

06

**The tropical chicken snake
(*Spilotes pullatus*)**

Agile and eye-catching reptile known for its distinctive pattern of black and yellow scales. Even though it is not venomous, this snake plays a key ecological balance role because it controls the populations of rodents and other species. This species is found in the ecosystems of the areas of influence of Promigas and Pajonales.

[Learn more here](#)



We promote development, growth and opportunities

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06.1 Talent management

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APPROACH TO RISKS, OPPORTUNITIES AND STRATEGY

[GRI 3-3]

Managing a diversified portfolio entails unique challenges in areas of coordination, efficiency, and compliance with regulations in different sectors. Ensuring sustainable and cost-effective growth in each sector requires an efficient management of the human capital. In a globalized market, the capacity to attract, develop, and ensure customer loyalty is essential for innovation and leadership.

Applying advanced practices of human capital development may improve the operational efficiency throughout all sectors and reduce costs associated with staff turnover, training, and hiring.

Furthermore, a staff that is committed and qualified increases productivity, improves financial outcomes, and preserves competitive advantage.

Managing human capital effectively ensures compliance with work and environmental standards by mitigating legal and reputation risks, while diverse and talented teams foster innovation and adaptability to market changes.

MAIN PROGRESS ACHIEVEMENTS REGARDING THE CORFISOSTENIBLE STRATEGY GOALS

[GRI 3-3]

STRATEGIC APPROACH AND GOALS

To strengthen the capabilities of human talent in all our companies through high-quality programs in partnership with the country's best universities.

To foster a work environment that promotes employee well-being, development, and satisfaction, consolidating our attractiveness as a workplace in Colombia.

To develop and implement an employer brand strategy and reduce employee turnover to 10%.

To strengthen the abilities of our employees, promote their growth, and contribute to achieving organizational objectives through performance evaluations and professional development plans.

MAIN PROGRESS ACHIEVEMENTS

- We carried out more than 226 training programs in technical and professional skills, with an investment of approximately COP 2.32 billion for Corfi and its companies.
- We benefited 412 employees through the four Corporate University schools.
- We benefited 131 employees with English training programs.
- We created and published 12 regulatory training courses using a microlearning approach.

- We maintained our Great Place to Work (GPTW) certification for the fifth consecutive year.
- We achieved a work environment index (WEI) of 68.9, an improvement of 8.2 points compared to the previous year.

- Our employee turnover rate was 17.98%. The employee turnover rate for Corfi and the companies was 12.95%.
[GRI 403-1]
- We restructured the *onboarding process* with digital tools and welcome kits to improve the integration of new employees.

- We evaluated the performance of 100% of our employees and 54.3% of those in our affiliate companies and investees, enabling more effective talent management and the development of customized action plans.

PROGRESS DETAILS REGARDING THE CORFISOSTENIBLE STRATEGY

[GRI 3-3]

2024 was a year of significant progress and achievements for the human talent from Corfi and its investees. The acknowledgments, outcomes, and strategies and the result of our commitment to creating a work environment that is solid, inclusive, and growth-oriented.

We implement different actions from four essential pillars:

- Strategic talent attraction and retention
- Organizational development
- Well-being and safety
- Inclusion, diversity and equal opportunity

ACKNOWLEDGMENTS AND ACHIEVEMENTS IN HUMAN TALENT MANAGEMENT

Corfi continues to solidify itself as an organization that is committed to the management of human talent. For the second consecutive year, Corfi was included in the Merco Talento 2024 ranking at the seventh place of the financial sector, climbing 58 positions in the general ranking and ranking second in the specific sector. This achievement reinforces Corfi's commitment to the development, well-being, and retention of its human talent team.

Likewise, for the fifth year in a row, Corfi received an acknowledgment from the Great Place to Work (GPTW) firm for being a company with one of the best work environments in Colombia. In regards to the previous acknowledgment, the outstanding work environment index translates to greater employee satisfaction with leadership, communication, acknowledgment, professional development and work-life balance.

A new work climate study conducted by Corfi has shown an increase in employee motivation, commitment, and productivity, which goes in line with the efforts to promote more diverse, inclusive, and equal spaces for everyone, as well as with the high investment made in organizational development, wellness, and benefit programs. A multi-dimensional monitoring of the work environment has allowed Corfi to identify opportunities to bridge gaps and attract and ensure talent loyalty, as well as ensure the continuous improvement of all assessed variables.

JOBS PROVIDED BY CORFICOLOMBIANA AND ITS COMPANIES

23,562 EMPLOYEES¹

GENDER DIVERSITY AMONG DIRECT EMPLOYEES

[GRI 405-1]

Entity	Total	Women	Men
CORFICOLOMBIANA	404	214 / 53%	190 / 47%
FINANCE	556	322 / 57.9%	234 / 42.1%
ENERGY & GAS	2,031	932 / 40.1%	1,392 / 59.9%
INFRASTRUCTURE	1,887	608 / 32.2%	1,279 / 67.8%
AGRIBUSINESS	2,031	462 / 22.7%	1,569 / 77.3%
TOURISM	2,445	1,087 / 44.5%	1,358 / 55.5%
OTHER SECTORS	210	49 / 23.3%	161 / 76.7%
FUNDACIÓN CORFICOLOMBIANA	2	1 / 50%	1 / 50%
TOTAL	9,859	3,675 / 37%	6,184 / 62.7%

GENDER DIVERSITY AMONG DIRECT AND THIRD-PARTY EMPLOYEES

Entity	Total	Women	Men
CORFICOLOMBIANA	570	288 / 50.5%	282 / 49.5%
FINANCE	602	356 / 59.1%	246 / 40.9%
ENERGY & GAS	11,937	2,821 / 23.6%	9,116 / 76.4%
INFRASTRUCTURE	4,370	1,176 / 26.9%	3,194 / 73.1%
AGRIBUSINESS	2,494	592 / 23.7%	1,902 / 76.3%
TOURISM	3,368	1,530 / 45.4%	1,838 / 54.6%
OTHER SECTORS	219	54 / 24.7%	164 / 75.3%
FUNDACIÓN CORFICOLOMBIANA	2	1 / 50%	1 / 50%
TOTAL	23,562	6,818 / 28.9%	16,744 / 71.1%

¹Includes direct indefinite-term contracts, direct fixed-term contracts, SENA apprentice contracts, other types of traineeship contracts, continued temporary and transitory contracts, permanent outsourcing and transitory contracts.
* Fundación Corficolombiana is not part of the consolidated financial statements.

EMPLOYEES BY COUNTRY

Country	Women	Men
COLOMBIA	6,467	14,527
PERU	351	2,217
TOTAL	6,818	16,744

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STRATEGIC TALENT ATTRACTION AND SELECTION

ATTRACTION, INCLUSION, AND LOYALTY-BUILDING

Employer brand

In 2024, Corfi strengthened its employer brand in social media and participated in 21 college career fairs, where students in the last semesters got to know, first-hand, the impact Corfi has had in the national economic growth, by supporting sustainable investees in five sectors of the national economy. Additionally, Corfi organized seven conversations with vice-presidents, managers, and analysts from different area of the Corporation, in order for students from different universities to become familiar with the experience of working at the company. This was done to attract talent that aligns with the values of the company, promote work inclusion, and have a positive impact in the goals of the organization and in the experience of its collaborators.

Selection

On the other hand, in 2024, Corfi made significant progress in attracting and selecting human

talent from a detailed analysis of needs, using advanced recruitment platforms and a diversity, equality, and inclusion approach. Apart from its assessment tests, Corfi has implemented skill-based interviews and *assessment* centers, that allow the company to have a broader and more objective vision of the prospective potential and performance of the candidates.

Additionally, in compliance with the social responsibility to bring young students the opportunity to carry out their college internships through apprenticeship agreements, in 2024, Corfi signed agreements with 21 students, 14 of which stemmed from SENA's technical and technological programs, and 7 from different universities in the country. Overall, the entire Corporation and its companies finished the year with 286 apprentices.

Furthermore, Corfi strengthened its work inclusion practices by hiring hearing and mildly cognitively impaired apprentices, who brought new perspectives to work teams. Corfi also participated in two inclusive career fairs, where it broadened its resume bank with population minorities,

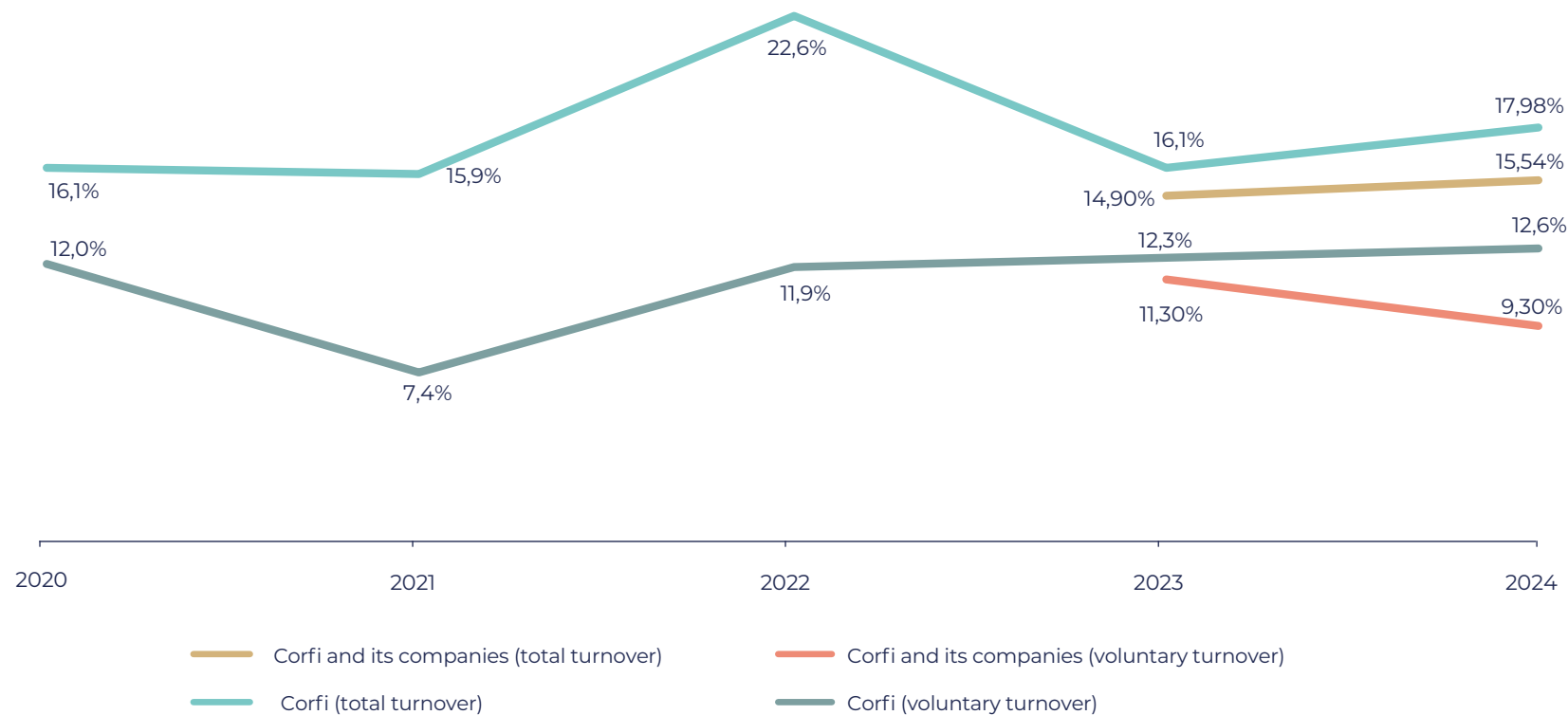
thus promoting ethnic, cultural, or social diversity in selection processes.

In 2024, Corfi's turnover rate was 17.8% compared to 16.1% in 2023. The rate for Corfi and its companies was 15.4% compared to a 14.9% in 2023. In this manner, Corfi solidified its commitment to the experience of its collaborators via a comprehensive re-structuring of the *onboarding* process with a clear goal in mind: fostering commitment, the sense of pride, and the sense of belonging from the very first day. Corfi implemented a closer, more dynamic, and individual approach that highlights the values, culture, and purpose of the company. It involves different areas: human talent, core areas of the business, and cross-cutting areas such as diversity, equity, and inclusion (DEI), sustainability and Fundación Corfi. Digital tools are also employed in order to facilitate the integration of collaborators and improve their experience with attractive *welcome kits*.

Thanks to this strategy, we recorded high levels of satisfaction among participants, with largely positive feedback reflected in the *onboarding* satisfaction survey.

