

HUMAN TALENT INDICATORS – GRUPO EMPRESARIAL SURA 2025

Overview

Grupo SURA recognizes human talent as an organizational capability and a strategic pillar for the execution of its strategy, risk management, and the generation of sustainable value. In line with this approach, the companies comprising Grupo Empresarial SURA consolidate workforce data using rigorous quality, traceability, and methodological consistency criteria, enabling the monitoring of key indicators related to leadership, learning and development, diversity, wellbeing, compensation, and occupational health and safety.

The indicators presented below reflect the evolution of the Group's human capital throughout 2025 and are reported in accordance with applicable international standards and reference frameworks, contributing to the transparency and comparability of information for shareholders, investors, and other stakeholders.

Grupo Empresarial SURA is the holding company comprising Grupo SURA, Suramericana, and SURA AM, operating across eight countries in Latin America and the United States.

GRI 2-7 | GRI 2-8

1. Employee distribution by gender

Gender	Grupo SURA		Suramericana		SURA AM		Grupo Empresarial SURA	
	Number	Share	Number	Share	Number	Share	Number	Share
Men	32	50.79%	7,012	31.89%	2,984	40.41%	10,028	34.07%
Women	31	49.21%	14,973	68.11%	4,401	59.59%	19,405	65.93%
Total	63	100%	21,985	100%	7,385	100%	29,433	100%

2. Employees by contract type

Contract type	Grupo SURA	Suramericana	SURA AM	Grupo Empresarial SURA
Total employees	63	21985	7385	29433
% Permanent / open-ended contracts	98.41%	80.86%	87.04%	82.45%

% Fixed-term contracts	0.00%	17.29%	11.31%	15.75%
SENA apprentices	0	308	47	355
Interns / trainees	1	97	75	173
Other contract types	0	176	0	176
Administrative	100%	93.47%	53.19%	83.38%
Commercial / sales agents	0%	6.53%	46.81%	16.62%

3. Employee distribution by age group

Rango de edad	Grupo SURA	Suramericana	SURA AM	Grupo Empresarial SURA
Under 30	15.87%	14.42%	15.04%	14.58%
30 to 40	39.68%	42.02%	34.48%	40.12%
40 to 50	30.16%	31.42%	29.05%	30.82%
Over 50	14.29%	12.14%	21.44%	14.48%

4. Employees by job category and gender distribution

Job category	Grupo SURA	Suramericana	SURA AM	Grupo Empresarial SURA
Total employees	63	21985	7385	29433
Senior management	10	56	57	123
Middle management	2	166	104	272
Junior management	22	1833	696	2551
Non-managerial positions	29	18495	3071	21595
Sales / agents	0	1435	3457	4892

Job category & gender	Grupo SURA	Suramericana	SURA AM	Grupo Empresarial SURA
Senior management – Men	70.00%	66.07%	78.95%	72.36%
Senior management – Women	30.00%	33.93%	21.05%	27.64%
Middle management – Men	50.00%	55.42%	56.73%	55.88%
Middle management – Women	50.00%	44.58%	43.27%	44.12%
Junior management – Men	45.45%	43.81%	53.88%	46.57%
Junior management – Women	54.55%	56.19%	46.12%	53.43%
Non-managerial – Men	48.28%	30.16%	39.99%	31.59%
Non-managerial – Women	51.72%	69.78%	60.01%	68.36%
Sales agents – Men	0.00%	34.49%	36.94%	36.22%
Sales agents – Women	0.00%	65.51%	63.06%	63.78%

5. Employees in leadership positions and gender distribution

Leadership positions	Grupo SURA		Suramericana		SURA AM		Grupo Empresarial SURA	
	Number	Share	Number	Share	Number	Share	Number	Share
Men	14	70.00%	820	39.69%	503	51.38%	1337	43.62%
Women	6	30.00%	1246	60.31%	476	48.62%	1728	56.38%
Total	20	100%	2066	100%	979	100%	3065	100%

