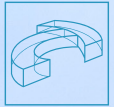


# SUSTAINABILITY REPORT 2022

QUALITY WITHOUT LIMITS.

It is not just about glass, but what we  
can transform it into.

TECNOGLASS



The Power of Quality









The Power of Quality





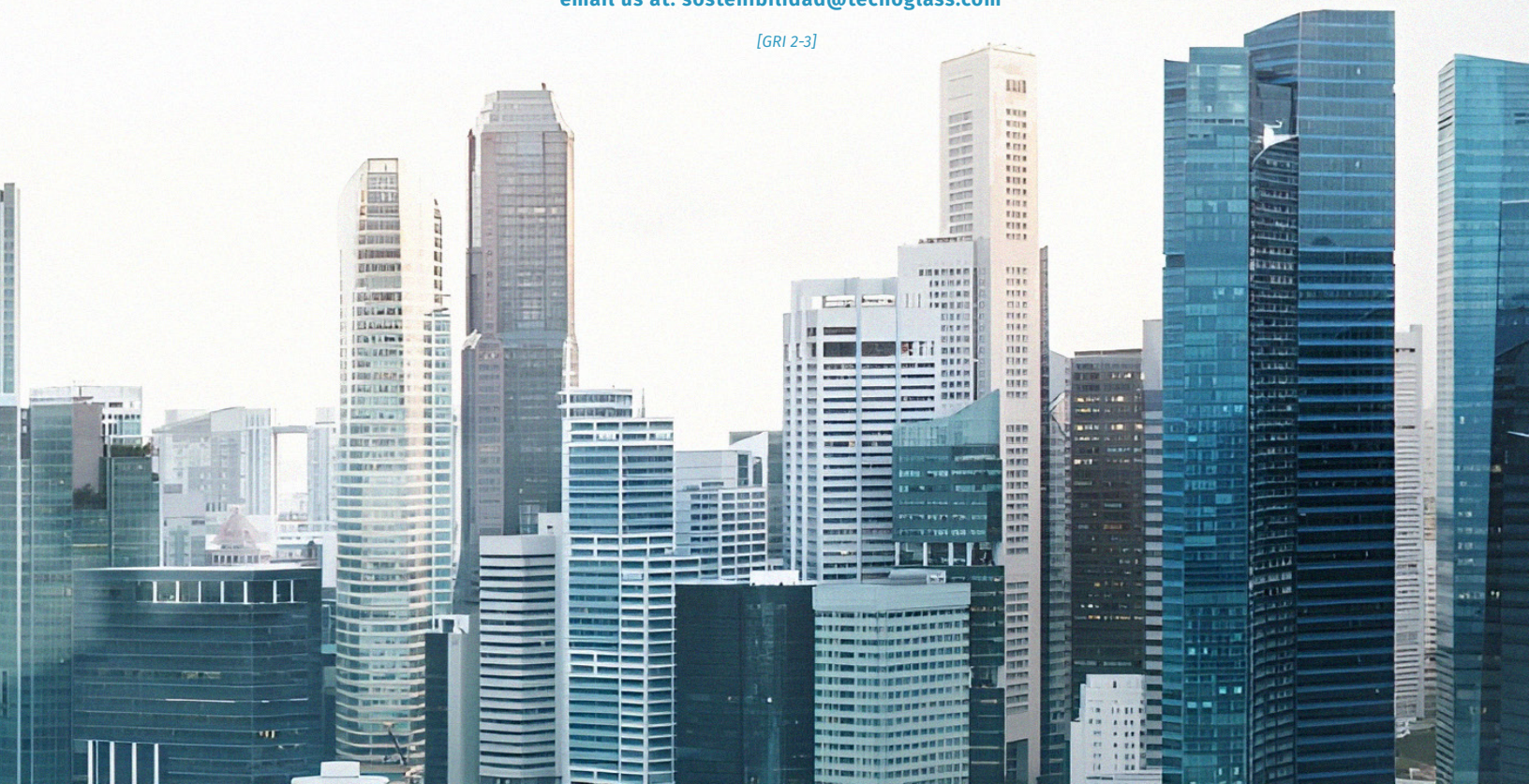


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If you have any questions, comments, or opinions about this impact report, please email us at: [sostenibilidad@tecnoglass.com](mailto:sostenibilidad@tecnoglass.com)

[GRI 2-3]









**A**s the world continues to prioritize sustainability, we are pleased and grateful to present our contributions to achieving collective goals.

Our work is guided by our purpose, with quality embedded in every step we take. That is why sustainability has become an integral part of our business, immersed deeply in our culture, decisions, processes, products and governance, not only because it is the right thing to do, but also because it is the only way we want to do it.

In this report we inform our stakeholders the initiatives we have promoted to contribute positively to our society, environment, and economy, based on the three pillars of our sustainability strategy:

- Promoting a continuous ethical and responsible growth.
- Leading co-efficiency and innovation.
- Enhancing our environment.

It is important to highlight our commitment to combat climate change by implementing initiatives that reduce GHG emissions and developing environmental projects that



offset such emissions, since our goal is to become carbon neutral.

I am committed to envisioning and enabling the company's sustainability strategy by empowering our most important asset – our people, by making a positive impact in their lives as well as to delivering our value offer to our stakeholders, through our products, services, and technologies that lower emissions, enhance automation, improve safety, and play a part in our long-term business success.

We are grateful to our shareholders, and the Board of Directors who continue to build our company, standing true to our values and ensure we always follow The Power of Quality.

We welcome the challenges and expect an exciting year ahead of us. Thank you for being part of the TecnoGlass family and for building the future together.

Imagine the extraordinary.

**José Manuel Daes**

CEO TECNOGLASS

[GRI 2-22]



02

We are  
**Tecnoglass**











# About this Report

[GRI 2-3, 2-4, 2-5]

**In this 2022 Sustainability Report, we communicate to our stakeholders, the activities performed in the environmental, social, economic and corporate governance areas during the period between January 1st to December 31st, 2022.**

We prepared this report in accordance with our sustainability strategy, based on GRI 2021 standards, articulated with the communication on progress (COP) of the 10 principles of the United Nations Global Compact and the achievements related to the Sustainable Development Goals (SDG).

This report has been prepared with accurate, clear and comparable information, which has been verified internally by the sustainability team. The financial information contained in this report has been validated by PWC Contadores y Auditores S.A.S., who are our external auditors and statutory auditor. This report has not been verified by external suppliers.

Since 2017, Tecnoglass has presented annual sustainability reports to its stakeholders during the second quarter of each year. During the reporting period, there have been no updates to the information that would prevent comparability with the previous report.

If you would like to know more about our sustainability reports, please visit the following link <https://www.tecnoglass.com/es/informes-de-sostenibilidad/>. If you have any doubt or question you can contact us through our different communication channels or directly to our e-mail: [sostenibilidad@tecnoglass.com](mailto:sostenibilidad@tecnoglass.com)

TECNOGLASS



Glass products



ALUTIONS

Windows and facades with high specificity

ENERGIA SOLAR  
ESWINDOWS

Finished aluminum products

ESWINDOWS

Import and distribution products manufactured by the group



COMPONENTI  
ARCHITECTURAL SPECIALTIES

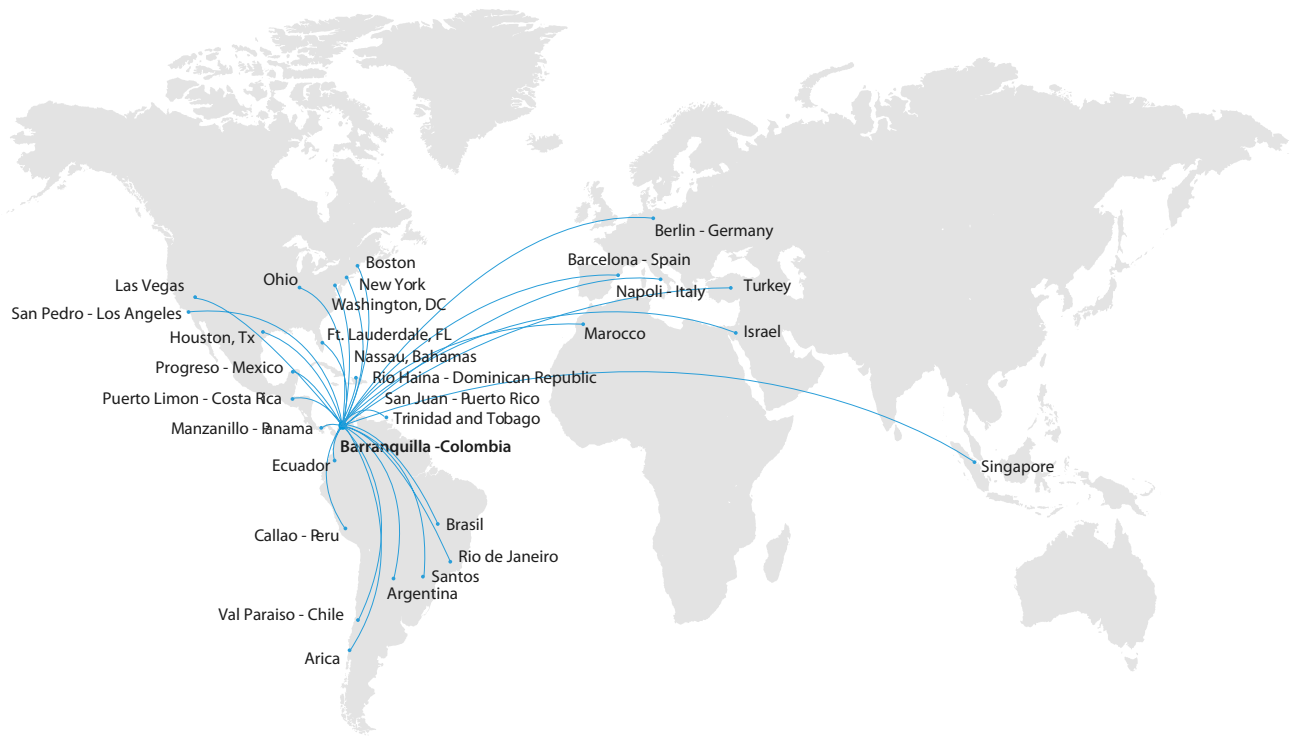
Design and installation on enclosure systems, engineering, consulting and installation services



Design and installation of facades and enclosure system



# ✓ About Us [GRI 2-1, 2-2]



**In Tecnoglass we have nearly 40 years of experience in the manufacture and marketing of glass and aluminum and in the design, manufacture and installation of architectural systems for residential and commercial construction projects.** Since 1983, we offer products with the highest quality standards, innovative, profitable investment and environmentally friendly, which added with the skilled labor, has made us leaders in the market and the best alternative for the production of tempered, laminated, insulated, silkscreened, bulletproof and curved glass, aluminum products and windows.

We are a business group in constant growth and expansion, whose parent company Tecnoglass Inc. has 15 subsidiaries, directly and indirectly owned, and one branch, with offices and commercial

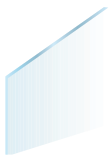
operations in Colombia, United States, Panama, Peru and Bolivia, being the United States the most relevant market. Our main companies and commercial establishments are Tecnoglass, Alutions, Energia Solar, ES Windows, ES Metals, GM&P and Componenti.

At Tecnoglass we manage the entire production process from the beginning to the end as a vertically integrated organization, carrying out the processes of glass transformation, profile production and finally assembly, from a modern industrial complex of more than 350,000 mts; strategically located in Barranquilla, Colombia on the north coast of South America. We offer our customers high quality products, with excellent customer service, at competitive prices and with timely delivery.

# ✓ Products & Brands [GRI 2-6]

The company offers in the market more than 250 architectural systems, identified with the main brands Tecnoglass, ESWINDOWS and Alutions. Additionally, we have registered the trademarks: “Tecnobend”, “ECOMAX by ESWINDOWS”, “ESWINDOWS Interiors”, “ESW Windows and Walls”, “Solartec by Tecnoglass”, “Prestige by ESWINDOWS”, “Eli by ESWINDOWS”, “Alessia by ESWINDOWS”, “Componenti Architectural Specialties”, “Tecnosmart”, “Ultraview by Tecnoglass” and the slogan “The Power of Quality”, among others. During 2022, we incorporated the ESMETALS brand to our portfolio.

In addition, we have a variety of innovative products, with which we offer our customers unique solutions with: “The Power of Quality.”



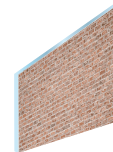
### Tempered glass

Safety glass four times stronger than conventional glass, which meets all safety requirements stipulated by the construction industry. The manufacturing process of this glass is heat-treated and uses state-of-the-art technology, achieving minimum waviness and excellent optical quality.



### Insulated Glass

It saves energy in any type of architectural project, improving the thermal performance of the windows and creating a more comfortable interior environment by avoiding extreme temperatures. This product is manufactured using an air chamber between two or more sheets of glass to reduce heat gain or loss, obtaining a more energy-efficient and cost-effective product.



### Digital print glass

Provides a variety of possibilities for architectural design, opening the doors to a spectrum of ceramic-tinted colors. This process allows printing on glass, achieving highly durable results, even allowing the application of solar control coatings on the digital image.



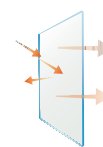
### Laminated Glass

It provides the most demanding buildings in the construction industry with durability, high performance, and multifunctional benefits such as safety, noise control, solar energy performance, and ultraviolet screening, as well as hurricane and earthquake resistance while preserving the aesthetics of the glass. This product is obtained by permanently joining two sheets of glass with a PVB or SGP interlayer, creating the laminated configuration.



### Silkscreen glass

It offers designers a variety of options while ensuring high performance and safety. This product is manufactured using automated machinery with numerical controls, resulting in an excellent homogeneous finish of the paint on the glass.



### Low-emissivity glass (Low-E)

Low-emissivity or Low-E glass is one of the most sought-after products by architects and builders, given the solar control benefits that it brings to buildings. This technology can maximize the passage of visible light, rejecting only the ultraviolet and infrared rays of the sun, responsible for the change of temperatures in buildings. At Tecnoglass we offer a wide variety of low emissivity coatings for solar control.

**SUSTAINABILITY APPROVED**



### Windows and doors

Our window systems offer multiple benefits such as hurricane resistance, laminated and insulated glass, thermal break, security, and acoustic control. This product is available in numerous frames. Our door systems have a variety of applications and uses that are compatible with our windows, among which swing, sliding, and folding doors, among others, can have different possibilities of handles and hinges.



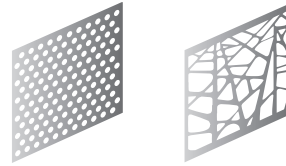
### Phenolic Panels

Used as cladding in floating and ventilated facades. We offer a wide range of colors and designs and variety of sizes and thicknesses, guaranteeing an excellent appearance of the project for a period long time. It is an ideal material for facades that require efficient indoor temperature control is required. It allows to manage acoustics, save energy and facilitates maintenance.



### Wire Mesh

Wire cloth comes with a preset design. They are used for exterior enclosures, architectural ceilings, facade cladding, creating unique designs.



### Microperforated Material

Standard Art Aluminum cladding has a preset art (punch).

Special Art Aluminum cladding has an artwork established by the customer (customized).



### Expanded Metal (Mesh)

It is a mesh that offers the possibility of filtering sunlight and the passage of air. Its design adds an esthetic and architectural value. It is used to cover facades, giving them a unique touch and for any type of enclosure, both interior and exterior. They are also used for architectural ceilings and handrails.

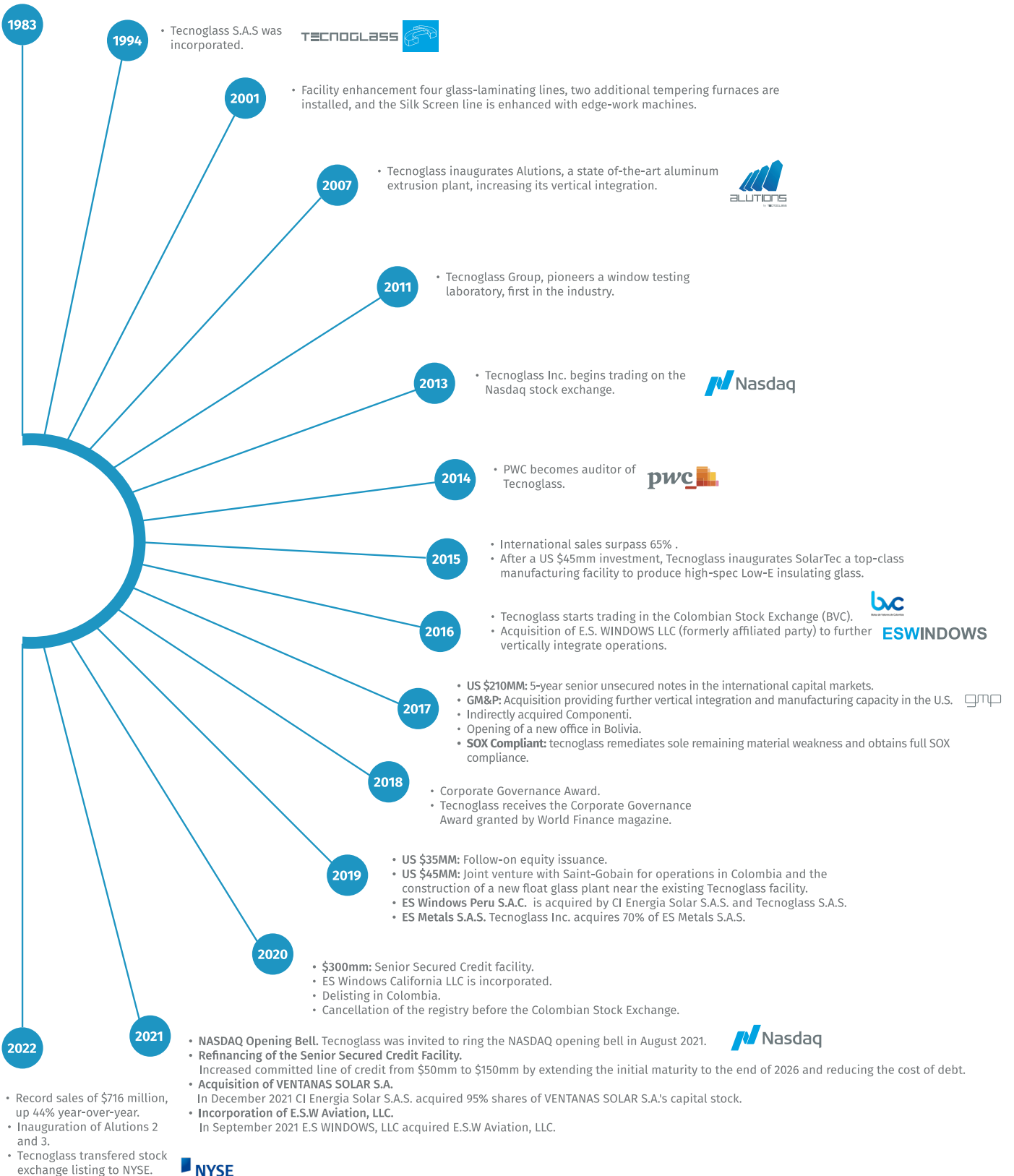


### Louvers

Enclosure systems focused on water, ventilation, and lighting control, using profiles modulated in vertical and/or horizontal patterns. Types: Vertical, Horizontal, Mechanical Louver. It is a preset design.

