate investigation (cause analysis and actions to be taken).

04 >>

An incident investigation report is generated, and the Joint Committee analyzes the investigation results by reviewing said report. The Head of Occupational Health and Safety raises the request for corrective actions and shares said corrective measures resulting from the investigation with the company's staff, suppliers and contractors via email, talks, etc.

05

The Joint Committee monitors compliance with the proposed actions.

5.6. Health promotion and care

GRI Indicator: 403-3, 401-2, 403-6

HEALTHCARE SERVICES

The company provides occupational health services to assist with:

- Providing first aid in case of illness or accident at work.
- Developing a medical surveillance procedure by carrying out medical examinations.
- Maintaining a registry of occupational diseases and work accidents.
- Preparing a protocol for occupational medical tests.
- Maintaining a manual of medical procedures containing procedures for evaluating occupational disease risk agents.

The occupational health service is available to all employees, with services such as medical test results handled confidentially between the doctor and the employee.

These services are provided by leading suppliers, who ensure high service quality in line with legal requirements. For the 12 months ended December 31, 2022, we did not experience any non-conformance with legal requirements.

HEALTH PROMOTION

Our employees are provided various health benefits as stated by the local regulations. However, we value the health needs of our employees and go beyond regulations by also offering the following:

- Life insurance and additional life insurance for family members.
- Supplementary healthcare insurance.
- Disability or invalidity insurance.
- Extended maturity and paternity leave with a flexible and progressive return to work program for mothers.
- Wellbeing program.
- Assistance program for employees and their families in legal, psychological, and financial advice.

To ensure a positive experience and wellbeing for our staff, our health providers provide comprehensive medical services accessible to all employees. Voluntary health promotion services and programs to address significant non-work-related health risks include:

- Emergency medical attention.
- Outpatient medical assessments.
- Surveillance to monitor virological changes.
- Participation in health and immunization campaigns.

We also provide annual training to our employees covering topics including healthy eating, physical activity, mental health, sexual health, prevention of harmful substance consumption, and breastfeeding.



5.7. Training and education programs

5.7.1. Training programs

GRI Indicator: 3-3, 404, 404-1, 404-2, 404-3

Different training programs are available to support employee growth and development. Each country manages specific ad hoc trainings covering topics such as negotiation, communication, and adopting agile work methodologies. In addition to this, Cirion has implemented the following:

- **Education Assistance Program:** we provide ongoing professional training for our employees who wish to further their educational background.
- **Digital House:** we provide in-house courses about digital marketing, data analytics, database management, and programming to enhance the development and future work of our collaborators.
- **Technical training:** we provide routine technical training across critical applications such as Cisco, AWS, Juniper, Microsoft, and Fortinet.

AVERAGE TRAINING HOURS PER YEAR*:



14 hours

COMPANY TRAININGS

17 hours

COMPANY + MANDATORY TRAININGS

BASED ON EMPLOYEE CATEGORIES:

15.5 hours

INDIVIDUAL CONTRIBUTORS

13.5 hours

SUPERVISORS

18.5 hours

MANAGERS

27.5 hours

DIRECTORS

5.5 hours

VPS

100% of employees, regardless of their hierarchy or gender, receive periodic performance evaluations.



At Cirion, we are committed to attract, retain and develop the best talent. We promote diversity through various actions that connect us with our community, both internally and externally, and by having female representation in key leadership roles.

*With a total average of 16 hours for female collaborators and 16.5 hours for male collaborators. All employees from all countries.

5.7. Training and education programs

5.7.2. Leadership and development programs

GRI Indicator: 3-3, 404-1, 404-2, 404-3

Our leadership and development programs help our employees explore their leadership pathway at every step of their careers.

- **Internship programs:** aimed at university students with the potential to become prospective employees.
- **Young Talent:** trains the junior workforce across different business units to develop key soft skills.
- **Latam Level's Up:** develops a training schedule to provide a space for active reflection and practice to drive self-awareness.
- **Aspire to Lead:** designed for seniors and new supervisors who are interested in a management position or who are new in their role.
- **Leadership Essentials:** delivers critical foundational leadership concepts for managers, including business acumen, commitment, process discipline, and talent development. This program also provides tools to identify changing environments and challenge them in the development of a disruptive and holistic vision. It encourages team commitment and collaboration through new forms of participation.

- **Leadership Experience:** focuses on leadership capabilities for senior managers taking advantage of a simulated environment. This program aims to train key soft skills such as communication, problem-solving, and leadership.

Likewise, with the Continuous Talent Development programs, we create a development framework for our collaborators of high potential and critical talent.

- **Mentoring:** facilitates a mentor-mentee program to teach, inspire, advise, and guide mentees to help them achieve their professional goals.
- **Young Talent Counseling:** provides spaces for active listening for the new generations in our company, including reverse mentoring.
- **Low Performers:** monitoring and providing feedback to low performers.
- **Boost Your Career:** driven by the employee and their manager/supervisor, sponsored by HR. The result is an individual development plan through concrete actions that allow employees to enhance their careers.



5.8. Social impact of our programs

5.8.1. Empujar (Push) Program

GRI Indicator: 3-3

Cirion+Empujar offers young individuals from vulnerable neighborhoods access to their first internship and work experience, with the possibility to convert to full-time employment. This program allows us to positively impact society while connecting us

with our community. Program beneficiaries can access job placement opportunities and training to assist them in their professional and personal achievements.

Testimonial of Victoria Antelo

My name is Victoria Antelo. I'm 22 years old and I am studying to become a Certified Translator in English at the University of Buenos Aires. I am passionate about technology, languages, and general knowledge.

I learned about the Empujar Program at the end of 2020, during the pandemic, through social networks. This NGO helps young people from 18 to 24 years enter the workforce by providing training courses in soft skills, resume drafting, and interviews in order to connect them with formal employment in Argentina.

I completed the program in 2021, enabling me to start working at Cirion by mid-2022.

During the first couple of days, I was trained by Gisela Perazo, Billing area manager, along with my colleagues from Billing Customer Care.

I learned my main duties and applicable terms. I was also trained by Ana Gerlero and other colleagues from Billing Production in Colombia and Peru. Through this the trial period, I became a prerequisite analyst in Billing Customer Care, reporting to Ana Milena Carvajal. In August 2023, celebrated my first anniversary working at Cirion, and I could compare my experience to Lego blocks because I feel that I was gradually building my position piece by piece, connecting with my colleagues step by step.

