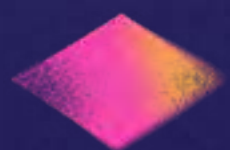


# Cerrejón LA GUAJIRA

Located in La Guajira, neighboring six municipalities: Albania, Barrancas, Hatonuevo, Maicao, Manaure, and Uribia, Cerrejón is an open pit coal operation integrated by a mine, railway, and port.

From this territory, we supply energy to the world and create opportunities for more than 12,000 families that depend directly and indirectly on our operation.

With six active pits, we carry out our activities under standards of social and environmental responsibility and respect for Human Rights. The thermal coal we produce is transformed into electricity that enables everyday actions such as lighting homes, powering hospitals and schools, operating transportation systems, and supporting industrial processes that make the production of food, medicines, and everyday goods possible.



**We are  
a Glencore  
company.**



PARQUE NACIONAL NATURAL  
BAHÍA PORTETE-KAURRELE

PUERTO  
BOLÍVAR

150 KM  
DE LÍNEA FERREA

MINA

- 1 URIBIA
- 2 MANAURE
- 3 MAICAO
- 4 ALBANIA
- 5 HATONUEVO
- 6 BARRANCAS
- 7 RIOHACHA

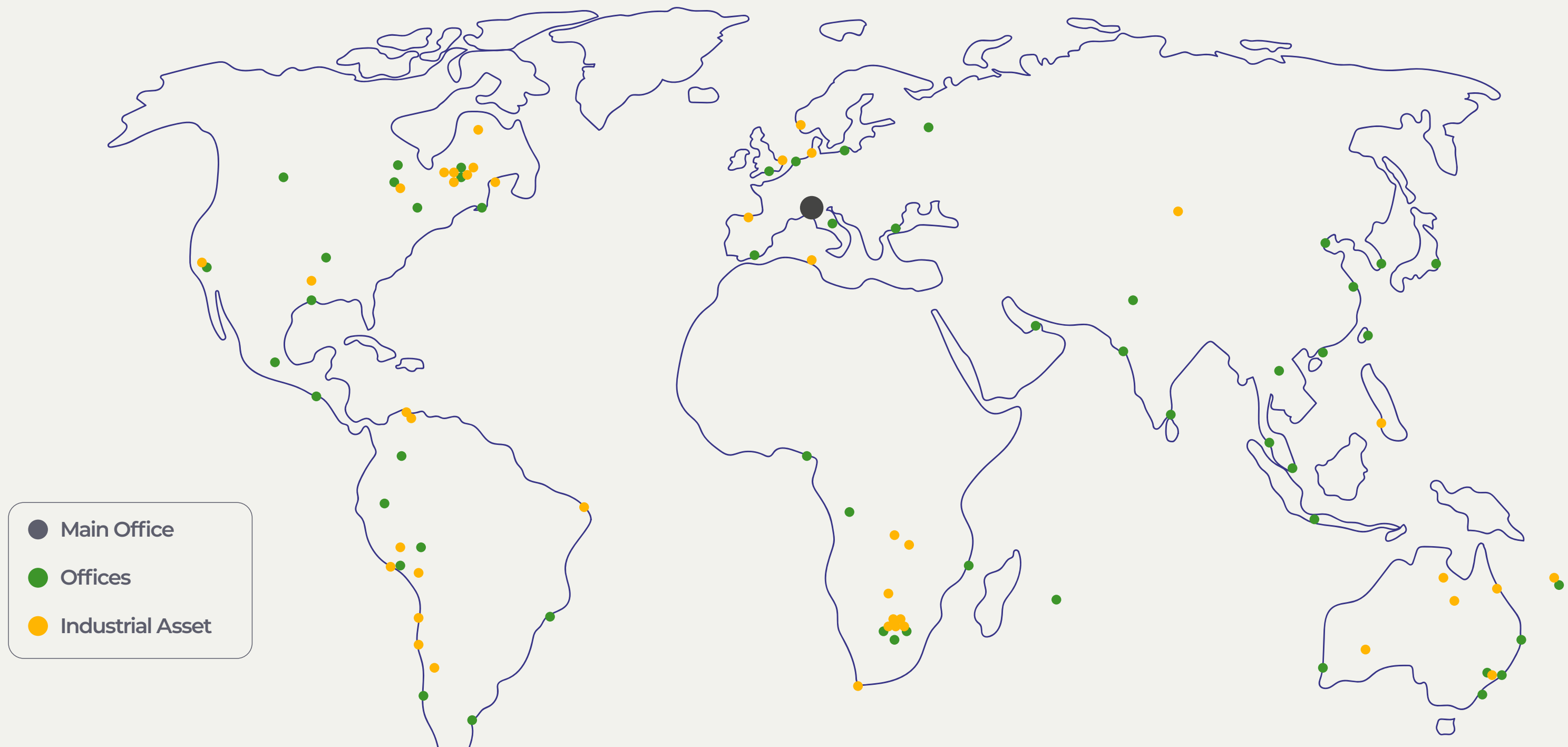
# Glencore

We are one of the world's largest diversified natural resource companies and a major producer and marketer of more than 60 commodities. Through a global network of assets, customers, and suppliers, we produce, process, recycle, source, market, and distribute the commodities that drive everyday life.

