

TECNOGLASS



The Power of Quality

# SUSTAINABILITY REPORT 2023

QUALITY WITHOUT LIMITS.

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







**TECNOGLASS**



The Power of Quality



# CONTENT

## 01

Letter from our CEO

Pag 07

## 02

We are Tecnoglass

Pag 08

## 03

Sustainable Tecnoglass

Pag 38

## 04

Promoting continuous, ethical and responsible growth

Pag 48

## 05

Leading eco-efficiency and innovation

Pag 62

## 06

Enhancing our environment

Pag 86

## 07

Global Compact Progress Communication - SDGs

Pag 106

## 08

Global Reporting Initiative Standard - GRI

Pag 110

To make any inquiries or share comments or opinions about this Sustainability Report, you can write to us at: [sostenibilidad@tecnoglass.com](mailto:sostenibilidad@tecnoglass.com)

[GRI 2-3]







With great enthusiasm, I present the substantial advancements Tecnoglass has made on our sustainability journey over the past year. This report highlights our comprehensive strategy, addressing social, environmental, economic, and governance dimensions through three fundamental pillars: Enhancing Our Environment, Leading in Eco-Efficiency and Innovation, and Promoting Continuous Ethical and Responsible Growth.

This year, we achieved a historical record in sales, demonstrating the resilience and strength of our business model. Additionally, I proudly report zero cases of corruption, thanks to our robust ethics line and zero-tolerance policy toward unethical behavior. This reaffirms our commitment to exemplary corporate governance and strengthens the trust placed in us by all stakeholders.

In our ongoing fight against climate change, we have launched significant initiatives, including measuring our water footprint and confirming our status as Water Positive. Moreover, several of our innovation projects have been qualified and approved by the Ministry of Science, Technology, and Innovation, underscoring our leadership in eco-efficiency and innovation.

Our collaboration with the National Ombudsman's Office has fortified the promotion of Human Rights within and around our operations. We have achieved low accident rates, reflecting continuous improvements in workplace safety. Numerous social projects have been implemented, benefiting our employees and the communities within our areas of influence, significantly improving their quality of life.

As we progress, our commitment is to continue strengthening these areas, always seeking to lead through innovation and responsible growth. With the unwavering support of our collaborators and stakeholders, Tecnoglass will remain a benchmark for sustainability in the industry.

Let's continue working together to build a better future with The Power of Quality.

Thank you for your ongoing support and commitment

**José Manuel Daes**  
CEO TECNOLASS

[GRI 2-22]

**02**  
**We are**  
**Tecnoglass**







# About this report

[GRI 2-3, GRI 2-5]

**We are pleased to present to all of our stakeholders the 2023 Sustainability Report, which outlines the actions and projects developed in the environmental, social, economic, and corporate governance areas from January 1st to December 31st, 2023. At Tecnoglass, we have maintained a constant commitment with transparent disclosure by presenting annual sustainability reports in the second quarter of each year.**

This report has been crafted in alignment with our sustainability strategy, adhering to the GRI standards 2021 and in accordance with the Communication on Progress (COP) of the 10 Principles of the United Nations Global Compact. Furthermore, it has been articulated with the Sustainable Development Goals (SDGs) and the applicable SASB indicators of our industry.

To ensure the integrity of the information in the report, we have followed verification standards. In this regard, BDO Audit S.A.S BIC has conducted a limited assurance on indicators contained in the report, while PWC Contadores & Auditores S.A.S, our external auditor and statutory auditor, has verified the financial information. Additionally, our sustainability team has carried out an internal review of the information in its entirety.

If you wish to consult or sustainability reports, we invite you to visit: <https://www.tecnoglass.com/es/informes-de-sostenibilidad/>

We are at your disposal to address any inquirers, comments, or suggestions you may wish to share. You can write directly to: [sostenibilidad@tecnoglass.com](mailto:sostenibilidad@tecnoglass.com)



# About us [GRI 2-1, GRI 2-2]





We are Tecno**g**lass, an industrial group with a solid track record of more than four decades in the manufacturing and commercialization of glass & aluminum, as well as in the design, manufacturing, and installation of architectural systems for residential and commercial projects. Since our establishment, we have maintained a strong commitment towards excellence, offering innovative, cost effective and environmentally friendly products. This combination, along with our highly skilled workforce, has positioned us as market leaders.

We are a continuously growing business group. Our parent company, Tecno**g**lass Inc, has 8 subsidiaries, 9 affiliates, and one branch, extending its commercial presence in Colombia, the U.S, Peru, Bolivia, Panama, and Guatemala, with the U.S being the most significant market.

We highlight the commercial role of our following subsidiaries; E.S Windows NY, LLC, E.S Windows California, LLC, and the newly established E.S New Jersey, LLC, all dedicated to meeting demand in their respective markets in the U.S.



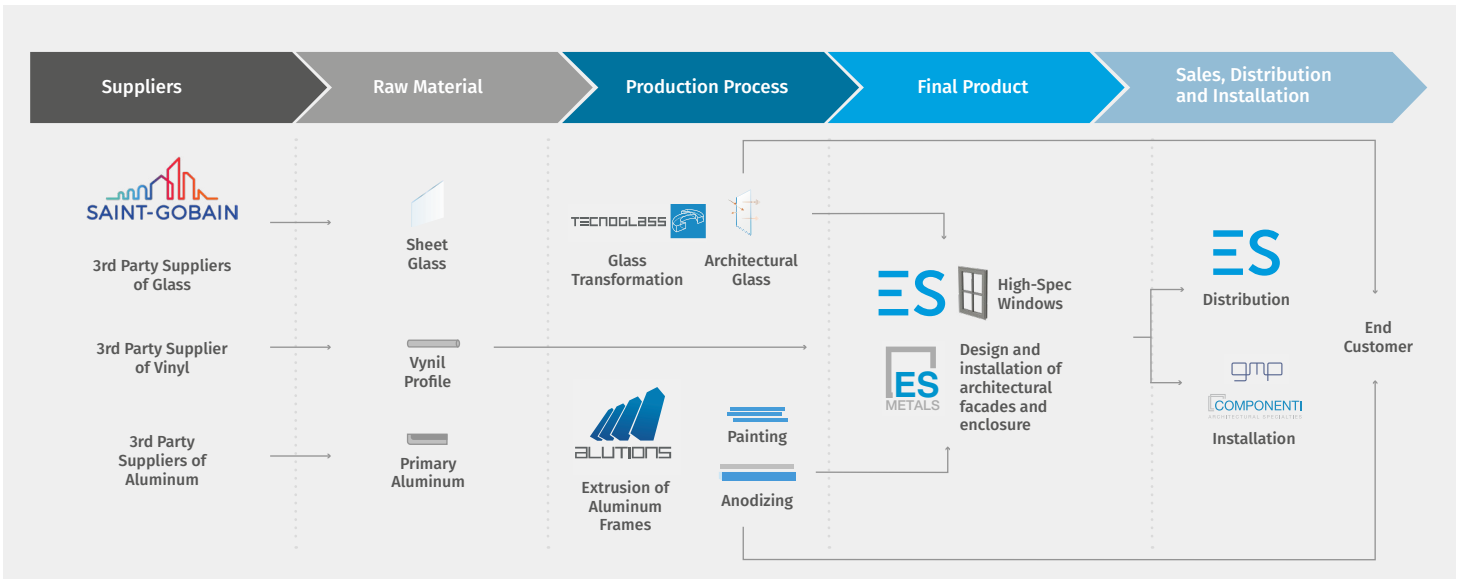
The main companies and business units are:

	<b>Glass products</b>		<b>Design and installation of enclosure systems</b>
	<b>Aluminum Products</b>		
	<b>High-specialty windows and facades Distribution of products manufactured by the Group</b>		<b>Design and installation of architectural facades and enclosure</b>



Our manufacturing process takes place in an industrial complex in Barranquilla, Colombia, with an extension of 500.000 square meters. This enables us to have complete control over every stage of the operation and ensure exceptional quality in all our products.

Vertical integration allows us to maintain low costs and operational flexibility.



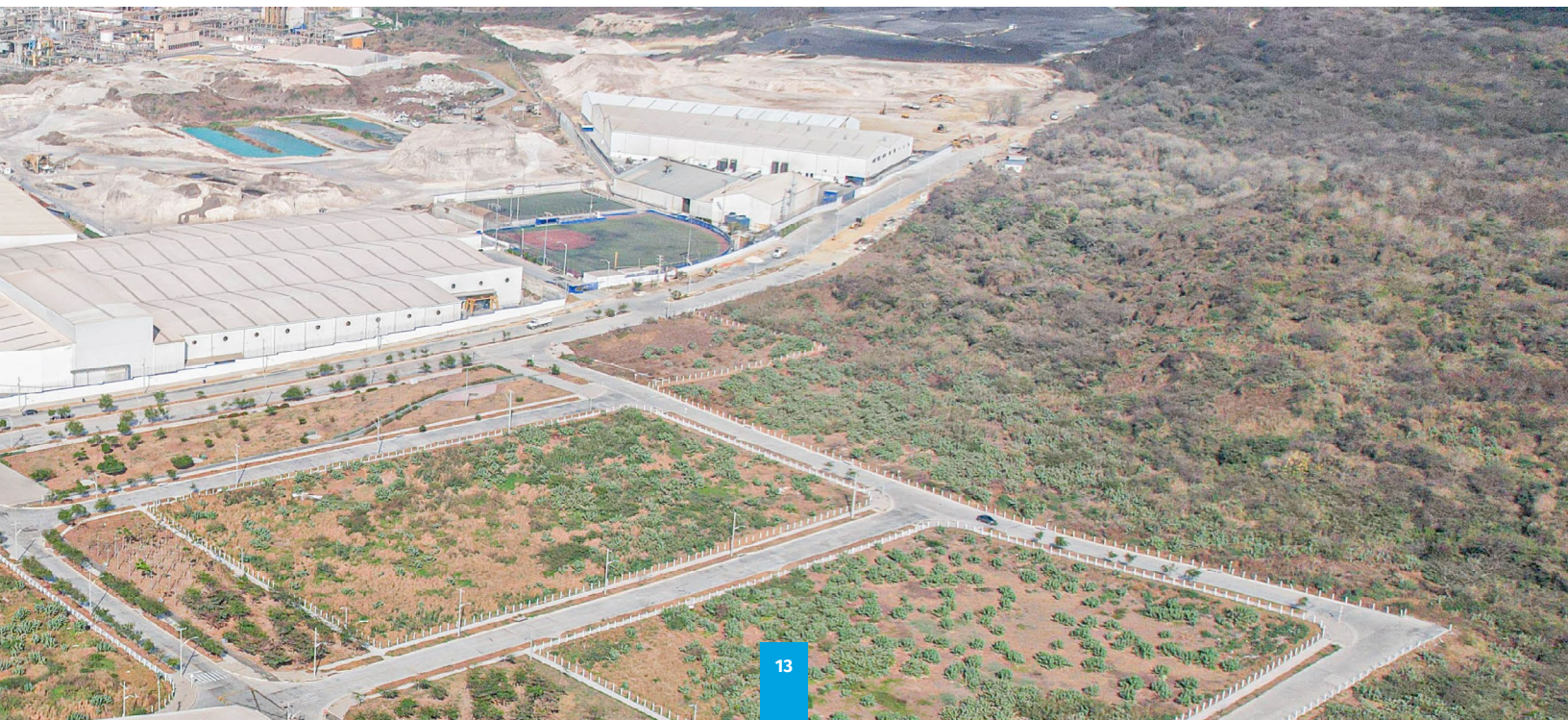
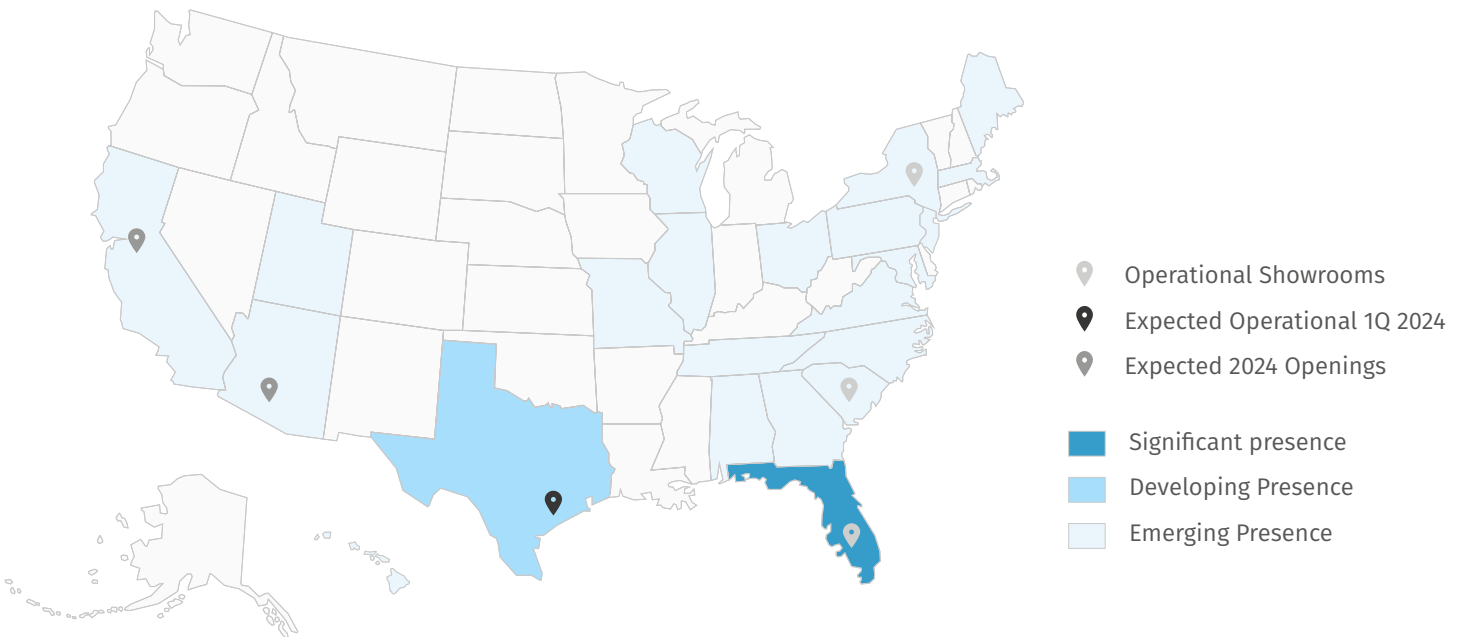
The strategic partnership with Saint Gobain strengthens our vertical integration strategy and positions Tecnoglass in a privileged position to take advantage of the benefits of practically the entire value chain of our high-quality architectural glass production.





## TGLS Successful Geographic Expansion in the U.S.

To optimize our operations in the U.S., we have headquarters of approximately 20,000 square meters in Miami, Florida, where we manage administrative processes, storage, and dispatch. Additionally, we have leased showrooms in New York, Charlotte, and Houston as part of our expansion strategy, with plans to establish presence in Arizona and California in the near future.



# Supply Chain [GRI 2-6]

We optimize our supply chain from production planning and inventory management to transportation logistics and distribution. We implement advanced technologies, process tracking, and monitoring of export and import operations, which improves product visibility and traceability, facilitating informed decision-making and early identification of potential threats.

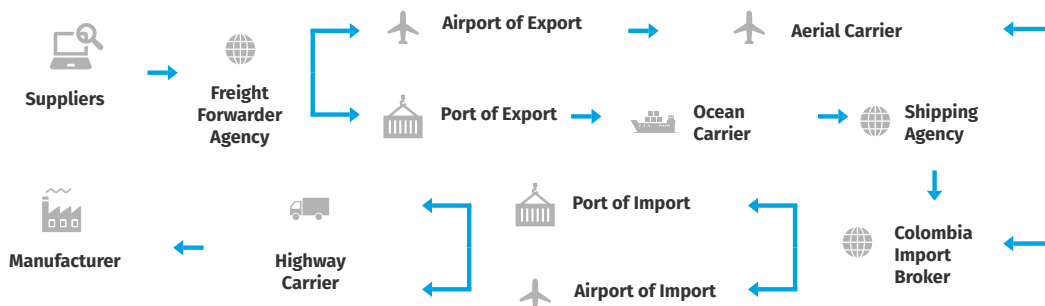
We have authorizations for special customs regimes for export and import in Colombia, such as the Plan Vallejo and International Commercializer, which offer significant tax and customs benefits for corporate group companies, reducing production costs, improving the quality of final products, and facilitating export expansion. This encourages business internationalization, fostering economic growth, job creation, and sustainable development in a globalized and competitive environment.

In close collaboration with our business partners, during 2023, our foreign trade operations continue to apply reverse logistics methods to effectively coordinate transportation activities of goods from the industry to the departure port and vice versa. Our land import operations in Colombia have increased due to the purchase of specific raw materials, specifically float glass and molds, from national suppliers under the free trade zone customs regime. Additionally, with the increase in our own truck fleet in the Miami warehouse, we have optimized our delivery times to customers.

As security in the supply chain is a key pillar for the success of our operations in international trade, we apply industry best practices to protect the integrity of our products, gain the trust of our customers, and comply with regulatory authorities. We voluntarily adhere to programs such as the Customs-Trade Partnership Against Terrorism (C-TPAT) in the United States and the Authorized Economic Operator in Colombia as an essential part of our strategies to ensure security in the distribution of our goods.

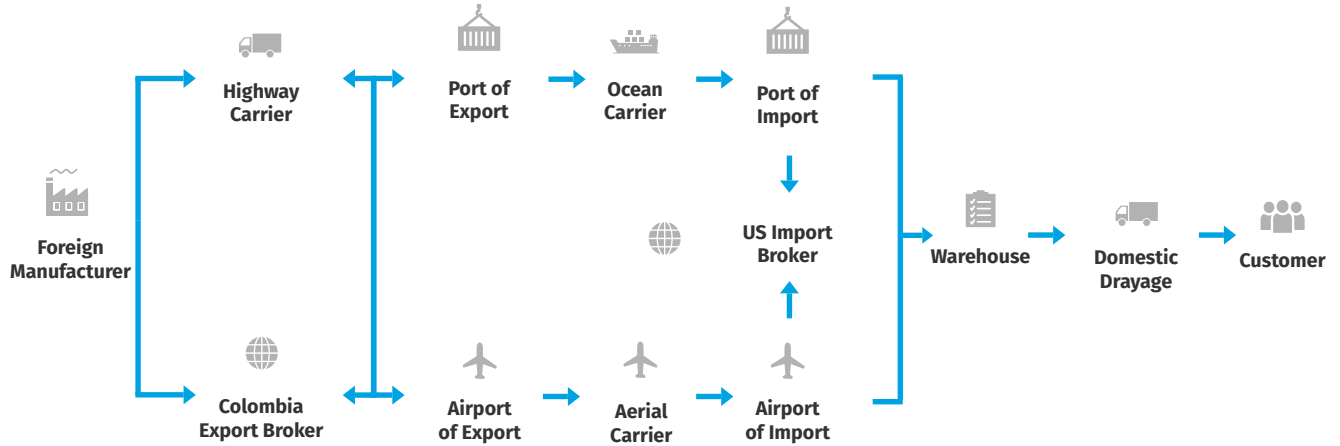
We implement industry best practices as fundamental measures to continuously improve our export and import processes. These practices include prior knowledge of our trading partners, the application of standards to prevent unauthorized access to our facilities and cargo units, cargo traceability in exports and imports, process systematization, internal inspections, and continuous training of our team to prevent and detect any threats timely, as well as the application of security measure agreements. We continue to adopt new technologies and tools to anticipate and detect changes in our processes in a timely manner.

