

CGC



INVESTMENT REPORT

2023



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LETTER FROM OUR CHAIRMAN



We are very pleased to share, through this third report, how we continue to strengthen our social investment, recognizing it not only as an integral part of our cultural identity, but also as a fundamental pillar of our corporate value proposition.

The year 2023 evidenced the fruits of sustained growth. Our experience has allowed us to expand some of our most robust programs to new regions. Additionally, we have improved the implementation of other programs by learning from our past experience. Some initiatives have reached an advanced stage of maturity and have yielded excellent results in the last year, leading us to plan their scalability in 2024 to increase their impact. These achievements reflect an enriching trajectory, filled with challenges and constant growth.

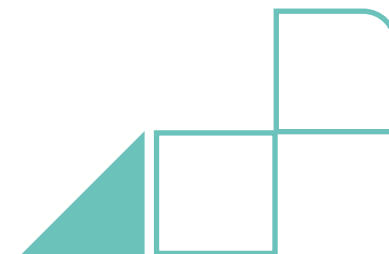
However, we are aware that there is still a long way to go. We are committed to further deepening our alliances and building new collaborations, in order to expand the reach and effectiveness of our social initiatives even further.

We thank all those who have contributed to make these achievements possible and look forward to continuing to work together. We continue to move forward with determination towards even more ambitious goals!

Hugo Eurnekian

Chairman of CGC

OUR ACHIEVEMENTS IN 2023



Impact on the community



4,514

beneficiaries of social investment programs

22

university scholarships

137

digital services scholarships

34

sports scholarships

58,808

training hours

Employees in action



117

volunteers

310

hours donated to Social Investment projects

Generation and development of employment



CGC

752

employees

3,911

contractor employees

45,175

total training hours for employees

Value chain

64

companies of our value chain trained

110

employees of the value chain companies trained

3,910

training hours to the employees of the companies of our value chain

Professional internships

82

interns from technical schools

Environment



77,440

hectares protected for biodiversity conservation

2,334

kg of computer waste recovered

159

computers and cell phones refurbished

135

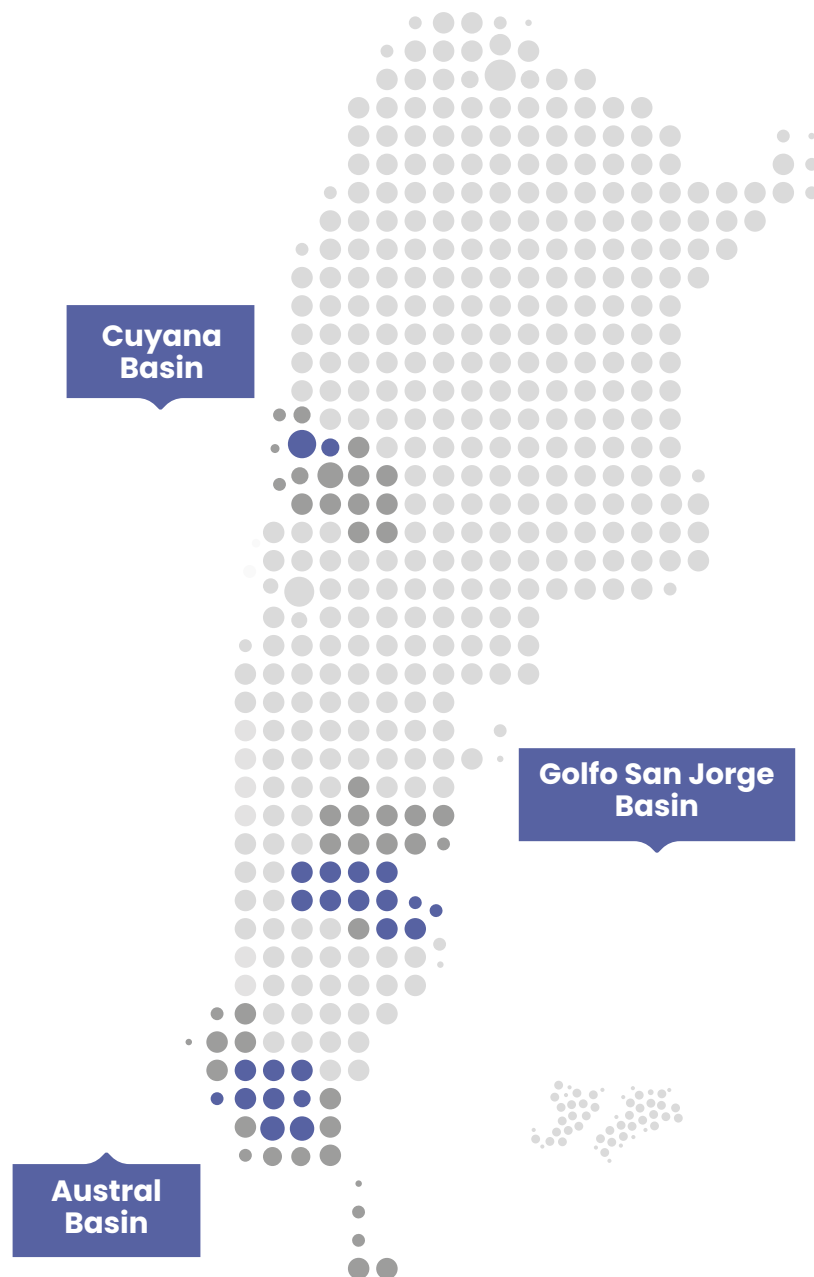
computers donated

OUR COMPANY

About us

We are an Argentine company engaged in the exploration, production and distribution of hydrocarbons and gas transportation. For over 100 years we have been committed to creating value sustainably in the communities where we operate, for our employees, suppliers, shareholders and customers, convinced that our work is fundamental to the development of our country.

Our exploration and production activities are mainly concentrated in the Austral Basin and the Golfo San Jorge Basin, both located in the province of Santa Cruz, as well as in the Cuyana Basin, in Mendoza. The corporate offices are located in the Palermo area, City of Buenos Aires, where a large part of the teams providing support to operations and administrative management are based.



We operate and have interests in over 60 oil and gas fields, distributed across our main operating areas, as well as in the Neuquina Basin and the Noroeste Basin.

All our operation, production and development activities are carried out through 42 production concessions and over 5 exploration permits granted by the national government and provincial governments, including our participation as non-operator in 2 offshore exploration permits in southern Argentina.

Additionally, we operate significant storage and dispatch facilities at the Punta Loyola Port terminal in the city of Río Gallegos, which has a crude oil storage capacity of 140,000 m³.

CGC is one of the companies that form part of Corporación América, a family holding of Argentine origin that has been investing in the country for decades in various industries, such as energy, airports, airport services, infrastructure, agribusiness and technology, among others.

Our way of doing things

We consider people and their well-being at the core of our operations, making decisions that generate a positive impact not only on the business, but also on the communities where we operate. In this way, we create a culture based on strong relationships, fostering the commitment of all who are part of CGC and its partner organizations.

