

pyxis



JANUARY 2024

**Pyxis Ecosystem Sustainability Report for  
the periods 2022 and 2023**

# Contents

<b>1. Introduction</b>	<b>p.04</b>	<b>4. Occupational health</b>	<b>p.47</b>
1.1 Our report	p.05	4.1 Gender and diversity commission	p.51
1.2 CEO's letter	p.07	4.2 Gender indicators	p.56
1.3 Definitions	p.08	4.3 Oportunities	p.57
<b>2. Context</b>	<b>p.12</b>	<b>5. Community</b>	<b>p.59</b>
2.1 About Pyxis	p.13	5.1 Social compromise	p.60
2.2 Sustainable strategy	p.16	5.2 Social Responsibility Commission	p.62
2.3 Alliances	p.27		
<b>3. Collaborators</b>	<b>p.32</b>	<b>6. Environment</b>	<b>p.68</b>
3.1 Internships and training	p.35	6.1 Environmental compromise	p.69
3.2 Professional and personal development	p.42	6.2 Environment commission	p.70
3.3 Accompanying groups	p.44	6.3 Waste management	p.74
3.4 Benefits	p.46	6.4 Environment footprint	p.78
		6.5 Proteo Project	P.82

# 1. Introduction

1.1 Our report

1.2 CEO's letter

1.3 Definitions

## Our report

The sustainability team of Pyxis ecosystem is proud to present its first sustainability report.

At Pyxis, our projects are framed by our vision of sustainability. Some of them directly impact the Sustainable Development Goals, while others contribute to our economic viability, allowing us to have a solid financial health and allocate resources to social and environmental initiatives. In all cases, we are particularly concerned about the impacts we have on our employees, the communities in which we operate, and the environment.

This report is a reflection of that commitment, with the information organized around the three main areas in which we work:

### COLLABORATORS

This includes actions aimed at internally impacting the Pyxis business ecosystem. These actions are led by the Human Development team and their impact is focused on employees.

### COMMUNITIES

All the actions carried out with the objective of collaborating with the communities around us are described, especially in Montevideo, Uruguay and Medellín, Colombia. These actions do not necessarily have

a direct impact on the internal operation of Pyxis or its employees.

### ENVIRONMENT

The activities carried out to evaluate and improve the environmental impact of our operations are detailed.

Additionally, important comments and observations that should be taken into account before reading are included:

1. To produce this document, other sustainability reports of companies linked to the B Business Council were analyzed to find a format that would suit the Pyxis ecosystem.
2. This report was not prepared under any international standard. However, the recommendations and common characteristics of this type of report were taken into account in order to maintain order and respect the content of the information. This first experience has served as a learning experience to continue incorporating improvements in the collection of data for the following reports.
3. The year 2022 was a key year for the Pyxis Sustainability Unit. A new internal work process was consolidated, focused on defining the long-term sustainability strategy. In 2023, the first results were

achieved, obtaining new sustainability indicators, such as our first carbon footprint measurement. For this reason, in this first report we decided to include information for both 2022 and 2023.

This report is the result of collaborative work in which several teams participated. Special thanks to Human Development and the three working committees: Gender and Diversity, Environment and Social Responsibility.

## CEO's letter

Dear employees, partners and friends:

I am proud to present to you Pyxis' first sustainable report. This milestone reflects our ongoing commitment to sustainability and social responsibility.

It is the result of a long road we started on when we founded Pyxis in 2009 and decided to put people at the center. The formula based on synergy, service vocation and enjoyable professional work was the foundation stone of what we are today.

It was an evolutionary process in which we completed stages in our level of commitment and maturity. Our goal is to take advantage of the technological potential to promote triple impact, either through the development of our own solutions or by supporting dozens of initiatives and communities with which we interact.

This report is a testament to our commitment and a guide for future efforts. In these pages you will find the different initiatives, projects and processes that are part of our sustainability actions and that are aligned with the Sustainable Development Goals. I am deeply grateful to the entire Pyxis team and, in particular, to the Sustainability Unit for this great work.

May it be the first of many.



**Gerardo Valeri**  
Pyxis' CEO

# Some sustainable definitions

Before sharing information about the sustainability process at Pyxis, we present some definitions and key concepts on the subject extracted from the Global Compact, an initiative of the United Nations Organization that leads corporate sustainability in the world. Those with which we feel more identified and with which we are permanently building our own sustainable identity for the Pyxis ecosystem are detailed.

## SUSTAINABILITY

The United Nations defined sustainability as meeting the needs of the present without compromising the ability of future generations to meet their own needs.

## SUSTAINABLE COMPANY

A sustainable company is one that seeks to balance long-term economic success with the social and environmental impact of its operation.

Companies that operate in a sustainable manner not only do not negatively impact the environment and labor and human rights, but also generate positive impacts on society and the planet through the inclusion of ESG aspects in their corporate strategies.



# Sustainable Development Goals (SDG):

They are the plan, to 2030, proposed by the United Nations to achieve a sustainable future for all. They are interrelated and incorporate everyday global challenges such as climate, poverty, inequality, environmental degradation, prosperity, peace and justice. It provides an appropriate framework for companies to articulate their sustainability.



## 2. Context

- 2.1 About Pyxis
- 2.2 Sustainable strategy
- 2.3 Alliances

# About Pyxis

In 2009, four engineers with more than 20 years of experience pursued a dream. To found a technology company **focused on people, human, empathetic, capable of generating synergies so powerful as to promote positive impacts in their communities.**

With almost 15 years of experience, that initial formula **evolved and grew exponentially.** Today we define ourselves as Pyxis Sostenible (Sustainable Pyxis). We leverage our experience and **knowledge in technology as a catalyst for triple impact. A technological ecosystem of more than 350 professionals around 40 cities and offices in 7 countries.**

We develop large-scale, **360-degree end-to-end solutions, with extensive experience** in the Customer Experience, Financial services, Government and Telco verticals.

Our niche expertise includes Blockchain, Cloud Devops, Cyber-security, Data Engineering, Generative AI, Machine Learning, Software Development.



# #WEAREPYXIS



**304**

COLABORATORS



**7**

SITES



**14**

COUNTRIES OF RESIDENCE



**40**

CITIES



**14**

YEARS OF EXPERIENCE



**3**

BUSINESS UNITS



**+20**

PROFESSIONS



**+70**

CERTIFICATIONS IN 18  
SPECIALTIES



# Sustainable Pyxis

Sustainability is a process we have been working on since Pyxis was founded in 2009. Our people-centered culture and the development of the first Pyxisian social responsibility actions were key milestones that facilitated the maturation towards a triple-impact business commitment, which currently positions us as agents of social transformation.

Pasión

EQUIPO

DISFRUTE

COMPROMISO

Apoyo  
mutuo



# Road to sustainability

**2009**

**People at the center. 1+1>>2.** Synergy, enjoyable professional work, vocation of service.

**2015**

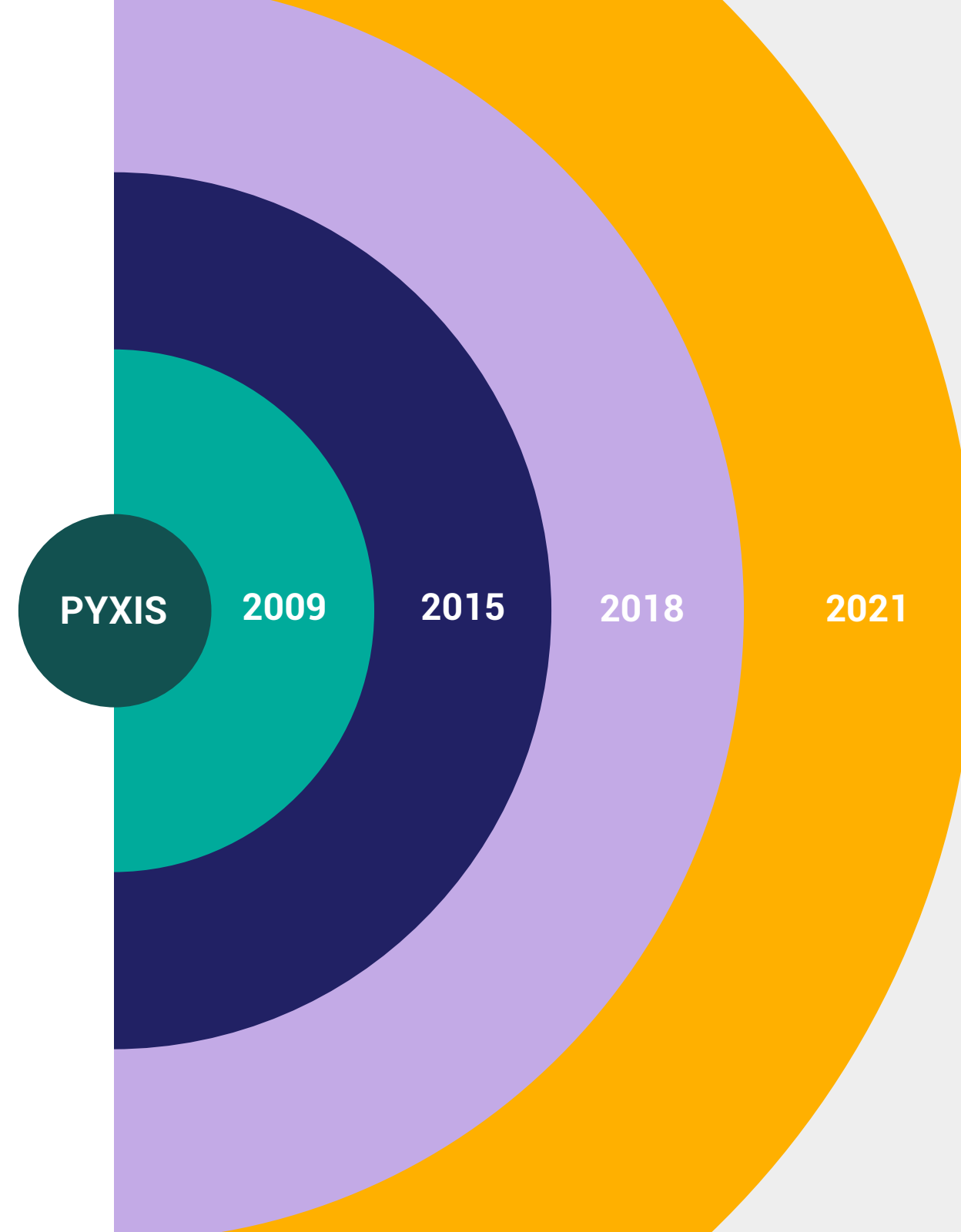
**First social impact initiatives.** Think UP! Hackathon and POC Iruka. RSP and Pyxis Happy Day. Zero Waste. Support for dual education.

