



## **SUSTAINABILITY REPORT 2025**

### **Ethical and Socially Responsible Management System**

INSURCOL's 2025 Sustainability Reports. They report the company's main economic, social, and environmental performance results in the period from January to December 2025. This report responds to the company's commitment to report in annual cycles to make its management transparent in relation to its stakeholders and society in general from the comprehensive perspective of Corporate Social Responsibility.

INSURCOL  
26/01/2026

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# 1 ORGANIZATION PROFILE



## 1.1 HISTORY



INSURCOL® is a leading Colombian company in the Oil & Gas sector, with accumulated experience since 1988, within which the manufacturing capacity and integration of technological solutions developed "tailor-made" to the needs of each customer stands out. At INSURCOL we have our Registered Trademark "INSURCOL people who know what they are doing", this distinctive sign was conferred with resolutions 4339 and 7987 of the Superintendence of Industry and Commerce, including the products and services of the International Classification of Nice edition No. 11, classes 35, 37, 40, 42, 41 and 45, completely covering the manufactures and integrations of customized solutions, supplies of equipment and spare parts, technical services, engineering and execution of projects for analyzer systems, heating and temperature maintenance systems, Fire & gas systems, telemetry instrumentation, and automation systems, SCADA systems, combustion systems and systems for control and regulation of flow in processes; including the civil, mechanical, electrical, instrumentation and control and mechatronics specialties.

All our processes are certified under ISO 9001:2015 (ONAC, ANAB and UKAS), ISO 14001:2015 (ONAC, ANAB and UKAS), ISO 45001:2018 (ONAC), whose certified scope includes all our business units and solutions.

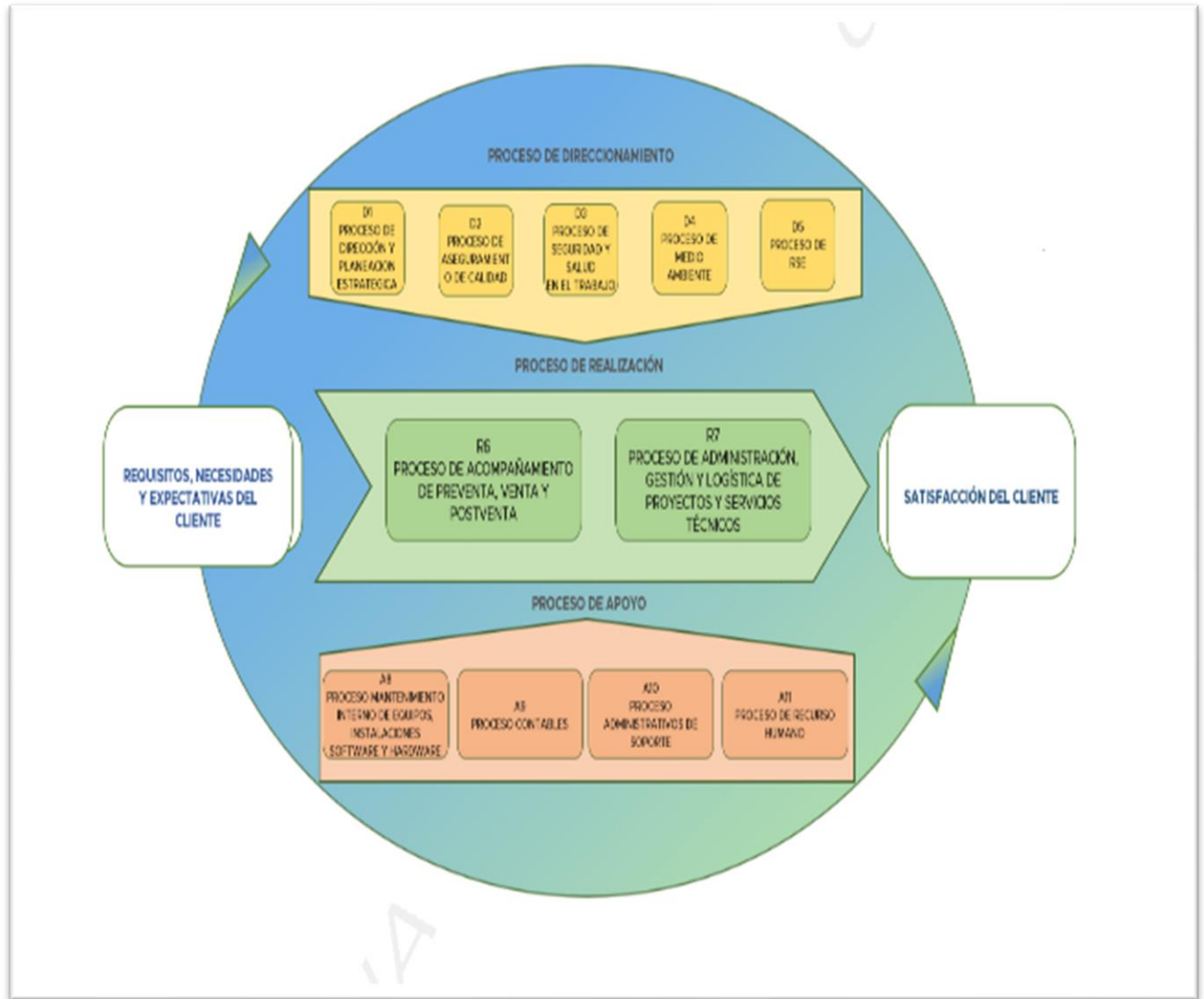
We currently provide high-value comprehensive solutions to our clients-allies in the lines of Low Emissions and New Energies, Analytical Measurement for Process Optimization; Fire&Gas for Plant, Process and People Protection; Heat Management for Flow Assurance and Process Improvement; Optimization of Combustion and Flame Processes; Real-time diagnosis of rotating, static and electrical equipment, for predictive, preventive and corrective maintenance; Telemetry, Instrumentation, Automation and Logistics of Hydrocarbons; Flow Control and Regulation; Explosion Proof HVAC Systems; and Electrical SCADA Systems; we also offer the execution of EPC/PC projects.

Our corporate objective is to guarantee availability and operational continuity of the plants and increase the profitability of our customers.

We have four main business units:

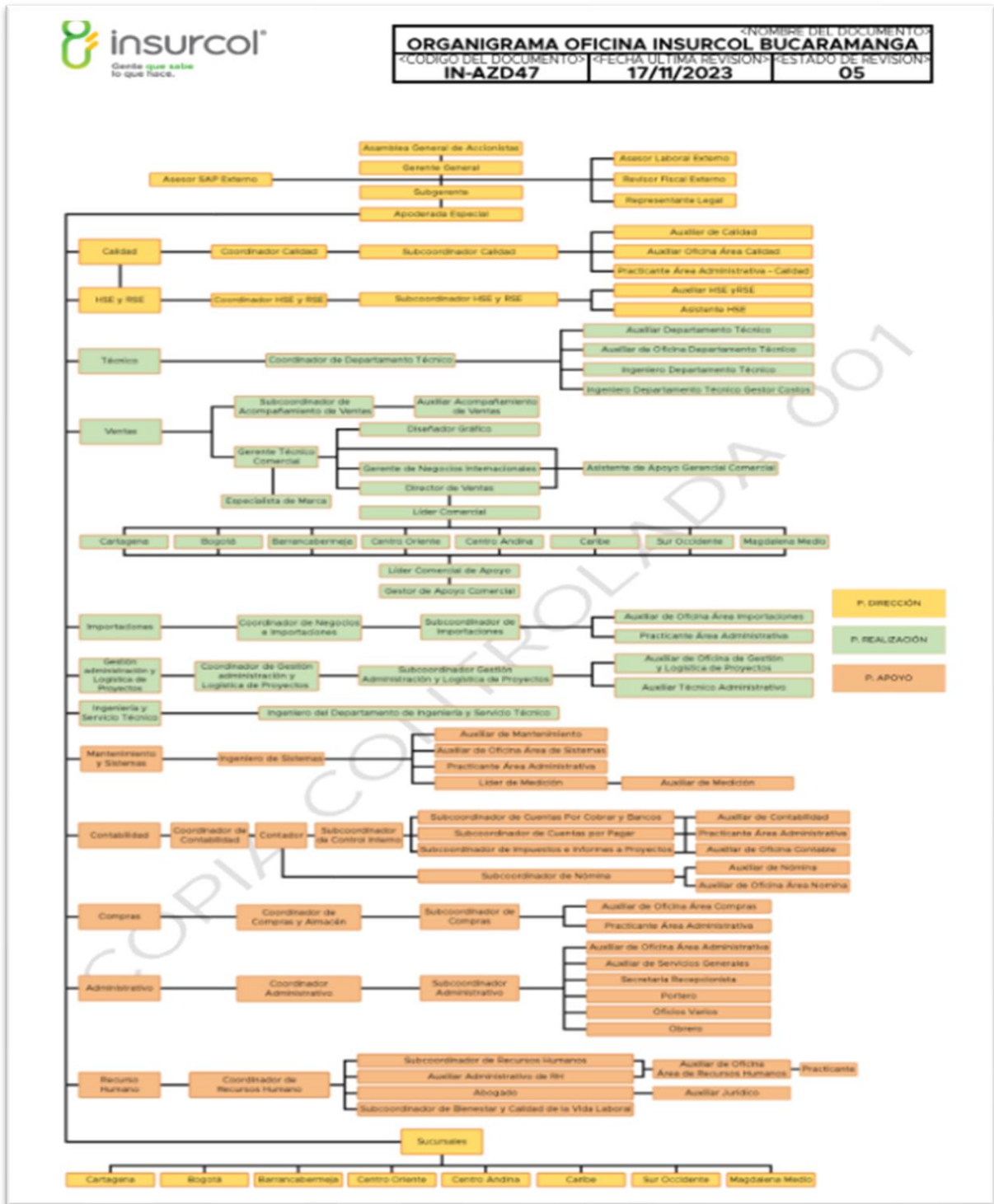
- **Sourcing:** We supply equipment, instruments and spare parts from the factories we represent in Colombia.
- **Comprehensive Solutions:** We develop solutions tailored to the needs of our clients, adding value to their processes.
- **Specialized Technical Services:** We perform specialized technical services for predictive, preventive and corrective maintenance; technical assistance, installation and assembly, testing, commissioning and commissioning of the equipment and systems associated with our representation brands.
- **Projects:** We execute both EPC and PC projects.

