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March  
2026

# Strategic Review of SG-SST

Grupo de Inversiones Suramericana – Fundación SURA

# Implemented Initiatives



## Comprehensive Occupational Risk Management

- Provision of first aid kits and road kits for company vehicles.
- Signage for fire extinguisher locations.
- Corrective maintenance in facilities based on safety inspection findings.
- Joint comprehensive inspection with the property management to review parking conditions from a mobility perspective.
- Coordination with BCD Travel to include travel recommendations and emergency contact lines in case of incidents during trips.
- Promotion of LONGEVO through virtual sessions.
- Training for all employees focused on priority risks: mental health, DME, mobility, and public risk.
- Training for safety assistants on mobility and emergency response.

## Legal Compliance Management

- Update and communication of OHS (Occupational Health and Safety) – PESV policies (2025).
- Definition and communication of SG-SST – PESV objectives for 2025.
- Update and communication of SG-SST roles and responsibilities.
- Update of the hazard identification and risk assessment matrix (SG-SST) and development of hazard matrix under ISO 31000 (PESV).
- Review and update of the legal matrix.
- Update of CCL documentation in accordance with Resolution 3461 of 2025.
- Accountability reports from COPASST, CCL, and emergency brigade (2025).
- Submission of SG-SST – PESV self-assessment to the Ministry of Labor.
- Management review report (top management).
- 50-hour and 20-hour training courses.
- SG-SST – PESV audit.
- Induction for new employees.

## Health and Wellbeing

- Support for employee reintegration cases.
- Medical examinations for employees with insurance coverage.
- Executive check-ups for senior management.
- Monitoring of epidemiological surveillance programs (MSD and psychosocial).
- Prevention and promotion activities during Wellness Week.
- Absenteeism analysis with ARL SURA specialist support.
- Review and update of the responsible consumption and addiction prevention program.
- Update of job profiles.
- Update of the psychological first aid protocol.
- Workplace inspections for employees with reported symptoms.

## Comprehensive Emergency and Mobility Risk Management

- Update of emergency prevention, preparedness, and response plan documentation.
- Update of vulnerability analysis.
- Emergency baseline line.
- Development of PONS.
- Drills (evacuation, road safety).
- Emergency brigade training.
- Implementation of PESV and consolidation of indicators.

# Work Plan Compliance



## Key Results

- Companies with zero certified occupational disease cases.
- Timely compliance with legal requirements.
- Activities executed according to schedule.
- Favorable safety conditions.
- Continuous improvement of the SG-SST.



## Opportunities for Improvement

- Greater emergency brigade coverage.
- Increased participation in SST activities.
- Completion of 50- and 20-hour training programs.



## Critical Points

- Criteria for selection and evaluation of suppliers and contractors.
- Emergency committee training.
- Accountability on SST performance according to responsibilities.
- Procedure for identifying and evaluating SST specifications in procurement of products and services.



