



AD&V[®]
IMPACT REPORT
2022



A MESSAGE FROM OUR TEAM

2022 was a year of scaling! We grew our team by 15, just short of our goal of 16, and we completed our office expansion to accommodate them, taking up the entire second floor of The Hub in the Convention District in San Juan. Along with a second design studio, we added multiple meeting rooms, booths, another break room, a media room, a meditation room, pin up area and classroom. Our space is dynamic and exciting, and you can sense the energy and possibility at every corner!

The (GVA) Guayacán Venture Accelerator, an executive development program designed to propel the growth of existing companies, armed us with knowledge, lessons, and contacts as we entered hypergrowth mode and the challenges that inevitably come with it. We also participated in the SDG Ambition Accelerator, an accelerator that aims to challenge and support participating companies of the UN Global Compact in setting ambitious corporate targets and accelerating integration of the 17 Sustainable Development Goals (SDGs) into core business management practices. It introduced us to the importance of data, metrics, and dashboards. We have since begun to measure and report all of our impact as you will see in this year's Impact Report.

We continue to be committed to using our business as a force of good in this world. As we navigate these turbulent times full of unknown unknowns, the only thing we can be sure about is the importance of taking care of our people, empowering them to live their best lives and make significant contributions of their own.

We hope this report inspires you to act and start measuring your actions because what gets measured, gets improved.

We encourage you to ***“Be the change you wish to see in the world.”***



ABOUT AD&V®

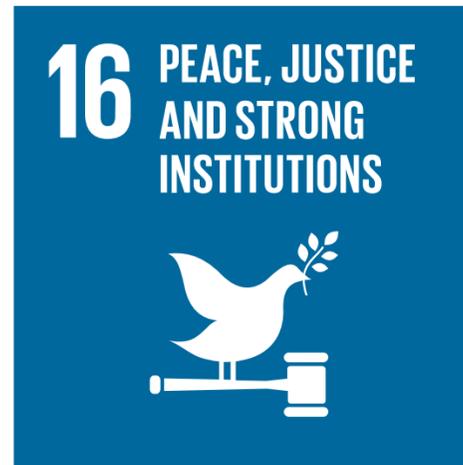
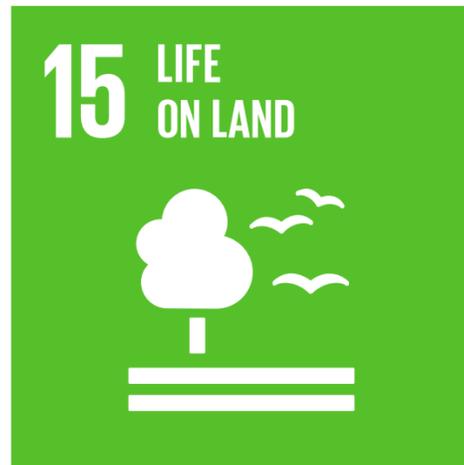
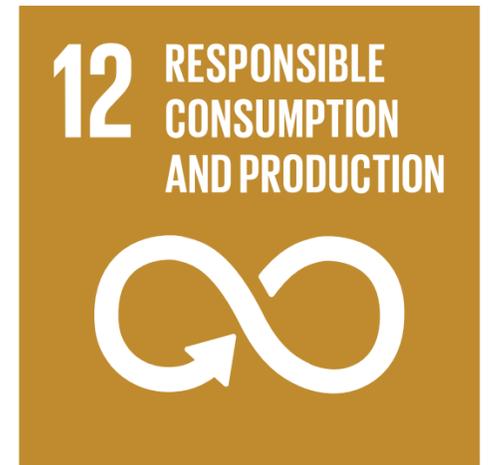
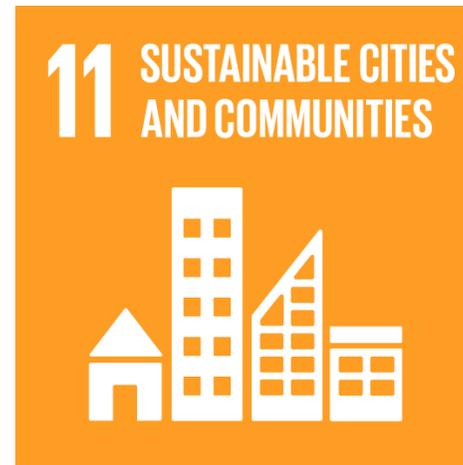
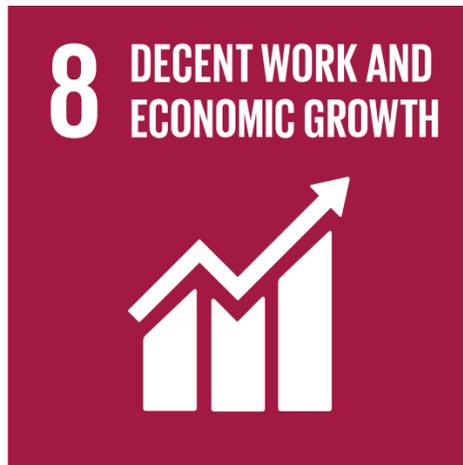
We want to positively impact people's lives by designing Places of Purpose.

We are an architecture, interior design and consulting firm based in Puerto Rico with over 20 years of experience guiding developers and clients through the uncertain process of materializing their vision so they can feel confident knowing they are getting the design they need and the guidance they want. We give our clients the peace of mind that comes with a clear strategy to make their projects a reality.

Our focus is multifamily, hospitality, and institutional work. We serve our clients from offices in San Juan and Miami.









2022 IMPACT REPORT

It is a time of immense challenges to sustainable development. Extreme poverty, disparities of opportunity, wealth and power, gender inequality and natural resource depletion add to and exacerbate the list of challenges which humanity faces. It is also, however, a time of immense opportunity.

At **AD&V®**, we are passionate about design, loyal to our customers, efficient in everything we do and socially conscious to the core. We know design has the power to change and positively transform people's lives. We are determined to use our business as a force for good in the world tackling many of the challenges humanity is facing. This is why we partnered with the United Nations Global Compact and formed part of the SDG Ambition Accelerator initiative, challenging ourselves to set ambitious corporate sustainability targets and accelerate the integration of the SDGs (Sustainable Development Goals) into our core business.

Poverty continues to be a problem worldwide. While a great deal of progress has been made to ensure living wages for all workers, more needs to be done to ensure we leave no one behind. Puerto Rico does not have a benchmark to measure itself on a living wage. **AD&V®** proudly teamed up with MIT two years ago to include Puerto Rico in the MIT Living Wage Calculator. We continue to collaborate with MIT to bring this data to light.

While this benchmark gets defined, **AD&V®** worked with a local company to define a salary scale that measures itself with national industry standards and to provide additional earning opportunities based on both individual and corporate performance. This compensation package has provided additional structure to our salaries and a framework to eliminate any gender or unconscious bias informing our hiring and retention strategies.

We hope other companies are inspired by our efforts and join us in making meaningful, measurable progress towards achieving the SDG goals to end poverty, protect our planet's resources, and ensure that everyone has equal access to a decent quality of life.

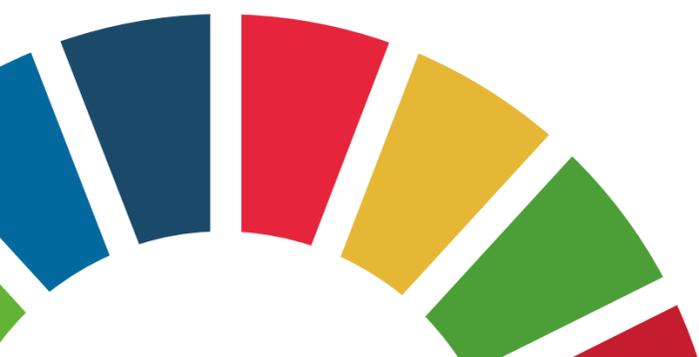
The following report is a summary of our performance and our efforts in 2022. It offers a snapshot of our impact in the initiatives we pursued last year.





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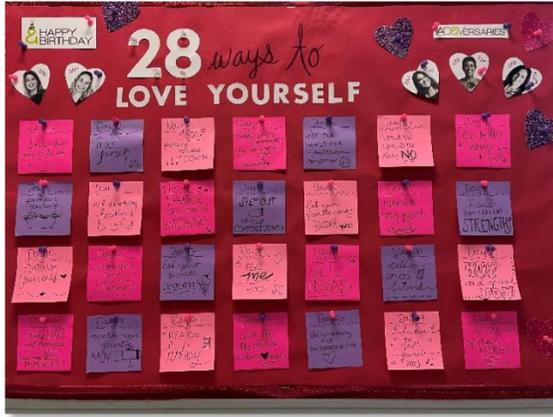
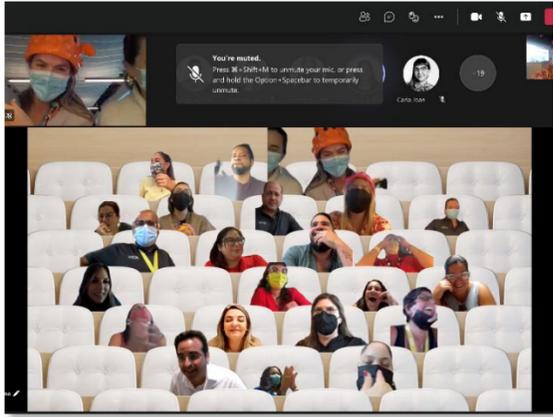




GRATEFUL CULTURE

OVERVIEW

A grateful culture is a healthy culture. In 2022, we focused our efforts on fostering a culture of appreciation through **grateful dynamics**, **team shoutouts**, and **affirmations**. Through these dynamics, the team is able to reflect on their blessings and recognize one another! These dynamics were practiced every week throughout the year.



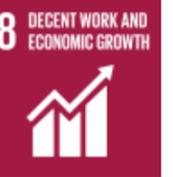
GRATEFUL DYNAMICS
**100%
IMPLEMENTED**



SHOUTOUTS
**100%
IMPLEMENTED**



AFFIRMATIONS
**100%
IMPLEMENTED**





HEALTH & WELLNESS

OVERVIEW

We care deeply about our teams' health and well-being, so we developed a **Wellness Program** to encourage our team members to stay motivated and achieve their health and fitness goals.

Last year, we focused on these three goals.



WELLNESS PROGRAM
DEVELOPMENT



HEALTH & WELLNESS
BENEFIT ENGAGEMENT



WEEKLY YOGA CLASSES AT
OUR HEADQUARTERS





WELLNESS PROGRAM DEVELOPMENT

HEALTH & WELLNESS

To encourage our team members to stay motivated and achieve their health and fitness goals, last year we:

- ✓ Continued to provide our team members with an allowance to cover health & wellness expenses, and we tracked our team's engagement.
- ✓ Hosted two **AD&V®** Team Sessions with business coach and motivational speaker Azim Jamal.
- ✓ Invited a Health Professional to speak to us about healthy snacking.
- ✓ Hosted Weekly Yoga Classes at our Headquarters.
- ✓ Inaugurated the Healthy Snack Bar at our Headquarters.
- ✓ Inaugurated the Meditation Room at our Headquarters.





HEALTH & WELLNESS BENEFIT ENGAGEMENT

HEALTH & WELLNESS

Last year, **16** team members took advantage and benefitted from our **Health & Wellness Allowance**, which represents an investment of **\$5,297.44**.





WEEKLY YOGA CLASSES AT OUR HEADQUARTERS

HEALTH & WELLNESS

Last year, we started hosting Yoga Classes at our Headquarters every Tuesday after work to promote the overall well-being of our team. We hosted a total of **37 Yoga Classes** that accounted for **193 cumulative hours** of Yoga, and a total of **18 team members** engaged with this initiative in 2022.

