

GRI TABLE

#	Indicator	Location in the IR
FOUNDATION		
101	Foundation	
1. ORGANIZATIONAL PROFILE		
102-1	Name of the organization	Cementos Argos S.A.
102-2	Activities, brands, products and services	Introduction, relevant numbers
102-3	Location of headquarters	Career 43A St 1A south 143 (Medellín - Colombia) Vía 40, Las Flores (Barranquilla - Colombia)
102-4	Location of operations	Introduction, where we operate
102-5	Ownership and legal form	Corporation
102-6	Markets served	Introduction, where we operate
102-7	Scale of the organization	Introduction, where we operate
102-8	Information on employees and other workers	Introduction, where we operate and https://sostenibilidad.argos.co/Anexos
102-9	Supply chain	Supplier Management, pag. 106 and https://sostenibilidad.argos.co/Supplier-management-indicators
102-10	Significant changes to the organization and its supply chain	Management report, pag. 22-51
102-11	Precautionary principle or approach	Sustainability Strategy, pag. 54-55
102-12	External initiatives	Industry positioning, pag. 101-105
102-13	Memberships of associations	Industry positioning, pag. 101-105
2. STRATEGY AND RISK MANAGEMENT		
102-14	Statement from senior decision maker	Letter from the Chairman of the Board, pag. 9; Management report, pag. 22
102-15	Key impacts, risks and opportunities	Risk management, pag. 64 and https://sostenibilidad.argos.co/Emergent-and-strategic-risks
A-RI1	Strategic risks	Risk management, pag. 67 and https://sostenibilidad.argos.co/Emergent-and-strategic-risks
A-RI2	Emerging risks	https://sostenibilidad.argos.co/Emergent-and-strategic-risks
3. GOVERNANCE		
102-18	Governance structure	Corporate governance, pag. 12
102-19	Delegating authority	Corporate governance, pag. 12
102-20	Executive level responsibility for environmental, social and economic topics	Corporate governance, Pag. 12
102-21	Consulting stakeholders on environmental, social and economic topics	Stakeholders, pag. 59
102-22	Composition of highest governance body and its committees	Corporate governance, pag. 14
102-23	Chair of the highest governance body	Corporate governance, pag. 13-17
102-24	Nomination and selection of highest governance body	Corporate governance, pag. 13-17
102-25	Conflicts of interests	Corporate governance, pag. 13-17
102-26	Role of the highest governance body in setting purpose, values and strategy	Corporate governance, pag. 13-17
102-27	Collective knowledge of highest governance body	Corporate governance, pag. 13-17
102-28	Evaluating the highest governance body's performance	Corporate governance, pag. 13-17
102-29	Identifying and managing economic, social and environmental impacts	Corporate governance, pag. 13-17
102-30	Effectiveness of risk management processes	Corporate governance, pag. 13-17
102-31	Review of economic, social and environmental topics	Corporate governance, pag. 10
102-32	Highest governance body's role in sustainability reporting	About this report, pag. 4-5
102-33	Communicating critical concerns	Corporate governance, pag. 13-17
102-34	Nature and total number of critical concerns	Corporate governance, pag. 13-17
102-35	Remuneration policies	Corporate governance, pag. 13-17
102-36	Process for determining remuneration	Corporate governance, pag. 13-17
102-37	Stakeholder's involvement in remuneration	Corporate governance, pag. 13-17
4. STAKEHOLDER ENGAGEMENT		
102-40	List of stakeholder groups	Stakeholders, pag. 59
102-42	Collective bargaining agreements	Stakeholders, pag. 59
102-41	Identifying and selecting stakeholders	https://sostenibilidad.argos.co/Relationship-mechanisms
102-43	Approach to stakeholder engagement	Stakeholders, pag. 60 -61
102-44	Key topics and concerns raised	Stakeholders, pag. 60 -61

#	Indicator	Location in the IR	Verification	Omissions
5. REPORTING PRACTICE				
102-45	Entities included in the consolidated financial statements	*Notes to the financial statements		
102-46	Defining report content and topic boundaries	About this report, pag. 4 -5		
102-47	List of material topics	Material topics, pag. 56-58		
102-48	Restatements of information	About this report, pag. 4 -5		
102-49	Changes in reporting	About this report, pag. 4 -5		
