

Grant Thornton Argentina

Sustainability Report

2022



Presentation

In line with our commitment to business transparency and sustainable economic development, we present the first Sustainability Report from Grant Thornton Argentina.

This document presents our progress in Employment, Social Responsibility, Environment and Anti-Corruption policies, to face the current challenges of our society in order to develop along with our collaborators, our clients and our community.

Questions and suggestions regarding this material are welcome and can be sent by email to conectados@ar.gt.com.



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Buenos Aires, December 2022

At Grant Thornton Argentina, our purpose is to accompany our clients in their growth and development processes, in the most efficient and sustainable way possible, with innovative solutions tailored to their needs and goals.

As leaders in audit, tax and consulting, we understand that our role is essential to promote practices that have a positive economic, environmental and social impact in the supply chains of our clients and suppliers.

We face great challenges in the Argentine market and in the global context. For this reason, we must prioritize the optimization of processes to achieve more sustainable models of production and generation of resources. Aligned with the values of our network, we promote diversity, inclusion and gender parity policies. The diversity of our teams allows us to have a wealth of perspectives that make a difference in the experience we provide to our clients.

This Sustainability Report accounts for our commitment to our collaborators, our clients and our community. Our focus is to continue contributing from our corporate role to the 2030 Agenda and the Grant Thornton International ESG guidelines.

Fernando Fucci
Managing Partner
Grant Thornton Argentina

Institutional presentation

1.1. About us

Grant Thornton International

We embrace what makes each market unique. On a global scale.

Grant Thornton is a global network of independent firms working in Audit, Consulting and Tax, with a structure that includes more than 750 offices and 62,000 professionals in over 140 countries. For nearly 100 years, Grant Thornton has served organizations around the world to help them grow and achieve their strategic ambitions. To this end, it aligns the global scale with the knowledge of local markets and maintains a collaborative model that allows us to bring together specialized teams in different sectors, industries and geographical regions. In this way, we create customized solutions for each business segment.

Grant Thornton seeks to exceed expectations, working to increase recognition by the market as Mid-Market specialists, creating value and contributing to the construction of a more promising future, not only for clients, but also for collaborators and for society. Our performance is guided by the CLEARR global values, which we share with all Grant Thornton member firms. Despite our cultural peculiarities, all of us support this unique way of promoting positive change.



1.2. Our history

Grant Thornton International had its origins in 1904, with the firm Thornton & Thornton originally from Oxford, United Kingdom. Twenty years later and on the other side of the Atlantic, at the age of 26, the accountant Alexander Richardson Grant formed Alexander Grant & Co in Chicago, United States.

In 1969, led by Wallace E. Olson, Alexander Grant & Co. joined companies from Australia, Canada and the United Kingdom establishing Alexander Grant Tansley Witt. This organization ran successfully for 10 years. By 1980, Alexander Grant & Co. joined with 49 other accountancy firms, including Thornton Baker in the UK, a firm with similar qualities, clients, staff number and values, to form a global organization: Grant Thornton International.

After its merger with Denver-based Fox & Co. in 1985, Alexander Grant & Co. became the ninth-largest accounting firm in the United States, behind the "Big Eight" group of firms of the time.

In 1986, Alexander Grant & Co. changed its name to Grant Thornton, reflecting its affiliation with the British firm Thornton Baker, which also changed its name to Grant Thornton.

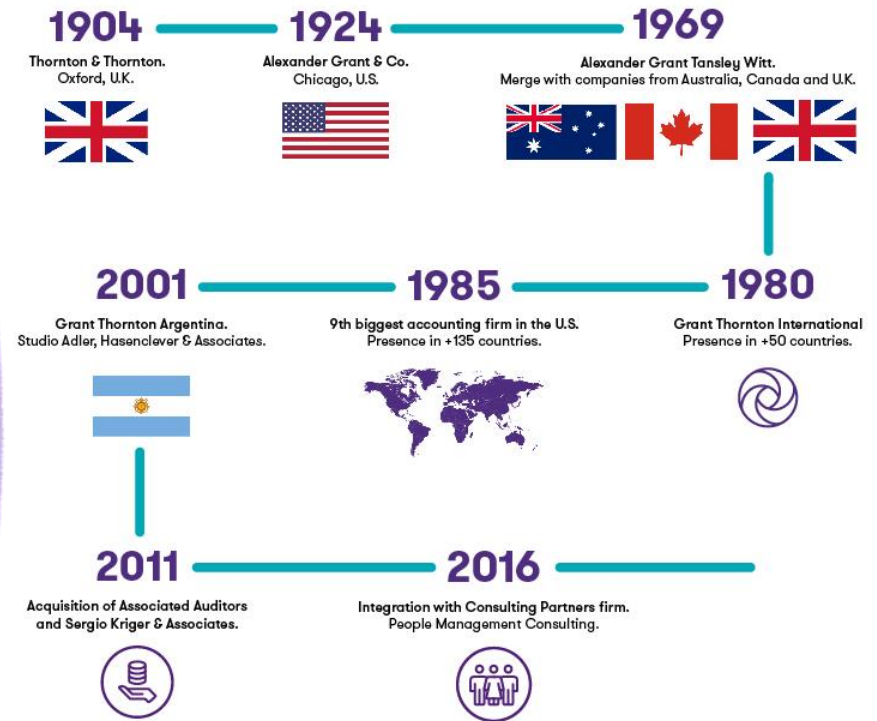
In 2001, the firm Adler, Hasenclever & Asociados, headquartered in Buenos Aires, joined Grant Thornton International, becoming Grant Thornton Argentina. The firm began its operations in the local market with the goal of assisting in the development and strengthening of companies and public entities, through the application of the professional policies and practices established by the international network.

In 2011 Grant Thornton Argentina acquired Associated Auditors and Sergio Kriger & Asociados, achieving a strong specialization in auditing, taxes and consulting for the financial and exchange markets.