## 1.2 DOCUMENTARY STRUCTURE

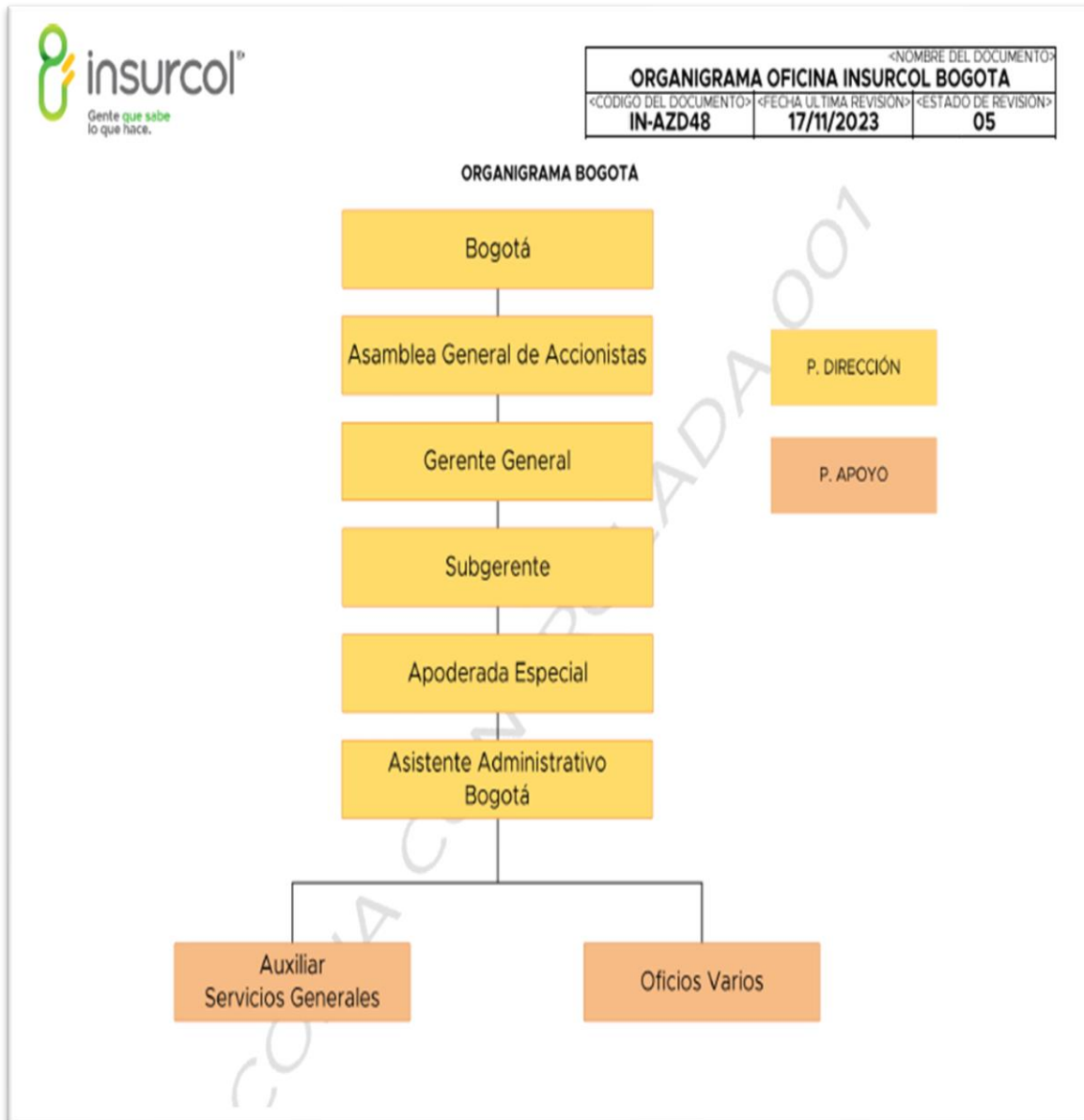


### 1.3 ORGANIZATIONAL STRUCTURE

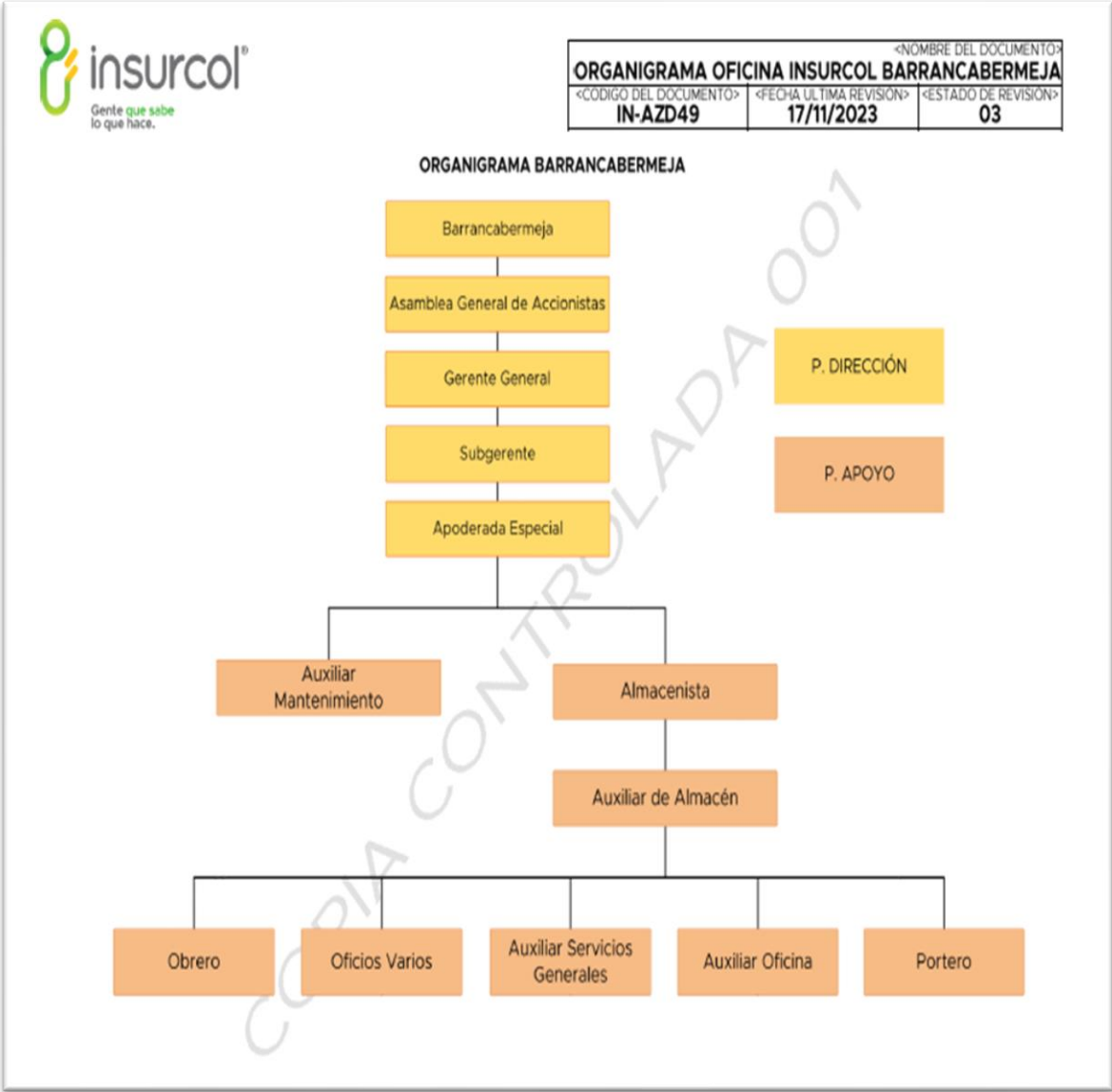
## OFFICIAL INSURCOL BUCARAMANGA ORGANIZATIONAL CHART



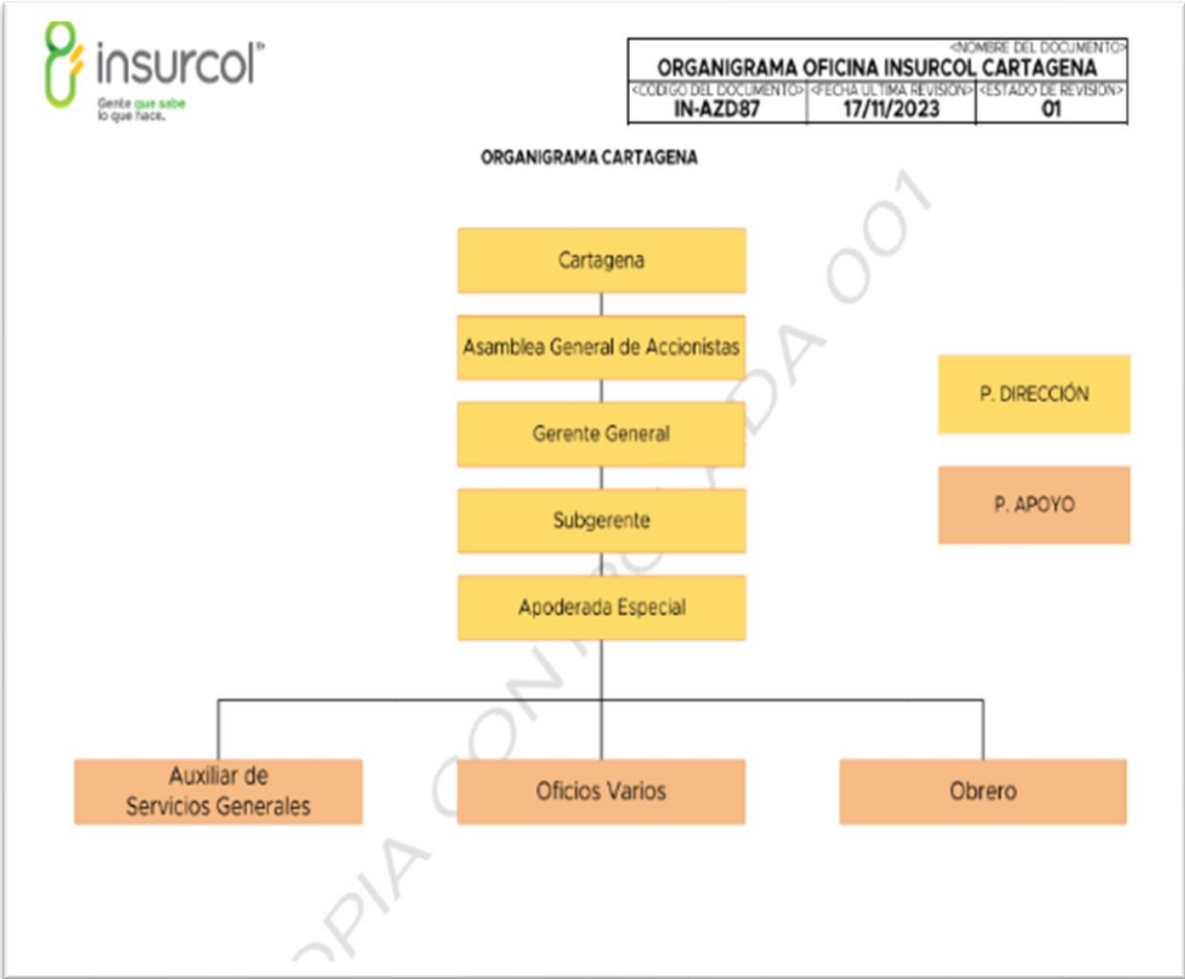
## OFFICIAL ORGANIZATION CHART INSURCOL BOGOTÁ



# OFFICIAL ORGANIZATIONAL CHART INSURCOL BARRANCABERMEJA



# OFFICIAL ORGANIZATION CHART INSURCOL CARTAGENA



## **1.4 MISSION**

At INSURCOL® we exceed the expectations of our clients by providing them with the best service in Supplies, Specialized Technical Services, Technological Solutions and Project Execution for the energy, gas, hydrocarbons, petrochemical, fuels, biofuels, lubricants, mining and chemical industries, among others; innovating with clean technologies and energy efficiency, adding value to our customers. The above is framed within a comprehensive management system focused on continuous improvement in the HSEQ, CSR and Road Safety systems, in compliance with legal requirements and international standardization standards, guaranteeing the balance between economic growth, environmental care and social welfare.

We provide comprehensive support to our clients through highly qualified professionals and collaborators trained by manufacturers, who provide their services as a vocation, through which they achieve their personal and professional development; thus guaranteeing the availability and reliability of our customers' systems and equipment. We strive for the strengthening, positioning and growth of the INSURCOL® brand by designing, developing, integrating and manufacturing technological solutions that meet the needs of our customers with high quality standards and in harmony with the environment.