**2018**

**Corporate commitment to triple impact.** Creation of gender and sustainability committees. Signing of UN Women Weps. Development of the +50 Program and Enlace Solidario.

**2021**

**Agent of social transformation.** Creation of an environmental commission. Signing of Global Compact. Launching of Fibras. Silver economy protagonists. Products: Sincronía, Proteo and Cognitive Solutions.



# Sustainability unit

Since 2021, Pyxis has included sustainability as a new ecosystem process to promote triple-impact projects: that add value to society, that are environmentally friendly and economically sustainable.

An interdisciplinary team representing different units of the ecosystem was formed to follow up on a biweekly basis the alliances, projects and initiatives that are developed throughout the ecosystem and in the work commissions.

## THE TEAM



*Analía Semblat, Diego Sastre, Alejandra Zepedeo, Leonardo Schmittner, Mariana Silvera, Mercedes Comas, Gonzalo Sobral, Sebastián García, Lucía Massa.*

## OUR PURPOSE

- Generate initiatives that allow Pyxis to be as sustainable a company as possible.
- Raise awareness about the concepts of sustainability.
- Measure our carbon footprint and reduce its impact.

## HOW WE DO IT?

- Promoting actions and projects that favor a positive change in employees, community and future generations.
- Working together with the different processes and committees in order to develop sustainable initiatives that allow us to make decisions with impact.

# Our strategy

At Pyxis, our projects are framed within our vision of sustainability.

Some of them have a direct impact on the Sustainable Development Goals, while others contribute to our economic viability and allow us to have a solid financial health, allocating resources to social and environmental initiatives.

In all cases, we are particularly concerned about the impact we have on our employees, the communities in which we operate and the environment.



# What processes and activities make Pyxis a sustainable company?

Since 2020 and from the “Pyxis for humans” initiative, the **Sustainability Unit** was created to promote sustainable actions towards the entire ecosystem.

We included the format of **working committees** within working hours to make progress on key issues: gender and diversity, social responsibility, environment, and professional and personal development.

The **human development** team leads exchange and well-being initiatives among and for the company's employees: interface groups, human encounter groups, training in essential skills.

Among the **benefits** provided by the company to its employees are: family care hours, private health insurance and occupational health insurance.



# Which Sustainable Development Goals (SDGs) are we impacting?

Pyxis directly impacts 8 Sustainable Development Goals. Here you will see where it is reflected within the ecosystem and its objectives. We remind you that all the goals are interrelated and here we only highlight the one with the most direct impact.



## Human development and employee benefits

Ensuring healthy living and promoting wellness at all ages.



## Gender and Diversity Commission

Promote gender equality and non-discrimination in the company.



## Zero Waste Program

Significantly reducing waste generation through prevention, reduction, recycling and reuse activities.



## Proteo Project

Using technology as a tool to provide useful information for the care of marine resources.



## +50 Program, Internships

Offering employment in the IT industry to young people in their first work experience and adults over 50 years old.



## Sustainability and carbon footprint measurement unit

Promote gender equality and non-discrimination in the company.



## Environment Commission

Making Pyxis' internal processes more environmentally sustainable every day.



## Fibras, Sistema B, Pacto Global, Mar azul Uruguayo

Seeking synergy and expanding our impact through people and organizations that promote sustainable projects.



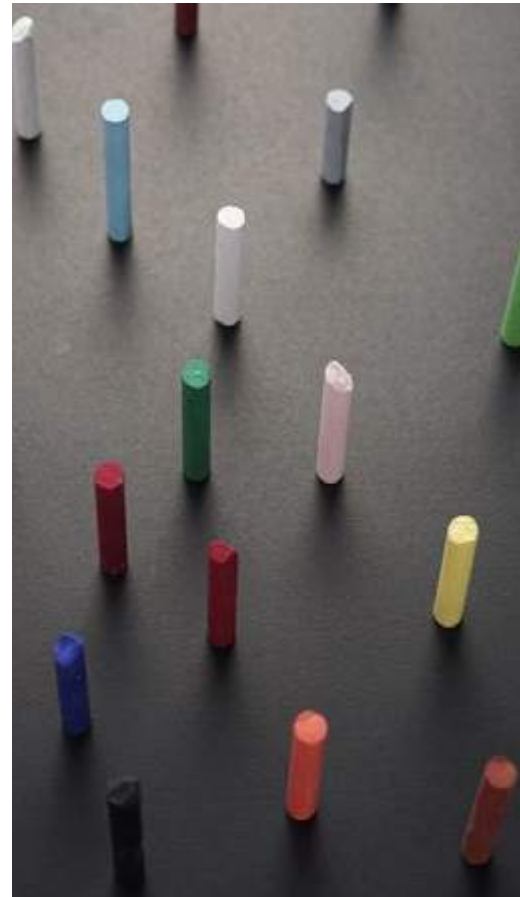
## 2024 Goals



**To be a BIC company (collective benefit and interest).**



**To have a sustainable purchasing protocol**



**Develop a plan to reduce our carbon footprint.**

## Alliances

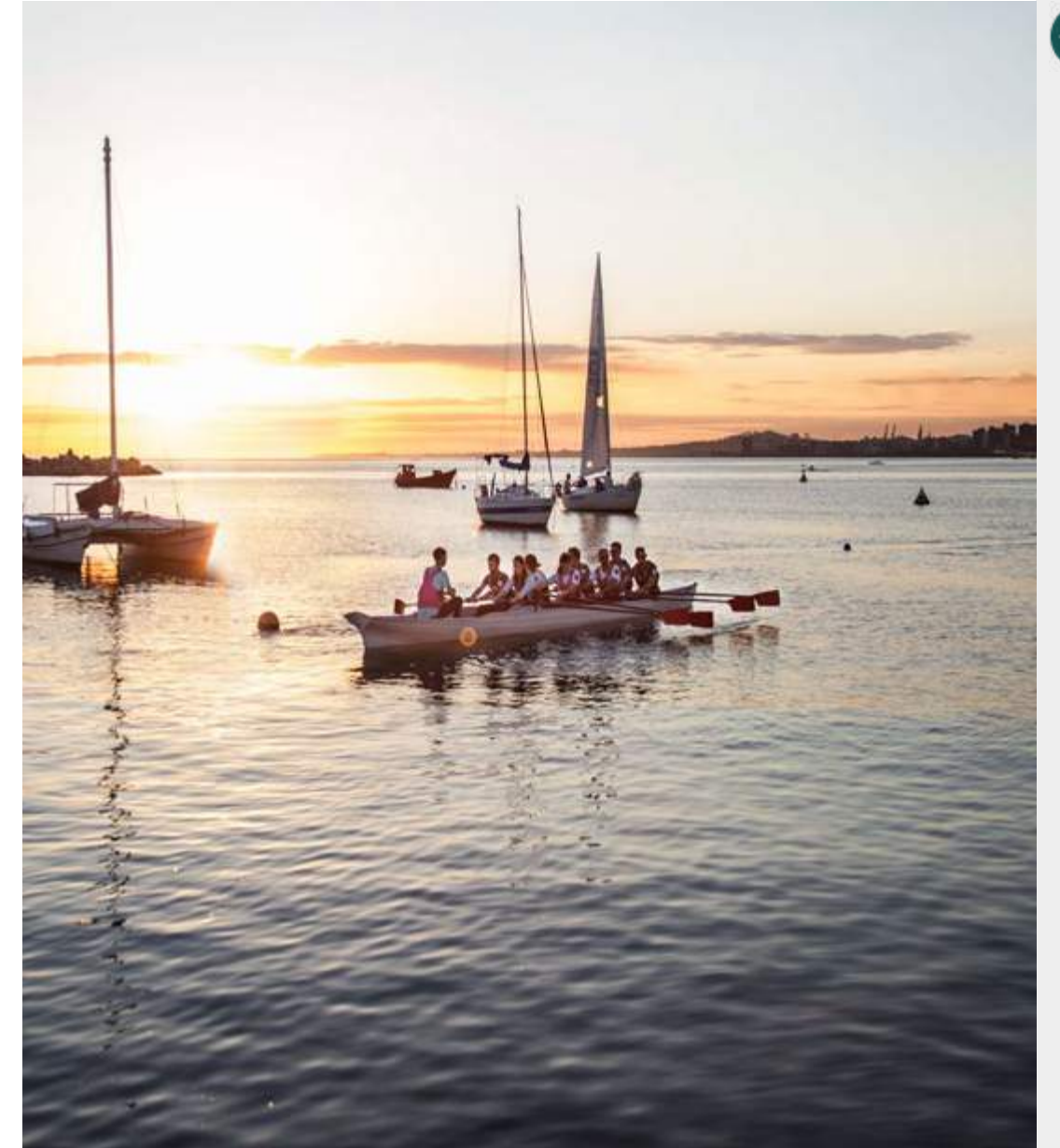
On this path of incorporating a sustainable vision as a company, Pyxis has become involved in different communities to amplify its impact and continue learning on this path of sustainability together with partners and colleagues:

