



CARBON NEUTRALITY AND SOCIAL RESPONSIBILITY

At Corpag we decided a while ago to make a commitment for the environment and for the community, reducing and off-setting our carbon emissions and supporting social and educational projects around the world, searching to support clean and sustainable initiatives that improve life quality. We have established internal programs that are supporting students to strive for the best education developing their skills and talents, becoming the high achievers of the future.

We are Carbon Neutral!

Climate change is a grave reality and at Corpag we have taken action and lead our industry on the sustainability path, leaving a green print of our actions and looking for a brighter and cleaner future.

A year ago we finalized the measurement of our carbon footprint for the preceding two years and have successfully offset our whole emission by participating in very exciting and noble initiatives in 2021, such as in the funding of electric food stoves in Peru which reduces carbon emission by local communities who used to cook on wood fires, the construction of a 19.2 MW wind power plant based in Izmir, Turkey, a district occupied by refineries, ship dismantling sites and other industries that significantly impact air quality, and finally in December we contributed to the construction of a 6.5 MW Mini Hydro Power Project in Sri Lanka which is planned to generate up to 20,000 MWh clean electricity annually from a small-scale hydropower plant.





We are committed to continue with this project and will keep our strategy of reducing our own emission and offsetting what cannot be eliminated by ourselves, so we can continue growing sustainably and minimizing our impact to the environment.

Diversity and Inclusion

At Corpag we are highly committed to develop a diverse and inclusive working environment that establishes a sense of belonging among all of us. When we feel safer and more connected at work, we tend to work smarter and harder, performing higher quality services for our clients. As a result, we are seeing huge gains in the form of improving service quality, better business results, accelerating innovation, and smarter decision-making.

The average age of our staff is 34 years old. Female staff accounts for 65% of the total, which is an absolute blast for Corpag's women, as the general global labor force participation rate for women is currently close to 49% and for men it is 75%.

Gender diversity on Boards is an issue rooted in the principle of equality of treatment and equality in gender representation. In Corpag we not only promote gender equality, but we can show we are putting this in practice. We have 4 Board Executives of which 2 are male and 2 are female.

Corpog Curiosity and Corpog Commitment

Corpog Curiosity is our global internship program aligned with our purpose, values and ambitions in order to foster development opportunities for both students and Corpog. In 2021 we had the great opportunity to work with 12 interns in our offices in Argentina, Brazil, Curacao, Singapore, Spain, the Netherlands and USA. Of these 12 students we hired 6 after their internship was finalized, contributing to our sustainable growth, and increasing our employee network.

Through the **Corpog Commitment** program we offer student loans to talented young people who strive for the best education but lack the financial means to obtain it. Corpog Commitment offers a solid opportunity to invest in human capital with a fair interest rate.

