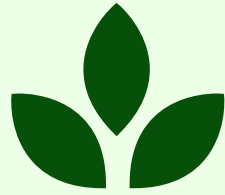


2024



REPORT OF SUSTAINABILITY



**WE BUILD A SUSTAINABLE FUTURE WITH
EVERY RESPONSIBLE ACTION.**

WWW.CARRYT.CO



SUSTAINABLE MANAGEMENT REPORT 2024

| GRI 2-1, 2-2, 2-3, 2-5, 2-14, 2-22 |

At Carryt, we are pleased to share our Sustainability Management Report 2024, prepared in accordance with **Global Reporting Initiative (GRI)** standards and aligned with our corporate responsibility policies. GRI is a recognized international framework for sustainability reporting, which allows us to measure, manage and communicate the economic, environmental and social impact of our operations.

We rely on these standards to ensure a structured, transparent report that is aligned with global best practices in sustainability. Through this document, we reaffirm our commitment to continuous improvement, responsible management and transparency in all our activities.

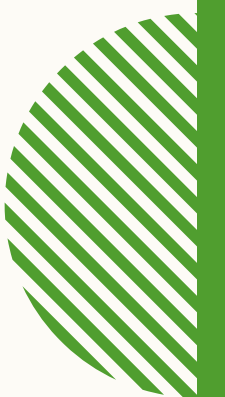
We believe that sustainability is a key driver of progress. Under our slogan “Deliveries that connect hearts,” we integrate responsible practices that generate a positive impact on our people, our communities and the planet.

At the end of this report, you will find a table with the GRIs used, providing a detailed reference of the indicators that support our sustainability performance.



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MESSAGE FROM THE CEO

| GRI 2-22 |



At Carryt, we understand that sustainability is not just a commitment, but a duty to our communities and the planet. This report marks a significant milestone in our journey, as it is a tangible demonstration of how we have integrated sustainability into the heart of our operations.

We have strived to create a business model that balances economic growth with environmental protection and social well-being, knowing that our actions today are the foundation for building a more equitable and sustainable future. Every delivery we make is an opportunity to do more than connect places: it is our way of connecting hearts and building a positive legacy.

I want to thank every collaborator, customer and ally who has believed in this vision and helped make it a reality. This report is a reflection of our joint effort, but also a reminder that the road to sustainability is continuous. As we move forward, we continue to face challenges such as reducing our environmental footprint and innovating our operations. However, I am confident that, with our passion and commitment, we will become a benchmark for sustainable logistics in Latin America. This is only the beginning of a story that will continue to evolve thanks to the efforts and dedication of the entire Carryt family.





WHO ARE WE?

| GRI 2-1, 2-2 |

Carryt is a leading last mile logistics company, committed to innovation and sustainability as pillars of its operation. Founded with the purpose of offering efficient and responsible solutions, our mission is to connect hearts through deliveries that transcend simple transportation, creating experiences that generate value for both our customers and society. We operate mainly in Colombia, Brazil and Mexico, integrating advanced technology with a human approach to guarantee exceptional and sustainable services.

Our operation focuses on three fundamental pillars: operational efficiency, environmental sustainability and social responsibility. We have a robust network of partners and collaborators that allows us to adapt to the changing needs of the market while generating a positive impact in the communities where we operate.

With a clear vision of becoming a benchmark in sustainable logistics in Latin America by 2030, at Carryt we work every day to demonstrate that sustainability is not only a value, but the basis of everything we do. From implementing eco-efficient practices to strengthening our social alliances, we seek to lead by example and build a future where deliveries not only connect destinations, but also hearts and purposes.



MATERIALITY ANALYSIS

| GRI 3-1, 3-2, 3-3 |

We have identified the most relevant issues for our stakeholders and our operation through a structured materiality process. The following aspects stand out:

Waste management and circular economy: We implement initiatives to reduce and make the most of waste in our operations.

Energy efficiency: We optimize our routes and promote the use of clean technologies to reduce our environmental footprint.

Employee welfare and safety: We guarantee safe and fair working conditions for our employees and strategic partners.

Responsible supplier development: We promote ethical and sustainable practices throughout our value chain.



KEY ISSUES IDENTIFIED

| GRI 3-1, 3-2, 3-3 |

At Carryt, we have carried out a structured process to identify the key issues that guide our sustainability strategy, considering the significant impacts of our operations and the expectations of our stakeholders.

The identification of material issues was done through consultation with our employees and strategic partners, as well as an analysis of global sustainability trends. This approach allowed us to prioritize the most relevant issues for our business model and for the communities where we operate.

Climate change management

We implemented measures such as route optimization and the analysis of new sustainable transportation technologies to reduce our GHG emissions.

Waste management

We promote a circular economy through the correct disposal of recyclable waste, in collaboration with Fundación Sanar.

Human Talent Development and Welfare

We promote the professional growth of our employees and their integral wellbeing through training programs and skills development.

Community Impact and Social Responsibility

We collaborate with organizations such as Fundación Sanar and design initiatives to improve the quality of life in the communities where we operate.



ENVIRONMENTAL COMMITMENT

| GRI 2-23, 2-24, 2-25, 2-26, 2-27, 301-1, 301-2, 301-3, 302-1, 302-2, 302-3, 303-1, 303-2, 303-3, 305-1, 305-2, 305-3, 306-1, 306-2, 306-3, 306-4, 306-5 |

At Carryt, we recognize our responsibility to the environment and work continuously to minimize our environmental impact through eco-efficiency strategies, emission reduction and responsible resource management. Our commitment is based on continuous improvement, aligning ourselves with international standards and setting clear sustainability goals.

To reduce our environmental impact, we have implemented initiatives aimed at:

- Reducing water and energy consumption, through efficiency strategies in our logistics operations.
- Minimizing carbon emissions by promoting the use of sustainable transportation and optimizing our distribution routes.
- Responsible waste management

We have an Integrated Non-Hazardous Solid Waste Management Program, which allows us to guarantee the proper separation and disposal of the waste generated. In line with our circular economy policy, we work with strategic alliances such as Fundación Sanar, to whom we deliver recyclable materials to contribute to their “tapas para sanar” program.

Our commitment to sustainability drives us to continue to innovate in our operational practices and strengthen our positive impact on the environment. At Carryt, we believe that every action counts and we are committed to a greener and more sustainable future.



OUR HUMAN TALENT

| GRI 401-1, 403-1, 403-2, 403-4 |

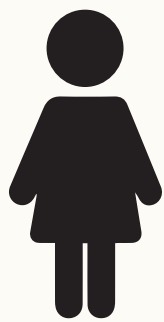
At Carryt, our human talent is the engine that drives our growth and success. We focus on attracting, developing and retaining the best professionals, promoting an inclusive, safe and equitable work environment. Our strategies include:

- Professional development: We implement training and internal growth programs to strengthen our team's skills.
- Integral wellness: We promote a balance between work and personal life, providing benefits and spaces for the wellbeing of our employees.
- Diversity and inclusion: We believe in equal opportunities and an environment of respect where all voices are valued.