6. Employees by country and gender (headcount)

Country	Grupo SURA		Suramericana		SURA AM		Grupo Empresarial SURA	
	Men	Women	Men	Women	Men	Women	Men	Women
Brazil			193	231			193	231
Chile			313	349	795	1080	1108	1429
Colombia	32	31	5946	13638	742	1132	6720	14801
Mexico			286	331	1071	1669	1357	2000
Panama			117	173			117	173

Peru					335	458	335	458
Dominican Republic			99	161			99	161
Uruguay			58	90	40	62	98	152
United States					1		1	
Total	32	31	7012	14973	2984	4401	10028	19405

7. Employees by country and gender (%)

Country	Grupo SURA		Suramericana		SURA AM		Grupo Empresarial SURA	
	Men	Women	Men	Women	Men	Women	Men	Women
Brazil			45.52%	54.48%			45.52%	54.48%
Chile			47.28%	52.72%	42.40%	57.60%	43.67%	56.33%
Colombia	50.79%	49.21%	30.36%	69.64%	39.59%	60.41%	31.23%	68.77%
Mexico			46.35%	53.65%	39.09%	60.91%	40.42%	59.58%
Panama			40.34%	59.66%			40.34%	59.66%
Peru					42.24%	57.76%	42.24%	57.76%
Dominican Republic			38.08%	61.92%			38.08%	61.92%
Uruguay			39.19%	60.81%	39.22%	60.78%	39.20%	60.80%
United States					100%	0%	100%	0%

GRI 404-1 | GRI 404-3 | DJSI 3.3.1

8. Learning and development

Investment in learning and development

Investment*	Grupo SURA	Suramericana	SURA AM	Grupo Empresarial SURA
Total investment in L&D (USD)	\$ 174,974.25	\$ 2,029,855.9	\$ 3,196,001	\$ 5,400,831
Average L&D investment per employee (USD)	\$ 2,777.37	\$ 92	\$ 433	\$ 183.5

Historical – Grupo Empresarial*	2023	2024	2025	YoY change
Total L&D investment (USD)	\$ 5,033,937.00	\$ 5,500,863.0	\$ 5,400,831	-1.82%
Average L&D investment per employee (USD)	\$ 170.80	\$ 194.1	\$ 183.50	-5.45%

*Investment figures in USD. Average per employee calculated on headcount active as of December 31, 2025.

Coverage	Grupo SURA	Suramericana	SURA AM	Grupo Empresarial SURA
% coverage – L&D programs	100%	100%	100%	100%

Average training hours by job category

Job category	Grupo SURA	Suramericana	SURA AM	Grupo Empresarial SURA
Senior management	61.90	27.44	87.21	57.94
Middle management	82.00	45.37	128.76	77.52
Junior management	82.77	41.79	161.87	74.90
Non-managerial positions	65.00	31.93	85.74	38.54
Interns / trainees	22.00	125.39	48.01	83.48
SENA apprentices		177.57	66.91	162.92
Sales / agents		48.15	77.96	69.22

Historical – Grupo Empresarial	2023	2024	2025	YoY change
Senior management	65.00	66.99	57.94	-13.51%
Middle management	42.00	48.36	77.52	60.30%
Junior management	39.00	48.23	74.90	55.31%
Non-managerial positions	31.00	52.94	39.51	-25.38%
Interns / trainees	45.00	70.46	83.48	18.47%
Sales / agents	49.00	53.43	69.22	29.54%

Note: Learning and development at Grupo Empresarial SURA are structured differently by organizational level: senior management, middle and junior management, non-managerial positions, sales force, interns, and apprentices, with programs tailored to the responsibilities and development stage of each group. Coverage reaches 100% of directly employed staff, including sales agents, who are employees — not contractors. Details on degree programs and formal certification will be incorporated in future reports.