Social investment and community engagement are essential parts of our culture and way of working. We promote interaction within our value chain, advocating for horizontality and collaborating with other community stakeholders.

We encourage constant dialogue with our stakeholders, as we are convinced that this helps us to make better decisions, while also contributing to the growth of the industry and the strengthening of the communities.

We believe that collaboration and partnership with various organizations, both in the public and private sectors, are essential for generating collective impact and promoting authentic and sustainable development processes. We understand that no material change can be achieved in isolation. That is why we strive to build bridges and establish collaborations that allow us to effectively and comprehensively address the greatest challenges.

We work with enthusiasm and commitment to build strong alliances and co-create innovative solutions that promote community well-being and sustainable development.

This report features the main achievements of 2023 and also outlines the challenges we will face in the coming year. We remain proudly committed to our vision, where Social Investment and community engagement are essential elements to continue generating a transformational and sustainable impact.

Our values

At CGC our values are the pillars that guide our culture. They shape how we work and engage, both with our employees and with the different stakeholders.



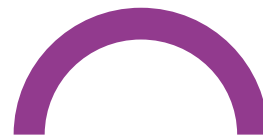
Safety

Finding solutions and implementing measures to minimize risks for persons, facilities and the environment.



Commitment

Fully delivering all capabilities towards individual and group objectives.



Flexibility

Being capable of adapting quickly to the changes and challenges that arise.



Entrepreneurship

Constantly searching for new ideas / projects that add value, being prepared to assume calculated risks.



Efficiency

Performing each function/task with the best cost/benefit ratio.



Well-being

Being a positive influence for the happiness of people.



Ethics

Acting with integrity and honesty.

Our contribution to SDGs



Our Social Investment strategy is in line with the Sustainable Development Goals (SDG), which were approved by the UN General Assembly in 2015 and set the priorities of the 2030 Agenda for promoting sustainable development. Our programs contribute to achieving the targets set forth by the SDGs.

Throughout the report, we will mention the Goals impacted by each of our programs and the associated achievements. However, in line with our way of working, we highlight Sustainable Development Goal number 17, which calls for us to establish a shared agenda of priorities to drive sustainable development in communities, with a focus on caring for people and the planet.





During 2023, to achieve the proposed objectives, we worked with different partners, including:





OUR TEAM

Employees

With a people-centered approach, we ensure a safe working environment, promoting respect among the people that form part of the team.

Our people strategy focuses on enhancing the development of our employees through initiatives aimed at improving both the well-being and the personal and professional growth of our team. We promote the creation of high-quality employment by aligning our employees commitment with the vision of our company.

To incorporate individuals to our team, we consider the specific technical requirements and the skills needed for each position.



752
employees



✓ **Buenos Aires**

43.5%

✓ **Austral Basin**

22%

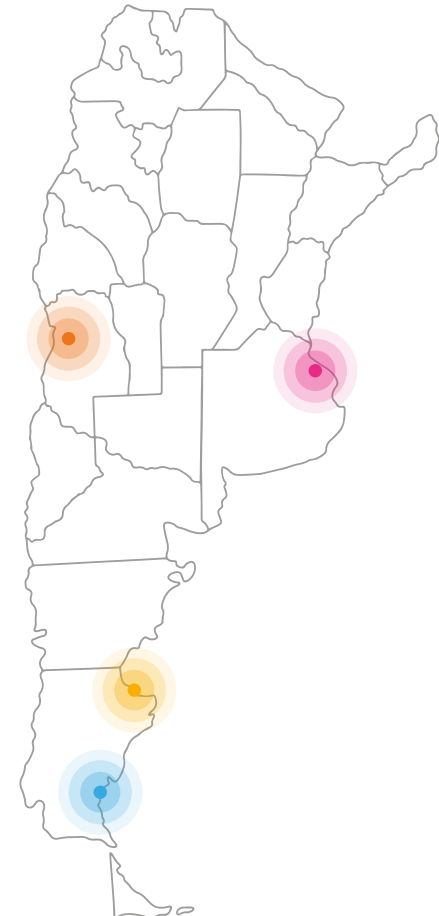
✓ **Golfo San Jorge**

30.5%

✓ **Mendoza**

4%

3,911
contractors



Bringing young people closer to the industry

We firmly believe that technical education promotes innovation, economic growth and development in our society. For this reason, we work closely with various educational institutions to continue strengthening the education of young professionals in the communities we are present. In this context, we provide spaces and opportunities for young people to have their first work experience, thus complementing their academic background and strengthening their technical and managerial skills.



Students of Industrial School No. 10 (EICO) visiting operations at Golfo San Jorge

Professional Internships



Our Professional Internship program forms part of a collaboration agreement with the province of Santa Cruz. In this way, we work towards integration with society, through the generation of educational opportunities that contribute to the industrial development of the Province.

For the sixth consecutive year, we have supported the professional internships of young people in our facilities in the Austral Basin and for the first year in Golfo San Jorge. During 2023, 61 students of 5th year from *Escuela Industrial en Procesos Energéticos* of Río Gallegos and 20 students from *Escuela Industrial No. 10* of Caleta Olivia participated in workshops on the energy business and industry, shared professional exchange spaces with employees from the different areas of CGC and toured our oilfields, learning about day-to-day operations.

Lastly, an outstanding student of Chemical Engineering from *Universidad Nacional de la Patagonia Austral* had the opportunity to carry out a supervised professional internship in the Austral Basin. Although our Program has so far been implemented through alliances with technical schools, during the next year we hope to continue offering internships to some students from higher education institutions in alliance with tertiary and university institutions of our community.

Professional internships for technical school students



82 students
did internships at CGC



3,240 hours
of professional internships
in 2 cities of Santa Cruz: Río
Gallegos and Caleta Olivia



3 institutions:
*Escuela Industrial en Procesos
Energéticos (EIPE), Escuela
Industrial N° 10 (EICO) and
Universidad Nacional de la
Patagonia Austral (UNPA)*



21 employees
of CGC involved



Chemical engineering student on a sampling practice at the production facilities

Visits to the operation

In order to further strengthen technical and university education for future local professionals, and to support higher education institutions of the province of Santa Cruz, we welcomed 19 students and 4 teachers from the following institutions to our fields in the Austral Basin: *Instituto de Educación Superior Técnica (INSET)*, *Universidad Tecnológica Nacional (UTN)* and *Universidad Nacional de la Patagonia Austral (UNPA)*.



Río Gallegos

✓ 3 institutions:

Instituto de Educación Superior Técnica (INSET), *Universidad Tecnológica Nacional (UTN)* and *Universidad Nacional de la Patagonia Austral (UNPA)*

✓ 24 hours of guided tours of CGC's plants

✓ 19 students and 4 teachers

participated in guided tours of CGC's facilities

✓ 7 employees accompanied the tours



Students of INSET finishing their guided tour

Our value chain

Employees of contractor companies and other suppliers play a crucial role in the CGC team. With their skills, knowledge and specialized resources they contribute to enhance the quality and efficiency of operations.

