







# President's Letter

I proudly introduce our first Sustainability Report, where you will be able to know our story, operations, services and businesses; our performance during the year 2023 and achievements with each of our stakeholders as well as the challenges ahead focusing on the sustainability of the Group and the society in general, a path which we hope to follow with commitment and responsibility.

With 127 years of experience, we are made up of a group of companies devoted to providing port operation services; movement of vehicles, containers, general and project cargo; logistics and storage services; containers, general and project cargo, logistics and storage services; bonded warehouses, and provision of equipment and services to the oil & gas industry.

Our commitment with the communities where we are present is solid and this is the reason why we have been working, since our origins, in the development of programs which encourage the well-being, strengthen family bonds, promote healthy habits, and facilitate access to knowledge and opportunities.

Furthermore, we are focused on the care of the environment where we perform our activities. In this line, we have worked on the implementation of an Integrated Management System (IMS) that ensures, based on the ISO 9001, 14001 and 45001 standards, certified in our main activities.

In 2021, we carried out a review process of our strategy, an exercise that challenged us to work on the Group's organizational strengthening, the evolution of our culture and the development of new leadership, focusing on business growth by incorporating social, environmental and governance (ESG) criteria, in a diverse, innovative and collaborative environment. We have defined the Organizational Purpose and are working on the construction and the internalization of our Values.

In this sense, and with the aim of empowering practices, creating synergy and strengthening our clients' experience, we migrated from an organizational model per company to an organizational model by business verticals during 2023. Likewise, we created a Corporate Services area that provides support across all businesses. In line with this new structure, we promoted and

strengthened new management areas, such as Marketing & Institutional Relations, Sustainable Development, Compliance and IMS.

During 2023, after dialogue and an exhaustive ESG triple impact diagnosis, we defined a Sustainable Development Policy whose pillars are: Social Commitment (Education and Care), Environmental Commitment (Environment and Safety), Development (People – Organizational – Economic) and Compliance (Transparency and Integrity). These guidelines lead us in the design and implementation of our Sustainability Strategy. On its part, we made progress in the analysis of the Group's Materiality, which allows us to put the most relevant aspects at the center of management when generating value in society and the planet, as well as in guaranteeing the continuity of our businesses.

In this regard, during the year we performed our first emissions inventory and calculation of Carbon Footprint, and we drove initiatives led to reducing them by outlining an action plan. Additionally, we continued consolidating our community relations programs with new proposals and alliances focused on

education and the improvement of well-being; thus, generating impact on the economic development through our supply chain. Inside our organization, we work in a safe, healthy environment that generates opportunities of development, where diversity and respect are fundamental factors of the corporate culture. I would like to thank the team that worked on this document and the referents of the main areas of the Group who collected and systematized the valuable information for us and the readers.

Together, we mobilize projects creating futures.



**Roberto Jorge Murchison**  
President & CEO



# About this Report

We are pleased to present our first Sustainability Report, through which we share with our stakeholders the actions, performance, and commitments achieved in 2023 in the areas of social, environmental, economic, and corporate governance. This document provides an opportunity to learn about our history, operations, services, businesses, achievements, and challenges.

The scope of this Report includes the following legal entities of Grupo Murchison: Brent Energía y Servicios S.A., Loinza S.A., Murchison S.A. Estibajes y Cargas I, Murchison (Uruguay) S.A., Plamilco S.A., Terminal Zárate S.A., and TMR S.A.

This document has been prepared in reference to the Global Reporting Initiative (GRI) Standards, using the 2021 Universal Standards. Additionally, we highlight our contribution to the Sustainable Development Goals (SDGs) promoted by the United Nations in 2015.

The process involved key areas of the company, forming an interdisciplinary group tasked with gathering and systematizing information, as well as analyzing the status of the most significant Sustainable Development topics based on the Group's results. The Report has been reviewed and approved by the company's corporate governance.

This Report is available in both Spanish and English on our website, enabling us to reach a broader audience and provide accessible insights into the most significant aspects of our Sustainable Development management and strategy.



GRUPO  
MURCHISON

01

# Introduction

PUERTO DESEADO, SANTA CRUZ



Together, we mobilize projects creating futures





# About Grupo Murchison

We conform a 127-year-experience group of companies devoted to providing port operations services; vehicles movement, containers, general and project cargo; logistics and storage services; bonded warehouses, and supply of equipment and services to the oil & gas industry.

We work in teams in all our projects, always being close to our clients and the communities in which we operate, seeking to create value together with our strategic partners. In a world constantly moving, we move as well, keeping a restless and inquisitive spirit. Having a long-term vision, we re-invest in the country, supporting the start-ups and undertakings we invest in.

The companies that make up our Group are: Terminal Zárate, Murchison Argentina, Murchison Uruguay, Murchison Defiba, Loinza, Brent Energía

y Servicios, AutoMobile International Terminal and Patagonia Norte.

Lastly, Murchison Ventures is our corporate investment arm, where we put faith in new start-up undertakings in areas of our business' domain.







## We strengthen development

At Grupo Murchison, we consolidate the protagonism in strategic sectors for the development of the country, a key element in the chain value which drives the automotive sector, foreign trade, energy and the cargo of great infrastructure projects. We look ahead through the complementarity in an ecosystem of operations more and more diversified, and we accelerate the start-ups scenario regionally.

We are key actors in port management of loading, unloading and distribution of vehicles, comprehensive containers logistics, transport, storage, supply of equipment and logistics of large projects (wind turbines and railway material, among others), being Terminal Zárate our greater exponent. It is a surpassing point of reference for foreign trade in Latin America, with a total of 218 hectares of cargo stowage capacity and the competence to handle a movement of up to more than 1,000,000 vehicles and 270,000 TEUs per year.

In addition, we perform port logistics services in Bahía Blanca, San Antonio Este, Comodoro Rivadavia, Puerto Madryn and Puerto Deseado

through Murchison Argentina, in Montevideo through Murchison Uruguay and we operate bonded warehouses in Buenos Aires (Puerto Sur, Costanera Norte and Don Torcuato) and at Rosario airport through Murchison Defiba.

In a disruptive leap for our Group, two years ago we obtained the concession of a RoRo terminal and vehicle processing center (loading and unloading of vehicles from the port) in the Port of Mobile, Alabama, United States: AutoMobile International Terminal, which operates and is developed in a partnership (in equal parts) with Neltume Ports (a company of the Ultramar Group, Chile).

With Brent Energía y Servicios we ventured into the energetic sector with the last mile logistics of frac sand, a support agent for the oil and gas production process in Vaca Muerta. Through the SandCube solution, we incorporated several improvements to the safety in the transportation and operation of frac sand, in addition to reducing the carbon footprint with the use of wet sand.

With *Murchison Ventures*, we built up our pioneering and relevant role in the Argentine entrepreneurial ecosystem. We invested in emerging companies such as Avancargo, Moova and Kargoru (logistics), Cargo Produce (foreign trade), Kavak and Nuclea (automobile e-commerce and construction respectively), Wiagro (satellite grain control) Drixit (workplace safety technology), Dynami Battery Corp (lithium energy) and in venture capital funds such as Alaya Capital and Draper Cygnus.

In sum, we have consolidated our presence as a strategic ecosystem which drives and enriches foreign and domestic trade in Argentina, the logistics of its production and the development of its economy. We arise as an important player in its growth policy: we understand its sets of problems because we have operated throughout the national territory for more than a century.

1. Standard measure used in maritime transport to describe the capacity of cargo containers. One TEU is equivalent to a 20-foot-long container (approximately 6,1 meters).  
2. A Ro/Ro (Roll-on/Roll-off) terminal is a port facility specialized in the loading and unloading of wheeled vehicles, such as cars, trucks, buses, trailers, and heavy machinery.



# History

1897

Captain John Murchison from Canada founds the company.

1947

Murchison brings the first forklifts to the country.

1967

Murchison consolidates itself as one of the main port operators by unloading the first 11 containers in Argentina.

1969

It establishes in Argentine Patagonia and becomes the leading company in port operations for the fish, wool, steel and chemical industries.

1981

Murchison installs the first gantry crane in South America, in dock C of the New Port of Buenos Aires.

1985

It begins its expansion into Brazil and Uruguay with the purchase of companies in the sector with operations in those countries.



1989

The property where the Zárate Terminal is currently located is acquired.

1996

Terminal Zárate is inaugurated, the first specialized vehicle terminal in South America.

1997

Murchison begins to provide comprehensive logistics services in Uruguay.

1998

Patagonia Norte Port Terminal is inaugurated as the operator of San Antonio Este Port.

2000

Murchison Uruguay acquires a 14,000 m2 warehouse that allows the trucks and containers operation at ground level, carrying them out 24 hours a day.

2001

Beginning of the Container operations at Terminal Zárate. Murchison Defiba UTE is formed for the operation of the Fiscal Warehouses in Buenos Aires.



## 2011

Terminal Zárate expands its dock, reaching an operating capacity for 4 vessels simultaneously.

## 2012

Terminal Zárate acquires two Liebherr LHM550 and LHM500 mobile dock cranes, potentiating the port in terms of competitiveness for Project Cargo.

Murchison Uruguay authorizes an extra port automotive platform under a fiscal regime of 50,700 m<sup>2</sup> specialized in the storage and handling of vehicle and rolling cargo.

## 2014

Murchison Uruguay acquires a new distribution center with a total surface area of over 90,000 m<sup>2</sup>, which allows it to expand the national warehouse area, apart from incorporating a closed fiscal warehouse and a yard for containers and general cargo.

## 2015

Murchison Argentina begins its operations in Añelo (Neuquén) as a provider of logistics services and equipment rental to the conventional and unconventional oil industry.

## 2016

Terminal Zárate incorporates three RTG Cranes for container service.

## 2017

Brent Energía y Servicios develops the SandCube solution for last mile logistics of frac sand. Grupo Murchison turns 120 years old.



## 2018

Operations startup in Loinza.

## 2019

Terminal Zárate celebrates 23 years of operation, with 10 million vehicles moved.

## 2021

Zárate Terminal and Neltume Ports open AutoMobile International Terminal in Mobile, Alabama.

## 2023

An organizational structure change is implemented, that meant the organization of companies in business verticals. This change involved the opening of a Corporate Service Center which gathers the functional areas of Supplies, Administration and Finance, Business Technology and Human Relations, proving services across all businesses and verticals of the Group. Terminal Zárate container business reached 2,000,000 accumulated TEUs.





# Enterprises

## Terminal Zárate

It is the first private port built within the framework of the Port Operation Act N° 24,093 of the Argentine Republic, located in the heart of the Argentine industrial belt and with optimal connection to road, rail and river access.

It has two specialized terminals: one vehicle terminal, operating since 1996 and it is the first in Latin America designed and built specifically for the movement of vehicles. And a container and general cargo terminal, which has been operating since 2001 and was designed and built to provide a fast and efficient service for the handling of containers, having the possibility of developing logistics services tailored to the requirements of each client.

**218 has**  
of total  
operative area

**480 m**  
dock

Annual handling capacity:  
**270,000 TEUs / 1,000,000  
of vehicles**

## Murchison Argentina

Its provision of services is oriented to port operations for the fish, wool, steel and chemical industries, and also participating at the same time in the movement of project cargo in the interior of the country. Since 2007 it has provided logistics services to the mining industry and, from 2011 on, to the oil industry.

**429 m²**  
Bahía Blanca

**26,741 m²**  
Puerto Madryn

**2,015 m²**  
Puerto Deseado -  
759 m² in the port

## Murchison Uruguay

It is devoted to general logistics, foreign trade, merchandise transportation and automotive logistics. It began its activities in 1985 as a representative of maritime lines in overseas traffic and maritime agent, and later provided port stowage services and related tasks. Since 1997, it has concentrated all its resources on providing comprehensive logistics services, allowing it to be a leader in its field.

**2,000 m²**  
Distribution  
Center N°1

**86,000 m²**  
Distribution  
Center N°2

**17,700 m²**  
Fiscal

**159,000 m²**  
Automotive  
Platform

## Murchison DEFIBA

In 2001, the companies Murchison S.A. Estibajes y Cargas and Depósito Fiscal Buenos Aires S.A. (Defiba) constituted a joint venture (JV) to provide services to foreign trade, operating import, export and domestic fiscal warehouses.

The three warehouses are located in strategic areas, close to shopping centers and with excellent roads to the main Argentine routes:

**25,285 m²**  
Fiscal Warehouse  
Puerto Sur (Buenos  
Aires City)

**63,722 m²**  
Fiscal Warehouse  
Costanera Norte  
(Buenos Aires City)

**2,241 m²**  
Fiscal Warehouse  
Rosario (Rosario |  
Airport, Santa Fe)





Loinza

It provides comprehensive logistics services, land transportation, consolidated containers for exports and storage for all types of dry and re-frigerated cargo. It is strategically located at the entrance to the Zárate Industrial Park, with direct access from the main routes of the country at km 90 of route 9 and rail access.

4 chambers

with a surface area of 1944 m² and a height of 7 m

3,000 m²

of dry storage

10,000 m²

of refrigerated storage

Brent Energía y Servicios

With its own engineering, it developed the SandCube solution for last mile logistics in frac sand pits. This service introduced important improvements in the maintenance of sand in optimal conditions of use, improvements in safety, in the health of employees and in the care of the environment.

3,80 ha

base in Añelo

3 new ha

of its land in Añelo

Automobile International Terminal

Ro/Ro terminal for import vehicles through the Gulf of Mexico, located in Mobile (Alabama), connected to five Class I railroads throughout North America and with immediate access to the main interstate and highway systems of the United States. It was born from the association between Terminal Zárate S.A. and Neltume Ports, a company formed by Ultramar (Chilean) and ATCO (Canadian), with its headquarters located in Santiago, Chile.

23 hectares

of land

Annual movement capacity:

150,000

vehicles

Patagonia Norte

Based in San Antonio Este. Since 1998, it has been the maritime station that channels all exports of fruit, vegetables, concentrated juices, minerals and fish produced in the provinces of Río Negro, Neuquén, Mendoza, San Juan and the southern region of the province of Buenos Aires.

In 2007, Patagonia Norte began its operations at the containers and general cargo Sitio 21 for in the Bahía Blanca Port.

San Antonio Este

51 hectares

awarded by concession

4,800 m²

of covered area for stowage of merchandise and containers

2,000 m²

of warehouses for storage and collection

3,5 ha

of small square

Bahía Blanca

9.1 has

awarded by concession

50,000 m²

of plaza for empty and full containers

Murchison Ventures

The Group's corporate investment arm (CVC) focuses on new startups at early stages of maturity and development. Through it, we closely collaborate with other venture capital and corporate venture capital entities to co-invest in promising ventures.

We invest in tech start-up companies that take on emerging and disruptive challenges, as well as in solutions that complement our business domain areas (ports, international trade, logistics, oil & gas services). At Murchison Ventures, we focus on projects in the early stages of growth and development (pre-seed, seed and series A) and we closely collaborate with other mutual funds (financial and corporate), co-investing in promising start-ups. At the same time, we encourage the link between entrepreneurs and the different business areas of the Group, to capitalize on and complement many of the business's own requirements, as well as the development of startups.

150K – 250K dollars

average investment ticket





# Business Strategy

In the framework of the strategic plan implementation we have been working since 2021, this year we have placed focused on the organizational strengthening of the Group, through each of the main areas of work defined:



## Business growth



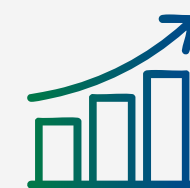
## Evolution of the business organizational culture



## Development of new leaderships

We have implemented processes and consolidated current initiatives, among which can be highlighted:

- New organizational structure
- Development of the Purpose and Values of our organization
- Change Facilitation



## New organizational structure:

Aligned with the corporate strategy, and with the aim to potentiating practices, creating synergy and strengthening the experience of our customers, offering comprehensive solutions, we have migrated from an organizational model for business, to an organizational model for business verticals. Likewise, an area of Corporate Services that provides support across all businesses was conformed. Similarly, in line with this new structure, new areas of management, such as Marketing & Institutional Relations, Sustainable Development, Compliance and SGI were promoted and empowered.



## Development of the purpose and values of our organization

As part of the process of evolution of our organizational culture, we have worked on a process of design of our purpose and values aligned with the new corporate strategy.

We have worked with an external consultation, which facilitated inquiry spaces, focus groups, interviews with directors, employees and clients to come to the construction of a Purpose that identifies and motivates us as a Group. Aligned with the same one, a similar, collaborative work was performed to identify the values associated with such Purpose. The following steps regard the implementation of a plan to live and communicate that purpose internally and externally, actively involving diverse leaders and perspectives.

## Living according to our values

We have put projects into motion creating future based on our values:

- Focus on the client
- Long-term perspective
- Young spirit
- Respect and transparency
- Collaboration

During 2024 we will be working on the conceptual basis and internalization of these, as part of our organizational strengthening strategy.

We are convinced that clear and continuous communication of the organizational purpose as well as the way in which each individual and team contributes to it, assures that we are all on the same page and we work towards shared goals.



## Facilitation of change

The organizational reorganization implied roles, reports and scope changes in the management of each collaborator of our company.

For this reason, from that time on, the area of Human Relations has been leading a process with the central objective to facilitate the acceleration of the process through conversational spaces which speed up transversal changes in the organization, in terms of structure, human management, systems de management and communication, and business objectives.

The exercise implies, in general terms:

- Survey / review / challenge / clarify the profiles of positions
- Map matrix reports, according to the purpose of each team
- Communicate the structuring of new roles and teams

During 2023, the review of 70% of the profiles and teams reached by this project was fulfilled.











# Business Units: Main services and sectors

During 2023 we migrated from an organizational model for businesses to an organizational model for business verticals.

Our change in organizational structure for business verticals meant the structuring of a Corporate Services management in which the functional areas of Supply, Administration and Finance, Business Technology and Human Relations are centered, providing service transversally to all businesses and verticals of the Group.

MURCHISON VEHÍCULOS	Site	Service/Solution	Sector – Type of Load
	 Zárate, Argentina	<ul style="list-style-type: none"><li>• Comprehensive Solutions in Movement</li><li>• General conditioning of vehicles and machinery</li><li>• Visual verification of status and damage</li></ul>	<ul style="list-style-type: none"><li>• Automobiles</li><li>• Pick-ups</li><li>• Trucks</li><li>• Machinery</li><li>• Other types of rolling stock</li></ul>
	 Montevideo, Uruguay	<ul style="list-style-type: none"><li>• Verification of electrical and mechanical functions</li><li>• Electronic testing of relay modules</li><li>• Repair of quality damage and defects according to customer standards</li></ul>	
	 Mobile, Alabama, EEUU	<ul style="list-style-type: none"><li>• Management of spare parts</li><li>• Fiscal customs store area, national parking lot</li></ul>	





MURCHISON PUERTOS Y LOGÍSTICA	Site	Service /Solution	Sector – Type of Load
 <b>TERMINAL ZARATE</b> PUERTO   <b>LOINZA</b> LOGÍSTICA INTEGRAL ZÁRATE   <b>MURCHISON</b> ARGENTINA	 Zárate, Argentina	<ul style="list-style-type: none"><li>• Port Operations</li><li>• Transport and Logistics</li></ul>	<ul style="list-style-type: none"><li>• Containers</li><li>• Project load</li></ul>
	 Zárate, Argentina	<ul style="list-style-type: none"><li>• Transport and Logistics</li><li>• Storage</li></ul>	<ul style="list-style-type: none"><li>• Dry and refrigerated cargo</li></ul>
	 Comodoro Rivadavia	<ul style="list-style-type: none"><li>• Port Operations</li><li>• Oil Services</li></ul>	<ul style="list-style-type: none"><li>• Containers</li></ul>
	 Puerto Deseado	<ul style="list-style-type: none"><li>• Port Operations</li><li>• Mining Services</li></ul>	<ul style="list-style-type: none"><li>• Fishing</li><li>• Containers</li><li>• Project load</li><li>• General cargo</li></ul>
	 Puerto Madryn	<ul style="list-style-type: none"><li>• Port Operations</li></ul>	<ul style="list-style-type: none"><li>• Fishing</li><li>• Containers</li><li>• Project load</li><li>• Bulk operations</li><li>• General cargo</li></ul>
	 Bahía Blanca	<ul style="list-style-type: none"><li>• Port Operations</li></ul>	<ul style="list-style-type: none"><li>• Fishing</li><li>• Containers</li><li>• Project load</li><li>• General cargo</li></ul>

MURCHISON PUERTOS Y LOGÍSTICA	Site	Service /Solution	Sector – Type of Load
 <b>MURCHISON</b> URUGUAY   <b>MURCHISON DEFIBA</b> DEPÓSITOS FISCALES   <b>Patagonia Norte</b> Terminal de Servicios Portuarios	 Montevideo, Uruguay	<ul style="list-style-type: none"><li>• Port Operations</li><li>• Transport and Logistics</li><li>• Storage</li><li>• Foreign Trade</li></ul>	<ul style="list-style-type: none"><li>• Containers</li><li>• General cargo</li></ul>
	 Buenos Aires y Rosario	<ul style="list-style-type: none"><li>• Consolidated and deconsolidated</li><li>• Reception of international transit trucks</li><li>• Storage</li></ul>	<ul style="list-style-type: none"><li>• Containers</li><li>• Goods</li><li>• High value cargo, IMDG (IMO).</li></ul>
	 San Antonio Este y Bahía Blanca	<ul style="list-style-type: none"><li>• Port Operations</li></ul>	<ul style="list-style-type: none"><li>• Containers</li><li>• General cargo</li><li>• Project load</li></ul>

MURCHISON ENERGÍA	Site	Service /Solution	Sector – Type of Load
 <b>BRENT</b> ENERGIA Y SERVICIOS	 Añelo, Argentina	<ul style="list-style-type: none"><li>• Container loading at the plant</li><li>• Comprehensive Coordination of Transport Logistics</li><li>• Unloading containers at the wellhead</li><li>• Sand operation on the blender</li><li>• Equipment supply</li><li>• Own engineering</li></ul>	<ul style="list-style-type: none"><li>• Last mile sand logistics</li></ul>



# Geographical location and operational capacity

## Where we operate

Grupo Murchison is comprised of a group of companies dedicated to providing services in port operations, integrated logistics, transportation, storage, equipment supply, services for the oil & gas industry, and other activities related to various economic sectors and foreign trade.

## Location

 Murchison Argentina

 Murchison Uruguay

 Terminal Zárate

 Patagonia Norte

 Murchison Defiba

 Brent

 AutoMOBILE

 Loinza







Equipment

Terminal Zárate

- **1** Panamax Gantry crane – IMPSA with a lifting capacity of 40 ton. under spreader and 45 ton. under hook..
- **1** Postpanamax Gantry crane - Liebherr with a lifting capacity of 65 ton. under twin lift spreader y 70 ton. under hook.
- **1** Postpanamax Mobile Crane - Liebherr 550 with a maximum capacity in heavy lift operation of 154 ton. under hook and 50 ton. under twin lift spreader.
- **1** Postpanamax Mobile crane - Liebherr 500 with a maximum capacity in heavy lift operation of 140 ton. under hook and 41 ton. under lift spreader.
- **6** RTG cranes with a maximum load capacity of 41 tons.
- **5** 45-ton Reachstacker containers with maximum lifting capacity.
- **1** Top Loader container for full container with a capacity of 41 tons
- **6** empty containers.
- **30** forklifts with lifting capacities ranging from 1.8 tons to 33 tons.
- **2** Manlift.