The physical and mental benefits of Yoga are well documented; from improved strength and flexibility to increased focus and concentration as well as relief from depression and anxiety. By making Yoga so accessible to our team, we increase the odds of participation.





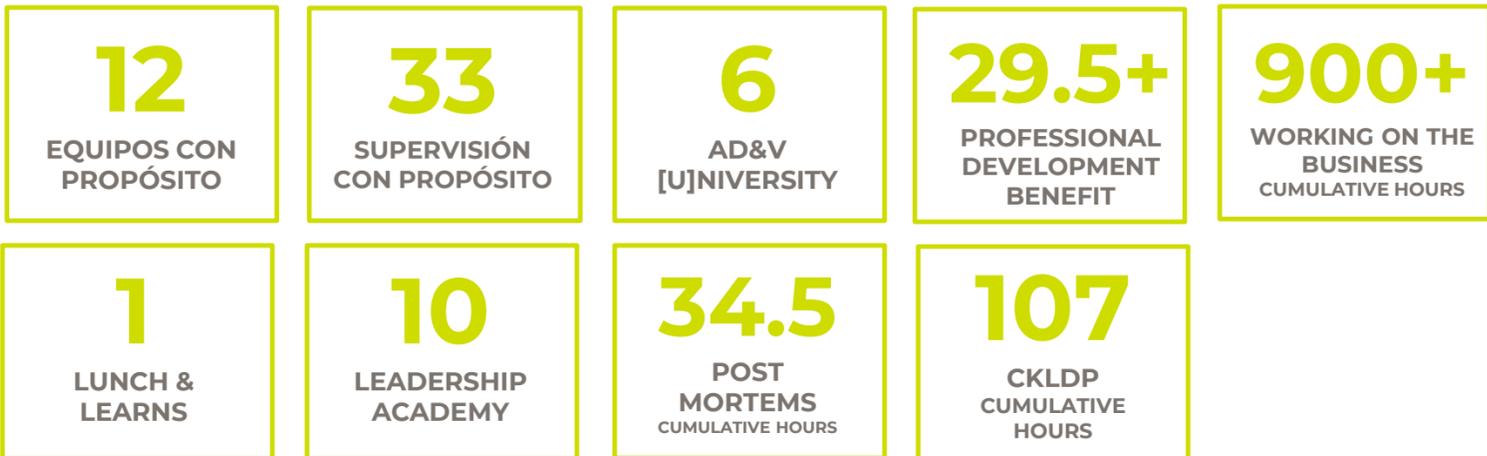


SHARED KNOWLEDGE

OVERVIEW

We believe in and encourage a culture of constant growth. We want our team to keep growing **personally** and **professionally** to reach their maximum potential. To foster this, last year, we administered and developed several initiatives and growth opportunities for lifelong learning to help our team members. Throughout the year, **1,133+ hours** were invested in personal and professional development.

1,133+ hours invested



- AD&V [U]NIVERSITY
- POST-MORTEMES
- KEEP GROWING
- PROFESSIONAL DEVELOPMENT BENEFIT ENGAGEMENT
- WORKING ON THE BUSINESS
- CHRISTOPHER KELLEY LEADERSHIP DEVELOPMENT PROGRAM





AD&V [U]NIVERSITY

SHARED KNOWLEDGE

Last year we relaunched our AD&V [U]niversity program with **4 working group sessions** that account for **6 total hours** invested. Through this initiative, learning strategies and solutions were provided to our team members to foster their professional development and growth.

<p>CLASS #1 - Firm Update</p> <ul style="list-style-type: none"> • Speaker: Ricardo Álvarez-Díaz
<p>CLASS #2 - Revit Modeling Best Practices</p> <ul style="list-style-type: none"> • Speaker: Natasha Yordán
<p>CLASS #3 - Presentation Graphics 101</p> <ul style="list-style-type: none"> • Speaker: Juan Carlos Ramos
<p>CLASS #4 - How to Read a Plan</p> <ul style="list-style-type: none"> • Speaker: Monique Lugo-López

4
AD&V
[U]NIVERSITY
SESSIONS

6
HOURS
INVESTED





POST-MORTEM

SHARED KNOWLEDGE

Last year, we offered an hour-and-a-half **R3 Midway Learning Session** that consisted of an informal learning workshop about the **Home Repair, Reconstruction, and Relocation (R3) Program**, a program that provides assistance for the repair or reconstruction of single-family homes damaged by hurricanes Irma and/or María. **AD&V®** is one of the selected architecture firms for this program. During this session, the team looked retrospectively at the ongoing progress and impact of this program to learn from mistakes made and gather best practices going forward as the team continues to work on this meaningful project.



1
SESSION

1.5
HOURS

34.5
CUMULATIVE
HOURS





KEEP GROWING

SHARED KNOWLEDGE

Last year, in collaboration with UPTURN, our Human Resources consulting firm, we participated in a series of sessions that contributed to our team members' professional and personal growth. A total of **55 hours were invested** in this initiative. The sessions included the following:

- **Equipos con Propósito:** Sessions that motivate our team to recognize that their work is connected to a deeper purpose.
- **Supervisión con Propósito:** Sessions that provide our supervisors with tools to develop their emotional intelligence and skills to help their team members perform better and grow.
- **Leadership Academy:** Sessions that build the capacity of our leadership team and enable them to develop emotional intelligence as well as leadership skills to help the team and the firm thrive.





PROFESSIONAL DEVELOPMENT BENEFIT ENGAGEMENT

SHARED KNOWLEDGE

Last year we continued to provide our team members with an allowance to invest in Professional Development. A total of **13** team members took advantage and benefitted from our Professional Development Allowance, which accounts for a **\$3,477.64 investment**. Our team also invested **29.5+ additional hours** in learning opportunities such as trainings and webinars.





WORKING ON THE BUSINESS

SHARED KNOWLEDGE

We are constantly investing in the professional development of our team and devising ways to help them work smarter, not harder. Last year, we launched **Working on the Business Week**. During this week, we held Work and Training Sessions related to Operations and Professional Standards. The entire **AD&V®** team participated in this effort for a total of **20 Sessions**, which accounts for a **\$125k investment** and over **900+ cumulative hours** of Professional Development.





CHRISTOPHER KELLEY LEADERSHIP DEVELOPMENT PROGRAM

SHARED KNOWLEDGE

The **Christopher Kelley Leadership Development Program** (CKLDP) is training the next generation of leaders in architecture through a curriculum that hones skills in entrepreneurship and firm management and positively impacts emerging professionals at different career stages. From the competitively selected group of 16 emerging architects, last year, **4 were women from the AD&V® team**. A total of **107 cumulative hours** were invested in this leadership program through individual sessions and the organization committee.



Natasha Yordán



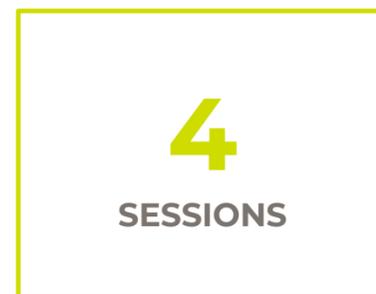
Estefanía Alejandro



Saritza Martínez



Lara Ibarra





ALIGNING THE TEAM

OVERVIEW

Aligned teams are more engaged, perform better, and are more collaborative. Creating team alignment is a constant effort. Last year we focused on aligning our team through **180-Day Goal Setting Meetings** and various **Team Building Activities** that foster union, camaraderie and collaboration.



180-DAY GOAL SETTING MEETINGS



TEAM BUILDING ACTIVITIES





180-DAY GOAL SETTING MEETINGS

ALIGNING THE TEAM

The **180-Day Goal Setting Meetings** consist of a voluntary meeting with our Managing Principal. We provide our team members with a framework to plan and strategize their **personal** and **professional** development goals. By defining personal SMART goals that include all aspects of a person's life (work, finance, family, health, life-long learning and spirituality) team members are encouraged to think about and focus on their individual aspirations. The Managing Principal acts as a facilitator and accountability partner to those that participate.

The 180-Day Goal Setting Meetings occurred during May and November of 2022, and **13 team members** took advantage of this initiative.



TEAM-BUILDING ACTIVITIES

ALIGNING THE TEAM

At **AD&V®**, our team is our number one priority. We recognize the importance of building trust among our team members. We focus on our company culture and providing opportunities for the team to bond and build trust. Last year, we held **17 team building activities** that account for **29.5** hours invested in this initiative.



17
TEAM BUILDINGS

29.5
HOURS





MAKING A DIFFERENCE

OVERVIEW

Giving back to our communities is part of the **AD&V®** Way. We believe we must leave this world better than we found it. We are constantly finding ways to contribute to the greater good. These were the initiatives the team engaged in giving back and positively impacting our communities last year.



INTERNATIONAL COASTAL CLEANUP DAY



EARTH DAY INITIATIVE



TREE NURSERY MAINTENANCE WITH PARA LA NATURALEZA



EL NODO FOUNDATION



HOSTED PECHA KUCHA #41 BY SERIOUSLYCREATIVE



TOALLATÓN BY RABITO KONTENTO



RECYCLING OF ELECTRONIC DEVICES



COMPOSTING & RECYCLING PROGRAM



COLLECTING BACK-TO-SCHOOL SUPPLIES



CAMPAÑA SOMOS IGUALES



HURRICANE FIONA RELIEF



ALEGRE VENGO CASUAL DAY





INTERNATIONAL COASTAL CLEANUP DAY

MAKING A DIFFERENCE

Last year the team celebrated International Coastal Cleanup Day by gathering at one of our local beaches and picking up trash. A total of **4 team members** participated in this effort, accounting for **8 cumulative hours** of Community Service.





EARTH DAY EDUCATIONAL CAMPAIGN

MAKING A DIFFERENCE

For last year's Earth Day initiative, we decided to engage with Earth Day 2022's official worldwide theme to **"INVEST IN OUR PLANET"** and created our own Invest in Green #EIPlanetaPaCuando campaign.

Our Invest in Green campaign focused on providing solutions to combat climate change, and encourage everyone — governments, citizens, and businesses alike — to do their part. This campaign is important to us because we believe that our social impact is not limited to what we design. We have a responsibility to our planet and our communities, and we take it very seriously.

As part of the Invest in Green campaign, we developed a **downloadable educational pamphlet** that includes ways we can all reduce, reuse, recycle, and Invest in Green.



236
VIEWS ACROSS
DIGITAL PLATFORMS

62
READS

7
COUNTRIES





EARTH DAY ACTIVITY LAGOON CLEANUP

MAKING A DIFFERENCE

For last year's Earth Day activity, the **AD&V®** team **picked up trash around a local lagoon** to reduce plastic pollution, improve habitats, and prevent harm to wildlife and humans. A total of **18 team members** participated in this effort, accounting for **27 cumulative hours** of Community Service.

We hope our actions inspire others to **#InvestInOurPlanet** & **#InvestInGreen** for a brighter, greener and cleaner planet.





TREE NURSERY MAINTENANCE WITH PARA LA NATURALEZA

MAKING A DIFFERENCE

Last year we went to the **Río Piedras Botanical Garden** to help at the tree nursery while learning about reforestation best practices as part of Para La Naturaleza's reforestation efforts! A total of **11 team members** participated in this effort, accounting for **42 cumulative hours** of Community Service.

We had an amazing time taking care and nurturing trees. Aligned with SDG 15, which aims to “protect, restore and promote the sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss”, this effort contributes to the increase of ecosystems and helps minimize climate change effects.





