

MANAGEMENT AND SUSTAINABILITY REPORT 2023



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01

CORPORATE GOVERNANCE AND STRATEGIC DIRECTION

URBAN 165

Bogotá

Services:

BIM Coordination
Project Management
Construction

Commercial and Offices

35.223 m²
2019



45 YEARS OF ARPRO: EMBRACING FUTURE CHALLENGES

GRI (2-22)

The journey of Arpro has been defined by the steadfast dedication and professionalism of a team driven by passion, laying the foundation of our company from its inception—an achievement that fills me with immense pride.

Over the span of 45 years, Arpro has delivered architecturally stunning projects meticulously crafted to meet the diverse needs of users. These endeavors have not only enriched their immediate surroundings but have also made meaningful contributions to urban landscapes.

Our commitment to advancing economic, social, and environmental sustainability

in our country remains inexorable. Having developed over 1.7 million square meters of space, many of our projects have earned prestigious quality awards and sustainability certifications, underscoring our dedication to excellence.

As we embark on a new chapter, I am delighted to announce the appointment of Camilo Otálora Castro as our new CEO. With a wealth of experience garnered from diverse international environments, Camilo is renowned for his expertise in project development, investment processes, and competitive commercial strategies across various scales and complexities.

In 2024, Arpro will continue to embody our ethos of 'being architects of life,' collaborating closely with Camilo, supported by our esteemed Board of Directors and the solid dedication of our entire team. Our mission is to leave a lasting impact, setting high standards as beacons for our innovative approach to shaping the environments we inhabit.

To each individual who has played a part in our remarkable 45-year journey, I extend my heartfelt gratitude. I wish you all continued success in the years ahead.

Warm regards,



José Carlos Matamala Señor
Founding Partner

SUSTAINABILITY, QUALITY, AND VALUE

GRI (2-22)

With more than 45 years of experience under our belt, attaining and sustaining a leadership role has primarily stemmed from our commitment to innovation and undeviating service consistency. **This dedication reflects in our exceptional projects, which have become industry benchmarks and play a pivotal role in shaping the country's economic and social landscape.** Going above and beyond strict adherence to process standards and securing top-tier environmental and quality certifications globally for numerous projects, at ARPRO, we are committed to excellence in our endeavors. **Our primary goal is to create and disseminate value to our employees, partners, investors, and clients.**

Among our diverse portfolio of projects, one stands out: Atrio, in which the North Tower became operational in 2019 and received

LEED Gold Certification the same year. In the latter part of 2023, we embarked on the second phase of this transformative venture with the Cultural Center, and plans are underway for the construction of the South Tower. Atrio epitomizes our vision to redefine Bogotá's skyline, blending cutting-edge architecture, sustainable design, urbanism, and art. **It will serve as a focal point for the city, offering a unique experience to investors, individuals, and companies alike, where public space takes precedence.**

Quality is the hallmark of all our projects at ARPRO.

In our company, quality extends beyond aesthetics and functionality; it builds-in our commitment to environmental stewardship and energy efficiency. We take pride in our

fiduciary responsibility to our investors and strive to make meaningful contributions to the well-being of our collaborators and communities. Our dedication to sustainability is evident in our management of human talent, adoption of best project management practices, continuous innovation, ethical business conduct, and profound understanding of associates needs.

This is a responsibility that we fulfill with the utmost dedication, supported by our exceptional team and nurtured by our collaborative relationships with key collaborators, both public and private. We owe our success to them, and together, with shared purpose, we will continue to advance and enhance the legacy of ARPRO's quality for decades to come.

Sincerely,



Camilo Otálora Castro
President

INNOVATION, ROBUST ARCHITECTURE AND SUSTAINABILITY IN A CHALLENGING ENVIRONMENT

GRI (2-22)

The geopolitical landscape of 2023 was particularly intricate. The conflicts that erupted, besides being tragedies for the nations involved and the world at large, disrupted markets for energy products, raw materials, and agricultural goods. These phenomena, coupled with the high inflation cycle caused, among other factors, by increased demand in 2021 and 2022, prompted central banks to raise interest rates, leading to subsequent liquidity slowdown and contraction. In Colombia, the reverberations of the global economic turmoil were keenly felt. The combination of inflationary pressures and elevated interest rates, exacerbated by shifts in the government's housing subsidy policies, precipitated a notable downturn in the housing sector. Sales and project commencements plummeted by nearly 50%, underscoring the profound impact of these economic dynamics on the national economy.

Despite the challenging economic landscape, ARPRO has demonstrated resilience and consistent commitment to customer satisfaction. Despite the industry-wide challenge of high withdrawal rates in VIS projects, our company has succeeded in preserving customer loyalty. **This is exemplified by the remarkable success of our flagship developments, El Polo and Valverde, which have solidified their positions as premier projects in Bogotá and the North Sabana region.** This accomplishment not only highlights the superior quality of our residential properties but

also points out the outstanding performance of our valued commercial partners. Together, we have navigated through turbulent times with agility and innovation, cementing ARPRO's reputation as a trusted leader in the construction industry. By harnessing the power of digital platforms and organizing insightful webinars, our team actively connects with clients and investors. These engagements cover a wide array of topics, including the importance of sustainable certifications like EDGE or CASA, as well as in-depth workshops led by industry experts who analyze investment profitability.

Driving customer loyalty, both among individual homeowners and corporate partners, hinges on our steadfast dedication to innovation. **This dedication is palpable in our precise execution of pre-construction protocols and our integration of state-of-the-art digital tools like BIM (Building Information Modeling) into our project planning. From streamlining logistics and budgeting to refining construction processes and implementing technical solutions, our proactive embrace of innovation guarantees optimal efficiency and unrivaled excellence throughout all project phases.**

At ARPRO, our commitment to delivering projects with exceptional architecture, expansive public spaces, sustainable practices, and profound social impact remains steady. This commitment is exemplified by our ongoing work on projects like

the Compensar Senior Center, the Multipurpose Building at Club la Colina of Colsubsidio, and the Atrio Cultural Center. These pursuits are poised to elevate the cityscape, enriching communities with vital services spanning healthcare, recreation, education, culture, and overall well-being.

When it comes to certifications, every ongoing project boasts sustainable credentials -LEED EDGE or CASA- validating our commitment to best practices from construction through the project's lifecycle. **In 2023, we proudly earned our inaugural Edge Green certification for the Valverde Olivo Social Interest Housing (VIS) project.**

The accomplishments highlighted in this report are a testament to the collaborative efforts of our Board of Directors and the liability and professionalism exhibited by our team. Their dedication, both on a personal and professional level, is the driving force behind translating our clients' visions and initiatives into tangible realities. Together, we are advancing steadily towards the achievement of our Sustainable Development Goals.

Grateful for your ongoing support and dedication.



Claudia Samper Prado
General Manager



URBAN PLAZA - EK HOTEL

Bogotá

Services:

Construcción

LEED

Hotel, offices and retail

18.643 m2

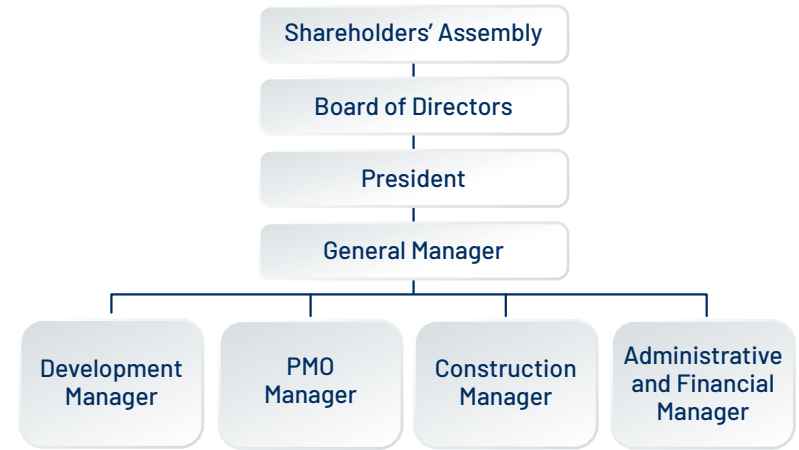
2013



CORPORATE GOVERNANCE

GRI (2-9, 2-10)

The corporate board consists of three principal members and three alternates, with 33% of its composition being female. We convene board meetings to deliver management reports, financial results, and annual financial statements to shareholders. Furthermore, the board appoints a manager for one – year terms.



GRI (2-1, 2-2, 2-3, 2-4)

ARPRO Architects and Engineers S.A.
Established in 1978, the company’s core activities include the design, promotion, management, and construction of buildings, as well as all activities aimed at real estate development.

Private Company and Member of Group <a>
ARPRO Headquarters - Bogotá - Carrera 19 # 90 – 10, piso 9
The company’s operations is primarily focused in Colombia.

Management and Sustainability Report 2023
Presented to the General Assembly and to the Public in March 2024.

This sustainability report follows the Global Reporting Initiative - GRI 2021 standards. This initial report doesn’t contain any updates; it reflects the facts and data from the 2023 financial statements, which focus exclusively on ARPRO Architects and Engineers S.A. and are available to partakers through established channels.

