

## SGSST - Grupo SURA 2022

### Self-assessment results

After completing the self-assessment, these are the results of your process:

- 47 aspects included in the self-assessment
- 44 topics that you are doing very well
- 3 aspects that require some kind of improvement

#### The Control level of the evaluated aspects is: **APPROPRIATE**

This means that you have managed to implement controls that allow adequate security against risk mitigation, although there are still some opportunities for improvement in the controls of your process.

We recognize your commitment to the work you perform and we invite you to continue strengthening your control practices to bring your process to optimal management levels.

The following are the aspects you must execute as before:

what you're doing right	Suggested evidence
Compliance with the occupational health and safety policy	OH&SMS Policy Policy disclosure support to all employees Evidence of the last review Disclosure and Availability Tests
Planning, development and application of the Occupational Health and Safety Management System SG-SST	Act of appointment and designation of responsibilities budget of the year List of people and responsibilities assigned to the SGSST Annual work plan, definition of objectives, indicators and monitoring of activities Matrix legal requirements

	<p>Risk and hazard matrix, Work plan and Evidence of execution of prevention and control activities</p> <p>Evidence of conducting medical evaluations</p>
Worker Participation - COPASST	<p>Call, nominations, voting, appointment and responsibilities of the Parity Committee on Safety and Health at Work</p> <p>Minutes of Copasst meetings</p>
Worker Participation - CCL	<p>Call, applications, voting, appointment and responsibilities of the Labor Coexistence Committee</p> <p>Minutes of CCL meetings</p>
Worker Participation - Employees	<p>Employee training plan</p> <p>Hazard and risk matrix</p> <p>List of corrective/preventive actions of the SGSST from different origins</p> <p>Plans derived from these recommendations</p>
Accountability	<p>Accountability of the person in charge of the SGSST</p> <p>COPASST Accountability</p> <p>Accountability of the Coexistence Committee</p> <p>Accountability of Senior Management</p> <p>CCL and COPASST Accountability</p> <p>Disclosure</p>
Communication mechanism of the contents of the Occupational Health and Safety Management System SG-SST, to workers	<p>Internal and external communication mechanisms that the company has in terms of Safety and Health at Work</p> <p>Communications plan</p> <p>Evidence of completion of communications</p>
Investigation process of incidents, work accidents and occupational diseases, and their effect on the improvement of safety and health at work in the company	<p>List of accidents at work presented between January and December of the previous year</p> <p>List of occupational diseases presented between January and December of the previous year</p> <p>Support of reports to the ARL</p>

	Support of preventive and corrective actions derived from investigations
Development of the audit process	Audit support to the SGSST Plans derived from the results Dissemination of the plan to COPASST
Monitoring and measurement of results	Measurement of indicators according to periodicity Minutes of presentation of indicator results Data sheets or characterization of indicators
Evaluation by senior management	Evidence of the annual review by Senior Management in 2019
Planning, development and application of the System - Evacuation coordinators	Appointment and responsibilities signed Evidence of the induction provided by the evacuation coordinators to each of the assigned coordinators
Planning, development and application of the System - Emergency Committee	Appointment and responsibilities signed
Planning, development and application of the System - Emergency Brigade	Appointment and responsibilities signed
Planning, development and application of the System – Inspect and facilities	Inspections schedule for facilities, machinery and equipment Evidence of inspections carried out on facilities, machinery and equipment Facilities Inspections Support
Planning, development and application of the System - Emergency Plan	Evidence of the emergency prevention, preparedness and response plan and its disclosure to employees Supports evidencing the performance and analysis of the drills. Evidence of incorporation of improvement plans derived from the drills
Developing responsibility and accountability	Evidence of emergency committee accountability Evidence of accountability of temporary service companies when employees are on mission
Change management	Communications or evidence of change management activities

Scope and application of the Occupational Health and Safety Management System SG-SST with regard to suppliers, contractors and new acquisitions	Evidence of the existence and compliance with the SGSST of the suppliers at the time of their connection (registration) with the company.
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The aspects that you should improve and the actions that you proposed are:

What should you improve?	Action Plan Commitment Date	Action plan
Disclosure of CCL and COPASST Accountability to Employees	04/28/2023	Together with the SIC team, during the first semester of 2023, the activities aimed at closing the identified gaps will be carried out. Among these are: <ul style="list-style-type: none"> <li>- Work with the consultant AON to determine the level of cybersecurity risk of Grupo Sura. Through the Risk area we will be taking steps to start this activity.</li> <li>- Updating of the risk matrix and governance controls and information security.</li> </ul>

The aspects that you must improve identified by the Auditor in the Independent Verification and the actions that you proposed to improve them are:

What should you improve?	Action Plan Commitment Date	Action plan
Compliance with the frequency of CCL meetings	11/23/2023	For this year 2023 we have already carried out all the periodic appointments in which the labor coexistence committee will meet, including all the

		<p>participants and the external provider that will carry out the training, the scheduled dates are the following: Wednesday, February 22, 2023: The minutes have already been completed and generated, Wednesday, May 24, 2023 (pending to be executed), Wednesday, August 23, 2023 (pending to be executed) and Wednesday, November 22, 2023 (pending to be executed)</p>
<p>Mandatory training of brigade members (50-hour course or certification update with the 20-hour course)</p>	<p>07/31/2023</p>	<p>We commit ourselves to insisting on the Brigade staff to take the course, we will do this by means of periodic reminders and citing spaces dedicated solely to carrying out the course with the necessary accompaniment to help answer the questionnaire.</p>

### Recommendations:

Independent verification of the self-assessment and evidence was carried out. In addition to the recommendations in some questions, it is important to advance in the closure of the improvements (with pending status) included in the matrix of corrective and preventive action plans resulting from the evaluations.