# Company History

• C.I. Energia Solar S.A.S E.S. Windows was incorporated. **ENERGIA SOLAR ESWINDOWS**





# ✓ Tecnoglass in figures

02



**65,8**

Net Debt



**350,3**

Net Worth



**716,6**

Total Sales



**743,3**

Total Assets

Total Sales: 688,4

**96%**

United States

Total Sales: 16,0

**2,2%**

Colombia



**265,7**

EBITDA



**156,4**

Net income



**48,8%**

Gross Margin

Adjusted EBITDA increases 76.8% year-on-year to a record USD \$265.7 million, or 37.1% of total sales.



# Employment Generation & Well-Being [GRI 2-7, GRI 2-8]

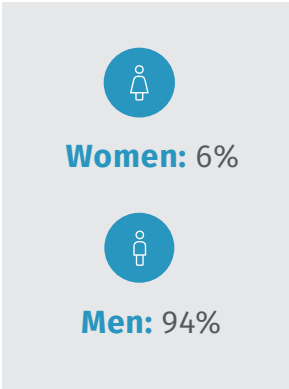
Human talent is fundamental for the development of the company’s corporate purpose, because having qualified and responsible personnel, guarantees continuous and sustainable growth.

In Tecnoglass we are committed to the growth and development of the population, that is why we continuously provide job offers that reduce the unemployment rate in the region and the country.

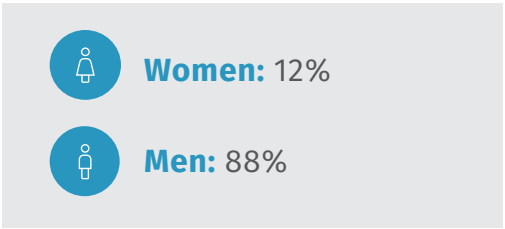


## Employees Colombia by City

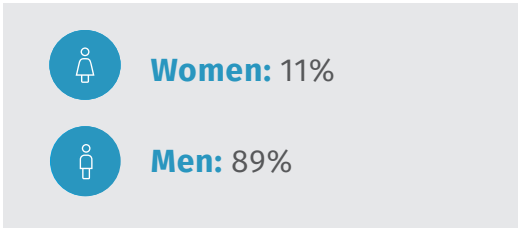
City	Men	Women
Barranquilla	94%	6%
Medellín	61%	39%
Bogotá	95%	5%
Bucaramanga	75%	25%
Cartagena	96%	4%
Santa Marta	95%	5%



## USA




## Panama




## TOTAL





**OPERATORS**

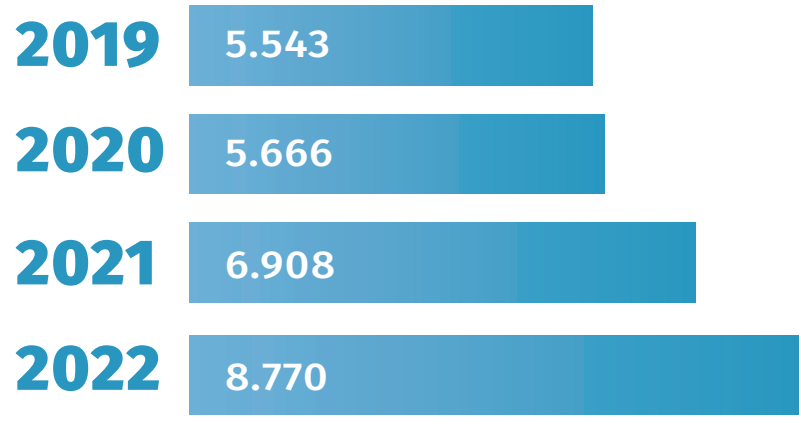
 **Women:** 2%

 **Men:** 94%

**ADMINISTRATIVE**

 **Women:** 40%

 **Men:** 60%



**2022**  
**INCREASE**  
**26%** HIRED EMPLOYEES

Opening of the Alutions 2 and 3 plants and the expansion of existing lines.

**Type of hiring** Direct: 3.634 EST: 5.136

All our employees have employment contracts, some hired directly by the companies in the group, others through temping agencies to meet production needs.

The information of our employees is collected in databases and employee management tools, such as (Talentum), ERP (SAP) and Laserfiche.

# External Initiatives



Since 2017, the company has adhered to the Global Compact initiative and has aligned its strategy to comply with the 10 established principles and the sustainable development Goals.



Since 2021, we joined the national strategy for Carbon Neutral Colombia, thus formalizing our commitment to improve our carbon footprint management and reduce our emissions.



During 2021, the company worked on documenting its initiatives and objectives of sustainability in accordance with GRI standards so that the report for the year 2021 is conducted in compliance with this methodology.



It is important to highlight that Tecnoglass uses as a guide the recommendations made in the assessment performed in 2017 by IFC- International Finance Corporation, regarding good Corporate Governance practices.





**ESG standards are important to consolidate sustainable companies in the long term.**





# Associations and Aggregations [GRI 2-28]

Some of the group's companies are members of the following associations:



**Colombian Sustainable Construction Council (CCCS)**, an organization that seeks to support innovation and development of new products, materials and solutions that raise the level of sustainability of all uses of new and existing buildings and cities in general.



**Colombian Federation of Logistics Agents in International Trade (FITAC)**, a permanent and non-profit association, which brings together the most important sectors in the foreign supply chain.



**National Association of Foreign international Trade (ANALDEX)**, an association that encourages and strengthens the national export activity and supports the design and execution of short, medium, and long-term export policies.



**Colombian Institute of Technical Standards and Certification (ICONTEC)**, entity that is responsible for promoting standardization, certification, metrology, and quality management in Colombia.



**Colombian Association of Glazed Systems, (ACOLVISE)** entity that proposes, promotes, and supports programs and services that favorably influence the state of the Colombian market for glazed systems, in the protection of the user and the environment.



**American Architectural Manufacturers Association (AAMA)**, entity that provides certification services, product testing, educational programs and performance standards for the window industry.



**Aluminum Extruders Council (AEC)** is an international trade association dedicated to promoting the effective use of aluminum extrusion in North America.



# Certifications

We also have the following certifications at the corporate level:



Tecnoglass S.A.S. and C.I. Energia Solar S.A.S. E.S. Windows have certified their quality management system based on the international standard ISO 9001:2005.



Tecnoglass has been SOX compliant since 2017. SOX stands for the Sarbanes-Oxley Act that seeks to protect shareholders and the general public against accounting errors and fraudulent practices in companies, and to improve the accuracy of corporate disclosures.



Tecnoglass S.A.S and C.I. Energia Solar S.A.S. ES Windows are authorized as Authorized Economic Operator as Exporter and Importer in the security and facilitation category.



ES WINDOWS LLC is certified with the C-TPAT Importer Program granted by the Bureau of Customs and Border Protection of the United States, in the Tier 3 category which recognizes the sustained commitment to maintain security measures in the supply chain.



The companies C.I. Energia Solar S.A.S. E.S. Windows and Tecnoglass S.A.S. maintained the certification of their Environmental Management System based on the ISO 14001:2015 standard.



Tecnoglass S.A.S and C.I. Energia Solar S.A.S. E.S. Windows has certified its occupational health and safety management system based on the international standard ISO 45001:2018.

# Certifications

We have the following product certifications:



NTC 1578:2011: Product seal for safety glass used in construction, approved by ICONTEC.



NTC 2409:1994: Product seal for extruded aluminum alloy profiles, approved by ICONTEC.



Safety Glazing Certification Council

ANSI Z97.1-2015, (R2020, CPSC 16 CFR 1201, CAN/CGSB 12.1-2022: Laminated and tempered safety glass, approved by Safety Glazing Certification Council "SGCC".



INSULATING GLASS CERTIFICATION COUNCIL

ASTM E2190: Insulated glass meeting all guidelines and requirements for IGCC® / IGMA® certification approved by the Insulating Glass Certification Council and Insulating Glass Manufacturers Alliance IGCC. This certification includes references 5348 and 5349.



Vitro Certified International Manufacturer Trademark license granted by Vitro for pre-selected projects and to produce certain MSVD coated products at the Solartec plant.



Good handling of SentryGlas, Butacite and Trosifol products awarded by Kuraray for compliance with all requirements.



PPG Industries certifies the highest level of coating application. CAP (Certified applicator program)



NFRC (National Fenestration Rating Council) Energy efficient products.



NOA (Notice of Acceptance) Fenestration products for all areas of Florida, including hurricane zones.



FBC (Florida Building Code) Hurricane protection products.



Meets Miami Dade- County's strict safety standards for hurricane-proof windows.

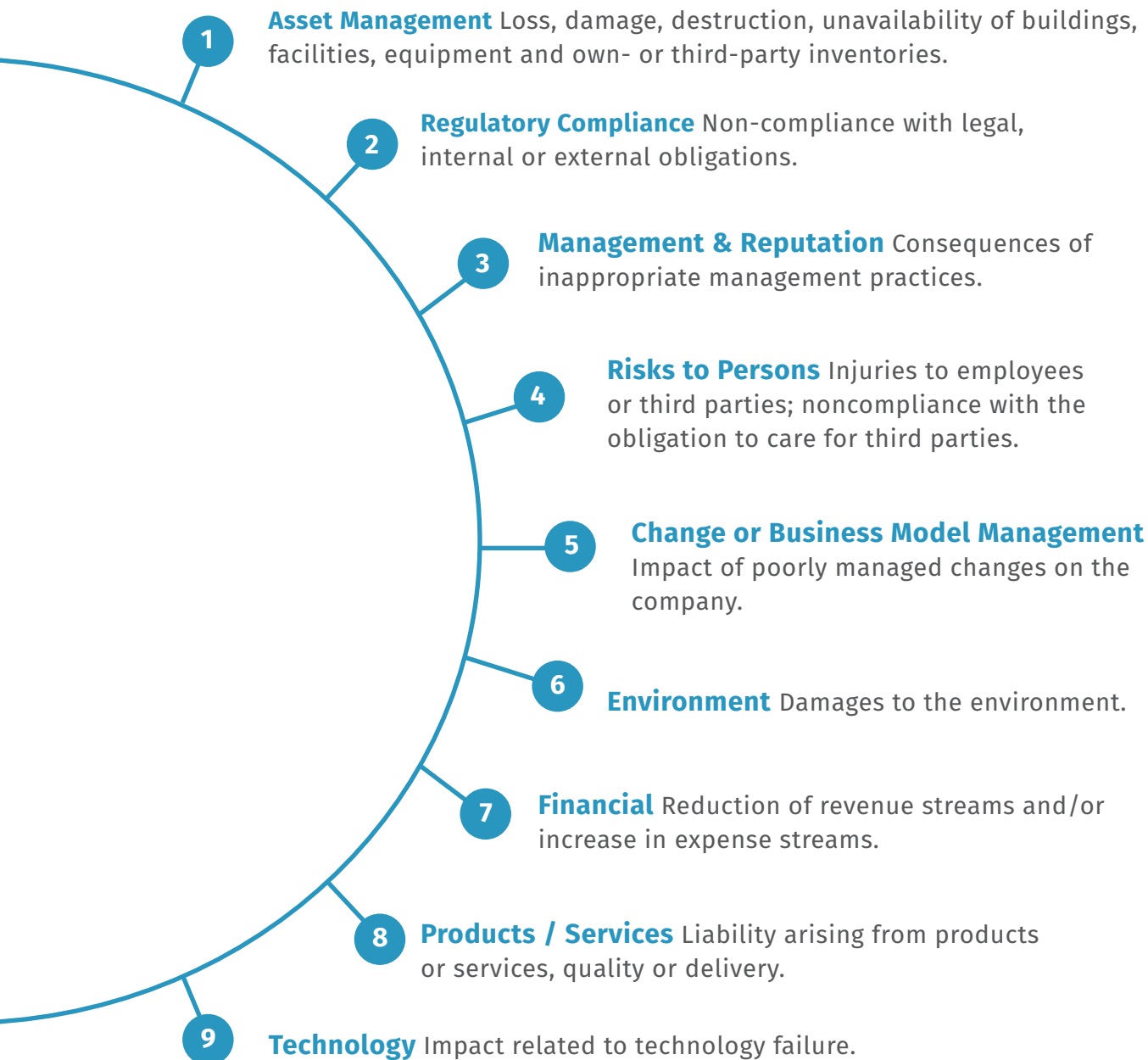






# Company's Strategic Risks

Tecnoglass in the process of evaluation and updating of risks, has identified 20 risks, which have been classified into the following 9 categories:





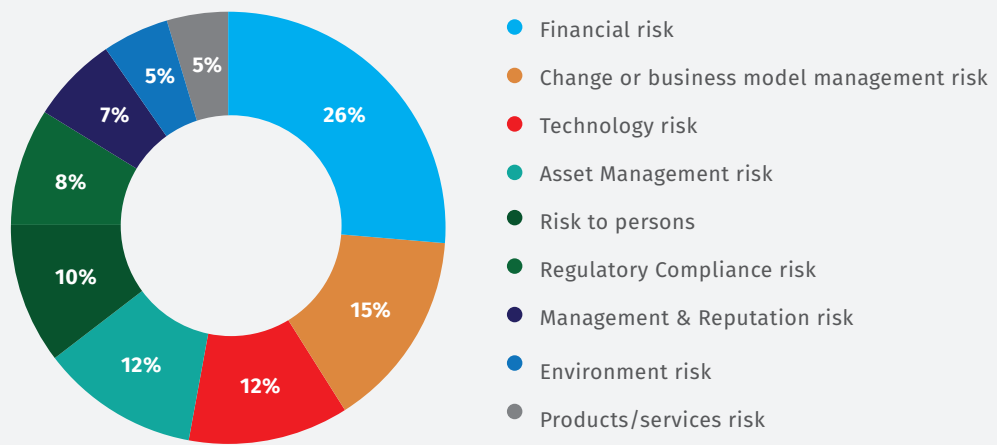


Figure 4. Percentage contribution of each risk source to the total risk profile

The company has a legal matrix of obligations that allows us to compile and keep track on the obligations related to the productive activity of each company. The matrix includes information on (i) relevant authority; (ii) obligated company; (iii) maturity and periodicity; (iv) regulatory framework; (v) description of the obligation and (vi) responsible for compliance.

The company's legal department is in charge of monitoring the different areas regarding compliance with the obligations. For this purpose, it has a software that sends reminders to those responsible and allows them to upload evidence of compliance, which is reviewed by the legal department and approved if necessary.



# ✓ Governance [GRI 2 - 9, GRI 2 - 13]

**The framework for effective and transparent governance is outlined in the Corporate Governance Manual, which contains the mission of the Board of Directors, its composition, structure and the responsibilities and obligations of its officers and members. It also establishes the three standing committees, namely the Audit Committee; the Nominating and Corporate Governance Committee; and the Compensation Committee, within which governance, economic, environmental and social matters are discussed, and decisions are made.**

Tecnoglass has a Delegation of Authority Manual, approved by the Board, which aims to determine the levels of authority, delegation and approval of transactions that are executed in the companies for the development of the corporate purpose of each. The Manual establishes the levels of authority based on the general hierarchy of the group's companies and the delegation is determined considering the functionality, as well as the nature of the processes, such as supply of goods and services, financial operations, human management processes, product quality and the temporality of the delegations.



**Strong, reliable and replicable corporate governance and compliance programs has generated a culture where transparency comes in natural.**



## General Shareholders' Meeting

- It is the highest corporate body.
- All shareholders are members.



## Board of Directors

- Is the highest decision-making body elected by the General Shareholders' Meeting.
- It has 7 members: 5 independent and 2 executive.
- It has 3 permanent committees conformed by independent members of the Board.



## Officers

- Are elected by a majority vote of the independent members of the Board of Directors for such period of time as may be deemed necessary.
- Los directores son:
  - + Chief Executive Officer (CEO)
  - + Chief Operating Officer (COO)
  - + Chief Financial Officer (CFO)



## General Counsel and Corporate Secretary

- Supports Officers and Board members in promoting the highest standards of corporate governance and facilitates the effective functioning of the Board and its committees.



## Compensation Committee

- Complies the Board's responsibilities related to the compensation of the Company's chief executive officer and other senior executives.
- Manages compensation and incentive plans.
- Issues the Compensation Committee Report that is included in the Company's annual report applicable rules and regulations require.
- Follows up on ESG issues.



## Audit Committee

- Its purpose is to approve and monitor.
- The integrity of the financial statements.
- The independence qualifications of the auditors.
- The performance of the independent auditors.
- The company's compliance with legal requirements.
- This committee is also in charge of approving relevant related party transactions.



## Nominating and Corporate Governance Committee

- Complies the Board's responsibilities related to the determination of the number of members.
- Functioning and needs of the Board, including but not limited to the recruitment and retention of Board members, and the composition and structure of the committee.

# Our Executives



José Manuel Daes / CEO - TECNOGLASS INC

José Manuel is our CEO and member of the board of directors, with more than 30 years of experience in the operation of businesses in Colombia and the United States. Since 1984 he leads the Tecnoglass group, founded with his brother Christian Daes.

José Manuel is responsible for the continuous, ethical and responsible management and growth of the company, leading the development of innovative products to meet the changing needs of our customers in the commercial and residential construction market, always keeping in mind the best governance practices and maximizing the intrinsic value for our shareholders.



Christian Daes / COO - TECNOGLASS INC

Christian is our Chief Operating Officer and member of the board of directors. Co-founder of the Tecnoglass group, he leads the automation projects, which reduce the consumption of materials and increase the efficiency of the company, maintaining the highest safety standards for our workers and the entire international supply chain. Christian leads the corporate strategy through innovation, use of technology, energy generation through alternative sources and solidarity with our stakeholders.



Santiago Giraldo / CFO - TECNOGLASS INC

Santiago Giraldo is our Chief Financial Officer. He joined Tecnoglass in 2016 with significant financial experience, in capital markets, bank debt, derivatives, treasury, M&A and equity related transactions. Santiago is a Business Administrator (cum laude) from Washburn University and holds an MBA with an emphasis in International Business and Finance from California State University at Pomona.

In his role as CFO, Santiago preserves transparency and timely reporting to our stakeholders, in which he identifies the most important environmental, social and governance issues and metrics when making decisions, leading to good investor relations and long-term projects aligned with the company's strategy.







# Our Board [GRI2-9; GRI 2-10, GRI 2-11]

Our Board is composed of a diverse team that has the experience, knowledge and human qualities necessary to manage the organization.



**Jose M. Daes**  
Chief Executive Officer (CEO)



**Christian Daes**  
Chief Operating Officer (COO)



**Lorne Weil**  
Non- Executive Chairman of the Board



**Carlos Alfredo Cure Cure**  
Director



**Luis Fernando Castro Vergara**  
Director



**Anne Louise Carricarte**  
Director



**Julio A. Torres**  
Director

## Members of the Board Independent



**Lorne Weil**  
77 years old

2011

**Committee to which belong:**

- Audit Committee
- Compensation Committee

**Committee Attendance:**

100%

**Board Attendance:**

100%

**Experience:**

Served as Managing Director of Nexus Capital Partners; served with the Colombian Ministry of Finance acting as the general director of public credit and the treasury.



**Julio A. Torres**  
56 years old

2011

**Committee to which belong:**

- Nominating Committee

**Committee Attendance:**

100%

**Board Attendance:**

100%

**Experience:**

Was the Chairman of the Board of Scientific Games Corporation and was the Company's Chief Executive Officer for all but approximately 24 months of that time.

