



# Sustainability Report **2023**



## Our Purpose

Proyectos is a full-service Architecture, Engineering (A/E) & Project Management firm.

Our Purpose is to provide World-Class Services and Foster Meaningful Careers.

Our headquarters are in Montevideo, Uruguay with offices in the USA and Paraguay.

We design infrastructure, manage projects, supervise construction, and improve the performance of the infrastructure and built environment that surrounds us.

We look forward to receiving ideas, feedback or questions related to this report.

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2023

## Numbers in Brief

**1.5 kg  
of CO<sub>2</sub>e**

Scope 1,2 and 3  
Emissions, per Hour  
Worked

**88%**

Clients that "Consider  
Proyectos as a Partner to  
achieve their Strategic  
Goals"

**35 hours**

Average number  
of hours worked  
per week by our Full-  
Time Staff

**40%**

Women as % of Total

**14**

New Partners

**86%**

Of Sales from  
Repeat Clients

**28%**

Growth in Sales

**2,960**

Hours of Paid Training

**22%**

EBITDA Margin  
on Sales

**98%**

Staff Retention  
Rate

## Our Sustainability Policy (2-22)

1

Proyectos is committed to working in a way that meets the needs of the present **without jeopardizing the ability of society to meet the needs of the future.**

2

We are committed to only accepting **meaningful work** that creates a positive impact in society.

3

We are committed to growth through the creation of **high-quality jobs**, the use of world-class engineering and digitalization technology, and through the **personal and professional development of our people.**

4

We are committed to working according to our **Code of Ethics** and all applicable legal regulations in the jurisdictions of the places where we work.

5

We are committed to working according to our ISO 9001 certified **Quality Management System**, focusing on continuous improvement and **reduction of our environmental emissions.**

6

**Our CEO is responsible for ensuring compliance** with this sustainability policy and for providing adequate **training** on sustainability matters for our team.

7

We are committed to being a **carbon-neutral** organization by the year **2026.**

This policy is reviewed yearly.





## Governance structure

Proyectos is owned by the partners that work in the firm.

Through our stock ownership plan, members who have started as interns may later become stockholders in the company.

This ownership model fosters a culture of collective responsibility for the well-being of our clients and focuses on sustainable growth.

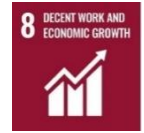
Our Code of Ethics is an integral part of the governance philosophy and creates transparency and accountability across the organization.

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# 21

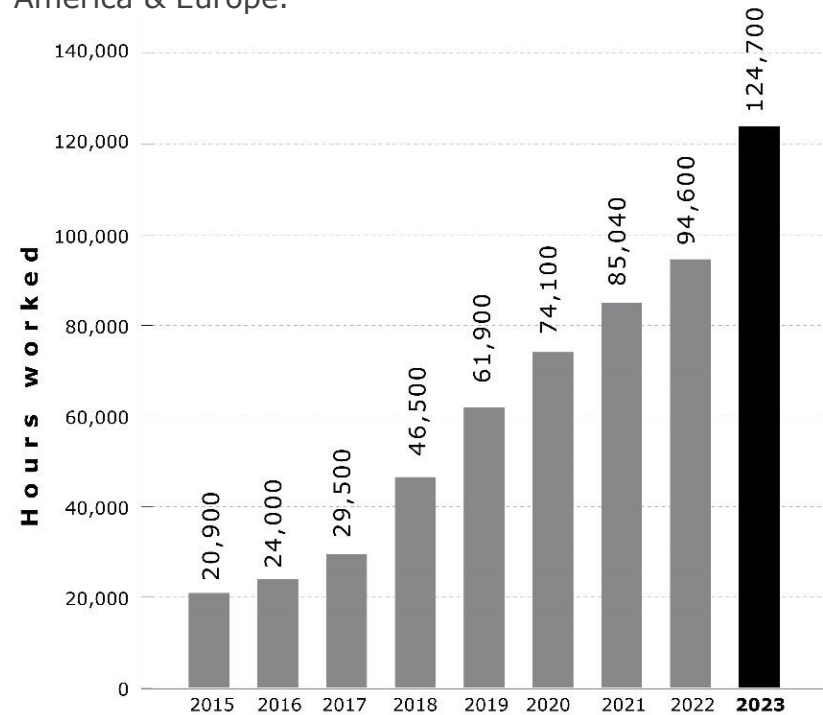
Number of Partners actively working in the firm, representing 100% of company ownership.

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## Growth

Proyectos is undergoing a planned growth process as it expands its team to 200 members by 2030 and it expands its markets to include South America, North America & Europe.