TURNOVER AND VOLUNTARY TURNOVER

[GRI 401-1]



REMUNERATION

In the last few years, Corfi has worked to build a coherent structure of the organization aligned with the corporative strategy, which acts as the back bone and integrates human talent processes in the decision-making. Likewise, this structure supports programs that include the career-plan, succession, and compensation programs, which motivates collaborators to boost their professional and personal development.

To align the structure with the business strategy, in 2023, under the guidance of an expert consultant, Corfi reviewed, unified, and verified the structure, ultimately updating the titles of the different job positions. Corfi implemented said verification in 2024, and currently draws clearer and more transparent career paths that facilitate the horizontal and vertical mobility of the work

force, as well as the growth and development within the organization, strengthening the loyalty of the greatest talent.

Their job positions are specific and based on requirements, capabilities, and responsibilities. Corfi understands the size and relative weight of each position within the entity, which enables the company to ensure the nomenclature of the positions and their compensations are justified by their contributions, internal equity, and market value.

At the same time, Corfi works to implement equitable, systematic, and competitive salary structures that promote equity within the organization and aligns with the collaborators' job descriptions and performances. For this purpose, Corfi has set policies and practices that ensure transparency in the compensation and professional develop-

ment, while considering the differences in the performance of the collaborators and facilitating decision-making within the organization.

Corfi's internal compensation and benefit policies include topics related to base salaries, annual increases, increases due to promotions, and lateral and horizontal movements. Corfi also offers variable remuneration models for the commercial areas, which are related to business outcomes and established goals. These models outline individual and group goals that ensure the achievement of all sought goals.

The remuneration of the Management Team is designed to promote the achievement of short, medium and long term goals, as well as the strategic alignment of businesses and investees. To determine that compensation, Corfi uses using the *Balanced Scorecard* (BSC) methodology,

which evaluates four dimensions: financial and business growth health, operational efficacy, clients' health, and talent well-being. Each vice president's office has a different BSC with indicators in the mentioned dimensions, which are followed up on, and their corresponding compensation is defined depending on their compliance.

With established structures for the organization and salaries, Corfi promotes equal treatment for all segments of its workforce, thus helping improve the work environment and avoid associated work risks.

PERFORMANCE ASSESSMENT PROCESS

[GRI 403-3]

One of the main measurement processes that reward the effort, discipline, and dedication of Corfi's collaborators is performance evaluations. This year, the company evaluated its officers that hold operational, tactical, and strategic roles, and the results obtained therefrom were an input used to build and define talent roadmaps, career plans, succession, promotions, and increase plans, and other processes that boost the personal and professional growth of its collaborators.

Corfi strives to improve continuously and in line with the strategic goals of the corporate human-talent management, owing to which it periodically dedicates spaces to measuring and evaluating the individual and collective performance of the teams, in order to have a comprehensive view to adequately manage its talent.

Corfi focuses its efforts into defining specific, measurable, attainable, realistic, and timely measures that ensure that the information and data obtained remain objective and allow for strategic decision-making.

EMPLOYEES EVALUATED BY THE COMPANY

[GRI 404-3]



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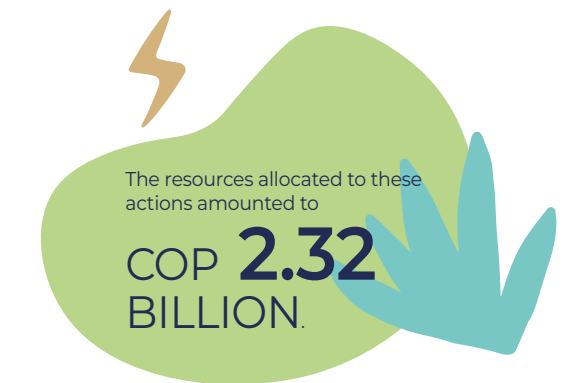
ORGANIZATIONAL DEVELOPMENT

[GRI 404-2]

Corfi is aware that investing in the training and development of its employees is more than a priority, it is the cornerstone of its growth, and the guarantee of sustainable success. This investment not only presents collaborators the opportunity to acquire new skills and enhance their capabilities, thus always being up-to-date with the latest trends, technologies, and leading practices, but it also strengthens the Organization's ability to fulfill its strategic goals rapidly and effectively.

Corfi has taught over 226 training programs that were designed to boost technical and professional capabilities. These initiatives amounted to 30,010 training hours, which is a number that demonstrates Corfi's commitment to the

continuous growth of employees. The resources allocated for these actions amounted to COP 2.32 billion, which restates the decision to offer a constant learning environment that is robust and high-quality.



The impact of this training has been significant. Corfi has provided its employees tools, knowledge, and key capabilities that improve their individual performance and strengthen the efficiency and productivity of the entire organization. Each hour invested in training is a step toward individual betterment, as well as a boost toward collective success.

In line with Corfi's commitment to the development of their talent, the company promotes, across all levels and throughout its leaders, continuous and periodic feedback to its teams, building a culture of trust, closeness and high-performance every day. In these spaces for feedback, the company gets to know its teams, boosts their performance, identifies opportunities for improvement, and devises action plans to strengthen their skills, capabilities, and knowledge.

On the other hand, Corfi carries out a 360° evaluation as part of the process of development and strengthening of the skills of the team of leaders, which assesses specific leadership skills from different perspectives in the organization –peer reviews, direct reports, supervisors and internal clients. The company can thus obtain a comprehensive measurement of the strengths and areas for improvement of those evaluated. In 2024, 20 leaders participated.

In the framework of the purpose to build a culture of trust and effective communication within teams, Corfi launched the campaign “Espacios que enriquecen” (Spaces for enrichment) which fosters openness and closeness in the relations between leaders and collaborators, which promotes spaces for feedback throughout all levels of the organization. As part of this initiative, the company has shared practical tools to foster constructive conversations and carried out trainings and workshops with different groups. These actions will continue in 2025, aiming to impact 100% of the target population.

Likewise, Corfi continues to strengthen the bilingual skills of its collaborators with a corporate English program that 131 people benefit from each year, 50 of them, from its investees. The company realizes that in a globalized and ever-changing environment, proficiency in multiple languages has become an essential skill for effective communication, as well as for competitiveness and professional growth.

In its virtual training campus, Corfi has deployed an education offer that focuses on the comprehensive development of its collaborators, by addressing key areas that boost their soft and digital skills, which goes in line with the current world of work. The most noteworthy courses

include: “Al teclado”, “Resiliencia ¡Desafíos cotidianos!”, “Orden digital”, and “Servicio al cliente interno”.

The company also designs and posts their educational trainings, thus giving continuity to the micro-learning approach. This method optimizes the time of the participants, and also facilitates the assimilation and retention of key content, which ensures learning is accessible, effective, and in line with the needs and demands of the corporate world today. The company has posted 12 regulatory trainings related to financial risks, ABAC Anti-Bribery Anti-Corruption Policy, code of ethics and conduct, SAC, SARO, SOX, business continuity, SARLAFT, information security, FATCA & CRS, regulatory compliance and occupational safety and health.

In order to strengthen and boost key leadership skills in the organization, 21 tactical-level leaders in specialized coaching programs have been brought in, which ensures a comprehensive and high-impact education. Not only are the leadership capabilities of the team reinforced, but the company also ensures 100% of the team roles be under the guidance of leaders trained and prepared to face the strategic and operational challenges of the organization.

In total, over 92 leaders in the Corporation have benefitted from these coaching programs, which have established a solid leadership structure that is outcome-oriented and fosters performance and collective success.

CORPORATE UNIVERSITY

In 2024, Universidad Corporativa Corfi made significant progress in the mission of having a positive impact in the development of the collaborators, understanding their educational needs alongside their degree of contribution. Additionally, Corfi undertook the task of working

with other universities, with which they created training schools through which their officers could take credits in formal education undergraduate programs.

The university is comprised of four faculties that bring significant benefits to the officers. These faculties work closely with reputable academic institutions, such as Universidad de los Andes, Universidad del Rosario, Colegio de Estudios Superiores (CESA), and Tecnológico de Monterrey. This enables the company to offer high quality programs that are relevant to the corporate context. Considering the collaborators' needs, the education has been segmented in three levels: operational, tactical, and strategic. This allows each collaborator to receive the specific education that is adequate for their responsibilities and level of influence within the organization, ensuring that the knowledge and skills acquired be directly applicable to their every day tasks and contribute effectively to the goals of the organization.

[ODS 9.5]

Furthermore, two milestones were reached: some of the credits from Corfi's corporate education programs being endorsed by the partner universities to be transferable to graduate programs in those institutions. This validates the high level of the company's courses and reinforces the commitment to promoting a better quality of life, strengthening comprehensive development, and preparing their collaborators to face the challenges ahead with better capacities and knowledge.

In turn, we launched the “Finanzas corporativas y liderazgo y estrategia” (Corporate Finance, Leadership, and Strategy) Program for the Senior Management of Corfi and its investees, designed to provide our leaders with the skills and knowledge necessary to make informed strategic decisions and lead effectively in a dynamic business environment.

This year, through four schools, the company had a direct impact on 412 collaborators, 191 of which come from its investees. The above demonstrates Corfi's commitment and dedication to continue promoting learning and training within the organization and its investees, which contributes to the personal and professional growth of the collaborators.

- **Finance school: this faculty** offers programs such as “Introducción a la toma de decisiones” (Introduction to decision-making) and “Análisis financiero integral y finanzas corporativas” (Broad financial analysis and corporate finance) in order to give the participants a deep understanding of financial principles and develop critical skills for informed financial decision-making. During this period, the company had 102 participating officers, 39 of which come from its investees.

- **Leadership school:** through this faculty, programs such as “Liderando hoy” (Leading today), “Desarrollando tu potencial” (Developing your potential), and “Liderazgo y estrategia” (Leadership and strategy) are taught. The programs from this faculty focus on developing leadership and management skills by promoting a culture of effective and strategic leadership within the organization. In 2024, the programs had an impact on 206 collaborators, 103 of which came from the investees.

- **Business management school: this faculty offers** programs such as “Fundamentos para la administración de negocios” (Fundamentals of business administration) and “Desarrollo de habilidades para la gestión de negocios” (Development of business-management skills). These programs are designed to give the participants a deep understanding of the principles governing business administration, and develop critical skills for effectively managing business in a competitive environment. Throughout the year, it impacted 56 collaborators, 31 of which came from the investees.

- **School of innovation and digital transformation:** In this faculty, programs such as “Héroes de cambio” (Heroes for change) and “Expedicionario inspirador” (Inspirational expeditionary) are taught. The programs are designed to provide the participants with the skills and knowledge needed to lead innovation and digital transformation in their lives of work. 48 collaborators were impacted; 18 of which came from investees.

CAREER PLANS

By promoting the development and growth of Corfi's collaborators for them to undertake new professional challenges, 52 of them adopted higher-responsibility roles, increasing the percentage of promotions from 32% to 56%.

Similarly, committed to talent crossover in its investments, the company increased the use of our internal JobSite, offering growth opportunities to key talent, thus activating more than 7,990 users who accessed 130 internal open job postings.

On the other hand, Corfi has designed 23 capability development guides as key tools within the organization to support the career plans. The guides offer a clear and structured framework that helps identify the essential skills and knowledge to advance in one's career. With them, collaborators can evaluate their current capacities, set development goals, and have access to specific resources to improve their skills, which promotes individual growth and alignment with the strategic goals of the company. Additionally, these guides foster a continuous learning environment that motivates to acquire new capacities and strengthens career plans, by providing collaborators the tools necessary to proactively manage their development and achieve their goals.

TALENT MAPS, IDENTIFICATION OF HIGH POTENTIAL AND SUCCESSORS

For professional development at Corfi, work is continuously carried out on different tools, such as the “Mapas de talento” (Talent maps) and “Identificación de altos potenciales y sucesores” (Identification of high potential and successors) processes to devise career plans. These plans allow collaborators to proactively manage their growth, giving them visibility over the potential career shifts horizontally and vertically. With these plans, employees can identify development opportunities and mark a clear path toward their professional goals. Furthermore, these career plans foster a continuous learning environment, and motivate collaborators to acquire new skills and capabilities that allow them to advance their careers.

Corfi has completed their capacities assessment and the identification of potentials of 300 collaborators, which enriches the talent maps

in all areas. The process entails an individual analysis of the current and potential levels of contribution of each collaborator, which allows for devising custom career plans and ensure successors for key positions. Additionally, the company has gained a better understanding of the degree of development and training of the officers, and has identified and promoted talent displaying great potential, which ensures their development and loyalty.

Corfi uses the methodology Strategic talent management NINE BOX: an essential tool to detect the potential of its collaborators and align it with the global strategy of the organization.

This methodology makes use of a matrix that classifies members of the organization under two variables: performance and potential. Its goal is to find the talent, identify areas for improvement, and understand where they excel in performance or potential in order to plan the succession.

