

Quality of Education

Priority 1

SURA Business Group



To SURA, Quality of Education is a shared purpose

Indeed, SURA firmly believes that Education drives development, which in turn promotes growth, overcomes social gaps and ensures equal opportunities.

Education is the first step towards fairness.

By having access to quality education, persons are empowered to grow, undertake and innovate.

Investing in quality of education for all, means that we contribute to a region that is increasingly fair and less unequal.

Why Believe in Quality of Education

Corporate Social Responsibility

- Educating gives way to reach better levels of wellbeing, to close social gaps, instill citizenship and multiply opportunities for children and young adults.
- Hence, at SURA we talk about quality of education because we believe in the promotion and enhancement of processes that lead to develop capabilities, enabling **personal skills** while facilitating professional and employment opportunities depending of the dynamics and challenges of each region. We also believe in creating educational strategies that contribute to improve the quality of life, first **acknowledging what the PERSON can be and then what the person can DO.**

“Autonomy is a skill used to make decisions about certain matters on a personal, family and professional level. When we are autonomous, we have the criteria needed to choose and to take the path we want - we are competitive and sustainable. Education is a vehicle to develop this skill and to develop free persons”. (David Bojanini, CEO of Grupo SURA).

Which initiatives or programs should be adopted to promote and contribute to a **quality of education**, to enhance the competitiveness and development of countries where Grupo SURA operates?



The proposal seeks to focus on elementary and middle school overall, and professional training - by promoting skills for life.

Narrative on Sustainability

SURA Business Group

Paths or Definitions

We contribute to social development beyond the business' call

“Our investments and social management focus on development projects, cultural initiatives and inter-institutional alliances that create capabilities and improve the living conditions of persons.

We focus on quality of education, providing educational strategies that enhance skills to be and to do, and lead to greater opportunities based on the dynamics and challenges of each society. In addition, we acknowledge that culture and art is pivotal for social transformation.”

Social Investment Framework Policy

SURA Business Group

Focus on Social Investment

- Quality of Education:

“Quality of Education refers to investments made in processes that promote the development of educational agents, enhancing their personal skills, knowledge and activities – to facilitate professional and employment opportunities depending on the dynamics and challenges of each region.

Indeed, the SURA Business Group is convinced that Education drives development given its capacity to promote growth, overcome social gaps and ensure more equal opportunities.

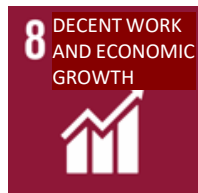
By access to education and quality of education, persons are empowered to grow, undertake and innovate. Investing in education of quality to all is contributing to a region increasingly fair and less unequal; this investment should be effective, transparent and based on facts as well.”

Sustainable Development Goals and Education

SDGs prioritized by the SURA Business Group:

In a world of on-going changes, businesses face challenges when they adopt strategies for increased sustainability. Not only do these strategies represent a benefit to them, but contribute to meet the SDGs.

The **SURA Business Group** joins this regional commitment signed by countries to the Agenda 2030, giving priority to 4 of the strategies and to several of the goals.



8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small-and medium-sized enterprises, including through access to financial services



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

4.3 To ensure equal access for all women and men to quality technical, vocational and tertiary education.

4.4 To substantially increase the number of youth and adults who have relevant skills for employment, decent jobs and entrepreneurship

4.5 To eliminate gender disparities in education and ensure equal access to vulnerable persons.

4.7 To ensure that all theory and hands-on knowledge and skills needed to promote sustainable development, including, among sustainable lifestyles, human rights, financial education, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development.

Investment in Quality of Education in 2019



Total Investment:

USD 3,501,435

Investment per Company:

Fundación SURA Colombia	USD 2,314,169
SURA Asset Management	USD 393,939
Fundación SURA Chile	USD 320,133
Fundación SURA Affiliates	USD 293,000
Fundación SURA Mexico	USD 167,225
Suramericana	USD 12,969



46

initiatives supported



1,437

organizations supported



39,822

individuals benefitted

Investment in Quality of Education in 2019

Investment per Country:



Colombia:

USD 2,365,912

- Individuals benefitted: 27,332
- Organizations benefitted: 1,292



Chile:

USD 669,949

- Individuals benefitted: 5,969
- Organizations benefitted: 6



El Salvador:

USD 294,500

- Individuals benefitted: 325
- Organizations benefitted: 31



Mexico:

USD 167,225

- Individuals benefitted: 332
- Organizations benefitted: 86



Dominican Republic:

USD 2,532

- Individuals benefitted: 5,464
- Organizations benefitted: 16



Uruguay:

USD 1,318

- Individuals benefitted: 400
- Organizations benefitted: 2



Peru



Panama



Argentina



Brazil

Organizations benefitted:
1 in every country

 **Benefits for the Business**
KPI: Quality for Education

Indicator: Influence of Senior Management

- » Number of governing bodies, boards or committees of educational institutions in which SURA's senior managers participate



16 senior managers of the Company hold seats in boards of directors, governing bodies and committees of 13 educational institutions, from 2005 to 2019

1 President of the Company holds a seat in the “Empresarios por la Educación” Foundation in Colombia; **2 Managers** hold a seat in the Manizales and Pereira branches of the same Foundation.

1 President of the Company holds a seat in the board of directors of “Belén Educa” in Chile.

1 President of the Company holds a seat in the board of directors of All Hands and Hearts in Mexico.

2 Vice Presidents of the Companies hold a seat in the board of directors of United Way Colombia and in the Regional Committee of Antioquia.

The participation of our employees in the decision-making bodies of educational institutions, boards and committees favors the country's competitiveness. This involves co-responsibility as civil society to exchange knowledge, having an impact on public dynamics, and the ongoing construction of an assurance to the right to learn.

Indicator: Training SURA Leaders

» Number of SURA Leaders trained on matters related to a pertinent and effective education for citizens



138 SURA leaders
trained in 2019

» Learning is More workshop for SURA Leaders
(117 leaders)

- Barranquilla: 18 leaders
- Cúcuta: 14 leaders
- Pereira: 33 leaders
- Manizales: 19 leaders
- Cali: 33 leaders

» Other Training Programs (21 leaders)

- Educational Methodologies: 4 leaders
- Training Trainers: 4 leaders
- The Art of Facilitating Lessons Learned: 13 leaders



Indicator: Alliances of Multiple Sectors

- » **Number of alliances to enhance SURA’s intellectual capital and to gain better responsible practices in the business**



48 alliances to enhance intellectual capital and to improve business practices

The Foundation shared throughout Colombia, Mexico and Dominican Republic the results of the investigation titled “Learning Is More: Turning into Reality the Right to Education in Latin America”, conducted by REDUCA (Latin American Network of Civil Society Organizations for Education). The same results were disclosed in five Colombian cities before authorities, principals, teachers, organizations that work in favor of education as well as SURA employees.

An alliance was made with 23 universities of Colombia to work in five areas: Attract, Train, Investigate, Undertake and Innovate.

The Foundation in Chile made an alliance with the CEP (Centros de Estudios Públicos) while the Foundation in Colombia made an alliance with Universidad de los Andes to investigate and publish studies to underscore and display the public opinion’s trends on social interaction. The purpose is to understand the peoples’ imagination and foresight.

According to David Bojanini, “Public-Private alliances are fundamental since the government has a program and goals but many times lacks the budget to do everything it wants. This is where entities that work for education can help and share successful experiences and programs – all measured and which have an impact so that the government can carry them out alone or through alliances.” (Bojanini, D., personal communication, August 2018). Taken from the Learning is More study (“Aprender es más”) on page 45.

Indicator: Knowledge Exchange and Enhancement

» Percentage of professionals from the SURA Healthcare Entities (or EPS SURA) attending the training program of “Félix y Susana”



The Healthcare Entities (known as EPS) that attend the training program of Félix y Susana are part of the inter-disciplinary team that serves the entity’s **Growth and Development Program**.

Every IPS (brick and mortar healthcare facility) has a growth and development team comprised of a physician, nurse, nutritionist, oral hygienist or dentist, and psychologist.

A total of 970 healthcare professionals of the EPS SURA attended the **Medical Congress** held in 2019; the Félix and Susana program presented training contents.

Indicator: Knowledge Exchange and Enhancement

- » Percentage of clients of the Company’s Healthcare Entities (EPS SURA) attending the “Félix y Susana” training program



The purpose of the **Growth and Development Program** is to promote the overall physical, mental, emotional and social care of children, making timely detections of shifts in their growth and development process – to provide timely service. This is provided to children ages 0 to 10.

The clients of EPS SURA attending the Félix y Susana training program are children ages 4 to 10 which go with their families or caretakers to the entity’s Growth and Development Program.

Indicator: Positioning the Brand

» The SURA brand reflects an identity built for years, a brand that is responsible of its surroundings, close to its stakeholders, responsive to social matters like education and culture, among others.

