

AUXIS 2025

CORPORATE SOCIAL RESPONSIBILITY

Taking Responsibility Beyond Words:

Auxis' plan for economic, environmental, and social advancement for sustainable business

| Index

Volunteering 4

Our Communities 7

Donations 8

Our Environment 9

Auxis University Development Programs 11

Athena LMS 12

Auxis Automation Bootcamp 13

Language Assurance Program 14

Development Programs 15

Employee Wellness 17

Strategic Partnerships 18

Our Commitment to Equality 19



At Auxis, our commitment to Corporate Social Responsibility is fundamental to who we are as an organization. We take social, economic, and environmental challenges seriously – and we recognize the responsibility and opportunity we possess to have a positive impact. We also realize actions speak louder than words. Our commitment to the safety and well-being of our staff and community is a top priority for the organization. We've worked hard to create a safe and welcoming environment for our employees by implementing office safety guidelines, holding team-building activities to boost camaraderie, participating in community service opportunities, and much more. Read on to learn how we translate our commitment to better the communities we serve into practical solutions, programs, and progress.

- > Worked with over **30** non-profit organizations
- > Allocated **4** tons of food
- > Donated over **2,000** hours



Volunteering

Throughout the years we've continued to prioritize serving our community. We partner with multiple non-profits to participate in local volunteer programs:

- > Banco de Alimentos de Costa Rica
- > Belen por Amor
- > Fundacion Chumi
- > Fundacion Futbol por mi pais
- > Fundacion por 1 sonrisa
- > Green Wolf Costa Rica
- > Women's Prison Initiative - Vilma Curling Rivera
- > Social Initiatives in Barranquilla, Colombia
- > Cleaning Guacalillo Project with Green Wolf CR

Orfanatos de Costa Rica:

Auxis employees generously donated 100 gifts for children during the festive season.

Futbol por mi pais:

Auxis employees participate in a soccer tournament where funds are raised to purchase kits for the kids.



futbol x mi pais



futbol x mi pais

Por 1 sonrisa:

Auxis employees generously donated 100 gifts for the children during the festive season and participated as volunteers in their Christmas party.

Women's Prison Initiative – Vilma Curling Rivera:

Auxis supported 26 babies of imprisoned women at Vilma Curling Rivera prison, providing essential items like pampers and soap.

Social Initiatives in Barranquilla, Colombia:

Auxis participated in the “Pa’ Lante” program, promoting English proficiency for vulnerable communities, and with “Inglés para el Trabajo” to train 4,000 young individuals in the city’s BPO sector.



pa' lante program



pa' lante program



Fundacion Chumi: Auxis participated in Turno Chumi, an annual event that raises approximately 8 million colones to support Cuidados Paliativos and Cruz Roja in San Antonio de Belén, Heredia. This initiative reflects our gratitude to the community, with our responsibility committee proudly volunteering in the kitchen to cook and serve. It's a meaningful way to give back and contribute to lasting, positive change.



Our Communities

Philanthropy & Supporting the Global Community

As a proud member of the Costa Rican community, we partner with many local non-profit organizations that provide support, including:

- > Hogar de Ancianos Santiago Crespo
- > Territorio de Zaguates
- > Auxilio Animal Cartago
- > Futbol por mi pais
- > Escuela de Guarari

Case Study: Club Morado Amputee Soccer Team

With the help of our client, Shoes for Crews, we were able to donate 100 pairs of shoes to the Club Morado Amputee Soccer Team.

Case Study: Territorio Zaguates

We promoted the responsible adoption of 24 dogs.

Case Study: Futbol por mi pais

As a company, we are collecting money with different initiatives to purchase kits that enables participation throughout the year for the kids.

Case Study: Escuela de Guarari

We donated school supplies and uniforms to Escuela de Guarari in Costa Rica.

Case Study: Perchero Solidario

We collected and donated clothes to immigrants in need.



Donations

Thanksgiving Grams

This is an annual event we hold where our employees buy a small gift of appreciation for a fellow coworker. The money raised from those purchases will be matched by Auxis and donated to a local charity in Costa Rica.