In 2016, the consulting firm Consulting Partners specialized in E-Learning and people management services joined the firm.

Grant Thornton Argentina has more than 50 years of experience in the local market, offices in the Cities of Buenos Aires and Córdoba with a human capital of more than 400 collaborators, and strategic alliances in the provinces of Mendoza, Tucumán and Santa Fe.

Grant Thornton International, more than a century since its inception, has become a global network of firms with more than 56,000 collaborators with a presence in 140 markets and more than 40 International Business Centres (IBCs).



1.3. Our motto: Go Beyond

We “Go beyond” the usual, so that our clients can do it too.

We invest our time in listening, building relationships and understanding our clients’ concerns to provide a more personal, agile and proactive experience. We work at the pace that matters, that of each business.

We celebrate innovation and diverse perspectives to find better solutions. We do not predict the future. We help shape it.

Experience in all industries



And in all kind of companies



1.4. Our numbers

In Argentina

2

Offices in Buenos Aires and Córdoba, with strategic allies in Tucumán, Santa Fe and Mendoza.

1

International Business Centres (IBC)

ARS 1.500M

Annual turnover 2022

+400

Collaborators

Grant Thornton Int.

+750

Offices in

140

Markets

+40

IBCs

USD 6.6 bn

Annual turnover

+62.000

Collaborators

1.5. Grant Thornton Argentina



50

Years of
experience

With coverage throughout the country, we have offices in Buenos Aires and Córdoba, regional partners in Tucumán, Rosario and Mendoza, and more than 400 collaborators.

We combine global experiences with local knowledge to design and lead solutions capable of boosting the resilience of companies in the face of market challenges, facilitating their sustainable growth.

We work to strengthen our clients' attributes such as transparency, efficiency and excellence in strategies, processes and operations. Our team is continuously trained, focused on developing customized solutions for all types of companies and segments, from startups, private and family companies, to listed and national companies and international public organizations.

We work under 3 pillars



**Global
network and
brand**



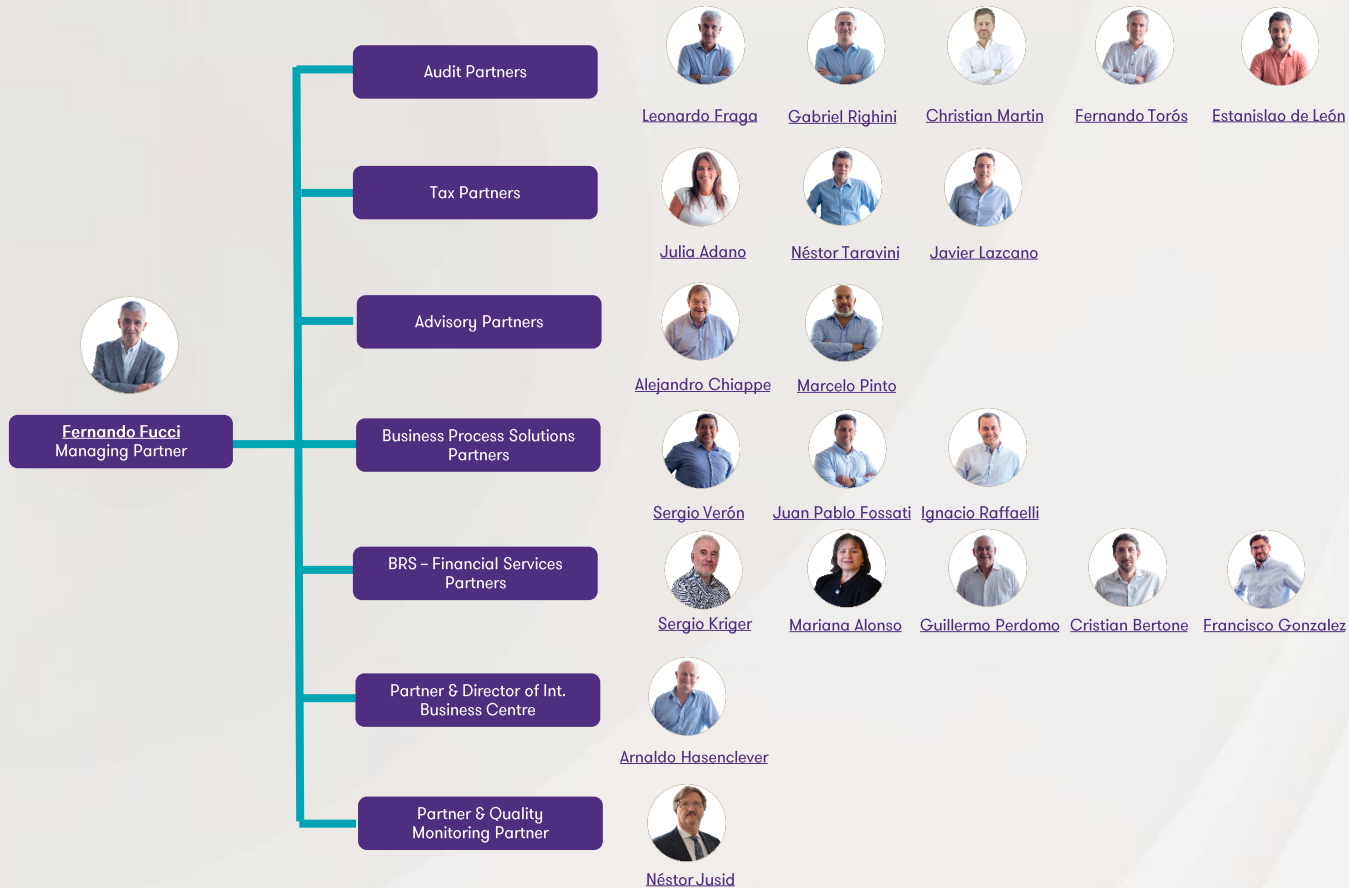
**Quality of
services**



**Long-term
relationships**

1.6. Governance structure

Grant Thornton Argentina Partners



Grant Thornton International has a "Board of Governors" made up of leaders of the firms belonging to the network worldwide.

