

2021 Impact Report

AD&V[®]





A MESSAGE FROM OUR TEAM

2021 was a year of new beginnings and growth for us. In January we moved into our new office space at The Hub in the Convention District in San Juan, Puerto Rico. The move allowed us more spaces to collaborate while simultaneously keeping our team safe with proper social distancing. By August, we had decided to expand our office footprint as we look ahead and contemplate our pipeline. We had 10 new hires in 2021 and we expect to grow our team by at least 16 more before year's end.

Coming out of 2020, a year that challenged and reset the whole world, we felt stronger, more engaged, focused, and ready to continue to make a positive impact in people's lives. Members of our team completed the first ever offered SDG Ambition Accelerator Program to learn how to set more ambitious goals that align with the UN Global Agenda.

Additionally, our leadership team was selected and completed the Guayacan Venture Accelerator, a program aimed at propelling established Puerto Rican companies into hypergrowth. At **AD&V®** we strive to become better as professionals and as people every day. We are committed to using our business as a force for good in the world.

We are excited to share everything we accomplished this past year and hope it will inspire you to take action of your own. In the words of Hellen Keller, **"Alone we can do so little, together we can do so much."**

Our goal is to positively **IMPACT** people's lives
by designing Places of Purpose.



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.



SDG EFFORTS



ALIGNING AD&V® TO A GLOBAL AGENDA

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. That's 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 into our core business management.

Poverty is a reality 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, for example, does not even have a benchmark to measure itself on a living wage. This is where one of our many ambitious goals begins!

AD&V® has proudly teamed up with MIT in to include Puerto Rico in the MIT Living Wage Calculator. By first defining the local living wage, we can then set out to propose goals to surpass the living wage for our team and inspire other companies to do the same.

In the meantime, **AD&V®** began working with a local company to define a salary scale that measures itself with national industry standards and provides additional opportunities to earn more based both on individual and corporate performance. This compensation package will provide structure to **AD&V®**'s salaries and will provide a framework to eliminate any gender or unconscious bias informing our hiring and retention strategies.

We hope other companies are inspired by our work and join us in working to make 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 good quality of life.



SDG EFFORTS

Women Led Business

At **AD&V®**, **75 percent of leadership positions are held by women**. We are committed to continue to support women in our industry to achieve gender equality, both at work and in our communities.

We were recognized for establishing important alliances with the United Nations reiterating their commitment to the **Women's Empowerment Principles (WEPs)** to promote gender equality, and our commitment to the initiative of corporate social responsibility of the United Nations Global Compact and its principles in the areas of human rights, labor standards, the environment, and the fight against corruption.

Our commitment is to **continue promoting professional women** for management positions in the architecture and design industry.



SDG EFFORTS

Opportunities for Women

This year Estefania Alejandro-Silva was promoted to Associate. Fanny, as we affectionately call her, worked for **AD&V®** for 5 years before taking a leave of absence after Hurricanes Maria and Irma. She recently returned to **AD&V®** and we welcomed her with open arms. We are thrilled to have her back and have made her an Associate of the firm to reiterate how much we value her as a professional.

Our commitment is to **continue promoting professional women** for management positions in the architecture and design industry.





IMPACT AT A GLANCE

5,040

People Directly Impacted in 2021

By Completed Projects

Our work matters. People matter. 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. By designing Places of Purpose that impact and enhance people's experience of the world, **AD&V®** directly impacted a total of **5,040 people in 2021 by completed projects**. Now that's something to be proud of!



SCALING EFFORTS



SCALING EFFORTS

Guayacán Venture Accelerator

AD&V® leaders participated and graduated from the 13th edition of the Grupo Guayacán Venture Accelerator; an executive development program designed to propel the growth of well-established companies.

The **AD&V®** Leadership Team completed a curriculum of 18 workshops & lectures in 28 weeks, immersing themselves in advanced business education topics, techniques & tools needed to implement robust growth plans.

