

Report on the status of action plans to address Human Rights Salient Issues in Cerrejón

Update on progress as of September 2025



In May 2024, Cerrejón published an action plan to address the Significant Human Rights Issues identified in the third Human Rights Risk and Impact Assessment. The plan's objective was to mitigate the human rights risks and impacts arising from our operations, as well as those of our contractors, suppliers, and other business partners.

This plan included 57 actions, some of which were to be implemented in a specific time and others that are continuously implemented throughout the year. This report shows the status of the actions defined as of September 2025.

The following **Salient Issues** were identified by HRRIA:



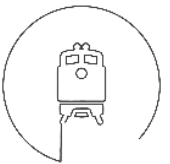
Decent and Safe Work: Ensure safe and decent working conditions for contractors and employees.



Cultural Identity of Ethnic Communities: Recognize and respect the worldviews, values, customs, and traditions of the indigenous and Afro-descendant communities in Cerrejón's area of influence and among employees.



Environment: Control environmental impacts that may affect the well-being of communities.



The safety of Railway communities: Preservation of the safety of those communities bordering the railway line, due to their exposure to coal transport infrastructure.

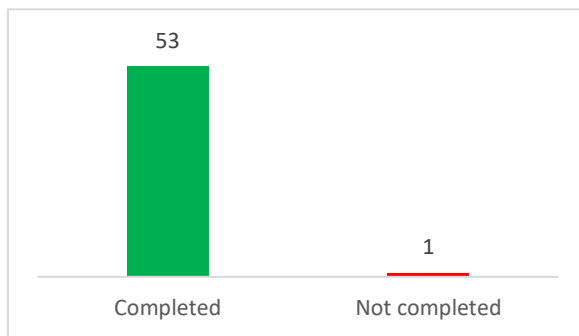
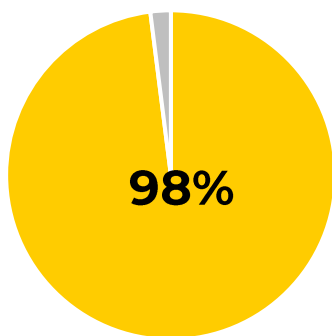


Resettlements: Promote the sustainability of resettled communities.



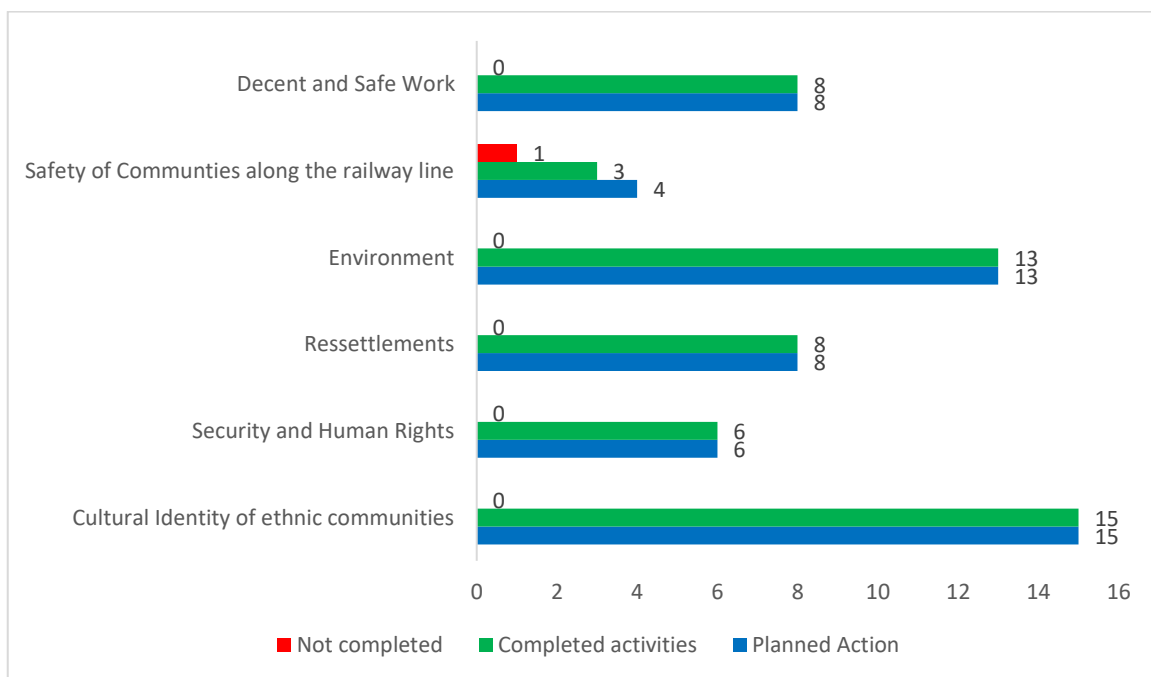
Security and human rights: Prevent human rights violations arising from security protection services.

