



The SURA Business Group's Mentoring and Leadership Program 2024

Program objective

To build up a network of leaders within the business group through a structured process of mentoring and leadership training, thereby furthering personal and professional growth, transferring organizational knowledge (Network) and strengthening our corporate culture while at the same time achieving the strategic objective of generating sustainable profitability.



Grupo SURA

Leadership Development Program

In alliance with the INALDE BUSINESS SCHOOL, a plan was drawn up for the purpose of participating in training and development programs so as to help leaders close any gaps they may have in terms of their technical knowledge, as well as to strengthen their negotiating, decision-making, leadership, management and strategic vision skills.

Duration:

270 hours.

% FTE

22,6% of the Company

Objective

To further the skills and knowledge on the part of our leaders, for the purpose of favoring their team development skills.

Scope

Group of leaders made up of middle and senior management at Grupo SURA, these identified as being **high potential individuals**.

Management Leadership Development Program

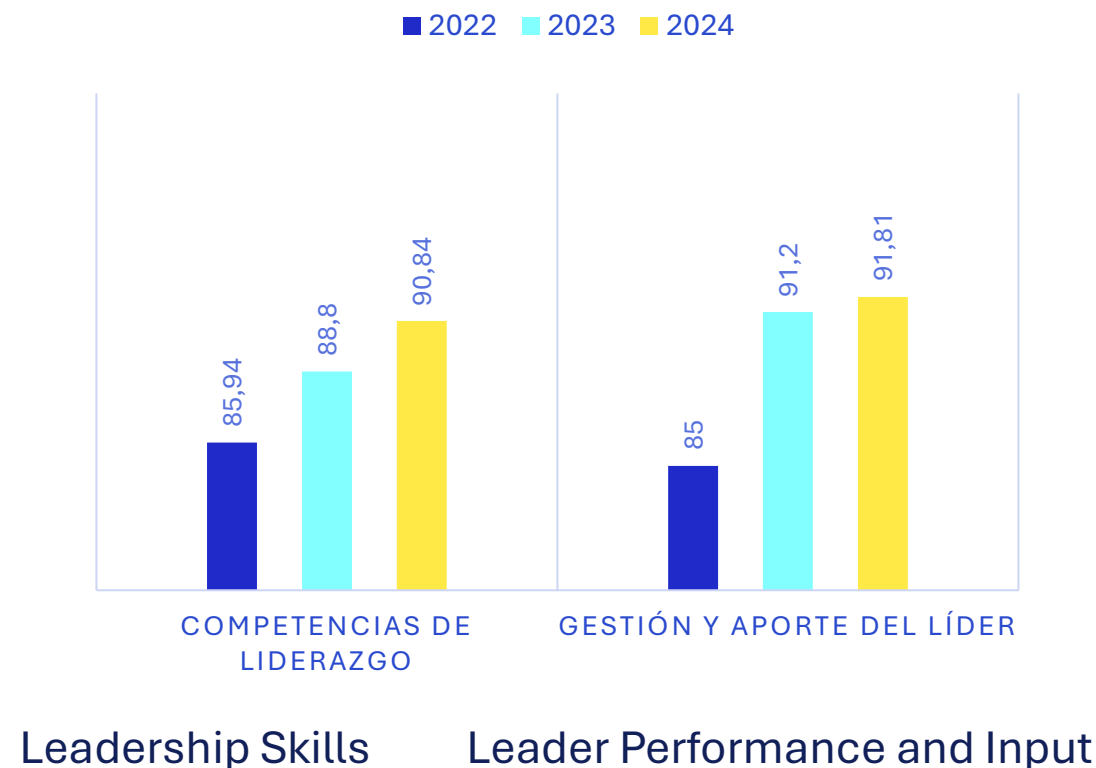
Quantitative impact

Assessment of leadership-related skills:

Influence, people development, listening, emotional understanding, self-awareness, 2% improvement.