## Supply Chain International - Imports

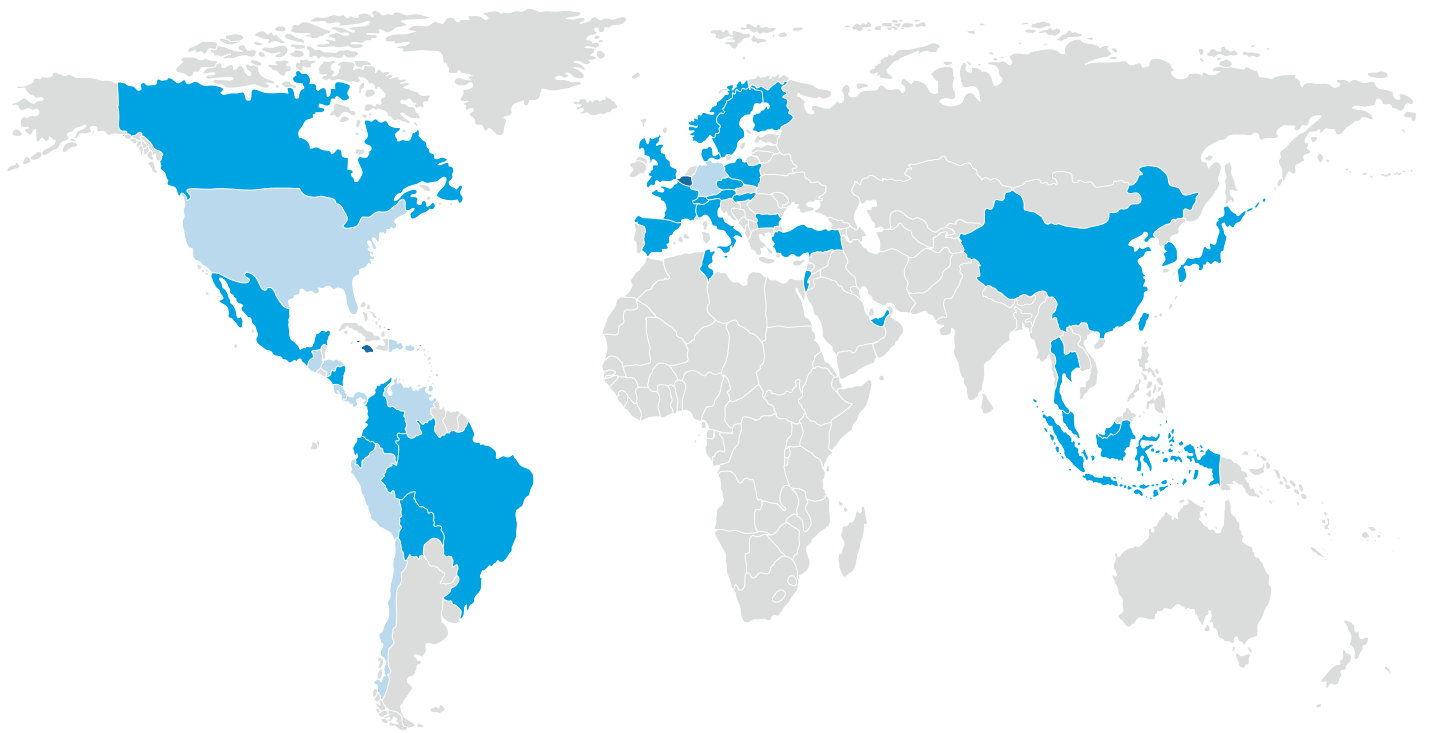




## Supply Chain International - Exports



## Exports and Imports

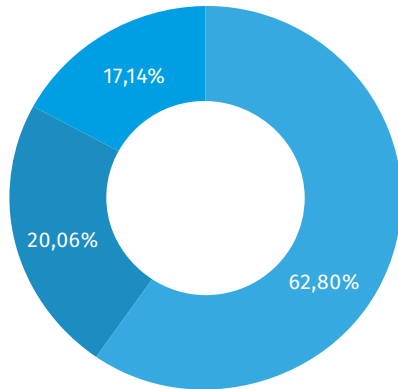


● Countries only Imports

● Country only Exports

● Countries Exports - Imports

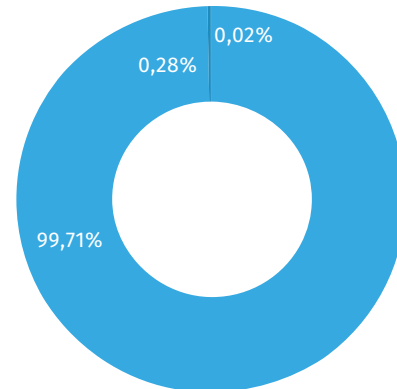
## Imports



● Maritime ● Aerial ● Ground

Import	Total	% Operations
Maritime	4799	62,80%
Aerial	1533	20,06%
Ground	1310	17,14%
<b>Total</b>	<b>7642</b>	<b>100,00%</b>

## Exports



● Maritime ● Aerial ● Ground

Export	Total	% Operations
Maritime	11893	99,71%
Aerial	33	0,28%
Ground	2	0,02%
<b>Total</b>	<b>11928</b>	<b>100,00%</b>

## Exports from Colombia

	Energía Solar	Tecnoglass	ES Metal	Total
Value FOB Exports	USD 645.872.261	USD 75.342.091	USD 10.752.331	USD 731.966.683
Operations	9749	2028	151	11928

## Imports to Colombia

	Energía Solar	Tecnoglass	ES Metal	Total
Value FOB Imports	USD 66.808.639	USD 181.580.152	USD 2.101.286	USD 250.490.076
Operations	3620	3975	47	7642

## Supply Chain Security Activities

- **In the U.S., we were able to revalidate with Customs and Border Protection (CBP) our compliance with the minimum-security criteria of the Customs-Trade Partnership Against Terrorism (CTPAT) program as Tier III, reinforcing the application of best practices and our continuous monitoring in the import processes of merchandise in the U.S.**
- **Our Colombian subsidiaries maintained authorizations as Authorized Economic Operator exporter and importer in the security and facilitation category for.**
- **We trained employees to strengthen supply chain security, highlighting the following:**
  - General induction training for 100% of new employees on policies, guidelines, and risk management for supply chain security.
  - Training for prevention against the trafficking of illicit substances, including verification techniques to inspect export and import containers and cargo units, conducted in alliance with the National Police in Colombia.
  - Enhanced security seals training in the Container Security Department personnel regarding international standards based on ISO 17712.
  - Annual training in surveillance and technological tools for personnel in the physical security department.
- **Miami Warehouse: Trained our employees on security measures for container inspection and security seals, red flags to detect incidents and suspicious activities within the supply chain, emphasizing the importance of immediately reporting any findings through authorized communication channels.**
- **Participated in the AEO 2023 Congress organized by the National Tax and Customs Directorate in Colombia in relation to new threats and challenges for the international logistics chain.**
- **Mutual recognition agreements with Colombia were informed and trained for key personnel.**
- **Management in import operations in Colombia was reinforced with technology, with the aim of streamlining foreign trade processes, physical security, and warehouse management. This improvement allows us to extend controls to customs agencies and carriers, creating a more dynamic and efficient environment.**
- **Annual security study at our production plants, focusing on areas identified as critical for supply chain security to proactively identify vulnerabilities and strengthen physical protection at our facilities.**



- Expanded coverage of closed-circuit television (CCTV) by installing new cameras in critical areas, improving security measures in key areas such as storage of imported and exported goods, perimeter barriers, and loading and unloading docks.



- Conducted monthly audits of container traceability for importers and exporters to identify best practices for supply chain control, as well as bi-monthly audits for inventory tracking, distribution, and container seal registration to enhance cargo security.



## 2024 Initiatives

- Maintain authorizations for the Authorized Economic Operator (AEO) and Customs-Trade Partnership Against Terrorism (CTPAT) programs, with continuous improvement in each of the activities in the processes.
- Continue with the implementation of the Authorized Economic Operator program as an exporter at C.I. ES Metals S.A.S., and continue to strengthen controls due to the increase in international operations resulting from the expansion of the production plant planned for 2024.



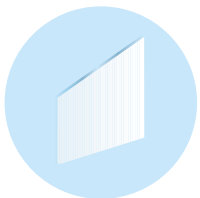
# Products and Brands [GRI 2-6]

We offer a wide range of architectural systems products in the market, identified with the following brands:

- **Tecnoglass**
- **ESwindows**
- **Alutions**
- **Tecnobend**
- **ECOMAX by ESWINDOWS**
- **ESWINDOWS Interiors**
- **ESW Windows and Walls**
- **Solartec by Tecnoglass**
- **Prestige by ESWINDOWS**
- **Eli by ESWINDOWS**
- **Alessia by ESWINDOWS**
- **Tecosmart**
- **Ultraview by Tecnoglass**
- **ESMetals**
- **Componenti Architectural Specialties**

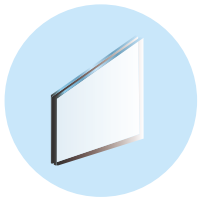
We stand out for offering a variety of innovative products, through which we provide our customers with unique solutions, backed by our motto: “The Power of Quality”.

After decades of unwavering success, EsWindows embarked on a new journey, by the unveiling of its new corporate identity, transitioning from the former ES Windows brand to become ES as part of its 40-year anniversary. Alongside this fresh identity is the introduction of a powerful new tagline: “Imagine Extraordinary.” This phrase encapsulates ES’s relentless dedication to providing extraordinary products that inspire and exceed customers’ expectations around the world.



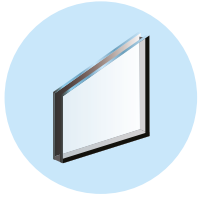
## Tempered Glass

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.



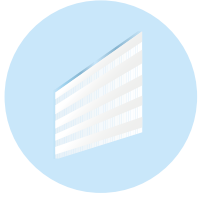
## Laminated Glass:

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.



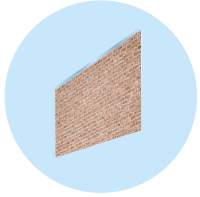
## Insulated Glass

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.



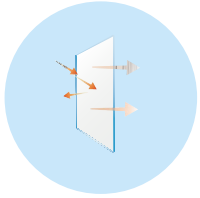
## Silkscreen glass

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.



## 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.

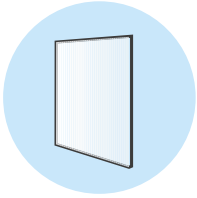


## Low-emissivity glass (Low-E)

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.

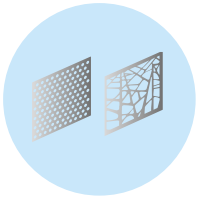
**SUSTAINABILITY APPROVED**

# Products and Brands [GRI 2-6]



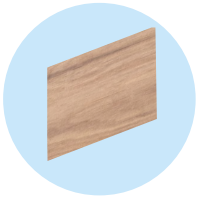
## Windows and Doors

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.



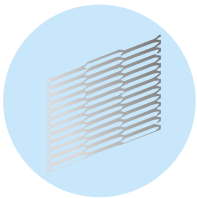
## Microperforated Material

Standard Art Aluminum cladding has a preset art (punch).  
Special Art Aluminum cladding has an artwork established by the customer (customized).  
Our facades regulate the temperature, generating energy savings, air inlet, and outlet, improving the building's environment.



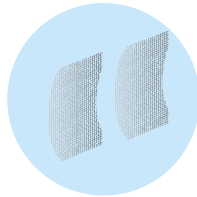
## Phenolic Panels

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.



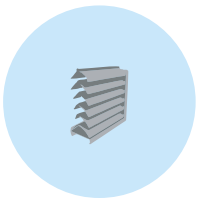
## Expanded Metal (Mesh)

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.



## Wire Mesh

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



## 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.



# Highlighted Projects

With a database of over 1,000 active clients in the construction sector, we have participated in emblematic projects such as:



14 Lecount Place, New Rochelle, NY



15 Necco, Boston MA



300 Third Avenue, Waltham, MA



Eastlight, NY

# Company History



# Tecnoglass in figures

## Dollar figures



Net Debt  
**\$40,5**



Net Worth  
**\$548**



Total Sales  
**\$833,3**



Total Assets  
**\$962,7**



EBITDA  
**\$304,1**

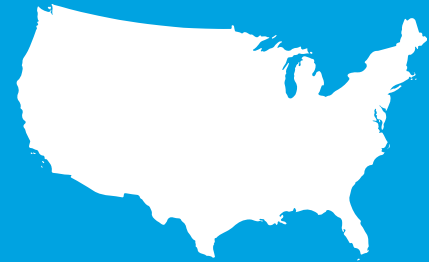


Net Income  
**\$183.510**



Gross Margin  
**\$390,9**

EBITDA increases  
by 14.5% year-over-  
year to a record of  
USD \$304.1 million  
or 36.5% of total  
sales.



**95%**  
United States  
Total Sales: \$795



**3%**  
Colombia  
Total Sales: \$25,1

# Employment Generation & Well – Being

[GRI 2-7]

At Tecnoglass, we understand that the true engine behind our success lies in the human talent that comprises our organization. We recognize them as a fundamental pillar in achieving our goals and objectives.

We are firmly committed to the development of our people, as we understand that having a qualified and committed team is essential to ensuring continuous and sustainable growth in all our operations. That's why, as part of our corporate social responsibility, we offer ongoing job opportunities that contribute to reducing the unemployment rate both regionally and nationally. We are convinced that investing in our human talent not only strengthens our company but also contributes to the progress and well-being of the community in which we operate.



## 8.330 Total Workers

### COLOMBIA 8.157

 **Women:** 7%

 **Men:** 93%

#### Employees by City

		
Barranquilla	7472	510
Medellín	53	28
Bogotá	7	2
Cartagena	64	2
Cali	5	0
Pereira	6	0
Santa Marta	3	1
Bucaramanga	1	0
Manizales	3	0

### USA 156

 **Women:** 12%

 **Men:** 88%

### PANAMA 16

 **Women:** 1%

 **Men:** 94%

### BOLIVIA 1

 **Men:** 100%

### OPERATORS

 **Women:** 2%

 **Men:** 98%

### ADMINISTRATIVE

 **Women:** 32%

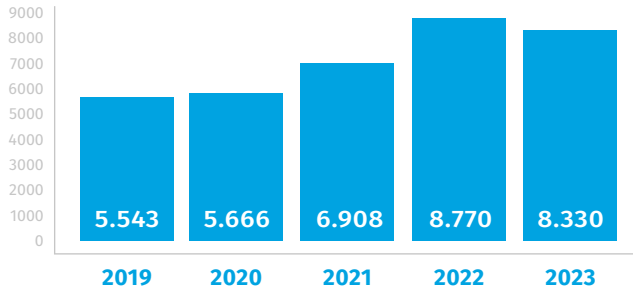
 **Men:** 98%

**TOTAL**

 **563**  
**Women:** 7%

 **7767**  
**Men:** 93%





Our employees have employment contracts. In this regard, some are hired directly by the group's companies, while others are employed through temporary service agencies to address specific production needs. This diversity in types of employment is managed with the aim of ensuring that all workers receive fair and equitable treatment, as well as ensuring the operational efficiency of our activities.



**TYPE OF EMPLOYMENT RELATIONSHIP COLOMBIA**

**Direct: 5.507**



**Women: 470**



**Men: 5037**

**On mission: 2.823**



**Women: 93**



**Men: 2730**

In the USA, Panama and Bolivia all employees are hired directly with the company.

**Direct Colombia**



City	Total	Women	Men
Barranquilla	5165	4747	418
Medellín	81	53	28
Bogotá	8	6	2
Cartagena	63	62	1
Cali	4	4	0
Pereira	5	5	0
Santa Marta	4	3	1
Bucaramanga	1	1	0
Manizales	3	3	0

**Indirect Colombia**



City	Total	Women	Men
Barranquilla	2817	2724	93
Bogotá	1	1	0
Cartagena	3	3	0
Cali	1	1	0
Pereira	1	1	0
Santa Marta	0	0	0

In Tecnoglass, we strive to ensure an efficient and transparent management of our employees' information. To do this, we use various employee management tools, among which are (Talentum), our human talent management system, as well as ERP (SAP) and Laserfiche, which allow us to comprehensively manage data related to staff. These platforms provide us with the ability to store, organize and access information securely and reliably, facilitating informed decision-making and promoting transparency in all our operations. In addition, we are committed to ensuring compliance with data protection regulations and the privacy of our employees' information at all times.

# Trade Associations [GRI 2-28]

Some of the group's companies in 2023 were 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.



**Fenestrations & Glazing Industry Alliance American (FGIA)**, 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.



**Colombian Carbon Market Actors Association (ASOCARBONO)** An association that promotes, strengthens, and consolidates the Colombian carbon market.







# 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.



## 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.



INTERNATIONAL FABRICATOR

Vitre 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.



CERTIFIED APPLICATOR™ PROGRAM

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



National Fenestration Rating Council®

NFRC (National Fenestration Rating Council) Energy efficient products.



MIAMI-DADE COUNTY

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



FLORIDA BUILDING CODE

FBC (Florida Building Code) Hurricane protection products.



MIAMI-DADE COUNTY

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

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

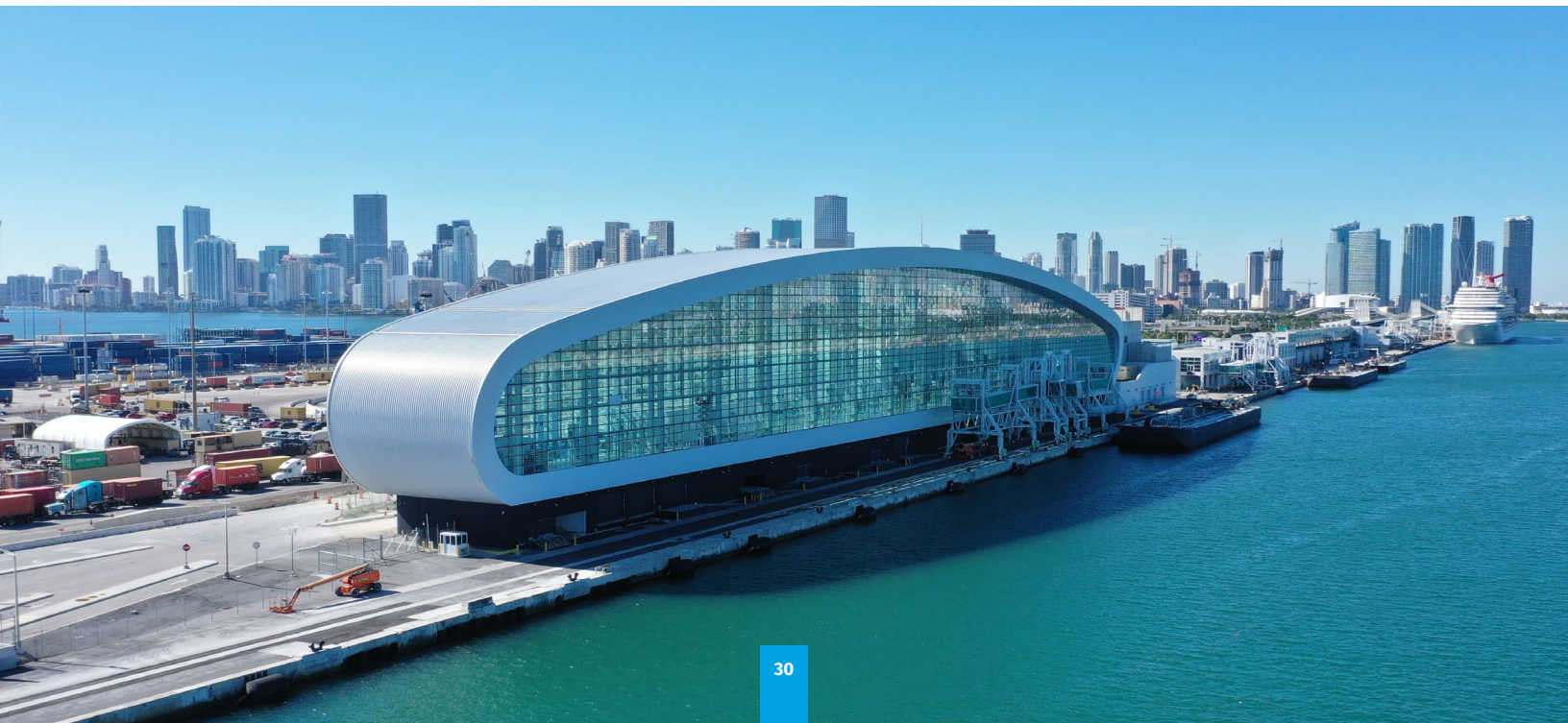
We believe that having strong corporate governance practices is essential to support decision-making and ensure the long-term sustainability of the business. This allows us to maintain the trust of our stakeholders and generate value.

We have outlined in our Corporate Governance Manual and Authority Delegation Manual a set of guidelines to advise the decision-making process.

The Corporate Governance Manual establishes a solid framework to ensure efficient and transparent corporate governance. This document outlines the mission of the Board of Directors, its composition, organization, and the responsibilities and duties of its directors and members. The Board of Directors operates through three permanent committees: the Audit Committee, the Nominating Committee, and the Compensation and Corporate Governance Committee, which deliberate and make decisions regarding economic, environmental, social, and governance matters, determining guidelines for the implementation of the company's sustainability strategy.

Our Board has delegated to the Legal and Corporate Affairs Department the responsibility of leading the Company's sustainability strategy. This role entails the Director presenting regular reports to the Board of Directors on the progress made in this area.

In Tecnoglass, we have a Delegation of Authority Manual, approved by the Board of Directors. Its main purpose is to determine the levels of authority, delegation and approval of transactions carried out in our companies for the development of its corporate purpose. This manual establishes the levels of authority according to the general hierarchy of the group's companies. In addition, the delegation is determined considering the functionality and nature of the processes, such as the supply of goods and services, financial operations, human management processes and product quality, as well as the temporality of the delegations.



# Governance Structure

[GRI 2-9; GRI 2-10]



## General Shareholders' Meeting

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



### 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.

• **Officers:**

- + Chief Executive Officer (CEO)
- + Chief Operating Officer (COO)
- + Chief Financial Officer (CFO)



### 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.



### 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. efectivo funcionamiento de la Junta y sus comités.



### 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.



### 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.



### 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.
- Developing and recommending to the Board corporate governance guidelines applicable to the Company. Follows up on ESG issues.







