

**BUILD**

*Better*

**INDUSTRY**



**PROYECTOS**

**Sustainability  
Report 2024**



# INTEGRATED DESIGN & PROJECT MANAGEMENT *for* *the* PROCESS INDUSTRY



# Index

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01	Our Purpose	Page 04
02	Numbers in Brief 2024	Page 06
03	Our Sustainability Policy <small>(2-22)</small>	Page 07
04	Governance Structure	Page 09
05	Growth	Page 10
06	Value Creation for our Customers	Page 12
07	Value Creation for our People	Page 16
08	Environment	Page 19
09	Social Impact	Page 22



# 01

## Our Purpose

Proyectos Engineering is a 90-person, multi-disciplinary Architecture & Engineering Design (A/E) and Project Management firm.

Our Purpose is to deliver world-class projects while fostering meaningful careers.

We fulfill this Purpose by designing and managing successful infrastructure projects for our clients in the Process Industry, including Pulp & Paper, Chemicals, Food & Beverage, Forestry, Pharma and Advanced Manufacturing.

We combine cutting-edge technology with our ISO 9001:2015-certified Quality Management System to serve some of the most demanding industrial corporations in the Western Hemisphere.

We work on projects around the globe from our offices in the United States, Uruguay, and Paraguay.

I look forward to receiving your ideas, feedback or questions related to this report. My contact details are below or schedule a meeting [here](#).

**Joaquin Arocena**

**CEO**

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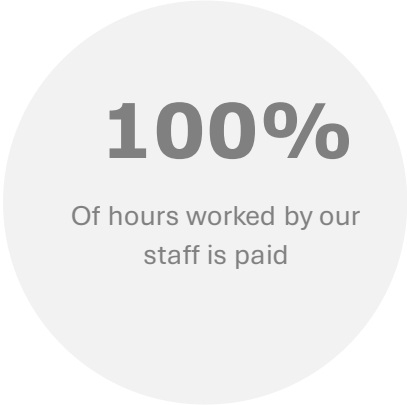
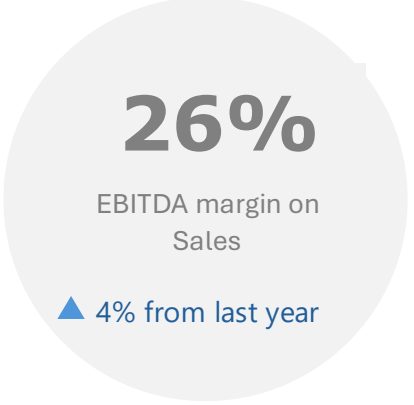
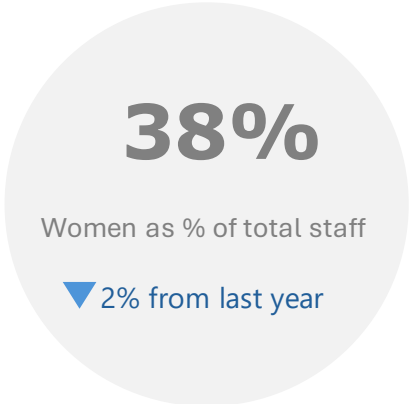
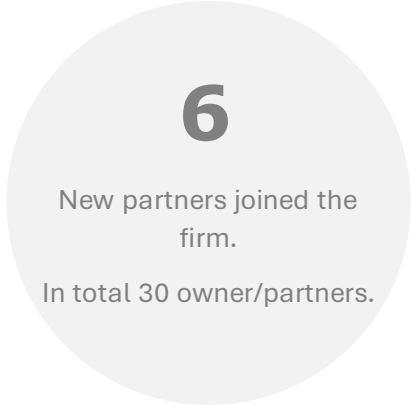
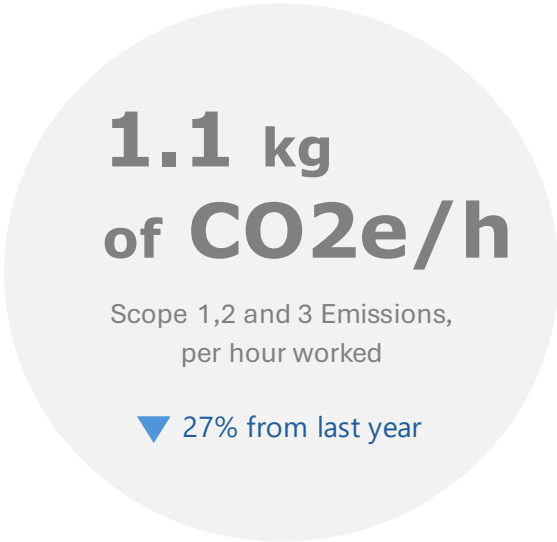






# 02

## Numbers in Brief 2024



# 03

## Our Sustainability Policy (2-22)

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At Proyectos, we are committed to operating in a way that meets the needs of the present without compromising the ability of future generations to meet their own needs.