Leader performance and input results:

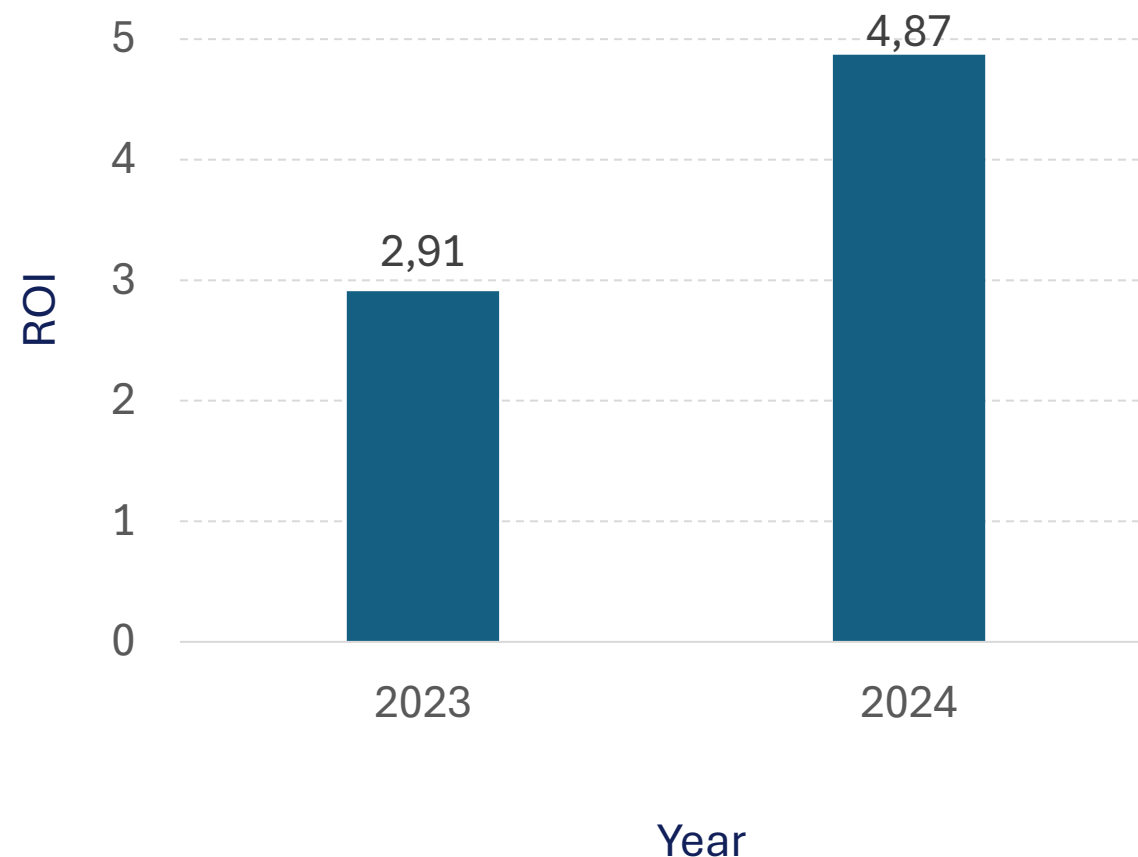
Improvement in the form of a positive result.



Variations in the ROI in terms of our Human Capital

The positive variation in the ROI in terms of our Human Capital, which went from 2.91 in 2023 to 4.87 in 2024, represents an increase of 67.38% in the profitability obtained by each currency unit invested in human talent.

This improvement is partly explained by the impact of Grupo SURA's Mentoring and Leadership Program as well as a better alignment between our Human Talent and our strategy.





Suramericana

Program objective

To train the Company's key talent leaders as mentors to enhance the development of SURA's leadership skills.

