

SUSTAINABILITY REPORT 2021

QUALITY WITHOUT LIMITS.
IT IS NOT JUST ABOUT GLASS,
BUT WHAT WE CAN TRANSFORM
IT INTO.

TECNOGLASS



The Power of Quality





CONTENT

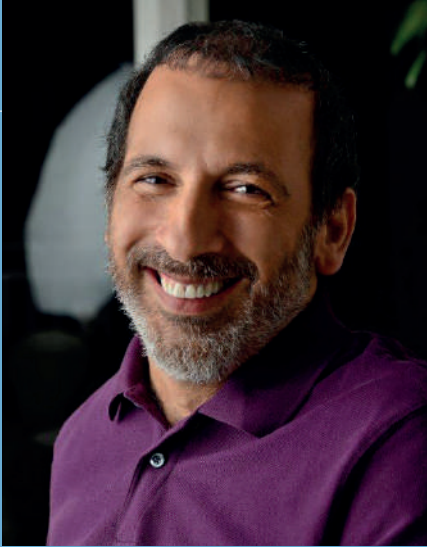


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If you have any questions, comments, or opinions about this impact report, please email us at: sostenibilidad@tecnoglass.com

[GRI 102-53]





In our vision, quality is everything; during the last 35 years we have surpassed many frontiers, we are inspired to always give our best, we invest in state-of-the-art technology and we apply high standards in our designs and products. The year 2021 was one of great challenges, which once again tested our ability to adapt in order to continue growing.

Designing the future we want requires teamwork; for this reason we generate spaces with our stakeholders and invite them to share their vision on governance, economic, social and environmental issues, which we include in our materiality impact analysis and support the 3 pillars of our sustainability strategy: promoting a continuous ethical and responsible growth, leading eco-efficiency and innovation and enhancing our environment.

In TecnoGlass we are permanently committed to sustainability, making quality products with high added value and taking care of the planet in which we live. We are convinced

that we all generate change and that each of our actions add up to achieve a sustainable future. We have implemented global sustainability initiatives such as the Global Reporting Initiative (GRI), the Sustainable Development Goals (SDGs) and we remain committed to the ten principles of the Global Compact.

These achievements are possible thanks to our human team: people committed to the organization. To each of them and their families, our deepest message of gratitude. We also extend our thanks to our customers and suppliers, who appreciate our quality, innovation and competitiveness.

Finally, we recognize our shareholders and Board of Directors for their ongoing support in guiding our sustainability strategy.

We continue to work in 2022 to consolidate our position as a group that generates quality, resilient and innovative employment worldwide.

José Manuel Daes

CEO TECNOGLASS

[GRI 102-14]





02

We are
Tecnoglass



About this Report

[GRI 102-1, 102-10, 102-50, 102-51, 102-52, 102-54]



Our sustainability report is in accordance with the GRI standards - core option.

This report contains information about Tecnoglass, Inc., the report comprises the activities carried out between January 1 and December 31, 2021. During this period the company has not undergone relevant organizational changes that affect comparability.

For the last 5 years, on an annual basis, the company has shared its sustainability report with the different stakeholders during the first semester of the following fiscal period. If you would like to know more about our sustainability reports, please visit: <https://www.tecnoglass.com/es/informes-de-sostenibilidad/>.



TECNOGLASS



ENERGIA SOLAR
ESWINDOWS

Glass products

Windows and facades
with high specificity

Finished aluminum
products

➤ About Us

[GRI 102-2, 102-3]



In the Tecnoglass Group we offer high-quality solutions in the transformation and commercialization of glass and aluminum and in the design, manufacture, and installation of architectural systems

(windows) that meet the needs and expectations of our customers for being optimal, functional, profitable investment and environmentally friendly products. Our main companies and business units are **Tecnoglass, Alutions, Energía Solar, ES Windows, ES Metals, GM&P y Componenti**.

Our vertical integration strategy allows us to control the entire production

process from start to finish, offering architectural glass, aluminum windows and doors, floating façades, roof panels, commercial display cases, and metal panel systems that exceed the expectations and requirements of architects and builders.

In Tecnoglass, we have more than 35 years of experience, we are recognized for our constant innovation and products of the highest quality. Together with our vastly qualified workforce, we have positioned ourselves as a leading company in the commercial and residential construction market in the United States, providing unique solutions with “The Power of Quality”.

ESWINDOWS

gmp **COMPONENTI**
ARCHITECTURAL SPECIALTIES

ES
METALS

Import and distribution products manufactured by the group

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

Design and installation of facades and enclosure system



Products & Brands



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.



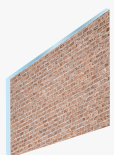
Insulated Glass

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.



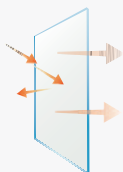
Silkscreen glass

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.



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.

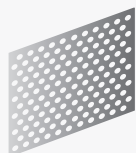
Our main brands are Tecnoglass, Eswindows And Alutions.

[GRI 102-3, 102-4, 102-5, 102-6]

We have the following registered trademarks:

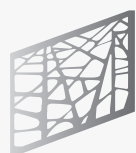
- Alutions by Tecnoglass
- ECOMAX by ESWINDOWS
- Tecnobend
- ESWINDOWS Interiors
- ESW Windows and Walls
- Solartec by Tecnoglass
- Prestige by ESWINDOW
- Eli by ESWINDOWS
- Alessia by ESWINDOWS
- Componenti Architectural Specialties
- Tecnosmart
- Ultraview by tecnoglass

MICROPERFORATED MATERIAL



Standard Patterns

Aluminum cladding with a preset art. Our facades regulate the temperature, generating energy savings, air inlet, and outlet, improving the environment of the building. It is used both in interiors and exteriors and for handrails.



Special Patterns

Customized aluminum claddings. Our facades regulate the temperature, generating energy savings, air inlet, and outlet, improving the environment of the building. It is used both in interiors and exteriors, for architectural ceilings and handrails.

Phenolic Panels

It is used as wall cladding in floating and ventilated facades. It comes in a wide range of colors and designs, and variety of sizes and thicknesses, ensuring excellent appearance for a long period of time. It is ideal for façades that require efficient indoor temperature control, acoustics management, energy saving and easy maintenance.



PANELEX is offered in two different presentations, from which you can choose the one that best suits the requirements of your project:

Type A: UV radiation resistance + Anti-graffiti property on one side of the surface that facilitates all type of paint removal, frequently used in graffiti paintings*.

Type B: UV radiation resistance + Anti-graffiti property on both sides of the surface that facilitates all type of paint removal, frequently used in graffiti paintings*.



Expanded Metal

Installing an expanded metal means using an element that provides the ability to filter the amount of sunlight passing through while allowing air to pass through. Expanded metal is, by nature, a material that contains both characteristics, while having the advantage of being able to add aesthetic and architectural value to each application. It is used to cover facades and give them a unique touch as well as for any type of enclosure, both interior and exterior, also for architectural ceilings and handrails. There is a wide variety of styles preset by the company so that the customer can use the one that best suits his design.



Wire Mesh

Wire mesh has a preset design. They are used for exterior enclosures, architectural ceilings, facade cladding, and creating unique designs.



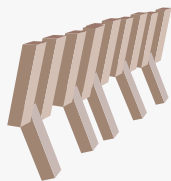
Sun breakers

Unlike traditional façade panels, these have volume (depth) which generates the effect of cuts to the sun's rays. It is a customized design.



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.



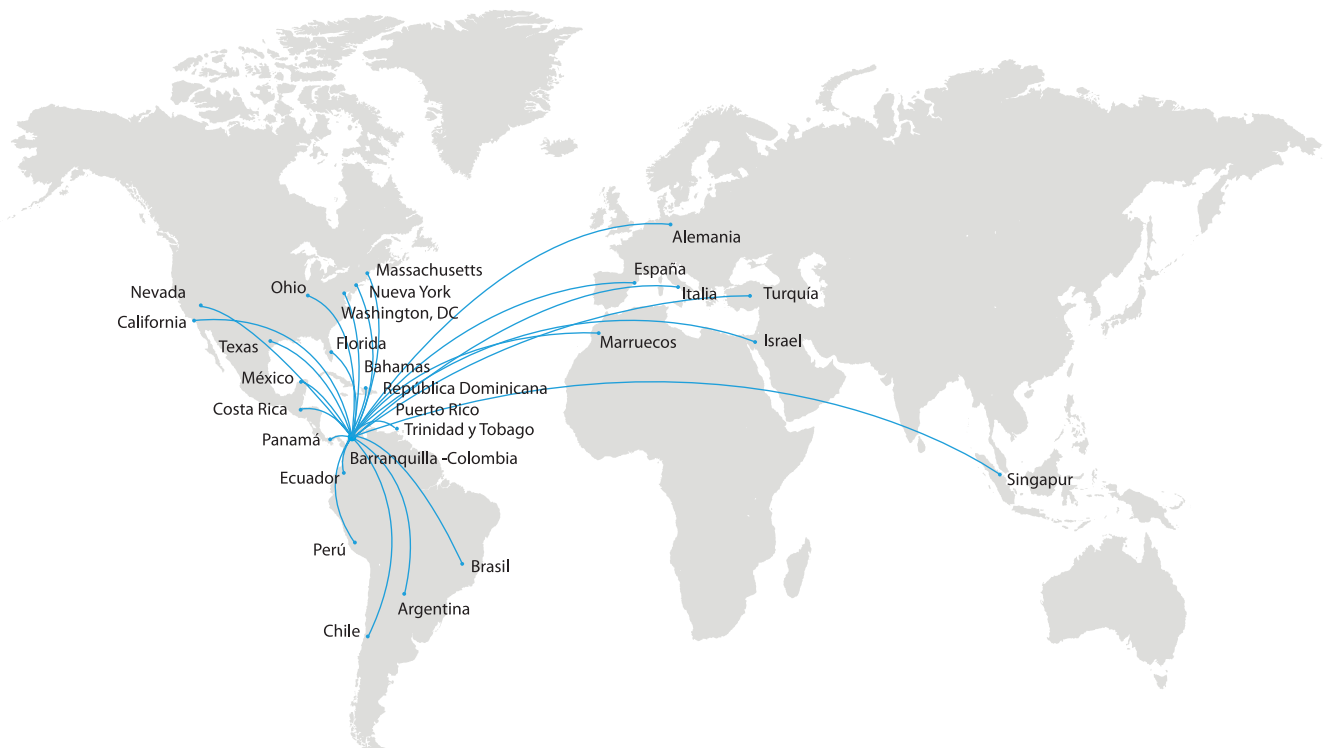
Ceramic Bricks

In the architectural industry and in the construction of living spaces, there is a need to find solutions to reduce solar radiation inside buildings, the temperature of the climate inside, and the weight on the facade. To solve these obstacles, the ES Metals team developed the SEVILLA system, a zigzag woven floating ceramic façade system supported by tensioned steel cables.

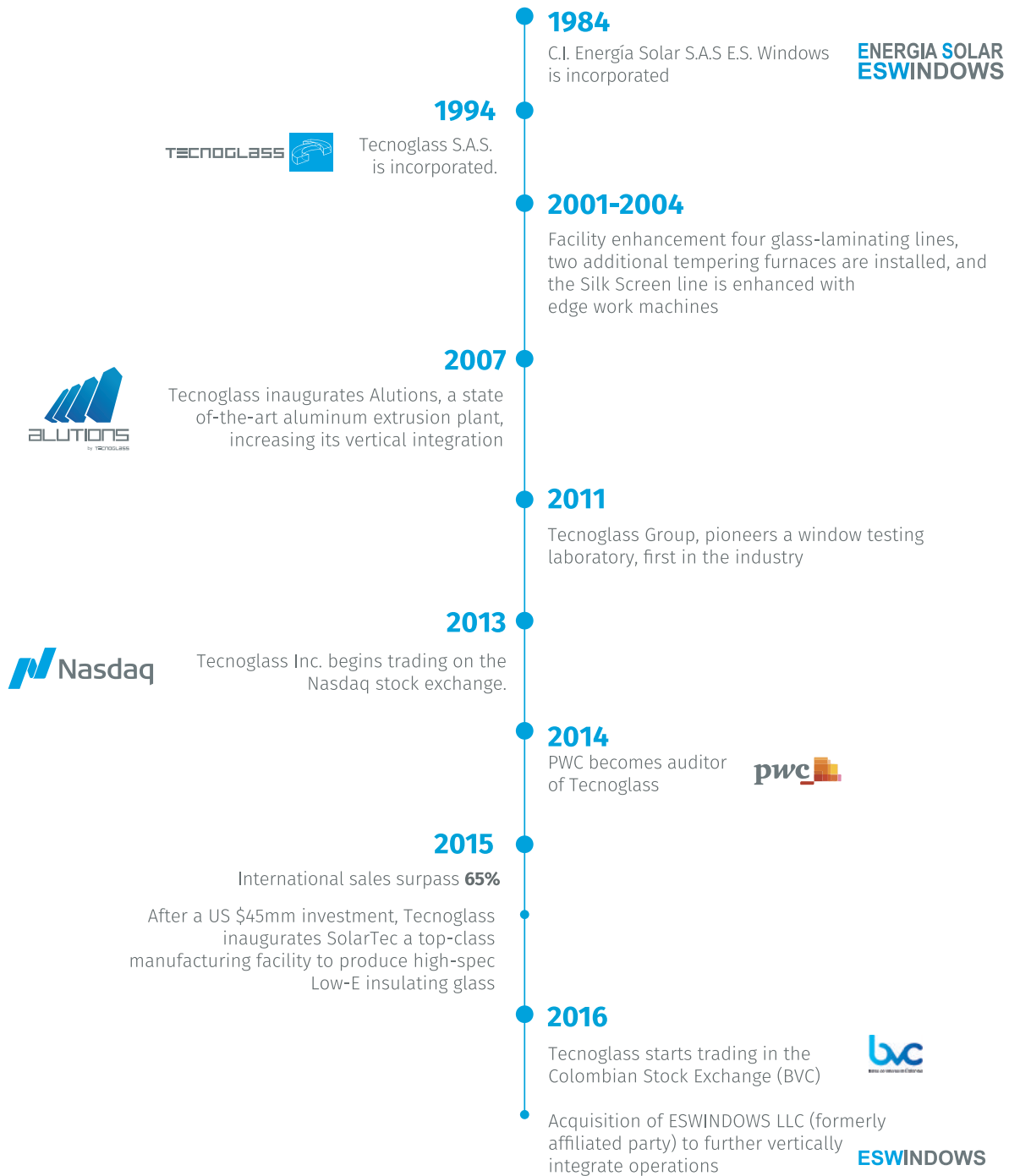
The company is located in Barranquilla, Colombia

in a modern industrial complex of more than 320,000 square meters. Currently, Tecnoglass has offices and commercial operations in Colombia, United States, Panama, Peru, and Bolivia. The United States is the most relevant market for the company with an impact on the construction sector.

Tecnoglass Inc. is the parent company of 7 affiliates, 7 subsidiaries, and one branch, with offices and commercial operations internationally.



Company History



2017

US \$210mm

5-year senior unsecured notes in the international capital markets

**GM&P**

Acquisition providing further vertical integration and manufacturing capacity in the U.S.

- Indirectly acquired **Componenti**

Opening of a new office in **Bolivia**

SOX Compliance

Tecnoglass remediates sole remaining material weakness and obtains full SOX compliance.

2018

Corporate Governance Award

Tecnoglass receives the Corporate Governance Award granted by World Finance magazine.

2019

US \$35mm

follow-on equity issuance

US \$45mm

Joint venture with Saint-Gobain for operations in Colombia and the construction of a new float glass plant near the existing Tecnoglass facility

ES Windows Perú S.A.C.

. is acquired by CI ENERGIA SOLAR S.A.S. and Tecnoglass S.A.S.

ES Metals S.A.S.

Tecnoglass Inc. acquires 70% of ES Metals S.A.S.

2020

\$300mm

Senior Secured Credit facility.