# Our Executives

## José Manuel Daes

CEO - TECNOGLASS INC



Our Chief Executive Officer and board member, Jose Manuel, boasts over 30 years of experience in business management both in Colombia and the United States. Since 1984, he has led the Tecnoglass group, founded alongside his brother Christian Daes, setting the course for the company's sustainable, ethical, and responsible growth. His leadership has been characterized by driving the development of innovative products tailored to the changing needs of the commercial and residential construction market. Jose Manuel is committed to maintaining the best corporate governance practices in all company operations while tirelessly working to maximize intrinsic value for our shareholders. His strategic vision and unwavering dedication are fundamental pillars for the ongoing success of our organization.

## Christian Daes

COO - TECNOGLASS INC



Our Chief Operating Officer and board member is a co-founder of the Tecnoglass group. He is renowned for leading automation projects that reduce material consumption and increase company efficiency while always maintaining the highest safety standards for our workers and the entire international supply chain. Christian is a visionary who drives corporate strategy through innovation and the use of technology. Additionally, he actively promotes energy generation through alternative sources and advocates for solidarity with our environment. His proactive approach and commitment to operational excellence are fundamental to the growth and sustainability of our company.

## Santiago Giraldo

CFO - TECNOGLASS INC



Our Chief Financial Officer joined Tecnoglass in 2016, bringing a strong financial background in capital markets, bank debt, derivatives, treasury, M&A, and equity-related transactions. Graduating cum laude in Business Administration from Washburn University and holding an MBA in International Business and Finance from California State University, Pomona, Santiago has a solid academic foundation. As CFO, he leads the preservation of transparency and reporting to our stakeholders, identifying key environmental, social, and governance metrics to support strategic decision-making and strengthen investor relations. His project-oriented long-term approach drives the group's growth.

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

Our Board of Directors is composed of a highly skilled and experienced team, whose members bring a wide range of abilities and expertise. From leaders with a strong track record in the business world to experts in key areas such as finance, operations, and strategic development. Our Board possesses the diversity needed to address the current and future challenges of our company.

Together, they work to steer the business group towards a sustainable future, ensuring steady growth and generating value for all stakeholders involved.

## Independent Members of the Board



**Lorne Weil**  
77 years  
2011

**Committee Attendance:**

100%

**Board Attendance:**

100%

**Experience:**

- Chairman of the Board of Scientific Games Corporation and CEO.



**Julio A. Torres**  
57 years - 2011

**Committee Attendance:**

100%

**Board Attendance:**

100%

**Experience:**

- Managing Director of Nexus Capital Partners, a venture capital firm.  
- General Director of Public Credit and Treasury, Ministry of Finance of Colombia.  
- Managing Director of Diligo Advisory Group, an investment banking firm.  
- Vice President of JPMorgan Chase Bank.

## Members of the Board



**Jose M. Daes - CEO**



**Christian Daes - COO**



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



**Julio A. Torres**



**Luis Fernando Castro Vergara**



**Carlos Alfredo Cure Cure**



**Anne Louise Carricarte**

	Audit Committee	Compensation Committee	Nominating & Governance Committee
Lorne Weil			
Julio A. Torres			
Luis Fernando Castro Vergara			
Carlos Alfredo Cure Cure			
Anne Louise Carricarte			



Committee member



Committee Chairman



**Luis Fernando  
Castro Vergara**  
57 years - 2017

**Committee Attendance:**

100%

**Board Attendance:**

100%

**Experience:**

- Fund manager in the agribusiness sector.
- CEO of Banco de Comercio Exterior de Colombia S.A.
- General Manager of Agrodex International S.A.S.
- President of the Regional Development Agency of the Barranquilla Chamber of Commerce.
- General Director of Provyser S.A.
- Member of the board of directors of Unimed Pharmaceuticals Limited, Accenorte S.A.S and Devimed S.A.S.



**Carlos Alfredo Cure Cure**  
79 years  
2019

**Committee Attendance:**

100%

**Board Attendance:**

100%

**Experience:**

- External advisor to the Olimpica Group
- Chairman of the Board of Directors of Ecopetrol S.A.
- Ambassador of Colombia in Venezuela.
- Chief Financial Officer of Cementos del Caribe.
- General Manager of Cementos Toluviejo.
- General Manager of Astilleros Unión Industrial and Sociedad Portuaria de Barranquilla.
- Member of the Board of Directors of Avianca (NYSE: AVH) and Isagen.
- Chairman of Bavaria S. A.



**Anne Louise Carricarte**  
57 years  
2022

**Committee Attendance:**

100%

**Board Attendance:**

100%

**Experience:**

- CEO of Simple Results, Inc.
- Advisor to Grove Services.
- Member of the board of Mathon Investments Corporation.
- Chief Operating Officer, Amedex Holding Insurance Companies/USA Medical.
- Chief Executive Officer, Amedex International.

**[GRI 2-12, GRI 2-14]**

The Board of Directors plays a fundamental role in the company, responsible for selecting and overseeing top-level members of senior management who manage daily operations. It acts as the principal advisor to executives, especially the CEO, and oversees compliance with financial policies, internal controls, and the legal framework through appropriate governance.

Additionally, the Board has entrusted the Legal and Corporate Affairs Department, led by its director, with designing and implementing the company's sustainability strategy (ESG), who regularly reports to the Board on progress in this area.

To carry out its functions, directors may enlist senior executives and external advisors. The Board has the authority to hire legal, accounting, or other independent advisors as it deems necessary or appropriate.

Directors have full and unrestricted access to executives, employees, books, and records of the company. This policy enables them to obtain the information necessary to fulfill their oversight and decision-making responsibilities. By interacting directly with the management team and company personnel, they can comprehensively evaluate operational and financial performance, identify improvement opportunities, and mitigate potential risks.



## Assessment [GRI 2-18]

In line with good corporate governance practices, the Board and its committees conduct an annual self-assessment of executive performance, as well as of the Board itself and each individual committee. This process aims to analyze executives' performance and perception in terms of business knowledge, participation, contributions, board dynamics, and collaboration among its members. Oversight of this process falls under the purview of the corporate secretary, who communicates the results to the Board.



## Conflict of Interest [GRI 2-15]

In our Code of Conduct, we have established clear guidelines on the treatment of conflicts of interest with the objective of promoting ethical practices in all our personal and professional interactions. As part of this commitment, all employees, management and directors complete the annual "Ethics and Compliance Commitment Certification", which identifies and evaluates potential conflicts of interest. This evaluation allows us to take preventive measures to avoid the appearance of real conflicts. In the event that a conflict of interest arises, we follow the applicable regulations to address it in a transparent and ethical manner.



## Compensation [GRI 2-19, GRI 2-20]

Annually, the Compensation Committee individually determines the base salary of our executives to ensure it forms part of a compensation package that adequately rewards the executive for the value they bring to our company. The base salary of each executive may be increased or decreased at the discretion of the compensation committee in accordance with our compensation philosophy.

In addition to their base salary, our appointed executives are entitled to receive annual performance-based bonuses based on the financial results of the company and the achievement of certain objectives throughout the year.

The remuneration of independent board members is also determined annually by the Compensation Committee.







## Pay Ratio Disclosures [GRI 2-21]

**For the year 2023, the annual compensation ratio was as follows:**

The median total annual compensation of all company employees (excluding the CEO) was \$4,572 dollars. The compensation of the highest-paid person in the organization is 868 times greater than the median annual compensation of all group employees.

The growth in compensation of the highest-paid individual was 4 times greater than the increase in the median compensation of all group employees.

To determine the total annual compensation of both the median employees and the CEO, we followed these steps:

- As of December 31, 2023, we had a population of 8,531 employees. This date was chosen to coincide with the end of the calendar year, facilitating the efficient identification of employees.

- To identify the median employee of our population, we used salary data from our internal payroll records for the twelve-month period ending December 31, 2023. These salaries matched the amounts reported to tax authorities for the fiscal year 2023. In addition to salaries, other elements of employee compensation were considered, which were added, if applicable, when calculating the total annual compensation of all employees.

- Additionally, we annualized the compensation of approximately 1,250 full-time or part-time employees hired during 2023, as well as employees at the December 31, 2023 cutoff. No equivalent full-time adjustments were made for part-time employees, totaling around 172.

- The median employee was identified using this compensation measure and methodology, which was applied uniformly to all employees. On the other hand, to determine the CEO's total annual compensation, the amounts received by him during the year were taken into account.



# OR Sustainable Technoglass









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

Our mission extends beyond excellence in manufacturing and commercialization of glass and aluminum products. We are committed to being agents of positive change in the communities where we operate, as well as to protecting the environment and ensuring ethical and transparent business practices. We have outlined a robust Sustainability Strategy, rooted in three fundamental pillars: Empowering Our Environment, Promoting sustainable, ethical, and responsible growth, and Leading eco-efficiency and innovation encompassing social, economic, governance, and environmental aspects.

First and foremost, our social commitment is reflected in our dedication to providing value propositions that meet the needs and expectations of all our stakeholders, from employees, clients, to local communities. This translates into initiatives that promote community development, education, and the well-being of our collaborators.

In the economic and governance sphere, we endeavor to ensure the long-term financial sustainability of our company while contributing to the economic

development of the region where we operate. This entails fair and transparent business practices, as well as investment in innovation and technology to enhance efficiency and competitiveness. Furthermore, we support these efforts with robust governance structures that ensure accountability and informed decision-making, fundamental to the growth and integrity of the company.

Likewise, we are committed to reducing our carbon footprint, conserving natural resources, and adopting sustainable practices at all stages of our production process. This includes implementing energy efficiency measures, responsibly managing waste, and promoting the circular economy.

Each of these pillars is supported by specific commitments and concrete actions that ensure sustainability is integrated into the core of all our operations. At Tecnoglass, we firmly believe that only through a holistic and collaborative approach can we build a more sustainable future for all.



### Promoting continuous, ethical, and responsible growth



Adapting our products and operations to new markets.



Conduct our business ethically, with integrity and transparency.



Adopt better 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.

### Leading eco-efficiencies 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.

### Enhancing our environment



Create high quality employment opportunities.



Promote and adopt the best labor and human rights practices.



To build and develop an integrated and innovative work team.



To provide an accident-free work environment, supported by health and safety culture.



Generate value in the communities of the area of influence.

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 2-26, GRI 2-29]

In today’s business environment, interaction with stakeholders is essential. At Tecnoglass, we are committed to open and transparent communication to foster mutually beneficial relationships founded on trust, transparency, respect, and open dialogue.

For the identifying of our stakeholders, we have considered their impact on the organization and the relationships of dependency, proximity, and influence.

we have effective communication channels with our stakeholders to provide ongoing information. These channels allow us to understand their needs and expectations, as well as to transparently share our actions and achievements. We seek to strengthen relationships, build trust, and collaborate effectively to drive a positive impact on our company and the community.

## Shareholders – Investors

- General Assembly.
- Web Page.
- Management and Sustainability Reports.
- Individual meeting Specific information with CFO, General and Corporate Secretary.
- Periodic communications.
- Email.

## Employees

- Work Committee.
- COPASST.
- Ethics line that can be accessed by telephone or through the platform 24 hours a day, seven days a week.
- Internal communications – newsletters.
- Mail form the Human Resources área.

## Customers

- Virtual customers service platform.
- Customer service hotline.
- Consulting and support services.
- Visits and one-on-one meetings.
- Web page.
- Email / Phone calls.

## Contractors

- Meetings and one-on-one meetings.
- Website.
- Email / Phone calls.

## Trade unions and government

- With all government entities we have the traditional communication channels:
- E-mail.
  - Physical correspondence.
  - Telephone line.
  - Virtual platforms which we are always ready to respond to any request of requirement.

## Suppliers

- Meetings and one-on-one meetings.
- Website.
- Email / Phone calls.

## Community and educational entities

- Community leaders.
- Visits and individual meetings.
- Tecnoglass ESwindows Foundation.

## Certifying entities and others

- Events.
- Workshops.
- Direct communication channels: e-mail and telephone.



# Materiality Analysis [GRI 3-1]

During the year 2023, we reviewed and updated our materiality analysis. This was conducted under the framework of double materiality, which seeks to identify the significant impacts of the organization on the economy, the environment, and society, known as impact materiality, as well as the impact that society and the environment have on the organization, financial materiality.

The process was carried out in several stages:



## Materiality analysis

We conducted an analysis of national and international peers and internal company priorities using technological tools. This analysis allowed us to identify global, sectoral, and national trends, as well as sustainability best practices, to have a reference for emerging issues and best practices.



## Identification of prioritized material topics

Based on the results of the contextual analysis, 13 key topics were prioritized, considering their relevance in terms of impact and financial matters, as well as their connection with SASB and the previous year's materiality exercise. Subsequently, these topics were consulted with stakeholders and the company's finance department.



## Methodology for determining impact materiality

We implemented a survey to assess the importance and impact of the ESG topics prioritized by our company. This survey was sent to all our stakeholders, both internal and external, and their participation was crucial to the materiality identification process.

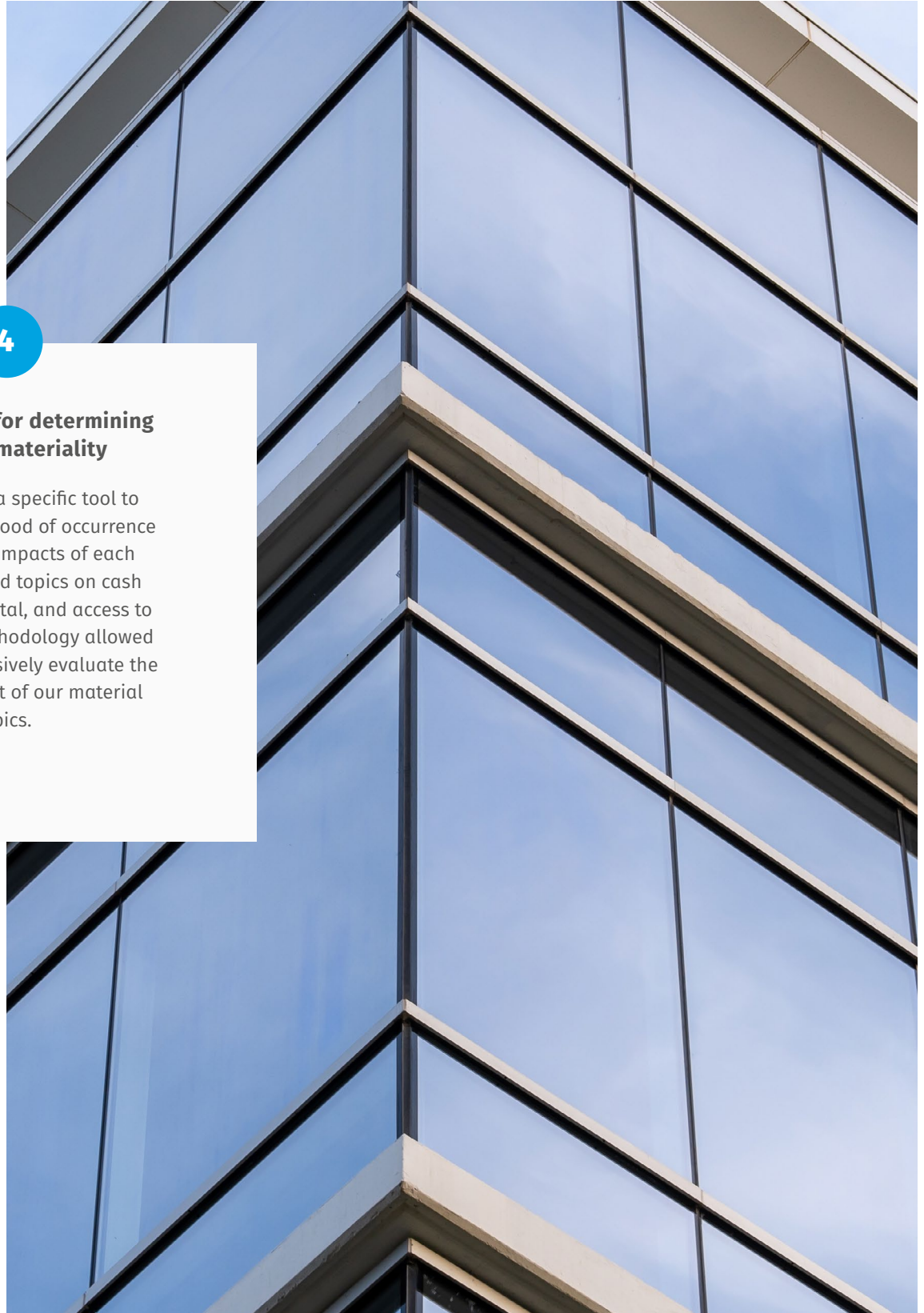
### Stakeholder participation

#### Internal stakeholders

Shareholder and Investors	Survey Response	1
Employees		931

#### External stakeholders

Customers	Survey Response	17
Customers - Suppliers		16
Suppliers		492
Contractors		42
Unions and government		1
Community and educational entities		37
Certifying entities and others		1



4

### Methodology for determining financial materiality

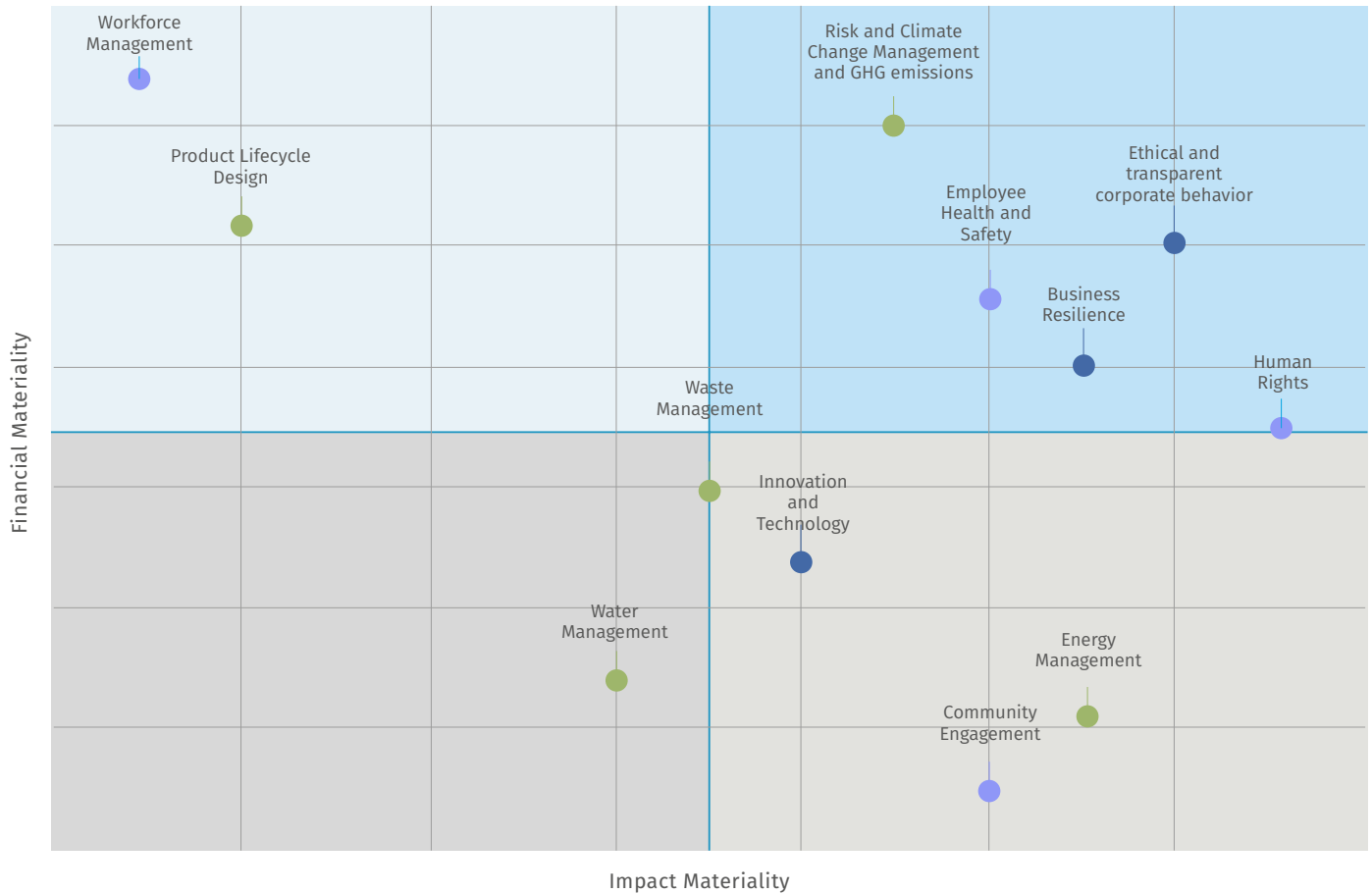
We developed a specific tool to assess the likelihood of occurrence and potential impacts of each of the prioritized topics on cash flow, cost of capital, and access to capital. This methodology allowed us to comprehensively evaluate the financial impact of our material topics.



As a result of this process, we have identified the material issues that require priority management by our company and those that should be monitored. These are presented below in our sustainability report, along with our actions and strategies to address them effectively and responsibly.