RED CGC Program



• Customized training for development

The main objective of the **RED CGC (CGC Network) Program** is to grow alongside our value chain, contributing to an increasingly competitive and sustainable industry.

This program is a joint effort of the Supply Chain, Operations, Social Investment and Talent and Communications areas of CGC, together with 64 local companies in our value chain.

The program's action lines are as follows:

- ✓ **Customized training for development**
- ✓ **Meetings of work teams**
- ✓ **Networking (RED) work tables**
- ✓ **Co-management tables with social impact (CIS)**

In this way, we seek to strengthen the productive fabric of the province where we operate, deepen our relationship with our value chain, increase competitiveness, contribute to a greater efficiency of all parties involved, and improve together the community we are part of.

Throughout the year, 4 online technical workshops with the participation of 73 employees (both from our own staff and from contractor companies), totaling 803 training hours.

The topics covered were:

- ✓ **Introduction to the industry**
- ✓ **Culture in Safety, Environment and Health (SEH)**
- ✓ **Personal and property security**
- ✓ **Cybersecurity**

Additionally, a 2-day in-person workshop was organized in the Austral Basin and the Golfo San Jorge Basin. This proposal was designed and made possible by the *Instituto Argentino de la Empresa (IAE)* and was addressed to business leaders who are part of the Program.

The main objective of the workshop was to provide a comprehensive and advanced approach for participants to understand and master all aspects of the business, from asset management to strategic planning. This included developing skills for risk prevention and opportunity assessment, as well as effectively integrating them with their companies existing incentive systems.

The workshop not only focused on the transmission of technical knowledge, but also encouraged the development of a holistic and strategic business vision. Emphasis was placed on considering factors such as sustainability, innovation and adjustment to change in the current business environment.

Participation in this workshop was significant, with a total of 64 individuals. Throughout the sessions, participants dedicated a total of 3,107 hours, what shows their commitment and dedication to continuing with their personal development.

Rating of activities:



4.43

Rating of speakers :



4.71

Meetings of work teams

Together with key members of CGC's Operations and Procurement teams, and with the support of specialized advisors, we held individual follow-up meetings with the other companies participating in the Program to identify training needs and provide more dialogue opportunities, thereby continuing to strengthen our relationship. These spaces are of great value to build trust among teams.



Meeting of Mesa de Trabajo en Red in Río Gallegos

Networking work tables

In alliance with CONICET, we launched a collaborative work proposal among all the companies that are part of the Program. This involved the establishment of regional working groups to share best practices and industry improvement opportunities, in order to mutually strengthen each other. Together with CGC, **13 companies participated in the Austral Basin table and 13 in the Golfo San Jorge Basin table.**



Felipe González Fernández, Chief Supply Chain Officer during the final session of the RED CGC Program

The topics addressed at the meetings were proposed and agreed upon by all the companies participating in the tables. Most of the topics were recurring and were repeated in both basins. Among the most interesting ones, the following stood out:

- **Relation with labor unions**
- **Innovation (in business models and/or technology)**
- **Digital transformation and Industry 4.0**
- **Strengthening SMEs and managerial leadership**
- **Middle management training**
- **Strengthening organizational culture and sense of belonging to the company**
- **Agile methodologies and organizational change**

- **Co-management tables with social impact**

Additionally, under the coordination of the Argentine Business Council for Sustainable Development (CEADS), we invited companies to participate in monthly meetings to collectively brainstorm projects with an impact on the communities where we operate, forming two working groups. CGC and 11 companies participated in the Austral Basin group, whereas CGC and 6 companies participated in the Golfo San Jorge basin group. **In both groups, projects were co-created aimed at connecting young people from the community with the workforce, providing them with the opportunity to engage with professionals from companies in the sector.** In Río Gallegos 45 young people participated, while in Caleta Olivia 46 young people participated.

During the first months of 2024, we will conduct a survey and analysis of other Supplier Development Programs, hold in-depth interviews with the companies participating in our Program, and meetings with CGC's executives to identify new lines of work to be considered and strengthened in the coming years.



"UDEM is a contractor providing occupational health services to several of the country's major operators, from the Neuquina Basin to Tierra del Fuego. In no other operator have we found the dedication and effort to improve the value chain at both the supplier and community levels as CGC does through its RED program.

UDEM has been supporting this initiative since it began several years ago as a supplier training program, taking advantage of every activity to improve its HR performance and feeling tremendous pride in being part of the universe of Santa Cruz companies that support the operator that opted for Santa Cruz and leads projects that can change the destiny of the province.

Grateful for being considered, we renew our commitment to continue working together."

Gustavo Horacio Zapatero

Associated Director of UDEM

OUR STRATEGY

Social Investment is at the core of our culture and lies at the heart of our decisions. We consider it as crucial as any other investment we make to advance in the development of our business.

We try to create a significant and transformational impact on the lives of those connected to our company. This includes employees (of our own and of contractors), as well as their families and the members of the communities surrounding our operations and activities. We strive to positively influence the lives of all these people, extending our impact beyond the boundaries of our company and contributing to the general well-being of the communities we are part of.

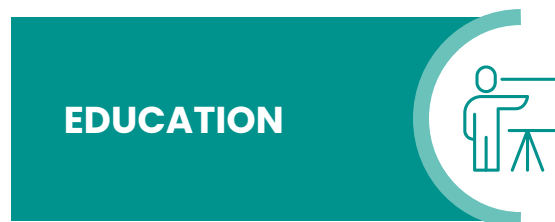
We encourage employee involvement and shared responsibility in participating in Social Investment projects. At the same time, we support the projects proposed by employees and welcome their involvement in community projects. In this way, all employees, regardless of their role or department, are invited and encouraged to propose initiatives that generate value in the community.



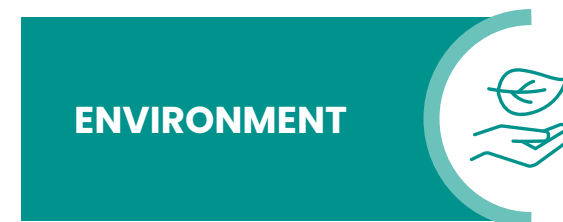
OUR WORK AREAS



We develop and support initiatives through which individuals, institutions and communities strengthen their capabilities to reach their potential.



We promote programs and initiatives to favor and improve equal access to education and professional training.



We encourage environmental care, responsible waste management and the promotion of biodiversity conservation.



Capability development

CGC Strengthening Program



Through the CGC Strengthening Program (PFCGC) we seek to contribute to the sustainable development of communities and the well-being of their residents, supporting and enhancing the work carried out by organizations in the area. For the implementation of the PFCGC, we work in alliance with Potenciar, a collective impact platform.

In 2023 our Program had two stages: the continuation and conclusion of the 2nd edition 2022- 2023 during the first semester of the year, and the launch of a 3rd edition 2023- 2024 starting in August.