ES Windows California LLC is incorporated

Delisting in Colombia

Cancellation of the registry before the Colombian Stock Exchange

2021

NASDAQ Opening Bell.

Tecnoglass was invited to ring the NASDAQ opening bell in August 2021.

Refinancing of the Senior Secured Credit Facility.

Increased committed line of credit from \$50mm to \$150mm by extending the initial maturity to the end of 2026 and reducing the cost of borrowing.

Acquisition of VENTANAS SOLAR S.A.

In December 2021 C.I ENERGIA SOLAR S.A.S. acquired 95% shares of VENTANAS SOLAR S.A.'s capital stock.

Incorporation of E.S.W Aviation, LLC.

In September 2021 E.S WINDOWS, LLC acquired E.S.W Aviation, LLC.



The Company offers a broad portfolio of products for commercial and residential projects in the construction industry

Tecnoglass in figures [GRI 102-7]



6908
Workers

6738
Colombia

124
United States

46
Panama



USD
\$114.1m
Net Debt



USD
\$244.7m
Shareholders' Equity



USD
\$496.8m
Total de Ventas



USD
\$591.6m
Activos Totales

92% Total sales
USD
\$456.3m
United States

5% Total sales
USD
\$26.4m
Colombia



USD
\$150.252
EBITDA



USD
\$68.151
Net income



40.8%
Gross
Margin

Adjusted EBITDA increases 54.1% year-on-year to a record USD \$150.3 million, or 30.2% of total sales.



Employment generation & well-being [GRI 102-8]

We are a company committed to providing job opportunities, thus contributing to the reduction of the unemployment rate and growth and development of our city and region.



2021

INCREASE

21% HIRED EMPLOYEES

2019: 5,543

2020: 5,666

2021: 6,908



All our employees have employment contracts, some hired directly with the companies in the group, others through temporary service companies to meet production needs.



2021

Type of hiring

Direct: 49%
Temporary Service Companies: 51%

Job Distribution

Administrative: 17%
Operative: 83%



Hiring statistics by Job Level and Gender

Job Level	Male	Female
Board of Directors	6	1
Senior level management	23	7
Executive officers	18	7
Middle Management	73	29
Workers (administrative)	606	302
Apprentices	71	34
Total	797	380
%	68%	32%

By category & gender – Operative Employees

Total Operative Employees: 5,731

 Male: 98%

 Female: 2%

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

➤ External initiatives [GRI 102-12]



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



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



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



It is important to highlight that Tecnoglass uses as a guide the recommendations made by IFC - International Finance Corporation, regarding good corporate governance practices.



**ESG standards are important
in building trust with all
stakeholders and achieving long
term business success.**





[GRI 102-13]

Associations and Aggregations

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



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



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



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



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



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



American Architectural Manufacturers Association (AAMA).

➤ Certifications

Igualmente contamos con las siguientes certificaciones a nivel corporativo:



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



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



Eswindows 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. Energía 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 standard.



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

Certifications

We have the following product certifications:



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



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



Safety Glazing Certification Council

ANSI Z97.1-2015, CPSC 16 CFR 1201, CAN/CGSB 12.1-2017: 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.



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



Tecnoglass SAS obtained the international certification of glass manufacturing and installation with Vetro inspection to manufacture products until 2021.



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



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



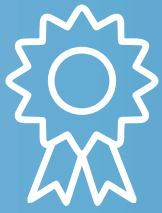
NFRC (National Fenestration Rating Council) Energy efficient products.



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



FBC (Florida Building Code) Hurricane protection products



Featured Projects

🏆 **Bridge, Philadelphia**
LEED Gold Certification

🏆 **UB LAW, Baltimore**
LEED Platinum certification

🏆 **Norwegian Cruise Line,
Terminal B, Miami**
LEED Gold Certification
*The first cruise terminal in the world to receive this certification under the new, more stringent LEED construction standards

🏆 **Paramount Miami Worldcenter, Miami**
LEED for Neighborhood Development (LEED ND) Silver pre-certification from the U.S. Green Building Council

🏆 **Salesforce Tower, San Francisco**
LEED Platinum Certification

🏆 **Brickell City Centre, Miami**
LEED Gold Certification

🏆 **57 Ocean, Miami**
LEED Gold Certification

🏆 **2100 L Street, Washington DC**
LEED Platinum Certification

🏆 **Hub50House, Boston**
LEED Gold Certification

🏆 **AE'O Tower**
LEED-ND Platinum neighborhood
* The only LEED-ND Platinum neighborhood in Hawaii



➤ Company's Strategic Risks

[GRI 102-11] [GRI 102-15]

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

1

Asset Management

Loss, damage, destruction, unavailability of buildings, facilities, equipment and own- or third-party inventories.

2

Regulatory Compliance

Non-compliance with legal, internal or external obligations.

3

Management & Reputation

Consequences of inappropriate management practices.

5

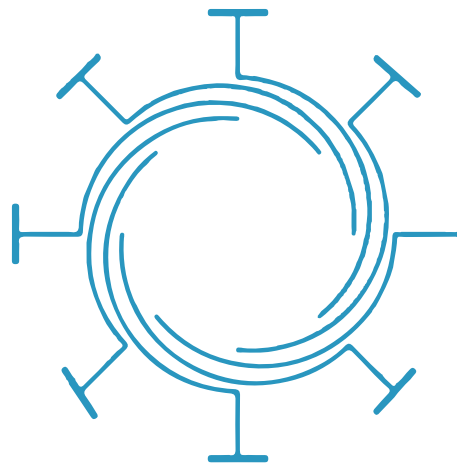
Environment

Damages to the environment.

4

Risks to Persons

Injuries to employees or third parties; noncompliance with the obligation to care for third parties.



6

Change or Business Model Management

Impact of poorly managed changes on the company.

7

Financial

Reduction of revenue streams and/or increase in expense streams.

8

Products / Services

Liability arising from products or services, quality or delivery.

9

Technology

Impact related to technology failure.

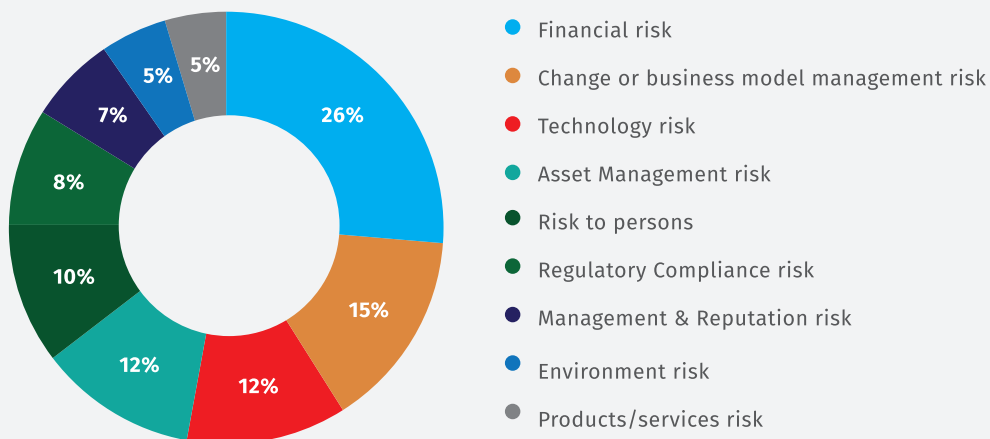


Figure 4. Percentage contribution of each risk source to the total risk profile

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

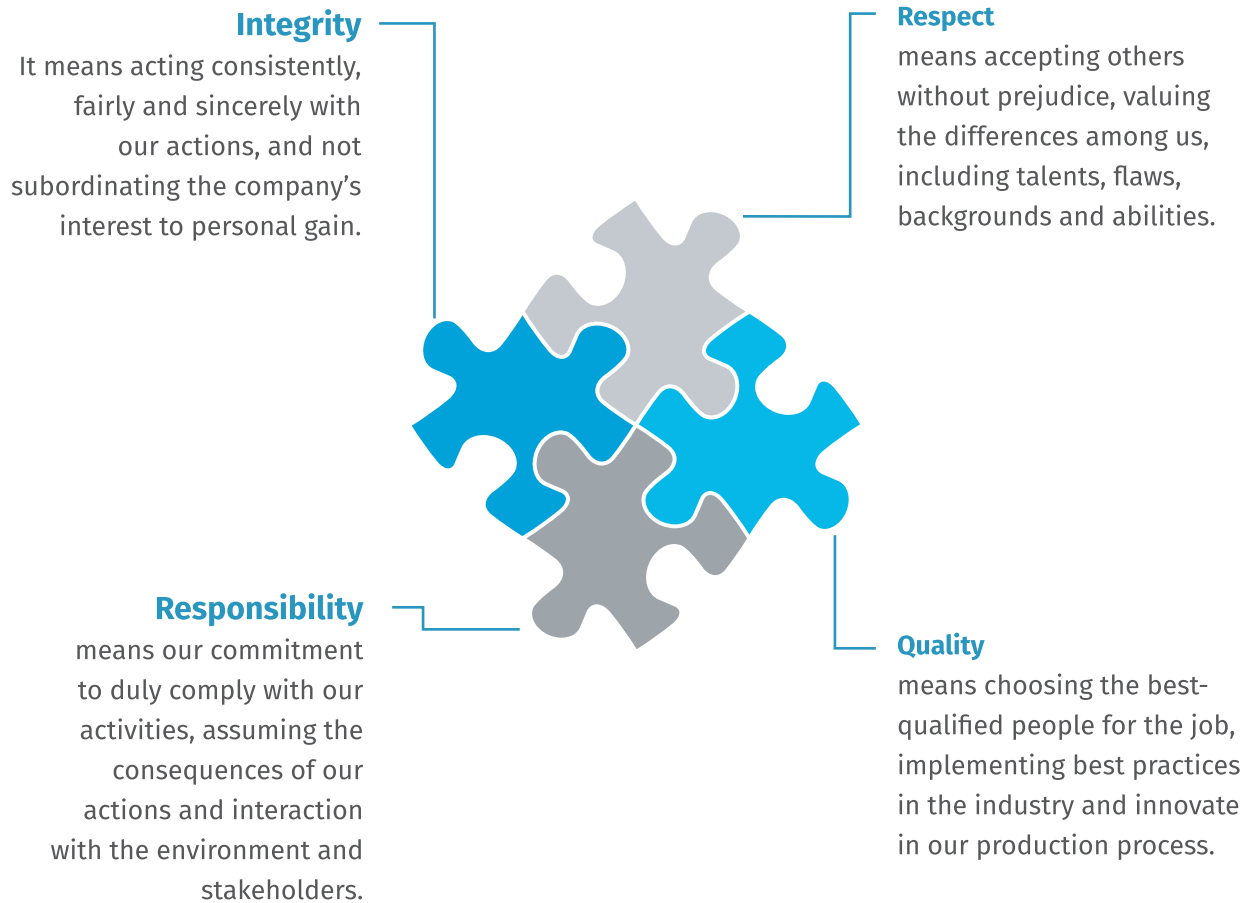
The company's legal department is in charge of monitoring the different areas regarding compliance with the obligations. For this purpose, it has a software that sends reminders to those responsible and allows them to upload evidence of compliance, which is reviewed by the legal department and approved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

➤ Tecnoglass Values [GRI 102-16]

Tecnoglass has a Code of Conduct, approved by the board of directors of Tecnoglass Inc. that contains the corporate values, principles and standards of conduct that guide the behavior.

The dissemination and training of the Code of Conduct is led by the legal and corporate affairs director and her team. In 2021, 6,025 workers were trained virtually, representing 87% of the employees, who filled out the ethics and compliance commitment certification.

The company's corporate values are as follows:





We have the following specific guidelines on ethics and compliance [GRI 102-17]

1

Conflicts of Interest

In order to promote honest conduct in personal and professional relationships. Avoid preferential treatment, condescending, privilege.

2

Transparency in relations

With all stakeholders, including customers, suppliers, government authorities, shareholders and investors is crucial to our sustainability. It is NOT acceptable to give or receive gifts, hospitality, courtesies, entertainment, favors, or benefits that may influence decision making.

3

Protecting company assets

Appropriate and authorized use; protect our image and reputation.

4

Respecting human rights and workers' rights

Decent, inspirational and fair work.

5

Protecting the environment and our stakeholders

Through sustainable production.

6

Unfair competition

Avoid doing business unfairly, not acting in bad faith or damaging the reputation of our competitors.

7

Confidential and privileged information

Must be protected from unauthorized disclosure or use.

8

Prevention of la/ft/fpadm

By complying with regulations and avoiding inappropriate behavior.

9

Exogenous reports

They must have accurate, verifiable and timely information.

10

Report immediately

Any violation of the Code of Conduct.

Governance Structure

[GRI 102-18, 102-19, 102-20]

Tecnoglass has a Corporate Governance Manual which sets the framework for an effective and transparent governance, establishing the mission of the Board, its composition, structure and responsibilities and obligations of the Officers and members of the Board and its committees for economic, environmental and social decisions; the Legal and Corporate Affairs department, headed by its Director, lead the design and implementation of the company's sustainability strategy (ESG) and reports to the Board of Directors its progress.

We also have a Delegation of Authority Manual, approved by the Board of Directors,

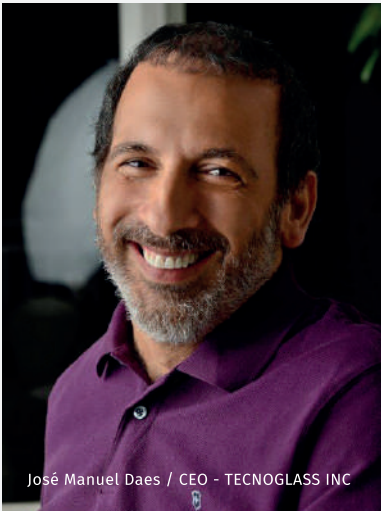
the purpose of which is to establish the levels of authority, delegation and approval of the transactions that are executed in the companies for the development of each company's corporate purpose.

The Manual establishes the levels of authority based on the general hierarchy of the group companies and the delegation is determined taking into account the functionality, as well as the nature of the processes, such as the supply of goods and services, financial operations, human resources, product quality and the temporary delegations.

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



➤ Our Executives



José Manuel Daes / CEO - TECNOGLASS INC

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

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



Christian Daes / COO - TECNOGLASS INC

Christian is our Chief Operating Officer and member of the board of directors. Co-founder of the Tecnoglass group, he leads the automation projects, which reduce the consumption of materials and increase the efficiency of the company, maintaining the highest safety standards for our workers and the entire international supply chain.

Christian leads the corporate strategy through innovation, use of technology, energy generation through alternative sources and solidarity with our stakeholders.



Santiago Giraldo / CFO - TECNOGLASS INC

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

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

➤ Our Governance Structure

- **General Shareholders' Meeting:**

It is the highest corporate body; all shareholders are members.

- **Board of Directors:**

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

- **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, and the company's compliance with legal requirements. This committee is also in charge of approving relevant related party transactions.

- **Nominating 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.

- **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.



• 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. The officers are: Chief Executive Officer (CEO), Chief Operating Officer (COO) and Chief Financial Officer (CFO).

• General Counsel and Corporate Secretary:

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

	Audit Committee	Nominating Committee	Compensation Committee
Luis Fernando Castro Vergara	👤👤		👤👤
Lorne Well		👤	
Carlos Alfredo Cure Cure	👤		
Martha (Stormy) L. Byorum		👤👤	👤👤
Julio A. Torres	👤👤		👤

👤 Chairperson 👤👤 Member







03

Sustainable Tecnoglass

Sustainable Tecnoglass

For our organization, the sustainability strategy is immersed in all our business; it is the roadmap that contains the parameters to be followed to provide value offers to all our stakeholders through the development of the organization’s activities.

Our Sustainability Strategy is based on three pillars that involve economic, social, environmental, and corporate governance aspects.

Each of the pillars has certain commitments, which seek to ensure that sustainability is integrated throughout our business.