EL NODO FOUNDATION

MAKING A DIFFERENCE

Strengthening our efforts to protect and safeguard the world's cultural and natural heritage, **AD&V®** partnered with El Nodo, a Foundation in Ponce that seeks to encourage the economic development, conservation, and rebuilding of the city's rich architectural heritage. Last year we supported **El Nodo Foundation** in their fundraising efforts by publishing a blog titled **"El Nodo's Impact on Puerto Rico's Architectural & Economic Development"** on our social platforms and raising awareness among our network through email campaigns.





HOSTED PECHA KUCHA #41 BY SERIOUSLYCREATIVE

MAKING A DIFFERENCE

In collaboration with Seriously Creative, last year we hosted **Pecha Kucha Night #41** at our Headquarters. The Pecha Kucha is a thought-provoking gathering for curious minds in Puerto Rico to share ideas that matter in a non-traditional format and setting. The purpose of this event is to facilitate conversations about ideas for a better Puerto Rico. The following presentations were featured:

1. **Your Choice Matters** by: Crystal Díaz, PRoduce's Co-Founder
2. **One + One = Three** by Giancarlo González, Urbital's Co-Founder
3. **Dos Generaciones** by: Azalia Colón, Principal at Vimenti



3
PRESENTATIONS

50
RSVP'S

3
HOURS





TOALLATÓN BY RABITO KONTENTO

MAKING A DIFFERENCE

Last year we collaborated with **Rabito Kontento's Toallatón**; an annual initiative that seeks to collect towels for their dog rescues to provide hygiene and warmth. We invited the team to bring and donate their unused towels and participate in this caring initiative.



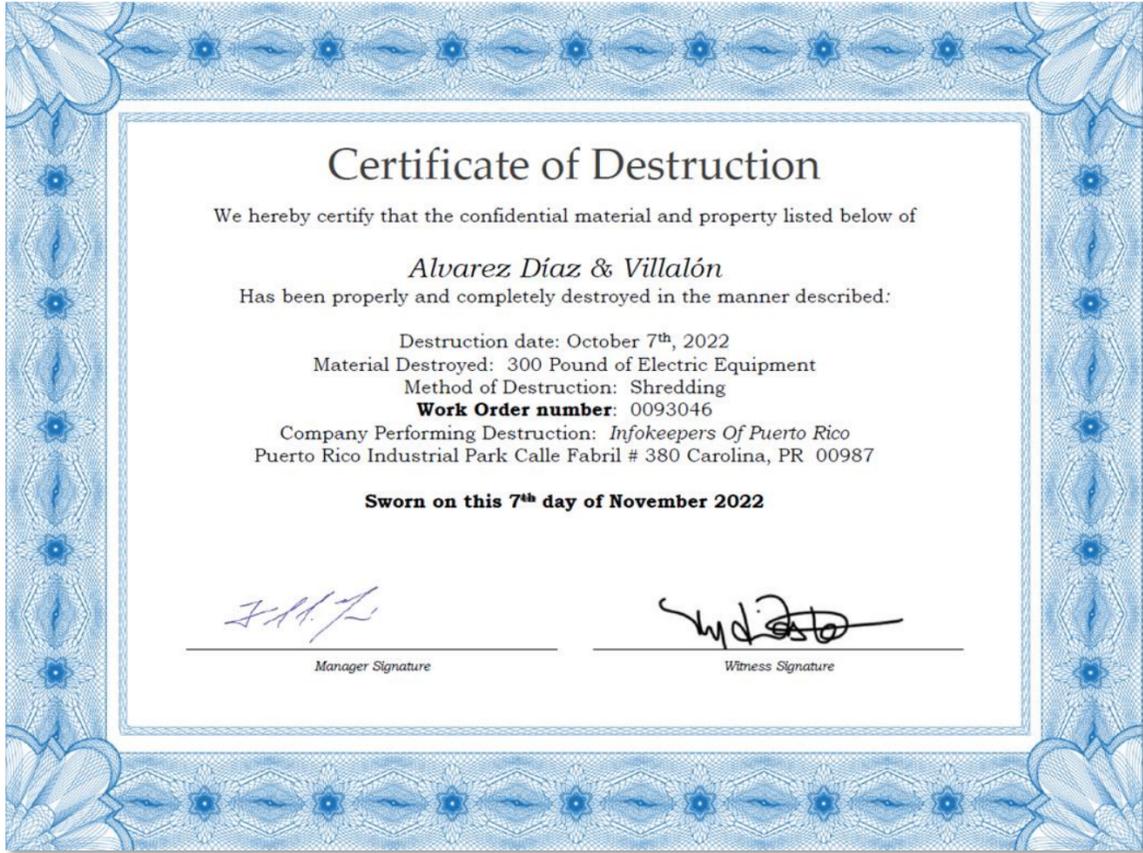
RECYCLING OF ELECTRONIC DEVICES

300
POUNDS OF
ELECTRONIC
EQUIPMENT



MAKING A DIFFERENCE

Last year we invited our team members to gather all their unused tech devices so they could be properly disposed and recycled. We recycled **300 pounds of electronic equipment**.





COMPOSTING PROGRAM

MAKING A DIFFERENCE

Last year we continued composting with our **Tais Borikashi Kits**, containers where we dispose all our food scraps. Tais then process the waste from the compost bins and use it as a soil enhancer.

Throughout the year, we were able to compost a total of **2,783 pounds** by filling a total of **73 Tais Containers** weighing an average of 35-40 pounds. Adding up all our Composting efforts, **AD&V®** has successfully composted a total of **2,973 pounds** since we began this initiative with Tais in 2021.

73
CONTAINERS

2,783
2022 TOTAL
POUNDS

2,973
GRAND TOTAL
POUNDS





RECYCLING PROGRAM

MAKING A DIFFERENCE

Recycling is a challenge in Puerto Rico. Last year, we added multiple recycling bins to facilitate the AD&V® teams' recycling of **plastic caps, glass, medical bottles, coffee cup holders, magazines, aluminum, plastic #1, and plastic #2.**

We also switched from paper business cards to digital business cards to help reduce waste, save more trees, and reduce our overall carbon footprint. Purchasing our 42 business cards allowed us to save **\$3,234** and **one tree**. Below are the metrics of all the materials we've been able to recycle.



1,266
PLASTIC CAP
UNITS

106.4
POUNDS OF
GLASS

5.10
POUNDS OF
MEDICAL
BOTTLES

161
COFFEE CUP
HOLDER UNITS

65
POUNDS OF
MAGAZINES

\$3,234
DIGITAL
BUSINESS
CARDS SAVINGS

1
TREE
SAVED

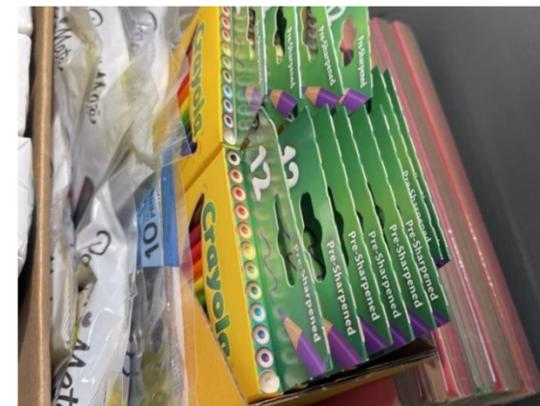




COLLECTING BACK-TO-SCHOOL SUPPLIES

MAKING A DIFFERENCE

Last year we also teamed up with Upturn to collect **Back-to-School Supplies** for boys and girls between the ages of 5 and 17 for three foster homes in Puerto Rico. A total of **\$215** was collected for the purchase of school supplies. This donation provides kids with the necessary tools to succeed in school. Not only are we supporting students, but we are also supporting teachers.



\$215
DONATION

14
TEAM MEMBERS





CAMPAÑA SOMOS IGUALES

MAKING A DIFFERENCE

The Education and Rehabilitation Society, SER de Puerto Rico, launched the campaign "Somos Iguales", which seeks to raise awareness that people with disabilities should have equal opportunities to develop their abilities.

We encouraged our team members to participate in this initiative by wearing the "Somos Iguales" t-shirt. A total of **\$72** was donated to the foundation and 5 team members participated in this initiative.



SOMOS IGUALES
=s

camisas
\$12.00
(Tamaños 2xlarge y 3xlarge a \$14.00)

27 DE MAYO

¡Adquiere la Ya!
787-767-6710/787-767-6718
www.ser.pr





HURRICANE FIONA RELIEF

MAKING A DIFFERENCE

After the devastating passage of Hurricane Fiona left historic flooding and widespread power outages in the entire Island, we at **AD&V®**, along with the **Puerto Rico Builders Association** and **Para la Naturaleza**, donated and sent supplies to Ponce to help those communities most affected by the hurricane. We donated a total of **\$410** to buy supplies for the Hurricane's Response and Recovery.

\$160

DONATION TO
PARA LA
NATURALEZA

\$250

DONATION TO PRBA
FOR WATER
BOTTLES

\$410

TOTAL
DONATIONS



ALEGRE VENGO CASUAL DAY

MAKING A DIFFERENCE

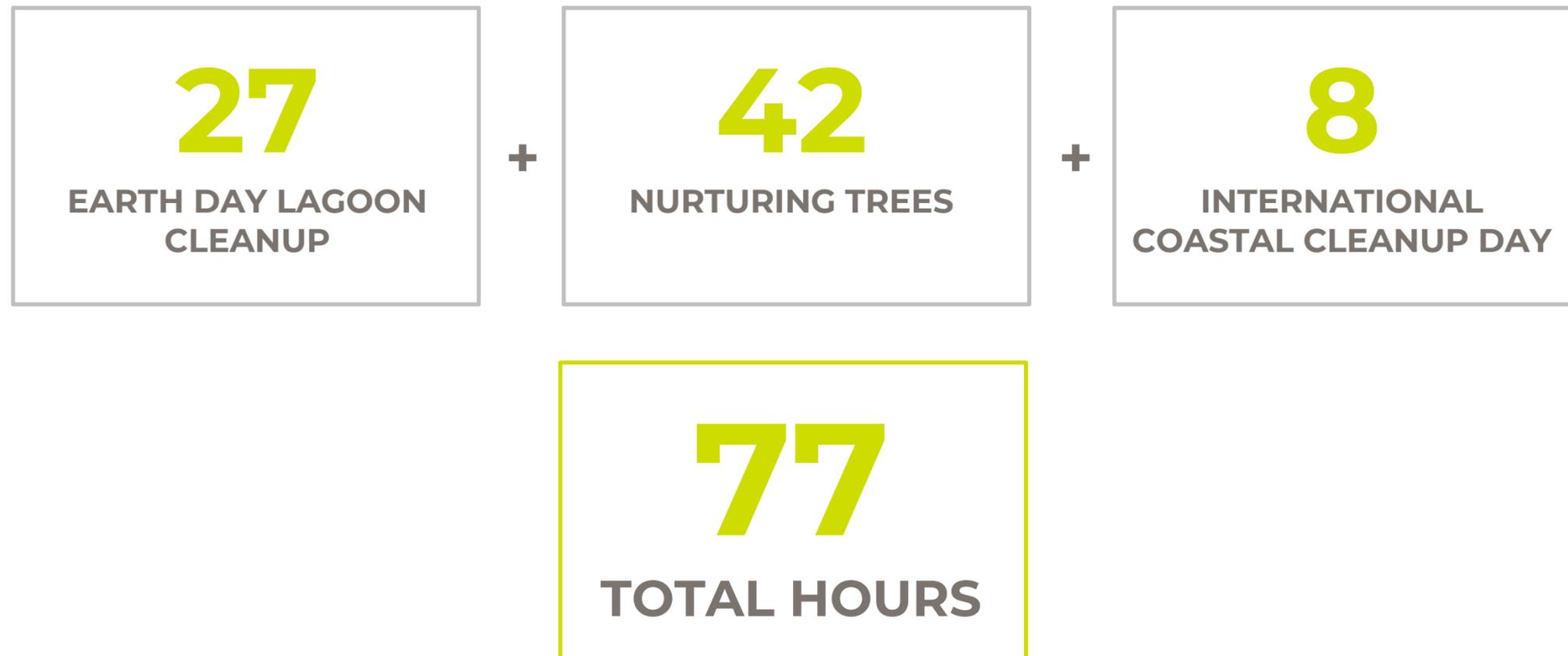
We also participated in the Fundación Hospital Pediátrico's **Alegre Vengo Casual Day!** We invited our team members to purchase the Foundation's Alegre Vengo themed t-shirts and funky socks. The funds raised from the purchase of the shirts and socks were donated to the Fundación Hospital Pediátrico which focuses on improving the quality of life of its patients and the entire community. A total of **\$555** was donated to the foundation.





