Sustainable Development Policy

November 24, 2025

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1. QUANAM AND SUSTAINABLE DEVELOPMENT

1.1. Objective

The Sustainability Policy is a document that establishes general principles that the company follows in terms of sustainability, and describes guidelines and objectives.

It is based on three pillars for its development:

- Implementation and support: the commitment and support of Senior Management
- The appointment and operation of a Sustainable Development Committee.
- Continuous monitoring instruments and strategies for continuous improvement.

1.2. Background

For Quanam, sustainability means managing the business in a balanced way, where economic growth goes hand in hand with care for the environment, the well-being of our employees, community development and respect for all stakeholders, in coherence with our corporate mission.

The IT industry can be a great ally to build bridges through technology to move towards a better future.
View Mission in https://quanam.com/quienes-somos/

We seek to promote best practices in our operations, supported by a socially responsible vision and an integral and ethical management of the business.

Guided by our company's values, we establish standards of conduct that guide both our professional performance and our personal conduct, with a firm commitment to gender equality, inclusion and diversity.

We have a Compliance Committee that covers the areas of integrity, ethics and compliance, a fundamental pillar of our governance, and a Sustainable Development Committee, which has a transversal impact on the entire organization. This committee's mission is to raise awareness, align and manage Quanam's actions in relation to sustainable development.

Quanam is aligned with the United Nations 2030 Agenda and actively contributes to the Sustainable Development Goals (SDGs), with the purpose of building a better world for all.

Our main positive impacts are reflected in the following SDGs:

- SDG 8: decent work and economic development
- SDG 9 industry, innovation and infrastructure
- SDG 12 responsible production and consumption
- SDG 5 gender equity (targets 5.5 and 5.b)
- SDG 17 Partnerships to achieve the goals

As a result of the above, we summarize below the general guidelines of the company.

1.3. General guidelines for the company

1. Act with integrity and ethics at all times.
2. Generate decent employment and promote innovation with a focus on sustainability.
3. Encourage the search for sustainable business models.
4. Build and strengthen a network of alliances with fellow companies, suppliers, customers, other organizations and agents of change aligned with the principles of sustainable development.
5. Promote staff well-being, gender equity, and inclusion.
6. To support the community in which we are inserted.
7. Reducing GHG emissions: in the implementation of solutions favoring the use of environmentally friendly technology, as well as in the management of the company.
8. Reduce and manage waste responsibly, with special care for WEEE.
9. Measure and monitor our progress against established sustainability targets, based on the management of company-defined sustainability indicators.

2. Integrity, Ethics and Compliance

Informatics increasingly play a central role in commerce, industry, government, medicine, education, recreation and society as a whole, so the impact of its application must be accompanied by ethical standards.

The consultants of the Quanam federated companies, coming from various professions, contribute to the analysis, design, development, implementation and support of Computer Systems, having significant opportunities to practice the good or to cause damage, or to train or influence others to practice the good or cause damage.

To ensure as much as possible that their efforts will be used for good, Quanam consultants must commit to the Consulting for the Implementation and Support of Solutions based on Information Technology components being exercised in a morally correct manner.

Quanam has a Code of Ethics and Professional Conduct with eight principles related to the behavior and decisions made by professional Consultants, whether in the exercise of the profession, as educators, managers, supervisors and/or policy makers, as well as interns and students of the profession. The Principles identify ethically responsible relationships in which individuals, groups, and organizations participate in the primary obligations of those relationships. The Code prescribes its clauses as guidelines and obligations of any person who identifies as a Quanam Consultant or who aspires to be one.

In accordance with this commitment, Quanam Consultants adhere to the following Code of Ethics and Professional Conduct of Quanam federated companies:

https://quanam.com/wp-content/uploads/2023/07/Co%CC%81digo-de-E%CC%81tica-y-de-Conducta-Profesional-de-Quanam-V2.5-ES.pdf

The fight against corruption has motivated intense discussions in the global business sector, leading it to progressively adopt anti-corruption measures that can be recognized as a mitigating factor in an eventual accountability process.