We are part of the [Sistema B Business Council](#) in Uruguay:

It is a group of the main businessmen, businesswomen and referents of the country aligned to the purpose of the B Movement. Its objective is to install the conversations and lead the transition to the new economies.

We adhere to the [Global Compact Uruguay Network](#):

It is the local network of the United Nations Global Compact with a 100% corporate governance that seeks to promote an economy that innovates, generates employment and ensures sustainable development.



## ALLIANCES

# Pyxis promoted the creation of the non-profit civil association FIBRAS



An ecosystem with more than 90 partners where people, companies and organizations come together to support and accelerate projects and ideas using technology as a platform to generate social impact.

The pillars of Fibras are synergy and collaboration in synchrony towards a common purpose: to promote projects that use technology with a humanistic and inclusive approach and that generate sustainable economic results contributing to social and environmental welfare.

Since its inception in 2020 Pyxis has invested in the promotion of this community of which we are currently founders. Diego Sastre is the president and Leonardo Schmittner (who is part of the Human Development team at Pyxis) is the operational manager.



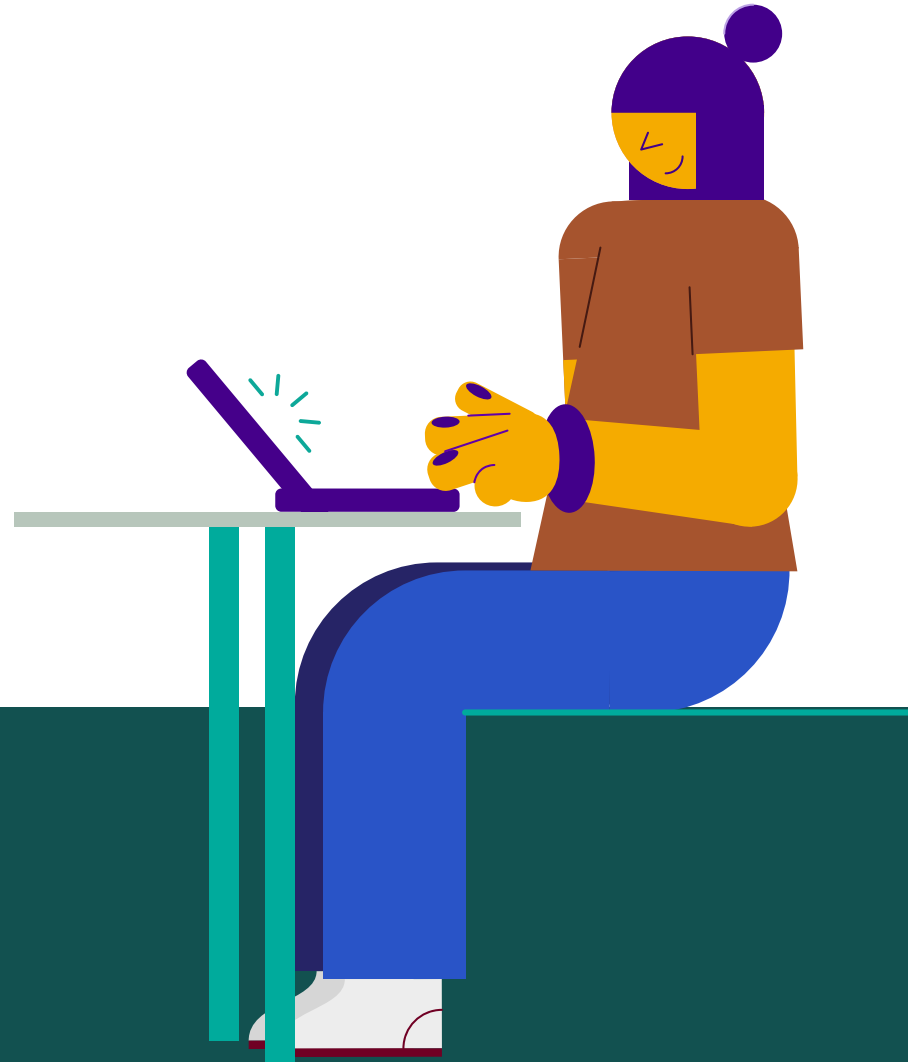
## ALLIANCES

# ÁNIMA Dual Training

ÁNIMA was created in 2014 to promote the Dual Training modality in Uruguay, implementing it in the High School cycle for young people from vulnerable socioeconomic backgrounds. Currently, more than 500 students, 100 training companies have participated and more than 300 training internships have been carried out in companies.

Pyxis has been a training company and partner since its inception and we are committed to promoting dual training as an educational modality for learning by working and working by learning.

Between 2022 and 2023 we have maintained the economic support we provide annually and we have received 4 apprentices to do their internship in the different units of the ecosystem.



Che Wirapitá is an interdisciplinary group formed by biologists, engineers, lawyers, writers, educators and naturalists, driven by the intention to conserve the nature and biodiversity of the Uruguayan coasts and the planet we live in.

[Mar Azul Uruguayo](#) is an initiative focused on developing effective conservation strategies based on local, cultural and scientific knowledge to protect and preserve our common home. Its mission is to protect Uruguay's blue sea, home to diverse marine species and a crucial migratory route, by promoting awareness and active participation.

Since Pyxis we have been working together developing different initiatives grouped in the Proteo project with the common purpose of caring for the marine ecosystem.







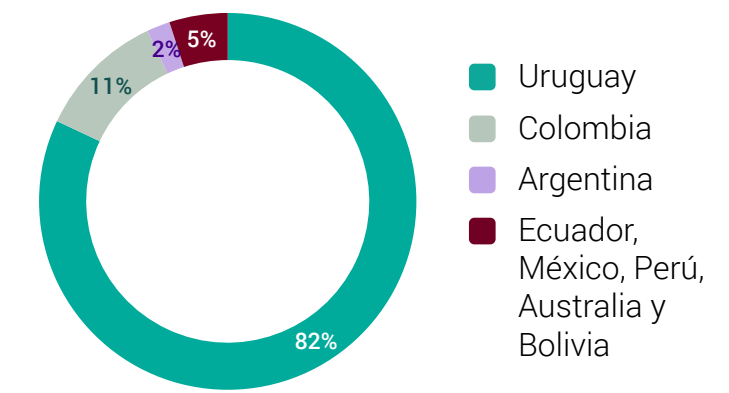
# Introduction

The Human Development team's main objective is to support the team in their personal and professional growth. It ensures compliance with all processes and procedures necessary to optimize the company's organization.

Pyxis fosters a space where the Pyxis pillars based on the idea of enjoyable professional work are promoted.



## How many of us are there?



## 3. Collaborators

- 3.1 Internships and training
- 3.2 Professional and Personal Development
- 3.3 Accompanying groups
- 3.4 Benefits

# Human Development

For this report we highlight the following processes:

- Internships and training
- Professional and Personal Development
- Support groups
- Benefits
- Occupational Safety

## A) Internships and training

Human Development (HD) provides training options to cover the needs identified in human skills and other important skills for the role, ensuring that all training is aligned with the company's values.