Thanks to Cirion, I have invested my savings to have my own place, whilst also investing in my physical health thanks to the gym benefits. Through my time with the company, I have developed on my assertiveness, communication, and dynamism at work, and I'm still learning. I look forward to continuing to build my future with this incredible team.



5.9. Our satisfaction survey



Cirion’s Employee Engagement Survey (EES) takes place twice a year, with the results and metrics driving our training programs.

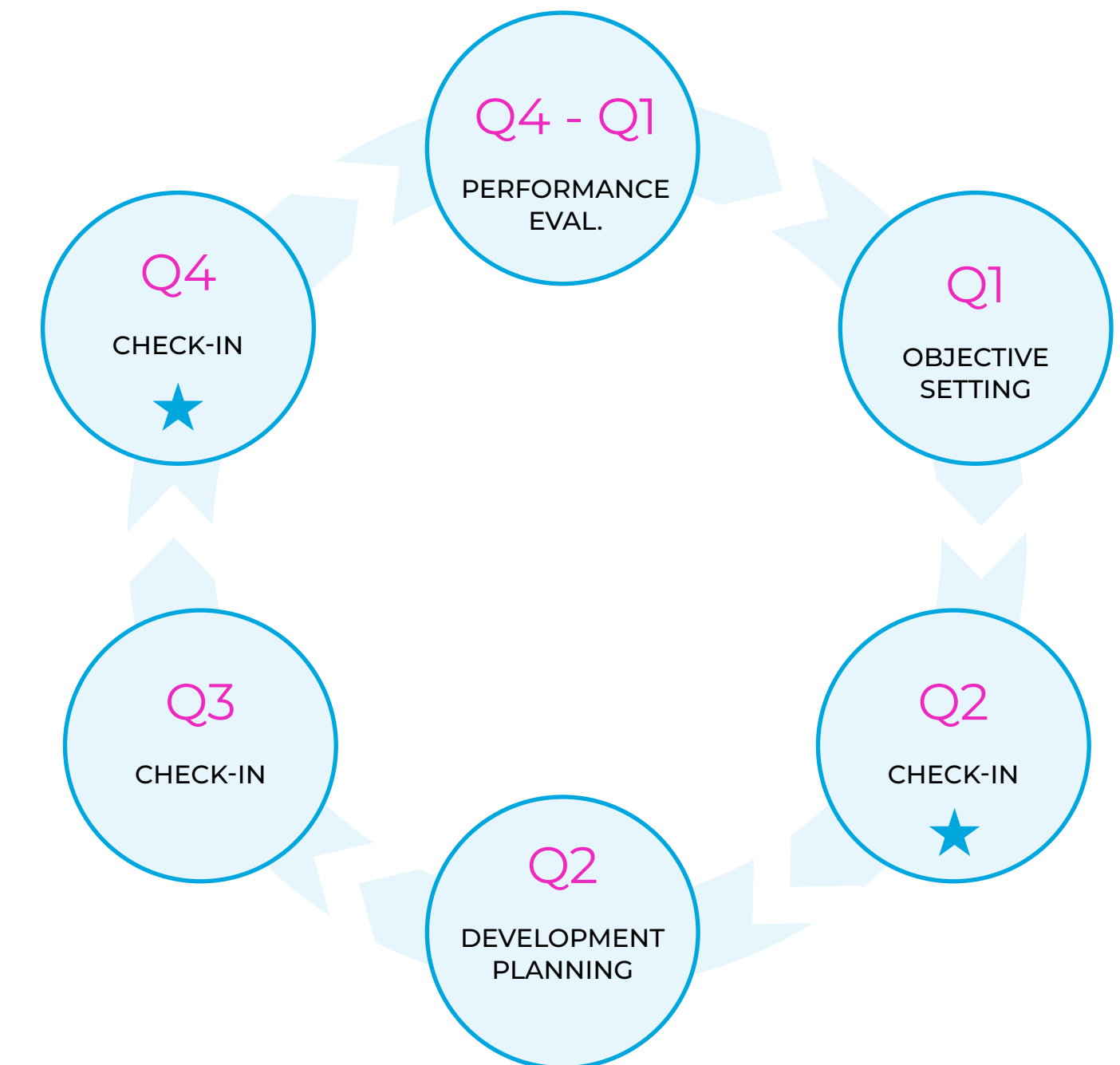
The below outline our survey results for the 12 months ended December 31, 2022:

- **Average eNPS was 43.**
- **Average overall satisfaction score of 84%.**
- The **average response was 81%** of employees who completed the survey.

In addition, we track all employees’ performance, and through the Low Performers program, we work to provide feedback twice a year (beyond mandatory performance feedback instances). Leaders with negative evaluations from their employees work on an ad-hoc action plan with each country’s local HR team to improve their performance.

5.10. Our performance evaluation

Performance evaluations play a key role in achieving strategic objectives and continuous improvement at Cirion. **These evaluations allow us to measure and analyze employee performance regarding organizational objectives, quality standards, values, and behaviors.** Our company performance evaluation process is detailed further below.





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We inspire environmental value

“Our company innovates passionately, but also mindfully. We are committed to providing technological solutions, respecting and protecting the environment”.

Tatiana Fonseca | EVP, OPERATIONS

MATERIAL TOPICS

- Energy efficiency and renewable energy
- Gas emissions, quality of air, and carbon footprint
- Waste management, co-processing and circular economy



6.1. Environmental management strategy

GRI Indicator: 3-3

We actively monitor our energy efficiency and utilize renewable energy sources where commercially viable.

We are focused on reducing our emissions footprint by investing in renewable energy alternatives (e.g., solar panels) and continuing to increase our ISO 14001 certification across our facilities.

In response to climate-related risks and opportunities, we have implemented short and medium-term programs to improve energy efficiency and reduce carbon emissions.

At Cirion, we have implemented a range of energy management initiatives, including:

- Ensuring all new energy procurement or renewals on the free market are RE100 or IREC certified, depending on country availability. In 2022, **we purchased 61 GW IREC certificates in Brazil and 23**

GW in Chile.