Young talent development programs

Program	Company / Country	2025 participants
Specialized internships (quantitative modelling and risk management, technology and digital, and legal affairs)	Seguros SURA/ Colombia	511
Internship program	Seguros SURA/ Chile	30
SURA Mentorship Program	Grupo Empresarial/ Regional	40 mentees / 18 mentors

Educational alliances and development programs are detailed at: [Talento humano - Grupo SURA](http://www.gruposura.com) (www.gruposura.com)

GRI 401-1

10. Employee turnover rates

Administrative employees	Grupo SURA	Suramericana	SURA AM	Grupo Empresarial SURA
Total turnover rate	17.46%	11.57%	17.57%	12.54%
Voluntary turnover rate	3.17%	4.51%	6.49%	4.82%

Sales / agents	Grupo SURA	Suramericana	SURA AM	Grupo Empresarial SURA
Total turnover rate		11.64%	37.32%	29.79%
Voluntary turnover rate		8.01%	10.91%	10.06%

Historical – Grupo Empresarial		2023	2024	2025	YoY change
Administrative	Total turnover	11.80%	14.10%	12.54%	-11%
	Voluntary turnover	7.00%	6.30%	4.82%	-23%
Sales	Total turnover	32.80%	23.40%	29.79%	27%
	Voluntary turnover	10.90%	9.50%	10.06%	6%

Turnover by gender

Administrative	Grupo SURA	Suramericana	SURA AM	Grupo Empresarial SURA
Women				
Total turnover rate	22.58%	10.90%	16.75%	11.72%
Voluntary turnover rate	6.45%	4.20%	5.99%	4.45%
Men				
Total turnover rate	12.50%	13.00%	18.63%	14.16%
Voluntary turnover rate	0.00%	5.17%	7.15%	5.56%

Sales / agents	Grupo SURA	Suramericana	SURA AM	Grupo Empresarial SURA
Women				
Total turnover rate		11.28%	36.38%	28.81%
Voluntary turnover rate		7.98%	11.06%	10.13%
Men				
Total turnover rate		12.32%	38.92%	31.51%
Voluntary turnover rate		8.08%	10.65%	9.94%

Turnover by country

Total turnover rate - administrative employees			
	Men	Women	Total rate
Grupo Empresarial	14.16%	11.72%	12.54%
Brazil	16.58%	13.85%	15.09%
Chile	16.17%	14.27%	15.18%
Colombia	12.50%	10.23%	10.93%
Mexico	21.11%	19.49%	20.21%
Panama	31.48%	55.84%	45.80%
Peru	17.69%	16.67%	17.12%
Dominican Republic	4.04%	13.04%	9.62%
Uruguay	30.00%	27.74%	28.63%
United States	0.00%	0.00%	0.00%

Voluntary turnover rate - administrative employees			
	Men	Women	Total rate
Grupo Empresarial	5.56%	4.45%	4.82%
Brazil	5.70%	4.76%	5.19%
Chile	3.39%	1.56%	2.44%

Colombia	4.87%	4.05%	4.30%
Mexico	12.61%	9.51%	10.88%
Panama	6.48%	10.39%	8.78%
Peru	8.66%	9.36%	9.05%
Dominican Republic	3.03%	6.21%	5.00%
Uruguay	8.89%	8.03%	8.37%
United States	0.00%	0.00%	0.00%

Total turnover rate –sales/agents			
	Men	Women	Total rate
Grupo Empresarial	31.49%	28.81%	29.78%
Brazil	0.00%	0.00%	0.00%
Chile	56.89%	53.28%	54.59%
Colombia	13.22%	12.45%	12.72%
Mexico	36.44%	32.07%	33.70%
Panama	66.67%	57.89%	60.71%
Peru	25.86%	31.90%	29.89%
Dominican Republic	0.00%	0.00%	0.00%
Uruguay	87.50%	100.00%	95.65%
United States	0.00%	0.00%	0.00%

Voluntary turnover rate – sales / agents			
	Men	Women	Total rate
Grupo Empresarial	9.93%	10.13%	10.06%
Brazil	0.00%	0.00%	0.00%
Chile	15.25%	16.81%	16.24%
Colombia	7.49%	7.92%	7.77%
Mexico	9.93%	9.14%	9.43%
Panama	22.22%	10.53%	14.29%
Peru	6.90%	10.34%	9.20%
Dominican Republic	0.00%	0.00%	0.00%

Uruguay	0.00%	0.00%	0.00%
United States	0.00%	0.00%	0.00%

Note: Country-level turnover rates are calculated on year-end headcount. In countries with small workforces, individual variations may yield elevated percentages that do not reflect structural trends.

