

GROUP DIVERSITY AND INCLUSION POLICY OF GRUPO SURAMERICANA

Purpose:

The purpose of this policy is to establish guidelines and standards to ensure practices and a setting of diversity, inclusion, equality, and no-discrimination at Grupo Suramericana de Inversiones S.A., attuned with our organizational culture.

We strongly believe diversity and inclusion both promote empathy, play a part in generating a better working environment, enhance employees' commitment, enable staff attraction and retention, consolidate reliable and long term relationships between the company and its stakeholders, encourage innovation, and allow us to perform successfully within an ever changing society.

This policy has been structured with inspiration on our corporate principles of: equality, transparency, respect, and responsibility.

Scope:

There herein policy applies to all interactions regarding company-personnel of Grupo Suramericana de Inversiones S.A., third party service staff, shareholders, clients, vendors, influence communities, and all stakeholders of the company in general.

Definitions:

Diversity: We understand diversity as the variety of particular characteristics that feature individuals, making them unique. These includes, but are not limited to: gender, age, race, ethnicity, nationality, education, sexual orientation, cognitive or physical skills, religion, beliefs, thinking, appearance, language, marital status, family structure, functional experience, career, social and economic condition, demographics, among others.

Inclusion: We understand inclusion as the set of practices at internal and external levels aiming to eliminate boundaries, fostering all individuals to fully participate in the organization and society, having same access to opportunities, feeling valued and respected, and enjoy conditions that helps them develop in a comprehensive way, regarding their individuality while promoting a sense of belonging.

Our Commitment

- We respect and value individual differences that make people unique. These include, but are not limited to: gender, age, race, ethnicity, nationality, education, sexual orientation, cognitive or physical skills, religion, beliefs, thinking, appearance, values, language, marital status, family structure, functional experience, career, social and economic condition, demographics, among others.
- We emphatically oppose all forms of discrimination against any person and on any grounds.

- We address every person with equal respect and dignity, ensuring a respectful environment to their physical and moral integrity. We do not tolerate any type of intimidation, humiliation, bullying, harassment, abuse, alienation, or any other misdemeanor against fundamental principles of diversity and inclusion.
- We do not use any kind of inappropriate sexist, prejudiced, discriminating, nor disempowering language in our internal and external communications, whether formal or informal, and encourage the use of inclusive language.
- We foster an environment of harmony, respect and peaceful coexistence where individual differences are understood, accepted, and valued, where adaptations that may eventually be required to meet specific needs of our stakeholders are enabled.
- We deliver equal opportunities and development to all employees and other stakeholders (where applicable), conducting assessments strictly based on professional skills, competences, and professional expertise.
- We encourage diverse work teams' assembly, and equal appointing of responsibilities.
- Our processes regarding attraction, selection, hiring, retention, and development of human talent, as well as those for the assessment, promotion, and compensation are based on strictly professional considerations, and are linked to employees' competences, skills, and performance. We establish measures and actions needed to achieve real equality in interaction and opportunities among the personnel.
- We pursue the utmost well-being for all employees through actions beyond those established by the law, seeking balance between their personal life and work life, providing them with safety and reassurance for their best task performance.
- We train our teams and generate a space for conversation and reflection, toward the actual implementation of diversity and inclusion concepts, as well as compliance to this policy's provisions.
- We will establish a baseline on each of our operations, to identify main gaps regarding diversity and inclusion; we'll set out short, medium, and long-term goals; while executing action plans based on established priorities. All operations will consider issues of gender equality, and generational integration, with emphasis on senior and young population, within their priorities.

Governance

A Diversity and Inclusion Committee will be created, comprising leaders of the organization. This Committee must include a representation from different departments in the company and will in every case have representatives from human resources and sustainability. The Committee's main task will be to oversee compliance to the herein policy, and in that sense its responsibilities include, but are not limited to: defining diversity indicators to monitor with the operation, consider a baseline, and follow up indicators' progress, defining action plans for closing gaps, coordinating with all areas involved in relevant action plans, and fostering overall initiatives throughout the company aiming to guarantee diversity and inclusion.

Claims Mechanism

In a case of experiencing or witnessing a breach to this policy, any employee or person (stakeholders -others than staff members-), may submit a claim to the departments of Human Management, Diversity and Inclusion Committee, or any member of senior management, or the Ethics Line. No retaliation for filing a claim or complaint is made, and confidentiality for claimant is guaranteed.