- Utilizing solar generation where possible.** This includes conducting market searches and entering into solar purchase agreements, particularly in Brazil, where we generated 300 MWh in 2022 through solar generation in Minas Gerais.
- Equipping all new sites to use LED lighting** and replacing lighting with LED technology in existing sites.

During 2022, **we invested \$6 million to replace 320 pieces of equipment with more energy-efficient alternatives.** In addition to implementing energy-efficient alternatives, we actively monitor energy consumption before and after the initiative to measure effectiveness. We have also replaced HVAC equipment with new Direct Expansion Free Cooling equipment in Argentina. In Chile, HVAC equipment in one of the buildings was replaced with new technologies of variable speed fans and Digital Scroll compressors.



6.2. Planning for reducing future emissions

Planning ahead is key to our company to reduce our carbon footprint. Please, check our action list below.

01 >> 02 >> 03 >> 04 >> 05 >> 06

Hiring an international consulting firm to calculate our carbon footprint and preparing our first report as a separate company from Lumen.

Planning for the inclusion of clean energy and increasing the number of IREC certificates in current facilities.

Fuel analysis deployment to use lower emission fuels than those currently used. E.g., replacing diesel with biodiesel.

Green technology analysis to enable retrofit of our facilities.

Use analysis of solid oxide fuel cells and immersion cooling technologies.

Development evaluation of more efficient, LEED certified designs for new data centers that will be built to improve PUE and renewable energy use.

6.3. Fuel consumption | Scope 1

GRI Indicator: 302, 302-1



Over the 12 months ended, December 31, 2022, **fuel consumption based on non-renewable sources (gasoline, GLP and diesel) was 16,896.1 gigajoules, with total consumption of renewable sources (ethanol) of 186.5 gigajoules.**

To calculate fuel consumption, we used the Duke A.1-A-3 tables and public sources, where liters were first converted to cubic meters, then to tons and finally to gigajoules.

STATIONARY COMBUSTION - LITERS PER FUEL

SOURCE	DIESEL	LP GAS
DATA CENTERS	209,505.6	0
NODES & OPERATIONAL BUILDINGS	158,056.3	2,388.6
GRAND TOTAL	367,561.9	2,388.6

MOBILE COMBUSTION - LITERS PER FUEL

VEHICLE TYPE	DIESEL	ETHANOL	GASOLINE
ADMINISTRATIVE	0	0	67,661.7
OPERATIONAL	14,330.9	5,550	32,425.4
GRAND TOTAL	14,330.9	5,550	100,087.1

STATIONARY COMBUSTION - KILOGRAMS PER COOLANT

COOLANT TYPE	R-407C	R-410A	R-422D	HFC-134A	R-141	R-22	R-438
DATA CENTERS	643.2	939	20	368.3	11	617.5	44.8
NODES AND LANDING STATIONS	927.9	813.6	0	0	0	207.9	36
TOTAL	1,571.1	1,752.6	20	368.3	11	825.4	80.8

6.4. Energy consumption | Scope 2

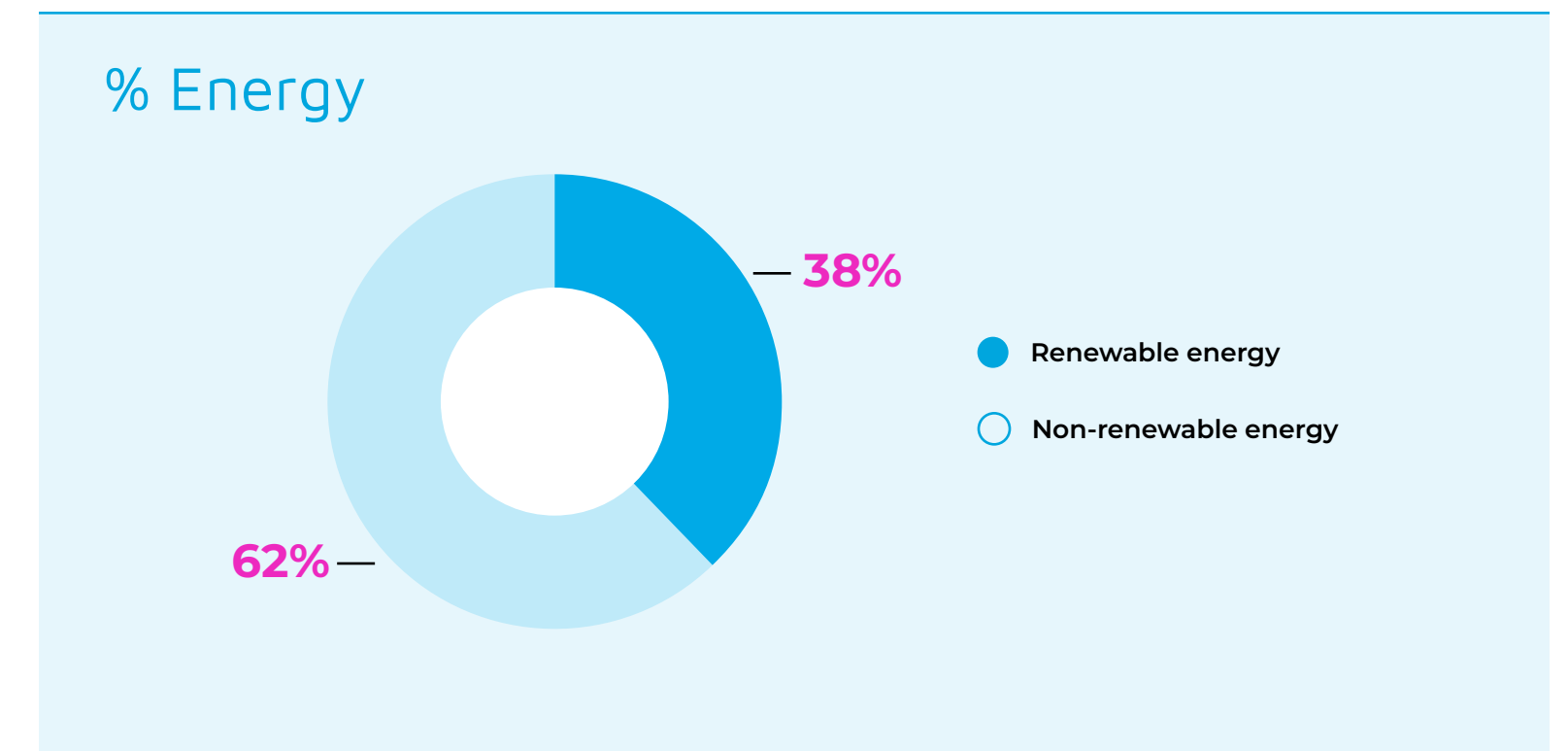
GRI Indicator: 302, 302-1

Total energy consumption for the 12 months ended December 31, 2022, was 792,811.1 gigajoules. With regards to electricity, 215,480,422 Kwh were consumed.