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

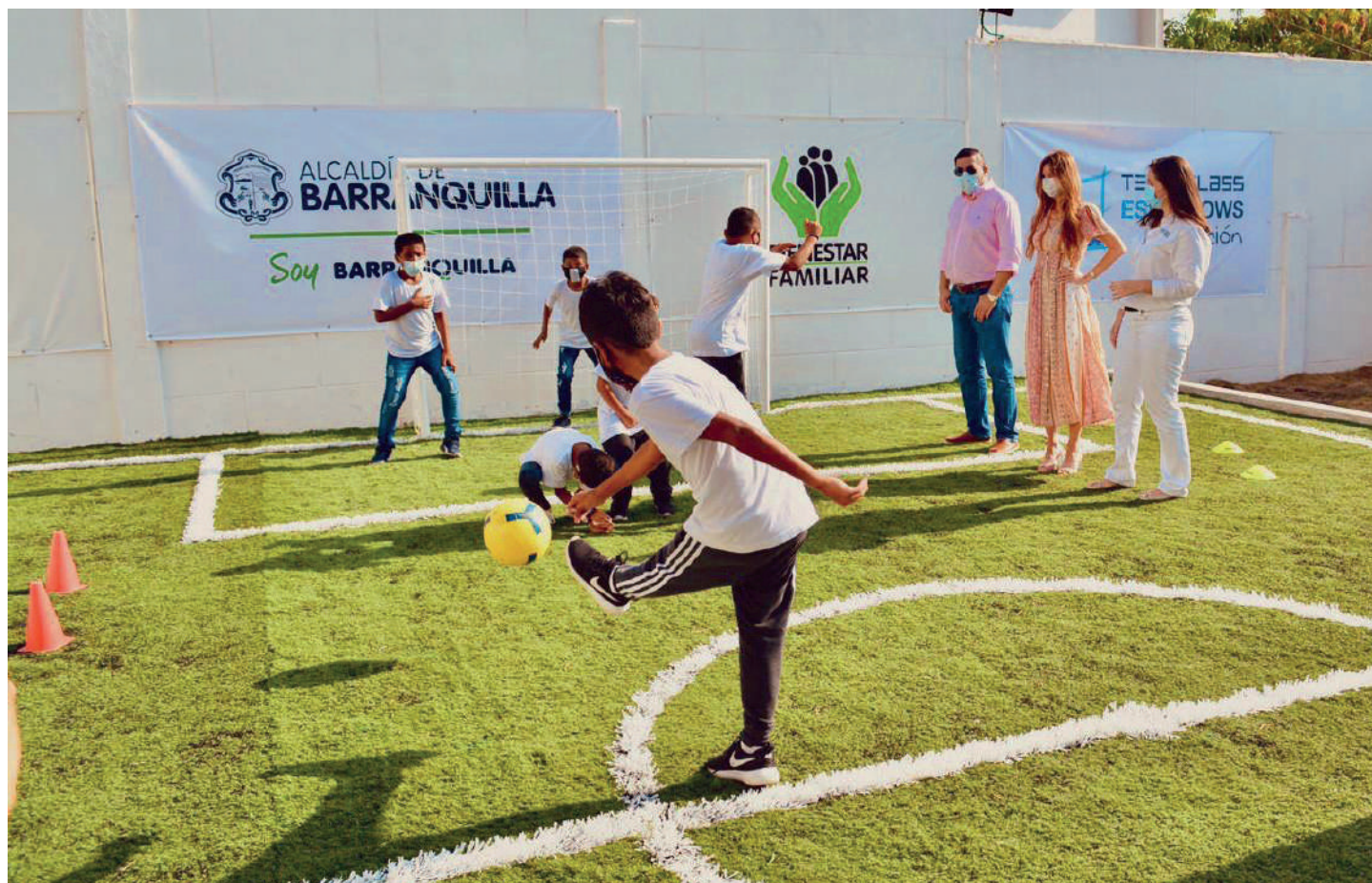


Stakeholders [GRI 102-40, 102-42, 102-43, 102-44]

In our organization we are convinced that the key and differentiating factor is our people.

In our operation, we create valuable relationships with our stakeholders. In 2021, we set ourselves the task of creating spaces and opening our channels to work together and align our strategy with the expectations of our internal and external allies.

At the end of the meetings, surveys and interviews with the different stakeholders that participated in the process, we have determined that the following are the Company's stakeholders, taking into consideration their impact on the organization within the framework of our sustainability strategy.



We are in permanent communication with these stakeholders through the following channels:



Shareholders and Investors

All Company information is available on the website and specific information can be requested through the General Counsel and Corporate Secretary and the CFO.



Customers

For Colombian, there is a telephone hotline and the companies' mail, and for US and other countries, a virtual platform was created, which can be accessed through the web page.



Suppliers and Contractors

The direct communication channel is through e-mail or the telephone number of the person in charge of the purchasing area.



Employees

There are different communication channels such as the work committee and the hotline for queries and complaints, which can be accessed by telephone or through the platform 24 hours a day, seven days a week. They also have access to the e-mail address of the human resources department, the area responsible for their attention.



Trade Associations & Government

With all government entities we have traditional communication channels such as email, physical correspondence, telephone line and virtual platforms. We are always ready to respond to any request or requirement.



Communities & Educational Entities

Through community leaders and the Tecnoglass Eswindows Foundation.



Certification Entities and others

Direct communication channels through e-mail and telephone lines.

TECNOGLASS

Open and permanent communication channels with stakeholders builds agility and less disruption in the supply chain.

All of the company's communication channels allow for continuous and direct dialogue with each of the members of the different stakeholders.

For our consultation process and identification of key sustainability issues, we designed face-to-face and virtual spaces that allowed us to discuss the future of sustainability and its trends, how they relate to and affect our organization and impact our stakeholders.

The methodology adopted was the creation of spaces called "In Tecnoglass We Are Sustainable". In search of a collaborative

construction, different meetings were generated with the sustainability team, managers and leaders of Tecnoglass, in order to align concepts and create conversations of value around the stakeholders and the materiality of the company.

Additionally, a group of leaders was trained to bring them up-to-date on sustainability reporting, GRI (Global Reporting Initiative) standards, their application and new trends. In addition, focus groups were held with employees, customers, partners and suppliers, in which 304 participants took part with a total duration of 13 hours.

IN TECNOGLASS WE ARE SUSTAINABLE



We seek balance between generating economic growth, people's quality of life and care for the planet.

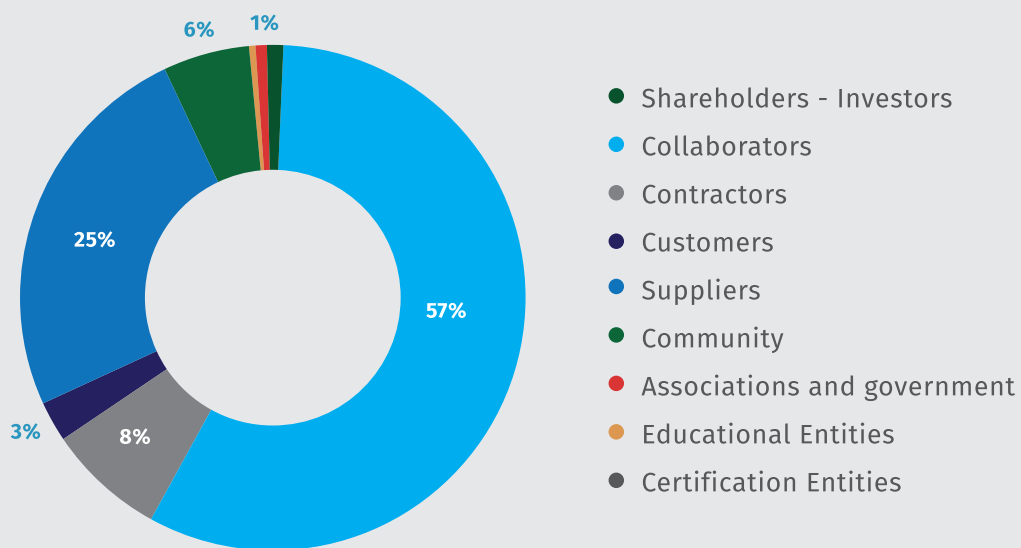
We are all Tecnoglass!

#SoyTecnoglass
#AvísenleAlRestoQueSíSePuede

In line with the methodology adopted, a survey was conducted to be used as input in the analysis of the material impacts of our organization in the economic, social and environmental spheres, in which 1042 people participated.

Stakeholders	Number of responses
Shareholders - Investors	6
Collaborators	597
Contractors	79
Customers	28
Suppliers	260
Community	62
Associations and government	3
Educational Entities	6
Certification Entities	1
Total	1042

Percentage of participation by stakeholder group surveyed



➤ Materiality Analysis [GRI 102-46, 102-47]

For the definition of materiality, the sustainability team selected 33 topics taking into consideration international ESG criteria (environmental, social and governance) and those that are trending in sustainability and are immersed in our business.

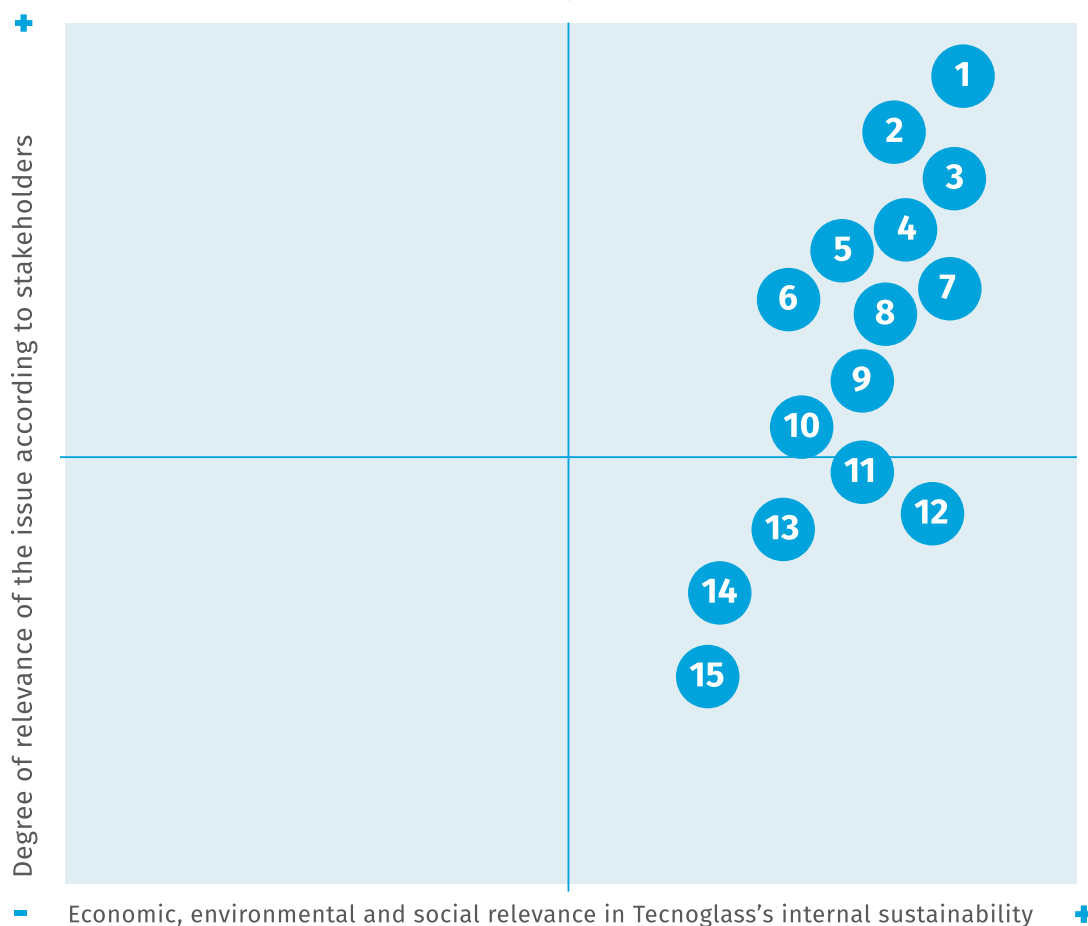
Since it is a priority to analyze the issues with the greatest impact, an open forum was held with Tecnoglass employees to learn their views on the most relevant issues in the company, and once refined, a validation was made by

the management team of the organization.

Additionally, stakeholders were consulted to analyze the issues that are of high relevance, of the 33 issues presented, 15 obtained a rating of <superior> and <medium to very high> importance.

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

Materiality Matrix



Very High Relevance



Taking into account the results of our materiality analysis, the 15 topics with the highest ratings in order of relevance are presented below:

- 1 High quality products
- 2 Employee health and safety, preventive health campaigns, including contractors
- 3 Risk management
- 4 Efficient consumption and water savings
- 5 Education, training and coaching for employees
- 6 Waste management (reduction, recycling and reuse)
- 7 Reputation
- 8 Continuous and profitable growth
- 9 Regulatory compliance (with special focus on SAGRILAFT, fraud and corruption prevention and personal data protection)
- 10 Innovation and technology program
- 11 Program to reduce energy consumption and use of renewable energies
- 12 Supply chain security management
- 13 Labor and human rights practices
- 14 Ethics and corporate governance practices
- 15 Social intervention with communities

This analysis gives us an insight into the company's challenges with respect to stakeholder expectations and gives us the possibility to align our sustainability strategy to achieve these objectives.

It also encourages us to work to strengthen and give value to those issues that scored lower, but are relevant to the company's management.

➤ What do our stakeholders say?

Within the consultation form, an open-ended question was included in which stakeholders recorded other issues they considered important.

The following are some specific examples of the comments received:

"Thanks to the Foundation I was able to study my professional career, it is invaluable to continue with this contribution to young people and continue to generate opportunities to have our first work experience"

- Community Member

"The company is able to foster innovation and resilient infrastructures by creating communities and cities capable of producing and consuming sustainably."

- Certification Entity

"Strengthen alliances in training, especially with emphasis on environmental sustainability issues"

- Supplier

"We find it to be a company that through its sustainability report shows its interest in caring for our surroundings and environment."

- Customer

"Bringing this culture of sustainability to the families of employees"

- Employee

"Self-care, quality of life at work with the route and the casino are encouraged. They are concerned about everyone's health and safety."

- Employee

"Share the results of the Carbon Footprint measurement with stakeholders and increase plantings, especially mangroves"

- Supplier

"It is valuable that the organization trains us on code of conduct issues and clear ethical and corporate governance guidelines; this is a key issue for shareholders, along with sustainability."

- Employee





04

Promoting
continuous,
ethical and
responsible
growth



[GRI 103-1]

We accept the commitment and responsibility for our actions through the exercise of our corporate values, which are an integral part of us. Our priority is to become an organization where we live our values, promote ethical behavior, enhance the good reputation of the organization and fulfill our commitments to our stakeholders, while continuing to grow as a company.

Our motivation and determination has been accompanied by the application of the highest ethical and business standards; this is something we have built over the years, and therefore we adopt the leading international practices in corporate governance and comprehensive management, ensuring transparency in decision making and accountability. Also, the Company has communication channels with each of its stakeholders that allow timely contact.

Promoting continuous, ethical, and responsible growth



Adapt our offer and operation to new markets.



Conduct our business ethically, with integrity and transparency



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



Consolidating and protecting our brand



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



Build trusting relationships and communication mechanisms with our stakeholders.

➤ Ethics and Compliance Program

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Global Compact Principle 10:

Area: Corruption

Businesses 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

[GRI 103-2, 103-3, 205-2]

We aim at preventing corruption and fraud through an Ethics and Compliance Program. In 2021, we adapted the system of self-monitoring and risk management of money laundering and terrorist financing SAGRLAFT to integrate the comprehensive prevention and financing of proliferation of weapons of mass destruction SAGRILAFT.

We have succeeded in generating a culture of prevention through the training we share with our employees so that they act more out of conviction (from being) than by imposition (from duty), establishing a culture of “ZERO TOLERANCE” for any act of corruption, fraud, money laundering, financing of terrorism, financing of the proliferation of weapons of mass destruction and any unethical behavior.