See **Board of Governors.**

1.6. Governance structure

General Executive Committee



Fernando Fucci
Managing Partner



Arnaldo Hasenclever
Partner – IBC Director



Alejandro Chiappe
Advisory Partner



Leonardo Fraga
Audit Partner



Sergio Verón
BPS Partner



Guillermo Perdomo
BRS – Financ. Svcs. Partner



Sergio Kriger
BRS – Financ. Svcs. Partner



Julia Adano
Tax Partner

1.6. Governance structure

Quality Committee



Natalia Avallone
Risk & Quality Manager



Arnaldo Hasenclever
Partner – Director of IBC



Marcelo Pinto
Advisory Partner



Mariana Alonso
BRS – Financ. Svcs. Partner



Christian Martin
Audit Partner



Juan Pablo Fossati
BPS Partner



Nestor Taravini
Tax Partner



Claudia Deprati
BRS – Financ. Svcs. Director



Fernando Fucci
Managing Partner



Estanislao de León
Audit Partner



Javier Lazcano
Tax Partner



Patricia Terraza
Sr. Manager Advisory



Ignacio Raffaelli
BPS Partner



Cristian Bertone
BRS – Financ. Svcs. Partner








Francisco González
BRS – Financ. Svcs. Partner

Innovation Committee

1.7. Our matrix approach

Our teams are designed to provide our clients with an **agile experience** through the development of **more efficient solutions**, putting the work of **our experts at the service of each project**. That is why we highlight our structure aligned **by service line and by industry**.

Our service lines

-  Audit
-  Taxation
-  Advisory
-  BRS- Financial Services
-  Business Process Solutions

Our industries "in focus"

-  Energy and Natural Resources
-  Agribusiness
-  Financial Services and Fintech
-  Life Sciences
-  Sustainability and ESG
-  Public sector

1.8. Risk Management and Quality

Global Transparency Report

As part of our continued focus on transparency, the **Grant Thornton International Global Report** is designed to provide insight into how our organization operates globally, its member firms and its high-quality fiscal services.

We have people, processes and technology that translate into actions of public interest, including delivering **high-quality audits**.

Combined global revenue for Grant Thornton member firms for 2021 was **US\$6.6 billion**, increasing year-over-year. Grant Thornton has more than 60,000 people serving in more than **147 markets**, making a difference for their customers and communities every day.

Read the 2022 Global Transparency Report:



Code of Conduct

All Grant Thornton member firms comply with the International Code of Ethics for Professional Accountants, established by the **International Ethics Standards Board for Accountants (IESBA)**.

The Grant Thornton network has a **Global Quality Framework**, which is a critical reference document that specifies the quality control standards required for all lines of service at Grant Thornton member firms around the world.

The Advisory, Tax and Assurance quality functions have adhered to a common quality standard. This framework is supported by policies and procedures developed by the service lines and Grant Thornton International Ltd. Each of the member firms produce their own **Local Code of Conduct**.

Reports and claims

We have a direct channel for complaints or claims related to ethical issues, breaches of professional standards or the Code of Conduct, or irregularities in the provision of services.

The address for complaints is: **denuncias@ar.gt.com**.

1.8. Risk Management and Quality

Integrity, transparency and professional ethics characterize our work, through compliance with current legislation, professional regulations and applicable ethics codes.

Our Firm has a **Quality Management System** designed to establish quality objectives, consistent with the circumstances and nature of the Firm and its commitments or assignments; identify the risks associated with those objectives; and establish the necessary policies and procedures to mitigate such risks. These objectives, risks and responses are documented in our Quality Management Manual, translated into policies and procedures applicable to all our collaborators.

Our ethical principles are:

- **Integrity:** Being objective and honest in all professional and commercial relationships
- **Objectivity:** do not allow prejudices, conflicts of interest or undue influence of third parties
- **Professional competence:** maintaining professional knowledge and skills at the required level
- **Confidentiality:** keep professional secrecy regarding client information and their business
- **Professional behavior:** comply with the laws and regulations and avoid any action that brings discredit to the profession

In 2022, an internal bimonthly publication called **Risk and Quality Newsletter** was implemented. Through this newsletter, content related to professional **responsibility, independence, ethics, and compliance** is shared with all Grant Thornton Argentina employees.

1.8. Risk Management and Quality

Management of conflicts of interest

To ensure compliance with the ethical and independence principles in relationships with our clients, we maintain the **Global Independence System (GIS)**, through which we manage and monitor potential impacts on independence, related to the financial interests of professionals (partners and managers) and close relatives. In addition, we carry out global independence checks through the **Global Relationship System (GRS)** with all member firms of the network.

Our collaborators formally undertake to declare, before starting any work and in all relationships with clients, all relationships (family, financial, commercial, etc.) or actions that may constitute conflicts of interest between the related parties. This process is **audited periodically** to ensure total impartiality in all our activities and services provided.

Furthermore, in the **process of accepting new clients**, we use an **external tool that provides** commercial, legal, judicial information, etc. of potential clients and their management. **We also promote due diligence processes.** In this way, **we establish risk levels for the acceptance or not of our clients and/or assignments.**

Additionally, to address issues of conflict of interest and independence, **each employee must annually complete the Annual Confirmation of Independence**, declaring the relationships that with clients (direct or through relatives). The yearly confirmation process also requires updates to be made for any changes to their relationships during the period.