COUNTRY	KWH	%
ARGENTINA	36,458,752	17%
BRAZIL	81,647,606	38%
CHILE	24,921,023	12%
COLOMBIA	23,179,981	11%
COSTA RICA	0	0%
ECUADOR	7,611,389	4%
MEXICO	7,181,430	3%
PANAMA	3,451,523	2%
PERU	18,580,584	9%
UNITED STATES	5,361,406	2%
VENEZUELA	7,086,728	3%
GRAND TOTAL	215,480,422	100%

SOURCE	KWH	%
DATA CENTERS	158,702,199	74%
NODES	56,048,676	26%
OFFICES	729,547	0%
GRAND TOTAL	215,480,422	100%



* IREC renewable energy certificates were purchased in Brazil and Chile for 100% of the energy consumed by data centers located in those countries and for a percentage of the energy consumed by a node in Brazil.

6.5. Gas emissions, carbon footprint and air quality

GRI Indicator: 3-3, 305, 305-1, 305-2, 305-4

We aim to reduce our energy consumption and are committed to reducing gas emissions carbon footprint, and to preserving air quality with several initiatives implemented as outlined further below.



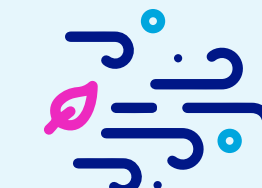
Gas emissions

Currently, **coolant recovery and disposal** are carried out once an intervention in air conditioning equipment is required that involves opening the cooling ducts of these systems, even in equipment that uses green coolants or has a lower environmental impact. **Gas replacement is accompanied by green coolants.**



Carbon footprint

Air conditioning equipment, pumping, and mechanical systems are regularly maintained to detect failures or leaks of refrigerants, oils, and greases that may affect air quality or increase our carbon footprint early. **In 2022, we commenced an emissions measuring process** to enable us to define necessary actions, objectives, and goals to reduce our footprint further.



Air quality

Our facilities comply with local regulations regarding allowed emissions in electric power generators, assuring good physical condition of the equipment and performing appropriate regular maintenance.

6.6. Our carbon footprint

GRI Indicator: 305, 305-2



Our carbon footprint was calculated on a consolidated basis across offices and technical facilities across our key operating markets, namely Argentina, Brazil, Chile, Colombia, Costa Rica, Ecuador, United States, Mexico, Panama, Peru, and Venezuela.

We have calculated our carbon footprint with reference to several applicable standards, including the Paris Agreement, location-based GHG calculation, market-based GHG calculation; carbon neutrality; United Nations Framework Convention on Climate Change, Department for Environment, Food and Rural Affairs (Defra), biogenic emissions; GHG indirect emissions; Environmental Protection Agency (EPA), emission factors, greenhouse effect gas (GHG), GHG Protocol, Global Warming Potentials (GWP), carbon footprint, IPCC Assessment Report (AR5), GHG emissions inventory, I-RECs, IPCC Intergovernmental Panel on Climate Change, Kyoto Protocol.

The calculation method applied herein considered the basic or standard guidelines and complies with all essential or standard guidelines of the revised edition of GHG Protocol Corporate Accounting and Reporting Standard and amendment thereof

regarding Scope 2 "GHG Protocol Scope 2 Guidance".

As part of our calculations, we followed the five GHG Accounting and Reporting Principles, including:

- **Relevance:** Ensure the GHG inventory appropriately reflects the GHG emissions of the company and serves the decision-making needs of users – both internal and external to the company.
- **Completeness:** Account for and report on all GHG emission sources and activities within the chosen inventory boundary defined by the company.
- **Consistency:** Use consistent methodologies to allow for meaningful emissions comparisons over time.
- **Transparency:** Address all relevant issues factually and coherently. Disclose any relevant assumptions and appropriately reference the accounting and calculation methodologies and data sources used.
- **Accuracy:** Ensure that GHG emissions quantification is not systematically over or underrated and that uncertainties are reduced with good data quality.

Cirion is committed to calculating scope three emissions as part of the 2023 sustainability report.