The honest, responsible and impartial management of our businesses and relationships with suppliers, customers, government and community in general allows us to guarantee a fair economic performance in the execution of each of the projects where INSURCOL® is involved, contributing to the well-being and development of our stakeholders

## **1.5 VISION**

By 2030, INSURCOL® will be a leading national and international company in the design, manufacture and integration of technological solutions, promoting the implementation of clean and innovative technologies in compliance with national and international norms and standards; for the energy, gas, hydrocarbons, petrochemical, fuels, biofuels, lubricants, mining and chemical industries, accompanying and advising its customers from the start-up phase to the implementation of each solution; meeting our current needs without compromising the needs of future generations, guaranteeing sustainability from the operation, establishing climate actions, in terms of Greenhouse Gas (GHG) Management.

## 1.6 COMPREHENSIVE MANAGEMENT POLICY



<NOMBRE DEL DOCUMENTO>		
<b>INTEGRAL MANAGEMENT POLICY</b>		
<CÓDIGO DEL DOCUMENTO>	<FECHA ÚLTIMA REVISIÓN>	<ESTADO DE REVISIÓN>
<b>IN-CAD31</b>	<b>24/10/2025</b>	<b>26</b>

INSURCOL\* is committed to increasing customer satisfaction, protecting the environment and the occupational health and safety of its employees, preventing the contamination of natural resources generated in its processes and managing occupational hazards and risks through elimination measures, substitution, engineering controls, administrative controls and the use of personal protection elements. within the framework of the Occupational Health and Safety Management System. In this way, it contributes to the improvement of the individual and collective health of its workers, the quality of life of their families and the communities where it operates, as well as to the adequate management of the risks of its processes and the strengthening of information security.

In the development of this commitment, the organization guarantees compliance with the applicable requirements for its products and services, including the legal and regulatory requirements and other commitments to which it subscribes, framing its Quality, Environment, Occupational Health and Safety Management Systems, information security, ethics and social responsibility in a philosophy of prevention, sustainability, continuous improvement and development of stakeholders, in accordance with the guidelines of the NTC ISO 9001, NTC ISO 14001, NTC ISO 45001, NTC ISO 27001 and SGE 21 standards, in their current versions.

Likewise, INSURCOL\* promotes an organizational culture based on quality, ethical conduct and sustainability, incorporating when relevant the analysis of climate change and other environmental factors in the organizational context, strategic planning and decision-making, strengthening its organizational resilience and the continuity of its operations. These commitments are complemented by the corporate policies adopted by the organization, including the IN-AZD26 Code of Conduct, the IN-AZD67-F01 salary policy, the IN-AZD25-F02 no alcohol, drugs and smokers policy, the IN-AZD93-F01 sexual harassment prevention policy and the IN-CAD33 road safety policy.

For this reason, and in coherence with the principles and commitments indicated above, INSURCOL\* guides the management of its activities at its headquarters, work centers and branches through the following commitments:

- To exceed the expectations of our clients by providing serious, respectful and responsible treatment by offering top quality supplies, specialized technical services, technological solutions of the INSURCOL\* brand and execution of projects involving engineering, procurement and construction for the energy, gas, hydrocarbons, petrochemical sectors, fuels, biofuels, lubricants, mining and chemicals, among others; promoting innovation with clean technologies and energy efficiency.
- To this end, we provide comprehensive support through highly qualified, motivated and emotionally related professionals and collaborators to the organization; fostering mutually beneficial business relationships with our suppliers and subcontractors with high quality standards and in harmony with the environment.
- Identify hazards, assess, assess and eliminate OSH and Road Safety risks, present in the activities carried out by the organization; through the implementation of safe work controls and procedures that guarantee the physical, mental and emotional integrity of all employees.

Develop and execute epidemiological surveillance, medical, hygiene, and industrial safety programs, aimed at preventing accidents, injuries, and occupational diseases, as well as work-related physical and mental health care, maintaining safe working conditions and controlling risks that may affect people, property, and the continuity of operations, thus contributing to organizational sustainability.

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<NOMBRE DEL DOCUMENTO>		
<b>INTEGRAL MANAGEMENT POLICY</b>		
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<b>IN-CAD31</b>	<b>24/10/2025</b>	<b>26</b>

Likewise, establish responsibilities in terms of OSH, promoting healthy lifestyles, training and continuous training programs and the periodic performance of safety inspections that allow the identification of deviations, opportunities for improvement and emerging risks. Likewise, promote the participation and consultation of workers and other stakeholders, strengthening risk communication, the collective construction of solutions and the culture of self-care.

- Identify, evaluate and control the significant socio-environmental aspects and impacts derived from the organization's activities, such as wastewater discharges, solid waste generation, atmospheric emissions and other factors that may affect the environment, preventing the contamination of natural resources such as soil, air and water.
- Incorporate the sustainability approach in organizational management, integrating environmental, social and economic criteria in decision-making, promoting the balance between business growth, environmental protection and the well-being of the communities where the activities are carried out.
- INSURCOL® promotes the reduction, reuse and recycling of waste (3R), aligning its practices with the principles of circular economy, sustainable production and responsible consumption, encouraging innovation and continuous improvement of its processes.

Likewise, the organization is committed to measuring, monitoring and managing its carbon footprint and water footprint, implementing control, mitigation and compensation strategies that contribute to the fight against climate change and the protection of the environmental and socioeconomic environment for present and future generations.

- Guarantee, in operations and in commercial relations with suppliers, contractors, customers and competitors, compliance with good business and commercial practices, in accordance with the principles of ethics, transparency and good corporate governance established by the organization and in compliance with current regulations. Likewise, INSURCOL® promotes respect for human rights and develops social action and corporate responsibility programs, contributing to the sustainable development of the communities where it carries out its activities and to the transparent and responsible use of the organization's resources.

Protect, preserve and manage INSURCOL®'s information, together with the technologies used for its processing, against internal or external, deliberate or accidental threats, in order to ensure compliance with the principles of confidentiality, integrity and availability, integrating the technological and digital vision to protect infrastructure, data and operational continuity.

- Define the criteria, procedures and controls for the prevention and control of money laundering, terrorist financing and financing of the proliferation of weapons of mass destruction – SAGRILAF, within the organization's operations, through the identification, evaluation and control of the risks associated with ML/FT/FPADM.
- INSURCOL® establishes the design, structuring, implementation, execution and verification of actions aimed at the prevention and effective mitigation of any corrupt practice, in compliance with the Transparency and Business Ethics Program (PTEE) defined in the organization.

The organization verifies compliance with this policy through the systematic execution of internal audits, monitoring of performance indicators, review by management, field inspections, incident analysis and periodic evaluations, ensuring that the actions implemented are effective, coherent and aligned with the guidelines of the Integrated Management System.

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<CÓDIGO DEL DOCUMENTO> <b>IN-CAD31</b>	<FECHA ÚLTIMA REVISIÓN> <b>24/10/2025</b>	<ESTADO DE REVISIÓN> <b>26</b>

Senior Management will permanently maintain the necessary economic support for the implementation, development, maintenance and improvement of the management systems, and will promote the participation of Management, advisors, professionals, technicians, administrative personnel, service providers and other interested parties in the different programs agreed upon and disseminated, through a participatory process aimed at the effective fulfillment of the objectives of the Integrated Management System.

**OMAIRA CARDENAS RODRIGUEZ**  
Position: General Manager  
Alternate Legal Representative

Last Revision Date: September 27, 2025  
Current Revision Date: October 24, 2025  
Updated on the website: YES  NO   
Update date on the website: October 24, 2025

## 1.7 ANTI-CORRUPTION POLICY



ANTI-CORRUPTION POLICY		
<NOMBRE DEL DOCUMENTO>		
<CÓDIGO DEL DOCUMENTO>	<FECHA ÚLTIMA REVISIÓN>	<ESTADO DE REVISIÓN>
IN-CAD32	21/11/2025	08

INSURCOL S.A.S. reaffirms its commitment to the prevention, detection and punishment of any practice associated with bribery, extortion, fraud or any other form of corruption within all its administrative, operational, commercial and financial processes.

This commitment is mandatory for all employees, managers, contractors, suppliers, strategic allies and third parties linked to the organization, without exception, and applies in all areas, headquarters and places where the company carries out its activities.

The organization promotes a culture of integrity based on the following principles:

**Guiding principles**

- **Transparency:** All operations must be clear, verifiable and accessible.
- **Integrity:** Employees must act ethically and honestly and uprightly in every decision, avoiding any practice that compromises INSURCOL's corporate principles or reputation.
- **Responsibility:** Each employee is responsible for preventing, identifying and reporting acts of corruption, bribery or any irregularity that may violate ethical principles and the applicable regulatory framework.
- **Eradication of Corrupt Practices such as Bribery/Extortion and Improper Payments:** The organization maintains zero tolerance for bribery, extortion, improper payments, and any act of corruption. INSURCOL guarantees this commitment by:
  - ✓ Compliance with the Code of Good Governance, Code of Conduct, execution of internal and external audits to ensure the correct application of resources and tax audits that ensure the transparency of all income, costs and expenses, as well as ensuring that resources are applied efficiently.
- **Criteria for the issuance and receipt of gifts and hospitality:** No worker is authorized to give gifts on behalf of INSURCOL. In case it is considered necessary due to commercial events, it will be duly controlled under the procedure Request for resources for CSR activities.

Any undue payment or against the principles and ethics of the company, made or received by workers or representatives of INSURCOL or any natural or legal person, made with the aim of obtaining some degree of influence in the initiation or maintenance of a business relationship in which INSURCOL intervenes, will be totally rejected and sanctioned based on the provisions of our internal work regulations.

All workers have the responsibility to maintain accurate and verifiable records about any transaction or business that involves disposing of or transferring assets owned by INSURCOL.

- **Ways to detect and limit conflicts of interest:** employees must avoid situations in the company that may present personal, family, economic or contractual conflicts of interest and/or situations of impartiality; in the event that any real or potential situation arises, we must inform our immediate supervisor in order to provide an appropriate solution. Failure to report constitutes a violation of this policy.
- **Consultation mechanisms in the event of doubtful actions:** There is a management committee in charge of promoting, monitoring and guaranteeing the application of this policy and of informing the General Management or its delegate of any anomaly presented in compliance with it.

There is a System for Self-Control and Risk Management of Money Laundering, Terrorist Financing, Financing and Proliferation of Weapons of Mass Destruction ML/FT/FPADM (SAGRILAF) which is integrated into the company's Comprehensive Management System in environmental matters, Quality, Corporate Social Responsibility, Occupational Health and Safety, with a view to achieving a true roadmap of excellence and compliance with the transparency and transparency program. PTEE business ethics.

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-NOMBRE DEL DOCUMENTO- <b>ANTI-CORRUPTION POLICY</b>		
-CODIGO DEL DOCUMENTO- <b>IN-CAD32</b>	-FECHA ULTIMA REVISION- <b>21/11/2025</b>	-ESTADO DE REVISION- <b>08</b>

**OMAIRA CARDENAS RODRIGUEZ**  
General Manager / Alternate Legal Representative

Last Revised: September 27, 2025  
Current Revision Date: November 21, 2025  
Updated on website: YES X NO \_\_\_  
Website update date: November 21, 2025

## 1.8 PAPER USAGE POLICY

	<NOMBRE DEL DOCUMENTO> <b>PAPER SAVING AND EFFICIENT USE POLICY</b>		
<CÓDIGO DEL DOCUMENTO> <b>IN-AZD53-F01</b>	<FECHA ÚLTIMA REVISIÓN> <b>21/09/2020</b>	<ESTADO DE REVISIÓN> <b>04</b>	

**PAPER SAVING AND EFFICIENT USE POLICY**

INSURCOL is responsibly committed to balancing natural resources to meet the needs of the organization in relation to the efficient use of paper, managing to reduce the environmental impact generated by its activities, and in line with its social responsibility and environmental sustainability, establishing the following policy for the saving and efficient use of paper.