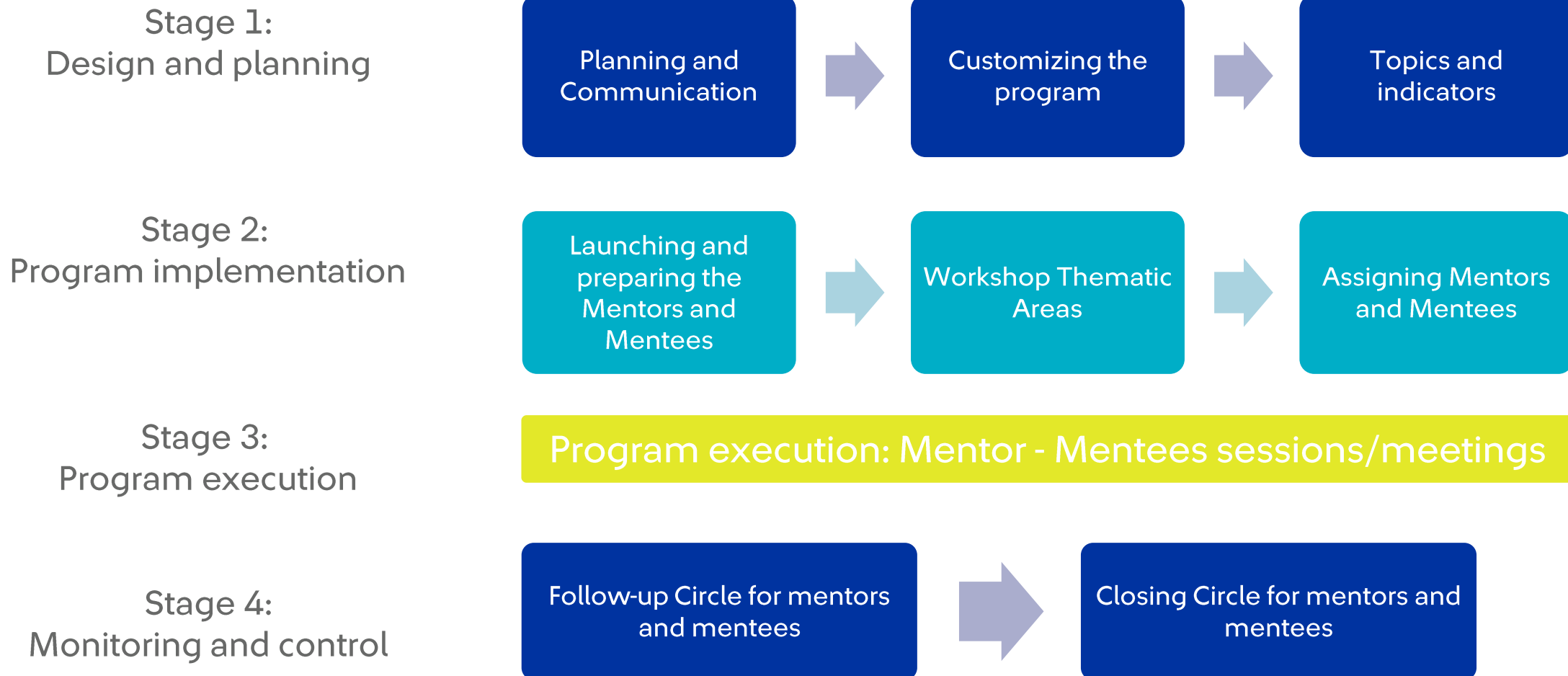
- Developing people and teams.
- Assertive communication.
- Systemic thinking.

Duration:

20 hours.

Scope:

This program was carried out with a total of 40 leaders (20 mentors and 20 mentees) from our subsidiaries in Brazil, Chile, Colombia, Mexico, Panama, Dominican Republic and Uruguay.



