



# SUSTAINABILITY REPORT 2023



INDUSTRIAS GUIDI



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# MESSAGE FROM THE CHAIR

GRI Content 2-22

Hello! On behalf of the entire Industrias Guidi team, it is an honor for me to present our first Sustainability Report. We know this represents a fundamental step toward continuing to improve the way we do business, seeking to generate a positive impact in the communities where we operate.

We would first like to thank all of our employees for their ongoing commitment to doing things in the best possible way, as well as our suppliers, who support and complement our work, and of course our clients, whose ambitious goals constantly encourage us to move forward. Throughout this Report, you will see that the so-called "stakeholders" are much more than employees, suppliers, and clients.

We believe that the denser and more robust this network of actors and strategic partners becomes, the deeper and more relevant the impacts we can achieve. That is why this Report describes how we engage with the Metalworkers' Union (Unión Obrera Metalúrgica), business chambers, and schools, among others.

This Report presents data for the years 2021 and 2022, with a focus on 2023. These have been years of post-pandemic growth, during which we supported the expansion of our main client, Toyota Argentina, and also secured new a client such as Ford Argentina.

This Report is the result of Industrias Guidi's Management's strong belief in the importance of transparently and measurably communicating the evolution of the business. It is also the result of the initiative of Toyota Argentina, which encouraged us to undertake this process and shared the know-how required to begin this journey.

The Report is structured around ESG guidelines (environmental, social, and governance). We know that, like everything we do at IG, it will be subject to innovations that we will promote with the firm conviction that continuous improvement is an integral part of how we work.

For this reason, we invite you to get in touch, share your feedback, and help us improve.

See you soon!

Sincerely,

Carolina Castro  
President



01 02 03 04

## ABOUT THE REPORT

Scope and Point of Contact

**GRI Content 2-2, 2-3**

This Sustainability Report covers our management activities from January 1, 2023 to December 31, 2023, with reference to the years 2021 and 2022, and has been prepared as a first draft in line with the Global Reporting Initiative (GRI) Standards.

For any comments, inquiries, or suggestions, please contact: [d.fazzari@industriasguidi.com.ar](mailto:d.fazzari@industriasguidi.com.ar)





01.

# Our Company

01 OUR COMPANY  
02 03 04



# +60 years OF NATIONAL PRODUCTION



**2** INDUSTRIAL PLANTS

IGB > Burzaco IGZ > Zárate



**+100** DIFFERENT ASSY's PRODUCED



**+43.000**  
PROCESSED ANNUALLY

Tons. of steel



**618** EMPLOYEES



**8** SDGs  
ADDRESSED  
2030 AGENDA



**4** MAIN  
CLIENTS

Toyota | Ford | Isringhausen (Mercedes Benz) | General Motors

**148** PARTICIPANTS IN  
GEM GROUPS

Guidi Continuous Improvement Teams



**IGB 2PPM | IGZ 5PPM**  
QUALITY TARGET ACHIEVED  
Toyota target: 8 PPM



# 1.1 | WE ARE INDUSTRIAS GUIDI

GRI Content 2-1

Industrias Guidi is a family-owned company of national capital, founded in 1960 by Fernand Guidi. Dedicated to the manufacture of automotive parts, we specialize in the production of stamped components and welded assemblies for the automotive industry, including bumpers, reinforcements, brackets, pillars, and floor panels, among others. Our products are supplied to leading automotive manufacturers, and our key clients include Toyota, Ford, General Motors, and Isringhausen (for Mercedes-Benz).

Our growth is based on the capabilities and knowledge acquired throughout our history, with a strong focus on automation, innovation, process improvement, quality, and customer service. We operate two manufacturing plants in the Province of Buenos Aires (Zárate and Burzaco), where we employ advanced technology and a logistics system based on "Kanban" to minimize inventories and optimize our supply chain.

Committed to continuous improvement, we seek to reduce waste and maximize the efficient use of resources at every stage of the production process. In recent years, we have implemented an Industry 4.0 program that has enabled us to go beyond automation through the use of robots and other advanced technologies.

In addition, at Industrias Guidi we place a strong emphasis on corporate social responsibility and sustainability. We implement recycling programs and actively work to reduce the environmental impact of our operations. With a team of more than 600 people, our human capital is the foundation of our company, and we are proud to be pioneers in inclusion and gender diversity initiatives within the automotive industry.

We apply methodologies such as 5S, which include principles of organization, cleanliness, and standardization, reflecting our commitment to efficiency and workplace safety.

We recognize the importance of fostering a culture of continuous improvement to meet the challenges of global competition. To this end, we set ambitious annual goals in safety, quality, costs, and productivity, reaffirming our commitment to growth and excellence.



## 1.2 | VISION AND PHILOSOPHY

GRI Content 2-23

Our VISION is to consolidate our position as a leading regional company in the automotive parts industry, maintaining sustainable growth based on innovation and continuous process improvement.

With regard to our PHILOSOPHY, at Industrias Guidi we focus on values such as social responsibility and respect for the environment, promoting sustainable practices that integrate economic growth with environmental preservation. We also foster a collaborative work environment with a strong team spirit, which contributes to the continuous improvement of all our operations.

## 1.3 | CORPORATE VALUES

GRI Content 2-23

### INTEGRITY

We aim to positively impact society by **empowering people** and **caring for the environment**.



### TRADITION

We continue to uphold our founder's vision: **developing a competitive local industry** that contributes to the country's growth.



### CONTINUOUS IMPROVEMENT

The possibilities for self-improvement are limitless. **We work as a team to enhance our results**—every moment, every day.



### ACCESSIBILITY

Maintaining our relationships within a **framework of familiarity**, even as we grow and professionalize our structure, embodies the spirit of the entire company.



### FLEXIBILITY AND AGILITY

We have a structure tailored to the demands of a challenging market, allowing us to **provide efficient and sustainable solutions**.





## 1.4 | ECONOMIC PERFORMANCE

Material Topics: **Investment and Economic Development**

**GRI Content 3-3**

The past four years have been particularly significant in the life of our company. The COVID-19 crisis marked a turning point due to the sharp decline in sales volumes. Our main client, Toyota Argentina, produced only 92,000 vehicles in 2020. Despite this, remaining true to its values, the company as a whole once again prioritized the continuity of its workforce during the emergency.