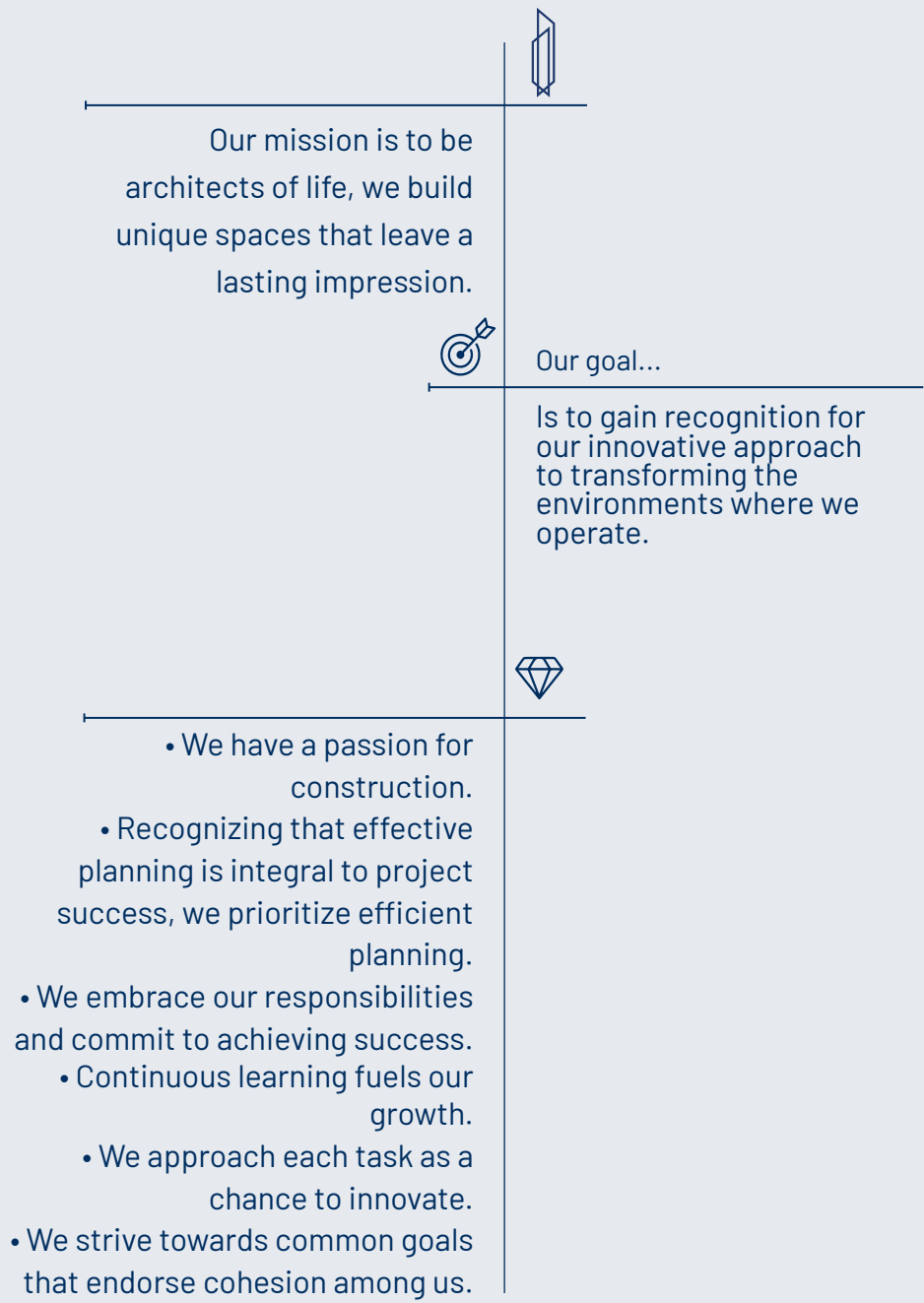
Responsibility for managing impacts is delegated by senior management as follows:

GRI (2-13, 2-14)

- Social and Economic effects: Administrative and Financial Management, through Human Resources and HSE (Health, Safety and environment) processes.
- Environmental impacts: Development Management, through the Sustainable Development process, and Administrative and Financial Management, via the HSE (Health, Safety and environment).

For inquiries regarding the report, please contact:
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Sustainable Development Coordinator
E-mail: alejandra.camacho@somosgrupo-a.com

STRATEGIC DIRECTION



GRI (2-28)

As a business, we are deeply committed to innovation, quality, and sustainability. We actively engage with various entities to drive positive change and mitigate any adverse effects resulting from our operations. Proudly, we hold the distinction of being founding members of both the Colombian Council for Sustainable Construction (CCCS) and BIM FORUM Colombia, showcasing our dedication to bringing up collaboration and advancement within our industry.



The Sustainable Development Goals that we contribute to in each of our processes and projects are:





NOVARTIS
Bogotá

Services:
Construction

Health
13.400 m²
2009



First LEED certified
project in Colombia.

WE WORK FOR AND TOWARDS EXCEPTIONAL PROJECTS

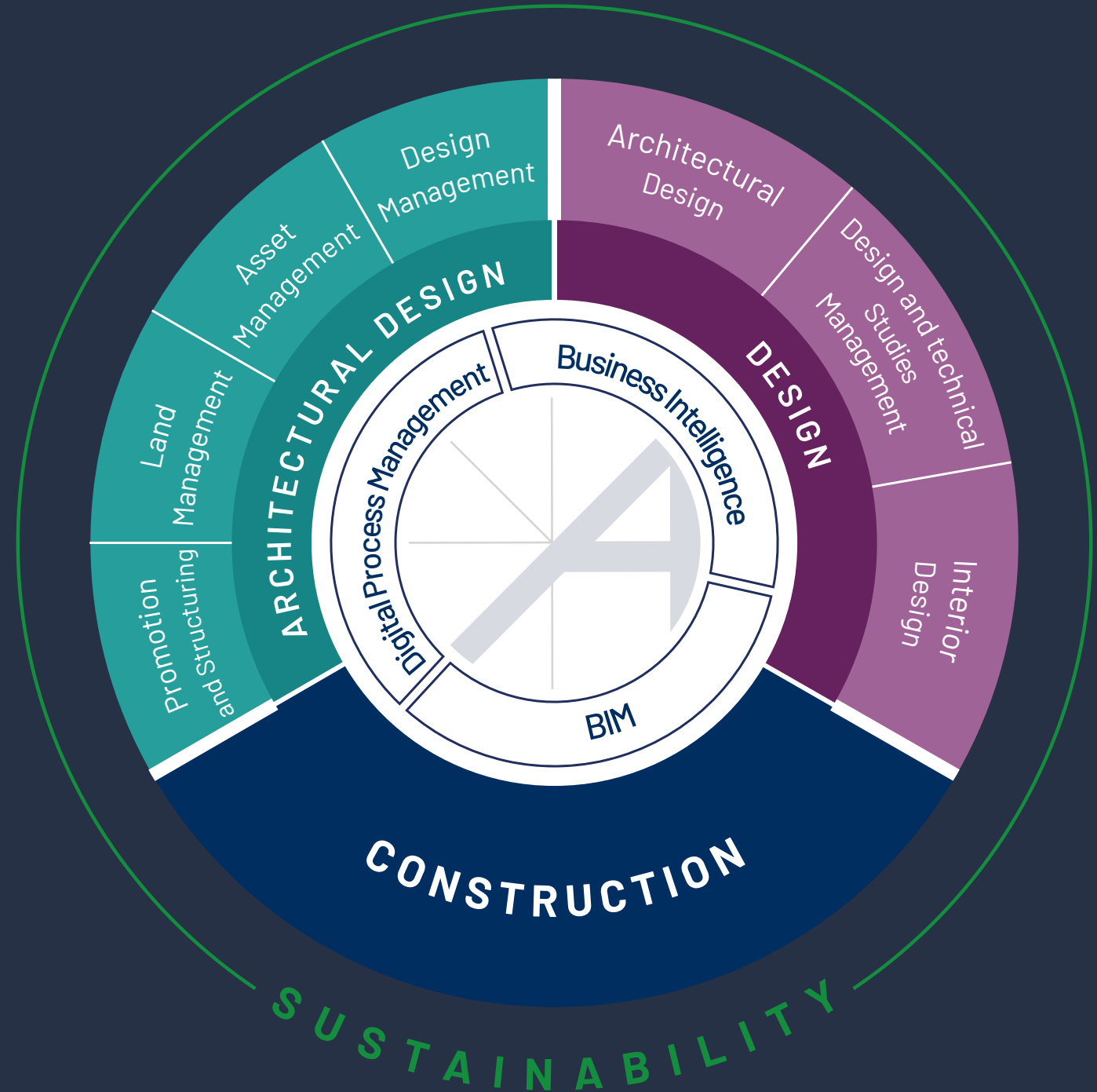
GRI (2-6)

Our design, management, and construction services are supported by cutting-edge processes like digital management and business intelligence. To date, we have successfully executed 173 projects across various sectors including Commerce, Education, Hospitality, Industry, Urban Planning, Offices, and Housing.

We collaborate with 1,293 firms including consultants, contractors, and suppliers, furthering enduring relationships built on trust and mutual advancement over time.

These companies are mostly domestic, categorized as follows:

- 1,275 are domestic.
- 12 are foreign companies with branches established in Colombia.
- 6 are foreign - owned companies.