» **Number of entities from the educational sector receiving support from SURA, leveraging the brand's positioning.**



941 organizations in 2018

1437 organizations in 2019


» **Number of publications in the media aligned with the educational matters promoted by the Company**



58 publications in 2019

- 57 with a positive score

- 1 with a neutral score

 **Social / Environmental Benefits**
KPI: Quality of Education

» Quality of Education from the SURA Foundation

- The SURA Foundation promotes and leads learning processes that make sense. The purpose is to develop attitudes and fundamental skills for every person's ongoing growth, which are boosted for the rest of their life.
- Our commitment is to empower each human being comprehensively, and to seek possibilities to underscore what they learn and do.
- We understand that education is a process involving discussions based on trust in which everybody contributes, based on relations of equality.
- We value those initiatives that promote this type of learning, aware of the surrounds and capabilities to make decisions with sound criteria – depending on the dynamics of each region. Hence, we seek to provide opportunities for the persons' development, that is, students, teachers or directors, from elementary school to settings for higher education.



Investments made by the SURA Foundation in Quality of Education

	In Colombia:	In Chile:	In Mexico:
	Investment: USD 2,3174,169	Investment: USD 320,133	Investment: USD 167,225
	18 departments	1 region	10 states
	508 organizations allied	3 organizations allied	85 organizations allied
	24,665 beneficiaries	216 beneficiaries	232 beneficiaries

* In addition, the companies of the SURA Business Group in El Salvador directly invested USD \$293,000 to transfer the “Félix y Susana” program.

Indicator: SURA Fellows

- » The Scholarship Fund fosters life projects that help change peoples' life, enhancing the capacities of future professionals that contribute to the build competitive settings for the country.

The educational opportunities we provide are for the technical, technological, professional and masters levels. Priority is given to young adults with good grades who have difficulties to access higher education institutions due to their socio-economic conditions.

- » **Number of vulnerable young adults enrolled in undergraduate and/or postgraduate studies through the SURA Foundation Scholarships Fund**



- **Year 2018:** 125 individuals benefitted
- **Year 2019:** 173 individuals benefitted

Indicator: SURA Fellows

» THE VOICE OF A FELLOW:

“With the Nicanor Restrepo Santamaría Scholarship, I’ve had the opportunity to pay for my education, to take time to get to know myself and to find my purpose; I have participated in research projects, taught at the University, and driven initiatives such as the creation of student groups and start-ups.”

Juan David Pinzón López
Fellow of the Nicanor Restrepo
Santamaría Scholarship Fund
Major in Business Administration at
Universidad Nacional de Colombia
in Bogota - Colombia



Indicator: Rural Education

» **Number of teachers and students trained and assisted by the SURA Foundation, contributing to build social networks in rural areas and agricultural activities in regions.**



Year 2018: 7,675 students
Year 2019: 13,748 students



Year 2018: 357 teachers
Year 2019: 744 teachers

Alliance for Rural Education in Antioquia (or ERA): Flexible educational models for every grade (elementary + high school + University in the Country + Entrepreneurship and connection for employment)

La Sandalia Rural Innovation Center: A training program on *Technical Studies on Agricultural Production* developed for young adults that dropped out of school.

“Utopía” – Universidad de La Salle: A program to teach *Agronomic Engineering* to low-income young adults in rural sectors that have been afflicted by violence.

In addition, each program provides assistance to families and to the students to continue their education process, and supports the entrepreneurs stemming from productive projects thereof.

Indicator: Significant Experiences

» We acknowledge the use of innovative actions, activities and practices to meet the needs of the context, and to be shared and create changes in everyday educational dynamics. The purpose is to ensure the rights and development of lifelong skills for boys and girls.

» **Number of Significant Experiences designed and enhanced by teachers using educational innovative and methodologies alongside the programs of the SURA Foundation.**



1,385
Significant Experiences

Year 2017: 821 significant experiences identified in the “Félix y Susana” program in Colombia

Year 2018: 80 significant experiences identified in the “Félix y Susana” program in Colombia

Year 2019: 484

- 429 significant experiences identified in the “Félix y Susana” programa in Colombia

- 21 significant experiences identified in the “Félix y Susana” programa in El Salvador

- 34 significant experiences identified in the “Laboratorio Vivo” program of United Way

In 2019, the SURA Foundation carried out its first exchange of educational practices of the “Félix y Susana” program; six teachers from Colombia and El Salvador assisted three schools in Dominican Republic.

Indicator: Educational Materials

- » Educational materials are important not solely for the experience they spark, but for the ties they build among different members of the educational community: children, teachers, families. Hence, educational materials turn into a device that drives learning. These material do not replace teachers since they are means to encourage settings where children express freely and naturally, while they learn activities both healthy and peaceful for themselves and with others.
- » **Number of innovative educational tools implemented by the SURA Foundation in its programs**



Year 2018

Songs of San Andrés (“Canciones de San Andrés”):
https://www.youtube.com/playlist?list=PLolj9li8-5jyg0db-5yZD4Yw3zloKLCBJ&disable_polymer=true

Trailer of the web series
<https://www.youtube.com/watch?v=wz2822Sq-bl&t=1s>

On-line games:
<http://felixysusana.com/juegos/>

Indicator: Educational Materials

- » **Number of innovative educational tools implemented by the SURA Foundation in its programs**



Year 2019

Season II of the web series (chapters 6 to 10)

https://www.youtube.com/watch?v=HhQGg_GV1CU

Facebook Community

Contents for social media: A kit of communication materials developed to be disclosed on social media; comprised of Gifs, infographies, videos and audios.

Kit for children to reply more than 5,000 letters sent to Félix y Susana. (Each kit contains: folded book with cartoons, folded brochure to make origami, and a domino of emotions.)

Material on the Culture of Aging, in alliance with Protección.

Indicator: Engagement of Territories/Regions

» This indicator focuses on creating processes that engage territories/regions - involving institutions, businesses, social and community players – to spark discussions on the quality of education as well as the promotion and protection of the rights of boys and girls. The purpose is to contribute to sustainable achievements and impacts, gained during more than ten years of implementing the “Félix y Susana” program.

» **Number of organization that participate in territorial management of the “Félix y Susana” program.**



Indicator: Settings Other Than Classrooms

» “Félix y Susana” has increased the flexibility of its work plan, seeking activities to address matters related to sex education and co-existence in settings other than schools. The purpose is to resonate and contribute to build lessons and experiences that reinforce other educational settings.

» **Number of educational settings which are not schools per se where the “Félix y Susana” program is implemented**



2 non-educational settings

Playroom La Visitación of San Pablo, La Visitación Medellín Foundation: This setting provides different educational alternatives through games, targeted to live experiences that boost cognitive skills, emotions and social skills which contribute to a comprehensive human development and to build citizenship.

Shelter 1, assigned to the Unit of Childhood of the Mayor’s Office of Medellín: This shelter provides temporary services for the immediate placement of children and teenagers, staying with a family of the shelters network while their rights are restored based on the violation that took place.





Art and Culture
Priority 2
SURA Business Group

SURA is Culture

Since its inception, SURA has had a keen interest in culture and participated in the promotion, investigation and enhancement of artistic, historical and anthropological initiatives aimed to transform society.

Indeed, SURA has witnessed the country's evolution and the artistic maturity of many talents. It has also opened its doors to exhibit modern art expressions and actively participated in the cultural dynamics of the areas where it operates, among other activities that underscore the significance of culture way beyond meeting the mission of the SURA businesses.

Why Believe in Art and Culture?

Corporate Cultural Responsibility

- Since the 70's, part of SURA's responsible management involved assisting the creative process of artists and cultural organizations highly committed to the conservation of cultural heritage – understanding that businesses should not be silos but instead, part of the development of the areas where they operate. Culture is part of this process. **Being part of the cultural setting means that you act according to the context and can find**, within the business, proper strategies targeting the Company's different stakeholders.
- As a Company, we begin by valuing the power of social transformation rising from art and culture, by understanding that culture per se is an act of coexistence, relations with others and with our surroundings. Art favors diversity, the preservation of the collective memories, creativity, innovation, the development of critical thought, the chance of sharing meanings and visions of the same reality.

Sustainable Development Goals and culture

Among the **SDGs prioritized** by the SURA Business Group, two target the enhancement of the cultural sector:



Goal

4.7 Ensure all learners acquire knowledge and skills needed to promote sustainable development, including among others through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship, and appreciation of cultural diversity and of culture’s contribution to sustainable development.



Goal

8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage formalization and growth of micro-, small- and medium-sized enterprises including through access to financial services.

Among other **important SDGs** for the Business Group, one is directly related to Culture:



Goal

11.4 Strengthen efforts to protect and safeguard the world’s cultural and natural heritage

Areas of SURA that support Art and Culture



Cultural Committee

The Cultural Committee of SURA was founded in 1985 comprised by members of the Companies and external experts of the country's artistic and educational sector. The Committee advises on supporting projects, art exhibitions, purchasing works of art; and since then, shares artistic experiences and cultural heritage with citizens.