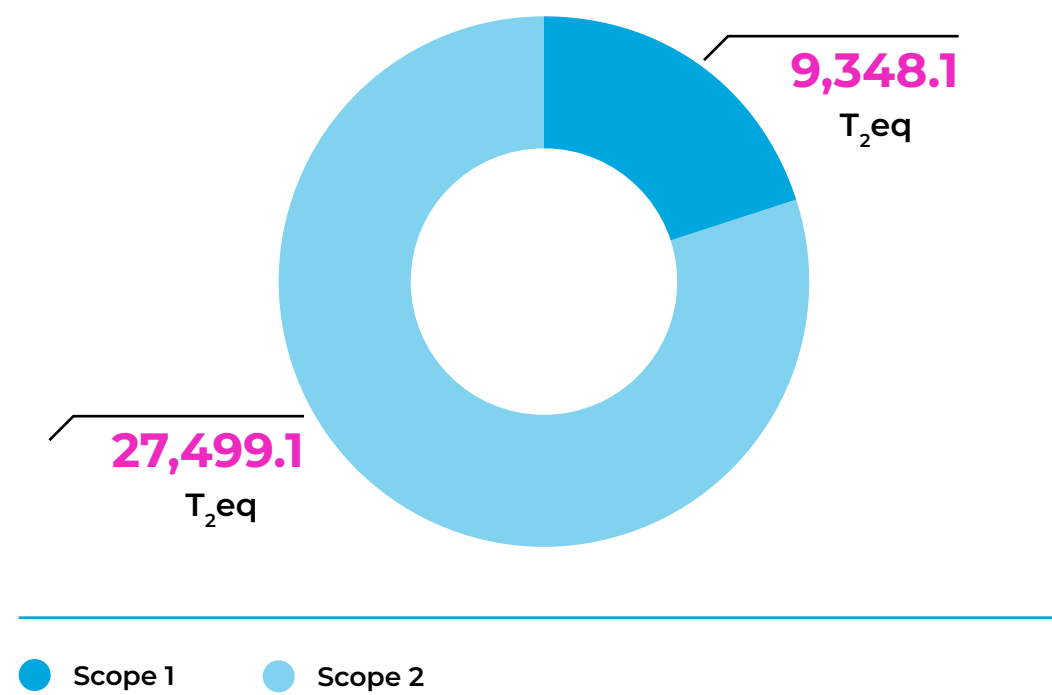
6.6. Our carbon footprint

6.6.1. Total emissions

GRI Indicator: 305, 305-2

Aiming at a more sustainable future, see below our market-based total CO₂ emissions. Results per operating country and type of source.

Market-based T2 total emissions



OPERATING COUNTRY	STATIONARY COMBUSTION	MOBILE COMBUSTION	REFRIGERANTS	PURCHASED ELECTRICITY	TCO ₂ EQ
ARGENTINA	170.2	20.2	325.7	9,843.9	10,360
BRAZIL	327.2	190.9	3,184.1	2,370	6,072.2
CHILE	116.4	3.1	1,243.1	747	2,109.5
COLOMBIA	90.7	0	504.1	2,920.7	3,515.5
COSTA RICA	0	18.7	0	0	18.7
ECUADOR	87.1	0	272.1	2,247.6	2,606.9
MEXICO	26.3	11	161.2	3,037.7	3,236.3
PANAMA	79.9	6.2	113.7	355.5	555.3
PERU	55.8	0.4	677.3	3,307.3	4,040.7
UNITED STATES	2	22.5	1,239.2	1,989.1	3,252.7
VENEZUELA	40.2	0	359	680.3	1,079.4
TCO₂	995.7	272.9	8,079.5	27,499.1	36,847.2



6.7. Waste management, co-processing and circular economy

GRI Indicator: 3-3, 306, 306-1

At Cirion, we ensure the recovery and disposal of equipment and supplies nearing the end of their lifecycle. Equipment and supplies include electronic and electrical equipment; electrical, electronic, and mechanical materials; copper-made cables, fiber optics or other materials; batteries; and oils.

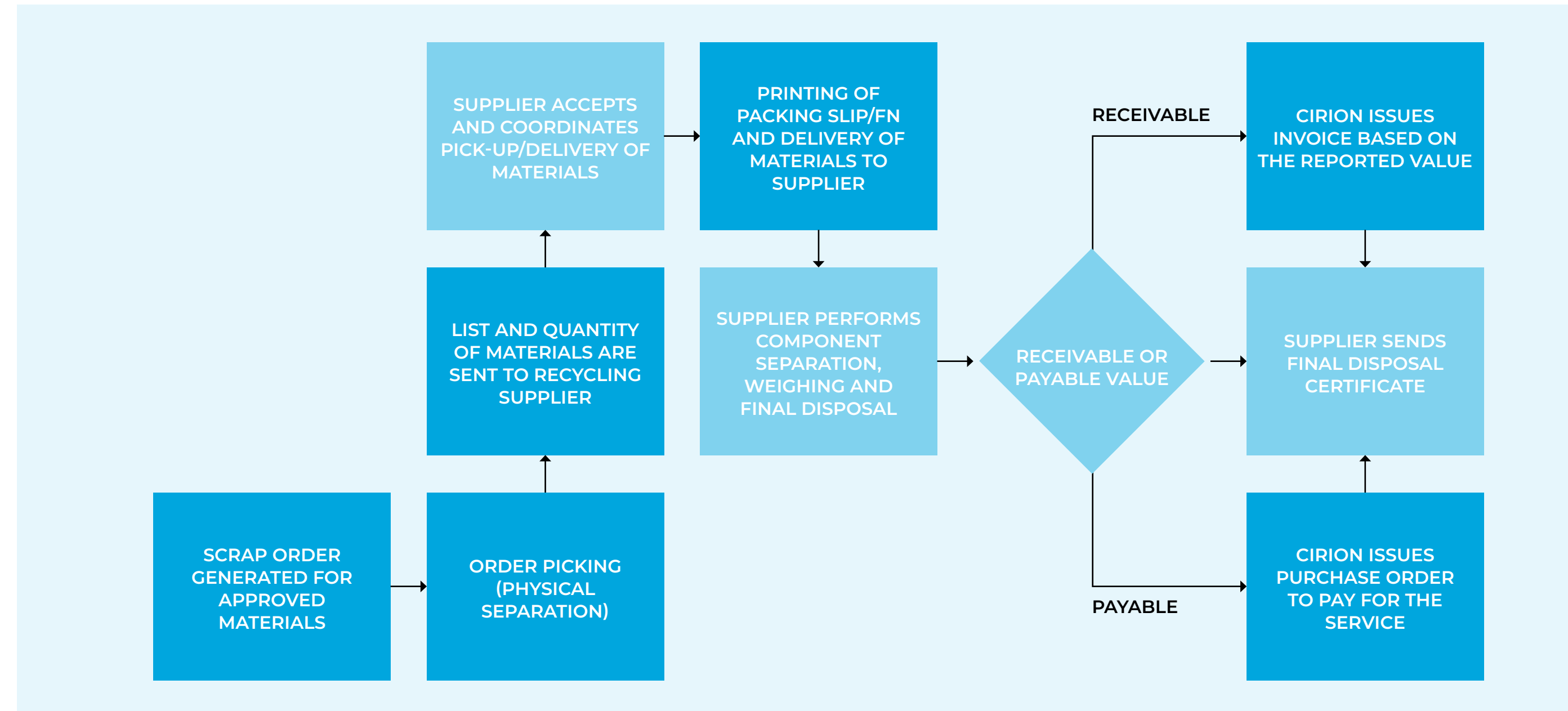
We have a defined process to assess equipment based on lifecycle and technological obsolescence. Non-functional, beyond their useful life, or technologically obsolete equipment is separated and goes through a scrap process. Upon accounting for scraps, the equipment is disposed of as waste (waste electrical and electronic equipment, industrial and commercial) in accordance with local regulations to prevent adverse environmental and community impacts.

