

SUSTAINABILITY MILESTONES 2021



pecom
GRUPO PEREZ COMPANC

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LETTER FROM THE CEO

Javier Gremes Cordero



Within the spirit of our commitment to transparency and sustainable management of our operations, it is with great pride and satisfaction that we present our first "PECOM 2021 Sustainability Milestones Report".

At PECOM we understand sustainability as the only way to develop our business and our relationship with our stakeholders.

We believe it is possible to make business grow through an honest approach, while taking care of the economic, social and environmental impact of every single project we decide to undertake. Our sustainability strategy aims to ensure the creation of long-term value, both for our shareholders and for the different stakeholders with whom we interact.

The 17 Sustainable Development Goals (SDGs) have set the ambitions and definitions of the global agenda for 2030, with the aim of eradicating poverty, protecting the planet and ensuring prosperity for all. At PECOM, we are committed to play a leading role in this change, managing our businesses responsibly and developing actions that contribute to their fulfillment. We are committed to the challenge of gradually reducing the environmental impact of our operations.

We aim to transform the energy of the future, with focus on innovation and sustainability to improve human welfare. In order to achieve this, we operate based on three pillars: energy, technology, and innovation.

We conduct our operations and business within the framework of operational excellence. We make a positive impact on the communities in which we operate and we

empower people through learning, initiative, innovation and new challenges. **Operational excellence and sustainability are at the core of the Perez Companc Group's corporate philosophy that guides us.**

We understand that technology is the key element to deliver innovative and sustainable solutions both to our clients and to the community. Elements such as predictive technology and process automation contribute to reducing energy consumption and greenhouse gas emissions, as well as minimizing the risk of environmental incidents.

We are aware of our responsibility as leading players in the energy industry, and we are part of the solution to build an increasingly cleaner and more efficient energy matrix.

We invite you to explore our report in the hope of getting your feedback and suggestions to continue our steady pace on the path to sustainability.

To conclude, please allow me to specially acknowledge PECOM's employees who inspire us every day and drive us to play a leading role in the sustainable agenda of all the countries in which we operate.

ABOUT PECOM

Who we are

We are PECOM, a company born in Argentina with over 70 years of experience developing solutions and services for the energy and mining industries. We are part of the Perez Companc Group and we currently operate in Argentina, Bolivia, Brazil, Colombia, Peru and Uruguay. We transform the energy of the future through innovation and focus on sustainability to improve human welfare. We develop solutions based on knowledge and technology.

We are committed to the safety and health of people, environmental care, efficiency and quality of our processes within the framework of the energy transition. We rely on a team proud to belong to PECOM and with leadership capacity to carry out the most challenging projects.



AIM

To transform the energy of the future, with focus on innovation and sustainability to improve human welfare.



VISION STATEMENT

To be a leading company in innovative and sustainable solutions for the energy and mining industries, by operating always in an ethical and reliable way.

MISSION STATEMENT

We are a company that develops solutions and services for the energy and mining industries.

We explore new markets and opportunities. Our distinctive value is our people and our brand, in an environment of transformation and continuous improvement.

We engage proactively with our clients to determine their needs and create value-added solutions.

OPERATING PHILOSOPHY

We work by building trust-based relationships.

We operate with agility and flexibility in an ethical and efficient manner.

We conduct our operations and business within the framework of operational excellence.

We make a positive impact on the communities in which we operate.

We empower people through learning, initiative, innovation and new challenges.

We develop the best solutions for our clients working as a # UNIQUE TEAM.



WHAT WE DO

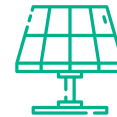
We operate based on three pillars: energy, technology and innovation.