[GRI 2-12, GRI 2-14]

The Board selects and oversees the members of the first level of senior management who are in charge of conducting every-day business of the Company. The Board acts as counsel to the Officers of the Company, mainly to the Chief Executive Officer. In addition, the Board shall oversee maintenance of appropriate financial

policies, internal controls, and compliance within the legal framework and through proper governance.

The Board has entrusted the Legal and Corporate Affairs department, headed by its director, with leading the design and implementation of the



### Luis Fernando Castro Vergara

56 years old

2017

#### Committee to which belong:

- Audit Committee
- Nominating Committee (Chairman)

#### Committee Attendance:

100%

#### Board Attendance:

100%

#### Experience:

Served as the Chief Executive Officer of Banco de Comercio Exterior de Colombia S.A.; was the General Manager of Agrodex International SAS; was the Regional Development Agency President of the Barranquilla Chamber of Commerce; was General Manager of Provyser S.A.; is on the board of directors of Unimed Pharmaceuticals Limited, where he also serves as member of the Audit Committee, and of the Colombian companies Accenorte SAS and Devimed SAS.



### Carlos Alfredo Cure Cure

78 years old

2019

#### Committee to which belong:

- Audit Committee (Chairman)
- Compensation Committee

#### Committee Attendance:

100%

#### Board Attendance:

100%

#### Experience:

Acts as external advisor to Grupo Olímpica; former president of the Board of Directors of Ecopetrol S.A.; served as Colombian Ambassador to Venezuela; was the Financial Manager of Cementos del Caribe; served as board member of Avianca (NYSE: AVH) and Isagen; former President of Bavaria S.A.



### Anne Louise Carricarte

56 years old

2022

#### Committee to which belong:

- Compensation Committee (Chairwoman)
- Nominating Committee

#### Committee Attendance:

100%

#### Board Attendance:

100%

#### Experience:

Is Chief Executive Officer of Simple Results, Inc; has served as an advisor to Grove Services; is board member for Mathon Investments Corporation; was Chief Operating Officer of Amedex Holding Insurance Companies/ USA Medical; Chief Executive Officer of Amedex International.

company's sustainability strategy (ESG), and reports to the Board of Directors on its progress.

In delegating their duties, directors may rely on senior executives and outside counsels. Our Board is authorized, to the extent it deems necessary or appropriate, to retain independent

legal, accounting, or other advisors.

Directors will have full and free access to the Company's officers, employees, books and records.





## Assessment

[GRI 2-18]

In accordance with good corporate governance practices, the Board and each of its committees conduct an annual self-evaluation of the performance of each of the directors, the Board and each of the committees, with the purpose of examining the performance and perception of the directors, in relation to business knowledge, participation, contribution, the dynamics of the body and its members. The corporate secretary oversees the self-evaluation process and reports the results to the Board.



## Compensation

[GRI 2-19, GRI 2-20]

Committee each year to ensure that each executive's base salary forms part of a compensation package which appropriately rewards the executive for the value he or she brings to our company. Each executive's base salary may be increased or decreased in the discretion of the compensation committee in accordance with our compensation philosophy. In addition to their base salaries, our named executive officers are entitled to receive annual performance bonuses based on the company's financial performance and achievement of certain targets throughout the year.

The compensation of independent Board members is also determined by the Compensation Committee on an annual basis.



## Conflict of Interest

[GRI 2-15]

The Code of Conduct contemplates as a guideline the treatment of conflict of interest, with the objective to promote honest conducts in personal and professional relationships. Annually all employees fill out the "Ethics and Compliance Commitment Certification" in which possible situations

of conflict of interest are examined and evaluated, in order to take the appropriate actions and prevent real conflicts of interest from arising. In case of a conflict of interest, the provisions of the applicable regulations must be complied with.



## Pay Ratio Disclosures

[GRI 2-21]

In 2022 the annual compensation ratio was: The median of the annual total compensation of all employees of the Company (other than the Chief Executive Officer) was \$4,159.

The annual total compensation of the Company's Chief Executive Officer, Jose M. Daes, was \$2,835,000.

Based on this information, the ratio for 2022 of the annual total compensation of the Chief Executive Officer to the median of the annual total compensation of all employees is 682 to 1. The following steps were taken to determine the annual total compensation of the median employee and the Chief Executive Officer:

- As of December 31, 2022, the employee population consisted of approximately 8,770 individuals. This date was selected because it aligned with calendar year end and allowed identification of employees in a reasonably efficient manner.

- For purposes of identifying the median employee from our employee population base, wages from our internal payroll records for the twelve-month period ended December 31, 2022 were used. These wages were consistent with amounts reported to taxation authorities for fiscal 2022. Consistent with the calculation of the Chief Executive Officer's annual compensation, other elements of employee compensation were considered and added, if applicable when calculating the annual total compensation for all employees.

- In addition, the compensation of approximately 3,214 full time or part time employees who were hired during 2022 and employed on December 31, 2022, was annualized. No full-time equivalent adjustments were made for part time employees, of which there were approximately 17.

- The median employee was identified using this compensation measure and methodology, which was consistently applied to all employees. For the CEO's annual total compensation, the amounts he received during the year were used.





03

Tecnoglass  
**Sustainable**









# Sustainable Tecnoglass [GRI 2-23, GRI 2-24]

**In Tecnoglass we are committed to provide value propositions to our stakeholders in order to meet their needs and expectations, through the core activities of our business.**

That is why we have designed a Sustainability Strategy based on three pillars that include environmental, social, economic and governance aspects and each of these contains specific commitments that ensure that sustainability is immersed in the activities carried out by the Company. These commitments are:









Promoting continuous, ethical, and responsible growth	Leading eco-efficiencies and innovation	Enhancing our environment
 Adapting our offer and operations to new markets.	 Promote energy efficiency of operations and products.	 Generate quality job opportunities.
 Conduct our business ethically, with integrity and transparency.	 Prevent, mitigate and compensate the environmental impacts of the business.	 Promote and adopt best labor and human rights practices.
 Adopt better corporate governance practices that facilitate decision making and accountability.	 Promote the efficient use of environmentally friendly materials and technologies.	 To form and develop an integral and innovative work team.
 Consolidating and protecting our brand.	 Responsible management of the value chain and product cycle.	 To have an accident-free work environment, supported by a culture of health and safety.
 Position integrated risk management as a strategic factor for the organization.	 Position a focus on innovation and quality in all company processes.	 Generate value in the communities of the area of influence.
 Build trusting relationships and communication mechanisms with our stakeholders.		

**Our Sustainability Strategy provides the necessary parameters to address our main impacts, consolidate new standards and achieve the proposed objectives. It is aligned with Corporate policies and strategies and has been approved by the Company's Board of Directors.**

## Stakeholders [GRI 2-29]

For the company it is of vital importance to have a permanent communication with its stakeholders, in order to maintain relationships of trust, based on transparency, respect and open dialogue.

From the joint carried out with the stakeholders, through meeting, surveys and interviews, 8 groups have been prioritized, taking as a reference their impact on the organization and the relationships of dependence, proximity and influence. All within the framework of the sustainability strategy.








-  Shareholders - Investors
-  Collaborators
-  Contractors
-  Customers
-  Suppliers
-  Communities & Educational Entities
-  Trade Unions and Government
-  Certification Entities





[GRI 2-26]

In order to respond to our stakeholders through valuable offers, we strive to have effective communication channels that permanently provide the information that each one of them needs.

GROUPS	CHANNELS
 <p><b>Shareholders and Investors</b></p>	<ul style="list-style-type: none"> <li>- General Assembly.</li> <li>- Web Page.</li> <li>- Individual meeting Specific information with CFO, General and Corporate Secretary.</li> <li>- Periodic communications.</li> </ul>
 <p><b>Customers</b></p>	<ul style="list-style-type: none"> <li>- Virtual customers service platform.</li> <li>- Customer service hotline.</li> <li>- Consulting and support services.</li> <li>- Visits and one-on-one meetings.</li> <li>- Web page.</li> </ul>
 <p><b>Suppliers &amp; Contractors</b></p>	<ul style="list-style-type: none"> <li>- Meetings and one-on-one meetings.</li> <li>- Website.</li> </ul>
 <p><b>Employees</b></p>	<ul style="list-style-type: none"> <li>- Work Committee.</li> <li>- COPASST.</li> <li>- Ethics line that can be accessed by telephone or through the platform 24 hours a day, seven days a week.</li> <li>- Internal communications – newsletters.</li> <li>- Mail form the Human Resources área.</li> </ul>
 <p><b>Unions and Government</b></p>	<p>With all government entities we have the traditional communication channels:</p> <ul style="list-style-type: none"> <li>- E-mail.</li> <li>- Physical correspondence.</li> <li>- Telephone line.</li> <li>- Virtual platforms which we are always ready to respond to any request of requirement.</li> </ul>
 <p><b>Communities &amp; Educational Entities</b></p>	<ul style="list-style-type: none"> <li>- Community leaders.</li> <li>- Visits and individual meetings.</li> <li>- Tecnoglass ESwindows Foundation.</li> </ul>
 <p><b>Certification Entities</b></p>	<ul style="list-style-type: none"> <li>- Events</li> <li>- Workshops</li> <li>- Direct communication channels: e-mail and telephone.</li> </ul>

In order to determine the key sustainability issues, we adopted as a methodology the creation of spaces called “In Tecnoglass we are sustainable” in which stakeholders participated to analyze the issues that have the greatest environmental, social and economic impact for the organization and for the stakeholders.

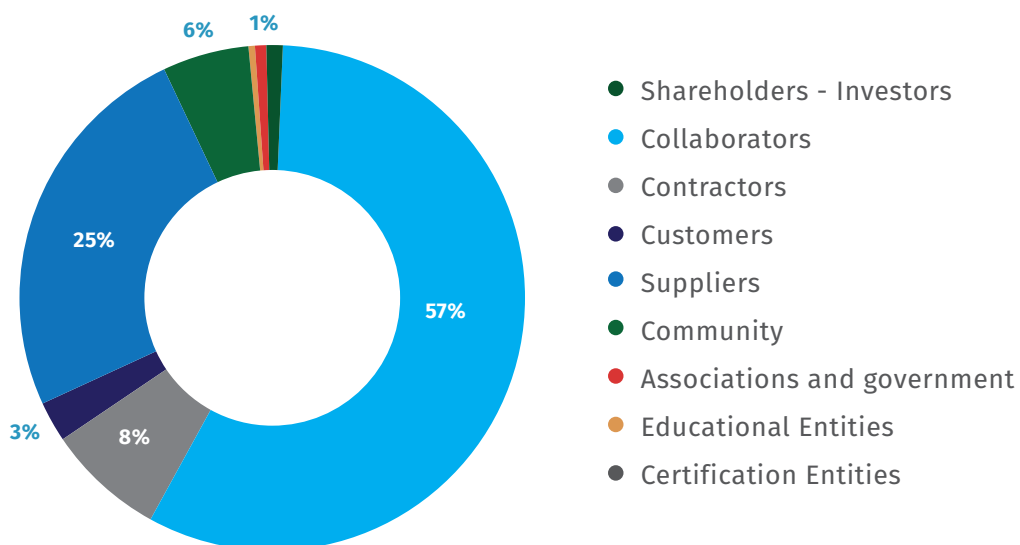
Different meetings were held with the sustainability team, managers and leaders of Tecnoglass, in order to create value

conversations and align concepts. Likewise, focus groups with employees, customers, suppliers, partners and community with an overall duration of 13 hours.

In accordance with the methodology, a stakeholder survey was conducted as a basis for the analysis of the material impacts on an environmental, economic and social issues, obtaining a participation of 1,042 people, broken down as follows:

Stakeholders	Number of responses
Shareholders - Investors	6
Employees	597
Contractors	79
Customers	28
Suppliers	260
Community	62
Unions and Government	3
Educational Entities	6
Certification Entities	1
<b>Total</b>	<b>1042</b>

Percentage of participation by stakeholder group surveyed





In the process of defining materiality, the sustainability team chose 33 topics based on international ESG criteria (environmental, social and Governance) topics that are international trends and are related to our business. Subsequently, an open forum was held with the organization’s employees to learn their perspectives on the issues that have the greatest impact on the organization. The management team reviewed the analysis and validated the information presented.

Finally, we consulted with all stakeholders to determine the most relevant topics, obtaining as a result 15 topics with a rating of <superior> and <medium to very high> importance.

The following chart shows the prioritization of issues, according to the consultations with stakeholders.



This materiality analysis was conducted during 2021 and was again reviewed and socialized with some stakeholders during 2022, concluding that the material issues in sustainability remain the same.

# Highly Relevant Topics [GRI 3-2]

As a result of the materiality analysis, the following are determined as key issues for both the organization and its stakeholders.





# 04

## Promoting continuous, ethical and responsible growth











In the company we are focused on conducting all activities in an ethical, integrated and transparent manner, that is why we adopt leading international practices in corporate governance and comprehensive risk management, which allow transparent decision making and accountability.

We offer efficient, innovative and high quality products in the market that add value and satisfy the needs and expectations of our customers, consolidating the brand nationally and internationally. We promote assertive communication channels with stakeholders that build trusting relationships.

### Promoting continuous, ethical, and responsible growth



Adapt our offer and operation to new markets.



Conduct our business ethically, with integrity and transparency



Adopt best corporate governance practices that facilitate decision making and accountability.



Consolidating and protecting our brand



Position integrated risk management as a strategic factor for the organization.



Build trusting relationships and communication mechanisms with our stakeholders.

# ✓ Ethics and Compliance Program

[GRI 3-3, GRI 2-24, GRI 2-23]

## Area: Anti-corruption

### Global Compact Principle 10:

Business should work against corruption in all its forms, including extortion and bribery



**Conduct our business ethically, with integrity and transparency**



**Adopt better corporate governance practices that facilitate decision making and accountability**

In Tecnoglass Group we have an Ethics and Compliance Program, which establishes the actions and initiatives to be developed to prevent the risks associated with corruption, fraud, bribery, international bribery, money laundering, financing of terrorism and the financing of proliferation of weapons of mass destruction (LAFT/FPADM).

The Program is articulated with the risk matrix and the internal procedures of the areas that identify, analyze and evaluate risks for the implementation of controls to mitigate them. This matrix includes all national and international standards. Impacts are constantly analyzed and the matrix is updated.

The guidelines, principles and policies that underpin the Program are condensed in:

- Code of Conduct: Which is a key element in our business, it establishes the expected behavior of employees, directors, managers, business associates, legal representatives, suppliers, contractors, customers and any other person related to the development of their activities to build a favorable working and business environment that leads to results that add value to the Company,
- Compliance Manual: Aimed at strengthening the mechanisms for identifying, preventing, monitoring, mitigating and managing the risks of Corruption, Bribery, Fraud, ML/TF/ATF/MFATF.

**The corporate values on which the Company is based are:**

**Integrity**  
It means acting consistently, fairly and sincerely with our actions, and to not subordinate the company's interest to personal gain.

**Responsibility**  
means our commitment to duly comply with our activities, assuming the consequences of our actions and interaction with the environment and stakeholders.



**Respect**  
means accepting others without prejudice, valuing the differences among us, including talents, defects, backgrounds and skills.

**Quality**  
means choosing the best qualified people for the job, implementing industry best practices and innovating in our production process.



# Ethics Week [GRI 205-2]

The following activities were carried out during the month of October during Ethics Week:

**1. Virtual training for administrative personnel.** (An Ethics Portal was created in which the 5 modules of the training were established).

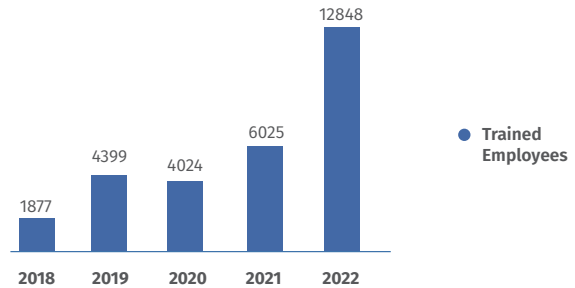
**2. On-site training for operational and administrative employees** working in the cities of Medellin, Cartagena, Bogota and Santa Marta.

**3. Training for managers, area heads and ethical leaders.**

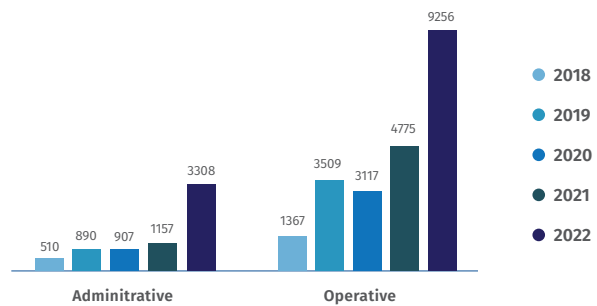
**4. Corporate values contest and ethical employee contest.**

**5. Recreational activities** to reinforce knowledge of ethical guidelines.

Overall Training



Administrative Vs. Operative





## Channels [GRI 2 - 16]

The Company has confidential reporting channels through which employees, managers, officers and collaborators can report any irregular situation of which they are aware and which is against the guidelines established in the Code of Conduct, the Compliance Manual and any act contrary to corporate values. All reported cases are reviewed to verify the information. In addition, they are treated with confidentiality, guaranteeing the anonymity of the reporter and avoiding retaliation. The review and management of the cases is carried out by the compliance officer and his team, who report quarterly the cases received to the Audit Committee of the Board of Directors.

The Ethics Hotline for inquiries and reports is open 24 hours a day, 7 days a week, by telephone or internet, in Spanish and/or English. Cases are received by a contracted third party (NAVEX) who enters the information on a platform accessed by the Compliance Officer and his team. In addition, from this channel, any person can directly contact the Compliance Officer or his team.

In 2022, we received 6 reports that were satisfactorily addressed. From 2017 to date, we have reviewed 50 cases through the line, including reports and consultations.

### Reporting Line



Step 1: Dial 01-800-911-0011  
Step 2: When they answer, dial 855-881-7174



[tecnoglass.ethicspoint.com](https://tecnoglass.ethicspoint.com)

Conduct our business with ethics, integrity and Code of Conduct



<https://www.tecnoglass.com/pdf/Codigo-de-Conducta-espanol-2018.pdf>









# ✓ Achievements

- ✓ **100%** of new employees are trained on the **ethics and compliance strategies**, making them aware of the controls for the comprehensive management of ML/FT/ATF/MFATF, Corruption, Fraud, Bribery and Transnational Bribery risks.
- ✓ **100%** of ethics leaders in charge of **counterparty engagement**, and managers were trained in person through an external firm on the Ethics and Compliance Program.
- ✓ **We encourage employee participation in contests and awareness** campaigns on corporate values and prevention of fraud, corruption, ML/FT/ATF/MFATF, bribery and transnational bribery.
- ✓ **100%** of the cases reported and consulted on the ethics hotline were satisfactorily dealt with.
- ✓ **We received no reports of fraud, money laundering, financing of terrorism, financing of the proliferation of weapons of mass destruction, bribery.**
- ✓ **We produce communication pieces to strengthen knowledge** about corporate values, ethics guidelines, recommendations for relations with government officials, warning signs, among others.
- ✓ **100%** of our employees and suppliers are disclose about the **guidelines established for the receipt** and delivery of gifts and hospitality, in accordance with the guidelines of the Compliance Manual.
- ✓ **12,848** employees received training on the **Code of Conduct and Compliance Manual in the following activities:** Training for administrative staff in March 2022, induction for new employees and reinduction during Ethics Week. As a result, some employees received more than one training during the year.
- ✓ **46%** We significantly increased the coverage of Code of Conduct and Compliance Manual training.