**These are topics of high financial relevance, but not prioritized by stakeholders.**

**Topics prioritized and relevant to stakeholders and prioritized for their high financial relevance.**



**Issues not prioritized by stakeholders, nor from a financial point of view.**

**Relevant issues for stakeholders, but not prioritized due to their low financial relevance.**

● Environmental issues

● Social topics

● Governance issues

[GRI 3-2]

As a result of the materiality analysis, the following topics are identified:

# Highly Relevant Topics



Ethical and transparent corporate behavior.



Risk and Climate Change Management and GHG emissions.



Human Rights.



Business Resilience.



Health and Safety at Work.

# Follow-up Topics



Energy Management.



Waste Management.



Workforce Management.



Product Lifecycle Design.



Community Engagement.



Innovation and Technology.



Water Management.

[GRI 2 - 04]

The materiality review exercise in 2023 resulted in some changes compared to the material topics presented in the 2022 period. For the 2023 period, the company reduced from having 15 material topics to 5 and determined 5 topics for follow-up.

04

Promoting Continuous,  
Ethical and Responsible  
Growth







UNITS  
CLEANING,  
PACKAGING

ENERGIA SOLAR  
ESMINDOWS

ESMINDOWS  
ENERGIA SOLAR

UNITS CLEANING,  
PACKAGING











We are committed to sustainable development where economic growth is integrated with ethical practices and social responsibility. That's why we conduct our activities with integrity, transparency, and ethics. We adopt internationally recognized corporate governance practices and comprehensive risk management, enabling us to make decisions transparently and rendering accountability effectively.

We offer efficient, innovative, and high-quality products that add value and meet the needs and expectations of our customers. This approach has allowed us to strengthen our brand both nationally and internationally. Additionally, we foster effective communication channels with all stakeholders, which helps us build relationships based on mutual trust.

### Promoting continuous, ethical, and responsible growth

-  Adapt our products 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 2-23]

## 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 line with our vision of continuous, ethical, and responsible growth in the market, we have strengthened our corporate policies and strategies regarding ethics and compliance during the year 2023. These actions have been vital in guiding our operations according to the highest ethical standards and corporate values.

At Tecnoglass, we are committed to promote an ethical culture that is integrated into every stage of our operations. We recognize that a strong ethical culture is essential as it strengthens trust among employees, enhances the company's reputation, and reduces the risk of inappropriate or illegal behavior.

Each year, we design and update our Ethics and Compliance Program to address actions, initiatives, and activities aimed at preventing risks associated with corruption, fraud, bribery, money laundering, terrorist financing, and the proliferation of weapons of mass destruction (AML/CFT/WMD). This program is integrated with our risk matrix and procedures from relevant areas, which identify, analyze, monitor, and evaluate risks to implement appropriate and efficient controls. Our matrix has regulations at both national and international levels and is continuously updated to reflect the most recent impacts.

**The Ethics and Compliance Program is based on fundamental guidelines, principles and policies, which are condensed in two key documents:**

**Code of Conduct:** Sets out the expected behavior of all parties involved in our operations, with the aim of creating a conducive work and business environment to generate value for the Company.

**Compliance Manual:** Focuses on strengthening mechanisms to identify, prevent, monitor, mitigate, and manage risks of Corruption, Bribery, Fraud, AML/CFT/WMD.





## We have 10 key guidelines:

**1**  
**Avoid Conflicts of Interest.** Promote honest behavior in personal and professional relationships. Avoid preferential, lenient, apparent or real privileged treatment.

**2**  
**Transparency In Relationships,** with all stakeholders, including relationships with authorities. NO gifts, attentions, courtesies, entertainment, favors, benefits.

**3**  
**Protect Company Assets,** appropriate and authorized use; safeguard our image and reputation.

**4**  
**Respect Human Rights and Workers' Rights** dignified, inspirational, and fair work.

**5**  
**Protect The Environment and Our Stakeholders,** through sustainable production.

**6**  
**Unfair Competition,** avoid engaging in unfair business practices, act in good faith, and refrain from damaging the reputation of our competitors.

**7**  
**Confidential And Privileged Information** must be protected from unauthorized disclosure or use.

**8**  
**Prevention Of AML/CFT/ WMD,** through regulatory compliance and avoiding inappropriate behaviors.

**9**  
**External Reporting,** must contain truthful, verifiable, and timely information.

**10**  
**Report Any Violation,** of the Code of Conduct immediately.

## Our Corporate Values are:

### Integrity

Acting consistently, fairly and sincerely with our actions, and to not subordinate the company's interest to personal gain.

### Responsibility

Perform our activities, assuming the consequences of our actions and interaction with the environment and stakeholders.

### Respect

Accepting others without prejudice, valuing the differences among us, including talents, defects, backgrounds and skills.

### Quality

Selecting the best qualified people for the job, implementing industry best practices and innovating in our production process.







RIP & DOUGH

GLUTEN FREE  
PIZZA PASTA



# Ethics Month [GRI 205-2]

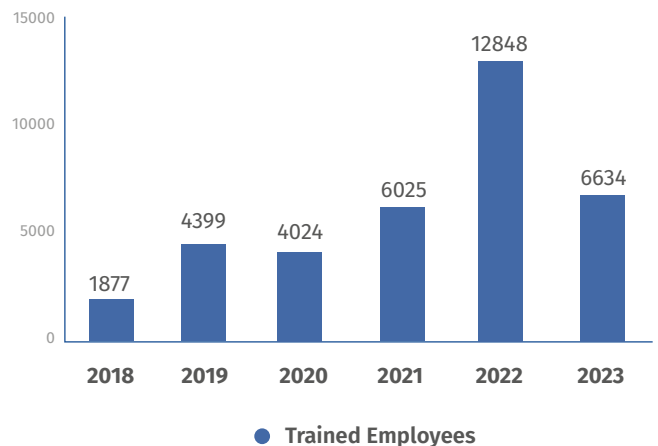
We have designated the month of October as Ethical Month deploy a series of activities to promote ethical culture and reinforce knowledge about the guidelines and policies contained in the Code of Conduct and the Compliance Manual, such as:

- 1. Interactive Ethics Museum to train administrative staff in Barranquilla
- 2. In-person training for operational employees in Barranquilla and employees working in the cities of Medellín, Cartagena, Bogotá, Santa Marta, and in the countries of the USA and Panama.
- 3. Virtual training for customers and suppliers.
- 4. Recreational activities to reinforce knowledge about ethical guidelines.
- 5. Communication campaigns on ethical guidelines and corporate values.



The training of our employees is one of the most crucial activities we undertake, with the aim of raising awareness about the importance of acting with integrity and fostering a culture of “ZERO TOLERANCE” towards any form of corruption, fraud, bribery, money laundering, terrorist financing, and proliferation of weapons of mass destruction (AML/CFT/WMD), as well as any other behavior contrary to our ethical values. During the year 2023, training was provided to a total of 6,634 direct and mission employees. This training included orientation sessions for new employees and training activities during Ethical Month.

## Trained Employees





## Communication Channels *[GRI 2-16]*

We have a confidential reporting hotline channel, offering employees, managers, clients, suppliers, and other business associates the opportunity to report any irregularities that contravene the guidelines of the Code of Conduct, the Compliance Manual, and corporate values. All reported cases are reviewed and handled with the utmost confidentiality, guaranteeing the anonymity of the reporter and preventing potential retaliation. The responsibility for reviewing and managing these cases lies with the compliance officer and their team, who quarterly report to the Audit Committee of the Board of Directors on the cases received.

The hotline for inquiries and reports remains available 24 hours a day, 7 days a week, with telephone and internet assistance in Spanish and English. The reception of cases is handled by a contracted third party (NAVEX), who records the information on a platform accessed by the compliance officer and their team. In addition to this channel, anyone can directly contact the compliance officer or their team.

During the year 2023, 8 reports were received and satisfactorily addressed. From 2017 to December 2023, a total of 58 cases, including reports and inquiries, have been reviewed through this ethics hotline.

### Reporting Line



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



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

Conduct our business with ethics, integrity and Code of Conduct



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









## Achievements *[GRI 205-3]*

- ✓ **100%** of new employees were trained on the **Ethics and Compliance Program**, introducing them to controls for comprehensive risk management of AML/CFT/WMD, Corruption, Fraud, Bribery, and Transnational Bribery.
- ✓ **100%** of ethics leaders responsible for counterpart engagement and managers were trained on counterpart engagement procedures, due diligence, and the use of the counterpart review tool.
- ✓ **6.634** colaboradores recibieron formación sobre el Código de Conducta y el Manual de Cumplimiento.
- ✓ **+500** suppliers and clients were **virtually trained** on the Code of Conduct and Compliance Manual.
- ✓ **100%** of the reported and consulted cases on the ethics hotline were satisfactorily handled.
- ✓ We received no reports of fraud, money laundering, terrorist financing, proliferation financing of weapons of mass destruction, or bribery
- ✓ WE DID NOT RECEIVE ANY REPORTED CASES OF CORRUPTION ON THE ETHICS HOTLINE.
- ✓ We encourage employee participation in contests and awareness campaigns on corporate values and prevention of fraud, corruption, AML/CFT/WMD, bribery, and transnational bribery.
- ✓ We conduct communication campaigns to strengthen knowledge about corporate values, ethical guidelines, recommendations for engaging with government officials, warning signs, among others.





# Resilient Business Model [GRI 3-3]

At Tecnoglass, we are aware that companies are currently immersed in an environment characterized by uncertainty, volatility, and complexity. In this context, the ability to adapt and remain resilient in the face of unexpected challenges becomes crucial. Therefore, business resilience becomes a strategic element in the company to ensure operational continuity, protect the interests of all stakeholders, and preserve long-term value for shareholders.

We are aware that business resilience transcends mere capacity to withstand adversities; it involves the ability to anticipate, adapt, and transform in the face of both internal and external changes. At Tecnoglass, we have been working on this to ensure the sustainability of the business.

Resilience in our business model generates significant impacts across multiple areas. From a positive perspective, our ability to adapt to changing situations has been key in maintaining solid economic stability and a robust corporate governance structure. In terms of the environment, it has enabled us to design innovative products that contribute to the fight against climate change, turning challenges into opportunities. Regarding the social aspect, we promote employment and a fair working environment that enhances the quality of life for our employees and their families, while also contributing to the improvement of the community environment. These are some examples of how business resilience impacts our organization.

In this section, we will refer to the strategies we have implemented, which, due to their economic impact, make our business sustainable over time.

## • Vertical Integration

Vertical integration along the value chain, implemented across various entities within the group, provides considerable control over a substantial portion of costs, giving us a differential advantage over industry competitors. Additionally, our partnership with St. Gobain ensures a stable supply of glass and predictable costs.

### 2023A Gross Margin (%)



## • Strategic Location in Colombia

Having our entire industrial conglomerate located in the city of Barranquilla provides several benefits:

- Easy access to North, Central, and South America, the Caribbean, and the Pacific, with cost-effective shipping due to trade imbalances.

### Transportation Costs



- Access to skilled labor. Although we pay 15% above the local minimum wage, our labor costs are still 7 to 10 times lower than those of our competitors in the United States.

### Labor Cost per Hour (US\$)



- Energy savings thanks to investments in renewable energy (Photovoltaic - solar panels) and in energy cogeneration with natural gas.

### Energy Cost per kWh



### • State-of-the art Manufacturing

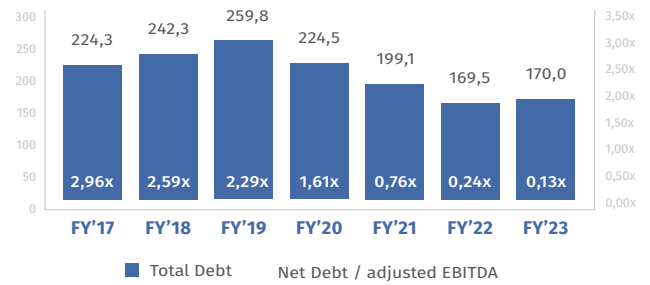
Investment in automation initiatives significantly contributes to enhancing and optimizing the production process at all stages resulting in reduced product delivered times.

### Lead Times in Weeks



### • Low level of Indebtedness

Our company maintains a low level of indebtedness, which enables us to not overly rely on loans to finance operations or investments, thereby reducing financial risk.



### • Strong Liquidity

We have a total availability of \$300 million, consisting of \$129.5 million in cash and \$170 million available through our revolving syndicated credit line.

All of this demonstrates the resilience of our business model, which is prepared to face challenges and ensure sustainable growth over time. This achievement is clearly reflected in the revenues of the business group, which reached record levels in the year 2023.



## Distributed and Generated Economic Value [GRI 201-1]

Figures in thousands of USD	FY2023	FY2022	FY2021
<b>1. Direct Economic Value Generated</b>			
Operating Revenues	833.265	716.570	496.785
Non-operating Revenues	5.131	4.218	608
<b>Total Direct Economic Value Generated</b>	<b>838.396</b>	<b>720.788</b>	<b>497.393</b>
<b>2. Distributed Economic Value</b>			
Operating Costs	463.588	400.731	306.756
Employee Wages and Benefits	109.915	89.424	73.044
Payments to Providers of Capital	28.051	19.290	20.774
Dividends Paid	16.427	12.869	5.243
Interest Payments	11.624	6.421	15.531
Payments to governments	107.150	27.191	13.399
Community Investments	1.403	610	505
<b>Total Distributed Economic Value</b>	<b>710.107</b>	<b>537.246</b>	<b>414.478</b>
<b>3. Retained Economic Value</b>	<b>128.289</b>	<b>183.542</b>	<b>82.915</b>

The direct economic value generated increased by 16.3% year-on-year to USD \$838.4 million in 2023 due to the successful strategy of penetrating the single-family residential market in the United States, as well as robust activity in commercial construction projects, gaining market share.

The distributed economic value increased as a result of a larger operation, along with significant increases in payments to governments and capital providers.









05

# Leading Eco-efficiencies and Innovation











One of our pillars focuses on leadership in eco-efficiency and innovation, designing and implementing actions to optimize the efficient use of resources and materials, as well as the development of environmentally friendly technologies.

We responsibly manage our entire value chain and the life cycle of our products, seeking to minimize our environmental impact and maximize our positive contribution to society and the environment.

At Tecnoglass, we are focused on preventing, mitigating, and compensating for the environmental impacts inherent in our business.

### Leading eco-efficiencies 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.

# Climate Change

[GRI 3-3; GRI 305-1, GRI 305-2]

## Area: Environment

### UN Global Compact Principle 7:

Companies shall support a precautionary approach to environmental challenges.



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

Climate change is one of the major challenges the world faces today.. Every day, companies are becoming more aware of the need to take concrete actions to address it. This involves designing strategies and adopting measures focused on reducing and compensating for greenhouse gas (GHG) emissions produced by our industrial activities that impact ecosystems, biodiversity, and human beings.

Aligned with the commitments of the Paris Agreement and the objectives of the Colombian national government to reduce greenhouse gas emissions by 51% by 2030 and achieve carbon neutrality by 2050, in Tecnoglass during the year 2023, we measured greenhouse gas emissions. This inventory allows us to establish clear emission reduction targets and implement mitigation and compensation strategies, thereby continuing to pursue a sustainable business model that aligns with market demands.

#### We have launched an action plan focused on the following main objectives:

- Developing the corporate inventory of greenhouse gases through the application of computer tools for data capture and processing, in order to calculate emissions.

- Measuring the carbon footprint of the company's products.
- Consolidating the neutrality strategy with the aim of obtaining carbon neutrality certification.

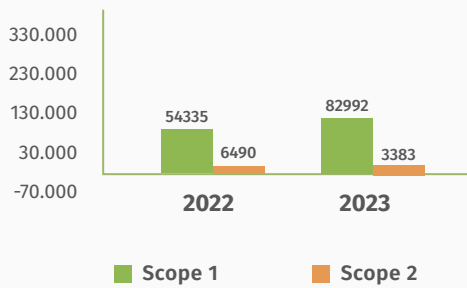
At Tecnoglass, we have implemented the GHG Corporate Value Chain Standard methodology to calculate the inventory of greenhouse gas emissions, covering direct emissions (Scope 1), indirect emissions associated with electricity consumption (Scope 2), and biogenic emissions related to biomass combustion or carbon sequestration.

We have consolidated the greenhouse gas inventory of the Tecnoglass business group, under an operational control approach, taking into consideration the operational and management control exercised by Tecnoglass Inc over the activities of Tecnoglass S.A.S, C.I Energía Solar, C.I. ES Metals S.A.S, Eswindows LLC, GM&P Inc, Componenti USA LLC, Ventanas Solar S.A., ES Windows NY, LLC, and E.S.W Aviation LLC. This way, the organization's boundary is defined, and all emission sources are consolidated.



The Tecnoglass group identified and quantified a total of 390,411 tCO<sub>2</sub>e/year of GHG emissions in the year 2023. Within this value, Scope 3 emissions represent 78% (304,036 tCO<sub>2</sub>e/year), followed by Scope 1 emissions, constituting 21% (82,992 tCO<sub>2</sub>e/year), and finally, Scope 2 emissions representing only 1% (3,383 tCO<sub>2</sub>e/year). This is the consolidated GHG inventory.

### Emissions GEI



In accordance with the recommendations outlined in the GHG Protocol standard, and the quality and availability of the information the year 2021 has been set as the base year for the GHG inventory. Additionally, the year 2021 more accurately reflects the current operation of the company, making it the most relevant year for this purpose. No circumstances have arisen during this year that justify the need to recalculate the base year.

### Direct greenhouse gas emissions (Scope 1)

[GRI 305-1, SASB EM-CM-110a.1]



For the year 2023, the gross value of direct greenhouse gas emissions is **82,992** metric tons of CO<sub>2</sub> equivalent. The main emission sources are: electricity consumed/self-generated (52%), followed by the combustion of natural gas in the aluminum extrusion plants' furnaces (41%), diesel (3%), and the use of R22 refrigerant for air conditioning (2%).

There is an increase in emissions compared to the base year, primarily due to the expansion of our production plants. This growth has driven the expansion of our electricity generation capacity, mainly through the use of natural gas. Additionally, to address potential disruptions in the electricity supply, we have relied on backup generators that run on diesel. However, it is important to note that during the year 2023, an energy efficiency improvement project was implemented. Replacing generators with more efficient units, as well as implementing cogeneration systems for the production of cold air conditioning for our

**In this calculation, the following gases were included**

Category	Category of Emissions
CH <sub>4</sub>	Self-generated Energy Stationary Sources Mobile Sources
CO <sub>2</sub>	Self-generated Energy Stationary Sources Mobile Sources
Fluorinated Compounds	Fugitive emissions
N <sub>2</sub> O	Fugitive emissions Stationary Sources Mobile Sources

**Self-generated energy:** Energy consumed generated from natural gas and diesel power plants.

**Stationary sources:** Combustion of natural gas in furnaces and combustion of diesel in backup power generation plants.

**Mobile sources:** Diesel consumption for the operation of own vehicles used in internal material transport, forklifts, and golf carts.

**Fugitive emissions:** Refrigerant leaks during the use, maintenance, and repair of equipment.

## Biogenic Emissions

The total **1.108,40 tCO<sub>2</sub>eq**, originating from the use of diesel in mobile and stationary sources. The diesel used is blended with 10% palm oil biodiesel, which is why 10% of the total consumption is considered biogenic contribution.

For all emissions generated by fixed and mobile combustion processes, we have used the emission factors for fuels published by the Mining-Energy Planning Unit (UPME 2016) of the Ministry of Mines and Energy, in the document Emission Factors for Colombian Fuels (FECOC), which have been calculated following the guidelines of the Intergovernmental Panel on Climate Change (IPCC) for National Emissions Inventories (IPCC, 2006).

The emission factor for self-generated consumed energy uses the emission factors for Guajira natural gas and diesel from

UPME, which multiply the respective monthly fuel consumption and are divided by the energy generated each month. See below formula 1.

For emissions from refrigeration and air conditioning systems, emission factors for the refrigerant gases used were taken from the latest IPCC Assessment Report 6.

Following the GHG Protocol standard, our calculation methodology is based on multiplying activity data by corresponding emission factors. The management of information required for the GHG inventory, as well as guidelines for its consolidation, calculation, and results analysis, were conducted by the SURE Metrics platform. For data collection, we have developed an internal software called 'NOVA Portal,' designed to capture information from the various processes and companies that make up our corporate group.

