

Sustainability Report

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SUSTAINABILITY
REPORT
2019

**For the eighth
consecutive year,
we present our
Sustainability Report, in
which we communicate
our sustainability
strategy progress
and our implemented
actions to create
shared value with our
stakeholders.**

We have prepared this report following GRI Standards, which make up the most widely accepted framework for sustainability accountability at global level. We have also further developed our commitment to the United Nation Global Compact as signatories and presented again through this report the Communication on Progress (COP) in compliance with the 10 principles on labor standards, human rights, environment, and anti-corruption.

The report also includes our progress made on the path to become a B corporation and our efforts made to contribute to the Development Agenda 2030, set

forth by the United Nations, through five prioritized Sustainable Development Goals:

SDG 4 “Quality Education,”

SDG 8 “Decent Work and Economic Growth,”

SDG 12 “Responsible Consumption and Production,”

SDG 13 “Climate Action,”

SDG 17 “Partnerships for the Goals.”

Finally, we disclose our compliance with Spanish Law 11/2018 on Non-Financial Information and Diversity, based on the relationship with GRI Standards and complementary information presented in our Report



**“We’re convinced
that there is no growth
without sustainability
and every step we
take we do it
thinking in the
long-term”**

Roberto Wagmaistar
Entrepreneur and gA/Parabolt
Founder & CEO

2019 found us strengthened as a company, consolidated as a Digital Business Consulting Platform. We have maintained the volume of operations, transforming the businesses of many of our clients, to remain competitive and be successful in the Digital Economy. We have managed to escalate our products and services. Through **Parabolt**, we keep turning innovative ideas into disruptive and scalable businesses together with **Kyduk**, a platform that creates an innovation framework, and **Navigate**, our AI Decision Intelligence Platform. Furthermore, we have maintained the Enterprise Applications services we have provided since the very beginning, strengthening the demand for Cloud Journey services

We have also celebrated an important growth milestone in the history of gA/Parabolt: we have opened our eleventh office in Israel, to detect new state-of-the-art technologies in different areas of application such as Artificial Intelligence. We are thus located in one of the world's most important innovation and development hubs.

We are currently facing economic, social and environmental challenges that were unthinkable a year ago. The pandemic triggered by COVID-19 is reshaping social relationships and, therefore, the way of doing business around the world. We are a company with a high degree of adaptability able to overcome these challenges thanks to our 27 years of entrepreneur experience and ethical values to successfully steer the different crises we have undergone.

We have a sound strategy based on three pillars. First, our priority is our people. Maintaining a close relationship through constant communication and always offering

an innovative proposal that could balance personal life and professional expectations. Second, our focus is on Life Sciences, which has a high power of resilience and grows in adversity. Third, we work in an open and constructive dialog with the entrepreneur community, clients, business partners, academia, and key stakeholders in the different countries where we operate to constantly develop our value offering. We have thus managed to continue operating normally in our 11 offices providing services to clients in 40 countries around the world, and carry on with ongoing innovation projects.

However, we believe these are times when **DOING** through public-private cooperation prevails, and therefore, once more, we choose to have a leading role in the change we want to see in the world offering our products and human capital to collaborate with this unprecedented and uncertain context. We are convinced there is no growth without sustainability and every step we take we do it thinking ahead.

I invite you to learn about our commitment

to sustainable development through our Sustainability Report, where we also introduce our Communication on Progress (COP) in compliance with the 10 Principles of the United Nations Global Compact. It also includes an assessment of actions framed under the Strategic Sustainability Plan we should conclude in 2020, where we show our transformation and the benefits generated to the entire ecosystem we lead.

I would like to thank all our staff who have collaborated in the transformation of the company with a threefold impact vision. Our next challenge is to define the 2025 plan to continue doing business that transcend through their positive impact, leaving a legacy to future generations.