The companies in charge of the final equipment and supplies disposal collect the materials, separate them, and proceed to recovery, recycling, or final disposal. Once the activity is completed, a disposal certificate is issued in accordance with each country's current regulations.

During 2022, 60 tons of materials from each country's operation have been processed following the aforementioned scheme (representing 6% of the installed technological infrastructure).

Likewise, useful equipment returned from the field (uninstallations) is recovered and reused in new facilities. In the 12 months ended, December 31, 2022, 19% of installed equipment was reused.

Delivery process of recycling materials



6.7. Waste management, coprocessing and circular economy

6.7.1. Measures to prevent waste generation

GRI Indicator: 306-2



At Cirion, we value the importance of solid waste management, as well as the circular economy approach in each activity, and are focused on preventing and minimizing solid waste generation and ensuring that solid waste is managed correctly. We host awareness talks with our staff to encourage their participation in proper waste management.

We have adopted the following measures:

1. Ensure each employee practices waste minimization and reutilize materials.
2. Ensure products and services procured or used by the company are evaluated following their final disposal cost criteria and according to the environmental and health risks involved.

The following waste minimization practices also apply:

- Avoid unnecessary photocopies.
- Work with virtual files, printing only what's absolutely necessary.
- Reduce the number of bags and packing.

Cirion is committed to properly segregating or storing waste to an authorized operator in order to

ensure their subsequent conditioning, recovery, or final disposal. For municipal waste, the company has arranged the use of the district municipality's service.

Sources are segregated, stored, and delivered to non-profit entities for social support purposes whenever possible. Alternatively, the segregation and storage aids solid waste management entities in maintaining quality for recovery purposes (plastics, cardboard, paper).

Additionally, we partner with a third-party solid waste operator to collect hazardous waste (telecommunications batteries, toners, fluorescent lights, used fuel) for subsequent treatment or final disposal.

The Real Estate and EHS areas collect data on municipal, non-municipal, and hazardous solid waste volumes through waste management control formats and submit the information to the requesting government authority according to each country's legal requirements.



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We inspire community

“Helping the community is a significant part of our corporate mission, and we are committed to making a positive difference in the communities we serve”.

Paula Vivo | COMMUNICATIONS DIRECTOR



MATERIAL TOPICS

- Community relations



7.1. Community actions and activities

GRI Indicator: 413, 413-1



In 2022, we conducted several activities and actions in the different countries where our company serves. **Supporting the community through various programs, donations and encouragement is essential to us**; this is why we engage in different events, foundations and ventures on an ongoing basis for collaboration and relationship building purposes.

ARGENTINA

- **Empujar Foundation:** inclusion of five members of My First Job Program
- **Santa Marta de Derqui Residence:** donation of educational material and hardware
- **Fundación Hematológica Sarmiento (FuHeSa):** Hematology Center: blood donation campaign
- **Ronald McDonald House:** annual dinner sponsor
- **School No. 27 DE4-Deán Gregorio Funes, City of Buenos Aires:** donation of school supplies (February 2022)

BRAZIL

- **María Carolina Foundation:** US\$16,000 donation
- **City of Cotia's Municipal Fund for Child Welfare Support:** US\$24,000 donation.
- **Jovem Aprendiz (Young Intern) Program -CIEE-:** Employment Program participation

CHILE

- **Gotitas de Agua Kindergarten:** donation of supplies and Christmas Celebration

COLOMBIA

- **United Way Colombia Foundation:** 28,711,049 Colombian Pesos donation

ECUADOR

- **United for Education:** US\$4,000 donation to support infrastructure construction

PERU

- **Fundación Peruana de Cáncer –Peruvian Foundation for Cancer (Frieda Heller shelter):** US\$2,699 donation to buy food

VENEZUELA

- **Senos Ayuda:** running and walking against breast cancer
- **Casa Hogar Domingo Savio (San Juan Bosco):** donation gathering
- **Fundación Jacinto Convit:** free internet and hosting services
- **Fundación JuanPablo2Santos:** donation of three new wheelchairs

7.1. Community actions and activities

7.1.2 María Carolina Foundation

In 2022, Cirion donated more than \$40,000, with \$16,000 donated to the María Carolina Foundation and the remaining \$24,000 donated to the Municipal Children's Support Fund. This donation has had a direct impact to dozens of socially and economically vulnerable children and families, as well as to hundreds of unsheltered and homeless people.

Through our donations, we have enabled **children to receive writing and math workshops to complement their education, art, and sports workshops, psychological support, shelter, and supplementary meals.** For expectant mothers, supply kits are provided to assist with the baby's delivery. Additionally, supplemental meals are provided to the unsheltered and homeless community.

These actions have rendered positive outcomes in the community over the years, improving the life expectancy of children in need. Cirion's Brazil operations has been supporting the María Carolina Foundation for over 22 years.



7.1. Community actions and activities

7.1.3. Community impacts

GRI Indicator: 3-3, 413-2

Our company looks at real positive and potentially negative impacts on the community. Regarding the latter, below you will find the risks identified so far.

NEGATIVE IMPACT DESCRIPTION	CONTROL MEASURES TO MITIGATE RISK
Potential neighbors' complaints due to environmental noise emitted by operating generator sets.	Soundproofing system in power generator rooms. Regular environmental noise measurements to check standards adherence.
Neighbors and passersby complaints about digging and pipelines on public spaces.	Obtaining municipal permits and authorizations. Assess procurement of equipment used in external plant with lower noise emissions. Air quality and noise measurements.
Community complaints for alleged radiation emitted by installed telecommunications antennas.	International telecommunications certifications with manufacturers' commitment to comply with the "maximum permissible radiation value" based on tests performed on their transmitting equipment and antennas. Non-ionizing radiation measurements.
Lawsuits from communities due to potential spills and underground oil leaks that feed power generators.	Telemetry systems for fuel measurement and real-time alarm activation to detect leaks and take immediate action.