The training offer is built taking into account the information provided by the referents (according to the needs of their teams), the suggestions of the collaborators and the transversal vision that Human Development has, acquired through personal and group work with collaborators from all the companies.

Based on this information, DH offers a menu of options provi-

ding flexibility to align when to carry them out (depending on the most opportune moment for companies and employees).



# Internships

**ANIMA:** Since 2017 we have been a training company and partner of its technological baccalaureate receiving 10 apprentices in total, 2 of them continue to work with us. Between 2022 and 2023 we have received 4 trainees.

**CES:** Since 2020 we have been a training company for students of its Software Tester Diploma to carry out their paid training internship. In total we have received 6 people, 4 of them are still working in the company. In 2022 we were a training company for 2 apprentices.

**Liceo Impulso:** IDATHA received an apprentice recently graduated from its technological baccalaureate and did his formal internship in Data Engineering. He is currently still working in that unit and continues his studies at the Faculty of Engineering of UdelaR.



# Trainings

We tell you about 5 training initiatives we have in the Pyxis ecosystem. Each one with its own bet and with a shared premise: the technical growth and essential skills of employees.

Training initiative	Description
IDATHA academy	It supports internships for new members and provides technical training for those who are already part of the team.
Devops in Uruguay and Cosmos in Colombia	Since 2015 training in DevOps to the team in Uruguay with the Cosmos program program in Colombia, with the development of a career plan tailored to each participant.
Development and Customer experience	Its training process was created with the objective of accelerating the acquisition of knowledge and experience for people with less professional experience.  Development: Training is provided in: React JS, Spring, React Native and for the testing area: Api Testing. Customer experience: Ongoing training in CX (e-commerce and customer experience) and the exchange of that knowledge.
Training in VMware technologies	ATP defined a two-year training plan that allows people with infrastructure knowledge to retrain or train in VMware technologies infrastructure knowledge, to reconvert their profile or train them in VMware technologies.
+50 Program	Seeks to bring job opportunities to people over 50 years old through training and promoting their reinsertion into the labor market in the training and promoting their reinsertion into the labor market in the technological field.

2022

151

Number of people who have received at least one training

2001

Total hours dedicated to training

TRAININGS CONDUCTED  
2022 – 2023

- Time management
- Difficult conversations
- Leadership
- Leadership skills
- Written and oral communication workshop
- Negotiation

2023

134

Number of people who have received at least one training

1625

Total hours dedicated to training





## Trainings

The +50 Program was born in 2019 and seeks to retrain people over 50 years old, training them in technology to give them a second chance in the labor market. The first edition was trained in Testing together with Abstracta and with the support of Uruguay XXI and INEFOP.

**Currently, 6 people who participated in the program are working with us.**

With the support of INEFOP, we are working on the third edition of the program, incorporating alliances that will allow us to increase the number of participants and make more companies in the sector aware of the need to incorporate these profiles.

programa+50

According to studies, **75%** of ICT workers are **under 35 years of age(\*)**.

*(\*) according to data from Cuti and the portal Uruguay Smart Services, which indicate that in the ICT sector most of the workers are under 35 years old and most of them have a tertiary level or higher.*

**This has a high impact on the search for job opportunities for older people, who are excluded from a system that focuses on young people.**

We are convinced of the potential of this generation, which brings a broad view of the issues, experience, resilience and a great capacity to promote mature and empathetic work teams.





# Professional and Personal Development

Historically, Pyxis has adhered to an handcrafted model where each Pyxian built his professional path accompanied by a referent and, in that sense, each unit had been following its own path independently. At the same time, the need to document the subject arose and a commission was created, made up of referents from the ecosystem units. The main objective was to create a process to work on the professional and personal development of employees so that people could visualize a development path within the company, aligned with their personal interests,

with the needs of the ecosystem units and taking care of the essential skills aspects that Pyxis promotes. It would also respond to the need of the referents to have a common frame of reference to accompany their team members.

The committee encouraged the sharing of the work that some units had been doing independently, in order to discuss and highlight the main benefits of each proposal. The Professional and Personal Development Guide was created, which contains a basic framework of concepts, work processes and tools so that collaborators and referents can work on professional development aligned with the Pyxian spirit.

When we talk about professional development in Pyxis, we also include the “personal” component because from the first meeting of the committee, the need to think about the development process beyond the labor aspect arose. It was decided to focus also on the personal aspect, because the path that each person follows in Pyxis will not only shape him/her as a professional, but also as a person.

As a result of the proposal of the professional development committee, we began to implement the new process in the ecosystem with the objective that each collaborator has a customized plan, where the path to develop and grow in different skills or roles within the Pyxian ecosystem is established.





# Accompanying groups

These are spaces for group context and personal work, with two coordinators who accompany the process using active listening as a fundamental work tool. They accompany people so that they can unveil their autonomy and progressively trust in their capacity to act and systematically transform their practices.

They carry out triggers and/or dynamics that enrich and promote the recognition and development of human skills, prioritizing the emergencies that arise from its members.

Learning is the result of experiencing situations that enable them to get involved in an integral way and then generate spaces for reflection on their “being and doing”, putting these discoveries into practice for their transformation and that of their environment. The space is permanently enriched by the participants who contribute reflections about their experiences or simply their questions, which enable them to work on issues together, sharing their points of view.

## TYPES

- Human encounter groups
- Interface groups
- Team or project groups

## OBJETIVES

- Self-knowledge.
- Development of human skills: empathic listening, emotion management and reflective capacity, among others.
- Providing a caring space where to talk beyond the operative with people from different units, teams, projects, training, etc.
- Team building.

## GUIDELINES

- Confidentiality.
- Mindfulness / Presence.
- Active listening.
- Surrender / Openness / Participation.
- Respect.
- Non-judgment.



# Benefits

We offer benefits adapted to the globality with which we work and we level them according to the legislation in force in the country where the person is working.



## 4. Occupational health

- 4.1 Gender and Diversity Commission
- 4.2 Gender indicators
- 4.3 Opportunities



As of May 2019, we started working in the Occupational Health area

## URUGUAY

This initiative arises, on the one hand, to comply with the decree of the M.S.P 127/2014, within the Law of Corporate Criminal Responsibility that promotes Prevention, Safety and Occupational Health, working on issues related to the prevention of occupational hazards.

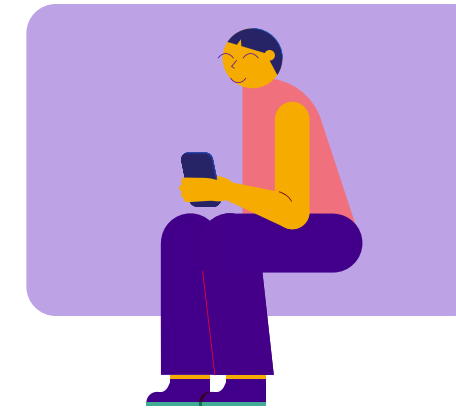
On the other hand, it accompanies certain aspects of enjoyable professional work and health care that have always been promoted in Pyxis.

In this line, we work with two occupational physicians who give us advice and meet with the collaborators to evaluate risks and provide recommendations. The objective of this space is to promote Prevention, Safety and Health at work.

In 2023, 78 interviews were conducted.

# Occupational health

Throughout these interviews conducted at Pyxis, 2 risk factors have been identified that are located within the normal factors linked to the type of work performed in our company:



### Ergonomic factors

Linked to prolonged sitting, position in front of the monitor, etc.



### Cardiovascular risk factors

Mainly associated with stress, sedentary lifestyle and obesity.

# Occupational health

The important thing is that both factors identified are modifiable. For example, a sedentary lifestyle can be combated with exercise, and it is sufficient to take a half-hour walk 2 or 3 times a week to begin to reverse this trend.

So far during the period of joint work, technical preventionists have

evaluated the building conditions of our offices and, based on this, they have provided us with advice on the opportunities for improvement that they have detected. Pyxis launched the Free Pass agreement with the Young Men's Christian Association, which goes hand in hand with this evaluation.

## COLOMBIA

In Colombia, we continue to work together with COMFAMA, our occupational health and safety advisors, with whom we are holding group meetings and individual follow-ups.



# Gender and Diversity Commission

The Gender and Diversity Commission of Pyxis began to operate in early 2020 motivated by the need to work on some gender-related issues. They had been dealt with informally and there was a need to start taking concrete actions. The first meetings began to be held during working hours, with an assignment, every 15 days. This made it possible to start a process in which objectives were established and have been fulfilled, revised and redesigned over the last few years.



In March 2021 Pyxis adhered to the WEPs, UN Women's Empowerment Principles to promote gender equality and women's empowerment in the workplace, in the marketplace and in the community.

Today the committee has around 15 active participants representing different teams in the ecosystem who aim to raise awareness and sensitize us on gender equality. Its purpose is to make visible the backpacks that we all carry, to accompany us in the process of recognizing and identifying them and to share a path of transformation by embracing diversity in an empathetic way.