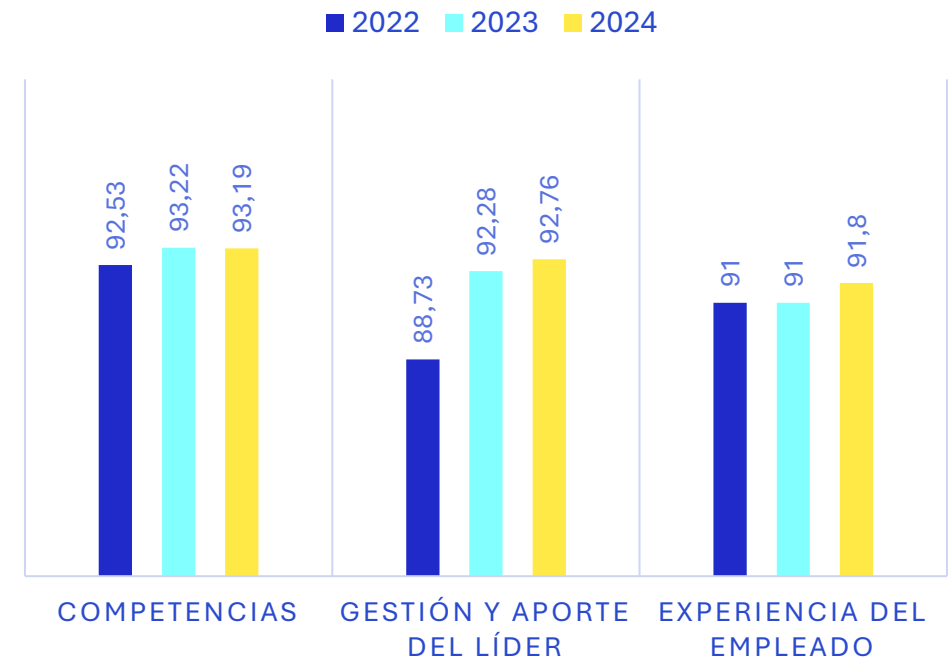
Quantitative impact

- **Assessment of individual competencies:** Individual competency rating of 93.19 in 2024.
- **Employee experience survey:** A rating of 91.8% was obtained with the employee experience survey, with an emphasis on engagement, loyalty and purpose.
- **Leader performance and input results:** Leadership attribute rating of 92.76 in 2024.
- **Progress made with the strategic planning goals:** Annual supervision and monitoring of strategic goals showing an incremental progress.

Skills
Experience

Leader Performance and Input

Employee



Sura Asset Management

Leadership Circle Program - Lataem and Extended Lataem

Sura Asset Management's Leadership Circle Program is an initiative that evaluates leadership effectiveness and impact, providing a comprehensive view of leadership in terms of a creative and reactive mindset as well as the corresponding focus on people and the task at hand. It uses 360° assessments and is aligned with adult development theories in order to connect leadership skills with thinking habits.

This program is aimed at improving leadership effectiveness within the Organization by helping leaders to recognize their strengths and blind spots and improve team cohesion while aligning leadership behavior with the Company's strategic objectives.

Leadership Circle Program - Lataem and Extended Lataem

Quantitative impact

1.Leadership skill assessments: Improved evaluations of leadership skills through 360° assessments, with specific commitment, decision making and team development indicators.

2.Impact on team cohesion: Measuring team cohesion through work climate surveys, showing improvements in trust and communication within the team.

3.Retaining and developing human talent: Reduced staff turnover in leadership positions and increased internal promotion of prepared leaders through this program.

Scope:

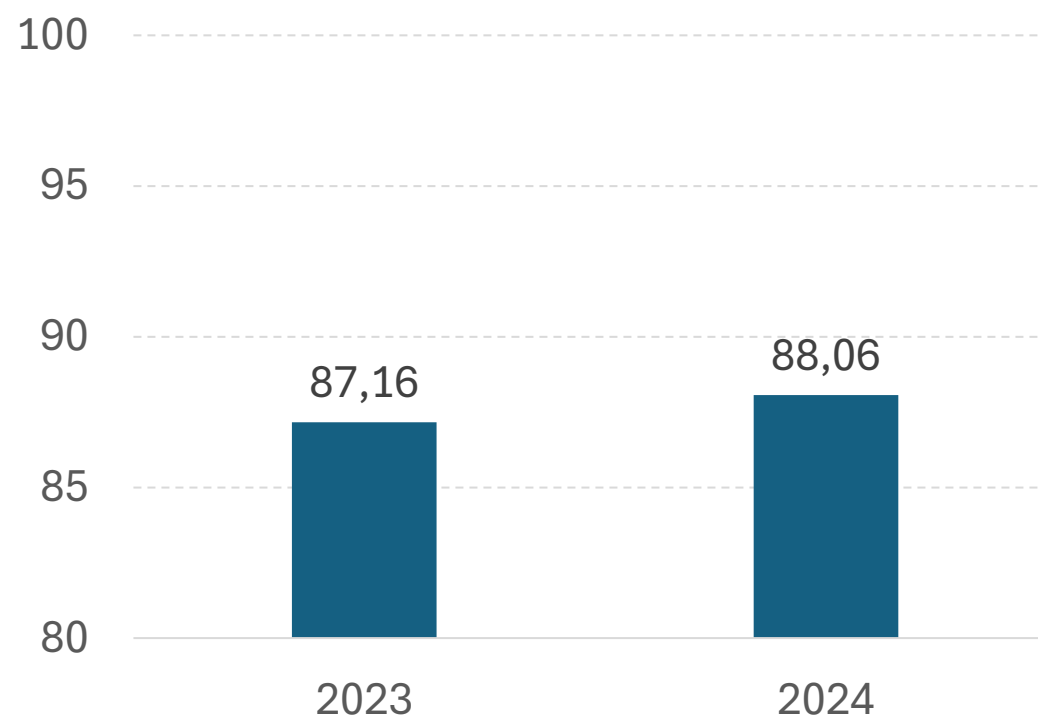
The program includes all first and second tier leaders, along with certain third level leaders, thereby reaching a significant participation in the Company's leadership structure.