Level of compliance as of September 2025



53 of the 54 actions planned between 2024 and September of 2025 have been implemented

Status per Salient Issue



Detailed status of actions to address Salient Issues, as of September 2025

	Actions that were implemented within the deadline established.
	Actions that were not completed within the deadline established.
	Actions that are of continuous implementation are in progress, and will be completed in 4Q 2025

Cultural identity of ethnic communities

Action	Date of completion	Status of completion_
Design an Intangible Cultural Heritage Management Plan in accordance with Glencore's Cultural Heritage Management Standard.	2nd Quarter 2024	Completed
Document and standardize the routes implemented by Cerrejón to manage conflict with communities and its escalation to competent authorities	3rd Quarter 2024	Completed
Identify the community organizations led and represented by women with whom the strengthening project will be developed and implement actions described in the scope of the project to make them visible	3rd Quarter 2024	Completed
Compile documentary evidence of alternatives that have been explored with the operation in recent years on the night-time frequency of the rail operation.	3rd Quarter 2024	Completed
Implement a Cultural Heritage Management Plan in accordance with Glencore's Standard on the matter, established for 2024 and 2025	Continuous implementation	Completed
Implement a project to strengthen Afro-descendant community organizations and councils	1st Quarter 2025	Completed
Continue cultural and cross-cultural training for new employees on Wayuu matters, according to the schedule established for 2024 and 2025	Continuous implementation	In progress- To be completed by 4Q 2025
Implement an engagement strategy that recognizes the legitimacy and autonomy of the leaders or authorities with whom the engagement is maintained.	Continuous implementation	In progress- To be completed by 4Q 2025
Continue implementing the plan to comply with ruling T-329 on the Tabaco community, with the participation of different stakeholders, established for 2024 and 2025.	Continuous implementation	In progress- To be completed by 4Q 2025
Implement the employability strategy with a differential approach for the six municipalities in the area of direct influence, including resettlements.	Continuous implementation	In progress- To be completed by 4Q 2025
Promote spaces and processes for the transmission and preservation of knowledge of ethnic communities in	2nd Quarter 2025	Completed

accordance with the actions prioritized in the Intangible Cultural Heritage plan, according to the 2024 and 2025 schedule.		
Continue cultural and cross-cultural training for Social Affairs team regarding Afro-descendant issues in 2024 and 2025.	3 rd Quarter 2025	Completed
Continue the implementation of the plan established for 2024 and 2025 for compliance with Ruling T-329 on the Tabaco community, with the participation of different stakeholders.	3 rd Quarter 2025	Completed
Implement Tamaquito´s Life Project (Proyecto Universo Lúdico) within the framework of the Cultural Heritage Plan during 2024 and 2025.	3 rd Quarter 2025	Completed
Define and implement the actions that can contribute to the implementation of the safeguarding plan of the Wayuu Regulatory System in 2025.	3 rd Quarter 2025	Completed

Security and Human Rights

Action	Date of completion	Status
Include an ethnic and gender approach in the content of sessions that Cerrejón carries out for the Public Force according to the program.	2nd Quarter 2024	Completed
Document the efforts made by the Security team to include issues related to Voluntary Principles on Security and Human Rights in the Public Force.	2nd Quarter 2024	Completed
Manage the inclusion of content on Voluntary Principles on Security and Human Rights (VP), ethnicity, and gender in the training of the Armed Forces at Ministry of Defense training schools and/or training battalions.	1st Quarter 2025	Completed
Hold three dialogue roundtables per year with communities, civil authorities, law enforcement and other business stakeholders on security and human rights issues. This specific activity responds to three different actions.	3 rd Quarter 2025	Will not be implemented due to security issues in the region

Resettlements

Action	Date of Completion	Status
Conduct livelihood assessment of resettled communities (Patilla, Chancleta and Las Casitas families)	2nd Quarter 2024	Completed
Review the need to include cultural indicators in the livelihood restoration indicator matrix and adjust and implement if needed.	3 rd Quarter 2024	Completed