Communications and Brand

This Area supports initiatives which favor exchanging knowledge from the cultural sector and enhancing cultural settings along with the promotion of spaces to project artists and the participation of audiences to different artistic expressions. Proposals are backed by showing the Company's brand.



SURA Foundation

The Foundation fosters the development of the capacities of cultural organizations and artists as well as the enhancement of the public cultural sector; it leads initiatives that foster the exchange of knowledge and processes in which education is at the core – understanding that education and culture reciprocate.

In addition, it triggers discussions and practices in which art and culture are the end as well as the means to be aware of our relations with others and with our surroundings.

SURA's Cultural Settings in Colombia

» SURA Theater and Square

The SURA Theater and Square host recitals made by educational institutions from the region and different musical events.

It has a cultural agenda to hold concerts and artistic proposals which are directly promoted by the organization to boost the country's musical and cultural heritage.

» Art Hall

For 30 years, the Company's headquarters has a hall where different temporary exhibitions are held. This in turn has led to conduct research and curatorial projects mostly to study the collection itself.

» SURA Library

The Company has its own library with books spanning different areas: literature, economics, business, history, social sciences, etc.

Employees can loan books and attend events such as the SURA Book Fair.

» Art Collection

The SURA Collection features more than 1,000 works from Colombian artists, such as Fernando Botero, Alejandro Obregón, Débora Arango, Luis Caballero, Santiago Cárdenas and Beatriz González; and Mexican artists such as Diego Rivera, Frida Kahlo, Rufino Tamayo, David Alfaro Siqueiros and Leonora Carrington, among many other Latin American artists.

Investment in Culture in 2019



Total Investment:

7,807,686,650 COP

USD 2,379,601

Investment by Company:

Suramericana	USD 1,242,049
Fundación SURA Colombia	USD 789,110
Grupo SURA	USD 285,389
SURA Asset Management	USD 43,129
Fundación SURA Mexico	USD 19,924



51

initiatives supported



162

cultural organizations supported



100,459

individuals benefitted

Investment in Culture in 2019

Investment by Countries:



Chile:

USD 147,882

- Individuals benefitted: 18,000
- Organizations benefitted: 1



Colombia:

USD 2,012,019

- Individuals benefitted: 69,751
- Organizations benefitted : 151



El Salvador:

USD 17,000

- Individuals benefitted: 8,510
- Organizations benefitted : 2



Mexico:

USD 127,386

- Individuals benefitted: 1,898
- Organizations benefitted : 5



Panama:

USD 10,000

- Individuals benefitted: 500
- Organizations benefitted : 1



Peru:

USD 64,334

- Organizations benefitted: 1



Dominican Republic:

USD 976.86

- Individuals benefitted: 1,800
- Organizations benefitted: 1

 **Benefits for the Business**
KPI: Art and Culture

Indicator: Reputation and Stakeholder Trust

The SURA brand underscores an identity built for years, a brand responsible for its environment, close to its stakeholders, sensitive to social matters, such as education and culture, among others. Hence, the Company invests on cultural settings that reinforce SURA’s identity.

» Number of cultural sponsorships made to favor the brand’s projection.

In 2019:



Cultural Sponsorships:
19



Investment:
USD 1,273,127



Beneficiaries:
40,910 individuals
19 organizations



9 Countries:
Chile, Colombia, El Salvador,
Mexico, Panama, Peru, Dominican
Republic



Major Initiatives:

- “Hay Festival” in Latin America
- Julio Mario Santo Domingo Grand Theater season
- Authors’ Festival in Santiago de Chile
- Park Concerts of the Medellín Philharmonic Orchestra

Indicator: Reputation and Stakeholder Trust

» Number of publications in the media aligned with the Company's cultural interests in the last two years



*The report includes publications paid by the Company as well as those for free as a result of the Company's building relations with the media.

**The news is rated by Prensanet, an entity in charge of monitoring the media, records, reports, and publication analysis

Indicator: Reputation and Stakeholder Trust



» Type of publications rated as positive

[A Comedy Play Lands from France to be part of “Teatro a Mil en Talca”](#)

“Teatro a Mil en Talca” is presented by the Teatro a Mil Foundation, the Maule Regional Theater and is backed by the Ministry of Culture, Art and Heritage, and sponsored by SURA

Mention: SURA

Date: January 2, 2019

Source: Bio Bio Online (Chile) **Media Type:** Web radio

» Type of publications rated with neutral favorability

['Alias' – An Artistic Insight About Society](#)

Suramericana’s art hall held the exhibition 'Alias' by Colombian artist Camilo Restrepo.

Mention: SURA

Date: October 2, 2019

Source: ADN (Colombia) **Media Type:** Press

Indicator: Reputation and Stakeholder Trust

» Number of cultural investigations published over the past several years by the Company.



3 investigaciones
culturales

Published over the past 10 years by the company.

- *Masters of Colombian Popular Art* - 2010
- *Creative language in Colombia's Indigenous ethnic groups* – 2012
- *Chiribiquete. The cosmic maloka of the jaguar people* - 2019

1 publication by artist **Camilo Restrepo**: “Alias” with his most representative works and texts by curators and art critics.

“When Suramericana decided to act and remain in the social and cultural setting through the dissemination, conservation and enjoyment of the artistic legacy, the community benefits the most: persons of every condition, without discrimination can recognize, appreciate, compare, and understand their own culture through various academic and cultural activities” (Villegas & Villegas, 2004, p. 96).

Indicator: Cultural Incidents by Senior Management

- » Number of SURA top executives that have a seat on the directories, boards of directors and committees of institutions in the culture sector.



4 top managers have a seat in the Boards of Directors of cultural allies



2 Company presidents and 2 Vice Presidents have a seat in the boards of directors of cultural organizations in Colombia.



Our employees' cooperation in decision-making instances of cultural organizations promote the exchange of knowledge in the cultural sector. Thus, the Company is richer for the cultural context in which it grows and contributes to the sustainability of cultural organizations.

Indicator: Commercial leverage for cultural initiatives and artist projection

- » Number of cultural initiatives staged in SURA scenarios that reinforce the Brand's projection strategy.

In 2019:



19 cultural presentations at the SURA theater and square
 3 art exhibitions at the SURA Arts Center
 1 exhibitions in the hall of the One Plaza building in Medellin



Activities taking place at SURA locations are free of charge



Indicator: Human Talent Loyalty

» Number of activities carried out by the SURA Library for employees:

In 2019:



Number of books loaned during the year: 1,334

Number of employees who visited the SURA library: 1,467

Number of employees registered with the SURA library reading club: 170

Indicator: Human Talent Loyalty

» Allies for bicultural activities

The company receives free tickets to distribute among its employees for events such as:



- Zarzuela, Opera and Poeretta season
- Concerts at the Metropolitan Theater
- Dan's presentations
- Tickets to cultural affairs
- Plays

Indicator: Human Talent Loyalty

» Number of agreements with cultural entities for reduced cost to access cultural products and services.



**14 agreements
in Colombia**

Al pie de la Letra Bookstore

Benefit: 50% discount on cash purchases and payroll deduction.

Zipaquirá Salt Cathedral

Benefit: Nationwide agreement to visit the Zipaquirá Salt Cathedral.

Águila Descalza Theater

Benefit: Corporate discount for purchasing tickets to the Águila Descalza palys through the reporter created by SURA.

La Magia de tus Bailes (Dance Academy)

Benefit: Corporate discount of 6% for card purchases and 12% for cash purchases



14 agreements in Colombia

Jazzdance (Dance Academy)

Benefit: 50% corporate discount for enrollment and 10% monthly fee discount.

Arte Amarillo Música y Pintura (Art Academy)

Benefit: 15% corporate discount

Comfenalco - Cartagena

Benefit: Discounts in the music school for children, young men and women, and adults.

Librería Nacional - Cartagena

Benefit: 10 % discount showing membership card or work certificate

José Albeiro Villegas (painting classes)

Benefit: Special agreement with Suramericana.

Mario Arango Escobar (painting classes)

Benefit: Special agreement with Suramericana.

Tango Arte Caribe – Apartadó (dance Academy)

Benefit: 10% corporate discount



**14 agreements
in Colombia**

Triquiñuela - Bucaramanga (Music school)

Benefit: 10 % on programs, and \$40.000 for enrollment

Ballerinas Ballet Studio - Barranquilla

Benefit: 20 % discount on the monthly fee for the twice-a-week package

Teatro Corfescu - Bucaramanga

Benefit: Corfescu card

 **Social / Environmental Benefits**
KPI: Art and Culture

Cultural Promotion of SURA's Foundation

- » To promote opportunities which allow cultural organizations to find viable ways to manage their activities in a sustainable manner, by developing capacities and strengthening the institutions of the cultural sector.