On this path, progress has been made in generating quality information and promoting workshops and open training spaces. We seek to rethink the processes and tools to promote equity in its different dimensions.

# Summary and metrics 2022-2023



## Documents:

- A harassment prevention protocol is in place.
- Diversity and Gender Guide (2nd edition)
- Gender indicators (updated to April 2023).



## Workshops:

- Workplace harassment: +100 people participated
- Inclusion and organizational culture: 2 workshops were held where +100 people participated (2023).
- Sexual diversity: 2 annual meetings were held +40 people participated (2022 and 2023).

Harassment prevention protocol: We have an action protocol for harassment behavior at work, whose purpose is to provide clear guidelines on prevention, detection and action against harassment at work. It provides tools that allow respect for the rights of all people, empathy and tolerance, which are part of our organization.

Diversity guide: A new version of the “Diversity Concepts Guide” was produced, which presents information on gender diversity, sexual orientation, the situation of LGBTQIA+ people and inclusive language.

Inclusion and organizational culture: Together with Rocío Calvo from Equitá, gender and diversity consultant, two meetings were held to talk about the reality of LGBT people in our teams, discuss what place we give to dissidence and reinforce diversity in the ecosystem.

Opening of spaces for active listening in which a related topic or triggering questions are proposed for reflection in March, for International Women's

# Main activities carried out 2022 - 2023

Day, and in November, for the International Day for the Elimination of Violence against Women. Two instances of open talks were held, one based on the question “Do we want more women in Pyxis” and the other on “Safe Space”.

## Participation in workshops:

Workplace harassment: As part of the process of accompanying the creation of the protocol, workshops were held for team leaders and board members, in which more than 100 people participated.

Sexual diversity: Several trainings have been provided with the NGO Fauds to sensitize the team on the importance of respecting diversity and the enrichment it generates in the workplace. The purpose of these meetings was to promote reflection processes based on life testimonies and technical knowledge, in order to transform paradigms and prejudices about sexual diversity.

Pronoun: The possibility of adding the pronoun with which each person identifies themselves to their Teams profile has been activated. This cla-

rification, written in parentheses and in different languages, indicates how a person would like to be referred to, without taking for granted the gender with which he/she identifies (commonly associated with the sex assigned at birth, physical appearance, way of speaking, dressing, etc.).

Gender in the first person: In the framework of Women's Month, a group of Pyxian women put their voice to share their experience. They gave their testimony, shared stories, feelings, experiences, pains and common points

Analysis of work teams: One of our gender equity challenges is to increase female representation in middle and senior leadership. To this end, we worked on the analysis of the teams

to understand how they are composed and to be able to identify work actions in terms of leadership indicators. We know we have a long way to go and our goal is to improve these indicators year by year.

We are participating in the Global Compact Gender Accelerator. These are training workshops on policies to promote and accelerate equity in companies.



# Gender indicators

The Gender Commission developed Pyxis' first gender indicators over the course of 2023.

One of the major challenges was to establish common leadership roles across the ecosystem in order to generate robust metrics.

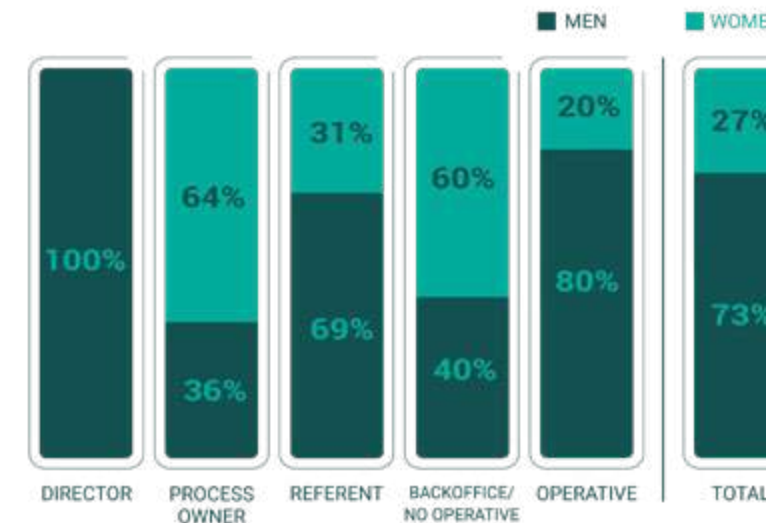
## Global percentage of women

In 2023, women occupy 27% of job positions at Pyxis.



## INDICATORS BY ROLE

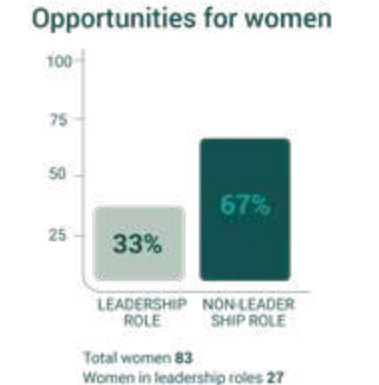
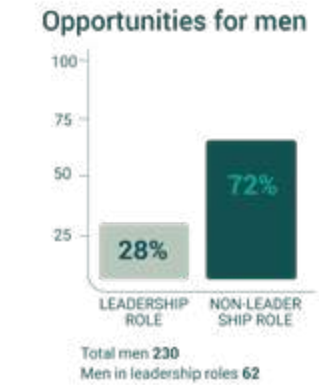
- Women occupy 20% of operational/technical roles.
- In back-office roles, women represent 60%.
- 64% of process managers are women.
- At the manager level, 31% of the positions are held by women.
- There are no female shareholders.



## OPPORTUNITIES

The percentage of women in leadership roles out of the total number of women is 5% higher than the same percentage of men.

This indicator brings us closer to thinking about equality in the availability and growth opportunities for women in leadership roles, both as referents and process managers.



## Some considerations

In recent times, gender is a variable considered when making new incorporations in Pyxis: of the total number of people assessed in job calls during 2022 and 2023, 30% were finally hired. Of the total number of women assessed, 35% were hired, while 29% of the total number of men assessed were hired.

The committee will continue to work on this gender focus in order to increase female talent at Pyxis, especially in the early stages of their professional training.

## 5. Community

5.1 Social commitment

5.2 Social Responsibility Committee

# Social commitment

The history of social responsibility at Pyxis began in **2011** with the idea of creating the Pyxis Happy Day, a fundraising day to donate to a cause in need. This was the kick-off to start moving several actions on a voluntary basis.



In **2017**, the team of volunteers set out to create a space to think of technological solutions with social impact. The selected idea was to digitize the health card of children with Down Syndrome. From this idea, **IRUKA** was created, an app that accompanies families in the development of their children. Several people and companies have collaborated in the development of Iruka on a voluntary basis, donating more than 1,600 hours for its implementation.

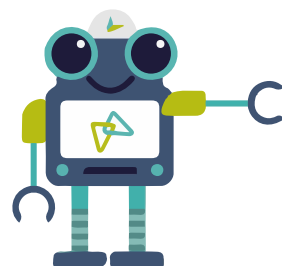
In **2020**, mobilized by the context of the health emergency, we set ourselves a new challenge with the **Enlace Solidario** project: a tool that connects people who ask for help with organizations that offer their services in solidarity.



In a first stage, we sought to address psychological support needs and a free psychological counseling service was provided by the Counselors Association of Uruguay in conjunction with EDHUCA (Casa Grande School of Human Development), with whom this first link was made, which served more than 150 people with an average of 500 hours of consultations.

In **2021** we developed the **ANIMÍN** chatbot that works as a virtual assistant in the enrollment process of the

ANIMA Baccalaureate and is currently still in operation. IDATHA developed this chatbot with text classification models and open source tools to inform and advise each interested party, answer students' questions and redirect messages to the teacher when necessary. It also allows to analyze if the profile of the interested party matches the one targeted by the baccalaureate.



In **2022**, the Pyxian social responsibility **work commission** was created, seeking to enhance its scope and maintaining its voluntary focus for some activities. It is made up of a team of more than 15 people repre-

senting the ecosystem in Uruguay and Colombia and works as a working commission, within working hours.

Today we have a series of annual campaigns with the purpose of supporting the actions carried out by different NGOs and Foundations: Pyxis Happy Day, Coat Campaign, Children's Day, Blood Donation and Christmas. Particularly noteworthy is our historical link with the Williams Foundation of the Young Men's Christian Association with whom we jointly participate in activities for their program in Piedras Blancas.



# Pyxian Social Responsibility Commission

## GENERAL OBJECTIVE:



To be the executing arm of Pyxis' social impact activities within the framework of the sustainability strategy.

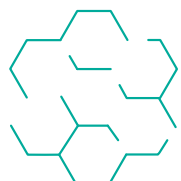
## ¿WHAT FOR?

- Spread the word and make a difference
- Supporting those who need help
- Volunteer activities
- Making an impact through technology solutions

## SPECIFIC OBJECTIVES:



Support educational continuity with a focus on ICT: economic, mentoring, tutoring, motivational talks, internships.