102-50	Reporting period	About this report, pag. 4 -5		
102-51	Date of most recent report	About this report, pag. 4 -5		
102-52	Reporting cycle	About this report, pag. 4 -5		
102-53	Contact point for questions regarding the report	About this report, pag. 4 -5		
102-54	Claims of reporting in accordance to GRI standards	About this report, pag. 4 -5		
102-55	GRI Content Index	About this report, pag. 4 -5		
102-56	External Assurance	About this report, pag. 4 -5		
Specific content				
#	Indicator	Location in the IR	Verification	Omissions
MATERIAL TOPIC: EFFICIENCY AND PRODUCTIVITY				
103	Management approach	Efficiency and Productivity, pag. 78		
103-1	Explanation of the material topic and its boundary	Efficiency and Productivity, pag. 78		
103-2	The management approach an its components	Efficiency and Productivity, pag. 78-89		
103-3	Evaluation of the management approach	Efficiency and Productivity, pag. 78-89		
A-RE1	Net debt/(EBITDA+dividends)	Efficiency and Productivity, pag. 86	X	
A-RE2	EBITDA	Introduction, Relevant figures	X	
A-RE3	EBITDA margin	Management report, pag. 29	X	
A-BE2	Total deinvestments in the reporting period	Efficiency and Productivity, pag. 86	X	
302-1	Energy consumption within the organization (GJ)	http://sostenibilidad.argos.co/Energy-indicators	X	
302-4	Reduction of energy consumption (MJ)	http://sostenibilidad.argos.co/Energy-indicators	X	
301-1	Materials used by weight or volume	https://sostenibilidad.argos.co/Environmental-indicators	X	
306-2	Waste by type and disposal method	https://sostenibilidad.argos.co/Environmental-indicators	X	The way in which the disposal of waste method is established is not disclosed.
A-EC2	Alternative raw materials rate (%) (Cement)	Efficiency and Productivity, pag. 84 and https://sostenibilidad.argos.co/Environmental-indicators	X	
A-EC3	Percentage of supplementary Cementitious Materials (concrete)	Efficiency and Productivity, pag. 84 and https://sostenibilidad.argos.co/Environmental-indicators	X	
A-EC4	Volume of used recycled aggregates	https://sostenibilidad.argos.co/Environmental-indicators	X	
MATERIAL TOPIC: ADAPTATION TO MARKET DYNAMICS				
103	Management approach	Adaptation to market dynamics, pag. 88-89		
103-1	Explanation of the material topic and its boundary	Adaptation to market dynamics, pag. 88-89		
103-2	The management approach an its components	Adaptation to market dynamics, pag. 88-89		
103-3	Evaluation of the management approach	Adaptation to market dynamics, pag. 88-89		
A-IN1	Total amount of innovation investment	http://sostenibilidad.argos.co/Innovation-Indicators	X	
A-IN3	Revenues from innovation	Adaptation to market dynamics, pag. 89 and http://sostenibilidad.argos.co/Innovation-Indicators	X	
A-IN4	Savings derived from the implementation of innovation initiatives	http://sostenibilidad.argos.co/Innovation-Indicators	X	
A-CS1	Revenues obtained from products with sustainability characteristics	Adaptation to market dynamics, pag. 89 and http://sostenibilidad.argos.co/Innovation-Indicators	X	
A-IM1	Customer satisfaction index per country	http://sostenibilidad.argos.co/Innovation-Indicators	X	
MATERIAL TOPIC: TALENT MANAGEMENT				
103	Management approach	Talent Management, pag. 128-133		
103-1	Explanation of the material topic and its boundary	Talent Management, pag. 128-133		
103-2	The management approach an its components	Talent Management, pag. 128-133		
103-3	Evaluation of the management approach	Talent Management, pag. 128-133		
202-2	Proportion of senior management hired from the local community	https://sostenibilidad.argos.co/Talent-management-indicators	X	
401-1	Total number and rates of new employee hires and employee turnover by age group, gender and region	https://sostenibilidad.argos.co/Talent-management-indicators	X	
402-1	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	https://sostenibilidad.argos.co/Talent-management-indicators	X	

Specific content				
#	Indicator	Location in the IR	Verification	Omissions
404-1	Average hours of training per year per employee by gender, and by employee category	https://sostenibilidad.argos.co/Talent-management-indicators	X	
404-3	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	https://sostenibilidad.argos.co/Talent-management-indicators	X	