MAKING A DIFFERENCE

TEAM COMMUNITY SERVICE HOURS





MAKING A DIFFERENCE

TEAM DONATIONS





MAKING A DIFFERENCE

TOTAL DONATIONS







COMPENSATION

OVERVIEW

During our participation in the SDG Ambition Accelerator, we focused our efforts on ensuring 100% of our team earns a living wage. Without a reliable source of data, we reached out to MIT to include Puerto Rico in the MIT living wage calculator. We have been partnering with them on this long-term project since 2021. In the meantime, we hired a company to evaluate our salaries and compare them to national standards to attract and retain the best talent.



COMPENSATION PACKAGE





COMPENSATION PACKAGE

COMPENSATION

Last year, we developed and implemented a scaled **Compensation Package** that includes **Merit Performance and Company Performance Compensation Bonus Opportunities**. As part of this exercise, most of the team received a salary increase to make our compensation more competitive with stateside salaries.

Other benefits we added this past year include a **401(k) plan** and a **Cancer Insurance Policy**. This Compensation Package provides structure to **AD&V®**'s salaries and provides a framework that minimizes gender or unconscious bias informing our hiring and retention strategies.

100%
COMPLETED

Cancer Insurance Policy

35
TEAM MEMBERS

\$4,410.40
AD&V®
CONTRIBUTION

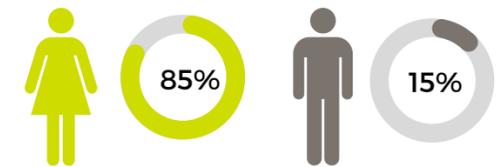


401(k) Plan

AD&V® matches 1% up to \$10,000.00

13
TEAM MEMBERS

\$3,800
(APPROX)
AD&V®
CONTRIBUTION







MARKETING

OVERVIEW

AD&V® has a strong online presence through its **website**, **email campaigns**, and **social media platforms**. Our marketing team works diligently on a day-to-day basis to boost content engagement with our target audience and educate consumers about our firm. Last year we focused on building an even greater online presence by migrating our Website, publishing blogs that align with our mission and vision, and rewarding our team’s top social media engagers.



WEBSITE MIGRATION



FEATURED PUBLICATIONS



BLOGS & EMAIL CAMPAIGNS



SOCIAL MEDIA KPI'S



WEBSITE KPI'S



INCREASE TEAM'S ENGAGEMENT WITH AD&V®'S SOCIAL MEDIA PLATFORMS



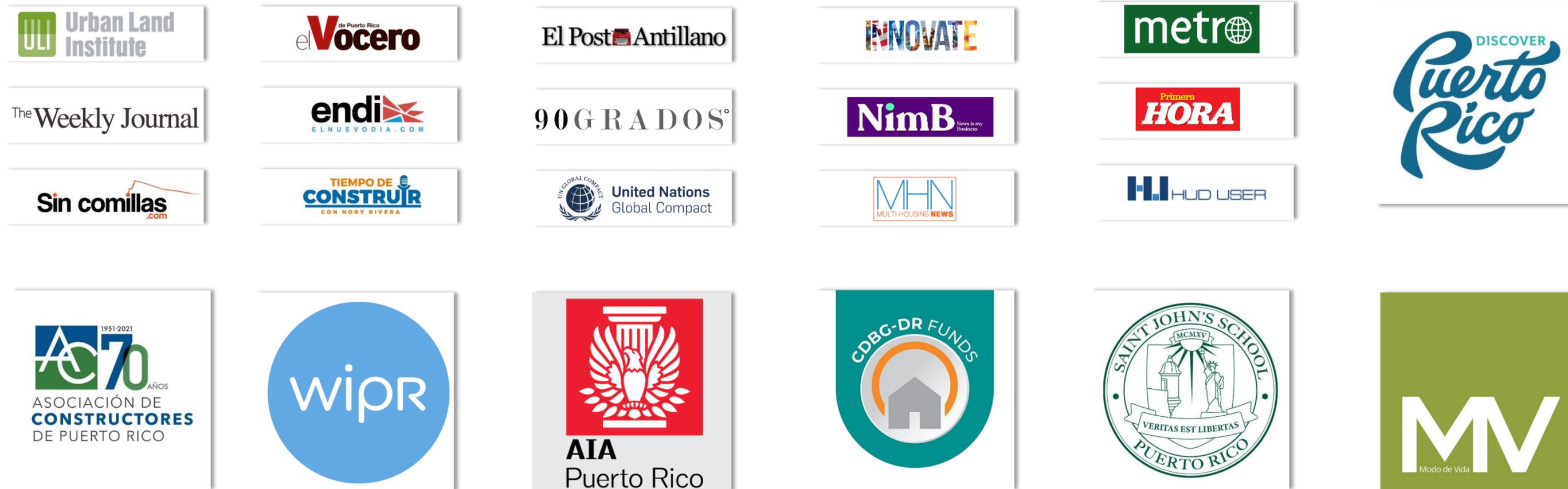
69
FEATURED
PUBLICATIONS



FEATURED PUBLICATIONS

MARKETING

Last year we were featured in a total of **69** publications, both locally and nationally:



BLOGS & EMAIL CAMPAIGNS

MARKETING

Last year we sent a total of **111** email campaigns and wrote a total of **35** blogs related to the following categories:

35
BLOGS WRITTEN

111
EMAIL CAMPAIGNS SENT



Mixed-Use & Residential



Design



Commercial & Institutional



Hospitality & Wellness



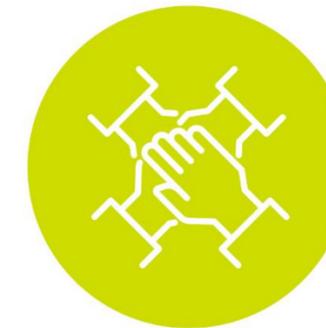
Sustainability & Resiliency



Master Planning & Urban Design



Thought Leadership



Office Culture



SCALING THE BUSINESS

OVERVIEW

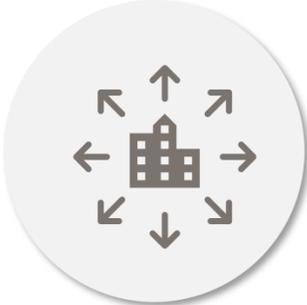
We know design has the power to change and positively transform people's lives. As we scaled our business and grew our team, it was important to **expand our Office Headquarters** to comfortably accommodate them and ensure our growing team's needs were being met.

Our expansion upholds our design philosophy, of designing Places of Purpose which positively impact people's lives. Our office design **promotes a healthy environment for our team by maximizing natural light and conserving energy. It is an energetic and aesthetic space that provides flexible and collaborative spaces to promote teamwork and productivity. It is also a showroom of possibility and office trends for our clients and visitors.** We are in love with our extended Headquarters and look forward to going to work each day!

NEW TEAM HIRES



ANNEX EXPANSION COMPLETION

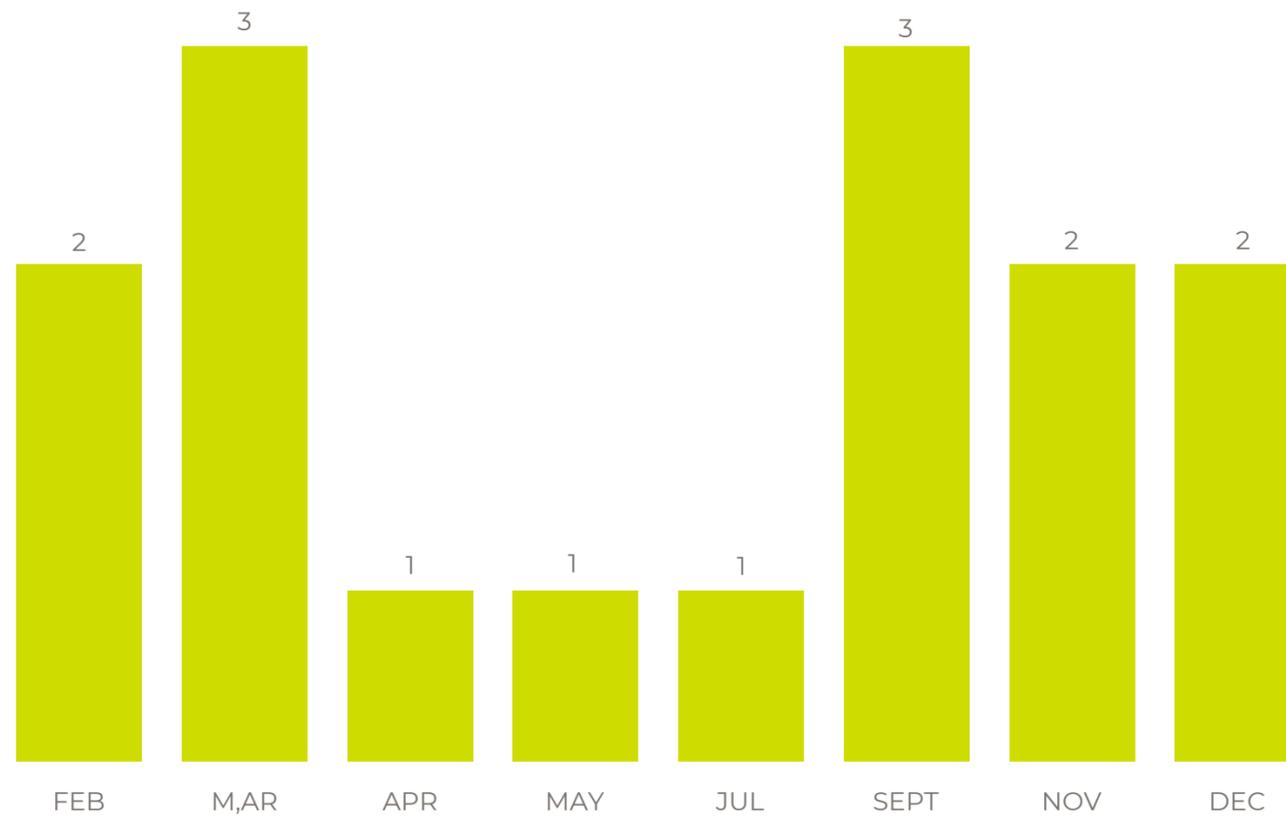




NEW TEAM HIRES

SCALING THE BUSINESS

Last year we hired a total of **15 new team members**. The new additions to our team represent a **41% growth in 2022**.