Quanam has a set of measures called "Quanam Compliance Program", which includes guidelines aimed at building and/or improving policies, standards and instruments aimed at the prevention, detection and remediation of harmful acts to our Clients, and especially to the public administration.

For more information visit:

https://quanam.com/codigo-de-etica-programa-de-integridad/

https://quanam.com/wp-content/uploads/2023/07/Programa-de-Compliance-de-Quanam-V2.5-ES.pdf

2.1. Technology and Sustainable Development

In our organization, we understand that technology, knowledge, and innovation are fundamental pillars to contribute to and transform the world towards a more sustainable future. We believe that technological advances must be accompanied by an ethical and responsible commitment, aimed at generating economic, social and environmental value.

Digital technologies offer powerful tools to increase productivity, reduce production costs, optimize the use of resources, improve access to public services, democratize information, and promote new models such as the circular economy. In addition, they strengthen traceability, reduce emissions, protect ecosystems and accelerate the transition to development models aligned with the Sustainable Development Goals (SDGs). It is critical to recognize that the disruptive nature of new technologies requires a deliberate process and active consultation with various key actors. A thorough assessment of the distributional impacts and trade-offs involved is also essential to ensure responsible and balanced development.

It is urgent to have reliable data and accurate information to deepen knowledge about current crises and challenges, and thus facilitate an agile and informed response in the development of effective regulations and actions. In this context, data and technology are consolidated as a necessary means to promote the fulfillment of the Sustainable Development Goals (SDGs).

In conclusion, we agree with having a vision where **technology is at the service of humanity, not the other way around**, as expressed in the declaration of the Summit of the Future organized by the UN, held in 2024, where the first universal agreement on the governance of Artificial Intelligence was established.

2.2. Artificial Intelligence

Artificial intelligence has great potential to improve efficiency and reduce resource consumption in many industries, important applications in health and research, among other important benefits. However, the energy consumption of AI is considerable and appears to be increasing, leading to an increase in the water footprint and GHG emissions, among other consequences, raising marked sustainability concerns. We must, therefore, promote the benefits of using this technology, reducing and mitigating the damage it produces.

Background

The Khipu meeting in March 2023 ended the event with "The Montevideo Declaration on Artificial Intelligence and its Impact on Latin America": https://docs.google.com/document/d/1maoIc9BKnJbM_iv1QXvbU0DofgmmOQne3qjmQb0rFHM/edit?tab=t.0#heading=h.ljg5gyyr7rmv

The World Parliament's Futures Summit, held in September 2023, also ended with an interesting statement on AI governance:

https://parlamento.gub.uy/sites/default/files/Comision/FINAL%20DECLARATION-SECOND%20WORLD%20SUMMIT%202023%20-s.pdf

In August 2024, the European Union's Artificial Intelligence Act came into force, classifying AI according to its risks and constituting the world's most comprehensive regulatory package on AI ethics and governance issues.

https://artificialintelligenceact.eu/es/

In November 2024, Uruguay's National Artificial Intelligence Strategy 2024 – 2030 was approved, which constitutes the cornerstone for the deployment of an AI public policy that includes stakeholders, which enhances Uruguay's sustainable development in all its dimensions, also contributing to the strengthening of its sovereignty.

Quanam participated, like many other private companies and institutions, in the process led by Agesic that ended with the drafting of the following document:

https://www.gub.uy/agencia-gobierno-electronico-sociedad-informacion-conocimiento/comunicacion/publicaciones/estrategia-nacional-inteligencia-artificial-2024-2030

In February 2025, the Action Summit on Artificial Intelligence, organized in Paris, was convened by the governments of France and India with the aim of discussing strategies to counter the risks posed by the rapid advance of these technologies. It advocated for open, inclusive, ethical, safe, reliable and ecologically sustainable artificial intelligence.

https://news.un.org/es/story/2025/02/1536401

Quanam and AI

Quanam has been implementing AI initiatives for more than a decade, gaining proven experience; but in 2024 it has been defined as a strategic pillar of the company. Therefore, in addition to addressing its technical aspects, we are working on its relationship with ethics, sustainability and governance, taking into account suggestions and approaches marked by the global and local events mentioned above.