Paul A. Dougall
VP, Corporate Development

**“The year 2019
finds us in a
transition stage
towards the
culmination of
our Strategic
Sustainability
Plan that ends
in 2020”**

We are presenting for the 8th consecutive year the accountability of our economic, social and environmental performance to share with the international community our way of being and doing things. It is paramount to share not only achievements but also the path leading to them. In these pages you will find a reflection of the collaborative work among our clients, staff, vendors, business partners, and all the members that make up gA's digital ecosystem.

Over these years, we have improved the systematization process of social and environmental indicators, which today enable us to present robust and consolidated data about our impact on society. In this report, in addition to presenting our progress in line with the GRI (Global Reporting Initiative) guidelines, contribution to Sustainable Development Goals, and compliance with the 10 Princi-

ples of the United Nations Global Compact; we have also adhered to the Spanish Law 11/2018 on Non-Financial and Diversity Information.

2019 was a year to consolidate a new value offering to support our clients in their transformation process, with new products and services through gA and Parabolt. We have empowered company leaders, horizontally working across our matrix organization, who have boosted the sustainable growth of both companies.

Together with them, we have also improved the value proposition for our employees, reducing turnover, improving work environment, and creating innovative ways for personal and professional growth as expected by our people. 2019 witnessed the birth of Back To Fun, an internal digital platform to make life at gA/Parabolt a challenging and fun stay. BTF has allowed us to perform an ongoing assessment of all our staff based on their commitment to the business sustainable management in an appealing and innovative way.

As to our environmental impact, we continue measuring our environmental footprint in order to identify opportunities to reduce our impact on the planet. This year's achievements: 8,334.51 kilos of waste recycled; 94.56% of the lighting in the Buenos Aires office replaced with LED technology, and 63.9% in the Tandil office; 31% less printers in Buenos Aires, 16% in Brazil, and 23% in Mexico; 12.4% less global power consumption, and 37% of our staff are "AssaGreeneros" volunteers.

I would also like to highlight the progress made in fostering the skills, abilities and knowledge of socially vulnerable young talent with a focus on the IT sector. 5,599 people were benefited from our programs, totaling 19,363 since 2011, with an investment of USD 175,477.36. More than 500 employees have donated their time to develop actions and programs at global level, representing 15.45% more hours of volunteer work as compared to the previous year.

2019 found us in a transitional stage towards the conclusion of our Strategic Sustainability Plan in 2020. Looking back, there have been

many such achievements over the last 5 years, integrating sustainability into our daily work and therefore evolving our own way of doing business. While we are aware that there are many challenges ahead, I am confident that we will address them through creativity and innovation, differentiating elements we have nourished and consolidated among our workforce over these 27 years.

I would like to thank everyone involved in making gA a purpose-driven company. Based on the knowledge and social commitment of our human capital, technology as an enabler, and innovation as a source of economic, social and environmental value creation, we will continue building a better future for everyone.

Sustainability Strategy

Commitments guiding our path towards sustainable development



SUSTAINABLE DEVELOPMENT GOALS

We work aligned with the United Nations Sustainable Development Goals. Together with the Senior Management, we have prioritized the following goals where we have a higher incidence both from the sector and the business:



B CORPORATION

We joined the B corp global movement, introducing our values and initiatives to achieve a change towards a collaborative economy pushing swiftly and effectively the big global changes necessary.

We have moved forward in defining a roadmap to earn a B certification both for gA and Parabolt.

UNITED NATIONS GLOBAL COMPACT

We are committed to the 10 Principles of the United Nations Global Compact on the respect for human rights, the implementation of best labor standards, the contribution to protecting the environment, and the fight against corruption

2020 Strategic Sustainability Plan

As the 2020 Strategic Sustainability Plan's cycle was closing, our challenge for 2020 is developing the 2025 plan, with the premise of continuing our path towards becoming a B corp and working on the ethics applied to the new economy.