The crisis also gave rise to a radical change in our internal communication system through the use of virtual platforms, which in many cases streamlined decision-making processes.

Measured in thousands of units produced, the production volumes of our main client evolved as follows:

YEAR	UNITS PRODUCED*	IG HEADCOUNT
2021	141k	568
2022	166k	615
2023	181k	618

\* Thousands of Units Produced by Our Main Client

As shown, 2023 marked a record level of production, achieved through the introduction of a third production shift at Toyota and a reduction of the takt time to 90 seconds (the time required for a complete vehicle to come off the production line). As a supplier operating under a Just-in-Time system, our company also adjusted its production shifts, maintaining two full shifts at the stamping plants in Burzaco and Zárate and three shifts on the welding lines at both plants. This led to the introduction of a night shift for production, logistics, quality, maintenance, and tooling personnel.

In 2023, between seventeen and eighteen trucks per day were dispatched from each plant, considering only line material shipments. In addition, during 2023 deliveries of parts to a new client, Ford Argentina, began from Zárate plant.

All of these challenges were met with an outstanding response on our part. We achieved 100% compliance with our delivery and quality objectives.

**Toyota Argentina awarded us the Outstanding Performance Award for the 2021 and 2022 fiscal years, and once again granted us the Supplier of the Year Award for 2023.**

General Motors also recognized us in 2022 and 2023 with the **Supplier Quality Excellence Award**.

TOYOTA AWARD:  
**Supplier of the Year 2023**





# 1.5 | STAKEHOLDER GROUPS

GRI Content 2-29

At Industrias Guidi, people are at the heart of everything we do. Our longstanding tradition of respect and close relationships with our stakeholders has endured over the years and is reflected in multiple initiatives aimed at continuing to strengthen personal and professional ties with our employees, clients, shareholders, suppliers, and the community at large.

Our participatory approach, with a strong focus on continuous improvement, is key to our decision-making process. For this reason, we seek to consolidate strong and solid stakeholder networks based on integrity and accessibility, enabling us to understand the needs, expectations, and opportunities of our stakeholder groups.

Today, we bring these relationships to life through meetings, direct communication channels, dialogue processes, training sessions, and workshops, among other initiatives.

<b>SHAREHOLDERS</b>	Financial Statements and Financial Reports Shareholders' Meeting Sustainability Report
<b>EMPLOYEES</b>	Face-to-face communication (meetings, talks, activities, events) Unite App, Newsletter, corporate email communications, notice boards Anonymous suggestion and reporting mailbox
<b>CLIENTS</b>	Active participation in Clients activities Direct, face-to-face contact Sustainability Report
<b>SUPPLIERS</b>	Face-to-face communication (meetings) Supplier visits Purchasing Regulations KPI's follow-up
<b>COMMUNITY</b>	Engagement programs with companies and universities Visits and meetings with executives from educational institutions Participation in social and educational initiatives Benchmarking with other companies
<b>UNIONS AND SECTOR REPRESENTATIVES</b>	Metalworkers' Union (UOM) Association of Supervisors of the Metal Industry - Mechanical Branch of Argentina (ASIMRA) Arg Association of Automotive Components (AFAC) Financial community Insurance companies
<b>GOVERNMENT ENTITIES</b>	Participation in chambers and governmental associations Meetings with national, provincial, and municipal authorities

# 1.6 | ENGAGEMENT WITH EXTERNAL ORGANIZATIONS

GRI Content 2-28

We actively participate and work jointly with various associations, taking part in local and national initiatives to share experiences, identify best practices, and build commitments.

Local, provincial, and national associations:

ORGANIZATION	Interlocutor	Working Group Participation	Contributions
 Institute for Business Development of Argentina	Chairmanship	Yes	Yes
	HR	HR Directors' Committee	Yes
 Argentine Industrial Union	CSR	Education, Technology, Productive Innovation	Yes
	HR	Social Policy	Yes
 Argentine Association of Component Manufacturers	HR	Yes	Yes
	Management / HR	Legislation and Productive Policy	Yes
 Industrial Union of the Province of Buenos Aires (UIPBA)	Management	Yes	No
	CSR	Yes	Yes
 PROPYMES	Vice Presidency	Yes	No
	CSR	Yes	No
 SME Observatory	Management	Yes	No
	CSR	Yes	Yes
 National Institute of Industrial Technology	Management / CSR	Yes	Yes
	CSR	Yes	No
 CSR Council of Almirante Brown	Management / CSR	Yes	Yes
	CSR	Yes	No
 Board of Directors of the Industrial Union of Almirante Brown	Management / CSR	Yes	Yes
	Management / CSR	Yes	Yes
 Planned Industrial Sector of Almirante Brown	Management / CSR	Yes	Yes
	Management / CSR	Yes	Yes

# 1.7 | QUALITY MANAGEMENT SYSTEM

Material Topics: Automotive Safety and Quality

GRI Content 3-3

We ensure the quality of our products and services with a firm commitment to meeting our customers' requirements and expectations. To this end, our Quality Management System is based on the following principles:

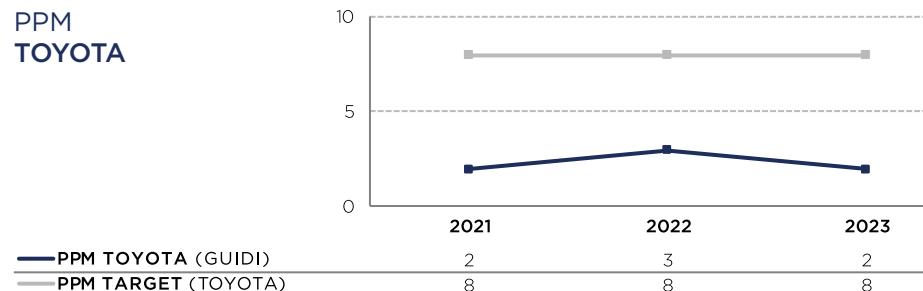
- 01 Producing stamped and welded component parts for motor vehicles in accordance with the **quality standards** defined by the Company.
- 02 Complying with applicable **legal and regulatory requirements**.
- 03 Managing **risks and opportunities**.
- 04 Building and continuously **improving quality** within the process, working in alignment with the Toyota Production System (TPS).