- **1** Nuctech MT1213DE Scanner.
- **9** Terminal Tractor (25 tons on 5th wheel).
- **13** Novatech Terminal Trailers with a load capacity of 65 tons.
- **1** Liquid waste Trailer 28.5 CBM.
- **2** Tug Master 4x4 RoRo (32 ton. on 5° wheel).

Murchison Argentina

- **5** 45-ton Reachstacker containers of lifting capacity.
- **2** Top Loader container for full container with a capacity of 41 tons.
- **5** empty containers.
- **14** self-propelled cranes with lifting capacities ranging from 16 tons to 140 tons.
- **37** forklifts with lifting capacities ranging from 2 tons to 3.5 tons.
- **3** Telescopic Load Handlers with capacities of 4 tons, 18 tons, and 22.5 tons.
- **4** Wheel Loaders.
- **1** Truck with hydraulic crane with a maximum lifting capacity of 5 tons.

Murchison Uruguay

- **3** Reachstacker for container handling with load capacities ranging from 16 tons to a maximum of 45 tons.
- **21** forklifts with load capacities ranging from 2.5 tons to 7 tons.
- **2** electric stackers with a maximum lifting capacity of 2 tons.
- **13** Trucks.
- **9** Reticulated trailers for vehicle transport.
- **11** Flatbed trailers for vehicle transport.
- **1** Flatbed trailer for transporting heavy machinery.
- **2** Double axle semi-trailers.
- **7** Trailer for transporting 40’ containers.
- **1** Trailer for transporting 20’ containers.

Murchison DEFIBA

- **5** 45-ton Containers., cnt. loaded.
- **3** 15-ton. Containers, cnt. empty.
- **2** 15-ton Forklifts.
- **27** 2.5-ton Forklifts.

Loinza

- **4** refrigerated chambers.

Brent Energía y Servicios

- **5** Sanders.
- **2** Sandvan.
- **1** Skid steer loader.
- **4** Telescopic handlers.
- **1** Dosing machine.
- **16** Trucks.
- **11** Forklifters.
- **3** Mobile Cranes.

Patagonia Norte

- **1** Mobile Crane– Gottwald HMK280 E.
- **1** Panamax Gantry crane.
- **4** Reachstakers.
- **8** Forklifters.





# Awards and Recognition



1999 – 2001

- **General Motors Supplier of the Year**

2003

- **Zero Damage Program – Ford Argentina**

2004 – 2010

- **Best Quality Performance – Fiat Qualitas**

2006 – 2009

- **Ford Argentina Supplier of the Year**

2008 - 2011

- **General Motors Supplier of the Year**

2015

- **Ford Argentina Supplier of the Year**

2020

- **Best Performance, LATAM Supply Chain Awards – FCA Group**

# Participation in institutional spaces

We participate in different exchange spaces and create alliances and associations to enhance our experience, share good practices and take part in the exchange of ideas.

## Chambers and associations we are members:

- ACDE (Asociación Cristiana de Dirigentes de - Executive Christian Association)
- AmCham (Cámara Americana de Comercio de Estados Unidos en Argentina - American Chamber of Commerce of the United States)
- ARCAP (Asociación Argentina de Capital Privado, Emprendedor y Semilla - The Argentine Association of Private Equity, Capital and Seed Capital)
- ARLOG (Asociación Argentina de Logística Empresaria- Argentine Association of Business Logistics)
- Britcham (Cámara de Comercio Argentino Británica- Argentine-British Chamber of Commerce)
- Cámara de Comercio Argentino Canadiense (Argentine-Canadian Chamber of Commerce)

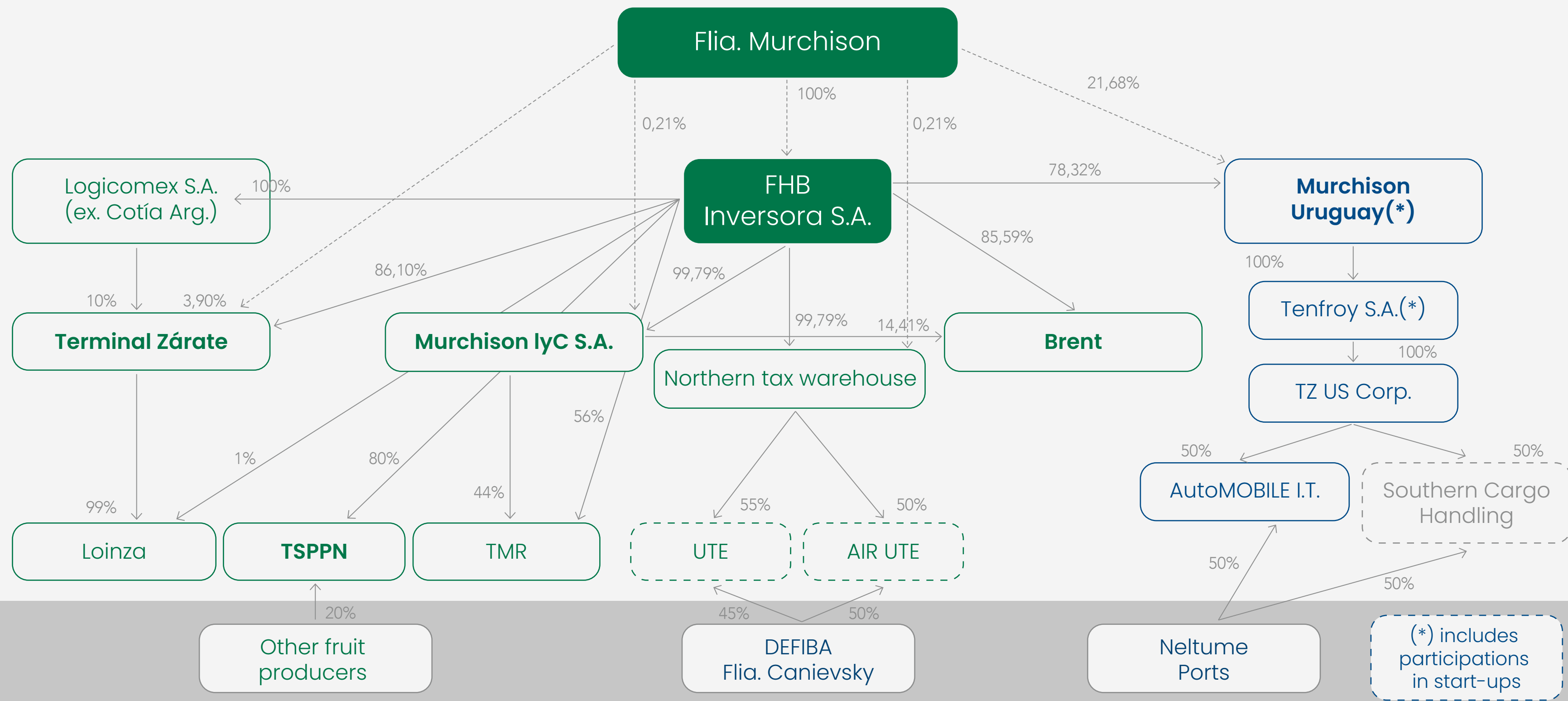
- CEA (Cámara Eólica Argentina- Argentine Wind Energy Chamber)
- Navigation Center
- CPPC (Chamber of Private Commercial Ports)
- Chamber of Oil Services (ex CEOPE)
- CIAS (Center for Social Research and Action Foundation)
- GSC (General Stevedoring Council)
- IDEA (Institute for Business Development in Argentina), in the Board of Directors
- Red de Acción Política (Political Action Network)
- Zárate Industrial Union
- URUCAP (Uruguayan Private Capital Association)
- TT Club (International Transport and Logistics Insurance)

Likewise, we adhere UN Women – Women's Empowerment Principles (WEPs).





# Shareholder Structure



# Corporative Governance

The values and principles, together with the experience and conviction in teamwork, favored the basis for our Group growth and made it possible for us to continue supporting the development of trade in Argentina for four generations.



# Board of Directors and main characteristics

## Board of Directors

The Board of Directors is the highest body of governance of our Group. It is currently made up of a lifetime director, an executive director, a family director and three external directors who represent the Group's main companies: FHB (holding), Terminal Zárate SA and Murchison S.A Estibajes y Cargas Industrial y Comercial. It is chaired by the CEO and president of the Group.



**Roberto Murchison – President<sup>3</sup>**

Industrial Engineer graduated from the Technological Institute of Buenos Aires (ITBA), with a Master's degree in Business Administration from the Massachusetts Institute of Technology (MIT – Boston, USA). Currently, he performs as president and Grupo Murchison CEO. He serves as director of IDEA and of TTClub (Mutual Insurance of the Port Sector) and is an Elder at the Presbyterian Church of San Andrés.



**David Hughes – Director**

Agricultural Production Engineer graduated from the Catholic University of Argentina (UCA), with a Master's Degree in Agricultural Economics from Texas A&M University (TAMU – Texas, USA). He currently advises agricultural companies in Argentina. He serves as Vice President of the Argentine Association of Bonsmara Breeders, the Electricity Cooperative of Coronel Seguí Limited and the International Farm Managers Association (IFMA). He is the Treasurer of the Barbechando Foundation, Board Advisor for Auravant and Agrozone, and Elder at the Presbyterian Church of San Andrés.



**Guillermo T. Murchison – Director**

Bachelor of Commerce and Canadian Certified Public Accountant from the McGill University (Montreal, Canadá). He presided over Grupo Murchison, expanding its activities and diversifying its businesses, as well as various chambers related to port issues. He was president of the IDEA Colloquium in 2007, is an Emeritus Elder of the Presbyterian Church of San Andrés and performs spiritual work in prisons.



**Luis M. Dotras – Director<sup>3</sup>**

Industrial Engineer, graduated from the School of Engineering of the University of Buenos Aires (UBA). He currently performs the role of vice president at Murchison Estibajes y Cargas SA and Terminal Zárate SA. He was Grupo Murchison CEO and professor of Finance at the Catholic University of Argentina (UCA).



**Claudio Della Penna – Director<sup>4</sup>**

Industrial Engineer graduated from the University of Buenos Aires (UBA), with postgraduate studies at Stanford University (California, USA). He is currently an independent consultant in the technology area. He was a partner at Andersen Consulting (now Accenture) and COO of Grupo ASSA (acquired by Globant), where he led the firm's expansion in the US. He directed IT projects in Brazil, Mexico, Venezuela and Canada. He was a consultant at the United Nations Development Program (UNDP) and associate professor of Production Management at the Catholic University of Argentina (UCA).



**Valeria Plastino – Director<sup>3</sup>**

Lawyer graduated from the School of Law of the National University of La Plata (UNLP), with a postgraduate degree in Business Law from the University of Bologna (Bologna, Italy) and a Master of Laws in International Legal Studies from the New York University School of Law (NYU - New York, USA). She has also completed the Executive Education Program, "Management Program for Lawyers" at Yale University – (Yale School of Management – Connecticut, USA). She currently serves as Executive Vice President, General Advisor and Compliance Officer of Cirion, a leading digital infrastructure and technology company. In addition, she is a statutory board member for Cirion Technologies' operating companies in Bermuda, Chile, Peru, Colombia, Venezuela, Mexico, Panama, Costa Rica, the United Kingdom and the United States.

3. Performs an executive function.  
4. Independent director.



## Roles and responsibilities

The Board of Directors is made up of a team of professionals that act aligned with the values and interests of the Group. Its structure and number of members is defined by the Board of Directors in office and approved by the Group's Pre-Shareholders' Meeting.

The inclusion of external directors among its members is mandatory – the ones who are not employed by any company of the Group nor dependent on them or any of its members – and they must have proven experience in areas linked with management or in industries of the sector related to the Group's companies. Non-external directors must be professionals or shareholders of the company.

The Board meets on monthly basis and is in charge of setting the Group's medium- and long-term strategic objectives. It also establishes the policy related to corporate social responsibility and monitors its implementation. In addition, it is responsible for agreeing on and establishing policies for staff recruiting, training, promotion and remuneration, including the appointment, evaluation and removal of the CEO. It also monitors and controls the established human resources policies.

Additionally, it complements the management of the different companies in the Group, apart from deciding the structure and appointing the members of their Boards of Directors. Through its participation in the Boards of Directors and Assemblies of the companies, it promotes and controls the compliance with the Group's Strategic Plan and with the policies and goals set.

For the development of their activities, the members of the Board of Directors receive regular trainings, among them about our Code of Conduct, and participate annually in training and case analysis on conflicts of interest and gender equality.

## Appointment of the highest governing body

Grupo Murchison has a Family Protocol, a document which establishes the main axes of the company's governance and management; among others, the roles and responsibilities of the Board of Directors. Likewise, we have the figure of the Independent Coordinator, who acts as a link between the Shareholders and the Board of Directors.

## Communication of critical concerns and consultation with interest groups

The expectations and main concerns of our stakeholders are identified in each Integrated Management System. With our clients and employees, we have greater flow in the survey of their expectations: we maintain a constant dialogue with our clients and we have bidding processes that approach to these issues, as well as conducting satisfaction surveys. Regarding our employees, we constantly measure their expectations and the work environment in awareness-raising activities, opinion surveys, diversity and inclusion and focus groups, among others.

On the other hand, all our stakeholders have our alert lines available to express their concerns and make complaints about issues of impact and/or violation of Human Rights.<sup>5</sup>

Besides, the Sustainable Development Leader, through their participation in the Executive Committee, informs the Board of Directors about the critical concerns of the stakeholders, based on the annual agenda of strategic topics.

5. For further information, see section: [Ética, integridad y transparencia](#).







# Committees and their description

We have four committees where managers and members of the Board of Directors participate. Their scope is strategic and result-oriented, holding quarterly meetings. Together with the Board of Directors, they annually share progress on specific topics, including environmental, social and governance (ESG) issues.



## Compliance Committee

It is made up of members of the Board of Directors, the Management team and external advisors, as well as the Legal and Compliance leader. Each year it defines its work agenda.

In 2023, Grupo Murchison Compliance Committee worked mainly on three core areas of interest: (1) Legal aspects related to asset security and the reinforcement of controls in daily operational functioning, to ensure compliance with applicable regulations and to avoid risks of irregularities (mainly from third parties). The results of the external audit commissioned for this purpose were shared, these being positive; (2) Ethical issues connected with compliance, observation, validity, communication and good practices of the Code of Conduct, it being relevant that the training program for employees was continued, and (3) Data protection issues, both own and third parties, through an analysis through cybersecurity reports and data registration.



## Finance Committee

It is made up of members of the Board of Directors and those responsible for the Administration and Finance Department, and has external advice (Astra IP – an investment portfolio management company). The objective of this Committee is to define the investment policy and the management of the financial surpluses and/or financing needs of the Group. Its functions also include the review of the structure of the investment portfolio and the proposal and acceptance of entities for its management (banks or investment agencies). It meets every two months and may be summoned in advance or in an extraordinary manner to respond to the specific or market situations.



## HR Committee

It is composed by members of the Board of Directors and responsible for the Human Relations Department with the aim of validating the different initiatives and projects developed by the area. The frequency of these sessions depends on the themes to discuss, and they are generally quarterly. Furthermore, the Human Relations Department presents the axes of work and the short, medium and long-term initiatives to the Board on an annual basis which are aligned with the Group's strategic pillars.



## Auditing Committee

It is made up of members of the Board of Directors and external advisory services (BDO). This Committee is responsible for assigning responsibility for performing the accounting audit and issuing the publication balance of all the companies of the Group. Apart from the compliance with legal and technical standards, it organizes the performance of specific studies or analyses about topics or processes specifically determined by the committee. The audit committee meets annually.



# Control authorities

In order to strictly comply with the municipal, departmental, provincial and national **requirements** and regulations related to our activity (authorizations, administration, handling of goods, etc.) we have **legal and technical advice** on environmental issues and we have developed a **monitoring matrix at each site where we operate**, comprising legal, environmental, social and safety and hygiene aspects.

Among the control authorities that inspect our operations, we can mention (\*):

**The Ministry of Labor, Employment and Social Security (Arg.) / Ministry of Labor and Social Security (Uru) and the Superintendence of Labor Risks (SRT)** perform regular inspections to verify compliance with labor and safety and hygiene regulations at work.

**The National Service of Agri-Food Health and Quality - SENASA (Arg.) / MGAP, Ministry of Livestock, Agriculture and Fisheries (Uru)** safeguard compliance with the requirements required to operate products, by-products and derivatives of animal and plant origin.

**The Argentine Naval Prefecture / Uruguayan Naval Prefecture and the National Port Administration (Arg.)** rigorously verify compliance with the International Code for the Protection of Ships and Port Facilities (ISPS Code [1]), PLANACON and other Ordinances, performing evaluations both in document management and in the execution of exercises, through periodic audits. This strict compliance is essential to maintain and increase maritime protection, thus safeguarding the company's property and corporate security, as well as guaranteeing an effective response to possible contingencies related to dangerous goods both in water and on land.

**The General Directorate of Customs (Arg.)** is in charge of controlling the entry, stay, circulation and exit of persons, as well as the inspection and supervision of all merchandise subject to import or export in the fiscal areas.

**The Directorate of the National Registry of Motor Vehicles (Arg.)** is in charge of carrying out the technical verification of the individualization of the imported motor vehicle in order to control that the data recorded in the Affidavit

of Individualization of Merchandise (DJIM) correspond to the identity of the vehicle in question, with the exception of imports made by operators adhering to the "Authorized Economic Operator" (OEA) program, who will not require technical verification.

**The Ministries of Environment and Sustainable Development Control of Chubut, Health and Environment of Santa Cruz, the Ministry of Environment and Sustainable Development of Buenos Aires and the Undersecretariat of Environment of Neuquén and the Water Authority (Arg.)** periodically review the compliance with environmental regulations, effluent treatment, waste management and the impact of our operations on water resources, respectively.

**The Energy Secretariat** also exercises continuous monitoring and supervision of our operations, especially with regard to the storage and handling of fuels and hazardous substances.

**The Undersecretariat of Ports, Waterways and Merchant Marine**, among other functions, sets forth regulations, controls and authorizes the operation of ports.



Terminal Zárate holds a Port Facility Compliance Statement issued by the Prefectura Naval Argentina in accordance with the provisions of the International Ship and Port Facility Security Code (ISPS Code).

(\*) This list is descriptive of the main inspections of the activity, but is not exhaustive - there are other provincial and municipal agencies that ensure health / safety / environmental care - and may be amended as applicable regulations are enacted.





# Sustainability Governance

In addition to the sustainability tasks of our Board of Directors, we have the new figure of Sustainable Development Leader, responsible for defining the sustainability policies and processes of the Group, which are then transmitted to all general managers.

The review of our 2021-2026 strategy derived, among other aspects, in the performing of a triple impact diagnosis to define priorities and the sustainability strategy of the Group.

In this way, we are currently developing the Sustainable Development area which reports to the Presidency. The area aims at adding value to the business through a sustainable development strategy incorporating social, environmental, economic and governance criteria for decision-making and management of the Group, aligned with its purpose and culture. Its main function is the strategy and action plan design for sustainable development. The defined policies and processes are then transmitted to the general managers of the business.

The Sustainable Development Leader takes an active participation in the meetings of each business vertical (forums), and is a member of the Executive Committee that schedules meetings monthly. Likewise, the Leader presents to the Board of Directors –based on its annual agenda of strategic issues– the aspects and impacts of the organization on the interest groups as well as the complaints or claims that are raised through mechanisms provided for such a purpose.

On the other hand, the sustainability diagnosis exercise in itself creates spaces for awareness about the importance of approaching this issue. Thus, we are implementing spaces for reflection and co-construction of proposals for

sustainable initiatives. And in those operations with an active Environmental Management System, we carry out sustainability training as part of the risk mitigation plan. In turn, all the companies that make up the Group have Health, Safety, Environment and Quality (HSEQ) areas, as well as areas that look after the Integrated Management System of each site.



# Ethics, integrity and transparency

We firmly believe that organizations based on ethical principles, responsibility and respect for others, have the essential tools to be successful and promote the full development of all their members.



# Commitment to ethics

We seek to develop our activity transparently, through a culture based on maintaining strong convictions and values. We have different areas, documents and management and control tools to consolidate our commitment to integrity in our value chain.

In addition to adhering to our Code of Conduct and our Public Sector Engagement Protocol, all our employees and the Board of Directors participate annually in training sessions and case analyses to clear doubts and, thus, prevent deviations. Since its implementation, we have performed the following mandatory courses:

- Basic revision course on the topics of the Code of Conduct (e-learning).
- Strengthening of the Engagement with the Public Sector (in-person for employees with more exposure and virtual for the entire non-union workers population).
- Reinforcement of Conflict of Interest (virtual course for the entire non-union workers population).

Our Compliance Committee evaluates the most relevant topics that require reinforcement in the courses, either in response to complaints filed or by identification of specific necessities.

Additionally, this Committee promotes and gives support so that our operations meet with our policies, legal requirements and external regulations.<sup>6</sup>

6. For further information, see section: "Oversight body" in this Report.





# Code of Conduct

Our Code of Conduct seeks to promote transparency and integrity of our management in our relationship with clients, suppliers, employees, shareholders, state entities and the general public. It contains the basic guidelines, apart from explaining the attitude and behavior that we expect from our employees, necessary to build the best possible environment based on transparency, integrity, credibility and trust in the development of our activities.

Based on this document, we establish mutual respect and non-tolerance of any type of racial, religious, gender, sexual orientation, age, nationality, disability, marital status, etc. discrimination. In addition, the Code also regulates the following topics:

- Use of company assets
- Conflict of interest
- Relationship with suppliers and clients
- Relationship with the public sector
- Accounting and financial records

This is delivered to all our employees upon their entry. They must confirm its receipt and declare their commitment to complying with its

guidelines and concepts. Once signed, they are attached to each personal file.

All Non-Union staff were trained. During 2023, 132 contracted employees within the Agreement were trained in the Code of Conduct.

## Protected ethics line

To strengthen and protect our values, we implemented a report line that allows reporting irregularities or anomalous situations anonymously and confidentially. All employees are informed of the existence, implementation and availability of this report line.

The line is managed by Resguarda, an external supplier with vast experience, which guarantees the absolute confidentiality, independence and objectivity of the reported information. Complaints can be made in an anonymous or identified way, according to the decision of the complainant, and are managed exclusively by a committee formed by the Management, who

analyzes and investigates the reported events and takes measures accordingly.

The Safety Committee consists of members of the Board of Directors, General Managers and Human Relations Manager with external advice from the Resguarda Consulting Firm. There are two Subcommittees, the Receiving and the Referral Subcommittee. The Receiving Committee analyzes, investigates, documents and takes action on the complaints received. If necessary, it is responsible for referring them to the members of the Referral Committee. The Referral Committee receives the complaints derived from the Receiving Committee and dialogues internally with it. The aim of the referral is to investigate the derived fact and provide information related to the area to help with the resolution of the reported fact. It will be responsible for properly documenting the different investigations required, bearing in mind the instructions made by the Receiving Committee.

A specific channel for the treatment of complaints related to Gender has been established; the Receiving Committee of these is made up of two previously defined members of the Receiving Committee.