About gA

We are a global technology company using digital platforms and transformation services to empower large companies in the whole world. We are passionate about reformulating business and organization models using the power of data, processes and people. 1300 consultants and developers make up our team in 11 offices in the US, Spain, Mexico, Brazil, Chile, Argentina and Israel.



13,3 %

growth in the number of collaborators worldwide.

11

offices worldwide.

533

new hires worldwide.

130

new courses of technique training.

27

years of experience.

983

collaborators made the ethics course this year.

35,5 %

of our employees are women.

11

percentage points was the reduction in the rate of rotation with respect to 2018.

1300

consultants and developers.

Guiding Values

Our corporate values, summarized in the word SPIRIT, guide us in our commitment to create a positive impact on society and the environment in the long run. We share these standards, included in our Code of Conduct and Ethics, with our business allies and partners to guarantee transparent and responsible relationships.

**S**

SUSTAINABLE
GROWTH

**P**

PROFESSIONAL
EXCELLENCE

**I**

INTEGRITY &
COMMITMENT

**R**

RESPONSIBLE

**I**

INNOVATIVE

**T**

TEAM SPIRITED

Business

Innovating and disrupting businesses

With business knowledge and state-of-the-art technology we create digital consulting platforms that transform organizations. Thanks to the collaborative work with our ecosystem of partners, we have reinvented our clients' business models, providing agility and transparency.

Our goal is to foster a change to a new growingly digital and collaborative economy, which could create solutions to global problems. We have redefined our idea of success in the way we do business by incorporating new technologies, such as Artificial Intelligence and Data Science.

Our value offering combines business knowledge, innovation and technology aiming to co-build digital platforms, solutions and products to transform our clients' businesses, capturing the benefits of the digital age.

44 %

of our clients are
10 years old

Ecosystem

2 new partnerships in our
business ecosystem with
Aristas and Sparkbeyond

Sherpath

We launched Sherpath,
a new development methodology, to
reposition our Digital Development
services.

+ 45.000

new users on the gA and
Parabolt websites



We open an
office in Israel

kyduk

We implement the Kyduk
platform in clients like Google,
YPF La Segunda

PARABOLT

We launched Parabolt in the United
States within the framework of eMerge
Americas in April 2019

back to FUN

We launched Back to Fun, a
gamification platform to make work
more fun, motivating, challenging
and efficient

Our Clients

We combine platforms and develop customized solutions for each of our clients according to their business needs and objectives. We support them in launching and implementing their own innovation initiatives and through their own journey to digitalization. We build sound relationships with our clients, sharing the values we have followed since the beginning. These relationships are based on four differentiating strategic pillars