In order to promote a comprehensive development of the collaborators and help them maximize their potential, Corfi has designed two programs. The first one is individual and it is called “Coaching impulsa tu talento” (Coaching Boost your talent”, which is comprised of an assessment stage where strengths and areas of improvement for each collaborator are identified, and a support phase, where certified consultants and experts in development methodologies bring customized support for professional growth. The second program, “Maximiza tu potencial” (Maximize your potential), offers dynamic and collaborative spaces through interactive workshops, group discussions, and opportunity for sharing experiences.

Natural capital that drives markets

In the Colombian Caribbean, through Promigas and in partnership with Fundación Cataruben, we will preserve 105,000 hectares of tropical dry forest and strategic wetlands, thus preventing the emission of 3.5 million tons of CO₂ by 2044.

Through the VCS Verra standard, the Co₂rozo project will contribute to the restoration of key ecosystem services. Among other things, the protection of tropical dry forests and wetlands improves climate regulation, captures carbon from the atmosphere, reduces greenhouse gas emissions, maintains and regulates the water cycle, and reduces soil erosion. These ecosystems also filter and store water, reducing the risk of flooding and ensuring its availability for communities and productive activities.

The tropical dry forest, home to thousands of species of flora, fauna and funga, is also the habitat of the black-headed spider monkey (*Ateles fusciceps*) of the Magdalena region. Its preservation depends on the maintenance of biological corridors and large, connected forest areas, which support natural regeneration, benefit many other species, and strengthen the ecological balance in the region.



06.2 Labor conditions and human rights

[GRI 3-3] [GRI 403-9] [GRI 403-10] [GRI 412-1] [GRI 305-2]

APPROACH TO RISKS, OPPORTUNITIES AND STRATEGY

[GRI 3-3]

The quality of labor relations has a direct impact on the productivity and sustainability of the company. By having a safe and fair work environment, Corfi does not only promote the health and well-being of its collaborators, but it also reduces the risk for physical and mental harm, which lowers costs derived from absenteeism and compensations. Additionally, ensuring equal wages and diversity in management strengthens the cohesion of the team and improves public perception and client loyalty. In an environment of increasingly greater awareness of the clients and consumers and the expectations on transparency, Corfi has taken its place as a leader in sustainability and long-term creation of value, by promoting fair labor practices and respecting human rights.

The company will continue to strengthen its approach on labor and emotional well-being by promoting initiatives that foster work-life balance within Corfi and its investees.

Furthermore, the company will continue to implement due diligence best practices in human rights, and make progress in risk management within the value chain. This ensures a more equitable, safe, and sustainable environment for collaborators and interest groups.

MAIN PROGRESS ACHIEVEMENTS REGARDING THE CORFISOSTENIBLE STRATEGY GOALS

[GRI 3-3]

STRATEGIC APPROACH AND GOALS				
To ensure the implementation of the Occupational Health, Safety, and Sustainability (OHSS) Policy and strengthen a culture of well-being and prevention.	Implement the Human Rights Policy at Corfi and its investees.	To train our investees in Human Rights issues and working conditions.	To improve the quality of life of employees through mutual funds that facilitate savings, investment, and financial stability.	To build the loyalty of the talent through well-being programs.
MAIN PROGRESS ACHIEVEMENTS				
<ul style="list-style-type: none"> We trained 12,385 employees with more than 272,000 hours of training in occupational risk prevention, mental health, first aid, and ergonomics at Corfi and its companies. Zero work-related accidents and zero occupational illnesses at Corfi. The accident frequency rate in the investees was 4.16%. We strengthened prevention and health promotion through the "Soy saludable" (I'm Healthy) and "Jueves de conversaciones" (Thursday Conversations) strategies, reaching 449 employees with 20 hours of training in well-being and occupational risks. We invested COP 320 million in Occupational Health and Safety (OHS) programs. Zero fatalities at Corfi and its investees. 	<ul style="list-style-type: none"> We have fully implemented the Human Rights Policy at Corfi, its affiliate and subsidiary companies, consolidating our commitment to respecting and promoting Human Rights in all our operations. 	<ul style="list-style-type: none"> We conducted training sessions in Human Rights for 35 leaders from Corfi and its investees, with the goal of strengthening their understanding and commitment to this crucial area. 	<ul style="list-style-type: none"> Our employee fund reached 1,111 associates, increasing coverage by 129% and providing services to 17 group entities. We benefited 888 employees from Corfi through the "Compartir" mutual fund, which provides 50% more on top of the employee's contribution. We generated a profit of COP 2.91 billion and closed with a projection for accounts receivable of COP 1.60 billion. 	<ul style="list-style-type: none"> We allocated more than COP 1.7 billion to various programs aimed at improving the quality of life, as well as the mental and physical health of our employees. We created the "Embajadores del progreso" (Ambassadors of Progress) category, awarding 24 outstanding officers with a visit to one of our investees in Tolima (Pajonales). We recognized 589 employees in the categories of excellence, innovation, and influence in the work environment. We enhanced the well-being and quality of life of our employees through mental health, sports, and wellness programs, greater work flexibility, flexible parental leave, setup of lactation rooms, financial benefits, and hybrid work modalities.

PROGRESS DETAILS REGARDING THE CORFISOSTENIBLE STRATEGY

[GRI 3-3]

WELL-BEING AND SAFETY

WELL-BEING AT CORFI AND ITS INVESTEES

In 2024, the company invested over COP 1.70 billion in benefits for Corfi and its affiliate companies, and COP 960.98 billion in wages and benefits for the entire Corporation and its companies, which include programs for the life quality, mental health, and physical health improvement of its collaborators. Likewise, for the fifth year in a row, Corfi received the Great Place to Work (GPTW) acknowledgment for being one of the best places to work at in the country. This shows how positive the work environment is, in which employees feel valued, motivated, and committed.

Connections are essential to uphold inspiring work environments that foster the establishment of enriching relations within the Corporation, thus, it constantly promotes the well-being and safety of the collaborators. In 2024, Corfi

focused its efforts in promoting the integration, identification, and trust within the work environment, by improving the experience of its employees and actively listening to their opinions. This has given the company the opportunity to identify areas where it stands out positively and those where it sees opportunities for improvement.

BOOSTING WELL-BEING AND DEVELOPMENT WITHIN THE INVESTEES.

For its companies, Corfi has a broad range of benefits designed to improve the well-being, quality of life, and professional development of its collaborators. Stress-management and mental health programs have been implemented, as well as sports and well-being initiatives, such as access to gyms and a prepaid health insurance financed by the company.

Work flexibility has also been improved, allowing flexible schedules and work days that suit employees' needs. This includes options for those who close accounts and prospective parents. In regards to work-life balance, parental leave options have been broadened. Flexible work schemes are offered and can be divided between the parents, who can also return partially to the workplace to extend its duration. Additionally, improvements have been made to breastfeeding rooms, in compliance with Law 2306 of 2023, to ensure optimal conditions for working mothers.

The benefits that are offered to collaborators include financial support, such as transport allowances and marriage bonuses, as well as scholarships and vacation premiums. Likewise, quality of life is promoted through days off and flexible schedules and work days, as well as hybrid work schemes that allow for a better work-life balance. In the areas of safety and well-being, medical insurance, life insurance and accident insurance are provided, as well as extended options for paternity leaves and adequate spaces for breastfeeding.

In the operations that can accommodate it, hybrid work has been fostered, which allows collaborators to work remotely once a week, thus improving work-life balance. There is a sociodemographic analysis currently being conducted to further customize benefit plans, and work is being done to formalize a unified diversity and inclusion policy that ensures an equitable and respectful work environment.

Below, we provide a breakdown of the percentage of employees covered by these programs, reaffirming our commitment to the well-being, equity, and development of our work community.

BENEFIT COVERAGE FOR EMPLOYEES IN CORFI AND THE INVESTEES.

BENEFIT	PERCENTAGE OF EMPLOYEES COVERED (%)
FOOD AID	36.2%
MARRIAGE AID	4.9%
DAYS OFF	56.5%
FLEXIBLE WORKING HOURS	51.0%
FLEXIBLE WORKING DAYS	28.0%
PATERNITY LEAVE	100%
ACADEMIC SPONSORSHIP	55.9%
LIFE INSURANCE	60.9%
MEDICAL INSURANCE	17.3%
ACCIDENT INSURANCE	26.3%
ACADEMIC SPONSORSHIP	55.9%

EMOTIONAL BENEFITS AT CORFI

Understanding the relevance of fostering a healthy work-life balance, for several years, Corfi has been implementing a number of emotional benefits that allow its collaborators to dedicate more time to their families and their personal well-being. These benefits include five hours off per month, flexible schedules, mixed work schemes, and remote work. These show the commitment to improving the quality of life of the team and creating a positive and balanced work environment.

TELECOMMUTERS

TOTAL	144
WOMEN: 82	MEN: 62

Employees in their retirement stage: throughout the years, two workshops were done, namely "Jubilación activa" (Active retirement), with a participation of 17 collaborators, and "planeación financiera" (Financial planning), with 9 participants. These initiatives seek to provide practical tools and essential information to successfully transition into new stages of life and have a more solid management of finances. This restates the company's constant support in the participants' growth and well-being.

Maternity leaves: Considering the well-being of pregnant mothers and unborn children, apart

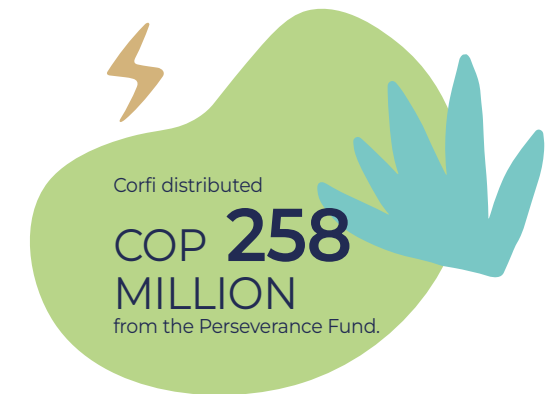
from the legal benefits, Corfi offers the parents-to-be the possibility to choose the work methodology that better fits their needs during the last month of pregnancy. This initiative seeks to offer greater comfort, support, and flexibility in a moment as important as this one, which promotes family and labor well-being.

SAVINGS, INVESTEES, AND FINANCIAL STABILITY BENEFITS

The Corfi benefits program is notable for its competitiveness and for being highly valued by the employees. This package complements the compensation offered by integrating distinctive elements that restate Corfi's place as a preferred employer in a saturated and competitive market. Beyond the financial compensation, the benefits offered play a crucial role in the promotion of a positive organizational culture: they strengthen loyalty and commitment in collaborators while boosting the sustained success of the company's operations.

Corfi approved COP 3.14 billion in different lines of credit, which 35 collaborators in the entity have benefitted from. Most of the resources, a 91% of the total, were used for residential property purchase, which reiterates the company's commitment to improving employees' living conditions. Likewise, 8.5% were used for education through credits for the academic and professional development of the employees. These results show Corfi's commitment to the overall well-being and personal and professional growth of the team.

The company reiterates its commitment to the quality of life and well-being of its Corfi collaborators, and through the Compartir mutual fund, it promotes a culture of savings and investing in the capital market. In 2024, 888 officers benefitted from this fund. Corfi provided 50% of each associated officer's savings, which helped nurture the fund's patrimony. The fund reached assets valued at COP 36.03 billion—a 16% increase compared to 2023. The utilities amounted to COP 2.19 billion. Furthermore, the fund granted loans, and the accounting year ended with a portfolio of COP 1.60 billion. As an acknowledgment to associates' tenure, COP 258 million from the perseverance fund were distributed among those with a 5 year or higher tenure. This performance shows the positive impact and the sustainability of the fund in benefit of its associates.



PATERNITY LEAVE (NUMBER)

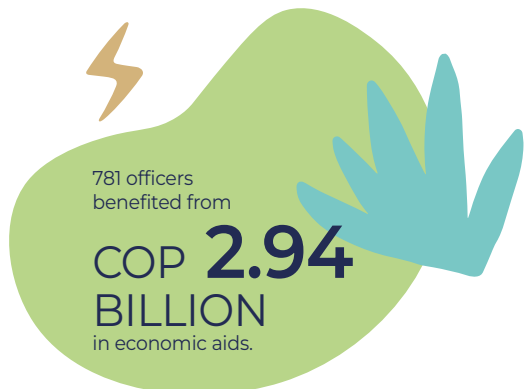
	WOMEN:	MEN:	2024
MATERNITY LEAVE	7	0	7
PATERNITY LEAVE	0	7	7
PEOPLE WITHDRAWN after completing the parental leave	1	0	0
TOTAL			14



Corfi human talent in Bogotá, Colombia.