Club Rotaract (Rotary in Action)

We work with this organization by helping collect clothes and food for people without housing in the area. This year we focused on collecting sweaters, baby clothes, and food.



donations



donations

Our Environment

Green Spaces

At Auxis, we promote the inclusion of environmentally responsible practices led by our employee Wellness Committee that organizes campaigns, trainings, recycling spaces, volunteer programs for school and waterway clean-ups, and more. We also join efforts with the American Free Zone for its monthly Recycle Zone event, which grants exchangeable points to companies and employees for recycling material. The Auxis building is properly equipped with disposal areas assigned to collect specific recyclable materials. We also reduced our need to print and purchase plastic and other materials that do not decompose easily.

Healthier, happier employees

We offer multiple green spaces that promote the well-being of employees by creating green environments, such as:

- > Parks
- > Sports Zones
- > Gyms
- > Outdoor Picnic Areas
- > Walking Trails

At Auxis, we take our responsibility to protect the environment seriously. Our office recycling program is a critical way we reduce our ecological footprint, recycling paper, aluminum, and plastics.



outdoor picnic areas



sports zones



recycling program



Blue Flag Ecological Program (BAE)

Auxis earns the Blue Flag Ecological Program for Companies in Costa Rica recognition for environmental responsibility and sustainable practices.

The program evaluates different categories such as:

- > **Environmental Management:** efficient use of water, electricity, paper, and other resources.
- > **Climate Change Mitigation:** actions to reduce carbon footprint and promote renewable energy.
- > **Waste Management:** recycling programs, reduction of plastics, and proper disposal.
- > **Employee Well-being:** health, hygiene, and occupational safety.
- > **Community Involvement:** awareness campaigns and social/environmental responsibility projects.



Auxis University Development Programs

At Auxis we are strong believers that social responsibility starts from within. During the COVID pandemic, we decided to look inward and focus on the development of our staff while we all work to navigate the new challenges that the pandemic caused for us all.

With our employees in mind, we created a comprehensive employee development program, Auxis University, that is broken down into 2 separate sectors:



**Auxis
University**



- > Technical and soft skills training, stretch assignments.
- > Job shadowing and other learning avenues specifically designed to help them develop into their next role.

Plans include:

Designed to help build our next generation of leaders.

Responsible for creating employee-specific career paths for 5% of our future leaders.



Athena LMS

All-in-one system of learning
Build a skills-powered learning
experience that opens opportunities.

Auxis has introduced Athena, a cutting-edge learning platform, to empower its employees with personalized, AI-driven training experiences, ensuring they have the tools and insights needed for continuous growth and alignment with organizational objectives.



Benefits:



Automating self-directed growth
Self-driven learning and growth



Scalable learning
We provide virtual and in-person instructor-led training sessions, eLearning, and playlists.



Learning insights
Get better insights than just “course completed.” We show our people their skill gaps, skills that are in demand, and a path forward.



Personalized learning
Tailored content delivered based on career needs, powered by Skills AI, Content AI, curated libraries, and intelligent web-sourced content.



Multi-modality training
We train our people with different content formats such as podcasts, videos, books, articles, and more.

Auxis Automation Bootcamp

This new program is an exclusive 12-week paid training with the Auxis UiPath Technical Academy, plus 4-8 more paid weeks of a trial period with UiPath.

Since the inception of this new automation development program, we've focused on targeting local universities and different talent pools throughout the Latin American region to source candidates that are hoping to launch their careers in the automation space. With the help of Auxis' HR team, our outreach efforts have led to 30+ candidates qualifying for the first round of our ongoing Automation Bootcamp.

After participating in this 12-week intensive training program, the candidates become fully productive RPA developers with knowledge of how to use UiPath's main products, adhere to their best practices, and have experience developing various RPA processes.

"Joining the Bootcamp has been wonderful. In less than a week, I have learned a lot, which motivates me to know that I am just at the beginning. At all times, I have felt supported by Auxis and my classmates. Entering the Bootcamp has been the best decision I could have made."