## Reporting channels



0-800-999-4636



[www.resguarda.com/grupomurchinson](http://www.resguarda.com/grupomurchinson)



[etica.grupomurchinson@resguarda.com](mailto:etica.grupomurchinson@resguarda.com)

Furthermore, we have a specific space on our website for dealing with matters related to gender and inclusion. In this space, employees can make complaints related to mistreatment in the workplace due to discrimination of any kind, workplace harassment, sexual harassment and/or mistreatment. On this exclusive line, Resguarda, operators trained to receive sensitive events report the information with empathy, active listening, discretion and care in the face of intimate content and without re-victimizing the complainant. The Group spreads relevant information through various channels on what types of irregularities to report, how and where to do it.





# Protocol of good practices with the public sector

Given the nature of our activities, we are constantly connected with the public sector<sup>7</sup>, which requires having in mind the guidelines to respect in the said relationship, as well as the consequences of non-compliance. We therefore have a Protocol of Good Practices with the Public Sector, complementary to our Code of Conduct, and equally obligatory in its compliance. Its objective is to facilitate the engagement of employees, managers, shareholders and business partners in this sector by establishing principles of action and best practices in the field.

The topics addressed in the protocol are:

- The concept of public officer
- The general principle of action
- Gifts, presents and courtesies
- Situations of special interest
- Exchange of communication and information
- Interaction with the public sector where third parties are involved

On the other hand, our Code of Conduct emphasizes the appropriate relationship with the public sector, since it is mainly within this framework that illicit behavior that results in acts of corruption must be prevented.

[We have zero tolerance for practices that deviate from the principles of action set forth in our Code of Conduct and in our Protocol of Good Practices with the Public Sector.](#)

7. Understood as national, provincial and municipal state areas, comprising the administration and legislative and judicial Powers.

# Illegal acts of property security

Our Code of Conduct establishes the guidelines of behavior that we consider ethical, with a section on the relationship with the public sector, as mentioned above. Likewise, in order to extend anti-corruption practices, we carry out training to deepen the connection with the public sector, aimed at our employees with greater exposure. From the Tax and Legal areas, we also promote good practices by advising on concerns and queries that may arise. Likewise, at Terminal Zárate, we designed and made available a Code of Conduct for suppliers, an exercise that we will gradually extend to the rest of the Group.

On the other hand, through the e-contractors platform, we oversee that our permanent suppliers comply with legal, tax and social security requirements, so as to promote the anti-corruption and money laundering practices to our entire value chain. Additionally, our Complaints Line through the Resguarda platform allows for anonymous reporting of irregular situations and/or behaviors related to these issues.





# Risk Management

At Grupo Murchison we have developed and managed the safety and quality of our operations through Management Systems under ISO Standards. We perform analyses of context, stakeholders and risks and opportunities, impacts and environmental aspects, with matrices that include all dimensions in environmental, social and governance (ESG) matters.

Likewise, we also have a matrix of legal requirements in environmental, safety, hygiene and health matters, monitored by an external law firm.

As part of the Organizational Strengthening process, the role of SGI (Integrated Management System) Leader was designed, who is responsible for consolidating and homogenizing the management of the System in all the companies of the Group, creating synergy and accompanying the certification processes

underway, as is the case of Brent Energía y Servicios. On the other hand, in 2024 we have the challenge of preparing a compliance risk matrix based on the ISO 37301 Standard "Compliance Management System".

Finally, the Legal department performs a risk analysis prior to closing the contract for each permanent supplier, determining whether or not they are suitable for inclusion on the payroll.<sup>8</sup>

8. For further information, see section "[Categorization of new suppliers](#)" in this Report.



## Certifications

- Quality Management System under ISO 9001 (Terminal Zárate, Murchison Argentina, Murchison Uruguay and Loinza)
- Environmental Management System under ISO 14001 (Terminal Zárate)
- Occupational Health and Safety Management System under ISO 45001 (Murchison Uruguay)



# Contribution to sustainable development





For Grupo Murchison, the commitment to sustainable development implies the incorporation of environmental, social and governance (ESG) criteria in our management model and in the development of our culture. This allows us to generate value for people, local communities and society in general through our operations.

In this framework, we work to incorporate practices with social and environmental commitment that involve, among other axes of action, considering the expectations of interested parties and acting as a relevant actor in the communities in which the business is developed.



### Commitment to the community

The commitment to the communities in which we operate is solid and that is why we develop programs that seek to promote well-being, healthy habits and access to knowledge and opportunities, in a collaborative and innovative environment.



### Commitment to the environment

We have a firm commitment to environmental matters, that is why we support continuous improvement actions and work on the development of our Management System and on the preparation of a plan to reduce emissions.





# Sustainability diagnosis

In 2023, with the aim of analyzing the state of maturity and opportunities for improvement in the sustainability management of the companies which are part of the Group, we carried out a sustainability diagnosis. In this process, we analyzed six dimensions (Environment – Clients – Suppliers – Corporate Governance, - Community – Employees) and defined possible lines of action.

## The main strengths identified were:

- Grupo Murchison has a monitoring matrix for environmental matters.
- All the companies in the Group are moving towards an Integrated Quality, Environment, Safety and Health Management System.
- Grupo Murchison is an active participant in the communities where it operates, especially in Zárate. There is a coordinated and centralized management of social investment.
- The companies in the Group which operate in Argentina have a platform for contractors' control (legal, tax and social security requirements). Such an initiative will be implemented throughout the next year in Uruguay. Terminal Zárate is certified under the

International Ship and Port Facility Security Code, promoted by the Maritime Safety Committee of the IMO (International Maritime Organization).

- It is important to highlight the comprehensive management, with the objective of improving the employee experience and achieving employee loyalty, implementing numerous programs for this purpose.

## The main areas of improvement identified were:

- Implement Sustainability Reports
- Incorporate a risk management perspective associated with sustainability in a broader manner as an opportunity for improvement, since this currently includes environmental regulation monitoring. Perform regular listening actions such as the labor climate survey at a group level, to work on the value proposition for employees.
- Value isolated actions and focus them under a plan to reduce emissions aligned with the business strategy.

- Identify areas with potential risks to biodiversity.
- Map critical suppliers to work on the progressive measurement and management of scope 3.

We have a sustainability governance structure led by a Leader who is part of Grupo Murchison's Executive Committee.<sup>9</sup>

9. For further information, see page 22 of this Report





# Sustainable Development Policy

In 2023, after an exhaustive triple impact diagnosis work, we devised the Sustainable Development strategy that guides our actions to optimize the social and environmental impact of the Group.

This has four fundamental pillars and commitments that are integrated with all areas and operations of the Group. In this way, we approach to the concept of sustainability in a transversal way from the core of the business and of each of our activities.

Furthermore, at the center of our strategy, we place as key elements: dialogue, measurement and continuous improvement. In this sense, we seek to maintain fluid and periodic relationships and communications with our groups of interest so as to identify and align expectations, share practices and discuss concerns that may turn into opportunities for improvement. Thus, we integrate the social, environmental and governance (ESG) considerations that may arise from this exchange into our planning and management processes.

## SUSTAINABLE DEVELOPMENT STRATEGY

### Social commitment

Make efforts and resources available to contribute to the development of the communities where we operate, bringing programs that promote well-being, healthy habits, family strengthening and access to knowledge and opportunities, in a collaborative and innovative environment.

### Development

Ensure compliance with labor rights, equity, safety and occupational health of our employees, as well as their personal and professional development, promoting diversity and the access to knowledge.

Contribute to the economic development of the countries where we operate generating employment, investing in technology and infrastructure and supporting the entrepreneurial ecosystem.



### Environmental commitment

Analyse and measure activities or new projects that may have an impact on the environment, to know and manage potential risks.

Measure and manage the rational consumption of natural resources, encouraging, to this end, the incorporation of new technologies.

Measure and mitigate possible environmental impacts that may be a consequence of our activity, such as the generation of noise, waste and emissions, taking measures such as the transition towards renewable energies and the promotion of recycling and the circular economy.

### Compliance

Ensure compliance with legal and applicable requirements in environmental and social security matters.

Maintain transparency and integrity in our management in the relationship with customers, suppliers, employees, shareholders, state entities and the general public, according to our Code of Conduct.

From Grupo Murchison, we contribute with the following Objectives of Sustainable Development







# Materiality Analysis and Selection of Key Contents

With the aim of selecting the most relevant topics to approach our sustainability strategy and management, and to be able to optimize the social and environmental impact as well as working on good governance; we began the Materiality Analysis process following the GRI Standard "GRI 3: Material Topics 2021". In addition, this exercise was fundamental for the selection of the contents of this Report and the GRI Standards that we publish and report on at the end of the document.

The stages we performed in the framework of the drawing up process of our first Sustainability Report 2023 were the following:

## Identification

In order to identify the key issues, we started from the diagnosis performed, from the sustainability strategy and the values of the Group. The analysis reached the following stages:

- The global and local context of sustainability
- The general situation of the sectors where the Group operates in this matter.
- The main international standards, applicable sustainability certifications
- The agenda and main topics dealt with by the sectoral chambers at national and international level, and public bodies
- A 10-company benchmarking
- 5 in-depth interviews with senior management, clients and business chambers

The result was a list of 17 material topics that were discussed and supported by the Group's Executive Committee in an onsite and participatory meeting.

## Prioritization

After the identification stage, we conducted an online survey for internal and external interest groups which allowed us to rank the selected material topics by importance. Jointly, the Executive Committee evaluated the financial materiality with an analysis of the consequences of these topics on business operations and performance. In this way, we applied the concept of double materiality, being at the forefront of international sustainability guidelines, standards and regulations.

5 interest groups – employees, suppliers, etc. – and 4 members of the Committee participated in the survey. As a result, we present the materiality matrix.

## Validation

The Materiality Matrix and the topics included in the list were validated by the members of the Executive Committee during the preparation process of the 2023 Sustainability Report.





Axes	Material Topics	Selected GRI standards	ODS	Impact	
				● internal	○ external
Governance and business	Corporate Governance	Own theme: Corporate Governance	16	●	
	Ethics and transparency	GRI 205: Anticorruption	16	●	○
	Comprehensive Risk Management	Own theme: Comprehensive risk management	16	●	○
	Client experience and quialzity service	Own theme: Customer experience and service quality			○
	Innovaion and technology	Own theme: Innovation and technology		●	○
	Infrastructure and safety	Own theme: Infrastructure and safety		●	○
	Cybersecurity and data integrity	Own theme: Cybersecurity and data integrity	16	●	○
Environment	Management of emissions and carbon footprint	GRI 305: Emissions	13		○
	Energy management	GRI 302: Energy	7		○
	Management of waste and material use	GRI 301: Materials GRI 306: Waste	14		○
	Management of water and effluents	GRI 303: Water and effluents	6 - 14		○
Social	Development of local communities	GRI 413: Local Communities	3 - 4 - 5		○
	Diversity, inclusion and equal opportunities	GRI 401: Employment GRI 405: Diversity and Equal Opportunities GRI 406: No discrimination	4 - 5 - 8	●	○
	Training, development and well-being of employees	GRI 404: Training and Teaching	4	●	
	Health and safety at work	GRI 403: Health and safety at work	3	●	
	Value chain management	GRI 204: Procurement practices	8		○
	Relationship with interest groups	Own theme: Relationship with interest groups	8	●	○

Social commitment

Environmental commitment

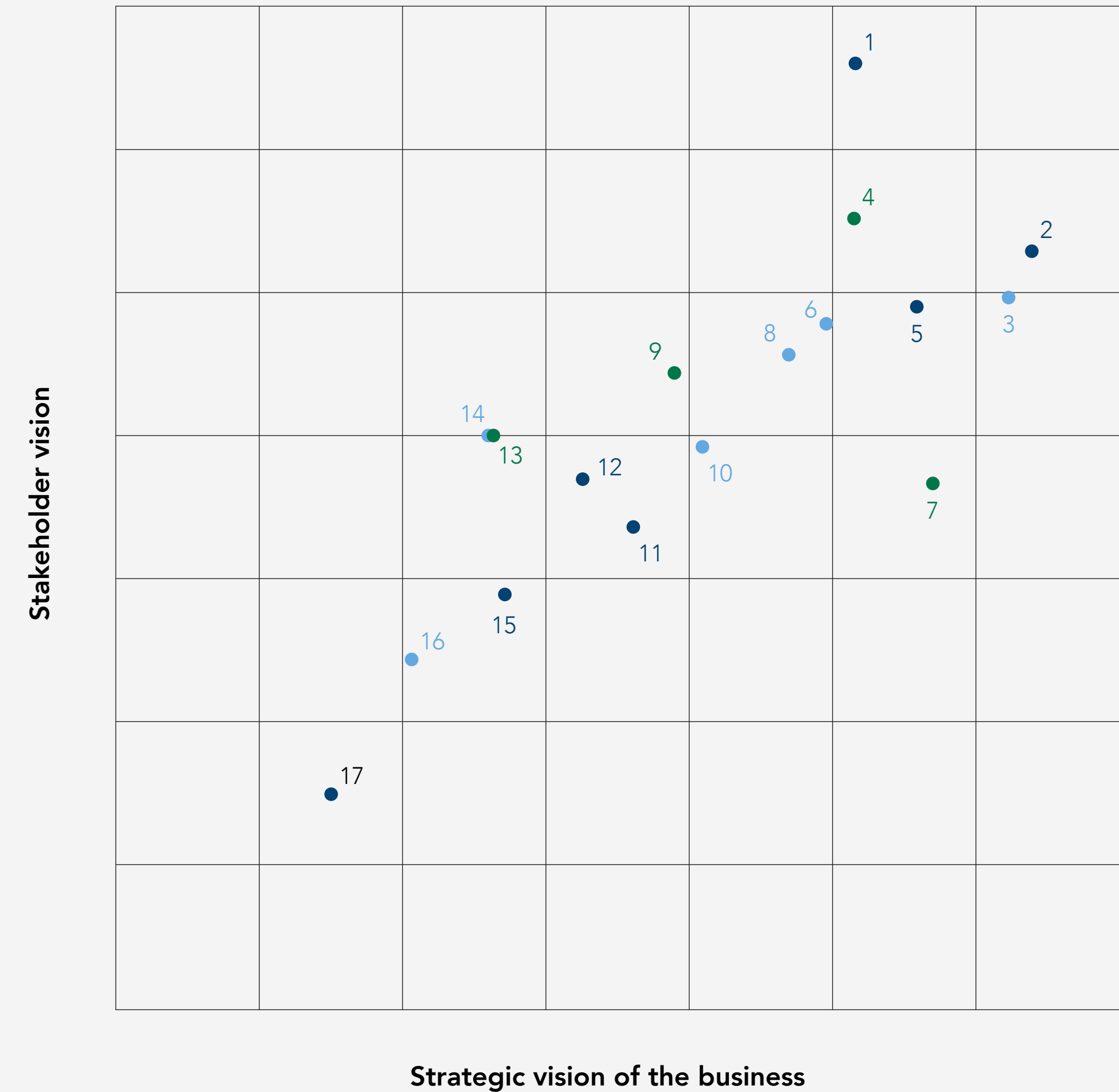
Development

Compliance





MATRIX OF MATERIALITY



	External valuation	Internal valuation	Average
1. Ethics and transparency	6,46	5,25	5,85
2. Corporative Governance	5,27	6,25	5,76
3. Training, development and well-being of employees	4,95	6,13	5,54
4. Management of waste and material use	5,44	5,25	5,34
5. Client experience and quialzity service	4,89	5,50	5,20
6. Health and safety at work	4,79	4,96	4,88
7. Management of water and effluents	3,64	5,69	4,66
8. Development of local communities	4,51	4,67	4,59
9. Management of emissions and carbon footprint	4,45	3,94	4,19
10. Diversity, inclusion and equal opportunities	3,91	4,08	4,00
11. Infrastructure and safety	3,41	3,50	3,45
12. Comprehensive Risk Management	3,65	3,25	3,45
13. Energy management	3,97	2,63	3,30
14. Value chain management	3,94	2,63	3,28
15. Innovation and technology	2,84	2,75	2,79
16. Relationship with interest groups	2,40	2,04	2,22
17. Cybersecurity and data integrity	1,49	1,50	1,49





# Relationship with the Interest Groups

For the Group, getting to know the interest groups, having a close and permanent link, are fundamental factors for the sustainability of our operations and the generation of opportunities and social and environmental impacts. That is why we not only map our audiences and each of their profiles, but we also establish clear, agile, transparent and tailored-made communication channels and dialog.

Stakeholders		Channels for dialogue and relationships
	Employees	Internal communications: instant messaging, e-mail, posters, reports, communication portal, performance management, training and in person meetings.
	Unions	Instant messaging, e-mail, meetings, committees and working groups.
	Stakeholders	Pre-Assembly and Shareholders' Assembly, periodic meetings, sending reports by e-mail
	Clients	In person meetings, customer service channels, satisfaction survey, corporate website, management portal, e-mail, instant messaging and communication campaigns.
	Suppliers	E-mail, corporate website, evaluations during the purchasing process, instant messaging, in person and virtual meetings, special communications, technical visits, inspections of facilities.
	Community	Communication through the corporate website and social networks, development of programs with social impact, donations and support for social actions.
	Chambers, public sector and intervening bodies	Meetings for the signing of agreements and contracts, training, e-mail, instant messaging, in person meetings and events and preparation of reports on the company's activities and results.

## External Communication

We aim at making public the Group's commitment to the country's development. We seek to strengthen our bonds with different interest groups, creating connections with key and influential actors in the sectors related to the industry.

For this purpose, we developed a group of spokespersons trained to reinforce their communication skills and align our messages. On the other hand, we are gradually relaunching the social networks of all profiles. Additionally, we implemented the map of key audiences and its monitoring of institutional relations.



GRUPO  
MURCHISON

03

# Economic Performance

ZÁRATE, BUENOS AIRES





# Economic context and general performance

In a challenging context, we achieved a positive performance with sales that exceeded 100,000 million Argentinian pesos. This allowed us to continue investing in working capital and infrastructure with own resources and solid financing.

During the 2023 fiscal year, we operated in a global context of 3% economic growth, while the Argentine economy suffered a contraction of 1.2%, with an inflation percentage of 211% and a peso devaluation of 356%. Despite this challenging environment, our companies achieved positive performance, though with variations in their results and traded volumes in the different sectors in which we participate.

# Grupo Murchison economic performance

Economic performance	2022	2023
<i>Figures stated in million Argentine pesos and in constant currency</i>		
<b>Financial Performance<sup>1</sup></b>		
Gross Sales	\$ 96,802	\$ 102,249
Salaries and social security contributions	\$ 28,678	\$ 30,041
Taxes and Rates	\$ 10,164	\$ 12,403
Investment in fixed assets and other assets	\$ 4,276	\$ 11,256
Payments to capital suppliers	\$ 5,853	\$ 8,765
<b>Other Indicators</b>		
Non-current assets	\$ 64,515	\$ 68,791
Net worth	\$ 69,024	\$ 76,859
Non-current loans	\$ 2,085	\$ 3,661
Current loans	\$ 3,962	\$ 3,444

1. Based on EECC audited year 2023 of Terminal Zarate, Murchison Argentina, TMR, Loinza, Brent, Murchison Uruguay and Plamilco. The Uruguayan pesos convert into a Argentinian pesos according to consolidated ratio family 2023.





# Economic performance in the Group's business verticals

## Vehicles

Despite the 10.1% growth in registrations and 13.7% in national automotive production, driven by domestic demand and import restrictions, the volume of vehicles operated by Terminal Zárate decreased by 8.1% compared to 2022. Although vehicle exports grew by 4%, this was not enough to offset the fall in imports.

## Ports and Logistics:

### Containers and General Cargo

The Argentine market experienced a decrease of 9.8% compared to 2022, which was equivalent to a volume of approximately 1,370,000 TEU. This trend also impacted on the volume operated by Terminal Zárate, with a reduction of 9.5%, totaling up 78,089 container movements (128,479 TEU) and reaching a market share of 9.2%. Despite this challenging context, we continue to work to maintain our competitiveness and operational efficiency.

### Fishing and Bulk

The fishing sector faced challenges due to the variability in the squid and shrimp campaigns. However, the movement of containers in Puerto Madryn and the operations in Bahía Blanca exceeded budget expectations, proving our ability to adapt and be resilient to market fluctuations.

## Energy

Brent Energía y Servicios increased the volume of frac sand operated by 15% compared to the previous year. The company strengthened its relationships with clients and expanded its operational capacity through the purchase of a base in Añelo and the consolidation of its transport fleet, thus contributing to its sustainable growth and operational efficiency.





# Investment and Financial Management

We maintained a solid financial position, managing working capital efficiently and complying with the amortization program of our financial liabilities, including the IDB Invest loan and bank loans for equipment. Brent Energía y Servicios S.A. received a capital contribution from its parent company, allowing us to acquire new land and secure the capital necessary to continue with our expansion and consolidation plans, aligned with our sustainable growth objectives.

# Perspectives 2024

Within a new political scenario and the complexity of the macroeconomic context, we expect a recovery in trading volumes. We have increased the investment budget in infrastructure and we maintain the commitment to assume a leading role in the operations of the markets in which we operate.

The process of organizational integration and strengthening that we began in 2023, focused on the development of new businesses, leadership and cultural evolution, will generate key internal benefits. We are convinced that these will have a positive impact on the overall performance of the Group's companies. In addition, strategic management and process improvement are complemented by effective communication that will strengthen the Employer Brand and contribute to organizational objectives.











For more than 120 years we have been committed to the quality of our services, and we have continued to evolve to offer our clients more satisfying experiences. We focus on building relationships based on trust, proposing innovative solutions that adapt to their demands.



**+ 1,300**  
clients



**+ 120 years**  
providing services



**100%**  
customer  
satisfaction





# Types of Clients

With 127 years of experience, Grupo Murchison is made up of a group of companies devoted to rendering port operation services; movements of vehicles, containers, general load, project cargo; logistics and storage services; fiscal warehouses; supply of equipment and services to the Oil & Gas industry.

Business Unit	Type of Clients
<b>MURCHISON</b> VEHÍCULOS	Automotive companies (and their representatives), importers and exporters of rolling machinery (road, agricultural, mining, etc.), shipowners and maritime lines.
<b>MURCHISON</b> PUERTOS Y LOGÍSTICA	Importers and exporters of merchandise, general cargo and project cargo, shipping lines, forwarders.
<b>MURCHISON</b> ENERGÍA	Hydrocarbon producing companies and oil service companies. Construction companies related to the energy industry.

At Grupo Murchison we have established ourselves as a strategic ecosystem that drives and enriches trade in the regions in which we operate, the logistics of their productions and the development of economies. We have consolidated as a key piece in the value chain that pushes forward the automotive sector, foreign trade, energy and large infrastructure project cargo.



We provide services to large corporations and small companies, both nationally and internationally, serving clients who operate in various global markets.