**+28%** Growth in Hours Worked.



# Value Creation for our Customers

## Liquid Port Terminal

Proyectos led the design of a greenfield bulk liquid port terminal with a 37,000 m<sup>3</sup> (230,000 bbl) Tank Farm under ASME, API and NFPA Codes.

3 storage tanks and over 2,000 m (10,000 ft) of pipes and metal structures were erected, in addition to world-class emissions control and water treatment systems.



## Mixed-Use Deep-Sea Port Terminal

Proyectos led Commissioning, Operator Training, and Mechanical and Building Electrification design disciplines in a greenfield mixed-use Port Terminal.

The port includes a 50,000 m<sup>2</sup> (540,000 sq ft) Warehouse, 40,000 m<sup>3</sup> (250,000 bbl) tank storage capacity for Fuels and Chemicals and a 15,000 m<sup>2</sup> (160,000 sq ft) Train Loading and Unloading area.





## Plywood Processing Plant

Proyectos is leading the integrated Engineering and Architecture design, Project Management & Construction Management of a greenfield Plywood plant. The plant will create 320 additional jobs with a annual production capacity of nearly 200,000 m<sup>3</sup> (7,000,000 cu ft).

The plant will be supplied by 120,000 hectares (300,000 acres) of commercial forests that are independently certified as meeting the global standards for responsible Forest Management of the FSC® (FSC-C162602).





Ref: DBCC

### **Process Design & Commissioning of Train Operations**

Proyectos led the design of Standard Operating Procedures (SOPs) and carried out training to over 120 operators for dry bulk and liquid rail Loading & Unloading Operations.

Over 2,000,000 metric tons of products will be transported annually, leading to an 85% reduction in CO2e emissions when compared to conventional truck transportation.



# Value creation for our People



## Elisa Ochoa – Administration Team

“I joined Proyectos at the beginning of 2017 when we were 17 people. I started in the administration area and also provided support in people management.

Today we have grown to 85 people. Adapting to this growth without compromising the quality of service to our clients was one of my biggest challenges.

Achieving this while maintaining a healthy balance between work life and raising two young children was only possible because of the company's flexible working hours and teamwork culture.”

## Carla Macció – Mechanical Engineer

“My journey at Proyectos began as a student.

The flexible working hours and support were essential to balance my work, study, and personal life. In addition, I had the confidence to involve myself in multidisciplinary projects where I could apply everything I had learned in college.

As a professional, my managers encouraged me to grow outside my comfort zone by working on large-scale projects that have boosted my career.”





**Felipe Martínez de Haedo – Mechanical Engineer & Project Manager**

“I started at Proyectos when I was finishing my degree 8 years ago, and to this day, I’m very happy to have embarked on this personal and professional challenge.

Working at Proyectos has allowed me to identify that I am passionate about on-site projects, where I can tackle technical and human challenges.

I have had the opportunity to work in different countries in Latin America, which has allowed me to get to know different work cultures and identify remarkable aspects that have influenced and shaped my personal management style.

I am grateful for the opportunity to do what I like and the trust that Proyectos has placed in me. I hope that challenging projects continue so that I can face them with responsibility and commitment.”

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**100%** Of Hours Worked are Paid.

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## Environment

At Proyectos, environmental sustainability is just as important as any other aspect of our operations.