**Positive Impact:** We accept only meaningful work that contributes to society and generates a positive impact.

**Sustainable Growth:** We drive growth through the creation of high-quality jobs, the application of world-class engineering and digitalization technologies, and the personal and professional development of our team.

**Ethical and Legal Compliance:** We adhere to our Code of Ethics (<https://www.proyectos-engineering.com/our-work>) and comply with all applicable legal regulations in the jurisdictions where we operate.

**Quality and Environmental Responsibility:** We work under our ISO 9001-certified Quality Management System, focusing on continuous improvement and minimizing environmental emissions.

**Carbon Neutrality:** We are committed to becoming a carbon-neutral organization by 2030.

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

This policy is reviewed annually to ensure its relevance and effectiveness.

# The *Proyectos* Model

## Client Trust

Our growth strategy is based on long-term relationships with our clients. Helping them achieve success in every single project they undertake. We are independent engineers and only defend our client's interest.

## Alignment of Purpose

Our people development strategy focuses on fostering long-term career growth by aligning each person's interests and passions with client needs. Most of our Partners began their journey at the firm as interns.

## Quality

Clients entrust in us the design and management of over 100 million dollars of industrial investment each year. We only undertake projects where we can guarantee world class quality.





# 04

## Governance Structure

Proyectos is owned by its 30 partners, all of whom actively contribute to the firm's success.

Through our **Shared Stock Ownership Plan**, we invite professionals who align with our values and envision their long-term careers at Proyectos to become partners.

This model fosters a culture of collective responsibility and long-term commitment to our clients, while also ensuring that key contributors share and benefit from the company's growth.

In 2024, six new partners joined our ownership group, bringing the total to 30.

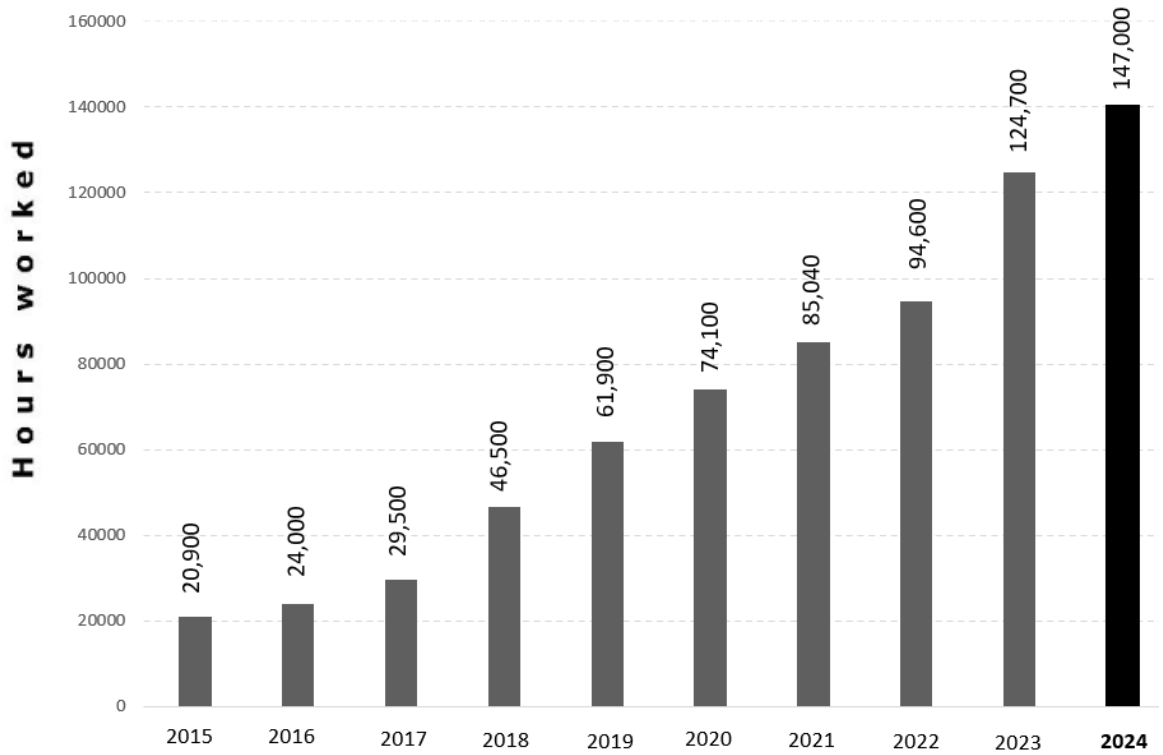
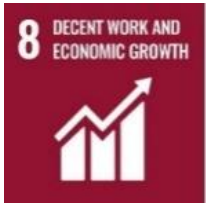
# 30