The Corficolombiana Employee Fund had a significant year of growth in many fronts and strengthened the company's strategy to promote employees' well-being and improve their and their families' quality of life. The fund closed the year with 1111 associates, a 129% growth in comparison with the previous year. Additionally, the scope was broadened to include officers of the investees and the Luis Carlos Sarmiento organization, thus offering the service to 17 entities in the group that provide different services to the collaborators. The company upheld its benefits offer with over 40 agreements in areas such as recreation, health, insurance, education, and tourism, allowing the associates and their families to have special fees and finance their purchases, for a social saving greater than COP 99 million for 549 associates who benefitted from the strategic collective negotiations from the employee fund.

In 2024, 2202 credit transactions valued at COP 5.49 billion were done, especially the free investment line. A total of 418 associates benefited from group home and vehicle policies, and 1080 of them received funeral assistance valued at COP 14 million. In regards to health, the company granted prepaid medical assistance for COP 216 million to 621 associates and 781 officers benefited from COP 2.94 billion in assistance. In addition, Corfi allocated COP 367 million in additional benefits, including gifts, birthday presents and Christmas bonuses. The company also supported 24 SMEs in entrepreneurship fairs, generating sales of COP 27 million.



Employees were supported with a subsidy for prepaid medicine, with an investment of more than COP 1,08 billion. Moreover, they are covered by a life insurance policy for an investment in excess of COP 342 million and an accident insurance policy for an investment of more than COP 96 million. All our employees under a nominal salary contract, also earn vacation pay and an additional service bonus paid in two installments: one in June and the other one in December. Additionally, we have a seniority bonus plan that promotes the stability and commitment to our Organization.

CORFI'S ENVIRONMENT CENTERED ON WELL-BEING AND GROWTH

We continue to promote more inclusive and participatory spaces for the well-being of our employees. In 2024, we implemented the well-being playroom, a space dedicated to socializing, reading, and playing games, allowing for moments of relaxation during the workday.

We're also making progress in creating more accessible environments for breastfeeding mothers, with the implementation of lactation rooms at our Medellín and Cali locations, ensuring adequate space for this stage.

In the area of recognition and loyalty-building, we consolidated key initiatives such as "Me destaco" (I Stand Out), an essential tool for leaders to value the contributions of their teams. We also created the "Embajadores del progreso" (Ambassadors of Progress) category, a distinction that recognized 24 outstanding employees for their commitment and performance, allowing them to learn about one of our investees, Pajonales (Tolima), dedicated to the agro-industry. This experience not only strengthened the connection between the holding company and its investees, but also allowed our employees to understand firsthand the impact of their work on the development and growth of our operations.

We complemented these efforts with the third edition of our recognition through the "Más unidos" (More United) platform, where we recognized 589 employees in the categories of excellence, innovation, and influence in the work environment.

On another note, we continued to strengthen our employee experience strategy by completing the listening phase using key tools such as the *Employee Journey Map*, a methodology that allows us to visualize and analyze the employee experience throughout their lifecycle in the organization, identifying improvement opportunities to enhance engagement and well-being, and the development of archetypes that reflect the needs, expectations, and motivations of our employees. These inputs will be essential in 2025 for building and executing our transformation pathway in the employee experience.

SAFETY AND HEALTH

In 2024, we strengthened our Occupational Health and Safety (OHS) training strategy, providing 12,385 employees with 272,000 hours of training in key topics such as occupational risk prevention, mental health, first aid, and ergonomics. These initiatives have helped strengthen the safety culture, both at Corfi and in our investees, where we are also actively working to reduce incidents. As a result, the accident rate in our investments stood at 4.16%, reflecting our commitment to risk mitigation and continuous improvement in the well-being of our employees.

ACCIDENT FREQUENCY RATE AND OCCUPATIONAL ILLNESS FREQUENCY RATE BY INVESTMENT SECTOR

GRI 403-9, GRI 403-10
[SDG 8.8]

Investment Sector	Accident Frequency Rate (%)	Occupational Illness Frequency Rate
CORFI	0%	0%
INFRASTRUCTURE	4.24%	0.05%
AGRIBUSINESS	5.37%	0.49%
TOURISM	9.04%	0%
ENERGY & GAS	0.21%	0%
FINANCIAL SERVICES	0.18%	0%

We allocated
COP 320 MILLION
to programs centered on the prevention of occupational risks and well-being.

In 2024, the holding company will strengthen its Occupational Health and Safety (OHS) strategy, allocating COP 320 million to programs focused on occupational risk prevention and the well-being of our employees. As a result, we maintained a 1,8% absenteeism rate and, for the second consecutive year, no work-related accidents or illnesses were reported.

We have 26 brigade members nationwide, we conduct evacuation drills, and we have strengthened our emergency response capacity with first aid services. Through the “Soy saludable” (I’m Healthy) strategy, we promoted well-being with activities such as medical check-ups, periodic exams, blood drives, cardiovascular screenings, and mental health workshops, reaching 449 employees with 20 hours of training.

Additionally, through the “Jueves de conversaciones” (Thursday Conversations) program, we host webinars on disease prevention, mental health, and healthy habits. We promote physical activity and well-being through participation in sporting events such as the Bogotá Half Marathon, the Women’s Race, and the Bowling Tournament, with 495 participants. These initiatives reinforce our commitment to health and the development of a safe and balanced work environment.

HUMAN RIGHTS

At Corfi, we recognize the human being as the central axis of our activities. Our Human Rights Policy, approved by the Board of Directors in 2020 and updated in June 2022, is addressed to Corfi, its affiliate, and subsidiary companies. It establishes 12 principles that frame our actions and promote respect for the Human Rights

of our employees, customers, suppliers, strategic partners, and the communities in which we operate.

These principles are:

- We promote and uphold respect for Human Rights as a key criterion in our management and decision-making processes.
- We reject any act that violates or attacks Human Rights. These include, but are not limited to, forced labor, work harassment, and human trafficking.
- We have absolute respect for the workers’ personal dignity and their beliefs.
- We respect all individuals and do not discriminate against colleagues, customers, contractors, or suppliers based on differences in sex, religion, political beliefs, nationality, social status, or hierarchy.
- We provide decent, safe, and healthy working conditions.
- We recognize our employees’ right to rest.
- We reject child labor.
- We comply with the provisions of the labor laws currently in force.
- We offer equitable and legally compliant compensation.
- We respect the right to freedom of association and to collective bargaining.
- We value the culture and diversity of the territories where we operate.
- We proceed transparently when making decisions, managing information, and in relation to the general community.

In 2024, we conducted a review of the identified risks along with mitigating actions, and we found that all activities to prevent potential Human Rights violations in our Corporation and investment sectors are being carried out satisfactorily. Once the risk matrices were finalized, along with the mitigating actions of our subsidiaries, we constructed the consolidated matrix of the Corporation and its affiliate companies.

[GRI 412-1]

To strengthen capabilities in Human Rights issues, Fundación Corfi conducted training sessions for 35 employees from Corfi and its investees (energy and gas, agribusiness, infrastructure, and tourism) to deepen their understanding and commitment to this crucial area. We conducted extensive research on the opportunities each company had in integrating Human Rights into its operations, identifying key areas for continuous improvement and development.

Continuing with our communication and promotion activities regarding the Human Rights Policy, we conducted a campaign targeting suppliers, in which we shared its 12 principles. This initiative reinforces the shared commitment to promoting and respecting Human Rights, inviting suppliers to become allies in this endeavor.

On another note, as part of the “Creciendo juntos” (Growing Together) program of Fundación Corficolombiana, we developed a Human Rights course for 26 suppliers.

In this course, participants were able to understand the importance of prioritizing Human Rights within their companies and implementing due diligence in their business practices, which will allow them to develop internal capabilities and generate competitive advantages.

In alignment with our commitment to respect and promote Human Rights, our Corporation ranked third in the Zicklin Bright Index of the Wharton School of Business at the University of Pennsylvania. This recognition takes into account the progress, commitments, and practices the company has adopted to protect Human Rights. The Zicklin Bright Index evaluates the top 150 companies in Colombia, Ecuador, and Peru, highlighting the Corporation’s leadership in this area.

Scan this QR code to learn more about our **Human Rights Policy**



Fundación Corfi team in Bogotá, Colombia.

06.3 Diversity, equity and inclusion

[GRI 3-3] [GRI 412-2] [GRI 405-1] [GRI 405-2] [GRI 401-1] [SASB FN-AC-330a1]

APPROACH TO RISKS, OPPORTUNITIES AND STRATEGY

[GRI 3-3]

Ensuring fair treatment and a diverse and inclusive workforce that reflects the composition of local talent not only helps us mitigate legal and reputational risks but also drives innovation, efficiency, and productivity. Implementing strong non-discrimination policies allows us to build more competitive environments, improving employee engagement and talent attraction and retention, which in turn positively impacts our financial results and brand perception.

Through initiatives such as the *Friendly Biz* certification and “Diversity Ambassadors” programs, we strengthen our inclusive culture and generate tangible benefits, ensuring greater sustainability and creating long-term value.

MAIN PROGRESS ACHIEVEMENTS REGARDING THE CORFISOSTENIBLE STRATEGY GOALS

[GRI 3-3]

STRATEGIC APPROACH AND GOALS			
Promoting an inclusion-driven and equitable culture that strengthens diversity, sustainability and growth in Corfi and its affiliate companies.	Fostering inclusion and equity in Corfi and its affiliate companies through the ‘Ambassadors of Diversity’ initiative.	Having a culture that fosters inclusion and diversity in all their expressions, with tangible benefits on the Corporation’s results.	Ensuring that all our investees have an Inclusion and Diversity Policy and a related work plan.
MAIN PROGRESS ACHIEVEMENTS			
<ul style="list-style-type: none"> We have secured, for the second time, the Friendly Biz certification granted by the Chamber of Diversity. 11 of our investees are corporate members of the Chamber of Diversity; five have been granted the Friendly Biz certification and two more are undergoing the certification process. We have implemented a clearer and more transparent career map to facilitate mobility and growth. 	<ul style="list-style-type: none"> We are the first organization in Colombia to graduate 40 Ambassadors of Diversity, who are Corfi employees trained by the Chamber of Diversity to promote inclusion and equity in our work environment. <p>[GRI 412-2]</p>	<ul style="list-style-type: none"> We worked on five key pillars: DEI leadership, communications plan, high-impact training and awareness-raising activities, promoting a diverse culture, and conscious recruitment. 	<ul style="list-style-type: none"> We consolidated the DEI Committee in our investees, ensuring that 93% of them developed and disclosed their Diversity, Equity and Inclusion Policy.

PROGRESS DETAILS REGARDING THE CORFISOSTENIBLE STRATEGY

[GRI 3-3]

Corfi understands the importance of working on a Diversity, Equity and Inclusion (DEI) strategy, with the goal of creating safe and trustworthy environments for all forms of diversity, free from discrimination, regardless of race, ethnicity, disabilities, generation, gender, migration background, sexual orientation, or gender identity.

This year, the company worked on five key pillars: DEI leadership, communications plan, high-impact training and awareness-raising activities, promoting a diverse culture, and conscious recruitment.

DEI LEADERSHIP

Senior Management’s commitment is essential to the implementation of our Diversity, Equity and Inclusion Policy, which establishes the general guidelines to ensure that our culture reflects five core principles: equal treatment; respect for Human Rights, and the dignity of people in their diversity; creation of discrimination-free environments with equal opportunity; accessibility and progressive elimination of physical, attitudinal and communicational barriers; and fostering a work-life balance for employees, while also promoting inclusive access.

To develop the DEI strategy, the support of Senior Management leaders in every investment is critical. This support has allowed us to create and approve the Diversity, Equity and Inclusion Policy, integrating the initiatives into the work plans of each area. This year, a 93% approval rating was reached, and it was published within our investees. In addition, we established strategic alliances with foundations and corporations that collaborate with Corfi and entities of Grupo Aval.

Among our notable partnerships, we highlight the “Cámara de la Diversidad” (Chamber of Diversity), of which 11 of our investees have become corporate members; five of them have achieved the Friendly Biz certification, and two more are in the process.

Likewise, in partnership with the Corporación Síndrome de Down (Down Syndrome Corporation), we expanded the “Pausas Activas” (Active Pause Exercises) Program, an initiative that promotes workplace well-being through short relaxation and mobility exercises facilitated by people with intellectual disabilities. This strategy not only encourages healthy habits in the workplace but also strengthens work inclusion and awareness-raising in our investees, promoting a more equitable and diverse culture.