**Formula 1**

$$\frac{tCO_2}{MWh}_{mes} = \frac{\frac{0,3777 \text{ kgCO}_2}{m^3 \text{ gas}} \times m^3_{mesy} \text{ Gas} + \frac{0,5473 \text{ kgCO}_2}{kg \text{ Diesel}} \times \frac{3.7854 \text{ l}}{gal} \times \frac{0,856 \text{ kg}}{l \text{ Diesel}} \times gal \text{ Diesel}_{mesy}}{MWh_{año}}$$

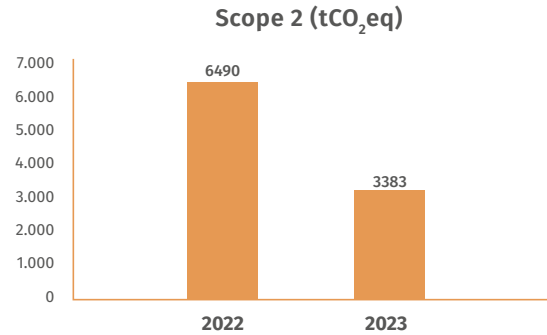


## Indirect greenhouse gas emissions associated with energy (Scope 2) [GRI 305-2, EM-CM-110a.1]

For the year 2023, the gross value of indirect greenhouse gas emissions is **3,383** metric tons of CO<sub>2</sub> equivalent, generated as a result of energy consumption acquired from the national grid. This energy source is used to meet demand that cannot be covered by our gas, diesel, and photovoltaic generation systems. The use of this energy is directly linked to the level of production and the supply of natural gas. For the calculation, CO<sub>2</sub> gas was considered in the imported energy category.

For the calculation, we used the emission factors for fuels published by the Mining-Energy Planning Unit (UPME 2016) of the Ministry of Mines and Energy, from the document Emission Factors for Colombian Fuels (FECOC).

For Tecnoglass SAS and CI Energía Solar SAS, each business line is associated with one or several substations that supply electricity. These substations obtain energy from various sources, such as natural gas and diesel generators, the national grid, and solar panels. To calculate the total electricity consumption of each facility (excluding solar energy), we determined the percentage of energy consumed by each facility\*. Then, using the values of the total electricity consumption from the grid and the percentage of energy consumption of each facility, we calculated the grid energy consumption for each of them. Subsequently, we summed the grid electricity consumption from the other companies belonging to the Tecnoglass Inc. corporate group.



For Tecnoglass SAS and CI Energía Solar SAS, each business line is associated with one or several substations that supply electricity. These substations obtain energy from various sources, such as natural gas and diesel generators, the national grid, and solar panels. To calculate the total electricity consumption of each installation (excluding solar energy), we determined the percentage of energy consumed by each installation\*. Then, using the values of the total electricity consumption from the grid and the percentage of energy consumption of each installation, we calculated the grid energy consumption for each of them. Subsequently, we summed the grid electricity consumption from the other companies belonging to the Tecnoglass Inc. corporate group.

*\*(When the term "installation" is mentioned, it refers to the business lines, that is, in TG (Glass, Aluminum, and Solartec) and in ES (Window Systems)*

## Product footprint

We acknowledge that the carbon footprint of a product is crucial for identifying opportunities for improvement in energy efficiency, resource use, and mitigation of environmental impacts. By quantifying the GHG emissions related to our product, we can make informed decisions to reduce our environmental footprint and move towards more sustainable and environmentally friendly products.

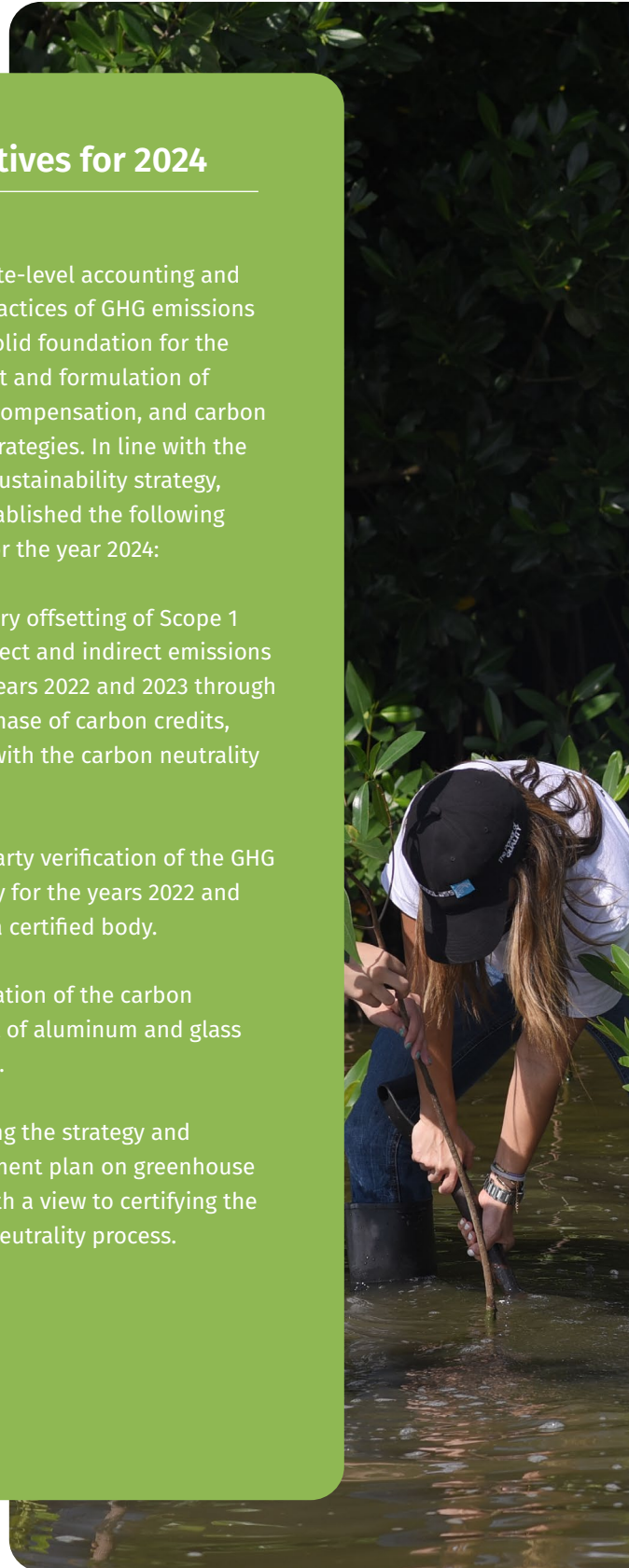
Product carbon footprint calculations follow the guidelines of the ISO 14067:2018 standard. It is important to note that the results encompass everything from the manufacturing of raw materials to the operations at the company's facilities. Below are the results:

- The partial product carbon footprint for **1 m<sup>2</sup>** of processed glass, with a thickness of 8 millimeters, for the year 2023 is **54.452 kgCO<sub>2</sub>eq/m<sup>2</sup>**, representing an increase of **29.87%** (12.523 kgCO<sub>2</sub>eq/m<sup>2</sup>) compared to the carbon footprint for the year 2022 (41.929 kgCO<sub>2</sub>eq/m<sup>2</sup>). This increase is mainly due to the increased generation and consumption of energy resulting from the expansion of production plants and the increase in the purchase of raw materials.
- The partial product carbon footprint for **1 kg** of processed painted and/or anodized extruded aluminum profile in the year 2023 is **6.903 kgCO<sub>2</sub>eq/kg**, representing a reduction of **31.69%** (3.202 kgCO<sub>2</sub>eq/kg) compared to the carbon footprint for the year 2022 (10.105 kgCO<sub>2</sub>eq/kg).

## Initiatives for 2024

Our corporate-level accounting and reporting practices of GHG emissions serve as a solid foundation for the management and formulation of mitigation, compensation, and carbon neutrality strategies. In line with the company's sustainability strategy, we have established the following initiatives for the year 2024:

- Voluntary offsetting of Scope 1 and 2 direct and indirect emissions for the years 2022 and 2023 through the purchase of carbon credits, aligned with the carbon neutrality strategy.
- Third party verification of the GHG inventory for the years 2022 and 2023 by a certified body.
- Certification of the carbon footprint of aluminum and glass products.
- Updating the strategy and management plan on greenhouse gases with a view to certifying the carbon neutrality process.





# Gestión de Energía

## Area: Environment

### UN Global Compact Principle 8:

Companies should promote initiatives that encourage greater environmental responsibility.



**Promoting energy efficiency in operations and products.**



**Positioning an approach of innovation and quality in all company processes.**

Energy management is a crucial factor in the context of climate change. The need for fossil fuels in energy generation has been identified as one of the primary causes of global warming, exacerbating environmental and socio-economic impacts. This report will address our strategy to mitigate this impact, focusing on promoting energy efficiency and transitioning to renewable energy sources. This action not only aims to reduce our carbon footprint but also to contribute to the global effort to tackle climate change.

Tecnoglass is distinguished by our innovation in energy resource management, adopting measures that not only optimize our operation but also reduce our costs. We recognize the need to diversify our energy sources, moving away from exclusive dependence on the electrical grid

and seeking more sustainable and environmentally friendly alternatives. Our commitment to energy efficiency entails not only economic responsibility but also a strong commitment to preserving the natural environment in which we operate. It is through the exploration and adoption of alternative energies that we seek to drive significant change towards a more sustainable and environmentally friendly energy model.

At our company, we have a team dedicated to driving our energy strategy. Their work consists of leading innovative energy efficiency projects, improving energy quality control and further optimizing our energy consumption. This team is committed to exploring new opportunities and technologies to ensure more efficient and sustainable energy management.



## Projects

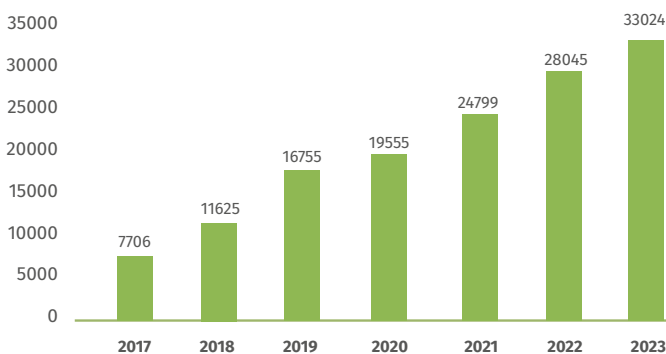
### Photovoltaic Energy

Our most outstanding and innovative project is the implementation of photovoltaic energy, which we started in 2017. Since then, we have continued to expand this initiative, reaching the installation of more than 15,000 solar panels on the roofs of our plants in Colombia. The installation of these solar panels across our entire network of plants not only optimizes our economic resources and assets, but also reduces our grid power consumption and our greenhouse gas emissions. This project represents our ongoing commitment to innovation and the transformation to a cleaner energy footprint.

**Today, we are generating 3.6% of the energy consumed by the group's plants at zero cost with photovoltaic energy, with an installed capacity of 5 MWp.**

**We have generated 33,024 MWh of clean energy since the start-up of the photovoltaic generation plant.**

### Photovoltaic Generation (Mwh)



### Natural Gas Power Generation

A key aspect of our energy strategy is natural gas power generation. **Currently, we utilize seven Cummins engines, each with a capacity of 10,350 kW, for this purpose, harnessing the thermal energy from the exhaust gases of our three generation plants. Additionally, we have three absorption chillers producing 1000 TR, which are employed in our coated glass manufacturing processes and in the anodizing of aluminum profiles.**

Another notable project is our electric cogeneration system, with a capacity of 9 MW electric. **For this, we have installed two natural gas Bergen engines, each with a capacity of 4.5 MW, totaling the desired 9 MW. This system has an electrical efficiency of 48%, allowing us to produce 65.1 GWh/year of electrical energy.** Additionally, we have implemented a heat recovery system using an absorption chiller with the capacity to produce 300 tons of cooling, which is already being utilized in our production processes.

In 2023, we had 19 MW of natural gas electrical generation, and we expect to reach 21 MW in 2024.

Additionally, we have an installed capacity in backup diesel plants of 12,350 kW. However, the increase in natural gas generation capacity aims to significantly reduce diesel consumption in our backup plants. With this approach, we aim to provide greater stability to the energy generation system, ensuring an optimal production level and uninterrupted operation of our electrical system. This commitment to diversifying energy sources and improving operational efficiency positions us as leaders in the search for more sustainable and resilient energy solutions.



## Consumption [GRI 302-1]

During 2023, the consumption of natural gas for the electricity generation equipment was 27,755,050 m<sup>3</sup>, equivalent to 105,778.014 GJ, and the consumption of diesel fuel for the backup plants was 450,693 gallons, which equates to 7,709.2 GJ.

The total electricity consumption was 17,268.19 MW, and the total energy consumption within the organization was 138,038.127 MWh, equivalent to 496,937.257 GJ.

The standards and methodologies used for tracking and recording the consumption of natural gas and diesel fuel are as follows:

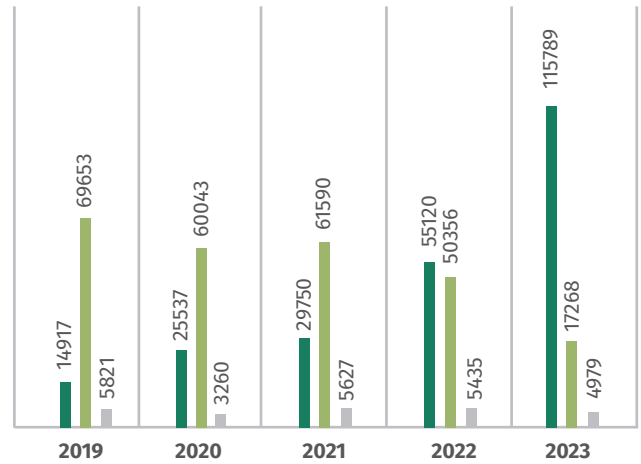
**Natural Gas:** Involves taking readings from the meters, which are recorded in Excel files, and using a standard conversion ratio of 0.0038111 GJ/m<sup>3</sup>. Additionally, the calorific value specified on the invoice is used as a reference.

**Diesel Fuel (ACPM):** Consumption recording is done from the storage outlets to the various generators, using a conversion ratio of 0.0171 GJ/gallon. Likewise, the calorific value used is based on the country's gas.

The source of the conversion factors used is based on Thermodynamics by Yunus Cengel, seventh edition.

We relate the energy consumption of the organization for the past years, discriminating the sources from which it is received.

## Sources of Electrical Energy



- National Network
- Self-generated Electricity (Gas-Diesel)
- Photovoltaic Solar





## Energy Intensity [GRI 302-3]

Below, we will present the information on energy intensity for the plants in Colombia segmented into two groups: (i) TG, corresponding to the plants of Tecnoglass SAS and CI Energía Solar SAS companies, and (ii) ESM, corresponding to the CI ES Metals SAS plant.

### Intensity Ratio

TG: 138,038.127 MWh / 93,208.21 Tons, equivalent to 1.48 MWh/Ton.

ESM: 1,544.46 MWh / 1,226.805 Tons, equivalent to 1.2589 MWh/Ton.

The specific denominator parameter selected for the calculation of the ratio was for TG: 93,208.21Ton and for ESM 1,226.805Ton.

The types of energy included in the ratio were natural gas fuels, ACPM and electricity. The ratio covers energy consumption within the organization.

### [SASB EM-CM-130a.1]

INDICATOR	Gigajoules	Percentage
Total Energy Consumed	496.937,257 Gj	100%
Percentage of electricity	62.117.1571 Gj	12,5%
Percentage of renewables	17.889,74 Gj	3,6%





## Water Management

[GRI 303-1, GRI 303-2, GRI 303-4, SASB EM-CM-140a.1.]

We recognize water as an invaluable and necessary natural resource for life. Therefore, we are committed to using it efficiently, responsibly managing its use, reduction, and savings.

To address water-related impacts, we have implemented various measures in our operations. Firstly, we conduct an assessment of actual and potential impacts on the economy, the environment, and people, identifying aspects such as water resource depletion and potential contamination associated with the transformation of materials such as glass and aluminum. In response, we have established a policy to rationalize the use of natural resources, which includes concrete actions such as controlling water consumption by lines, monitoring and maintaining water networks, and treating and disposing of wastewater in Wastewater Treatment Plants (WWTPs) operated by trained technical personnel. Additionally, we promote awareness and training among our employees to encourage responsible water use.

To achieve effective water management, we have implemented an assessment process that considers various criteria, such as intensity, frequency, risk, and legal or regulatory compliance of water-related activities. This enables us to establish precise objectives and goals, including reducing water consumption in glass and aluminum transformation processes. To support these initiatives, we have internal tools such as the Matrix

of Environmental Aspects and Impacts, the Water Resource Management Program, the Environmental Management Systems Manual, and the Environmental Aspects Guide, which provide us with a structured framework for addressing water management and conservation in our operations and to measure its results.

Water is sourced through the municipal water supply system, and its consumption is determined by the specific needs of production and administrative activities of each plant. After sourcing, water undergoes a process of reverse osmosis and ion exchange to ensure its quality before being used in our production processes.

The discharges are made directly into the sewer system, complying with the regulations established for the characteristics of the discharged water. Therefore, before discharging, the water undergoes a physicochemical treatment process at the Wastewater Treatment Plants (WWTP) of our organization.

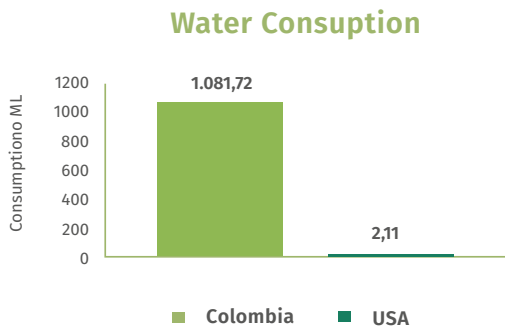
To monitor the effectiveness of these measures, we implement water consumption and characterization monitoring processes, set specific goals and objectives, and assess progress through defined indicators. Additionally, we learn from the lessons gathered during this process, which are incorporated into our policies and operational procedures.



## Water Consumption

[GRI 303-5]

During the year 2023, the Colombian companies of the group consumed 1.081,72 ML of water, and the ones in the United States consumed 2,114 ML. This information was obtained by reviewing the water consumption invoices from our industrial facilities.



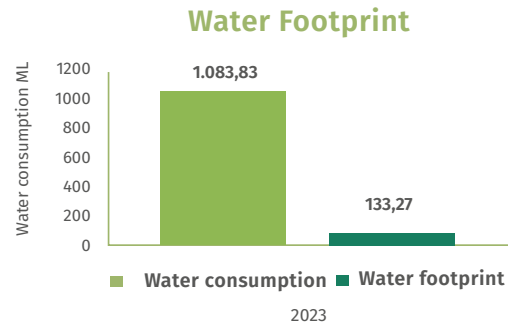
It's important to highlight that we do not operate in areas with significant water stress. We assess the water situation at our industrial location by consulting reliable sources such as local water availability studies, including those conducted by IDEAM, such as the ENA 2014. These studies provide us with a detailed understanding of water availability and quality in our areas of influence, enabling us to make informed and responsible decisions regarding the use of this vital resource.

In our data collection process, we use the method of water bill analysis. This approach ensures the accuracy and reliability of the collected data, which is crucial for evaluating our performance in water management.

With a robust data collection system and a strong commitment to international standards and methodologies, at Tecnoglass, we strive to demonstrate our dedication to responsible water resource management across our operations. We are committed to continuously improving and setting clear objectives for water conservation and efficient use, thereby contributing to environmental sustainability and the well-being of the communities where we operate.

## Water Footprint – Positive Water Impact.

The water footprint of our business group in the year 2023 was 133,27 ML. This calculation was made following the guidelines defined in ISO 14046:2017, considering the water consumption of our companies in Colombia, excluding the consumption of the companies located in the United States, as it represents less than 1% of the total. Additionally, to evaluate the most significant parameters, we selected the one with the highest environmental impact. In our case, we established sulfates as the reference due to the type of activity carried out by our organization.



We use the water footprint as an environmental indicator to quantify the total volume of freshwater used in industrial activities. This calculation is done considering the ISO 14046:2017 methodology, taking into account the water consumed directly by the company. As a result, we obtained a positive water footprint result, indicating that our water use is significantly lower than the total quantified consumption. This situation demonstrates our commitment to sustainability by efficiently and responsibly employing the water resource, thereby minimizing our impact on the environment. To achieve this, we implement various strategies such as reducing water consumption, quantifying the water footprint, and managing the supply chain.

### Initiative

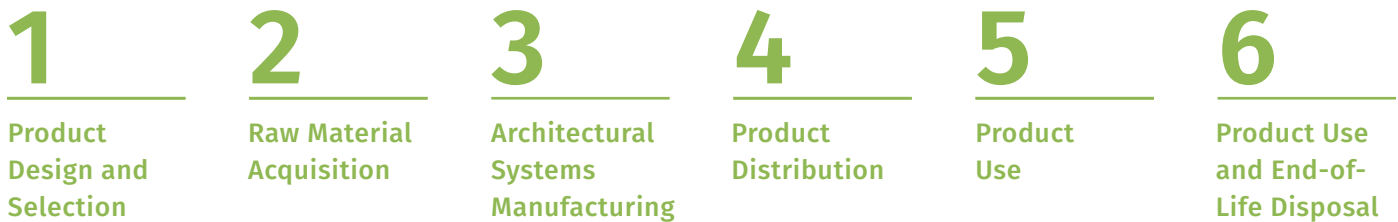
To reinforce our commitment in 2024, our initiative involves obtaining the concession for the reuse of wastewater in irrigation systems, aiming to significantly reduce water discharge. We aspire to utilize this resource for irrigation purposes, thereby contributing to the conservation and efficient use of water in our operations.