Support NGOs, civil associations and activities with a social and environmental focus.



Develop volunteer activities in which the entire Pyxian family can participate.



Inspire to develop social and environmental impact activities at home.

## SUMMARY AND METRICS

### 2022

Activity	Impact
Winter Campaign	20 large bags with warm clothes 2 large bags with toys
Children's Day	23 participants collaborated to make 60 snack boxes for young people
Donations with tax benefits	3 annual scholarships for <i>Ánima Los Pinos</i> Foundation
Blood Donation Campaign	7 participants
BBQ of the newcomers	2 large boxes of non-perishable foodstuffs
Solidarity Auction	115 items sold 100 participants 2 beneficiaries (Uruguay and Colombia)
We were sponsors of:	Down5K Redalco AUFA Peñarol Formative Basketball Division (men's and women's)

### 2023

Activity	Impact
Book Campaign	3 beneficiaries with a total of 50 young people
Winter Campaign	3 beneficiaries with warm clothes and toys
Donations with tax benefits	2 annual scholarships for <i>Ánima</i>
Children's Day	20 participants collaborated to make 50 snack boxes for youths
Blood Donors Club	35 volunteers
Pyxis Happy Day	33 volunteers
Christmas Campaign	New toys for 45 young people
We were sponsors of:	Down5K





# In 2022, donations and voluntary actions had several destinations:

Ánima: We support with the donation of 3 annual scholarships.

Blood donation campaign inviting people to join the cause, providing information on the importance of blood donation in the post-pandemic context. Seven collaborators participated.

Children's Day: 23 volunteers joined the initiative to assemble 60 boxes and bake cookies and snack cakes for the young people of Piedras Blancas, where they also played games and families participated. This activity was carried out together with the Williams Foundation of the Young Men's Christian Association.

As part of the Winter Campaign, the following were delivered:

10 bags with warm clothes and bed-

ding for the Williams Foundation of the Young Men's Christian Association.

At the "asado de los nuevos" (an internal event to welcome those who join the team) and with the support of all the attendees, we were able to complete 2 large boxes with non-perishable food that were destined to the "Olla popular de Villa Colón".

10 bags of women's and children's clothing and 2 bags of toys to the NGO Por La Integración - Casa Breve Estadía (CBE). It was created to provide shelter, protection and guidance to single women and/or women with dependent children in a situation of life-threatening violence.

## The third edition of the Solidarity Auction was held:

It is a day organized by the Pyxians to raise funds and donate them to organizations or beneficiaries in need. It has been held for several years, both in person and online.

The Solidarity Auction consists of an online auction where each Pyxian can offer a product or service.

Then, together with the RSP team, a minimum price is established and the product is published on the auction platform. There, Pyxians, their friends and families can bid for the products and the total proceeds go to the highest voted beneficiary.

- 115 items were sold (100 in Uruguay and 15 in Colombia).
- Pyxis doubled the proceeds,

which went to the two most voted beneficiaries:

- Uruguay: ASD treatment for the son of a Pyxis collaborator.
- Colombia: Código Comuna 13, the first School of Code Development and Software Programming of the Son Batá Corporation. The proceeds were used to cover the cost of transporting the students to the school to take the on-site classes. More information about the project at:

<https://www.codigoc13.com/>

## In 2022 we were sponsor of:

Down 5K: The 5K race organized by the Down Association of Uruguay to receive donations that allow it to maintain its annual activity.

Redalco: They recover fruits and vegetables that would be wasted and deliver them to social organizations that provide meals to those who need them most. More information at: <https://redalco.org/>

AUFA: We support the Uruguayan Amputee Football Association for their trip to the World Cup in Turkey.

Peñarol men's and women's basketball training divisions: We included #FuturoenTI to promote the study and work opportunities offered by the IT sector at a national level.

Los Pinos Foundation: We support the construction of the new building where the high school will operate.



# In 2023, donations and voluntary actions had several destinations:

Book campaign: Book donations were received in Uruguay and Colombia in order to contribute to the creation of opportunities for growth and learning.

- Uruguay: together with other companies in the IT sector, we participated in the construction of a library for a martial arts dojo in Santa Catalina, Montevideo
- Colombia: We contributed with Educambio, an entity that works with sustainable educational tools through libraries that contribute to the educational process of young people in vulnerable conditions.

We were sponsors of the Down 5K Down Association of Uruguay. 4 employees and their families participated in the race.

Corporación Casa Taller Artesas: Activity carried out from the Medellín headquarters within the framework of Down Syndrome month.

Christmas Campaign: We joined with Globant and AT to donate toys for the Christmas campaign that supported the centers managed by Cooperativa Los Juncos in agreement with INAU.

Winter campaign: We collected clothes and toys to contribute to 3 beneficiaries: La Capoeira dining room, Casa Breve Estadía (Pablo de María) and Cassinoni's car care.

Liceo N°4 de Artigas: Loan of equipment for its programming workshop.

Pyxis Blood Donor Club: We made progress in creating our first blood donor club. We had an informative talk with the Uruguay Blood Bank team and we

have 35 volunteers to form the club. Through this club we commit to donate blood at least once a year and in return we will be able to guarantee access to the necessary volumes of blood for the participant and three family members or chosen beneficiaries when needed.

Children's Day: We collected toys and assembled 50 boxes of snacks. Everything was donated to the Williams Foundation of the Young Men's Christian Association to share with the children who participate in the activities at their Piedras Blancas location.

Pyxis Happy Day:

It is a day of solidarity promoted by the Pyxis Social Responsibility committee. The objective is to share a family day and collaborate with those who need it most. A month before we make an open call to the whole team to present potential beneficiaries that we then vote to choose the final recipient of the proceeds.

How do we do it?

We collect all the money collected during the day by selling food, drinks and games.

We took up this activity again after 3 years and did it again in person.

The beneficiary this year was Mathias from Horizonte School who needed a special wheelchair.

Ánima: We support with the donation of 2 annual scholarships.



## 6. Environment

6.1 Environmental commitment

6.2 Environment Commission

6.3 Waste management

6.4 Carbon Footprint

6.5 Proteo Project

# Environmental commitment

Our commitment to sustainability encompasses the attention and adequate management of the environmental impacts derived from our operations. This implies assuming responsibility and control of these impacts in order to mitigate and reduce them.

An important step on this path was the creation of the **Environmental Commission** in October 2021.

This team, which works transversally and with the support of management, is committed to making internal processes increasingly more environmentally friendly and to promoting initiatives aligned with this purpose.

### ENVIRONMENT COMMISSION

#### Vision:

- Caring for the planet for future generations.
- Use technology tools to achieve a positive environmental impact.
- Take care of natural resources. Minimize our carbon footprint. Be an example in all our roles.

#### Objectives:

- Understand how sustainable we are in our internal processes.
- Understand where we stand on environmental issues and enhance the initiatives that are already underway.
- Ensure that everything we do is sustainable in the long term.
- Generate recommendations to align internal processes with the vision.
- Measure Pyxis' carbon footprint and water footprint. Seek commitment to reduce them.

#### Members:

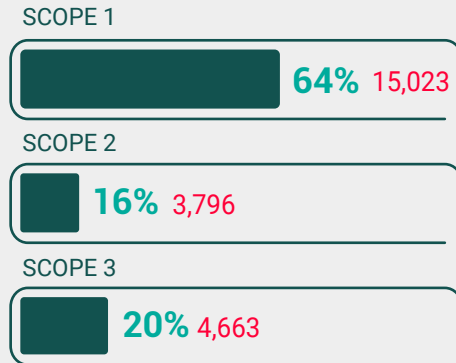
12 collaborators from Uruguay and Colombia.