Engineering and construction
for oil and gas, electric power, telecommunications, mining, and others



Operation and maintenance services for oilfields, refineries and their facilities



Capabilities and solutions
Digitally assisted operating model, integral operations of fields, gathering and energy transition



Chemical processing and manufacturing



Artificial Lift
Enhanced solutions and designs to optimize oilfields production



Well Services
Testing and maintenance of wells throughout all production stages



Environmental Services
Enhanced process and treatment solutions for production optimization



THE COMPANY IN FIGURES



5500+
Employees

400 
million: turnover (2021)



28+
Sites



Presence in
6
countries

3 

Industrial Plants



3300+
Equipment

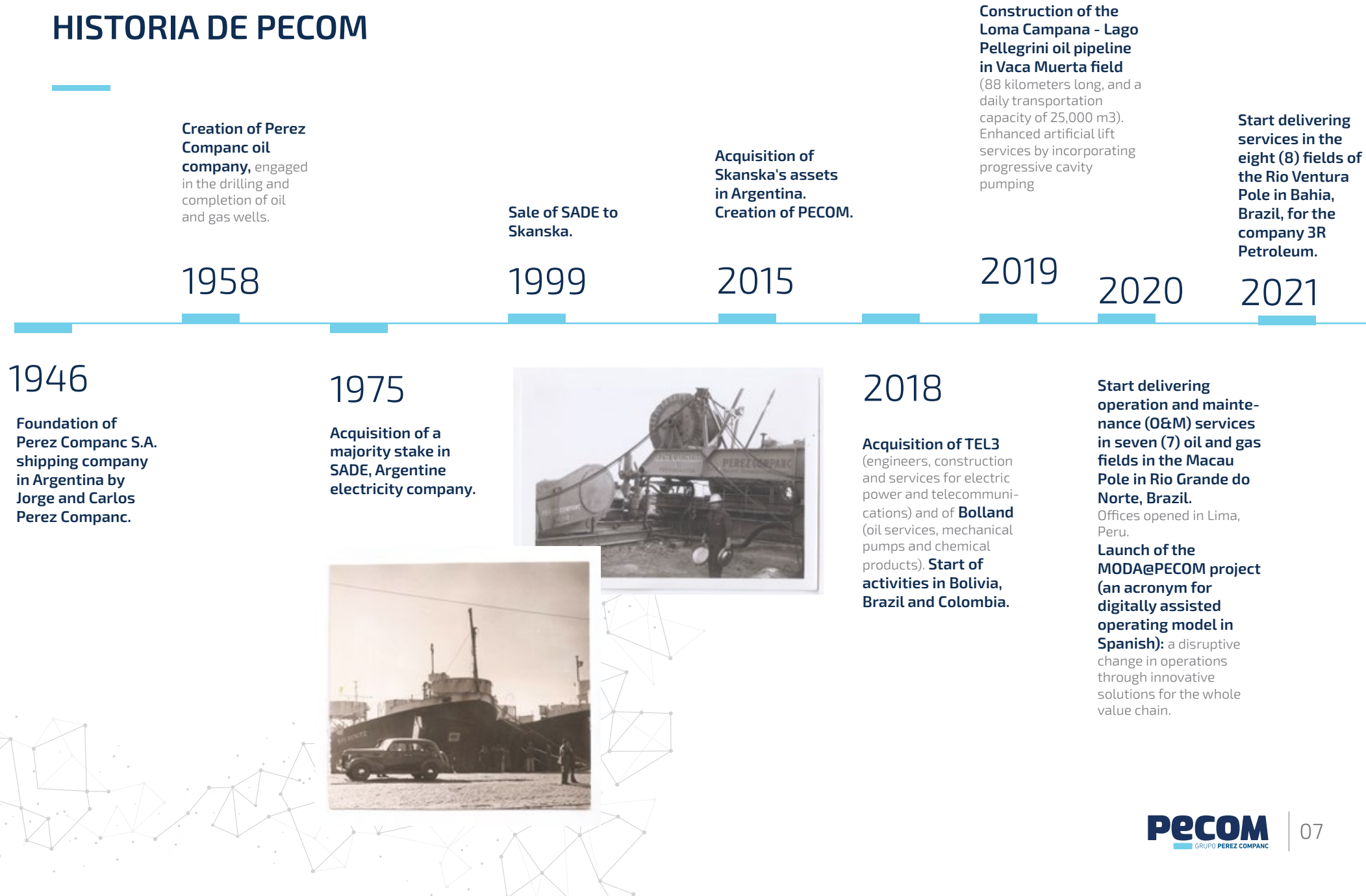
7

controlled companies



- ▶ Tel 3 S.A.U.,
- ▶ Pecom Servicios Medioambientales S.A.U.,
- ▶ Pecom Energía del Perú S.A.C.,
- ▶ Pecom Energía de Colombia S.A.S.,
- ▶ Pecom Energía Do Brasil S.A.,
- ▶ Pecom Energía de Uruguay S.A
- ▶ Bolland y Cia. S.A.U., Sucursal Bolivia
(En proceso de cambio a Pecom Servicios Energía S.A., Sucursal Bolivia).