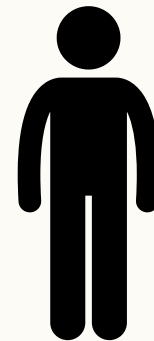


ORGANIZATIONAL PRESENCE AND TALENT

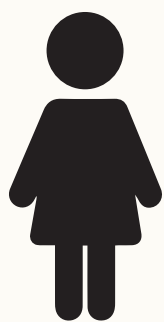
At Carryt, we have a diverse and highly trained team that drives our operations in different regions. Our commitment to talent development and organizational expansion allows us to strengthen our presence in the logistics sector, ensuring sustainable growth aligned with our corporate values.



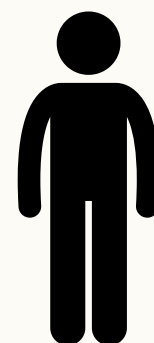
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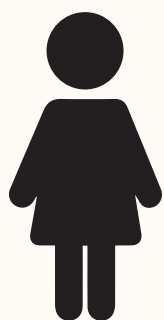
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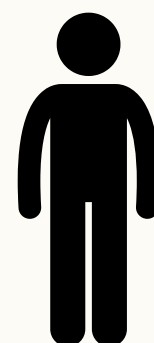
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15



6



17

RESPONSIBLE SUPPLY CHAIN

| GRI 308-1, 414-1 |

At Carryt, we understand that our supply chain is a key pillar to ensure sustainable and responsible operations. Therefore, we implement strategies aligned with global best practices, ensuring that each link in our supply network contributes to sustainable development, transparency and business integrity.

Carryt maintains a strict supplier selection and evaluation process to ensure ethical and sustainable practices. Our commitments include:

- Compliance with human and labor rights principles.
- Efficient use of natural resources and protection of biodiversity.
- Application of circular economy models and reduction of environmental impact.
- Development of local suppliers to strengthen the regional economy.
- Ethics and transparency



CORPORATE GOVERNANCE AND BUSINESS ETHICS

| GRI 2-23, 2-24, 2-25, 2-26 |

At Carryt, transparency, ethics and accountability are the basis of our management. Our Board of Directors, together with supporting committees, oversees compliance with ethical and regulatory principles.

CODE OF ETHICS AND COMPLIANCE

Our Code of Ethics establishes key principles such as:

- ✓ Integrity and transparency in all operations.
- ✓ Zero tolerance for corruption and bribery.
- ✓ Respect for human rights and fair labor conditions.
- ✓ Prevention of conflicts of interest.



COMMUNITY OUTREACH

| GRI 2-28, 2-29 |

At Carryt, we strengthen our ties with the community through social impact initiatives, prioritizing sustainable development and the active participation of our stakeholders.

Relationship Strategy

- ✓ Open and participatory dialogue.
- ✓ Social investment projects.
- ✓ Alliances with local entities to generate sustainable development.

Social Impact

At Carryt, our commitment to the community is focused on supporting Fundación Sanar, actively contributing to improving the quality of life of children with cancer and their families.

Commitments

- ◆ Increase the impact of our social programs.
- ◆ Strengthen spaces for dialogue.
- ◆ Promote circular economy and local employment initiatives.



CARBON FOOTPRINT

| GRI 305-4 |

The carbon footprint is a key indicator in our sustainability strategy, as it allows us to measure and reduce the environmental impact of our operations. At Carryt, we are committed to reducing our greenhouse gas emissions through various initiatives ranging from route optimization to the transition to a fleet of electric vehicles. These actions have enabled us to improve our operational efficiency while contributing to the fight against climate change.

To achieve our emissions reduction targets, we have implemented advanced technological tools that help us identify opportunities for improvement in distribution logistics. Thanks to these systems, we can analyze fuel consumption, optimize the number of deliveries and reduce the idle times of our vehicles. This not only decreases our CO₂ emissions, but also improves the profitability of our operations and the quality of service offered to our customers.

Additionally, we establish strategic alliances with companies that share our vision of sustainability, ensuring that our entire supply chain works together to minimize its environmental impact. We also encourage the adoption of responsible practices among our employees and business partners, promoting training in energy efficiency and sustainability.

Our medium- and long-term goal is to achieve carbon neutrality in our operations. To this end, we will continue to implement innovative initiatives and adopt industry best practices. As we move in this direction, we will publish regular reports on our sustainability performance, ensuring transparency and compliance with our environmental commitments.



WE ARE COMPANY B

| GRI 2-23, 2-24, 2-25, 2-26, 2-27, 308-1, 308-2, 414-1, 414-2 |

At Carryt, we reaffirm our commitment to sustainability through our participation in the System B model. This approach allows us to continuously evaluate and improve our social, environmental and economic impact, aligning us with our mission to generate a sustainable and responsible business model.

We are committed to generating a positive impact on society and the environment. As a B Company, we comply with high standards of social and environmental performance, transparency and accountability, demonstrating that it is possible to do business in a sustainable and ethical manner.

What does it mean to be a B Company?

- ✓ Triple Impact: We seek a balance between profitability, social and environmental impact.
- ✓ Transparency and ethics: We operate with a responsible and sustainable business model.
- ✓ Commitment to the community: We support Fundación Sanar and promote social welfare.

Our Commitments as a B Company

- ◆ Strengthen sustainability practices in our operation.
- ◆ Promote responsible and ethical business relationships.
- ◆ Continuously innovate to reduce our environmental footprint, more equitable, resilient and aligned with System B principles.



Empresa



Certificada

WE ARE A BIC COMPANY

| GRI 2-23, 2-24, 2-25, 2-26, 2-27, 308-1, 414-1 |

At Carryt, we have adopted the Collective Interest and Benefit Corporation (BIC) model, reaffirming our commitment to business development that balances economic growth with social and environmental impact. This transformation allows us to operate with high standards of sustainability, transparency and accountability, aligning us with global best practices.

As a BIC company, we integrate into our business strategy initiatives that generate value for our employees, customers and communities. Some of our commitments include:

- **Social impact:** Supporting Fundación Sanar through donations, volunteering and logistical transportation for its Tapas para Sanar program.
- **Environmental sustainability:** Implementation of circular economy strategies, carbon footprint reduction and optimization of logistics routes.
- **Human talent development:** Wellness, training and professional growth programs to strengthen the organizational culture.

Our goal is to continue innovating and strengthening our positive impact. At Carryt, being BIC is more than a certification; it is a commitment to a more equitable and responsible future.





PILLARS OF IMPACT

| GRI 2-6, 2-7 |

At Carryt, we have defined three fundamental pillars that guide our actions towards sustainable impact: Happy Employees, Planet and Communities. These pillars are designed to actively contribute to the Sustainable Development Goals (SDGs), with a particular focus on:

- SDG 13: Climate Action.
- SDG 8: Decent Work and Economic Growth.
- SDG 5: Gender Equality.



1. Happy employees

Through different programs, we strengthen the well-being of our employees with training, work benefits and an inclusive environment. We implemented new safety policies and formed emergency brigades to protect their health and safety.