Corfi, through the “Jueves de conversaciones” (Thursday Conversations) space, created an environment for dialogue and learning where we invite our investees to share their progress in Diversity, Equity and Inclusion (DEI). In this edition, Mavalle, Pajonales, Unipalma, and Hoteles Estelar presented the initiatives implemented throughout the year and their impact on employees and communities. This exercise strengthens corporate leadership, an approach that allows us to lead responsibly and strategically support our investees, ensuring they integrate sustainable practices aligned with our values.

Fostering a culture centered on diversity, equity and inclusion has generated a positive impact on the people who are part of Corfi, allowing us to reduce unintended biases, remain open to new concepts and ideas, and transform the mindsets of our employees. In this way, we have enabled our work teams to become more creative and innovative, to explore new solutions to challenges, and to consider different perspectives in order to achieve our goals.

Finally, we understand that our companies play a key role in the country's progress, which is why we created the Diversity, Equity and Inclusion (DEI) Committee, which encompasses the five sectors in which we operate. This Committee has established itself as a means to raise awareness and train human talent and sustainability teams on issues of diversity, equity and inclusion. In addition, we share the leading practices from every investment, tailored to the specific needs of their populations, in order to generate a positive impact in the communities where we operate.

HIGH-IMPACT TRAINING AND AWARENESS-RAISING ACTIVITIES

[GRI 412-2]

As part of our commitment to learning and development, within the framework of our Diversity, Equity and Inclusion (DEI) Training and Awareness-Raising Plan, we conducted 14 awareness-raising sessions and 10 training activities, reaching more than 1,230 employees from Corfi and its investees.

These initiatives contribute to strengthening continuous learning and fostering our organizational culture.

Ten activities were carried out, including the design and delivery of DEI modules aimed at the entire company. Our Ambassadors of Diversity led 55 sessions addressing three key topics:

- ABCs of Diversity: An introduction to the fundamental concepts of diversity, equity and inclusion, providing a common foundation for understanding.
- DEI in our daily lives: practical application of diversity and inclusion principles in the work environment, promoting behaviors and strategies that foster an equitable culture.
- Our DEI framework: an explanation of Corfi's diversity management model, highlighting the initiatives, roles, and responsibilities needed to ensure its effective implementation.

These sessions were attended by 781 people, strengthening knowledge about diversity and providing practical tools for managing diverse teams. Corfi's Ambassadors of Diversity are employees who drive the DEI strategy, promote its integration into the Organization's various teams, and raise awareness about the multiple dimensions of diversity.

These initiatives directly impact corporate reputation and employer brand, allowing us to attract and retain young talent more effectively, thereby enhancing innovation and creative contributions.

PROMOTION OF A DIVERSE CULTURE

For the first time, we celebrated the Diversity, Equity and Inclusion (DEI) Month, with 960 people participating in nine activities. As part of this celebration, we held a “Dog-Friendly Day,” where 30 employees shared time with their pets, promoting recognition and inclusion of pets as part of the family unit.

Additionally, the DEI Committee joined efforts with Fundación Corficolombiana and carried out six volunteer projects in Bogotá and Medellín, positively impacting diverse populations including senior citizens, the LGBTQI+ community, children living in poverty, and Afro-descendant populations, with the participation of 157 officers.

We also organized two DEI Film Forums, spaces for reflection in which we addressed issues of diversity, equity and inclusion through the analysis of films with transformative messages. We screened “Milk,” an inspiring story about the fight for LGBTQI+ rights, and “Wonder,” which highlights the importance of empathy, inclusion and acceptance of diversity in educational and social settings.

Additionally, we made our investees' good DEI practices visible, as well as their impact on the communities, through five “Jueves de conversaciones” (Thursday Conversations) sessions where 765 employees participated, thus consolidating our commitment to awareness-raising and to the construction of a more inclusion-driven organizational culture. This commitment is also reflected in the ethnic composition of our Organization, as it is illustrated in the diversity data found next:

DISTRIBUTION OF ETHNIC DIVERSITY IN THE ORGANIZATION

[GRI 405-1] [SASB FN-AC-330a1]

SECTOR	MIXED-RACE	INDIGENOUS	AFRO-DESCENDANT	TOTAL
CORFI				404
	403	1	0	
ENERGY & GAS				2,324
	2,172	22	130	
INFRASTRUCTURE				1,887
	1,852	20	15	
TOURISM				2,445
	2,444	0	1	
AGRIBUSINESS				2,031
	1,420	478	133	
FINANCE				556
	547	5	4	
OTHER				212
	194	16	2	
TOTAL				9,859
	9,302 / 91.6%	542 / 5.5%	285 / 2.9%	

*Incluye los dos colaboradores de La Fundación Corf. At. Corficolombiana, it is estimated that approximately 0.5% of management positions are held by indigenous individuals and 1% by Afro-descendant individuals

We understand that diversity, equity and inclusion are strategic pillars that strengthen our organizational culture and provide value at all levels. Our commitment is to foster an environment in which differences are respected and celebrated, ensuring equal opportunities for everyone. This is reflected in our initiatives to promote representation in various fields, including encouraging women to participate in STEM careers (science, technology, engineering, and mathematics). We believe that greater gender diversity in these areas not only strengthens innovation but also contributes to our financial, social, and business growth.

Currently, 53% of our workforce is made up of women, reflecting our commitment to equity, equality, and organizational transformation.

WOMEN BY MANAGEMENT LEVELS AND STRATEGIC ROLES

[GRI 405-1]

WOMEN %	2023	2024	GOAL FOR 2025
TOTAL NUMBER OF EMPLOYEES	54%	53%	50%
EXECUTIVE POSITIONS (JUNIOR, MID-LEVEL AND SENIOR)	45%	41%	44%
JUNIOR MANAGEMENT (FIRST MANAGEMENT LEVEL)	50%	50%	50%
SENIOR MANAGEMENT (AT MOST, TWO LEVELS BELOW THE CEO OR EQUIVALENT POSITIONS)	41%	33%	42%
EXECUTIVE OFFICERS IN PROFITABILITY-RELATED POSITIONS (% OF ALL MANAGERS)	32%	32%	33%
WOMEN IN JOB POSITIONS RELATED TO STIM*	49%	45%	50%

Corfi reaffirms its commitment to pay equity, ensuring that compensation fairly reflects the responsibilities and abilities of every employee. We are currently strengthening our data measurement and analysis processes to identify potential gender pay gaps, considering factors such as role diversity and the distribution of talent within the Organization. We understand that certain imbalances may arise from a higher representation of men in subcategories of higher hierarchical levels, which impacts the overall salary comparison.

As part of our strategy, we will continue adjusting the information available to ensure an accurate evaluation and promote a remuneration policy aligned with our values of equity and inclusion.

GENDER PAY EQUITY INDICATORS

[GRI 405-2]

[SDG 8.8]

WOMEN VS. MEN WAGE RATIO	JOB POSITION LEVEL		
	SENIOR MANAGEMENT	MANAGERIAL LEVEL	NON-MANAGERIAL LEVEL
AGRIBUSINESS	1.2	1.0	0.9
CORFICOLOMBIANA	0.5*	1.0	1.0
ENERGY & GAS	1.1	N/A	1.2
FINANCE	N/A	1.2	0.8
HOTELS	1.4	0.7	1.0
INFRASTRUCTURE	0.6	1.0	1.3
MISCELLANEOUS	0.6	0.8	1.0

**Average base salary and total compensation received by women compared to men in different job categories.
 **During 2024, the annual compensation ratio of the highest-paid person compared to the median compensation (excluding the highest-paid person) was 9.05, reflecting a significant decrease compared to the previous year, when this ratio reached 26.66. This decrease is mainly due to the appointment of our new president in July, which meant that her compensation only covered part of the year, resulting in a considerable adjustment in this indicator.

We recognize that cultural transformation requires consistency and commitment, which is why we designed an annual work plan through the Diversity, Equity and Inclusion (DEI) Committee, focused on promoting spaces for training and awareness-raising around diversity.

Thanks to this strategy, we achieved the *Friendly Biz* recertification, meeting the schedule established by the Chamber of Diversity. This process included the submission and review of documentation, a management meeting with the President Team Committee, training sessions with our Ambassadors of Diversity, and with

the human talent, procurement, communications, and legal teams.

In addition, we raise awareness about the importance of diversity, equity and inclusion in the corporate environment, ensuring that these principles are part of our organizational culture. As part of the recertification process, we received an anonymous visit from a female employee, whose identity reflects the importance of inclusion in the work environment. This exercise was designed to assess the experience and perception of inclusion in the company from an impartial and spontaneous perspective. This analysis allowed us to validate the effectiveness

of our initiatives and identify improvement opportunities.

Additionally, we underwent an external audit, in which our policies, processes, and workspaces were reviewed. As a result, we received a positive evaluation, confirming that we are creating a safe, diverse, and equitable environment for all employees. This certification recognizes us as a company that fosters safe and trustworthy spaces for all forms of diversity and motivates us to continue implementing leading practices that promote more diverse, innovative, and productive teams.

This year we reached a significant milestone by becoming the first organization in Colombia to graduate 40 Ambassadors of Diversity, who are Corfi officers trained by the Chamber of Diversity, in a wide variety of topics. During this training process, we address key aspects such as Diversity, Equity and Inclusion (DEI) in organizations, delving into concepts such as gender equality, sexual diversity, multiculturalism, inclusion of diverse generations, race and ethnicity, disability, and second chances.

In addition, we explore international standards and frameworks on DEI and Human Rights, as well as the organizational structures needed to foster diversity, including leaders and sponsors, diversity committees, policies and strategies. Similarly, we strengthened our knowledge of engagement with communities and stakeholders and the promotion of diversity in different geographic contexts.

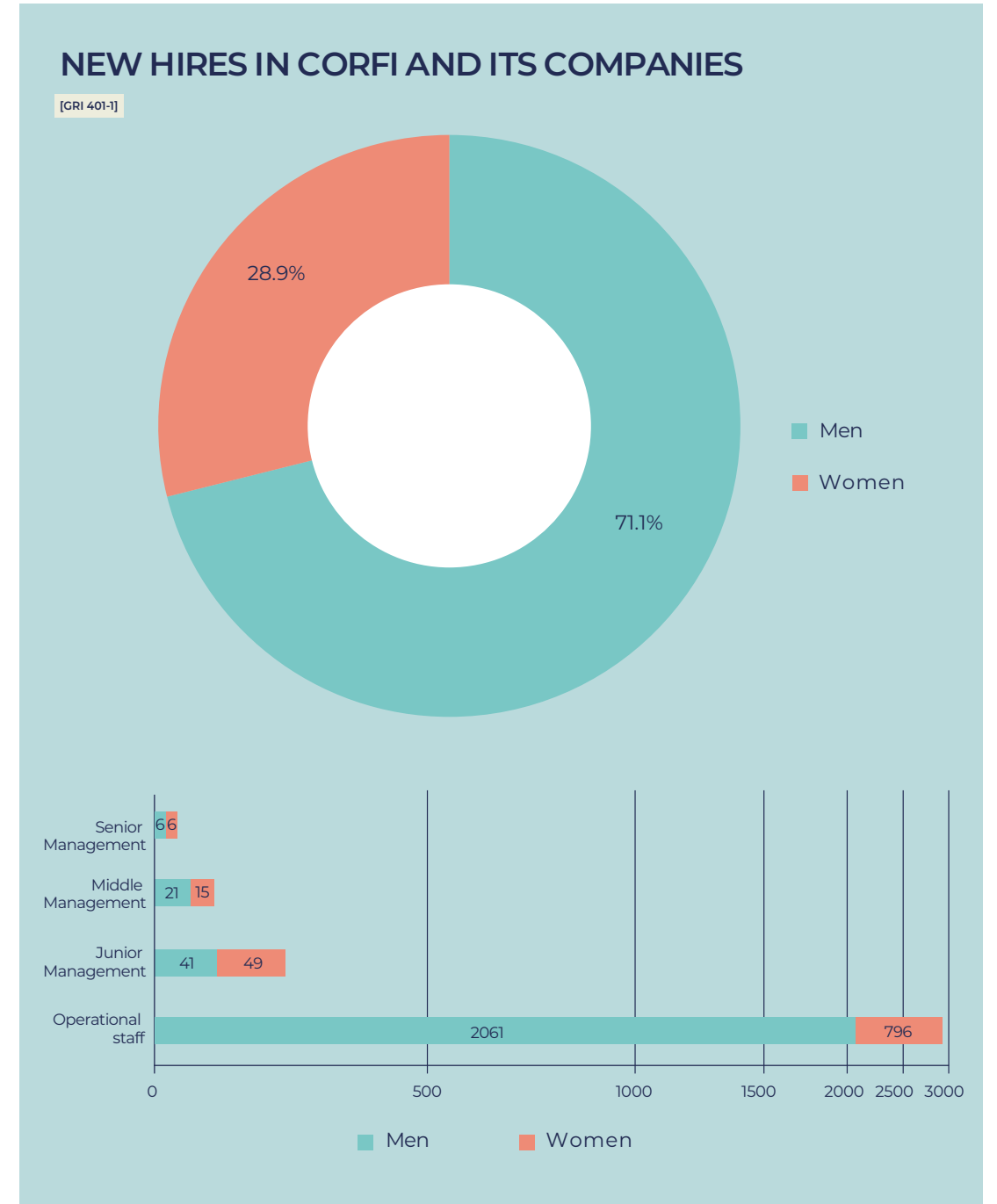
This program has made us a benchmark for our investees and other entities from Grupo Aval, promoting conscious and sustainable changes that consider the diversity of our employees and their families. Through the "Embajadores de la Diversidad" (Ambassadors of Diversity) Program, we continue to break new ground, fostering conversations that strengthen DEI concepts and providing tools for the effective management of diverse and inclusive teams.