Some of the actions that are carried out in line with these principles are:

1) Training and dissemination:
   - Permanent training.
   - Series of meetings on "Ethics and Artificial Intelligence" held during 2024, during which documents with suggestions and good practices worldwide were analyzed.
   - Participation in events disseminating ethics and sustainability guidelines applied to AI, and the development of AI-based projects aligned with these guidelines.
   - Discussions and evaluation, internally and with business partners, about the use of responsible use of this technology.
2) Compliance:
   - Permanent analysis of regulations, guidelines and suggestions at the national and international level regarding this issue.
   - Compliance with the social and legal criteria of AI.
   - Companies must govern AI responsibly to mitigate risks related to bias and data misuse. That is why we advise our clients not to use personal information, as well as advise them on techniques for interpreting the results of the models to avoid bias and other possible problems.

3) Application:

- We have been working on achieving good digital maturity in the use of this technology:
  - strengthening internal capabilities in the use of AI to improve the efficiency of everyday work
  - Implementing solutions in our clients.
- We seek to focus on strategic use cases, which in addition to complementing current digital flows, offer measurable results.
- We promote collaboration between the public and private sectors.
- Research and development of projects along these lines are being promoted. We want AI for all, to narrow the existing gaps in knowledge and applicability.
- Data governance:
  - Training, and years of experience in the field.
  - We have consultants certified in CDMP (Certified Data Management Professional), an international certification granted by DAMA (The Data Management International Association), to ensure good data management.
- Drive efficiency by design.
  Sustainability must be integrated into AI systems from the design phase. This involves including different model optimization techniques such as federated learning or model pruning to reduce computational overhead.

This is just the beginning of a path on which we still have a long way to go, but to which we are committed to promoting the responsible development of AI in our company.

3. Social Dimension

The search for social welfare is a fundamental axis on the road to Sustainable Development. To this end, we work on the well-being of our employees, on the defense of human rights and on establishing beneficial relationships with the Community in which we are inserted.

3.1. Relationship with Stakeholders

The impact and social responsibility within the sphere of influence (stakeholders) are analyzed and managed when operating and making decisions; as well as seeking to respect and attend to their interests and requirements.

The main stakeholders we identify are:

- Customers
- Suppliers
- Community
- Collaborators (workers)
- Allies and business partners
- Government

We build strong relationships with the actors, institutions and communities we interact with, based on:

- Respect
- Integrity
- Responsibility
- Empathy and inclusion
- Transparency

We encourage a participatory, respectful and proactive dialogue between the participants of our relationship networks.

3.1.1. Customers

Our customer relationship policies not only foster respect and empathy, but also promote sustainability through two key axes:

Awareness and education: To raise awareness and influence our customers on the principles of sustainability.

Responsible solutions: Develop products and services with positive environmental and social impact, accessible to all segments.

Through these directives, we seek to generate a positive impact on our business ecosystem, promoting a more conscious business model committed to the future.

3.1.2. Suppliers

We focus on working with suppliers who share our commitment to sustainable development, prioritizing those that reduce their environmental impact, guarantee fair working conditions (absence of child labor, among other aspects) and, whenever possible, of local origin.

3.1.3. Allies and business partners

We work with business partners and strategic allies, which are private companies, joint organizations such as ICT4V, international organizations such as Sistema B and Ideas for Change; in the search and co-creation of solutions and tools based on computer technology, which are innovative and sustainable.

In the relationship with strategic allies such as those mentioned, we promote the use of technology with a responsible approach to it, attending to respect for the environment and care for the social dimension. In these cases, care is taken in evaluating the use of advanced technologies that require a high consumption of natural resources, when in principle they are not seen as essential for the project.

3.1.4. Collaborators

In relation to links with employees, our lines of action are:

- Capacity/talent development
- Promoting gender equity and inclusion
    - A gender equity plan is in the process of being built.
- Flexible hours and remote work, as long as it does not negatively influence the proper development of tasks.
- Provide training on occupational health and occupational risk prevention, and work on compliance.
- Partial coverage in psychological care and in sports institutions, discounts and agreements in medical coverage, promoting the importance of people's comprehensive health.