HISTORIA DE PECOM



SUSTAINABILITY STRATEGY: OUR CONTRIBUTION TO THE SDGs

At PECOM we understand sustainability as the way in which we develop our business and relate to our stakeholders. We believe it is possible to make business grow through an honest approach, while taking care of the economic, social and environmental impact of every single project we decide to undertake. Our sustainability strategy aims to ensure the creation of long-term value, both for our shareholders and for the different stakeholders with whom we interact.



Embodiment

- 1 Health and safety
- 2 Client focus
- 3 Digital transformation
- 4 Economic performance
- 5 Operational excellence
- 6 Corporate Governance
- 7 Innovation
- 8 Energy transition
- 9 Energy and GHG emissions
- 10 Environmental management
- 11 Ethics and integrity
- 12 Sustainable supply chain management
- 13 Talent and employer brand
- 14 Community impact and engagement
- 15 Human rights
- 16 Diversity and inclusion
- 17 Building the desired culture



2030 AGENDA FOR SUSTAINABLE DEVELOPMENT

The **17 Sustainable Development Goals (SDGs)** set the ambitions and definitions of the global agenda for 2030, with the aim of eradicating poverty, protecting the planet and ensuring prosperity for all. Each goal has a set of targets whose fulfillment contributes to the success of this global transformation process, which encompasses governments, the private sector and civil society at large.

At PECOM, we are committed to being part of the change, managing our businesses responsibly and developing actions that contribute to their fulfillment.

SUSTAINABILITY COMMITTEE

Strategic axes

Strategic axes

Sustainability and innovation are the axes that drive us forward. We aim to transform energy to improve human welfare. Based on this approach, we designed our sustainability strategy. To achieve it, we developed a work plan encompassing different topics identified as key issues for the company as well as for the management of our resources and environment, with the Sustainable Development Goals (SDGs) as our guiding principle.



QUALITY, SAFETY, HEALTH AND ENVIRONMENT

One of our main values consists in ensuring the health and safety of all of us who are part of PECOM. We are committed to the care and preservation of the environment, and deliver operations with high quality standards.

We have an integrated management system certified under international standards that enables us to operate with the best practices in the quality, safety, occupational health and environment fields.

Our commitment is evidenced by our Quality, Safety, Health and Environment Policy, and the implementation and certification of ISO 45001, ISO14001 and ISO 9001 standards. We are also API Q1 and API 11-AX compliant for the manufacture of oil well mechanical depth pumps.



⚙️ **ISO 9001:2015**

Monitoring of the best quality practices for the development and implementation of our integrated management system.

⚙️ **ISO 45001: 2018**

Certification of the safety and health management standards of our employees.

⚙️ **ISO 14001: 2015**

Standard regulating our environmental risk management system, aimed at minimizing the impacts of our operations.

⚙️ **API 11-AX**

Certification for the production of oil well mechanical pumps.

⚙️ **API Q1**

Certification of the process quality of our oil well pump production plant.



QUALITY, SAFETY, HEALTH AND ENVIRONMENT

Our organization is strongly committed to developing and consolidating a preventive safety culture that will lead us to achieve our “zero accidents” goal.

In 2020 we launched the “Safety culture” program in Argentina in collaboration with DuPont Sustainable Solutions Argentina. Under this program, we have laid action plans focused on leadership and operational discipline for each of the company's businesses, which were developed throughout 2021. In 2022, the program will start for the international business area, with a focus on Brazil.