3%
AVERAGE
ATTRITION

37
TOTAL TEAM
MEMBERS

15
HIRES

41%
GROWTH

NEW TEAM HIRES

SCALING THE BUSINESS



Alexandra Román
Design Staff



Alexandra Zayas
Design Staff



Anexyuliane Thillet
Design Staff



Cristina Centeno
Designer & 3[D]esign Lab
Manager



José Luis Pagán
Designer & Render Specialist



Lara Ibarra
Project Manager & Lead
Architect



Eduardo Sepúlveda
Design Staff



Dunia Arsuaga
Project Director



Eduardo Zayas
Design Staff



Nicole Quiñones
Expeditor



José Alfredo López
Design Staff



Laurie Rivera
Design Staff



Christian Reyes
Design Staff



Saritza Martínez
JR Designer



Carlos Vigo
BIM Specialist & Design Staff



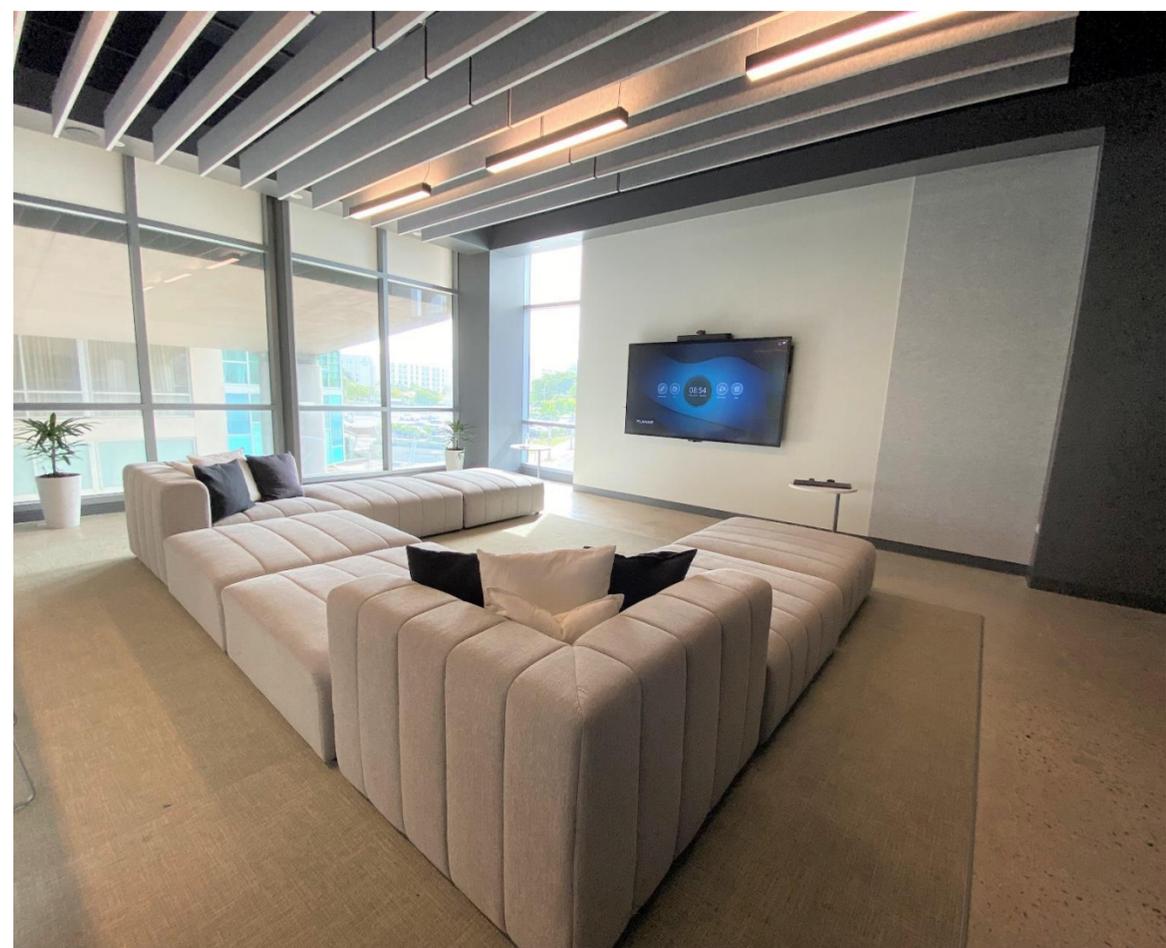
ANNEX EXPANSION COMPLETION

SCALING THE BUSINESS

Last year we finalized our Annex Expansion. This space will allow us to continue to grow and expand. The **Meditation Room**, **Snack Bar**, **Media Center** and the **3D Printing Lab** are some of the many rooms we inaugurated in our cool office space last year!

100%
COMPLETED







ALIGNING WITH THE GLOBAL AGENDA

OVERVIEW

Aligned with our commitment to the initiatives of corporate social responsibility of the United Nations Global Compact and its principles in human rights, labor standards, the environment, and the fight against corruption, we focused on these three initiatives last year. We are determined to use our business as a force for good in the world, tackling many challenges humanity faces. We challenged ourselves to set ambitious corporate sustainability targets and accelerate the integration of the SDGs into our core business to achieve the 2030 Agenda.

B CORPORATION



AD&V® & THE SDG'S



WEPs & REPRESENTATION OF WOMEN AT AD&V®





B CORPORATION

ALIGNING WITH THE GLOBAL AGENDA

Certified B Corporations are leaders in the global movement for an inclusive, equitable, and regenerative economy. Unlike other business certifications, B Lab is unique in its ability to measure a company's entire social and environmental impact.

Last year, we began the process to become Certified as a B Corp. We completed the B Impact Assessment, a digital tool that measures positive impact performance for the environment, communities, customers, suppliers, employees, and shareholders. Our evaluation is currently under review.

90%
Under Review





United Nations
Global Compact

INSPIRED ULTIMATE SOLUTIONS TO JOIN THE UNITED NATIONS GLOBAL COMPACT

ALIGNING WITH THE GLOBAL AGENDA

From principled business practices to making long-term commitments aligned with the SDGs, we need more companies around the world to join the UN Global Compact.

We are beyond happy to have influenced **Ultimate Solutions Corp.** to join the **United Nations Global Compact** and commit to working towards a more sustainable and better future. We hope to continue inspiring other companies to join this amazing initiative!

Ultimate Solutions joins the UN Global Compact

By Ultimate Solutions | News | 5 November, 2022

As part of a new Corporate Sustainability strategy, Ultimate Solutions recently joined the [UN Global Compact project](#).

The **UN Global Compact** is the world's largest corporate citizens' initiative with thousands of business participants and civil society groups in more than 160 countries seeking to impact areas of human rights, labor, the environment, and anti-corruption.

This project encourages participating companies to pursue two fundamental objectives: internalize the ten principles within the company's strategies, policies, and operations; and undertake projects to advance the broader development goals of the United Nations, particularly the Sustainable Development Goals (SDG's) or Global Goals.

*"It is here that **through the courses and friends of the architecture firm AD&V® we learned about the effort of the voluntary initiative 'United Nation Global Compact'** that encourages companies around the world to adopt sustainable and socially responsible policies, and report on their implementation."*

- **Ultimate Solutions Corp.**



REPRESENTATION OF WOMEN AT AD&V®

ALIGNING WITH THE GLOBAL AGENDA

At **AD&V®**, we are committed to closing the gender gap and continue supporting women in our male-dominated industry to ultimately achieve gender equality, both at work and in our communities. Here is the breakdown of women representation at **AD&V®**:

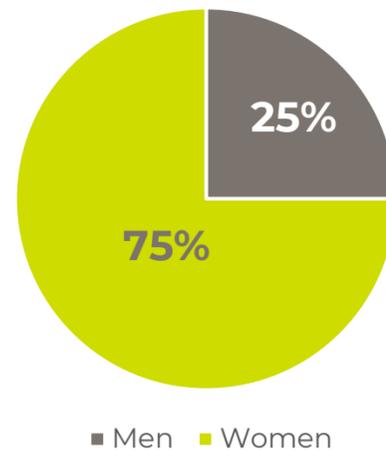
In support of

WOMEN'S EMPOWERMENT PRINCIPLES

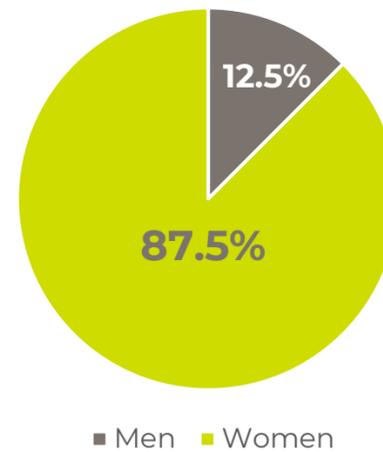
Established by UN Women and the UN Global Compact Office



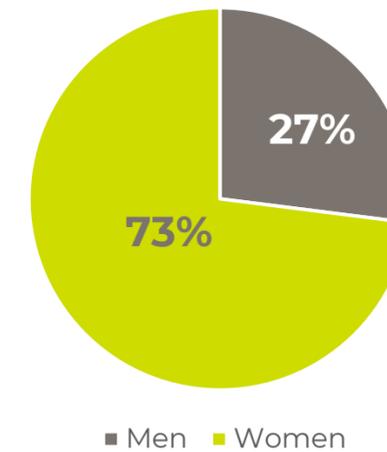
Women in AD&V C-Suite



Women in AD&V Leadership



Women in AD&V Team



4
WOMEN
PROMOTED



PROMOTING WOMEN

ALIGNING WITH THE GLOBAL AGENDA

Our commitment is to continue promoting professional women for management positions in the architecture and design industry. Of the **87.5%** of women in leadership positions, **4 team members** were promoted this past year to Directors and Associates of the firm.



Neydin Alvarado
AD&V Director



Jocelyn Torres
AD&V Associate



Carla Joan González
AD&V Associate



Estefanía Alejandro
AD&V Associate



WOMEN NEW HIRES

ALIGNING WITH THE GLOBAL AGENDA

Last year, we proudly hired 15 new team members, **9 of whom are women.**

9
WOMEN
HIRED



Alexandra Román
Design Staff



Alexandra Zayas
Design Staff



Anexyuliane Thillet
Design Staff



Cristina Centeno
Designer & 3[D]esign Lab
Manager



Dunia Arsuaga
Project Director



Lara Ibarra
Project Manager & Lead
Architect



Nicole Quiñones
Expeditor



Saritza Martínez
JR Designer



Laurie Rivera
Design Staff





RECOGNITIONS

OVERVIEW

Last year was a big one for **AD&V®!** A total of **6 awards were submitted**, and the firm and its team members received a total of **10 awards and recognitions** for their meaningful work, commitment and leadership.



AIA PUERTO RICO



UNITED NATIONS GLOBAL COMPACT



ARCHITECTURAL RECORD



AIA COLLEGE OF FELLOWS



ENGINEERING NEWS-RECORD



BD+C



ULI VISION AWARD



ASOCIACIÓN DE CONSTRUCTORES DE PR



MULTI-HOUSING NEWS





RICARDO ÁLVAREZ-DÍAZ WAS ELEVATED TO AIA FELLOW

RECOGNITIONS

The American Institute of Architects elevated 88 member architects to its College of Fellows this past year, an honor awarded to members who have made significant contributions to the architecture profession.

Of those 88 member architects, **AD&V®** was immensely proud to congratulate its Co-founder and CEO, Ricardo Álvarez-Díaz, FAIA, for being the most recent member of AIAPR to be **elevated to the AIA College of Fellows**. His fellowship was granted for his notable contributions and service to society.