We participate in Quality Month activities organized by our main client, Toyota, which allow us to reinforce the importance of quality and a customer-first approach. These activities aim to raise awareness, educate, and motivate employees.

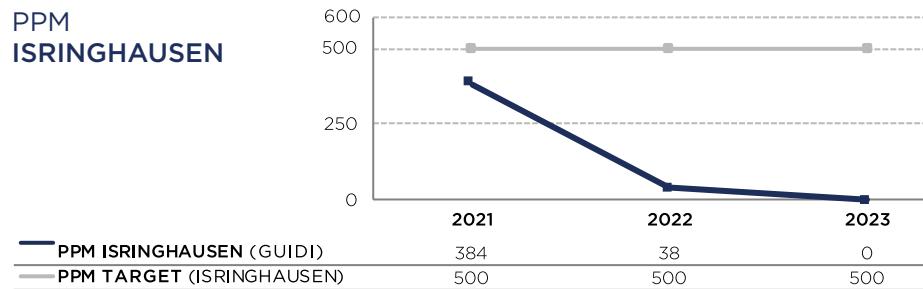
The main initiative focuses on Quality Problem Solving and is carried out by different plant teams, which select a topic and develop a solution using a structured problem-solving methodology. The best proposal is then selected based on the quality of the presentation, the development of the work, and the impact of the improvement. Finally, the winning team represents Industrias Guidi in the competition organized by Toyota.

We meet the **Quality Objectives** of all our clients.

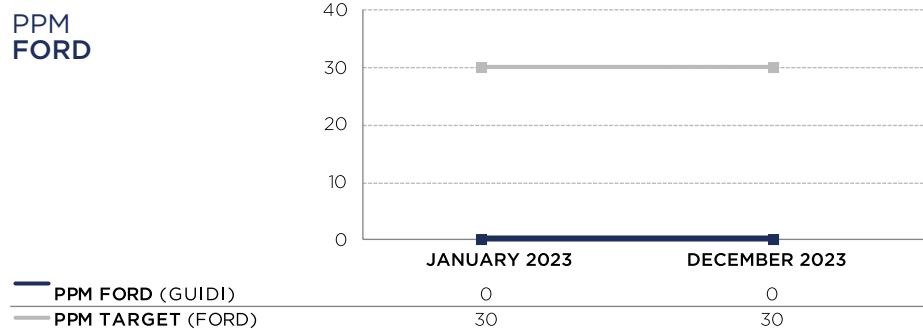
## PPM TOYOTA



## PPM ISRINGHAUSEN



## PPM FORD





## GEM GROUPS

GEM Groups (Guidi Improvement Teams) are teams made up of plant team members from both plants, focused on the development of activities aimed at continuous improvement. These teams identify problems or opportunities for improvement in their workstations and, through teamwork, optimize current conditions in the areas of Safety, Ergonomics, Quality, Productivity, and 5S.

This program seeks to channel teamwork by identifying and implementing improvement actions, addressing specific issues or enhancing existing work processes.



Within the program, participants from cross-functional teams propose, analyze, and manage improvement opportunities.

Projects that demonstrate a distinctive level of excellence are recognized, and their proposals are implemented.

GEM GROUPS 2023	IGB	IGZ	TOTAL
Improvement Opportunities	19	15	<b>34</b>
Participants	84	64	<b>148</b>

## CERTIFICATIONS

We are continuously working to improve; therefore, we annually certify various Management Systems.

In 2023, we achieved the following recertifications:

### IATF 16949 Recertification

> Quality Management System

### ISO 14.001 Recertification

> Environmental Management System

## 1.8 | SUSTAINABILITY STRATEGY

GRI Content 2-4, 2-12, 2-25

Our internal decision-making process and sustainability management, as well as our commitment to ethical and transparent performance, are managed transversally across the business and driven by top management.

The CSR Area is responsible for monitoring the Sustainability Strategy, as well as for its implementation.

We define the promotion of sustainability as an ongoing activity within the communities where we operate and throughout our value chain.

We focus on four lines of action:

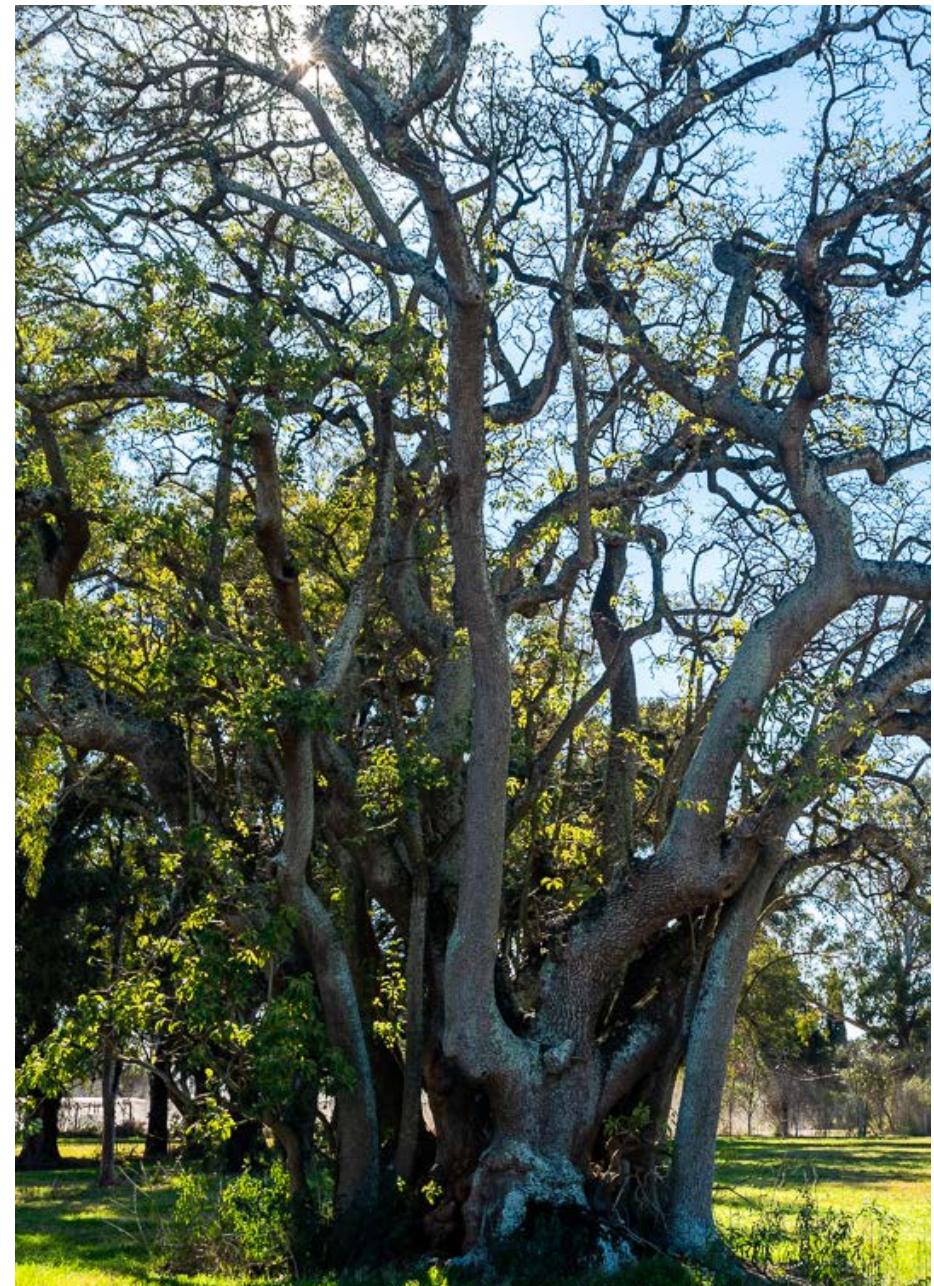
- > **Education**
- > **Diversity and Inclusion**
- > **Environmental Management**
- > **Organizational Governance**