# Product Design and Life Cycle

In our company, we approach Life Cycle Assessment (LCA) as an essential tool for evaluating the inputs, outputs, and potential environmental impacts of our products throughout their life cycle. This systematic approach enables us to comprehensively understand and manage the environmental aspects associated with our product categories, from raw material acquisition to final disposal, in accordance with defined objectives and scope.

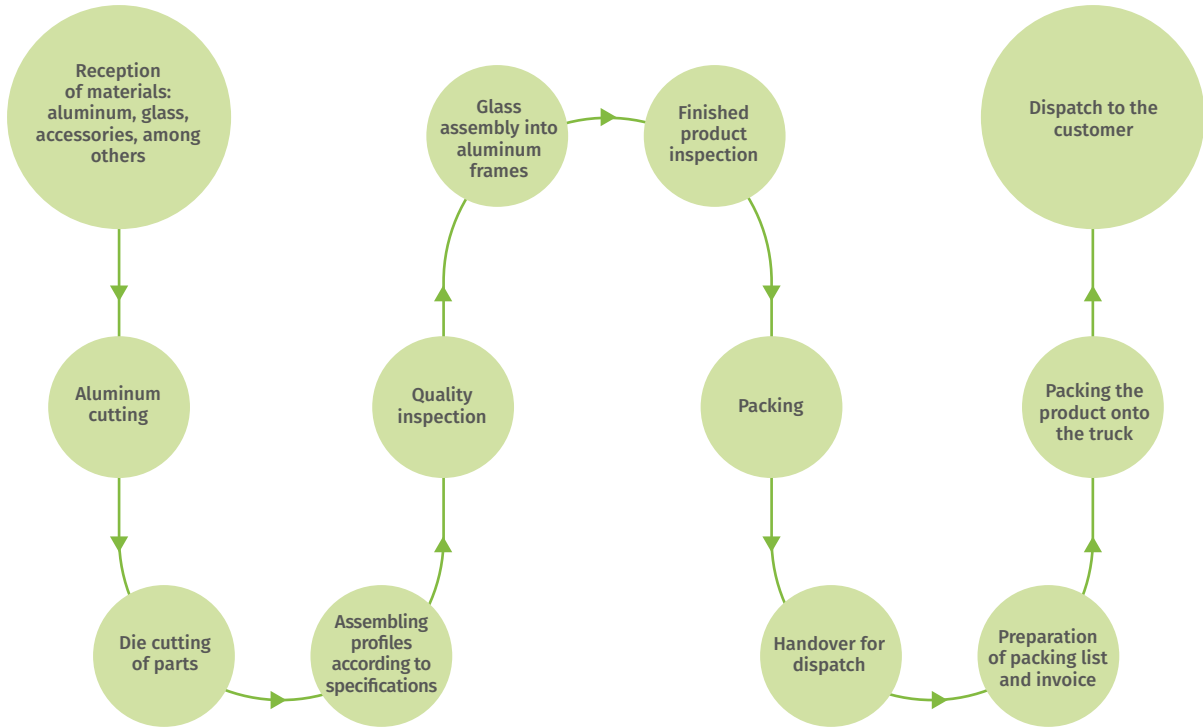
To begin, we identify the key materials that significantly influence the life cycle of our architectural systems: aluminum and glass. We establish a series of stages for their detailed evaluation:



**1. Product Design and Selection:** We engage various areas of the company in defining and selecting products, considering environmental and safety criteria throughout the production chain.

**2. Raw Material Acquisition:** Our procurement and logistics process analyzes and determines material needs, establishing specific requirements for suppliers according to our Life Cycle Environmental Aspects Matrix.

**3. Architectural Systems Manufacturing:** We stay ahead to align with global market trends. We have sophisticated thermal window systems that comply with energy-saving standards, such as our ES-UN625 product. This system offers thermal insulation properties and versatility in design.



**4. Product Distribution:** We manage the transportation of our products nationally and internationally, implementing measures to reduce CO2 emissions associated with transportation, through our own vehicles or contracted services.

**5. Product Use and End-of-Life Disposal:** We provide detailed information on the proper use and maintenance of our products through user manuals and maintenance guides delivered to our customers. Likewise, we are committed to offering guidance on the final disposal of our architectural systems, ensuring responsible management of environmental impacts throughout their lifespan.

Through this comprehensive product life cycle approach, we reaffirm our commitment to sustainability and responsible resource management in all our operations.



# Waste Management – Circularity

[GRI 306-1, GRI 306-2]

## Area: Environment

### Pacto Global Principio 9:

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



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

In the company, we initiated the design of the circular economy strategy, which we consider of great importance. This strategy is based on the premise of redefining, reducing, reusing and recycling resources in order to minimize our environmental impact and promote more efficient resource management. In this regard, we have identified two main focuses in our strategy for the year 2023: water reuse to reduce waste disposal and the reduction of waste generation, as well as the use of waste. These approaches will enable us not only to optimize our industrial processes, but also to contribute significantly to the conservation of natural resources and the protection of the environment.

Waste management in our organization is carried out through the integrated waste management plan, which details the characteristics of the waste generated in our facilities and the specific procedures for its treatment. This waste is classified into three main categories: usable, ordinary and hazardous.

Despite our efforts to minimize the generation of hazardous waste, we recognize that its environmental impact remains significant due to its inherent presence in our production processes. However, we are committed to the rigorous control and proper disposal of these wastes to mitigate any negative impact on the environment. This approach ensures that we fulfill our environmental responsibility commitments and contribute to the preservation of our environment.

To address the environmental aspect of hazardous waste generation, such as polysulfide, impregnated rags, xylene-contaminated water, paint-soaked cotton, and sludges, and their potential impact on soil pollution, we have established controls in the following areas:

**- Personnel Training and Awareness:** A training program is carried out to make personnel aware of the importance of proper hazardous waste management. This includes the location of the safety data sheets for chemical products, socialization of the procedures for the integrated management of solid waste, and analysis of relevant indicators. In addition, the Integrated Solid Waste Management Plan (Plan de Gestión Integral de Residuos Sólidos, PGIRS) is shared with all those involved in the process.

**- Methods, Procedures and Instructions:** Specific procedures are established for the proper management of hazardous waste, including the provision of chemical safety sheets in designated areas, socialization of comprehensive solid waste management procedures, and periodic review of relevant indicators to ensure compliance with environmental standards.

**Reusable waste**  
Those that can be reused or recycled and are delivered to authorized managers for processing.



**Regular waste**  
Those that do not have recycling value and are sent to the landfill for final disposal.

**Hazardous waste**  
They require treatment due to their harmful nature. They are managed through strict safety measures and are disposed of properly, either through secure cells, controlled incineration, or specific utilization methods depending on the case.

- **Machines, Systems, or Materials:** We implement a physical waste management system in the workplace by strategically placing containers of different colors at each production line. These color-differentiated containers facilitate proper separation of hazardous waste, thereby promoting more efficient and safe management.

In addition, we implemented several initiatives to prevent the generation of waste, among which the following stand out:

- Reuse of aluminum waste in the organization’s production process.
- Reuse of wood waste for the manufacture of finished product packaging.
- Reuse of packaging within the supply chain.
- Return of packaging to our suppliers for reuse.
- Use of basic water to neutralize acidic water, and vice versa, as part of our water treatment process.
- Implementation of mechanisms to reduce fume emissions in the smelting process.
- Use of hazardous waste to be reused by other companies as raw material.

These actions reflect our commitment to environmental sustainability and enable us to minimize the impact of our processes on the environment by promoting resource reuse and waste reduction.

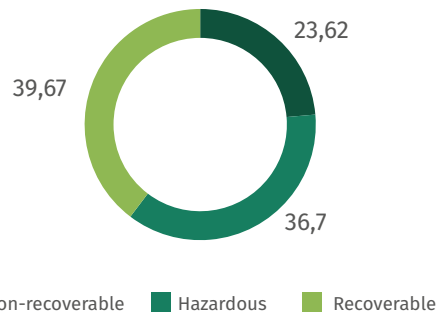


### Waste generated

[GRI 306-3 SASB- EM-CM-150a.1]

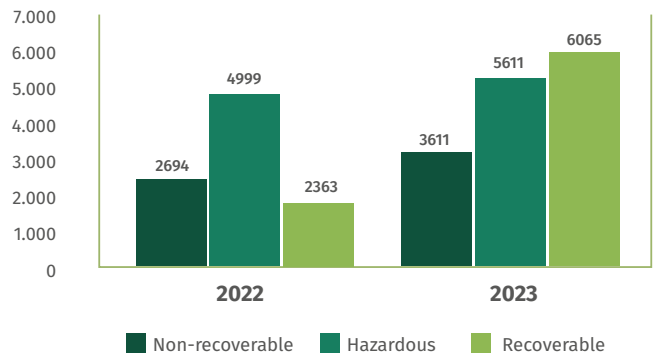
The waste generated in the year 2023 corresponds to: 23.62% Non-Recoverable Waste, 39.67% of Recoverable Waste and, 36.70% of Hazardous Waste.

Waste distribution 2023



During the year 2023, we experienced a remarkable 13% increase in the amount of recoverable waste compared to the previous year. This achievement is the fruit of our continuous efforts to increase the efficiency of our organization’s waste management.

Comparative analysis of waste



[GRI 2-4]

Should be noted that the variation in non-recoverable waste for the year 2022 is due to the inclusion of companies located in the United States, which were not considered in the previous year’s report, which explains the discrepancy in the data.



## Waste Recovered

[GRI 306-4]

### We deliver for recycling to specialized organizations:

**343 Tn** of plastic

**1.094 Tn** of scrap metal. We increased recycling by 21%.

**455,7 Tn** of cardboard.

**18,7 Tn** of paper. We reduced paper recycling by 32%, due to the implementation of PaperLess project, which have automated and technified processes to avoid the use of paper.

### We recovered

**13,7 Tn** of glass scrap.

**2,68 Tn** of aluminum scrap.

These products are used as raw material in the industrial process.

### We recycled

**3.284 Tn** of contaminated aluminum.

**9,8 Tn** of rubberized cable.

**7,39 Tn** of pulp.

**154** pimpinas.

**0,04 Tn** of alucobond

**460,8 Tn** of Interlayer (PVB and Sentry)

### We collect

**11,68 Tn** of used oil and use all of it as industrial fuel.

### We use

**134,9 Tn** of water with xylol.

### We destined

**8 Tn** of used batteries to the post-consumption program.

### We recycle

**2,62 Tn** of waste electrical and electronic equipment WEEE.

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

## Destined for disposal

[GRI 306-5]

Waste	Tons
Water with xylol	285,9
Oily Waters	1.166,6 Tn
Solids or elements impregnated with paint and/or solvents	655,8
Containers contaminated with paint	3,7
Polysulfide residues	1
Silicone residues	883,9
Luminaires	0,2
Refrigerant cylinders	0,3
Air filters	0,5
Oil filters	0,4
Expired paints	19,7
Wastes with oils	0,3
Expired liquids	4,6
Biosanitary	0,4
Used tires	9,2
Sludge contaminated with chemicals	25,7
Polishing discs	0,03
Ordinary waste	3.611,2

Hazardous waste undergoes either incineration processes or encapsulation in secure cells. Ordinary waste is sent to the landfill.

Since September 2023, we established collaboration with other companies to utilize xylene-contaminated water as raw material in their industrial processes. This initiative reflects our pursuit of synergies to avoid the final disposal of these wastes and promote their reintegration into a circular productive cycle.





# Innovation and Technology

The Ministry of Science, Technology and Innovation has recognized that four automation projects developed in our company are considered process innovation projects. Of these, three have been rated with the highest score. These projects are closely aligned with the Development Plan, the Green Book, the Mission of the Wise, and various Sustainable Development Goals, such as 8, 9, 13, and 17.

These projects not only represent significant advances in terms of technological innovation but also have a positive impact on the environment. Improvements in production efficiency lead to a reduction in the consumption of natural resources and energy. Additionally, the adoption of cleaner technologies and automated processes contributes to minimizing waste generation and harmful emissions, demonstrating a solid commitment to the principles of sustainable production.

## Information Systems and Technology

The IT department is spearheading tech adoption to fuel company growth and innovation. We're building a culture of continual IT evolution to boost competitiveness. By aligning technology with our needs and strategic goals, we ensure success in meeting corporate objectives and tackling senior management's IT challenges.

Aiming to improve communications, minimize rework, and significantly reduce paper consumption the IT department leads a series of strategic projects to ensure that information is available in real time and in digital format to enable effective decision-making at all levels of the organization:

**To achieve these goals, the IT department leads a series of strategic projects::**

- **Paperless initiative:** Gradual migration of information to digital formats, progressively eliminating the use of physical documents.
- **Process integration:** Creation of a unified and interconnected system that facilitates communication and information flow between different areas and applications of the company.
- **Communication enhancement:** Implementation of tools and strategies to enable effective and efficient communication among employees.



### This focus on information management allows us to:

- **Enhance operational efficiency: Minimizing rework, wait times, and associated costs.**
- **Improve decision-making: Accessing precise, real-time information.**
- **Boost productivity: Encouraging greater collaboration and communication among teams.**
- **Reduce environmental impact: Decreasing paper and resource consumption.**

For the year 2023, the company planned and implemented a series of developments aimed at continuing the multidirectional organizational growth, focusing on sales growth and the development of technological solutions.

• **Infrastructure and Cybersecurity.** We enhance server performance, increase service redundancy, and fortify data protection against ransomware attacks. Our upgraded Wi-Fi infrastructure ensures seamless connectivity across company processes, while extending fiber layout to new production plants.

• **Process Monitoring and Control** We implement various IT and technological solutions to support the achievement of organizational goals:

- Maintenance of control, consumption, and process tracking processes for the aluminum plant, which allowed us to improve production process analysis, backlog control, and extrusion, cutting, and waste frequency. This resulted in a 50% increase in material extrusion.
- Development of real-time tracking using reporting methodologies and business intelligence tools such as POWER BI.
- Development of solutions for storage control and automation of material requests

- Integrations of internally developed applications with the company's ERP system, resulting in direct cost savings from external contracting for solution development.
- Enhancements to the solution for tracking the cutting, stamping, assembly, and packaging process of windows, ensuring the delivery of products in excellent condition and enabling customers to view the status of the requested product online.
- Improvements and development of tools for material projection analysis and production scheduling process, thereby increasing control over production.
- Extension of solution developments to our customers to allow them to trace the requested product.
- Incursion of new systems and improvements in glass production and logistics processes through raw material control and organization.
- Improvement of applications for automatic reporting of batch tracking and compliance from glass cutting.
- Implementation of a new application for real-time inventory management, allowing online consultation of available inventory in each warehouse and recording of physical counts, generating reports that identify deviations.
- Generation of task automation projects with digital interfaces, contributing to the optimization of various processes and reducing execution times.



These improvements in computer applications have generated significant advantages, such as reduced supply process times, reduction of aluminum waste (SCRAP), and greater traceability and visibility of the product delivered to the production process.

• **Reducing the use of paper.** We have led projects to reduce the use of paper in the company, integrating processes and improving communications to ensure that all information is available in digital format.

- Implementation of the digital registration process of the companies' reconciliation.
- Implementation of an information system for the control and monitoring of contractor registration, machinery, and vehicles.
- Implementation of a bidding portal for supplier selection.
- Design and implementation of a new platform for employee management from the Human Resources area and each of the sub-processes applicable to this area.
- Enhanced web and desktop app for quality monitoring manages non-conforming materials, generates detailed reports, and eliminates paper usage. Identified production lines and systems prone to irregularities, providing complete visibility for product improvement in ESWindows Solar Energy production.
- Implementation of a system for the automated generation of order prices, using price lists from our

ERP. In addition, the process of invoicing materials to customers has been improved and automated.

- Optimization of accounting processes through the use of technological tools and developments for the automation of tasks such as invoice reception, petty cash management and the supplier portal, among others.

• **Electronic Recycling.** Electronic recycling is essential due to the presence of heavy metals, persistent organic pollutants, flame retardants, and other hazardous substances that may be found in WEEE (Waste Electrical and Electronic Equipment), posing a risk to human health and the environment if not properly managed. For this reason, our company is committed to facilitating this process by delivering WEEE waste to accredited and authorized entities for collection and treatment.

In IT, we prioritize sustainable development, innovation, and research. We create an environment that fosters diversification and adds value to our products while considering environmental and social impacts. Our focus is on adopting clean technologies and processes to minimize resource consumption, waste, and emissions, contributing to environmental protection.

We excel in automation, digitization, and implementing new technologies to optimize processes and resources through data utilization. In 2024, we'll continue investing in technology and innovation, developing adaptable, customized solutions to meet our evolving needs.



## Technology-Based Projects and Objectives for 2024:

- Strengthening technological tools in the IT assurance area to decrease ICT-related risks.
- Integration of solutions to create a unified technological management environment, facilitating interoperability and streamlining processes.
- Continuing the transformation of products, facilities, services, production processes, and internal management with sustainability criteria, promoting eco-efficient and responsible practices.
- Promoting access to Information and Communication Technologies (ICT) for all employees and the supply chain, ensuring seamless communication throughout the value chain.
- Encouraging the use of disruptive technologies with a sustainable focus, such as big data, artificial intelligence, or the Internet of Things.
- Investing in R&D to foster technological development and innovation in company activities.
- Strengthening technological infrastructure to ensure organizational growth and operation.





# 06 Enhancing our environment











We demonstrate an unwavering commitment to the holistic well-being of all stakeholders. Our mission extends beyond mere opportunity creation; we proactively enhance quality of life and catalyze positive environmental transformations.

Internally, we cultivate a secure workplace fostering both personal and professional development among our employees. Rigorous occupational health and safety initiatives are integrated, accompanied by a steadfast promotion of human rights across all operations.

Externally, through collaboration with the Tecnoglass Eswindows Foundation, we execute impactful programs benefiting communities within our sphere of influence, as well as our employees and their families.

### Enhancing our environment



Generate quality employment opportunities.



Promote and adopt the best labor and human rights practices.



To build and develop an integrated and innovative work team.



To provide an accident-free work environment, supported by health and safety culture.



Generate value in the communities of the area of influence.

# Human Rights [GRI 3-3]

## 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



**Generate quality employment opportunities.**



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

We prioritize promoting and respecting Human Rights across all operations and business relationships. Our established Human Rights Policy embodies our dedication to fundamental principles including freedom of association, eradication of forced labor, elimination of employment discrimination, prohibition of child labor, and prevention of workplace harassment.

Our Policy is based on the following guidelines:

1. Conduct business with respect for the human rights of each individual, complying with applicable laws and regulations.
2. Reject the use of any form of forced labor, as well as child labor, physical punishment or abuse.
3. Reject all forms of discrimination.

### 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.

4. Respect the rights of our employees to form or join organizations, including unions or other forms of association.

5. Commitment to ensure high standards of health and safety in the workplace.

6. Reject any form of harassment; physical, verbal, sexual or psychological abuse; threats or intimidation in the workplace.

7. Recognize that wages are the basis of fair remuneration for work performed, and respect the principle of equal pay for men and women.





## 📖 Trainings

### Custom Indicator - Human Rights Training

In 2023, we deepened our commitment to Human Rights through a collaboration with the Defensoría del Pueblo. Our comprehensive training program, featuring both in-person and virtual sessions, empowered managers and department heads with essential knowledge. Led by experts including National Director of Promotion and Dissemination of the Ombudsman’s Office and Ombudsman Delegate for Economic, Social and Cultural Rights., the program delved into the fundamental rights of all individuals and the role of businesses in upholding them.

The program culminated with the presence of the Colombian National Ombudsman, symbolizing our joint dedication to fostering a workplace culture grounded in Human Rights respect. This ongoing effort reflects our unwavering commitment to creating an inclusive, ethical, and respectful environment for all.

Employees Trained	
Basic Human Rights Course	979 employees
Human Rights and Business	936 employees
Trained manager and department heads	
Basic Human Rights Course	83 - 95%
Human Rights and Business	82 - 92%

## Achievements

During the reporting period, we are proud to announce the following:

- We received zero reports of human rights violations, underscoring our unwavering dedication to promoting and upholding human rights across all our operations.
- There were zero unionized employees, reflecting the high level of job satisfaction and the effectiveness of our internal communication channels. Nevertheless, the Decent Work Committee continues to assess employee needs to ensure a fair and equitable work environment for all.
- No incidents of forced or compulsory labor were reported within our work environment. Our focus remains on cultivating an efficient and responsible workplace where employees enjoy freedom and autonomy.
- All our employees are of legal age, and we rigorously ensure that no minors are hired through our personnel selection process.
- Zero reports of discrimination were received, reaffirming our commitment to providing equal opportunities for all.
- We actively promote the social inclusion of employees with disabilities and offer employment opportunities to individuals without prior experience, facilitating their professional growth and skills development.