11. New hire rates by age group and gender

New hire rate	Grupo SURA	Suramericana	SURA AM	Grupo Empresarial SURA
Administrative employees	11.11%	19.60%	21.74%	19.92%
Sales / agents		19.44%	36.56%	31.55%

Historical – Grupo Empresarial				YoY change
	2023	2024	2025	
Administrative employees	18.40%	14.50%	19.92%	37%
Sales / agents	27.80%	34.40%	31.55%	-8%

Figures calculated on headcount as of December 31 of each year.

Administrative/ Age group	Grupo SURA	Suramericana	SURA AM	Grupo Empresarial SURA
Under 25	2	555	260	817
25-35	2	1961	391	2354
35-50	3	1410	183	1596
Over 50	0	101	20	121
Total Administrative	7	4027	854	4888
Women	3	2623	450	3076
Men	4	1404	404	1812

Sales- agents/ Age group	Grupo SURA	Suramericana	SURA AM	Grupo Empresarial SURA
Under 25	0	36	29	65
25-35	0	122	323	445

35-50	0	119	634	753
Over 50	0	2	278	280
Total agents/sales	0	279	1264	1543
Women	0	175	742	917
Men	0	104	522	626

Open positions (vacancies)

Vacancy type	Grupo SURA	Suramericana	SURA AM	Grupo Empresarial SURA
External postings	5	3330	1460	4795
Internal postings	1	1231	135	1367
Mixed postings	1	375	164	540
Total	7	4936	1759	6702

Filled positions	Grupo SURA	Suramericana	SURA AM	Grupo Empresarial SURA
Filled by external candidates	6	3204	1979	5189
Filled by internal candidates	1	1102	139	1242
% Women	42.86%	64.98%	56.28%	62.09%
% Men	57.14%	35.02%	43.72%	37.91%

12. Promotions by gender

Gender	Grupo Empresarial SURA	
	Number	Share
Men	397	39.15%
Women	617	60.85%
Total	1014	100%

13. Employees whose performance and career development are regularly assessed

Performance evaluations	Grupo SURA	Suramericana	SURA AM	Grupo Empresarial SURA
Total employees evaluated	53	21870	6886	28809
% of employees with performance evaluation	84.13%	99.48%	93.24%	97.88%
Men evaluated	26	6981	2752	9759
Women evaluated	27	14889	4134	19050

Evaluation type	Frequency	% employees covered
Agile conversations	Quarterly	39.67%
Multidimensional performance review	At least once a year	69.98%
Team-based performance evaluation	At least once a year	67.27%
Management by objectives / Performance measurement	At least once a year	94.10%
Other performance evaluation types	At least once a year	2.44%

GRI 403-9 | GRI 403-10 | DJSI 3.4.3

14. Absenteeism rates

	Grupo SURA	Suramericana	SURA AM	Grupo Empresarial SURA
Work accidents				
Number of cases	2	492	261	755
Days absent	20	1685	2539	4244
Absenteeism rate	0.12%	0.03%	0.13%	0.05%
Common illness				
Number of cases	35	30755	4681	35471
Days absent	258	160058	49281	209597
Absenteeism rate	1.55%	2.76%	2.53%	2.70%

Occupational illness				
Number of cases	0	6	2	8
Days absent	0	0	30	30
Absenteeism rate	0.0000%	0.0000%	0.0015%	0.0004%
Work-related fatalities				
Number of cases	0	0	0	0
Days absent	0	0	0	0
Absenteeism rate	0%	0%	0%	0%
Occupational illness fatalities				
Number of cases	0	0	0	0
Days absent	0	0	0	0
Absenteeism rate	0%	0%	0%	0%
Total cases	37	31247	4943	36227
Total days absent	278	161759	51850	213887
Total absenteeism rate	1.67%	2.79%	2.66%	2.75%

Note: Absenteeism rates cover 100% of employees reported at year-end (administrative and dependent sales agents). Indicator calculated per DJSI 3.7.4: [Number of days absent in the reporting period / Total scheduled working days in the reporting period] × 100.