COMPLAINTS MANAGEMENT

For the 12 months ended December 31, 2022, we received two complaints from communities surrounding our operations related to disturbing noises, with one claim including reference to the atmospheric emission of gases from fixed sources. In both cases, soundproof sound systems were implemented, and infrastructure works were performed to mitigate the impact.



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Annex

GRI Indicator-Table

CONTENT TITLE	LINK TO CONTENT	CHOICE	OMISSION	CHAPTER
GRI 2: 2022 General Contents				
The organization and reporting practices				
2-1 Organizational details	Pages 7, 9, 10, 11			2. About us
2-2 Entities included in the sustainability report presentation	Page 9			2. About us
2-3 Reporting period, frequency and point of contact.	Page 4			1. Introduction
2-4 Information update.	Page 4			1. Introduction
2-5 External Verification		The ESG Report shall be submitted to the Company's Board upon completion, and said body will determine the external verification required in the future.		
Activities and workers				
2-6 Activities, value chain, and other business relationships	Pages 7, 19			2. About us
2-7 Employees	Pages 37, 38, 39, 40			5. We inspire diversity
2-8 Workers who are not employees			Incomplete or not available information. We decided not to report about contractors given the difficulties to ensure quality of information due to the broad range of service providers. At the same time, since this is our first ESG report, we defined to focus on internal data, working on information consistency and lay the foundations for future reports.	
Governance				
2-9 Governance structure and composition	Page 25			3. We inspire transparency
2-10 Nomination and selection of the highest governance body			Incomplete or not available information: Shareholders have not set the format selection criteria, for now.	
2-11 Chair of the highest governance body	Page 25			3. We inspire transparency
2-12 Role of the highest governance body in overseeing the management of impacts	Pages 7, 20, 25			3. We inspire transparency
2-13 Delegation of responsibility for managing impacts	Pages 20, 25			3. We inspire transparency
2-14 Role of the highest governance body in sustainability reporting	Page 20			3. We inspire transparency
2-15 Conflicts of interest	Page 27			3. We inspire transparency

CONTENT TITLE	LINK TO CONTENT	CHOICE	OMISSION	CHAPTER
2-16 Communication of critical concerns	Page 27			3. We inspire transparency
2-17 Collective knowledge of the highest governance body	Pages 20, 25			3. We inspire transparency
2-18 Performance evaluation of the highest governance body			Incomplete or not available information: Board assessments are not contemplated for now, and neither is establishing their mandatory nature.	
2-19 Remuneration policies	Page 41			5. We inspire diversity
2-20 Process to set remuneration	Page 41			5. We inspire diversity
2-21 Total annual compensation ratio			Confidentiality restrictions. The data are not publicly available due to company policies.	3. We inspire transparency
Strategy, policies and practice				
2-22 Sustainable development strategy statement	Page 5			1. Introduction
2-23 Commitments and Policies	Pages 26, 27			3. We inspire transparency
2-24 Embedding policies and commitments	Pages 26, 27, 29			3. We inspire transparency
2-25 Negative impacts remediation processes	Page 28			3. We inspire transparency
2-26 Mechanisms for seeking advice and raising concerns	Page 28			3. We inspire transparency
2-27 Compliance with laws and regulations			Not applicable	
2-28 Membership of associations			Information not available. Currently we are not actively participating of ESG entities or associations.	
Groups of interest participation				
2-29 Approach to stakeholder engagement	Page 17			2. About us
2-30 Collective bargaining agreements	Pages 37, 38, 39, 40			5. We inspire diversity
GRI 3: 2022 Material topics				
3. Material topics	Page 22			2. About us
3-1 Process to determine material topics	Pages 22, 23			2. About us
3-2 List of material topics	Pages 22, 23			2. About us
MATERIAL TOPIC: ANTICORRUPTION				
3. Material topics	Page 30			2. About us
3-3 Management of material topics	Page 30			3. We inspire transparency
205-2 - Communication and training on anticorruption policies and procedures	Page 30			3. We inspire transparency
205-3 - Confirmed corruption cases and measures taken	Page 30			3. We inspire transparency
MATERIAL TOPIC: CYBERSECURITY				
3. Material topics	Page 34			2. About us
3-3 Management of material topics	Page 34			3. We inspire transparency
MATERIAL TOPIC: CUSTOMER PRIVACY				
3. Material topics	Page 35			2. About us

CONTENT TITLE	LINK TO CONTENT	CHOICE	OMISSION	CHAPTER
3-3 Management of material topics	Pages 32, 35			3. We inspire transparency
418-1 Substantiated claims regarding customer privacy breaches and customer data loss	Page 35			4. We inspire security
MATERIAL TOPIC: VALUE CHAIN & HUMAN RIGHTS				
408-1 Operations and suppliers with significant risk of child labor cases	Page 32			3. We inspire transparency
409 Forced and compulsory labor	Page 32			3. We inspire transparency
409-1 Operations and suppliers with significant risk of forced or compulsory labor	Page 32			3. We inspire transparency
MATERIAL TOPIC: HEALTHCARE AND SAFETY IN THE WORKPLACE				
3. Material topics	Page 43			5. We inspire diversity
3-3 Management of material topics	Page 43			3. We inspire transparency
403 - Healthcare and Safety In the Workplace	Pages 43, 44, 45, 46, 47			5. We inspire diversity
403-1 Management System for Healthcare and Safety In the Workplace	Page 43			5. We inspire diversity
403-2 Hazard identification, risk assessment, and incident investigations	Page 45			5. We inspire diversity
403-3 Healthcare Services in the Workplace	Page 47			5. We inspire diversity
403-4 Worker participation, consultation, and communication on occupational health and safety	Page 44			5. We inspire diversity
403-5 Workers training on occupational health and safety	Page 44			5. We inspire diversity
403-6 Workers' healthcare promotion	Page 47			5. We inspire diversity
403-8 Occupational health and safety management system coverage	Page 43			5. We inspire diversity
403-9 Work-related injuries	Page 45			5. We inspire diversity
403-10 Occupational ailments and illnesses	Page 45			5. We inspire diversity
MATERIAL TOPIC: TRAINING AND DEVELOPMENT				
3.- Material topics	Page 48			5. We inspire diversity
3-3 Management of material topics	Pages 48, 49			3. We inspire transparency
404 - Training and development	Page 48			5. We inspire diversity
404-1 Average training hours/year per employee	Pages 48, 49			5. We inspire diversity
404-2 Programs for upgrading employee skills and transition assistance programs	Pages 48, 49			5. We inspire diversity
404-3 Percentage of employees who receive regular professional performance assessments	Pages 48, 49			5. We inspire diversity