We have confidential reporting channels through which employees, directors, employees, collaborators and other business associates may

report or consult any irregular situation that goes against the provisions contained in the Code of Conduct, the Compliance Manual or involves behavior contrary to corporate values. Cases are treated confidentially, without retaliation, guaranteeing the anonymity of the reporter, and the verification of the alleged facts. We have a compliance officer and an ethics committee, with a team that supports this management.

The query or report can be made by telephone or online 24 hours a day, 7 days a week in Spanish or English, and is answered by a third party hired by the company (NAVEX) who receives and enters the information on a platform accessed by the Compliance Officer and his team, who answer each of the reports.

In 2021, we received 2 reports that were satisfactorily dealt with, being the year with the fewest reports registered. From 2017 to date we have reviewed through the line 45 cases, between reports and consultations.

Reporting Line



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



tecnoglass.ethicspoint.com

Code of conduct



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

All new employees are informed during their induction about the confidential reporting line and topics related to ethics and compliance. Employees receive annual training on the Code of Conduct and the Compliance Manual, and the policy of ZERO TOLERANCE for acts contrary to ethical guidelines is emphasized.

Achievements 2021

100%

of the new employees were trained

on ethics and compliance strategies, making them aware of the controls for the comprehensive management of ML/FT/FPADM, Corruption and Fraud risks.

100%

100% of ethics leaders in charge of counterparty selection,

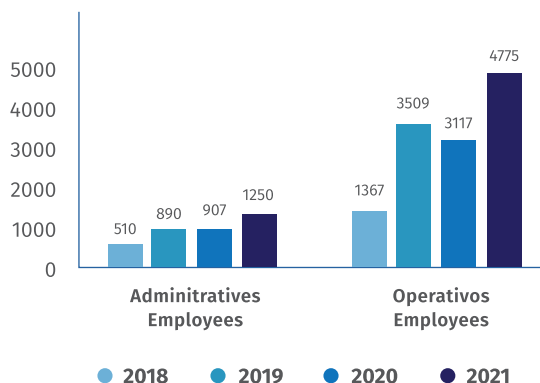
were trained virtually, in relation to SAGRILIFT and updates to internal counterparty selection and liaison procedures.

87%

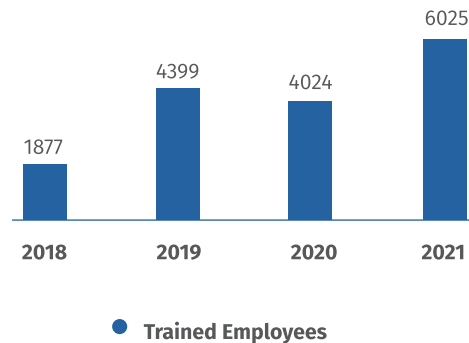
of the population, 6.025 employees

were trained, we increased the coverage of training on the Code of Conduct and Compliance Manual, training.

Administratives Vs. Operatives Employees



Trained Employees



- We encouraged employee participation in contests and awareness campaigns on corporate values and prevention of fraud, corruption, money laundering and terrorist financing (AML/FT) and corruption.
- We decreased the number of reports submitted through the Confidential Reporting Hotline, compared to 2020.
- We did not receive any reports of fraud, money laundering and/or terrorist financing (AML/FT).
- We disclosed to **100%** of our employees and suppliers the guidelines established for the receipt and delivery of gifts and hospitality, in accordance with the guidelines of the Compliance Manual.

> Supply chain

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

[GRI 102-9, 103-1,103-2, 103-3]

Our commitment to supply chain security management is an extremely important component of our foreign trade operations, increasing our competitiveness in international markets and generating confidence with control authorities and customers.

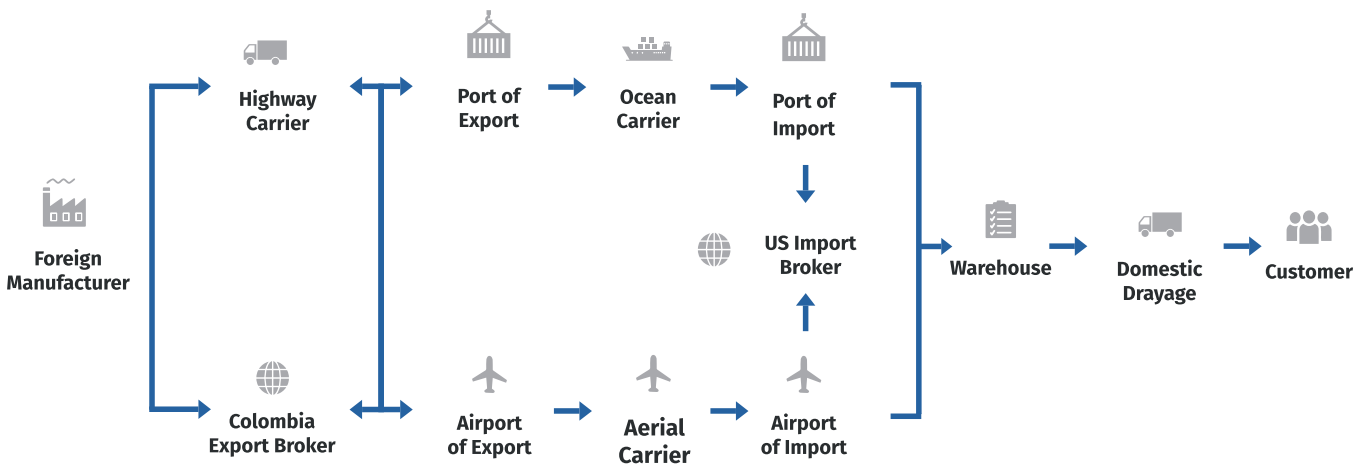
In line with this premise, we voluntarily adhered to the Customs Trade Partnership Against Terrorism (C-TPAT) program in the United States and the Authorized Economic Operator in Colombia (AEO).

In order to continuously improve and achieve an outstanding performance in the security levels of the companies, we carry out controls throughout the supply chain applying the best practices in the industry. Some of the measures we employ are the due diligence process of our business partners, the application of standards to prevent unauthorized access to our facilities and cargo units, the traceability of export and import cargo, and the training of our employees to prevent and detect any threat in a timely manner.

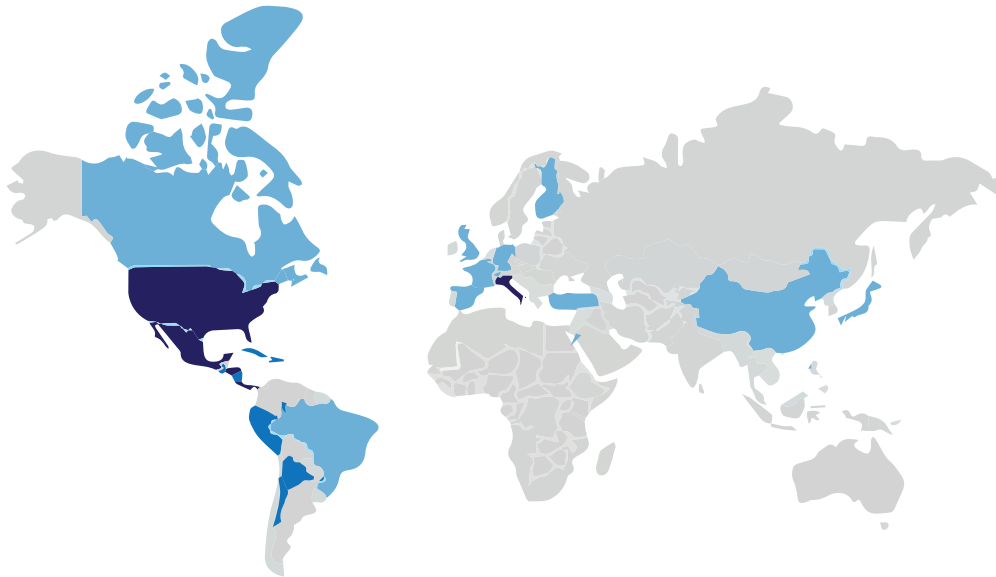
Supply Chain International - Imports



Supply Chain International - Exports

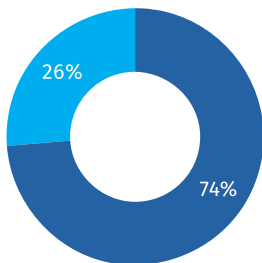


Exports and Imports



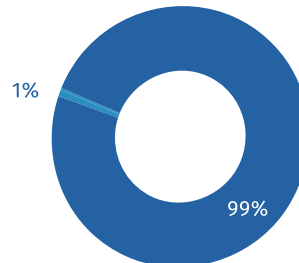
● Countries only Imports ● Countries only Exports ● Countries Exports – Imports

Imports



● Aerial ● Maritime

Exports



● Aerial ● Maritime

Exports from Colombia

	C.I. Energía Solar	Tecnoglass	ES Metal
Value FOB Exports	USD 289.484.411	USD 62.695.673	USD 2.964.539
Operations	6501	2522	120

Imports to Colombia

	C.I. Energía Solar	Tecnoglass	ES Metal
Value FOB Imports	USD 36.588.649	USD 89.275.552	USD 2.442.160
Operations	3695	2165	32

The recognition as a trusted partner by the customs authorities makes us proud and allows us to be very competitive in our business, reducing lead times.

➤ Supply Chain Security Activities

- We maintained the authorization as Authorized Economic Operator for **exporters** in the security and facilitation category for the companies Tecnoglass SAS and CI Energía Solar SAS ES Windows.
- We obtained the authorization as Authorized Economic Operator **Importer** for the company CI Energía Solar SAS ES Windows.
- We maintained the application of the new minimum security criteria of the C-TPAT Importer Program for Eswindows LLC, in Tier 3 category.
- We trained our staff with the objective of strengthening supply chain security, including the following:
 - In partnership with the National Police in Colombia, we carried out training for the prevention of trafficking in psychoactive substances and the inspection of containers and cargo units for export and import.
 - Training in ICA seal and term treatment of wood in the packaging of our products to raise awareness among staff about compliance with the international standard for phytosanitary measures ISPM 15.
 - We provided induction training to 100% of new employees on policies, guidelines and risk management for security of the international supply chain.
- Annual training in surveillance and technological means for physical security personnel.
- We maintained the technological tool to manage information on foreign trade, physical security and warehouse processes involved in the receipt of imported goods in order to identify security risks in the supply chain in a timely manner.

One of the initiatives for the year 2022 is to obtain the authorization as Authorized Economic Operator Importer in the category of security and facilitation for the company Tecnoglass SAS.

> Supplier management



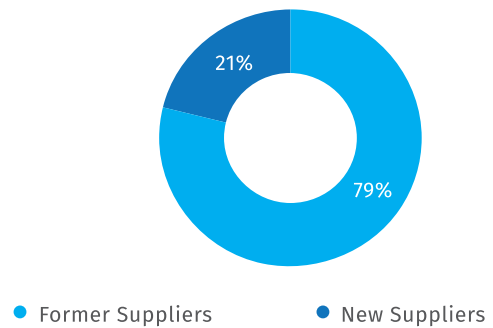
We build trusting relationships and communication mechanisms with our stakeholders

Tecnoglass in the quest to build relationships of trust with our suppliers of products and services has implemented policies that integrate the company's commitment to compliance with quality standards, the environment, safety of the supply chain, occupational health and safety, and the ethics and compliance program.

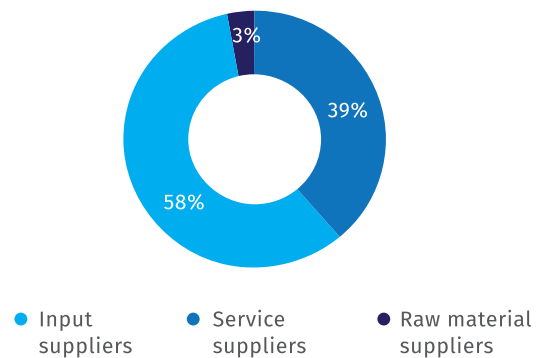
For this reason, during the year 2021 we maintained communication channels that allowed us to provide feedback on supplier management and inform about our policies. Likewise, we updated the information for the knowledge of our suppliers making it possible to assess risks and ensure procurement.

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

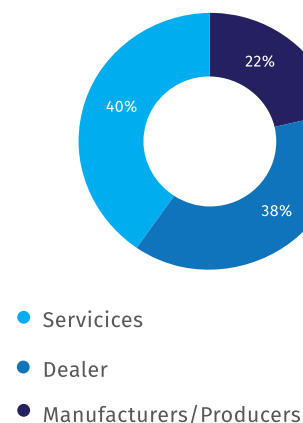
Former vs. New Suppliers



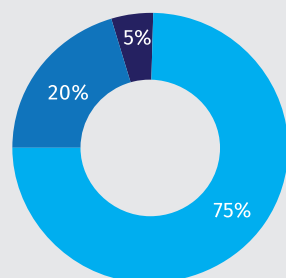
Type of Product/Service



Type of Distribution



Distribution by Country



● Colombia ● United States ● Other countries

Distribution by country

Country	Supplier
Colombia	1955
United States	532
Italy	27
Germany	15
Canada	14
China	12
Spain	12
Ecuador	8
Mexico	5
Brazil	4
Panama	4
France	3
Austria	2
Denmark	2
Finland	2
Cayman Islands	2
United Kingdom	2
Switzerland	2
Argentina	1
Australia	1
Belgium	1
Chile	1
United Arab Emirates	1
Guatemala	1
India	1
Ireland	1
Total	2611



> The power of quality



Consolidating and protecting our brand



Adapting our offer and operations to new markets [GRI 103-1, 103-2]

Quality is an indispensable factor for the continuity and sustainability of the organization because it allows us to satisfy the needs of our customers by delivering efficient and innovative products, and has an impact on reducing costs and increasing profitability. All this contributes to the positioning of our brand and corporate image and allows us to be more competitive in the market.

Nowadays, customers are looking for certified products with quality seals, because this represents durability, safety and efficiency and contributes to the good image of the projects in which we participate, generating trust and loyalty towards the company. Internally in the organization, quality is a motivating factor for workers, who focus all their activities to obtain high results and generate a sense of pride and belonging in the work environment.

Quality management goals	Activities
<p>Greater internal development and positioning in the business sector.</p> <p>Visibility of products with excellent image in the market.</p> <p>Customer satisfaction and optimal management of internal processes and resources.</p>	<ol style="list-style-type: none"> 1. Process design and redesign 2. Training on the implementation and execution of processes 3. Meetings to evaluate the operation and improvement of the processes. 4. Inductions and re-inductions to personnel 5. Audits

Ensuring the satisfaction of needs and compliance with the requirements requested by customers is the responsibility of the quality process, for this reason:

1. We assign responsible individuals for the follow-up and improvement of the finishing and press lines.
2. We developed a work plan for the standardization of processes.
3. We have a Focal 2.0 Program to strengthen knowledge of customer standards and requirements, reduce the occurrence of errors and motivate workers to perform tasks right the first time every time.

The way we evaluate and keep updated our quality program is through:

[GRI 103-3]

1. Internal and external audits or verifications:

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

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

3. Mechanisms for complaints and suggestions:

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

Quality system achievements

- We maintained our management systems and product certifications.
- We manufactured new products with quality standards and certifications.
- We implemented an electrostatic paint booth for the production plant of the company CI Energía Solar S.A.S. E.S. Windows in order to reduce downtime during the production process and reduce costs associated with aluminum nonconformities. las no conformidades del aluminio.



Considering into account the results of the management approach evaluation, we had the following results:

1. The 2021 quality program workplan was 95% implemented and 91% compliant with the objectives throughout the year . This data corresponds to the indicators that met their goal, out of the total indicators measured by each integral objective.
2. Results were communicated monthly through the improvement committee and an annual management review was conducted.
3. We have an improvement plan that allowed us to increase our capacity to satisfy our customers and close the gaps found in the assessment.
4. We responded effectively to the increasing demand generated in the year 2021 by our clients.