# Environment Commission

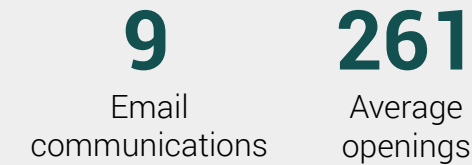
## SUMMARY AND METRICS 2022

### Emissions



● tCO2eq ● Percentage

### Communications

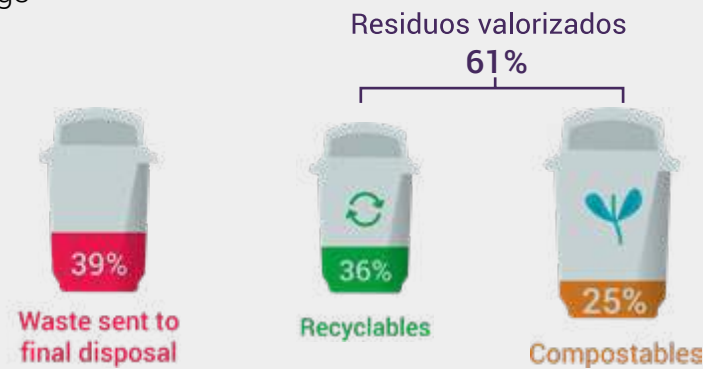


### Waste management



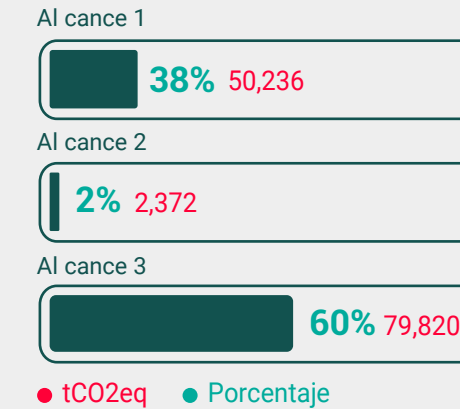
### Awareness-raising activities

Activity	Impact
Composting workshops	10 participants
Creation of the bike rack in Mvd.	Space available for 9 bicycles per day
Volunteer Activities: NGO SOS Marine Fauna	9 participants, 45 hours dedicated



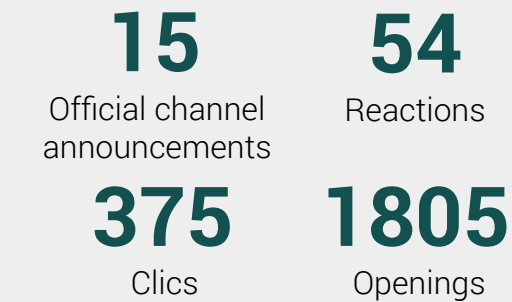
## SUMMARY AND METRICS 20223

### Emissions



● tCO2eq ● Porcentaje

### Communications



### Waste management



### Awareness-raising activities

Activity	Impact
Recreational instances in corporate events	5 events intervened
Orchard Workshop	27 registered
Compost Harvesting	5 participants
Meetup: Drought in Uruguay	17 participants
Creation of the Protocol for events	All events on the 9th floor
Volunteer Activities: NGO Coendú	27 participants, 6 Pyxians = 24 dedicated hours

Butterfly garden in Parque Rivera (Mvd) with 90 native plants of 30 different species.



# In 2022, the following activities have been promoted:

Pyxis began measuring its carbon footprint. The committee team participated in a series of meetings where the key concepts related to the footprint, its methodology and processes to carry out a correct measurement were reviewed. It was decided to focus on scopes 1 and 2 in this first stage.

Measured the carbon footprint of one of our main events: Open Space November 2022 and advised on general issues during organization to minimi-

ze negative impact. For example, do not include single-use plastics.

The creation of a bicycle rack with space for 9 bicycles in the Uruguay building was promoted and inaugurated on June 3, World Bicycle Day.

Composting workshops were promoted with the Simbiótica venture, where 10 employees underwent online training and were accompanied through the first steps in the construction of their own compost bin.

We participated in Zero Waste LATAM Week (October 24-29), a series of events where companies and organizations offer their employees the opportunity to recycle electronic waste from their homes.

A total of 400kg of electronic and technological waste was collected and sent to organizations in charge of processing this type of waste for appropriate treatment, reducing contamination and reusing inputs. Suppliers: New Life in Uruguay and Fundación FEEPDIS in Colombia.

A survey was conducted, answered by more than 90 Pyxians, which allowed us to understand the issues of most concern and the level of knowledge in each area of the respondents.

An end-of-year activity was carried out in support of SOS Fauna Marina in Punta Colorada, Maldonado, Uruguay. A team of 9 collaborators visited the facilities and collaborated with cleaning and painting tasks in part of the premises.

SOS Rescate de Fauna Marina is an NGO whose main mission is to rescue, rehabilitate and return marine fauna to their natural habitat. The visitor center carries out educational, awareness-raising and environmental outreach work, receiving tourists throughout the year.

# In 2023, the following activities have been promoted:

Carbon footprint measurement is included as a new process within the Quartermaster team. Scope 3 is included for footprint measurement, defining the GHG protocol categories that apply.

Once again, we participated in the Zero Waste Latam campaign, receiving electronic waste, which was then disposed of correctly.

Se generaron instancias lúdicas para refrescar los conceptos de clasificación de residuos y despejar dudas.

We conducted a comparative study of the different waste management suppliers in Montevideo and decided to change our supplier to one that would provide us with more information on the waste generated and a guarantee of proper treatment. As of 2024 we will work with Abito for our mixed and recyclable waste.

In June we celebrated environmental month with events that got us more involved with the care of our planet: vegetable garden workshop, compost harvest day, we held a meetup with Nazareth Saligari from Simbiótica to talk about water care and we promoted the use of the bicycle rack.

To close the year, together with the Social Responsibility Committee, we coordinated a day of volunteer work

to plant 90 seedlings of 30 native species and create an open-air butterfly garden.

Through this activity, a sector of the Rivera Park was recovered, improving the biodiversity and resilience of the species that live there.

Specialists shared with us information on biodiversity, science and citizen participation for environmental conservation and the importance of our urban parks for the environment.



# Waste management

Since April 2016 Pyxis has been sorting 100% of the waste it generates and currently revalorizes more than 60% of it. The program involves reducing the volume of waste through an internal sorting system.

Organic waste goes to the compost bins available at the two Pyxis locations in Montevideo and the rest of the waste is collected by the company Uruguay Recicla for reuse.

Prior to the pandemic, 80% of the waste generated had been revalued. However, the latest quantitative and qualitative diagnostics have resulted in an increase in mixed waste.

In 2023, the environmental commission was working to improve the processing and final destination of waste, enhancing the impact of the Zero Waste project and evaluating new suppliers for the recycling of mixed waste.



## HOW DO WE PROCESS OUR ORGANIC WASTE?

Both compost bins are cubicles of 1.5m long x 60cm long and high, divided in half. They start by filling one half with a “mattress” of organic waste followed by a “mattress” of paper, forming a kind of lasagna until reaching the allowed limit. When this happens, after 3 months from the beginning of the process, the soil is ready to be harvested.

Harvesting involves straining the soil to eliminate any excess that has not yet been processed by the earthworms. This excess is returned to the other half empty to start the process again. In each of them live 6000 worms, working to convert the waste and carbon dioxide (obtained from the paper) into humus (soil, compost) and leachate (natural fertilizer).

### Why do we compost?

Composting organic waste can avoid the emission of about 0.48 tons of CO<sub>2</sub>e per ton of composted waste.



# Waste management

## How much compost do we generate?

In 2022, 5 compost harvests were carried out, obtaining approximately 230 kg.

In the year 2023, 4 harvests were carried out, obtaining approximately 300kg.

## How much waste do we generate?

- Prior to the pandemic, 20.9 kg of garbage was generated daily, equivalent to 160 grams of garbage per day per Pyxian..
- Following the pandemic, the number of Pyxians working face-to-face in offices is highly variable, making the indicator of waste generated per person complex to calculate and meaningless.
- Based on this, the indicator of total % of waste valorized is defined for monitoring the objectives.

Year	Total recovered waste
2022	61%
2023	67%

- The short-term goal is to reach 80% of recovered waste.

We are grateful to Gabriel Barterretche and Lucía Curti who advised us to start and continue improving this initiative.



# A little history of the Zero Waste Project

As part of the Pyxis Social Responsibility process, it was decided to undertake this cause with the ultimate goal of sorting 100% and recycling more than 80% of the waste generated in the work offices.

On April 8, 2016, Pyxis kicked off the recycling campaign, adopting a new waste sorting custom in which everyone's collaboration was and is needed for everything to work as expected.

## What was involved in taking on the project?

At the beginning, it involved an important work of data collection through a system that allowed us to know in detail all the waste generated in all the company's processes, seeking to reduce the volume of waste generated, designing an internal classification system and providing an environmentally appropriate destination. There was also important work in terms of raising awareness and training personnel to achieve these objectives.

**In June 2017, we adapted containers according to the new criteria established by the UNIT 1239 standard in terms of terms and colors to define the classification of waste:**



MIXED or discarded WASTE



RECYCLABLE WASTE



COMPOSTABLE WASTE

In 2021, we will add two more containers:  
PLAST FOAM WASTE  
SANITARY WASTE

**BASURA CERO**





# Environmental footprint

Pyxis began measuring its carbon footprint in 2022, in particular Scope 1 and 2 emissions. Scope 3 in 2022 included only emissions from the Open Space event in November 2022.

Scope 1: Direct Greenhouse Gas Emissions	Fuel consumption of company vehicles  Refrigerant Fugitive Gases  Fugitive Gases Fugitive Gases Fire Extinguisher Recharging
Scope 2: Indirect GHG emissions associated with electricity	Electric Power Consumption
Scope 3: Other indirect emissions	Open Space Event

In 2023, and thanks to the experience gained in 2022, it was possible to work on the construction of the process and preparation of the Greenhouse Gas (GHG) Inventory Report, including all scopes (1, 2 and 3).