02

PATH TO SUSTAINABILITY

VALVERDE OLIVO

Chía

Services:

Project Management
Construction

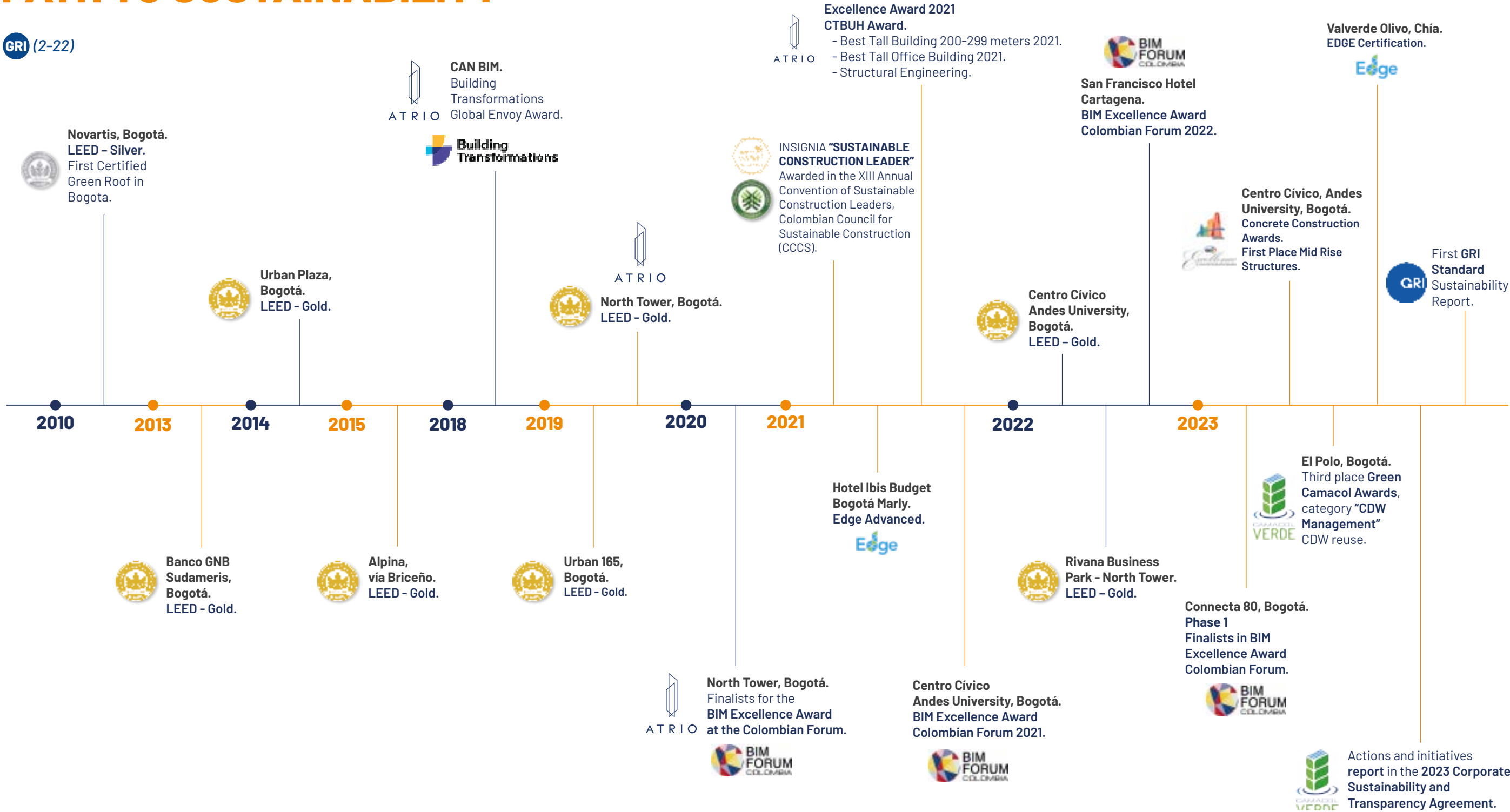
Affordable Housing

14.327 m2
2023



PATH TO SUSTAINABILITY

GRI (2-22)





CONNECTA 80

Bogotá

Services:

Construction
BIM Coordination
Sustainability

Retail

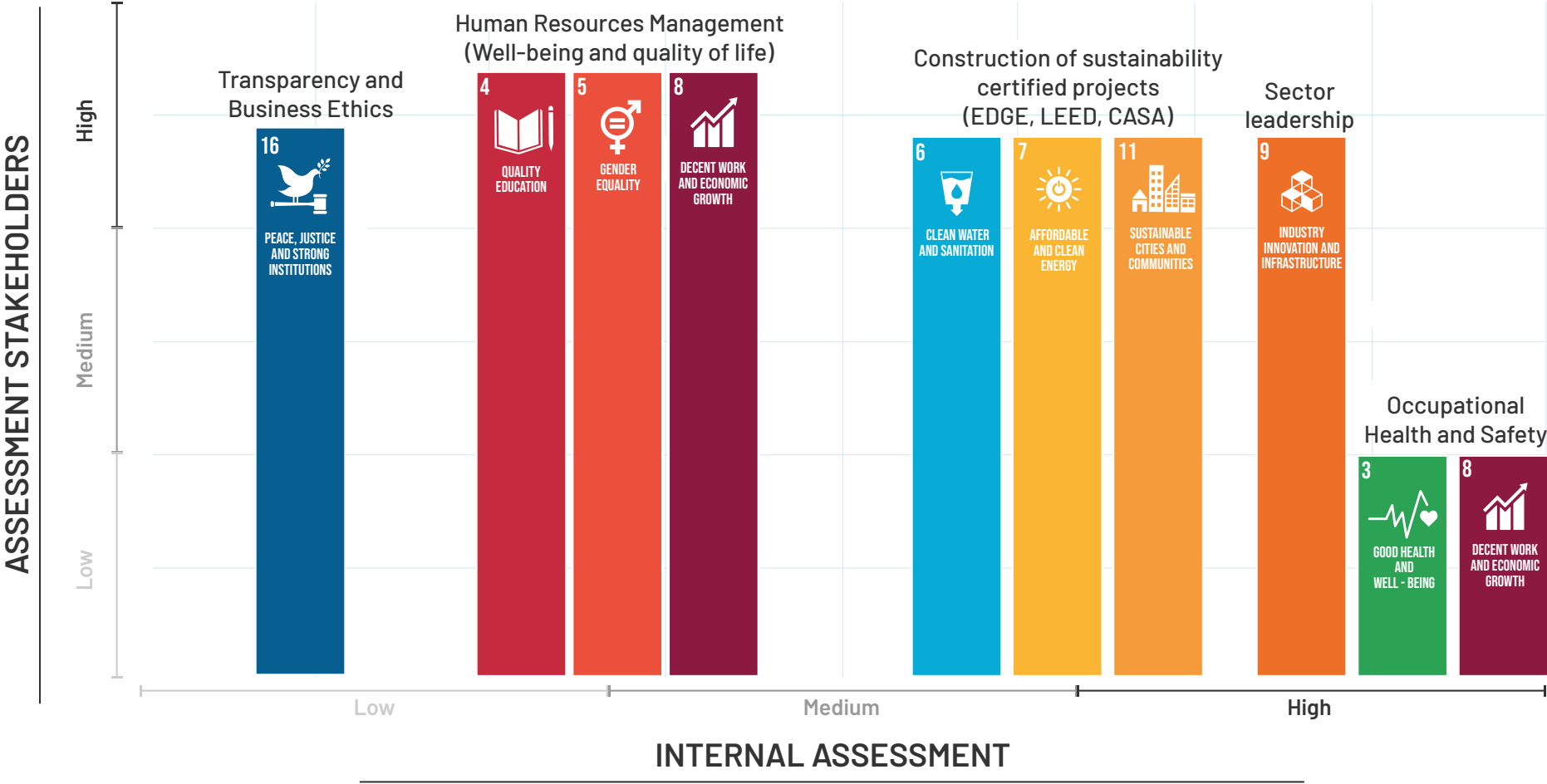
54.901 m²
2023



MATERIALITY ASSESSMENT

GRI (2-14, 2-29, 3, 3-1 y 3-2)

In 2023, we conducted 166 materiality surveys involving managers, employees, suppliers, contractors, and financial entities. This initiative allowed us to prioritize key sustainability issues. Additionally, we utilized the integrated management system to assess the organization by evaluating risks and opportunities across all levels.



Other areas of focus to strengthen in business development:

- Policies for **inclusion** and **talent development**.
- **Engagement** with all key public and private collaborators for business development.
- **Creation and distribution of value** across all sectors and towards new projects and clients.
- Contribution to the national target of **Net Zero Carbon** buildings.

Services:

Project Management
Construction
Sustainability

**Hospitality**

5.058 m2
2021

“Working with Arpro at our hotel has contributed to our sustainability strategy. One of the impacts, inter alia, has been with the sink faucets, which on average have a water consumption of 7.8 L/min, and showers which on average have a water consumption of 7 L/min, resulting in a 30% reduction in total water consumption”.

Manuel Riveros

HGM Hoteles - General Manager

Hotel Operator Ibis Budget Bogotá Marly





03

EXCEPCIONAL PROJECTS: SUSTAINABILITY AS INVESTMENT

CORPORATE PREMISES BUILDING 3 ALPINA

Carrera 3, vía Briceño

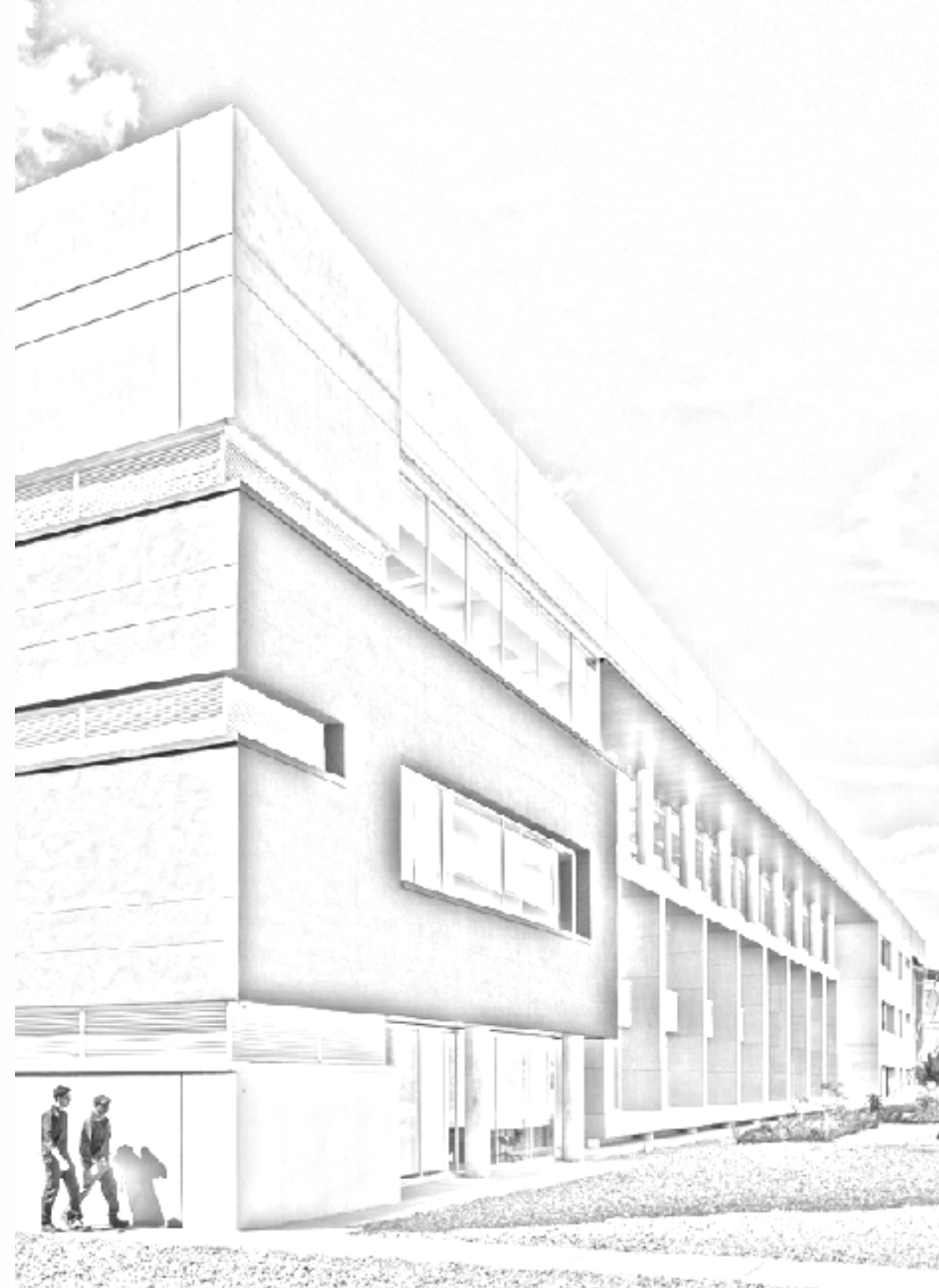
Services:

Design

Offices

12.928 m²

2013



EXCEPCIONAL PROJECTS: SUSTAINABILITY AS INVESTMENT

GRI (3-3) **ODS** (6, 7 Y 11)

Throughout our history, we have accumulated approximately **173 projects**, totaling over **1,650,000** square meters built and an **urban planning area** exceeding **82,400** square meters.

Throughout 2023, our portfolio consisted of:



5 Projects in the construction phase.



8 Projects in the design and feasibility stage.



9 Projects under delegated management and fiduciary management of third-party resources.



Projects currently undergoing construction consist of:

4.597 housing units, of which **80,22%** are affordable housing - VIS: EDGE Green Certification for Valverde Olivo.

We anticipate sustainable construction certifications for 39.360 square meters across various uses projects in 2024.

As of December 31, 2023:



7 LEED Gold Projects totalling 111.653 mts2 certified.



1 LEED Silver Project totalling 9.480 mts2 certified.



1 EDGE Green Project totalling 10.853 mts2 certified.

1 EDGE Advanced Project totalling 2.721 mts2 certified.

Achieving an average water and energy savings of **22%** during operation.

CERTIFICATION

ODS (6, 7 Y 11)

We oversee projects from initial design through construction, setting the stage for future building operations while ensuring alignment with sustainable development objectives.

We assist clients in the management and processes aimed at achieving LEED®, EDGE, and CASA certification.



With a proactive stance on natural resource conservation, we are dedicated to spearheading the journey towards a more environmentally friendly and sustainable future.



Pouring Foundation Plates
Atrio, North Tower - 2016

“Atrio has been and will remain at the core of our operation for many years. The property, with its high construction standards and eco-efficient features, has set the benchmark for the rest of our portfolio from its very inception.

It's our flagship building and accounts for approximately 8% of the GLA of our LEED BD+C certified assets.

Considering PEI Am viewpoint, being located in this building and adopting a flexible in-person strategy has enabled us to enhance our corporate culture and streamline our operations, all while enjoying the convenience and comfort of our offices, which offer an exceptional view. It appears that Atrio has made our work more straightforward”.

Iván Darío Parra Bayona
Asset Management Manager - PEI
Atrio - North Tower



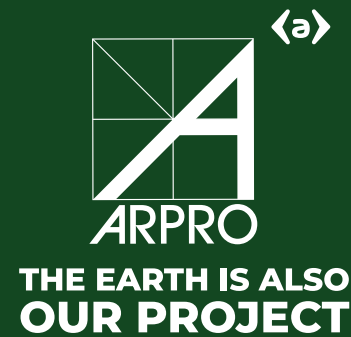
SECTORAL LEADERSHIP EMPOWERED BY INNOVATION

GRI (3-3) ODS (9 Y 12)

Since 2014, we have progressively implemented:

- Digital Document Management.
- Technical coordination of designs with subcontractors up to LOD 350.
- 3D y 4D digital modeling, a methodology that enables efficiency and significant resource savings.
- Record model deliveries.

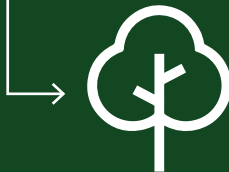
In 2023, we had 13 digital rooms actively in use. The digital room serves as an intuitive tool, providing pertinent information for the construction process while promoting paper savings and real-time traceability.



From 2017 to 2023, the use of our **digital rooms** led to **environmental** benefits:



Saving over **COP\$546 million** in paper costs.

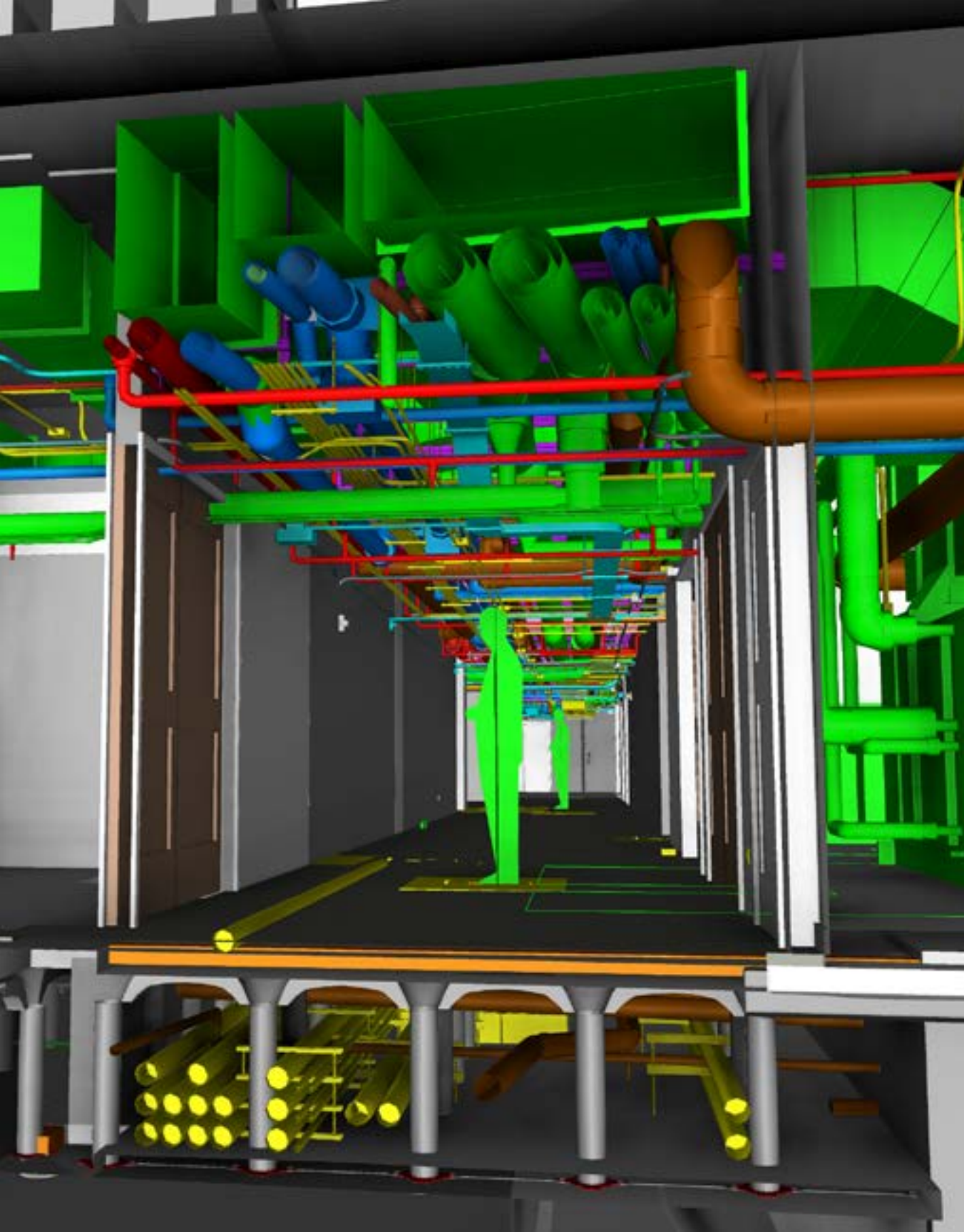


114 fewer trees felled.



9 '681.120 liters less water consumed in the paper industry.





Implementation and application of digital modeling

Throughout 2023, digital modeling services were introduced across nine projects incorporating diverse objectives and complexity levels. Each project featured digital models of key disciplines, in accordance with the national BIM strategy, which targets the adoption of this methodology by all construction companies by 2026.

The projects we are involved in leverage the diverse dimensions of digital models, involving the three spatial dimensions, time (4D), cost (5D), the generation of visual records for financial transactions, and the development of models for asset management, known as the seventh dimension. above all, the construction

program simulation emerged as the most widely adopted and utilized digital modeling service, being integrated into 89% of all projects.

The innovation and technology integrated into our diverse projects empower our clients to realize substantial savings throughout both the development phase and subsequent property usage.

Furthermore, we have pioneered the first contract featuring 5D payment control, facilitating payment assistance through the digital model.