1.8. Risk Management and Quality

Customer perceived quality

In order to detect the perception that clients have in relation to the quality of our services, we make the **Client Voice** platform available, where the results of our teamwork is measured. This survey is conducted by qualified and technically fit personnel, trained to identify the customers' real needs and add value to their business.



Our impact

2.1. Definition of Sustainability

Sustainability is the ability to achieve economic prosperity sustained over time while protecting the planet's natural systems and providing a high quality of life for people. [1]

[1]: <https://responsabilidadsocial.net/>

Sustainability and ESG

The creation of value from sustainable development is a subject of growing relevance for investors, clients, collaborators and other social actors. In accordance with this **growing social interest** and with the guidelines of **Grant Thornton International** and the other member firms of our network, we recognize the importance of **committing ourselves to the ESG criteria**.

Environmental

- We propose to optimize processes with the objective of achieving the efficient use of all resources.
- We promote efficiency and resource savings throughout our supply chain
- We promote good environmental practices in our community.
- We assist our clients in processes related to the determination and verification of compliance with metrics for a positive environmental impact.

Social

- We are aware of the impact that our activities, and those of our clients and suppliers have on the communities in which we operate.
- We accompany and collaborate with institutions of the social sector that share our values and that work for the diversity and inclusion of minorities and vulnerable groups.

Governance

- Our decision-making is carried out in representative committees based on the interests of our stakeholders and our community.
- We provide clear communication and complaint channels with the aim of promoting transparency and accountability.
- We have a Quality Committee and a Risk and Quality Management responsible for regulatory compliance in all applicable areas.

2.2. Our stakeholders

Based on our local objectives and the international guidelines of our network, we consider that our main stakeholders are:

Our teams

More than 400 people who provide services to our clients from our offices in Buenos Aires and Córdoba and working remotely from their homes in different parts of the country.

Our clients

More than 1,000 companies and institutions across the country receive services from our business lines.

Our candidates and collaborators

The people who are part of selection processes and those who are hired to be part of our client's teams as outsourced collaborators.

Our community

Individuals, social groups, public, social, academic and private institutions that share our communities and that are allies in the fulfillment of our mission.

2.3. Sustainability - Governance



As Grant Thornton Argentina's **Managing Partner**, **Fernando Fucci** is responsible for the firm's sustainability, ESG and social responsibility strategies.



Alejandro Chiappe, **Lead Partner of Advisory Services**, is the main spokesperson for **Sustainability** as a service line of Grant Thornton Argentina.



Patricia Terraza, **Senior Manager of Advisory Services**, is a **spokesperson for Sustainability** due to her experience with projects related to the subject.

Grant Thornton International has a **Sustainability Solutions Steering Committee (SSSC)**, whose role is to provide sustainable development perspectives to the network's service lines.

2.4. Our commitment

Guided by the Sustainable Development Goals outlined by the United Nations, **we are committed** to carrying out the mission of **leading our sector through innovation and the contribution of new perspectives** that allow us to face the new challenges posed by the 21st century.



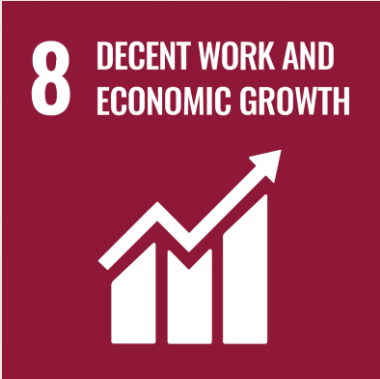
As an employer firm, as a social and economic actor in our country and as a benchmark in the local market, **we contribute to the achievement of 10 SDGs through sustainability actions and policies.**

Some of the social organizations we have collaborated with during 2022 are:



2.5. Contribution to the SDGs

Promote inclusive and sustainable economic growth, employment and decent work for all



We are committed to providing **quality work** that allows our collaborators to boost their progress and improve their living standards. We provide career development opportunities for everyone, regardless of their age, gender, nationality, religion and political beliefs, **valuing and promoting diversity in all of our teams.**

The achievement of this objective is related to 3 pillars that we summarize through the following SDGs:



End poverty in all its forms everywhere

- We contribute to first job offers and career development
- We participate in employment and training initiatives in vulnerable communities
- We encourage the active participation of our most qualified resources in teaching courses and subjects at different universities



Ensure healthy lives and promote well-being for all at all ages

- We provide quality medical coverage to all our collaborators
- We publish monthly content on health, hygiene and disease prevention
- We promote an adequate work-life balance in relation with the needs of a healthy social life.



Achieve gender equality and empower all women and girls

- 62% of our staff are women
- 50% of leadership and decision-making positions are held by women
- We offer all women the same opportunities to join the firm and professional development: in 2022, 65% of promotions were for women.
- We respect salary equity

2.5. Contribution to the SDGs



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

We are committed to promoting educational initiatives that favor job and academic development in the communities where we have a presence.

We have our own chair of Audit at the Universidad Argentina de la Empresa (UADE). We also participate in classes at the Universidad de Buenos Aires, Universidad de Rosario and Universidad de Córdoba.



Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

- We provide solutions to clients in various sectors, contributing to innovation and sustainability in their activities and personnel management
- We provide internal training that accompanies the general development of our collaborators as well as their specialization in a specific subject



Reduce inequality within and among countries

- We provide employment to migrants, especially nationals from Latin American countries in socio-political conflict
- We spread content focused on their inclusion in our community



Ensure sustainable consumption and production patterns

- We maintain a remote and flexible work policy focused on efficiency in transportation
- We offer workspaces with recycling policies and responsible consumption of supplies
- We propose to be paperless through 100% digitized internal processes

2.5. Contribution to the SDGs



Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

- From our leadership role as audit consultants, we publish and support the concepts of independence and transparency in our practices.



Strengthen the means of implementation and revitalize global partnership for Sustainable Development

- We participate in local, regional and global associations and chambers through our partners, our teams and our affiliates in more than 140 markets worldwide.