# Services




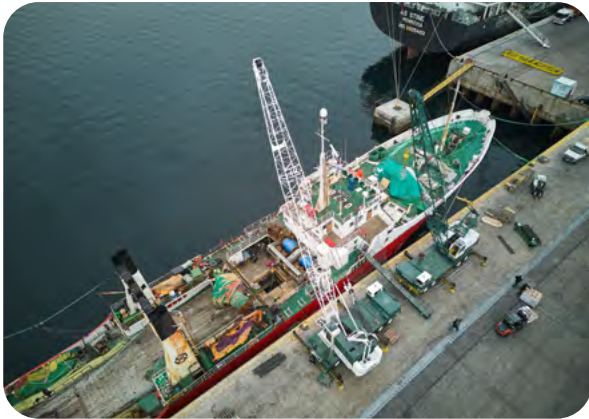


## Murchison Vehicles

Locations	Zárate	Montevideo
		
Solutions	<p><b>Comprehensive solutions in movement and handling</b> Port operations: loading and unloading - On-board services with specialized personnel Handling and storage of units in fiscal and national yards Reception and dispatch of units Verification and inspection of status and damage Computer systems for monitoring and control</p> <p><b>Connected services and more services catered for the needs of clients</b> Verification of electrical and mechanical functions Repair of damage and quality defects according to the client's standard Conditioning, accessorizing and maintenance services for units Spare parts management</p>	
Type of cargo	<p>Cars Pick-ups Trucks Machinery Other types of rolling cargo</p>	





# Murchison Ports and Logistics

Locations	<div>Zárate</div> 	<div>Comodoro Rivadavia</div> 	<div>Puerto Deseado</div> 	<div>Puerto Madryn</div> 	<div>Bahía Blanca</div> 	<div>Montevideo</div> 
Solutions	Port operations Transport and logistics Storage	Port operations Oil services	Port operations Mining services	Port operations	Port operations	Port operations Transport and logistics Storage Foreign trade
Type of cargo	Containers Project cargo Dry and refrigerated goods	Containers	Fishing Containers Project Cargo General Cargo	Fishing Containers Project Cargo Bulk Operations General Cargo	Fishing Containers Project Cargo General Cargo	Containers General Cargo





# Murchison Ports and Logistics

## Details by solution

**Port operations:**

- Loading and unloading of ships with specialized staff
- Inspection of cargo
- Reception and dispatch of merchandise

**Storage:**

- Storage of all types of cargo under bonded and national regime
- Authorizations to store food, chemicals and hazardous products

**Transport and logistics:**

- Consolidation of containers for export (unitized merchandise and bulk cargo)
- Deconsolidation of import containers
- Logistics operations in third-party plants
- Information system: stocks and movement of cargo
- Land transport
- Coordination of cargo
- Customer service

**Oil Services:**

- Rental of special equipment

**Mining Services:**

- Reception, storage and homogenization of mineral concentrate


**Foreign trade:**

- Maritime, road and air freight

# Murchison Energy

We entered the Energy sector with last-mile logistics of frac sand, support agent for the oil and gas production process in Vaca Muerta. With the SandCube system, we incorporated several safety

improvements in the transportation and operation of frac sand, in addition to reducing the carbon footprint by using wet sand.

Locations	<div>Añelo</div> <div></div>
Solutions	<div>SandCube loading at the plant</div> <div>Comprehensive coordination of transport logistics</div> <div>Unloading of SandCube into the pit</div> <div>Operation of sand on the blender</div> <div>Equipment supply</div> <div>Own engineering</div> <div>Lifting services (cranes) and load handling</div>
Tipy of cargo	<div>Last-mile sand logistics</div>





# Client Experience

At Grupo Murchison we are committed to generating a close bond with our clients, creating experiences that really make a difference. Our priority is to get to know each client in depth to understand their business and thus anticipating developing solutions and providing services appropriate to their needs. For that purpose, we have commercial executives appointed to each business and type of client with whom we maintain a close relationship.

# Dialogue with our Clients

We encourage dialogue with our clients and to do this, it is fundamental to have different communication channels, such as: Instant messaging, e-mail, portals, chatbots and telephones, visits and personalized service. We share news, assess expectations, manage complaints and evaluate suggestions.

The face-to-face sessions arise as an excellent opportunity to present Grupo Murchison with its history, its values and its growth over the years.

### Satisfaction surveys

To get to know the perception of our clients about our services and improve our performance, we conducted surveys through digital media. Based on the analysis of the results, we applied preventive and/or corrective actions as necessary according to each case.

The surveys are conducted annually. In addition, Murchison Energy focuses on generating surveys at the end of each PAD (production island or platform) to evaluate the service compliance.

### GLOBAL CLIENTS SATISFACTION INDEX

#### ARGENTINA

**99%**  
Zárate

**100%**  
Puerto  
Deseado

**100%**  
Comodoro  
Rivadavia

**100%**  
Bahía  
Blanca

**100%**  
Puerto  
Madryn

**100%**  
Añelo

#### URUGUAY

**100%**  
Montevideo

\* Answers with the mark "Good" or +.



# Integrated Management System

We assume the commitment and we allocate resources to ensure the quality of our services, protect the environment, preserve the Safety and Health of our staff and interested parties.

To do this, we rely on an Integrated Management System (IMS) that includes the definition of strategic objectives and goals of the Management, based on the ISO 9001, 14001 and 45001 standards. With a focus on ongoing improvement, we work on our processes to increase the satisfaction of our clients while complying with the legal requirements and applicable regulations.

## Certifications under ISO standards to 2023:

To ensure the compliance with the SGI, we perform out internal and external audits according to regulatory requirements, process audits, management reviews, risk and context analysis, document management, among other activities, recording and taking actions that validate the effectiveness of the system.







# Claim Management

Apart from the personalized contact of our commercial executives for all the verticals and businesses of Grupo Murchison, at Murchison Ports and Logistics, we have a Customer Service area and a CRM System (Customer Relationship Management), software also used by the Vehicles unit given the volume and diversity of clients.

## 191 complaints

handled at Murchison Ports and Logistics (Argentina y Uruguay)

## 13 complaints

handled at Murchison Vehicles (Argentina y Uruguay)

At Brent Energía y Servicios, we received three suggestions that were not considered complaints according to the procedures we defined for creating a non-conformity. However, we are working on the previously mentioned comments based on an exchange with clients.

# Innovation and digital transformation

With the clear objective of developing solutions which have a positive impact on the environment and on clients, we invest in technology that improves processes as well as increasing the effectiveness of operations.

At both Murchison Ports and Logistics and Murchison Vehicles, we work on the development of websites so that our clients and logistics operators can access all the information related to their loads and thus streamlining their management.

In addition, our Business Technology team developed the VLT&T system tailored to the operational needs of each client and the Vehicle Check App, which operates as a digital record of possible damages in the logistics chain for Murchison Vehicles.

On the other hand, at Murchison Energy we are finishing the development of SandPro software that will allow greater efficiency in the use of the transport fleet. In addition, we are developing and implementing WetSand technology, together with our client VISTA ENERGY, attempting to reduce CO2 emissions in the sand drying process, used in hydraulic stimulation (fracturing) necessary for the non-conventional production of hydrocarbons.

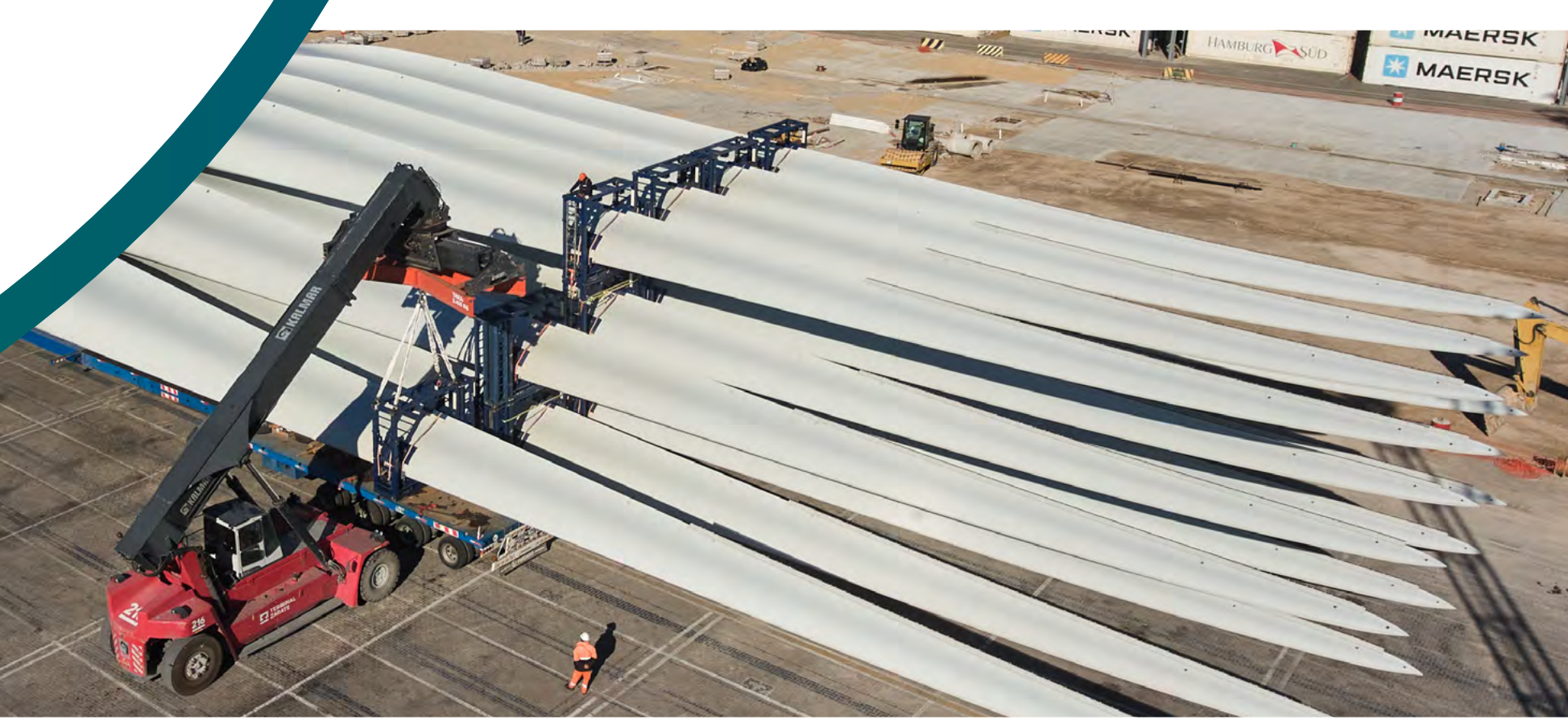




# Safety and information privacy

With the aim of guaranteeing asset security, the business units have different control instruments. Terminal Zárate has an Asset Security Sector in charge of the comprehensive security of the resources and facilities of the property, Murchison Argentina, depending on the area in which it operates and the standards of each place, has cameras, alarms, access controls and private security. Likewise, Brent Energía y Servicios apart from security cameras, has an outsourced security service at its Añelo base, and Murchison Uruguay made a new agreement with a physical security supplier at the facilities.

As regards data security, in the last year, we began the development of an area of specific scope in the matter. In addition, we have a Cybersecurity Policy that seeks to protect all our interested parties, and which was spread throughout the organization.











The link with our suppliers is based on trust and transparency, values that support the Group's policies and processes. They mean a strategic part of the development of our operations, and as such, we consider them allies in business management.

NUMBER OF SUPPLIERS

592

Terminal Zárate

567

Murchison Argentina

285

Brent Energía  
y Servicios

97

Loinza

337

Murchison Uruguay

\$ 24,756,030.089

Argentinian pesos

\$ 490,294,552

Uruguayan pesos

99%

of the total expenditure  
to local suppliers





# Profile of our suppliers

Most of the suppliers from Uruguay are located in Montevideo, while the ones from Argentina are located in Buenos Aires City, Province of Buenos Aires, Bahia Blanca, Puerto Deseado, Santa Cruz, Comodoro Rivadavia, Puerto Madryn, Chubut, Santa Fe, Añelo and Neuquén.

At Grupo Murchison, we have suppliers of diverse categories:

- Capital goods
- Outsourced manpower
- Infrastructure works and maintenance
- Management of civil and electrical works
- Equipment and spare parts
- Equipment maintenance services
- CCTV monitoring and maintenance
- IT, Hardware + Software and Support
- Transport service
- General services
- Fuels and lubricants
- Personal protection elements and clothing
- Security and surveillance
- Operating supplies
- Advice and consulting
- Others

Year	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
Company	Terminal Zárate		Muchison Argentina		Brent Energía y Servicios		Loinza		Murchison Uruguay	
Number of suppliers <sup>1</sup>	592	592	681	567	278	285	112	97	350	387
Total expenditure to suppliers <sup>2</sup>	\$ 4,625,057,346	\$ 12,444,907,090	\$ 1,768,474,817	\$ 4,657,633,961	\$ 261,276,241	\$ 7,232,041,718	\$ 36,229,037	\$ 421,447,320	\$ 488,526,436	\$ 490,294,552
% of total expenditure to local suppliers	96%	99%	100%	100%	73%	100%	100%	100%	95%	98%
% of suppliers Small & Medium size Companies	70%	68%	-	-	-	-	-	-	48%	48%

1. We present the information for each of the companies. However, some suppliers are hired from more than one company of the Group.  
2. The figures are expressed in Argentine pesos and Uruguayan pesos, as appropriate.





# Purchases with impact

During 2023, we performed different sustainable initiatives and actions in our supply chain.

## URUGUAY

At **Murchison Uruguay**, during 2022, we implemented a solar energy system made up of **194 pannels** supplying one of our Distribution Centers and which has allowed us to generate, since then, savings of more than **60 tons of CO<sub>2</sub>** emissions. In 2024, he have added **163 pannels** to the system, supplying the rest of the property.

Additionally, some years ago we began to explore and work in initiatives aimed to an energetic transition in our equipment. In this line, we are glad to share that currently 90% of our warehouse operations are performed with **electric forklifts**.

## ARGENTINA

At **Terminal Zárate**: we have installed a photovoltaic system to supply a maintenance warehouse and common areas such as the Cafeteria, Training Room and Occupational Medicine.

We have replaced 105 gas discharge lighting fixtures with **LED lighting fixtures**.

We implemented **a composting system** for organic waste in the cafeteria.

At the Añelo base, we have acquired 13 secondary **containment** basins for maintenance supplies: oil drums and urea displays.

# Management of the purchasing process

We have operational supply processes and instructions that aim at establishing the guidelines to timely provide the goods and services necessary for our operations.

All the purchasing, selection, awarding and assessment processes for suppliers are addressed. Thus, we ensure that all acquisition of goods and contracting of services are carried out under the best purchasing conditions, under the guidelines of our Integrated Management System and in compliance with the Supplier Code of Conduct and the Protocol of Good Practices in Interaction with the Public Sector.

Purchases or contracts can only be made from those suppliers previously incorporated into our database and registered. At this stage, the bidding companies are validated by the Group's Legal and Compliance Department and by

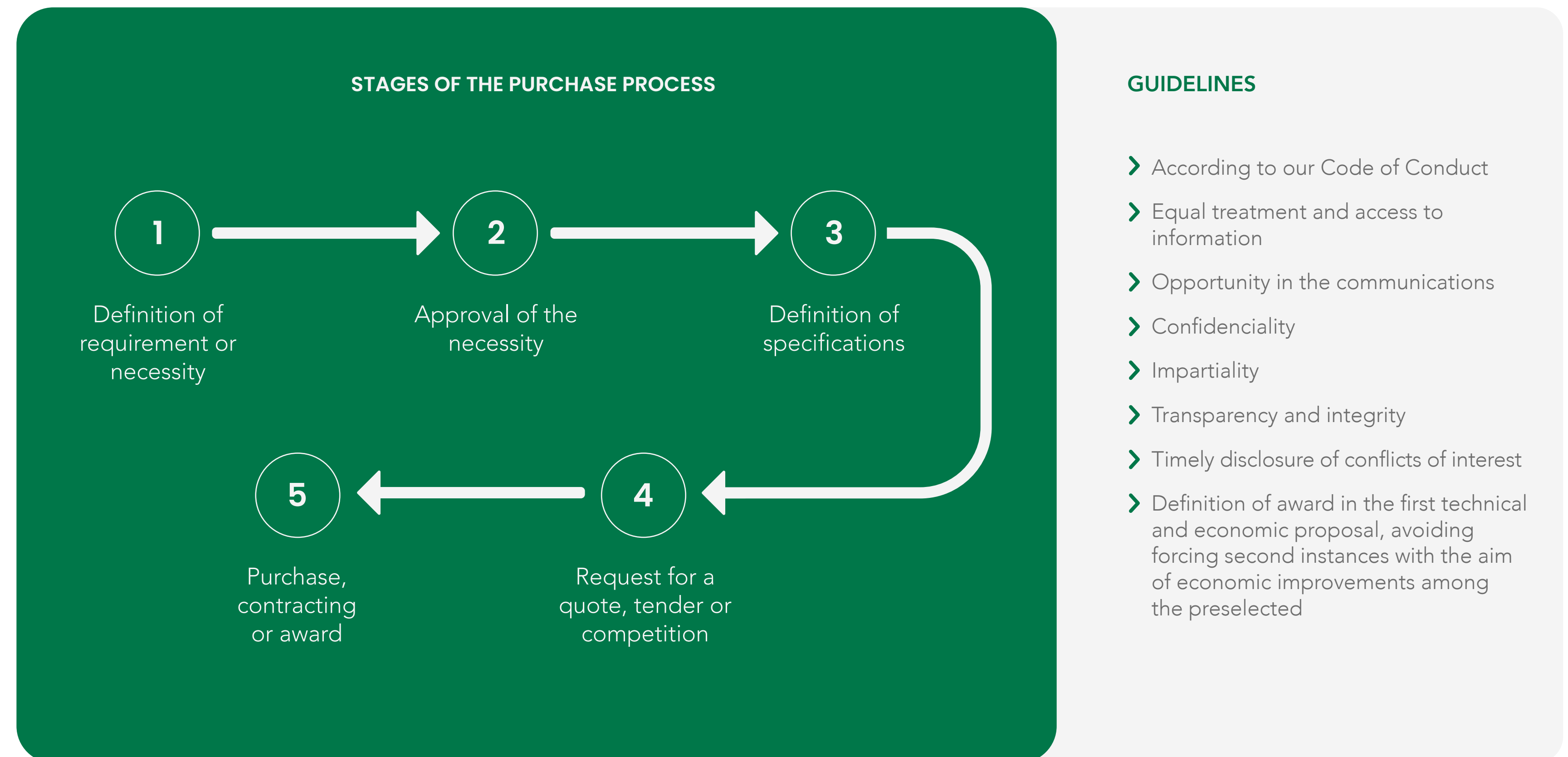
the Administration and Finance Department, that evaluate compliance with labor and tax legislation and the respect for the fundamental rights of people and communities.

All goods must comply with the quality and demanded legality requirements, particularly with regard to toxic or environmental contaminant limits, or impact on human health. We prioritize performing commercial transactions with suppliers who share our Business Principles, considering, among others, environmental variables, social responsibility and quality standards.



# Purchase Process

Grupo Murchison's companies have their own purchase procedures which can be summarized in the following graph. We systematically find ourselves carrying out innovative actions in terms of new practices for the already existing acquisition processes.







## Efficient purchases with open and fair competition for suppliers

When receiving a purchase request from one of our internal clients, the buyer always explores, analyzes and verifies that the request is satisfactory, regarding the scope defined for such need. It also evaluates together with the requesting area the possibilities to make the process of competition and contracting more efficient.

We guarantee open and fair competition among potential suppliers by promoting a single transparent channel of communication, both by e-mail and in-person technical visits. All suppliers have the same information to quote, they can make inquiries to all parties equally and simultaneously. In addition, they have a complaints channel that is duly communicated at different stages of the process.

## Suppliers' selection

For each purchase or contracting necessity, we request different requirements, among which the ones mentioned below stand out: technical specifications, Safety and Hygiene requirements,

compliance with the Outsourcing Law, accounting and tax documentation that extends to accounting, finance, legal and taxes for validation before defining the award, inputs for availability and price; services with references and price. Although we do not require certifications, they are considered in the evaluation.

As a result of the presentation of the technical and commercial proposals, the buyer drafts a comparative form that is attached to the proposals and shared with the requesting area for the definition of the award, which is carried out jointly, also considering references and background of the suppliers



Suppliers interested in providing services or products to Grupo Murchison can make a spontaneous presentation with references by e-mail.





Assessment of critical suppliers

Critical suppliers are defined as those who provide us with products and services that may affect the Integrated Management System of Grupo Murchison.

Each company in the Group manages a matrix in which aspects related with quality, delivery times, etc. are analyzed. It consolidates information from evaluation forms to be completed by the requesting sector. The evaluation shows the following results: "Approved", "Approved with observations", "Rejected". Evaluations are annual except for any situation that requires further monitoring. The Group will not continue to hire a "Rejected" supplier unless it is a non-replaceable (unique) supplier. In this case, greater monitoring and support is performed to reverse it.

Likewise, considering they are critical suppliers, the replacement of a "Rejected" supplier is carried out when an alternative has been satisfactorily developed.

In cases where we detect violations of Human Rights or actions that are imposed on our Code of Conduct, we interrupt their contract.

To increase the security and monitoring of the contractors, we formalize the relationship with contract signing and carrying out controls following the Outsourcing Law. Thus, with irrevocable Offering Letters or Purchase Orders,

we formalize the sending and receiving of General Contracting Requirements and Safety and Hygiene regulations, Code of Conduct and we inform them of the available Resguarda complaint channel.

We also controlled our suppliers through inspections and audits. We systematically visit and inspect processes and facilities of technical and repair workshops together with the Equipment Maintenance Sector, Works in progress and/or workshops together with the Technical and Works Office, together with Safety and Hygiene, as appropriate. In 2023, Murchison Uruguay conducted an audit of the staff meal allowance provider. At Terminal Zárate, we also conducted an inspection of the cafeteria and snack service.