Within each of these areas, various projects and activities are developed, which feed into and strengthen the CSR Plan.

## 1.9 | COMMITMENT TO THE 2030 AGENDA

We continue to move forward in the process of contributing to the 2030 Agenda, minimizing negative impacts and strengthening positive ones arising from our operations and value chain on people, the planet, and human rights.

The 2030 Agenda invites us to reflect on the contributions we can make to address major global challenges and on how our activities support these priorities. For this reason, based on this shared purpose, we align our business strategy with the UN's Sustainable Development Goals (SDGs) and have identified eight points of alignment, which we bring to life through various activities.



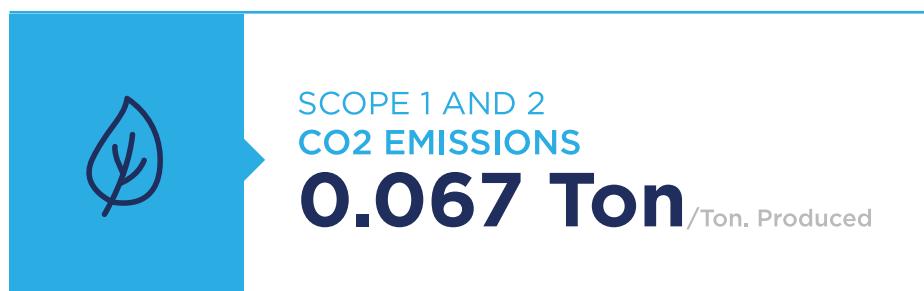
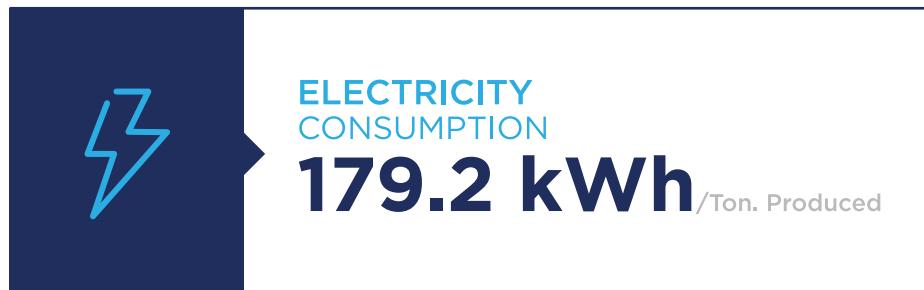
02.

# Environmental Aspects



4 QUALITY EDUCATION

7 AFFORDABLE AND  
CLEAN ENERGY12 RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION



## 2.1 | ENVIRONMENTAL MANAGEMENT

GRI Content 2-27

Our Environmental Policy reflects our commitment to operating sustainably. At Industrias Guidi, we take responsibility for implementing rigorous environmental management, based on strict compliance with laws and regulations. To achieve this, we identify, assess, and manage environmental risks in every process and train all our personnel in responsible practices, such as reuse, recycling, and efficient resource use, minimizing waste of materials and energy.

We are **committed to environmental stewardship**, which is why we operate under international standards that ensure comprehensive, sustainable, and systemic environmental management throughout the life cycle of our products and services.

Our environmental management focuses on the prevention and reduction of impacts, as well as the rational and efficient use of resources. We are committed to continuous improvement through the evaluation of best practices and the incorporation of new technologies into our production processes.



## 2.2 | CIRCULAR ECONOMY

Material Topics: Environmental Awareness and Responsible Consumption  
GRI Content 3-3

In line with our Integrated Management System, we are deeply committed to the recovery and valorization of waste materials generated during our production processes. We continuously work to find ways to reuse, recycle, or transform these materials, which would otherwise end up in landfills. This approach not only reduces environmental impact but also creates new economic opportunities.

### PRINCIPLES OF CIRCULAR ECONOMY:

01. **Use of recycled materials** for the production of new products.
02. **Reuse** of components and parts.
03. **Utilization of waste** from our own products to create new items.
04. **Extension of product life cycles.**

### MATERIALS INVOLVED IN OUR ORGANIZATION

> Metal scrap	> Vegetable oil (cafeteria)
> Plastics	> Compostable organic waste
> Cardboard	> Wood
> Paper and plastic caps	> Reuse of Kevlar gloves

Recycling transforms these wastes into new products, focusing on the reduction and reuse of materials. As of December 2023, the recovery rate of waste generated in our industrial plants was 98.5%.