# Supply Chain Security Management

[GRI 3-3, GRI 2-6]



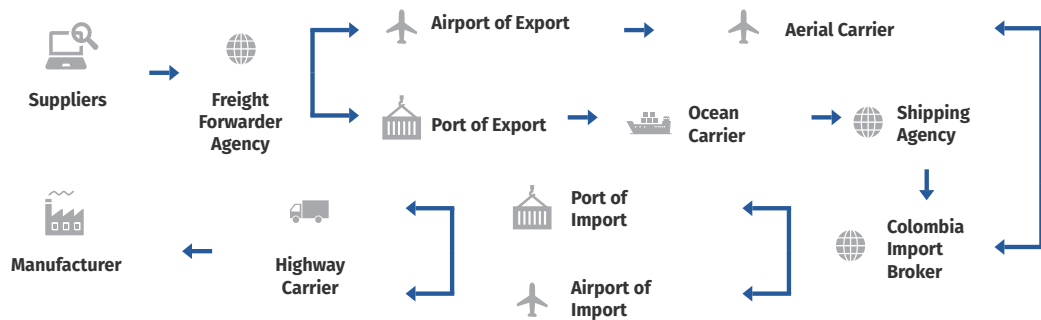
## Position integrated risk management as a strategic factor for the organization.

Our commitment to supply chain security management is essential to ensure product integrity, customer confidence and the trust of control authorities. Voluntary adherence to programs such as Customs Trade Partnership Against Terrorism (C-TPAT) in the United State And Authorized Economic Operator (AEO) in Colombia is a fundamental part of our strategies for security and efficient supply chain management. Security is fundamental to the success of our international trade operations and to the continuity and sustainability of our business. It is also important for the protection of our products and brand and also for our company's reputation.

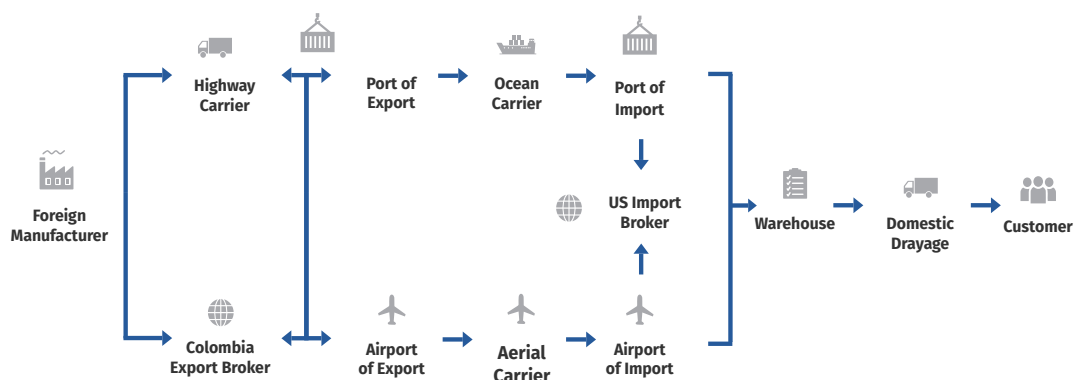
We apply the best practices in the industry and continuously improve our export and import processes, such as prior knowledge of our business partners, the application of standards to prevent unauthorized access to facilities and cargo units, traceability of export and import cargo, systematization of processes, internal inspections or audits, and training of our collaborators. All these are important measures to prevent and detect any threat in a timely manner.

It is important to note that these control measure not only benefit our company, but also have a positive impact on the global economy and the prevention of illicit activities in international trade. Therefore, we continue to adopt new technologies and tools to prevent and detect changes in our process in a dure course.

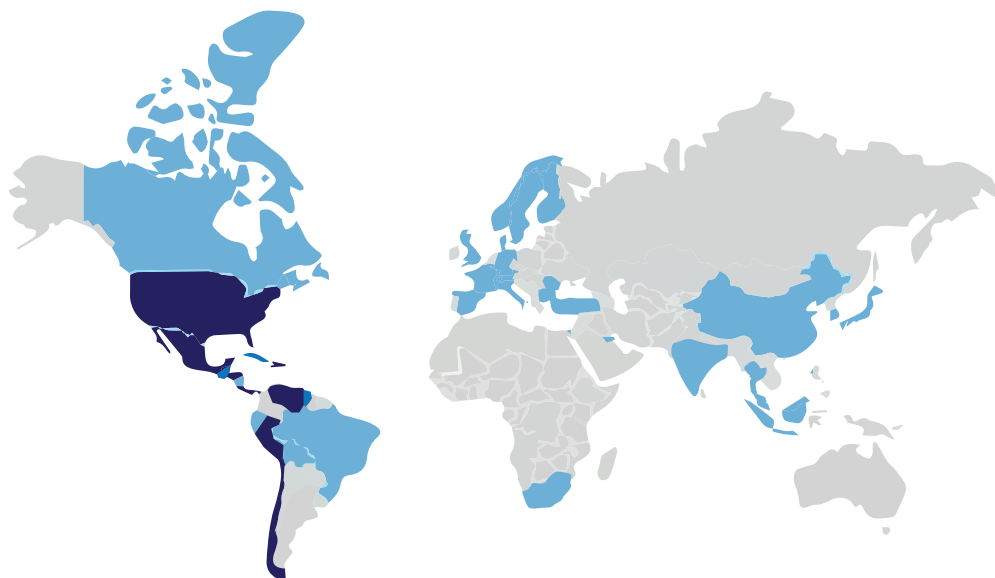
### Supply Chain International - Imports



### Supply Chain International - Exports

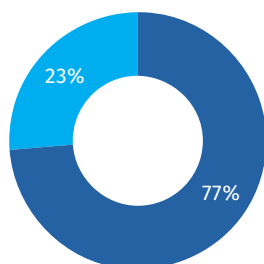


# Exports and Imports



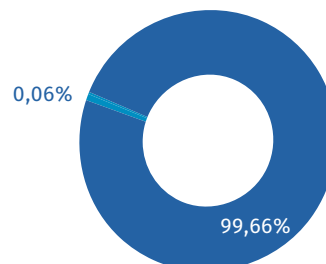
● Countries only Imports    ● Countries only Exports    ● Countries Exports – Imports

## Imports



● Aerial    ● Maritime

## Exports



● Aerial    ● Maritime

### Exports from Colombia

	C.I. Energía Solar	Tecnoglass	ES Metal	Total
Value FOB Exports	USD 491.687.143	USD 64.542.520	USD 8.892.663	USD 565.122.326
Operations	8455	2051	130	10636

### Imports to Colombia

	C.I. Energía Solar	Tecnoglass	ES Metal	Total
Value FOB Imports	USD 56.241.289	USD 180.292.839	USD 2.097.487	USD 238.631.615
Operations	3985	2955	35	6975



## ✓ Supply Chain Security Activities

- For the company **Tecnoglass S.A.S** we obtained the authorization as **Authorized Economic Operator** Importer and maintained the authorization as Authorized Economic Operator Exporter.

- For the company **CI Energía Solar SAS ES Windows** we maintained the authorizations as **Authorized Economic Operator** for exporters and importers in the security and facilitation category.

- For **Eswindows LLC** we maintained the application of the new minimum-security criteria of the **C-TPAT** Importer Program in Tier 3 category.

- We trained personnel with the objective of **strengthening the supply chain security**, we highlight the following:

- We provided induction training to 100% of new employees on supply chain security policies, guidelines and risk management.
- In partnership with the National Police in Colombia, we carry out training for the prevention of trafficking in illicit substances, including techniques for inspecting containers and cargo units for export and import.
- With the support of the Colombian Federation of Logistics Agents in International Trade (FITAC)

and the National Learning Service, we strengthened the competencies of personnel in critical positions with the development of a comprehensive training program on topics such as contracting in the international context of logistics operations, implementation of the figure of authorized economic operator and the role of compliance officer in the logistics sector.

- We strengthened the techniques for the development of socioeconomic studies and home visits of our personnel that apply for the selection processes, extending it to temporary service companies in order to have safe and reliable personnel in our operations.

- Annual training in surveillance and technological means for physical security personnel.

- We developed training for the Technologists Department personnel in risk management and threat prevention in the administration of security seals.

- We educated employees at the warehouse in Miami on the generalities of the CTPAT program, benefits and minimum-security criteria for importers applicable to the company. Likewise, we trained the personnel to know the warning signs for the detection of incidents and suspicious activities for supply chain security and their immediate reporting through the authorized communication channels.



- We implemented a technological tool to manage the information of the inspection of containers, vehicles and trailers carried out by the Technological Department, optimizing the control of the process and reducing the use of paper and loss of information. It also guarantees the immediate connection and online information management of the different export cargos that are being carried out in the company.

- We extended the security controls of export operations to CI Es Metals SAS by standardizing the inspection processes for containers, vehicles and trailers by the Technology Department.

- We conducted the annual security study in production plants in order to analyze the company's vulnerabilities and strengthen protection from the point of view of physical security of the facilities.

As an initiative for the year 2023, we will develop a security study focused on the areas identified as critical in the supply chain security.

- We implemented a new tool for information management in the supplier linkage processes in Colombia, optimizing the process and the connection to administrative and accounting requirements.

- We maintained the technological tool that manages information on foreign trade, physical security and warehouse processes involved in the receipt of imported goods in order to identify security risks in the supply chain in a timely manner. As an initiative for 2023, improvements will be implemented in this tool to extend controls to the customs agency, carriers and make internal processes independent, creating greater dynamism in information digitization.

- We strengthened our inspections on exports via area, improving CCTV coverage and implementing security tapes on our sample shipping packages.

- As a 2023 initiative we will implement improvements in container security inspection procedures, seal management and suspicious transaction reporting by developing a single procedures manual, in addition to the implementation of short videos of our security inspection processes to strengthen the competencies of personnel in critical positions.







## **Build trusting relationships and communication mechanisms with our stakeholders.**

Tecnoglass has strengthened its vertical integration model because the supply chain is supplied by all group companies, making logistics more efficient. We have purchasing policies that include criteria aligned with quality standards, environment, safety in the supply chain, health and safety at work and the ethics and compliance program. In addition, we boost the region's economy by choosing local suppliers.

During 2022 we maintained the communication channels that allowed us to provide feedback on supplier management and inform about our policies. We improved the platform for linking and updating suppliers' information for the companies Tecnoglass SAS and CI Energía Solar SAS Eswindows in order to align them through the use of technological platforms to the requirements of the control authorities, allowing us to evaluate risks and ensure procurement management. All this helps to maintain relationships of trust with suppliers.

For the year 2023 we have as an initiative to implement a quotation software that will allow traceability and also will facilitate the generation of purchase orders and/or services in the companies Tecnoglass SAS and CI Energía Solar SAS Eswindows.

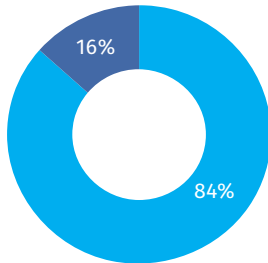
On the other hand, in CI ES Metal SAS we have implemented a purchasing policy and management aligned to the requirements of the quality management system in the process of certification and SOX controls, which includes the evaluation of supplier performance, measurement of the level of process performance and improvements in the purchasing module in the internal software. As a 2023 initiative, we will implement automated management of due diligence processes, criticality assessment and performance evaluations.

At Eswindows LLC we have implemented an automation process using the Power BI tool for order tracking and online delivery logistics reports, as well as real-time tracking of cargo. By 2023, we will purchase trucks with the objective of improving delivery times and we will sign agreements with the most relevant transportation providers to ensure compliance with security measures for supply chain management.

During 2022 we established and maintained commercial relationships with 2,958 suppliers, of which 476 were linked in 2023. Seventy-five percent of our suppliers are located in Colombia, 21% in the United States and 4% in other countries.

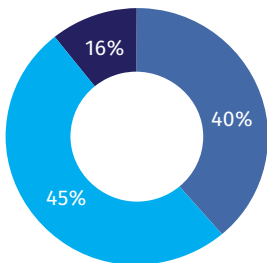
**Our commitment with sustainability starts with the adequate selection of our raw materials and reliability on the quality of our suppliers.**

### Former vs. New Suppliers



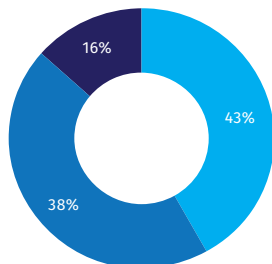
- Former Suppliers
- New Suppliers

### Type of Product/Service

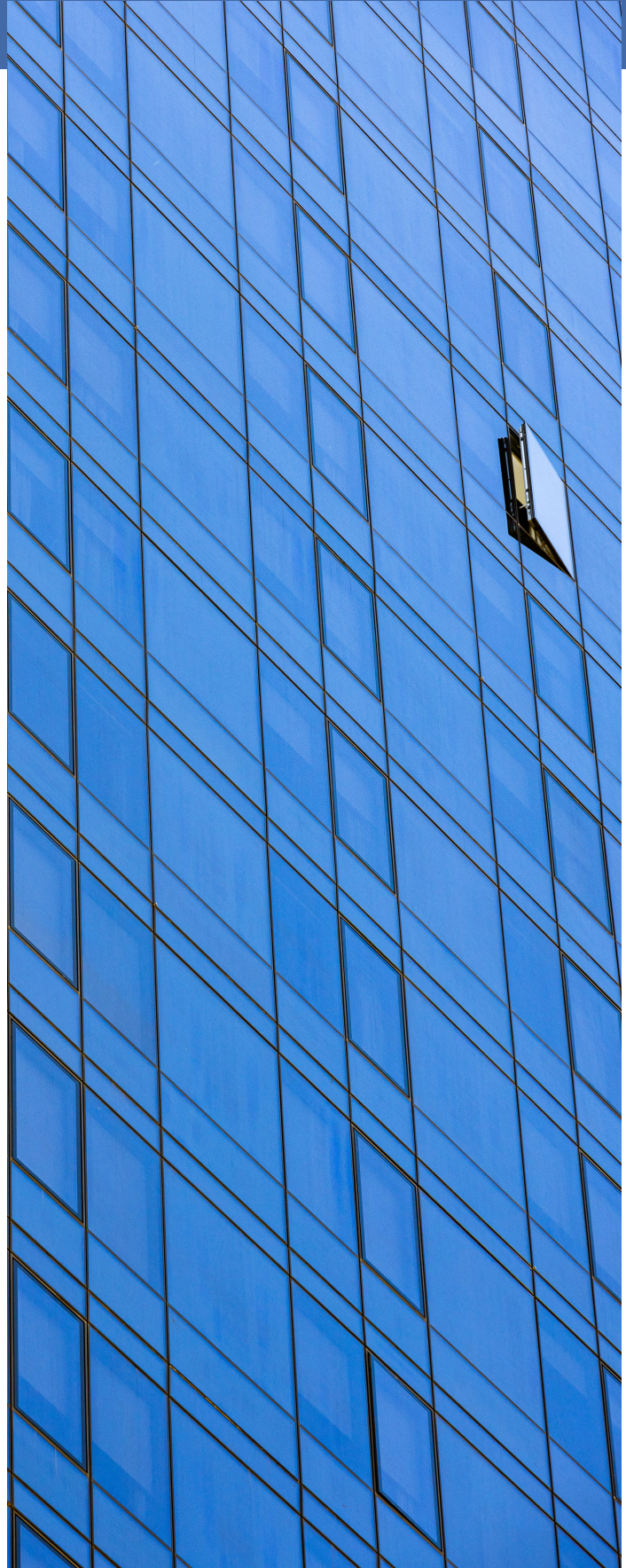


- Input suppliers
- Service suppliers
- Raw material suppliers

### Type of Distribution



- Services
- Dealer
- Manufacturers/Producers







## The Power of Quality [GRI 3-3]



### Consolidating and protecting our brand



### Adapting our offer and operations to new markets

In our organization, quality has become an unailing factor for the continuous and sustainable growth of our organization, in the short, medium and long term. In Tecnoglass we are committed to the application of the highest quality norms and standards, to offer our customers innovative, optimal, efficient and functional products that meet their needs. In this way we position our brand and corporate image in the market and we are more competitive.

Every day the demands of end consumers increase, they are looking for certified products with quality seal, offering timely deliveries and assistance. In the company, aware of the high expectations of our customers, we are prepared to respond, counting on a qualified and trained team and highly designed operational processes

that result in products that comply with quality standards.

Our Quality Management System (“QMS”) allows us to constantly evaluate our progress, and facilitates the identification and updating of associated risks, their impact and opportunities, which are recorded in the company’s risk matrix and the appropriate controls are established to address them in accordance with the company’s risk appetite.

We currently have the risks identified and controls established by process, in the different risk matrices of the group’s companies, these are legal, technological, operational, financial, strategic, environmental, LAFT/FT/FPADMA, among others. The controls are preventive and responsive.



## The following are some of the controls adopted by the company to mitigate risks:

- **Rapid growth in infrastructure and production** capacity to counteract the accelerated growth of the market and the high demands of customers in delivery times.
- **We implemented complementary training strategies** with entities such as SENA to have highly qualified and technical intellectual capital, mitigating risk.
- **Process of non-conformities to provide customer service** and respond to their needs and expectations.
- **We verify the quality standards of raw materials and supplies provided by suppliers** and plan the purchase of materials and equipment to ensure their availability.

In our QMS we have some objectives, which we measure through indicators, these are results, management, and control. The indicators help us to measure the effectiveness and efficiency of the system. For monitoring we carry out:

- Review of risk matrices.
- Monitoring of indicators.
- Risk management.
- Process follow-up meetings.
- Follow-up of actions and change management.

### Some objectives

- Ensure efficient delivery of optimal and functional products.
- Increase customer satisfaction through timely delivery of products and services.
- Use resources efficiently.
- Control the significant environmental impacts of our activities, taking into account the life cycle perspective of our products.



## In Tecnoglass we constantly evaluate our QMS through:

**1. Internal and external audits:** (i) internal audits are conducted by independent third parties who verify that the quality management system is implemented and maintained effectively, and (ii) external audits are conducted by ICONTEC.

**2. Measurement systems:** We have process indicators that measure performance according to the proposed objectives.

**3. Mechanisms for complaints and suggestions:** We have communication

mechanisms for the establishment of complaints and suggestions, which are analyzed and, if necessary, the corresponding remediation plans are implemented.

**4. Satisfaction Surveys:** We survey our customers to learn first-hand about their degree of satisfaction with the reception of the product.

**5. Improvement Meetings:** These allow us to design actions to improve the management of the system.

The Company has identified opportunities in the implementation and use of technology for the systematization of processes. For this reason, the quality area, together with the ICT area, has developed web applications to systematize routine activities and streamline the execution of processes. Likewise, reengineering has strengthened communication, reduced reprocesses and increased performance. The challenge is to continue in the search for.



# ✓ Communication Strategies



## Build trusting relationships and communication mechanisms with our stakeholders

In Tecnoglass we have designed strategies for external and internal communication that allow us to connect with all our stakeholders, maintaining optimal communications that create valuable relationships.

### > External communication strategy

During 2022, we developed an external communication and public relations strategy aimed at continuing to position the company in Colombia and the United States through participation in international events and fairs, social media strategy, spokesperson positioning and free press, communicating the benefits of our products and information of interest of the company to the different stakeholders.