2. Planet

We promote sustainable resource management through initiatives such as our WEEE recycling program in alliance with Fundación Sanar, and we encourage practices to optimize water and energy consumption in our operations.

3. Communities

We support the communities and maintain an active collaboration with Fundación Sanar through free logistical services and social sponsorship actions.

KEY PERFORMANCE INDICATORS

| GRI 401-1, 403-1, 403-2, 403-4, 405-1 |

At Carryt, we measure our impact and performance through key indicators that reflect our commitment to sustainability, operational efficiency and the well-being of our employees and communities.

Plant Control

Total Plant

118



Genre

38%



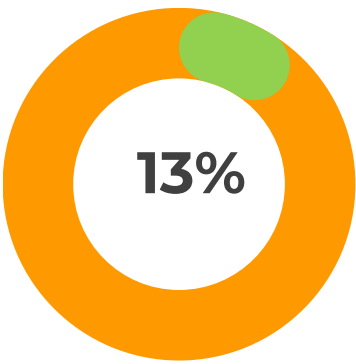
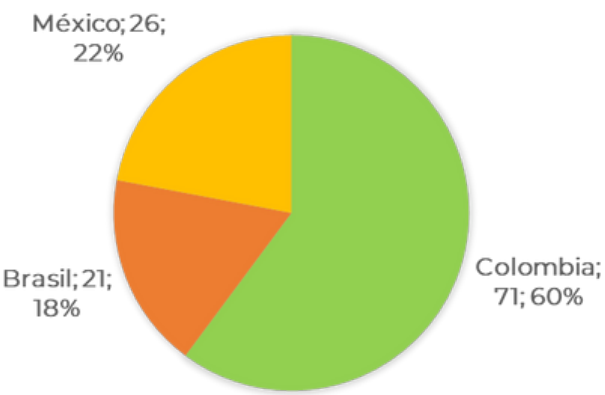
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62%

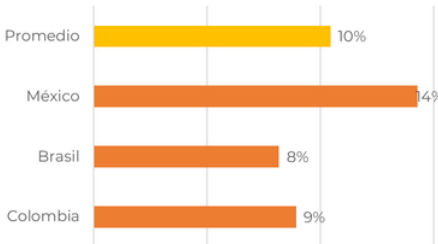


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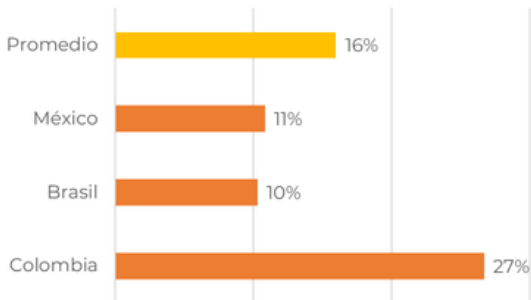
Plant Distribution by Country



Average Turnover 2024

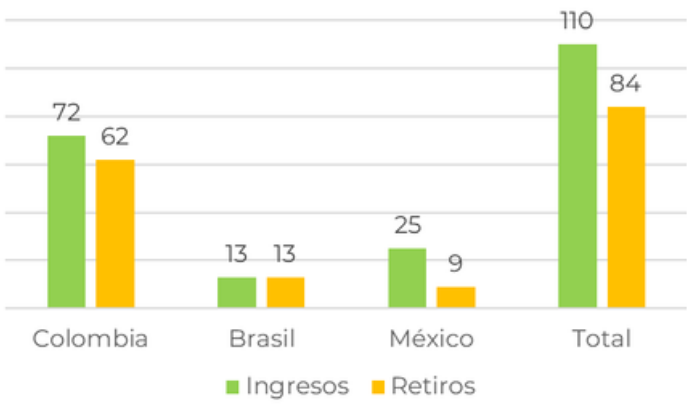


Administrative Rotation



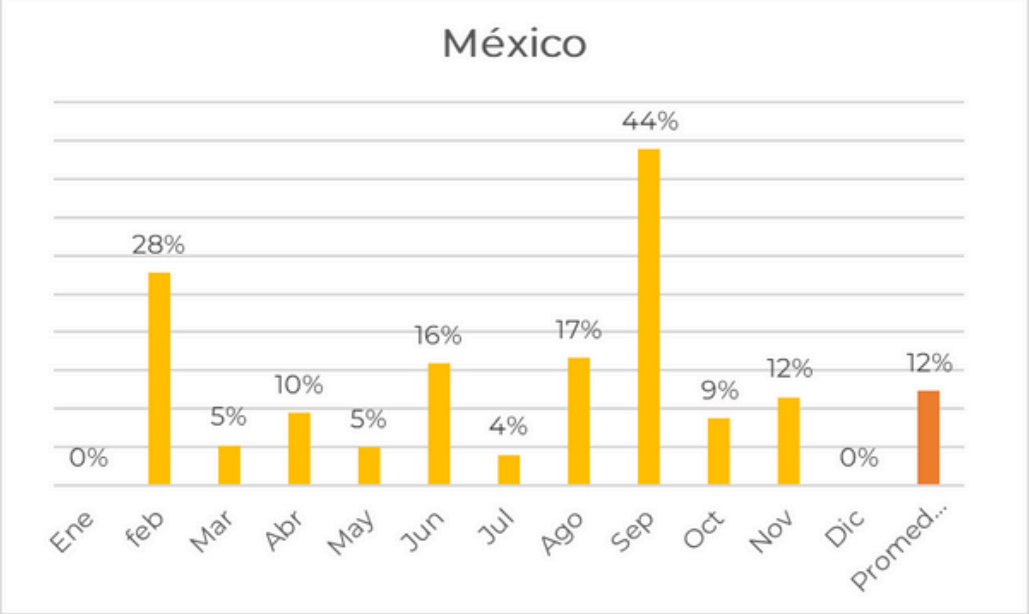
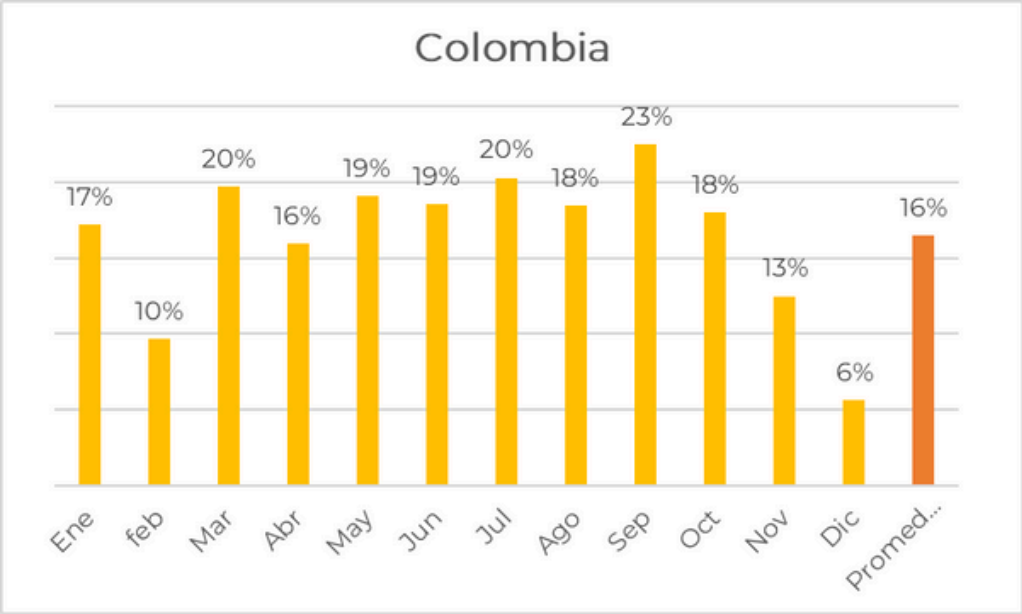
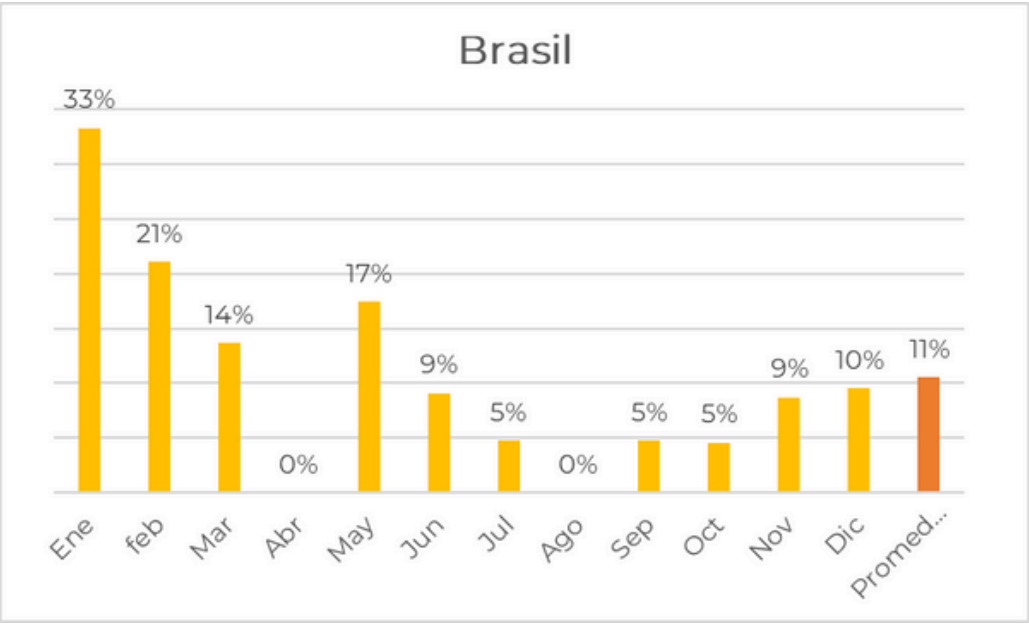
Rotation Operative