ETHICS AND INTEGRITY



At PECOM, we know just one way of conducting business: in an ethical and transparent way. Therefore, our Integrity Program and our Code of Business Conduct and Ethics are the cornerstones of our relationship with employees, partners, suppliers and all our stakeholders.

Code of Conduct and Ethics line

We conduct our activities based on business ethics. We are convinced that this is the only way to achieve business sustainability, participate as active members of the community, and generate value for society. All our employees, suppliers, subcontractors and other strategic partners adhere to the principles of the Code of Business Conduct and Ethics of PECOM. Our Code of Business Conduct and Ethics establishes the way we work at PECOM, regardless of our location or position.

It calls for a relationship of commitment and mutual respect, ensuring a safe, healthy and legally compliant workplace. Furthermore, it fosters the development of our employees through equal opportunities, respecting and promoting diversity and struggling against all forms of prejudice, discrimination or harassment. Likewise, we reject any corruption and bribery operations, as well as unfair and anti-competitive actions.

One of our essential commitments involves formal and confidential communication channels for raising concerns or complaints, based on our open and transparent communication. That is why we have an Ethics Line, operated by an external supplier to ensure transparency and confidentiality, and to report any breach of our Code.

[Link to the Code of Conduct](#)

[Link to the Ethics Line](#)

Integrity Program

It applies to all employees working at PECOM and its subsidiaries, and to all relationships between employees and clients, suppliers, subcontractors, partners and other third parties with whom they interact in the performance of their duties.

[Link to the Integrity Program](#)



32

Number of complaints received (2021)

0,6

Complaints per 100 employees

Channels used for complaints in 2021



2

Mail



16

Phone



14

Web

TOTAL: 32

ENVIRONMENTAL MANAGEMENT



Objective: To undertake responsible consumption of the energy needed for our activities, by promoting energy efficiency, the use of alternative sources and the reduction of greenhouse gas (GHG) emissions.

Action plan focused on energy efficiency and reduction of our GHG emissions, and the development of renewable energies.

Contribution to SDGs:



Our efforts in circular management

- ▶ The chemical products we manufacture are packaged in plastic drums or containers. We implemented a **circular management plan** for these containers, which consists of:

- > Reuse: to extend their useful lifespan as much as possible.
- > Reinsertion in the productive circuit: when no longer suitable for commercialization, they are used as containers for the collection of hazardous waste (both internally and for third parties).
- > Recycling: they are conditioned in-house and sold as inputs for the plastic and metal (scrap) recycling industry.



ENVIRONMENTAL MANAGEMENT



- ▶ We run a **closed water circuit** that is reused in the process of washing mechanical pumps for repair and maintenance in our workshops in Comodoro Rivadavia in the province of Chubut and bases in the province of Santa Cruz (Argentina), which allows us to substantially reduce the consumption of fresh water.
- ▶ In the main sites where we provide operation and maintenance services, we have plants that allow us to transform **sewage effluents** into water for tree irrigation.
- ▶ We work on **extending the useful lifespan of our pumps** through the use of data processing and artificial intelligence, which enables us to carry out scheduled inspections and maintenance of the components and thus increase their usability.



- ▶ We fostered a **paperless process** in the company, which included initiatives for the digitalization of processes, the discontinuation of printing institutional brochures, the use of fully digital expense reports, and the implementation of digital parts in the operation.
- ▶ We developed our entire operating base in Anticlinal Grande (province of Chubut, Argentina) through a **system of recovered** containers with 100% LED lights.

ENVIRONMENTAL MANAGEMENT



We have implemented a **waste management** policy in all our operating bases that promotes their proper sorting, reuse and recycling. Noteworthy initiatives include:

- ▶ We executed the eco-bottles campaign at the Comodoro Rivadavia plant (Chubut, Argentina), and collected 96 eco-bottles that weighed 44.5 kg.
- ▶ We delivered ten 200-liter drums to the Municipality of Pico Truncado (province of Santa Cruz, Argentina) to be used as compost bins and four 1-m³ containers for the collection of residual edible oils.