- Generate exchange and leisure activities.

3.1.5. Community

Quanam's influence on the community in which it is inserted occurs both geographically and virtually.

Since the emergence of the pandemic caused by COVID 19, the vast majority of work is done remotely, which is why the company's influence in what we call the "virtual community" has greatly increased. Organizations and individuals depend on each other, which is why we believe it is essential to integrate and connect networks where collaboration prevails over competition.

Quanam's main contributions to the community are:

- Contributions to the local and virtual community
- Education Support
- Decentralization of development and support to local communities

Our contributions to the local community are expressed in support of institutions belonging to the neighborhoods surrounding the Quanam offices, as well as the purchase of supplies from nearby suppliers.

Since we are interconnected in a virtual network of companies, institutions, agents of change; We encourage joint work and collaboration with various actors in this network. We must remember that when Quanam develops IT solutions that have a strong positive social or environmental impact, it is favoring the entire community.

With the conviction that education is a fundamental tool for the development of societies, we help the inclusion of the most vulnerable in the educational system, with periodic contributions to educational institutions that serve needy students, as well as internships for students who are finishing technological baccalaureate, making it easier for them to make their first work experience at the same time as achieving an economic result. obtaining an important reference for their future work.

Decentralization of development and support to local communities

Starting in 2018, Quanam has promoted and implemented the creation of Technology Hubs in various national and international locations, allowing:

- Decentralize knowledge, work, research and technological innovation
- To create qualified jobs outside Montevideo, generating an economic and social impact, in different geographical areas, especially in localities of departments in the interior of Uruguay.
- To avoid the migration of people to cities with greater job opportunities, avoiding uprooting and therefore improving the quality of life of consultants working and being happy from the place where they chose to live.
- To promote the inclusion of people with disabilities, for whom it is even more difficult to have to migrate from the place where they live.

3.2. Equity and inclusion

Diversity speaking of people, is the variety of characteristics that make each person unique, constituting the wealth of talents that humanity has. It is a strategic value for organizations, but it loses meaning if there is no equity and inclusion.

Gender equity is essential to achieving sustainable development; discrimination against women and girls limits their potential and prevents the development of a more just society.

The IT sector has a low representation of women in its workforce, as a result of a low percentage of female students who access careers in the computer area (approximately 30%), among other factors.

In order to bring girls and adolescents closer to the world of technology, for several years Quanam has been actively participating in Techy por el Día, an activity organized by CUTI in commemoration of the International Day of Girls in ICTs.

Since 2023, Quanam began to carry out actions to analyze and improve possible gender gaps within the company. It begins with instances of diagnosis of situation perception through meetings and workshops, with women first and with leaders of the entire organization later, to achieve commitments towards the execution of future actions.

Next, and to frame the initiatives and their main objectives, a framework plan has been designed where a diagnosis of the situation of the entire organization is carried out, with inclusion indicators and mainly gender. Its results result in an annual action plan with initiatives that seek to reduce the gaps found.

For the execution of this plan, consulting companies specializing in gender and inclusion have been hired, such as 4D Lab and Brava.

In parallel to this framework plan, it collaborates with initiatives with a gender approach, from institutions such as DESEM. Internally, economic incentives are given to the presentation of women in the face of job vacancies.

3.3. Communications

The Company has defined a communication strategy based on the ethical transmission of its values and actions in terms of environmental, social and economic sustainability. Its objective is to communicate ideas and messages in a clear, truthful way and aligned with its principles. To do this, accessible language is used, accompanied by communicative resources that facilitate the understanding of the message.

Main guidelines:

- Promote the organization's commitment to sustainability.
- Respect ethics and transparency in each message.
- Use clear, empathetic and creative language.
- Guarantee the accessibility of information.

Communication is managed in a fluid, structured and measurable way, through different channels:

Internal level: Communication aimed at employees to keep them informed about sustainability initiatives, through traditional channels (direct contact, call, email, electronic chat groups), Internal portal for news, news and information shared periodically, QNews, internal magazine and general informative talks for the entire organization.

External level: Dissemination of actions and commitments through social networks, a quarterly newsletter and the corporate website.