We are members of the following institutions:

MERCOSUR AHK Cámara de Industria y Comercio Argentino-Alemana / Deutsch-Argentinische Industrie- und Handelskammer

AmCham Argentina

BRITCHAM ARGENTINA CÁMARA DE COMERCIO BRITÁNICO ARGENTINA

CÁMARA DE COMERCIO SUIZO ARGENTINA

CÁMARA ESPAÑOLA DE COMERCIO DE LA REPÚBLICA ARGENTINA

CAMARA DE COMERCIO ARGENTINO AUSTRIACA

camBRAS Cámara de Comercio Industria y Servicios Argentino-Brasilieña - República Argentina

consejo Profesional de Ciencias Económicas de la Ciudad Autónoma de Buenos Aires

FAE Foro Argentino de Firmas de Auditores Externos

2.6. GT in the Community

Every year, the member firms of the Grant Thornton network commit to dedicating their time to activities that contribute to the Sustainable Development Goals. The days called "GT in the Community" are established globally as days dedicated to sustainability actions.

Every year, in Grant Thornton Argentina, we join the GT in the Community activities. In 2022 our two main actions were with the Forge Foundation and with the NGO Pichichos al Rescate.

Forge Foundation visit to our office

32 young participants of the Forge Foundation job placement program visited our Buenos Aires office and shared talks with members of our teams.

Forge Foundation is a non-profit organization that began its work in 2005. Its purpose is to inspire young people to develop their talent and build a better future.



Food and medicine collection

We set up a collection to donate with food, medicine and other useful items for the care of puppies and kittens.

Pichichos al Rescate is a network of voluntary transit homes that host puppies and kittens rescued from the street.



2.6. GT in the Community

In addition to joining the global "GT in the Community" sessions, during the year we collaborate with organizations that are part of our community and collaborate with people in vulnerable situations.

During 2022, we joined the events and initiatives of organizations such as the Hogar María Luisa and the Christmas Bazaar of the German Charity Society.

Participation in Christmas Bazaar



We donated prizes for raffles at the Christmas Bazaar of the German Charity Society (DWG).

The DWG works in the assistance of the elderly, improving their quality of life.

Participation in institutional yearbook



HOGAR
MARÍA LUISA



We participated in the sponsorship of the Yearbook of the Hogar María Luisa.

Hogar María Luisa provides protection to boys and girls who have been separated from their families by government institutions. It is over 140 years old and hosts approximately 30 children per year.

Our people

3.1. Sustainable work

Our goal is to promote greater, conscious, respectful, inclusive, and safe collaboration in our teams. We seek to promote decent work, without distinction of any kind (race, colour, gender, sexual orientation, physical condition, religion, political opinion or ethnicity), both in hiring and in the relationship with employees and service providers.



At Grant Thornton Argentina we believe that the generation of multi-generational and multi-cultural teams enriches the quality of service we provide to our clients. That is why we promote the entry of new generations into the labour market, career development within our firm, and equal growth opportunities.

We offer our collaborators a career development that is sustained in four pillars:

Mobility	Diversity	Flexibility	Growth
Opportunity to transfer from one area of the firm to another and to experience international exchanges.	Opportunity to work in multicultural environments with equal opportunities for all.	Opportunity to have flexible hours to reconcile work with other responsibilities and activities.	Opportunity for promotions, local and international exposure, new challenges, a wide variety of clients and industries.

Our benefits policy is aimed at achieving an adequate balance between work and professional life for people at different stages of life.

- Permanent training
- Flexible working scheme
- In-company English classes
- Prepaid medicine
- International exchanges
- Extra days per exam
- Referral program
- Free birthday day
- Discounts on leading brands
- Gifts for marriage and birth
- Extended paternity leave
- Extra holiday days
- Reward for commercial leads

3.2. Our responsibility

We understand that generating "sustainable work" today means creating conditions that allow our collaborators to remain active throughout their lives.

With this in mind, at Grant Thornton Argentina we propose to promote and generate actions that align with **6 development points based on our most valuable assets: our values**. These 6 points are pillars that lead and guide our actions, our daily work and our decisions. They are our guide to **"go beyond"** and transform the lives of our clients, markets and communities.

Responsibility

- Commercial development through business policies that generate opportunities for our services
- Opposition to informal work, non-compliance with regulations and tax evasion
- Respect for free competition and compliance with the profession's ethics and quality policies

Customer focus

- Flexibility and resilience to respond to dynamic environments
- Commitment to the appointment of the best resources for the development of each project or service
- Ethical and professional behavior maintaining due confidentiality

Innovation

- Updating and digitizing processes, products and business models
- Change management and identification of new methodologies that combine efficiency, productivity and benefit distribution
- Inclusive and participatory leadership facilitating decentralized access to knowledge

Excellence

- Trainings and coaching to increase productivity and commitment
- Work environment with equity, meritocracy, intergenerational teams and camaraderie
- Permanent updating based on market trends and the requirements of our clients

Commitment to people

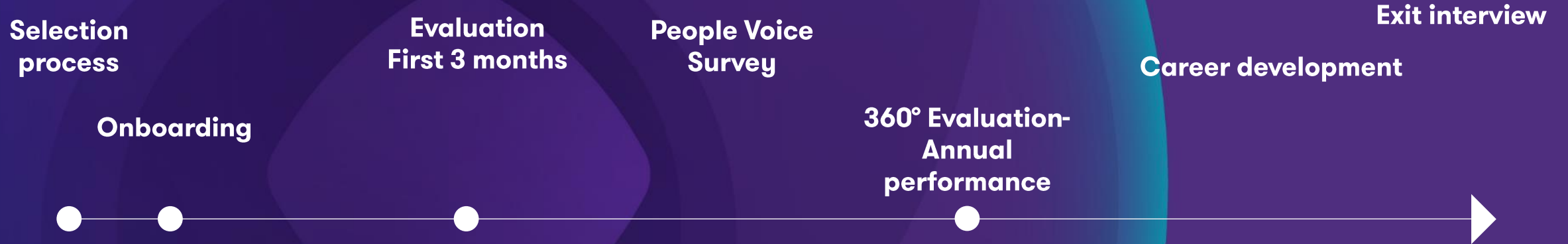
- Equal opportunities and recognition of the value of all collaborators, specially those most vulnerable
- Development of labor policies that implement diversity and inclusion
- Special consideration of flexibility as a tool for the inclusion of women and other minorities