- ▶ We donated unused technological material for recycling and recovery to Instituto de Educación Técnica No. 3136 of General Mosconi (province of Salta, Argentina) and to Fundación Puentes of Comodoro Rivadavia (Chubut, Argentina).
- ▶ At the industrial park in Neuquén (Argentina), we partner with organizations that strengthen our recycling actions. Paper and cardboard are transformed into fruit and vegetable separators, while plastic turns into objects such as racks for trash cans, benches and containment trays.
- ▶ In Colombia, we also recycle usable waste from our operations in materials such as PVC, cardboard, PET, glass, plastic, pots and other operational elements.

ENERGY AND GHG EMISSIONS MANAGEMENT



Objective: To undertake responsible consumption of the energy needed for our activities, by promoting energy efficiency, the use of alternative sources and the reduction of greenhouse gas (GHG) emissions.

Action plan focused on energy efficiency and reduction of our GHG emissions, and the development of renewable energies.

Contribution to SDGs:



Our efforts in energy and GHG emissions management

- ▶ We participated in the construction of **seven (7) wind farms** with an installed clean energy capacity of 500 MW.



- ▶ In 2021, we performed the first calculation of our **carbon footprint** associated with fuel, electricity and gas consumption, **accounting for 27,900 tons of CO2 equivalent.**
- ▶ We offer **wells automation** elements that allow us to reduce well relocations for overhaul and repair, and to optimize pump life, production and wells energy consumption.

- ▶ In 2021, we recorded the **baseline idling time*** of our fleet of light vehicles and conducted awareness campaigns and staff training to reduce idling time to a minimum and thus avoid greenhouse gas emissions.

() Idling time refers to the time during which vehicles are running but not moving.*

ENERGY AND GHG EMISSIONS MANAGEMENT



- ▶ We implemented a new solar **electronic system** to enable continuous and remote monitoring of the chemical dosing of wells from a cell phone via SMS.

We made progress in the reduction of

- ▶ the carbon footprint by **optimizing the routes for the replenishment of chemical products** and preventive maintenance of the activity.

In artificial lift, we introduced the **PCP**

- ▶ **(progressive cavity pumping) system**, which has a power consumption saving of 70% compared to ESP (electro submersible pumping) and 56% compared to mechanical pumping.



- ▶ We launched an interdisciplinary committee to analyze new business lines and opportunities related to the **energy transition**.
- ▶ Our plant in the Neuquén industrial park takes advantage of solar energy through more than forty (40) **photovoltaic panels** that have allowed us to save more than 3,500 kWh of energy since 2012.
- ▶ We installed a sensor lighting system in corridors and restrooms at our base in the Neuquén industrial park, which allowed us to reduce energy consumption in those spaces by 63% in 2021.
- ▶ We implemented a **lighting replacement** program to migrate to LEDs in all our bases and facilities.

EXCELENCIA OPERACIONAL

Objective: To continuously and systematically optimize our practices, processes and technologies with a focus on safety and quality, in order to add value to our clients.

Action plan focused on safety and health, risk management, efficiency and our supply chain.

Contribution to SDGs:



Our efforts in operational excellence

- ▶ We launched **ISOTools**, a digital platform for the management of all our processes that will centralize information regarding PECOM's management system.
- ▶ In 2021, we conducted fourteen (14) internal audits, and received five (5) **audits** from clients and six (6) from external entities.
- ▶ We implemented the **digitalization of QSHE (quality, safety, health and environment)** tools, such as vehicle and equipment inspections, minutes and client surveys. This allows a direct increase in productivity, centralizes information and sends alerts.
- ▶ To deepen our client focus, we **digitized and standardized the client satisfaction** consultation method, with a minimum of two consultations per year.

OPERATIONAL EXCELLENCE

- ▶ We broadened the **management system** to include new business units.
- ▶ We successfully underwent ISO 45001, 9001, 14001, API Q1 and API 11-AX **certification audits**.
- ▶ We invested more than **122,300 hours in safety training**.
- ▶ In the area of **procurement**, we redefined our supplier selection and evaluation procedures, including aspects related to sustainability. For example, we carried out actions in waste management to promote the circular economy, its impact on human rights and actions involving the community.
- ▶ We also have an online pump management system that allows us to know the status of pumps, logistics details and other data that generate insights to improve efficiency.