The management of internal communication is in charge of the **Human Capital** area, while interaction with external stakeholders is the responsibility of the **Marketing area**.

It communicates fluidly, managed and is measured. There are defined sustainability indicators related to communication that are measured and recorded periodically.

The communication seeks to raise awareness, spread and call to action on issues that concern sustainability, advocating for the necessary transformations to achieve a better future.

4. Environmental Dimension

Quanam is a knowledge and innovation company in the field of IT, which makes us identify as the main aspects and negative environmental impacts, generated by the operation of the company, those related to:

1. Use of electrical and electronic devices
   a. Use of energy and water for the proper functioning of such devices
   b. Waste generation
2. Use of resource-intensive technology in relation to complex algorithms.
3. Air Freight

Managing and mitigating negative impacts

1. Regarding the use of electrical and electronic devices, we seek to reduce the purchase of new equipment, taking various measures such as:
- share the use of servers, disks, etc; always ensuring the security and privacy of the data.
- buy remanufactured equipment extending the useful life of such devices in a circular economy practice
   a. As for the use of resources such as energy and water for the operation of the equipment, our position is to host, whenever possible, applications in "green" clouds (clouds that use renewable energy, such as the Antel cloud).
   b. Quanam has a WEEE management policy, to responsibly manage the waste generated, which is described below.
2. In the use of technology, we have identified areas to work on to reduce the consumption that it means. Some guidelines in this regard:
   a. Web applications: try to reduce the number of steps that the user must take to reach their goal, in order to reduce the amount of data that they browse on the internet, which ultimately translates into a reduction in the carbon footprint.
   b. Algorithm implementation: look for those that are less consumers of resources that fulfill the required function.
   c. Research and use of new technologies: in addition to analyzing their benefits, analyzing and thinking about mitigation actions for the potential impacts on the environment that they may have, and also ethical aspects that could be involved. As an example, a careless use

of applications such as "intelligent assistants" can generate responses with bias, discrimination, etc.

3. The ground transportation used by the company is minimal since most of the employees work remotely, which avoids transportation. We are working to raise awareness that air travel is a factor that negatively affects the environment, and to take measurements of them.

4.1. Waste Management Policy

The waste management plan involves all the actors within the company as one more goal to follow, so that it moves towards a more sustainable future.

Within the framework of caring for the environment, this plan indicates lines of action aimed at reducing the generation of waste, while ensuring that the waste generated is channeled to different management destinations where materials obtained from such waste can be recovered and recovered.

We know that it is a policy whose adoption implies continuous work on a daily basis, since it implies changes in work and consumption habits.

It aligns with SDG 12, more specifically with targets 12.5 and 12.4

The actions defined to achieve the indicated objective are:

- Raise awareness and train for responsible waste management.
- Promote responsible waste management both in the company and in the homes of workers.
- Monitor compliance with already defined business rules on waste management, paying particular attention to the management of WEEE.
- Reduce the generation of waste in the company.
  Do not print unnecessarily, reduce the consumption of unnecessary plastics.
- Promote reuse and recycling.
  Reuse of electronic devices, paper, furniture, etc.
- To recover possible uses of waste generated, separating waste to be recovered from waste for final disposal.
- Definition and measurement of management indicators.

Below are the **procedures implemented** at the moment:

4.1.1.   WEEE Management

As a company dedicated to information technology and knowledge, Quanam identifies electrical and electronic waste and (WEEE) as the most significant waste (in terms of quantity and pollution power). For this reason, since mid-2023, we have hired services from the company NewLife E-Waste Recycling to manage this type of waste.

NewLife is a BIC company authorized by the Municipality of Montevido and DINACEA, which captures WEEE, processes it and as a result obtains recycled raw materials (scrap metal, plastic, aluminum and copper among others) that can then continue its cycle in the production chain; forming an example of circular economy. https://www.newlife.com.uy/

4.1.2.   Management of other types of waste

The batteries, which are also identified as very polluting, are collected in Quanam and taken to places where they receive them to be managed: Reacción station in Montevideo, Municipal Government of Florida.