405-1	Board of Directors broken down by age and gender	https://sostenibilidad.argos.co/Talent-management-indicators	X	
405-2	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	https://sostenibilidad.argos.co/Talent-management-indicators	X	
A-TM1	Mobility rate	Talent Management, pág. 132 and https://sostenibilidad.argos.co/Talent-management-indicators	X	
A-TM2	Percentage of women in leadership position	Talent Management, pág. 132 and https://sostenibilidad.argos.co/Talent-management-indicators	X	
A-TM3	Succession success rate	Talent Management, pág. 132 and https://sostenibilidad.argos.co/Talent-management-indicators	X	
MATERIAL TOPIC: CLIMATE CHANGE				
103	Management approach	Climate change, pag. 114-119		
103-1	Explanation of the material topic and its boundary	Climate change, pag. 114-119		
103-2	The management approach and its components	Climate change, pag. 114-119		
103-3	Evaluation of the management approach	Climate change, pag. 114-119		
201-2	Financial implications and other risks and opportunities due to climate change	https://sostenibilidad.argos.co/Environmental-indicators	X	
305-1	Direct (Scope 1) GHG emissions	https://sostenibilidad.argos.co/Environmental-indicators	X	
305-2	Energy indirect (Scope 2) GHG emissions	https://sostenibilidad.argos.co/Environmental-indicators	X	
305-3	Other indirect (Scope 3) GHG emissions (tCO2)	https://sostenibilidad.argos.co/Climate-change-indicators	X	
305-4	GHG emissions intensity	https://sostenibilidad.argos.co/Environmental-indicators	X	
305-5	Reduction of GHG emissions (t CO2)	https://sostenibilidad.argos.co/Environmental-indicators	X	
A-ENE1	Substitution of fossil caloric consumption with alternative fuels	Climate change, pag. 114-119 and https://sostenibilidad.argos.co/Environmental-indicators	X	
A-EC1	Specific CO2 emissions - net (kg/t cementitious product)	Climate change, pag. 114-119 and https://sostenibilidad.argos.co/Environmental-indicators	X	
MATERIAL TOPIC: ETHICS AND COMPLIANCE				
103	Management approach	Ethics and Compliance, pag. 96-100		
103-1	Explanation of the material topic and its boundary	Ethics and Compliance, pag. 96-100		
103-2	The management approach and its components	Ethics and Compliance, pag. 96-100		
103-3	Evaluation of the management approach	Ethics and Compliance, pag. 96-100		
102-16	Values, principles, standards and norms of behavior	Ethics and Compliance, pag. 96-100		
102-17	Mechanisms for advice and concerns about ethics	Ethics and Compliance, pag. 96-100		
205-1	Number and percentage of operations assessed in terms of corruption and significant risks identified	http://sostenibilidad.argos.co/Ethics-Indicators	X	
205-2	Communication and training about anti-corruption policies and procedures	Ethics and Compliance, pag. 96-100	X	
205-3	Confirmed incidents of corruption and actions taken	Ethics and Compliance, pag. 96-100	X	
206-1	Legal actions for anti competitive behavior, anti trust and monopoly practices	http://sostenibilidad.argos.co/Ethics-Indicators	X	
307-1	Non compliance with environmental laws and regulations	http://sostenibilidad.argos.co/Ethics-Indicators	X	
419-1	Non compliance with social and economic regulations	http://sostenibilidad.argos.co/Ethics-Indicators	X	
A-ETH1	Environmental, social and human rights complaints received	http://sostenibilidad.argos.co/Ethics-Indicators	X	
MATERIAL TOPIC: ECOSYSTEMS				
103	Management approach	Ecosystems, pag. 120-124		
103-1	Explanation of the material topic and its boundary	Ecosystems, pag. 120-124		
103-2	The management approach and its components	Ecosystems, pag. 120-124		
103-3	Evaluation of the management approach	Ecosystems, pag. 120-124		
303-3	Water withdrawal by source (m³)	https://sostenibilidad.argos.co/Water-indicators & https://sostenibilidad.argos.co/Environmental-indicators	X	
303-4	Water discharge destination	https://sostenibilidad.argos.co/Water-indicators & https://sostenibilidad.argos.co/Environmental-indicators	X	
303-5	Specific water consumption (L/ton or L/m³)	https://sostenibilidad.argos.co/Water-indicators & https://sostenibilidad.argos.co/Environmental-indicators	X	

Specific content				