#### As a result:

- We were able to further strengthen our relationship with journalists and opinion leaders,
- We increased brand recall in traditional and online media through advertising campaigns in Colombia.
- We increased positioning and coverage of national and local news through interviews with spokespersons.
- We developed a digital marketing strategy focused on attracting new clients for the Florida residential market.
- We participated in the largest construction industry trade shows in the United States, generating new sales opportunities for the sales team and positioning the brand in the American market.

We work hand in hand with the sales department to offer tools to boost sales: brochures, merchandising, digital strategies, advertisements, etc.

#### > Initiatives 2023:

- **Generate new digital marketing strategies that allow us to position the brand and generate leads for our clients.**
- **Increase positive news coverage in the media.**
- **Create strategies on new digital platforms like Pinterest.**
- **Increase brand positioning in offline and online channels.**



## > Internal Communication Strategy

We developed an internal communication plan that aims to communicate and share information of importance to employees of Tecnoglass group, improving the work environment and promoting greater corporate culture.

We share through different internal communication channels such as billboards, screens, corporate mail, flyers, information of interest to the business group, keeping the staff motivated and involved with the objectives of the company.

We create and develop graphic and creative pieces that support the internal communication strategy.

### > Initiatives 2023:

- **Continue building a corporate identity and bidirectional communication spaces, fostering an environment of information and relationships among employees.**
- **Evaluate new internal communication platforms that allow greater immediacy in sending information to all employees of the corporate group.**









05

Leading  
eco-efficiency  
**and innovation**











In Tecnoglass we are committed to prevent, mitigate, and compensate the environmental impacts of our business. We design and implement strategies aimed at the efficient use of resources and materials and the development of environmentally friendly technologies. In this way, we responsibly manage the value chain and the life cycle of products.

We seek to offer our stakeholders environmentally responsible products, so that's why we promote energy efficiency in the operation and products for the objective to contribute to the environment not only from our factory headquarters, but from all the places where it is marketed.

### Leading Eco-efficiency and innovation



Promote energy efficiency of operations and products



Prevent, mitigate and compensate the environmental impacts of the business.



Promote the efficient use of environmentally friendly materials and technologies.



Responsible management of the value chain and product cycle



Position a focus on innovation and quality in all company processes.

# ✓ Environmental management system [GRI 3-3]

## Area: Environment

### Global Compact Principle 7:

Businesses should support a precautionary approach to environmental challenges.



**Prevent, mitigate and compensate the environmental impacts of the business.**



**Responsible management of the value chain and the product life cycle**

In the company we have an environmental management system, which seeks to manage all environmental impacts that our operation may cause. Thus, we establish controls and optimal actions to reduce and mitigate them.

From an environmental point of view, the main risks are focused on the increase of consumption of a natural resource, the inadequate classification of waste, the increase in the generation of hazardous waste, the spill of chemical substances and the loss of certification of the management system. All these risks are managed through controls and their effectiveness is evaluated with our risk and opportunity matrix.

Due to our industrial processes, the environmental impacts that can occur are soil contamination, atmospheric contamination, resource depletion, some in emergency or abnormal conditions and the generation of hazardous waste. All these risks are mitigated due to the operational controls we have designed and executed, such as emergency plans, daily consumption controls, preventive maintenance, water or air monitoring, documented procedures, and training. As a result, we have mitigated their impact and, in most cases, they have a rating of not significant.





# ✓ Efficient Consumption and Water Savings

[GRI 3-3, GRI 303-1, 303-2]

In Tecnoglass we are aware that water is an invaluable natural resource and necessary for life, that is why we try to conserve and use it efficiently, making a responsible management of it associated with the reduction, saving and efficient use.

At present, the main impact we are exposed to is the increase in the consumption of the resource in operations, therefore we have adopted controls focused on training employees for its efficient use, and others such as daily meter readings with the consumption

report (indicator for each machine/operating line) to production and maintenance, preventive maintenance of the hydration points, leak detection controls, among others. The use of water resources is not classified as a significant impact in the company's environmental aspects and impacts matrix.

We have implemented the Rational Water Use Program in the production process, which allows us to establish strategies to keep impacts under control.

**We have internal tools that outline the guidelines to be followed for water resource management:**

- Environmental aspects and impacts matrix.
- Water Resource Management Program.
- Environmental Management Systems Manual.
- Environmental Aspects Guide.

In addition, for the analysis and definition of objectives and goals related to water management, we hold team meetings to verify compliance with the current legal framework, and we consult with professional experts in environmental law. Likewise, in annual reviews by management, we verify compliance with goals regarding consumption and disposal of water resources, proposing and establishing improvements in the technical part and for environmental legal compliance.

## > Sources and Outputs

The water used in the company is supplied by Triple A S.A E.S.P and is stored in subway tanks with a capacity of 830 m3. Subsequently, it is treated through a reverse osmosis process and ion exchange equipment to be used in our production processes.

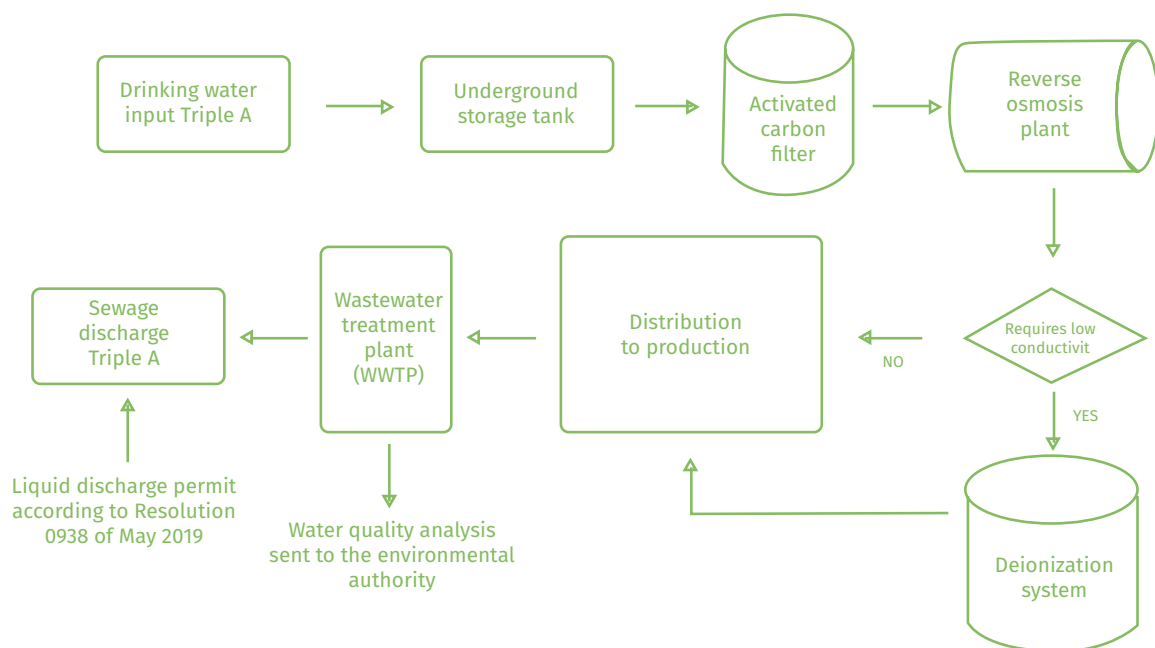
**The discharge of wastewater from our production processes and administrative use is made directly to the sewage system of Triple A S.A. E.S.P., to ensure that there is no impact on surface water bodies or rainwater channels.**

We discharge the water after being treated in our wastewater treatment plants (WWTP), this is done in accordance with the parameters contained in Resolution 0615 of 2015.

In the company we have procedures and instructions on wastewater treatment systems

and also, we perform internal monitoring to maintain operational control. All documents are available in the organization's document system.

Currently, the company does not require a discharge permission, in accordance with the provisions of the National Development Plan 2018-2022 "Pact for Colombia, Pact for Equity" (Law 1955 of June 2, 2019).





## ✓ Consumption [GRI 303-5]

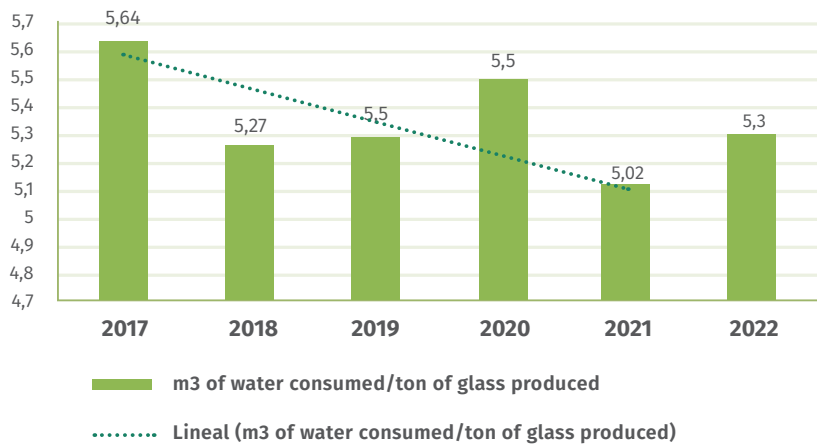
In the year 2022 the average water consumption was 0.901964 hm<sup>3</sup> this potable water is supplied by the city’s public utility company Triple A. Tecnoglass does not collect water from surface or subway water bodies. We discharge directly to the sewage system 0.253056 Hm<sup>3</sup>.

For the sake of water resource protection and process efficiency, we continue to implement DTP water purification plants in the new sorting lines, which allow the water from the edgers to be recirculated to the process after passing

through a filtration and clarification system. With this system, the water is not discharged, but returned to the machines to wash the glass.

To analyze the trend of water consumption in the glass plant, we have a monthly indicator that is calculated by dividing the m<sup>3</sup> of water consumed in production by the tons of glass processed according to the inventory register. We have a target of 6 m<sup>3</sup>/ton, which we have met. In 2022 the consumption indicator was 5.30 m<sup>3</sup>/ton.

**Water Indicator**



## ➤ Campaigns

During 2022 we conducted awareness campaigns on the efficient use of water resources to prevent its misuse in the company and in the homes of employees. In these campaigns we had the assistance of the company Triple A.

**Area: Environment**

**Global Compact Principle 7:**

Businesses should support a precautionary approach to environmental challenges

 **Promote energy efficiency of operation and products**

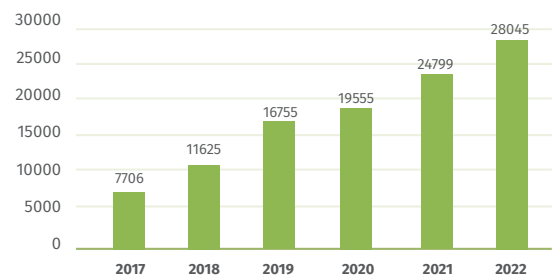
 **Position a focus on innovation and quality in all company processes.**

In Tecnoglass we are pioneers in the implementation of alternatives that optimize energy resources in the organization and reduce their costs. We are convinced of the need to look for alternative energies to the electrical grid, which are cleaner and generate less environmental impacts.

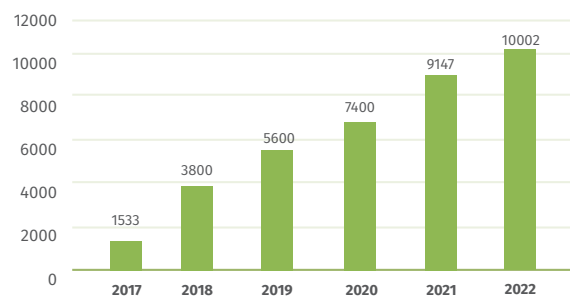
In 2022, an energy work team was formed to address everything related to the company’s energy strategy, to continue implementing and leading energy efficiency projects, to have better control of energy quality, and to continue optimizing energy consumption.

One of the most significant and innovative projects in the company is the photovoltaic energy project that we started in 2017. By the year 2022 we install more solar panels on the roofs of the Colombian plants; we currently have 15,000 solar panels installed throughout the plants’ network, optimizing economic resources and assets of the organization, reducing the consumption of electricity from the grid and the emission of greenhouse gases.

**Photovoltaic Generation (Mwh)**



**CO2 Reduction (Tn)**



Today we are generating 6% of the energy consumed by the group’s plants at zero cost with photovoltaic energy with an installed capacity of 5.1 MWp.

We have generated 28,045 Mwh of clean energy since the start-up of the photovoltaic generation plant and we have reduced 10,002 tons of CO2 emitted to the environment and achieved savings of USD 2.1 mm.



In the company we also generate electricity with natural gas through three Communs engines of 1750kw each and we recover thermal energy from the exhaust gases of the 3 power generation plants and with 3 absorption chillers we generate 1000TR that are used in the production process for the manufacture of coated glass and the anodizing of aluminum profiles.

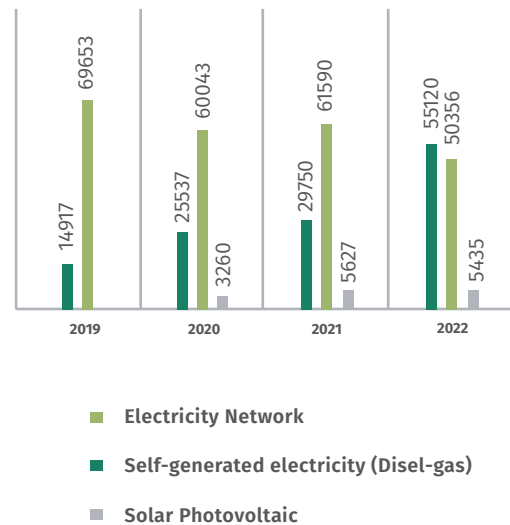
In 2022 we started an electric cogeneration project with a capacity of 9 MW of electricity, for this we installed two Bergen natural gas engines each of 4.5 MW, for a total of 9 MW, with an electrical efficiency of 48% and with the capacity to produce 70.3 GWh/year of electricity. In addition, it has a heat recovery system through an absorption chiller with a capacity to produce 300 tons of cold, which will be used in the production processes. This project is expected to reduce 5,414 tCO2 eq/year.

In 2022, we have 10.1 MW of natural gas-fired power generation and expect to reach 21.3 MW in 2023. Additionally, we have an installed capacity in diesel backup plants of 8,550 Kw with a target in 2023 of 12.3 Mw. With the increase in natural gas generation capacity, we will reduce diesel consumption in backup plants. With this, we will achieve greater stability in the power generation system and guarantee a higher level of production without interruptions in the electrical system.

**During 2022, natural gas consumption for electric power generation equipment was 15,628,742 m3 and ACPM consumption for backup plants was approximately 190,000 gallons.**

We list the organization’s energy consumption in recent years, distinguishing the sources from which it is received.

### Source of Electrical Energy



During 2022, there was an increase in energy consumption from the electrical grid due to a damage in some of the generation equipment that lasted for several months. In addition, some solar panels at the Alutions plant were contaminated due to paint in the fumes, which reduced solar energy generation.

Climate change is a reality that we must all address in order to take significant actions that have an impact on the reduction of greenhouse gas “GHG” emissions from our operative activities. We are aware that these emissions are one of the main causes of climate change, which can have negative effects on human health, the economy and the environment in general, and for this reason we are working on a corporate climate change strategy that contains the initiatives to be deployed in a short, medium and long term.

During 2022 we continue participating in the National Carbon Neutrality Program, an initiative of the Ministry of Environment and Sustainable Development in Colombia. Likewise, aligned with the commitments of the Paris agreement and Colombian regulations, which seeks to reduce 51% of GHG emissions by 2030 and achieve carbon neutrality by 2050. During 2022 we carried out the calculation of the carbon footprint of 2021, through an Inventory of GHG emissions in accordance with the GHG Protocol standard, in which we calculated direct emissions (Scope 1), indirect emissions from electricity consumption (Scope 2) and other indirect emissions related to the value chain (Scope 3) and in addition, we calculated the carbon footprint of two of our main products: processed glass and aluminum profiles.

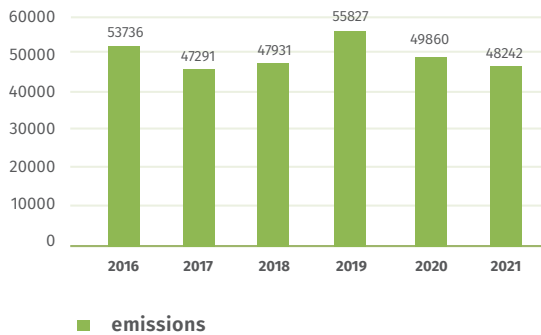
Based on the most representative sources of emissions in the inventory, we established as limits of the organization the companies Tecnoglass SAS (Glass, Alutions and Solartec Plants) and CI Energía Solar SAS ES Windows (Window Plant), which we have operational and administrative control. In addition, we determined 2016 as the base year, in order to identify over time, the impact of the implementation of initiatives to reduce emissions.





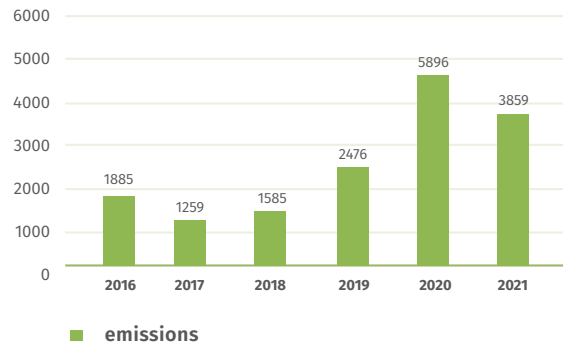
[GRI 305-1, GRI 305-2]

### Scope 1 (tCO<sub>2</sub> eq/year)



Scope 1 emissions presented accumulative reduction of 5,474 tCO<sub>2</sub>eq (10%) by 2021 compared to 2016 emissions (53,730 tCO<sub>2</sub>eq/year). The above, was due to the higher consumption of solar photovoltaic energy that led to a decrease in the consumption of electricity generation from natural gas and diesel and also due to the improvement in electrical efficiency with the cogeneration of energy and a lower use of R22 (Refrigerant). All this, despite the expansion of the Alutions plant, which have increased the consumption of natural gas for the furnaces in the aluminum production process, R404 refrigerant, diesel for vehicles and LPG.




### Scope 2 (tCO<sub>2</sub> eq/year)



Scope 2 emissions originate from the consumption of energy purchased from the national grid and presented a significant increase in 2020 due to a fire event that occurred at the Solartec plant. In year 2021 consumption decreased, however, it is higher than in 2019 due to the construction of new plants.

This GHG inventory is a very important input that establishes a starting point for the formulation of the carbon neutrality strategy, with which we seek to mitigate, compensate, and reach carbon neutrality in the company, as a key objective in terms of climate change.

### Our initiatives for 2023 are:

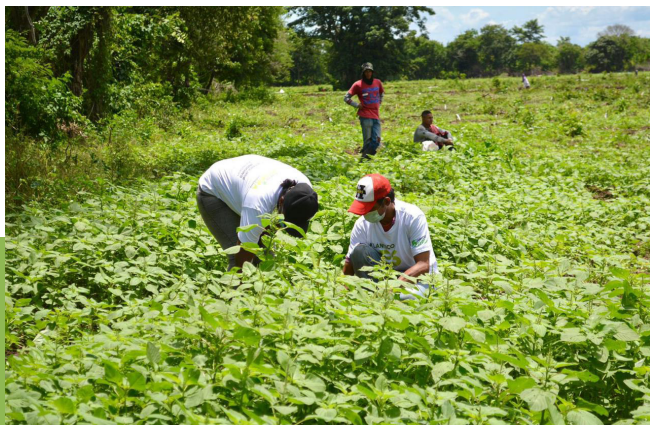
-  **Voluntary carbon** footprint offsetting by 2021 through the acquisition of carbon credits, aligned with the sustainability strategy.
-  **The calculation and update of the 2022 GHG** inventory to include all group companies and update the carbon footprint of two products: processed glass and aluminum profile.
-  **Implementation of actions** aimed at reducing GHG emissions through energy efficiency.