Hugo Eurnekian, Chairman of CGC, during the launch of the Program's third edition in Caleta Olivia

Continuation and closing of PFCGC's 2nd edition | 2022-2023

During the 1st half of 2023, we supported the implementation of 21 selected projects within the framework of the 2nd edition with a co-investment fund and technical assistance.

In order to contribute to the social and technical capital of organizations, promote mutual understanding among them and provide real strengthening tools, we conducted 4 in-person workshops. In this way, we support the implementation of projects and promote networking among organizations that share the same territory.

✓ **21 projects accompanied** in 2023 with **financial support and technical assistance**

✓ **Training cycle:**
7 virtual workshops
For capacity building for all the SCOs of Santa Cruz

✓ **\$11,877,869**
total investment fund allocated to the projects

✓ **2,500**
persons reached

Projects supported during 2023

Education

✓ Fundación ASHER AIKE

Project: "Freedom" | Río Gallegos

✓ Fundación Joven Labrador

Project: "Strengthening Early Childhood" | El Calafate

✓ Institución Salesiana - San José Obrero

Project: "Music and the streets" | Caleta Olivia

Economic development

✓ Cáritas Parroquial Sagrado Corazón de Jesús

Project: "Building Hope" | Río Gallegos

✓ Grupo Independiente de Productores Animales (GIPA)

Project: "Improving infrastructure, technologies and health for animal production" | Caleta Olivia

✓ Productores de hortalizas en Caleta Olivia:

Project: "Production of vegetables for the sale thereof at the local Farmers' Market" | Caleta Olivia

✓ Equipo Diocesano de Pastoral Migratoria

Project: Sewing workshop "Hilvanando la vida" | Río Gallegos



Encuentro del Programa de Fortalecimiento CGC | Río Gallegos

✓ Escuela Laboral Domingo Savio

Project: "Promoting carpentry training as a job opportunity" | Río Gallegos

✓ Unión Vecinal Zona de Chacras

Project: Improvement of the food processing room for the development of charcuterie production" | Caleta Olivia

Social development

✓ Federación de Uniones Vecinales de Caleta Olivia (F.U.V.E.C.O.)

Project: "Congress of Neighborhood Associations" | Caleta Olivia, all the province and cities of Chubut

✓ Asociación Civil Espacio Red Comunidad

Project: "Opening doors to communitation" | Caleta Olivia, Cañadón Seco, Las Heras, Los Antiguos, Perito Moreno, Pico Truncado

✓ Asociación Civil Barrio Parque Forestal

Project: "Social signaling" | Río Gallegos

Health

✓ Fundación Ser Parte | Health

Project: "Informed families, empowered families" | Río Gallegos

✓ Grupo Buen Día Vida | Health

Project: "Strand of love and love among fabrics" | Río Gallegos

✓ Cooperadora Hospital Kuester

Project: "Socio-occupational insertion to improve mental health. Design, production and sale of reusable bags" | Pico Truncado

Environment

✓ Grupo scout N°1425

Project: "Building our roots" | Río Gallegos

✓ Quiero un Río Gallegos limpio

Project: "Change agents" | Caleta Olivia, Comandante Luis Piedrabuena, El Calafate, Los Antiguos, Perito Moreno, Río Gallegos, Río Turbio

Sports and Entertainment

✓ Asociación Civil Kosten Aike Rugby Club

Project: "Keep teaching" | Las Heras

✓ Fundación Lemuel Manos Extendidas Santa Cruz

Project: "Synthetic grass field for a soccer club" | Caleta Olivia

✓ Fundación Murga Franca

Project: "Art, popular and sports workshops" | Caleta Olivia

✓ Asociación I Yenu Jono

Project: "Snack area and nautical activities I Yenu Jono" | Río Gallegos

✓ Asociación I Yenu Jono

Project: "Snack area and nautical activities I Yenu Jono" | Río Gallegos



Welcome to CGC Strengthening Program

Launching the 3rd edition | 2023-2024

In August 2023, we launched the 3rd edition of the PFCGC to continue supporting and boosting sustainable development (social, economic and environmental) in the province of Santa Cruz, and **for the first time we launched the proposal in Mendoza.**

1 | We conducted a launch event in Caleta Olivia, with live transmission to the rest of the provinces of Santa Cruz and Mendoza.

2 | We conducted 4 virtual workshops, two specialized webinars per topic and two Q&A sessions for the presentation of projects.

90 people participated in the meetings

- ✓ **Workshop 1:** Local development and collaborative management
- ✓ **Workshop 2:** Design of social projects: Problem identification/diagnosis
- ✓ **Workshop 3:** Design of social projects: Incubating and materializing ideas
- ✓ **Workshop 4:** Design of social projects: Budgeting and evaluation
- ✓ **Specialized Webinar** on socio-productive and environmental projects
- ✓ **Q&A session**

3 | We received 65 projects to be assessed

During January 2024 employees will be invited to vote for the project they are most interested in and thematic panels with specialists will be made to select the projects that will be supported.



This year, for the first time, organizations whose initiatives we have supported in previous editions and who present a project jointly, through our initiative called “Joint Management Projects”, will be able to access financing greater than what they would receive if they had presented their initiatives individually. The purpose of this action is to promote collaborative and associated work.



Agents of change

Along with the social enterprise *CreerHacer*, we implement various programs that promote the development of people's potential, helping them to recognize themselves as agents of change of their own lives and communities, promoting integration and generating a positive impact on the social environment.

Within this framework, during 2023, we continued offering spaces promoting self-awareness, the bond among neighbors and commitment to working towards the common good.

1 NO
POVERTY10 REDUCED
INEQUALITIES

Social Transformers Course

This course, aimed at social leaders, is focused on strengthening the socio-emotional skills necessary to lead life projects, generating greater awareness of the individual impact on environments.

**The two central pillars are:
Individual development and
community oriented education.**

This year we implemented the 6th edition in Río Gallegos and the 1st one in Caleta Olivia. The course, from which 83 people graduated between the two editions, consisted of 8 in-person meetings totaling 56 hours of training. The topics covered were Communication, Leadership, Creativity, Emotional Education, Teamwork, Entrepreneurship, Talent Development and Integration.

➔ Social Transformers in Río Gallegos



6th edition
in Río Gallegos (Austral Basin)



51 participants
(95% women, 5% men)

➔ Social Transformers in Caleta Olivia



1st edition
in Caleta Olivia (Golfo San Jorge)



32 participants
(65% women, 35% men)

"Participating in Social Transformers filled me with joy, exceeding my expectations. I learned many valuable things, especially in the module about emotions. I recommend this program to everyone, as it transforms us, helps us understand and reconsider aspects in which perhaps we were wrong, valuing principles and learning to value ourselves."

Looking ahead, I have many projects in mind, highlighting the bond with my groupmates. I hope that the next year we can work together on several projects I am already developing. I am immensely grateful to have participated in Social Transformers ... The quality of the teachers, the positive atmosphere and the connection with the people involved made this experience very positive. I would definitely do it again. I am excited about what the next cycle of Social Transformers has in store for us".