Our goal for 2024 is to attain 100% implementation of the 5D methodology within a project, serving as a pioneering model for future replication.

04

HUMAN RESOURCES AND SUPPORT PROCESSES



HUMAN RESOURCES AND SUPPORT PROCESSES

AN EXCEPTIONAL TEAM: DUTIES AND POLICIES

GRI (2-23 Y 2-24) **ODS** (4, 5 Y 8)



The company has implemented processes, policies, and regulations to spur professional development, improve well-being, and define the roles of individuals within both the organization and the wider environment. Besides, these initiatives are geared towards minimizing potential impacts stemming from its operations, guaranteeing favorable working conditions, and maintaining continuous protection of employees' human rights. These policies are communicated during employee orientations and refresher sessions, and they are readily available at <https://www.arpro.com.co/contacto/tratamiento-de-datos>.

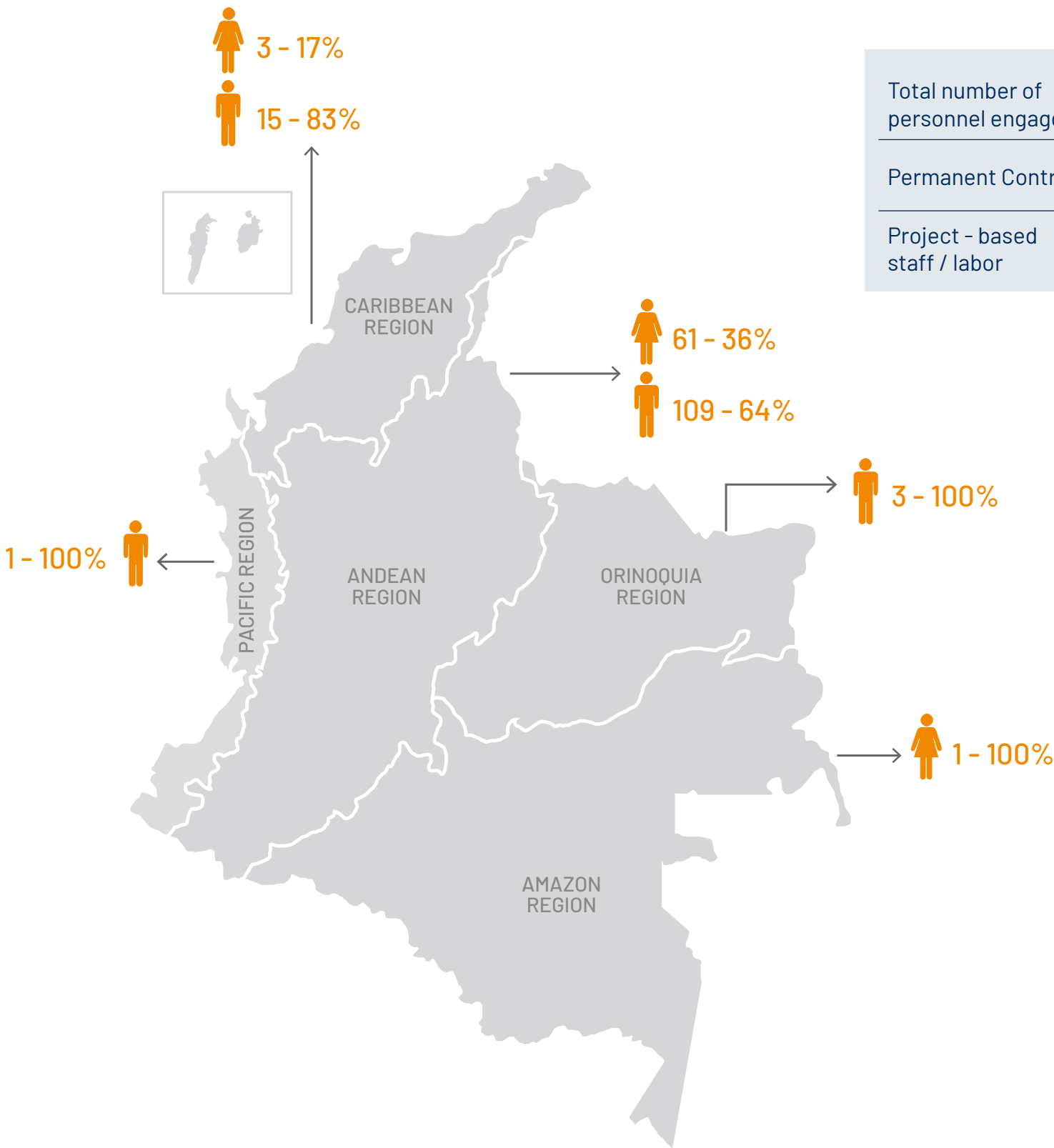
The incorporation of corporate conduct commitments and policies is evident in job profiles, which span across all organizational levels and delineate internal responsibilities for adherence. These responsibilities are crafted with careful consideration of the participants engaged in their formulation.

Moreover, ongoing oversight of compliance is carried out through audits and managerial evaluations to safeguard the efficacy and uniformity of these policies.

LINKED WORKERS

GRI (3-3 y 2-7) ODS (5 Y 8)

At the close of the reporting period (December 31, 2023), we have 193 employees actively involved in various roles under full-time contracts. While the industry typically favors project-based employment, ARPRO prioritizes the deployment of personnel to new projects. This approach allows us to optimize resources, leverage learnings for both projects and individuals, and cultivate a stronger organizational culture and sense of belonging.



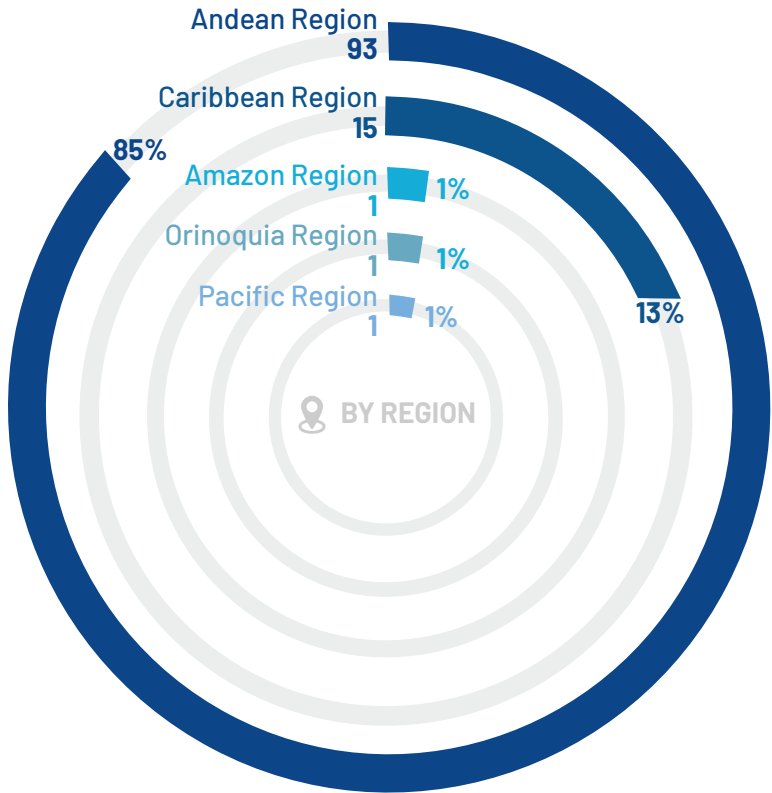
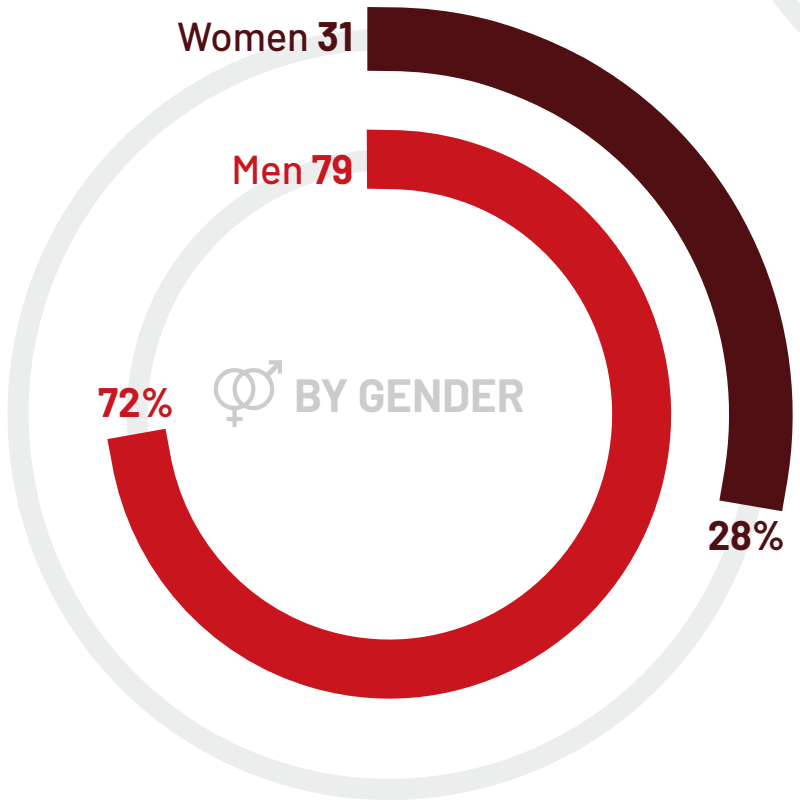
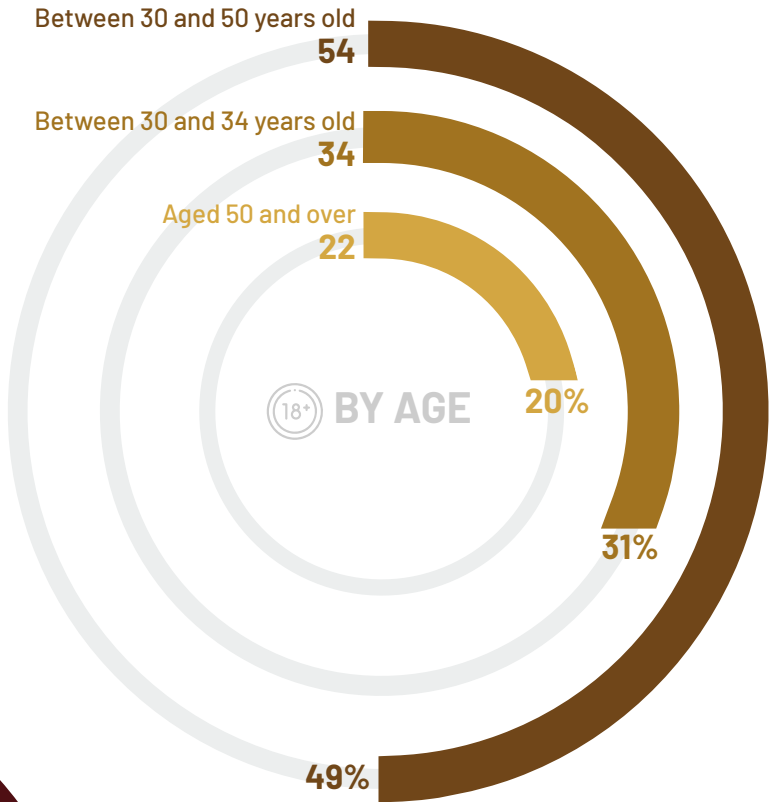
Total number of personnel engaged	193 = 100%	<div><div></div> 65 = 34%</div> <div><div></div> 128 = 66%</div>
Permanent Contract	74 = 38%	<div><div></div> 36 = 47%</div> <div><div></div> 38 = 53%</div>
Project - based staff / labor	119 = 62%	<div><div></div> 30 = 25,2%</div> <div><div></div> 89 = 74,8%</div>