CONSCIOUS RECRUITMENT

To foster more diverse and inclusive teams, we're recruiting apprentices through the Reca (Adhesion Contract Registration) program, promoting opportunities for people with diverse backgrounds and capabilities. Corfi reflects this commitment by recruiting two apprentices, including for the first time a person with mild cognitive disability and another with hearing disability, who joined the document & records management team.

In addition, we began implementing blind selection processes, which has allowed leaders to focus on identifying candidates' abilities. With the presentation of inclusive shortlists, we have raised awareness among leaders and work teams to strengthen gender equality.

Through our diversity, equity and inclusion strategy, we have enriched the diversity of our investees and strengthened leading practices in human talent management and community impact. As a result, our teams have become more innovative, productive, and decisive, contributing to stronger positive results in the country's progress.



06.4 Development of local communities

APPROACH TO RISKS, OPPORTUNITIES AND STRATEGY

[GRI 3-3]

Corfi and its companies are committed to developing high-impact social programs in the communities where we operate.

During 2024, we invested more than COP 93 billion in the development of 364 programs, positively impacting the lives of 317,000 people and 425 communities.

Over the year, we implemented programs through strategic partnerships with companies, local governments and the national government aiming to promote productive projects, support early childhood education, create and boost sustainable tourism destinations, foster innovation and the growth of our suppliers, and organize volunteer work that produces a positive impact on the community.

Promoting these programs in the communities where we operate is key to generating real, positive change. By working hand in hand with these communities and strategic partners, we improve the local quality of life and strengthen the economic and social fabric. These initiatives allow us to create opportunities for sustainable development, promote education, foster inclusion and support job creation.

MAIN PROGRESS ACHIEVEMENTS REGARDING THE CORFISOSTENIBLE STRATEGY GOALS

[GRI 3-3]

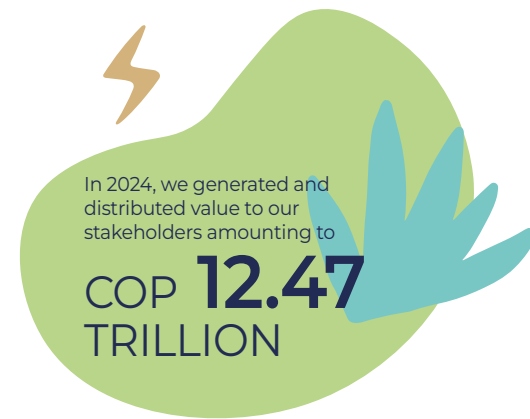
STRATEGIC APPROACH AND GOALS				
To work with Corfi's suppliers and our companies through training and recognition, promoting their initiatives to contribute to sustainable development and drive innovation.	To continue the "Uno + Uno" (One + One) program with our investments.	To focus and optimize social investment through technology tools.	To consolidate Fundación Corficolombiana as a leading organization in the country for its social impact.	To continue the corporate volunteer work with the participation of at least 30% of the employees for Corfi and its financial affiliates.
MAIN PROGRESS ACHIEVEMENTS				
<ul style="list-style-type: none"> For the third consecutive year, we held the CorfiSostenible Award to recognize micro and small suppliers to our holding company, affiliate companies, and investees. We awarded COP 139 million in economic resources and consulting services, distributed across nine prizes for micro and small suppliers. Through six courses, we trained 117 suppliers on topics related to sustainability and business. 	<ul style="list-style-type: none"> We implemented two projects, "Uno + Uno" (Uno + Uno), which promoted sustainable development and community autonomy through coffee and apiculture. The initiative strengthened capability building and income generation in surrounding communities, while fostering associativity and responsible commercialization. 	<ul style="list-style-type: none"> In 2024, in partnership with Fundación Promigas, we created the Social Investment Map, a tool to analyze and optimize the allocation, efficiency, and monitoring of social projects across all our investees. 	<ul style="list-style-type: none"> In the last four years, through Fundación Corfi, we have executed COP 8.25 billion, COP 3.66 billion in 2024. We allocated COP 30 billion to the "La Guajira" Mission project, a priority initiative of Grupo Aval with a timeframe of at least five years to improve living conditions in the department of La Guajira, primarily in the areas of drinking water, energy, and food security 	<ul style="list-style-type: none"> In 2024, 345 volunteers took part in 10 initiatives focused on infrastructure, training, and sustainability, benefiting more than 6,400 people.

PROGRESS DETAILS REGARDING THE CORFISOSTENIBLE STRATEGY

[GRI 3-3]

In 2024, Fundación Corfi reaffirmed its commitment to social development and sustainability, consolidating its position as a key vehicle for Corfi and its companies. Through close collaboration, we have promoted the CorfiSostenible Strategy, by implementing programs and projects that generate economic, social, and environmental value for the communities and territories where we operate, and our stakeholders.

Additionally, this year we began implementing Social Return on Investment (SROI) in 13 companies in our portfolio to measure and assess the overall impact of the activities we carry out at Corfi and our companies. This methodology assesses how our actions create changes in society and the environment by assigning them monetary values, allowing us to compare the benefits with the investments we make. As part of the social capital findings, we assessed the positive impact on the local community and economy, the strengthening of community cohesion and increased civic participation, improvements in social and economic development, and an overall enhancement in quality of life. As a result of this exercise, for every peso invested, we achieved an SROI of COP 9.99.

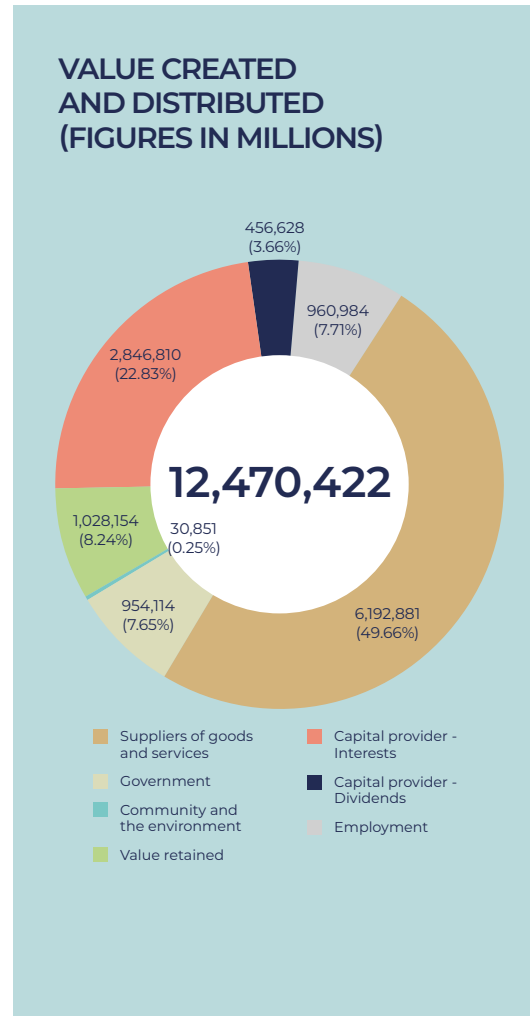


WE CREATE AND DISTRIBUTE VALUE

[GRI 201-1]

In an effort to more comprehensively measure our contribution, we have deepened our methodology for measuring the value we generate for our various stakeholders.

In this way, in 2024, we generated and distributed COP 12.47 trillion in value to our stakeholders.



As for the beneficiaries of these resources, 49.7% of them were received by our suppliers of goods and services. This is more than COP 6.19 trillion. Our workers received 7.7% of these funds, amounting to COP 960.98 billion. Furthermore, 8.2% of the value generated was reinvested in the company, and 26.5% was distributed to capital suppliers: 22.8% in the form of interest and 3.7% in dividends. As for the State, our contribution was approximately COP 954.11 billion, represented by accrued taxes, and contributions to government entities, including current and deferred income tax.

STAKEHOLDER ENGAGEMENT

Through the five strategic lines of Fundación Corfi, in 2024 we reached 46 municipalities, positively impacting the lives of 63,181 people². To achieve this, we worked with our companies through the "Uno + Uno" (One + One) program, with our suppliers through our "Creciendo Juntos" (Growing Together) Academy, with our communities and the environment through the CorfiSostenible Award, and, finally, with our employees through corporate volunteer work.

SUPPLIERS

We have more than 15,700 suppliers. We generate COP 6.19 trillion in value for our suppliers.

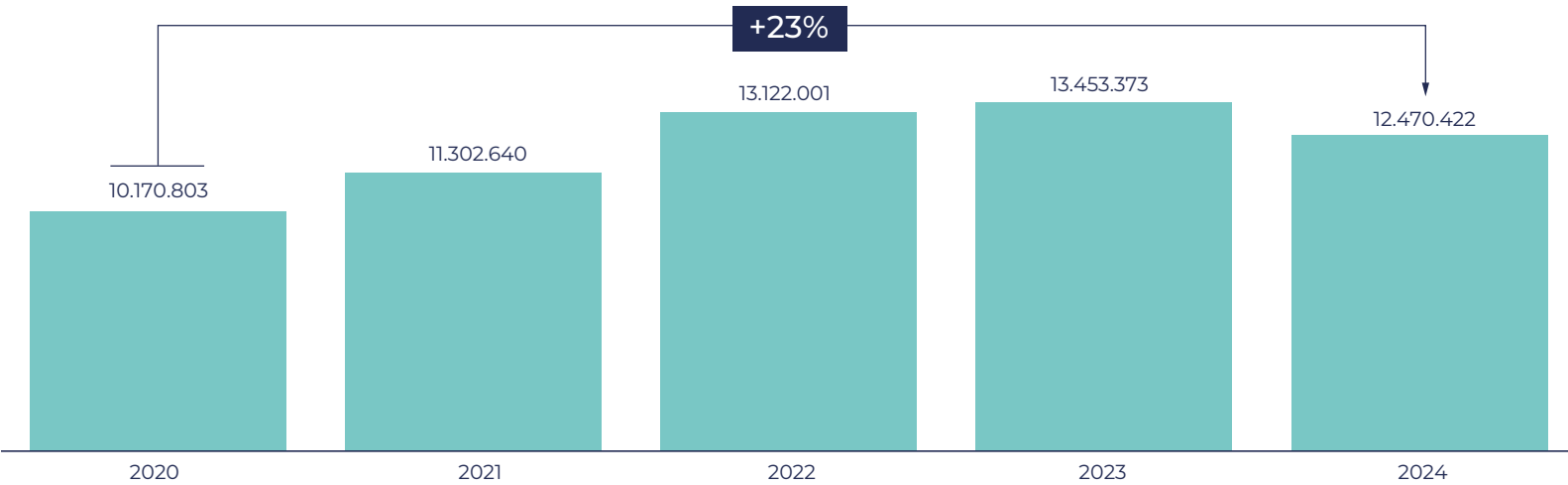
In 2024, with the goal of building trust-based relations and creating growth opportunities for our network of 15,788 suppliers, we continued to promote the "Creciendo Juntos" (Growing Together) Academy through our Fundación Corficolombiana by offering short training courses for the training of our suppliers.

This year, we held six courses that strengthened the capabilities of 117 suppliers on topics related to sustainability and business.

²This includes both direct and indirect beneficiaries.



CorfiSostenible Awards 2024, Bogotá, Colombia



For the second year, with the support of Reyco Consultores, we offered the “Improvisación estratégica” (Strategic Improvisation) course, a strategic planning program designed to help navigate challenging environments, with the goal of providing small and medium-sized suppliers the opportunity to access a high-level consulting process to respond to complex scenarios. This year, we also saw a 78% increase in supplier applications from our investees. After an exhaustive selection process, we selected 14 companies from diverse sectors that had the opportunity to participate in six sessions. During these sessions, they developed a strategic plan and presented it to a panel of five judges, senior executives from Corfi, who evaluated and shared their recommendations with each of them.