Susana Millapel

Participant of the 6th Edition of the Social Transformers Course in Río Gallegos



Final session of the Social Transformers Course in Río Gallegos



“The program helped me reflect on personal situations in which I was stuck. Thanks to it, I was able to identify areas for improvement and work on overcoming obstacles I didn’t see clearly before. I learned that I’m not a superwoman; I can receive help without feeling bad about it. Recognizing my own limitations and accepting help from others not only made me more human but also strengthened my ability to face challenges. The group dynamics were essential to enrich my perspective and find collaborative solutions”.

Marcela Arguello

Participant of the 1st Edition of the Social Transformers Course in Caleta Olivia



Closing session of the Caleta Olivia Social Transformers Course at the facilities of Fundación Lemuel

Degree in Social Transformation

The degree is addressed to graduates of the Social Transformers Course. During 2023 the 5th edition took place in Río Gallegos and it had 24 graduates. The degree has the support and official certification of *Universidad Siglo 21*.

This degree provides access to academic training to strengthen and expand skills in the planning and development of community projects, and propose solutions, improvements or alternatives to the social issues of the communities where participants live.

1 NO POVERTY



10 REDUCED INEQUALITIES



The course consists of eight in-person meetings, totaling 56 hours of training. During the sessions led by a specialist, The Degree concludes with the formal presentation of the projects designed by the students before a committee comprised of representatives from *CreerHacer*, *Universidad Siglo 21*, *UTN FRSC* of Río Gallegos, and CGC executives. This year, 2 CGC employees joined as facilitators and supported two teams in identifying the problem and designing a project to address it. Their role was to enhance the learning process by fostering reflection and collective action.



Presenting the final project in the Degree in Social Transformation in Río Gallegos



Rodrigo Fernández
CGC's Chief of
Staff delivering
the certificate to a
graduate from the
Degree

Degree in Social Transformation



5th edition
in Río Gallegos



24 participants
(90% women, 10% men)



“What excited me the most was the opportunity to engage with and learn from passionate individuals who tackle projects, no matter how complex, with the determination and ability to make them come true. I recommend other to join as facilitators because I believe it is an extremely enriching personal experience. The more participants there are, the more possibilities we will have to find solutions to specific community problems”.

Hugo Gauna

CGC employee, in his role as Facilitator in the Degree in Social Transformation



Presenting the final project of the Degree in Social Transformation in Río Gallegos

1 NO POVERTY



10 REDUCED INEQUALITIES



Barrio Abierto

“Barrio Abierto” (Open Neighborhood) is an event aimed at celebrating and enhancing the diversity, resilience and vitality of local communities, contributing to the construction of a positive and empowering image of these neighborhoods through inspiring testimonies from their own inhabitants.

This initiative was implemented in Río Gallegos between 2018 and 2022. For the first time, it will be implemented in Pico Truncado in 2024. To achieve this, during 2023 we conducted various territorial surveys that allowed us to identify local organizations and community leaders. Additionally, we conducted in-depth interviews and began building the necessary connections to materialize the activity. The process contemplated 21 interviews to select the individuals who will be the speakers in the final event scheduled for April 2024.



We will seek to draw attention to the life stories and testimonies of social leaders and neighbors who have overcome challenges, with a focus on the cultural wealth and the artistic expressions present in the neighborhoods.



Supporting the 'Camusu Aike' Tehuelche Community

11 SUSTAINABLE CITIES
AND COMMUNITIES



For the second consecutive year, we held meetings for bonding, building trust, establishing channels for dialogue and strengthening of the Tehuelche community "Camusu Aike".

Supported by the Potenciar institution, the purpose of the program is to create an open and ongoing space for engagement, respecting their traditions, the territory in which they are established and the needs and demands that may facilitate their development. Throughout the year, we made visits to the territory, interviews with community leaders, both living in the location and in the city of Río Gallegos, and the young people of the community were specially invited to apply to our Company's Social Investment programs.

In addition, every year we collaborate with events aimed at strengthening the culture and identity of the Camusu Aike community.

The initiative promotes coordinated work among the different areas of CGC that interact and work together with Camusu Aike.



Education

CGC university scholarships



Through the local University Scholarship Program, which we promote together with *Fundación Cimientos*, we support the access, retention and graduation in higher education for young people living in Santa Cruz.

This program is implemented together with the Universidad de la Patagonia Austral (UNPA) and the Universidad Tecnológica Nacional (UTN) at their campuses in Río Gallegos.

During 2023 we supported 20 young people from Río Gallegos in pursuing their university degrees. We encourage young people to sustain and complete their university studies through educational tutoring with qualified professionals, a monthly allowance to cover their educational expenses, and group training and experience sharing sessions. These spaces foster the development of socio-emotional skills that positively impact their studies and professional training.

In order to support their careers beyond academic development and to be close to scholars, we invited them to participate in three in-person meetings at our offices. Two of them were training sessions on job placement and public speaking, and the last one was a shared breakfast between scholars and our executives.



A session of CGC's University Scholarship Program, which we promote together with *Cimientos*

This year we were able to celebrate significant achievements with them: **the first student from our program graduated as Electromechanical Engineer and three other scholars graduated as Technicians, obtaining an intermediate degree in their Nursing and Occupational Health and Safety careers. In 2024 they will continue their studies towards their Bachelor's degrees.**

✓ **20 young scholars**
(60% women, 40% men)

✓ **Partner organization:**
Fundación Cimientos

✓ **2 universities**
Universidad de la Patagonia Austral (UNPA) and Universidad Tecnológica Nacional (UTN), Río Gallegos campuses

✓ **7 careers**
Bachelor's degree in Nursing, Social Work, and Literature, Technician in Occupational Health and Safety, Electromechanical Engineering, Bachelor's Degree in Psychology, History Teaching, Industrial Engineering and Chemical Engineering.

"Participating in the CGC and Cimientos program was tremendously helpful in several aspects. Economically, the scholarship relieved some personal and university expenses, allowing me greater financial freedom. In addition, academically I learned to plan my year more effectively with the support of the tutors. Identifying my goals and committing to a specific plan made me more productive and I achieved my objectives more efficiently. At a crucial moment in my final project, I had a minor crisis and I hit a wall. The discussions with the tutor were instrumental in overcoming this obstacle, giving me the necessary push to restart working from scratch. This personalized support was crucial in successfully completing my project."

What I value most about my participation in the program is the ongoing support. It's not just about the financial scholarship, but a genuine commitment to our professional and personal development. Being considered for training sessions, events and company activities is something I highlight and appreciate. Regarding my outlook for 2024, my goal is to focus on my professional, career, leverage the connections made and continue to grow. I would like to continue participating in the activities of Fundación Cimientos and keep in touch with CGC, contributing with my experience and growing alongside them".

Juan Cruz Roselló

First graduate from the CGC's University Scholarship Program



Juan Cruz Roselló with his family, after presenting his final Electromechanical Engineering work at UTN.