NEW HIRES

Throughout the period, 123 individuals joined the company, of which 110 remained employed as of December 31, 2023. The turnover rate for the year was 64%.

GRI (401-1) ODS (5 Y 8)



SALARIES

GRI (2-20) ODS (5)

Drawing upon comprehensive studies that meticulously analyze the intricacies of the construction sector and the distinct attributes of every project, ARPRO’s salary framework is conceived to align with the specific demands of each role, employee tenure, and level of expertise.

WOMEN

GRI (405-1)

Of particular significance is the fact that 42% of women occupy decision-making roles within the company. Moreover, the overall representation of women in our workforce, standing at 34%, surpasses the national industry average, as reported by Camacol, which currently stands at a mere 6.2%.

**Source: CONSTRUCTION TRENDS
TWENTY-SIXTH - Economy and Sectorial Situation,
PAGE 13, CAMACOL.*



WELLNESS AND ORGANIZATIONAL CULTURE

ODS (8)

Throughout 2023, we continued to promote recreational, sports, and integration activities, including:

- Bowling, tejo, and micro-soccer tournaments, in which 140 employees participated.
- Sponsorship of the participation of 42 employees in the Bogotá Half Marathon (MMB).
- Recreational activities and talks promoting knowledge around mental health, soft skills, and competency development.

Additional Benefits

- Seventy-eight employees have opted for membership in the Incolbest Employees Fund - FEINCOL, facilitated by the <a> Group. This voluntary affiliation grants employees access to a range of benefits, including assistance with home and vehicle purchases, unrestricted investment credit, travel allowances, scheduled savings plans, life and funeral insurance coverage, pet insurance, as well as discounts at entertainment venues such as cinemas and amusement parks, among others.

Time Analysis

- To further prioritize the well-being of our employees, we conducted a comprehensive analysis of commute times and available public transportation services. This allowed us to allocate workspaces strategically, ensuring optimal efficiency and convenience for our workforce.

SPECIALIZED TRAINING REPORT

GRI (403-5)

Training and Development

Work at Heights
Confined Space Work

We proudly emphasize the Certification of Rigging Supervisors achieved by 100% of our tower crane operators and load riggers, accredited by the National Accreditation Body of Colombia - ONAC.



GRI (404) ODS (4)

The infographic features a central circular graphic divided into three segments, each representing a different type of employee induction. The top segment is dark blue and contains an icon of two heads with arrows indicating a cycle of knowledge transfer. The middle segment is light gray and contains an icon of a head with a speech bubble. The bottom segment is dark blue and contains an icon of a graduation cap over a stack of books and a dollar sign. To the right of each segment is a text label. The top label reads 'Induction for 60 employees.' The middle label reads 'Re-induction for 11 employees.' The bottom label reads 'Educational assistance is granted to five employees who have worked with the company for over a year and who are eligible for available aids for employees.'

Induction for **60** employees.

Re-induction for **11** employees.

GRI (404-2)

Educational assistance is granted to five employees who have worked with the company for over a year and who are eligible for available aids for employees.



- Full coverage of tuition fees throughout the academic cycle for validation of basic education (primary or secondary).
- A loan, contingent upon remaining with the company for at least 50% of the tuition fee amount for technical or technological training. Employees have the option to receive the aid at the end of the first semester and formalize the advance payment to continue their studies.
- 50% tuition fee coverage starting from the second semester for employees who maintain the required academic average in undergraduate programs.
- Loan available, conditional on remaining with the company for at least 50% of the postgraduate tuition fee, with the option to receive assistance upon completion of studies and certification of the required average.
- 50% or 100% registration fee coverage for seminars, diploma courses, academic certifications, conferences, and other approved events, as determined by general management.

WORKPLACE SAFETY AND HEALTH

GRI (2-25, 3-3) ODS (3 y 8)

We carry out all activities in accordance with national regulations, including:

-  Standards outlined in **Decree 1072** of **2015** and **Resolution 0312** of **2019**.
-  **Certification** under the **ISO 45001:2018** standard.
-  **GRI (403-1)**
Management of the Joint **Committee on Occupational Safety and Health**.
-  Set Crews.
-  Implementation of **campaigns** to **promote healthy habits and balanced nutrition**.
-  **Prevention** of **alcohol** and **drug consumption**.
-  **Prevention** of **workplace harassment**.

The HSE system's scope covers all ARPRO workplaces, along with every process and service carried out by the organization, as well as any activities for which ARPRO is contracted.

HAZARD IDENTIFICATION, RISK ASSESSMENT, AND INCIDENT INVESTIGATION

GRI (403-2, 403-4)

In our pursuit of this objective, we have implemented a robust procedure that includes participatory workshops dedicated to hazard identification, risk assessment, and workplace-specific evaluations, alongside accident investigation protocols.

To facilitate associated reporting, employees have access to an anonymous channel via QR code, while contractors adhere to a designated format.

ARPRO has established that all workers have the authority to halt any activity posing a risk to their integrity or that of their team. This policy is documented in the System Manual and is widespread during the induction and re-induction processes, thereby reinforcing the organization's commitment to the safety and well-being of its personnel. No such reports have been filed by the workers.



COPASST

GRI (403-2, 403-4)

The eight members have undergone specialized training and ongoing updates, focusing specifically on workplace accident investigation, hazard identification, and risk assessment. The COPASST actively engages in probing company accidents and plays a pivotal role in analyzing accident indicators across all incidents. Details regarding accidents from the preceding month are shared during routine Committee meetings.



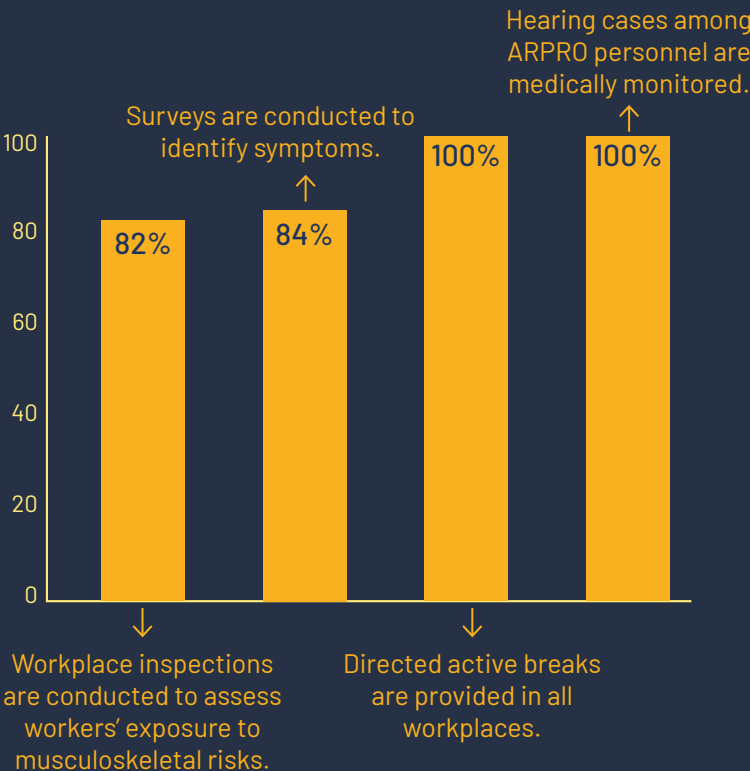
Furthermore, a regular report detailing lessons gleaned is distributed to all staff members. This proactive approach not only cultivates and reinforces a safety-conscious culture but also propels continuous enhancement in accident prevention measures.

WORKPLACE HEALTH

GRI (403-3 y 403-6) **ODS** (3 y 8)

Worker health monitoring and surveillance are conducted through the implementation of epidemiological surveillance programs, with the guidance and support of an ARL physician, a physiotherapist, and occupational health and safety personnel. We have developed a comprehensive program to reintegrate, relocate, and reinstate workers, effectively managing recommendations or restrictions to enhance employee work performance.

Additionally:



WORKER PARTICIPATION IN HEALTH AND SAFETY AT WORK

GRI (403-4)

The array of activities aimed at promoting worker well-being included strengthening processes and policies, training campaigns, and consultations with staff from various departments.