-  **Systematization of data collection for the calculation of the GHG inventory**, through a digital platform that guarantees the reliability and traceability of the information.
-  **Verification by a certifying** entity of the GHG inventory for the year 2022.
-  **Design and implementation** of projects to offset GHG emissions.
-  **Prepare and Design of the GHG Management Plan** and the neutrality policy, with a view to certifying the carbon neutrality process.

## Mangrove Planting

We worked hand in hand with Bocas de Ceniza Foundation, with the social and fishing organizations of “La Playa” and “Las Flores” neighborhoods 6 days for the seeding of 10,000 seedlings to recover the Mallorquín Swamp, an environmental treasure of our region.

We also joined forces with public and private entities such as the Corporación Autónoma del Caribe “CRA”, Conservation International and Grupo Argos, and participated in the Mangrove Sowing Day, for the restoration and conservation of this ecosystem, through the planting of 80,000 mangroves.



## Atmospheric Emissions

In Tecnoglass we have an atmospheric emissions permission granted by Barranquilla Verde. We updated the registration of forest products granted by Resolution 3011 of November 11, 2022 of Barranquilla Verde and we continue with the registration of authorized operator for the application of treatment and placement of the ISPM 15 seal, ISPM15 Code CO-08013.





# Waste management and utilization

[GRI 3-3, GRI 306-1, GRI 306-2]

## Area: Environment

### Global Compact Principle 9:

Businesses should encourage the development and diffusion of environmentally friendly technologies.



### Promote the efficient use of environmentally friendly materials and technologies.

In Tecnoglass we are committed to the manufacture of products with a wide life cycle, and we seek that these products and their production process is environmentally friendly. The management and use of waste of the organization is controlled through our integrated waste management plan, which establishes the characteristics of the waste generated in the company and the treatment given to each of them.

#### The waste generated in the company is classified as follows:

- Usable/Recoverable: are collected daily and sold to our authorized managers for recycling.
- Ordinary/Non-recoverable: are collected daily with our own dump trucks from the different loading points and are disposed of in the city's sanitary landfill, Parque Ambiental Los Pocitos.
- Hazardous waste: are encapsulated in a safety cell, sent for incineration or we give them the appropriate treatment according to its characteristics. They are managed by third parties such as Triple A, Respel, Oxiquimos, Clarios Andina, who are responsible for their final disposal and certification in accordance with Decree 2076 of 2015.

Information on the waste generated and disposed of (value, weight, quantities, type), is collected on a daily basis, factory exit controls are carried out and statistics on waste

management are prepared to examine the indicators. In cases where they are managed by a third party, we have additional controls, such as verification of vehicles that transport them, verification of environmental legal documentation, and visits to suppliers to audit their activities.

#### In the Company we carry out different actions to prevent the generation of waste, such as:

- Reuse of aluminum waste for the organization's production process.
- Reuse of wood waste for finished product packaging.
- Reuse of containers.
- Return of containers to suppliers.
- Use of basic water to neutralize acidic water and vice versa.
- Smoke reduction mechanism in foundry.

We also have mechanisms to reduce environmental impacts, establishing controls on:

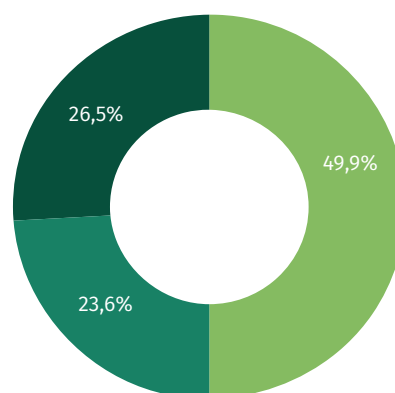
- **Person:** Training and campaigns to raise awareness of people.
- **Method, procedure, or instruction:** Location of the Safety Data Sheets of the chemical products, socialization of the procedures for the integral management of solid waste and the analysis of the indicator, as well as the socialization of the PGIRS with those involved in the process, among others.
- **Machine, system, or material:** Location of different colored wastebaskets in each production line, maintenance of machinery and equipment in the plant, inspections of chemical substances and hazardous waste storage points.



## Waste Generated

[GRI 306-3]

### Waste Management 2022



- Hazardous Waste
- Recoverable Waste
- Non-recoverable waste

**During 2022, we increased recoverable waste by 3,9%, continuing our trend of increasing the recovery of this waste.**

In recent years we have increased the percentage of hazardous waste, due to the construction of new plants and the expansion of production lines in the old plants. However, we have continued with the measures established for the proper classification and disposal of these recoverable wastes in each of the plants through the continuous awareness of the personnel through periodic campaigns dictated by our suppliers such as Triple A and Kimberly Clark.

The environmental impacts related to the generation of hazardous waste are still considered significant because it is not possible to minimize their generation as they are part of the production process. However, this impact is controlled through proper waste management and disposal.



## Waste Disposal [GRI 306-4]



### **We deliver for recycling to specialized organizations:**

**314.1 tons** of plastic  
**904.1 tons** of scrap metal. We increased recycling by 61%.  
**382.6 tons** of cardboard.  
**27.5 tons** of paper. We reduced paper recycling by 20%, due to the implementation of Paperless projects, which have automated and technified processes to avoid the use of paper.



### **We recovered:**

**15,703 tons** of scrap glass, increasing by 89% the percentage of glass recycling compared to the previous year. Explanation of why.



### **We recycle:**

**77.9 tons** of intercalary  
**2,963 tons** of contaminated aluminum  
**3.5 tons** of rubberized cable  
**2.4 tons** of pulp  
**222 jerrican**  
**2.2 tons** of alucobond



### **We recycled:**

**451 tons** of Interlayer (PVB and Sentry), increasing the recycling percentage of this waste by 53% compared to the previous year.



### **We collected:**

**27,146 kg** of used oil and used it as industrial fuel, increasing by 93% the percentage of this waste compared to the previous year.



### **We allocate:**

**8,210 kg** of used batteries to the post-consumer program.



### **We recycled:**

**2.116 kg** of waste electrical and electronic equipment (WEEE).

**Used oils, batteries and WEEE are used for energy and technological purposes.**

## We allocate for disposal [GRI 306-5]

393,6 Tn of water containing xylol 1.076,1 Tn of oily water.

279,5 Tn kg of solids or elements impregnated with paint and/or solvent X% kg of paint and/or solvent contaminated containers.

4,9 Tn of paint-contaminated containers.

14,7 Tn polysulphide waste.

771, 3 Tn silicone waste.

159 kg of luminaires.

421 kg of refrigerant cylinders .

595 kg air filters.

340 kg oil filters.

25 kg of expired paints.

696 kg of waste oils.

25 kg caustic soda containers X% kg caustic soda containers.

1.1 Tn expired liquids.

338 kg of surveillance uniforms.

269 kg of container seals and wipes X% kg of used tires.

5.2 Tn of used tires.

223,6 Tn of sludge contaminated with chemicals.

10 kg of polishing discs.

These wastes are submitted to an incineration process; in the case of bio-sanitary waste, container seals, surveillance uniforms, solids contaminated with solvents, expired paints, silicone and polysulfide, air and oil filters are encapsulated in safety cells.

Water containing xylol is treated in a wastewater treatment plant specialized in this process. This service is provided by Oxyquimicos, which is the company that has the infrastructure and the environmental license to carry it out.





# ✓ TI, Innovation and Automation [GRI 3-3]



## Promote the efficient use of environmentally friendly materials and technologies. Sustainable Development Goal 9

**At Tecnoglass we offer quality products, and this implies a permanent improvement process in all our strategic, mission and support areas.**

We have become leaders in our sector and that is because we have a modern industrial complex, thanks to the permanent investment in state-of-the-art technology, our technology has been acquired and also developed internally and it has allowed us to build an innovate, resilient and sustainable technological infrastructure, adequate to each of our processes and to the need of the external context.

Our organizational commitment is focused on adapting our IT systems to improve communications by minimizing reprocessing and positively impacting the reduction of paper consumption.

The information and Communications Technology department (ICT) leads several projects, which are: eliminate the use of paper, integrate the company process, and improve communications. These projects aim to ensure that all information is available digitally, always keeping in mind the differential factor of each process. Our resources, tools, equipment, software, applications, networks, and media are designed and supported in such a way that they allow the compilation, processing, storage and transmission of information in real time, in order to prioritize decision making at all levels.

The company's structure and investment in the ICT field allows to make technological advances,

develop research and innovation, in order to create tools for a permanent solution in the productive, economic, and environmental challenges.

For the year 2022, the company implemented a series of developments that allowed us to continue growing in our multidirectional organizational, in sales and in the manufacturing of quality products. The added value of our products is reflected in physical and technological growth and in the development of solutions.

### The projects to be highlighted are:

#### Infrastructure and Cybersecurity

- 1 We have expanded and strengthened the performance of our servers.
- 2 We improved the company's service redundancy
- 3 We acquired a hardware and tools for backup system, inventory and protection of equipment and information against ransomware attacks.
- 4 We renewed the Wi-Fi infrastructure in order to have 100% connectivity in the company and its processes.
- 5 We installed fiber cabling in the new production plants.

## Monitoring and control of process

It has been established that technology issues change, and timeliness of response generate positive results, therefore, the ICT department implemented various IT and technological solutions that support and contribute significantly to achieving the Companies objectives.

### We have worked in:

- In the control of consumption and monitoring of processes for the aluminum plant has allowed us to improve the analysis of production processes, control of the backlog, periodicity of extrusion and in cutting and waste, obtaining a 50% increase in the extrusion of material, making the process more efficient.
- The Development of real-time tracking by applying reporting methodologies and business intelligence tools such as POWER BI.
- The Development of solutions for storage control and automatization of material requests.
- Integration of internally developed applications with the company's ERP application.
- A web and mobile application that allows to manage the information related to the company's accessories, taking as support the information registered in our ERP. This application allows the parameterization of warehouses, input, and output of accessories, transfer of accessories between warehouses, export data to Excel, among others. This information system reduced the margin of loss of accessories in the warehouses, facilitating inventory management and the procurement decisions in real time.
- A web and mobile application that allows to track the input and output of aluminum parts in the company's warehouses, constantly executing a scheduled task that synchronizes data with the ERP tool. This allows speeding up the delivery time of the aluminum bars to the cutting, die-cutting and assembly lines for window processing. Likewise, it allows real-time traceability of the aluminum transformation process by parts, reducing the margin of loss of parts by 100% compared to the previous period.
- A web application to consult information and verify that the supplier is billing correctly. This allowed us to reduce unjustified charges to the company by 100% and we recovered around COP\$471,852,430 from the year 2021.
- Development of a solution for tracking the process of cutting, die-cutting, assembly and packaging of Windows. With this tool the company ensures the delivery of a product in excellent conditions and allows the customer to track and view the status of the ordered product online.
- Development of a solution for tracking and control aluminum reception.
- Implementation of the use of IOT (Internet of Things) technology in the production process (we started with the assembly rooms), which we use to measure temperature and humidity through sensors and devices with LoRa Wan technology. With this we were able to obtain a significant improvement in the control of the parameters, due to the real-time notifications that allow us to generate alerts about variations outside the allowed limits.

This series of improvements in applications have generated advantages, such as the reduction of supply times that guarantee the existence of materials for future weeks, the significant reduction of aluminum waste (SCRAP) that optimize the company's costs, the online traceability of adverse events that allow reporting to the business units involved. These developments generate quick solutions to cross-cutting company situations.



## Reduction of paper use

The ICT department leads several projects aimed to the elimination of the use of paper, eliminating the printing of documents in certain processes and departments, ensuring that information is available in digital format.

- Design and implementation of an information system to control and monitor the registration of contractors, machinery, and vehicles.
- Implementation of the digital registration process of the companies' accounting reconciliation.
- Implementation of a scholarship application.
- Implementation of PandaDoc. The pilot of this Project began with the process of registering employees for the casino service in the company and we plan to continue using it for digital signature in several of the processes we handle with our employees.
- Integrated Management Module is a corporate web application, where all the information related to personnel is registered, updated, and consulted. The user can make parameterized requests by Human Resources, Integral Management, and IT processes.
- Web and desktop application for product quality monitoring and management. This application allows the entry and traceability of nonconforming materials, generating reports of aluminum and accessories nonconformities registered in the system. This initiative reduced by 100% the use of paper for the management of nonconformities. Today we have identified the statistics associated with the production lines where most nonconformities are generated and the types of systems susceptible to nonconformities.
- Web application for consultation and entry of the Company's management system indicators. This allows the entry and updating of the follow-ups made to the corrective, preventive and improvement actions. It contributes to the good use and saving of paper and to the control and improvement of BackOffice processes.

## Electronics recycling

The presence of heavy metals, persistent organic pollutants, flame retardants and other hazardous substances that can be found in WEEE constitute a risk to human health and the environment if this waste are not properly managed. Consequently, the company seeks to facilitate electronic recycling by delivering WEEE (Waste Electrical and Electronic Equipment) to the entities endorsed and authorized for this collection.

The organization supports the development of technologies, research, and innovation, ensuring an environment conducive to diversification and adding value to our products. In line with our sustainability strategy, our objective is to adopt clean and environmentally sound technologies and industrial processes and to achieve equal access to information, aware that this will have a direct impact on increasing productivity.

In Tecnoglass we are characterized by our automatization, digitization and the implementation of new technologies aimed to optimize process and resources through the collection and use of data. That is why, by 2023 we will continue to invest in technology, innovation and the development of adaptable solutions tailored to our needs.

Technology-based projects and objectives for 2023:

- Extend the development of solutions to our customers, in order to allow them to trace the requested product.
- Finish the implementation process to generate prices to purchase orders through a Price list from our ERP. As well as the improvement and automatization of the invoicing process of materials to customers.
- Improve and develop the material projection analysis tools and the production scheduling process. Allowing to increase the level of control in production.
- Incursion of new systems and improvements in glass production and logistics processes, through the control and organization of: glass raw

material in harp systems for the Lamination areas; production materials for the glass furnace process, and raw material for the request of replacements for the timely cutting of raw material.

- Improvement of the applications for the presentation of automatic batch and compliance follow-up reports from glass cutting.
- Transfer of application and enhancement of glass scheduling process.
- Design and implementation of a new platform for employee management from Human Resources area.
- Implementation of new real-time inventory management application.
- Strengthening of technological tools in the IT assurance area in order to reduce the materialization of ICT risks.
- Optimization of accounting processes through the use of technological tools and developments for the automatization of: invoice reception, petty cash management, supplier portal, among others.
- The company will design and implement the bidding portal, which aims to increase the productivity of the national purchasing area by reducing the time for contracting suppliers.
- Continue with the transformation of products, facilities, services, production processes and

internal management with sustainability criteria.

- Provide access to information and communication technologies (ICT) to all employees of the company and promote it throughout the supply chain to ensure smooth communication throughout our value chain.
- Encourage the use of disruptive technologies in the company with a focus on sustainability, such as big data, artificial intelligence, or the internet of things.
- Invest in R&D, to promote technological development and innovation in the company's activities.
- Strengthening of the technological infrastructure to guarantee the growth and operation of the organization.

Our organization, and especially our ICT team, is committed to sustainable innovation, the development of technological solutions and the application of new technologies. Through the automatization of processes, we seek to improve response times with the development of customized software, the purchase of robotic machines and the integration of these machines to the production process. All this allows us to fulfill our mission as a business group and improve the customer experience by offering more advanced and personalized products and services, satisfying our customers, and guaranteeing their loyalty.





06

Enhancing our environment











In the company we seek to have a positive impact on all our stakeholders, generating opportunities, contributing to the quality of life, and transforming the environment.

From the inside of our company, we encourage integral growth, we train our collaborators, we provide adequate and accident-free work environments, we implement health and safety programs at work, we encourage good practices, we promote respect for human rights. Outwardly, together with the Tecnoglass Eswindows Foundation, we implement programs that benefit the communities in our area of influence, the employees, and their families.

### Enhancing our Environment



Generate quality job opportunities.



Promote and adopt best labor and human rights practices.



To form and develop an integral and innovative work team.



To have an accident-free work environment, supported by a culture of health and safety.



Generate value in the communities of the area of influence.

# ✓ Human Talent Management

## Area: Human Rights

### Global Compact Principle 1:

Businesses should support and respect the protection of universally recognized human rights within their sphere of influence



**Generate quality job opportunities.**



**Promote and adopt best labor and human rights practices.**



**To form and develop an integral and innovative work team.**

In Tecnoglass we are a big family, in which we value human talent and we are committed to provide opportunities for the workers integral growth in a professional and personal way, in a healthy and respectful work environment. We seek to attract and retain the best talent convinced that the qualifications of our employees are the basis for a sustainable business development.

## 👤 Employment Generation

In our organization we are committed to provide job opportunities to all the workers, without discrimination, being inclusive and offering the possibility for many of them to have their first job. In 2022, we increased our hiring of new employees by 26%.





## Benefits For All

Thinking about the well-being of our employees and the balance necessary to have a good quality of life, the company offers the following benefits:

- Life insurance policy.
- Prepaid medical program or health insurance policy payment assistance.
- Childbirth bonus.
- Undergraduate and/or graduate study assistance for employees.
- Student scholarships for employees' children.
- Housing assistance.
- Route service.
- Casino with special rates for employee meals.
- Appointments with pediatrician.
- Sports allowance for internal and external championship.
- Assistance for health treatments for children
- Medical unit in the company's facilities, with general medicine, optometry and dentistry services.

## Training [GRI 3-3]

Our approach to human talent management is integrated with the company's policy, the welfare program seeks to respond to the needs of our employees and to contribute to the improvement of their quality of life and their families. We have an interdisciplinary team in which the human resources area and the Tecnoglass Eswindows Foundation participate and they are in charge of the implementation of the program and the fulfillment of its objectives.

We offer all our employees the opportunity to continue training and strengthening technical and soft skills in a global way, with a balance between what they learn and what they implement in their daily activities. Simultaneously, their leadership, teamwork, communication and other skills are developed in a comprehensive manner.

For the training of our employees, we make alliances with certified entities such as SENA, which is in charge of give courses to strengthen the learning process, influencing the professional growth of our

collaborators. For the identification of the courses to be carried out, we take into account the annual performance evaluation, the requests of area managers and the initiative of each employee. We also offer the possibility of scholarships for undergraduate and postgraduate studies at universities.

One of the company's objectives is to hire and give the opportunity to people with little or no experience, to develop their skills and abilities. We aim at their training and the development of technical competencies necessary to perform their jobs.

One of our goals is to create a promotion program that applies to all areas of the organization where we expect to establish a series of steps and requirements that must be followed to fill and internal vacancy.

We wish to continue with our wellness programs for all employees, both direct and indirect, with the support of the Foundation, the compensation fund and health entities in matters related to education, health, recreation, recognition, sports, and others.

## Communication Channels

In Tecnoglass we have communication channels to receive and address all concerns and requests from employees, through these, we provide a free space where they can expose their needs, which we take into account to improve the working environment in the organization.