**Effectiveness of monitoring measures based on previous management reviews and necessary adjustments.**

**2024**

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*Grupo SURA*

**95%**

*Fundación SURA*

**100%**

**2025**

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*Grupo SURA*

**96%**

*Fundación SURA*

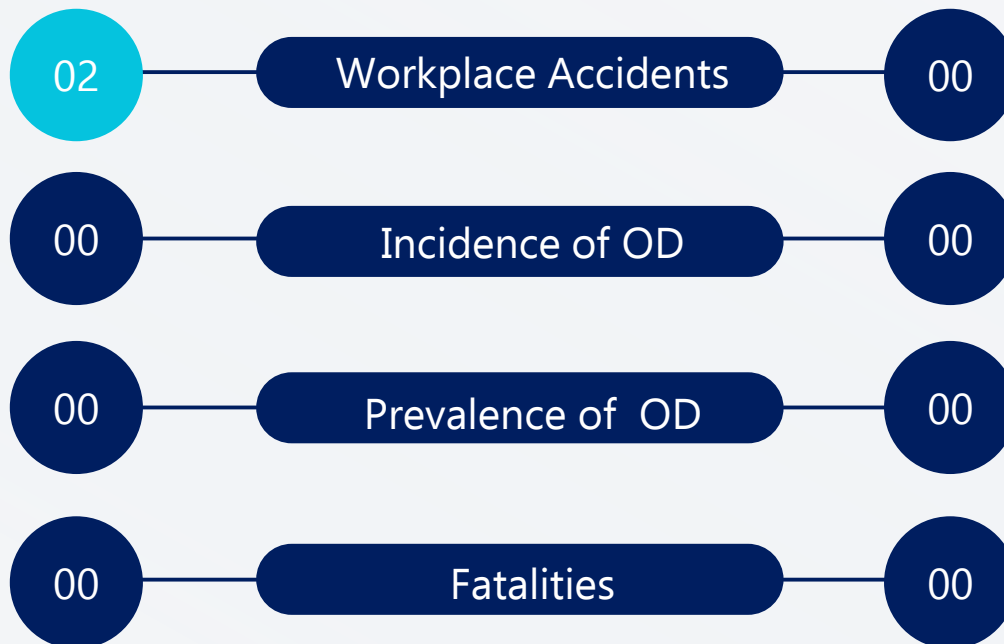
**100%**





## *Grupo SURA*

## *Fundación SURA*

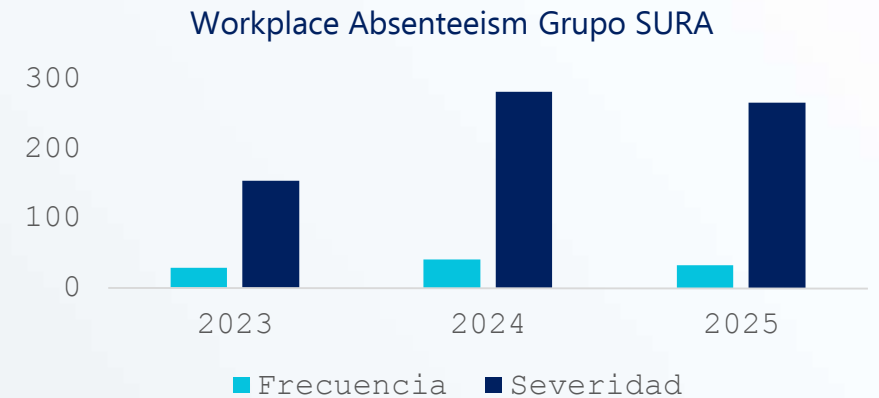


- Planned activities: **25**
- Executed activities: **22**
- Postponed activities: **0**
- Canceled activities: **3**

## Notification and investigation of incidents, workplace accidents, and occupational diseases



## Identification of absenteeism due to causes associated with occupational health and safety



# Establish compliance with specific plans, established targets, and defined objectives



SG-SST OBJECTIVES	TARGET	OBSERVATIONS
Maintain the accident rate below 2.94 (accidents per 100 employees)	2.94	During 2025, two workplace accidents occurred, representing a frequency rate of 1.52.
Maintain the severity rate below 51.47 (lost days per 100 employees)	51.47	During 2025, 30 lost days due to workplace accidents were recorded, representing a severity rate of 45.74.
Maintain zero incidence of occupational diseases	0	No cases of occupational disease were reported during 2025.
Reduce absenteeism due to occupational and common illness by 2%	<2%	During 2025, absenteeism reached 1.66%.
Maintain SG-SST implementation above 90%	Assessment SG-SST $\geq$ 90%	96% compliance was achieved with respect to minimum standards for Grupo SURA.

# Work Plan: Grupo SURA – Fundación SURA

## Legal Compliance

- Self-assessment of minimum standards – Resolution 0312 of 2019 (Year 2026)
- Self-assessment results report (Year 2025) COPASST and CCL elections and meetings
- SG-SST documentation update – Suramericana / Suramericana TechSG-SST indicators
- Definition of resources (2026)
- Accountability reporting for support groups (2026)
- Management review (2025) SG-SST – PESV audit (2025)
- Investigation of workplace accidents and incidents
- Criteria for the selection and evaluation of suppliers and contractors, and procedure for identifying and evaluating OHS requirements in the procurement of products and services

## Health Surveillance

- Periodic medical examinations for safety assistants and employees, as well as executive check-ups.
- Update of the healthy lifestyles program, including prevention and promotion activities defined within the work plan.
- Update of the restrictions and/or medical recommendations matrix, and the psychoactive substances program.
- Administration of the psychosocial survey
- Wellness Week Absenteeism analysis
- Psychosocial and DME epidemiological surveillance program
- Follow-up on socio-occupational reintegration cases
- Update of job profiles

## Risk Management

- Implement prevention campaigns focused on falls, public risk, safe and sustainable mobility, musculoskeletal risk prevention, and housekeeping.
- Conduct road users survey
- Continue implementation of the PESV
- SST reinduction
- Development of procedures
- Intervention of priority risks: mental health, DME, public risk, and road safety

## Emergency Management

- Annual review of the emergency plan document and vulnerability analysis
- Training for emergency leaders, coordinators, and brigade members
- Development of PON
- Emergency resources matrix
- Baseline assessment
- Emergency drill

## PESV

- Baseline
- Review and update of PESV documentation.
- PESV indicators
- Road safety drill