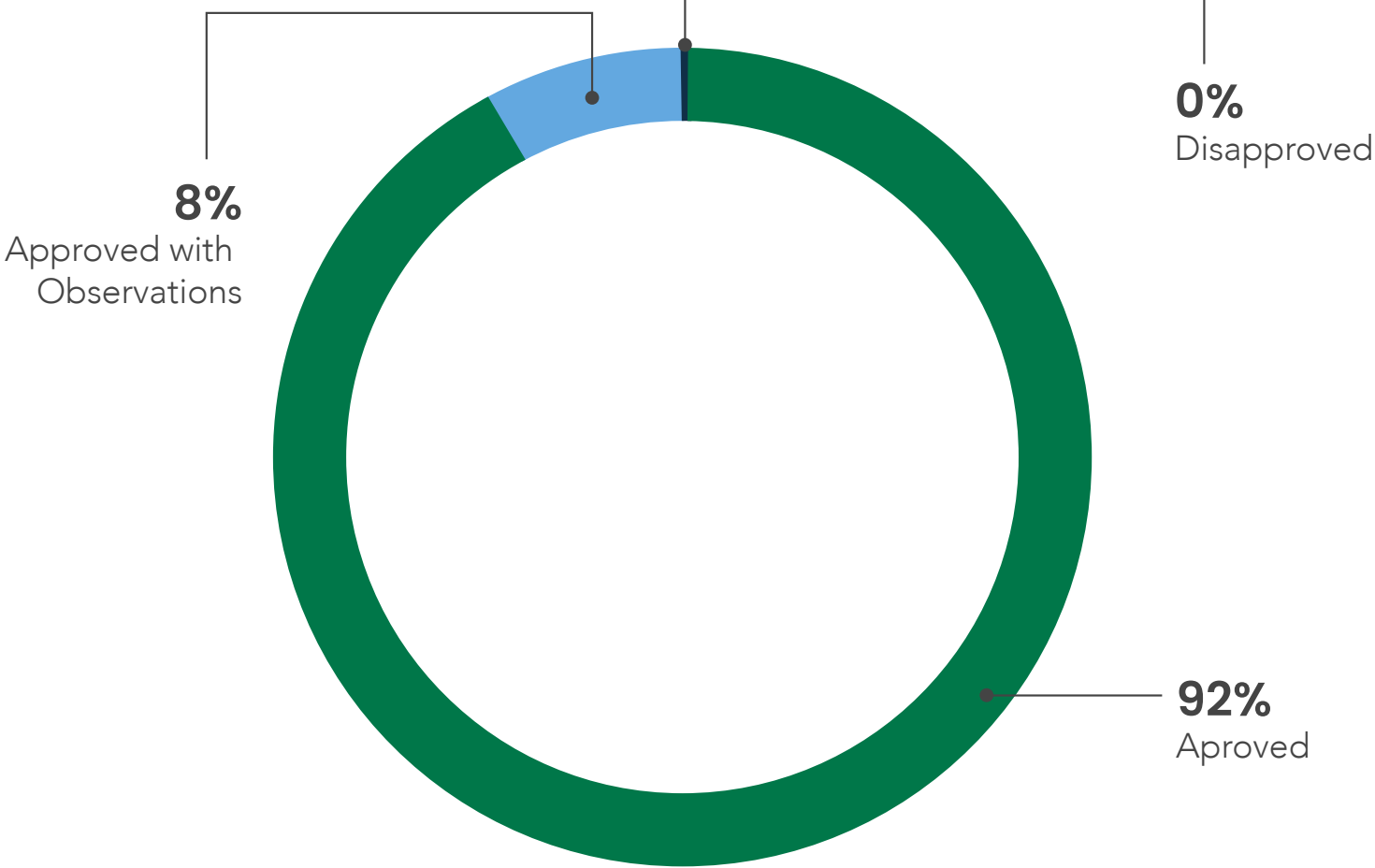
As part of an ongoing improvement process, apart from the audits, we have indicators, KPIs, measurement systems, internal performance surveys or evaluations, external performance surveys or evaluations, benchmarking, internal and external evaluations (only for critical suppliers).

In Argentina, we have a contractor control service (E-Contractors). The service includes the administration of a website through which suppliers upload labor, tax, and health and safety documentation. In addition to document control, suppliers are accompanied and advised

in the process. We plan to implement the same management at Murchison Uruguay.

Likewise, we have differentiated evaluations: for supplies and another for service suppliers. The latter are carried out by the Operations Manager taking into consideration the performance of the service provided and compliance with the times established for the start and end of the operational set up.

CRITICAL SUPPLIERS  
EVALUATION







# Code of Conduct

We have a Code of Conduct that considers issues of anti-corruption, fraud and irregularities, conflict of interest, celebrations (gifts, events, travel and representation expenses), confidentiality of information, workers' rights, health, safety and environment, risk management and financial responsibility.

At Terminal Zarate, we also have a Code of Conduct for Suppliers, whose reception and acceptance are managed by the E-Contractors platform.

# Actions with suppliers

At Grupo Murchison, we encourage socially responsible practices for our value chain such as, for example, payment of fair prices and in due time and manner, differential payments to small and medium-sized companies, appropriate delivery times and stable contracts. And to support our suppliers, if they request a payment in a shorter period than agreed, we consider it and put it into practice.

Likewise, we prevent risks promoting good practices such as fair and loyal competition, avoiding conflicts of interest. In this way, we provide to the chain of authorizers of each purchase with a comparison of equalized proposals and their offers/technical sheets.

Some Murchison Uruguay suppliers are part of our projects for the community. We can mention the support of our transport suppliers for the transfer of donations and contributions to the Hogar del Bebé or in the collection of unused materials for donations that promote the circular economy.

In turn, we offer benefits to our suppliers. Among them we can mention:

- **In Murchison Uruguay:** changing room in Distribution Center No. 2 and dining room with changing room in Distribution Center N °1.
- **In Murchison Argentina, Brent, Terminal Zárate:** possibility of first refusal for regular suppliers to whom we give the possibility of improving their economic offers once they have received those of all interested parties.

100% of the employees of the security and surveillance companies were trained on the ISPS Code (Protection of Ships and Port Facilities) extended and certified by the Argentine Naval Prefecture authority at Terminal Zarate.

## Training, safety, and well-being

Other remarkable actions regarding the value chain are: some teams were trained from suppliers on the use of acquired tools such as elevators, strapping machines and trucks, among others. Besides, we received technical instructions on the proper use of equipment, its preventive and corrective maintenance, and procedures in case of emergency. On the other hand, one of our pest control suppliers instructed our staff on the care to prevent the entry of rodents.

In topics related to well-being, the occupational medicine supplier conducted a health survey of employees who perform regular tasks in the facilities, such as green area staff.





# Communication with suppliers

Among the channels of communication, we use to strengthen the link with our suppliers are: e-mail, instant messaging, in-person and virtual meetings, technical visits, inspections of facilities, among others.

Particularly for transportation suppliers, Brent carries out specific communications with recommendations and road safety regulations. Regarding the risk identification in the relation with our suppliers, we define that it is the responsibility of the area leaders to be attentive to the mitigation of possible irregularities.







# Employees





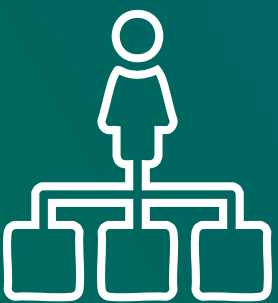
We offer opportunities, support the development of our teams, and are present in the important moments of the lives of everyone who is part of Grupo Murchison. We encourage a diverse work environment and prioritize the health and safety of all our employees.

**1,118**  
effective employees

**5.5%**  
growth compared to  
the previous year



**14.7%**  
of women in total



**34%**  
of women in  
management positions



We form committed work teams, prioritizing the personal and professional development of our employees. We value diversity and promote an environment where well-being and a balance between work and family life are essential. In addition, we focus on ensuring the health and safety of all workers, implementing practices that contribute to the development of a healthy work environment.

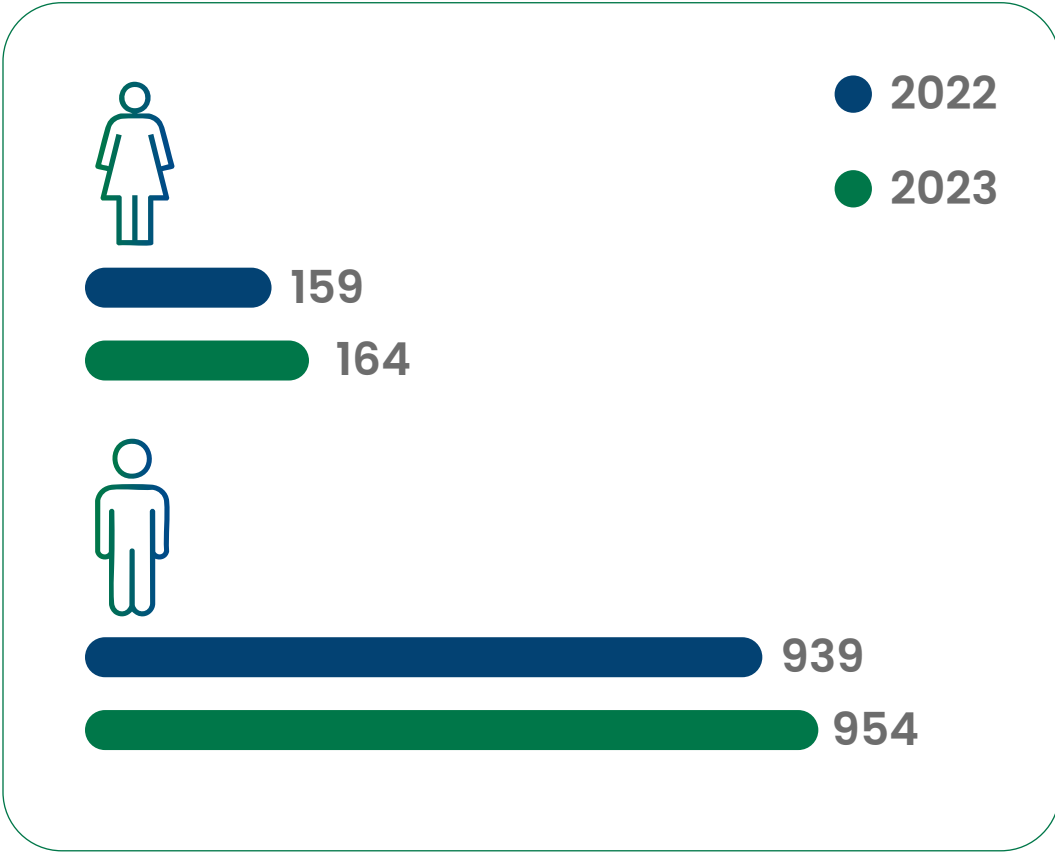




# Our team

The distinctive features of our teams are proactivity and participation, fostering an environment where each member contributes to the development of our organization. In this sense, Human Relations initiatives focus on leading processes of organizational strengthening, development and cultural evolution in a collaborative and continuous learning environment.

## NUMBER OF ACTIVE EMPLOYEES BY GENDER – 2022 – 2023



## NUMBER OF ACTIVE EMPLOYEES BY GENDER AND HIERARCHY – 2022 – 2023

Position Titles	2022		2023	
	Female	Male	Female	Male
ANALYST	62	89	61	96
DIRECTOR	0	1	0	2
MANAGER	9	24	10	19
MIDDLE MANAGEMENT	20	113	22	125
OPERATORS	68	711	71	711
PRESIDENT	0	1	0	1
Grand total	159	939	164	954

## NUMBER OF EFFECTIVE EMPLOYEES BY GENDER AND WITHIN THE UNION – 2022 – 2023

Union	2022		2023	
	Female	Male	Female	Male
UNION WORKERS	76	742	83	750
NON-UNION WORKERS	83	197	81	204
Grand total	159	939	164	954





NUMBER OF EFFECTIVE EMPLOYEES BY GENDER AND TYPE OF AGREEMENT – 2022 – 2023

Type of Agreement	2022		2023	
	Female	Male	Female	Male
FULL-TIME FIXED TERM AGREEMENT	9	1	0	0
FULL-TIME OPEN-ENDED AGREEMENT	150	938	163	954
PERMANENT PART-TIME AGREEMENT	0	0	1	0
Grand total	159	939	164	954

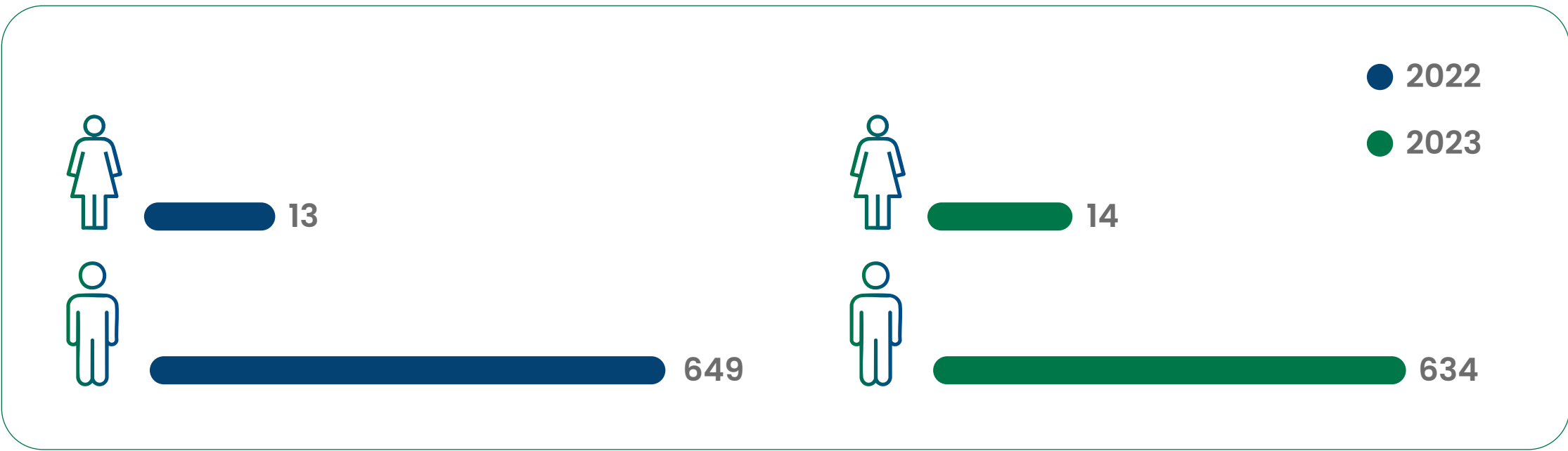
NUMBER OF EFFECTIVE EMPLOYEES BY GENDER AND LOCATION – 2022 – 2023

Location	2022		2023	
	Female	Male	Female	Male
Autonomous City of Buenos Aires (Arg.)	15	22	14	21
Montevideo (Uru)	18	96	23	106
Neuquen (Arg.)	15	36	15	40
Puerto Deseado - Comodoro Rivadavia (Arg.)	4	14	4	14
Puerto Madryn - Bahia Blanca (Arg.)	5	11	6	12
Zárate (Arg.)	102	760	102	761
Grand total	159	939	164	954

NUMBER OF EFFECTIVE EMPLOYEES BY GENDER AND AGE – 2022 – 2023

Age group	2022		2023	
	Female	Male	Female	Male
Under 30	16	79	17	72
Between 30-40	69	360	67	332
Between 40-50	48	322	52	355
Over 50	26	178	28	195
Grand Total	159	939	164	954

NUMBER OF TEMPORARY/OUTSOURCED EMPLOYEES BY GENDER 2022 – 2023







# Talent Attraction, Learning, and Opportunities

We develop practices and actions so that working at Grupo Murchison is attractive and to encourage more talents to join our teams. We participate in different recruitment instances that allow us to share how we work, such as job fairs, publications on networks, articulation with educational institutions, among others.

We are committed to internal development. Therefore, we prioritize internal searches by spreading them through our corporate channel “Caminos”.

## ADMISSION RATES

Admission Rate	2022			2023		
	Total of Registration	Dotation	Entry rate	Total Hires	Dotation	Entry rate
By gender						
Female employees	31	159	0.19	20	164	0.12
Male employees	58	939	0.06	49	954	0.05
Grand total	89	1,098	0.08	69	1,118	0.06
By age of group						
Under 30	27	95	0.28	15	89	0.01
Over 30 and less than 40	40	429	0.09	26	399	0.06
Over 40 and less than 50	15	370	0.04	21	407	0.05
Over 50	7	204	0.03	7	223	0.03
Grand total	89	1,098	0.08	69	1,118	0.06
By location						
Autonomous City of Buenos Aires (Arg.)	11	37	0.29	4	35	0.11
Montevideo (Uru)	37	114	0.32	35	129	0.27
Neuquen (Arg.)	8	51	0.15	14	55	0.25
Puerto Deseado - Comodoro Rivadavia (Arg.)	4	18	0.22	0	18	0
Puerto Madryn - Bahia Blanca (Arg.)	2	16	0.12	4	18	0.22
Zarate (Arg.)	27	862	0.03	12	863	0.01
Grand total	89	1,098	0.08	69	1,118	0.06





TURNOVER RATES

	2022			2023		
turnover rate	Total terminations	Dotation	Turnover rate	Total terminations	Dotation	Turnover rate
By gender						
Female employees	28	159	0.18	18	164	0.11
Male employees	67	939	0.07	68	954	0.07
Grand total	95	1,098	0.09	86	1,118	0.08
By age of group						
Under 30	21	95	0.22	17	89	0.19
Over 30 and less than 40	33	429	0.08	33	399	0.08
Over 40 and less than 50	17	370	0.05	22	407	0.05
Over 50	24	204	0.12	14	223	0.06
Grand total	95	1,098	0.09	86	1,118	0.08
By location						
Autonomous City of Buenos Aires (Arg.)	17	37	0.46	9	35	0.26
Montevideo (Uru)	29	114	0.25	21	129	0.16
Neuquen (Arg.)	11	51	0.22	15	55	0.27
Puerto Deseado - Comodoro Rivadavia (Arg.)	0	18	0.00	0	18	0.00
Puerto Madryn - Bahia Blanca (Arg.)	0	16	0.00	1	18	0.06
Zarate (Arg.)	38	862	0.44	40	863	0.05
Grand total	95	1,098	0.09	86	1,118	0.08



# Gender diversity

We are convinced that diverse teams enhance results in business management, in addition to generating a favorable work environment where each voice is heard and valued. Under this premise, three years ago we began the path of building a diversity strategy.

With this objective, we joined the BritCham Diversity and Inclusion Committee and adhered to the UN Women Win-Win Program and with the support of this entity we developed an action plan that comprises the following axes:

- Diagnosis of perceptions
- Awareness raising ("Broadening the View" workshops)
- Infrastructure adjustments (4 breastfeeding rooms)
- Review of Human Relations policies to promote greater female representation in leadership positions and salary equity
- Incorporation of a specific ethical line

We consider it essential to raise awareness among leaders on the subject, that's why the starting point was to develop workshops for the management. At the same time, we incorporated Inclusive Leadership modules in our development programs for middle managers. We also coordinated with the University of San Andrés to implement a specific program aimed at middle managers.

Through the diagnosis of perceptions, we seek to understand the state of maturity and permeability of the organization regarding diversity. We are currently analyzing the impact of these initiatives to define how to continue in 2024/2025.

During 2023, there were 14 promotions to leadership positions, of which 7 leadership positions were assumed by women.

## GENDER DIVERSITY 2023

	Total	%
Women in the Board of Directors	1	7%
Women in management positions	10	34%





# Well-being and work-life balance

## Work Environment Management


Listening and dialogue with our employees is key to managing a harmonious work environment and having motivated and committed teams.

Within the framework of the Organizational Strengthening process, in 2023, from the Human Relations area we are leading spaces for dialogue with all teams and their members to survey / review / challenge / clarify job profiles, map matrix reports and agree on the purpose of each team.


Additionally, in Uruguay we annually address issues of customer orientation, collaboration within the organization, working conditions, job satisfaction, professional career, company communication, perception of leadership within the company, of the central services and of management, through a work environment survey. A topic that we will deal with in the coming years in Argentina as well.

## Benefits and Well-being:


With the commitment to promote the comprehensive well-being of our employees and stand by them at key moments in their lives, we have implemented a series of benefits aimed at improving their life quality and promoting a healthy work environment. Among the benefits we offer, the following stand out:




Prepaid health insurance (non-union employees )




Birth gift + diaper support during the first 4 months of the child's life




Free cafeteria, meals and snacks




Childcare reimbursement




On-site nutritionist




Gifts for seniority




Gym agreement




Secondary school for adults (employees and their first family group)



Christmas boxes



Discounts in primary/secondary and university education institutions



School kits





RETURN TO WORK AND RETENTION INDEXES  
AFTER MATERNITY LEAVE

	2023	
	Maternity	Paternity
The total number of employees who have been entitled to parental leave.	4	16
The total number of employees who have taken parental leave.	4	16
The total number of employees who have returned to work in the reporting period after completing parental leave.	4	16
The total number of employees who have returned to work after completing parental leave and who were still employees 12 months after returning to work.	3	16
Rate of return to work of employees who took parental leave.	100	100
Retention rate of employees who took parental leave.	75	100

Recognition

We value the contribution of each employee and that is why we want to recognize them. During 2023 we managed to mobilize 2 million TEUs throughout the history of Terminal Zárate, in the Ports and Logistics vertical. Based on this, we organized a banquet for the employees involved and gave them a commemorative pin.

On the other hand, each year we recognize the working experience of the employees by giving them a gift when they turn 10, 20 and 30 years in the company. During 2023 we celebrated 10 years of seniority of 62 employees, 20 years of 19 and 30 years of 11 employees.





# Internal Communication

Our corporate communication channel is “Caminos” and has three axes:

**caminos**  
personas

With a focus on news about employees, such as income, development.

**caminos**  
negocio

With a focus on institutional news and on strategy, organizational objectives, business units, achievements, agreements, market, results, strategy and innovation.

**caminos**  
desarrollo sostenible

With information about our impact on the environment, people and communities.

The main means through which Caminos communicates are: e-mails, instant messaging and a Communication Website through which employees can also access tools such as: the General Services and Business Technology help desk, the software in which the Integrated Management System is managed, among other applications.

Additionally, we have a website in Uruguay that allows interaction between areas in a social way.

# Training and professional development

**653**  
trained  
people

**2,557 horas**  
training hours  
in 2023

INVESTED IN TRAINING

**\$9,731,300**  
Argentinian pesos

**\$162,250**  
Uruguayan pesos

responsibility, and others that are specific and inherent to each area. The training modality can be in-person or virtual.

In some cases and for specific topics of our activity, we have a team of internal instructors. The training developed by external professionals is based on agreements that we made with educational entities, among which we can mention: Technological Institute of Buenos Aires, National Technological University, Institute for Business Development of Argentina, IT Education, Corpo Training Uruguay.

We seek to develop our employees both personally and professionally. That’s why, we design training plans that include technical, operational and safety training as well as actions that motivate the development of skills such as leadership, innovation, teamwork and continuous improvement.