As a result of the evaluation of the quality management approach, adjustments have been made in the implementation of projects to meet customer requirements, such as:

1. Creation of a paint laboratory in order to strengthen the quality control of raw material, manufacture of own paint batches in order to reduce downtime during the production process and reduce costs associated with internal nonconformities and make corrections of batches received with color deviation.
2. Standardization of the procedures established by the organization from the planning of the operation to the verification of the final product.
3. Creation of interdisciplinary improvement committees to address non-conforming outputs in the processes with a comprehensive approach.



Our organization has an organizational structure (by processes), which includes the following procedures and resources necessary to ensure that all activities in the product life cycle are effective in satisfying the needs of our customers. Starting with a planning phase where customer needs and expectations are identified, passing through a control phase where critical variables are verified for the fulfillment of product standards and, finally, with an improvement phase where, using the PHVA cycle, the necessary adjustments that have been evidenced in the verification phase are identified and defined in order to incorporate the changes to the next planning cycle.

As for the risks considered in our quality management system, the following have been contemplated:

[GRI 102-15]

- *Strategic risks* such as accelerated market growth and high requirements in delivery times for multiple parallel projects, this has been mitigated satisfactorily thanks to rapid growth in infrastructure and production capacity.
- *Risk in the qualification and technification of intellectual capital.*, for which complementary training strategies have been implemented, one of these was the agreement with SENA with projection to “Technical labor training certified by the Ministry of Education” in virtual (“E-learning”), blended (“B-learning”) and face-to-face modalities; through a diagnosis process of sector relevance in accordance with the greatest training needs for work and human development that the company will require in the future in terms of key and critical competencies of the value chain.
- *Risk of customer dissatisfaction*, to control this risk we have designed a nonconformity process to provide customer service and respond to their needs and expectations.
- *Risk of non-conformity or lack of availability of raw materials*, to mitigate this risk we verify the quality standards of raw materials and supplies provided by suppliers and plan the purchase of materials and equipment to ensure their availability.

Each of these risks have been assessed and controls have been defined within each process.

The organization is working with the IT department in the use of technologies for the systematization of activities in the processes, implementing the use of web applications to systematize routine operations, in order to streamline their execution, which has had a positive impact on the fulfillment of the strategic objectives.

Likewise, the reengineering of different processes has strengthened communication, reduced reprocessing and increased performance. The challenge is to continue in the permanent search for improvements in the activities and to add value to the different processes and attend 100% of the requests, complaints, suggestions, claims and nonconformities of the clients in the shortest time and with greater efficiency, providing a better service to this group of interest.

We offer value-added products that contribute to sustainable construction projects with a stringent backbone QA/QC procedure. Tecnoglass lives quality in everything that we do.

Communication Strategies



Build trusting relationships and communication mechanisms with our stakeholders

[GRI 103-1, 103-2, 103-3]

Internal and external communications in our organization are fundamental and seek the connection with all stakeholders and the articulation of sustainability strategies. Thus, our commitment is to the generation of a culture of sustainability.

The company's communications and marketing department is responsible for promoting brand positioning, developing strategies that promote the company's participation in relevant offline and online spaces in line with the corporate values, mission, vision and objectives of the company, managing optimal communication channels for each message and interest group.

The marketing area develops brand strategies that support the commercial team.

to position itself in the market, increase sales, attract and retain new and existing customers. Working hand in hand with the communications team, we seek to determine the best channels and messages, as well as to specify which are the ideal channels to communicate these strategies, establishing a framework of contents to be communicated, ensuring coherence and consistency in the information.

The communications and marketing area is in charge of managing the brands and the way they will be communicated internally and externally, executing a series of actions framed in content campaigns, promotions, advertising, social media management, email marketing, paid advertisements, and public relations, among other actions.

Communications Management	Activities
Support the sales department with the development of marketing and communications strategies to position the brand in the U.S. and Colombian markets.	Development and implementation of a media plan and advertising campaigns in offline and online channels; presence in industry events and fairs; strategies to attract new clients; generation of advertising material such as brochures, merchandising, sample kits.
Design and execution of traditional and digital marketing campaigns, in order to attract potential customers and generate brand recall.	Campaign with graphic pieces focused on obtaining guides segmented by audiences of interest.
Design and implementation of an internal communications plan to inform and integrate employees, through truthful information that generates a sense of belonging.	Campaigns focused on transmitting relevant information, implementing corporate communication channels.

We are working with the commitment of:

- Enhance our presence in digital channels to increase our brand positioning in the U.S. and Colombian markets.
- Generate new marketing and advertising campaigns in the state of Florida in the U.S.A., focused on the residential market.
- Develop segmented digital marketing campaigns that respond to a commercial objective and translate into new customers and sales for the company, both for the residential and commercial markets.
- Strengthen our presence in virtual platforms to reinforce relationships and trust with international customers, continue with these as a communication channel with international customers, strengthening relationships and trust.
- Structuring an internal communications plan, through new platforms that allow us to reach all company employees more effectively.
- Continue with the development of internal communication campaigns, aligned to the needs of the different areas of the company, generating creative and memorable pieces.

We evaluate our management and follow it up periodically with internal or external audits or verifications, in addition to receiving feedback from stakeholders for continuous improvement.







05

Leading
eco-efficiency
and innovation



Leading Eco-efficiency and innovation



Promote energy efficiency of operations and products



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



Promote the efficient use of environmentally friendly materials and technologies.



Responsible management of the value chain and product cycle



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



Commitments associated with the pillar Leading eco-efficiency and innovation

Environmental management system

13 CLIMATE ACTION



Global Compact Principle 13:

Area: Environment

Businesses should support a precautionary approach to environmental challenges

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

 **Responsible management of the value chain and the product life cycle** [GRI 103-1]

Sustainable development requires us to focus on the efficient use of natural resources. We face challenges such as the reconversion to the use of alternative energy sources or renewable energies - in which we are pioneers in Colombia for the implementation of solar energy generation and consumption in our operations - likewise, we have prioritized the reduction and adequate use of water and focused on waste management and material efficiency. We know that the nature of these issues requires articulation between governments, business, academia and other strategic groups, and therefore we assume the challenge of promoting this conversation from our boards of directors.

We are aware that our growth requires us to constantly adapt our strategies to mitigate our impact. Therefore, we develop initiatives aimed at the efficient use of materials and environmentally friendly technologies, responsibly managing the value chain and the life cycle of products, in order to prevent, mitigate and compensate the environmental impacts of our business.

[GRI 102-11]

One of the company's main challenges is to reach carbon neutrality, implementing the measures stipulated in the strategy that is currently being designed.

We have a series of tools that contribute to decision-making based on relevant knowledge of the environmental management approach. Through our environmental policies and procedures, we objectively integrate the philosophy of prevention and care for the environment, thus involving the precautionary principle within our operation.

With great motivation, on November 23, 2021, we joined the National Carbon Neutrality Program, led by the Colombian Ministry of the Environment, to join efforts in building a sustainable and low-carbon growth. This program is part of the Carbon Neutral Colombia Strategy, which has been established as an early action mechanism of the Colombian government's Long Term Strategy for 2050.

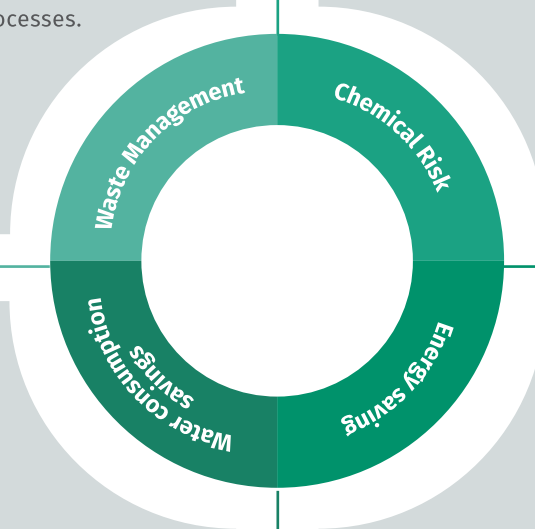
At the same time as joining the program, we initiated a work plan on climate change, which has three objectives:

- 1 Development of the corporate greenhouse gas inventory.
- 2 Carbon footprint of products.
- 3 Formulation of a carbon neutrality strategy.

The environmental programs are led by the integral management area with a specialized team, which leads the following programs:

- Awareness campaigns on the classification of waste and cleaning of the work area.
- Physicochemical characterization of Hazardous Waste.
- Comprehensive Management Week Campaign to strengthen employees' knowledge of comprehensive management in the company.
- Cleaning days in production plants
- Evaluation of opportunities for the use of waste currently classified as non-recoverable.
- Monitoring of the packaging and packaging plan.
- Locative adaptations required in collection centers.
- Carrying out follow-up visits to suppliers and/or contractors.
- Inspections of waste collection centers.
- Environmental monitoring of processes.

- Design of signs for storage.
- Updating of the matrix of chemical substances.
- Updating of exposure matrix and chemical products to monitor plant and construction chemicals.
- Evaluation of new chemical substances.
- Inspection in chemical storage areas.
- Planning and execution of drills.
- Design of information sheets for chemical substances.
- Inspection in the control of contractors on the use of chemicals.
- Design and manufacture of exclusive shelves for chemical substance



- Awareness campaign on World Water Day in the production plant and works.
- Studies and tests of water quality (water sources) in the production plant and administrative building.
- Communications campaign on the proper use of bathrooms, water fountains and dining rooms.
- Maintenance of drinking water sources for employees.
- Inspection of sanitary conditions building and plant.

- Automatic switching on of the lighting system in common operating areas.
- Electrical circuits in common areas were made independent (ESW3).
- Energy Saving Campaigns.
- Adaptation of on/off switches for fans in the production plant.
- Installation of energy consumption meters in the main ESW3 cellar transformers to control energy consumption by plant.
- Enabling the internal lights of Warehouses ESW 2 and ESW 3 to have an on and off system using photocells.
- Permanent monitoring of the Solar Panel system project.
- Follow-up for the detection of leaks in the compressed air lines in the ESW1 and ESW2 plants

The importance of caring for and conserving the environment is intrinsically linked to the well-being of humanity. There is no planet B.

[GRI 103-3]

Environmental issues in the company are evaluated using the criteria of ISO 14:001, identifying and controlling the aspects related to the environmental impacts of each of the processes in the production chain and, finally, compliance with applicable legal requirements. The approach we use to identify the impacts related to the extraction, consumption and discharge of water is the evaluation of the life cycle of the products, reviewing the life cycle of glass and its impacts, and the evaluation of the environmental impact through our environmental impact matrix.

We have an environmental policy that aims to direct our actions towards an efficient use of natural resources and protect the environment, working on significant environmental aspects and impacts, through the prevention and control of pollution in the development of our products and activities. It should be noted that we have formal mechanisms that have been designed to address environmental recommendations such as surveys and corporate mail.





According to the WHO, the daily average per person is 100 liters of water to meet their needs, both for consumption and hygiene. Planet Earth is 70% water, but almost all of it is salty. Reducing consumption also helps to reduce the energy required to process it.

Efficient Water Consumption and savings

6 CLEAN WATER AND SANITATION



05

[GRI 303-1, 303-2]

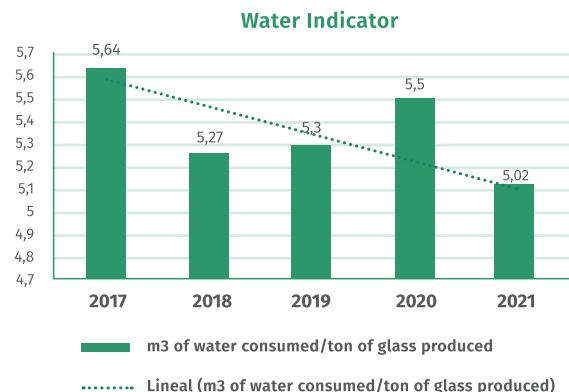
Water is a vital part of life and we are committed to have a management approach that generates its adequate use. The company's water consumption goals are always aligned with what is established by the environmental authority and with the requirements of the community in the area of influence. In the event of any impact on our processes, we maintain continuous interaction with our stakeholders and comply with legal requirements. In addition to developing initiatives that promote the application of environmental standards within the factory, we

extend this to our employees' homes through campaigns and activities with our operating personnel at their workplaces.

In order to comply with the parameters established in Resolution 0615 of 2015, we perform physical-chemical and microbiological monitoring with a laboratory accredited by IDEAM, whose results are sent to the environmental authority for the granting and/or follow-up of the discharge permit, which is in force in accordance with Resolution 0938 of May 3, 2019 until September 2022.

Process	Water sources used	Description of the process and origin of the water used
Water extraction	Water of the departmental aqueduct TRIPLE A S.A. ESP	Drinking water is received in subway tanks with a storage capacity of 830 m3.
Water consumption	In the production process and administrative buildings	Water in production is consumed in the laminating and thermo-acoustic washing machines, ovens, beveling machines and silk-screen printing machines. And also in the bathrooms, showers and dishwashers in the administrative buildings and in the plants.
Discharge of water (wastewater discharges)	Discharge of treated water to the sewer system	Wastewater is treated in a process of flocculation and coagulation, clarification that allows compliance with the parameters established in Resolution 0631/2015.

To monitor and analyze the trend of this consumption, we have a monthly indicator that is calculated by dividing the m3 of water consumed in production by the tons of glass processed according to the inventory register. We have a target of 6 m3 /ton, which to date we have met with a decreasing trend.



➤ Photovoltaic power generation

7 AFFORDABLE AND CLEAN ENERGY



Global Compact Principle 8:

Area: Environment

: Businesses should encourage initiatives that promote greater environmental responsibility

 **Promote energy efficiency of operation and products**

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

[GRI 302-1]

As pioneers in the implementation of innovative alternatives that contribute to reducing costs and optimizing energy resources, we have been generating solar energy for 5 years and we will continue to analyze energy optimization and its lower impact in our new plants.

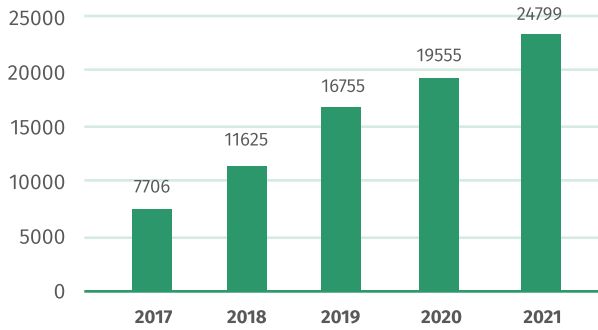
From March 2017 to 2021, 15,237 solar panels have been installed on the roofs of the Colombian plants throughout the plants' network, optimizing economic resources and assets of the organization and reducing the consumption of electrical energy from the network.

We currently generate 6% of the energy of the group's plants at zero cost and we have an installed capacity of 4.84 MWp, the goal is to reach a photovoltaic generation up to 12 MWp installed.