Sustainability

- Reduction of the amount of waste in the workplace
- Respect for institutional governance bodies
- Promotion of environmental and social initiatives in our teams

3.3. Collaborator cycle

From the selection process onwards, we accompany each of our collaborators on their journey at Grant Thornton, paying special attention to the key moments in the development of their careers.



TRANSPARENCY:

- Applications through digital platform
- Digital and/or face-to-face selection process
- Accompaniment at the beginning of the functions, onboarding into the Grant Thornton culture and support in admission procedures
- Contact with health insurance provider

LOYALTY:

- Survey to the collaborator and his direct supervisor 3 months after admission
- Performance evaluation starting at 6 months at Grant Thornton
- People Voice: annual satisfaction survey
- Permanent accompaniment by support areas: People & Culture, Systems, Administration and Communications

GROWTH OPPORTUNITIES:

- Internal training based on area and tasks
- Local and international E-Learning platforms
- Possibilities of promotions, international experiences and mobility between areas.
- Participation in events and seminars of industry and professional institutions

3.4. Internal Communications

Our focus on flexibility as a tool to achieve equal opportunities encourages us to stay connected with all our collaborators through digital communications.

During 2022, institutional and health-related content was published, and virtual comprehensive well-being workshops were held.

Monthly newsletter

Through the monthly newsletter "**Conectados**" we share institutional content and invitations to events, seminars and other activities.

Intranet

In 2022, a **new Intranet** was implemented that offers all the firm's collaborators, wherever they are, access to content, work materials, contact information, international materials, etc.

Benefits platform

We have a platform of **discounts and benefits** available nationwide. The platform also has space to share news and comments, working as an **internal social network**.

Health newsletter

During 2022, the monthly publication "**En GT nos cuidamos**" (GT Cares) was published. Its content focused on physical, mental, reproductive health and general well-being.

Wellness workshops

Online **meditation and well-being** workshops were held with the aim of promoting **integral health and balance**; especially for those who work 100% remotely.

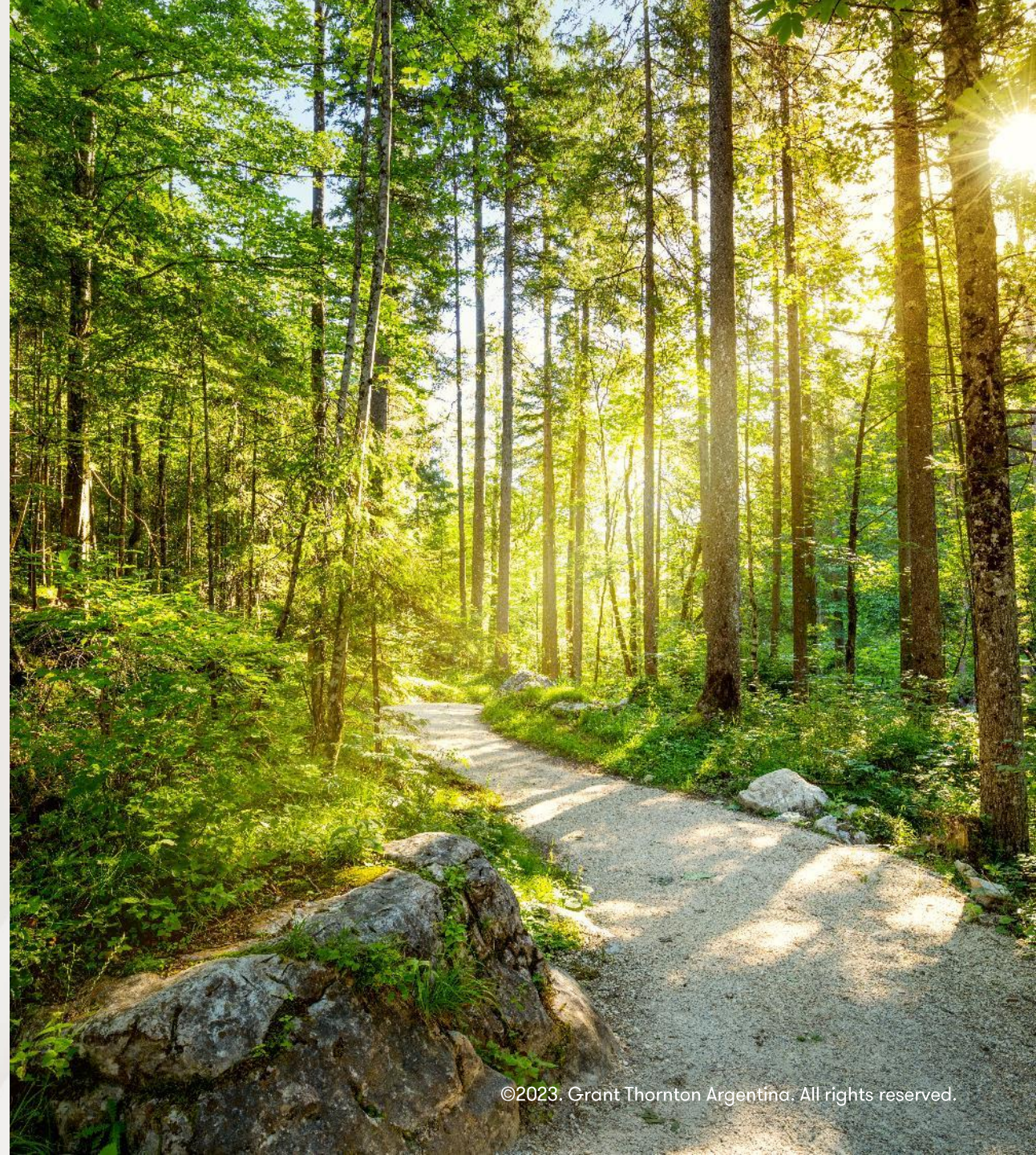
3.4. Internal Communications

We maintain a policy of **Digital Disconnection** outside of the main business hours.