### IMPACT OF THE CIRCULAR ECONOMY PROJECT

- > **Recycling paper and cardboard** prevents deforestation.
- > **Reusing vegetable oil** prevents its discharge into drainage systems and the contamination of watersheds and aquifers; in addition, it is converted into biodiesel, a fuel with a lower carbon footprint.
- > **Recycling plastics** generates fewer greenhouse gas emissions than producing virgin plastic.
- > **Recycling metal scrap** emits fewer greenhouse gases than mining and processing ore.
- > **Composting organic** waste reduces the volume of waste sent to landfills and enriches the soil where it is applied.
- > **Donating plastic caps and paper** to the Garrahan Foundation supports the acquisition of medical equipment and the training of healthcare personnel.
- > **We collaborate with urban recyclers** through agreements with cooperatives, supporting their income and formalizing their employment.
- > **We promote environmental awareness** in society, encouraging sustainable and environmentally responsible habits.

This commitment to the circular economy reaffirms our effort to create a positive impact on both the natural environment and the community.

## 2.3 | WASTE MANAGEMENT

Material Topics: Resource Management and Efficiency

GRI Content 306-2

At Industrias Guidi, we implement the 4R principle (Reduce, Reuse, Recycle, and Recover) in our operations. Our waste management strategy focuses on identifying and applying valorization alternatives for the various waste streams.

In the different production areas of the plant, we have installed dedicated containers for selective waste collection. These containers are designed to suit the activities and types of waste generated in each area.

We have an internal system for managing both general and special waste, which includes selective collection at the point of origin, internal collection, temporary storage, conditioning, and dispatch.

Over the years, the culture of waste separation has deepened, resulting in new waste streams alongside the development of better valorization alternatives: the use of discarded materials as raw materials. For example, reprocessing segregated Kevlar gloves.

Regarding waste management, in 2023 we promoted the following actions:



**We signed two agreements, at the Burzaco Plant and the Zárate Plant, to recycle PET containers through Worker Cooperatives registered with the Ministry of Environment, known as "Sustainable Destinations."**

This initiative helps minimize the impact of this type of waste by preventing its final disposal in landfills, valorizing it, and providing employment opportunities to the most vulnerable sectors of the economy.

### WASTE CLASSIFICATION AND TREATMENT



## 2.4 | EMISSIONS MANAGEMENT

Material Topics: **Carbon Neutrality, Energy Efficiency, and Use of Renewable Energy**

GRI Content 305-5

In order to monitor the emissions from our Plant, we carry out preventive maintenance and inspections of our equipment and systems, including: emergency generators, internal circulation forklifts, air conditioning units, and refrigeration systems.

Depending on the case, inspections may be conducted on a weekly, monthly, or annual basis. These commitments are reflected through objectives and indicators included in the Integrated Management System, along with their corresponding evaluations and monitoring. Additionally, we provide various training sessions for all our employees.

We operate in alignment with the global goal of achieving carbon neutrality by 2050.



Our objective is to replace fossil energy consumption with alternative energy from renewable sources by 20% by 2024.

To this end, in 2022 we signed a contract with YPF Luz to purchase **Renewable Electricity from the “El Zonda” Solar Park**. In September 2023, a second contract was signed with YPF Luz to acquire **Renewable Electricity from the “Levalle” Wind Farm**.

Regarding ENERGY, we have defined several initiatives to promote efficient use and reduce energy consumption. Each initiative includes targets, specific action plans, monitoring programs, and associated indicators such as:

Replacement and maintenance of lighting fixtures in facilities with **LED lamps**.

Promotion of **best practices** for turning lights on and off, along with awareness campaigns across the company.

Replacement of **translucent panels** in the assembly line of Burzaco Plant.

**Timers** installed on motors and fans to minimize energy consumption.

**Automatic shutdown** of electrical equipment (conveyor belts).

**Shutdown of equipment** during breaks.

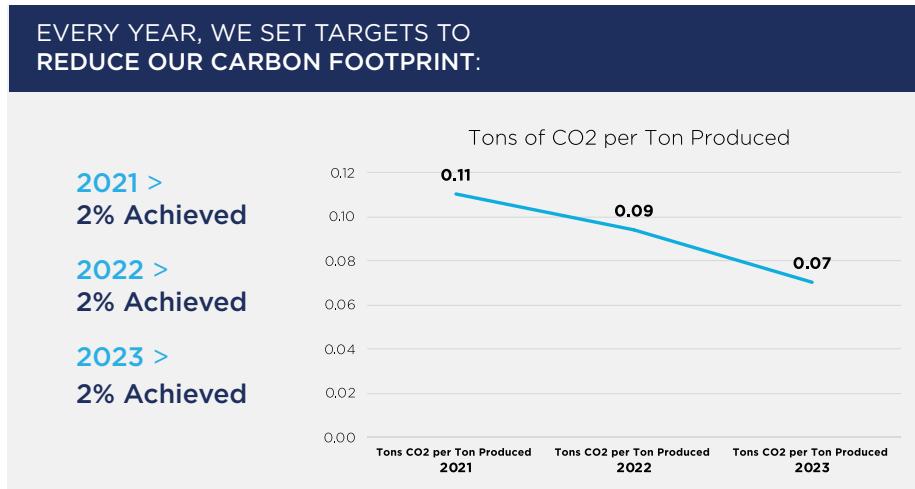
Training for forklift operators on **efficient driving practices**.

**Preventive maintenance** to control losses in the compressed air system.

Additionally, we monitor CO2 EMISSIONS generated by the following operations:

**DIRECT EMISSIONS** - combustion of natural gas in the facilities, and consumption of liquid fuels (diesel and gasoline) in internally used vehicles (forklifts and automobile fleet).

**INDIRECT EMISSIONS** - electricity consumption in the facilities.



## 2.5 | WATER RESOURCES AND EFFLUENTS

Material Topics: Carbon Neutrality, Energy Efficiency, and Use of Renewable Energy  
GRI Content 302-4

At Industrias Guidi, the rational use of water is a priority. Although our production processes do not use water as a raw material, we monitor consumption to prevent excessive use and detect potential leaks. The main activities that consume water include kitchen services, sanitary facilities, and the closed-loop refrigeration system.

All discharges from these systems are treated by the Wastewater Treatment Plants installed at our facilities. In addition, effluent quality is periodically monitored to ensure compliance with environmental standards.