**COMMITMENT:**

1. Insurcol. It undertakes to reduce its total paper consumption by 20% compared to the previous years consumption levels. To this end, it will carry out a monthly accounting of the consumption of the different types of paper and will implement an action plan aimed at achieving this reduction.
2. It will carry out the maintenance of equipment such as printers and photocopiers to avoid unnecessary expense due to failures in their operation.
3. Staff and anyone who uses Insurcol's premises. They will be informed of the good practices of paper use that are followed in the entity so that they can follow them.
4. Insurcol undertakes to carry out the selection of recyclable paper in the areas where it originates, making its disposal in the bags according to the color code established in the environmental program.
5. Insurcol will ensure that actions or procedures related to the efficient use of paper are documented, maintained, and available to ensure environmental sustainability in the processes implemented.
6. Design and implement indicators for the monitoring of paper consumption, in terms of performance monitoring, process efficiency and environmental sustainability.

**PROHIBITIONS**

- The printing of informative emails to the organization's personnel is prohibited.
- Printing of internal documents on one side on a clean sheet is prohibited, unless the document so requires.
- It is forbidden to print formats and documents that are systematized or digitized to review, correct and/or file them.
- The use, copying and printing of paper for personal purposes is prohibited.
- Any practice that increases operational, environmental or waste risks, in alignment with the risk approach and environmental sustainability, is prohibited.

**APPLICATION**

This policy is mandatory for all employees of the company as well as INSURCOL. The records related to compliance with this policy will be controlled under the requirements of documented information, current regulations, ensuring the good use and efficiency of resources.

**EMPLOYEE MONITORING AND ASSISTANCE PROGRAM**

To achieve the purpose of this policy, Insurcol. It will have systems that allow measuring, promoting, disseminating and ensuring compliance with the policy, incorporating actions of organizational sustainability and continuous awareness

**OMAIRA CARDENAS RODRIGUEZ**  
General Manager

Last Revised: April 01, 2025  
Current Revision Date: June 27, 2025  
Updated on website: YES X NO  
Website update date: June 27, 2025

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## 1.9 ROAD SAFETY POLICY



<NOMBRE DEL DOCUMENTO>	<b>ROAD SAFETY POLICY</b>	
<CÓDIGO DEL DOCUMENTO>	<FECHA ÚLTIMA REVISIÓN>	<ESTADO DE REVISIÓN>
<b>IN-CAD33</b>	<b>14/11/2025</b>	<b>13</b>

This policy is developed in compliance with the provisions established in resolution 20223040040595 of 2022, which regulates the methodology, implementation, and verification of the Strategic Road Safety Plans (PESV) as a mandatory requirement for all organizations in Colombia. Its application guarantees that INSURCOL® adopts technical and procedural standards that strengthen road risk management and the comprehensive protection of all actors involved in the operation.

For the development of this policy, Insurcol®'s senior management provides the resources to plan, implement, maintain, monitor, and continuously improve the organization's Strategic Road Safety Plan, in favor of taking actions and strategies focused on the prevention of road accidents that involve damage to people, damage to equipment, etc. damage to third parties or impacts on the environment during the work trips and commuting journeys of personnel, collaborators including third parties, contractors and subcontractors, ensuring that road management is consistent with the development of the company's corporate purpose according to the mission, nature and size of the organization.

**POLICY OBJECTIVES**

- ✓ Ensure compliance with the objectives of the Strategic Road Safety Plan through the execution of the activities programmed in the **IN-AZM29-F07 ANNUAL SG SST WORK PLAN**
- ✓ Development and implementation of awareness and sensitization strategies for the minimization of risks derived from the behavior of the different road roles defined in the organization through the development and/or validation of compliance with defensive driving training for all personnel and/or collaborators who operate vehicles and the others programmed in the **IN-CAD07-F03 ANNUAL TRAINING PLAN**.
- ✓ Ensure compliance with the legal requirements, laws and national and local regulations issued by the Ministry of Transport and other control entities, defined and identified in the **OH&S Management Matrix IN-CAI01-F11**.
- ✓ Develop preventive inspection programs and timely maintenance of the vehicle fleet, owned or contracted, ensuring optimal operating conditions and reduction of mechanical risk in corporate mobility.
- ✓ Identify and analyze Critical Risks associated with mobility during the planning of work trips, considering human, vehicular, environmental and operational factors.
- ✓ Guarantee the competence of the employees who have a role within the PESV through the strengthening of skills, verification of Education, training and experience.
- ✓ Measure results through indicators such as: Reduction of road accidents, compliance with training and regular maintenance of the condition of the vehicles.
- ✓ Identification of risks, including critical risks, assessment and determination of controls; as well as training and training, during the planning, execution and development of activities, especially those related to road safety, for example, transportation of workers, suppliers, contractors and other road actors present in the organization, as defined in the IN-AZD84 methodology Identification, Evaluation and Control of Road Risks.
- ✓ Develop critical risk management programs and road performance factors (safe speed, fatigue prevention, distraction prevention, zero tolerance for driving under the influence of alcohol and psychoactive substances, protection of vulnerable road actors).

Likewise, guidelines and prohibitions are established for personnel who operate vehicles for the development of the economic activity of Insurcol® SAS.

**GUIDELINES**

Comply with the responsibilities, functions and requirements established for the different road roles defined in the organization, ensuring a safe, efficient operation in accordance with the organization's standards.

- ✓ Respect and courtesy for other road actors both on public roads and within own facilities, those of customers or third parties. ] Respect traffic signs, speed limits and road courtesy rules.
- ✓ Every operator must have the documentation required by the traffic authorities, as well as that of the vehicle.
- ✓ Respect the speed limits established in the signage and by the traffic authorities, including customer facilities, national roads, rural and urban areas.
- ✓ Wear a seat belt at all times by the different road roles established in the organization, whenever a vehicle is operated, regardless of the distance or time that the trajectory lasts, in addition to obeying good behavior before, during and after the trip as established in the **strategic road safety plan IN-AZM30** and in case of emergency act as established by the **road emergency response protocol IN-AZM30-F05**.

FILE PATH: E:\ISO9000\5. LEADERSHIP\5.1 LEADERSHIP AND COMMITMENT\IN-CAD33 ROAD SAFETY POLICY

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<NOMBRE DEL DOCUMENTO> <b>ROAD SAFETY POLICY</b>		
<CÓDIGO DEL DOCUMENTO> <b>IN-CAD33</b>	<FECHA ÚLTIMA REVISIÓN> <b>14/11/2025</b>	<ESTADO DE REVISIÓN> <b>13</b>

- ✓ Carry out pre-operational inspections according to document IN-AZD01-F108 Pre-operational Inspection of Vehicles, taking into account that it must be done. Before starting a journey, in order for the operator to study the route and check the condition of the vehicle.
- ✓ Avoid driving in fatigued conditions, that is, you must be rested and have optimal physical conditions before moving or making any journey and stop in a safe place in the event of any symptoms of fatigue.
- ✓ The operator of the vehicle must take breaks in the places recommended according to the routes in order to reduce the public risk due to robberies, robberies, kidnappings or others.
- ✓ Ensure that suppliers, contractors and/or third parties comply with the guidelines established in this road safety policy of Insurcol® SAS and based on resolution 40595 of 2022, ensuring full compliance with applicable road safety regulations.
- ✓ Establish an Emergency Response Plan that includes protocols for the timely notification of road accidents, coordination with competent authorities, and the provision of immediate medical attention with qualified entities to protect the safety and well-being of the personnel involved.
- ✓ Carry out periodic physical and psychological fitness evaluations of vehicle operators, in order to guarantee optimal conditions for the safe and effective performance of their functions.
- ✓ Validate the competence and compliance with the profile of the different road roles of suppliers or third parties and vehicles of subcontractors and/or third parties in the development of critical transport activities, such as, for example, transport of heavy loads and/or oversized cargo.

#### PROHIBITIONS

- ✓ The use of electronic elements, such as cell phones, tablets, screens, books, magazines, food consumption or distractions while driving, is strictly prohibited, however, an exception is established; the worker may make use of technological navigation tools such as travel aid guides and may only be manipulated when the vehicle is stopped and in safe conditions.
- ✓ It is not allowed to operate vehicles under the influence of hallucinogenic substances, alcohol, drugs (psychoactive substances), illicit drugs or medications that alter their behavior in terms of attention or alertness.
- ✓ It is not allowed to transport people other than Insurcol® workers and if this is the case there must be a formal authorization or assignment previously granted by the organization.

The company will provide the necessary resources to maintain and continuously improve, stimulate the good performance of its employees, as well as have disciplinary measures in place for disobedience of this policy as established in the **internal work regulations IN-AZE04**.

The content of this policy will be reviewed and updated regularly to ensure alignment with changes in traffic laws and regulations issued by the Ministry of Transportation and other competent entities.

OMAIRA CARDENAS RODRIGUEZ  
General Manager

Last Revised: September 27, 2025  
Current Revision Date: November 14, 2025  
Updated on website: YES X NO \_\_\_  
Website update date: November 14, 2025]

## 1.10 OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

Occupational Health and Safety management system that allows the organization to control its risks and improve its performance. To this end, it has based its structure on the legal requirements of Decree 1072, ISO 45001 Standard and RUC Guide.

## 2. AWARDS AND RECOGNITIONS

### 2.1 WORKER POSTED IN THE MONTH.

This space is dedicated to publishing the outstanding workers of the month on the billboard. It's an initiative designed to incentivize staff, recognize their effort, and publicly celebrate the exceptional contributions that drive our company's success.



### 2.2 SOCIAL WORKS

**TRANSFORM FOUNDATION:** Insurcol S.A.S. continues to support the integral development of the Transform community with the **Padrino Plan**. Through this plan, both the company and some workers make voluntary contributions for the education of the children of the foundation.

### 3. CERTIFICATIONS AND ACCREDITATIONS

#### **COMPREHENSIVE SYSTEM CERTIFICATION**

INSURCOL has the following certifications: ISO 9001: 2015, ISO 14001: 2015, ISO 45001: 2018. These certificates are underwritten by SGS Colombia S.A. (Société Générale de Surveillance). Also our certifications are approved for UKAS "UK" and ANAB "USA"

Our commitment is the continuous improvement and excellence of our products and services to give our customers guaranteed satisfaction.

#### **RUC RATING OF THE COLOMBIAN SECURITY COUNCIL**


INSURCOL has been registered since January 28, 1999 in the Uniform Registry of Evaluation of Occupational Health and Environmental Programs for Contractors in the Hydrocarbons Sector.

The objective of the Colombian Safety Council (CCS) is to guide and ensure the development of the activities of the Occupational Health and Environment Program. To achieve this, the organization carries out an annual monitoring and evaluation of the procedures and normative documents defined for the operation, with the aim of maintaining ratings above 90 points. By 2025, the rating before the Colombian Security Council is 97%

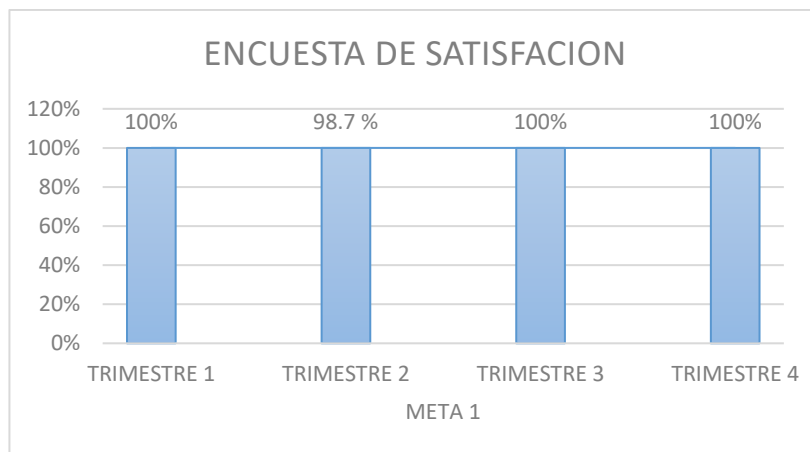
### 3.1 CORPORATE RESPONSIBILITY

#### **ETHICS AND SOCIALLY RESPONSIBLE OBJECTIVES**

##### **Establish appropriate channels of satisfaction with stakeholders**

-  **Goal 1:** Obtain an average score of 9,425 points out of 10 points as a result in the satisfaction survey (technical training, assembly and installation, maintenance and warranties).

