

 CEINTE Consultoría Estratégica Integral S.A.S	SUSTAINABILITY AND CORPORATE SOCIAL RESPONSIBILITY POLICY	GAM-SOS-01-PO-01 01/17/2025 Version 05
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CONSULTORIA ESTRATÉGICA INTEGRAL S.A.S – CEINTE S.A.S. We are committed to the continuous improvement of our Sustainability Management System and Corporate Social Responsibility, in order to achieve and maintain sustainable development within a culture of corporate responsibility. This commitment is reflected in the development of an organization that acts responsibly toward our employees, society, the environment, and the community in which we operate. We achieve this through a competent and trained team, well-versed in the principles of sustainability and sustainable tourism, working every day to provide personalized service with a strong focus on excellence in both service and training. Additionally, we promote good environmental practices in our surroundings through the programs we implement for the responsible management of water and energy resources, proper waste management, and our cultural-social and economic programs.

All levels of Management assume the responsibility of promoting a sustainable and socially responsible work environment, complying with applicable legal requirements, including the Sectoral Technical Standard NTS - TS 006 – 1 and the guidelines established by the company regarding corporate social responsibility. This reflects effective leadership through the development of a responsible and sustainable work culture, involving stakeholders in the Sustainability Management System, as well as other interested parties, and providing the necessary human, physical, and financial resources to support the commitment to promoting benefits and controlling environmental, sociocultural, and economic aspects.

Within the framework of the principle of sustainable development, we commit to:

- **Energy Efficiency:** The organization embraces its commitment to environmental sustainability through the implementation of strategies aimed at mitigating and preventing negative impacts on the environment. This includes actions such as campaigns to reduce energy consumption, efficient water use, minimizing paper usage, reducing plastic consumption, and proper temperature control. These initiatives aim not only to comply with government guidelines related to climate change but also to contribute to the preservation of natural resources for future generations. In doing so, the organization ensures compliance with current legislation, promotes the responsible use of resources, and properly manages environmental aspects and impacts. All of this is carried out within a framework of strengthening environmental culture, involving all stakeholders: partners, clients, employees, suppliers, contractors, and society at large.

- **Waste Management:** The organization is committed to carrying out responsible waste management, ensuring a continuous supply of drinking water, adequate sanitary services, and effective systems for the disposal of waste and excreta. Additionally, it promotes recycling and ensures proper final disposal of waste, thus contributing to sustainability and community well-being.
- **Sustainable Technologies:** The organization is committed to performing its activities, during the provision of services, using clean and efficient technologies that minimize environmental impact and optimize resource use.
- **Corporate Social Responsibility:** The organization is committed to hiring local personnel in the areas where it operates and promoting the inclusion of vulnerable populations in the workforce, based on principles of equality and equity. It also encourages the purchase of local and artisanal products in the areas where we operate, supports women-led entrepreneurship initiatives, and promotes the care of cultural heritage, among other initiatives.
- **Commitment to Our Stakeholders:** We identify stakeholders and manage the necessary activities to build and maintain relationships based on mutual agreement, respect, and trust. Our processes take into account the needs and expectations of these groups, with a commitment to seizing opportunities and carrying out actions aimed at improving environmental, social, and economic aspects throughout our value chain.
- **Human Rights:** Our commitment is based on the promotion of ethics, responsibility, and respect for human rights. We reject all forms of discrimination, whether based on gender, race, religion, or others, and we reject child and forced labor in all its forms.
- **Our People:** At **CONSULTORIA ESTRATÉGICA INTEGRAL S.A.S – CEINTE S.A.S.**, we aim to create optimal conditions that foster the development, growth, and well-being of our human talent, promoting a strong sense of belonging, commitment, and professionalism. We strengthen our employees' engagement through their active participation in improving their quality of life and that of their families.
- **Transparent and mutually beneficial relationships with society:** **CONSULTORIA ESTRATÉGICA INTEGRAL S.A.S – CEINTE S.A.S** is committed to developing the necessary mechanisms to combat corruption, including bribery in all its forms, with the goal of strengthening ties with stakeholders in a transparent manner and promoting a mutually beneficial relationship between the company and society. This corporate social responsibility policy establishes a framework that guides and drives behavior oriented toward creating value for all stakeholders (partners, clients, employees, suppliers, contractors, and

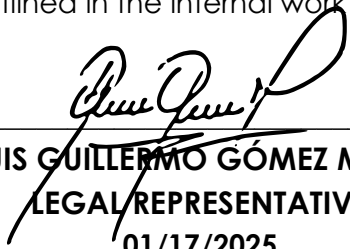


society) within a culture of responsibility that fosters the development of an organization committed to its people, society, the environment, and the community in which we operate.

All employees, contractors, and temporary staff have the responsibility and commitment to contribute to the achievement of the objectives of the Sustainability Management System and to comply with the applicable norms and procedures in order to enhance sustainable management. They are also responsible for reporting both internally and externally on the company's environmental progress and actions.

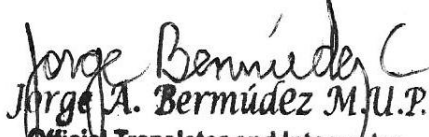
This policy will be published and communicated to all personnel to ensure their cooperation and participation, following the example set and demonstrated by the organization's managerial commitment.

Non-compliance with this policy by employees will result in the application of disciplinary measures as outlined in the internal work regulations.



LUIS GUILLERMO GÓMEZ MAYA
LEGAL REPRESENTATIVE
01/17/2025

The above text is an accurate complete Spanish – English translation of the attached document and was prepared on April 25th, 2025 by the following certified translator:


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Registration 0220 on 02/12/2007
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