## 2.6 | INTEGRATED MANAGEMENT SYSTEM ENVIRONMENT + OCCUPATIONAL HEALTH AND SAFETY

Certified under ISO 14001, the Integrated Management System (IMS) covers the manufacturing of stamped and welded components for the automotive industry and other markets at our industrial plants in Burzaco and Zárate. This system includes descriptive and quantitative criteria to evaluate environmental aspects and impacts, as well as hazards and risks associated with our operations, enabling us to identify the most significant ones and define objectives, targets, and concrete actions for their prevention and control.

Additionally, we conduct internal and external audits, the latter carried out by a leading global certification entity, to assess the system and verify compliance with applicable regulatory frameworks.

We firmly believe that everyone plays a key role and is responsible for the future we want to build. As part of the implementation of our IMS, our employees are familiar with our Environmental and Occupational Health and Safety policies, the applicable procedures, and the significant environmental aspects, hazards, and risks associated with their tasks, fully understanding their roles and responsibilities within the system.

03.

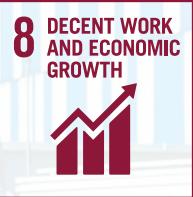
# Social Aspects



**4** QUALITY EDUCATION



**5** GENDER EQUALITY



**8** DECENT WORK  
AND ECONOMIC GROWTH



**10** REDUCED  
INEQUALITIES



04

SOCIAL ASPECTS

03

02

01

00

**395**  
EMPLOYEES  
BURZACO PLANT



11%  
WOMEN

+17  
INTERNAL PROMOTIONS  
2023

91 Students in  
PROFESSIONAL  
INTERNSHIP PROGRAMS



+800 STUDENT VISITS  
TO THE PLANTS



5 People participate in the  
INCLUSION PROGRAM  
FOR PEOPLE WITH DISABILITIES



**223**  
EMPLOYEES  
ZÁRATE PLANT



40%  
WOMEN

20hs Average  
TRAINING  
PER EMPLOYEE



3 UNIVERSITY  
INTERNS  
in the HSE and HR departments



**311** FAMILY MEMBERS  
VISITED THE PLANTS



20 Participants in the  
ANNUAL RETIREES'  
GATHERING



## 3.1 | OUR EMPLOYEES

GRI Content 2-7

People are one of the Company's core values. We strive to achieve a harmonious balance between employee well-being and the Company's results, fostering the development of our employees' capabilities so that each individual can contribute value from their position.

At the end of 2023, we had a total of 618 employees, distributed as follows:

### WORKFORCE DISTRIBUTION BY PLANT

PLANT	HEADCOUNT	MEN	WOMEN
IGB	395	355	40
IGZ	223	132	91
<b>TOTAL</b>	<b>618</b>	<b>487</b>	<b>131</b>

### WORKFORCE COMPOSITION BY COLLECTIVE BARGAINING AGREEMENT

PLANT	UOM	ASIMRA	TEMPORARY	TOTAL HEADCOUNT
IGB	322	69	4	395
IGZ	176	28	19	223
<b>TOTAL</b>	<b>498</b>	<b>97</b>	<b>23</b>	<b>618</b>

### WORKFORCE COMPOSITION BY AGE RANGE

PLANT	20-30	30-40	40-50	50-60	AVERAGE AGE
IGB	73	116	157	52	40
IGZ	72	99	37	12	34
<b>TOTAL</b>	<b>145</b>	<b>215</b>	<b>194</b>	<b>64</b>	<b>37</b>

### WE WORK TOWARDS THE FOLLOWING OBJECTIVES:



To foster an **inclusive and diverse work environment** where each employee can fully develop their capabilities.



To promote a **respectful, trustworthy, and safe workplace**, free from discrimination and supportive of inclusion.

We seek to ensure that suitable individuals are in the right positions, regardless of nationality, sex, gender, year of hire, type of employment, educational background, job role, or other factors. The objective is to improve individual performance and the overall work environment.

Through the Human Resources and CSR areas, we work to develop policies that promote inclusive and diverse work environments, ensuring the absence of any form of discrimination.

Additionally, we have developed a Protocol for the Prevention and Response to Harassment and Violence, aligned with ILO Convention 190, which includes an anonymous reporting channel (via email, website, telephone, and/or in person through the Human Resources department).

All decisions related to recruitment and hiring are based on skills, qualifications, and competencies, in line with our commitment to the values of non-discrimination and equity.



## 3.2 | HUMAN RIGHTS

GRI Content 2-23

Industrias Guidi is committed to creating an environment that promotes fair and honest treatment for all individuals associated with the organization, as established in the Company's Code of Conduct. In this regard, we highlight the following statement set forth therein: *"We seek to provide an environment in which people feel comfortable and respected, regardless of their individual characteristics, whether political, religious, sexual orientation, gender-related, or any other differences, offering a workplace in which no form of discrimination or harassment is tolerated."* The Code also states that *"the conduct of our employees toward external parties must be based on mutual respect and courtesy, and under no circumstances is written or verbal abuse acceptable, from either side."*

This internal policy establishes that *"it is the responsibility of everyone who is part of Industrias Guidi to respect and ensure respect for the human rights of all individuals with whom we interact."*

## PROTOCOL FOR THE PREVENTION AND RESPONSE TO SITUATIONS OF DISCRIMINATION, WORKPLACE HARASSMENT, AND VIOLENCE

In line with the Code of Conduct, we have developed the Protocol for the Prevention and Response to Situations of Discrimination, Workplace Harassment, and Violence, which provides tools to uphold respect for human rights, ensure a violence-free work environment, and protect affected individuals.

The objective of the Protocol is to clearly establish the standards of respect and dignity promoted in interpersonal relationships within Industrias Guidi and to define a procedure that provides guidelines for the prevention, guidance, handling, and resolution of situations involving discrimination, harassment, and workplace violence that may arise.

It is important to note that this Protocol was developed in agreement with the Internal Committees of the Unión Obrera Metalúrgica, fostering social dialogue and reinforcing their commitment to the guidelines established therein.

The fundamental principles guiding this approach ensure fair treatment and a prevention-oriented policy. These guidelines include: confidentiality of reports, informed consent with respect for the reporting party, non-retaliation as an enforcement mechanism, and transparency and accountability.

## 3.3 | COMPENSATION

GRI Content 2-19

We promote fair wages for all individuals within the Company, respect for equal conditions, and a comprehensive benefits program for our employees.