Merit Scholarship Program

Through this program we offer the opportunity to two outstanding students of Santa Cruz, based on their academic performance, to continue their university studies at institutions of their choice. We provide mentoring spaces, individual classes to reinforce content and a monthly allowance. **Each scholarship covers full tuition fees and living costs in Buenos Aires.**

We accompany our scholars, fostering close dialogue that allows us to support them in their decisions and make any changes necessary for them to adapt, including processes of reorientation or university transfers.

The two scholars of the program are studying Industrial Engineering at *Universidad Argentina de la Empresa (UADE)* and Bachelor's Degree in Humanities at *Universidad de San Andrés (UDESA)*.

In 2024 we will support for scholars to strengthen and facilitate their academic path and personal development



2 scholars



2 careers

Industrial Engineering and Bachelor's Degree in Humanities



2 universities

Universidad Argentina de la Empresa (UADE) and *Universidad de San Andrés (UDESA)*

"Program your future" scholarships

This program, which we promote together with *Fundación Compromiso*, focuses on **promoting digital skills and connection with the digital job market to enhance the employability of young people and adults in Santa Cruz.**

In the year 2023, we offered two courses: Digital Marketing and Web Programming. Each specialization is divided into three levels, with each level spanning one semester.

Apart from the curriculum and technical content, **scholars are invited to participate in virtual workshops focusing on the development of socio-emotional skills, entrepreneurship, financial education and English.**

Throughout the year, we supported the continuation and conclusion of the 1st edition of the Program, and the launch of the 2nd edition.



We invite you to see the **testimony of one of the graduates** of the first edition by scanning the following QR

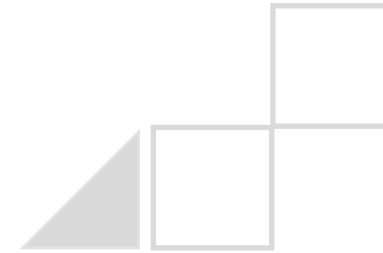
1st edition | 2022-2023

In the year 2022, during the 1st edition, a total of 90 scholarships were awarded, and 18 scholars successfully completed the first level of Digital Marketing and Web Programming. Despite a significant dropout rate during the first semester, stabilization was observed starting from the second level. 8 scholars chose to continue with the second level, which took place during the first semester of 2023, and 7 successfully completed the third level during the second semester of that year.

Starting in March, 2024 the scholars who have completed the full training will be able to undertake their first internship in digital skills, and will have mentors who will accompany them throughout the entire process.



7 graduates from the specializations in Digital Marketing and Web Programming



2nd edition | 2023-2024

In August 2023, we launched the 2nd edition of the Program. After the first year of work, community interest in digital training grew alongside the promotion of the training programs, resulting in increased scholarship applications.

In order to promote the content of the training sessions, we conducted open in-person informative talks at each of the locations where we operate in Santa Cruz: Río Gallegos, Caleta Olivia, Cañadón Seco, Pico Truncado and Las Heras. In these spaces, together with the Potrero Digital team, we expanded the information on specializations and graduates from previous editions provided their testimony, motivating participation. We invited the organizations that are part of our programs, social leaders and beneficiaries of Social Investment initiatives to assist us in spreading the proposal.

For this reason, **in 2023 we tripled the number of scholarships awarded, reaching 359 individuals.**

To encourage student continuity, we were assisted by two tutors, one in each basin, who monitored and cleared students doubts.

In December 2023, 137 students completed the first level and some of them were in the process of completing their assignments to pass to the next level. During 2024, we will be offering more opportunities to stay close to the students and explore better alternatives to complete their studies, facilitating their integration into the job market.



137 young people completed the first level in Digital Marketing and Web Programming

Sports Scholarships

Club Hispano Americano

We renewed our alliance with *Asociación Club Hispano Americano* to support the basketball team in the Argentine League Tournament, organized by the Basketball Clubs Association. Through our support to this sports entity, **we seek to promote healthy habits and practices that foster physical and emotional well-being among members of our community.**

Under the motto “CGC & Hispano: Educating Together”, we granted 32 scholarships to children and adolescents, allowing them to access and maintain their sports development at the Club. Additionally, we provided sportswear to scholars.

In order to leave installed capacity in the institution, we invited two teachers from the Club to attend the Degree in Sports Management at *Universidad Blas Pascal*.

During 2024, we will continue supporting this institution, creating new training opportunities to further develop the team of teachers and coaches.



“Participating in the program has been a professionally enriching experience. I highlight the positive impact and mutual support generated through these alliances, contributing both to the organization and to the families of the club. My position in the organization allowed me to benefit from a scholarship to study sports management, directly impacting my role and strengthening my contribution to the club. Next year I wish to continue participating and maintain the connection with CGC, contributing to the club’s objectives and strengthening the alliance that positively impacts our athletes, as well as my professional and personal development”.



Nicolás Camporro

Sports coordinator of Asoc.
Club Hispano Americano



Partners Program

For the 4th consecutive year, we are supporting the Partners Program of the Junior Achievement Foundation. In this program, **we invite high school seniors to participate in meetings with companies' professionals in order to understand how the world of work functions, explore their vocational path and develop communication skills.**

Together with 54 other partner companies and organizations, we supported 2,957 students from 112 public and private schools from different provinces and regions of the country. The young participants engaged in synchronous and asynchronous activities through a virtual platform provided by the Foundation, and had the opportunity to participate in-person in a job-shadowing experience alongside employees from the partner companies.

In this edition, 53 of our employees got involved as volunteers, sharing their personal and professional experience, clearing doubts and motivating young people to pursue education, inspiring them in their vocational decision-making. As an evolution from the previous year, we invited schools from Santa Cruz and welcomed students to our operations.

- ✓ **2.957 students** participated in the Program
- ✓ **11** participating provinces
- ✓ **112 schools** from different parts of the country
- ✓ **48 students** shared talks and activities with CGC's team at three locations (Buenos Aires, Austral Basin and Golfo San Jorge)
- ✓ **53 CGC employees** shared their professional experience inspiring young people in their vocational decision making
- ✓ **107 hours** dedicated by CGC employees

"I got very excited about the arrival of the kids. It seems like something I would have loved to do when I was young and wanted to decide my career."

Esperanza Pardo

CGC employee in Buenos Aires.

"I'm from the Salesian School in Río Gallegos. Today I went to CGC with my friends Avril and Catalina. It was a very valuable experience. We met many professionals and spent hours talking to different people, wonderful people, full of positive energy, who helped us a lot. We are 100% grateful for this experience and for having shared with such incredible people and professionals of all kinds".

Mar

Student who shared a workday with CGC employees in Río Gallegos.

Partners Program

Environment

Monte Loayza Natural Reserve Conservation Program

We support the conservation of biological diversity in the Monte Loayza Natural Reserve and the Cañadón del Duraznillo Reserve, at the southern end of the San Jorge Gulf, which covers over 77,440 hectares managed by *Fundación Hábitat y Desarrollo*. Such reserve hosts the largest colony of sea lions in Latin America.