2024 Milestones

- 85 Initial 360° assessments completed
- 1,131 evaluators giving feedback to leaders through their initial 360° assessments
- 548 coaching sessions
- 14 group workshops up to May
- 68 triads up to May

Impact of the well-being survey

Between 2023 and 2024, our wellbeing survey increased its scores from **87.16** to **88.06** points. This increase of **0.90 points** indicates a more favorable perception of our organizational well-being on the part of our employees, which may reflect progress in factors such as work climate, work-life balance, health conditions and wellness programs implemented during this last year. Although the increase is moderate, it still shows a positive trend that is worth strengthening even further.





Training in art and culture

Aim

Promote conversation and strengthen collective spaces within the framework of the alliance with the Hay Festival for Latin America.

Description:

SURA has supported the Hay Festival since 2014. It is currently the Hay Festival Partner for Latin America. The relationship began with the Cartagena (Colombia) edition. Following the Company's expansion in Latin America, SURA decided to support the Festival's annual events as a regional partner since 2016 in Arequipa (Peru) and Querétaro (Mexico) , where it has a presence through operations of SURA Asset Management and Suramericana (Seguros SURA). We have been co-organizers of Hay Festival events in Chile and Panama. We have partnered with the Hay Festival for over 10 years, promoting culture, conversation, and the diversity of ideas in Latin America. When we declare ourselves part of an organization that converses, we recognize the importance of the meeting of perspectives and words, of building spaces together.

Participants 2024:

Event	Employees
Hay Cartagena	22
Hay México City	28
Hay Querétaro	18
Hay Arequipa	9
Hay Lima	23

Investment 2024:

698,000,000 **COP**

Exhibition THICKNESSES, INHABITING A WOUNDED WORLD



Aim

Engaging SURA employees in an exhibition that promotes appreciation for diversity and understanding of the human impact on the environment.

Description:

We seek to find new ways of seeing what has already been seen, for there is no formula for how to inhabit a wounded world. We are left, always and only, with questions. The thicket speaks to us of the intertwining of human and more-than-human beings in an infinite network of interconnections without superior or inferior species. It brings us closer to the chaotic and generative forms in which life manifests itself, and also to the murky, the injustices, the unbalanced distributions of the world, the privileging of some lives over others, the exploitation of certain bodies and natures.

Approaching the wound, at this point in the planetary crisis, can only be possible by heeding the invitation of philosopher Donna Haraway, who exhorts us to visit wounded places, not only to name the disaster, but to generate healing bonds. Created in collaboration between the SURA Foundation, La Tertulia Museum, and Explora Park.

Participants 2024:

Event	Employees
La Tertulia Museum – Cali	36
Explora Park - Medellín	6

Investment 2024:

400,000,000 COP

Aim

Enable participation and experience of art and culture as part of the essence of SURA.

Description:

The book club is a space to foster enjoyment in a space that provides information about writing and literature processes, while also allowing for the personal exploration that comes with delving into a story and an author.

Books:

- How I Killed My Father, Sara Jaramillo Klinkert.
- The block, Gilmer Mesa.
- The event, Annie Ernaux.
- The dead man was bigger, Miguel Rivas,.
- The Prestige of Beauty, Piedad Bonnet
- The invincible summer of Liliana, Cristina Rivera Garza.

Participants 2024:

15 people on average, for each book.

4 to 5 sessions of 2 hours per book.

Investment 2024:

14,000,000 COP