AD&V® is proud of Ricardo, who embodies the values of our organization. He teaches, elevates, gives back, and continues to inspire others with his example. Ricardo's leadership and service in architecture for the collective good inspire us all.





MONIQUE LUGO-LÓPEZ WAS ELECTED AS THE 2022 PRESIDENT OF THE AIAPR

RECOGNITIONS

Last year, **AD&V®**'s President & COO Monique Lugo-López was elected as the 2022 **President of the AIA Puerto Rico Chapter**.

Since its beginnings, the architecture industry has been conceived, directed, and organized from a predominantly male perspective. Monique's mission was to focus on creating awareness and promoting equality within the profession.

As part of Monique's AIAPR work plan for 2022, she curated an exhibit to recognize the Impact of Women Architects in Puerto Rico since 1966, the year the Puerto Rican chapter was founded. It was a total success!



3,000+
PEOPLE VISITED
THE EXHIBITION

60+
WOMEN
FEATURED IN
EXHIBITION

4
TEAM MEMBERS
FEATURED IN
EXHIBITION

4
TEAM MEMBERS
COLLABORATED
IN EXHIBITION





CARLA JOAN GONZÁLEZ WAS RECOGNIZED AS A 2022 SDG PIONEER FINALIST BY THE UNITED NATIONS GLOBAL COMPACT

RECOGNITIONS

Our Business Development & Marketing Director, Carla Joan González Vizcarrondo, was recognized as an **SDG Pioneer finalist** for her commitment and leadership in advancing the Global Goals for Sustainable Development through the implementation of the United Nations Global Compact's Ten Principles on human rights, labor, environment and anti-corruption.

This is a celebration of years of hard work. Carla introduced new and innovative ideas to help drive **AD&V®**'s sustainability journey forward and showed that even small and medium businesses can play a huge part in creating a sustainable and better future for all. Carla was recognized along with Repligen, Microsoft and PepsiCo, empowering **AD&V®** and other SMEs to believe in the unique perspectives they can bring to the table.

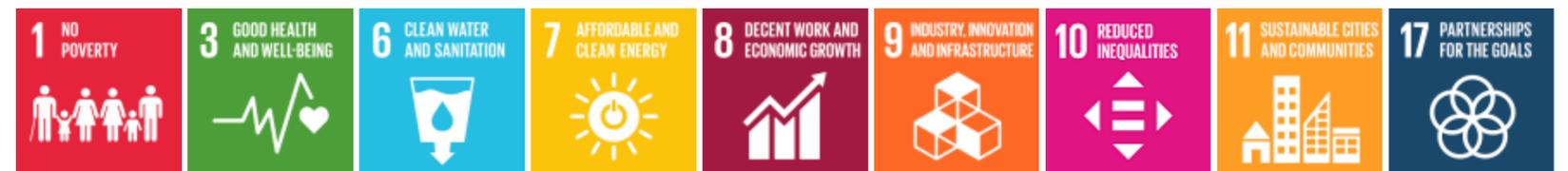


AD&V® WAS RECOGNIZED AMONG THE TOP 300 ARCHITECTURE FIRMS IN THE U.S.

RECOGNITIONS

Last year, **AD&V®** was also recognized among the **2022 Top 300 Architecture firms in the U.S.** by Architectural Record.

Architectural Record is the #1 source for news and information about architecture and design. The publication ranked firms according to revenue for design services performed in 2021.





AD&V® WAS RECOGNIZED AMONG THE TOP 225 INTERNATIONAL DESIGN FIRMS

RECOGNITIONS

In 2022, **AD&V®** was recognized as one of the **Top 225 International Design Firms in 2022** by Engineering News-Record.

Engineering News-Record provides the engineering and construction news, analysis, commentary, and data that construction industry professionals need to do their jobs more effectively. We feel honored to have been recognized as the only Puerto Rican architecture and interior design firm to represent our Island internationally.



AD&V® WAS RECOGNIZED AMONG THE TOP 110 A/E FIRMS FOR 2022 BY BD+C

RECOGNITIONS

Last year **AD&V®** was recognized among the Top **110 Architecture and Engineering Firms for 2022** by Building Design+Construction.

It's an honor to have been recognized as the only Puerto Rican architecture and design firm on the list.





BAYSHORE VILLAS WON A 2022 MULTI-HOUSING NEWS EXCELLENCE AWARD | GOLD AWARD IN THE DEVELOPMENT & DESIGN: AFFORDABLE CATEGORY

RECOGNITIONS

In 2022, our Bayshore Villas project won a **2022 Multi-Housing News Excellence Award!** Bayshore Villas received the Gold Award for Best Development & Design in the Affordable category.

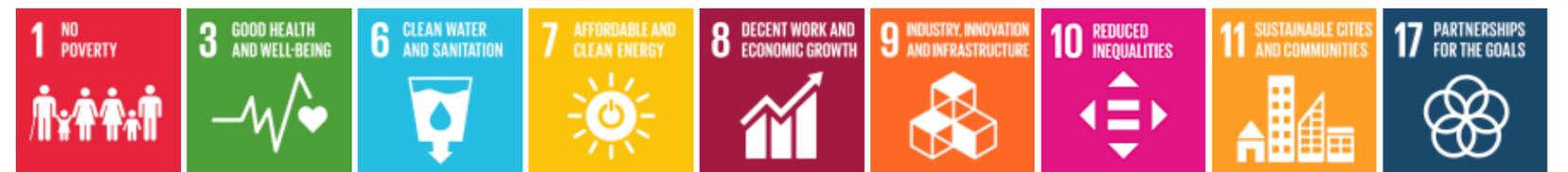
Designed by us and developed by McCormack Baron Companies, Bayshore Villas is a mixed-use and mixed-income housing development that serves as an example of what affordable housing can do to improve the lives of low- and median-income families in Puerto Rico.



BAYSHORE VILLAS WAS PROJECT FINALIST OF ULI'S 2022 VISION AWARDS

RECOGNITIONS

Bayshore Villas was one of the 5 finalists of **ULI's 2022 Vision Awards, Project of the Year**. Bayshore Villas was recognized for exemplifying the mission of the Urban Land Institute and for its outstanding contribution to the Puerto Rican community.





HOME REPAIR, RECONSTRUCTION, AND RELOCATION (R3) PROGRAM WON THE DISASTER RECOVERY RECONSTRUCTION IMPACT AWARD BY THE ACPR

RECOGNITIONS

We are proud that the Home Repair, Reconstruction, and Relocation (R3) Program project won ACPR's **Disaster Recovery Impact Award** last year at the ACPR's Roadmap to Recovery annual convention.

This program provides assistance for the repair or reconstruction of single-family homes damaged by hurricanes Irma and/or Maria. **AD&V®** is one of the chosen architecture firms for this program. We feel honored to be able to help families in Puerto Rico live in safe, worthy and resilient homes.





RESIDENCE INN WON TOURISM IMPACT AWARD BY THE ACPR

RECOGNITIONS

The Residence Inn by Marriott hotel project won ACPR's **Tourism Impact Award** last year at the ACPR's Roadmap to Recovery annual convention.

The new hotel welcomes business travelers and families with a custom design that improves the guest experience offering open spaces to combine relaxation and enjoyment.





OUR IMPACT

OVERVIEW

Our Intentional, sustainable, well-coordinated, cohesive, and thought-out plans permit our designs to materialize with urgency and make a positive impact on people, our communities, and our planet. Last year we worked towards achieving aggressive growth goals. Yes, we are talking about our **Big, Hairy, Audacious Goals** guided by our firm's core values and purpose.

Determined to ensure that all human beings can fulfill their potential in dignity and equality in a healthy environment, last year, this year **AD&V®** aimed to positively impact 7,500 lives directly and 100K lives indirectly through finished projects.

We will continue to design Places of Purpose aiming to positively impact 65,000 lives directly and 6 million lives indirectly by 2030.

7,500
LIVES DIRECTLY
IMPACTED

100K
LIVES
INDIRECTLY
IMPACTED

DIRECT IMPACT
(7,500 LIVES)



INDIRECT IMPACT
(100,000 LIVES)



DIRECT IMPACT
(65,000 LIVES BY 2030)



INDIRECT IMPACT
(6M LIVES BY 2030)





TOTAL LIVES **DIRECTLY** IMPACTED BY THE REPAIRS AND RECONSTRUCTIONS (R3) IN 2022

OUR IMPACT

AD&V® is proud to be part of the **Home Repair, Reconstruction, and Relocation (R3) Program**, a program that achieves substantial positive impact. Last year we successfully worked on **135 repair cases**, and **206 single-family home reconstruction cases**. We also performed **20 repair inspections** and **295 reconstruction inspections**.

CASES

135 cases
REPAIRS

206 cases
RECONSTRUCTIONS

20 cases
REPAIR INSPECTIONS

295 cases
RECONSTRUCTION INSPECTIONS

IMPACT

405 lives
REPAIRS

618 lives
RECONSTRUCTIONS

60 lives
REPAIR INSPECTIONS

885 lives
RECONSTRUCTION INSPECTIONS

1,968
TOTAL LIVES DIRECTLY IMPACTED



TOTAL LIVES **DIRECTLY** IMPACTED BY THE REPAIRS AND RECONSTRUCTIONS (R3) PROJECT

OUR IMPACT

4,518 lives

IMPACTED BY R3 IN
2021

1,968 lives

IMPACTED BY R3 IN
2022

6,486
TOTAL LIVES
DIRECTLY IMPACTED



INAUGURATION OF PUERTO RICO'S FIRST RESIDENCE INN

OUR IMPACT

Last year our **Residence Inn by Marriott** hotel project officially opened its doors as the brand's first extended stay product in Puerto Rico! **AD&V®** is grateful to have been given the opportunity to design this local project and proud to have worked with the project's developers and builders, Interlink. Our Design Team created a custom Residence Inn where guests could truly feel like they were in Puerto Rico.

Since this is the hotel chain's first Residence Inn in Puerto Rico, our Design Team's goal was to ensure they were cognizant of a sense of place with the design – this is a Residence Inn IN Puerto Rico. This year, **AD&V®** positively impacted 100 lives directly and 101,528 lives indirectly through this finished project.