In the stakeholder satisfaction survey, an average score of 99.7% is obtained, achieving the established goal.



🚩 **Goal 2:** Comply with 100% of the suppliers to be evaluated.

100% of the suppliers evaluated in the 2025 period are complied with

🚩 **Goal 3:** Comply with the timely payment to the suppliers of the period.

Timely payment to all suppliers was guaranteed, as part of the strategy aimed at strengthening and retaining business partners, promoting sustainable business relationships, favorable negotiation conditions and prioritization in the provision of services for future projects.

🚩 **Goal 4:** Obtain an average greater than or equal to 60% in relation to the motivation and remuneration of Insurcol workers.

It was possible to achieve an average of more than 60% in the motivation and remuneration indicators of Insurcol workers, evidencing a favorable perception of the actions implemented by the organization.

### 🚩 **Generate continuous improvement of our corporate social responsibility system**

🚩 **Goal 1:** Comply with 100% of CSR activities

by 2025, 100% of CSR activities will be fulfilled

### 🚩 **Establish appropriate channels of communication with external parties**

🚩 **Goal 1:** Publish 80% of the internal billboards, Avantel Topics, Memos, HSE News scheduled in the period

The publication of each of the HSE News in the period 2025 is complied with



**🏠 Carry out Management for the control of workplace harassment.**

- 🚦 **Goal 1:** Comply with 100% of the activities in the field of workplace harassment prevention.

By 2025, 100% of the activities in the field of workplace harassment prevention are fulfilled.

DESCRIPTION	COMPLIANCE
<b>CAMPAIGN FOR THE PREVENTION OF WORKPLACE HARASSMENT IN THE FIELD</b>	100%
<b>WORKPLACE HARASSMENT PREVENTION ACTIVITY</b>	100%
<b>TRAINING FOR MANAGERS AND STAFF</b>	100%
<b>QUARTERLY MEETING</b>	100%

Applying the guidelines established in Resolution 3461 of September 1, 2025, related to the promotion of safe, respectful work environments free of harassment behaviors.

**🏠 Promoting job creation**

- 🚦 **Goal:** To ensure that 100% of Insurcol's workers are linked to the organization through employment contracts.

During the period evaluated, 100% of Insurcol's workers are linked to the organization through employment contracts, guaranteeing compliance with current labor regulations and the strengthening of formal and dignified employment conditions.

**🏠 Guarantee the occupational health of the organization's workers**

- 🚩 **Goal 1:** To ensure that 80% of the workers who have completed their vacation period are taken during the year.

During the 2025 period, workers who had completed their vacation period made effective use of this right within the year, in compliance with the internal policy and labor regulations in force, contributing to well-being and work-life balance.

### 🚩 **Guarantee the occupational health of the organization's workers**

- 🚩 **Goal 2:** Achieve that 50% of workers attend their family activities by providing work flexibility in the working day.

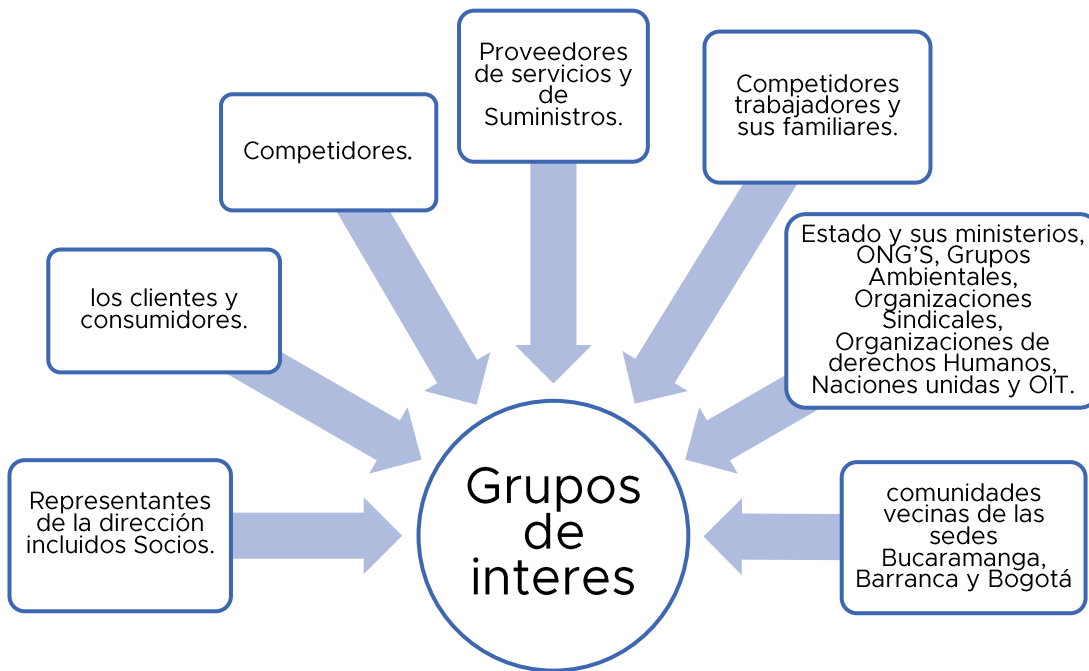
During the 2025 period, the organization promoted and guaranteed the participation of workers in family activities through the implementation of labor flexibility measures in the working day, active breaks, strengthening well-being and organizational commitment.

## **3.2 ETHICAL AND SOCIALLY RESPONSIBLE MANAGEMENT**

Ethical and socially responsible management is a response by organizations to the challenges of transparency, integrity and sustainability, the latter understood in its triple aspect: economic, environmental and social, seeking to reduce the impact generated by the activities related to the services and products that INSURCOL offers.

## **3.3 STAKEHOLDERS**

For the continuous identification of stakeholders, the document Communications of code IN-AZD65 was generated, from which the IN-AZD65-F01 Stakeholder Matrix is derived in accordance with the 11 processes of the integral management system, in this matrix the stakeholders are identified and needs and expectations are identified, as well as the mechanisms to meet them.



#### 4. OUR VALUE CHAIN



# UNIDADES DE NEGOCIO



## 2. SOLUCIONES INTEGRALES

Desarrollamos soluciones a la medida de las necesidades de nuestros clientes, agregando valor a sus procesos.

**Nuestras soluciones integrales incluyen:**

- |  |  |   |
|--|--|---|
|  <p>1. Medición Analítica para Optimización de Procesos</p>                     |  <p>2. Fire &amp; Gas para Protección de Personas, Plantas y Procesos</p> |  <p>3. Control y Regulación de Flujo</p>   |
|  <p>4. Optimización de Procesos de Combustión y Llama (Teas)</p>                |  <p>5. Telemetría, Instrumentación y Automatización de Procesos</p>       |  <p>6. Gestión de calor para aseguramiento de flujo y mejoramiento de Procesos</p> |
|  <p>7. Monitoreo de condición en tiempo real de equipo rotativo y eléctrico</p> |  <p>8. Sistemas HVAC a prueba de explosión</p>                            |  <p>9. SCADA Eléctricos.</p>   |
|  <p>10. Bajas emisiones y nuevas energías.</p>                                  |  |   |

# ALGUNOS DE NUESTROS CLIENTES



INSURCOL is headquartered in the city of Bucaramanga, Colombia, and has expanded its reach to serve large clients nationally and internationally. It currently has offices in Bogotá D.C., Barrancabermeja, Neiva, Cartagena and Houston (Texas, USA).

Our extensive sales and service network ensures effective support in key areas such as:

- ❖ **HEAT MANAGEMENT:** Offers a comprehensive solution that includes consulting, engineering, supply, and commissioning of advanced heating and flow assurance systems. Its objective is to guarantee and maintain optimal temperature and flow conditions in our customers' processes. The integration of different technologies allows its application in multiple scenarios ranging from the hole down, to pipes, storage tanks and plants with multiple surface applications.



- ❖ **ELECTRICAL:** Insurcol provides comprehensive solutions in the area of electrical systems. Which include consulting, engineering, supply and commissioning of integrated electrical systems, these services are specialized in low and medium voltage, oriented to the industrial sector.



- ❖ **TELEMETRY, INSTRUMENTATION, AUTOMATION AND HYDROCARBON LOGISTICS:** Insurcol offers a set of integrated technological solutions that optimize the management of the value chain of petroleum products, from production to transport and storage.



- ❖ **FIRE AND GAS, PROTECTION OF PEOPLE, PLANTS AND PROCESSES:** Insurcol offers a comprehensive solution that covers consulting, engineering, supply and commissioning of integrated safety systems. We specialize in fire and gas detection, with the primary purpose of preserving human life, protecting material goods, and safeguarding the integrity of buildings and industrial facilities.



- ❖ **COMBUSTION AND FLAME MANAGEMENT:** Insurcol offers a comprehensive and "turnkey" solution that covers consulting, engineering, supply and commissioning of burning systems. Providing the industry with safe and efficient systems.



- ❖ **FLOW CONTROL AND REGULATION:** Insurcol offers a comprehensive solutionspecialized in the commissioning of systems and equipment designedfor flow control. Our expertise spans both industrial process lines and storage systems, ensuring efficient and safe operation.



- ❖ **REAL-TIME DIAGNOSTIC SYSTEM:** Insurcol specializes in offering real-time monitoring and diagnostic solutions designed to increase the reliability of rotating, static, and electrical equipment.



**5. ECONOMIC DIMENSION**

**5.1 ECONOMIC INDICATORS**

OBJECTIVE: To disclose the financial statements according to requirement 6.7.2 Transparency of information of the SGE 21 standard.

They were reported to government entities within the established times and deadlines.

At **Insurcol SAS**, responsible and timely tax compliance is a pillar of our sustainability strategy. We report our obligations within the legal deadlines, reaffirming our leadership in fiscal transparency with the commitment to strengthen this culture in the future

Our activity generates an important economic contribution to the Company not only directly, through the payment of the taxes levied on our activity, but also through the collection of taxes borne by third parties in economic relations.

For us, fiscal integrity not only protects our image as an organization, but also guarantees the creation of shared value and the well-being of the communities where each of our projects is developed.



**6. SOCIAL DIMENSION**

**6.1 WORK PRACTICES**

At Insurcol, human talent management is a strategic axis for the sustainable development of the organization. The proper planning and execution of personnel selection, recruitment and development processes are conceived as an essential pillar for institutional strengthening and the generation of long-term value. The competitive advantage over its competitors is based on the effective leadership of

its human capital, since it is through the commitment, competencies and performance of its work team that the organizational objectives are achieved and the fulfillment of the corporate mission becomes tangible.