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



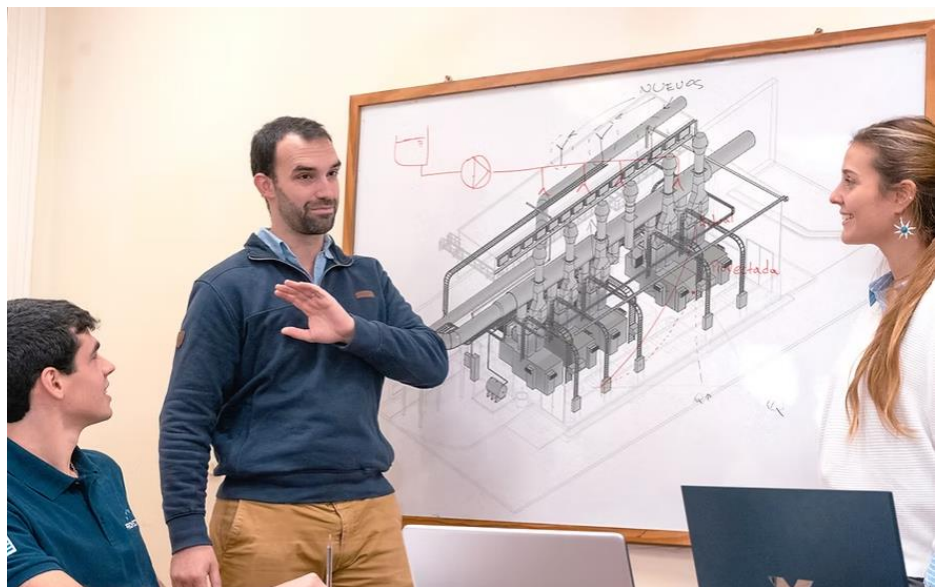
# 05 Growth

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



# +18%

Year-on-Year growth in hours worked.









# 06

## Value Creation for our Customers

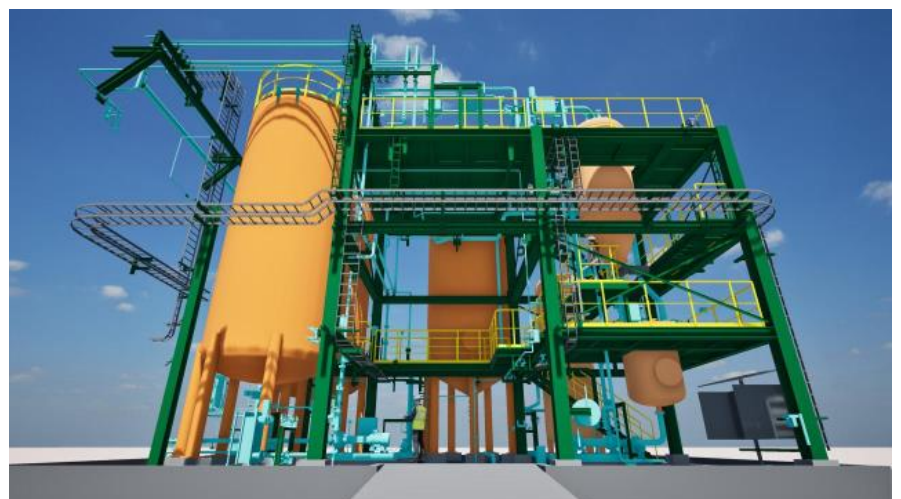


### Integrated Design and Project Management of Ash Recrystallization System

Proyectos led the Integrated Design, Construction Management, and Commissioning of an advanced Ash Recrystallization System at a leading Pulp Mill.