#	Indicator	Location in the IR	Verification	Omissions
A-A1	Water consumption	Ecosystems, pag. 122, https://sostenibilidad.argos.co/Water-indicators & https://sostenibilidad.argos.co/Environmental-indicators	X	
A-A2	Reused and recycled water	https://sostenibilidad.argos.co/Environmental-indicators , https://sostenibilidad.argos.co/Water-indicators	X	
A-B11	Number and percentage of active and inactive quarries with high biodiversity value where biodiversity management plans are actively implemented	Ecosystems, pag. 122 and https://sostenibilidad.argos.co/Environmental-indicators	X	
A-B12	Number and percentage of disturbed areas rehabilitated at active and inactive quarries	Ecosystems, pag. 122 and https://sostenibilidad.argos.co/Environmental-indicators	X	
304-1	Percentage of active facilities with high biodiversity value where biodiversity management plans are actively implemented	https://sostenibilidad.argos.co/Environmental-indicators	X	Detailed information related to the company owned, leased or managed or adjacent sites to protected areas and areas of high value for biodiversity outside protected areas is not disclosed due to confidentiality restrictions.
304-4	Percentage of active and inactive quarries that have a closure plan established	https://sostenibilidad.argos.co/Environmental-indicators	X	
A-B13	Number of facilities with high biodiversity value	https://sostenibilidad.argos.co/Environmental-indicators	X	
A-B14	IUCN Red List species and national conservation list species with habitats in areas affected by operations	https://sostenibilidad.argos.co/Environmental-indicators	X	
MATERIAL TOPIC: INDUSTRY POSITIONING				
103	Management approach	Industry positioning, pag. 101-105		
103-1	Explanation of the material topic and its boundary	Industry positioning, pag. 101-105		
103-2	The management approach an its components	Industry positioning, pag. 101-105		
103-3	Evaluation of the management approach	Industry positioning, pag. 101-105		
A-LS1	VAS	Value added to society, pag. 68 and https://sostenibilidad.argos.co/Value-Added-Statement	X	
A-LS2	Reputation Index	Industry positioning, pag. 103	X	
A-TAX1	Taxes paid by country	http://sostenibilidad.argos.co/Ethics-Indicators	X	
415-1	Largest contributions and expenditures	http://sostenibilidad.argos.co/Ethics-Indicators	X	
A-ETH2	Major contributions	http://sostenibilidad.argos.co/Ethics-Indicators	X	
MATERIAL TOPIC: OCCUPATIONAL HEALTH AND SAFETY				
103	Management approach	Occupational Health and Safety, pag.134-139		
103-1	Explanation of the material topic and its boundary	Occupational Health and Safety, pag.134-139		
103-2	The management approach an its components	Occupational Health and Safety, pag.134-139		
103-3	Evaluation of the management approach	Occupational Health and Safety, pag.134-139		
403-1	Percentage of total workforce represented in formal joint management–worker health and safety committees that help monitor and advise on occupational health and safety programs	Occupational Health and Safety, pag.135	X	
403-2	Hazard identification, risk assessment, and incident investigation	Through our Yo Prometo management system with its programs and committees, we focus on comprehensive risk management. We strengthen the corporate culture in a way that makes it easier for us to achieve and sustain the zero objective, so that we all know the risks and apply the control measures that prevent occupational injuries and illnesses.		
403-3	Occupational health services	Occupational Health and Safety, pag.136		
403-4	Occupational health and safety management system	Occupational Health and Safety, pag.136	X	
403-5	Worker training on occupational health and safety	https://sostenibilidad.argos.co/indicadores-seguridad-y-salud-en-el-trabajo		
403-6	Promotion of worker health	The Sustainability and Corporate Governance Committee of the Board of Directors closely monitors compliance and progress of the Health and Safety indicators, so that the strategy is present at all organizational levels. Through our pillar of OPERATIONAL EXCELLENCE, we continuously learn and improve, sharing our best practices, we promote safety and health as a habit that is present in daily actions and decisions.		