## Workforce management

 **Generate quality employment opportunities.**

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

 **To build and develop an integrated and innovative work team.**


We view our organization as a close-knit family, recognizing that our success hinges on the talent and dedication of our team members. We are resolutely committed to fostering opportunities for the comprehensive development of our employees, nurturing their professional growth and personal well-being. To this end, we cultivate a workplace culture that prioritizes safety, health, and mutual respect. We firmly believe that attracting and retaining top talent is not just a priority, but a fundamental driver of our business's sustainable growth.


### **New hires** [GRI 401-1]


In our company, we are always looking for talent to join our growing team. We are pleased to welcome new members to the Tecnoglass family, who will bring their passion and skills to continue driving the success of our organization.


#### During 2023 in Colombia we hired in industrial companies:

##### 1547 Employees

 Between 18 & 30 years old **1006**

 Between 30 & 50 years old **533**

 Over 50 years old **0**

 Caribbean region **1501**

 Andean region **45**

 Pacific region **1**

 Female employee **78**

 Male employee **1436**

**Recruitment rate:** **40%**

## Benefits For All

Our employees, both directly employed and those on assignment, benefit from a comprehensive array of offerings aimed at enhancing their well-being and that of their families. These include:

- A life insurance policy providing additional protection in unforeseen circumstances.
- Prepaid medical assistance or health insurance ensuring access to essential medical services.
- A birth bonus to celebrate the arrival of a new child.
- Grants and/or scholarships for undergraduate and graduate studies, extending educational opportunities to employees and their children.
- Allowances for housing, shopping, or dining expenses.
- Transportation assistance services for streamlined commuting.
- Access to discounted dining options through our company casino.
- On-site medical facilities offering general medicine, optometry, and dentistry services for holistic employee care.
- Pediatrician appointments for employees with children.
- Sports assistance for participation in both internal and external competitions.
- Health treatment assistance for their children.

## Parental Leave [401-3]

At TecnoGlass, we hold in high regard and commemorate the pivotal moments in our employees' lives. We acknowledge the profound significance of welcoming a new child into the family. Hence, we extend the privilege of parental leave to our employees, granting them invaluable time to bond with their newborns. We recognize the importance of this transitional period and are dedicated to providing support to our employees during this significant phase of their lives.

Number of people entitled to parental leave, those who have taken parental leave and those who have returned from parental leave.

 **Women: 21**

 **Men: 379**

**Return to work rate  
100% of employees**





# Occupational Safety and Health [GRI 3-3, 403-1]

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

Our Colombian industrial companies adhere to an Occupational Health and Safety System (OSH) compliant with Resolution 0312 of 2019 and ISO 45001:2018 standards. This comprehensive system encompasses all workers, suppliers, and contractors involved in our operations, ensuring safety across the design, manufacture, marketing, and installation of our products. We prioritize safety through specialized training, active worker participation in risk identification, and the integration of technological tools for safety management. Continual refinement of our procedures guarantees compliance with legal requirements and fosters a proactive approach to accident and illness prevention.

## **Hazard and Incident Identification and Evaluation** [GRI 403-2]

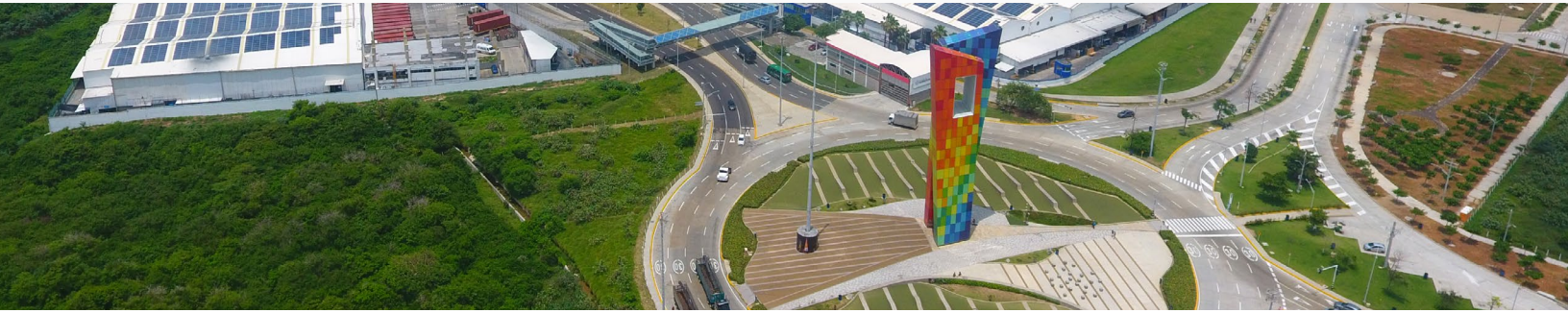
Our organization utilizes an adapted version of the Colombian technical guide GTC 45 of 2012 to conduct routine hazard identification and risk assessment. Through a comprehensive hazard identification, risk assessment, and control matrix, we engage workers via surveys and safety condition reports, ensuring their active

involvement in the process. The efficacy of these procedures is upheld by competent personnel, with results continuously informing the enhancement of our Occupational Health and Safety (OSH) management system.

To facilitate seamless communication and reporting, we've established dedicated channels such as WhatsApp groups for workers to promptly report any safety or health concerns. Findings are meticulously documented in the digital platform Guardián de la Productividad ARL. Furthermore, we enforce the Ten Golden Rules, backed by an interdisciplinary team tasked with verifying operational control compliance.

Within our organization, we're steadfast in our commitment to minimizing exposure and hazards through ongoing hazard and risk evaluations. Documented procedures govern hazard identification, risk assessment, and control, supplemented by an incident investigation protocol that prioritizes prompt reporting to the OSH team. A multi-disciplinary committee convenes to devise action plans, ensuring the prevention of recurring incidents and safeguarding workers against potential retaliation. These robust processes and procedures underscore our dedication to continual OSH management improvement, fostering a safe and healthy work environment for all employees.





## Communication Channels - Employee Engagement [GRI 403-4]

We place great emphasis on the active participation and consultation of our workforce in all matters pertaining to occupational health and safety. To facilitate this, we implement various mechanisms across our group companies to ensure broad representation and effective engagement:

- **Hazard Identification, Risk Assessment, and Control Checklist:**

Regular surveys are conducted to identify occupational hazards, with approximately 237 workers participating in 2023, representing personnel from diverse areas.

- **Self-Reporting of Health Conditions:** Workers are provided with mechanisms for reporting their health conditions automatically, fostering a culture of self-discipline and personal care.

- **Reporting of Substandard Conditions:** Operating personnel are encouraged to report unsafe conditions through various tools such as the Guardian of Productivity software, QR codes, and an unsafe conditions matrix.

- **Selection of Personal Protective Equipment (PPE):** Workers are actively involved in the selection of PPE to ensure it adequately meets their needs and addresses their concerns.

- **Safety Talks:** Periodic safety talks are organized to inform workers about specific risks and preventive measures, promoting awareness and shared responsibility for safety.

- **Mechanical Risk Training:** In 2023, specific training on mechanical risks was conducted, engaging 3,842 workers to ensure a comprehensive understanding of the area.

In 2023, we achieved a notable enhancement in employee engagement regarding reporting on occupational health and safety matters. There was a substantial increase in employee

collaboration and participation throughout the year. All contributions are meticulously documented, and proactive measures are swiftly implemented as required. Notably, one of our group companies witnessed a remarkable 60% surge in participation and consultation, facilitated by leveraging social networks such as WhatsApp, thereby enhancing the effectiveness of self-reporting mechanisms.

At Tecnoglass, we uphold the establishment of formal committees wherein employees play an active and influential role in matters pertaining to occupational health and safety (OHS). Noteworthy among these committees are:

- **Joint Occupational Health and Safety Committee**

- (COPASST):** Comprising representatives from both workers and management, COPASST convenes regular meetings and exercises shared decision-making authority, with worker representatives elected through voting.

- **The Labor Coexistence Committee:** Comprised of representatives from both workers and management, this committee fosters a healthy work environment and resolves interpersonal conflicts equitably and effectively.

- **The Continuous Improvement Committee:** Tasked with identifying process improvement opportunities, this committee actively involves workers from diverse areas, ensuring a broad and inclusive perspective in solution identification.

- **The Road Safety Committee:** Comprising employees pivotal to the strategic road safety plan, this committee addresses driving and transportation risks within the work environment.

- **The Safety Leaders Committee:** Comprising process coordinators responsible for reporting safety conditions and behavioral observations.

- **The Change Management Committee:** Under the leadership of the Head of OHS, this committee, in collaboration with COPASST representatives and



departmental leaders, addresses OHS-impacting changes, such as technological modifications, work method adjustments, and infrastructure updates.

• **The Occupational Incident Investigation Committee:**

With participation from area managers, OHS representatives, and COPASST, this committee investigates occupational incidents and accidents to identify root causes and prevent recurrence, ensuring a proactive and preventive response.

• **The Mutual Aid Committee:** Comprising emergency preparedness and response plan leaders from neighboring companies in the Las Flores neighborhood, with OHS leaders representing our company. This committee identifies resources for risk prevention and emergency control within our company's environment, participating in drills to ensure effective response to any eventuality.

These committees ensure representation from all organizational sectors and active participation in OHS-related decision-making processes. Moreover, we maintain effective communication through various channels, including physical bulletin boards, email, mobile applications, social networks, and face-to-face meetings, to keep workers informed and solicit their ongoing input and feedback.

## **Trainings** [GRI 403-5]

The industrial companies of the Corporate Group prioritize the health and safety of their workers through annual training plans, adapted to identified needs and specific occupational risks.

### **Energía Solar:**

During 2023, a training plan was carried out with an efficiency of 93%, reaching 4,634 workers through 420 training sessions.

### **These were:**

- Capacitación integral a los brigadistas de emergencias.
- Comprehensive training for emergency brigade members.
- COPASST training
- Massive campaign to prevent the consumption of psychoactive substances (A&D).

- School of body segments, upper limbs and spine
- School of mechanical risk
- Training in safe bridge crane operation (20 hours).
- Training and certification in safe work at heights,
- Training in safe handling of machines and tools.
- OSH induction and re-induction.
- Socialization of lessons learned from accidents and incidents.

### **In the EVP for the year 2023, the indicators showed the following:**

- Coverage of active breaks and occupational gymnastics in various operational and administrative areas reached 76.2%. In critical operational areas, 2,659 workers out of a total of 3,637 were involved, representing 73.1% coverage.
- Training focused on topics such as postural hygiene, manual load handling and upper limb work techniques, with an attendance of 2,880 workers in different operational areas, covered 79.1% of the total.

### **Tecnoglass:**

Tecnoglass' training plan focuses on providing integral access to virtual and face-to-face programs, taught by professionals from ARL Seguros Bolivar and strategic allies such as SENA. The trainings carried out were:

- **OSH Induction and Reinduction:** 100% of the objective was achieved, with more than 650 inductions for new personnel and more than 3,267 inductions for contractors.
- **Safety talks at work stations:** More than 20 topics were given in safety circles, covering 80% of critical personnel in the operation who handle glass.
- **School of body segments:** The "School of the back and upper limbs" continued, with the participation of 242 operational workers.
- **Chemical risk training:** We achieved 94% compliance with the general compliance indicator, with a coverage of more than 82% due to the participation of 950 workers from the 5 plants.
- **School for the safe handling of glass:** A strategy was implemented for the population exposed to glass handling, focused on accident control and workers' health.
- **Course for the safe operation of overhead cranes and**

### handling of electric stevedores.

- **High Risk Tasks:** Training was scheduled for safe work at heights and in confined spaces.
- **Course for the safe operation of golf carts.**
- **Retraining for the safe operation of pneumatic pistols in key areas of the process.**
- **Emergency squad:** 16 training sessions were conducted, including new topics such as the application of the PAS protocol and chemical risk theory.
- **Training on epidemiological surveillance programs (PVE),** such as hearing preservation, chromium, xylene, visual, respiratory, healthy lifestyle and musculoskeletal.
- **Behavioral Improvement Program:** Group and individual interventions were carried out, achieving a total of 320 interventions.
- **Industrial Safety Program:** Safe Work Methods and risk maps were designed and unsafe conditions were identified in the production plants.

The result of these activities was a 100% reduction in serious accidents and a 6% reduction in accidents related to mechanical risk.

### C.I. ES METALS:

It has a training program to strengthen its workers. Some of the certified trainings were:

- Height course
- Retraining and Height Coordination
- Emergency and first aid brigades
- COPASST course (50 hours)
- SST course (20 hours)
- CCL course (50 hours)
- SG-SST course (20 hours)

In summary, the companies of the Corporate Group maintain a proactive approach to occupational health and safety training, ensuring that all workers have access to comprehensive programs that promote a safe and healthy work environment.





## Health Prevention and Promotion [GRI 403-3]

Occupational health services are integral to our commitment to identifying and mitigating hazards, thereby fostering safe and healthy working conditions. Our organization boasts an interdisciplinary team comprising professionals from diverse fields including engineers, occupational physicians, physiotherapists, psychologists, and nurses, among others. Collaborating seamlessly, this team executes annual promotion and prevention initiatives such as epidemiological surveillance programs, health assessments, hygiene evaluations, nutrition initiatives, cardiovascular disease monitoring, and various training activities.

Additionally, we conduct occupational medical examinations, workplace inspections, and implement targeted interventions like the Upper Limbs Body Segments School and the We Are + Safe Strategy, addressing behavioral factors impacting the occurrence of occupational accidents.

To ensure the quality of our occupational health services, we forge strategic partnerships with leading Health Promoting Entities (EPS), enhancing the timeliness of medical care for our workers and their families. Upholding stringent personal data protection policies, we safeguard the confidentiality of workers' health information. In terms of health service accessibility, our organization integrates these services into our comprehensive management policy, allocating resources for their implementation. All employees, irrespective of their position or employment status, have access to these services, which are administered by a proficient interdisciplinary team well-versed in occupational health and safety practices.

## Medical Unit [GRI 403-6 – GRI 403-7]

Promoting the health of our employees is a priority in our organization, reflected in the creation and operation of a Medical Unit dedicated to meeting the needs of our labor community. This unit offers a wide range of health services, including general medicine, psychology, dentistry, oral rehabilitation, optometry, and cardiovascular risk (CVR) follow-up. All these services are completely free of charge and are available to all employees during working hours from Monday to Saturday.

The services we provide in our Medical Unit are supported by state-of-the-art equipment, which allows us to play an active role in the prevention and promotion of our employees' health. In addition, we have established strategic alliances with the main EPS to which our employees are affiliated, These partnerships guarantee convenient access at no additional cost to family medical consultations, which are coordinated from our facilities, thus facilitating access to comprehensive medical care for our workforce.

We highlight the implementation of a comprehensive approach to monitor the various aspects of our employees' health, based on health status reports provided by health service provider companies and evaluated by medical professionals. This approach allows us to identify areas for improvement in the health of our employees and provide personalized recommendations for their well-being, including referral to health service provider companies for specialized medical care when necessary.

The organization adopts a proactive and methodical stance towards preventing and mitigating significant adverse impacts on occupational health and safety, directly tied to its operations, products, services, and business relationships. This entails the implementation of a robust Business Continuity Plan, incorporating procedures for identifying legal and regulatory obligations pertinent to occupational health and safety prevention. Furthermore, the plan facilitates access to legal and other requirements, ensuring adherence to relevant statutory provisions. It is tasked with maintaining up-to-date information and effectively communicating new requirements or changes to employees and other stakeholders concerned with compliance.

In addition, the Business Continuity Plan defines the information necessary to provide an effective response to situations that represent risks to the continuity of the company's operations, such as emergency management, protection and security mechanisms, crisis situations and other management systems. In this regard, there is a specific procedure for identifying hazards, assessing risks, and determining controls associated with the activities carried out by the organization. The purpose of this procedure is to establish preventive and corrective actions or measures to prevent occupational accidents, traffic accidents, and occupational diseases, thus ensuring a safe and healthy work environment for all workers.

### Coverage [GRI 403-8]

The Occupational Safety and Health Management System (OSHMS) has 100% coverage and applies to all employees, both administrative and operational, as well as contractors, suppliers and visitors whose work is under the company's control. Each worker is included in the corresponding program according to his or her exposure to specific risks. This SG-SST, which is applied in the companies C.I. Energía Solar S.A.S., E.S. Windows and Tecnoglass S.A.S., is framed in the ISO 45001:2018 standard, while for the company ES Metals it is governed under Resolution 0312 of 2019.

### Injuries due to work-related accidents [SASB EM-CM-320A.1, GRI 403-9]

○ <b>Fatal accidents</b>	<b>0</b>
○ <b>High-consequence work-related injuries</b>	
Direct Employees:	<b>2</b>
Employees on mission:	<b>6</b>
○ <b>Rate</b>	
Direct Employees:	<b>0.03%</b>
Employees on mission:	<b>0.12%</b>
○ <b>Workplace accidents</b>	
Direct Employees:	<b>116</b>
Employees on mission:	<b>146</b>

### ○ **Hours Men Worked**

Direct Employees:	<b>13.010.613</b>
Mission Employees:	<b>9.644.533</b>

### ○ **LTIF**

Direct Employees:	<b>1.78%</b>
Mission Employees:	<b>3.03%</b>

In 2023, reported occupational accidents highlighted prevalent injuries, including trauma, wounds, blows, contusions, sprains, strains, muscle tears, and lacerations. Blows and injuries were particularly impactful incidents. These accidents stemmed from various hazards, such as mechanical, locative, and traffic-related safety conditions, as well as biomechanical factors like overexertion and manual handling of loads. Specific instances involved transport and cutting with glass sheets, machine entrapment, chemical contact, aluminum casting, and electrostatic painting. Hazards are meticulously identified and monitored through a hazard and risk identification matrix.

To address these risks, the organization has instituted several management programs aimed at hazard elimination and priority risk reduction within each work process. These initiatives encompass:

- The Mechanical Risk School, focusing on human, machine, and process aspects. Key successes in 2023 included audiovisual process documentation, application of the V.A.R. (See, Analyze, Remember) strategy, designation of technical personnel per plant, and increased proposals for machine and equipment improvements.
- Task-based risk management, entailing operational control monitoring, safety talks, and competency evaluations for personnel operating overhead cranes, alongside enhancements in hoisting equipment.
- A fall protection program for workers engaged in tasks at heights, ensuring compliance with legal standards.
- The “Somos Más Seguros” (We are Safer) program, emphasizing behavioral aspects and identifying critical behaviors that could lead to work-related incidents. This program provides real-time feedback on observed risk situations at work sites.



## Occupational Diseases [GRI 403-10]

In 2023, we reported two cases of occupational diseases, primarily linked to musculoskeletal pathologies resulting from prolonged positions, dynamic and static loads, muscular exertion, and repetitive movements. Carpal Tunnel Syndrome emerged as the predominant pathology. No fatalities due to occupational diseases were recorded during this period.

For the 2024 work plan, we aim to bolster the Musculoskeletal Epidemiological Surveillance Program (PVE) in collaboration with the wider system. We will roll out preventive and care activities focused on upper limb injuries, with

particular emphasis on hands and wrists, especially in areas with heightened exposure and criticality for this risk. We will sustain a continuous workflow in epidemiological surveillance, encompassing musculoskeletal surveys, assessments, workstation inspections, ergonomic and postural analyses, follow-up of diagnosed pathologies, observations of behaviors and tasks, as well as promotion and prevention activities. Additionally, we will provide support for adhering to active breaks and occupational gymnastics.



# Tecnoglass Eswindows Foundation

[ GRI 413-1]



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

For the past 17 years, we have worked hand in hand with the Tecnoglass ESWindows Foundation to develop social projects that generate a significant impact in the communities within our sphere of influence, as well as among our employees and their families.

In 2023, we continued with our strategic line of social programs, focusing on initiatives that address the most pressing needs of our communities. These programs are designed to create real and sustainable value, promoting human development, equity, and well-being in every initiative we undertake.



## Education for progress

519

People  
Beneficiaries

### Scholarship Programs

We focus on transforming lives through programs that guarantee access to quality education. By the year 2023, we provide support to 519 young people and adults, among employees and children of employees of Tecnoglass Group, who are studying technical, technological and university studies in various educational institutions in the country, such as Universidad de los Andes, Universidad del Norte, Universidad Autónoma del Caribe, Universidad Simón Bolívar, CUC, among others.

From Tecnoglass Foundation, we have been committed to education for 16 years, with the firm conviction to support young people in achieving their goals and aspirations. Our goal is to contribute to the personal and professional development of each student. Currently, we maintain more than 10 strategic alliances with leading accredited universities.

77

People  
Beneficiaries

### Technical careers

In alliance with the Corporación Unificada Nacional de Educación Superior- CUN, we encourage the professional advancement of our employees by providing scholarships for specialized technical careers in:

- Professional Technician in Process Registration
- Professional Technician in Administrative Processes

In order to support their academic development, we have implemented a telecampus available 24 hours a day, equipped with all the necessary tools to facilitate their studies.

In addition, in close collaboration with the compensation funds, we have established an agreement with Comfamiliar Atlántico for the execution of the Technical Administrative Assistant program.

1597

Students  
Beneficiaries

### Courses

We support the Colombian Technical Institute TECNICOL in the implementation of the Diploma in Comprehensive Care in Prevalent Childhood Illnesses.