**OCCUPATIONAL SAFETY**

In order to guarantee the integral well-being of its human team and ensure compliance with the highest operational standards, Insurcol reaffirms and strengthens its commitment to occupational health and safety. This commitment is materialized through the implementation and certification of the Occupational Health and Safety Management System under the ISO 45001 standard, as well as the RUC qualification granted by the Colombian Safety Council, which support preventive management, risk control and continuous improvement in working conditions.

**6.2 STAFF ENGAGEMENT**

During 2025, Insurcol generated direct employment through fixed-term contracts during the period between January and December. Similarly, the organization projects a growth trend in employability rates by 2026, which contributes significantly to regional economic development and the improvement of the quality of life of the communities where it operates.

**6.3 DISTRIBUTION OF PERSONNEL BY POSITIONS**

The distribution of personnel linked to the Administrative and Administrative areas corresponding to the year 2025 (with cut-off to December) is presented in the attached table.

This distribution includes all the collaborators linked during the period analyzed. It should be noted that the projects area groups the operational personnel assigned directly to the execution of the different projects by Insurcol.

- a. Administrative:
- b. Projects:

DISTRIBUTION OF PERSONNEL BY POSITIONS	
ADMINISTRATIVE STAFF	PROJECT STAFF
109	94
<b>TOTAL:</b>	<b>203</b>



**6.4 GENDER DISTRIBUTION OF STAFF**

The distribution of personnel who entered the organization in the Administrative and Project areas during the year 2025, with a cut-off to December, is presented in the attached table. According to all the employees linked in that period, there is evidence of a greater participation of the male gender.

- a. Man:
- b. Women:

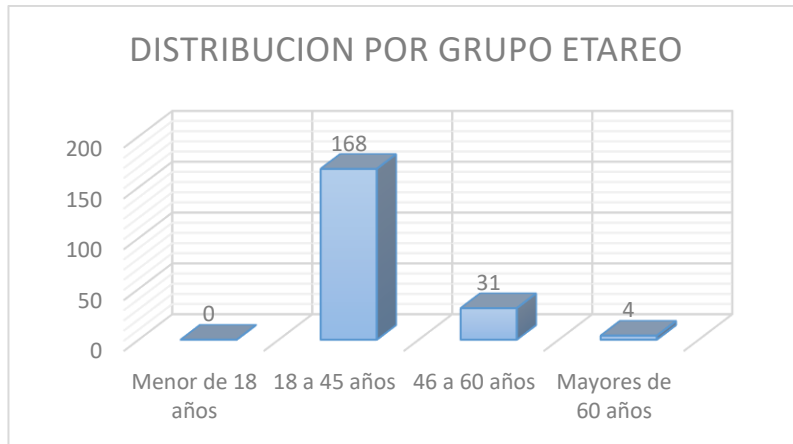
DISTRIBUTION BY GENDER	
WOMEN	MEN
54	149
<b>TOTAL:</b>	203



**6.5 DEMOGRAPHIC DISTRIBUTION BY AGE GROUP**

The demographic distribution of the personnel who joined the organization in the Administrative and Projects areas during the year 2025, as of December, is presented in the following table. According to all the employees linked in this period, the age group of **18 to 45 years predominates with 168 employees**. Likewise, it is evident that the organization does not have personnel under 18 years of age, in compliance with current labor regulations.

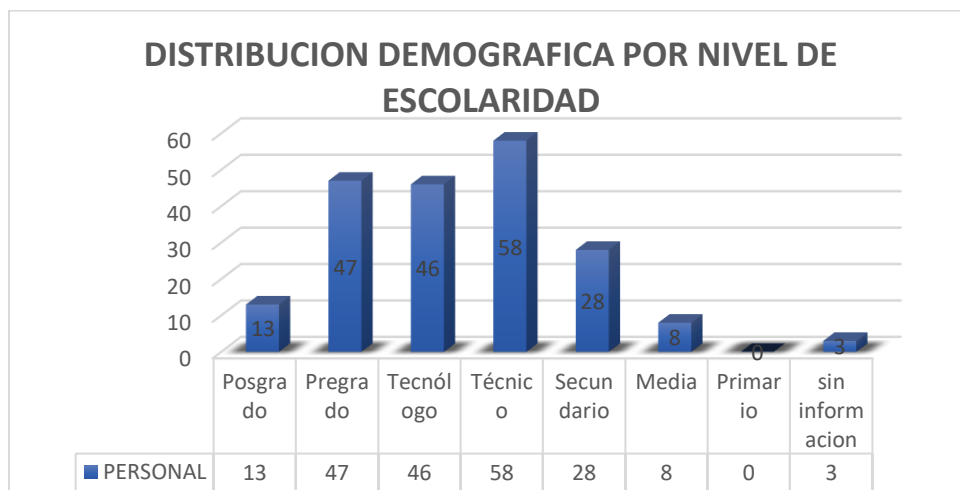
DISTRIBUTION BY AGE GROUP	
Under 18 years old	0
18 to 45 years old	168
46 to 60 years old	31
Over 60 years of age	4
TOTAL	203



## 6.6 DEMOGRAPHIC DISTRIBUTION BY LEVEL OF EDUCATION

The demographic distribution of the personnel who entered the organization in the administrative areas and projects during the year 2025 with a cut-off to December, is reflected in the attached graph. In which the predominance of the level of schooling **58 technicians** among the collaborators linked in that period is evidenced.

DEMOGRAPHIC DISTRIBUTION BY LEVEL OF EDUCATION								
Level of Education								
Item	Postgraduate	Undergraduate	Technologist	Technical	Secondary	Media	Primary	No information
Total	13	47	46	58	28	8	0	3



## 6.7 DIVERSITY MANAGEMENT.

At Insurcol, the following diversity profiles are identified and recognized, in accordance with its commitment to inclusion, equal opportunities and respect for diversity in the workplace:

1. Field personnel who do not reside with their relatives in the city where they work.
2. Operational Personnel of refineries and customer facilities.
3. First job opportunity (Students/Interns).
4. Dexterous and Surda People
5. Home-based workers.

### **Actions implemented to the identified diversity profiles:**

Insurcol implements actions aimed at promoting inclusion, equal opportunities and non-discrimination, guaranteeing a respectful and equitable work environment for all its employees.

1. **Female and male personnel in command positions:** the coordination of quality, human resources, HSE, accounting, payroll, imports, technical department, Systems and maintenance, Deputy management, Administration and logistics area, Sales and projects department area is led by a group of professionals trained to exercise this type of position, distributed between women and men. It is worth clarifying that the positions are open to be held by personnel who meet the profile of the position.
2. **First job opportunity:** For auxiliary positions in the administrative areas of Insurcol, priority is given to the hiring of recently graduated professionals, technicians or technologists, who constitute a fundamental part of our human talent in these dependencies.

## **6.8 TRAINING AND PROMOTION OF EMPLOYABILITY.**

Insurcol has established a Training Matrix by positions through which training needs are identified for workers to develop and update their skills.

As part of the onboarding process, incoming staff will receive an induction on the company's structure, responsibilities and wellness program benefits, related information in the training plan:

- ✚ Insurcol SGI Policies.
- ✚ Objectives of the SSTA.
- ✚ Industrial Health and Safety Regulations.
- ✚ Workers' Responsibility OSH Rights and Duties.
- ✚ Liability under SST-MA-CSR systems.
- ✚ Risk Factors, Identification of hazards present at work and their controls.
- ✚ Management of OSH risks.
- ✚ Safe procedures for the development of the task.
- ✚ Legal Aspects in OSH and MA matters.
- ✚ Mechanisms for reporting unsafe conditions and behaviors.
- ✚ Occupational accident, incident and occupational disease, Reporting mechanism.
- ✚ Joint Committee on Occupational Health
- ✚ Labor Coexistence Committee.

- ✚ Strategic Road Safety Plan
- ✚ Road Safety Committee,
- ✚ Emergency Plan. Action Protocol, emergency contacts.
- ✚ Identification of Environmental Aspects and Impacts and controls.
- ✚ Environmental Management.
- ✚ Self-Report on Environmental Aspects and Impacts
- ✚ Risk Management, LA-FT-FPADM prevention and controls.
- ✚ Transparency and Business Ethics Program.
- ✚ Code of Conduct
- ✚ Corporate Values.
- ✚ Public Health Program IN-AZD88 "Breastfeeding Family Friendly Rooms in the Work Environment and their Importance for the Promotion and Protection of Breastfeeding and Company Profits.
- ✚ Dangers and risks associated with road safety that affect all the organisation's road actors, including those who make commuting journeys (PESV).

Likewise, in the re-induction scheduled annually, staff are trained and provided feedback on issues related to the Corporate Social Responsibility system.

## ❖ **6.9 WORKING CONDITIONS**

In order to guarantee a dignified and equitable work environment conducive to the well-being of its employees, the organization systematically implements the following actions aimed at promoting equity, inclusion, and job satisfaction:

- ✚ Inspections of order, cleaning, cleaning and disinfection of specific areas
- ✚ Adequate lighting at the workplace
- ✚ Ventilation and temperature control
- ✚ Availability and condition of toilets
- ✚ Proper design of workstations
- ✚ Report by workers through the Self-Report of Abnormal Working Conditions-Control Failures form.
- ✚ Availability and maintenance of firefighting equipment.
- ✚ Use and availability of personal protection elements.
- ✚ Adequate work environment.
- ✚ Access to health promotion and prevention programs.

## ❖ **ABNORMAL WORKING CONDITIONS.**

The organization considers abnormal conditions to be those situations that may affect equity, rest, and well-being at work. To prevent and control them, implement the following actions

- ✚ Control of wage inequities by assigning equitable wages and benefits taking into account the seniority and training of employees.
- ✚ Periodic evaluation of jobs to avoid overloads or inappropriate assignments.
- ✚ Work disconnection.
- ✚ Monitoring of the effective enjoyment of the holidays caused.
- ✚ Annual verification of these aspects through an organizational survey.

## 6.10 HUMAN RIGHTS

Human rights represent universal values such as the dignity and equality of people present in all cultures.

In coherence with these principles, our organization integrates them as a fundamental pillar of its corporate culture, assuming them as an unwavering commitment to the well-being of all our workers.

a) Insurcol respects the participation of its employees in the trade union organization of the industry, so when a worker enters Insurcol whose functions are to perform in refineries, a record is made where the worker expresses whether or not he wishes to contribute to this body, this procedure is expanded in the document of selection and hiring of personnel.

(b) Insurcol complies with Colombian labour legislation, so that minors are hired for at least 17 years of age with the prior approval of the Ministry of Social Protection. In the event that a contract is made with a minor, at least a quarterly inspection of jobs for minors must be guaranteed. In the work area to ensure that the minor will not perform the following work:

1. Work that has to do with toxic substances or substances that are harmful to health.
2. Work at abnormal temperatures or in contaminated or poorly ventilated environments.
3. Underground mining works of all kinds and in which harmful agents converge, such as pollutants, thermal imbalances, oxygen deficiency as a result of oxidation or gasification.
4. Work where the minor is exposed to noise exceeding eighty (80) decibels.
5. Work where it is necessary to handle radioactive substances, luminescent paints, X-rays, or that involve exposure to ultraviolet and infrared radiation and radio frequency emissions.
6. All types of work that involve exposure to high-voltage electrical currents.
7. Underwater work.
8. Work in landfills or in any other type of activity where pathogenic biological agents are generated.
9. Activities that involve the handling of explosive, flammable or acoustic substances.
10. Work as drapers or stokers, on maritime transport ships.
11. Industrial painting work involving the use of lacerusa, lead sulphate or any other product containing such elements.
12. Work on grinding machines, sharpening tools, on high-speed grinding wheels, and in similar occupations.
13. Work in blast furnaces, metal smelting furnaces, steel mills, rolling mills, forging work, and heavy metal presses.
14. Work and operations involving the handling of heavy loads.
15. Work related to transmission belt changes, oil, grease and other work close to heavy or high-speed transmissions.
16. Work on shearers, cutters, laminators, lathes, milling machines, stamping machines, and other particularly dangerous machines.
17. Glass and pottery work, crushing and mixing of raw materials; kiln work, polishing and dry grinding of glassworks, sandblasting operations, work in engraved glazing premises, work in the ceramics industry.