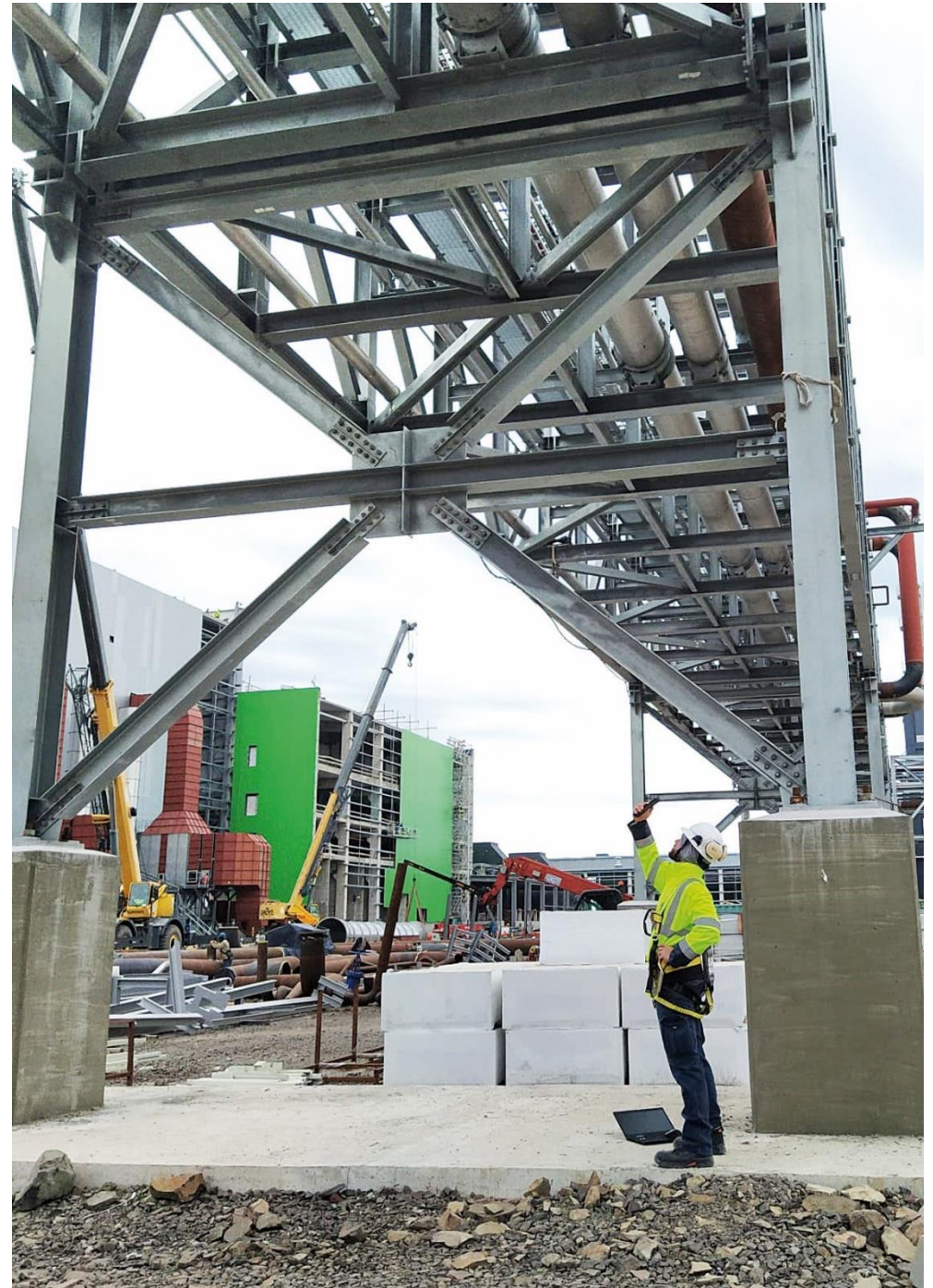
We're dedicated to measuring and reducing both our own impact and the impact we create through the projects done for our clients.

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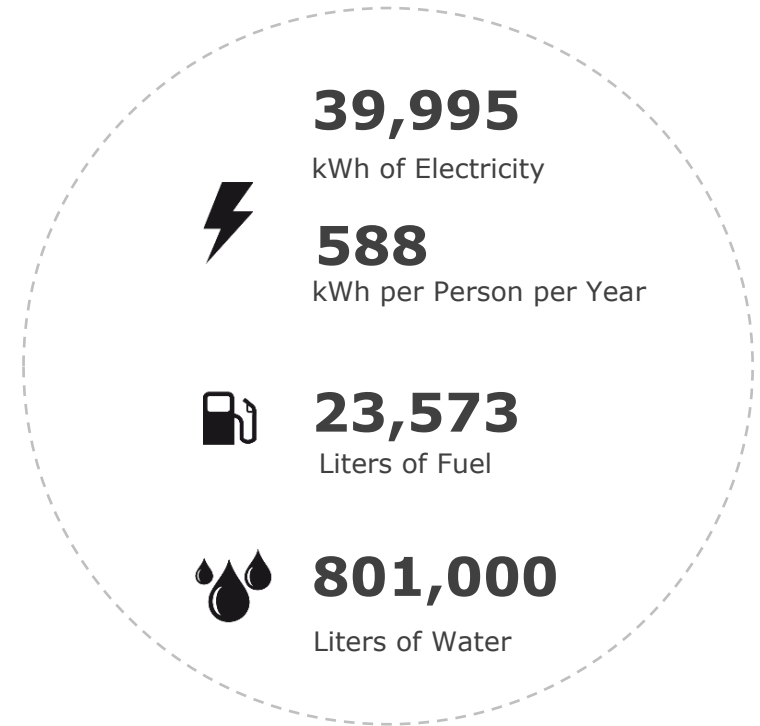
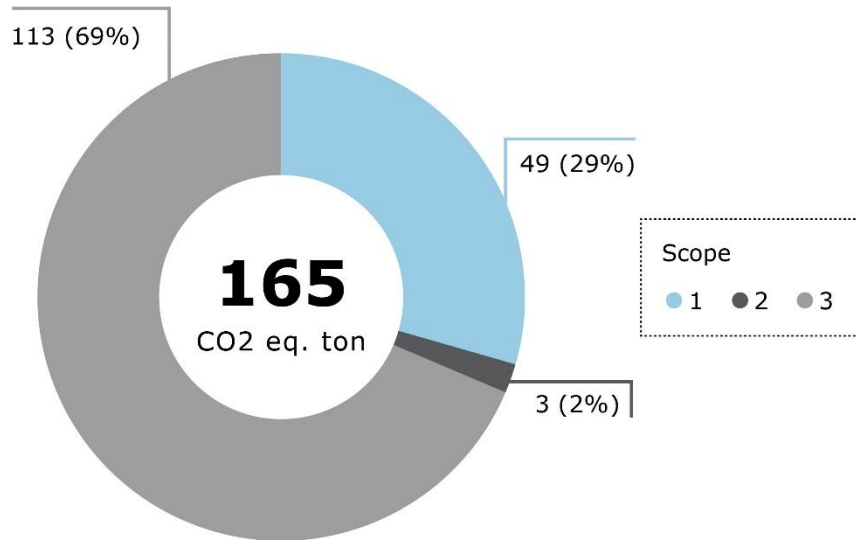
**15%**