We lead initiatives that encourage the exchange of knowledge and processes in which training is a key driver - understanding that education and culture are complementary areas. **We promote discussions and practices in which art and culture are core , but also the means to create an awareness of others and of the environment.**

This type of investment focuses on 3 aspects:

Cultural enterprises:

Support actions to encourage the sustainability of artistic practices and cultural organizations, qualifying both the creative process and the technical conditions, as well as companies in the sector to preserve artistic knowledge.

Cultural appropriation:

By promoting the exercises that take place in the community and arise voluntarily in cultural organizations. Initiatives connected to pedagogical and education processes which transform the vision of the territories and change the outlook of the entities that act as leaders.

Custodians of heritage:

We recognize the role of cultural organizations in the territories, as indicators of the relationship between art and the public, and the responsibility of ensuring their conservation. We strengthen the institution analogy and sustainability of the cultural sector by connecting related purposes, ideas, people, knowledge and companies.

Investment in the SURA Foundation during 2019



Indicator: Inclusion in African-Descent Communities

- » Number of African descendants who participated in 2019 in the reading and writing program sponsored by the SURA Foundation.



112 boys and girls of African descent

Participated in 2019 in three reading and writing courses sponsored by the SURA Foundation, **through the Selva de Letras project that took place in Quibdó** in alliance with Corporación Motete.

- » Number of cultural managers of African descent who began graduate courses sponsored by the SURA Foundation.



35 cultural managers of African descent

Started postgraduate courses (**Masters in cultural and audiovisual management and production at Jorge Tadeo Lozano**), with the support of the SURA Foundation in alliance with Corporación Manos Visibles.

Indicator: Enterprise Enhancement

» **Number of cultural enterprises supported by the SURA Foundation for qualification.**

We support the sustainability of artistic practices in cultural organizations in Urabá, and quantify the creative processes, technical conditions, and management of their enterprises.

Allies: Fundación SURA, Caja de Compensación Familiar Comfama, and Corporación Interactuar



**39 enterprises and
80 cultural leaders**

Strengthen the capabilities to manage their cultural offering through the Project called “Emprendimiento Cultural” in Urabá.
COP 600 million invested by the SURA Foundation over 2 years.

» **Sale of cultural products and services to the employees and the Company.**

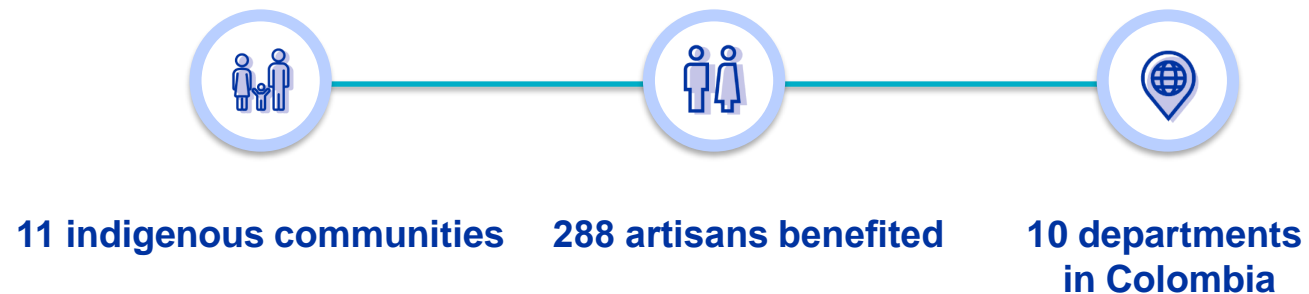
COP 109,293,000 in sales of cultural products and services to the anti-prisoners who participate in the projects of allied organizations.

Indicator: Enterprise Enhancement

» Sale of cultural products and services to employees and to the Company

Memory and creativity: The indigenous enterprise

A project that contributes to improve the living conditions of Colombia's indigenous communities by providing value and reinforcing of their creative expressions through handicrafts.



Sales for COP 40 million in crafts sold to SURA employees and to the Company over the past 2 years.

Indicator: Cultural Inclusion

» Number of vulnerable individuals who have access to training and cultural programs sponsored by SURA in 2019

16,277 vulnerable individuals access training and cultural programs supported by the SURA Foundation

Artistic education:

- Classical ballet
- Singing
- Music
- Dance
- Cinema appreciation
- Approach to art and culture

Allies :

- Asociación Cultural Ballet Metropolitano de Medellín
- Fundación Sirenaica
- Batuta Caldas
- El Colegio del Cuerpo de Cartagena
- Museo La Tertulia
- Cinemateca del Caribe
- Museo de Querétaro
- Orquesta Club de Niños de Nuevo León ABP
- Museo Nacional de Colombia

These cultural programs also strengthen skills such as concentration, observation, listening, expression, communications and creativity.

Indicator: Knowledge Strengthening

» **Number of cultural organizations that strengthen capabilities through strategies of the SURA Foundation.**

Strategy: Peaceful coexistence in art and culture

Contribute to develop the cultural sector by reinforcing capabilities, knowledge generation, and engagement among various players.

This strategy by the SURA Foundation declares its responsibility towards art and culture and agrees to enrich art and culture through the various settings to encourage, ask questions and pose challenges



28 cultural organizations

The strengthen their knowledge through a strategy of knowledge exchange promoted by the SURA Foundation during the 2nd meeting with its cultural allies.



1 cultural organization

Receives assistance from SURA volunteers on technical knowledge and good corporate practices

Indicator: Knowledge Strengthening

- » Number of artists and cultural agents who carry out a project promoted by the SURA Foundation in the past 3 years.

Residencias Cundinamarca

A project for artistic and educational residences with domestic and International artists who **participate in communities that live around Museo de Antioquia in Medellín and discuss its problems and realities.**



44 artistic and cultural agents

Implemented an artistic and/or educational project promoted by the SURA Foundation.

Indicator: Artist Projection

» Number of artists supported by the SURA Foundation who promote SURA venues in 2019

Activity designed to bring SURA employees closer to different stakeholders and to the Company's artistic proposals implemented as initiatives by the SURA Foundation.



40 artists

Supported by the SURA Foundation to promote their work at SURA venues.



734 people participated in activities



Residencias Cundinamarca Exhibit at the Suramericana Gallery

From May 22 though August 23, 2019

- » A sample of the creative processes that arise when artists, communities and the Museum interact to create spaces for citizen recognition in Downtown Medellín, based on contemporary art and pedagogy.



270 people at the inauguration



41 people
Participated in the guided tours



Alternate Agenda at Residencias Cundinamarca

From May 22 through August 23, 2019

- » An alternative display of some of the internships in the Project. The purpose is to bring the knowledge and experience gained during internships with SURA employees, as well as Company stakeholders and the Antioquia Museum.
- Herbs workshop: 22 people
 - Printing shop: 6 people
 - Film fora at the SURA theater: 40 people
 - Dialogs at Centro sos vos: 25 people
 - Performance No one knows who I am (Nadie sabe quién soy yo): 180 people



Palo e Mango Concert at the Camacol Plaza

August 21, 2019

- » Palo e Mango is one of the cultural enterprises that helps the Sura Foundation become stronger in Urabá, Antioquia. The concert made it possible to provide follow-up for the group's progress in client management and mis-en-scène. Also, disseminate its proposals among SURA employees and attendees.



150 people, approximately





Art and Culture
Priority 2
SURA Business Group

The display wall is a comprehensive information hub for the SURA Business Group's Art and Culture initiative. It features a central video screen showing a woman speaking, surrounded by various text panels, circular graphics, and photographs. The content is organized into several sections:

- Top Left:** A series of circular graphics containing text, likely detailing project goals or objectives.
- Top Center:** A large text panel with a title and several columns of text, possibly a project overview or timeline.
- Top Right:** A cluster of small circular graphics and photographs, likely representing individual projects or activities.
- Center:** A large text panel with a title and several columns of text, possibly a project overview or timeline.
- Bottom Left:** A large text panel with a title and several columns of text, possibly a project overview or timeline.
- Bottom Center:** A video screen showing a woman speaking, with a pair of headphones connected to it.
- Bottom Right:** A cluster of small circular graphics and photographs, likely representing individual projects or activities.



Corporate Volunteers

Priority 3

SURA Business Group

SURA is Social Connection

Corporate Volunteers is a strategy to implement participation experiences to promote and focus the spirit of solidarity of SURA employees and their families.

By implementing programs that mobilize knowledge, time, and economic contributions for the benefit of the community, it is possible to create social transformation processes and, at the same time contribute to the development of the Company's human talent.

Corporate Volunteers make it possible to understand reality and be part of its transformation.