Total Revenues and Withdrawals 2024



Total turnover

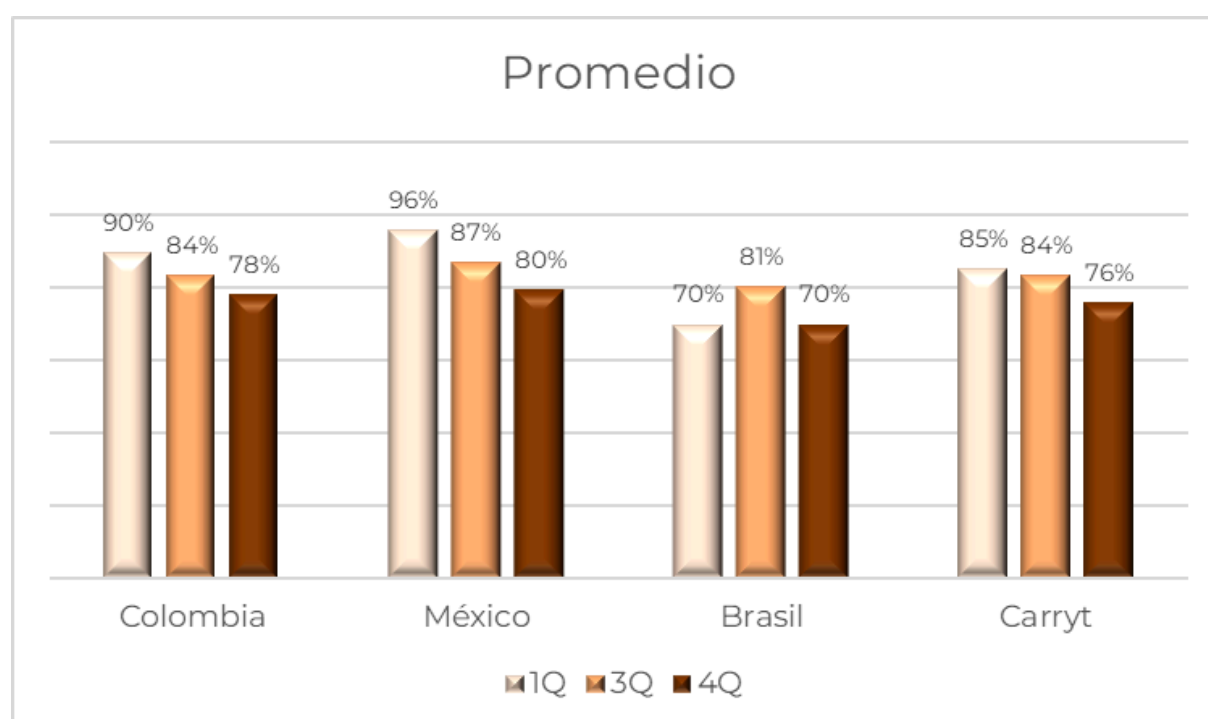
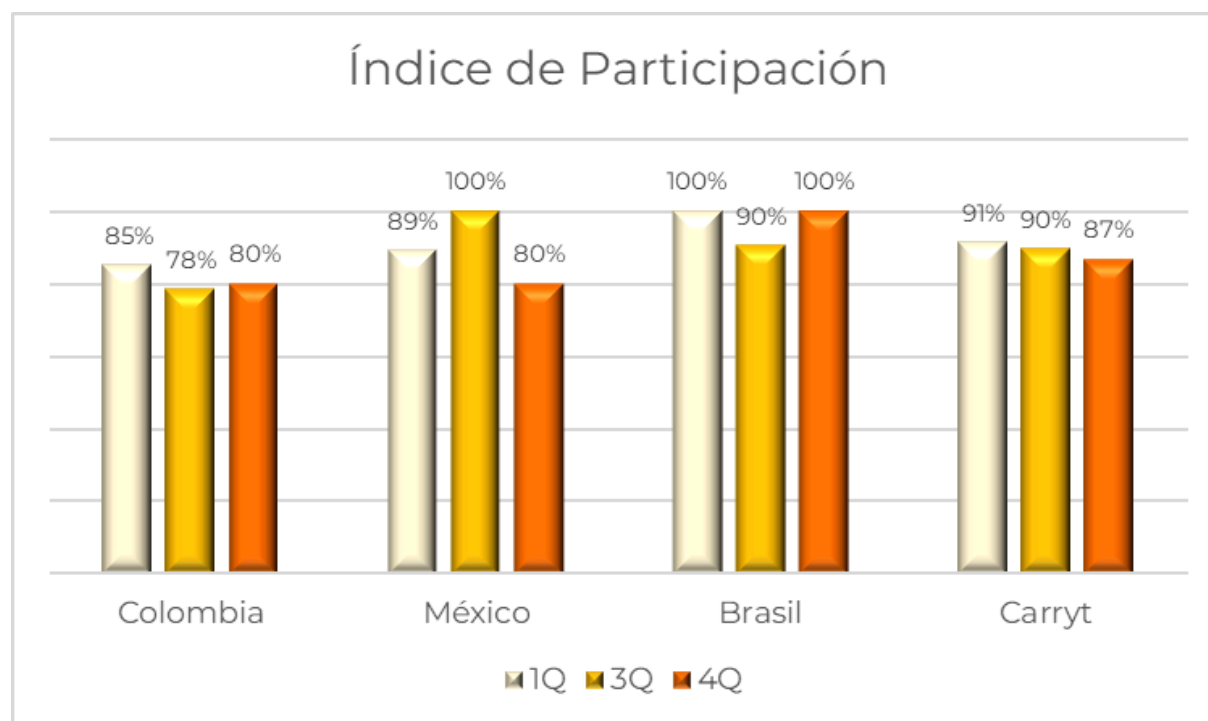
We analyzed total turnover in Colombia, Mexico and Brazil to improve talent retention and development. During 2024, turnover reflected a balance between operational adjustments and job stability. We implemented wellness and internal growth strategies to reduce attrition and strengthen our team. We will continue to optimize our practices to consolidate our position as a leading logistics employer in Latin America.