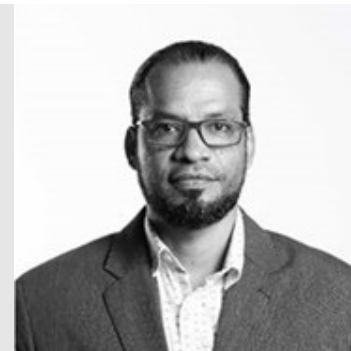




Sofía Zaragoza
Senior Project
Manager



Tanya Aguayo
Executive &
Administrative
Assistant



Luis Vázquez
Production Team
Leader



Katerina Marchán
BD & Marketing
Assistant



Estefanía Alejandro
Architect &
Associate



Glory Rivera
Architectural
Associate



Sujeira Rivera
Accounts & Permits
Assistant



Emma Colón
Senior Project
Manager



Margarita Sánchez
Architectural
Associate



Neishaly Rivera
BIM Coordinator

SCALING EFFORTS

Team Growth: 10 New Team Members

Aligned with our commitment to the initiatives of corporate social responsibility of the United Nations Global Compact and its principles in the areas of human rights, labor standards, the environment, and the fight against corruption, **AD&V®** hired a total of **10 new team members** this year, **9 of which were women**.

The new additions to our team represent a **42 percent growth in 2021** and showcase our effort and commitment to continue hiring professional women for positions in architecture and design promoting greater gender equality within the industry.





SCALING EFFORTS

AD&V®'s Headquarter Expansion

This past year, **AD&V®** moved its Headquarters to the second floor of the commercial areas of the Sheraton Hotel complex, which doubled our previous office space and was completely **designed according to strict specifications of the United States Green Building Council in order to achieve LEED certification.**

The new Headquarters **represent our values** and where we are heading into the future. We want to showcase who we are in a space filled with positive energy and a sense of opportunity. Our new facility offers a larger space allowing us to keep growing and expanding. It also has access to nearby restaurants, event venues and the hotel's shared amenities, which encourage our team to maintain a good work-life balance.

We're also excited to announce that **we will be expanding** our **AD&V®** Office Headquarters by creating an annex on our building floor! Our new space will continue to uphold our design philosophy: **promoting a healthy environment for our team, using natural lighting, conserving energy, minimizing waste, reducing our overall carbon footprint, and serving as a showroom for our clients and visitors.**

Our goal is to improve and encourage the **team's collaboration and productivity** using our new office design. We look forward to this new space continuing to help our team and our firm thrive!



OUR BHAG

AD&V®'s BHAG

65,000

People Directly Impacted by 2030

By Completed Projects

Determined to ensure that all human beings can fulfill their potential in dignity and in equality in a healthy environment, we will continue to design Places of Purpose aiming to **positively** impact 65,000 lives **directly** by 2030.



AD&V®'s BHAG

6MILLION

People Indirectly Impacted by 2030

By Completed Projects

Determined to ensure that all human beings can fulfill their potential in dignity and in equality in a healthy environment, we will continue to design Places of Purpose aiming to **positively** impact 6M lives **indirectly** by 2030.





Alvarez-Díaz & Villalón urges
you to order your drink

SIN SORBETO POR FAVOR

A plastic straw is a threat
to animals. It's taking the
200 years it takes
to decompose.

During your next visit
to your favorite
restaurant or bar,
ask your server to
go "Solo Por Favor".

To re-
duce the
plastic
consumption
in the
restaurant

AD&V® CARES

Earth Day

For Earth Day, **AD&V®** launched the ¡Sin Sorbeto Por Favor! (Without the straw, please!) campaign to educate & inspire the public to order their drinks without straws to **drastically reduce their use & prevent further damage to the environment.**

According to studies, approximately **500 million straws are used daily in the United States.** Unfortunately, these straws end up in oceans or landfills. These are often consumed by marine animals, causing them serious harm and putting their lives in danger. If we don't create awareness around this issue, **experts estimate that by 2050 there will be more plastic in the ocean than fish.**

The focus of the 'No Plastic Straws, Please!' campaign was to educate people and local businesses about the great damage that straws cause to the environment. We carried out this message by placing promotional materials such as table tents with interactive QR Codes at affiliated businesses where consumers could find information about the campaign. We also promoted the campaign through our social media networks (@advfirm) so that the public could follow the initiative, learn and create awareness.