Why believe in Corporate Volunteers

Share what we are

- Recognizing the importance of participating in the transformation of the social environment, in 2007 SURA promoted corporate volunteer experiences to mobilize the time, economic resources, knowledge, and talent, of employees, relatives, and friends to strengthen capabilities in communities around Latin America.
- These experiences were the basis to build social learning to enrich the strategic vision, strengthen integrated management, and implement a responsible evolution according to the needs of the environment and create sustainable development dynamics in line with our organizational purpose.
- As a company that has human talent at the core of its corporate strategy, volunteer work becomes an opportunity to develop the employees' human and professional competencies and make them part of the social transformation around them.

Sustainable Development Goals and Corporate Volunteers



Four SDGs established by the SURA Business Group focus on Corporate Volunteers:



Goal

4.7 By 2030, ensure that all students have the theoretical and practical knowledge needed to promote sustainable development, including through education for sustainable development and sustainable lifestyles

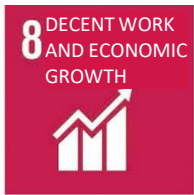
4.a Build and adapt schools that consider the needs of children and people with disabilities and gender differences, and offer safe, nonviolent, inclusive, and effective learning environments



Goal

11.1 By 2030, ensure that everyone has Access to adequate, safe, and accesible public utilities, and improve sub-standard neighborhoods

11.6 By 2030, reduce negative environmental per capita impact in the cities, paying even more attention to air quality and municipal waste management, among others



Goal

8.1 Maintain the per capita economic growth according to national circunstantes and, especially, with a growth GDP of at least 7% per annum in les developed countries

8.2 Attain higher levels of economic productivity through diversification, technological modernization, and innovation, among other things, focusing on high added value sectors and intensive use of labor



Goal

16.1 Significantly lower all forms of violence and the respective mortality rates all over the world

Investment in corporate volunteer work during 2019



Total investment:

5,034,670,182 COP

USD 1,536,300

Investment by Company:

Suramericana	USD 3,537
Fundación SURA Colombia	USD 1,191,415
Fundación SURA – Affiliates	USD 77,999
SURA Asset Management	USD 173,310
Fundación SURA Mexico	USD 57,319
Fundación SURA Chile	USD 32,720



53

Corporate volunteer work initiatives



73

Organizations benefitted



42,286

Individuals benefitted

**CORPORATE
VOLUNTEER WORK IN
LATIN AMERICA**

SURA Foundation



Corporate Volunteers

- » This is a strategy to develop experiences to promote participation and focus on solidarity for the employees' families.

By implementing programs that mobilize knowledge, time, and economic resources for the benefit of the communities, create social transformation processes, and help develop the Company's human talent.

Corporate Volunteer helps people understand reality and be part of the transformation.



Corporate volunteer offering in Latin America

Día (A Day to): Activities having high social and community impact and take place in a single day

» Objectives:

- Create awareness about social, economic, and environmental conditions of the environment.
- Recognize the importance of participating in social transformation starting with everyday actions.
- Reflect about the importance of taking responsibility and joining efforts to achieve goals.

Participants: employees and referrals



✓ UN DÍA PARA CONSTRUIR

Support to improve play-school education and improve child welfare. [Colombia](#)

✓ UN DÍA PARA CREAR

Preparation of educational materials. [Colombia](#)

✓ UN DÍA PARA COMPARTIR

Social solidarity with older children to improve their wellbeing. [Argentina](#), [Brazil](#), [Chile](#), [Mexico](#), [Peru](#)

✓ UN DÍA PARA LA TIERRA

Actions to protect and recover the environmental

✓ UN DÍA PARA APRENDER

Time to share knowledge and lessons to strengthen social development. [México](#), [Perú](#).

✓ SUMANDO VOLUNTADES

Annual, simultaneous SURA volunteer mobilization to contribute to the wellbeing of communities in Latin America. [Argentina](#), [Brazil](#), [Chile](#), [Colombia](#), [El Salvador](#), [México](#), [Panamá](#), [Perú](#), [Dominican Republic](#) and [Uruguay](#)

➤ “Transformation takes place when organizations and persons connect and build an understanding of the relevant matters of a society; when we value the experience and ideas of others with different insights”.

Ignacio Calle – President of SURA Asset Management

Corporate volunteer offering in Latin America

- » **Tiempo (Time for):** Activities related to community outreach, ongoing and with a long-term impact


Objectives:

- Encourage the capacities and talents of those participating in the program.
- Aid program to meet the purposes of their theme or a specific need.
- Create sustainability in entrepreneurial projects.

Participants: Employees and community benefitted



- ✓ **TIEMPO EN EL MUSEO**
Support and protection of groups visiting Museums. [Colombia](#)
- ✓ **TIEMPO EN LA LECTURA**
Promotion and encouragement to read. [Colombia](#)
- ✓ **TIEMPO EN LA MONTAÑA**
Immersion in a rural area to develop sensitivity towards matters related to the environment and inclusion. [Colombia](#)
- ✓ **TIEMPO PARA EL DEPORTE**
Training on values by playing soccer. [Colombia](#)
- ✓ **TIEMPO PARA ENSEÑAR**
Transfer knowledge to children and young adults. [Colombia y Chile](#)
- ✓ **ZOOTIEMPO**
Create wellbeing through animal-assisted therapy. [Colombia](#)



“Another type of volunteer work involves individuals providing ongoing support to causes or processes related to their specific knowledge or skills. This category includes mentorships for entrepreneurs, training activities or health fairs. I personally value these processes since they truly cast personal skills on socially useful matters, using the best of each person to purposes which in turn spark sustainable development”

David Emilio Bojanini – CEO of Grupo SURA (2019)

Corporate volunteer offering in Latin America

- » **Vamos (Let's Go):** Social immersion of volunteers to build new realities in areas hit by the armed conflict of Colombia.

Objectives:

- Promote reconciliation
- Redefine inclusion, coexistence and peace by exchanging memories and knowledge
- Understand the contexts of regions

Participants: Employees from different countries (mainly in Colombia), military forces, communities victim of the armed conflict, and former combatants.



✓ **VAMOS COLOMBIA**

Activity carried out among companies **Colombia**

✓ **VAMOS SURA**

A program of SURA to build networks **Colombia**



“Understanding that how I live is not the only way things “should be”... there are different ways of existing which are also valid, and I can learn from them all (...) there’s no “should be“ but rather a “being”.

Paola Andrea Ojeda – Volunteer of SURA AM Colombia

Corporate volunteer offering in Latin America

- » **Solidarity Funds:** Economic contributions made by SURA employees for the development of social initiatives.

Participants: Employees from Colombia and Mexico



- ✓ **Education Fund**
Facilitates access to education for children and young adults. **Colombia**
- ✓ **Housing Fund**
Contributes to provide dignified housing for the families of SURA's employees. **Colombia**
- ✓ **Child Protection Fund**
Contributes to the protection and wellbeing of children in rural communities. **Mexico**



“Thanks to the Housing Fund, my biggest dream came true: Owning my own house. This will be the house I will share with my family. I feel proud and blessed to belong to this great company that offers such wonderful opportunities to its employees. More than a company, SURA is my family”.

[Sandra Milena Penagos – Beneficiary of the SURA Housing Fund](#)



PARTICIPATION AND IMPACT
SURA CORPORATE
VOLUNTEER

2019 Results



6,700 volunteers
Employees and referrals



10 countries



42,286 individuals
73 organizations
Direct beneficiaries



USD 1,536,299
Investment



CORPORATE VOLUNTEER IN FIGURES

CHARACTERIZATION OF VOLUNTEERS IN 2019

COUNTRY	EMPLOYEES	REFERRALS	TOTAL GENERAL
Argentina	26	9	35
Brazil	87	76	163
Chile	121	62	183
Colombia	4,176	1,024	5,200
El Salvador	136	55	191
Mexico	178	102	280
Panama	37	19	56
Peru	105	46	151
Dominican Republic	55	52	107
Uruguay	50	21	71
TOTAL GENERAL	4,971	1,466	6,437

- ✓ 77% of SURA volunteers are employees while the remaining 23% are referrals (relatives or guests of employees, even business customers)
- ✓ Volunteer count is made only once. They are individuals, not participations.
- ✓ Volunteers are counted based on the country of residence.

CORPORATE VOLUNTEER IN FIGURES

TYPE OF PARTICIPATION IN 2019

COUNTRY	MONEY	TIME	TOTAL GENERAL
Argentina	0	35	35
Brazil	0	163	163
Chile	0	183	183
Colombia	2,773	2,692	5,200
El Salvador	0	191	191
Mexico	0	280	280
Panama	0	56	56
Peru	0	151	151
Dominican Republic	0	107	107
Uruguay	0	71	71
Total General	2,773	3,929	6,437

- ✓ 61% of SURA volunteers participate by donating their time.
- ✓ All contributions in money are made by employees.