KEY PERFORMANCE INDICATORS

The Employee Net Promoter Score (eNPS) is key to measuring the commitment and satisfaction of our employees in Colombia, Mexico and Brazil. In 2024, our results reflect a positive work environment, driven by wellness initiatives, professional development, and close leadership. We will continue to strengthen our organizational culture to enhance our team's experience and consolidate our position as an employer of reference in the region.

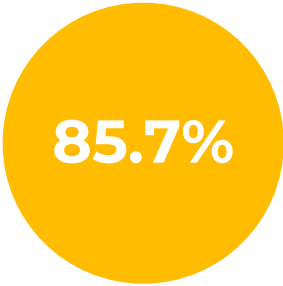
These results allow us to identify opportunities for improvement and strengthen our organizational culture, ensuring that every employee feels valued and motivated. We will continue to implement strategies to improve the work experience.



In 2024, the participation rate of our employees in Colombia, Mexico and Brazil reflected a high commitment to wellness, training and sustainability initiatives. This indicator helps us to strengthen inclusion and a sense of belonging, promoting a culture where every employee has a voice and actively participates in Carryt's growth.



KEY PERFORMANCE INDICATORS



Colombia Happiness Index



82.5% of our team recognized the accompaniment and guidance of the leaders for their development, as well as the valuation and recognition of the teams. These results reflect a positive environment, although we have identified opportunities for improvement in the leaders' interest in the integral wellbeing of their collaborators. We will continue to strengthen our strategies to ensure a more motivating and equitable work environment.

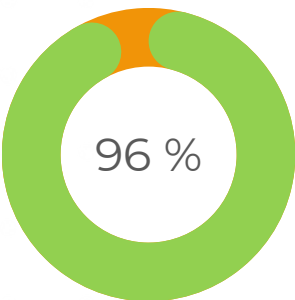
Salary Survey 2024 - 2025 - Colombia



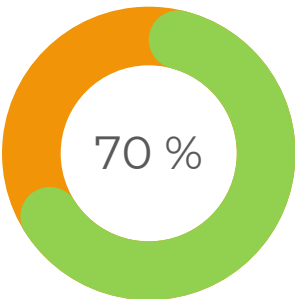
DO&S Activities

In 2024, we carried out several Organizational Development and Sustainability (OD&S) activities to strengthen the growth and performance of our team. These included the Leadership and Service Workshop, Time Management Workshop, Competency-Based Interviewing Workshop, Digital Competencies Workshop and Feedback and Potential Workshop. In addition, we carried out the Socialization of DO&S Programs and Procedures and the Socialization of the Competencies and Integral Performance Evaluation Model: Grand Prix. These initiatives have been key to boost professional development and we will continue to promote training spaces that enhance the talent of our employees.

Among these



Satisfaction Index



Participation rate



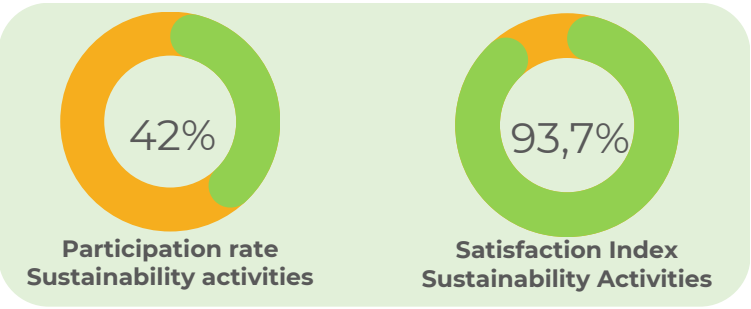
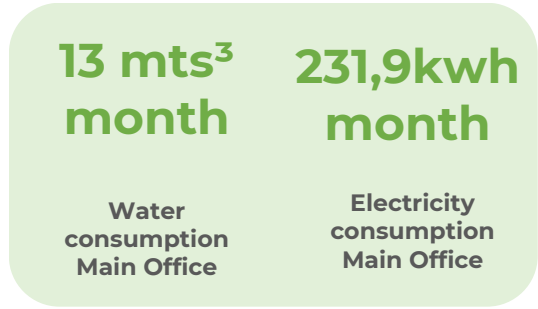
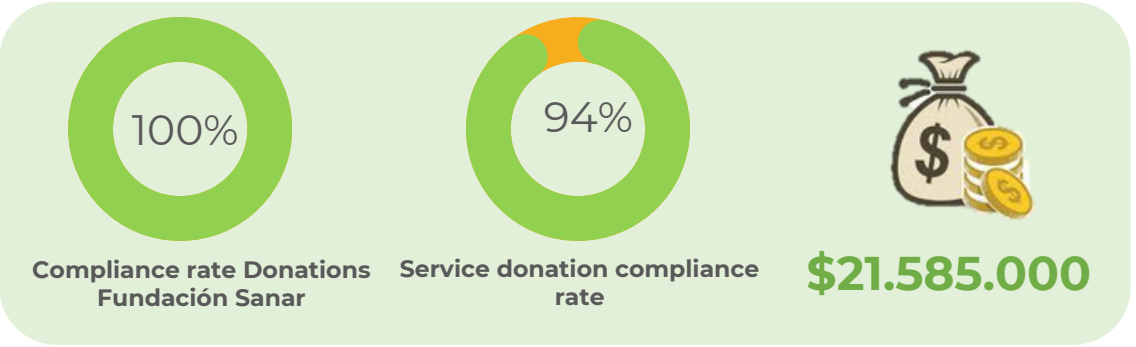
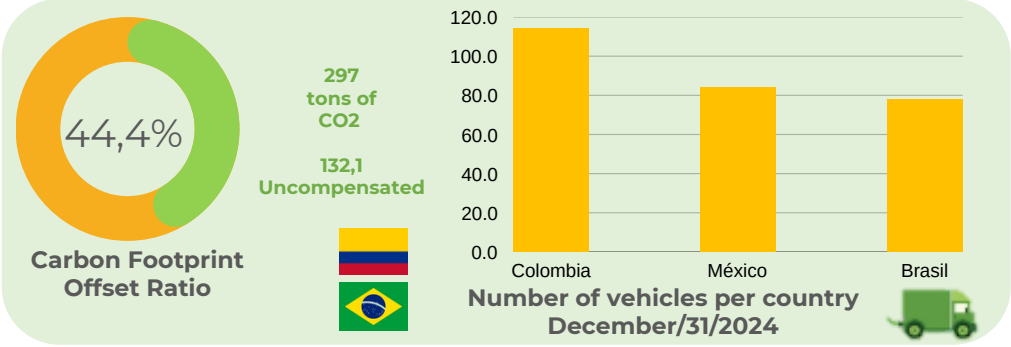
KEY PERFORMANCE INDICATORS