Absenteeism by gender

Administrative employees	Grupo SURA	Suramericana	SURA AM	Grupo Empresarial SURA
Work accidents				
Men				
Number of cases	1	137	4	142
Days absent	0	503	7	510
Absenteeism rate	0.000%	0.029%	0.002%	0.023%
Women				
Number of cases	1	344	9	354
Days absent	20	1091	75	1186
Absenteeism rate	0.24%	0.03%	0.01%	0.03%
Total cases	2	481	13	496
Days absent	20	1594	82	1696
Absenteeism rate	0.12%	0.03%	0.01%	0.03%
Common illness				
Men				
Number of cases	15	5591	467	6073
Days absent	129	25770	3012	28911
Absenteeism rate	1.527%	1.498%	0.668%	1.326%
Women				
Number of cases	20	22671	1830	24521
Days absent	129	118207	13884	132220
Absenteeism rate	1.58%	3.19%	2.37%	3.08%
Total cases	35	28262	2297	30594
Days absent	258	143977	16896	161131
Absenteeism rate	1.55%	2.65%	1.63%	2.49%
Occupational illness				
Men				
Number of cases	0	0	0	0
Days absent	0	0	0	0
Absenteeism rate	0%	0%	0%	0%

Women				
Number of cases	0	6	1	7
Days absent	0	0	0	0
Absenteeism rate	0%	0%	0%	0%
Total cases	0	6	1	7
Days absent	0	0	0	0
Absenteeism rate	0%	0%	0%	0%
Work-related fatalities				
Men				
Number of cases	0	0	0	0
Days absent	0	0	0	0
Absenteeism rate	0%	0%	0%	0%
Women				
Number of cases	0	0	0	0
Days absent	0	0	0	0
Absenteeism rate	0%	0%	0%	0%
Total cases	0	0	0	0
Days absent	0	0	0	0
Absenteeism rate	0%	0%	0%	0%
Occupational illness fatalities				
Men				
Number of cases	0	0	0	0
Days absent	0	0	0	0
Absenteeism rate	0%	0%	0%	0%
Women				
Number of cases	0	0	0	0
Days absent	0	0	0	0
Absenteeism rate	0%	0%	0%	0%
Total cases	37	28749	2311	31097
Days absent	278	145571	16978	162827
Absenteeism rate	1.67%	2.68%	1.64%	2.51%

Agents/Sales	Grupo SURA	Suramericana	SURA AM	Grupo Empresarial SURA
Work accidents				
Men				
Number of cases	0	3	60	63
Days absent	0	0	742	742
Absenteeism rate	0%	0%	0.220%	0.159%
Women				
Number of cases	0	8	188	196
Days absent	0	91	1715	1806
Absenteeism rate	0%	0.04%	0.30%	0.22%
Total cases	0	11	248	259
Days absent	0	91	2457	2548
Absenteeism rate	0%	0.02%	0.27%	0.20%
Common illness				
Men				
Number of cases	0	622	668	1290
Days absent	0	3938	9312	13250
Absenteeism rate	0%	3.013%	2.762%	2.832%
Women				
Number of cases	0	1871	1716	3587
Days absent	0	12159	23073	35232
Absenteeism rate	0%	4.90%	4.01%	4.28%
Total cases	0	2493	2384	4877
Days absent	0	16097	32385	48482
Absenteeism rate	0%	4.25%	3.55%	3.75%
Occupational illness				
Men				
Number of cases	0	0	0	0
Days absent	0	0	0	0
Absenteeism rate	0%	0%	0%	0%