The key benefits for our client include optimizing resource recovery, reducing waste, and minimizing environmental impact. A comprehensive Commissioning, Start-up, and Tune-in process was implemented, including a Commissioning Plan from Project Inception, Instrumentation and Process Commissioning phases.

As a result, the plant has been operating continuously 24/7 since start-up.



**Product:**  
Integrated Design and Project Management  
  
**Market Sector:**  
Pulp & Paper



## Integrated Project Management of a Warehouse

Proyctos successfully led the Construction Supervision of an innovative Warehouse for a Food & Beverage Plant. Spanning over 5,000 m<sup>2</sup> and utilizing more than 2,000 m<sup>3</sup> of concrete, we ensured an efficient, high-quality execution.

Our Project Management optimized resources, timelines, and safety, coordinating a team of over 60 persons during the construction phase.

**Product:**

Integrated Project Management

**Market Sector:**

Food & Beverage



## Integrated Piping Design of a Greenfield Plywood Plant

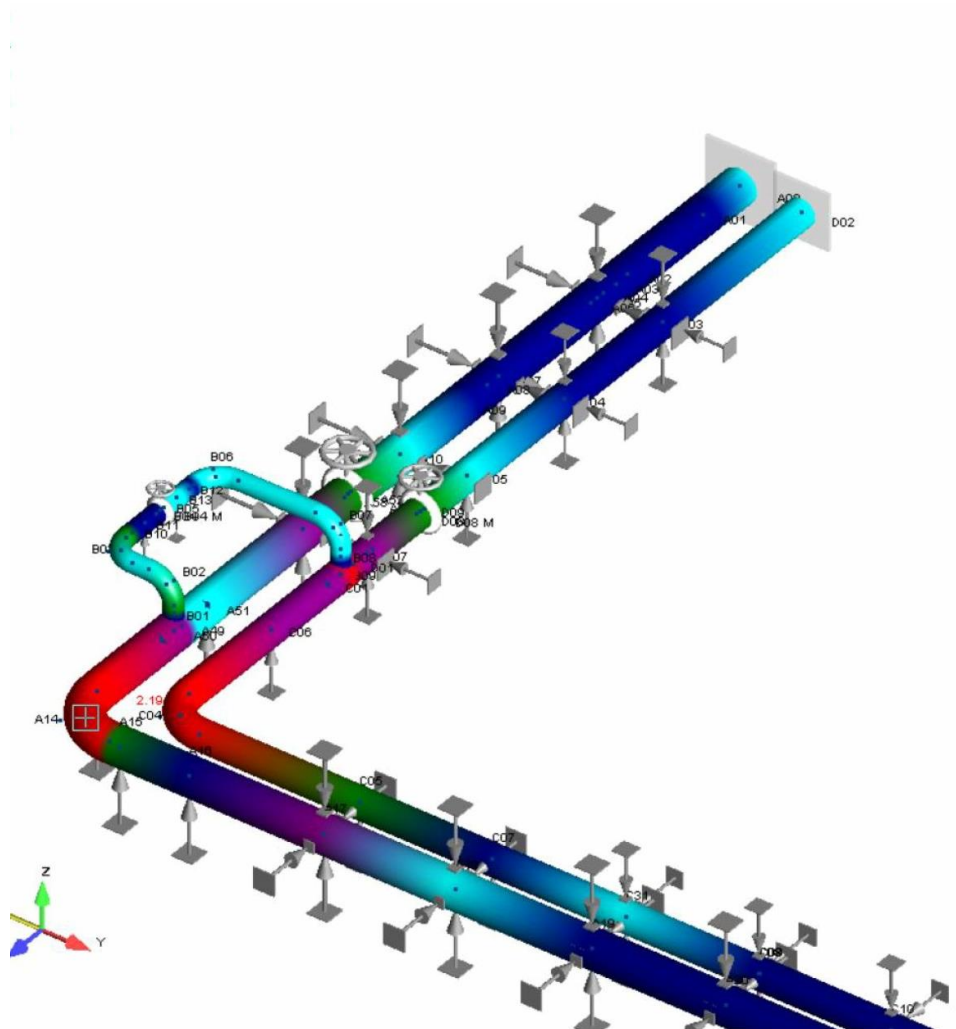
Proyectos is leading the Piping Design for the steam, condensate, and compressed air systems in a Greenfield Plywood Plant. The Design follows BIM Methodology, ensuring seamless Integration with other Disciplines.