Keeping in mind the need for companies to connect with their customers in the digital age, we developed the "Digital Marketing" course with Luis Betancourt, a trainer, advisor, and speaker. Through eight practical sessions, 47 of our suppliers acquired skills to develop and execute successful strategies, also including the latest trends in automation and artificial intelligence.

Additionally, in partnership with the Business Council for Sustainable Development (CECODES), of which Corfi is a member, we developed three training courses on corporate sustainability for our suppliers:

- **Climate Change and Carbon Footprint Measurement:** To strengthen the carbon footprint measurement and management capabilities of 15 of our suppliers, we launched this virtual course with three group sessions and individual advisories. This allowed them to identify operating efficiencies and develop competitive advantages, enabling them to access new markets and improve their reputation.
- **Biodiversity Awareness-Raising:** In two virtual sessions, we sought to raise awareness of the principles and commitments of the United Nations Conference on Biodiversity and how to integrate them as leading practices within companies. This will strengthen the capabilities of 15 suppliers to identify risks and opportunities associated with biodiversity in their activities.

- **Human Rights for Companies:** We developed this course for 26 suppliers so they could understand the importance of prioritizing human rights within their companies and, thus, implement due diligence in their corporate actions.

Moreover, guided by our Sustainable Purchase Policy, in 2024 we continued sending a survey to our suppliers to better understand the aspects related to our environmental, social, and governance (ESG) policy.

In addition, we held eight forums as part of the "Mi proveedor más cerca" (Bringing Our Supplier Closer) initiative, in which we sought to provide our suppliers with relevant information about procurement, accounts payable, and sustainability.

CATEGORY	FIRST PLACE	SECOND PLACE	HONORABLE MENTION
Innovation and environmental management	Bioorgánicos del Norte , Supplier of Unipalma.	Vásquez y Medina Ingenieros S.A.S. , Supplier of Panamericana.	Colombiana de Bitumen S.A.S. , Supplier of Pisa and Covipacífico.
Social impact	Habitat Accesible S.A.S. , Supplier of Pisa and Panamericana.	Novatio S.A.S. , BIC, Supplier of Unipalma.	Calzataodo , Supplier of Hoteles Estelar and Aerocali.
Sustainable business	Comercializadora Bio Bio, Supplier of Hoteles Estelar.	Nos Vidrios , Supplier of Corfi and Proindesa	Dotakondor , Supplier of Coviandina.

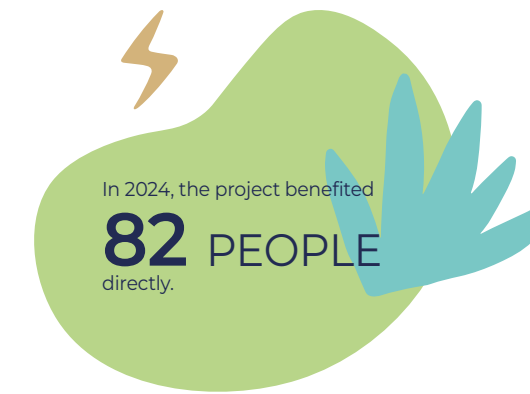
CATEGORY	WINNER
ENTREPRENEURIAL WOMAN AWARD	Óptima Logística de Eventos y Recreación , Supplier of Comivar
DEI COMPANY	Asociación Gremial Cívica Centro Internacional San Diego , Supplier of Corfi
BONUS AWARD	Mary Laudices Ramírez , Supplier of Covioriente.

For the third year, we held the third edition of the CorfiSostenible Award to recognize micro and small suppliers of Corfi, its affiliate companies, and investees that lead and develop innovative initiatives within the framework of sustainability, whether for the development of their processes with the community, or for a sustainable product and/or service that contributes to the country's environmental, social, and economic impact. The awards ceremony took place in November. We awarded COP 139 million in financial resources and consulting services, distributed across nine prizes for micro and small suppliers. We're also opening the call for entries to medium- and large-scale suppliers for the first time, recognizing the three winning initiatives with an honorable mention, thus highlighting their commitment to a more sustainable future.

STAKEHOLDER ENGAGEMENT: COMMUNITIES

Through Corfi and Fundación Corficolombiana, we continue to strengthen our social investment. We collaborate with the human talent across our companies, aligning with our sustainability strategies and leveraging their on-the-ground experience, technical, and logistical capabilities. This strengthens execution, expands our reach, and scales the impact of our projects. In addition, we develop projects under the “Uno + Uno” (One + One) model, seeking to maximize the impact of Corfi's investments. For every peso invested by one of our companies in social and environmental projects, Fundación Corfi adds another peso, thus doubling the resources allocated to the initiatives.

Within the framework of entrepreneurship and innovation culture, we have two flagship programs: “Proyectos Productivos Sostenibles” (Sustainable Productive Projects) and “Destinos Sostenibles” (Sustainable Destinations), which seek to promote high-impact initiatives that contribute to sustainability, innovation, and opportunity creation.



SUSTAINABLE PRODUCTIVE PROJECTS

Café Piedra Pelona. Uno + Uno (One + One) Initiative with Covipacífico

In 2023, we launched this sustainable coffee production project with the renovation of 40,000 coffee plantations in the Pueblito de San José rural area, part of the Amagá municipality in Antioquia, located in Concesionaria Covipacífico's area of influence. In partnership with the National Federation of Coffee Growers of Colombia and De Mis Manos NPO, we seek to strengthen the local development of the coffee-growing community, benefiting 30 families in the region. In 2024, we successfully formed the “Asociación Raíces Ancestrales Pueblito de San José”, consolidating a key step toward community autonomy and sustainability. Additionally, in November of that year, we launched the Café Piedra Pelona brand, an important milestone for the marketing of the local product. More than 70 people participated, celebrating this achievement with the community.

Honey and other bee products. Uno + Uno (One + One) Initiative with Mavalle

In order to increase productivity and competitiveness in the economic exploitation of apiculture raw materials, we designed this project directly benefiting entrepreneurs, families of the employees of Mavalle Phase I and II, members of Wacoyo and La Victoria indigenous reservations, and small local beekeepers. Through key strategies such as commercial strengthening, focused on improving the presence and sales opportunities of bee products, building agro-industrial capabilities to add value and diversify the apiculture offer and improve market competitiveness, in 2024 the project benefited 82 people directly, and, through a scheme of associativity and business management, four associations were formed: “Asociación Agro Apícola de Unión de San Juan (Asomiel),” “Asociación Agro Apícola

la Banajulu de la comunidad indígena Wacoyo,” “Asociación Agro Apícola de Remolinos” and “Asociación Indígena La Victoria”. Since then, they participate every two weeks in local farmers' markets in Puerto López and Puerto Gaitán, in the department of Meta, producing a total of 59 kilograms of honey.

“DESTINOS SOSTENIBLES” (SUSTAINABLE DESTINATIONS)

San Luis de Palenque, Casanare

[SDG 8.9]

Since August 2023, Fundación Corfi, in partnership with Travolution, has made significant efforts in San Luis de Palenque, Casanare, a municipality that is part of the area of influence of Hoteles Estelar Yopal, characterized by its natural capital. Our presence in this area reflects Hoteles Estelar's commitment to promoting the growth and sustainable development of the communities where it operates, seeking to position this territory as a growing tourist destination, with the potential to transform tourism into a means of ecosystem conservation and restoration, protecting the area's biodiversity. We are working to ensure that this municipality becomes a benchmark for sustainable growth and responsible tourism development in the Orinoquía region. During 18 months of work in the region, we focused on strengthening governance and associativity, improving and differentiating tourism offerings, and facilitating the configuration of strategic alliances for local tourism infrastructure.

In 2024, we made significant progress on several fronts that have allowed San Luis de Palenque to gain visibility as an emerging tourist destination, such as:

- The launch of “*Arraigo Llanero*”, the municipality's first tourism product.
- The creation of the “Red Vive El Pauto” Association
- The organization of key activities such as the *Fam Press* with media and the *Tour Alpha* with travel agencies.



Road safety training with schools in the area of influence of Covandina, Meta, Colombia

Finally, in November, we held a meeting with more than 20 local entrepreneurs, giving them the opportunity to explore new opportunities for collaboration and development within the tourism sector. This strategic approach has allowed us to make significant progress in consolidating the municipality as a sustainable tourist destination, with a positive impact on both the community and the local business sector, in coordination with local public authorities.

Ambalema, Tolima

We arrived in this municipality with the help of the Pajonales Organization, where 60% of its employees live or come from Ambalema. The municipality is located in Hoteles Estelar Ibagué's area of influence and has extraordinary potential for tourism development thanks to its architecture, history, traditions, gastronomy, nature and strategic location.

Our work began with a sociodemographic, economic, and architectural assessment to understand local dynamics, establish relations, and generate projects that contribute to revitalizing the essence and enhancing the identity of the municipality, promoting its transformation as a tourist destination in the short, medium, and long term.

During 2024, we prioritized the execution of three specific projects to contribute to the development of the region:

01. Building identity and strengthening tourism services

Our partner Gastronomía focused on building a strong identity for Ambalema, rescuing and documenting its culinary and heritage traditions. We benefited 48 establishments, including hotels, restaurants, traditional closed-door kitchens, and fast food venues, along with more than 1,524 direct and indirect beneficiaries. We conducted an analysis and engaged the community, designing a roadmap for the restaurant and hotel sector, which highlights the potential to position the municipality as a unique and attractive tourist destination in Colombia.

02. Improving the quality of education

An essential part of our commitment is the educational transformation and its potential as a vehicle for developing skills in the new generations. In line with this, together with our partner Cosmo Schools, we work with the two official education institutions in the municipalities of Nicanor Velásquez and El Danubio (rural), to improve the educational quality. Thanks to a pilot program for grades two through five focused on reading and writing remediation, along with language and math assessments for grades three through eleven, and vocational guidance tests for eleventh grade.

03. Transforming lives through sports

This project began in October 2023, and throughout 2024, we continued its implementation in Ambalema, Lérida, and Venadillo, benefiting more than 240 children and young people by consolidating rugby training schools in the three municipalities (and, in the case of Ambalema, also with skating) through regular practice groups, providing them with the necessary training resources, and training young people and coaches.

Rugby, more than just a sport, has become a tool for promoting healthy habits, creating safe environments, strengthening a sense of community, and developing key socio-emotional skills such as teamwork, respect, and discipline.

On another note, within the framework of the "Educación para la competitividad" (Education for Competitiveness) program, we strive to provide essential programs, tools, and knowledge to our communities, allowing them not only to access the employment market, but also to strengthen their competitiveness and lead their own projects, contributing to their comprehensive development through two programs:

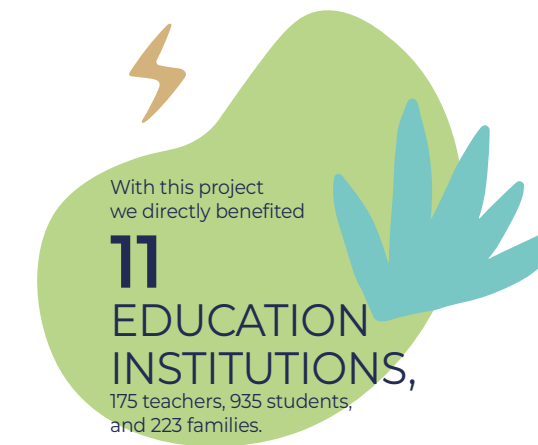
"CULTIVANDO TALENTOS PARA EL CAMPO" (CULTIVATING TALENTS FOR THE FIELD)

This initiative, designed in partnership with Universidad de La Salle under the Utopía model, focused on enhancing the socio-productive

conditions of three municipalities in Meta, where the agro-industrial companies Mavalle and Unipalma operate: Cumaral, Puerto López and Puerto Gaitán. It focused on strengthening socio-productive development in the Orinoquía region in the short, medium, and long term, aligned with the territory's vocation. To achieve this, we committed to consolidating educational pathways that lay a solid foundation for sustainable growth through the analysis of local socio-productive conditions, the curricular strengthening of technical secondary schools, and the implementation of training spaces in Education for Work and Human Development (ETDH in Spanish), with 75 scholarships granted in agricultural and livestock training.

"EL DINERO CUENTA" (MONEY COUNTS)

"El Dinero Cuenta" (Money Counts) is an initiative that seeks to foster sound financial habits from an early age in children and young people



in fourth and fifth grade, in partnership with Edu-Crear S.A.S. In 2024, we benefited 4,225 students from 15 education institutions with 57 trained teachers in Yopal, Cali, Dapa, Yumbo, and Cartagena. These education institutions are part of the areas of influence of Hoteles Estelar. It's an ongoing effort that continues to lay the foundation for a more conscious, responsible, and prepared financial future for tomorrow's challenges.