- ▶ We implemented an **online transmission system for pump disassembly**, which allows our clients to remotely supervise maintenance and repair work, optimize time and reduce travel times.

In the framework of the **safety culture** process, as we had already advanced with the O&M teams, we reached in 2021 almost 4,000 hours of training for the entire Engineering and Construction team and all its projects through workshops on: leadership, risk, operations and operational discipline.

OPERATIONAL EXCELLENCE

- ▶ We built a chemicals laboratory in Colombia to expand our testing capacity in order to improve product development for our clients.
- ▶ In Colombia, we have the **three-standard certification** (plant and commercial process) under ISO 45001, ISO14001 and ISO 9001, and the RUC Certification (with 89 points) focused on safety issues, which enables us to participate in bids with the presence of personnel in the field.
- ▶ **We doubled our maximum chemical production capacity** and improved our fire detection system through investments in our production plant in Colombia.



PEOPLE AND COMMUNITY



Objective: To ensure a work culture based on talent and commitment, which enables the development of people in an environment of respect, health care, continuous learning and inclusion, and contribute positively in the communities where we operate.

Action plan focused on cultural transformation, talent as a differentiator, health and wellness, and communities.

Contribution to SDGs:



Cantidad de colaboradores 5.565

Geographical distribution (by country)

Argentina	5.259
Brasil	251
Colombia	29
Bolivia	25
Perú	1

5.565

Distribution by gender

F	299
M	5.266

Female leadership index

8,7%

Ref. 12/31/2021

- We created a **Culture Committee**, represented by different leaders of the organization who worked on the design and implementation of initiatives identified as "Cultural Levers" (Strategic development by client, Executive Committee and Leaders, Process Management Training, Innovation Process, Data Culture, Visible Leadership in Safety and Workplace Communication).
- We launched the "**Transformational Leaders**" program, aimed at 88 leaders of the company, with the purpose of enhancing the corporate culture by strengthening the behavior of all the company's leaders and generating networks that can be extended to the whole organization.

PEOPLE AND COMMUNITY



- We conducted our **first ever 100% digital employee experience survey**, where the results highlight favorable results in the dimensions related to safety, respect, empowerment and commitment.
- We developed the **Human Resources and Administration and Finance Academies**, aimed at the employees of these departments at the Perez Companc Group level, with different training modules according to the role performed, in order to level knowledge and share the Group's general guidelines.
- We added **new contents to our educational portal** to make available and centralize knowledge and new courses to all employees.
- **We held three (3) webinars** as members of Campetrol, focusing on innovative technologies for chemical products, which were attended by more than 200 people.



- In order to continue the digital transformation, we consolidated **Workplace**, the official communication platform for the whole company, where we share relevant content for the employees, strategic business information, news, useful links, access to portals and messages from our CEO, among others.
- We are part of the **Diversity and Inclusion Committee of the IAPG (the Argentine Institute of Oil and Gas)**, which aims to develop strategies to achieve equal opportunities within the national energy industry.

132.550

Total number of **training** hours

32,8

Total number of **training** hours per **person**

1631

Total number of **training** hours in **culture**

PEOPLE AND COMMUNITY



- ▶ We are committed to education, by awarding **311 student scholarships** for employees' children, which include workshops and virtual talks for parents, as well as support from the Perez Companc Foundation.
- ▶ Through the Perez Companc Foundation, we participated in the , a virtual meeting for tutorial network in which boys and girls from schools in the province of Neuquén shared a collaborative way of building knowledge, supported by teachers and directors from the towns of Rincón de los Sauces, Zapala and neighboring areas.



We are committed to the **growth of the communities** through:

- ▶ Sponsorship of nine (9) students through scholarships from Cimientos Foundation and Potenciar Foundation, and contributions to Kindergarten 37 in Rincón de los Sauces (Neuquén).
- ▶ We donated sports equipment to Club Deportivo Rincón to be used by teachers and thus improve the physical training of the children at the institution.
- ▶ We supported the celebrations of the 50th anniversary and Children's Day in Rincón de los Sauces, by collaborating with prizes and participations.
- ▶ We collaborated with the Civil Defense of the province of Chubut for the setting of mobile units for rapid attack against forest fires.
- ▶ We also made different contributions and developed activities for civil society and state-owned organizations.