Surveys on drawbacks to reporting observation and pre-operational equipment cards: Total reported observations in 2023: 1,004 observation cards reported.

- # Observation cards completed by Arpro staff: 258 reports from 9 active projects in the year.
- # Contractor reports: 746 submissions from 9 active projects in the year.




- Assessment of HSE effectiveness and improvement opportunities with workers and contractors.
- Assessment of compliance with OSHMS standards.
- Active breaks in projects - pre-shift warm-ups - and promotion of healthy lifestyles.

WORKER TRAINING ON HEALTH AND SAFETY AT WORK

GRI (403-5) ODS (3 y 8)

2023

→ We have successfully completed **81%** of our **training activities** and **safety talks** in the following areas:

-  Preventive medicine
-  Mechanical risk
-  Road safety



PREVENTION AND MITIGATION OF HEALTH AND SAFETY IMPACTS AT WORK THROUGH DIRECT BUSINESS RELATIONSHIPS

GRI (403-7)

Acknowledging the joint responsibility we hold with our contractors in matters of OSH, and recognizing its significance within management systems, we are currently focusing on:



Survey Description:

In 2023, we conducted a survey focusing on the “Perception of OSHA Management,” aimed at a segment of contractors and technical staff engaged in Arpro projects. The findings identified areas within the OSHA process that require improvement.

Key variables or aspects of the OSHA domain highlighted by respondents include:

- Management
- Team
- Agility
- Well-being
- Dedication
- Commitment
- Knowledge
- Human Quality

COVERAGE OF THE OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

GRI (403-8) ODS (3 y 8)

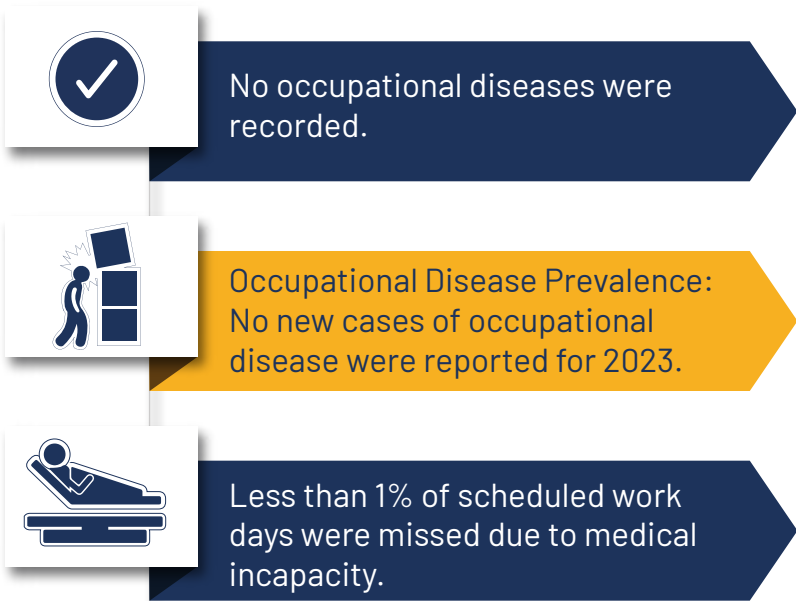


Our OHSMS ensures that contractors are covered in terms of compliance controls and monitoring according to regulations. In 2023, a total of 1,663 workers across our projects were included.

GRI (403-9; 403-10)

During the period, positive indicators were recorded compared to the *sector average, as follows:

Occupational Disease Incidence 2023:



Accidents:



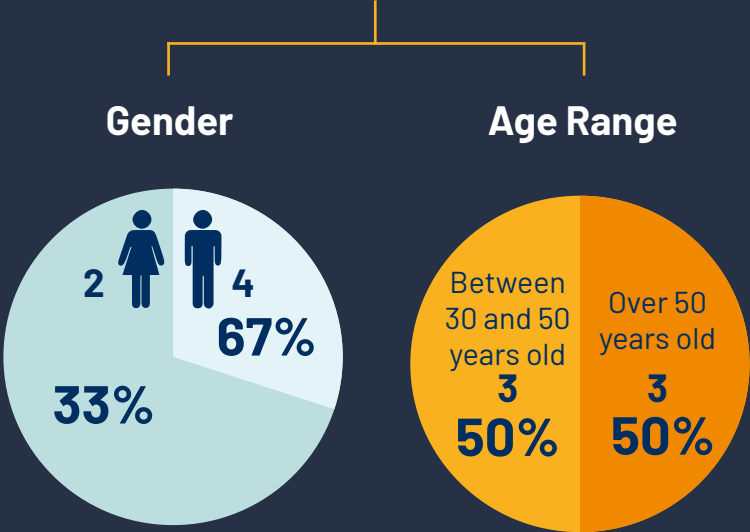
* In Colombia: "During 2020, there were 57 casualties among construction workers, with a rate of 6.4 deaths per 100.000 workers".
* "In 2020, there were a total of 984 accidents in the construction sector, with a rate of 6,4 accidents per 100 workers. This was the highest rate compared to the national rate of 4,4 accidents per 100 workers".
Source: <https://ccs.org.co/portfolio/como-ha-estado-la-siniestralidad-laboral-en-el-sector-de-la-construccion/>

WORK COEXISTENCE COMMITTEE

GRI (406-1)

Thanks to our coexistence policies and regulations, aligned with corporate principles, there were no reported cases of discrimination, nor workplace or sexual harassment in 2023. Our Workplace Coexistence Committee, consisting of six members, oversees this:

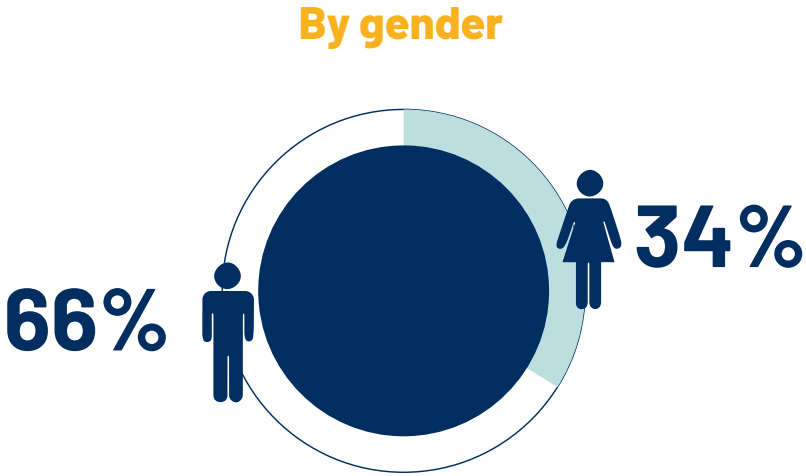
Members of the Coexistence Committee



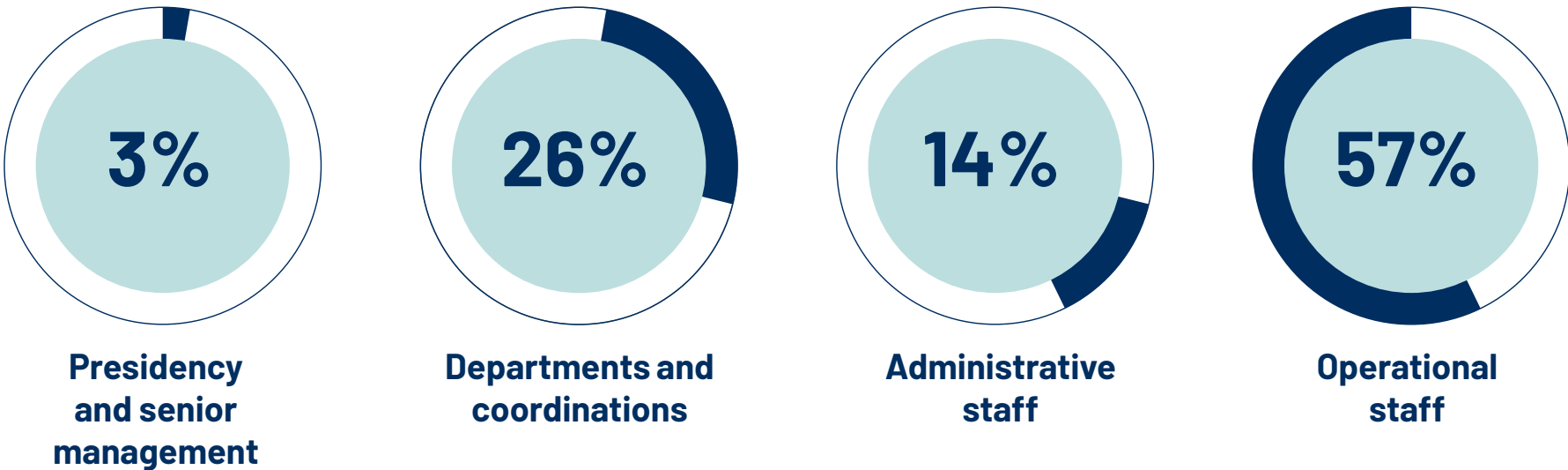
PERFORMANCE EVALUATION

GRI (404-3)

In 2023, 144 employees participated in the process, with 34% women and 66% men, representing diverse profiles and responsibilities across multiple disciplines. The goal was to assure that the entire team remains consistently lined up with strategic objectives and enrich their individual professional growth.



By job category



CORRUPTION-RELATED RISKS

GRI (2-15, 2-25; 205-1; 205-3) **ODS** (16)

We consistently conduct thorough reviews and implement controls. At the conclusion of these assessments, there have been no incidents jeopardizing the integrity of our company’s brand or reputation, nor have there been any reported involvements of third parties in our Anti-Money Laundering and Terrorism Financing System (SAGRILIFT).