TOTAL LIVES **DIRECTLY** IMPACTED BY FINISHED PROJECTS IN 2022

OUR IMPACT





TOTAL LIVES **DIRECTLY** IMPACTED BY FINISHED PROJECTS

OUR IMPACT

522 lives

IMPACTED BY
FINISHED
PROJECTS IN 2021

546 lives

IMPACTED BY
FINISHED
PROJECTS IN 2022

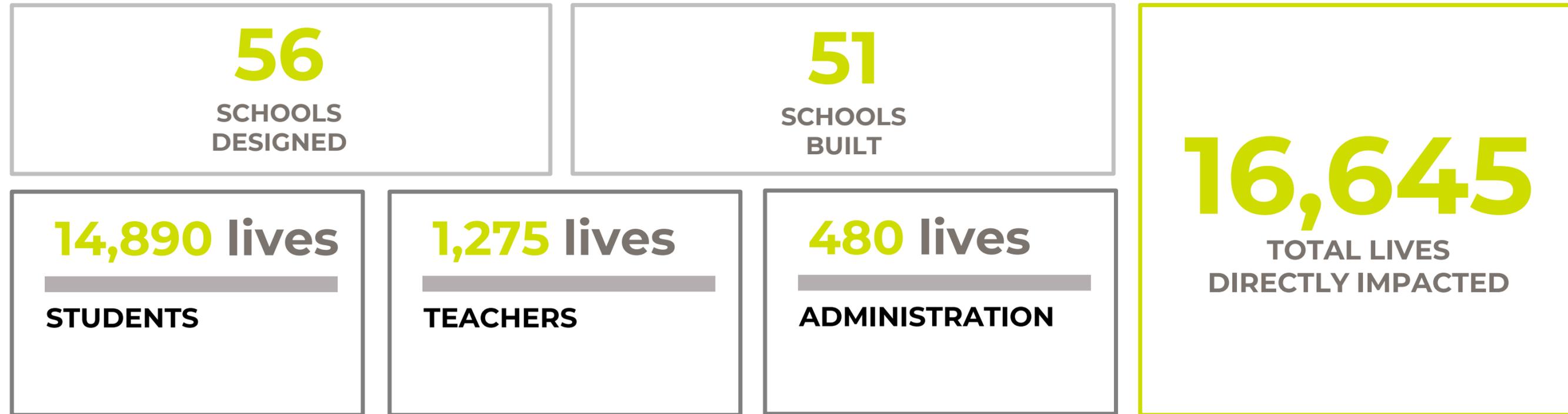
1,068
TOTAL LIVES
DIRECTLY IMPACTED





TOTAL LIVES **DIRECTLY** IMPACTED BY SHORT COLUMNS

OUR IMPACT



24,199

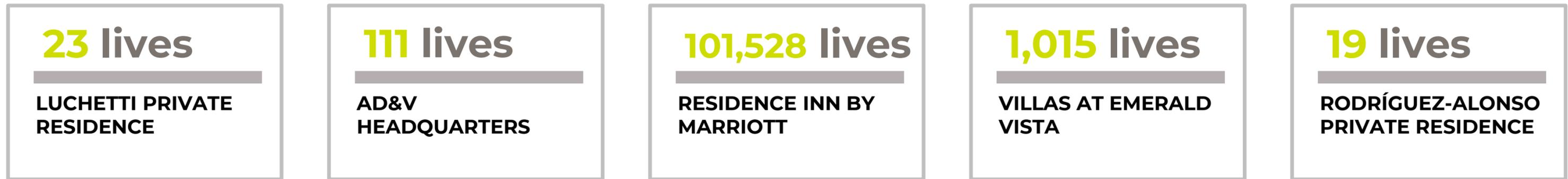
Lives Directly
Impacted in 2022

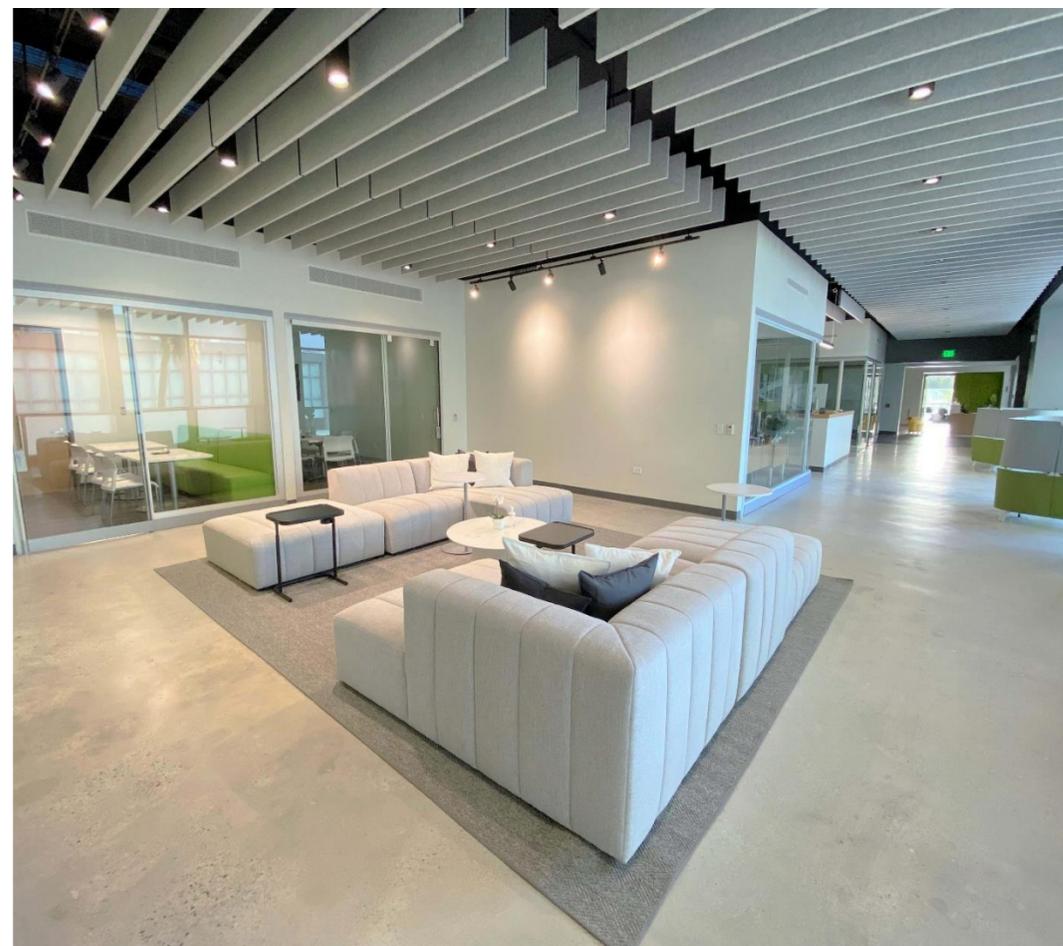




TOTAL LIVES **INDIRECTLY** IMPACTED BY FINISHED PROJECTS IN 2022

OUR IMPACT

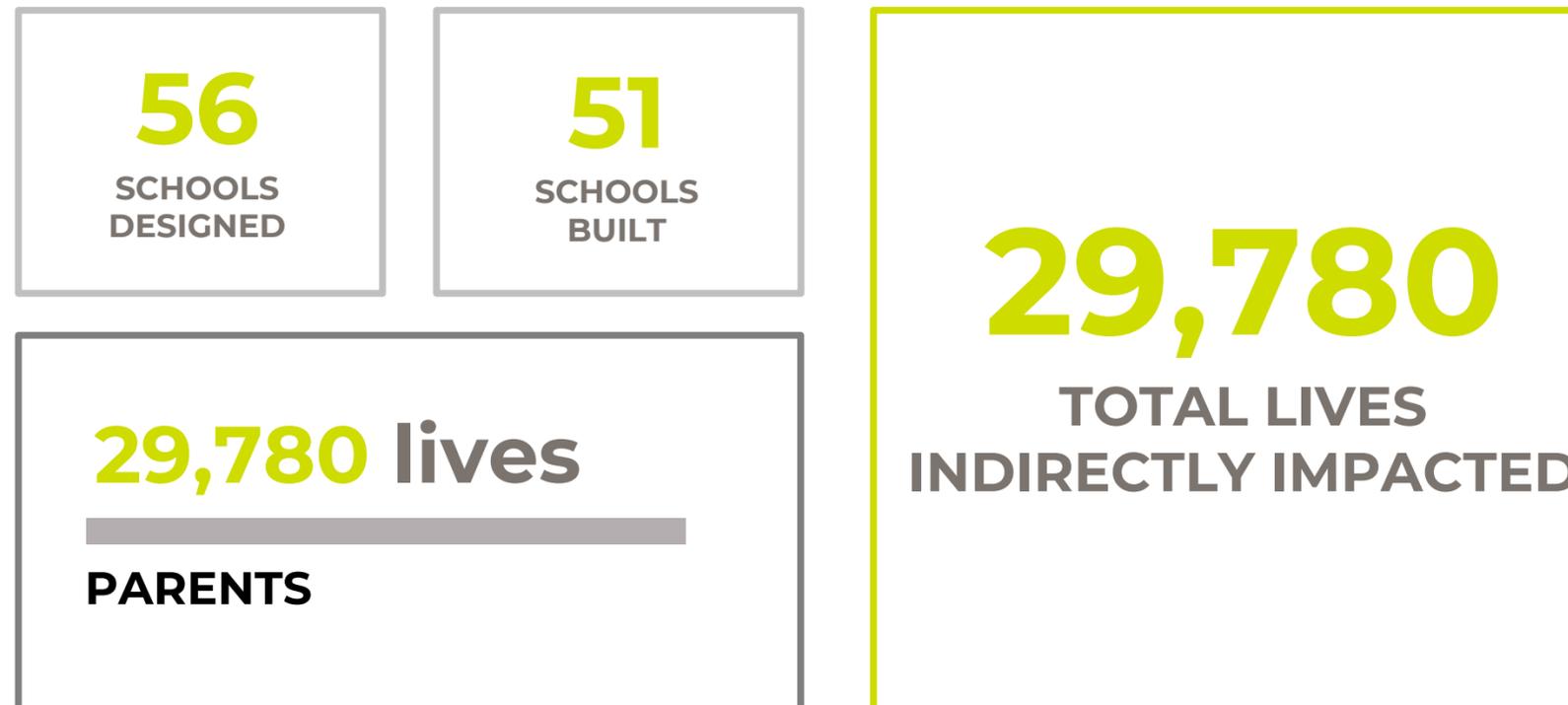






TOTAL LIVES **INDIRECTLY** IMPACTED BY SHORT COLUMNS

OUR IMPACT



132,476

Lives Indirectly Impacted in 2022





HOW DID WE DO THIS YEAR?