18. Gas and arc welding work, oxygen cutting in tanks confined places, on scaffolding or on preheated moldings.
19. Work in brick, tube and similar factories, molding of bricks by hand, work in the presses and brick kilns.
20. I work in those operations and/or processes where high temperatures and humidity are present.
21. Work in the metallurgical industry of iron and other metals, in operations and/or processes where toxic vapours or dusts are released and in cement plants.

## 6.11 SOCIETY AND COMMUNITY

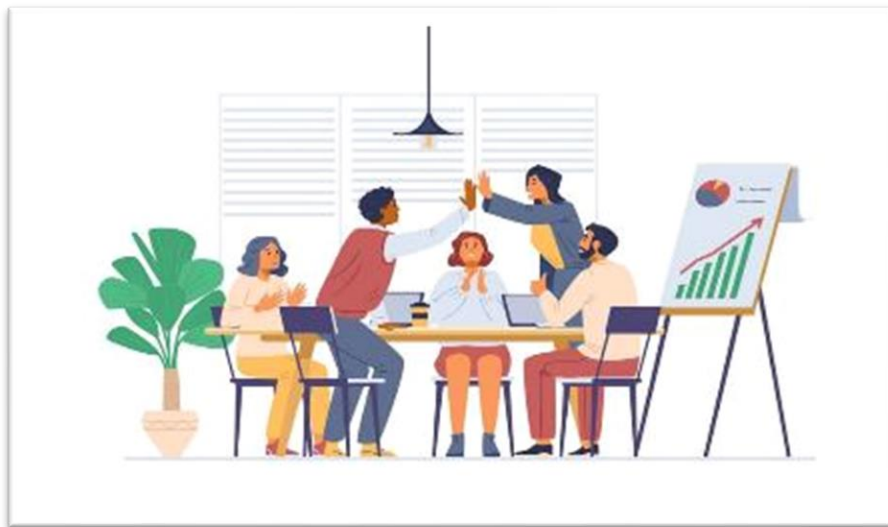
Our strong economic growth allows us to actively contribute to national development and generate well-being in the region's most vulnerable communities.

Within the framework of our Corporate Social Responsibility strategy, we provide economic support and are part of the Transform Foundation, being participants in the various social activities, which allows us to consolidate a strategic alliance.

Among all the activities carried out in social responsibility, the following activities stood out in the period:

### **Organizational Climate**

At Insurcol, strategic activities are developed aimed at strengthening the organizational climate by promoting integration, collaboration and teamwork in order to contribute to the well-being of employees and the achievement of the objectives set in the organization.



### **International Women's Day**

An activity is carried out to commemorate International Women's Day, promoting the legacy and value that this gender has for society and for our organization.



### ✚ Blood donation

During the year 2025, blood donation days were held on April 26 and October 18, with the aim of promoting voluntary donation in the working population, fostering the spirit of solidarity within our team and strengthening the alliance with the blood bank, Donating blood is donating life, with these campaigns we contribute significantly to the saving of LIVES.



### ✚ Health Week

It is a space designed to promote the comprehensive well-being of our employees, through awareness, prevention and self-care activities. During this day, activities are developed aimed at strengthening healthy lifestyle habits, preventing diseases and promoting physical, mental and emotional health.



## **7. ENVIRONMENTAL DIMENSION**

### **7.1 ENVIRONMENT PROGRAM**

Identify the environmental aspects that generate significant impacts on the Environment, in order to establish guidelines, guidelines and procedures that allow preventing, controlling and mitigating the impacts derived from the activities carried out by the organization.

This program is mandatory for all **Insurcol** personnel, and applies both to internal operations and to external supply, assembly, maintenance and installation services that are developed at our customers' headquarters.

### **7.2 CLIMATE CHANGE**

Global warming poses a significant threat to natural ecosystems, compromising sustainable development. Curbing climate change is a collective challenge that requires an immediate transition that leads to a low-carbon development model

In this context, Insurcol integrates the climate approach into its corporate strategy, identifying risks and opportunities associated with climate change and promoting actions aimed at the responsible use of natural resources, contributing to sustainable development.

### **7.3 ENVIRONMENTAL INDICATORS AND DISCLOSURE OF ENVIRONMENTAL ASPECTS AND IMPACTS.**

## Water and energy consumption

ENVIRONMENTAL ASPECT: water and energy consumption for the operation of each of the administrative headquarters of the organization.

ENVIRONMENTAL IMPACT: Depletion of water resources, alteration of ecosystems, loss of biodiversity.

Regarding water and energy consumption at the Bucaramanga, Barrancabermeja and Bogotá and Cartagena headquarters, these depend directly on the number of workers who are working during the month analyzed.

### OBJECTIVE

Carry out control over the resources used by the organization, maintaining a constant consumption curve that does not present an increase greater than or equal to 15% of the established average, increasing awareness campaigns via internal communication when the consumption curve exceeds the established goal to avoid excessive use of them.

**GOAL 1:** Maintain a constant consumption curve on the water resource, which does not present an increase greater than or equal to 15% of the established average.

## BUCARAMANGA

II. TABLA DE DATOS				
Periodo	Dotación Agua sede m3/habitante/mes	Calculo del Indicador	Cumplimiento	Meta
ENERO	0,70	0,04	CUMPLE	18,4
FEBRERO	0,69	0,04	CUMPLE	18,4
MARZO	0,56	0,04	CUMPLE	18,4
ABRIL	0,60	0,04	CUMPLE	18,4
MAYO	0,81	0,05	CUMPLE	18,4
JUNIO	0,81	0,05	CUMPLE	18,4
JULIO	0,64	0,04	CUMPLE	18,4
AGOSTO	0,74	0,05	CUMPLE	18,4
SEPTIEMBRE	0,56	0,03	CUMPLE	18,4
OCTUBRE	0,57	0,04	CUMPLE	18,4
NOVIEMBRE	0,62	0,0387	CUMPLE	18,4
DICIEMBRE	0,59	0,0369	CUMPLE	18,4

RUTA DE ARCHIVO: E:/ISO9000 / 10. MEJORA / 10.3 MEJORA CONTINUA / IN-CAD01-F10 FICHA TECNICA DE INDICADORES  
PC: ISO9000

## BOGOTA



II. TABLA DE DATOS				
Periodo	Dotación energía sede kwh/habitante/mes	Cálculo del Indicador	Cumplimiento	Meta
ENERO	2,10	0,012	CUMPLE	198,95
FEBRERO	2,12	0,012	CUMPLE	198,95
MARZO	2,25	0,013	CUMPLE	198,95
ABRIL	2,30	0,013	CUMPLE	198,95
MAYO	2,45	0,014	CUMPLE	198,95
JUNIO	2,55	0,015	CUMPLE	198,95
JULIO	2,46	0,014	CUMPLE	198,95
AGOSTO	2,58	0,015	CUMPLE	198,95
SEPTIEMBRE	2,55	0,015	CUMPLE	198,95
OCTUBRE	2,45	0,014	CUMPLE	198,95
NOVIEMBRE	2,67	0,015	CUMPLE	198,95
DICIEMBRE	2,60	0,015	CUMPLE	198,95

RUTA DE ARCHIVO: E:/ISO9000/10. MEJ.PRA/10.3 MEJORA CONTINUA/IN-CAD01-F10 FICHA TECNICA DE INDICADORES  
PC: ISO9000

## BOGOTA

II. TABLA DE DATOS				
Periodo	Dotación energía sede kwh/habitante/mes	Cálculo del Indicador	Cumplimiento	Meta
ENERO	92,0	0,708	CUMPLE	149,5
FEBRERO	87,0	0,669	CUMPLE	149,5
MARZO	111,0	0,854	CUMPLE	149,5
ABRIL	109,0	0,838	CUMPLE	149,5
MAYO	115,0	0,885	CUMPLE	149,5
JUNIO	119,5	0,919	CUMPLE	149,5
JULIO	114,0	0,877	CUMPLE	149,5
AGOSTO	120,0	0,923	CUMPLE	149,5
SEPTIEMBRE	127,5	0,981	CUMPLE	149,5
OCTUBRE	110,5	0,850	CUMPLE	149,5
NOVIEMBRE	130,5	1,004	CUMPLE	150,5
DICIEMBRE	113,0	0,869	CUMPLE	151,5

RUTA DE ARCHIVO: E:/ISO9000/10. MEJ.PRA/10.3 MEJORA CONTINUA/IN-CAD01-F10 FICHA TECNICA DE INDICADORES  
PC: ISO9000

## BARRANCA

II. TABLA DE DATOS				
Periodo	Dotación energía sede kwh/habitante/mes	Cálculo del Indicador	Cumplimiento	Meta
ENERO	6,22	0,036	CUMPLE	198,95
FEBRERO	12,96	0,075	CUMPLE	198,95
MARZO	10,98	0,063	CUMPLE	198,95
ABRIL	6,22	0,036	CUMPLE	198,95
MAYO	6,70	0,039	CUMPLE	198,95
JUNIO	5,16	0,030	CUMPLE	198,95
JULIO	8,80	0,051	CUMPLE	198,95
AGOSTO	7,97	0,046	CUMPLE	198,95
SEPTIEMBRE	4,90	0,028	CUMPLE	198,95
OCTUBRE	5,23	0,030	CUMPLE	198,95
NOVIEMBRE	6,45	0,037	CUMPLE	198,95
DICIEMBRE	6,12	0,035	CUMPLE	198,95

RUTA DE ARCHIVO: E/ ISO9000 / 10. MEJPRA / 10.3 MEJORA CONTINUA / IN-CAD01-F10 FICHA TECNICA DE INDICADORES  
PC: ISO9000

### Generation and final disposal of Solid Waste

ENVIRONMENTAL ASPECTS: generation of solid and liquid waste in the administrative headquarters and projects executed by the organization.

ENVIRONMENTAL IMPACT: contamination of water resources, alteration of the ecosystem, loss of biodiversity, contamination of soil resources, visual pollution.

### Objective

Carry out an adequate management of 100% of the solid and liquid waste generated in the work activities of the organization, the separation at the source in the bags provided for each class of solid waste, reducing the adverse impact on the environment.