Through the Monte Loayza and Cañadón del Duraznillo reserve Conservation Program, we protect areas with significant ecosystem and anthropological value, preserving and promoting biodiversity in the areas close to our operations.

We support the management of the reserve by financing the equipment and human resources necessary for its sustainability and operation. Our involvement in this program has allowed:



Sea lion colony of Monte Loayza

- ✓ Conducting monitoring tours in the sea lion colony area, the canyon and the boundaries of the area.
- ✓ Monitor the wildlife present in the location.
- ✓ Performing maintenance tasks on the signage of rails and pedestrian paths, as well as those of the Visitor Center where tourists and researchers, including biology, paleontology and botany professionals, gather.

The beach area is part of the largest sea lion colony in our country and one of the largest in the world. It has a length of approximately 10,525 meters.

According to the survey conducted by the Monte Loayza Provincial National Park, in 2023 a total of 23,077 South American Sea Lions (*Otaria Flavescens*) were counted, with no significant changes compared to the previous season.

During the next year, **we will continue supporting the Reserve to ensure the protection of the environment and biodiversity.**

Transformática

Alongside *Fundación Banco Santa Cruz* and *Universidad Nacional de la Patagonia Austral*, we promote computer waste collection. After being repaired and/or refurbished by the students themselves– who are trained for this task – they are donated to university students and to social organizations that lack technological equipment.

Through this program, we reduce the digital divide, encourage environmental conservation and promote the circular economy.

Throughout the year, we received 2,334 kg of computer waste, of which we delivered 1,072 kg to *Fundación Garrahan* to be reused in their recycling programs.

159 complete units were refurbished, tripling the intended goal. Out of these, 135 were donated to the following individuals and institutions in our community: UNPA– UARG students, public schools, social organizations and provincial public entities.



Contribution to public health

In line with our commitment and participation in community initiatives, in February 2023 we once again collaborated with the annual black widow spider collection campaign, which is considered of public health importance for the country. The activity took place in the vicinity of the Austral Basin fields and involved specialists from the National Administration of Laboratories and Health Institutions “Dr. Carlos Malbrán”, the entity responsible for the production of antidotes for bites from these species of arachnids. The campaign was endorsed by the Provincial Agricultural Council through the Wildlife Department, and was coordinated by the EHS and Social Investment teams of CGC.

The participation of CGC in this campaign is of great importance, as we accompanied the staff of the Malbrán Institute to carry out the collection in the area, thus facilitating the production and distribution of the antidote to several hospitals in the country. Additionally, doses were allocated to our operations. The technical team of the Malbrán Institute visited the nursing stations at the María Inés and Barda Las Vegas fields and informed the operational staff on the species and the preventive and reaction measures to be taken in case of possible presence and/or bites.

In line with our comprehensive commitment to health, we continue to carry out actions that promote public health, protecting people and fostering collaboration between local teams and institutions.



Participation of our employees

CGC Culture

We seek to promote and encourage our employee's commitment to the communities where we are present. **Their participation and involvement in the Social Investment agenda is part of our identity.**

Therefore, we promote collaboration and involvement in existing projects and provide communication channels to jointly build the Social Investment agenda, supporting the implementation of the projects that are of interest or moving to them.



In addition to meetings between employees and the Social Investment team, this area has the following communication channels:

CGC Meetings



Quarterly sessions where all employees participate and are informed about the challenges and relevant topics of the business, as well as on the progress and updates relating to the Social Investment area, encouraging the participation of all.

Internal communications



Through the Social Investment box, for employees to contact the team.

“Somos Comunidad CGC” **(We are the CGC Community)**



Our platform to propose new projects and/or join ongoing initiatives.

in 2023, 117 employees proposed initiatives and joined the different programs, representing a 30% growth in participation compared to the previous year. In the last CGC Meeting of the year, we thanked each participant, recognized the work done during 2023, and invited all employees to continue developing the Social Investment agenda together.

"Somos Comunidad CGC" Platform

In 2022 we launched the platform "*Somos Comunidad CGC*" (We are the CGC Community) for our employees to participate in the Social Investment initiatives and propose projects, in an effort to continue promoting the development and well-being of the people that interrelate with CGC: our team (of our own and of contractors), family members and all the people of the places where we work and live.

This platform is hosted on our Intranet and apart from being able to join the initiatives proposed by other employees of the company, they can propose initiatives that are of interest to them and that, at the same time, help strengthen ties with the community where we are present.

This platform is highly valuable because it **fosters the action and initiative of our employees in the commitment to impact the community**. All the proposals are analyzed in detail, and the Social Investment team meets with those submitting them to delve into the projects and support their design, communication and implementation.



Our employees in action

During the year we received 9 projects through the "***Somos Comunidad CGC***" platform.

Give your glasses a different perspective

Gabriela Di Marco, Drilling and Completion Analyst based in Buenos Aires, proposed to promote among our employees a collection of eyeglass frames in perfect condition to donate to people who have vision problems and cannot afford the glasses they need due to their economic conditions.

To implement this action, we made an alliance with *Fundación Hacer Futuro*, which has the “Glasses Bank” project.

Additionally, Gabriela called upon other employees with a presence in the Basins to extend the invitation to all locations, with the participation of Julieta Álvarez (Cost Coordinator), Gastón Anriquez (Operational Safety Chief) and Javier Quiroga (Certifications Analyst), employees from the Austral, Golfo San Jorge and Mendoza Basins, respectively.

In total, more than 150 glasses and cases were collected and sent to the Foundation headquarters in San Miguel de Tucumán.

The glasses were refurbished by optical shops collaborating with the Foundation to provide them with the required prescription so that others can benefit from them.



“I proposed the initiative because not everyone has the opportunity to improve their vision without assistance. I saw it as a project that could benefit adults and children alike, and that from our position we could help them to have a better quality of life. I am proud and very satisfied that the project had the participation of employees from all the locations where the Company operates, who joined the campaign thanks to the encouragement of some colleagues at each location. Undertaking actions that help strengthen the bond with the community is always a challenge, and achieving them boosts commitment by all the employees”.

Gabriela Di Marco

Drilling and Completion Analyst

Eyeglass collection in Tucumán



Arduino Programming Workshop

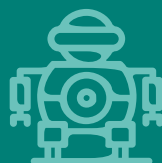
For the second consecutive year, **we supported the Arduino programming training with the collaboration of the Rotary Club and the Salesian Institute of Caleta Olivia.** This was possible thanks to the initiative of Amarú Guimar Román, Maintenance Supervisor at Golfo San Jorge, who once again presented the proposal to provide robotics training to the young people in his community.

Amarú recruited another employee, Juan Pablo Arnedo, Control Room Supervisor, and for three months they served as instructors for 15 students who learned the fundamentals of electronics and programming and managed to develop an irrigation system for greenhouses in multiple areas.