LIVES IMPACTED

2022 GOAL | *WE SURPASSED OUR GOAL!*

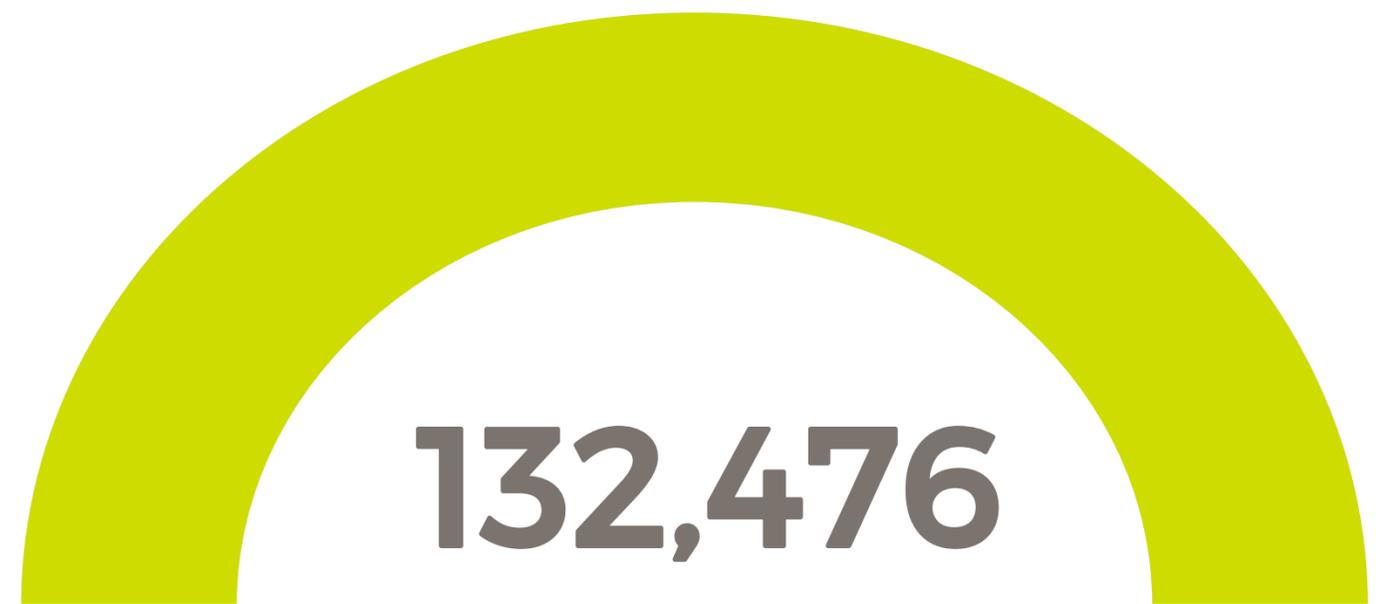


24,199

0

Direct Impact
+16,699

7,500



132,476

0

Indirect Impact
+32,476

100K

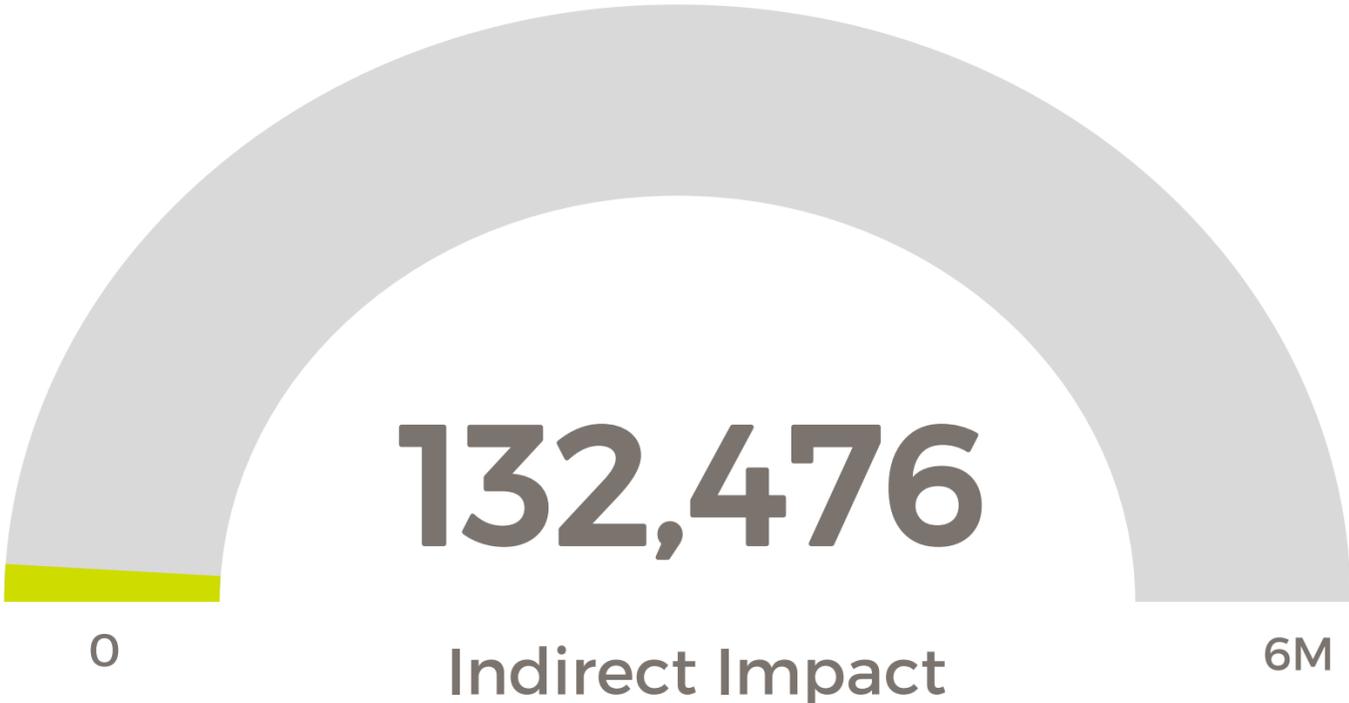
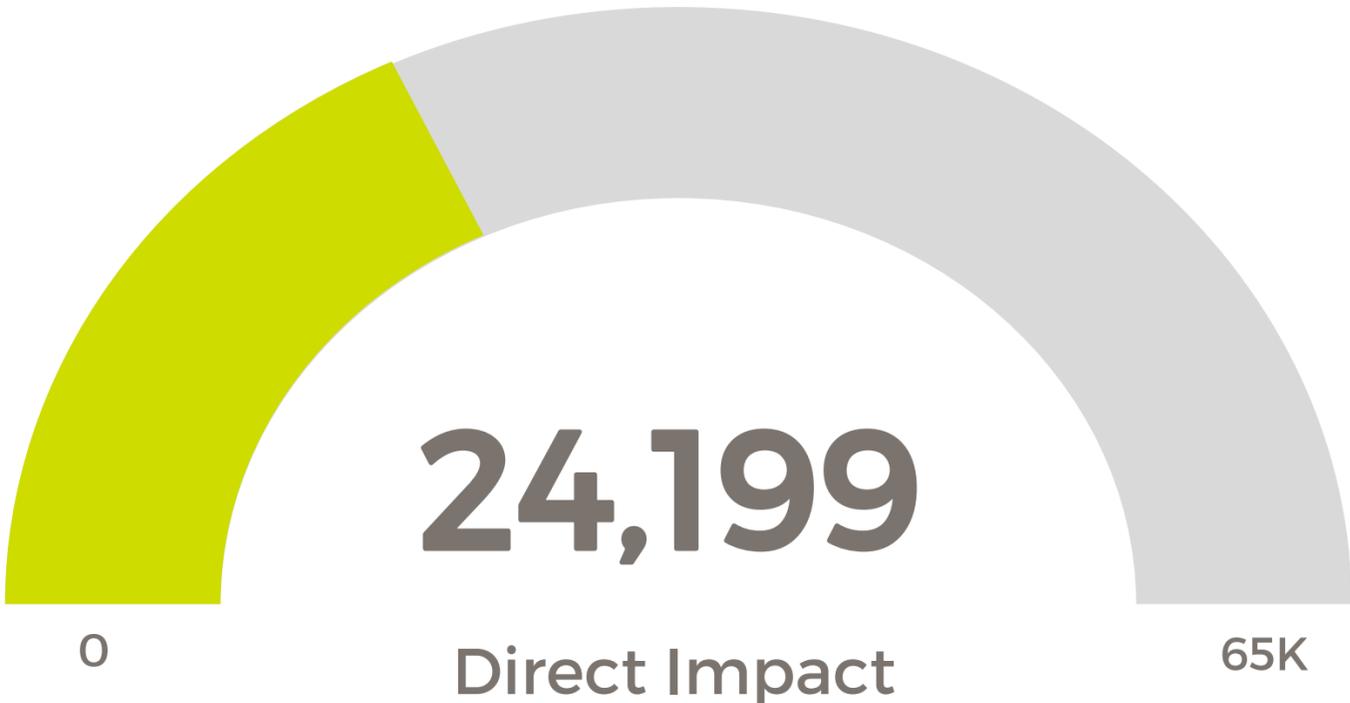




HOW ARE WE DOING WITH OUR 2030 BHAG GOAL?

LIVES IMPACTED

2030 GOAL







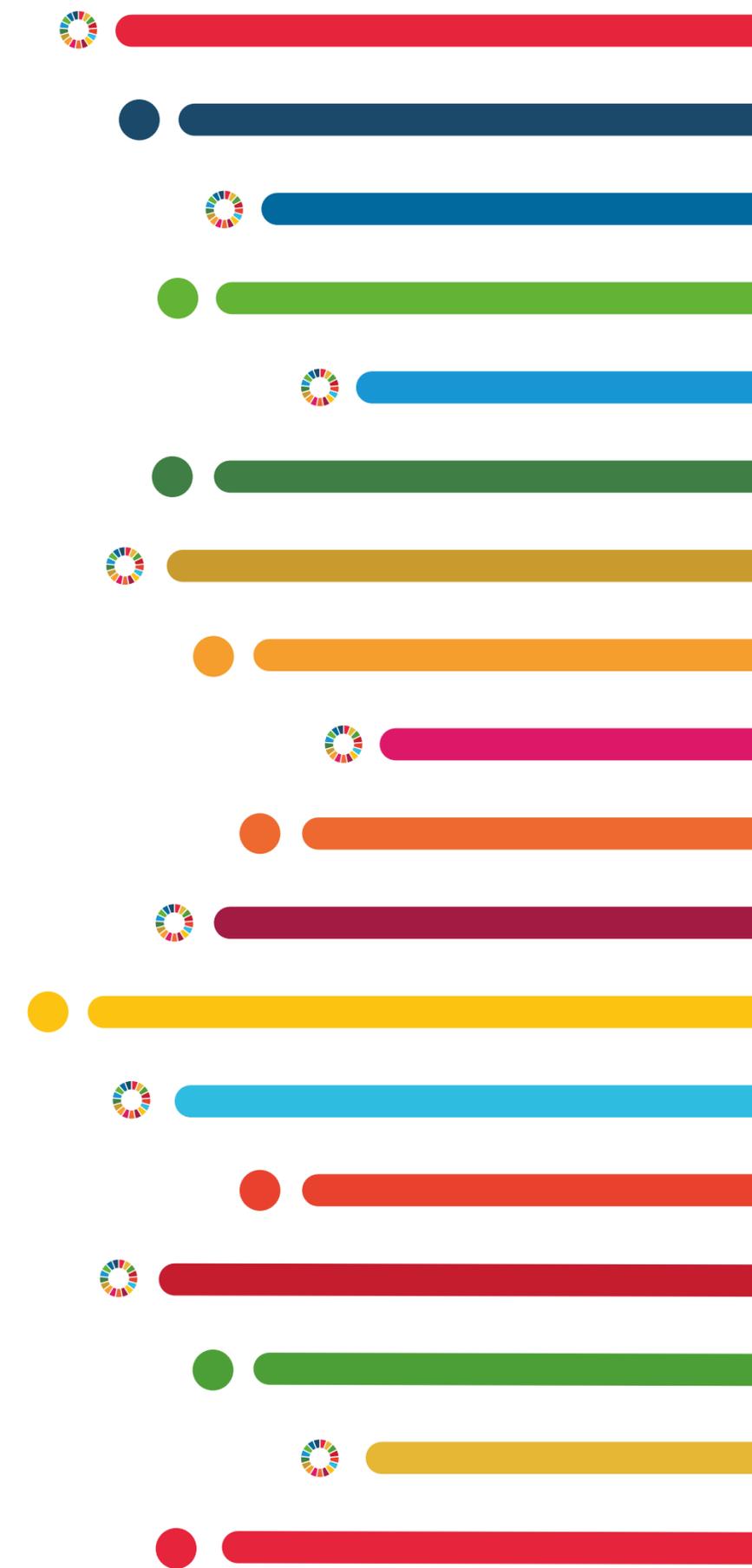
LOOKING FORWARD TO 2023

As we look back on 2022, we are in awe of how quickly we have been able to scale and identify great talent to join our organization. It is extraordinary how much we can accomplish when we work together, with focus and determination.

Our world is under tremendous pressure and strain. We need all hands-on deck to tackle the challenges that lie before us: income inequality, poverty, climate change, hunger, strained ecosystems, and more. It is imperative that we each become part of the solution and not part of the problem.

AD&V® is actively becoming part of the solution. By putting our talents to beneficial use, we are using our collective skillset to run a purpose-driven sustainable business that contributes positively to the world. Margaret Mead said, “Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has.” We each have more power than we think. Working together, we can create lasting, positive, systemic change that improves the quality of people’s lives. That is our bigger why. It is what motivates us into action each day.

2023, after a year of hypergrowth, we are now ready to grow and develop strong foundations to continue to contribute positively to our communities, our island, and the world! Bring it on!







AD&V[®]



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Álvarez-Díaz & Villalón[®] | Architecture & Interior Design

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