**Goal 01:** Register and deliver to the authorized supplier 100% of the hazardous waste generated in the period

II. TABLA DE DATOS				
Periodo	Peso (Kg) de Residuos peligrosos registrados y entregados	Peso (Kg) de Residuos peligrosos generados	Cumplimiento	Meta
ENERO	0	0	100%	100
FEBRERO	0	0	100%	100
MARZO	0	0	100%	100
ABRIL	0	0	100%	100
MAYO	0	0	100%	100
JUNIO	0	0	100%	100
JULIO	0	0	100%	100
AGOSTO	0	0	100%	100
SEPTIEMBRE	11	11	100%	100%
OCTUBRE	0	0	100%	100%
NOVIEMBRE	0	0	100%	100%
DICIEMBRE	0	0	100%	100%

BITA DE ARCHIVO: F:\ISO9000\10 ME IDRA\10.3 ME IDRA CONTINUA\INFORMACION EICHA TECNICA DE INDICADORES

**Goal 02:** Deliver 100% of the solid and liquid waste generated by projects to the authorized company.

II. TABLA DE DATOS				
Periodo	Peso (Kg) de Residuos sólidos entregados	Peso (Kg) de Residuos sólidos generados	Cumplimiento	Meta
ENERO	0	0	100%	100%
FEBRERO	0	0	100%	100%
MARZO	0	0	100%	100%
ABRIL	0	0	100%	100%
MAYO	0	0	100%	100%
JUNIO	0	0	100%	100%
JULIO	0	0	100%	100%
AGOSTO	0	0	100%	100%
SEPTIEMBRE	0	0	100%	100%
OCTUBRE	0	0	100%	100%
NOVIEMBRE	0	0	100%	100%
DICIEMBRE	0	0	100%	100%

BITA DE ARCHIVO: F:\ISO9000\10 ME IDRA\10.3 ME IDRA CONTINUA\INFORMACION EICHA TECNICA DE INDICADORES

II. TABLA DE DATOS				
Periodo	Volumen (M3) de Residuos líquidos entregados	Volumen (M3) de Residuos líquidos generados	Cumplimiento	Meta
ENERO	0	0	FALSO	100%
FEBRERO	107	107	100%	100%
MARZO	290	290	100%	100%
ABRIL	130	130	100%	100%
MAYO	280	280	100%	100%
JUNIO	105	105	100%	100%
JULIO	120	120	100%	100%
AGOSTO	356,0	356,0	100%	100%
SEPTIEMBRE	0	0	100%	100%
OCTUBRE	0	0	100%	100%
NOVIEMBRE	0	0	100%	100%
DICIEMBRE	140	140	100%	100%

**RUTA DE ARCHIVO:** E:/ISO9000/10\_MEJORA/10.3 MEJORA CONTINUA/IN-CAD01-F10 FICHA TECNICA DE INDICADORES

**Goal 03:** Ensure 10% recycling for each waste delivery.

Periodo	Kg de Reciclaje entregado	Kg total de residuos generados.	Cumplimiento	Meta
ENERO	38	38	100%	10%
FEBRERO	20	20	100%	10%
MARZO	38	38	100%	10%
ABRIL	57	57	100%	10%
MAYO	32	32	100%	10%
JUNIO	10	10	100%	10%
JULIO	4	4	100%	10%
AGOSTO	5	5	100%	10%
SEPTIEMBRE	4	4	100%	10%
OCTUBRE	8	8	100%	10%
NOVIEMBRE	10	10	100%	10%
DICIEMBRE	27,00	27,00	100%	10%

**RUTA DE ARCHIVO:** E:/ISO9000/10\_MEJORA/10.3 MEJORA CONTINUA/IN-CAD01-F10 FICHA TECNICA DE INDICADORES

**Goal 04:** Report recorded backup if the average hazardous waste generated per year is greater than 10 kg

II. TABLA DE DATOS				
Periodo	Media Móvil: promedio de $\Sigma$ de Kg de residuos en el cada mes	6	Cumplimiento	Meta
ENERO	0	0	0,00	<10
FEBRERO	0	0	0,00	<10
MARZO	0	0	0,00	<10
ABRIL	0	0	0,00	<10
MAYO	0	0	0,00	<10
JUNIO	0	0	0,00	<10
JULIO	0	0	0,00	<10
AGOSTO	0	0	0,00	<10
SEPTIEMBRE	11	6	1,83	<10
OCTUBRE	0	0	0,00	<10
NOVIEMBRE	0	0	0,00	<10
DICIEMBRE	0	0	0,00	<10

**RIITA DE ARCHIVO:** F-1/ISO9000/10 MF.IPRA/10.3 MF.IPRA CONTINUA /IN-CAD01-F10 FICHA TECNICA DE INDICADORES

### Control of Mobile and Fixed Sources, Carbon Footprint

**ENVIRONMENTAL ASPECTS:** Consumption of fossil fuels, energy consumption, emission of gases, generation of particulate matter.

**ENVIRONMENTAL IMPACT:** Alteration of the ecosystem, loss of biodiversity. Contamination of soil resources. Deterioration of air quality,

### **Objective**

Comply 100% with the individual goals of the strategies against climate change by controlling emissions from mobile sources and refrigerant gases.

**Goal 01:** Achieve 100% in the performance of the technical-mechanical tests and gas review.

II. TABLA DE DATOS				
Periodo	No de Revisiones técnico mecánicas y de gases realizadas	No de Revisiones técnico mecánicas y de gases que debían realizarse	Cumplimiento	Meta
ENERO	4	4	100%	100%
FEBRERO	1	1	100%	100%
MARZO	1	1	100%	100%
ABRIL	1	1	100%	100%
MAYO	2	2	100%	100%
JUNIO	2	2	100%	100%
JULIO	4	4	100%	100%
AGOSTO	2	2	100%	100%
SEPTIEMBRE	1	1	100%	100%
OCTUBRE	2	2	100%	100%
NOVIEMBRE	3	3	100%	100%
DICIEMBRE	2	2	100%	100%

**RUTA DE ARCHIVO:** E:/ISO9000/10. MEJORA/10.3 MEJORA CONTINUA/IN-CAD01-F10 FICHA TECNICA DE INDICADORES

**Goal 02:** Achieve 100% maintenance of air conditioners installed in the organization's offices, containers.

II. TABLA DE DATOS				
Periodo	No de mantenimientos realizados a los aires acondicionados	No de mantenimientos que debían realizarse	Cumplimiento	Meta
ENERO	0	0	100%	100%
FEBRERO	0	0	100%	100%
MARZO	0	0	100%	100%
ABRIL	0	0	100%	100%
MAYO	0	0	100%	100%
JUNIO	0	0	100%	100%
JULIO	0	0	100%	100%
AGOSTO	1	1	100%	100%
SEPTIEMBRE	2	2	100%	100%
OCTUBRE	2	2	100%	100%
NOVIEMBRE	2	2	100%	100%
DICIEMBRE	0	0	100%	100%

**RUTA DE ARCHIVO:** E:/ISO9000/10. MEJORA/10.3 MEJORA CONTINUA/IN-CAD01-F10 FICHA TECNICA DE INDICADORES



II. TABLA DE DATOS			
Consumo Energía Eléctrica Kwh	Factor de emisión Kg CO2/Kwh	Cumplimiento	Meta
14863	0,41	6,09	<= 30
14191	0,41	5,82	<= 30
14739	0,41	6,04	<= 30
14386	0,41	5,90	<= 30

NO / 10. MEJORA / 10.3 MEJORA CONTINUA / IN-CAD01 FICHA TÉCNICA DE INDICADORES

Electricity consumption Kwh

**Goal 04:** Mitigate 250 kilograms of CO2 due to the displacement of electric vehicles.

II. TABLA DE DATOS				
Periodo	Combustible consumido (gal)	Factor de Emisión KgCO2/ Gal	Cumplimiento	Meta
Primer Trimestre	39	9,000	355,20	250
Segundo Trimestre	11	9,000	94,80	250
Tercer Trimestre	22	9,000	194,10	250
Cuarto trimestre	19	9,000	174,60	250

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PC: ISO9000

 Paper consumption

ENVIRONMENTAL ASPECTS: Consumption associated with printing activities.

ENVIRONMENTAL IMPACT: Alteration of the ecosystem, loss of biodiversity. Depletion of natural resources. Increase in waste generation.

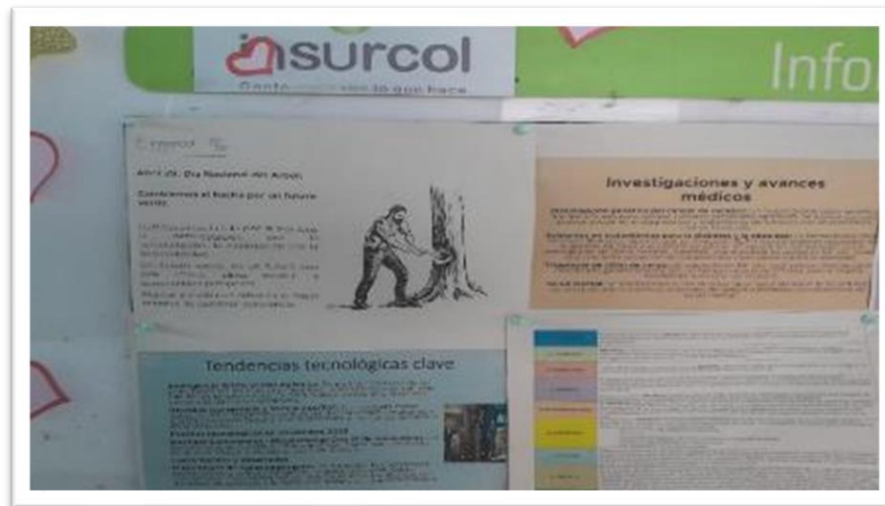
### Objective

Evaluate the efficient use of paper management in the organization, by reducing 20%

**Goal 01:** Reduce paper consumption by 20% per year.

## 7.4 ENVIRONMENTAL THEMATIC PUBLICATION

- ✚ The organization makes publications through the information board, where environmental issues are shared, this billboard is located in places where the organization's staff has access.



## 7.5 DISCUSSION AND ENVIRONMENTAL CAMPAIGNS WITH THE ORGANIZATION'S STAFF:

- ✚ Environmental campaigns were carried out on different topics, where concepts, definitions and controls related to the conservation and protection of the environment were socialized. With the purpose of raising awareness among personnel about the responsible use of natural resources. These campaigns were carried out via email, making use of office tools, minimizing paper consumption.

**DIVULGACIÓN MANEJO ADECUADO DEL AGUA Y LA ENERGÍA ELÉCTRICA**

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**Cordial Saludo,**

**Compañeros,**

Por medio de la presente se realiza divulgación con énfasis al manejo adecuado del agua y energía eléctrica, dando énfasis a la (N-42M2)-01 Método de Identificación de Análisis de suma importancia el controlamiento de los riesgos que se debían realizar a la hora de hacer uso del agua y la energía eléctrica, para lograr minimizar y/o controlar el impacto por la organización, de esta manera los consecuencias sean prevenidas, controladas, reducidas o compensadas mediante directrices establecidas en la norma ISO 14001:2015

**Directiva,**

**Cordialmente**  
**Marlon David Muñoz**  
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🚦 Road safety campaigns are carried out to raise awareness among personnel about the risks and controls established in the PESV. These campaigns are disseminated via e-mail, in order to cover all personnel registered with the organization.

**CAMPAÑA SEGURIDAD VIAL 2025**

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**Visor**

CAMPAÑA SEGURIDAD VIAL.pdf

**Cordial Saludo,**

**Compañeros Insurcol**

Se realiza campaña de prevención sobre la seguridad vial, con un alcance de todo el personal de INSURCOL, es esencial para concienciar sobre la importancia de la seguridad en las carreteras

Se adjunta presentación sobre la campaña y su respectivo link de evaluación para el diligenciamiento de todo el personal

**LINK DE EVALUACION:** <https://forms.gle/dK7uaeMYWDXBFuJ7>

**Gracias,**

**Cordialmente**  
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## 8. CONCLUSIONS

- The organization ratifies its commitment to Corporate Social Responsibility, presenting a positive balance in 2025. Likewise, during this period there were no incidents with communities, fulfilling the commitments made in the regions where operations were carried out.
- The Corporate Social Responsibility work plan for 2025 was presented, focused on corporate governance, human capital, the value chain (Customers, Suppliers) and supply chain, as well as the social and environmental environment, investors, competitors and public administrations.
- In relation to the ESG Environmental, Social and Governmental Indicators, the organization satisfactorily met the goals set for the year 2025.
- By 2026, the organization focuses on ensuring the effectiveness of the Integrated Management System (IMS), promoting continuous improvement in all certified processes.

**THANK YOU**