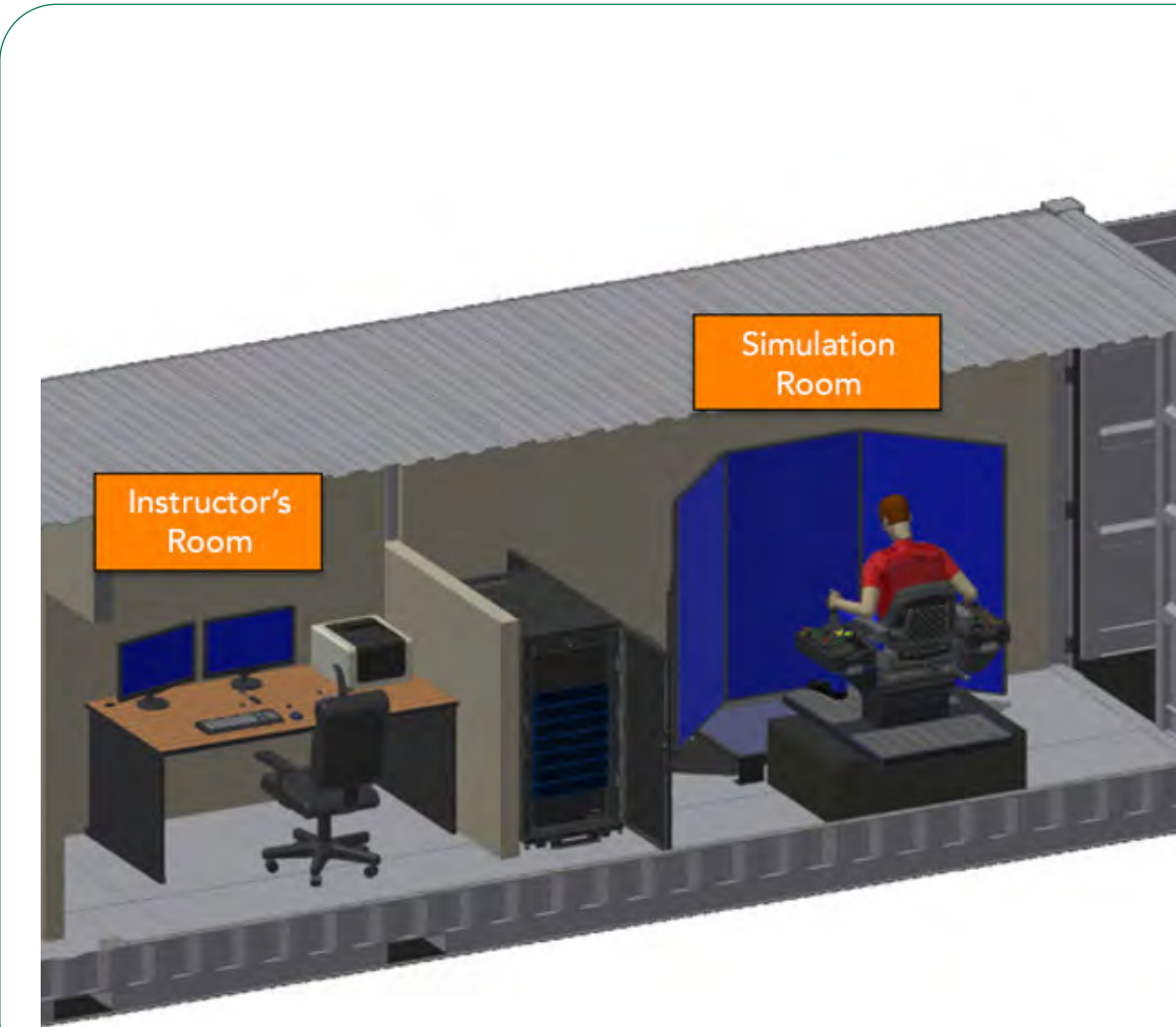
Our training offer consists of courses that apply to all employees, some of them are specific according to their functions and level of





We have a virtual reality simulator for training in equipment management and we designed a training program that consists of a theoretical and a practical module. In the theoretical module, we review general concepts of port operations and regarding safety, order, cleanliness and emergency management by recreating various scenarios and weather conditions.

This training methodology provides us with benefits such as: greater safety for the operator and other people involved in the task, safe preparation for possible non-daily situations, having an objective measurement of the trained employee's performance, greater operational efficiency and a decrease in fuel consumption.



4 HD display channels of 55. tablets and touch consoles

Seat configured and motorized to simulate operatory movements. Stereo sound which simulates the sounds of cranes

4 training software. Climate and time control. Fault simulation

4 different control consoles, configured according to the panels of the real equipment







Below, we break down the activities that complement the individual training and development actions of each employee and that refer to technical and specific knowledge:

Type of training	Main themes
Company entry	Grupo Murchison Institutional Property Security (Introduction) Safety and Hygiene (Introduction) Quality (Introduction to the Integrated Management System) Code of Conduct Cybersecurity
Equipment and substances management	Safe handling of forklifts Handling of hydro cranes Handling of chemical products Dispatch and reception of fuel Handling of hazardous goods Use of personal protection elements
Risk prevention	Order and cleanliness Cardiopulmonary Resuscitation Fire risk Use of fire extinguishers Emergency evacuation plan Protection Code for Ships and Port Facilities
Management	Leadership Communication Negotiation Computer tools

Training for leaders

Taking into consideration the promotion of new leaders, this year we implemented a program called “Conscious Leadership and Negotiation”.

In this way, 13 new leaders received 49 hours of training to complete their skills and abilities suitable for their new role.



Undergraduate scholarships

As part of the strategy to attract and retain talent, Grupo Murchison has a policy of supporting the development of our employees in the completion of their undergraduate studies. We are convinced that strengthening their development contributes to the generation of a differential value both in their management and in that of the business.

To access these scholarships, employees must have been in the company for one year, be part of the effective staff, have a performance evaluation that qualifies them as having met the objectives, and have the approval and recommendation of the area Manager.

The scholarship consists of financial aid between 25% and up to 100% of the total cost of your studies, which will depend on the results obtained in your courses each year. The careers contemplated are in accordance with the functions currently performed in the Company or according to their future development. The Human Relations area carries out a follow-up of the results through feedback received from academic institutions.





Alliance with universities

We have made alliances with different academic entities and educational institutions to widen our offer of language training, undergraduate, graduate and postgraduate courses. These agreements allow interested employees to access preferential discounts.

TRAINING HOURS

	2022	2023
Total	10,352	2,557*
By gender		
Men	7,654	2,173
Women	2,698	384
By Hierarchy		
Managers and Directors	583	32
Middle Management	1,787	385
Analysts	3,521	355
Operators	4,461	1,785

PARTICIPANTS IN TRAINING ACTIONS

	2022	2023
Total	848	653
By gender		
Men	726	557
Woman	122	96
By Hierarchy		
Managers and Directors	36	11
Middle Management	110	106
Analysts	122	105
Operators	580	431

\* The decrease in training hours is due to a definition of the area to focus on the Change Facilitation process.





# Performance management

**82 %**  
of the target population  
received a performance  
evaluation

Performance evaluations are a good opportunity to hold conversations with employees about the aspects to continue working on, to recognize the achievements made and to highlight expectations about their work project. In this line, each boss evaluates the employee based on their performance by assigning them a grade that translates into their performance: below expectations, in line with expectations, exceeded some expectations, exceeded all expectations. With this prior evaluation, both meet to discuss their rating.

This instance of a performance evaluation and feedback conversation is aimed at all non-contracted staff.

## PERFORMANCE MANAGEMENT

	2022	2023
<b>Number of employees evaluated based on their performance</b>	<b>264</b>	<b>356</b>
<b>By gender</b>		
Men	203	261
Women	61	95
<b>By category</b>		
Director / Manager	29	18
Middle Management	103	135
Analysts	83	142
Operators	49	61







# Compensations

To ensure market-competitive salary schemes and guarantee internal equity, we have a Human Relations Policy that takes these points into consideration. It also establishes the remuneration scheme for the staff included in the Collective Bargaining Agreement, respecting the salary agreements and conventional categories negotiated and agreed with each union. We are governed by the working conditions set forth in Act 20,744 on labor agreements.

For staff not covered by the agreement, we establish a salary structure with grades and assigned values that will reflect the relative weight of each position in the company according to their responsibilities.

We periodically review these salary schemes according to significant variations in the labor market. To do so, we use tools provided by external consultants and this allow us to have a market survey with the different salary cuts and ranges. In addition, the area leaders can request individual reviews for specific cases to the compensation and benefits area.

In recognition of the effort and dedication for the achievement of the business' objectives, we provide an annual bonus for all non-unionized staff, which is linked to the business profitability and performance.

# Labor Relations

The Group is characterized by maintaining a constant and continuous dialogue with the union players, overcoming situations that involve both parties. Before any developed action, the parties make decisions so that in continuous processes, the dialogue is not harmed; to do so, factual events such as Collective Bargaining Agreements, Minutes of Agreement and Regulations are highlighted, which lead us to act jointly for the good development of the activity.

Within the framework of the Labor Contract Law 20,744 and the Law of Trade Union Associations – Law No. 23,55 – we guarantee the freedom of union association.

In order to avoid possible labor contingencies, we hold routine meetings with union representatives. In Argentina, we allow unions to act freely within the premises, always respecting LCL 20,744 and Law 23,551 on union associations. We also form joint committees to discuss health and safety at work issues. In Uruguay, we hold bipartite meetings, which include safety tours of the different sectors with safety equipment and union representatives.



# Health and safety of employees

## + 1,200 hours

of training in health and safety

We are committed to the protection and well-being of our employees, devoting continuous efforts to guarantee safe and healthy work environments. In line with our Integrated Management Policy, we focus our actions on injury prevention and health care through the implementation of more than 1,200 hours of training in health and safety issues during the last year.

To achieve this objective, we identify, assess and oversee the risks present in all sectors of the organization. Our Integrated Management System (IMS) has clearly defined processes, specific operating instructions and a risk matrix, which allows us to identify potential hazards

and adopt preventive and corrective measures. We use tools like safe work analysis, exhaustive records, control mechanisms and occupational hygiene measurements, complemented by periodic technical audits.

If deviations are detected, we perform a root cause analysis and apply effective remedial actions to mitigate the risks.

Furthermore, we develop an annual training plan, designed according to job position profiles, legal requirements and the risks inherent to each activity. This training includes emergency drills to ensure that all staff are prepared to act in critical situations.

At some of our locations, we have formed joint committees and established agreements with unions, addressing key issues like alcohol and drug policy, as well as other aspects related to occupational health and safety, such as the

use of clothing, work hours and diagrams, leaves, training, working conditions, medical examinations and emergency services.

It is important to highlight that in Uruguay we have a management system certified under the ISO 45001 standard, thus reinforcing our commitment to the safety and health of our employees.

### Joint Committees

At Terminal Zárate, we have developed a joint committee that meets every two months, made up of representatives from Occupational Medicine, the Safety, Hygiene and Environment area, the Labor Relations area and union representatives. This committee deals with issues related to health, safety and the environment.

Conversely, Brent Energía y Servicios participates in a joint committee of the Oil & Gas industry, which includes operators, service companies, government entities and union representatives, working together to improve working and safety conditions in the industry.





OCCUPATIONAL SAFETY INDICATORS BY GENDER - EMPLOYEES 2023<sup>1</sup>

	Men	Women	Total
<b>Indicators of work-related injuries for employees</b>			
Number of recordable work-related injuries <sup>2</sup>	45	3	48
Rate of recordable work-related injuries	19.38	7.63	17.68
Number of hours worked	2,321,392	393,240	2,714,632
<b>Safety indicators</b>			
Number of accidents <sup>2</sup>	45	3	48
Number of insured staff	954	164	1,118
<b>Accident statistics</b>			
Frequency rate	19.38	7.63	17.68
Incidence rate	47.17	18.29	42.93

1. For further information broken down by country, see the GRI Content Index Annex at the end of this Report. The data correspond to the payroll reached by the Workers’ Compensation Agreement, that is, it considers both effective and temporary employees. Third parties, day laborers and contractors are not included.

2. Within the Accident data, accidents in transit are also recorded. The most representative accidents are: trauma and non-serious physical injuries due to surgeries undergone.

Health

In order to facilitate employees and outside workers access to a medical service in the workplace, Grupo Murchison hires an occupational medicine service. In this way, we provide medical care to all personnel who are in the workplace, also having an external service for treatments and transfers.

In addition to offering medical services, health professionals are involved in assessing potential negative impacts of new operations. Each time a new activity is carried out, the Safety, Hygiene and Environment departments, together with the occupational physician, analyze the risks to the health and safety of the employees affected by it.

To keep the risk matrix updated and keep a record of the accidents that have occurred, we have follow-up sheets for events that have occurred for both our own employees and contractors. The data recorded includes the date of the event, file, employee, sector, position, type of accident, description of the event, degree of severity, lost days lost and total days.



# Community





Our commitment with the communities where we have presence is solid, that is why we work on the development of programs which encourage the well-being, strengthen family bonds, promote healthy habits and make the access to knowledge and opportunities easy. All this in an atmosphere which promotes the constant collaboration and innovation.

With the conviction that the changes are achieved collaboratively, we generate alliances to support the development of our neighboring communities, with Foundations, Civil Associations and Educational Entities.

**420**  
Students | 12 teachers impacted  
by "Playing for  
the Development"

**369**  
Young  
people | impacted by programs  
specially designed and  
focused on the educational  
terminality

**22**  
Graduated | from our program  
"High School  
for Adults"

**\$46,098,372**  
Invested | in programs and  
initiatives of impact  
to our community





# Social Commitment

At Murchison Group, we carry on actions which make available efforts and resources to contribute in the development of the communities in which we operate.

Under three pillars of work – care & well-being, learning & opportunities, and entrepreneurial spirit – we develop, in alliance, different projects and programs, and we support third-party initiatives through different types of collaborations, society in general.

## Work Axes



Care & well-being



Learning & opportunities



Entrepreneurial spirit

**\$18,676,628**

invested in  
initiatives of the  
axis Learning &  
Opportunities

**\$27,421,744**

invested in  
initiatives of the  
axis of Care &  
Well-being

## We are part

To design our relationship strategy with the community, in 2019 we conducted a territorial diagnosis in the places where we operate. With the support of a specialized consultancy, we designed a network of contacts and allies with whom we maintain constant dialogue.

In the same sense, we participate in the Industrial Union of Zárate and the AcercaRSE Group to know and understand the demands and needs of the communities.

Likewise, to get to know trends, good practices and the agenda in terms of Sustainable Development, we actively participate in the Diversity to Inclusion and Sustainability Commissions of BritCham and in initiatives by the Sustainability Commissions of IDEA and AmCham.



# Care & Well-being

At Grupo Murchison we promote the care and well-being of our employees, their families and the communities close to our operations.

Within our organization, we seek to generate conditions that facilitate our own well-being and the care of the members of each family.

In the neighboring communities, we propose initiatives, social and environmental programs focused on healthy habits, outdoor life and environmental care.



## Food and nutritional education

Aware that food and nutritional education expands specific knowledge to build critical thinking, raises awareness and motivates people to change attitudes and habits, and it is a facilitator of healthy lifestyles; in 2020 we conducted a diagnosis in Zárate, in partnership with Educacional Foundation, based on an exhibition of schools in the area. With the results obtained, we developed the contents and materials to spread actionable messages and recommendations to stimulate health.

Through this program, we train, support and provide tools to teachers to approach the topic in the classroom. For this purpose, we developed a guide to multiply the message at home.

In 2023, we supported the following primary schools in Zárate: 1, 2, 3, 9, 10, 11, 12.

### Achievements since 2020

23	98	3,003
schools	teachers	students trained

## 10K Terminal Zárate

17	1,200
consecutive years	runners
2 ENABLED DISTANCES:	
10K	3K
competitive circuit	recreative circuit

For 17 years, we have been organizing a competitive 10-kilometer race and a recreational 3K race with 1,200 total places, with the support of the City, on the local coastal road in Zárate.

The main objective of this event is to promote physical activity, healthy habits, and the enjoyment of outdoor life. It is aimed at our employees, their families, friends, and the entire community.

## Patagonia International Environmental Film Festival

We joined the Patagonia International Environmental Film Festival with the initiative "Las escuelas van al cine" ("Schools go to the

movies") It is an educational tool to spread environmental issues, as well as to show different ways of living, understanding and acting in society. Through this initiative we seek to promote changes in people's conception of themselves, their place in the world and their impact on the environment.

This Festival is a proposal of great value, for the community of Puerto Madryn as it offers creative initiatives free of charge such as photography master classes, photo safaris, music with solar panels and talks open to the public with the aim of generating a space for reflection, awareness and participation related with environmental care.

3,500
participating students



## Playing for the development

In alliance with local organizations, this program allows us to be close to kindergarten through the various proposals, with the game as the protagonist.

### Kindergarten- Zárate

Together with the civil association Casa de Fortalecimiento Familiar y Comunitario, we promote games projects with kindergartens encouraging the socialization among children, mothers, fathers and teaching teams using ludic experiences, to potentiate the development of multiple abilities, values and skills.

In collaboration with the Zárate Early Childhood Education Inspection, we coordinate the participation of 6 public kindergartens per year. The content focuses on reading short stories and exploring territories: lights and shadows, textures, tunnels, among others.

6 years  
of experience

420 students  
12 impacted teachers  
on average a year

6  
kindergartens  
from Zárate  
reached

In 2023, we brought the proposal: Más Humanidad and shared workshops with 38 families. We proposed two recreational spaces of territory: “Luces y Sombras” (“Lights and Shadows” and “El mundo de las cajas y la construcción” (“The world of boxes and construction”). Children aged 0 to 5, mothers, teachers and assistants took part.



### Exhibition “Iniciarte” - Zárate

We participated in the interactive district exhibition “Iniciarte” (“Get started”) that let us experience multiple proposals from different pedagogical areas: language practices, literature, mathematics, social and natural environment, art and physical education.

Provided by the civil association Casa de Fortalecimiento Familiar y Comunitario, we brought a space with various proposals:

- Territory of light tables and black light or territory of constructions with material so that children can creatively build cities, buildings, routes, bridges or whatever their imagination suggests.
- Micro show of rotating shadow theater
- “Sueños de Agua” (“Dreams of water”) and “The song of the Swallows” (“La Cancion de las Golondrinas”).
- Micro show of flat puppets and Kamishibai
- “What does the moon taste like (“A que sabe la luna”) and “The gluttonous caterpillar” (“La Oruga Glotona”).

### Community kitchen – Puerto Madryn

We contributed with the purchase of resources for the integral coordination of recreational, expression and learning spaces, together with Conciencia Colectiva, a civil association that promotes social assistance mainly in the protection of the rights of girls, boys and adolescents through support for comprehensive child development.

This initiative seeks to build up development, promote collaboration and strengthen ties through theater, dance and music workshops, at the same time creating spaces for family enjoyment.

2 years  
of experience

3  
community  
kitchens

60  
families





## Christmas volunteering

Through this proposal, aiming to setting up the Christmas table, we create a space for exchange and enjoyment among our employees to be close to families in vulnerable situations on this very special date. Together with Más Humanidad Foundation and Otras Voces Foundation, we coordinate volunteering in our offices in Zárate and Neuquén.

**45**

families from  
Zárate and Añelo  
supported



## Costa Joven: educational trip for outstanding young people

We collaborate with the arrangement of the educational trip for the winning schools of the contest organized by the Youth Department of the Municipality of Zárate. This initiative seeks to build values for young people, with healthy competitions in sports, art and training, and calls on students from fourth to seventh grade from all schools in the district.

**7 years**

of experience

**3,000**

young people  
participate  
every year

**40**

young people  
participate yearly  
in the educational  
trip

## Collaborations with social impact

We contribute to 4 locations in our community: Buenos Aires City, Zárate, Puerto Deseado and Comodoro Rivadavia, through donations of furniture, monitors, computers, printers, lighting artifacts, clothing, school kits for all levels, and hospital supplies. In this way, we encourage the reuse of materials while generating a social impact on local organizations and communities.

In addition, we collaborate with funds for sports activities such as the monitor training program developed by the Conociendo nuestra casa foundation in Puerto Deseado or the race to support the Centro de Aplicaciones Bionucleares de Comodoro Rivadavia (Cabin) in which 300 runners participate, and social activities such as the birthday celebration promoted by Scholas in the Mugica neighborhood, Buenos Aires City.

**6**

organizations

**200**

children  
benefited directly





# Learning & opportunities

Education, access to knowledge and the strengthening of networks are factors that define the advancement and progress of societies since they allow to achieve higher levels of social well-being and collaborate to level inequalities.

At Grupo Murchison we seek to ensure diverse and collaborative work spaces, where we promote learning and development with equal opportunities. In this sense, we generate educational proposes and insertion into the world of work under the modality of public-private articulation.

## Close to young people

We annually summon young people from secondary schools to take part in various activities, among which it is highlighted:

- Granting of scholarships.
- Employability workshops.
- Mentoring program.
- Visits and tours around the company.
- Professional volunteering



### Owner of your future

Through this proposal, developed in alliance with Reciduca Foundation, we summon young people who are completing their secondary studies to participate in a series of meetings focused on personal development and insertion into the labor world.

**5 years**  
of experience

**230**  
students  
from Zárate



### Future graduated

We collaborate with the Cimientos Foundation with the financing of scholarships and the coordination of interaction activities with our company aimed at young people initiating a link with the world of work.

We began the articulation in Zárate and since 2023 we have expanded to Neuquén.

**6 years**  
of experience

**2**  
participating  
schools

**104**  
students  
reached



### Ingenias Delta

We share the concern of the Universidad Tecnológica Nacional (UTN), delta area, to inspire and empower high school female students to explore the world of engineering, develop technical skills and to encourage confidence in their potential to pursue engineering careers.

We collaborate with the comprehensive coordination of a program that proposes practical workshops during eight meetings.

**35**  
participating  
young people





# Entrepreneurial Spirit

## High schools for adults

We offer employees and their families the possibility of finishing their secondary studies, with the spaces and resources necessary to achieve it. We set up a virtual classroom at the Instituto de Estudios Superiores de Buenos Aires (ESBA) with 30 annual vacancies which are made available as students obtain their secondary school diploma.

**6 years**

of experience

**30**

students participating yearly

**22**

graduated

## Professionalizing Practices

Professionalizing practices are educational activities which, being part of the curricular proposal, seeks students to build up, integrate and / or widen the capacities and knowledge which will match with the professional profile they are acquiring.

At Grupo Murchison, we are open to dialogue with secondary and tertiary level authorities to articulate this practice that promotes student development. We apply for projects in institutes and platforms that articulate these activities, the young people go through a selection process and then they have the assignment of a mentor within the company.

In 2023, we performed this initiative in:

- Technical School No. 4 of Zárate.
- Technical School 3 Omar Smith of Puerto Deseado.

**13**

practitioners

**12 volunteers**

carrying out mentoring and facilitating training workshops

At Grupo Murchison, we have been adapting and reinventing ourselves for more than 120 years. To do so, we have been setting milestones not only for the growth of the company, but also for the areas in which we operate. We build spaces, provide tools and challenge ourselves to develop an innovative culture.

Through Murchison Ventures, we bring about actions with the entrepreneurial ecosystem to develop our strategy, investing in startups that take on emerging and disruptive challenges, as well as in solutions that complement our business areas, encouraging a link which potentiates both perspectives.

## A link with CIVLAC

To contribute with proposals and solutions of social and environmental impact, and thus, to the sustainable development of our country, in 2023 we joined CIVLAC (Corporate Impact Venturing Latin America & The Caribbean). It is about the first collaborative Corporate Impact Venture program, promoted by the Inter-American Development Bank and Wayra Hispam, the open innovation area of Telefónica group that encourages the link among large

companies that seek to contribute with solutions to highly urgent social problems or challenges such as: environment, eradication of poverty, health, education, among others, with impact startups that can solve them with their innovative technology. We participated in the Fitcamp Climate Tech 2023 and we hope to be able to implement a prototype in the coming years.





# Volunteer Work

The collaborative work is part of our culture, and, in this sense, we promote volunteer professional actions in different programs of social impact which we support. Specifically, our employees give trainings and share mentoring spaces with young people who actively participate in our programs.

14

volunteers  
in 2023

75

beneficiaries  
through the  
volunteer actions

# Dialog with the local communities

Apart from our field assessments to expand our network of contacts and allies to carry out actions in the community, we have a specific channel through which different social actors can contact Grupo Murchison. On our website, in the [Community Section](#), any civil association or educational institution that requests collaboration for a project can leave their details in a request form.

We also have a public complaints channel on the website to report any action that is not aligned with our Code of Ethics.<sup>10</sup>

10. For further information on this topic, see Ethics and Transparency Section in this Report.

# Alliance for the development

- Educacional Foundation: Food and Nutrition Education.
- Casa de Fortalecimiento Familiar y Comunitario
- Conciencia Colectiva Association.
- Más Humanidad Foundation.
- Otras Voces Foundation.
- Centro de Aplicaciones Bionucleares de Comodoro Rivadavia (Cabin)
- Youth Directorate of the Municipality of Zárate.
- Reciduca Foundation.
- Cimientos Foundation.
- Universidad tecnologica nacional Delta area.
- Instituto de Estudios Superiores de Buenos Aires (ESBA)
- Corporate Impact Venturing Latin America & The Caribbean (CIVLAC).
- Ruta 40 Foundation.
- Scholas.
- Club de Leones de Caleta Olivia.
- Pilares Foundation.
- Conociendo Nuestra Casa Foundation.
- Don Bosco Foster-home.
- Virgen del Carmen Zonal Hospital.