One of these channels is the Decent and Productive Work Committee, where we respond to the issues raised by employees and implement the necessary actions and initiatives to promote a decent work environment. This Committee supports the coexistence committees, whose objective is to establish preventive and corrective measures related to labor harassment in order to maintain a healthy coexistence at work. It also supports the Joint Committee on Occupational Safety and Health (COPASST), which is part of the Occupational Health and Safety management approach.

We also have a corporate portal called Talentum through which employees can process requests for certifications, employment letters, make reservations at the casino, among other activities and we continue to use mass communication channels such as e-mail, the telephone line, the Human Resources newsletter and the physical bulletin boards to disseminate information of interest

The process of monitoring the effectiveness of management is based on feedback from stakeholders as results of management and commitment to each of them. In addition, it can be evidenced that the mechanisms for complaints and suggestions through the committees have been effective, which has proven to satisfy their need, creating healthy environments at work.





[GRI 404-2]

The training programs implemented to improve the skills of our organization's human resources team were as follows:

Program Name	Number of Workers	Scope
Communication Skills Training.	52	Aimed at areas of interest, with the objective of identifying essential communication skills in the workplace.
Conflict Resolution Alternatives and Leadership.	27	Aimed at administrative personnel, with the objective of offering tools to peacefully resolve disagreements and differences in the organization. In addition, to develop and reinforce the attitudes, criteria, skills and competencies that are necessary for an effective leadership role.
Assertive Communication.	25	Aimed at operational and administrative personnel. Its objective is to develop the ability to express oneself verbally and pre-verbally in a culturally and situationally appropriate manner.
Financial First Aid.	19	Aimed at administrative personnel, with the purpose of providing clear advice for a conscious finance to boost the financial future.
Forklift Handling.	22	Program aimed at workers in the areas of Dispatch, Production, Integral Management, Accessories, Glass through a closed offer with SENA, which seeks training and certification in the handling of Forklifts to optimize the development of their functions, growth in their work areas and professional career in the company.
Mindfulness – lowering Stress and Raising Productivity.	37	Meditation and relaxation spaces are provided in order to reduce stress levels caused by workloads, all this with the objective that these spaces help them to improve their mood and improve their work productivity.
Technologist in Industrial Production Management Aimed at all personnel working in the production area.	106	Program aimed at all personnel working in the production and logistics area of the entire company through offers arranged with SENA, with the objective of training them in technical skills so that they can develop professionally and improve their skills.
Logistics Technologist: Aimed at all personnel working in the logistics area.		
Technologist in DOLCA: Aimed at all personnel working in the logistics area.		
Training to operate timber according to standards.	6	Training to learn how to operate wood in accordance with current regulations.
Soft skills Training Plan.	486	Training to develop skills.
OSH Program	54	Aimed at administrative and operational personnel to strengthen knowledge and improve performance.
Strengthening of Skills	16	
Supply chain security	5	
Process Performance Improvement	47	
Welfare	55	

[GRI 404-1]

## Performance Evaluation

Every year the company conducts a performance evaluation of its employees to measure their competencies, performance, improvement and training needs. The results of the evaluation of operating personnel in general are shared with process leaders and improvement engineers in each area, and the training needs identified are included in the annual training plan. During the year 2022, 3672 employees were evaluated, corresponding to 334 women and 3338 men, 819 administrative and 2853 operational.





# ✓ Occupational health and safety



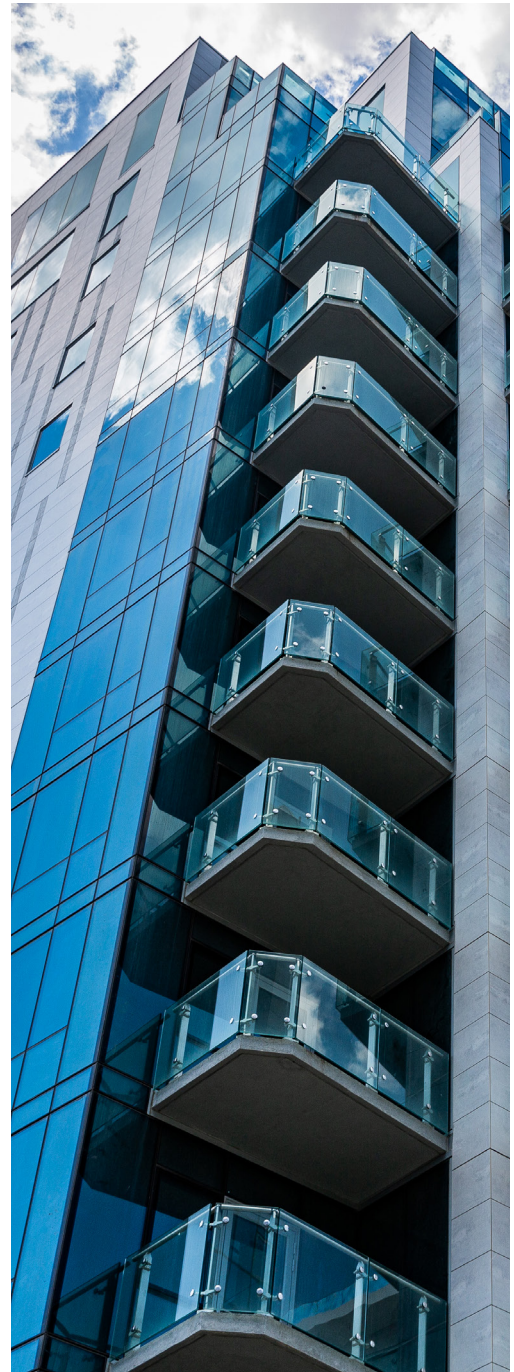
**To have an accident-free work environment, supported by a culture of health and safety.**

[GRI 3-3, GRI 403-1]

For the company, the well-being and health of its employees during working days is of high relevance, therefore we comply with all applicable regulations, and we have an Occupational Health and Safety Management System, certified under the international standard ISO 45001:2018, with a percentage of compliance with the requirements for the year 2022 of 100%. Thus, complying with the purpose of the standard, which is to ensure the continuous improvement of the health and safety conditions of employees during the development of their duties.

The OSH is more than a set of legal requirements, it is a commitment of top management and employees to create healthy and safe workplaces based on standards, procedures, and guidelines to prevent accidents and occupational diseases. OSH covers all direct and on mission collaborators, shareholders, contractors, suppliers, customers, visitors, community, among others and its scope is framed in the activities of the organization executed in the Colombian plants of the companies Tecnoglass S.A.S. and C.I. Energia Solar S.A.S. E.S. Windows.

Additionally, the organization has programs and strategic plans to address its own and external risks. We have technological platforms in the processes or activities of occupational health and safety in order to improve performance, we highlight: Laserfiche, Helpdesk, Talentum, SerCAE, Nova and others supplied by the Administradora de Riegos Laborales - ARL such as El Profe, ADN Test for risk analysis, ABC for behavioral observation and the platform for risk and emergency management.



OSH Objectives	Activities
<p>&gt; Maintain the competencies of our workers through training in relevant aspects of Occupational Health and Safety and high-risk tasks.</p>	<p>We conduct certified training and education for employees who perform high-risk work. These activities are included in our annual work plan and compliance and is evaluated periodically in our indicator matrix.</p>
<p>&gt; Comply with legal and other applicable OSH requirements.</p>	<p>We have a Legal Requirements Identification Matrix that contains all the activities we must implement to comply with OSH regulations. The matrix is reviewed daily and updated in accordance with regulatory changes and the matrix is audited annually by an external OSH lawyer.</p>
<p>&gt; Achieve the identification of hazards and risk controls, according to their magnitude and exploitation of OSH opportunities.</p>	<p>We update the risk matrix. We have a work plan. We evaluate the effectiveness of corrective and preventive actions, which are recorded in the NOVA software.</p>
<p>&gt; Prevent injuries and work-related health deterioration.</p>	<p>Compliance with operational control, safety and health strategies and campaigns for the prevention of injuries and work-related health deterioration. We periodically evaluate the reduction of the accident rate, accident frequency rate and qualified occupational diseases.</p>
<p>&gt; Reduction in the severity rate of occupational accidents.</p>	<p>Compliance with operational control, safety and health strategies and campaigns for the prevention of work-related injuries and health deterioration. We periodically evaluate to: 1. Maintain the proportion of fatal work accidents at zero 2. Comply with the 20% reduction of severity indicators derived from accidents</p>
<p>&gt; To achieve the participation and consultation of all interested parties in the OSH.</p>	<p>We promote employee participation in the reporting of unsafe conditions and acts, safety talks, self-reporting campaigns, which are recorded and evaluated in the findings and indicator matrix</p>
<p>&gt; To increase the performance and improvement of the OSH management system.</p>	<p>Internal and external audits to measure performance compliance and improvement of the management system in ISO 45001 and granting of certification. We measure the effectiveness of compliance with corrective and preventive actions so that they are above 75% of execution. We implement actions derived from audits and indicator analysis.</p>



## Risk Matrix [GRI 403-2]

The organization for the identification of hazards, evaluation and control of risks has as a reference the Colombian Technical Guide 45 of 2012 and follows the internal procedure for the identification of hazards, evaluation, and control of risks. All this is reflected in the Hazard Identification, Risk Assessment and Control Matrix, in the Hazard and Risk Prioritization Matrix and in the Hazard and Risk Identification Matrix. These tools are used to manage the company's internal and external risks.

Employees participate in updating the matrices in different ways: through surveys, by reporting any condition and/or substandard act that affects safety and health at work, this during tours that are made in the plants or by accessing an application through a QR. All this thanks to the socialization strategies of the ten golden rules that save lives, which has allowed workers to internalize these rules so that they can identify and report in a timely manner any condition that may cause injury to their integrity.

Each matrix is reviewed annually or as required to assess the risks and determine whether the existing controls are sufficient, whether they require improvement, or whether new controls need to be included. When new controls are required, prevention and control measures must be adopted based on the relevance analysis.

In addition, we have an interdisciplinary team that verifies compliance with the operational controls implemented in the hazards and risks matrix and we have structured a procedure for the investigation of labor incidents, which allows us to establish action plans to prevent the occurrence of similar events.

## Health Care Services [GRI 403-3]

The Occupational Health and Safety System has an interdisciplinary team made up of engineers, occupational physicians, physiotherapists, psychologists, nurses, technicians, among other disciplines that work together to ensure safe and healthy working conditions by identifying OSH hazards, evaluating risks and opportunities, promoting health and preventing occupational accidents and diseases.

The following are some of the functions of the Health Services:

FUNCTIONS	ACTIVITIES
Risk Assessment.	The risks in the workplace are evaluated, analyzing the tasks, working conditions and production processes.
Health promotion and disease prevention.	Prevention and health promotion programs such as: nutrition programs, health days, physical activities, epidemiological surveillance program, health reports, hygienic medicines, among others.
Health Surveillance.	Employees are given medical examinations to detect possible work-related health problems, such as occupational diseases, injuries and chronic illnesses.
Accident and illness Investigation.	Accidents and occupational illnesses are investigated to identify the causes and prevent future incidents. Follow up of the results.
Consulting and Training.	We provide advice and training to employees on prevention measures and occupational diseases, correct use of protective equipment, among others.

All these services are performed by qualified personnel and certified entities, which allows them to be of high quality and all employees have access to the different activities implemented.

## Employee Involvement [GRI 403-4]

The participation and consultation of workers is a key element for the development, implementation, and successful evaluation of the OSH. In the organization it is relevant that workers actively participate in the identification and evaluation of risks in the workplace, the implementation of preventive measures and the evaluation of the effectiveness of the Occupational health and safety system.

### Within the OSH, employees are consulted and participate in:

- The identification of hazards, risk assessment in the workplace.
- The implementation of preventive measures
- Evaluation of the effectiveness of the OSH
- Selection of new personal protective equipment
- Safety talks
- Emergency plan
- Investigation of work incidents
- Changes affecting the OSH

**Participation and consultation processes may change depending on the company. In the following committees the 100% of the employees are represented:**

Committee of Occupational Health and Safety Committee	The committee is made up of employee representatives with their respective alternates elected by ballot. It is also made up of employer representatives and their alternates, who are in charge of promoting and monitoring health and safety in the workplace.
Mutual Aid Committee	Is it made made up of the area responsible for the emergency response plans of the neighboring companies in Las Flores sector. OSH leaders participate on behalf of the Company. The purpose of this committee is to identify resources for risk prevention and emergency control in the Company's environment, as well as participation in drills.
Labor coexistence Committee	The committee is made up of representative of the workers and the employer with their respective alternates, and is formed to avoid and prevent workplace harassment and to carry out support activities in this area.
Road Safety Committee	Composed of workers who, due to their role within the organization, have an impact on the fulfillment of the strategic road safety plan.
Security Leaders Committee	Composed of process coordinators in charge of safety condition reports and behavioral observations.
Change Management Committee	This committee led by the of OSH and COPASST representatives participate in changes that impact OSH such as changes in technology, work methods, new processes or projects infrastructure, facilities, and equipment.
Committee for the Investigation of Labor Incidents	Its purpose is to investigate the facts, causes and situations that have generated incidents and accidents at work and implement corrective measures aimed at eliminating or minimizing risk conditions and avoiding their recurrence. This committee is made up of the area managers, the OSH representatives and the COPASST representatives.



## Worker Training [GRI 403-5]

**In the organization we have an annual training plan on occupational health and safety issues, selected according to the area of interest. Virtual activities are carried out with technological platforms and face-to-face activities with the support of entities such as ARL Seguros Bolívar, strategic alliances with SENA, training centers, induction, and re-induction processes, among other means. The following training activities are highlighted:**

- 1** OSH induction and Re-induction: Course that all employees take on their first day of work and annually to maintain knowledge of OSH rules.
- 2** Safety talks: These are held in workstations with the objective of making personnel aware of issues related to hazards and risks in the workplace
- 3** School of body segments: Performed by physiotherapists for employees exposed to biomechanical risk factors in order to prevent musculoskeletal diseases
- 4** Chemical risk training. These are carried out to socialize personnel on the risks derived from chemical substances based on the GHS (Globally Harmonized System)
- 5** School of the safe handling of glass. It is a strategy of the area of occupational safety and health for the population exposed to the handling of glass whose focus is the control of accidents in the operation where health and raw materials are compromised Theoretical and practical knowledge will be provided, and the skills and knowledge acquired during the process will be evaluated
- 6** Course for the safe operation of overhead cranes and handling of electric stevedores. This training is given to generate knowledge and competencies required to safely operate overhead cranes and electric stevedores.
- 7** High Risk Tasks. Training in safe work at heights focused on Resolution 4272 of 2021.
- 8** Course on safe golf cart operation
- 9** Course for safe operation of pneumatic pistol.
- 10** Basic and advanced emergency brigade training course
- 11** Training on the activities of the epidemiological surveillance programs (PVE); Hearing preservation, Chromium, Xylene, Visual, Respiratory, healthy lifestyle and musculoskeletal.

**Our employees are our most valuable asset. We are committed in having a decent work environment with proper pay and benefits.**

## Medical Unit [GRI 403-6]

During 2022, we made an investment in the organization for the construction and adaptation of a Medical Unit dedicated to the health care of our employees, including those health problems not related to work activities. It is a completely free service that is available to all employees, who can access this service during working hours.

### Services

The services available at the Medical Unit are:

General Medicine, Optometry and Dentistry. The medical offices are equipped with high-tech medical equipment, allowing us to contribute to the prevention and promotion of our working population.

Additionally, we have strategic alliances with the main EPS with the highest affiliation of our working population, such as: EPS SURA, SALUD TOTAL and NUEVA EPS, with this benefit the collaborators can attend a consultation with the family doctor without incurring in transportation costs, or moderator fee, since the consultations are coordinated from our facilities.

**Our employees are our most valuable asset. We are committed in having a decent work environment with proper pay and benefits.**

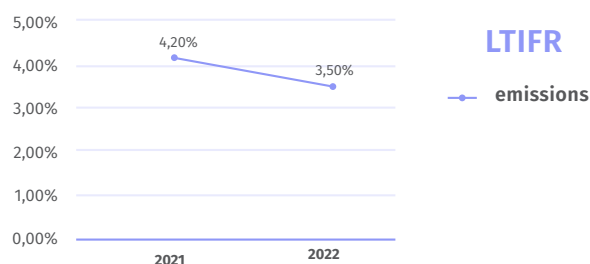
## Coverage [GRI 403-8]

OSH covers 100% and it applies to all employees (administrative and operational), contractors, suppliers, and visitors whose work is controlled by the Company. This coverage has been audited internally under the criteria of NTC 45001:2018 and the Decree 1072 de 205 and externally by the certifying entity Icontec, whose validation of coverage is done by reviewing the different programs, taking into consideration that each worker is in the program that corresponds according to the risk exposure.

The OSH that applies for the companies C.I. Energia Solar S.A.S E.S. Windows and Tecnoglass S.A.S and it is under the regulation NTC 45001:2018 and for the company ES Metals under the Resolution 0312 of 2019.

## Injuries due to work-related accidents [GRI 403-9]

The consolidated Lost Time Injury Frequency Rate (LTIFR) at the close of 2022 was 3.5%, decreased by 22%, compared to 2021 which was 4.5%. It is also below the average for the glass and aluminum manufacturing industry in Colombia, which was 5.54%, according to Fasecolda.



Occupational accident mortality rate.	0%
Injury rate for occupational accidents with major consequences, excluding fatalities. Under resolution 1401 of 2007.	Tecnoglass SAS: 0,16%
Recordable occupational injury rate.	Tecnoglass SAS: 3,22%



**The main types of occupational injuries are trauma, wounds, blows and contusions.**

For the priority hazards with potential to cause damage identified in the hazards and risks matrix, the following management programs have been implemented to eliminate the hazards and reduce the priority risks in each process.

- **Mechanical risk school:** This is developed through three pillars: human, machines and process.
- **High-risk tasks:** Monitoring is carried out through operational controls with task observations, safety

talks, and evaluation of the labor competencies of personnel operating overhead cranes.

- **Fall protection program:** We implement measures for workers who perform work at height compliance with legal requirements.
- **Behavior-based program:** We are Safer Program, critical behaviors that can generate work incidents are observed and feedback is given at the sites of the risk situations observed.

 **Occupational Diseases** [GRI 403-10]

**In 2022, there were no deaths due to occupational diseases and 5 occupational diseases but they were 5 diseases classified as occupational diseases, which are due to auditory and musculoskeletal pathologies.** The auditory pathologies are related to the time of exposure to physical risk factors such as noise; the osteomuscular pathologies are related to occupational factors such as: Manual lifting of loads, prolonged positions, dynamic load and static load, muscular effort, and repetitive movements.

From the occupational health and safety area we are implementing prevention activities within the PVE (Auditory and musculoskeletal surveillance programs) such as: follow-up of cases with auditory alterations and/or personnel with pathologies associated with the musculoskeletal system, training, active breaks, follow-up of absenteeism and accidents. As an initiative for the year 2023 we will implement the Upper Limbs School.

**Control Program**

In the company we have a chemical risk control program, in which we have an update inventory of chemical products by area, safety data files for the products and permanent availability of personal protective equipment for handling these products. With the implementation of the program, chemical incidents have been reduced.