CONTENT TITLE	LINK TO CONTENT	CHOICE	OMISSION	CHAPTER
MATERIAL TOPIC: EMPLOYMENT PRACTICE				
3.- Material topics	Page 50			5. We inspire diversity
3-3 Management of material topics	Page 50			3. We inspire transparency
401 - Employment	Page 37			5. We inspire diversity
401-1 New hires and staff turnover	Pages 37, 38, 39, 40			5. We inspire diversity
401-2 Benefits for full time employees not provided to part-time or temporary employees	Page 47			5. We inspire diversity
MATERIAL TOPIC: DIVERSITY, INCLUSION AND EQUAL OPPORTUNITIES				
3. Material topics	Page 42			2. About us
3-3 Management of material topics	Page 42			3. We inspire transparency
405- Diversity and equal opportunities	Pages 37, 38, 39, 40			5. We inspire diversity
405-1 Diversity of governance bodies and employees	Pages 37, 38, 39, 40			5. We inspire diversity
405-2 Ratio of basic salary and remuneration of women to men	Page 41	102% Women 103% Men		5. We inspire diversity
406-1 - Incidents of discrimination and corrective actions taken		No discrimination cases reported		5. We inspire diversity
MATERIAL TOPIC: ENERGY EFFICIENCY AND RENEWABLE ENERGY				
3. Material topics	Page 53			2. About us
3-3 Management of material topics	Page 53			3. We inspire transparency
302 - Energy	Pages 55, 56			6. We inspire environmental value
302-1 Energy consumption in the organization	Pages 55, 56			6. We inspire environmental value
MATERIAL TOPIC: GAS EMISSIONS, QUALITY OF AIR, AND CARBON FOOTPRINT				
3. Material topics	Pages 57, 58, 59			2. About us
3-3 Management of material topics	Pages 57, 58, 59			3. We inspire transparency
305 - Emissions	Pages 57, 58, 59			6. We inspire environmental value
305-1 Direct (Scope 1) GHG emissions	Page 57			6. We inspire environmental value
305-2 Energy indirect (Scope 2) GHG emissions	Pages 57, 58, 59			6. We inspire environmental value
305-4 GHG emission intensity	Page 57			6. We inspire environmental value
MATERIAL TOPIC: Waste management, co-processing and circular economy				
3. Material topics	Page 60			2. About us
3-3 Management of material topics	Page 60			3. We inspire transparency
306 - Effluents and Waste	Page 60			6. We inspire environmental value
306-1 Waste generation and significant waste-related impacts	Page 60			6. We inspire environmental value
306-2 Management of significant waste-related impacts	Page 61			6. We inspire environmental value

CONTENT TITLE	LINK TO CONTENT	CHOICE	OMISSION	CHAPTER
MATERIAL TOPIC: COMMUNITY RELATIONS				
3. Material topics	Page 63			2. About us
3-3 Management of material topics	Page 65			3. We inspire transparency
413 Local Communities	Page 63			7. We inspire community
413-1 Operations with local community engagement, impact assessments, and development programs	Page 63			7. We inspire community
413-2 Operations with significant actual and potential negative impacts on local communities	Page 63			7. We inspire community

Emission factors | Scopes 1 and 2

Emission factors Scope 1 – stationary combustion and mobile combustion

FUEL	2	4	20	SOURCE	YEAR
Diesel (t ₂ ³)	2,66134	0,00026	0,03720	Greenhouse gas reporting: conversion factors 2022 GOV.UK (www.gov.uk)	2022
Gas LP (t ₂ ³)	1,55491	0,00121	0,00097	Greenhouse gas reporting: conversion factors 2022 GOV.UK (www.gov.uk)	2022
Gasoline (t ₂ ³)	2,32567	0,00732	0,00671	Greenhouse gas reporting: conversion factors 2022 GOV.UK (www.gov.uk)	2022
Ethanol (t ₂ ³)	No aplica	0,00024	0,0000026	GHG Emission Factors Hub US EPA	2022

FUEL	2 BIOGÉNICO	SOURCE	YEAR
Ethanol (t ₂ ³)	1,51899	GHG Emission Factors Hub US EPA	2022

Emission factors | Scope 2: purchased electricity

COUNTRY	tCO ₂ /MWh	SOURCE	YEAR
Argentina	0,270	Factor de emisión CAMMESA	2022
Brazil	0,1264	www.gov.br/mcti/pt-br/acompanhe-o-mcti/sirene/dados-e-ferramentas/fatores-de-emissao	2021
Chile	0,3907	Factores de emisión-energía abierta Comisión Nacional de Energía (energiaabierta.cl)	2021
Colombia	0,126	320_2022.pdf (upme.gov.co)	2021
Costa Rica	0,04	Factores de emision-GEI-2022-1.pdf (imn.ac.cr)	2021
Ecuador	0,2953	Informe interconectado (controlrecursosyenergia.gob.ec)	2021
Mexico	0,423	Registro Nacional de Emisiones (RENE) Secretaría de Medio Ambiente y Recursos Naturales Gobierno gob.mx (www.gob.mx)	2021
Panama	0,103	Reporte de factor de emisión del SIN Panamá 2021-Secretaría Nacional de Energía (energia.gob.pa)	2021
Peru	0,178	Agencia Internacional de Energía	2022
United States	0,371	GHG Emission Factors Hub US EPA	2022
Venezuela	0,096	Agencia Internacional de Energía	2022

Global Warming Potential (GWP) | GEI and refrigerants

GWP of GEIs

GEI	GWP	SOURCE
2	1	AR5-IPCC
4	28	AR5-IPCC
20	265	AR5-IPCC

GWP of refrigerants

GEI	GWP	SOURCE
R-407c	1624	AR5-IPCC
R-410a	1924	AR5-IPCC
R-422d	2473	AR5-IPCC
HFC-134a	1300	AR5-IPCC
R-22	1760	AR5-IPCC
R-438a	2059	AR5-IPCC
R-141	782	AR5-IPCC

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