We believe in the importance of finding a **balance** between our personal lives and our work-related activities.

We insist that each member of our teams can take measures to **preserve their moments of rest, disconnection and their mental health.**

Therefore, in the **digital signatures** of our collaborators, we encourage them to include their **working hours**. This way, their colleagues and contacts will know when to expect a response to emails and calls.



3.5. Career development

Our commitment to the professional growth of our collaborators is reflected in the training opportunities offered by Grant Thornton Argentina and our international network.

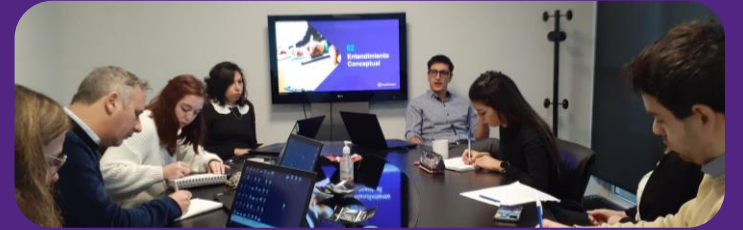


E-Learning platform by Grant Thornton Argentina

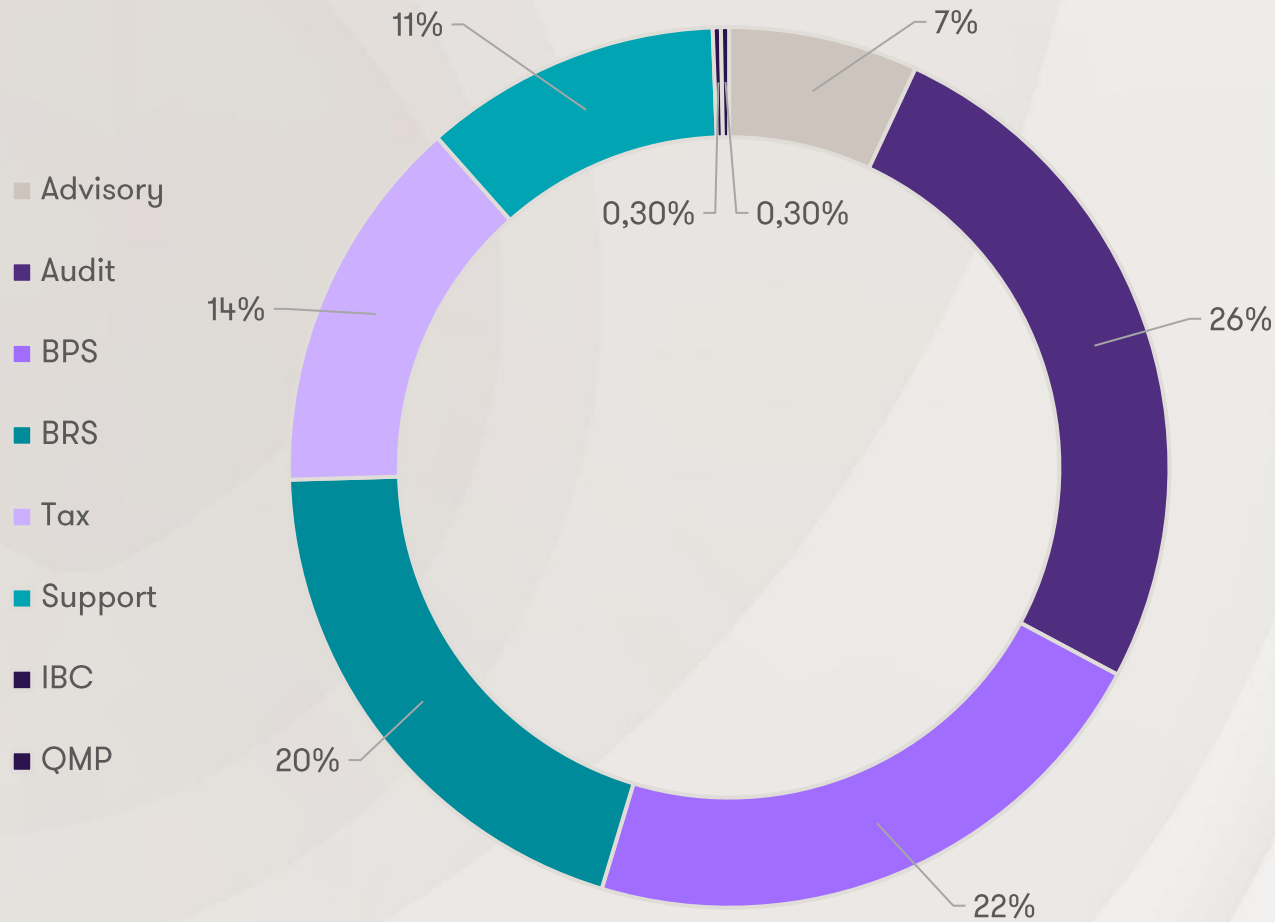


Grant Thornton International's Learn Connect platform

We create learning spaces, Q&As with experts, technical training, short- and long-term Secondment programs (work abroad), and face-to-face and online meetings to strengthen ties and share knowledge between members of our national teams and our colleagues in the Grant Thornton network.