Pipe Stress Analysis was conducted on the steam and condensate systems to verify compliance with ASME B31.3 and confirm that loads on structures, equipment, and battery limits meet acceptance criteria.

The designed Piping includes 2,600 meters and 4,000 total weld inches.

**Product:**  
Integrated Design

**Market Sector:**  
Forestry





## Integrated Project Management of Clean-In-Place (CIP) Plant

We played a key role in the construction of an advanced CIP Plant for a Top 5 global firm in the Food & Beverage sector.

With the highest quality standards, the project included the installation of four 25 m<sup>3</sup> tanks and a state-of-the-art cleaning system designed to optimize processes, reduce time, and minimize safety risks. The execution of this project spanned over a year, involving a highly skilled team of more than 60 professionals.

**Product:**

Integrated Project Management

**Market Sector:**

Food & Beverage



# 07

## Value creation for our People

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**Araceli Rodríguez**

*Electrical, Automation, Instrumentation Team Lead*

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“When I started my internship at Proyectos five years ago, I never imagined that today I would be leading the Electrical, Automation & Instrumentation team.

Working on diverse projects—many beyond my hometown—has given me the opportunity to collaborate with people from different countries and cultures, continuously expanding my perspective.

The ongoing development and training at Proyectos have been key to my personal and professional growth, even more so as we develop the Battery Storage and Renewable Energy elements for our clients in the process industry.

Lately, what excites me the most is the opportunity to further develop my leadership skills and continue growing within the company.”



**Mauricio Menéndez**

*Mechanical Engineering student*

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“I joined Proyectos in the second half of 2024, marking the start of my professional career. Since then, I have rapidly developed new skills and expanded my knowledge, thanks to the support and guidance of my colleagues.

From day one, I was given trust and responsibility, allowing me to contribute, make mistakes in a controlled setting, and learn from them—an experience that has been invaluable to my growth.

As a student, I especially appreciate the flexible schedule, which enables me to balance my studies while gaining hands-on experience in interesting technologies such as CFD modelling for HVAC and industrial ventilation systems, Scan-to-Mesh technologies and AI-supported BIM design.”





**Antonella Parentini**

*Industrial Engineer*

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“I joined Proyectos in September 2024 as a recent graduate and had the opportunity to step directly into on-site projects with clients. This hands-on experience allowed me to apply my academic knowledge in real-world scenarios while gaining valuable insight into industry challenges.

From day one, I felt supported by a team that encouraged my growth, giving me the confidence to take on new responsibilities and strengthen my skills.

Being on-site required me to quickly adapt to different situations, navigate unexpected challenges, and work independently. These experiences have been instrumental in my professional development, giving me a broader perspective on the sector and equipping me with essential skills and technological insights for the future like AI-based process monitoring systems.”



**Luis Carozo**

*Mechanical Engineer, and future CEO as of 1 March 2025.*

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“My journey in Proyectos has been a voyage of constant learning and growth since 2014. I began as a student, and today I find myself as an engineer, a father of two, and pursuing a master's degree.

Working at Proyectos has provided me with the opportunity to participate in very challenging and interesting infrastructure projects. It has been very rewarding to share these projects with leading professionals in the field, both in Uruguay and worldwide.

The best is yet to come.”





# 08

## Environment

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

We are committed to measuring and minimizing both our own environmental footprint and the impact of the projects we deliver for our clients.

