

Human talent

Leadership Program

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Aim

Increase the development of leadership skills and knowledge through continuous learning experiences to empower being Trend and Risk Managers.

Description

Accompaniment in virtual format to the leaders in the region through the following conceptual axes.

Virtual regional connection talks:

- Leaders that generate networks: We are generators and enhancers of human networks | Ally Chile - Matríztica
- Assertive communication: We are through the world of language, listening and words | Ally Brazil - Rodrigo Geribello - Abre Aspas
- Adaptive Leadership, conversations for development: We are enhancers from our daily activities | Ally Argentina - Fernanda Guerra
- Inventive Systemic Thinking, innovate with what you have: We are creative power | Ally Israel - Mario Ramírez - SIT Methodology

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Scope

Regional - Total leaders who participated in the program

(*Leaders with people in charge, leaders without people in charge, people with leadership potential*)

SUBSIDIARY	TOTAL LEADERS
Argentina	27
Brazil	63
Colombia	1,251
Corporate	48
Chili	133
The Savior	68
Mexico	96
Panama	60
Dominican Republic	63
Uruguay	26
TOTAL REGION	1,835

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Description and impact

Through the [Transformarnos para Transformar Leadership Program](#), our goal is to impact leadership development in SURA, which has a direct effect on the organizational culture, team loyalty, and employee experience. These aspects are essential to contribute to the competitiveness of the Company and achieve its organizational results, since we seek that leaders have the necessary skills to motivate, inspire and guide their teams towards the defined objectives, and at the same time, remain competitive in the job market.

Through this program, we seek to impact SURA's key leadership competencies and behaviors, such as assertive communication, systemic thinking, and the development of individuals and teams. We recognize that the development of leaders also has a direct impact on the development of high-performance teams' competencies, including confidence, results, versatility and collaborative work.

Having a program that promotes the development of skills in current and potential leaders of our Company is a key strategy to improve our leadership style, strengthen decision-making, efficiently manage teams, retain talent, adapt to change and improve overall organizational performance. This investment has a direct impact on the competitiveness and sustainability of Suramericana, to drive the success of the Company in a competitive and constantly changing environment.

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Description and impact

Mobilizing our leaders through the development of skills and knowledge allows us to:

- Contribute to the comprehensive development of current and potential leaders of the Company
- Improve the performance of impacted people
- Loyalty talent
- impact more people
- Improve the climate and employee experience

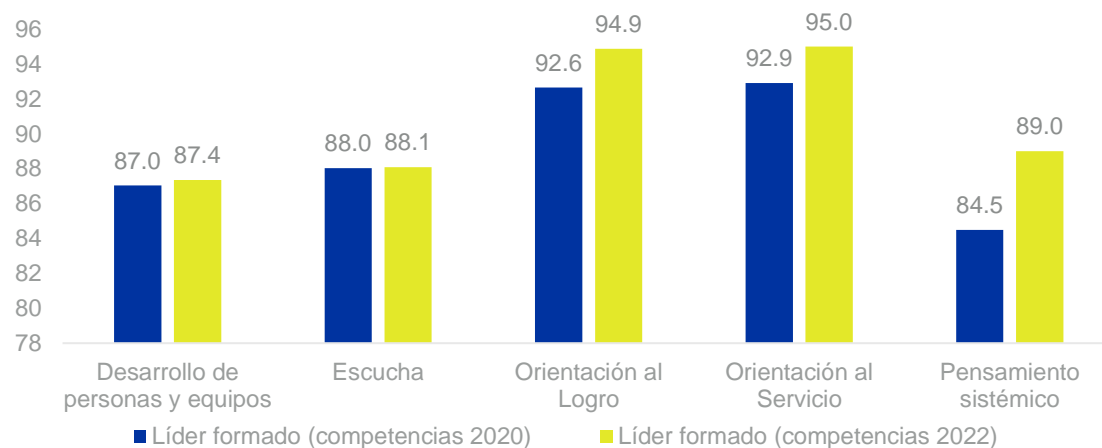
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Contribute to the comprehensive development of current and potential leaders of the Company

This program has contributed significantly to improving the skills of the people who participated in it. This is due to its intentional approach, its well-defined learning structure and the knowledge spaces provided, which promote comprehensive development in individuals.

individual skills

360 assessment of the skills defined by the Company



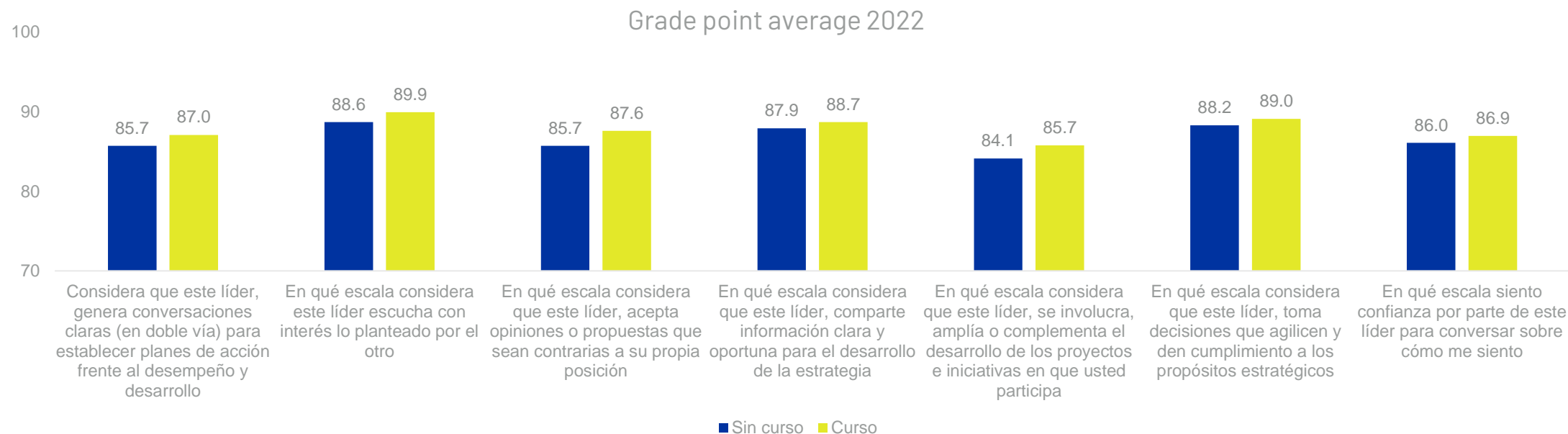
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Leader Contribution Survey