## SECTOR INFORMATION

According to data from analytics company Cumulus Media, published in Visual Capitalist, in 2018, 38 million WhatsApp messages were sent worldwide every minute, 266,000 hours of Netflix are viewed, 4.3 million YouTube videos are watched, and 3.7 million Google searches are performed. This translates to, **if the Internet were a country, it would be the sixth most polluting in the world.**

The ecological footprint of this digital traffic is equivalent to approximately **7% of the world's electricity consumption**, according to Greenpeace.

Some factors contributing to this footprint include the energy required to manufacture and operate electronic devices, the generation of data in data centers and the transmission of information through networks. The consulting firm McKinsey estimated that by 2020, the IT market will produce around **3 to 4% of all the world's CO2 emissions.**

[\\*Reference Visualcapitalist](#)





## EMISSIONS 2022

In 2022, Pyxis began to measure its carbon footprint. This implied that the commission team was trained in everything related to the footprint, basic concepts, methodology and processes to be able to carry out a correct measurement.

Scope	Emissions in tCO2eq	Percentage
Scope 1	15,023	64%
Scope 2	3,796	16%
Scope 3	4,663	20%
Total	23,482 (*)	100%

(\*) Based on these results we can estimate that 165 trees planted will offset Pyxis' 2022 Carbon Footprint.

In 2022, Scope 3 was measured only in one of the corporate events held annually. This was done as an exercise to define procedures and analyze efforts.

## EMISSIONS 2023

In 2023, we worked on including Scope 3 emissions. For this purpose, four GHG Protocol Scope 3 categories were considered, as they are the ones that have the greatest weight in the overall emissions: waste management, business travel (land and air), employee travel and Open Space event.

Scope	Emissions in tCO2eq	Percentage
Scope 1	50,236	38%
Scope 2	2,372	2%
Scope 3	79,820	60%
Total	132,428	100%

(\*) Based on these results we can estimate that 927 trees planted will offset Pyxis' 2023 Carbon Footprint.

When comparing 2022 and 2023, a considerable increase in Scope 1 emissions is identified, mostly caused by the recharging of gases from air conditioning equipment and the use of company vehicles. Based on the development of the 2023 inventory and its definition as Base Year, it will be possible by 2024 to examine emissions trends over time and compare emissions before and after the implementation of the mitigation plan.

# Proteo Project: Technology to protect our seas

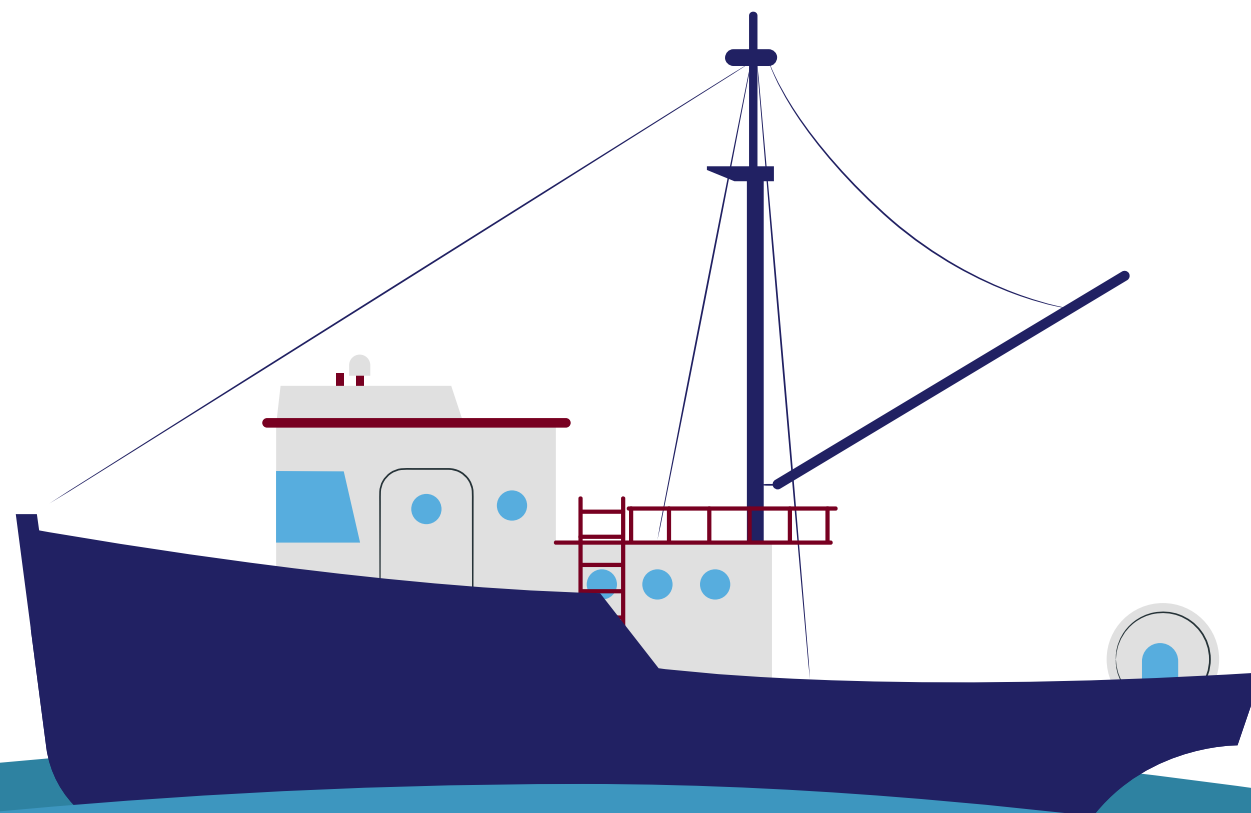
## 2022

In 2022, a research path began, in cooperation with the Mar Azul Uruguayo initiative of the NGO Che Wirapitá, with the objective of generating technological tools for the conservation and management of our seas.

This initiative, guided by the Sustainability Unit and relying on IDA-THA's technological knowledge, proposed the implementation of the first Multipurpose Platform for Marine Data Acquisition in Uruguay.

The objective of the project, in its first stage, was to detect in real time suspected illegal fishing and/or poaching in Marine Areas of interest. The project was funded by ANII and a first prototype was developed during 2022.

During this first year, the team received training on issues related to IUU fishing (illegal, unreported, and unregulated fishing), including training with the NGO Global Fishing Watch organized by Mar Azul Uruguayo.



# PROTEO

## 2023

Proteo seeks to promote collaborative work among all those involved in marine conservation in Uruguay.

During 2023, alliances were made with government institutions, in particular with the National Directorate of Biodiversity and Ecosystem Services of the Ministry of Environment and with the Oceanography, Hydrography and Meteorology Service of the National Navy (SOHMA).

By the end of 2023, the Faculty of

Engineering of the UdelaR also joined the project with the objective of developing a monitoring system for environmental parameters that will generate valuable data for research and management of our seas. In addition, we participated in a training session with Greenpeace on the use of hydrophones for biodiversity monitoring.

Key stakeholders are currently working together to advance the project to its next stage: monitoring and management of marine protected areas.

## ANNEX 1: REFERENCES

- Global Compact: <https://www.pactomundial.org/que-puedes-hacer-tu/sostenibilidad-empresarial/>
- Sustainable Development Goals: <https://www.un.org/sustainabledevelopment/es/objetivos-de-desarrollo-sostenible/>
- Sistema B Latin America: <https://www.sistemab.org/>
- Uruguay's Ministry of Environment and climate change information: <https://www.gub.uy/ministerio-ambiente/politicas-y-gestion/direccion-nacional-cambio-climatico>
- Greenhouse Gas Protocol: <https://ghgprotocol.org/>

## ANNEX 2: GLOSSARY OF TERMS USED

**Greenhouse gas (GHG):** Gases that contribute to the greenhouse effect by absorbing infrared radiation.

**Direct GHG emissions (Scope 1):** Greenhouse gases (GHG) from sources owned or controlled by the organization.  
Example: CO2 emissions from fuel consumption.  
Note: A GHG source is any physical unit or process that releases GHGs into the atmosphere.

**Energy-related indirect GHG emissions (Scope 2):** Greenhouse gas (GHG) emissions from the generation of purchased or acquired electricity, heating, cooling and steam consumed by the organization.

**tCO2eq - carbon dioxide (CO2) equivalent:** A measure used to compare emissions of different types of greenhouse gases (GHGs) in terms of their global warming potential (GWP).  
Note: The CO2 equivalent of a gas is determined by multiplying the metric tons of the gas by the associated GWP.

\*Definitions obtained from <https://www.globalreporting.org/how-to-use-the-gri-standards/gri-standards-spanish-translations/>

This document was prepared by the Pyxis Sustainability Unit, with input from the Human Development team, BackOffice and the Environment, Social Responsibility and Gender and Diversity committees.

**Thank you very much!**

We are interested in your feedback on our sustainability report. We invite you to send your comments or questions to [sostenibilidad@pyxis.tech](mailto:sostenibilidad@pyxis.tech)