At Industrias Guidi, we prioritize the protection of jobs in the face of organizational changes and economic challenges.

Additionally, for employees covered under the UOM collective bargaining agreement, we offer a variable pay scheme that exceeds the provisions established in the applicable Collective Bargaining Agreement (CBA).

The retirement plan complies with current Argentine regulations, and notice periods are governed by applicable Argentine labor laws.



**15 Days**  
Paternity Leave



**Education Incentives**

Additional days for exams | Printing of study materials



**Bonuses**

Year-End | Marriage | Vacation  
Completion of studies | Retirement

## 3.4 | BENEFITS

Contenido GRI 2-7

We promote a healthy balance between professional and personal activities, with a strong focus on employee well-being. Accordingly, we design benefit strategies aimed at supporting and enhancing employees' quality of life.



**90%**  
Subsidized Cafeteria



**Discount Purchase Programs**

Samsung | Unilever Benefits Club  
Bimbo | John Foos | Open English

### ATTENDANCE AWARD

The Attendance Award is a recognition that highlights and rewards the dedication and commitment of employees who maintain consistent attendance at work. This incentive not only motivates employees to fulfill their responsibilities on a regular basis, but also fosters a stable and productive work environment.

Through this initiative, Industrias Guidi rewards daily effort and, in many cases, provides employees with the opportunity to travel by airplane for the first time. Since the prize consists of a three-day trip to various destinations within our country for the employee and one companion.



## 3.5 | PROMOTING DIVERSITY

Material Topics: Human Rights  
GRI Content 3-3

We view diversity as a key driver of creativity and innovation, helping to build an agile culture that fosters the coexistence of people with different characteristics, cultures, interests, and skills.

One of our main objectives is to continue advancing in this area by promoting the inclusion and development of women in the metallurgical industry and the inclusion of people with disabilities in productive plant activities, through the Corporate Social Responsibility (CSR) and Human Resources departments.

We work to fully leverage **complementarity**, recognizing **diversity** as an essential element for **value** creation and for building a **sense of community** among people of different genders, religions, ages, cultures, and professional backgrounds.

### PROJECT FOR THE INCLUSION OF WOMEN IN THE METALLURGICAL INDUSTRY

We are motivated by the goal of driving change within the automotive metalworking industry, a sector that has traditionally been male-dominated.



We seek to open doors for women in this industry by breaking down gender stereotypes and transforming organizational culture, fostering an inclusive work environment that values and enhances female talent.

PLANT	WOMEN	% OF WOMEN
IGB	40	11%
IGZ	91	40%

	WOMEN	% DISTRIBUTION OF WOMEN
Executive Positions	4	3%
Middle Management	5	4%
Production Roles	122	93%

The challenge of the “glass ceiling,” which limits women’s access to corporate leadership positions, is widely recognized. At Industrias Guidi, 30% of the Executive Leadership Team is made up of women, and more than half of its members are under the age of 50. Our diversity policy also applies to Top Management. We continue preparing women to be incorporated into the highest-level decision-making teams.

### INCLUSION PROGRAM FOR PEOPLE WITH DISABILITIES

We have developed an inclusive program focused on integrating people with disabilities into regular production tasks.

Participants work in a specific area of the plant with the same responsibilities and obligations as all other operators. The program involves the entire team, including employees and an occupational therapist. This initiative requires training, workplace adaptations, support mechanisms, and a strong commitment from all team members.

Through this program, we seek to strengthen inclusion by valuing diversity and promoting an accessible and equitable work environment.

#### 2023 Burzaco Plant

- > 2 participants in the **Logistics** area
- > 2 participants in the **Welding** area

#### 2023 Zárate Plant

- > 1 participants in the **Stamping** area

## 3.6 | THE VALUE OF OUR SUPPLIERS

GRI Content 2-6

At Industrias Guidi, we strive to maintain stable and transparent business relationships throughout our value chain.



A vital component of this chain is our supplier network. In 2023, we worked with **20 production material suppliers** and **530 non-production material suppliers**.

We encourage our suppliers to adopt a culture of continuous improvement, promoting the development of their performance based on ethical and responsible values, fully aligned with our Code of Ethics and Purchasing Policy.

We consider our suppliers an essential part of our value chain, as they make a decisive contribution to the success of our Company's productive activities.

Accordingly, we focus on raising awareness, supporting, engaging, and developing our key suppliers. We share our knowledge and experience while also learning from them, understanding that our relationship must be built on trust, mutual respect, and fairness.

## 3.7 | STRONG COMMUNITY ENGAGEMENT TO CONTINUE GROWING

GRI Content 2-29

Our Social Investment initiatives are focused on strengthening education as a key driver of development, playing a fundamental role within our community. To this end, we carry out various activities.

### PROFESSIONAL INTERNSHIPS FOR TECHNICAL SCHOOL STUDENTS

Professional internships provide training opportunities in which students apply their knowledge in real work environments. For our Company, these programs represent an opportunity to identify and train future professionals, recognizing potential employees who are already familiar with our culture and standards.

They also strengthen the link between the education sector and industry, supporting the development of profiles aligned with market needs and offering young, inexperienced individuals their first exposure to the world of work, fostering a culture of employment.

2021 > **32 internship students (virtual)**

2022 > **72 internship students**

2023 > **91 internship students**

## EDUCATIONAL VISITS TO OUR PLANTS

Visits from educational institutions to our plants are a key activity for strengthening community ties, allowing students to experience an industrial plant and our production processes firsthand.

We welcome a wide range of institutions, including technical schools, tertiary education institutes, universities, and MBA students from universities in the United States, among others.

**+ 800** students  
visited our plants

## FAMILY VISITS TO THE PLANT

Another initiative we value greatly, and which attracts more participants each year, is family visits to our plants. These visits provide an excellent opportunity for children, parents, and siblings to see firsthand the workplace and the daily tasks of each employee.

2023 Burzaco Plant  
> **237 family members** of 86 employees

2023 Zárate Plant  
> **74 family members** of 35 employees

## ANNUAL RETIREES' GATHERING

Each year, we bring together more than 20 former employees who retired from our Company, creating a space to reconnect with former colleagues and enjoy a particularly meaningful and emotional moment.