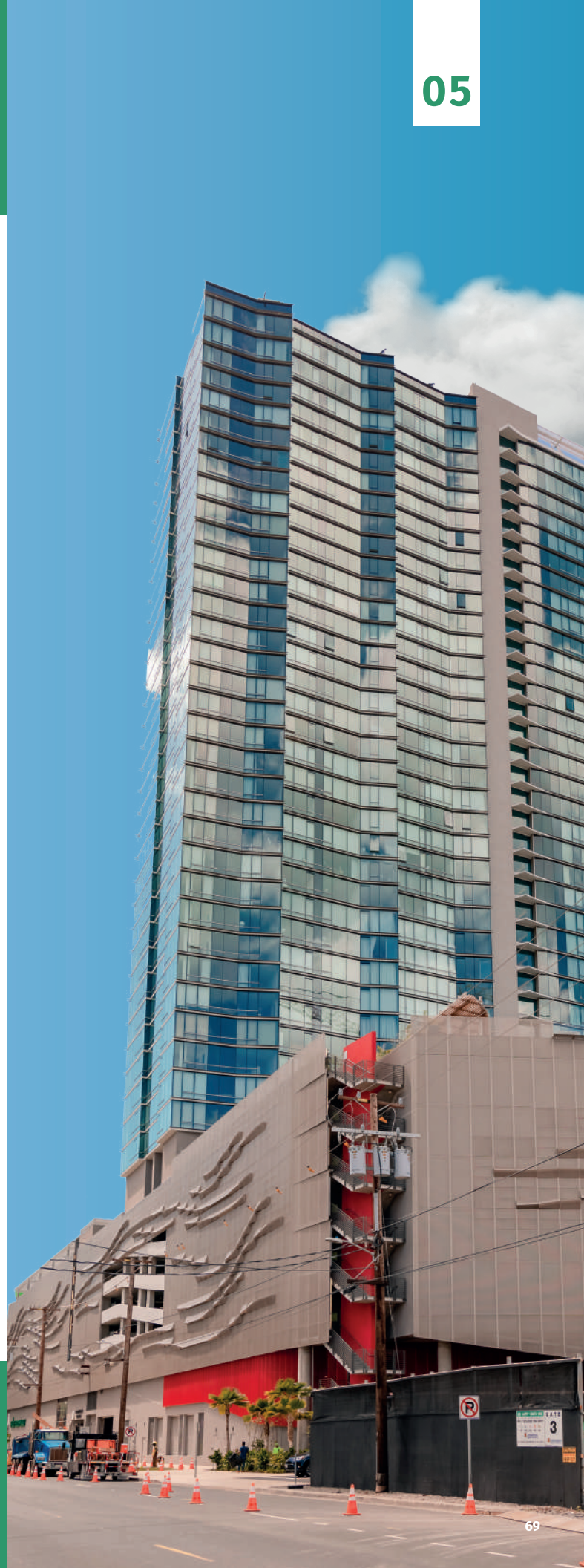
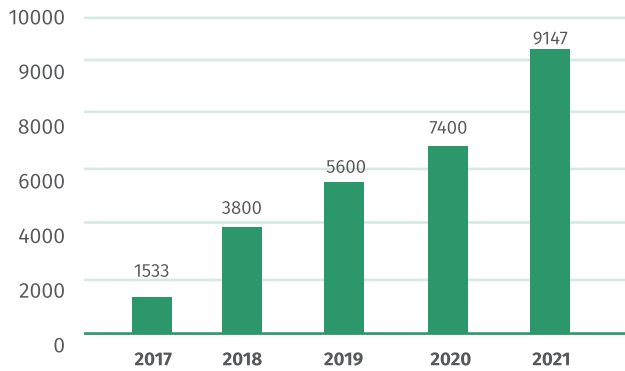
We have generated clean energy from the start-up of the photovoltaic generation plant **24.799mwh** and decreased **9.147Tn of CO2** emitted to the environment and **USD\$ 1.9mm** in savings.

We recover waste heat from three Cummins engines that generate energy with natural gas of **4.850 Kw** and produce **1000TR** with three absorption chillers that are used in the production process for the manufacture of coated glass and the anodizing of aluminum profiles.

Photovoltaic Generation (Mwh)



CO2 Reduction (Tn)



➤ Waste management and utilization



Global Compact Principle 9:

Area: Environment

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



Promote the efficient use of environmentally friendly materials and technologies.

[GRI 103-1,103-2,103-3, 306-2]

We have defined a methodology to establish and maintain environmental management programs in order to achieve the objectives and goals to prevent pollution and comply with the organization's policy, as well as with the trends of the circular economy that lead us to continue acting in our integrated waste management plan. It is important to point out that this methodology is kept up to date and continues to be implemented, allowing us to take advantage of more than 50% of the waste generated in our production processes.

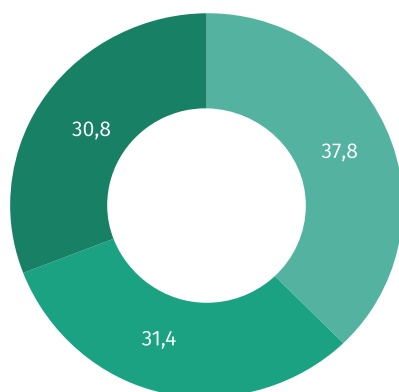
To ensure proper waste management, we apply the following measures:

- Waste such as PVB, sentry, plastic, paper, cardboard, scrap, interlayer, glass, aluminum profiles, PET are recycled and sold to authorized managers, who reincorporate them into production processes as raw material. Usable waste is separated at the source and disposed of in bins according to the color code established by the Ministry of the Environment; then it is delivered to external managers for recycling. The resources generated by these sales are delivered to the Tecnoglass Foundation, which uses them to finance scholarship programs for employees and their families.
- Aluminum waste is reused in the organization's production process and wood waste is reused for finished product packaging.
- Hazardous waste such as used oil, batteries, electrical and electronic waste are disposed of by specialized waste managers. Other hazardous waste such as sealants, solvents, and waste contaminated with chemicals are disposed of in safety cells and biohazardous waste is incinerated by an authorized and certified entity.
- All waste is delivered to managers authorized by the environmental authorities, which is revalidated annually and who, after providing the service, are issued certificates of use or final disposal, as the case may be.

Weekly campaigns are held at employees' workplaces to raise awareness of the importance of recycling and the correct classification of waste.

In the year 2021, we began the implementation of the Integrated Management Plan for Packaging and Packaging Waste "PGAREE", which allows us to manage the use of cardboard and plastic waste delivered to our domestic customers with the finished product. This is achieved by joining the Punto Azul collective plan, which includes companies from all economic sectors in the country.

Waste Management 2021



The waste generated in 2021 corresponds to:

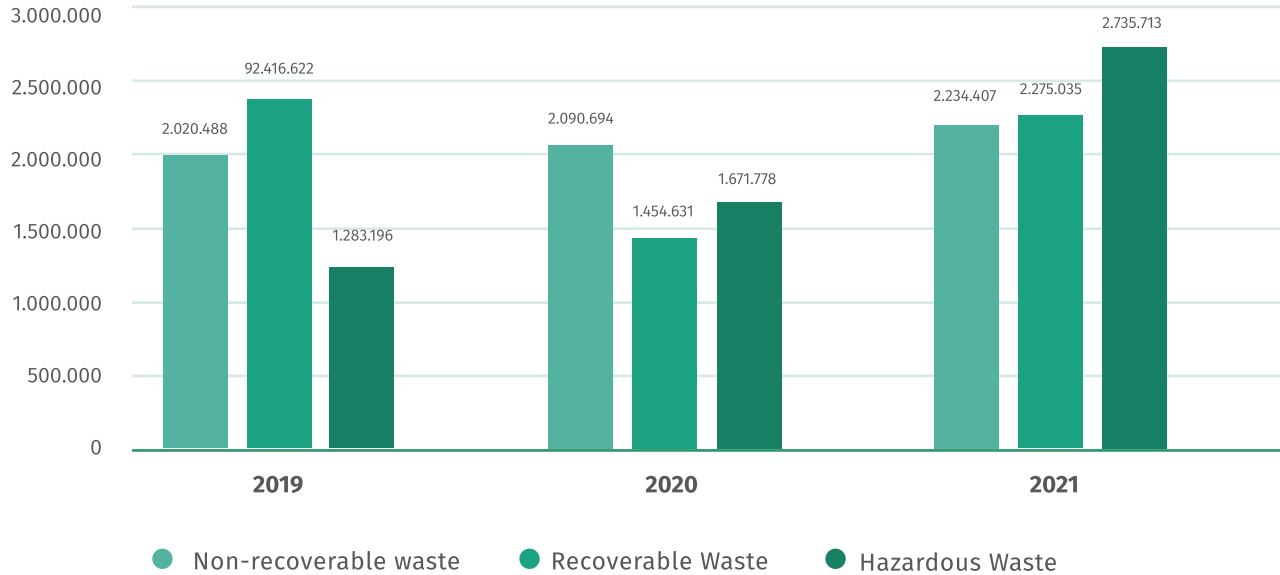
30.8% of non-recoverable waste
31.4% of Recoverable Waste
37.7% of Hazardous Waste.

● Hazardous Waste ● Recoverable Waste ● Non-recoverable waste

The responsible, conscious and efficient use of natural resources is paramount to our organization.

During 2021, we increased recoverable waste by 56%, due to the implementation of the measures designed in the waste management program. In the last two years, we have increased the percentage of hazardous waste, due to the construction of an aluminum plant and the creation of new press and paint lines in old plants.

Waste Comparison



In the graph above, we present the information of non-recoverable, recoverable and hazardous waste for the last three years: In this report we include the data of the aluminum plant, therefore, the information for the years 2019 and 2020 presented in the sustainability reports of previous years has been updated.



> Outstanding achievements 2021

The following is specific data on waste disposal:



14,11 TON INDUSTRIAL FOIL

- We collected 14.11 tons of used oil and used it entirely as industrial fuel, increasing the percentage of use by 143%.



8.618 TON GLASS CULLET

- We recovered 8,618 tons of glass cullet, increasing the percentage of glass recycling by 33% compared to the previous year.



5.951 KG BATTERIES

- We destined 5,951 kg of used batteries to the post-consumer program, increasing by 60% the percentage of this type of waste compared to the previous year.



361 TON INTERLAYER

- We recycled 361.8 tons of Interlayer (PVB and Sentry), increasing the recycling percentage of this waste by 101% compared to the previous year.



2.284 KG ELECTRONICS

- We recycled 2,284 kg of waste electrical and electronic equipment (WEEE).



1554 TON SCRAP

- We delivered 1,554 tons of aluminum scrap waste for reincorporation in the aluminum profile manufacturing process.



240 TON PLASTIC

- We delivered for recycling to specialized organizations: 240.5 tons of plastic, 562.6 tons of scrap, 34.2 tons of paper and 325 tons of cardboard.

56%

The comparative analysis of waste over the last two years shows a trend of The increase in the amount of waste generated is due to the direct relationship with the units produced, the expansion of production lines and new plants. This is due to the directly proportional relationship with the units produced, the expansion of production lines and new plants. It should be noted that the percentage of recoverable waste has increased by 56%, which reflects a positive environmental impact.

Atmospheric emissions

Our organization has an atmospheric emissions permit granted by Resolution 2483 of November 21, 2019 issued by Barranquilla Verde effective until September 7, 2022.

Among the achievements we maintain the registration of forest products granted by Resolution 1332 of July 24, 2020 of Barranquilla Verde. We updated before the ICA the registration of authorized operator for the application of treatment and placement of the ISPM 15 seal, ISPM15 Code CO-08013.

Mangrove planting

During 2021, under the commitment to work articulately in strategies for the recovery of the Mallorquín Swamp, we implemented joint actions with the Autonomous Corporation of the Atlantic (CRA) and the volunteer team of the Tecnoglass Eswindows Foundation with the objective of improving the conditions of the ecosystem and generating culture in the citizens about the opportunities of a wetland rich in fauna and flora. We supported 5 planting days in which we planted 39,475 mangroves.





TI, Innovation and Automation

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



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

We designed a plan based on the responsible use of materials focused on reducing consumption, developing various technological projects that help us achieve greater efficiency in our processes.

As an organization, we are committed to adapting our computer systems to improve communications, minimizing reprocessing and positively impacting on the reduction of paper consumption. We also seek to facilitate electronic recycling by delivering WEEE waste (Waste Electrical and Electronic Equipment) to the entities endorsed and authorized for this collection.

The Information Technology department leads several projects aimed at eliminating the use of paper, integrating the Company's processes and improving communications, thus ensuring that all information is available digitally, eliminating almost 90% of the printing of documents in these processes or departments.

In the company we decided to implement a software application to have a better control, monitoring and management of each of the glass and aluminum nonconformities that are generated during the production process. The application has a mobile interface that allows the plant operator or the quality supervisor to report the non-conformity online - and that the warehouses involved (glass warehouse / aluminum warehouse) -- can have 7x24 visibility of the reported events, to in turn report it to the business units possibly involved (Tecnoglass / Alutions). The application was developed hand

in hand with Engineering, Quality Control and the Aluminum and Glass warehouses. At the end of each shift the application generates automatic emails with the shift statistics in order to have traceability and management control.

Previously, the entire nonconformity control process was done on paper and nowadays we do it completely digitally. Today we have identified the statistics associated with the production lines where more nonconformities are generated, the types of systems susceptible to nonconformities, and in turn, Tecnoglass and Alutions have complete visibility and feedback to improve the product delivered to the production process of Energia Solar ESWindows.



We have implemented a series of improvements in the computer applications involved in the aluminum sourcing process and improved the software in charge of aluminum sourcing. At the same time, we built a series of reports that provide the necessary visibility of the operation. The advantages have been mainly associated with the reduction of time for the aluminum supply process, which has even allowed this area to advance its supply process to ensure aluminum stocks for future weeks of production. Thanks to the automated process and through mathematical formulas, aluminum waste (SCRAP) has been reduced by a significant percentage, optimizing the company's costs.

Current technology-based projects:

- 1 Finalize implementation that allows 100% of the manufacturing to be carried out digitally (Zero Paper).
- 2 Develop a web and mobile application that reports production progress (cutting, die, assembly, assembly, packaging, finished product).
- 3 Implement Robotic Process Automation in critical processes of the value chain.
- 4 To achieve that 90% of the orders do not require re-digitization. Currently the design department is building in the system all the assemblies and manufacturing details of all the systems commercialized in the ESWINDOWS retail market.
- 5 Digitally integrate the information of the companies Tecno INC, Tecno LLC, Tecno RF, GM&P and ESMetals.
- 6 Design, develop and implement the application to feed the process map of the companies Tecnoglass S.A.S. and C.I. Energía Solar S.A.S. E.S. Windows.

Nowadays, innovation is a fundamental and driving factor in the organization, because it allows us to make the best use of resources to obtain greater benefits at productive, economic and social level. Therefore, it is necessary to be at the forefront of current needs and trends, analyze the environment and use the tools to optimize processes, so that we can offer new products or services. Our design and R & D team is committed to sustainability and quality, through the automation of processes with technology, allowing the improvement of response times with the development of custom software, the purchase of robotic machines and the integration of these machines to the production process; also with the processes of integration by software architecture, articulate information systems in our organization.





06

Enhancing our environment



In Tecnoglass we are committed in building with our stakeholders, a sustainable Colombia and a sustainable world, thinking not only in present generations, but also in future generations.

This vision invites us to think about how to empower our team of collaborators and their families, our neighbors and the community in the area of influence, so that our organization can continue generating opportunities, positively transforming their environment and improving their quality of life. We encourage leadership and entrepreneurship, formed by interdisciplinary teams.

Our actions, based on our corporate values, promote good labor practices, well-being, health and safety, and essentially, the respect and promotion of human rights. We encourage and promote constant training on the being and the doing of our employees and their families, convinced that education is fundamental for the integral development and growth of the human being.

Our external community and social intervention is carried out through the Tecnoglass Eswindows Foundation which, since its inception in 2005, aims to collaborate with the management of projects and social development programs where the central axis is to contribute and positively impact the community in the area of influence and beyond its limits.

Enhancing our Environment



Generate quality job opportunities.



Promote and adopt best labor and human rights practices.



To form and develop an integral and innovative work team.



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



Generate value in the communities of the area of influence.

➤ Human Talent Management

8 DECENT WORK AND ECONOMIC GROWTH



Global Compact Principle 1:

Area: Human Rights

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



Generate quality job opportunities.



Promote and adopt best labor and human rights practices.



To form and develop an integral and innovative work team.

[GRI 103-1, 103-2]

For our business, human talent is a priority; we are part of a big family, so we are committed to improving the quality of life of our employees through different initiatives that aim at professional and personal growth, considering welfare, education and training programs.