Some of the businesses in our neighborhood that have joined this initiative are the Sheraton Hotel, the Puerto Rico Convention District Authority (PRCDA), T-Mobile District, Casino Metro, Metropól, Barullo Taberna Española, Lupe Reyes, and Texas de Brazil.

We all need to do our part to stop the use of plastic straws and commit to taking this important step for the future of our ecosystem. Even after Earth Day 2021, we invite everyone to join the 'No Plastic Straws, Please!' initiative.





AD&V® CARES

El Nodo Team Building

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 helping hands in the economic development, and conservation and rebuilding of the city's rich architectural heritage.

AD&V®'s team members participated in a team building activity where they were asked to bring craft materials they already had in their homes, to later design and construct with their team members a mockup Christmas ornament that drew inspiration from the architectural elements of various historic properties in Ponce. The idea was for one of these ideas to materialize into objects that could later be sold for profit to sustain the Foundations efforts. Our team generated **a total of 15 creative and amazing ideas to support this initiative**.

Operation Christmas Child

Aligned with our effort to reduce inequality within and among countries, AD&V® encouraged their team members to positively impact the lives of those less fortunate through the Operation Christmas Child initiative, which assembled shoebox gifts that bring light and hope to children living in hard-to-reach communities across the world. Operation Christmas Child opens eyes to the need of young people around the world. AD&V® gifted **a total of 14 boxes** and will continue to participate in this and similar initiatives that ensure equal opportunity and promote social, economic and political inclusion for all.



PROJECT UPDATES



PROJECT UPDATES

Our Efforts for 2021

Aligned with **our efforts of making cities and human settlements inclusive, safe, resilient, and sustainable**, AD&V® is proud to be working on **51 active projects** in the areas of Housing, Hospitality and Commercial that will adopt and implement a holistic approach towards inclusion, resource efficiency, mitigation and adaptation to climate change and resilience to disasters.

Of those 51 active projects, **9 of them are Pro-Bono**, highlighting our focus of **strengthening partnerships and developing quality, reliable, sustainable and resilient infrastructure** to support economic development and human well-being, with a focus on affordable and equitable access for all.

In 2021, we were able to complete **3 major projects**, one in each typology; Multifamily Housing, a Private Residence and a Commercial Space.

51

ACTIVE
PROJECTS

9

ARE
PRO-BONO

PROJECT UPDATES

AD&V® Headquarters

Inauguration: January 2021

Direct Lives Impacted: 26 people

Indirect Lives Impacted: 2 people



PROJECT UPDATES

Private Residence

Inauguration: May 2021

Direct Lives Impacted: 5 people

Indirect Lives Impacted: 6 people



PROJECT UPDATES

R3 Program

Direct Lives Impacted: 4,518 people



Before Hurricane María



After Hurricane María



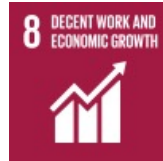
Today

PROJECT UPDATES

Villas at Emerald Vista

Inauguration: December 2021

Direct Lives Impacted: 491 people



RECOGNITIONS

RECOGNITIONS

AD&V® received various recognitions this year. We're proud to have been recognized as the second largest architectural services firm in Puerto Rico by the **2021 Caribbean Business Book of Lists**, among the **Top 225 International Design Firms for 2021** by Engineering News-Record and among the **Top 300 Architecture firms** in the US for 2021 by Architectural Record.

We feel honored to have been recognized as the only Puerto Rican architecture & interior design firm to represent our Island at a national & international level. We continue to work hard to not only contribute to the economic growth of our Island but put our talent and professionalism on the map!