**During 2022:**

- We conducted more than 140 trainings to different production areas on identification and labeling of chemical products, achieving a coverage of more than 1,100 people trained against chemical risk.
- More than 50 unsafe conditions related to chemical risk, such as, conditions of dams, containment devices, storage and labeling, were reported. Eighty percent of these reported conditions were addressed and closed.
- We perform continuous monitoring of hazardous chemical transfers focusing on safe handling and labeling according to the GHS.
- We have a group of advisors in chemical risk, who helped us as support for risk intervention, the prevention of accidents and chemical incidents.
- We carry out continuous monitoring of people exposed to hazardous chemicals through the epidemiological surveillance systems established by the OSH area.
- Expert engineers audited the program to continue with our continuous improvement plan.

# ✓ Human rights and labor standards [GRI 2-23, GRI 2-24]

## Area: Human Rights

### Principle 1:

Businesses should support and respect the protection of universally recognized human rights within their sphere of influence.

### Principle 2:

Businesses should make sure that they are not complicit in human rights abuses.

### Principle 3:

Businesses should respect freedom of association and the effective recognition of the right to collective bargaining.

### Principle 4:

Businesses should support the elimination of all forms of forced and compulsory labor.

### Principle 5:

Businesses should support the effective abolition of child labor.

### Principle 6:

Businesses should uphold the abolition of discrimination in respect of employment and occupation.



**Generate quality job opportunities**



**Promote and adopt best labor and human rights practices.**





[GRI 3-3]

**The promotion and respect for Human Rights is very relevant, for this reason in the company we have a Human Rights Policy that contains our commitment to freedom of association, actions to eliminate all forms of forced or compulsory labor, abolish discrimination practices in employment and occupation, and the inadmissibility of child labor and workplace harassment.**

- **We have zero “0” reports** related to human rights violations however we continue strengthening the promotions and respect for human rights.
- **We have zero “0” unionized** people, due to the high level of job satisfaction of our employees and the communication channels. The Decent work committee continues to evaluate the needs of our employees in order to implement the necessary initiatives.
- **We have zero “0” reports** related to forced or coerced labor in our work environment we encourage efficient and responsible work, allowing our employees to perform their activities freely.

• **All our employees are over 18 years old.** From our selection process, we guarantee that we do not hire minors.

• **We have zero “0” reports** related to discrimination. In our task of providing opportunities to all, we have employees with disabilities, we promote the integral development and social inclusion of people who need it most, as in the case of hiring personnel from Las Flores neighborhood (neighboring community). We also hire employees with little or no experience (first job), giving them the opportunity to grow professionally by developing their skills and abilities. We guarantee non-discrimination in the selection process, always choosing the person who meets the profile of the position regardless of gender, religion, political ideology or any other aspect that tends to lead to discrimination and we guarantee opportunities for growth within the company, through internal promotion.

**The guidelines contained in our Human Rights Policy are:**

- |   |   |
|---|---|
| <p><b>1</b> To conduct business respecting the human rights of each individual, complying with applicable laws and regulations.</p>             | <p><b>5</b> We are committed to ensuring high standards of health and safety in the workplace.</p>  |
| <p><b>2</b> We reject the use of any form of forced labor. We do not tolerate child labor, physical punishment, or abuse.</p>                   | <p><b>6</b> We reject any form of harassment; physical, verbal, sexual or psychological abuse; threats or intimidation in the workplace.</p>      |
| <p><b>3</b> We reject all forms of discrimination.</p>  | <p><b>7</b> We are aware that salary is the basis of fair remuneration for work, and we respect the principle of equal pay for men and women.</p> |
| <p><b>4</b> We respect the rights of our employees to form or participate in organizations, including unions or other forms of association.</p> |   |

 **Generate value in the communities of the area of influence.**

Hand in hand with the Tecnoglass Eswindows Foundation, for 17 years we have been developing social projects generating value in the communities of the area of influence, in the collaborators and their families.

**The programs that we develop in 2022 in accordance with the strategic lines are:**

 **Education for progress**

**315**  
**People**  
**Benefited**

**Scholarship Program**

**We bet on the transformation of lives through programs of access to quality education.** In 2022 we benefit 315 youth and adults, who are employees and children of employees of Tecnoglass Group. They carry out their technical, technologist, undergraduate and postgraduate studies in different universities in the country such as: Universidad de los Andes, Universidad del Norte, Universidad Autónoma del Caribe, Universidad Simón Bolívar, CUC, among others.

**+300**  
**People**  
**Benefited**

**Scholarship Recipient Gala**

On July 6, 2022, we held the first Tecnoglass ESWindows Foundation Scholarship Gala, commemorating more than 300 employees and children of employees, who, with their effort, discipline and commitment have managed to fulfill their dreams of studying a professional career.

**46**  
**People**  
**Benefited**

**Educational Sponsorship**

We firmly believe that education is the key to progress, and we work every day to ensure that more people have access to quality education. In 2022, we sponsor 46 children and youth from vulnerable communities, supporting them with primary and secondary.

**4000**  
**People**  
**Benefited**

**School Kits**

We deliver school kits to children of employees and schools in the city of Barranquilla.



## Hand in Hand with **the Community**

In Tecnoglass Eswindows Foundation one of our main focuses is to transform social challenges into windows of opportunities, therefore, we carry out social infrastructure works in different educational institutions that allow us to improve the quality of life of children and youth.

**890**  
People  
Benefited

### IED Las Flores

This institution offers preschool, elementary, and high school education to 890 children and youth in the Las Flores neighborhood. In this educational entity we intervened in the facade of the institution, the construction of a security checkpoint, the adequacy of 22 classrooms and offices. We changed: floors, ceilings, painting, and the general finishes of the building. We provided bathrooms, desks, computers, tables, chairs, and boards. We also built two roofs in the infant and preschool areas. To continue promoting sports as one of the main activities of the institution, we also made a racquet ball court so that children can enjoy a space for healthy recreation.

**1178**  
People  
Benefited

### IED San Pablo

This educational institution currently serves 1,178 students in primary and secondary school. We performed maintenance and improvements in bathrooms, laboratory, computer room, 27 classrooms, access stairs, roofs, and ceilings, in order to provide optimal facilities that encourage attendance and academic training. In addition, we built a 480 m2 roof in the sports area and adapted a multi-purpose court for soccer, basketball, and volleyball.

**90**  
Children  
Benefited

### Monseñor Víctor Tamayo

In this social infrastructure improvement project that seeks to promote the good use of free time and access to first quality facilities, we made the adaptation of bedrooms, 10 bathrooms, 15 classrooms, 1 computer room, offices, dining room, maintenance of recreation areas, soccer field and multi-purpose court. We also replaced 200 m2 of roofing, general painting, and provided air conditioners, washing machines, dryers, and freezers.

**1500**  
People  
Benefited

### School Supplies

In order to transform the lives of children through education, we delivered the first desks to several schools in Barranquilla, together with the District Secretary of Education and the Mayor's Office of Barranquilla.

**500**  
Families

### Solidarity Food Pantries:

In 2022 there was a winter season that affected thousands of families in different neighborhoods of Barranquilla and towns of the Atlántico, mainly in Piojó and Sabanalarga, so we decided to implement a plan to supply food to more than 500 families, delivering 1,000 door-to-door solidarity food pantries. We also reached the Nueva Granada neighborhood, one of the most affected in the city, taking our Solidarity Pantry, and free market model where people can purchase basic food items from the family basket, with the aim of providing a helping hand to people who were left homeless and without food.

## Social Intervention

**48**  
Families

### Housing improvement

Through our Home Improvement program, we recognize the dedication and commitment of Tecnoglass Group employees, giving them support to improve their homes or buy their own, ensuring the welfare of their families. In 2022 we delivered 48 home improvements.

**44**  
Wheel-  
chairs

### “Moviliza la Esperanza” - W Radio

In 2022 we delivered, through an alliance with W radio, 44 wheelchairs to vulnerable people in different departments of Colombia. In this way, we provide the opportunity for children, youth and adults with physical disabilities who do not have the economic resources to access a wheelchair to enjoy a better quality of life.

**90**  
People  
Benefited

### Monseñor Víctor Tamayo

The Monseñor Víctor Tamayo boarding school supports 90 children and youth in the process of restoring their rights, offering them education, housing, food, sports, psychosocial support, and various recreational and training programs. In alliance with the Caminos de María Foundation, we conducted catechesis workshops for children and youth, where they were given school kits, entrepreneurship workshops, dance, and a Christmas activity to develop their sports and integration skills.

## Promoting Culture and Sport

### Support to different soccer schools

In alliance with sports schools such as Sporting and foundations such as those of Teo Gutiérrez and Miguel Borja, we support more than 500 children and youth to become great athletes with a deep work of values such as respect, discipline, responsibility, teamwork, among others.

We also support the soccer teams formed by employees, who organize tournaments inside and outside the company, promoting entertainment spaces.

### Support for sports

Through the Fundación a la Rueda Rueda we support around 400 children and young people who benefit from dance, painting, boxing and chess programs.



## Other Social Activities

**3000**  
Children

### Children's Day

On April 29, 2022, the celebration of Children's Day took place, where more than 3,000 children from Barranquilla, along with their families, joined us at the monument La Ventana Al Mundo, to enjoy this special day in a healthy and harmonious way.

**400**  
Children

### Little Angels Day

On the Day of the Little Angels, we enjoyed an afternoon full of games, music, dancing, and candy delivery to more than 400 children from the Las Flores neighborhood.

**10**  
Thousand  
Gifts for  
Children

### Christmas

At Christmas we brought smiles to 10,000 children by delivering gifts to 18 institutions in Barranquilla.









07

Global Compact  
Progress **Com-**  
**munication**  
**SDGs**







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PROYECTO 110542 - ITEM 3  
VOL. 220W 90Mx 3 Ejes  
AÑO DE FAB: 2015






PLACAS EN  
ESPESOR



# ✓ Global Compact And Sustainable Development Goals

Committed to the principles of the Global Compact and the Sustainable Development Goals adopted by the United Nations, we present below their articulation in our sustainability initiatives:

Global Compact Principle	Sustainable Development Goals	Strategy pillar	Initiative
<p><b>Principle 1:</b> Businesses should support and respect the protection of universally recognized human rights within their sphere of influence.</p>	 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	Empowering our environment	<ul style="list-style-type: none"> <li>Generate quality job opportunities</li> <li>Promote and adopt best labor and human rights practices.</li> <li>To form and develop an integral and innovative work team.</li> <li>To have an accident-free work environment, supported by a culture of health and safety.</li> </ul>
<p><b>Principle 2:</b> Businesses should make sure that they are not complicit in human rights abuses.</p>	 <p>5 GENDER EQUALITY</p>	Empowering our environment	<ul style="list-style-type: none"> <li>Promote and adopt best labor and human rights practices.</li> </ul>
<p><b>Principle 3:</b> Businesses should respect the freedom of association and the effective recognition of the right to collective bargaining.</p>	 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	Empowering our environment	<ul style="list-style-type: none"> <li>Generate quality job opportunities</li> <li>Promote and adopt best labor and human rights practices.</li> </ul>
<p><b>Principle 4:</b> Businesses should support the elimination of all forms of forced and compulsory labor.</p>	 <p>10 REDUCED INEQUALITIES</p>	Empowering our environment	<ul style="list-style-type: none"> <li>Generate quality job opportunities</li> <li>Promote and adopt best labor and human rights practices.</li> </ul>

Global Compact Principle	Sustainable Development Goals	Strategy pillar	Initiative
<p><b>Principle 5:</b> Businesses should support the effective abolition of child labor.</p>	<p>5 GENDER EQUALITY</p> 	Empowering our environment.	 Promote and adopt best labor and human rights practices.
<p><b>Principle 6:</b> Businesses should support the abolition of discrimination in respect of employment and occupation.</p>	<p>8 DECENT WORK AND ECONOMIC GROWTH</p>  <p>10 REDUCED INEQUALITIES</p> 	Empowering our environment.	 Generate quality job opportunities  Promote and adopt best labor and human rights practices.
<p><b>Principle 7:</b> Businesses should support a precautionary approach to environmental challenges.</p>	<p>6 CLEAN WATER AND SANITATION</p> 	Leading eco-efficiency and innovation	 Prevent, mitigate and offset the environmental impacts of the business.  Responsible management of the value chain and the product life cycle
<p><b>Principio 8:</b> Businesses should encourage initiatives that promote greater environmental responsibility.</p>	<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>  <p>13 CLIMATE ACTION</p> 	Leading eco-efficiency and innovation	 Promote energy efficiency of operation and products  Position a focus on innovation and quality in all company processes.
<p><b>Principle 9:</b> Businesses should encourage the development and diffusion of environmentally friendly technologies.</p>		Leading eco-efficiency and innovation	 Promoting the efficient use of environmentally friendly materials and technologies.
<p><b>Principle 10:</b> Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p> 	Promoting continuous, ethical and responsible growth.	 Conduct our business ethically, with integrity and transparency.  Adopt better corporate governance practices that facilitate decision making and accountability.



08

Global  
Reporting  
**Initiative**  
Standard - GRI





PACKAGING  
EMPAQUE

Sustainability Report 2022

ESWINDOWS

UNITS  
CLEANING,  
PACKAGING

GLAZING





# GRI Content Index

**Statement of use:** Tecnoglass has reported in accordance with the GRI, Standards for the period from January 1 to December 31, 2022.

**GRI 1 used:** GRI 1: Fundamentos Estándares.

**Applicable GRI Sector Standard(s):** N/A.

GRI Standards	Disclosure	Location	Part Omitted	Reason	Explanation
<b>General disclosures</b>					
<b>The organization and its reporting practices</b>					
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	Pag 11. Tecnoglass Inc			
	2-2 Entities included in the organization's sustainability reporting	Pag 11	The financial statements are consolidated	Included in financial statements	
	2-3 Reporting period, frequency and contact point	Pag 5 and 10			
	2-4 Restatements of information	Pag 10			
	2-5 External assurance	Pag 10			
<b>Activities and workers</b>					
<b>GRI 2: General Disclosures 2021</b>	2-6 Activities, value chain and other business relationships	Pag 12-13; 50-55			
	2-7 Employees	Pag 16			
	2-8 Workers who are not employees	Pag 16			
<b>Governance</b>					
	2-9 Governance structure and composition.	Pag 27-31			
	2-10 Nomination and selection of the highest governance body.	Pag 27			
	2-11 Chair of the highest governance body.	Pag 30	The Chairman of the Board is not a senior executive of the company.		
	2-12 Role of the highest governance body in overseeing the management of impacts.	Pag 30			
	2-13 Delegation of responsibility for managing impacts.	Pag 26			
	2-14 Role of the highest governance body in sustainability reporting.	Pag 30	The contents of this report are presented to the Board of Directors.		
	2-15 Conflicts of interest	Pag 32			No collective bargaining agreements
	2-16 Communication of critical concerns.	Pag 47			
	2-17 Collective knowledge of the highest governance body.	Sustainability issues are on the Board's agenda.			
	2-18 Evaluation of the performance of the highest governance body.	Pag 32			
	2-19 Remuneration policies.	Pag 32			

GRI Standards	Disclosure	Location	Part Omitted	Reason	Explanation
	2-20 Process to determine remuneration.	Pag 32			
	2-21 Annual total compensation ratio Strategy, policies and practices.	Pag 32-33			
<b>Strategy, policies and practices</b>					
	2-22 Statement on sustainable development strategy.	Pag 7			
	2-23 Policy commitments.	Pag 36, 45, 97			
	2-24 Embedding policy commitments.	Pag 36, 45, 97			
	2-25 Processes to remediate negative impacts.			Information unavailable	Tecnoglass is in the process of preparing the information to report this indicator.
	2-26 Mechanisms for seeking advice and raising concerns.	Pag 38			
	2-27 Compliance with laws and regulations.		We have no not present any cases of non-compliance with law and and regulations during the reporting period.		
	2-28 Membership associations.	Pag 20			
<b>Stakeholder engagement</b>					
	2-29 Approach to stakeholder engagement.	Pag 37			
	2-30 Collective bargaining agreements.			Non applicable	No collective bargaining agreements
<b>Material topics</b>					
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics.	Pag 39-40			
	3-2 List of material topics.	Pag 41			
<b>Ethics and Compliance Program</b>					
<b>GRI 205: Anti-corruption 2016</b>	<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Pag 45		
		205-1 Operations assessed for risks related to corruption.			Tecnoglass evaluates 100% of the operations in corruption issues. In the matrix the inherent risk is high and the residual risk is medium taking into consideration all the controls that are implemented.
		205-2 Communication and training about anti-corruption policies and procedures	Pag 46		
		205-3 Confirmed incidents of corruption and actions taken	9	No confirmed corruption cases in 2022.	



GRI Standards	Disclosure	Location	Part Omitted	Reason	Explanation
<b>Energy</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics.	Pag 69			
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	Pag 69		Information unavailable	Tecnoglass is in the process of preparing the information to report this indicator.
	302-4 Reduction of energy consumption	Pag 69			
<b>Efficient consumption and water saving</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Pag 69			
	303-1 Interactions with water as a shared resource	Pag 66-67		Non applicable	No collective bargaining agreements
	303-2 Management of water discharge-related impacts	Pag 66-67			
<b>GRI 303: Water and Effluents 2018</b>	303-3 Water withdrawal	Water is not extracted directly			
	303-4 Water discharge	The discharge of wastewater from our production processes and administrative use is made directly to the sewage system of Triple A S.A. E.S.P			
	303-5 Water consumption	Pag 68			
<b>Climate Change</b>					
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics.	Pag 39-40			
	3-2 List of material topics.	Pag 41			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Pag 71			
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions.	Pag 72			
	305-2 Energy indirect (Scope 2) GHG emissions.	Pag 72			
<b>Waste management and utilization</b>					
<b>GRI 305: Emissions 2016</b>	3-3 Management of material topics.	Pag 74			

GRI Standards	Disclosure	Location	Part Omitted	Reason	Explanation
<b>GRI 306: Waste 2020</b>	Disclosure 306-1 Waste generation and significant waste-related impacts.	Pag 74			
	Disclosure 306-2 Management of significant waste-related impacts.	Pag 74			
	306-3 Waste generated	Pag 75			
	306-4 Waste diverted from disposal	Pag 76			
	306-5 Waste directed to disposal	Pag 77			
<b>Human Talent Management</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics.	Pag 86-87			
	404-2 Programs for upgrading employee skills and transition assistance programs.	Pag 88			
	404-3 Percentage of employees receiving regular performance and career development reviews.	Pag 89			
<b>Occupational health and safety</b>				Information unavailable	Tecnoglass is in the process of preparing the information to report this indicator.
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics.	Pag 90			
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	Pag 90			
	403-2 Hazard identification, risk assessment, and incident investigation.	Pag 92			
	403-3 Occupational health services.	Pag 92			
	403-4 Worker participation, consultation, and communication on occupational health and safety.	Pag 93			
	403-5 Worker training on occupational health and safety.	Pag 94			
	403-6 Promotion of worker health.	Pag 95			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships.		To mitigate and prevent significant negative impacts on health and safety, risks are initially identified in the matrix and controls and measures are established to help mitigate them. Additionally, programs are implemented and activities are carried out to prevent and avoid unsafe actions at work.		
	403-8 Workers covered by an occupational health and safety management system.	Pag 95			
	403-9 Work-related injuries.	Pag 95			
	403-10 Work-related ill health.	Pag 96			
<b>Local Communities</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics.	Pag 99			
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs.	Pag 99			









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[www.eswindows.com](http://www.eswindows.com)  
[www.gmpglazing.com](http://www.gmpglazing.com)  
[www.es-metals.com](http://www.es-metals.com)  
[www.componenti.com](http://www.componenti.com)

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