

# EMPLOYEE DEVELOPMENT PROGRAMS 2022



# SUSTAINABLE CONSTRUCTION DEVELOPMENT INTEGRAL PROGRAM

**Company:** Cementos Argos S.A

**Country:** Colombia

**Business need:**

To enhance the technical and theoretical elements of commercial and technical advisors, so that Argos can be a leader in the sustainable construction industry, through the Green Solutions Portfolio. The program covers theoretical elements of the products of the portfolio, as well as market consolidation strategy.

**Strategic objective impacted:**

Deliver innovative solutions in products and services that represent Argos' commitment to a more sustainable future.

**Training methodology:**

A virtual program with a total duration of 53 hours. For the year 2022, the hourly intensity is 19.5 hours, and for the year 2023 13.5 hours.

The training experience is composed of individual learning and collective learning. Therefore, each module is composed of a workshop where theoretical content is delivered, a creative challenge, and participation in a knowledge community.

Each module has been delivered by in-house experts, who were trained in effective presentations to meet the knowledge transfer objective.

**Date of training:**

June 8th – December 7th, 2022

**Target population:**

The Program has been assigned to 108 collaborators from different areas, It should be noted that the number of participants has varied depending on whether they have retired, or new ones have joined the program.

**FTEs participating in the program:**

1.6%

# DIGITAL TRANSFORMATION PROGRAM

**Company:** Cementos Argos S.A

**Country:** Colombia

**Business need:**

To develop the digital capacity in the human management teams, implement projects that reduce the time currently dedicated to transactional management, thus allowing the team to invest their time in a more strategic accompaniment to the business, thus contributing to the Argos of the Future.

**Strategic objective impacted:**

To activate Argos' potential through the transformation of our talent management and culture, raising talent density, contributing to the competitiveness and sustainability of the business.

**Training methodology:**

A virtual program with a duration of 16 hours, 12 of them synchronous and 4 asynchronous, through challenges that were proposed by each of the 4 modules. In the management of each challenge, it was proposed to work in teams to nurture the proposals presented. It was a practical theoretical program that facilitated the application of the concepts learned to the current realities of the fronts that are served by the People Management of the Regional Colombia.

**Date of training:**

Module 1: Transforming Organizations. August 3, 2022.

Module 2: Digital transformation success stories. August 17, 2022

Module 3: Strategies and new digital business models. August 31, 2024.

Module 4: Customer centric and design thinking. September 14, 2022

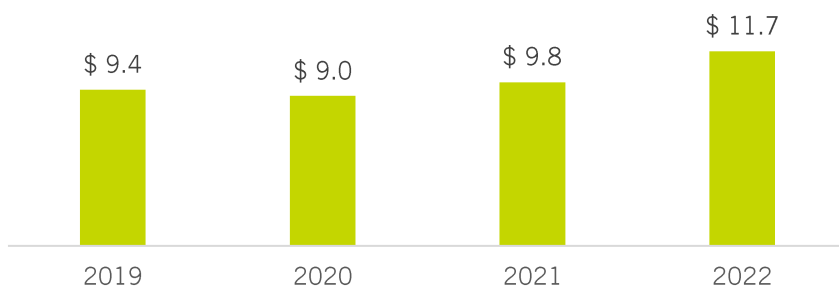
**Target population:**

25 collaborators and leaders of Colombia Regional People Management who can impact from their management to the Business results through digital initiatives.

**FTEs participating in the program:**  
0.4%

# HUMAN CAPITAL RETURN ON INVESTMENT

Total Revenue



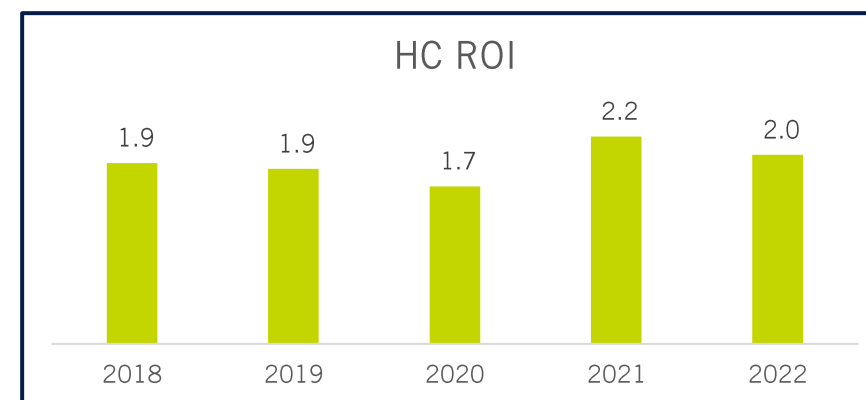
Total Operating Expenses



Total Employee-related Expenses



HC ROI



\*Trillion COP