Women				
Number of cases	0	0	1	1
Days absent	0	0	30	30
Absenteeism rate	0%	0%	0.005%	0.004%
Total cases	0	0	1	1
Days absent	0	0	30	30
Absenteeism rate	0%	0%	0.003%	0.002%
Work-related fatalities				
Men				
Number of cases	0	0	0	0
Days absent	0	0	0	0
Absenteeism rate	0%	0%	0%	0%
Women				
Number of cases	0	0	0	0
Days absent	0	0	0	0
Absenteeism rate	0%	0%	0%	0%
Total cases	0	0	0	0
Days absent	0	0	0	0
Absenteeism rate	0%	0%	0%	0%
Occupational illness fatalities				
Men				
Number of cases	0	0	0	0
Days absent	0	0	0	0
Absenteeism rate	0%	0%	0%	0%
Women				
Number of cases	0	0	0	0
Days absent	0	0	0	0
Absenteeism rate	0%	0%	0%	0%
Total cases	0	2504	2633	5137
Days absent	0	16188	34902	51090
Absenteeism rate	0%	4.27%	3.82%	3.96%

Absenteeism trend – Grupo Empresarial

Total Absenteeism rate	2023	2024	2025	YoY change
	2.18%	2.57%	2.75%	

Severity and frequency indices

	Total
Frequency index – administrative	9.72
Severity index – administrative	33.23
Frequency index – sales agents	25.45
Severity index – sales agents	250.41

Main types of workplace injury

Tipo de lesión	Total
Concussion or internal trauma	243
Laceration / open wound	176
Sprain, strain, muscle tear, hernia, or tendon injury without open wound	34

GRI 405-2 | DJSI 3.2.5

15. Compensation and pay gap

Grupo SURA – Average base salary and total compensation (USD)

Job Category	Men	Women	Pay gap
Average base salary			
Senior management	\$ 376,323.40	\$ 158,513.95	57.88%
Middle management	\$ 105,250.37	\$ 92,530.67	12.10%
Junior management	\$ 67,078.22	\$ 49,077.52	26.8%
Non-managerial positions	\$ 15,924.33	\$ 20,169.87	26.70%
Average (Base + incentives)			
Senior management	\$ 584,458.72	\$ 221,919.54	62.03%
Middle management	\$ 147,350.52	\$ 129,542.94	12.09%
Junior management	\$ 87,811.48	\$ 62,894.52	28.38%
Non-managerial positions	\$ 17,979.86	\$ 23,222.57	29.19%

Suramericana– Average base salary and total compensation (USD)

Job Category	Men	Women	Pay gap
Average base salary			
Senior management	\$ 211,430.44	\$ 204,129.09	3.45%
Middle management	\$ 113,461.89	\$ 94,735.14	16.50%
Junior management	\$ 50,235.26	\$ 46,225.27	7.98%
Non-managerial positions	\$ 23,524.78	\$ 18,341.30	22.03%
Agents/ Sales	\$ 914.84	\$ 1,047.51	14.50%
Average (Base + incentives)			
Senior management	\$ 295,662.34	\$ 294,446.31	0.41%

Middle management	\$ 146,505.23	\$ 126,137.93	13.90%
Junior management	\$ 55,257.53	\$ 50,110.36	9.31%
Non-managerial positions	\$ 24,174.42	\$ 18,877.23	21.91%
Agents/ Sales	\$ 27,854.25	\$ 22,418.02	19.52%

Sura AM– Average base salary and total compensation (USD)

Job Category	Men	Women	Pay gap
Average base salary			
Senior management	\$ 306,532.35	\$ 221,712.14	27.7%
Middle management	\$ 140,916.47	\$ 117,670.07	16.5%
Junior management	\$ 58,334.25	\$ 53,538.97	8.2%
Non-managerial positions	\$ 22,641.63	\$ 18,396.55	18.7%
Agents/ Sales	\$ 23,921.61	\$ 20,225.29	15.5%
Average (Base + incentives)			
Senior management	\$ 608,391.69	\$ 416,578.87	31.5%
Middle management	\$ 219,819.38	\$ 172,625.36	21.5%
Junior management	\$ 70,145.02	\$ 61,771.91	11.9%
Non-managerial positions	\$ 24,314.73	\$ 19,453.94	20.0%
Agents/ Sales	\$ 24,691.18	\$ 20,537.99	16.8%

Note: Figures in USD. Includes sales force / agents. Excludes individuals affiliated with the Group for academic purposes and without an employment contract.