Human Talent and Sustainability



As of February 2024, with the implementation of a new process management, Carryt has made significant progress in strengthening internal operations and improving the employee experience.

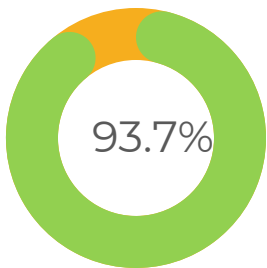
- **Improved employee experience:** Strategies have been implemented to optimize onboarding, ensuring a more organized and efficient integration process.
- **File organization:** More structured document management systems have been established, facilitating access to and safeguarding of key information.
- **Efficiency in selection processes:** Recruitment practices were renewed, allowing us to identify and recruit talent in a more agile and effective manner.



KEY PERFORMANCE INDICATORS

Happiness

At Carryt, we promote the well-being and integration of our employees through activities that strengthen the organizational culture. During 2024, we held events such as the New Year's Eve Celebration in Medellin and Bogota, Fiesta de la Esperanza with Fundación Sanar, Halloween Celebration and Women's Day, achieving a high satisfaction rate. These initiatives reinforce our commitment to generate a positive and motivating work environment, where each employee feels valued and a fundamental part of our community.



Satisfaction Index of Happiness Activities

New Year's Eve Celebration Medellín



Participation Fiesta la Esperanza - Fundación Sanar



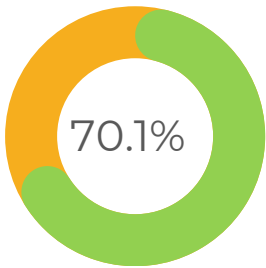
New Year's Eve Party Bogotá



Halloween Celebration



Women's Day

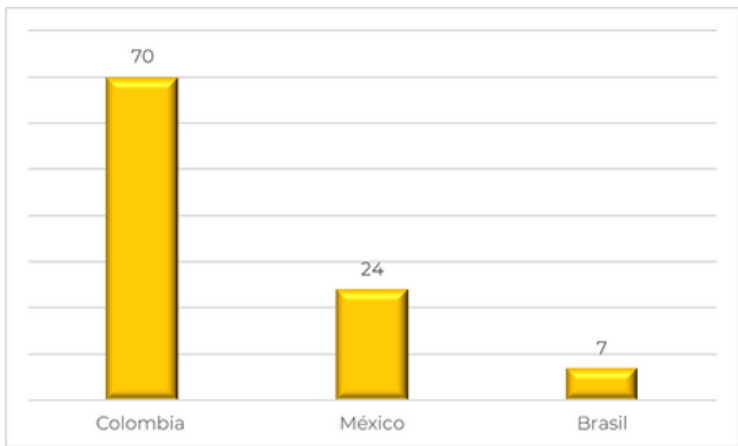
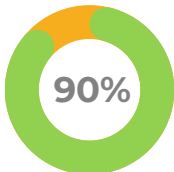


Participation rate in Happiness Activities

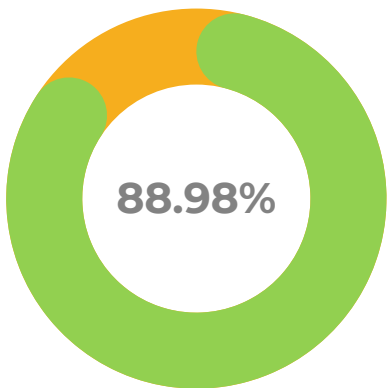
Development and Performance

Performance **evaluation is key to the growth of our employees.** In 2024, we achieved 100% evaluation in Colombia and Mexico at the strategic, tactical and execution levels, while in Brazil, the strategic level and direct reports to the country manager were evaluated. With an evaluation rate of over 88%, we reaffirmed our commitment to professional development and continuous improvement throughout the organization.

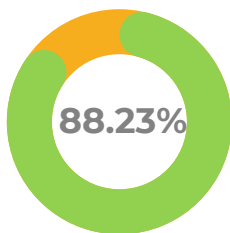
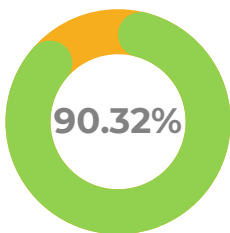
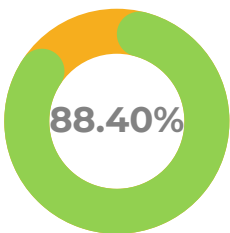
Index of Employees Evaluated



Carryt Development Index 2024



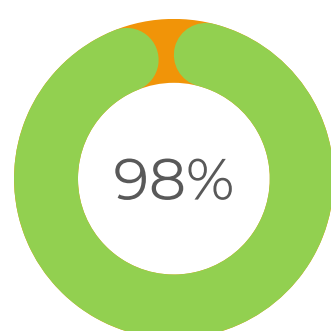
Development Index



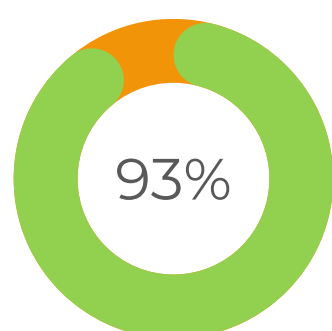
KEY PERFORMANCE INDICATORS

In 2024, in Carryt Brazil and Mexico we made significant progress in talent management and organizational development. In Brazil, we achieved 98% satisfaction in DO&S activities, with high participation in professional development plans and full coverage in health policies. In Mexico, we achieved 100% compliance in induction and training, as well as in efficiency and effectiveness in attracting talent. In addition, we reinforced onboarding and created listening spaces to improve the employee experience, consolidating our commitment to a solid and constantly evolving work environment.