Decrease in unemployment rate

Employment generation with the opening of new production lines and plants. Hiring of young people with no work experience, providing them with their first job opportunity.

Training

- Logistics technologist programs
- DOLCA program distribution and logistics operations in the supply chain.

Performance evaluation

Performance evaluations are conducted annually for all company employees.

Wellness program

- Life insurance policy.
- Prepaid medical assistance.
- Bonus for birth of child.
- Undergraduate and/or graduate study assistance for employees.
- Student scholarships for employees' children.
- Housing assistance.
- Routing services.
- Dining hall with special rates for employees' meals.
- Appointments with a pediatrician.
- Sports assistance for internal and external championships.
- Seniority recognition program.
- Direct loans with the company with 0% interest rate.

To make possible the implementation of the welfare program and achieve the objectives we have the work of a committed human management team, and with the support of the communications area and the Tecnoglass ESwindow Foundation. It is important to highlight that all our programs apply to direct and indirect employees.

We also train through certified entities such as SENA, taking into account the needs identified in the annual performance evaluations, those detected by the immediate supervisor and the professional growth initiative of each employee.

One of the advantages of the company, is that we seek to hire and give opportunity to people with no or little experience, in order to develop their skills and abilities, impregnating them early in the Tecnoglass culture. We are aiming to train and develop technical skills, so they can acquire the necessary knowledge for the development of their functions with the aim of minimizing the risk of nonconformities in our products which in turn has been reflected in improved productivity and general sense of belonging to the organization.

In the company we have formal processes to receive and address any concerns and requests from employees, where we provide a free space for our employees to express their concerns and needs and thus we can work to improve the working environment day by day, creating a healthy and productive workplace.

We have a decent and productive work committee, where we respond to the issues raised by employees and address their concerns and needs, we also support the coexistence committees in order to establish preventive and corrective measures regarding

workplace harassment, in our organization there has been no cases, however, we continue to ensure the welfare and healthy coexistence, we also support the management of the Joint Committee on Occupational Safety and Health (COPASST) which is part of the management approach to Occupational Health and Safety at Work.

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

We aim to build with our employees a worthy life project by providing the opportunity to continue training and developing technical and soft skills, while developing leadership skills, teamwork, communication, in a comprehensive manner.

One of our goals is to create a promotion and advancement program that applies to all areas of the organization where we expect to establish a series of steps and requirements that must be followed when promoting an employee to fill a vacancy and provide the tools for employees to grow.

In addition, we expect to continue with our welfare programs for all employees, both direct and indirect, with the support of the Foundation, Caja de Compensación and health entities in terms of education, health, recreation, recognition, sports, and others.

We are different because of our employees. We train and retain talent.

[GRI 103-3]

The process for monitoring management effectiveness is based on stakeholder feedback as results of management and commitment to each of them. The above, based on programs, incentives, conflict resolution, family dynamics, guaranteeing in all cases the principle of confidentiality. In addition, it can be evidenced that the mechanisms for complaints and suggestions through the committees have been effective, which has proven to satisfy their needs, creating healthy environments in the work environment.

[GRI 404-1]

The training program has had a positive impact on our employees; below is the average number of hours of training per employee per year:

Training Labor Category	Number of employees trained		Total hours of training	
	Male	Female	Male	Female
Production: Operational and administrative Technological training	20	2	2400	2400
Production: Operational Technical training	26	0	1845	0
Production: Operational Competency-based certifications	110	0	Competency-based certifications are done through an evaluation and observation of job functions, therefore, we do not have parameterized total hours.	0
Aimed at administrative personnel: Wellness spaces for women where meditation, body recognition, movement, guided improvisation and free writing were worked with wellness workshops.	0	9	0	5
Aimed at production Physical security, warehouse and technologists: operational and administrative short courses	129	10	26	6
Aimed at production, dispatch, accessories warehouse and integrated management.	21	0	880	0
Aimed at various trades personnel	0	7	0	1
Aimed at design, quality and production personnel.	10	4	2	2



[GRI 404-2]

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

Training Programs		
Program Name	Type	Scope
Logistics Technologist: Aimed at all personnel working in the logistics area of the entire company.	Technologist	Aimed at all personnel working in the logistics area of the entire company through offers closed with the SENA so that employees can acquire the necessary knowledge for the development of their functions and thus provide them with a better development of their skills and can be reflected in improved productivity.
DOLCA Technician	Technician Competency	Aimed at all personnel working in the logistics area throughout the company, with the support of SENA to upgrade their knowledge and experience and thus continue to give good results in a comprehensive way between know-how.
Certification of competence to operate forklifts in accordance with the technical manual.	Certification	The functions of the position are certified according to their knowledge and experience to certify their technical skills in support with SENA.

Occupational health and safety



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

[GRI 103-1]

The well-being and health of employees during operations is our priority. To meet the production requirements for national and international markets, we comply with legal regulations and implement the Occupational Health and Safety Management System.

[GRI 403-1]

Being consistent with the above to address the challenges in occupational safety and health “OSH” at the international level we comply with all legal regulations and we are certified in ISO 45001:2018 on our OSH system, accompanied hand in hand with programs and strategic plans to address own and external risks.

[GRI 403-2]

In the organization we have technological platforms in the processes or activities related to occupational health and safety, in order to improve and measure performance. We highlight Laserfiche, Helpdesk, Talentum, SerCAE, Nova and others supplied by the ARL such as El Profe, ADN test for risk analysis, ABC for behavioral observation and the platform for Risk and Emergency Management.

In 2021, we continued with our commitment to prevent and contain the effects of Covid-19.

We maintained the biosafety protocol, the thermography cameras at the entrances to detect temperature, we maintained the additional number of bus routes to ensure distance between employees, we continued with the demarcation and signage, the use of masks and hand washing in the facilities, the provision of masks as a personal protection element, and the cleaning and disinfection programs for surfaces.

Within the care activities, we have 2 physicians in our facilities for on-site and virtual medical assistance to employees with suspected Covid-19, availability of rapid antigen tests and PCRs

in laboratories; isolation of workers with symptoms associated with Covid-19 continues and employees who have been confirmed with the virus receive a subsidy to cover medicines prescribed by a medical professional to improve their health status, avoid complications and mitigate the spread of the virus at home and at work. During 2021, we served 2,431 employees on this matter.

In Tecnoglass we were pioneers in the purchase of vaccines for our employees, their families and the community in the area of influence, to whom we applied the complete vaccination schedule (first dose and booster). In total we vaccinated 8,003 people.

OSH Objectives	Activities
<p>➤ Maintain the competencies of our workers through training in relevant aspects of Health and Safety at work and high-risk tasks.</p>	<p>We conduct certified training and education for employees who perform high-risk work. These activities are included in our annual work plan and compliance is evaluated periodically in our indicator matrix.</p>
<p>➤ Comply with legal and other applicable OSH requirements.</p>	<p>We have a Legal Requirements Identification Matrix that contains all the activities we must implement to comply with OSH regulatory provisions. The matrix is reviewed daily and updated in accordance with regulatory changes. The matrix is audited annually by an external OSH lawyer.</p>
<p>➤ Achieve identification of hazards and control of risks, according to their magnitude, and take advantage of opportunities for OSH.</p>	<ul style="list-style-type: none"> • We updated the risk matrix • We have a work plan • We evaluate the effectiveness of corrective and preventive actions, which are recorded in the NOVA software.
<p>➤ Prevent injuries and work-related health deterioration.</p>	<p>Compliance with operational control, safety and health strategies and campaigns for the prevention of work-related injuries and health deterioration. We periodically evaluate the reduction of the accident rate, the accident frequency rate and the rate of qualified occupational diseases.</p>
<p>➤ Reduction in the severity rate of occupational accidents.</p>	<p>Compliance with operational control, safety and health strategies and campaigns for the prevention of work-related injuries and health deterioration. We periodically evaluate for:</p> <ol style="list-style-type: none"> 1. Maintain the proportion of fatal occupational accidents at zero. 2. Comply with the 20% reduction in severity indicators derived from accidents.
<p>➤ To achieve the participation and consultation of all interested parties in the OSH management system.</p>	<p>We promote employee participation in the reporting of unsafe conditions and acts, safety talks, self-reporting campaigns, which are recorded and evaluated in the findings matrix and indicator matrix.</p>
<p>➤ To increase the performance and improvement of the OSH management system.</p>	<p>Internal and external audits to measure performance compliance and improvement of the management system in ISO 45001 and granting of certification. We measure the effectiveness of compliance with corrective and preventive actions so that they are above 75% of execution. We implement actions derived from audits and indicator analysis.</p>



In addition to the above, we promote healthy lifestyles in order to prevent the development of diseases through timely intervention of risk factors and improvement of health and working conditions. With preventive health campaigns we reached 80% coverage of our employees. The campaigns are framed by the epidemiological surveillance and promotion and prevention programs, which aim to create spaces for the entire population of workers, contractors and suppliers in the prevention of injuries and/or habits harmful to health and health promotion with activities such as the Comprehensive Management Week, which is carried out annually, in which we perform screenings, donation days, cytology, optometry, nutritional assessment, family planning, sexually transmitted diseases, among others. Likewise, we carry out periodic follow-ups and assessments to all direct and on-mission personnel for psychology, audiometry, physiotherapy, nutrition, occupational medicine and occupational therapy.

For the prevention of impacts that may generate accidents, incidents and emergencies, the organization has a current ISO-45001 Management System certification and complies with all legal requirements applicable to its economic activity. We have interdisciplinary teams composed of doctors, nurses, industrial engineers, physiotherapists and psychologists to address all occupational health and safety issues. All these positions are under the direction and leadership of the OSH manager and the OSH coordinators of the group's plants.

Our goal is always the prevention of injuries and deterioration of the health of all workers, contractors and visitors, to ensure this we provide safe and healthy working conditions, through the identification of OSH hazards, the assessment of risks and opportunities and the establishment of the respective controls, according to their magnitude, aimed at eliminating hazards and reducing priority risks in its operations. For the organization and its stakeholders this management system is of high relevance and materiality.



LOSH Management System communications are made through the NOVA application, brochures, training, billboards, advertising signs, press releases, meetings, website and email. By taking advantage of the social network, WhatsApp, we have improved the effectiveness of self-reporting of unsafe conditions.

Workers participate and are consulted in the Health and Safety Management System for:

- Hazard identification, risk assessment and determination of controls.
- The emergency plan
- Investigations of occupational incidents
- PPE selection
- Changes affecting the OSH management system
- Participation mechanisms

The consolidated Lost Time Injury Frequency Rate (LTIFR) at the end of 2021 was 4.2%, well below the national manufacturing industry average in Colombia, which was 6.54% according to FASECOLDA.

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

In the organization we have mechanisms for participation and consultation, in which 100% of the workers are represented. We highlight the following::

- **Mutual Aid Committee.** This committee is made up of the areas responsible for the emergency preparedness and response plans of the neighboring companies in the Las Flores sector. OSH leaders participate on behalf of the Company. The purpose of this committee is to identify resources for risk prevention and emergency control in the Company's environment, as well as participation in drills.
- **Joint Occupational Health and Safety Committee (COPASST).** The committee is made up of workers' representatives with their respective alternates elected by vote. It is also made up of employer representatives and their alternates, who are responsible for promoting and monitoring occupational health and safety.
- **Labor Coexistence Committee.** The committee is made up of representatives of the workers and the employer with their respective alternates, and is formed to avoid and prevent workplace harassment and carry out support activities in this area. actividades de apoyo en este tema.
- **Road Safety Committee.** Made up of workers who, due to their role within the organization, have an impact on the fulfillment of the strategic road safety plan.
- **Safety Leaders Committee.** Composed of process coordinators in charge of reporting safety conditions and behavioral observations.
- **Change Management Committee.** This committee led by the head of OSH and COPASST representatives in company with the leaders participate in changes that impact OSH such as changes in technology, work methods, new processes or projects, infrastructure, facilities and equipment.
- **Investigation Committee.** Its purpose is to investigate the facts, causes and situations that have generated the incidents and accidents at work and implement corrective measures to eliminate or minimize risk conditions and prevent their recurrence. This committee is made up of the heads of area, OSH representative and COPASST representative.

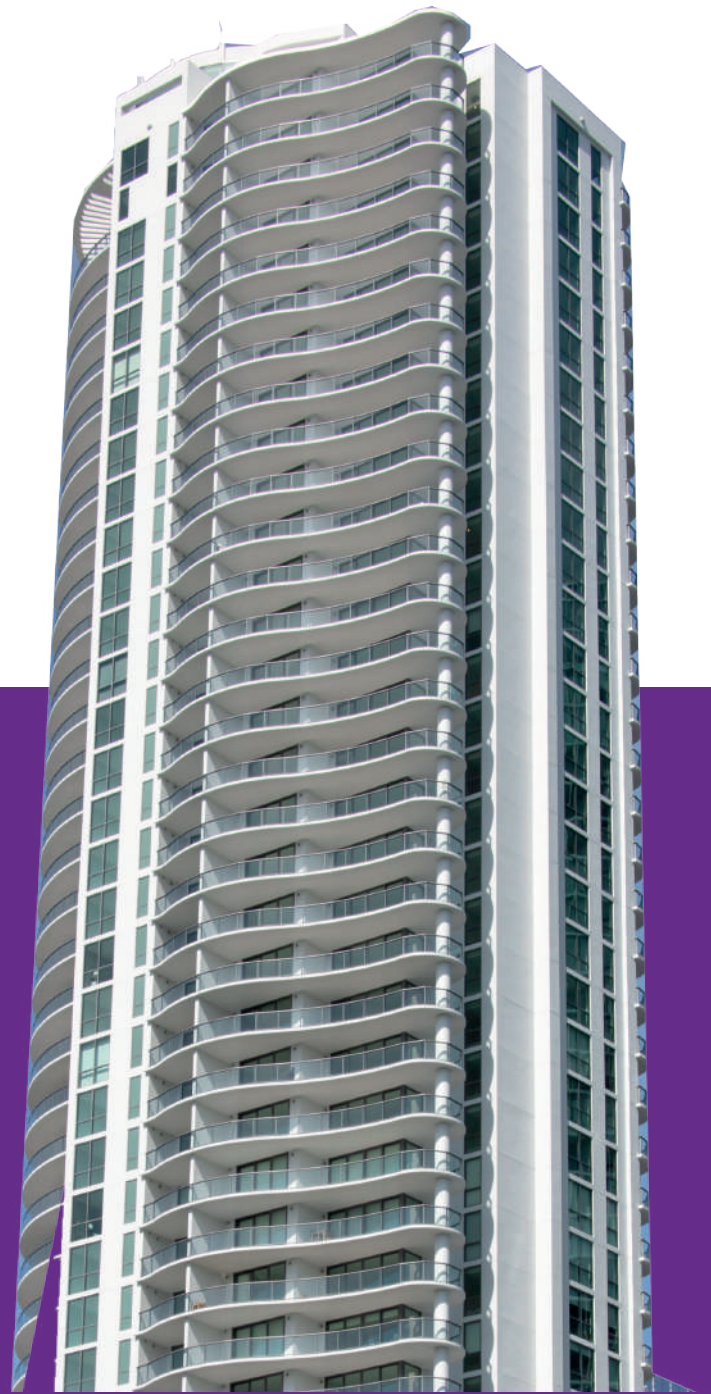
The evaluation of the OSH management approach is through audits, internal and external verifications through measurement systems, external performance indexes and stakeholder feedback, and we have complaint and suggestion mechanisms that we follow up on. [GRI 103-3]

En el 2021 obtuvimos como resultado de nuestra evaluación

- 93%** compliance with promotion and prevention program
- 88%** in the psychosocial risk prevention program
- 50%** of the Hearing prevention program
- 77%** of the Cardiovascular Risk Factors Program
- 96%** in the musculoskeletal injury prevention program.

Due to the Covid-19 health emergency, in 2021 during a 6-month period we were unable to carry out assessments and other activities. We plan to increase compliance and coverage by 2022, guaranteeing the planned results. These results are analyzed and presented semi-annually to stakeholders, such as OSH leaders and management.

