

## **ACTIVITIES IMPLEMENTED IN CONSTRUCTORA CONCRETO S.A. IN RELATION TO THE SANITARY EMERGENCY ARISING FROM COVID-19**

At Constructora Concreto S. A., under the leadership of the Presidency and with the participation of the areas of Human Management, Occupational Health and Safety, Secretary General, Management Committee and, in general, with the unconditional support and commitment of each and every one of our employees, a series of measures have been implemented that aim to mitigate the risks associated with COVID-19 and above all protect our employees and their families.

Starting from an analysis of the main business practices in planning for business continuity and the company's Comprehensive Risk Management system, we present the main categories of risks to which it is exposed, as well as the measures adopted to mitigate the impacts they may cause.

### **OCCUPATIONAL HEALTH AND SAFETY**

The Company has followed the recommendations of the National Government and regional authorities regarding the prevention of COVID-19 contagion; therefore, since the beginning of the health emergency situation, the following actions were implemented in the Company headquarters and projects:

- i) From the area of Human Management, Occupational Health and Safety and with the accompaniment of the ARL, actions have been led to manage and mitigate the risks associated with COVID-19, in the development of which communications campaigns have been carried out with self-care recommendations at all Company headquarters and in projects where it has a presence, with information on contagion prevention, hand washing, social distancing and the use of antibacterial gel and face masks.
- ii) A total of 1,330 employees of the Administrative Offices and projects received training to prevent the COVID-19 contagion, led by the Occupational Physician and the Company's Occupational Health and Safety team.
- iii) Additionally, in all the headquarters and projects where the Company is present, the activation of work-prevention protocols was launched, in the development of which the installation of hand-disinfection points was carried out; permanent viricide-, bactericide- and fungicide-fumigation activities were carried out; portable sinks were installed; alcohol, antibacterial and microfiber cloth kits were delivered to the administrative staff; a psychological-care phone line was activated through the ARL with professional guidance and counseling services; the employees who presented symptoms where immediate preventive isolation was sought were followed up; national and international travel was canceled; concerted efforts were made with clients for the temporary suspension of works in progress in order to prevent contagion to a greater number of employees in the projects; socialization and awareness-raising activities were carried out with subcontractors through information campaigns on hygiene and security measures and protocols (Biosecurity); and finally, beginning on March 16, 2020, Teleworking (work-at-home) activities began with respect to the largest possible number of Company officials and these activities continue until today.

- iv) In the Organization there is a training program for employees at all levels called the **Corporate University**, where virtual training spaces with themes such as art, culture and recreation began with the aim of providing tools and links for employees to explore leisure options for themselves and their families, as well as the COVID-19 Information Center where they can find information on how to prevent contagion, cleaning and grooming recommendations and guidelines to maintain and respect social isolation.

## **LEVELS OF FINANCIAL COMMITMENTS AND LIQUIDITY**

Faced with the crisis caused by the COVID-19 pandemic, the Company has financial strength that allows it to cope with the decrease in its operation. Despite the liquid reserves, the Company has made agreements with financial entities to defer the payment of obligations, as well as payment agreements with employees, clients, subcontractors and suppliers, thus guaranteeing business continuity, in the following terms:

- i) Protect and maintain the employees' jobs: The Company has chosen to maintain hired employees and pay their salaries during the emergency period.
- ii) In the framework of the syndicated credit contract signed in the past with various financial entities, the execution of the disinvestment plan in non-strategic assets will continue, as well as seeking to lighten investment commitments.
- iii) The Company has availed itself of the payment facilities provided by the financial sector and the Government in general.
- iv) Seek to increase the income of the business plan, by implementing an aggressive Commercial-Management Plan to search for new businesses, as well as promote new business models.
- v) Proactive management to guarantee liquidity and cash flow that guarantee the financial viability and growth of the business, through flexible payment times, as well as the timely processing of billing.

## **PLAN TO REACTIVATE WORKS**

In accordance with the provisions of Decree 531 of April 8, 2020, the resumption of contracts to execute infrastructure, transport and public works is permitted, as long as there is strict compliance with the guidelines and directives issued by the National Government within the Declaration of Sanitary Emergency to deal with COVID-19. In the development of the above, the Company has deployed the following actions within the framework of the reactivation of projects that meet these characteristics:

- i) Virtual meetings and committees are held to attend to the crisis situation and make decisions to ensure business continuity.
- ii) Preparation of specific Biosecurity Protocols for each project in compliance with the guidelines issued by the National Government.
- iii) Sensitization and awareness campaigns about the logistical and cultural changes of the employees, to provide the guarantee of effectiveness in the implementation of the Biosecurity Protocols and to avoid affectations to health as much as possible.

Prioritization of cost factors to guarantee the opportunity in purchases and compliance in the supply chain and the standards and requirements demanded in the Biosecurity Protocols implemented.

- iv)** Guarantee the permanence of the strategic officials and subcontractors for the organization by paying one hundred percent (100%) of the value of the payroll.
- v)** Follow-up, update and legalize contractual documentation with clients, contractors and suppliers related to Minutes of Suspension, Minutes of Re-starting Works, guarantees and insurance.
- vi)** Legal follow-up to the regulations issued in the framework of the emergency, as well as continuous communication with Government entities and unions for the adequate and timely implementation of the recommendations issued by them, mainly in the reactivation stage of productive activities.