HIGHLY PERSONALIZED
ACCOUNT STRATEGY



INNOVATION AND
DELIVERY OF
COMITMENTS

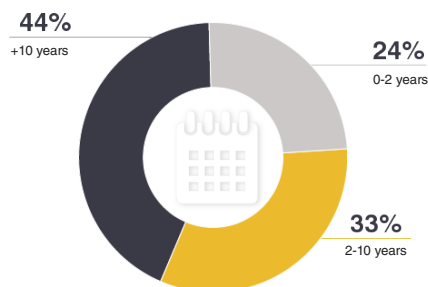


WORLD-CLASS
IMPLEMENTATION

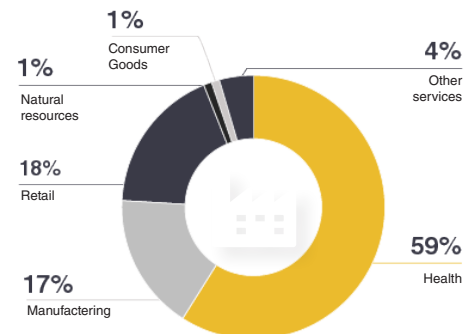


A CLEAR VALUE
PROPOSITION

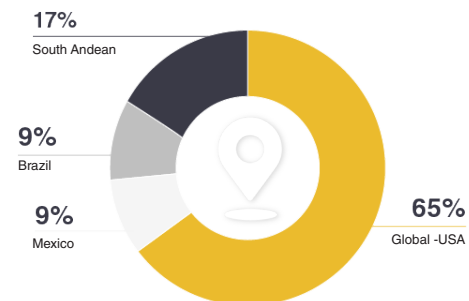
Clients by seniority



Sales by trade



Sales by region



PARABOLT

Sustainable business from disruptive ideas at Parabolt



Parabolt was born in 2017 as a new company turning innovative ideas into disruptive and scalable digital products. Through its business portfolio or 'camps,' it focuses on incubating its own ideas, those of entrepreneurs and big corporations. We transform business processes into digital experiences for the client, optimizing daily interactions and the generation of new relationship models.

We work with multidisciplinary teams organized into Digital Squads: from software engineers, creative professionals, and methodology experts, to specialists in UX/UI certificates.

Parabolt is part of a sound entrepreneurial ecosystem made up of universities, research institutions, venture capital firms, government agencies and other companies. This ecosystem strengthens mutual businesses, using collaborative platforms that incorporate talent and skills in an agile way.

Digital Ventures

Our incubations

We incubate and accelerate initiatives with business potential and scalability, to transform them into disruptive digital products and new business models.

Some of our ventures:

- **Navigate:** An Artificial Intelligence-based decision making platform.
- **Global Trade Platform:** A commodities marketplace to record, negotiate, execute and finance international business operations.
- **OCP (Omnichannel Customer Platform):** An SaaS platform enabling physical retailers to gather and process data to understand the client's behavior and generate actionable insights.

Entrepreneurial Ecosystem

Innovation Lab

A sound network creating value by synergizing knowledge, skills and technology.

- We coordinate the community of startups, investors, research agencies, and technological, academic and government partners.
- We design and implement Open Innovation Programs.

Kyduk

Innovation platforms

A dynamic implementation-driven framework to run innovation in a pragmatic way.

- We co-create and implement the strategy and processes to systematize continuous innovation.
- We shake the statu quo, promoting the culture of innovation within organizations and creating assets in people.
- We develop new capacities in people to shift their mindset with a focus on innovation.



Business Partner Ecosystem

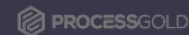
We built ecosystems with our technology partners in each of our main centers: Data Science and Automatic Learning, Process Intelligence, Migration to the Cloud, and Cybersecurity. This ecosystem provides the depth, speed and supplementary skills that give us a competitive advantage in collaborative economy.

We have developed new partnerships as part of our business ecosystem with Aristas, a company specialized in Data Science and Artificial Intelligence (AI), and with Spark-beyond, a global AI leading company from Israel.

DIGITAL VENTURES



DIGITAL AMS



TRANSFORMATION CONSULTING



INNOVATION PLATAFORMA



DATA SCIENCE & MACHINE LEARNING



DIGITAL DEVELOPMENT



PROCESS INTELIGENCE



CLOUD JOURNEY



Community

We promote the labor inclusion of Latin American young talents in the digital economy through programs that strengthen skills, capacities and knowledge, focused on the IT sector.



US\$ 175.477,36

we invest in social actions, reaching a total of \$ 1,415,470.26 since 2013.

99

strategic allies to generate more social value

+ 500

volunteers donate their time to develop sustainability actions and programs worldwide

5.599

people benefited from our programs, adding 19,363 since 2011

15,45 %

increase in the number of hours invested in volunteering compared to 2018

9

Young people from social organizations started working at gA in 2019, reaching a total of 20 hires from the social sector since 2014

Fostering a Future

This program consists in a non-formal education space that is built around the interaction between young people, the company's volunteers and an expert facilitator. Targeted at young people in the last years of public middle schools, providing tools to grow in the labor and academic world.

Through the simulation of real cases, games and exercises, the aim is for young people to acquire knowledge, skills, tools and confidence in order to enter the labor market and / or continue their studies at universities.