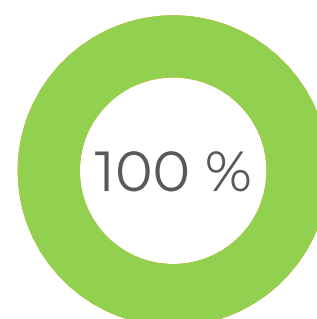
Brasil



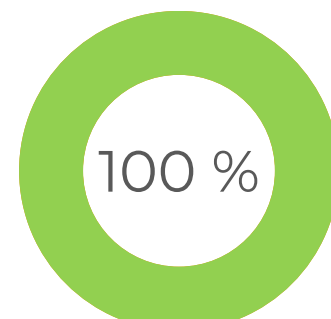
DO Activity
Satisfaction Index



Participation rate OD
activities



Professional
development plan
compliance rate



Index of Employees
with Health Policy

México



Effectiveness Index
Talent Attraction



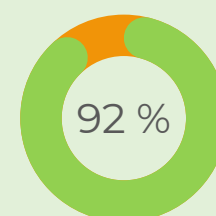
Talent Attraction
Effectiveness
Effectiveness Index



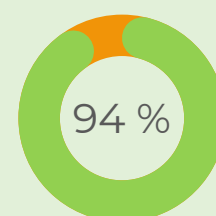
Training Coverage Rate



Compliance Index
Induction and Training



Knowledge Index
Induction



Satisfaction Index
Induction and Training

This year at Carryt Mexico, we achieved a significant increase in line with our growth and operational optimization objectives.

In the last months of the year, we reinforced our commitment to our employees, prioritizing a close and personalized approach. This included:

- Active support in onboarding to ensure effective integration.
- Listening spaces, where we gathered concerns and questions to provide timely solutions and improve our team's experience.

These actions reflect our dedication to building a solid organization, where every employee feels supported and a fundamental part of our success.



KEY PERFORMANCE INDICATORS

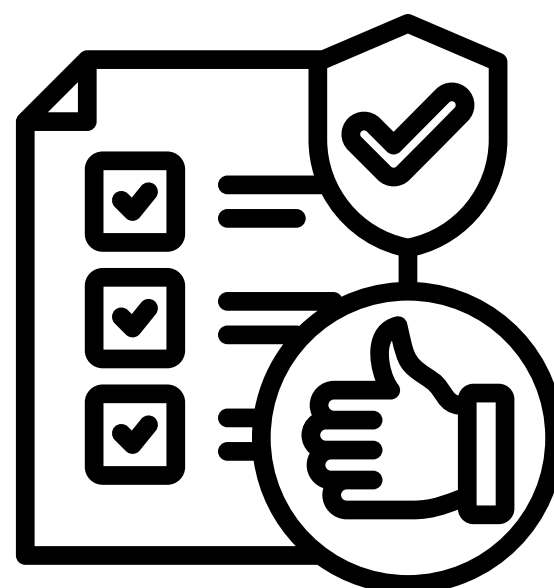
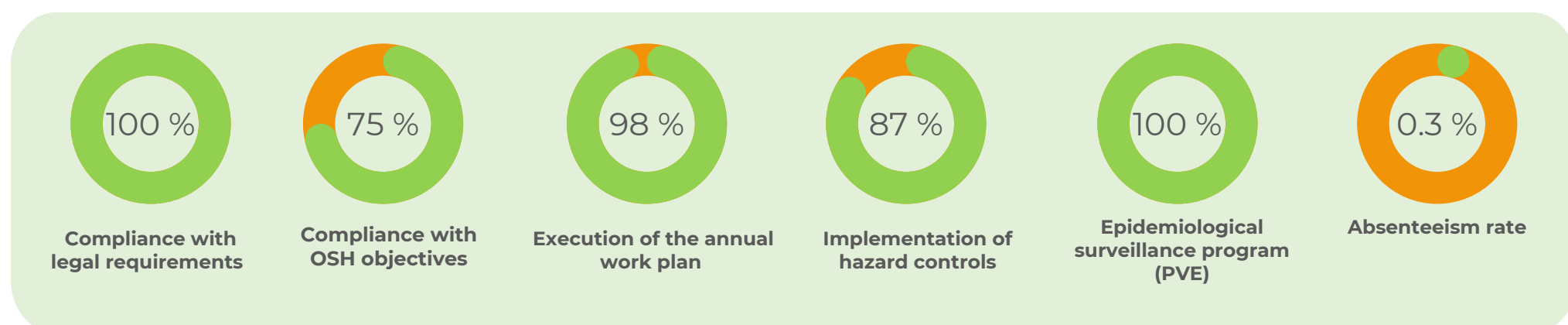
Occupational Health and Safety | GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10

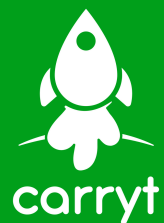
In 2024, Carryt achieved 100% compliance with OSH legal requirements, ensuring alignment with current regulations. It achieved 75% compliance with OSHMS objectives and 98% execution of the annual work plan, reflecting a high commitment to occupational safety.

In risk management, the implementation of hazard controls was 87% effective, while preventive, corrective and improvement actions were 100% effective. In addition, the Epidemiological Surveillance Programs (PVE) were fully implemented, demonstrating a robust preventive approach.

With respect to accidents, there was a low frequency of accidents, with only one case reported during the year and two days of incapacity for work. No fatal accidents or occupational illnesses were reported.

Finally, absenteeism due to medical reasons remained below 5%, ensuring stability in the operation. These results reflect Carryt's commitment to safety, the well-being of its employees, and continuous improvement in OSH management.





At Carryt, social responsibility is a fundamental pillar of our corporate culture. During 2024, we reaffirmed our commitment to Fundación Sanar and the community through solidarity actions that reflect our values of empathy and connection with those who need it most.

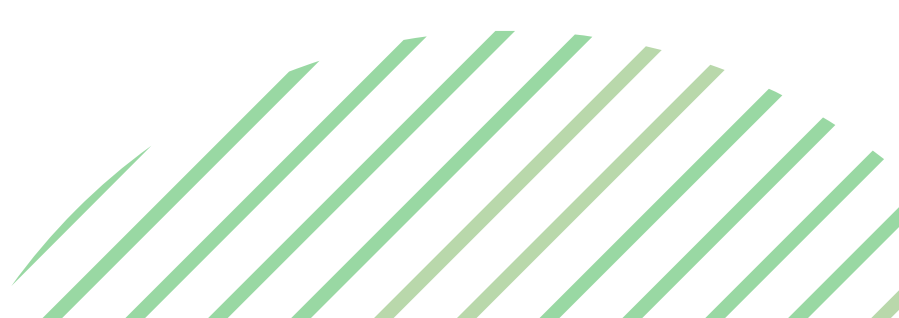


Fundación Sanar

At Carryt, we are convinced that every action counts when it comes to generating a positive impact on society. That is why we have decided to join forces with Fundación Sanar, an organization that transforms lives by providing comprehensive support to children and adolescents in their fight against cancer. Accompanying these families through difficult times motivates us to continue our commitment to a more humane and supportive world.