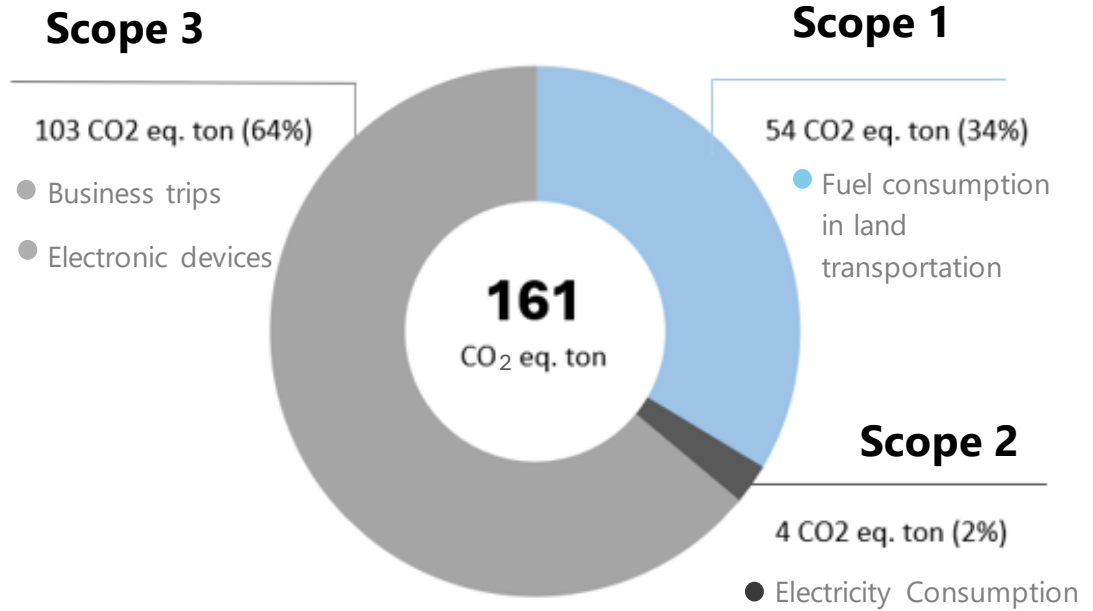
# 22%

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

▲ 7% from last year



# Our Carbon Footprint & Energy Consumption



**scope 1**  
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 2**  
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

**scope 3**  
GREENHOUSE GAS EMISSIONS

**3**

Scope 3 emissions are all indirect emissions (not included in scope 2) in the value chain of the reporting company.

	<b>65,590</b> kWh of electricity	<b>780</b> kWh per person per year
	<b>6,980</b> Gallons of	
	<b>261,000</b> Gallons of water	







# 9

## Social Impact

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

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, like annual client Shutdowns.

# 100%

Of our staff has an Annual Training Plan created together between the person and



# 60 hours

Of Paid Training per Person in 2024

▲ 70% from last year

# 14

Internationally Recognized Certifications were obtained in 2024

▲ 70% from last year



## Health

- All team members count on healthcare coverage and insurance for work-related injuries.
- Zero work-related accidents in 2024.