Specific content				
#	Indicator	Location in the IR	Verification	Omissions
403-9	Type of injury & rates of injury, occupational diseases, lost days, & absenteeism, & total number of work-related fatalities, by region & by gender	https://sostenibilidad.argos.co/Health-and-safety-Indicators	X	
403-10	Work-related ill health	https://sostenibilidad.argos.co/indicadores-seguridad-y-salud-en-el-trabajo	X	
A-S11	Lost-Time Injuries Frequency Rate (LTIFR) - Contractors and employees	Occupational Health and Safety, pag.137, https://sostenibilidad.argos.co/Health-and-safety-Indicators	X	
A-S12	Occupational Illness Frequency Rate (OIFR) - Employees	https://sostenibilidad.argos.co/Health-and-safety-Indicators	X	
MATERIAL TOPIC: ATMOSPHERIC EMISSIONS				
103	Management approach	Atmospheric emissions, pag. 125-127		
103-1	Explanation of the material topic and its boundary	Atmospheric emissions, pag. 125-127		
103-2	The management approach and its components	Atmospheric emissions, pag. 125-127		
103-3	Evaluation of the management approach	Atmospheric emissions, pag. 125-127		
305-7	Nitrogen oxides (NOx), sulfur oxides (Sox) and other significant air emissions	https://sostenibilidad.argos.co/Environmental-indicators	X	
A-OE1	Specific Emissions	Atmospheric emissions, pag. 126 and https://sostenibilidad.argos.co/Environmental-indicators	X	
MATERIAL TOPIC: SUPPLY CHAIN MANAGEMENT				
103	Management approach	Supplier Management, pag.106-111		
103-1	Explanation of the material topic and its boundary	Supplier Management, pag.106-111		
103-2	The management approach and its components	Supplier Management, pag.106-111		
103-3	Evaluation of the management approach	Supplier Management, pag.106-111		
204-1	Proportion of spending on local suppliers	https://sostenibilidad.argos.co/Supplier-management-indicators	X	
308-2	Negative environmental impacts in the supply chain and actions taken	https://sostenibilidad.argos.co/Supplier-management-indicators	X	
414-2	Negative social impacts in the supply chain and actions taken	https://sostenibilidad.argos.co/Supplier-management-indicators	X	
MATERIAL TOPIC: COMMUNITY ENGAGEMENT				
103	Management approach	Community Engagement, pag.140-147		
103-1	Explanation of the material topic and its boundary	Community Engagement, pag.140-147		
103-2	The management approach and its components	Community Engagement, pag.140-147		
103-3	Evaluation of the management approach	Community Engagement, pag.140-147		
203-1	Development and impact of infrastructure investments and services supported	Community Engagement, pag.140-147	X	
413-1	Percentage of facilities where development, impact evaluation and local community participation programs have been implemented	https://sostenibilidad.argos.co/Community-engagement-indicators	X	
413-2	Operations with significant actual and potential negative impacts on local communities	https://sostenibilidad.argos.co/Community-engagement-indicators	X	
A-COM1	Social Investment	Community Engagement, pag. 146 and https://sostenibilidad.argos.co/Community-engagement-indicators	X	
A-COM2	Revenue associated with social impact commercial initiatives	https://sostenibilidad.argos.co/Community-engagement-indicators	X	
A-COM3	Type of Philanthropic Activities	https://sostenibilidad.argos.co/Community-engagement-indicators	X	
A-COM4	Argos prioritized operations with local engagement plans	https://sostenibilidad.argos.co/Community-engagement-indicators	X	
A-COM5	Prioritized operations with interaction and risk management	https://sostenibilidad.argos.co/Community-engagement-indicators	X	
A-COM6	Innovative solutions	Sustainability program	X	
MATERIAL TOPIC: HUMAN RIGHTS				
103	Management approach	Human rights, pag. 148-151		
103-1	Explanation of the material topic and its boundary	Human rights, pag. 148-151		
103-2	The management approach and its components	Human rights, pag. 148-151		
103-3	Evaluation of the management approach	Human rights, pag. 148-151		