CORPORATE VOLUNTEER IN FIGURES

VOLUNTEERS MADE IN TIME IN 2019

Program	MANAGEMENT			BENEFICIARIES		VOLUNTEERING MADE IN TIME		
	Volunteers	Activities	Cities	Persons	Organizations	Working Hours	Off-Hours	Total Hours
Solidarity Funds	2,773	NA	NA	86	3	0	0	0
Volunteer Leaders Network	27	1	1	0	1	243	0	243
“Sumando Voluntades”	3,495	26	26	21,639	35	0	20,970	20,970
“Tiempo en el Museo”	14	33	1	786	1	37	237	274
“Tiempo en la Lectura”	34	25	1	113	2	0	768	768
“Tiempo en la Montaña”	40	2	1	65	1	90	3,620	3,710
“Tiempo para el Deporte”	29	37	2	215	2	0	1,324	1,324
“Tiempo para Enseñar”	37	1	1	149	2	94	48	142
“Un Día para Construir”	38	1	1	250	1	0	190	190
“Un día para crear”	61	2	2	71	2	0	288	288
“Un día para la tierra”	386	4	4	12,736	4	0	2,124	2,124
“Vamos Colombia”	32	3	3	116	1	504	1,816	2,320
“Vamos SURA”	64	1	1	6,490	6	912	4,208	5,120
“ZooTiempo”	15	19	1	60	3	0	960	960
		155		42,776	64	1,880	36,553	38,433

- 100% of working hours is the contribution made solely by employees.
- Hours are counted based on the country where the activity took place.
- Total number of volunteers is not shown above since several participated in more than one program.

To Underscore...



- ✓ At Grupo SURA, corporate volunteer creates sustainable development aligned with the organization's purpose; builds a business culture coherent with the corporation's values, and contributes to improve the brand's reputation while the skills of human talent are strengthened.
- ✓ The skills developed by the employees by participating in the Corporate Volunteer programs are aligned with the Human Talent development model of Grupo SURA.
- ✓ The social matters addressed by the Corporate Volunteer programs are aligned with the Sustainable Development Goals.
- ✓ Through Corporate Volunteer, Grupo SURA participates in inter-sectorial settings, such as the ANDI (National Business Association of Colombia) and IAVE (International Association for Volunteer Effort).
- ✓ The communities benefitted actively participate in the design and development of the Corporate Volunteer activities.
- ✓ Our volunteer activities engage the social investment insight of the Business Group to provide a comprehensive impact on communities in their regions.

 **Benefits for the Business**
KPI: Corporate Volunteer

Indicator: Alignment with Human Talent Development

Skills developed among employees by participating in Corporate Volunteer programs

Corporate Volunteer Programs		Skills of the Team			
		Purpose	Trust	Lessons	Results
Type	Name	Every participant is aware of the team's purpose and their role contributes to a higher purpose.	To believe and trust the attitudes and activities of the team's members.	The team is constantly willing to gain new knowledge, skills, interpretations, capacities, and put them to use.	The team reaches its goals set forth thanks to the contributions made of each members and their joint efforts.
Days	"Un Día para Construir"	X	X	X	X
	"Un Día para Crear"	X	X		X
	"Un Día para la Tierra"	X	X		X
	"Un Día para Compartir"	X	X	X	
	"Un Día para Aprender"	X	X	X	X
	"Sumando Voluntades"	X	X		X
Let's Go (Vamos)	"Vamos Colombia"	X	X	X	X
	"Vamos SURA"	X	X	X	X
Times (Tiempo)	"Tiempo en el Museo"	X	X	X	X
	"Tiempo en la Lectura"	X	X	X	X
	"Tiempo en la Montaña"	X	X	X	X
	"Tiempo para el Deporte"	X	X	X	X
	"Tiempo para Enseñar"	X	X	X	X
	"ZooTiempo"	X	X	X	X
Economic Contributions	Solidarity Funds	X			X

- The skills and definitions thereof apply to the Human Talent development model determined by Grupo SURA, alongside its corporate principles: Fairness, Responsibility, Respect, and Transparency.
- Information based on the Corporate Volunteer work managed by the SURA Foundation and the Company's affiliates in Latin America.

Indicator: Alignment with Human Talent Development

Skills developed among employees by participating in Corporate Volunteer programs

Corporate Volunteer Programs		Individual Skills										
		Influence	Prospective	Working in Uncertainty	Developing Others	Creativity	Achievement	Customer-oriented*	Self-awareness	Listening	Emotional Comprehension	Argument
Type	Name	Capacity to make others aware and voluntarily feel committed and contribute to meet the Company's goals.	Capacity to project future settings, to have a global insight and make connections with the ideas, cultures and settings that lead to create strategies.	Capacity to work and make decisions without having all variables clear of a situation, taking risks aware of their impact.	Capacity to identify the potential of persons and contribute to their development.	Capacity to question and see things differently.	Capacity to boost and meet results.	Capacity to understand and meet the needs of clients, exceeding their expectations and hence, build long-term relations.	Capacidad de reconocer sus fortalezas, debilidades, oportunidades y limitaciones y hacerse cargo de estas para buscar su propio desarrollo.	Entender y valorar lo que el otro dice y hace, aún si se trata de posturas distintas o puntos de vista encontrados.	Entender el rol que tienen las emociones en el comportamiento, la toma de decisiones y las relaciones humanas.	Es la capacidad de emitir conceptos basados en hechos observables y verificables.
A Day to	"Un Día para Construir"			X		X	X	X	X	X		X
	"Un Día para Crear"			X			X		X			
	"Un Día para la Tierra"			X			X		X			
	"Un Día para Compartir"	X		X	X	X			X	X	X	
	"Un Día para Aprender"	X	X	X	X	X	X		X		X	
	"Sumando Voluntades"	X		X			X		X			
Let's Go	"Vamos Colombia"		X	X		X	X	X	X	X	X	X
	"Vamos SURA"	X	X	X		X	X	X	X	X	X	X
Time to	"Tiempo en el Museo"		X	X		X	X	X	X	X	X	X
	"Tiempo en la Lectura"		X	X	X	X	X	X	X	X	X	X
	"Tiempo en la Montaña"		X	X		X	X	X	X	X	X	X
	"Tiempo para el Deporte"		X	X	X	X	X	X	X	X	X	X
	"Tiempo para Enseñar"		X	X	X	X	X	X	X	X	X	X
	"ZooTiempo"		X	X			X	X	X	X	X	X
Economic Contribution	Solidarity Funds"	X										

- The skills and definitions thereof apply to the Human Talent development model determined by Grupo SURA, alongside its corporate principles: Fairness, Responsibility, Respect, and Transparency.
- Information based on Corporate Volunteer program managed by the SURA Foundation and the Company's affiliates in Latin America.
- * For Corporate Volunteer, clients are the communities benefitted and can turn into potential clients of the Company.

Indicator: Training employees on matters that boost professional growth based on human development

Number of volunteer hours detailed by training and hands-on experience

TYPE OF HOURS	EMPLOYEE	REFERRAL	TOTAL GENERAL
Hands-on	65%	31%	96%
Training	4%	0%	4%
TOTAL GENERAL	69%	31%	100%

Training: Training sessions for employees on specific subjects necessary for their volunteer work. Subjects: Education, culture, sustainability and building peace.

Hands-on Experience: Community work which applies lessons learned or carries out specific tasks to meet the program's goals.

Indicator: Training employees on matters that boost professional growth based on human development

Training provided to employees participating in the corporate volunteer programs.

Corporate Volunteer Programs		Training Subjects			
Type	Name	Education	Culture	Sustainability	Building Peace
Days (Días)	“Un Día para Construir”			Social wellbeing through community infrastructure	
	“Un Día para Crear”	Innovative educational methodologies and educational context			
	“Un Día para la Tierra”			Taking care of the environment	
Let’s Go (Vamos)	“Vamos Colombia”				Regional context
	“Vamos SURA”				Regional context
Time to (Tiempos)	“Tiempo en el Museo”	Educational activities to work with groups of populations	History of art and cultural context		
	“Tiempo en la Lectura”	Educational activities to work with groups of populations	Literary context		
	“Tiempo en la Montaña”			Taking care of the environment	
	“Tiempo para el Deporte”	Methodology for social transformation through sports			Peaceful conflict resolution, gender equality and coexistence
	“Tiempo para Enseñar”	Assessment methods			
	“ZooTiempo”	Educational activities to work with groups of populations			Animal care through canine training

Indicator: Employee Participation

» Number of employees which are volunteers



- ✓ 5,215 employees participated in Corporate Volunteer activities*
- ✓ 6,700 volunteers (employees, relatives and guests)

In 2019, we held the first meeting of the Volunteer Leaders Network in Colombia to spark discussions and share significant experiences based on activities made by the Corporate Volunteers.