Johan Hernández
Auxis Automation
Bootcamp
Colombia



automation bootcamp



automation bootcamp



| Language Assurance Program

This paid program was developed to improve and sharpen employees' English skills. Partaking in the Language Assurance Program equips employees with the skills to interact and communicate more confidently with US-based clients.

Our training focuses on improving their communication skills along various avenues. Employees will learn to build rapport over the phone and through e-mail with their developed written and verbal communication skills.



| Development Programs

Team Lead Academy for Potentials:

Empower those identified as possible high-potential leaders with the tools to learn, practice, and execute soft and technical skills that will give them the confidence and expertise to be better leaders in the future. *Target Audience = Potential Team Leads.*

Leadership Academy:

Soft skills and HR training for effective leadership that can greatly impact a leader's ability to inspire and motivate their team, communicate effectively, and navigate complex organizational dynamics. *Target Audience = Teams Leads and Supervisors.*

Career Path Planning:

Provide employees with an ongoing plan to enhance their skills and knowledge leading to mastery of their current jobs, future promotions, and/or transitions to new roles. *Target Audience = Entire Organization.*



Coaching and Development:

Achieve deeper, meaningful connections through collaborative, ongoing career development and feedback. Foster communication between employees and managers throughout the year to create bonds and improve retention.

Target Audience = Entire Organization.



Dedicated Technical Trainers COE (Center of Excellence):

Provide the teams with tools to learn, practice, and execute technical skills, processes, new implementations, etc that will prepare them to deliver a greater quality service, based on client needs.

Target Audience = New Members, process reinforcement, and new implementations for teams.



Employee Wellness

The Auxis Wellness Committee is responsible for assessing, planning, and implementing activities that give employees the awareness, motivation, and skills they need to make life decisions that can increase their own and others' well-being. The committee is also responsible for helping to build a workplace environment that supports employees' health and wellness.

- > Zumba, Yoga & Gym Classes
- > Gym Equipment & Running Track On-site
- > Off-site Social Events & Activities
- > Nutrition Counseling
- > Sports Tournaments
- > Healthy Work/Life Balance Programs (Work from home, flexible work hours, and more)



yoga classes

Having a healthy and happy workplace is a priority for us at Auxis. We promote the well-being of our employees by offering multiple activities and benefits that help them engage in healthier living.



off-site events



| Strategic Partnerships

Auxis partners with the office building management company of our South Florida Headquarters, Vanderbilt Properties, to participate in events that help our community. Events include holiday toy drives through Toys for Tots, hurricane relief drives, blood donation events, and more.



Our Commitment to Equality



In order to provide equal employment and advancement opportunities to all individuals, employment decisions at Auxis are based on merit, qualifications, and abilities. Auxis does not practices on the basis of race, color, creed, religion, age, sex, national origin, ancestry, disability, sexual orientation, or any other legally protected status in accordance with applicable local, state, and federal laws.

Auxis makes reasonable accommodations for qualified individuals with known disabilities, unless doing so would result in an undue hardship. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits and training. Any employees with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of their immediate supervisor or the Human Resource Manager.

Employees can raise concerns and make reports without fear of reprisal. Anyone found to be engaging in any type of

unlawful discrimination will be subject to disciplinary action, up to and including termination of employment. Within our hiring process we follow processes that focus on promoting inclusiveness. Our recruiting team is trained to follow and enforce our Equal Employment Opportunity policy. They enforce this policy with our hiring managers to ensure that they are making hiring decisions based on skill set, experience, and cultural fit.

Auxis has hosted programs to incorporate and promote the development of woman in technology and leadership roles. Auxis also participates in job fairs in universities targeted towards certain groups, such as woman and other minority organizations. We conduct an annual training to enforce our diversity and harassment policies. We also regularly send reading material related to these areas. Our values reflect an inclusive culture, and all employees are reminded of these values in all of our internal communication. All our employees must acknowledge our written harassment and diversity policies every year.