## Diversity, Equity & Inclusion (DEI)

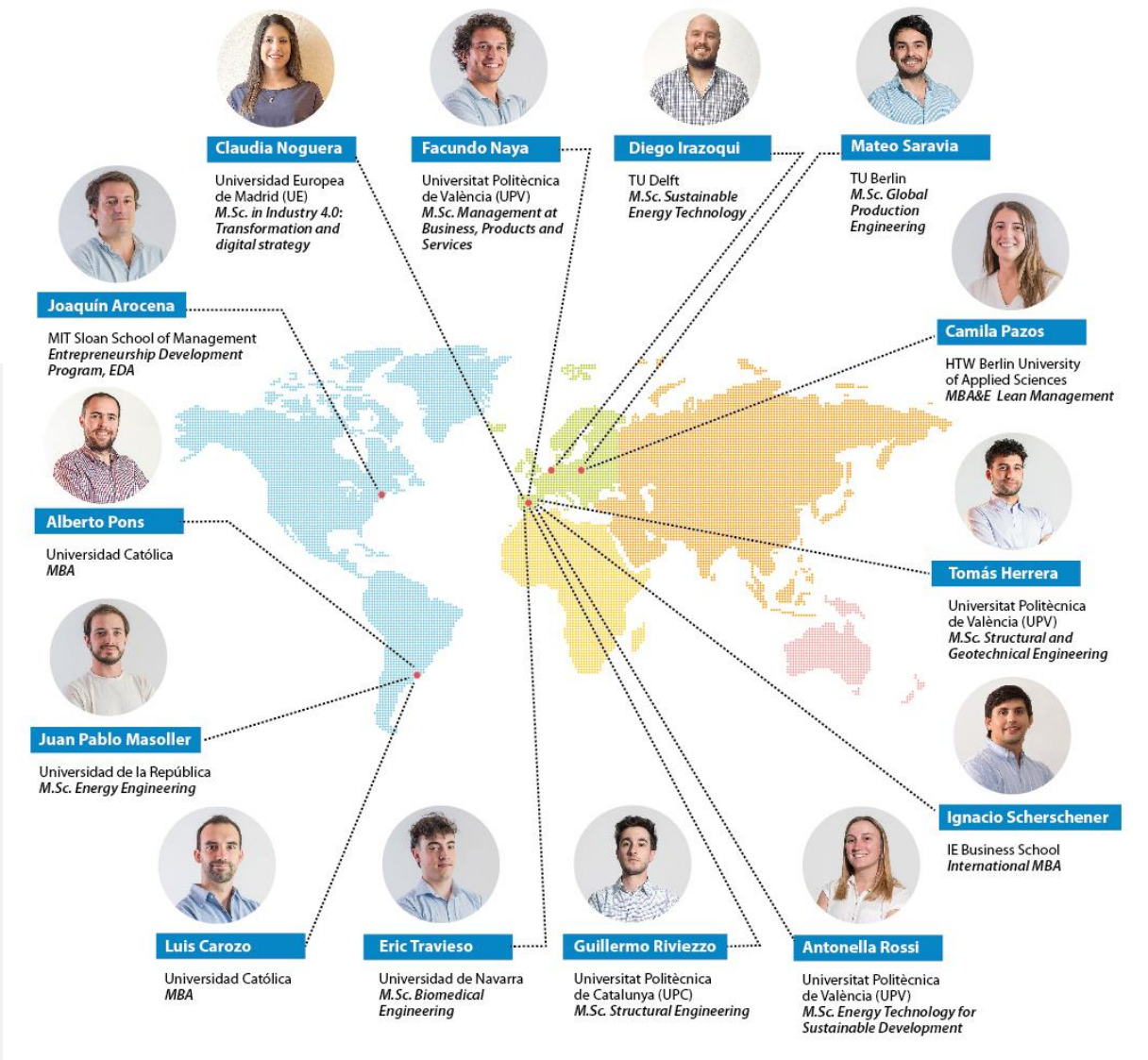
- Men and women share identical compensation structures across the company.
- Zero incidents of discrimination raised.

## Performance and career development reviews

- 100% our staff receive OKR-based development plans and annual performance and development feedback, directly from their managers and senior staff.
- A real-time, 360o-feedback platform is used across all levels in the company and open to all members.



# Fostering Global Talent: International Training to Address Sustainable Engineering Challenges



Our team members embarked on international postgraduate training programs at prestigious universities across the globe during 2024.

They focused on key topics such as international business, sustainability, entrepreneurship, and digitalization.

This advanced training will equip them to tackle global engineering challenges with enhanced expertise and innovation.



# Building Bridges: Welcoming University of Twente's Advanced Technology Students to Our Montevideo Office



In July 2024, we were excited to welcome 22 students from the University of Twente’s SSA Advanced Technology program to our Montevideo office.

This provided a great opportunity to showcase our team, projects, and discuss shared experiences in managing innovative technology in design.

We're proud to build a meaningful relationship with such a motivated and curious group, united by the need for global, multidisciplinary collaboration.







<b>Statement of use</b>	<b>The organization has reported the information cited in this GRI content index for the period: 1 January 2024 - 31 December 2024 with reference to the GRI Standards.</b>
GRI 1 used	GRI 1: Foundation 2021

<b>GRI standard</b>	<b>Disclosure</b>	<b>Location</b>
<b>GRI 2:</b> General Disclosures 2021	2-22 Statement on sustainable development	<b>Page 6</b>
<b>GRI 302:</b> Energy intensity	302-3 Energy intensity	<b>Page 20</b>
<b>GRI 305:</b> GHG emissions	305-1 Direct (Scope 1) / GHG emissions / 305-2 / 305-3 / 305-4	<b>Page 20</b>
<b>GRI 401:</b> Employment 2016	401-1 New team member hires and team member turnover	<b>Page 6</b>
<b>GRI 404:</b> 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>Page 22 &amp; 23</b>
<b>GRI 405:</b> Diversity and Equal Opportunity	405-2 Ratio of basic salary and remuneration of women to men	<b>Page 23</b>
<b>GRI 406:</b> Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	<b>Page 23</b>
<b>GRI 416:</b>	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>Page 23</b>

# INTEGRATED DESIGN & PROJECT MANAGEMENT *for the* PROCESS INDUSTRY