Of work-related travel is carried out in zero-emissions vehicles.

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# Our Carbon Footprint & Energy Consumption



**scope**  
GREENHOUSE GAS EMISSIONS **1**

**Scope 1** emissions are direct greenhouse gas (GHG) emissions that occur from sources that are controlled or owned by an organization.

**scope**  
GREENHOUSE GAS EMISSIONS **2**

**Scope 2** emissions are indirect GHG emissions associated with the purchase of electricity, steam, heat, or cooling and are a result of the organization's energy use.

**scope**  
GREENHOUSE GAS EMISSIONS **3**

**Scope 3** emissions are all indirect emissions (not included in scope 2) that occur in the value chain of the reporting company, including both upstream and downstream emissions.





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## Social

Our People's safety, development, and growth are at the core of the firm's purpose.

It is the most critical aspect of the company.

Our people are the company.

Our team members are expected to enjoy a healthy work-life balance and pursue interests outside their professional lives.

Overtime work is approved only in exceptional circumstances.

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**2,960** of paid training hours in 2023.

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1

### **New hires and turnover**

- 16 new hires in 2023.
- Staff retention rate of 98%.

2

### **Performance and career development reviews**

- 100% our staff receives annual performance and development feedback, directly from their managers and senior staff.
- A 360°-feedback platform has been implemented to increase real time feedback across all levels in the company.

3

### **Health**

- All team members count on healthcare coverage and insurance for work-related injuries.
- 0 work-related accidents in 2023.

4

### **Training**

- 100% of our staff has an Annual Training Plan created together between person and management.
- 10 internationally recognized certifications were obtained in 2023.

5

### **Diversity, Equity & Inclusion (DEI)**

- Men and women share identical compensation structures across the company.
- Zero incidents of discrimination raised.



<b>Statement of use</b>	<b>The organization has reported the information cited in this GRI content index for the period: 1 January 2023 - 31 December 2023 with reference to the GRI Standards.</b>
GRI 1 used	GRI 1: Foundation 2021

<b>GRI standard</b>	<b>Disclosure</b>	<b>Location</b>
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development	<b>Page 3</b>
GRI 302: Energy intensity	302-3 Energy intensity	<b>Page 14</b>
GRI 305: GHG emissions	305-1 Direct (Scope 1) / GHG emissions / 305-2 / 305-3 / 305-4	<b>Page 14</b>
GRI 401: Employment 2016	401-1 New team member hires and team member turnover	<b>Page 3</b>
GRI 404: Training and Education 2016	404-1 Average hours of training per year per team member 404-2 Programs for upgrading team member skills and transition assistance programs. 404-3 Percentage of team members receiving regular performance and career development reviews	<b>Pages 15 &amp; 16</b>
GRI 405: Diversity and Equal Opportunity	405-2 Ratio of basic salary and remuneration of women to men	<b>Page 16</b>
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	<b>Pages 16</b>
GRI 416:	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services the health and safety impacts of products and services	<b>Pages 16</b>