08

# Commitment to environmental management





Aligned with the objective of our sustainable development policy, we promote a management model which minimizes the environmental impact of our operations. We are convinced that the persons that make up Grupo Murchison are the engine of change, that is why we summoned them to be an active part of a sustainable culture.

USD 603,835

environmental investment

22,406 t CO<sub>2</sub> eq

carbon footprint

+ 170

employees participated  
in trainings



# Environmental Management Model

## Integrated Management Policy

We have defined an Integrated Management Policy of Murchison Group which is the basis of the environmental management model and which considers the responsible use of the resources, the waste management, the energetic efficiency, the management of the emissions and the environmental awareness. This policy aligns with our Policy of Sustainable Development.

Through this aforementioned policy, we assume the commitment to consider the quality of the service, the care for the environment, occupational safety and health as basic requirements for the development of our activities, implementing an Integrated Management System which assures the compliance of this policy, objectives and strategic goals of the Management, based on ISO 9001, 14001 and 45001 standards.



## Certified System

Grupo Murchison has strong commitment with the care for the environment, and that is why the Management System made up of policies, processes, risk matrixes and opportunities, of context analysis, of interested parties and of environmental aspects or impacts has been developed for every location and operative process and activity performed; and gives exhaustive monitoring of the matrix of environmental legal requirements.

In this sense, we have the following certifications according to the international ISO standard:

- Quality management System under ISO 9001 (Zarate Terminal, Murchison Argentina, Murchison Uruguay and Loinza)
- Environmental Management System under ISO 14001 (Zárate Terminal)

- Occupational Health and Safety Management System under ISO 45001 Standard (Murchison Uruguay)

We continue working to advance in this respect.





# Environmental investments and improvements in infrastructure

Within the framework of implementing the best practices to impact on the environment positively and based on the philosophy of the

ongoing improvement, we invest in infrastructure improvements. During 2023, the total investment in infrastructure for environmental purposes was

USD 603,835. The main projects we carried out during the year are presented below:

## IMPROVEMENTS IN INFRASTRUCTURE WHICH MINIMIZE THE ENVIRONMENTAL IMPACT

Location	Project	Investment 2023 (USD)	Expected Impact
Zárate	Installation of a photovoltaic system (training room, locker rooms area, medical service office and dining area).	25,100.00	Reduce the Carbon Footprint 10 tons of CO <sub>2</sub> avoided.
	Installation of a photovoltaic system in the Warehouse N°4 of spare parts and maintenance supplies.	8,100.00	
	Replacement of 105 gas discharge lighting fixtures with LED lighting fixtures.	13,000.00	Reduce Carbon Footprint Decrease in consumption: 10,568 kWh/month.
	Replacement of 10 air conditioning equipment with R-22 refrigerant gas for air conditioning equipment with R-410 refrigerant.	7,000.00	Reduce the Carbon Footprint Avoid the emission of 136 kg of R-22 gas annually.
	Implementation of a composting system for organic waste in the dining area.	3,000.00	Reduce the amount of waste generated by transforming organic waste into compost, which also diminishes greenhouse gas emissions by minimizing waste decomposition in landfills. Besides, composting allows the recovery and recycling of nutrients, improving soil quality and promoting production. It encourages the circular economy.
	Extension of the maintenance workshop work area to avoid work on the ground and not contaminate it (under construction)	101,897.03	Minimize environmental impact by avoiding natural soil degradation, which contributes to the conservation of biodiversity and the water cycle. In addition, a material yard allows more efficient waste management and easier maintenance, which can increase productivity and maximize the workshop efficiency.
Añelo	Purchase of 13 secondary containment tanks for maintenance supplies: oil drums and urea maxi-drums.	6,720.00	Preventing spills in the base.
Comodoro Rivadavia	Solar lighting system for the property.	15,000.00	Lighting of the premises, 100% renewable energy.
Uruguay	Installation of a photovoltaic system (Distribution Center1).	87,158.00	Reduce Carbon Footprint 37 tons of CO <sub>2</sub> avoided.
	Replacing the energy matrix of combustion elevators with electric ones.	336,860.00	



# Environmental Impact Analysis

In our company, we make use of a detailed analysis of the environmental aspects and impacts related with the activities, processes and services of the organization along its life cycle.

This evaluation allows us to:

- Identify the aspects which we can control or influence.
- Determine the significant aspects along the life cycle of every activity, process and/or service.

As part of the analysis, we consider the operative necessities normal, abnormal and of emergency, regardless the frequency of occurrence or the level of control.

We systematically keep record of this information in an Identification Matrix and with an Evaluation of Environmental Aspects. Such a matrix details the activity, product or service, the type of operation, the aspect (water, air, soil, flora, fauna, resources, community) and the environmental impact, applicable and responsible methodology for the follow up and the measures of control established.

Resulting from this analysis, we work with an ongoing improvement focus, prioritizing the actions based on the significance of the identified impacts.







# Environmental Management Program

## Responsible use of the resources

### Water and effluent management

The water, as an essential resource and increasingly scarce, becomes a central element in the environmental protection. Hence, the importance of a conscious and responsible management of water, recognizing its value not only as a source of life, but also as a finite resource which requires an efficient use. In addition, there exists a pressing necessity to manage the effluents appropriately, minimizing its environmental impact and assuring a sustainable resource management.

Although within the Group the water consumption is not significant, considering its use is only limited mainly to activities such as equipment washing, the cleaning of the offices, the restrooms use, as well as the washing of hands and utensils, we try to use the water responsibly in order to minimize its impact. For human consumption, we use bottled water.

At Zárate Terminal, the groundwater extraction wells are analyzed half-yearly through sampling performed by external laboratories, so as to verify the quality of the extracted water, and its flow is monitored monthly using flow meters. Likewise, we annually carry out surface water sampling on the outflow to the Paraná de las Palmas River, with the aim of verifying the values of the diverse parameters analyzed. Lastly, it is important to highlight that all the effluents generated at the terminal area are treated before its final discharge.

Regarding the Energy operations, the main process does not require water consumption in itself, but rather the support and maintenance operations are the ones that consume this resource, whether for washing vehicles, human consumption, cleaning facilities and watering the park. Both at the site

where the operative basis is found (Industrial Park Añelo) and in operations in clients’ sites, there is no water network; so this one is supplied by tanker trucks as well as by bottled water services.

### WATER CONSUMPTION (M³) 2023

Sector	Energy	Ports and Logistics	Vehicles
Añelo	18,713.00	-	-
Bahía Blanca	-	180.00	-
Buenos Aires City (CABA)	186.96	373.92	373.92
Puerto Deseado	-	144.00	-
Puerto Madryn	-	1,706.00	-
Uruguay	-	847.65	847.65
Zárate	-	23,875.60	10,045.40
Grand total (m³)	18,899.96	27,127.17	11,266.97





Other Managed Materials

Tires

We work to promote the efficient use of tires and to optimize the performance not only to reduce operations costs, but also to minimize the environmental impact. For that purpose, at Zarate Terminal, we perform a periodic inspection of the tires, where we assess the hardness and finish of the rubber apart from the wear, the inflation pressure and balance. This allows to detect on time any kind of problem and to perform the necessary adjusts to extend its useful life.

104

tires  
purchased  
in 2023

92

retreated  
tires  
in 2023

Paper, film stretch and printing cartridges

At Grupo Murchison, we are committed to the paper reduction, which is why we have digitalized documents in the billing process, contractor control, files and staff news, among others. Likewise, we are working on the digitalization of our Administration archive, a process carried out by En Buenas Manos Foundation and recycled by Reciduca Foundation, which gives us a certificate of destruction.

In the Distribution Centers at Murchison Uruguay, we manage a reusable plastic device with the film stretch supplier, which avoids and replaces the cardboard cone for each film reel, and in this manner, we could reduce the number of cardboard cones used, as well as recycling 100% of paper and used cardboard.

On the other hand, the Business Technology area, during 2023, conducted a survey of printers and operational processes which require the use of papers due to the requirements of audit institutions to limit the availability of equipment and to have greater traceability of use.

403

reams of paper  
consumed in 2023  
at Grupo Murchison

74

units of printer  
cartridges in 2023  
at Grupo Murchison

3,370

rolls of film for  
palletizing in 2023  
at Grupo Murchison

Oils, lubricants and coolants

We use lubricants, greases and oils for the operation and maintenance of equipment.

1,694 liters

liters of engine  
oil used in 2023  
at Grupo Murchison

Others

Besides those mentioned, we consume other materials such as wood, pallets, hydraulic fluid, biodegradable water-soluble degreaser, and steel cables with a special design for use in gantry cranes. These cables have specific characteristics which make them not only appropriate, but also have greater resistance and durability, apart from being certified by German CASAR Technology. World leader in the design, manufacture and innovation of high-performance steel cable solutions. This allows us to ensure traceability in the equipment, reliability and safety of our operations.





# Waste Management

In line with what is established in our Integrated Management Policy and the Sustainable Development Policy, we implement sustainable development practices in our operations that, in turn, comply with current legal regulations.

In this line, we manage the waste generated through specific procedures in each of our business units and locations. In this sense, we focus on promoting practices that favor recycling and the recovery of materials. In this way, we extend the life cycle of resources by reincorporating them into the production and consumption chain, as well as contributing to a circular economy model to which we are committed. To assure the effectiveness of these actions, at Terminal Zarate we have goals and objectives that apply to all areas of the organization, especially in the operational areas.

In the Group, we make use of procedures and controls for the comprehensive management of waste generated in our operations, ensuring its proper treatment and final disposal. All waste is classified, segregated and managed according to its type, hazardousness and applicable regulations. It is important to note that the treatment and final

disposal of waste is performed in strict compliance with the legal guidelines in force in each province or locality where it is generated. We only work with enabled and duly authorized companies to ensure responsible and sustainable management of waste. Through periodic audits and controls, we verify that our waste service providers comply with environmental requirements, and operate under the strictest standards. We also keep documented records of all stages of waste management.

By type of disposal	Sum of Quantity in kg
Final Disposal	434,269
Recycled	77,675
<b>Grand total</b>	<b>511,944</b>

By type of waste	Sum of Quantity in kg
Assimilable to Residential Waste	14,0451
Specials	334,554
Industrial non-hazardous	36,923
Pathogenic	16
<b>Grand total</b>	<b>511,944</b>

## GENERATED WASTE

Type of Waste	Amount in kg	Type of Waste	Type of Disposal
Assimilable to Residential	111,099	Assimilable to Residential	●
Wood	14,015	Assimilable to Residential	●
Nylon	2,330	Assimilable to Residential	●
Paper/ Cardboard	11,860	Assimilable to Residential	●
Plastics	1,147	Assimilable to Residential	●
Batteries	50	Special	●
Organic Mud	147,500	Special	●
Y7: Hazardous waste - Oil	3,460	Special	●
Y8: Special Solid Waste	6,970	Special	●
Y8: Special Liquid Waste	11,400	Special	●
Y8 - 48: Special Solid Waste	630	Special	●
Y9: Special Liquid Waste	152,980	Special	●
Y12: Special Solid Waste	6,647	Special	●
Y12: Hazardous Waste - Cartdriges/Tonner	10	Special	●
Y25: Hazardous Waste – Conditioned Solids	3,030	Special	●
Y29: Fluorescent Tubes – Current	107	Special	●
Y31: Special Solid Waste	1,770	Special	●
Scrap Metal	24,354	Non-hazardous industrial	●
Metals	840	Non-hazardous industrial	●
Tires	4,589	Non-hazardous industrial	●
WEEE	7,140	Non-hazardous industrial	●
Y1: Pathogenic Waste	16	Pathogenic	●
<b>Grand total</b>	<b>511,944</b>		

Final disposal ●  
Recycled ●





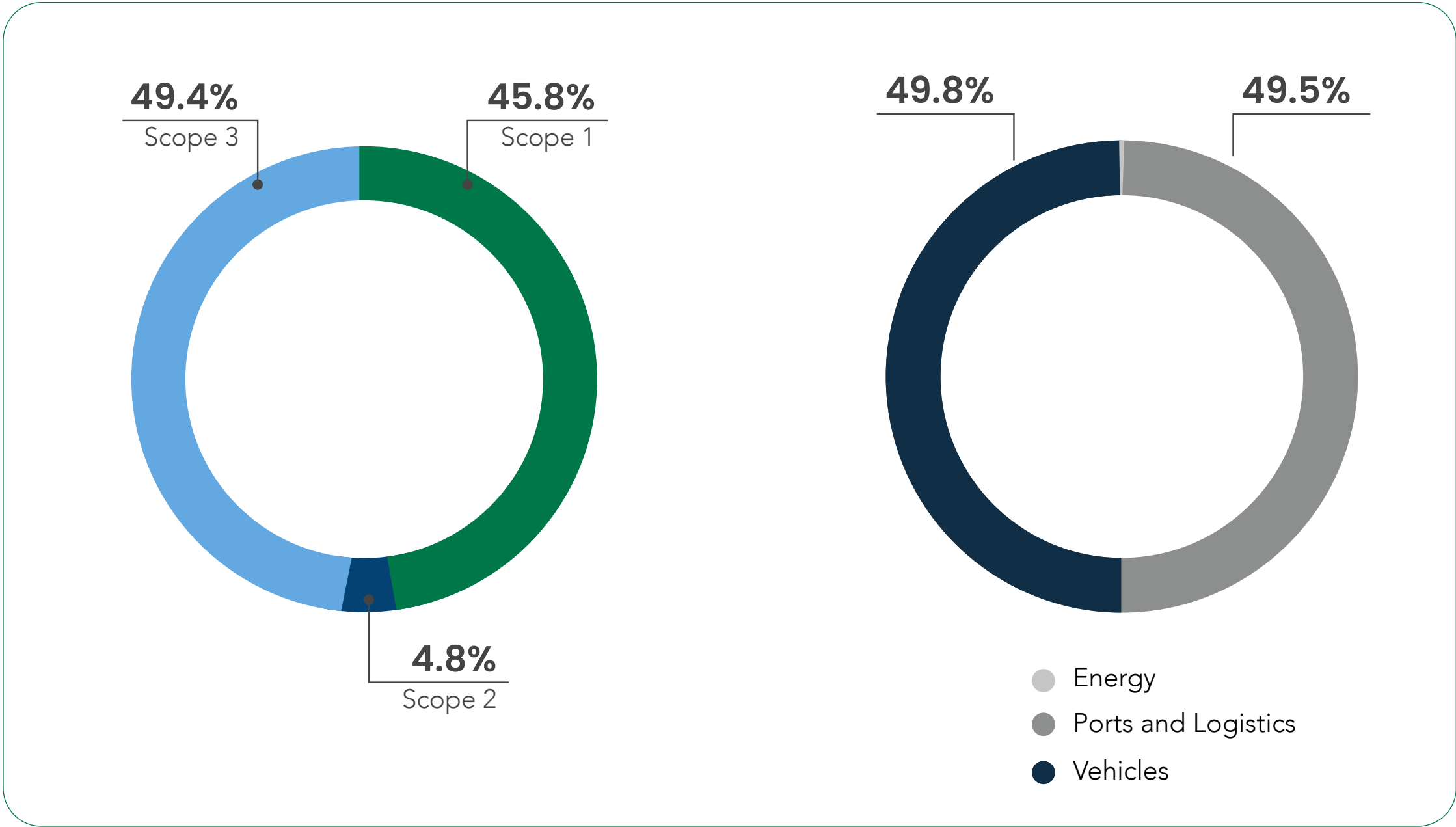
# Energy Management

50% savings in energy consumption at Zarate Terminal with the change of lighting Installation of Photovoltaic Systems in Montevideo (Uru.), Comodoro Rivadavia and Zárate (Arg.).

## TOTAL OF ENERGY CONSUMPTION BY LOCALITY (IN KWH/MONTH)

Sector	Energy	Ports and Logistics	Vehicles	Total
Añelo	48,144.00	-	-	48,144.00
Bahía Blanca	-	16,394.00	-	16,394.00
CABA	2,443.50	4,887.00	4,887.00	12,217.50
Puerto Deseado	-	28,376.00	-	28,376.00
Puerto Madryn	-	48,623.00	-	48,623.00
Uruguay	-	83,263.93	83,263.93	166,527.86
Zárate	-	3,134,464.50	3,248,496.00	6,382,960.50
Total	50,587.50	3,316,008.43	3,336,646.93	6,703,242.86

The emissions from energy consumption in 2023 were 2,302 t CO<sub>2</sub>e, representing **4.8% of the total** carbon footprint generated by the Murchison Group. (Scope 2).







# Climate Change

We are aware of the relevance of managing our greenhouse gas (GHG) emissions to mitigate climate change, to guarantee competitive and sustainable development of the company, and to be prepared for international guidelines or future national or regional climate policies.

We measure the Grupo Murchison GHG Inventory based on the GHG Protocol of the GHG Protocol, developed by WRI and WBCSD. This establishes comprehensive, standardized global frameworks to measure and manage GHG emissions from public and private sector operations, value chains and mitigation actions. In addition, it allows us to quantify and monitor our greenhouse gas emissions annually in order to implement the corresponding improvement actions.

## The path of a carbon strategy

In 2023, we performed the calculation of our carbon footprint for the first time. This project involved the participation of key representatives from the different business units and the different areas who made the commitment to undertake this journey. In this way, we were able to develop the GHG inventory, evaluate the emission photos and possible reductions, plan an ongoing improvement strategy with indicators and goals, and integrate it into the design of the product or service from its conception.

## Our carbon footprint

**22,406 t CO<sub>2</sub> eq**

Total Print  
of Murchison  
Group 2023

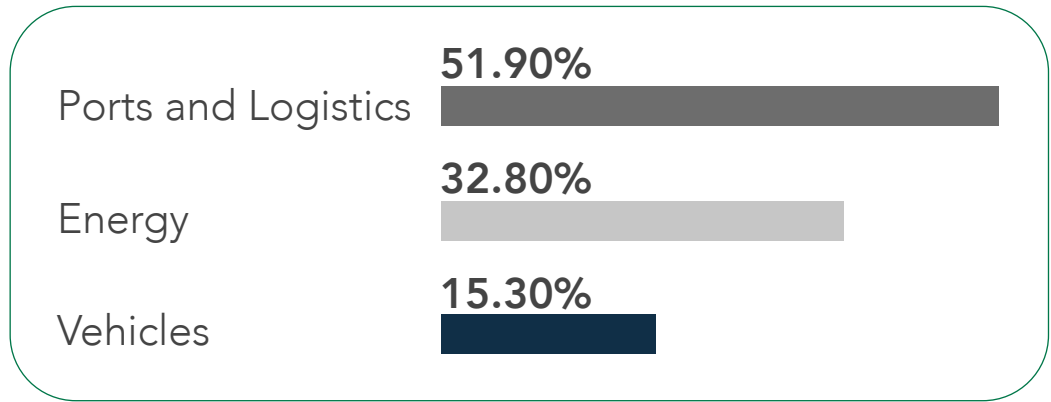




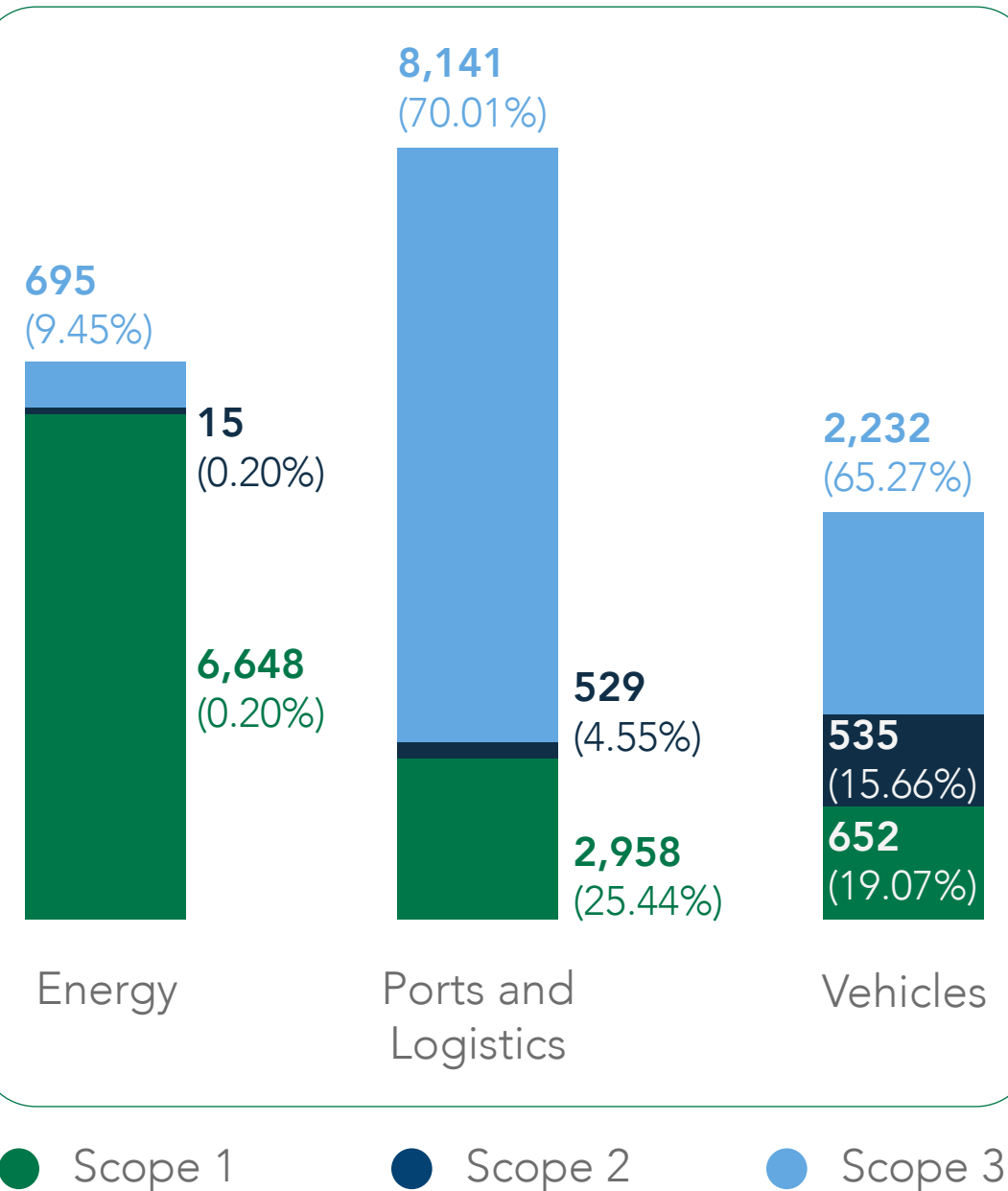


Source of emissions	t CO <sub>2</sub> eq	Percentage
<b>Scope 1</b> <i>Includes all direct emissions generated by the company.</i>	<b>10,258</b>	<b>45.8%</b>
Stationary combustion	443	2%
Fugitive emissions	566	2.5%
Mobile combustion	9,249	41.3%
<b>Scope 2</b> <i>Includes the emissions of the organization associated with the generation of electricity, heating/cooling or steam purchased for its own consumption.</i>	<b>1,079</b>	<b>4.8%</b>
Electric Energy Consumption	1,079	4.8%
<b>Scope 3</b> <i>Includes emissions from upstream and downstream activities associated with the company's operations.</i>	<b>11,069</b>	<b>49.4%</b>
Assets purchased	522	2.3%
Services purchased	340	1.5%
Capital goods	642	2.9%
Water	22	0.1%
Downstream transport	7,289	32.5%
Employee mobility	2,147	9.6%
Waste	30	0.13%
Corporate travel	77	0.34%
Web servers	3	0.01%
<b>Grand total</b>	<b>22,406</b>	<b>100%</b>

PERCENTAGE FOR EACH BUSINESS UNIT  
OVER THE TOTAL FOOTPRINT



PRINT FOR EACH  
BUSINESS UNIT







# Environmental Awareness

The awareness on environmental topics is essential in the adoption of good practices to minimize environmental impacts and reduce emissions. Knowledge is a key tool to involve all levels of the organization, that is why we offer training on environmental aspects and impacts, waste management and spill prevention, among other topics. These trainings not only inform, but also raise awareness about the associated risks and opportunities. In turn, we promote awareness campaigns on key dates to reinforce the collective commitment to sustainability.