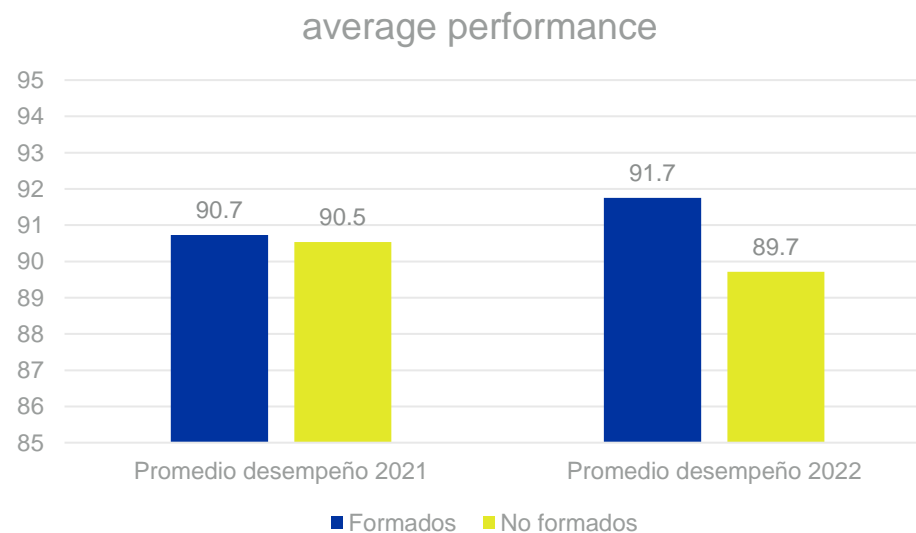
Survey carried out by the members of the teams that the leaders are in charge of



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Improve the performance of impacted people

Competency development is essential for leaders to acquire the skills necessary to perform effectively in their roles. This is reflected in stronger leadership, better decision-making, and a greater ability to face challenges and obtain positive results; since they have up-to-date knowledge, practical tools and proven techniques that allow them to lead with confidence, closeness and efficiency.



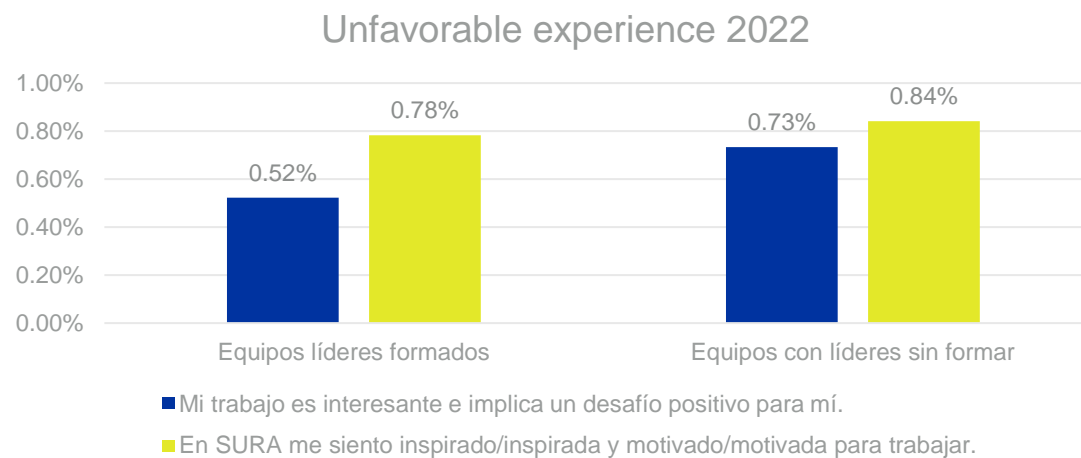
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Loyalty talent

People who have the opportunity to develop their skills, knowledge and grow professionally feel more committed and satisfied with the Company.

EXPERIENCE	Participants	People who did not participate
Commitment	99%	97%

The people who lived through the training have a lower **disadvantage** in matters related to their motivation and commitment



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impact more people

Leadership development not only benefits individuals, but also has a significant impact on the entire Company and the people who report to them. This is due to the influence and ability of leaders to impact others, fostering a healthy and productive work environment, promoting employee development, fostering collaboration and teamwork, and generating a sense of belonging and commitment in employees. the rest.

Number of current + potential leaders
formed

1,835

Number of people impacted

16,144

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Improve the climate and employee experience

Leaders have a significant impact on climate and culture. Your leadership style, communication skills, and focus on talent development influence how employees feel and act. By training leaders in key competencies, a positive, motivating and collaborative work environment is created that extends to the entire Company and makes it possible to care for people and teams.