CARIBBEAN BUSINESS BOOK OF LIST

PUERTO RICO'S LARGEST ARCHITECTURAL SERVICES FIRMS

(Listed According to 2019 Architectural Services Revenue)

1/2	Álvarez-Díaz & Villalón Architecture & Interior Design	San Juan, PR
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Architectural Record

Top 300 U.S. Architecture Firms of 2021

263	**	Álvarez-Díaz & Villalón Architecture & Interior Design	San Juan, Puerto Rico
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ENR THE TOP 225

212	223	ALVAREZ-DÍAZ & VILLALON ARCH. & INT. DESIGN, San Juan, Puerto Rico
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RECOGNITIONS

2021 Affordable Residential Impact Award



As part of our commitment to improve the lives of mid-and lower-income families in Puerto Rico, we are proud to announce that our designed Bayshore Villas mixed-income housing project in San Juan, PR was awarded with the **2021 Affordable Residential Impact Award from Asociación de Constructores de Puerto Rico**.

Bayshore Villas is a mixed-income community that serves as a model for affordable housing, with tropical storm resilience, abundant green space, people-focused support services, and commercial space. This achievement can't go unrecognized without thanking the Asociación de Constructores de Puerto Rico for the recognition, and to McCormack Baron Companies for developing the project.

RECOGNITIONS

Jack Kemp Excellence in Affordable & Workforce Award

People first. Our Bayshore Villas mixed-income housing project in San Juan, PR is a perfect example of this **AD&V®** value. That's why we're honored to announce that the project was recognized with **Urban Land Institute's 2021 Jack Kemp Excellence in Affordable & Workforce Housing Award!**

The award honors developments that meet affordable & workforce housing needs & that help create mixed-income communities. Awards can't go unrecognized without thanking McCormack Baron Companies for developing the project & for being the perfect partner **to create Places of Purpose.**

Jack Kemp Excellence in Affordable and Workforce Housing Awards 2021 Winner: Bayshore Villas

OCTOBER 8, 2021

Bayshore Villas in San Juan, Puerto Rico is the first mixed-income development on the island, offering 174 apartments for market-rate, moderate-income, and low-income households.

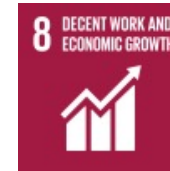


The development was built to withstand tropical storm events, to allow residents to safely shelter-in-place, and to conserve expensive energy (through Energy Star for Homes standards). The development includes an on-site management/leasing office, a Club Room with a business center and a fitness room. 6,000 square feet of commercial space is soon to be home of a Supermercado Centro Ahorros. Site amenities include landscaping, site lights, site utilities, controlled parking, small playgrounds on each block, and community gardens.



RECOGNITIONS

Team Recognitions



As part of our commitment to supporting gender equality, **AD&V®** is not only excited to announce that Natasha Yordán is **AD&V®'s** new **Associate Partner**, but that she was also recognized as an outstanding young executives of 2021 in **Caribbean Business' 40 under 40** issue. We hope this inspires others in the Architecture & Design industry to continue promoting professional women for management positions.



AD&V® congratulates their President & COO, Architect Monique Lugo-López, for her role as the **new President of the AIA Puerto Rico!**

We are sure that Monique's hard work & determination will contribute to the Association's growth towards a more equitable future in the architecture industry!



Juan Carlos Ramos was recognized by the **AIA Puerto Rico with the Architect Benjamín Vargas distinction!** This distinction was given for the first time to selected graduate students in recognition for their **academic excellence**. Juan Carlos received the **Best Thesis Presentation Award** for his thesis titled "The New District: Regeneration, reinvention and integration of shopping centers."



This year, **AD&V®** honored their recently **licensed architects**, Estefanía Alejandro and Natasha Yordán, and **architects in training**, Elaine López and Illian Pérez for completing their academic training and demonstrating strong leadership skills and a commitment to the growth and advancement of women in the architecture industry.

BEHIND THE SCENES





LOOKING FORWARD TO 2022

As we look back on 2021, it is extraordinary what 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 in order to tackle the challenges that lay before us; income inequality, poverty, climate change, hunger, strained ecosystems, to name a few. It is imperative that we each become part of the solution and not part of the problem.

AD&V® is actively seeking to become part of the solution. By putting our talents to good 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’s 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.

2022, we are ready for you!





Follow Us @advfirm

Álvarez-Díaz & Villalón®

Architecture & Interior Design

200 Convention Blvd., Suite 201,

San Juan, PR 00907

info@advfirm.com

787.754.1381