+ 170 collaborators (800 hours) participated in trainings which dealt with the following topics: proper handling of chemical products, implementation of the Globally Harmonized System (GHS), waste segregation, emergency response, spill prevention, environmental aspects and impacts, dispatch and reception of fuels. On the other hand, awareness meetings and co-creation spaces with the collaborators involved in the emissions inventory process (Carbon Footprint) were carried out, as well as recreational and informative dynamics linked to composting systems, circular economy.







# Alliances that generate positive impact

In accordance with our commitment to environmental care and the contribution to the community where we operate, we build alliances with different social actors to generate a greater positive impact.

- **Alliance with Operadora Vista Energy** for the execution of the WETSAND project, which consists of the unconventional fracking of hydrocarbon deposits in the Neuquina basin. For the Energy business unit, this project involved the installation of vibrators in 90 Sandcubes (sand transport containers) and the electronic re-adaptation of 2 Sanders (conveyor belts and sand elevators), to transport the wet sand and discharge it into the blender. In this way, the drying of part of the fracture sand was avoided, which is performed in gas ovens in sand supply plants.
- **Worker Cooperative La Esperanza:**
  - This cooperative sited in Zárate, performs the collection of paper, cardboard and plastic for recycling. In order to comply with the applicable provincial legislation on waste, an agreement was made with the Work Cooperative registered as a Sustainable

Destination to be able to treat recyclable waste (paper, cardboard, plastics) from Terminal Zárate.

- **Municipality of Zárate:** We took part in the campaign "Recopilá" ("Compile") encouraged by those bodies which carry out the safe disposal of batteries and small batteries.
- **Civil Association Renaciendo:** we collaborate with this organization from Zárate, which through the recovery of materials such as wood and iron, develops social and labor workshop in order to insert people recovered from addictions into the labor workforce.
- **Worker Cooperative La Molina:** Through an agreement with this organization located in Remedios Escalada, we canalize the disposal of WEEE for recycling and recovery. In the framework of the safe and responsible management of WEEE, Terminal Zárate treats

electronic waste with the Worker Cooperative, that are registered with the Ministry of Environment of the Province of Buenos Aires as Refurbishing Managers.

- **Hogar del Bebe (Foster-home):** In Uruguay, we support this non-profit organization with the donation of PET bottles for later commercialization, collected through an internal campaign.
- **International Environmental Film Festival of Patagonia:** We joined the International Environmental Film Festival of Patagonia with the initiative "Schools go to the movies". It is an educational tool to spread environmental problems, as well as to show different ways of living, understanding and acting in society. Through this initiative, we seek to promote changes in people's conception of themselves, their place in the world and their impact on the environment.





# GRI Index

**Usage statement:** Grupo Murchison has presented the information referenced in this GRI Content Index for the period from January 1, 2023, to December 31, 2023, using the GRI Standards as a reference.  
**GRI 1 used:** GRI 1: Foundations 2021

GRI Standard	Page Number	Omission	ODS	
GRI 1: Foundation 2021				
General Disclosures				
GRI 2: General Disclosures 2021	The organization and its reporting practices			
	2-1 Organizational details	9-10, 13, Note 1, Note 2		
	2-2 Entities included in the organization/s sustainability report	Note 1		
	2-3 Reporting period, frequency and contact point	109, Note 1, Note 3		
	2-4 Restatements of information	-	Not applicable. This is the first Sustainability Report, there is no information update.	
	2-5 External assurance	Note 4		
	Activities and workers			
	2-6 Activities, value chain and other business relationships	12-13, 41, 51, Note 5		
	2-7 Employees	61-62, Note 6, Note 7, Note 8		
	2-8 Workers who are not employees	61-62, Note 9		
	Governance			
	2-9 Governance structure and composition	18-19	Incomplete information. The seniority of the members of the governance body is not presented in this report.	
	2-11 Chair of the highest governance body	18-19		
	2-12 Role of the highest governance body in overseeing the management of impacts	18-19		
	2-13 Delegation of responsibility for managing impacts	18-19		





GRI Standard		Page Number	Omission	ODS
GRI 1: Foundation 2021				
General Disclosures				
GRI 2: General Disclosures 2021	Governance			
	2-14 Role of the highest governance body in sustainability reporting	Note 10		
	2-16 Communication of critical concerns	18-19		
	2-17 Collective knowledge of the highest governance body	18-19, 22		
	2-21 Annual total compensation ratio	Note 11		
	Strategy, policies and practices			
	2-22 Statement on sustainable development strategy	1		
	2-23 Policy commitments	24-25, 30		
	2-24 Embedding policy commitments	23-25, 53-55		
	2-25 Processes to remediate negative impacts	23-26		
	2-26 Mechanisms for seeking advice and raising concerns	24		
	2-27 Compliance with laws and regulations	Note 12		
	2-28 Membership associations	16		
	Stakeholder engagement			
	2-29 Approach to stakeholder engagement	19, 34		
	2-30 Collective bargaining agreements	Nota 13		
Material topic disclosures				
GRI 3: Material topics 2021	3-1 Process to determine material topics	31-33		
	3-2 List of material topics	33		





GRI Standard		Page Number	Omission	ODS
GRI 1: Foundation 2021				
MATERIAL TOPICS				
Corporate governance				
GRI 3: Material topics 2021	3-3 Management of material topics	18-19, 22, 24-25, 30-33, Note 14		16
Ethics and transparency				
GRI 3: Material topics 2021	3-3 Management of material topics	23-26, 30-33, 56		16
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Note 15		16
	205-3 Confirmed incidents of corruption and actions taken	Note 16		16
Integral risk management				
GRI 3: Material topics 2021	3-3 Management of material topics	26, 30-33		16
Our indicator	Group certifications related to sustainability management	26		16
Customer experience and service quality				
GRI 3: Material topics 2021	3-3 Management of material topics	30-33, 45		
Our indicator	Customer Satisfaction Score	45		
Innovation and technology				
GRI 3: Material topics 2021	3-3 Management of material topics	30-33, 47		
Infrastructure and security				
GRI 3: Material topics 2021	3-3 Management of material topics	25-26, 30-33, 48		
Cybersecurity and data integrity				
GRI 3: Material topics 2021	3-3 Management of material topics	30-33, 48		16





GRI Standard		Page Number	Omission	ODS
GRI 1: Foundation 2021				
MATERIAL TOPICS				
Emissions and carbon footprint management				
GRI 3: Material topics 2021	3-3 Management of material topics	30-33, 87-89, 94-95		13
	305-1 Direct (Scope 1) GHG emissions	94-95		13
	305-2 Energy indirect (Scope 2) GHG emissions	94-95		13
	305-3 Other indirect (Scope 3) GHG emissions	94-95		13
	305-4 GHG emissions intensity	Note 20		13
	305-5 Reduction of GHG emissions		Not applicable. This is the first year that the organization’s carbon footprint is being calculated.	13
Energy management				
GRI 3: Material topics 2021	3-3 Management of material topics	30-33, 87-93		7
	302-1 Energy consumption within the organization	93, Note 17		7
	302-3 Energy intensity	Note 18		7
	302-4 Reduction of energy consumption	93		7
Waste management and material use				
GRI 3: Material topics 2021	3-3 Management of material topics	30-33, 87-92		14
GRI 301: Materiales 2016	301-1 Materiales utilizados por peso o volumen	89-92		14
	306-1 Waste generation and significant waste-related impacts	92		14
	306-2 Management of significant waste-related impacts	92		14
GRI 306: Waste 2020	306-3 Waste generated	92		14
	306-4 Waste diverted from disposal	92		14
	306-5 Waste directed to disposal	92		14





GRI Standard		Page Number	Omission	ODS
GRI 1: Foundation 2021				
MATERIAL TOPICS				
Water & wastewater management				
GRI 3: Material topics 2021	3-3 Management of material topics	30-33, 87-90		6, 14
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	89-90, Note 19		6, 14
	303-2 Management of water discharge-related impacts	90		6, 14
	303-3 Water withdrawal	89-90		6, 14
	303-4 Water discharge	89-90, Note 19		6, 14
	303-5 Water consumption	89-90		6, 14
Local community development				
GRI 3: Material topics 2021	3-3 Management of material topics	30-33, 77-83		3, 4, 5
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	77-83		3, 4, 5
Diversity, inclusion and equal opportunity				
GRI 3: Material topics 2021	3-3 Management of material topics	30-33, 61, 65-68, 73		4, 5, 8
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	63-64		4, 5, 8
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	66-67, Note 21		4, 5, 8
	401-3 Parental leave	66-67		4, 5, 8
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	61-66		4, 5, 8
	405-2 Ratio of basic salary and remuneration of women to men	Note 27		4, 5, 8
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Note 28		4, 5, 8





GRI Standard		Page Number	Omission	ODS
GRI 1: Foundation 2021				
MATERIAL TOPICS				
Employee training, development and welfare				
GRI 404: Training and Education 2016	GRI 3: Material topics 2021	3-3 Management of material topics	30-33, 68-72	4
		401-1 New employee hires and employee turnover	68-71	4
		404-2 Programs for upgrading employee skills and transition assistance programs	68-71	4
		404-3 Percentage of employees receiving regular performance and career development reviews	72	4
Health and Safety				
GRI 403: Occupational Health and Safety 2018	GRI 3: Material topics 2021	3-3 Management of material topics	30-33, 74-75	3
		403-1 Occupational health and safety management system	74-75	3
		403-2 Hazard identification, risk assessment, and incident investigation	74-75, Note 22	3
		403-3 Occupational health services	74-75	3
		403-4 Worker participation, consultation, and communication on occupational health and safety	74-75	3
		403-5 Worker training on occupational health and safety	74-75	3
		403-6 Promotion of worker health	74-75	3
		403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	74-75, Note 22	3
		403-8 Workers covered by an occupational health and safety management system	Note 23	3
		403-9 Work-related injuries	74-75, Note 24, Note 25	3
		403-10 Work-related ill health	Note 24, Note 26	3





GRI Standard		Page Number	Omission	ODS
GRI 1: Foundation 2021				
MATERIAL TOPICS				
Supply chain management				
GRI 3: Material topics 2021	3-3 Management of material topics	30-33, 50-57		8
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers	51		8
Stakeholders engagement				
GRI 3: Material topics 2021	3-3 Management of material topics	30-44		8

Note 1

This document consolidates all the actions, programs, and processes implemented throughout the year by the companies that form Grupo Murchison. These include Brent Energía y Servicios S.A., Loinza S.A., Murchison S.A., Murchison Uruguay S.A. (based in Uruguay), Plamilco S.A., Terminal Zárate S.A., and TMR S.A. The companies within the Group are privately held entities, duly incorporated and registered with the General Inspection of Justice (Inspección General de Justicia), the Federal Administration of Public Revenue (Administración Federal de Ingresos Públicos), among other authorities. These entities are not subject to public stock offering regulations. The periods covered by the consolidated financial statements and the 2023 Sustainability Report are aligned. The scope of the Sustainability Report is narrower than that of the Group’s financial statements.

Note 2

Ciudad Autónoma de Buenos Aires, Argentina.

Note 3

Grupo Murchison publishes its Sustainability Report on an annual basis. This is the first Report to be published. The Sustainability Report for the 2023 period will be released in the fourth quarter of 2024.

Note 4

The Grupo Murchison 2023 Sustainability Report has not undergone external verification.

Note 5

All commercial relationships are detailed in this Report. During the reporting period, as part of significant changes related to the value chain, alternative suppliers were included in price comparisons. This applied to both spot purchase comparisons, recurring needs or permanent services, and bidding processes for works and general maintenance services.

Note 6

The methodologies used and the corresponding references for a clear understanding of the calculations are presented in the tables within the Report.





Note 7

BREAKDOWN BY EMPLOYMENT CONTRACT AND REGION								
	Permanent	Temporary	Part-time	Full-time	Permanent	Temporary	Part-time	Full-time
<b>Brent</b>								
CABA	6	-	-	6	5	-	-	5
Neuquén	29	-	-	29	55	-	-	55
<b>Murchison Uruguay</b>								
Uruguay	114	-	-	114	114	-	-	114
<b>Murchison Argentina</b>								
CABA	24	-	-	24	23	-	-	23
Neuquén	21	1	-	21	-	-	-	-
Puerto Madryn - Bahía Blanca	16	-	-	16	18	-	-	18
Puerto Deseado - Comodoro Rivadavia	18	-	-	18	18	-	1	17
<b>Terminal Zárate</b>								
CABA	7	-	-	7	7	-	-	7
Zárate	848	9	-	857	856	-	-	856

Note 8

There were no significant fluctuations in the number of employees in 2023.

Note 9

The temporary staff hired performs all tasks related to port activities within the framework of the union to which they belong. At Terminal Zárate, the number of temporary employees is: 63 employees.

Note 10

The CEO of the Company, Roberto Murchison, is responsible for the evaluation and formal approval of the sustainability report.

Note 11

The ratio of the annual compensation of the highest-paid person in the organization to the median annual total compensation of all employees (excluding the highest-paid person) is 14.86, or 1.387%.

The ratio of the percentage increase in the annual total compensation of the highest-paid person to the median percentage increase in the annual total compensation of all employees (excluding the highest-paid person) is zero, as the general increases are the same for everyone.

Note 12

During the reporting period of the Sustainability Report, there were no fines or sanctions for cases of non-compliance with legislation and regulations that occurred during the reporting period, nor for those that occurred in previous periods.

Note 13

Terminal Zárate S.A. is governed by the collective bargaining agreement 431/05 signed between the CCPP and FeMPINRA, which includes the unions of the Port Stevedores Supervisors Union, the Mobile Crane Operators and Hoist Operators Union, the United Argentine Port Workers Union of the Lower Paraná and Paraná Delta Ports, the Argentine Merchant Marine Employees Association, and SEAMARA. Annex I.

Brent Energía S.A. is governed by the CCT No. 644/12, which covers the Private Oil Workers Union (Neuquén-Rio Negro and La Pampa), and CCT No. 637/2011, which includes the Union of Hierarchical Oil Workers (Neuquén-Rio Negro and La Pampa). Annex II. Annex II-I.

Murchison S.A. Estibajes y Cargas is part of the following unions: Mobile Crane Operators and Hoist Operators Union, SEAMARA, United Stevedores Union of Patagonia (SUEPP), United Argentine Port Workers Union, and the Port Stevedores Supervisors Union.

In the Energy sector, Murchison S.A. in Comodoro Rivadavia operates under CCT No. 605/10 of the Private Oil and Gas Workers Union of Chubut.

In Uruguay, Murchison S.A. is governed by two unions: Suctra for logistics and transportation, and Supra for the ports sector.

Note 14

The stakeholders do not have an active role in the management and governance processes of the Group.





Note 15

The organization’s anti-corruption policies and procedures were communicated to 6 members of the highest governance body, representing 100% of its members.

100% of the employees have signed the Code of Conduct.

Note 16

During the reporting period of the Sustainability Report, there were no incidents of corruption.

Note 17

FUEL CONSUMPTION - 2023				
Fuel	UN			
	Port operations and logistic (liters)	Vehicles (liters)	Energy (liters)	Total (liters)
Diesel	901,136.5	40,184	239,000	1,180,320.50
Gasoline	126,693.81	180,096	0	306,789.81
CNG	4,730	0	0	4,730
Total 2023				1,491,840.31

Note 18

ENERGY INTENSITY - 2023	
Location	KWh (*) / TEU
Zárate	24.40
Uruguay	27.22
Puerto Deseado	2.51
Puerto Madryn	1.66
(*) The ratio only refers to energy consumption from electricity within the organization.	

Note 19

Terminal Zárate has 14 effluent treatment plants, 3 of which are equipped with hydrocarbon separator modules, considering the tasks carried out there. Semi-annually, in order to verify the quality of the discarded and treated water, the discharges are sampled.

Note 20

EMISSIONS INTENSITY		
Sector	Emissions intensity	Unit of measurement
Energy	13.13	Kg of CO <sub>2</sub> /ton of sand
Port operations and logistic	3.63	kg of CO <sub>2</sub> /ton of cargo
	107.23	kg of CO <sub>2</sub> /container
Vehicles	8.1	kg of CO <sub>2</sub> /movements
It includes the intensity of CO <sub>2</sub> emissions corresponding to Scope 1, 2, and 3.		

Note 21

% set by the law of contribution per employee regarding benefits and employee obligations					
	Retirement	Law 19.032	Family allowances	National Employment Fund	Total
Full-time indefinite	12.35	1.57	5.4	1.08	20.4
Part-time indefinite/permanent	12.35	1.57	5.4	1.08	20.4
Temporary work	12.35	1.57	5.4	1.08	20.4
New probationary period	12.35	1.57	5.4	1.08	20.4

Note 22

Grupo Murchison has implemented procedures for managing incidents and formalizing reports related to workplace accidents and occupational diseases. These processes are consistently carried out across all operations. At all sites, events related to safety, health, environment, and quality are reported and investigated, regardless of their magnitude. Different methodologies are used to identify immediate and root causes, as well as contributing factors. Based on these investigations, corrective and preventive action plans are developed. Additionally, detailed reports are prepared, and evidence is collected regarding the closure of each event, generating statistics that include the time required to conclude each investigation, as well as tracking open and closed actions, among others.





Note 23

The number of employees and workers who are not employees of the Group but whose work or workplace is controlled by the organization under the health and safety system are as follows: Brent has 55 individuals (100%), Murchison Argentina has 545 employees and laborers (100%), and in Uruguay, there are 126 (100%).

Murchison Uruguay has an Occupational Health and Safety Management System certified under ISO 45001.

Note 24

In 2023, we did not record any fatalities resulting from a work-related illness or disease among employees and workers who are not employees but whose work is controlled by the organization.

OCCUPATIONAL SAFETY INDICATORS BY GENDER - EMPLOYEES 2023¹						
	Argentina			Uruguay		
	Men	Women	Total	Men	Women	Total
Workplace Injury KPI for employees						
Number of recordable workplace injuries²	39	3	42	6	0	6
Recordable workplace injury rate	18.87	8.87	17.46	23.58	0	19.38
Number of hours worked	2,066,992	338.040	2,405,032	254,400	55,200	309,600
Security KPI						
Number of accidents²	39	3	42	6	0	6
Number of insured employees	954	165	1118	106	23	129
Accident Statistics						
Frequency rate	18.87	8.87	17.46	23.58	0	19.38
Incidence rate	45.99	21.28	42.47	56.6	0	46.51
1. For more detailed information by country, see the GRI Content Index Annex at the end of this Report. The data corresponds to the payroll covered by the ART, meaning it includes both permanent and temporary employees. Third parties, day laborers, and contractors are not included.						
2. The accident data also includes accidents in itinere. The most significant accidents are: trauma and minor physical injuries resulting from operations carried out.						

Note 25

The safety and health rates have been calculated per 1,000,000 hours worked.

Note 26

In 2023, we did not record any occupational diseases declared due to our activity.

Note 27

The salary of staff included in the collective bargaining agreement is determined by a scale with no gender differentiation.

There are no salary differences between men and women in the categories of Directors and Senior Managers.

In the categories of Managers and Supervisors, there is a salary difference of 14% and 10%, respectively, in favor of women. Meanwhile, in the categories of Chiefs and Analysts, there is a salary difference of 3% and 10%, respectively, in favor of men.

AVERAGE SALARY WOMEN / AVERAGE SALARY MEN 2023	
Directors	No difference
Senior Managers	No difference
Managers	0.917
Chiefs	0.836
Supervisors	0.85
Analysts	0.934

Note 28

The salary of staff included in the collective bargaining agreement is determined by a scale with no gender differentiation.





# CHALLENGES 2024 – 2025

## Profile, Corporative Governance, Ethics and Risk Management

- Develop a Compliance Risk Matrix based on ISO 37301 Standard “Compliance Management System”, with the aim of identifying, assessing and mitigating the regulatory risks, and ensure regulatory compliance.
- Update the Code of Conduct and perform training sessions to make known such update.
- Consolidate Compliance area as a fundamental pillar in the company organizational culture, to ensure that the organization operates ethically and according to the applicable regulations and standards.

## Sustainable Development

- Incorporate Sustainable Development criteria in key processes of the organization so as to cross cut the integration of ESG aspects in all the areas.
- Consolidate the methodology of Reporting as an essential tool for corporate management and communication.

## Clients

- Build up the Integrated Management System (IMS) in all companies belonging to Murchison Group.
- Obtain the certification under the ISO 9001 international standards in Brent Energy and Services.
- Identify and implement actions in our vehicles business unit services, which promotes and reinforces sustainability.
- Generate spaces for dialog to work jointly for the reduction of emissions within our value chain.

## Suppliers

- Map critical suppliers to work jointly in the reduction of emissions within our value chain.
- Gradually incorporate environmental criteria in bidding processes.

## Employees

- Continue working on the development and communication of our Purpose and Values, in such a way as to assure that all are on the same page, working towards shared goals.
- Develop sustainability training programs regarding employees with strategic positions in the organization.
- Consolidate and devise programs which promote diversity and inclusion in the organization.

## Community

- Consolidate programs and strengthen alliances in those areas of our communities where management is emergent.
- Monitor the impact of the initiatives proposed by the communities, organizations and our collaborators, and deepen spaces for dialog.

## Environment

- Continue developing the inventory and analysis of greenhouse gases emissions to outline strategic guidelines and a solid action plan for ongoing improvement.
- Search and analyze methodologies of renewable energy generation.
- Optimize the comprehensive management of non-hazardous waste in the matter of classification, collection, valorization and industrial waste recycling and develop environmental management indicators.
- Continue with the replacement and acquisition of equipment of greater efficiency, which use sources of renewable energy to reduce our climate change impact.



We would like to thank the participation of the different companies and areas of Grupo Murchison in the preparation of this report.

**Contact channels for suggestions on the Report**

We want to hear the opinions of our stakeholders about this Report and our management focused on Sustainable Development.

We invite you to communicate with us through this channel.

**[rse@grupomurchison.com.ar](mailto:rse@grupomurchison.com.ar)**



# GRUPO MURCHISON



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