

## DIVERSITY, EQUITY AND INCLUSION POLICY

### -Grupo SURA-

#### **Purpose:**

The purpose of this Policy is to establish guidelines in order to ensure that, through our practices and our environment, we support diversity, inclusion, equity and non-discrimination both in Grupo SURA as well as our subsidiaries, as a reflection of our principles of fairness, transparency, accountability and respect.

We believe that our handling of diversity enables a more inclusive, equitable and respectful workplace; while attracting and retaining talent; strengthening employee commitment; and consolidating long-term relationships built on trust between the Company and its stakeholders.

Likewise, diversity, equity and inclusion allow us to help drive our strategic objective of generating sustainable profitability, through ethical decision-making, capital allocation and our contribution towards building trusted networks and encouraging capabilities for both individuals and organizations in order to drive a more harmonious level of development for society.

#### **Scope:**

This Policy applies to Grupo de Inversiones Suramericana S.A. (Grupo SURA) and to all the Company's interactions with its employees, shareholders, suppliers, subsidiaries, portfolio companies, business clients and, in general, all its stakeholders.

#### **Our understanding**

- We understand diversity as being a variety of particular characteristics that distinguish all individuals and make them unique. These include, but are not limited to: gender, age, ethnicity, nationality, education, sexual orientation, cognitive or physical abilities, religion, beliefs, thinking styles, appearance, language, marital status, family structure characteristics, socioeconomic characteristics, demographics, among others.
- We understand equity as the quality of having equitable access to opportunities, taking into account that handling this issue implies a reading of the context that includes historical and socio-political factors that have conditioned and continue to condition the opportunities and experiences that individuals have, so that all those procedures and systems that support our decision making and our defined commitments to all our stakeholders are duly fulfilled without one person or group having an unfair advantage over another.
- We understand inclusion as a set of practices aimed at eliminating barriers and encouraging all people to fully participate in the Organization, while having equal access to opportunities, feeling valued and respected, and having the conditions that allow them to develop in a comprehensive fashion, respecting their individuality and promoting at the same time a sense of belonging.

## Our Commitment

The Company recognizes the transforming role of our companies in their particular territories as well as the potential of the cultural richness of all those societies where these are present. This implies assuming a commitment of co-responsibility in constructing collective solutions to the challenges we share as a society.

In this way, and in keeping with the strategic objective of achieving sustainable profitability, Grupo SURA recognizes the importance of contributing to the harmonious development of society, and is committed to managing diversity and inclusion as part of its business practices and promoting these principles within its subsidiaries and portfolio companies. This commitment is both a challenge and an opportunity to continue creating added value for the Organization and its different stakeholders.

To this end, Grupo SURA is committed to the following guidelines:

- Including diversity, equity and inclusion criteria within the decision-making process for all our companies, in accordance with our understanding of these concepts.
- Establishing preventive and protective measures for all individuals through:
  - o Awareness raising and training strategies regarding issues of diversity, equity and inclusion as well as non-discrimination on an ongoing basis.
  - o Implementing standards of care for processing complaints of discrimination or other breaches of our commitment to diversity, equity and inclusion, this based on the criteria of due diligence and co-responsibility, zero tolerance and non-repetition.
  - o Developing and disseminating our complaint channels and mechanisms for addressing situations that threaten diversity, equity and inclusion.
- Through alliances and sponsorships, Grupo SURA and its subsidiaries shall favor all those scenarios in which, based on knowledge, reflections are encouraged in order to build environments of respect in which individual differences are valued. In any case, whether in our own scenarios or those of third parties, we strive through our own participation to recognize diverse voices that are able to build a more inclusive and equitable environment in the long term.
- In our communications
  - o Ensuring that our language takes into account both diversity and social inclusion factors. The SURA brand does not express itself through humor, particularly humor that contains negative connotations such as mockery, sexism, irony, cynicism or racism.
  - o In terms of images, communicating with those that represent real situations while creating emotional bonds that understand humanity in its broadest and most complex sense. Therefore, the images to be used do not represent situations that stigmatize trends.
  - o Representing ideas and situations through images that consider social inclusion, valuing diversity and human dignity; the non-promotion of discrimination, and the non-reinforcement of stereotypes.

- From the standpoint of our Human Talent and Organizational Culture.
  - Promoting an environment of respect, coexistence and well-being, where individual differences are understood, accepted and valued, while allowing adaptations that may eventually be required to meet specific needs, thereby ensuring diversity, equity and inclusion for all our stakeholders.
  - Implementing processes for attracting, selecting, hiring, retaining, and developing talent, as well as for evaluating, promoting and compensating our employees based on strictly professional considerations, linked to their capabilities, skills and performance, recognizing both their identities and potential.
  - Providing equal opportunities and development for all employees and carrying out evaluations based strictly on skills, capabilities and professional performance.
  - Encouraging the formation of diverse and inclusive work teams and assigning equitable responsibilities focusing on furthering the individual's development and potential.
  - Promoting the development of leadership skills in women, in order to address issues such as glass ceilings, the salary gap and other issues associated with gender equity.
  - Formulating permanent training processes for work teams and leaders, based on conversations and reflections that allow, through listening, for the permanent development of a culture open to diversity.

## Governance

- The Sustainability and Corporate Governance Committee of Grupo SURA's Board of Directors shall be responsible for approving and ensuring compliance with this Policy.
- The Sustainability Technical Committee, with an invitation extended to diversity leaders, shall follow up on the diversity, equity and inclusion work plans that are carried out in keeping with this Policy both in Grupo SURA and its subsidiaries. It shall also review, at least once a year, the content of this Policy and be responsible for its updating and dissemination.
- The Internal Sustainability Committee shall monitor Grupo SURA's work plan and make recommendations.