PEOPLE AND COMMUNITY



Occupational health

After a highly challenging scenario in 2020 in terms of health, economy and society due to the pandemic, 2021 was oriented to the "back to normal" context. Work was resumed on the comprehensive preventive health plan, taking into account the health situation, the secondary effects of the disease and the psychosocial impact of the pandemic reality. We highlight the following efforts in occupational health:

- ▶ In compliance with the applicable legislation, by conducting risk assessments and continuing with the COVID-19 protocol, we consolidated the semi-presence mode through bubbles.
- ▶ We conducted the anti-flu campaign, reaching the immunization of 33% of the employees, while we promoted the vaccination against COVID-19, and carried out follow-ups.

We intensified the **dissemination and approach to troublesome consumption** and continued to implement substance abuse controls in the workplace, by performing more than 2,794 tests.



- ▶ We provided **training** to 2,170 participants on first aid, CPR, troublesome consumption, healthy habits, emerging diseases, zoonotic diseases, and environmental and working conditions.

We strengthened **indirect communication**

- ▶ **through the Workplace platform**, expanding the thematic areas and developing a new and effective communication and participation with employees.



INNOVATION



Objective: To pursue, develop and implement improvements that allow us to offer a portfolio of solutions and differential business models.
Action plan focused on digital transformation, business evolution and knowledge management.

Contribution to SDGs:



Our efforts in innovation

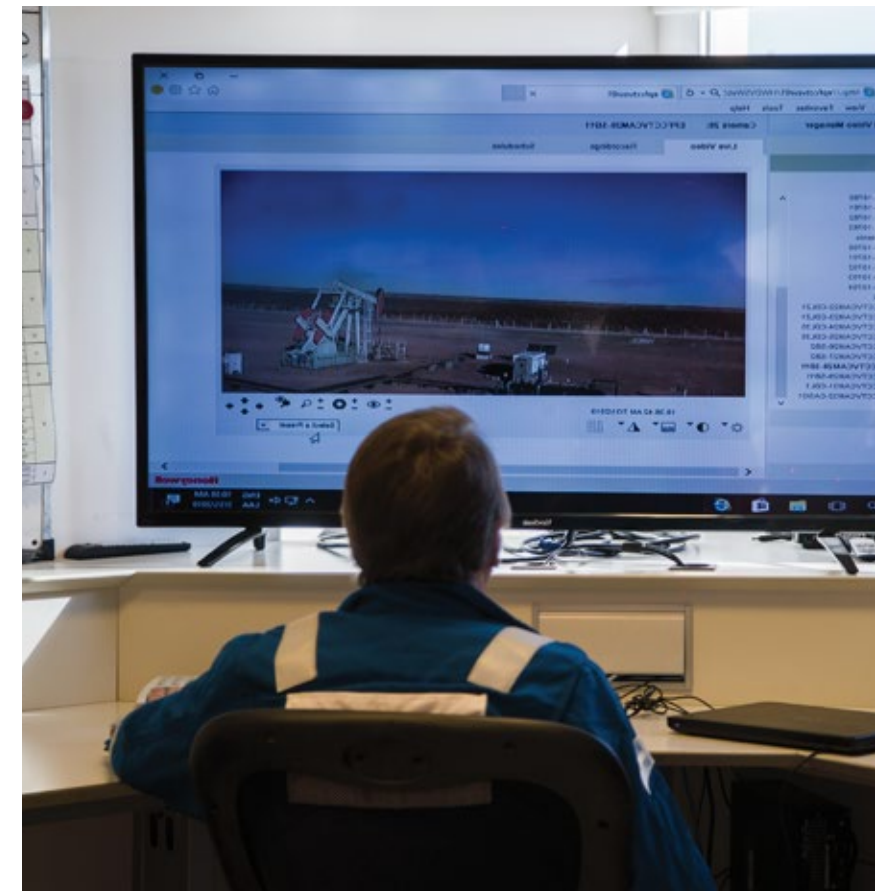
- ▶ We deployed a **business intelligence platform** to transform data into information for more efficient decision making.
- ▶ We developed a **process automation plan**, by identifying processes that were carried out manually, and devising automated solutions that generate efficiency.