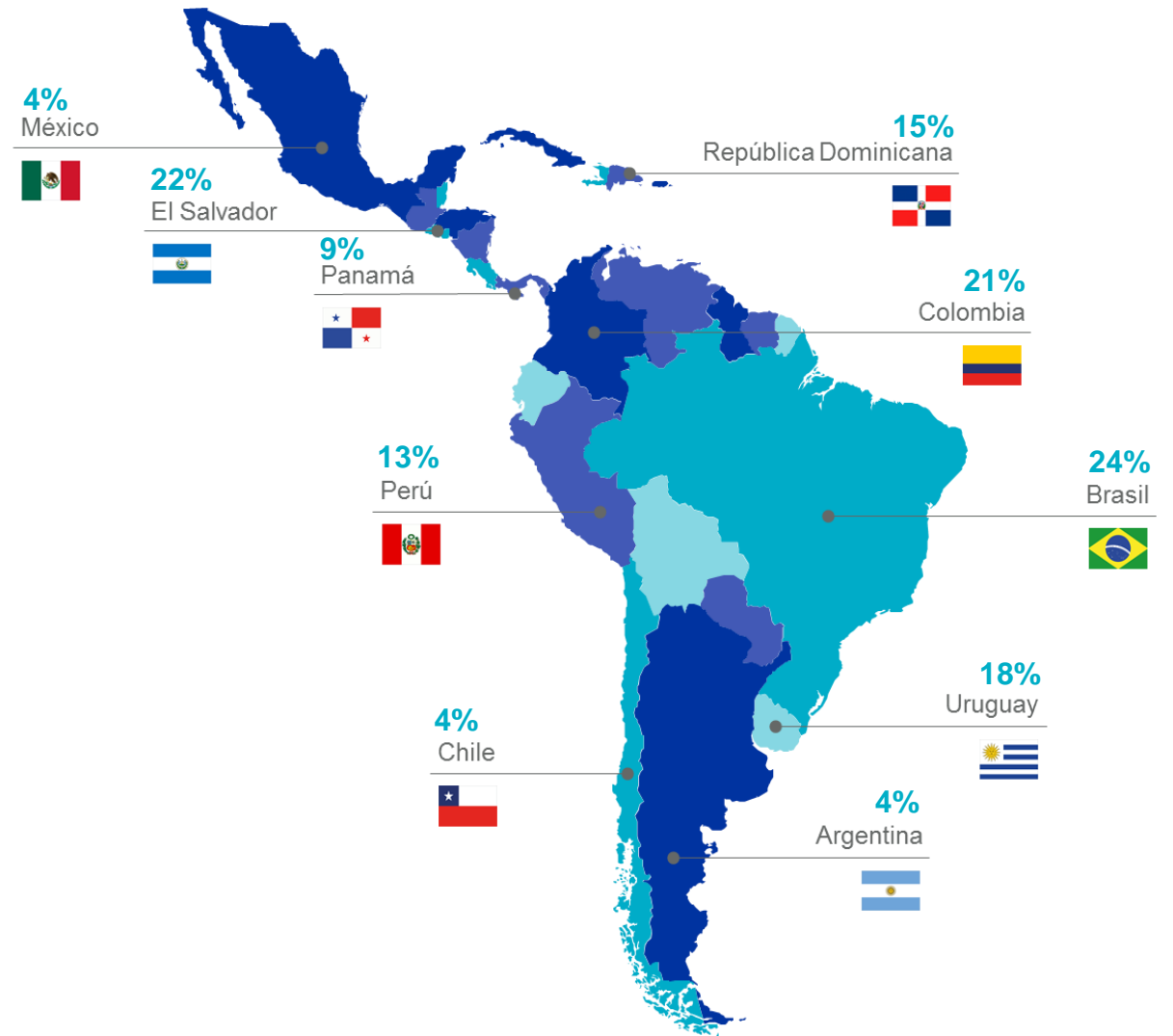
Indicator: Employee Participation

Percentage of employees which are volunteers per country

Country	Employees
Argentina	26
Brazil	87
Chile	121
Colombia	4,176
El Salvador	136
Mexico	178
Panama	37
Peru	105
Dom. Rep	55
Uruguay	50
Total	4,971



17% of SURA's employees are volunteers



Indicator: Employee Participation

Number of working hours granted by the Company so employees can participate in corporate volunteer activities

Company	Number of Employees which are Volunteers	Number of Working Hours	Amount in Local Currency	Exchange Rate	Total in USD
Fundación SURA Mexico	106	379	\$ 40,107	\$ 19.25	USD 2,084
Fundación SURA Chile	52	208	\$ 11,034,197	\$ 702.94	USD 15,697
Fundación SURA Colombia	110	1477	\$ 29,265,111	\$ 3,281.09	USD 8,919
Seguros SURA Argentina	33	33	\$ 8,745	\$ 48.24	USD 181.28
Seguros SURA Uruguay	26	13	\$ 13,000	\$ 35.25	USD 368.83
SURA AM (Colombia)		149	\$ 642,653	\$ 3,281.09	USD 195.87
SUR AM (Chile)		226	\$ 354,302	\$ 702.94	USD 504.03
SURA AM (Peru)		1099	\$ 5,323	\$ 3.34	USD 1,594.95
					USD 29,545

- The amount of activities managed by the SURA Foundations and Seguros SURA is a real amount and calculation thereof was made by the areas of Human Talent of each company based on the hour earned by each volunteer.
- All others are approximate calculations made based on the hour earned and the minimum legal wage in force in 2018 of each country.

Indicator: Reputation and Brand

Percentage of countries with the SURA brand which carry out corporate volunteer activities

- ✓ Corporate Volunteer is present in **100%** of the countries where the SURA brand is found: Argentina, Brazil, Chile, Colombia, El Salvador, Mexico, Panama, Peru, Dominican Republic and Uruguay
- ✓ **Corporate Volunteer contributes to build a reputation that is coherent with the Company's purpose and principles.**



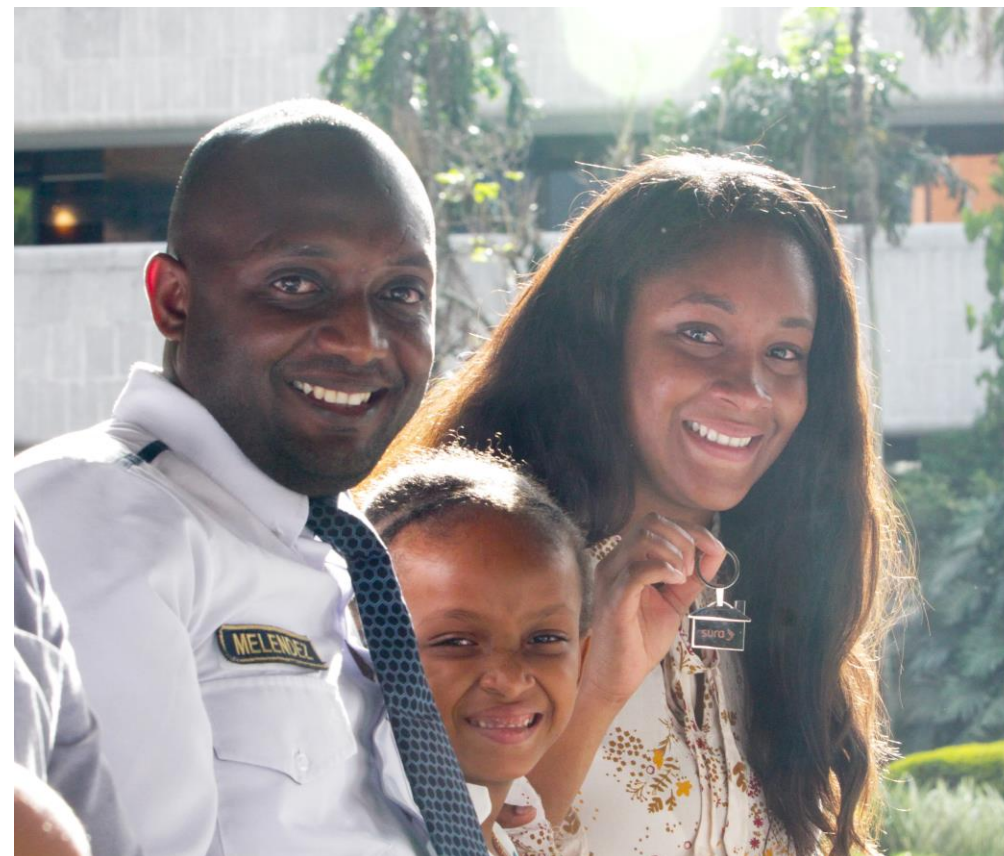
17% of SURA's employees are volunteers

 **Social / Environmental Benefits**
KPI: Corporate Volunteer

Indicator: Social and Community Development

Number of persons and organizations directly benefitted

PERSONS	ORGANIZATIONS
42,286	73



Beneficiaries are found in the 10 countries where the Company’s affiliates operate: Argentina, Brazil, Chile, Colombia, El Salvador, Mexico, Panama, Peru, Dominican Republic and Uruguay

Indicator: Social and Community Development

Number of alliances made with social organizations to carry out corporate volunteer activities



2. Aliances

- ✓ **United Way Colombia:** To increase the participation of our simultaneous Volunteers program: “Sumando Voluntades” un Argentina, Brazil, Colombia and Panama
- ✓ **Fundación Crisálida Internacional - Glasswing:** To leverage resources to expand the impact of activities made in El Salvador and Dominican Republic under the program “Sumando Voluntades”.