+100

People  
Beneficiaries

### Internal training

In order to strengthen assertive communication, we conducted a series of workshops for the leaders of our production plants. During these workshops, participants improved their communication skills and put into practice what they learned with their work teams.



37

Beneficiaries

### Training and preparation for the 11th grade - IED Las Flores

This training is aimed at 37 students in grade 11, focused on improving the skills and competencies necessary to successfully take this test. Thanks to their commitment and discipline, these students achieved exceptional results in the history of the institution. In 2023, IED Las Flores experienced an increase of 35 points over the previous year. In addition, 7 students scored above 300 points.

22

Beneficiaries

### Scale Your Life

This methodology was created with the purpose of accompanying young people in vulnerable situations in the process of discovering their vocation and turning it into a tangible reality. During 2023, we provided personalized advice and support to 22 young people from our influence neighborhoods who are focused on developing their life project. This included English classes, training in soft skills, and a basic Excel course. Currently, 4 of these young people are on scholarships pursuing university degrees in nursing, veterinary science, physics, and business administration

4000

Beneficiaries

### School Kits

We provide school kits to our employees to ensure that their children start the school year equipped with all the necessary tools for their classes, thus encouraging discipline in their studies.



## Social infrastructure

111

Families  
Beneficiaries

### Housing improvement

Through our Housing Improvement Program, we express our appreciation for the dedication and commitment of Tecnoglass group employees, providing them with support to improve their homes or acquire their own, with the aim of ensuring the well-being of their families.

90

Beneficiaries

### Monsignor Víctor Tamayo

In collaboration with the Maestro Cares Foundation, we carried out significant infrastructure improvements at the Monseñor Víctor Tamayo Boarding School. These included roofing, the dining area, the laundry area, air conditioning, vinyl decoration, the creation of spaces for boys and girls, bathrooms, the construction of a playground, the installation of blackout curtains, and the inclusion of inspirational phrases.

All of this was done with the aim of improving the quality of life, promoting proper use of leisure time, and providing access to first-rate facilities and education for children and young people.

Furthermore, to ensure the success of the bakery workshops, the Tecnoglass Foundation equipped the boarding school facilities with the necessary tools and utensils to effectively carry out this activity.

107

Doors and  
windows

### Endowment to Churches

A total of 107 doors and windows were provided to comprehensively enhance the facilities of the San Clemente Parish and the Regional Seminary of the XXIII Atlantic Coast. This initiative's main objective is to contribute to the well-being and comfort of the parish community in both locations.

**+1200**  
Attendees

### “Ventana de sueños”

A new monument was inaugurated in Puerto Colombia, honoring the migrants who entered the country through the renowned pier of this municipality during the 20th century. During the inauguration ceremony, attendees enjoyed a spectacular light show that enhanced the 1,200 m<sup>2</sup> of high-quality glass, inspired by the blue tones of the Caribbean Sea.

The construction of this lighthouse, reaching a height of 70 meters, required the use of 120 tons of hot-dip galvanized steel, coated with epoxy paint to prevent corrosion. Additionally, 55,000 LED lights powered by solar panels were installed as an integral part of the facade, adding a modern and sustainable touch to the structure.

**1096**  
Students  
Beneficiaries

### IED Las Flores

This educational institution, located in the northwest of Barranquilla, provides preschool, elementary and middle school education to children and young people in the Las Flores neighborhood. In order to improve the quality of its facilities, we improved the ceilings in three classrooms.

We also provided the institution with additional equipment, including a freezer, a stove, chairs and tables.



## Social intervention

**51**  
Wheel  
Chairs

### Mobilize hope with W Radio

Through a collaboration with W Radio, we donated 51 wheelchairs to individuals in vulnerable communities. This program aims to improve the quality of life and provide greater opportunities for those who need them most.

**+3000**  
children  
participating

### Children’s Day

We celebrated with all the children this magical day at La Ventana al Mundo. It fills us with great joy to be able to share with each one of them and their families, enjoying live shows, dances and games outdoors.

**+15mil**  
Beneficiaries

### Lighted Christmas tree

Together with the children from our nearby neighborhoods, we lit up the country’s largest Christmas tree, marking the beginning of this magical festive season. During the celebration, we enjoyed the participation of the children from the Monseñor Víctor Tamayo Boarding School, who delighted everyone with a spectacular Christmas Show. This tree, standing at a height of 65 meters, is adorned with over 500,000 LED lights, creating a truly dazzling and festive atmosphere.

**90**  
Beneficiaries

### Monsignor Víctor Tamayo

In alliance with the Maestro Cares Foundation, we conducted catechesis workshops for children and young people, where they were provided with school kits and participated in entrepreneurship, dance, bakery and soccer activities. In addition, we held a Christmas activity with the aim of encouraging the development of sports skills, as well as promoting integration, fellowship and mutual respect among participants.





## Social welfare

**21024**  
People

### Tecnoglass Family

We firmly believe in the integral development of our Tecnoglass group collaborators, and therefore, we are committed to be an instrument for their social transformation. We provide support to our employees in key areas such as education, sports, health, food and sustenance. In addition, we organize a variety of activities such as birthday celebrations, health and wellness events such as “Energize Yourself”, as well as special commemorations such as Mother’s Day, Father’s Day and Halloween.

**+5000**  
Beneficiaries

### Wellness Fairs

With the Comfamiliar and Combarranquilla compensation funds, we organized two wellness fairs to inform our employees about the various benefits offered by these institutions, such as subsidies, housing, health, education, sports and art.

**3**  
winning  
groups

### Christmas Contest

We encouraged all Tecnoglass Group employees to decorate their workplaces with Christmas decorations, to promote creativity, festive spirit and teamwork during the season. With the collaboration of two expert jurors in event design, we selected three winning areas that were awarded with a dinner at a restaurant in the city.

**+2500**  
Participants

### Christmas Novena

The first Christmas novena was a memorable event that brought together employees, their families and children. The afternoon was filled with joy and festivities, highlighted by an abundance of gifts and refreshments for all attendees. The evening was full of festivities and joy, highlighted by an abundance of gifts and refreshments for all attendees. In addition, they enjoyed a Christmas show, which was accompanied by music that enlivened the festive spirit. Following tradition, the novena was prayed, with a sense of unity and spiritual reflection to the celebration. This event marked the beginning of the Christmas season with warmth and community unity.



01. Letter from our CEO

02. We are Tecnoglass

03. Sustainable Tecnoglass

04. Promoting continuous, ethical and responsible growth

05. Leading Eco-efficiency and Innovation

**06. Enhancing our environment**

07. Global Compact Progress Communication - SDGs

08. Global Reporting Initiative Standard - GRI





07

Global Compact  
Progress Com-  
munication SDGs





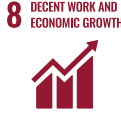














# Global Compact And Sustainable Development Goals

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>		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>		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>	 	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>		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.





# Global Reporting Initiative Standard - GRI







# GRI Content Index

**Statement of use:** Tecnoglass Inc has presented the information cited in this GRI content index for the period from January 1 to December 31, 2023, using the GRI Standards as a reference.

**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 Corporate Group has consolidated audited financial statements published on the SEC			
	2-3 Reporting period, frequency and contact point	Pag 10. The Sustainability Report is published annually in May, and the consolidated financial statements were published on February 29 on the SEC website and the company's webpage.			
	2-4 Restatements of information	Pag 47 and 79.			
	2-5 External assurance	Pag 10 - 116. The Report has the limited external verification of BDO audit S.A.S BIC. The limited external verification process aims to ensure the accuracy of the information contained in the report. The verification was conducted under the standards of ISAE 3000 and focused on reviewing 15 indicators associated with issues relevant to Tecnoglass and its stakeholders.			
<b>Activities and workers</b>					
<b>GRI 2: General Disclosures 2021</b>	2-6 Activities, value chain and other business relationships	Pag 14-20.			
	2-7 Employees	Pag 24.			
	2-8 Workers who are not employees			Information not available:	Not all non-employee workers have been identified.
<b>Governance</b>					
	2-9 Governance structure and composition.	Pag 30, 31, 34, and 35.			
	2-10 Nomination and selection of the highest governance body.	Pag 31, 34 and 35.			
	2-11 Chair of the highest governance body.	Pag 34. 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 35.			
	2-13 Delegation of responsibility for managing impacts.	Pag 30.			
	2-14 Role of the highest governance body in sustainability reporting.	Pag 35. The contents of this report are presented to the Board of Directors.			
	2-15 Conflicts of interest	Pag 36.			
	2-16 Communication of critical concerns.	Pag 55. Quarterly, the Board of Directors is presented with the cases received through the hotline for their awareness and intervention, if necessary."			
	2-17 Collective knowledge of the highest governance body.	Sustainability issues are on the Board's agenda.			

GRI Standards	Disclosure	Location	Part Omitted	Reason	Explanation
	2-18 Evaluation of the performance of the highest governance body	Pag 36.			
	2-19 Remuneration policies	Pag 36.			
	2-20 Process to determine remuneration.	Pag 36.			
	2-21 Annual total compensation ratio Strategy, policies and practices.	Pag 37.			
<b>Strategy, policies and practices</b>					
	2-22 Statement on sustainable development strategy.	Pag 7.			
	2-23 Policy commitments.	Pag 40 and 51.			
	2-24 Embedding policy commitments.	Pag 40.			
	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 18.			
<b>Stakeholder engagement</b>					
	2-29 Approach to stakeholder engagement.	Pag 43.			
	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 44-46.			
	3-2 List of material topics.	Pag 47.			
<b>Ethics and Compliance Program</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Pag 51.			
	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.		
<b>GRI 205: Anti-corruption 2016</b>	205-2 Communication and training about anti-corruption policies and procedures.	Pag 54.			
	205-3 Confirmed incidents of corruption and actions taken 9.	Pag 57. No confirmed corruption cases in 2023.			



GRI Standards	Disclosure	Location	Part Omitted	Reason	Explanation
<b>Business Resilience</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics.	Pag 56 and 59.			
	201-1 Direct economic value generated and distributed.	Pag 60.			
<b>Energy Management</b>					
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization.	Pag 72.			
	302-3 Energy Intensity.	Pag 73.			
	EM -CM-130a.1 Energy Management.	Pag 73.			
<b>Water Management</b>					
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource.	Pag 74.			
	303-2 Management of water discharge-related impacts.	Pag 74.			
	303-3 Water withdrawal.	Water is not extracted directly.			
	303-4 Water discharge.	Pag 74. 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 75.			
<b>SASB</b>	EM-CM-140a.1 Water Management.	Pag 74-75. The company does not directly extract fresh water; all water is obtained from the aqueduct system. There is no information about recycled water. We do not operate in water-stressed areas.			
<b>Climate Change</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics.	Pag 65.			
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions.	Pag 65 - 67.			
	305-2 Energy indirect (Scope 2) GHG emissions.	Pag 65,66-67 and 68.			
<b>SASB</b>	EM-CM-110 a.1 Greenhouse gas emissions.	Pag 66.			
<b>Waste management and utilization</b>					
<b>GRI 306: Waste 2020</b>	Disclosure 306-1 Waste generation and significant waste-related impacts.	Pag 78 -79.			
	Disclosure 306-2 Management of significant waste-related impacts.	Pag 79.			
	306-3 Waste generated.	Pag 79.			

GRI Standards	Disclosure	Location	Part Omitted	Reason	Explanation
<b>GRI 306:</b>	306-4 Waste diverted from disposal	Pag 80.			
<b>Waste 2020</b>	306-5 Waste directed to disposal	Pag 80.			
<b>SASB</b>	EM-CM-150a.1 Waste Management	Pag 79.			
<b>Human Rights</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics.	Pag 89.			
<b>Custom Indicator</b>	Human Rights Training.	Pag 91.			
<b>Workforce management</b>					
	401-1 New employee hires and employee turnover.	Pag 92.			
	401-3 Parental leave.	Pag 93.			
<b>Occupational health and safety</b>					
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics.	Pag 94.			
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system.	Pag 94.			
	403-2 Hazard identification, risk assessment, and incident investigation.	Pag 94.			
	403-3 Occupational health services.	Pag 98.			
	403-4 Worker participation, consultation, and communication on occupational health and safety.	Pag 95.			
	403-5 Worker training on occupational health and safety.	Pag 96.			
	403-6 Promotion of worker health.	Pag 98.			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships.	Pag 98.			Pag 98. 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 99.			
	403-9 Work-related injuries.	Pag 99.			
	403-10 Work-related ill health.	Pag 100.			
<b>SASB</b>	EM-CM-320A.1	Pag 99.			
	EM-CM-320A.2				Non applicable: Our employees are not exposed to the Silice cristalina
<b>Community Engagement</b>					
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs.	Pag 101-104.			





Sirs.  
Shareholders and other interested parties of  
**Tecnoglass.**  
Bogotá D.C., Colombia

## INDEPENDENT LIMITED ASSURANCE REPORT

### Scope of our Work

We have been engaged by **Tecnoglass** to perform a limited assurance engagement on the information detailed in Annex A (hereinafter, the information subject to assurance), included in the Sustainability Report for the year ended December 31, 2023.

Our limited assurance engagement was made only in relation to the selected sustainability information included in Annex A. Our assurance report does not extend to prior period information or other information included in the 2023 Sustainability Report, or other information related to that report that may contain images, audio or video.

### Criteria applied by Tecnoglass.

The criteria used by the Tecnoglass' management to prepare the information subject to assurance detailed in annex A and included in the 2023 Sustainability Report were established considering the concepts, requirements and principles set forth in the Global Reporting Initiative (GRI) as well as the criteria defined by Tecnoglass for its own indicators, which are detailed in annex A enclosed.

### Responsibilities of the Tecnoglass' management on the information subject to assurance included in the Sustainability Report 2023

The Tecnoglass management is responsible for the preparation and presentation of the information subject to assurance included in the 2023 Sustainability Report, in accordance with the criteria of the Global Reporting Initiative (GRI) standards, as well as the criteria defined by Thecnoglass for its own indicators, which are detailed in annex A enclosed. This responsibility includes designing, implementing, and preserving internal control necessary to allow for the preparation of information subject to assurance that is free from material errors, whether due to fraud or error.

### Responsibilities of BDO

Our responsibility is to express a limited assurance conclusion on the information subject to assurance based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance engagement in accordance with ISAE 3000 (revised) International Standard on Assurance Engagements other than the audit or review of historical financial information issued by the "International Auditing and Assurance Standards Board" (IAASB). This standard requires us to conclude if any facts have come to our attention that cause us to believe that management's representations are not fairly presented, in all material respects. In a limited assurance engagement, the practitioner performs procedures (consisting principally of making inquiries of management and others within the entity, as appropriate, and applying analytical procedures), and evaluates the evidence obtained.



The procedures we performed were supported by our professional judgment and included inquiries, observation of processes performed, inspection of documents, analytical procedures, evaluation of the adequacy of quantification methods and reporting policies, and concordance or reconciliation with the underlying records.

Given the circumstances of commitment, we have performed the following procedures:

- a) Through inquiries, it obtained an understanding of the control environment and significant Tecnoglass information systems but did not evaluate the design of the control activities or collect evidence on their implementation, nor test their operating effectiveness.
- b) Understanding of the instruments used to generate, compile, and report the information subject to assurance by inquiries with the personnel responsible for the related processes.
- c) Inquiry with management to obtain an understanding of the process carried out by Tecnoglass, to determine the material issues, as well as the participation of stakeholders in this process.
- d) Interviews with Tecnoglass' personnel to have a better understanding of the business and the process of preparing the 2023 Sustainability Report.
- e) Interviews with the corporate level of Tecnoglass responsible for the information to be reported in order to understand the process of collection, consolidation and presentation of the information subject to assurance.
- f) Verification of the calculation criteria and their proper application according to the methodologies described in the criteria of the indicators under assurance.
- g) Performing analytical review procedures to support the reasonableness of the data.
- h) Comparison of the information reported in the Sustainability Report with the information corresponding to the relevant underlying sources to ensure that the information has been included in the Sustainability Report.
- i) Analysis of the collection and internal control processes of the quantitative data reflected in the Report, regarding the reliability of the information, using analytical procedures and review tests based on sampling.
- j) Reading of the information included in the 2023 Sustainability Report against the criteria of GRI Standards 1 - Fundamentals, GRI 2 - General Content and GRI 3 - Material Issues. The above according to the applicable criteria as per the declaration of use applied by Tecnoglass: "with reference to the GRI standards".
- k) Applied substantive tests on a random selective basis of the information subject to assurance, prepared by management, to determine the standards, indicators and verify that the data have been adequately measured, recorded, collected and reported through:
  - i. Inspection of policies and procedures set by Tecnoglass.
  - ii. Inspection of supporting documents of internal and external sources.
  - iii. Recalculations.
  - iv. Information reported by Management compared to that set forth in the criteria section of this report.

Annex A details the information subject to assurance included in the scope of our work.





Our limited assurance engagement was conducted only with respect to the information subject to assurance included in Annex A, for the year ended December 31, 2023; and we have not performed any procedures with respect to prior years, future projections and goals, or any other elements of other information included in the Sustainability Report for the year ended December 31, 2023 and, therefore, we do not express a conclusion in this regard.

The procedures applied in a limited assurance engagement vary in nature and timing of application and are of reduced scope than in the case of a reasonable assurance engagement and, consequently, the level of reliability obtained in a limited assurance engagement is substantially lower than that which would have been achieved in the case of a reasonable assurance engagement.

We consider that the evidence collected is adequate and appropriate to provide a basis for our limited assurance conclusion.

#### **Independence and Quality Control**

We have complied with the ethical and independence requirements of the professional code of ethics for public accountants issued by the International Ethics Standard Board for Accountants (IESBA), which is based on the principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our firm BDO Audit S.A.S BIC applies the International Standard on Quality Management ("ISQM") 1 and, therefore, preserves a comprehensive quality control system that includes documented policies and procedures related to compliance with ethical requirements, professional standards and requirements of applicable laws and regulations.

#### **Inherent limitations of the assurance engagement**

The selected sustainability disclosures are subject to inherent uncertainty due to the use of non-financial information which is subject to greater inherent limitations than financial information due to the nature of the methods used to determine, calculate, sample or estimate such information. In the preparation of the information, the entity performs qualitative interpretations about the relevance, materiality and accuracy of the information that are subject to assumptions and judgments.

#### **Conclusion of limited assurance**

Based on the procedures we have performed and the evidence we obtained, no situation has come to our attention that leads us to believe that the information subject to assurance included in Annex A of the Sustainability Report for the year ended December 31, 2023 of Tecnoglass has not complied with the provisions of the criteria section of this report.

#### **Restriction on use of the Report**

Our report is exclusively issued for the purpose set forth in the first paragraph and should not be used for any other purpose nor be distributed to other parties separately. This report covers only the issues mentioned in the preceding sections and the information subject to assurance included in Annex A and does not extend to any other financial and non-financial information included in the Sustainability Report of Tecnoglass for the year ended December 31, 2023, nor to its financial statements, taken as a whole.



#### Action plan

BDO Audit S.A.S. BIC delivers to Tecnoglass through an additional report, recommendations of action for future preparation of the Sustainability Report, which do not modify the conclusion expressed in this report, seeking to strengthen the process of construction, management, measurement, review, reporting and communication of the Tecnoglass's sustainability indicators.

**Luis Fernando Gómez González**  
Audit and Assurance Partner  
Certified Public Accountant PL 144.355

Member of  
BDO Audit S.A.S BIC  
Bogotá D.C., August 13 2024.





## ANNEX A

### Scope of limited assurance

The following are the GRI Standards, and the indicators defined by Management as its own covered by this assurance.

These criteria are an integral part of our independent limited assurance report on the Sustainability Report of Tecnoglass. for the period from January 1 to December 31, 2023.

Standard GRI	Description
2-7	Employees
201-1	Direct economic value generated and distributed
205-3	Confirmed incidents of corruption and actions taken.
305-1	Direct (Scope 1) GHG emissions
305-2	Energy indirect (Scope 2) GHG emissions
302-1	Energy consumption within the organization
303-5	Water consumption
306-3	Waste generated
306-4	Waste diverted from disposal
306-5	Waste directed to disposal
401-3	Parental leave
403-4	Worker participation, consultation, and communication on occupational health and safety
403-6	Promotion of worker health
403-9	Work-related injuries

Own Indicator	Description
Own Indicator	Human Rights Training





## Teléfonos:

Tecnoglass (+57) (5) 3734000  
Energía Solar: (+57) (5) 3664600  
Eswindows: +1 754-900-2300

## Oficina Principal:

Avenida Circunvalar,  
a 100 Mts de la Vía 40  
Barranquilla- Colombia

## Páginas web:

[www.tecnoglass.com](http://www.tecnoglass.com)  
[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)

## Redes Sociales:

### Facebook:

@Tecnoglass  
@Tecnoglass Inc  
@Energía Solar ES Windows  
@ES Windows

### Instagram:

@tecnoglasssa  
@tecnoglassinc  
@eswenergiasola  
@eswindows

### Twitter:

@TecnoglassSA  
@TecnoglassINC  
@ESWenergíaSolar  
@ESWindows