Employees at minimum wage

Category	Men	Women	Total
Employees	23	51	74
SENA apprentices	92	179	271
Interns / trainees	0	0	0

Dependent sales agents	122	297	419
Employees	237	527	764
% of total employees	2.36%	2.72%	2.60%

GRI 2-21

16. Annual total compensation ratio – Grupo SURA

	Grupo SURA
Annual total compensation ratio (CEO to median employee)	50.81x

17. Accumulated equity ownership (multiple of annual base salary)

	Grupo SURA
President / CEO	4.7x
Average Committee members	2.0x

18. Human capital return on investment (HC ROI)

HC ROI*	Grupo SURA
(a) Total revenues	7,083,338,777.88
(b) Total operating expenses	6,003,748,189.38
(c) Total employee-related expenses	554,126,693.65
$HC\ ROI = (a - (b - c)) / c$	2.95

*Figures in USD. Cumulative balances as of December 31, 2025 (consolidated figures).

19. Employee wellbeing survey

Metric	Grupo SURA	Suramericana	SURA AM	Grupo Empresarial SURA
Favorability ("agree" + "strongly agree")	98.44%	94.71%	89.38%	92.98%
Total participants	64	12271	5999	18334
Participation rate	101.59%	55.82%	81.23%	62.29%

Survey conducted in 2025. Favorability calculated as the share of 'agree' and 'strongly agree' responses across all items. The survey measures engagement, eNPS (employee Net Promoter Score), overall satisfaction, organizational purpose, and perceived stress levels and work-life balance.

GRI 2-30

20. Collective bargaining agreements and union membership

Company / Country	2024		2025	
	Number	Share	Number	Share
Grupo SURA	0	0.00%	0	0.00%
Suramericana	2790	13.40%	2450	11.14%
Brazil	32	8.36%	34	8.02%
Chile	567	82.05%	567	82.05%
Colombia	2121	11.60%	2350	12.00%
Mexico	59	8.77%	55	8.91%
Panama	0	0.00%	0	0.00%
Dominican Republic	0	0.00%	0	0.00%
Uruguay	11	8.15%	11	7.43%
SURA AM	1214	16.41%	1258	17.03%
Chile	572	30.80%	571	30.45%
Colombia	158	8.52%	149	7.95%
Mexico	373	13.47%	437	15.95%
Peru	0	0.00%	0	0.00%
Uruguay	11	76.03%	101	99.02%
Grupo Empresarial SURA	4004	14.16%	3708	12.60%

GRI 405-1

21. Diversity in governance bodies

Indicator	Grupo SURA	Suramericana	SURA AM	Grupo Empresarial SURA
Total members of governance bodies	7	63	71	141
% Women in governance bodies	0.00%	39.68%	30.99%	33.33%
% Men in governance bodies	100%	60.32%	69.01%	66.67%
% Members under 30 years	0.00%	0.00%	0.00%	0.00%
% Members 31–50 years	0.00%	39.68%	59.15%	47.52%
% Members over 50 years	100%	60.32%	40.85%	52.48%

22. Additional diversity and gender indicators

	Grupo SURA	Suramericana	SURA AM	Grupo Empresarial SURA
% Women in management roles within revenue-generating functions (% of total employees in those functions)	22.22%	54.33%	26.32%	41.76%
% Women in STEM-related roles (% of total positions in STEM areas)	33.33%	64.69%	38.29%	61.60%