"LA GUAJIRA" MISSION

In 2024, Fundación Corfi joined Grupo Aval's initiative: "La Guajira" Mission is a large-scale public-private partnership with the national

government, designed to comprehensively address the fundamental needs of communities in the municipalities of Manaure and Uribia, where the Wayuu people live. This year, significant achievements were made, directly benefiting more than 80 communities, resulting in 21,000 people and 3,000 families reached across five areas of intervention: water solutions, energy solutions, housing solutions, recycling initiatives, and handcrafts.

"MAPA DE INVERSIÓN SOCIAL" (SOCIAL INVESTMENT MAP)

Finally, during 2024 we will create the "Mapa de Inversión Social" (Social Investment Map) from Corfi and its investees, which will allow us to clearly identify the areas with the greatest needs, efficiently distribute resources, and closely monitor social projects. This tool is key to ensuring that our investments have a real impact, promoting transparency, accountability, and continuous improvement in the well-being of the communities where we operate.

CORPORATE VOLUNTEER WORK

Through Fundación Corfi, we lead and promote the Corporate Volunteering program, aimed at employees from Corfi and its affiliate companies. The goal is to encourage their participation in volunteering actions that contribute to a more sustainable, diverse, equitable and inclusive society, in full alignment with the corporate strategy and the Diversity, Equity and Inclusion Policy.

We are also convinced of the positive effects and benefits that serving the community brings to the mental and socio-emotional well-being of our employees.

In 2024, we had 345 volunteers participating in ten sessions, positively impacting the lives of more than 6,400 people directly and indirectly.

Our volunteer work was based on three lines of action: infrastructure improvement, development of capabilities, and actions for the planet.

INFRASTRUCTURE IMPROVEMENT

In partnership with Hands On and with the participation of 104 volunteers, over three days between September and October, we participated in the revitalization of Bogotá's historic center by cleaning La Concordia Park and Santander Park, and holding civic culture talks at Colegio Integrada La Candelaria.

DEVELOPMENT OF CAPABILITIES

- **“Bienvenidos los colores” (Colors are welcomed):** We held a workshop to provide financial tools to LGBTQ+ people.
- **“Soy fantástica” (I'm Fantastic):** We held a workshop to promote reflection on gender issues through reading exercises with children.
- **Halloween Costumes:** We promoted the donation of costumes and candy to support 28 underprivileged children.
- **Employment preparation for the Afro-Colombian population:** We held a job preparation workshop for this community in Fontibón with 18 volunteers.

ACTIONS FOR THE PLANET

- **“Manos a la huerta” (Hands to the productive garden):** We improved a garden for senior citizens to help them generate income and promote their productivity.
- **Agro-ecological garden - Medellín:** We set up a garden for 50 children who have experienced violations of their rights.
- **Roots for the future:** We planted 100 trees to contribute to ecosystem regeneration by planting native trees in La Calera.

In addition to the cross-cutting initiatives we promote at Corfi, our companies are committed to strengthening their social impact in the communities where they operate.

OUR COMPANIES ARE ALSO COMMITTED TO THEIR SOCIAL CONTRIBUTION.

[GRI 413-1]

COP 93.37 billion

of own and mobilized resources invested in social programs.

We positively impacted more than

317,000 people and 425 communities

364 programs developed.

ENERGY AND GAS

Promigas, its affiliated companies, and Fundación Promigas continue to focus their efforts on leaving a social footprint in the communities where they operate in Colombia and Peru. This year, they benefited the lives of 95,793 people and 164 communities through 238 social programs and an investment of COP 83.73 billion.

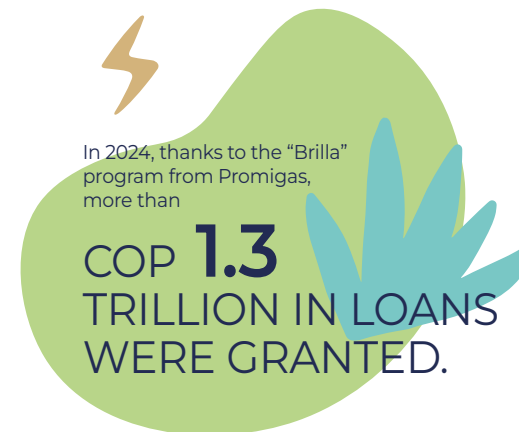
Social investment is implemented through three strategies: High-impact social investment that benefited 10,887 people, *Community development and Responsible citizenship*, which had a positive impact on 63,906 people. Additionally, they reached 2,721 productive units through Fundación Promigas' four main programs: "More Youth Employment," "More Entrepreneurship," "More Productive Communities," and "More Sustainable Territories."

In 2024, the “Brilla” program for non-bank financing began implementing its new strategy to evolve toward a more personalized credit offering, expanding into formal loans for micro-businesses. This year, more than COP 1.3 trillion in loans were granted, especially to users in socioeconomic levels 1, 2, and 3 (94%), to women (66.4%), and to people in rural areas (44%).

Among the most notable programs is the launch of “La Guajira” Mission, a public-private partnership between the national government, Grupo Aval, and Promigas, which seeks to contribute to the transformation of this department, in Manaure and Uribia, the municipalities with the highest mortality and poverty rates and the lowest in terms of water and energy coverage.

INFRASTRUCTURE

In 2024, infrastructure investments implemented corporate social management programs and initiatives, positively impacting communities, education institutions, and stakeholders in their areas of influence.



Among the social programs centered on entrepreneurship, it is worth highlighting mainly four through which we benefited more than 12,400 head-of-household women, farmers, and entrepreneurs:

- **“Tejedoras de Futuro” (Weavers of the future),** developed by Covipacífico, Covioriente, and Coviandina, seeks to guide leaders and head-of-household mothers by offering technical training in industrial sewing machinery for outerwear.
- **“Cosechando Esperanza” (Sowing hope)** through Pisa, Covipacífico, Coviandina, and Covioriente seek to strengthen agricultural, livestock, and agro-industrial production through more than 24 farmers' markets, benefiting more than 1,300 people.
- **“Emprende Futuro en Familia” (Engage the future with your family)** with Covioriente and Coviandina, this promotes entrepreneurship within the families of employees through fairs and training spaces that favor the creation of sustainable economic opportunities for participants.
- **“Emprende tu Camino” (Embark on your own path),** developed by Coviandina, supports productive initiatives with associations, cooperative organizations, or microenterprises that offer sustainable products that help boost the region's economy.

On another note, in terms of health and well-being, Covioriente and Coviandina impacted the lives of 4,566 senior citizens through the “Encuentro Dorado” (Golden Encounter) program, which focuses on supporting senior citizens through a dedicated event, highlighting their skills and talents.

In education, Coviandina, Pisa, Covioriente and Covipacífico benefited 16,171 students and teachers, and supported 145 education institutions with *“Pasaje a la fantasía” (Passage to Fantasy)*, a program aimed at improving read-

ing comprehension through pedagogical materials, training, and follow-ups. They also implemented “Escuelas Solidarias” (Solidarity Schools), which seeks to improve the physical conditions of educational institutions through the beautification and renovation of different spaces.

Finally, through two road safety programs, they reached 24,690 people: on the one hand, *“Cultural vial inteligente” (Smart Road Culture)* seeks to foster a culture of safety, care, and responsible road behavior among users of the Covipacífico, Coviandina, and Pisa corridors. On the other hand, Covioriente, Covipacífico, Coviandina, and Pisa held the *“Fiesta del tránsito vial” (Road Traffic Festival)*, which strengthens road safety through fun and educational activities, highlighting the rules and behaviors of pedestrians, cyclists, motorcyclists, and drivers.

AGRIBUSINESS

In 2024, our agro-industrial companies demonstrated their commitment to sustainability and comprehensive development, generating a transformative impact in each community where they operate.

These actions reflect the commitment of these companies to sustainable development, social progress, and the improvement of quality of life in the regions where they operate.

Through holistic initiatives in education, well-being, culture, and development, Unipalma, Mavalle, and Pajonales are driving economic growth while building a legacy of inclusion and prosperity. With a firm commitment, they set new standards in sustainability and social responsibility, creating opportunities that go beyond the financial and contribute to the well-being of society.

- Unipalma created jobs for 995 people in strategic territories such as the Veracruz province, with 434 households, and other locations in Paratebuena and Medina.

Additionally, through “Community Homes”, they supported 30 children, and through the “Sana-mente” (Healthy) Project, aimed at preventing psychosocial risks, they have reached 330 adolescents. They also held Children's Day celebrations and family activities that benefited 180 children and 300 people. Moreover, the traditional Christmas novena was held, with 280 Christmas gifts distributed to children from nearby neighborhoods, reaffirming the commitment to community well-being.

Additionally, cultural and sporting initiatives were held, such as the “Pedaleando con la palma” route, which had 110 participants, and the “Conéctate con la palma” stand, which attracted more than 200 attendees.

Finally, the Rural Women Talk and discussion session was carried out, which gathered more than 300 women and worked as a platform for the launch of the Diversity, Inclusion and Gender Policy.

- Mavalle, for its part, consolidated a team of 1,138 employees, 42% of whom belong to the indigenous communities of Wacoyo, Piapoco, Achagua, and Sikuan. Our commitment to diversity, equity and inclusion is also reflected in various activities: self-care workshops for 209 women in commemoration of the International Women's Day, and initiatives acknowledging mothers, which involved 450 families.

Within the framework of *“Tejiendo comunidad” (Weaving Community)* and campaigns against gender violence through mixed-gender futsal tournaments, 33 teams and 435 players, including 60 employees, participated, reaching 470 families and raising awareness among more than 805 women.

Six education institutions were transformed, benefiting 1,740 students, and 510 children were reached with the “Tell Me a Story” program from Mavalle.

- Pajonales reaffirmed its commitment to diversity and workplace well-being, with 352 employees from nearby communities such as Ambalema, Lérica, Venadillo, and Ibagué. The social management strategy took shape through initiatives such as “*Juguetes con amor*” (*Toys with Love*), which brought joy to more than 130 children during the Christmas novena. Moreover, Pajonales has become a strategic partner in the implementation of the “*Destinos Sostenibles*” (*Sustainable Destinations*) program: Ambalema of Fundación Corficolombiana.

This year, they continued their collaboration with USAID to recruit vulnerable populations, demonstrating their commitment to social inclusion. In addition, they continue transforming the lives of children with cleft lip through their partnership with the Fundación Operación Sonrisa, providing accommodation for doctors during surgical sessions in Cali, Cartagena de Indias, and Bogotá. On another note, they launched an inclusion program for young people belonging to the Fundación Amigos del Alma, helping people with cognitive disabilities find work in Medellín.

Moreover, they mobilized the participation of 198 volunteers from Bogotá, Cali, Yopal, Cartagena de Indias and Santa Marta in multiple volunteering strategies covering five fronts: beach cleaning, tree planting, public area cleaning, food and gift giving and food bank sessions.

Additionally, Hoteles Estelar, within the framework of Fundación Corfi’s “*Educación para la competitividad*” (*Education for Competitiveness*) strategic line, supports the “*El Dinero Cuenta*” (*Money Counts*) program, which has reached more than 4,200 children in fourth and fifth grade in Cartagena de Indias, Yopal, Dapa, Yumbo, and Cali. They are also committed to “*Destinos Sostenibles*” (*Sustainable Destinations*): *San Luis de Palenque*, a program under the *Culture of Entrepreneurship and Innovation strategic line*, that promotes tourism growth and diversification in the Casanare region.

Distribuidora Estelar, joined the project “*Sembrada: cultivo con sentido social*” (*Sembrada: cultivation with social meaning*), an initiative of Fundación Promigas that strengthens urban agriculture and boosts household economies in Soledad and Malambo (Atlántico). Today, Hoteles Estelar purchases various sprouts from these households, which are incorporated into the gastronomy of Cartagena de Indias and Altopraado, positively impacting income generation.

Finally, the *Tesicol Plastics Recycling Project* is a joint initiative developed by the two companies. It will begin with a pilot program at the Hotel Intercontinental in Cali, where the plastic waste generated by the operation will be reused for the production of various Tesicol products.

Finally, this year we conducted sustainability trainings, which reached more than **500 EMPLOYEES**

Additionally, workplace well-being initiatives, from Family Day celebrations to health campaigns and leadership training, have contributed to a healthy, inclusive, and motivating work environment.

TOURISM

Hoteles Estelar continued its various social impact initiatives in 2024, reflecting its commitment to the well-being of Colombians and its employees. Its benefits are aligned with our Diversity and Inclusion Policy, which promotes an equitable and diverse work environment, and its commitment to renewing the *Friendly Biz* certification across all its operations.



Wayuu Community, “La Guajira” Mission Project, Uribia and Manaure, Guajira, Colombia