Indicator: Economic Inclusion

Number of social projects and entrepreneurships enhanced through the mentorships program of the Corporate Volunteer

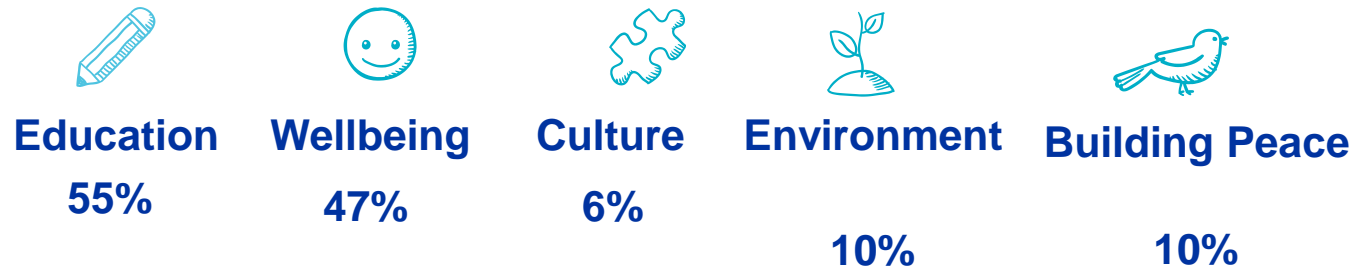
- Voluntary employees transferred their business knowledge to **two Colombian cultural entrepreneurships**



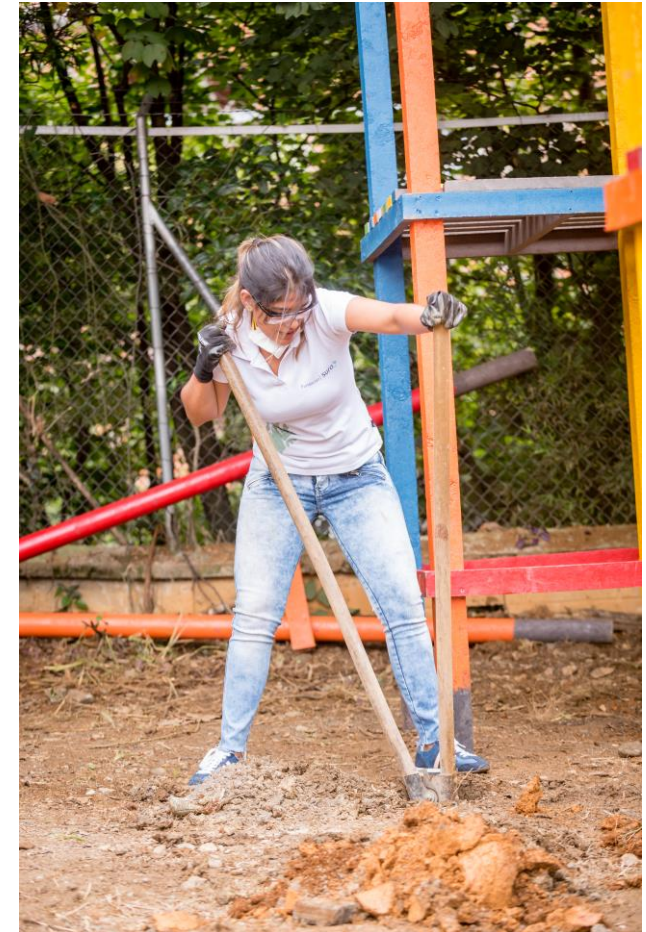
Indicator: Social Contribution

Distribution (%) of social matters contributing to the SDGs through the Volunteer Corporation, based on total programs developed

- ✓ In 2019, Grupo SURA developed 53 Corporate Volunteer programs in Latin America related to the following themes:



- ✓ The above programs were developed alongside the Sustainable Development Goals shown below:



Indicator: Social Contribution

Social matters addressed by each program and their contribution to the SDGs

Corporate Volunteer Programs		Social Themes					SDGs Contributed by the Programs
Type	Name	Education	Culture	Environment	Building Peace	Wellbeing	
A Day to (Días)	“Día para Construir”					Refurnishing recreational and educational infrastructure for children	4
	“Un Día para Crear”	Activities to support teaching and learning in elementary schools					4
	“Un Día para la Tierra”			Environmental activities to promote its care			12, 13, 15
	“Un Día para Compartir”					Activities of social solidarity to improve the wellbeing of children and the elderly in Latin America	4, 10
	“Un Día para Aprender”	Knowledge transferred to teach and learn in Latin America					4, 10
	“Sumando Voluntades”	Improvement and refurnishing educational settings to enable teaching and learning in Latin America			Recovering green settings that promote environmental practices in schools		

Information based on Corporate Volunteer programs managed by the SURA Foundation Colombia in Latin America.

Indicator: Social Contribution

Social matters addressed by each program and their contribution to the SDGs

Corporate Volunteer Programs		Social Themes					SDGs Contributed by the Programs
Type	Name	Education	Culture	Environment	Building Peace	Wellbeing	
Let's Go (Vamos)	Vamos Colombia				Understanding the contexts of regions and rebuilding the collective memory to promote reconciliations in regions and among communities hit by the armed conflict		16, 17
	Vamos SURA				Understanding the contexts of regions and rebuilding the collective memory to promote reconciliations in regions and among communities hit by the armed conflict		16, 17

Information based on Corporate Volunteer programs managed by the SURA Foundation Colombia in Latin America.

Indicator: Social Contribution

Social matters addressed by each program and their contribution to the SDGs

Corporate Volunteer Programs		Social Themes					SDGs Contributed by the Programs
Type	Name	Education	Culture	Environment	Building Peace	Wellbeing	
Time to (Tiempos)	“Tiempo en el Museo		Democratization of art		Promotion of diversity		4, 11
	“Tiempo en la Lectura					Social outreach for abandoned children and the elderly	3
	“Tiempo en la Montaña			Immersion in rural communities to develop awareness on matters of the environment and inclusion			10, 11
	“Tiempo para el Deporte	Teaching values while playing soccer				Peaceful conflict resolution, Gender equality and Coexistence	3, 5, 16
	“Tiempo para Enseñar	Private sector participates in social, educational and entrepreneurial projects that facilitate knowledge transfer					8, 9
	“ZooTiempo					Implementation of animal-assisted therapies to create wellbeing among abandoned elderly citizens	3
Economic Contributions	Solidarity Funds	Provide rural communities access to education, and implement flexible education programs to bring back boys, girls and young adults to the educational system, including those overaged				Economic contribution and social outreach to provide families of SURA employees access to dignified housing. Nutritional service for boys, girls, expectant mothers, lactating mothers and young college students	4, 2, 10, 11, 17

Indicator: Social Contribution

Result of activities made in areas hit by the armed conflict of Colombia

Program	Municipality	Department	Country	Number of Volunteers	Hours of Volunteer Work		Beneficiaries	
					Work	Off-Work	Individuals	Organizations
Let's Go Colombia (Vamos Colombia)	Uribia	Guajira	Colombia	31	504	1,756	116	1
	Nuquí	Chocó						
	Apartadó	Antioquia						
Let's Go SURA (Vamos SURA)	Quibdó	Chocó		57	912	3,648	6,490	6

- The municipalities listed above are prioritized to develop regional programs to build peace and post-conflict according to the National Planning Department of Colombia: <https://bit.ly/2DyO7Mi>

Indicator: Economic Contribution

Total investment in communities through the Corporate Volunteer program

AFFILIATE	INVESTMENT IN USD
Fundación SURA Colombia	1,191,415
Fundación SURA – Affiliates	77,999
Fundación SURA Chile	32,720
Fundación SURA Mexico	57,319
SURA AM	173,310
SURAMERICANA	3,537
TOTAL	1,536,300

Indicator: Economic Contribution



Total economic contribution made by employees for the development of social initiatives

Economic contributions of employees are promoted through Solidarity Funds to develop social initiatives

Contributions made by employees to solidarity funds in 2019	(USD)	COUNTRY
	\$ 153,594	Colombia
	\$ 10,454	México
TOTAL	\$ 164,068	



Corporate Volunteer

Priority 3

SURA Business Group