9 youths from social organizations started working at gA in 2019, adding up a total of 20 new employees from the social sector since 2014, 14 of whom continue furthering their professional careers in the company.



"We voluntarily participate at gA by offering a conference about careers, studies and talking about the business world, where we can share a bit of our professional background, talk about difficulties faced and achievements. A way of transferring knowledge to those starting their careers. Thanks for the invitation. It is rewarding."

Diogo Silva Fernandes

Volunteer of Fostering a Future in Brazil.

727

beneficiaries

125

volunteers

551

hours of volunteer service

Fostering social innovation

Through the support to civil society organizations. We aim at promoting social innovation among our third-sector partners

Work to Grow

We promote an innovative employability promotion model aimed at young people in vulnerable situations with a high potential and specific training for the job.

With this program, **we connect young people to their first qualified work experiences** through internships in enterprises, helping them overcome their barriers to enter the market and make them find out what is their job profile.

2019 Results

10

new companies participated in the program, totaling 32 since the beginning of the program.

28

youths started the program.

78 %

youths found a job since the start in 2017.

3.439

youths indirectly benefited.

6

benefited schools.

25

new group training and follow-up meetings

18

new volunteers from different companies participated sharing their knowledge and experiences.

Education 3.0

This program **aims at training teachers from technical secondary schools** with state-of-the-art technological content, strengthening classroom work with current labor demand.

In 2019, the program was organized in classroom and virtual mode together with the City of Buenos Aires Technical Schools Authority and the Argentine Business Association. Unlike previous years, where the courses were organized at gA offices, in 2019 classroom courses took place in the Metropolitan Design Center (CMD in Spanish).



3

volunteers.

309

youths directly benefited.

47

hours of volunteer service.

6

teachers trained

3.439

youths indirectly benefited.

6

benefited schools.

gA academy

We have implemented the gA Academy program to provide work training to young university students with no work experience by furthering their technical knowledge and soft skills training. The goal is to teach them how to work within a leading IT consulting company such as gA.

Young people participate in theoretical and practical training of new technologies, fostering their skills and providing comparative advantages within the knowledge export industry.



Argentina

2 Editions

The on the job training was done on active gA services.

5

Agreements with 5 universities

UADE, UP, UCA,
UAI y UCEMA.

40

participants of university courses.

67

gA's employees and executives involved in the youth training process.

55 %

of the young people started working for gA.



Mexico

2 Editions

20

participants

75%

of which continued working at gA.



“

“I wanted to add that gA Academy is a place of great value to me, as not every company you start working in offers such a good and thorough training. And it is a great help to start one's career path positively, receiving before conducting the defined tasks an explanation of what it will be like in the future.”

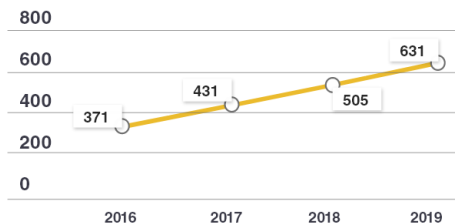
**Participant from the gA Academy program
in Argentina**



Hands up!

We offer our employees the opportunity to participate in solutions to specific problems in the community they live through corporate volunteer actions. They include a wide range of possibilities and stem from initiatives by our people and us.

Number of collaborators involved in volunteer actions



**Total
volunteers**

631

Argentina **479** Brazil **84**

Colombia **14** Mexico **54**

Total volunteers since the program began:

2.639



**Hours devoted
to volunteer
service**

1.202

Argentina **947** Brazil **93**

Colombia **36** Mexico **126**

Hours devoted to volunteer service since the program began

9.030



**Beneficiaries
for the activities**

677

Argentina **302** Brazil **300**

Colombia **36** Mexico **39**

Beneficiaries since the program began

8.227



“Seeing the children’s excitement when they came to the office was extremely gratifying, enjoying breakfast and seeing their surprised faces when they received the backpacks. It is nice to see how, with such a simple activity like packing a bag with school supplies, you can get rid of daily work routine and do something for someone in need.”