3.6. Our team composition



Our support areas are made up of four departments that accompany the work of our executive teams and allow the daily activities of the firm to function. These teams are:

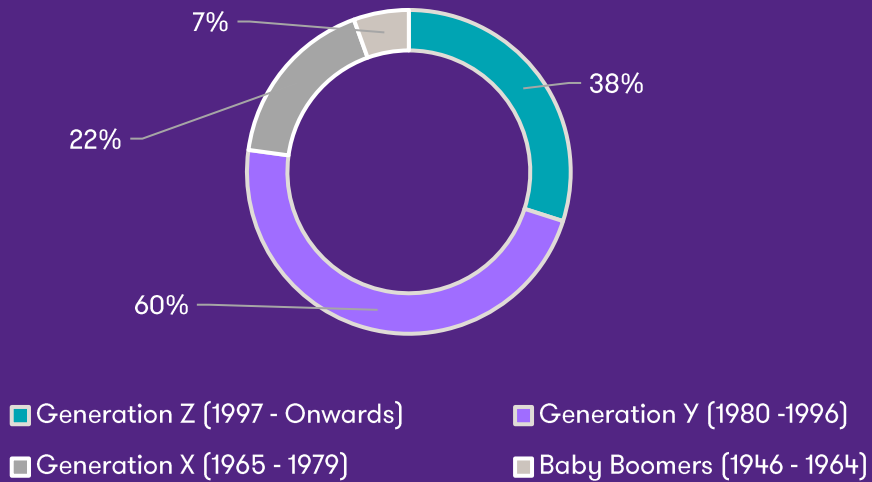
- Administration and finance
- People & Culture
- Systems
- Marketing, Communication and Business Development

(*) Data as of 12/31/2022.

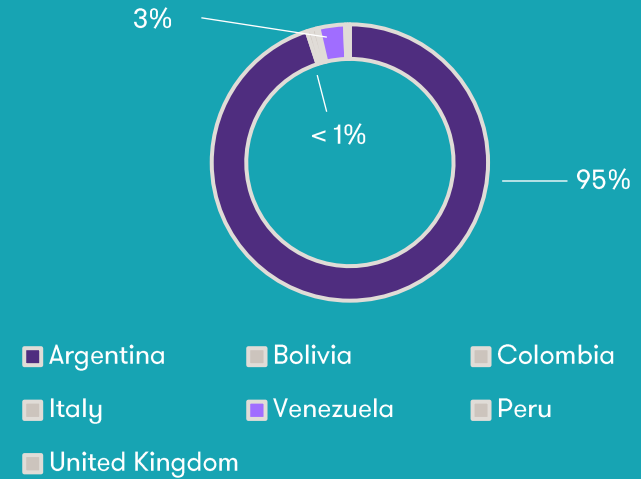
3.7. Diversity and Inclusion

Our work is enriched by the knowledge and experiences provided by our team members from different generations, cultural, academic and work environments.

Multiple generations working together



Diversity of nationalities and cultures



(*) Data as of 31/12/2022.

3.7. Diversity and Inclusion

At Grant Thornton Argentina, we work to promote and sustain equal opportunities in our teams.

At the end of 2022, we measure the **proportion of women in our teams**. It turned out to be that women are **62%** of all our collaborators throughout the country. We also count the number of **women in leadership roles**, that is, how many women hold positions of Supervisors, Managers, Directors and Partners. Forty of these eighty positions are occupied by women, thus reaching a proportion of **50%**. Lastly, we also measured how many women were promoted during the year. In this case, **65%** of **promotions** in all areas of the company were for women.

62% Of our collaborators are women

50% Of leadership positions are held by women

65% Of the 2022 promotions were for women

Mariana Amores, Director of People & Culture, represented us at the Argentine-British Chamber of Commerce, at the launch of the **Practical Guide to Strengthen Diversity, Equity and Inclusion strategies in Organizations**.

This guide is the result of integrating visions, lessons learned and best practices from the organizations that make up BritCham's **Diversity, Equity and Inclusion Committee**.



3.8. Work and environment

We are committed to minimizing the environmental impact of our operations through initiatives related to waste recycling, digitalization of processes, and energy efficiency.

Due to the nature of our services, we are not a company with significant negative environmental externalities. Our main asset is people, and our main negative environmental impact is related to Greenhouse Gas (GHG) emissions from energy consumption, traffic and employee commuting. In this sense, remote or hybrid work of our collaborators significantly reduces the energy used in our offices and the gas emissions typical of daily transport.



Digitalization of processes

Since 2020, digitalization processes have been implemented for personnel management, administrative procedures, and reporting to our clients.



Paperless mindset

The mentality of our teams is not to print their own content or that of our clients, unless it is strictly necessary in the fulfillment of our functions.



Waste separation

In our offices we maintain a strict policy of separating wet and dry waste for subsequent recycling.



Sustainable merchandising

We give priority to merchandising suppliers for our collaborators and clients that use recycled materials or those with less negative impact on the environment.

3.9. Information security

We have a [Privacy Policy](#) published on our website, so it can be known by all our stakeholders.

Confidentiality towards our collaborators

Grant Thornton Argentina maintains the confidentiality of our collaborators' private information.

They have contact channels for People & Culture division, through which they can find out the information that the company has about them.

Confidentiality towards our clients

Our professionals sign a confidentiality agreement, committing to maintaining confidentiality in the handling of our clients' data.

Our contracts have an information protection clause

Confidentiality in our network

The care of confidentiality in the treatment of the information of all our stakeholders is the focus of training within the Grant Thornton international network.

Compliance with our Global Information Security Policy is audited by Grant Thornton International (GTIL).

#GoBeyond

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