The plastic caps are taken by patients from the South Palermo Psychosocial Center (https://surpalermo.com.uy/), who use them in various ways in their treatments.

The rest of the waste is classified into 2 types:

- Recyclable: paper, cardboard, plastic, nylon, which must be clean, dry and compacted.
- Mixed waste: This is the rest of the waste not covered above.

Both types of waste are collected separately at Quanam and then delivered to responsible service providers for processing.

4.1.3.   Reuse and Recycling

With the reuse and recycling of equipment, we seek to actively contribute to the protection of the environment. In addition to refurbishing equipment at Quanam, we work with companies that have a focus on the recovery and refurbishment of computer equipment, promoting a second life to reusable products in order to reduce environmental impact. When new equipment is purchased, we promote the purchase of high-quality technological solutions that also adhere to the principles of sustainability.

Equipment that is already used for programming and other uses that demand a high demand in terms of features such as memory, video card, etc., are reused in other jobs that do not require such demands, or are donated to institutions that are in need.

4.1.4.   Measuring waste management indicators

Quanam has defined sustainability indicators which it measures periodically. Among them are the following indicators related to waste management:

- Amount of WEEE managed in the period (half-yearly)
- Amount of water saved by WEEE management (half-yearly)
- Amount of CO2 gases avoided by WEEE management (half-yearly)
- Quantity of non-WEEE waste managed (half-yearly)

5. Economic Dimension

It includes the guidelines to be followed, actions and decisions that support the long-term economic development of a company, while protecting environmental, social and cultural aspects.

- Responsible management of resources: efficient use of the resources used in the daily operation of financial institutions, allowing to reduce costs, increase competitiveness, and minimize the impact on natural resources, including their suppliers.
- I manage financial resources responsibly, in order to achieve sustainable economic growth over time. In other words, the company promotes efficient management of resources to promote profitability, efficiency, and productivity.
- Work is being done to improve processes that are more efficient, in order to reduce costs without losing the quality of products or services. This improvement is enhanced with the use of agile methodologies and computer technology, generating an improvement in productivity.
- Investment in information technology to have up-to-date and reliable information, essential support for making informed decisions.
  - Budget planning and monitoring. Comparison with previous ones.
  - Registration and association to the cost center of all economic transactions.
  - Traceability of transactions.
  - Visualization of costs, transactions, key business indicators, in different formats.
  - Possibility of projecting financial results according to the variation of certain variables.
  - Dashboard of variables defined as important.
- The company's financial statements are prepared in accordance with the Accounting Standards in force in Uruguay according to the standards established in Decree 291/2014 dated October 14, 2014 and its amendment, 372/2015 dated December 30, 2015 that govern fiscal years beginning on or after January 1, 2015. The rules on presentation correspond to what is required by Decree 408/2016.
- Financial audits are carried out by agents independent of the company in accordance with the auditing standards accepted in Uruguay, established by pronouncement no. 18 of the College of Accountants and Economists.

We understand that responsible financial management protects the profitability of the company, the safety of the people who work for it, and the community with which it is connected, impacting SDG 8 "Decent work and economic development", SDG 9 "Industry, innovation and infrastructure" and SDG 12 "Responsible production and consumption".

6. Sustainability Indicators

The expression enunciated by the physicist and mathematician William Kelvin "What is not measured, cannot be improved. What is not improved, is always degraded", later taken by Peter Drucker, highlights the importance of measurement and evaluation as crucial points in any improvement process.

The definition and measurement of indicators related to sustainable development, in addition to allowing us to improve our practices, provide interesting data that make it possible to carry out projection analyses, in order to theoretically predict what the behavior of these indicators will be if we make changes in the variables that affect them.

Each business area has specific indicators of its business, additionally, transversal indicators have been defined for the entire Quanam company. We currently have more than 40 indicators that are measured periodically covering the axes of governance, environment, social and community, which are classified into different thematic areas: Knowledge and Technology, Sustainable Development, Community, Resource Consumption, Waste Management (e.g. WEEE management), Reuse-Repair and Recycling, Staff Well-being, Inclusion and Equity, and Responsible Marketing. There are also cross-cutting indicators such as those related to awareness and training.