"It was very rewarding to carry out a 2nd edition of this program that brings the world of technological development closer to people, integrating different specialties, such as programming and design. It is very motivating to see the interest of students and how much they learn during the program".

Amarú Román
Maintenance Supervisor



Lucero, participant in the Arduino Program working on the group project

A book, a smile

To encourage reading among children and adults, highlighting it as a recreational, cultural and learning activity, Patricia Díaz, Procurement Manager for Materials and Equipment in Buenos Aires, along with Silvia Prieto, Coordinator of Employee Services, proposed and launched a book donation campaign among the Buenos Aires employees. They both coordinated the communication process, the collection, classification and review of books to be donated to two organizations proposed by two employees: Sergio López (Geologist) and Gabriela Sorribas (Crude sales analyst).

Children's books were donated to *La Casa del Niño José Kantenich* in Florencio Varela, province of Buenos Aires. **To supplement our employees' donations, we reached out to Fundación Leer to set up a reading corner together with our employees and provided support to the institution's representatives to promote literacy among the children who attend La Casa every day.** Upon communicating the initiative, Guadalupe Ferraro (Wellness and Communications Analyst) and Paola Daniele (Certifications Analyst), 2 employees from Buenos Aires, proposed joining in a reading session.

The adult books were donated to Hogar Marín, a home for elderly people. Additionally, CGC collaborated by providing furniture to set up a reading area in the residence.



"I enjoy reading and prefer books in paper format, so I always wondered how to share my books and those of my children so that other people could also enjoy those stories. I couldn't find a good destination for them; they were probably waiting for an opportunity like the one provided by the Social Investment team to co-create a project and be the Protagonists of a rewarding experience."

Although we generate a positive impact on the community, leaving a small footprint with our initiative, these proposals fill the soul, connect us with our emotions, and give us hope that together we can collaborate for a fairer world with equal opportunities. The experience of participating in the book delivery at Casa del Niño, listening to its director tell us about the home's mission and day-to-day work, made us feel a part of it."

At CGC I found a prolific and transparent space for Social Investment that goes beyond material donations, but sincerely gets involved and engages "from within" with institutions, projects and new ideas."

Patricia Díaz

Manager for Materials and Equipment



Delivery and reading of the books together with Patricia and Guadalupe, CGC employees

Christmas for everyone

It is an initiative supported by different organizations at the end of the year so that all families can celebrate the holidays. The proposal consists in assembling boxes with Christmas products and other food items so that people living in vulnerable situations can share a family dinner.

Celeste Rodas, Leader of Management Control and Operational Cost Budget, proposed implementing this initiative and called upon Agustina Wehner, Management Control Analyst, to conduct this campaign in the Buenos Aires offices.

Those responsible for carrying out the initiative in the Austral basin were Pablo Pérez, Management and Budget Control Analyst, Verónica Barán, Environmental Coordinator and Verónica Ocampo, Control Entities Analyst.

Together, communication pieces were designed and employees were invited to donate products.

At CGC, we doubled the number of products contributed by employees and together we assembled 54 boxes for families participating in the programs of *Fundación Manos Abiertas* in its premises of Villa de Mayo, Buenos Aires and Don Bosco parish church, in Río Gallegos.



“For several years now, my sisters, my mom and I have been participating in a similar campaign and we believe that in these difficult times it is important to help those who need it most. I thought it was a good idea to extrapolate this to the office and generate, through this initiative, a team activity where, together, with a small gesture, we could achieve a great act of solidarity. What I liked the most is being able to help others to have a better Christmas. We achieved this by working together as a team, thanks to the participation of several colleagues. We took on a commitment to solidarity, offering time, dedication and donating food to assemble the boxes, which we decorated with messages of hope and good wishes that we wrote with our families.

I liked getting to know Fundación Manos Abiertas, learning about the place and the people who help to change the lives of others every day. I learned that the spirit of solidarity is contagious and that with a small contribution from each of us, we can provide significant assistance to those who need it most.



Assembling boxes in Buenos Aires

I recommend other colleagues to promote or join new initiatives because these actions make us better persons, they help us connect with other realities, which sometimes go unnoticed in the rush of daily life. I believe it is important to make time, even if it may be difficult sometimes to carve out space in our schedules for these actions.

I really enjoyed participating and contributing from a different perspective outside of my daily role at CGC. It helped with the integration of departments, getting to know each other better, as the activity was carried out alongside people with whom we do not usually share workspaces and meetings”.

Celeste Rodas

Head of Management Control and Operational Cost Budget



Christmas for Everyone | Río Gallegos

Agroecological demonstration orchard maintenance

This project was launched after an initiative of Alejandro Malvezzi, Ancillary Services Supervisor in the Austral Basin, in alliance with the Work Cooperative of companions of users of psychoactive substances – Ceferino Namuncurá. This Río Gallegos institution, better known as *Hogar de Cristo*, works with homeless people with addiction and problematic use of substances problems, and in 2022 it was part of the first edition of the CGC Strengthening Program.



In November 2023, Alejandro and five CGC employees: José Ríos and Rubén Amesti (Ancillary Services Supervisors), Héctor Flores (Field Chief A2), Karina Cherbiy (Chemical Engineer) and Rocío Bruz Díaz (Receptionist), contacted the institution to carry out maintenance tasks on its orchard. Thanks to the purchase of tools and materials provided by CGC, our employees performed tasks such as weeding and staking, modified the orchard fence and installed an irrigation system.

This project will allow to increase the cultivation of vegetables for consumption by the people that are part of the institution. At the same time we have strengthened social ties and promoted healthy habits through working the land and sharing knowledge about its care.



Letter of Rodrigo Fernández | Chief of Staff

2023 was another year of significant growth and learning for CGC's Social Investment team. A different year. It was a year of consolidating the programs we have been developing, strengthening the alliances that allow us to coordinate impactful actions, and evolving our team. We are very proud of the road travelled in 2023, where the drive and passion of this team were joined by more employees than ever before. Together, we proposed and supported actions to be implemented in the places where we operate.

2024 will be a new year of expansion, where we will seek to reinforce our DNA, continuing with the structural programs and focusing on the following challenges:

- ✓ Increasing employee participation in Social Investment projects, inspiring our value chain to be part of the transformation.
- ✓ Expanding the reach of our programs, especially focusing on projects aimed at improving education: university scholarships, digital skills scholarships and strengthening public education.

- ✓ Promoting social innovation to explore new ways of addressing social challenges, collaborating with our network to maximize impact.
- ✓ Continuing to promote the horizontal nature of the RED Program, adjusting the proposal to allow us to continue growing as an industry.
- ✓ Promoting inclusion and diversity, ensuring that our programs are accessible and equitable.

We remain convinced that it is impossible to generate a great transformation alone. The only way to generate significant impacts is through networking, building alliances with others, supporting each other and building horizontally. Learning and sharing knowledge. Making mistakes and improving.

Our values and our DNA continue to guide us. We want to leave a positive mark on every person who, in some way, interacts with our company, and it is with this focus that we will continue working every day.

Let's go for a great 2024!







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