Document the actions taken to strengthen the capacities of the consulting team that advises on the implementation of livelihood projects in resettled communities.	1st Quarter-2025	Completed
Implement a plan to disseminate the measurement of livelihood restoration indexes to the different stakeholders.	1st Quarter 2025	Completed
Implement the cultural awareness training plan for the social team, established for 2024 and 2025.	2nd Quarter 2025	Completed
Continue implementation of livelihood restoration plans and adjust according to the results of completed and ongoing assessments.	3 rd Quarter 2025	Completed
Implementation of the cultural heritage plan established for 2024 and 2025 regarding resettlements.	3 rd Quarter 2025	Completed
Schedule onboarding meetings between personnel leaving and assuming responsibility due to changes of position.	3 rd Quarter 2025	Completed

Railway Communities Safety

Action	Date of completion	Status
Implement the Safe Behavior prevention program (Education and safety), in coordination with authorities.	Continuos implementation	In progress- To be completed by 4Q 2025
Implement the Safe Behavior prevention program (Education and Safety).	Continuos implementation	In progress- To be completed by 4Q 2025
Implement the actions of the intervention program established for 2024 and 2025 to prevent suicidal behavior in the municipalities of the railroad's area of influence (health intervention).	3 rd Quarter 2025	Completed
Measuring the effectiveness of the communication strategy on prevention of safe behavior in relation to the railway line in communities.	3 rd Quarter 2025	Not completed New deadline 4Q 2025

Environment

Action	Date of completion	Status
Design a plan to strengthen environmental overseers to provide tools in resource management, effective communication, incentives for work, with the aim of being replicated in the communities they represent	4 th quarter 2024	Completed
Disseminate the community participation model currently used in the monitoring carried out by the company.	4 th quarter 2024	Completed
Identify ways of including the participation of people from the community in environmental studies.	4 th quarter 2024	Completed

Analyze the relevance of carrying out validation with a third party to measure the sufficiency of the air and water quality and noise generation monitoring network with the aim of establishing whether it needs to be strengthened.	4 th quarter 2024	Completed
Review and adjust the Environmental communication plan.	4 th quarter 2024	Completed
Identify and manage public-private partnerships to contribute to housing improvement and training on good construction practices.	1st quarter 2025	Completed
Continue the implementation of the coal dust clean up measures in the Port already in place those defined in T-704 ruling and those for Provincial in accordance with the agreement.	Continuous implementation	In progress- To be completed by 4Q 2025
Implement initiatives identified to increase the participation of community members in environmental studies.	3 rd Quarter 2025	Completed
Implement a plan to strengthen environmental overseers to provide tools for resource management, effective communication, and work incentives, to be replicated in the communities they represent.	3 rd Quarter 2025	Completed
Implement initiatives identified to increase the participation of community members in environmental studies.	3 rd Quarter 2025	Completed
Continue the implementation of the coal dust cleanup measures in the port already in place, those defined in T-704 ruling and those for Provincial in accordance with the agreement.	3 rd Quarter 2025	Completed
Implement initiatives identified to increase the participation of community members in environmental studies.	3 rd Quarter 2025	Completed
Implement the actions identified to increase the participation of community members in environmental studies.	3 rd Quarter 2025	Completed

Decent and Safe Work

Action	Date of Compliance	Status
Conduct training for the Human Resources team on issues related to Human Rights.	3 rd Quarter 2024	Completed
Ensure the inclusion of Human Rights variables in the current methodology for identifying psychosocial risk situations at Cerrejón.	4 th quarter 2024	Completed
Continue the implementation of the Company's Human Rights Governance system.	Continuous implementation	In progress- To be completed by 4Q 2025
Include the guidelines of Glencore's Supplier Code of Conduct in contract minutes.	Continuous implementation	In progress-

		To be completed by 4Q 2025
Comply with the comprehensive audit plan established for 2024 and 2025.	Continuous implementation	In progress- To be completed by 4Q 2025
Implement the employability strategy with a differential approach for the six municipalities in the area of direct influence, including resettlements.	Continuous implementation	In progress- To be completed by 4Q 2025
Implement Glencore's gender-based harassment guidelines and protocol	Continuous implementation	In progress- To be completed by 4Q 2025
Identify measures to prevent or mitigate human rights impacts of the operation carried out from 2021 to date.	Continuous implementation	In progress- To be completed by 4Q 2025