INNOVATION



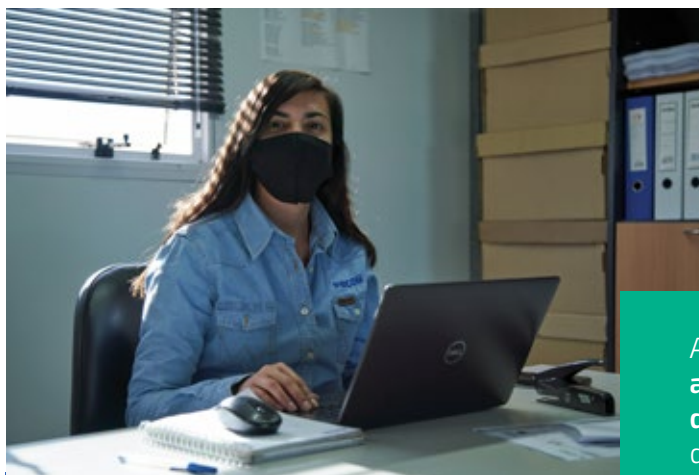
- ▶ By means of **MODA® (digitally assisted operating model)**, we promote a digital transformation that drastically changes the way operations are performed, by focusing on integral solutions that benefit the entire value chain, providing enhanced agility in decision making, better operational efficiency and reduction of idle time while protecting the environment and safety for people and assets.
 - ▶ We foster an **integral operation** model aimed at streamlining and optimizing our production processes, by combining our resources and expertise in this field along with the review of processes, integration of services, procurement methods and KPIs shared with the operating companies. Furthermore, we bring in technology as an integral part of the development of digitalized management and operation models based on data integration and intelligence. Our model is specifically tailored to each client and is customized according to their needs, plans and objectives.
- ▶ We implemented a digital parts system in our operations, with information uploaded to tablets in real time, allowing the replacement of paper parts and the generation of reports and dashboards for decision making.
 - ▶ We launched the Digital Culture Program to provide tools to encourage innovation and the use of data in decision making. Five (5) workshops were held on the topics of Disruption Vectors, New Expectations, Emerging Technologies, Data Driven Approach and Innovation, in which fifty (50) employees participated.
 - ▶ We began the transformation of the well testing service with the incorporation of sensors for automation, data transmission and improvement of the measurement technology for half-assisted separators.



INNOVATION



- ▶ We successfully implemented an **automatic tank cleaning** system that combines cleaning with hydrocarbon recovery, thus increasing the safety of our employees by reducing exposure to closed spaces and optimizing cleaning and intervention times of the facilities.
- ▶ We deployed an **online digital monitoring system for our bulk solvent storage facilities** at the industrial plant in Comodoro Rivadavia, which allowed us to increase production and control capacity, as well as to have a visible and auditable track record that can be permanently and remotely audited by the regulatory authorities.



All **Operation and Maintenance service crews and supervisors** are equipped with **mobile devices** that contain all the necessary documentation to carry out their work, and the tools they need to make evaluations and reports.



- ▶ We developed an **online collection platform** that enables the self-management of our suppliers' collections, by centralizing the area's procedures, reducing time and claims, and eliminating by 100% the use of printed invoices.
- ▶ We installed **Qualtrics**, a tool that allows us to work on our employees' experience management, by putting the employee at the center of the process. This platform enables us to continuously listen, work on the employee's life cycle and make decisions by conducting listening surveys, performing analysis and acting based on the data collected.

A low-angle, upward-looking shot of a complex metal lattice tower, likely a telecommunications or power transmission tower, set against a clear blue sky. The tower's structure is composed of numerous intersecting beams, creating a dense geometric pattern. Overlaid on the image is a white, abstract network graphic consisting of small dots connected by thin lines, resembling a molecular or digital network. This graphic is concentrated in the lower half of the frame, with some lines extending upwards. In the center, the company logo is displayed in white.

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