## 3.8 | A HEALTHY AND SAFE WORKPLACE

Material Topics: **Occupational Well-being, Health and Safety**

**GRI Content 3-3**

At our organization, employee health and safety are a top priority. Through compliance with our Occupational Health and Safety Policy, we seek to sustain a strong culture of mutual care, supported by clearly defined operating principles:

01. **Compliance with current legal regulations** related to risk prevention, occupational safety, and health.
02. **Conducting our activities while prioritizing the physical integrity of our employees and all individuals who visit or provide services at our facilities.**
03. **Ensuring optimal safety conditions of equipment and facilities.**
04. **Eliminating and/or minimizing workplace risks**, recognizing that all occupational accidents and illnesses are preventable.
05. **Promoting participation and engagement** of all employees in the Occupational Health and Safety System.



## 5-MINUTE SAFETY AND 5S TALKS

These consist of brief daily meetings during which employees are reminded about workplace safety and the 5S methodology, as well as carrying out specific stretching, flexibility, and warm-up exercises prior to starting the workday.

## DRILLS

The Health and Safety team at the plant coordinates evacuation drills and training sessions for the different Emergency Response Teams. Topics covered include first aid, CPR, fire safety, and the safe operation of forklifts, among others.

## PREVENTIVE ACTIVITIES

As part of our commitment to the health and well-being of our employees, we carry out education and prevention initiatives, including vaccination campaigns and medical check-ups, breast cancer awareness campaigns, and talks focused on women's health in connection with International Women's Day.

# 04. Governance Aspects





### CODE OF ETHICS AND CONDUCT



### PROTOCOL



FOR THE PREVENTION AND  
MANAGEMENT OF DISCRIMINATION,  
HARASSMENT, AND VIOLENCE  
SITUATIONS



### COMMITMENT TO COMPLIANCE WITH CURRENT LEGISLATION



## 4.1 | CORPORATE GOVERNANCE

GRI Content 2-9

At Industrias Guidi, we are committed to carrying out our activities in accordance with our corporate values, with integrity, respect, and transparency.

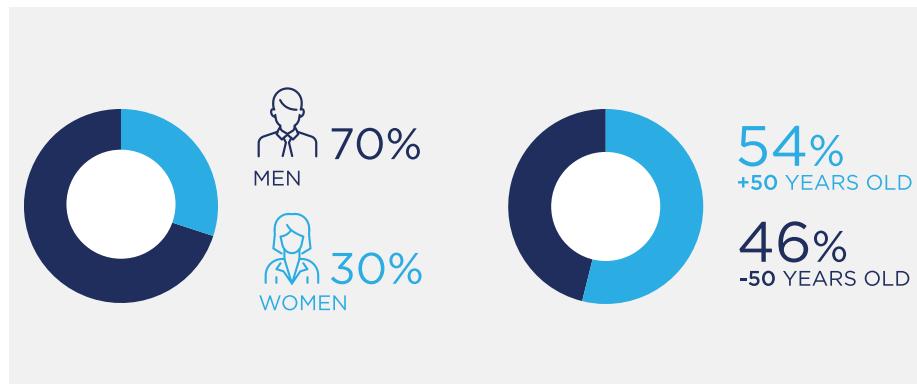
We believe that responsible, committed, and collaborative leadership is the starting point for building the Company we aspire to be.

The governance structure of Industrias Guidi is primarily aimed at streamlining management and supporting business strategy, while ensuring effective governance, transparency, and the Organization's sustainable growth, in close connection with day-to-day operations. For this reason, our highest governing body has been designed to maximize this purpose and is composed of the Board of Directors and the Company's Top Management.

This team of 13 members is responsible for addressing matters related to overall performance and sustainable growth, assessing potential risks, and identifying action plans..

### COMPOSITION OF THE EXECUTIVE LEADERSHIP TEAM

as of December 31, 2023



### EXECUTIVE LEADERSHIP TEAM COMPOSED OF:

President  
**Carolina Castro**

Vice Chairman and CEO  
**Fernando Castro**

Board Director and Director of IT and Environment  
**Sandro Iglesias**

Board Director and Head of Foreign Trade  
**Marcelo Guidi**

Board Director  
**Nicolás Castro**

Alternate Director and CSR and 5S Manager  
**Daniela Fazzari**

Alternate Director and Senior Advisor  
**Juana Guidi**

Alternate Director and Senior Advisor  
**Roberto Guidi**

Industrial Director  
**Carlos Pan**

Commercial Director  
**Fabian Novara**

Director of Human Resources and Health & Safety  
**Gabriel Volpi**

Accounting and Finance Manager  
**Claudia Matsusaka**

Engineering and Projects Manager  
**Gabriel Monzón**

## RESPONSIBILITIES

- Define policies aligned with the Organization's philosophy, promoting ethical values, transparency, and sustainability.
- Validate strategic objectives and monitor them together with internal management and teams.
- Propose and agree on the Company's investment and growth policies.
- Protect the interests of shareholders and the value chain.

Members of the Executive Leadership Team meet at least once a month. They also participate in monthly meetings to review performance indicators together with all department heads, as well as in weekly operations meetings where day-to-day operational matters are reviewed. This active participation in operational meetings enables close monitoring of business performance and ensures that operations remain aligned with the Company's values.

## 4.2 | CODE OF CONDUCT

GRI Content 2-24

Recognizing that sound corporate governance requires the commitment of every Industrias Guidi employee, at all hierarchical levels, to ethical, honest, and transparent conduct, Management implemented a Code of Conduct in 2020. This Code seeks to encompass all of our daily actions, taking into account their economic, social, and environmental impacts.

Code of Conduct Administration Committee: composed of two members of the Board of Directors, the Accounting Management, the Director of IT, and the Human Resources Management. This Committee is responsible for monitoring and evaluating the effectiveness of the program's contents on a semiannual basis. The Code of Conduct Administration Committee must also ensure due process in the handling of reports, initiating investigations when necessary.

## 4.3 | ANTI-CORRUPTION POLICY

GRI Content 2-24

As set forth in the Company's Code of Ethics, this policy establishes clear guidelines to prevent any practices that could constitute an abuse of power or facilitate private gain. The acceptance of gifts is restricted.

All new employees are required to sign and acknowledge compliance with our Code of Ethics and Code of Conduct.

Likewise, Industrias Guidi does not conduct business with government bodies or state-owned companies, nor does it receive donations of any kind.

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