GRI (3-3; 205-2) **ODS** (16)

As part of our commitment to ethical standards, we have established the ‘Corporate Transparency and Ethics Program’ (CTEP). This program focuses on educating our workforce about anti-corruption processes and practices, with the aim of preventing, detecting, and addressing any instances of bribery or corruption. All employees undergo comprehensive training during induction and re-induction processes, and explicit clauses regarding ethical conduct are included in employment contracts and agreements with third parties.

Furthermore, our commitment to transparency extends beyond our employees to include contractors, suppliers, clients, and other associates. We ensure transparent transactions and promote best practices in training, prevention, control, and enforcement.

GRI (2-16; 2-25; 2-26; 205)

To further safeguard against potential conflicts of interest, we have established mechanisms for employees to disclose any such conflicts in supplier selection processes to our purchasing committee and Compliance Officer. Additionally, we maintain permanent channels for employees to report any concerns or complaints. We also have a clear policy in place regarding the giving and receiving of donations.

INSURANCE

We renewed compliance policies to cover fixed assets and real estate investments. Additionally, we maintained the non-contractual civil liability policy with coverage for all projects.

LEGAL REQUIREMENTS

GRI (2-27)

At ARPRO, we comply with all the regulations corresponding to the sector and the country’s legal framework.



INTEGRATED MANAGEMENT SYSTEM

GRI (2-27)

We consistently meet the standards outlined in the annual audit conducted by Bureau Veritas, validating the maintenance of our certifications in compliance standards.



EFFICIENT RESOURCE UTILIZATION

Within all our operational processes and activities, we enact protocols to guarantee the responsible utilization of all resources, as well as measures for monitoring and improvement plans regarding waste management, water and energy consumption, paper usage, among others.



Atrio - North Tower
25th floor

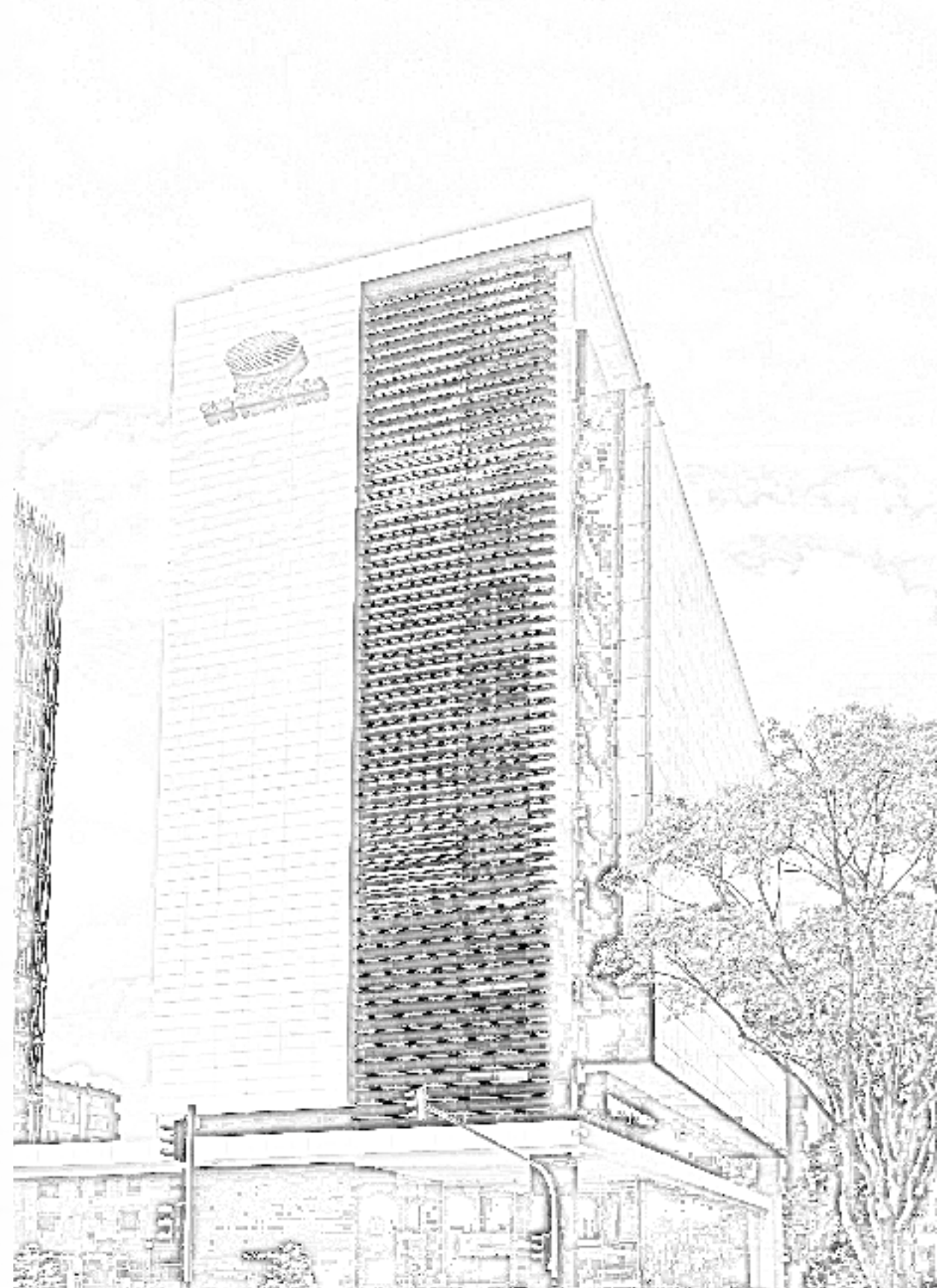
05

GRI INDEX

BANCO GNB SUDAMERIS Bogotá

Services:
Construction

Retail and y Offices
22.361 m²
2012





CENTRO CÍVICO

Universidad de los Andes
Bogotá

Services:

Construction
BIM Coordination

Education

10.302 m²
2020



GRI COMPLIANCE CONTENT INDEX

Declaration of use	ARPRO Arquitectos e Ingenieros S.A. has prepared the report in accordance with the GRI Standards for the period from January 1 to December 31, 2023.
GRI 1 used	GRI 1: Fundamentals 2021.
Applicable GRI sectoral standards	There are no GRI Sectoral standards applicable to the construction sector.

GRI STANDARD/ OTHER SOURCE	CONTENT	PAGE	OMISSION
GENERAL CONTENTS			
GRI 2: General contents 2021	2-1 Organizational details.	8	
	2-2 Entities included in the sustainability reporting.	8	
	2-3 Reporting period, frequency and contact point.	8	
	2-4 Information update.	8	No updates are presented as this is the first sustainability report.
	2-5 External verification. No verification by an external entity was carried out for the presentation of this report.	N/A	
	2-6 Activities, value chain, and other business relationships.	12	
	2-7 Employees.	26	
	2-9 Governance structure and composition. 33% of the board of directors is made up of women.	8	
	2-10 Nomination and selection of the highest governance body.	8	
	2-13 Delegation of responsibility for managing impacts.	8	
	2-14 Role of the highest governance body in sustainability reporting.	8	
	2-15 Conflicts of interest.	36	
	2-16 Communication of critical concerns.	36	
	2-20 Process to determine remuneration.	28	
	2-22 Statement on sustainable development strategy.	4, 5, 6 Y 14	
	2-23 Commitments and policies.	25	
	2-24 Embedding policy commitments.	25	
	2-25 Processes to remediate negative impacts.	31, 36	
	2-26 Mechanisms for seeking advice and raising concerns.	36	
	2-27 Compliance with laws and regulations.	36	
	2-28 Membership associations.	9	
	2-29 Approach to stakeholder engagement.	16	
	2-30 Collective bargaining agreements. Arpro does not have collective bargaining processes.	N/A	Arpro does not have collective bargaining processes.

MATERIAL TOPICS			
GRI 3: Material Topics 2021	3-11 Process to determine material topics.	16	
	3-2 List of material topics.	16	
HUMAN TALENT MANAGEMENT (WELL-BEING AND QUALITY OF LIFE)			
GRI 3: Material Topics 2021	3-3 Management of material topics.	25, 26, 27, 28, 29, 30 Y 35	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover.	27	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees. The same benefits are taken into account for all, benefits of law.	N/A	
	401-3 Parental leave. A parental leave during the first quarter of the year; worker who returned to work at the end of the leave.	N/A	
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs.	30	
	404-3 Percentage of employees receiving regular performance and career development reviews.	35	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees.	28	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken.	35	
TRANSPARENCY AND BUSINESS ETHICS			
GRI 3: Material Topics 2021	3-3 Management of material topics.	36	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption.	36	
	205-2 Communication and training about anti-corruption policies and procedures.	36	
	205-3 Confirmed incidents of corruption and actions taken.	36	
CONSTRUCTION OF SUSTAINABILITY CERTIFIED PROJECTS (EDGE, CASA OR LEED)			
GRI 3: Material Topics 2021	3-3 Management of material topics.	19 y 20	
SECTOR LEADERSHIP			
GRI 3: Material Topics 2021	3-3 Management of material topics.	22 y 23	

OCCUPATIONAL SAFETY AND HEALTH			
GRI 3: Material Topics 2021	3-3 Management of material topics.	29, 31, 32, 33 y 34	
GRI 403: Occupational Safety And Health 2018	403-1 Occupational health and safety management system.	31	
	403-2 Hazard identification, risk assessment, and incident investigation.	31	
	403-3 Occupational health services.	32	
	403-4 Worker participation, consultation and communication on occupational health and safety.	31, 32	
	403-5 Worker training on occupational safety and health.	29, 33	
	403-6 Promotion of workers' health.	32	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships.	33	
	403-8 Workers covered by an occupational health and safety management system.	34	
	403-9 Work-related injuries.	34	
	403-10 Occupational ailments and illnesses.	34	



CANPACK PRODUCTION PLANT

Industrial Plant in Free
Trade Zone - Tocancipá

Services:

BIM Coordination
Project Management
Construction
LEED

Industry

32.000 m2
2019
Expansion
17.000 m2
2021



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Bogotá - Colombia

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◀a▶
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años



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