Through its tireless work, Fundación Sanar has become a pillar of hope for those who are going through this hard battle. Through emotional, psychological and medical support programs, they have had a profound impact on the lives of many children and their loved ones. Their dedication and commitment resonate with our values, reinforcing our determination to be agents of change.

We believe that true transformation happens when we work together for a greater purpose. That is why our partnership with Fundación Sanar represents more than a collaboration: it is a commitment to life, hope and love. At Carryt, we continue to dream of a future where solidarity is the driving force behind a more just and compassionate world.





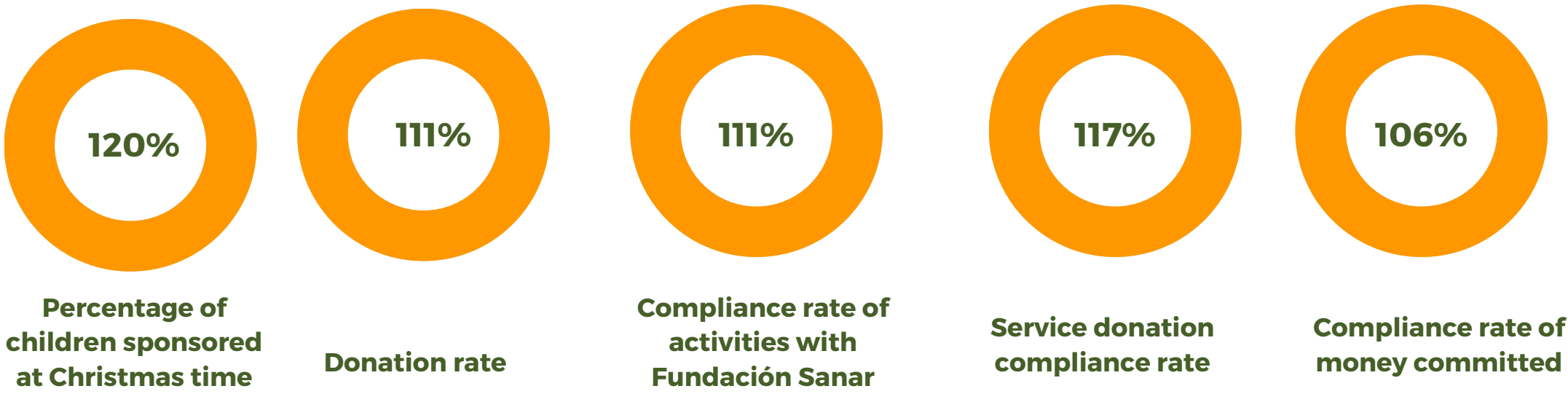
Compliance Carryt

100% of the activities planned in alliance with Fundación Sanar were completed, consolidating a significant impact on the lives of children and their families. The actions carried out included:

Donation of services: Weekly logistical routes were allocated to the “Tapas para Sanar” project, with a total of COP \$23,930,000 in contributions.

Support for Josué: We sponsored Josué, a boy undergoing chemotherapy treatment, who received a walker and furniture donations from Carryt to furnish his home. He also enjoyed a day with his family at an amusement park (Multiparque).

Special donations: Carryt's collaborators showed great solidarity, making outstanding donations such as those of Iván Fajardo, who delivered essential items for the well-being of the children of Fundación Sanar, including a cradle for babies.



“Every step we take with purpose brings us closer to a brighter, more hopeful future.”





Jhon's story

Jhonsito's story taught us the true meaning of living with intensity and love. Despite facing an aggressive cancer, this brave boy never stopped dreaming. His greatest wish was to know the sea, and in February 2024, thanks to Carryt's support, he was able to make it come true. Together with his mother and three siblings, he traveled to Cartagena, where he enjoyed the breeze, the waves and the beauty of a world he longed to discover.

Although he is no longer with us physically, his story remains alive in our hearts. Jhonsito left us a legacy of resilience and hope, inspiring us to continue transforming lives with every act of solidarity. His smile and spirit guide us, reminding us that love and empathy are the most powerful forces to change the world.

Featured Stories

Joshua's Smile: A Year of Solidarity and Hope

Joshua's story was one of the most moving of 2024 and a clear example of the impact that solidarity can have. In his fight against cancer, this brave boy found in Carryt and its collaborators a support that transformed his quality of life. Thanks to this joint effort, he received a walker that allowed him to move more independently, giving him a new sense of freedom in the midst of his treatment.

The support did not stop there. His family also benefited from donations that included furniture, a refrigerator, bedding and kitchen utensils, significantly improving his day-to-day life.

Josué's smile and energy are the best testimony of what can be achieved when we unite for a common purpose. His story reminds us that with every gesture of solidarity, we can make a profound impact on the lives of those who need it most. At Carryt, we continue to believe in the power of helping and transforming realities with love and commitment.

FULFILLMENT OF OBJECTIVES

We closed 2024 with the satisfaction of having met 100% of the objectives set out in our social responsibility strategy. This achievement reinforces our commitment to continue creating connections that transform lives.

Stories like these strengthen our commitment and inspire us to continue to create positive change in our community.

GRI Standard	Sectoral Content	Location/Response
2-1, 2-2, 2-3, 2-5, 2-14, 2-22	General information and governance	Sustainability Report 2024
2-22	Senior Management Statement on Sustainability	Message from the CEO
2-1, 2-2	Identity and organizational structure	Who are we?
3-1, 3-2, 3-3	Materiality analysis	Materiality Analysis
3-1, 3-2, 3-3	Key issues identified	Key Issues Identified
301-1, 301-2, 301-3	Used and recycled materials	Environmental Commitment
302-1, 302-2, 302-3	Energy consumption and efficiency	Environmental Commitment
303-1, 303-2, 303-3	Water management	Environmental Commitment
305-1, 305-2, 305-3, 305-4	GHG emissions	Carbon Footprint
306-1, 306-2, 306-3, 306-4, 306-5	Waste management	Environmental Commitment
401-1	New hires and employee turnover	Our Human Talent
403-1, 403-2, 403-4	Occupational health and safety	Our Human Talent
308-1, 414-1	Environmental and social evaluation of suppliers	Responsible Supply Chain
2-23, 2-24, 2-25, 2-26	Corporate governance and ethics	Corporate Governance and Business Ethics
2-28, 2-29	Stakeholder engagement	Community Relations
2-6, 2-7	Strategy and Pillars of Impact	Impact Pillars
2-23, 2-24, 2-25, 2-26, 2-27, 308-1, 414-1	Social and environmental impact	We are BIC Company
2-23, 2-24, 2-25, 2-26, 2-27, 308-1, 308-2, 414-1, 414-2	Social and environmental impact	We are B Company
401-1, 403-1, 403-2, 403-4, 405-1	Sustainability and talent management performance indicators	Key Performance Indicators
403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10	Occupational health and safety	Occupational Health and Safety
413-1, 413-2, 201-1, 201-2	Social responsibility and community commitment	Social Impact and Fundación Sanar