The results of the evaluation are the basis for the development of the annual OSH work plan, because the programs and activities that require adaptations or additional resources are identified, ensuring compliance with the established objectives. This is complemented with the adjustment of goals and the strengthening of data analysis for the following year.



➤ Human rights and labor standards

Area: Human Rights

Principle 2:

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

Principle 3:

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

Principle 4:

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

Principle 5:

Businesses should support the effective abolition of child labor

Principle 6:

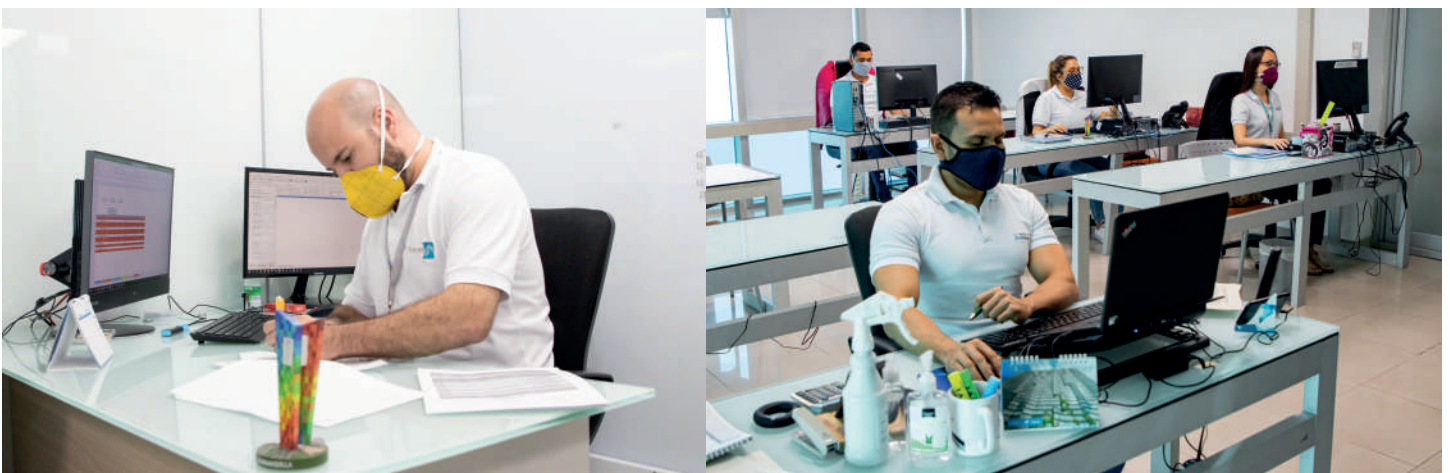
Businesses should support the abolition of discrimination in respect of employment and occupation.



Generate quality job opportunities



Promote and adopt best labor and human rights practices.



[GRI 103-1]

The promotion and respect for human rights is of vital importance to the company, which is why we have a Human Rights Policy that includes our commitment to freedom of association, actions to eliminate all forms of forced or compulsory labor, to abolish discrimination practices in employment and occupation, and the non-admission of child labor and harassment in the workplace.

We currently have zero complaints related to this issue and we continue to strengthen the promotion and respect for human rights. In our actions we encourage efficient and responsible work, allowing our employees to perform their activities freely. In our personnel selection process we guarantee that we do not hire minors, and we have no incidents of discrimination reported by our employees.

In our conviction to generate opportunities, we have employees with disabilities. In this order, we promote the integral development and social inclusion of the people who need it most, as is the case of hiring personnel from the Las Flores neighborhood (neighboring community). We also hire employees with little or no experience, offering them the opportunity for professional and integral growth in order to build a dignified life project. We guarantee non-discrimination in the selection process, always choosing the person who meets the profile of the position regardless of gender, religion, political ideology or any other aspect that tends to promote discrimination.

[GRI 103-2, 103-3]

All our actions are framed in the search to guarantee growth opportunities within the company and respect for stakeholders, while respecting human rights. The following are the guidelines we have designed in the Human Rights Policy:

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

➤ Tecnoglass Eswindows Foundation



Generate value in the communities of the area of influence.

[GRI 103-1, 103-2, 103-3, 413-1]

The Tecnoglass ESWindows Foundation was founded by Tecnoglass 16 years ago with the objective of collaborating with the management of social development projects and programs where the central axis is to contribute to the development of its workers and family nucleus and the communities in its area of influence.

The following are the programs implemented in accordance with the Foundation's strategic lines of action:

➤ Education for progress

243

**PEOPLE
BENEFITED**

Scholarship Program

We are committed to preparing children and young people for life, through educational projects, contributing to the development and progress of Barranquilla and Colombia, while contributing to the generation of a more inclusive and equitable society.

In 2021 we benefited 243 students through the scholarship program for employees and children of employees of Tecnoglass Group, who are pursuing their professional, technical or technological career in different universities in the region. We know firsthand the importance of access to quality higher education, that is why we support outstanding young people and adults, contributing to their professional and personal growth, bringing them closer to better opportunities for their future and that of their families.

25

**SCHOLARSHIP
RECIPIENTS**

Merit Scholarship

Through the Merit Scholarship program, we support academically outstanding young people who do not have the resources to access a higher quality education. Through this program, we help them fulfill their dreams.

44

**CHILDREN
AND YOUTH**

Educational sponsorship

We firmly believe that education is the key to progress. For this reason, we sponsor children and young people from vulnerable communities, providing them with access to primary and secondary education in different institutions in the city.



50
YOUNG
PEOPLE

Training programs on work at heights

Through this training program, we support young people from the La Playa neighborhood to take courses on working at heights, bringing them closer to the labor market and contributing to the quality of life of them and their families.

700
BENEFICIARIES
from neighborhoods
such as: Las Malvinas,
7 de Agosto, El Bosque,
Villate, Los Rosales,
among others.

Tecnicol institute alliance

We partnered with Tecnicol to develop an educational space dedicated to training and strengthening the skills of young people and adults through various short courses taught by excellent professionals. Currently, the Institute benefits 700 students, who seek a more prosperous future through education. Among the courses offered are: clinical laboratory, intermediate excel, professional makeup, customer service, hospital cleaning, heavy machinery and cash register.

➤ Hand in hand with **the communities**

+3000
BENEFICIARY
FAMILIES

“We’ll Get Out of This Together” Campaign



Due to the pandemic caused by Covid-19, during 2021, we continued our collaborative management strategy to extend a helping hand to the most affected families through food, health and wellness campaigns, bringing a message of hope and solidarity to the people who needed it most.

Through the #DeEstaSalimosJuntos campaign, we focus our strategy mainly on providing food security, health and peace of mind to the most vulnerable families in Barranquilla and Atlántico, while supporting producers in the region through the purchase of food, without intermediaries, to be delivered to the communities.

Activities to be highlighted 2021:

Prevention and self-care workshops: in order to promote self-care to protect ourselves against Covid-19, we delivered 400,000 face masks house to house in 42 neighborhoods in the city of Barranquilla.



Food Aid: We supported farmers through the purchase of food, which in turn was delivered as food aid to more than 50 neighborhoods in Barranquilla and Atlántico, benefiting both producers and the most vulnerable populations in the area.

Solidarity Food Pantries: We created spaces in four neighborhoods of the city, where the population could approach and access free food to take home. Through this program we were able to impact 1,200 families.



48
FAMILIES

Support for the purchase or improvement of housing

In order to contribute to the progress of Tecnoglass Group employees and their families, in 2021, we supported through the home improvement program 44 employees who were able to buy or improve their homes, ensuring the welfare of their families.

84
CHILDREN

Temporary homes

In alliance with sports venues and the Mayor's Office of Barranquilla, we inaugurated the sports and recreational area of the Hogar de Paso for children and adolescents. This institution is a space for children in a state of vulnerability to stay temporarily, as a measure of initial placement that ensures the protection and guarantees of their rights,

50
THOUSAND
CHILDREN AND
ADOLESCENTS

Christmas with Tecnoglass

Christmas is a very important time in the lives of children and young people, and there are many who do not receive gifts at this special time. With this in mind, we supported 50,000 children and their families with the delivery of gifts, generating in them a special moment of joy and hope. We visited 25 educational institutions in 7 neighborhoods of the city, with a Christmas full of games, emotions and learning.

126
CHILDREN
AND YOUNG
PEOPLE

Monsignor Victor Tamayo

The Monsignor Victor Tamayo Boarding School supports 90 children and young people in their process of restoration of rights, receiving education, housing, food, sports, psychosocial support and various recreational and training programs. In alliance with the Caminos de María Foundation, we conducted catechesis workshops for children and young people who received the sacrament of communion in December.

31
WHEELCHAIRS

Mobilize Hope with W Radio

Through the W Solutions section, we support children and young people with disabilities and those who do not have the resources to purchase a wheelchair. Through this program, we donated 31 wheelchairs nationwide.

➤ Promoting Culture and Sport

511
**CHILDREN
AND YOUTH**

Support to different soccer schools

With the objective of promoting the creation of identity, the development of talents and skills, encouraging physical activity and healthy habits among children and young people between the ages of 7 and 20, we supported 5 soccer schools, thus impacting 331 children and young people from vulnerable populations in different regions of Colombia.

400
BENEFICIARIES

Support for sports

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

APPROXIMATELY
1.400 M²
OF GLASS
3.800 M²
ROUNDBABOUT

Window of Champions

In 2021 we carried out the inauguration of the Ventana de Campeones monument, built in honor of the Club Deportivo Popular Junior F.C. of Barranquilla, which has become a landmark of the city, encouraging the generation of public spaces for healthy recreation for the families of Barranquilla, as well as tourism for all those who visit us.

The design of this great monument was selected by a panel of experts, within the framework of a public art competition in alliance with the Colombian Society of Architects, resulting in an imposing structure of 33 meters high and 1,400 square meters of glass in the shape of a shark fin. In order to offer a unique and fun experience, the monument has a lighting system made up of 87,480 computerized RGB LED lights that fill it with color at night, making it more dynamic and attractive.

Under this premise, the Champions Window allows visitors to learn about Junior, learn about its triumphs, see the traces that great players have left in “the path of the stars”, read about its history and take pictures with the team through digital screens.

If you want to know more about the management that we do with our Foundation enter the link:
[Fundación Tecnoglass – ESWindows - Management Report \(fundaciontecnoglass.org\)](https://fundaciontecnoglass.org)



We are committed to the wellbeing of our employees, our society, and the communities, delivering social transformation tools to build a better society.



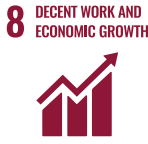





07 Global Compact Progress Com- munication - SDGs

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

Global Compact Principle	Sustainable Development Goals	Strategy pillar	Initiative
<p>Principle 5: 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>Principle 6: 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>Principle 7: 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>Principio 8: 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>Principle 9: 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>Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p> 	Promoting continuous, ethical and responsible growth.	 Conduct our business ethically, with integrity and transparency.  Adopt better corporate governance practices that facilitate decision making and accountability.





08

Global Reporting Initiative Standard - GRI

➤ GRI Table of Contents

This material refers to an Essential GRI - Core Option, according to the standards, taking into account GRI 102: General Contents, GRI 103: Management Approach, GRI 205: Anti-Corruption, GRI 302: Energy, GRI 303: Water, GRI 305: Emissions, GRI 403: Occupational Health and Safety, GRI 404: Training and Education, GRI 413: Local Communities.

For a detailed explanation of the relevant content, see the GRI Content Index.

GRI Standards Disclosure	Page Number	Part Omitted	Reason	Explanation
GRI 102: General Contents				
Organization profile				
102-1 Name of organization	8			
102-2 Activities, brands, products and services	9			
102-3 Location of headquarters	13			
102-4 Location of operations	13			
102-5 Ownership and legal form	11			
102-6 Markets served	16			
102-7 Size of the organization	17			
102-8 Information on employees and other workers	18			
102-9 Supply chain	49			
102-10 Significant changes in the organization and its supply chain	8		Non applicable	No significant changes
102-11 Precautionary principle or approach	26-63			
102-12 External initiatives	20			
102-13 Membership in associations	22			
Strategy				
102-14 Statement of senior executives responsible for the decision making	5			
102-15 Key impacts, risks and opportunities	26-57			
Ethics and integrity				
102-16 Values, principles, standards and norms of conduct	28			
102-17 Mechanisms for advice and concerns about ethics	29-47			
Governance				
102-18 Governance structure	30			
102-19 Delegating authority	30			
102-20 Executive-level responsibility for economic, environmental, and social topics	30			
Stakeholder engagement				
102-40 List of stakeholders	37-38			
102-41 Collective bargaining agreements	-		Non applicable	No collective bargaining agreements
102-42 Stakeholder identification and screening	39			
102-43 Approach to Stakeholder Engagement	40			
102-44 Key issues and concerns mentioned	43			

GRI Standards Disclosure	Page Number	Part Omitted	Reason	Explanation
Reporting practices				
102-45 Entities included in the consolidated financial statements	-		The financial statements are consolidated	Included in financial statements
102-46 Definition of the contents of the reports and the coverage of the topic	41			
102-47 List of material items	42			
102-48 Restatement of information	-		Non applicable	No restatements of information
102-49 Reporting changes	-		Non applicable	No changes in reporting
102-50 Reporting period	8			
102-51 Date of last report	8			
102-52 Reporting cycle	8			
102-53 Contact point for questions about the report	3			
102-54 Statement of preparation of the report in compliance with GRI Standards	8-104			
102-55 GRI Table of Contents	104			
Thematic standards				
200 Series (temas económicos)				
GRI 205: Anticorruption				
103-1 Explanation of Material Subject Matter and coverage	47			
103-2 The management approach and its components	47			
103-3 Evaluation of management approach	47		Under Implementation	Our commitment is carbon footprint measurement
205-2 Communication and training about anti-corruption policies and procedures	47			
300 Series (environmental issues)				
GRI 302 Energy				
103-1 Explanation of the material subject and its coverage	68			
103-2 The management approach and its components	68			
103-3 Evaluation of management approach	68			
302-1 Energy consumption within the organization	68			
GRI 303: Water				
103-1 Explanation of Material Subject Matter and Coverage	67			
103-2 The management approach and its components	67			
103-3 Evaluation of management approach	67			
303-1 Interactions with water as a shared resource	67			
303-2 Management of water discharge-related impacts	67			
GRI 305: Emissions				
103-1 Explanation of Material Subject Matter and Coverage	63			
103-2 The management approach and its components	64			
103-3 Evaluation of management approach	-			
305-1 Direct GHG emissions (Scope 1)	-		Under Implementation	Our commitment is carbon footprint measurement

GRI Standards Disclosure	Page Number	Part Omitted	Reason	Explanation
GRI 306: Waste				
103-1 Explanation of Material Subject Matter and Coverage	70			
103-2 The management approach and its components	71			
103-3 Evaluation of management approach	72			
306-2 Management of significant waste-related impacts	73			
400 Series (social issues)				
GRI 403: Occupational health and safety				
103-1 Explanation of Material Subject Matter and Coverage	85			
103-2 The management approach and its components	86			
103-3 Evaluation of management approach	89			
403-1 Occupational health and safety management system	85			
403-2 Hazard identification, risk assessment, and incident investigation	85			
GRI 404: Training and education				
103-1 Explanation of Material Subject Matter and Coverage	81			
103-2 The management approach and its components	81			
103-3 Evaluation of management approach	83			
404-1 Average hours of training per year per employee	83			
404-2 Programs for upgrading employee skills and transition assistance programs	84			
GRI 413: Local Communities				
103-1 Explanation of Material Subject Matter and Coverage	92			
103-2 The management approach and its components	92			
103-3 Evaluation of management approach	92			
413-1 Operations with local community engagement, impact assessments, and development programs	92			

We shared other topics in this sustainability report that we consider of material impact, which do not have indicators established by GRI in economic, social, and environmental standards, thus were we apply the company's methodology.

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