Nerina Bolletta,
Hands UP! volunteer in Tandil.

Environment

Our journey towards becoming a B Corporation, as it is aligned with the United Nations sustainable development agenda, **promotes environmental innovations in our business model to reduce the environmental impact generated.**



We planted native species in the Pilar Natural Reserve, Buenos Aires, for the first time within the framework of National Volunteer Day, together with the Fundación Vida Silvestre, starting the path towards compensation for our Carbon Footprint.



We have hired different social ventures, B corporations or purpose-driven companies for merchandising, welcome kit elements and Green Gifts.

12,4 %

reduction in global consumption of electrical energy in our office compared to 2018.

94,56 %

of the luminaire at the Buenos Aires site was replaced by LED technology and the 63.9% on the Tandil site.

31 %

reduction in quantity impressions in Buenos Aires, 16% in Brazil and 23% in Mexico

26

Environmental organizations joined us to multiply our impact.

37 %

of our collaborators are "AssaGreeneros" volunteers

8.334,51 kg

of recycled waste for the benefit of 8 social organizations

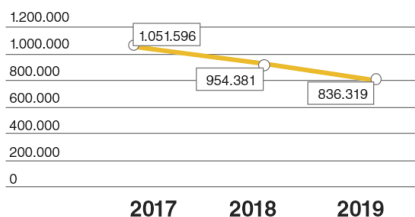
Green IT

Through our Green IT Program, we seek to reduce the consumption of paper, energy and the carbon emissions generated by our activity, using innovative technologies..

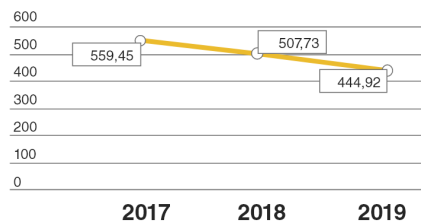
Technology to reduce and recycle

Reduce power and paper consumption based on the use of LED lights, implementation of a printout control system and awareness campaigns.

Electrical consumption(KWh)



Indirect GHG emissions (tn CO₂)



Double-sided prints

64 %
Argentina

53 %
Brazil

79 %
Mexico

Technology for collaboration and operating efficiency

Achieve energy efficiency and of our business by implementing collaborative technologies, digital communication, optimizing processes and virtualizing servers.

**Savings through
the Blue Jean
system**

6.772 tn
GEI

236 Virtual Servers

100% Change of all the printers in Buenos Aires allowing to measure the carbon footprint and count total printouts and copies.

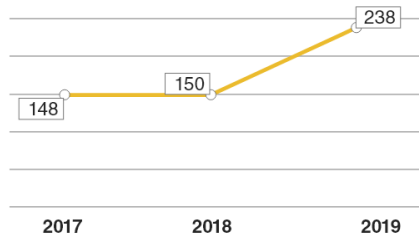
We completed the equipment renewal process, **managing to move nearly 100%** of the staff to a mobile laptop model with more efficient technology.

Travel Requests: . We keep using the efficient taxi trips management platform for the EMEA service, benefiting employees with door-to-door pickup

gA green

Through our gA Green Program, **we promote in our employees a cultural change for the adoption of sustainable habits and practices** that minimize gA's impact on the planet. We thus promote their engagement in volunteer actions on environmental matters and foster recycling initiatives, together with specific awareness actions.

Number of AssaGreen Volunteers



Awareness campaigns and workshops

Earth Hour
World Environment Day
Awareness workshops on environmental issues
Work in gardens
World Recycling Day



"gA Greeneros" volunteers

498 hours
of volunteer service

59%
increase in the number of
volunteers compared to 2018





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SUSTAINABILITY
REPORT
2019



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