Our customers are industrial consumers, including those in the automotive, steel, power generation, battery manufacturing, and oil sectors. We also provide financing, logistics, and other services to commodity producers and consumers.

MORE THAN  
**140.000**  
EMPLOYEES AND CONTRACTORS

PRESENCE IN OVER  
**30**  
COUNTRIES



# Values

## Safety



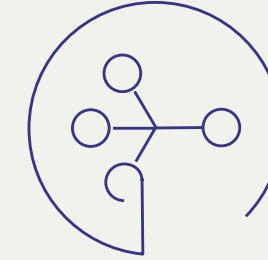
We never compromise on safety. We look for each other and if the job is not safe, we stop it.

## Integrity



We have the courage to do the right thing, even if it is difficult. We keep our word and treat each other fairly and respectfully.

## Simplicity



We work efficiently and focus on what is important. We avoid unnecessary complexity and look for simple and pragmatic solutions.

## Transparency



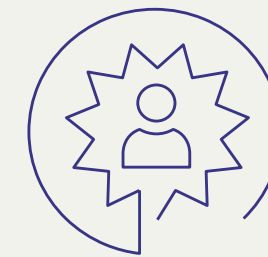
We are honest and straightforward when we communicate. We strive to improve by sharing information and encouraging dialogue and constructive feedback.

## Responsibility



We take responsibility for our own actions. We talk and listen to others to understand what they expect from us. We work to improve our business, social and environmental performance.

## Entrepreneurship



We encourage new ideas and adapt quickly to change. We are always looking for new opportunities to create value, as well as new ways to work better and safer.

# Contribution to the Sustainable Development Goals from our material issues



Our materiality assessment, which we update every two years, was most recently conducted in 2024. Through this process, we actively listen to our stakeholders to understand which environmental, social, and economic issues they consider most relevant, and how they expect us to manage our impacts and priorities. This engagement enables us to focus our strategy where we truly create value and to strengthen management aligned with the realities of the territory.

The voices of employees, communities, authorities, suppliers, customers, academia, unions, industry associations, and other key stakeholders were complemented by insights gained through our ongoing engagement. This comprehensive perspective allowed us to validate and prioritize the material topics that guide our decisions and structure this report.

This exercise also enabled us to reaffirm and deepen the material topics that have guided our management in recent years, prioritizing those with the greatest impact on our stakeholders and the sustainability of the business, such as:



### Occupational health and safety



### Labor welfare



### Generation of local employment and diversity



### Community relations and contribution to community welfare



### Commitment to Human Rights



### Access to water and efficient use of water resources in mining operations



### Biodiversity conservation



### Responsible management of air and soil quality



### Land rehabilitation



### Economic and operational performance



### Contribution to the national and regional economy



The exercise also enabled the identification of emerging topics that require increased attention and management in the short and medium term, including:

### Closure of operations and transition to sustainable closure



### Climate change adaptation and mitigation



### Impact of blockages on operations and the community



### Development of social projects for La Guajira



### Strengthening of local suppliers and generation of productive linkages



Materiality is a living guide for our management. It helps us remain aligned with the Sustainable Development Goals and to act with greater clarity in addressing the challenges of our environment, while transparently communicating the progress, results, and priorities that shape our path toward sustainable development in La Guajira.



**CLAUDIA BEJARANO**  
President

# Corporate governance, AND RESPONSIBLE DECISION-MAKING



**JUAN CARLOS CONSUEGRA**  
Executive Vice President  
of Operations



**EDGAR ALFONSO**  
Vice President - Finance



**MYRIAM VARGAS**  
Vice President of Legal  
and Corporate Affairs



**LUIS E. MARULANDA**  
Vice President of Public  
Affairs and Communications



**MIGUEL MONTOYA**  
Human Resources  
and Services Manager



**OSCAR ALARCÓN**  
Vice President  
of Projects



**ÁNGELA LÓPEZ**  
Vice President  
of Maintenance



**EDUARDO URIBE**  
Vice President  
of Production

**\*OTHER ATTENDEES:  
JUAN PABLO RUGELES  
(COMPLIANCE MANAGER)  
ATTENDS AS A PERMANENT GUEST.**



At Cerrejón, we have a corporate governance model that guides strategic decision making under principles of ethics, transparency, and sustainability, contributing to value creation in the region and to strengthening resilient communities.

The company's leadership is entrusted to our corporate bodies: our shareholder, Glencore, the Board of Directors, and the legal representative, who define the guidelines for responsible, long-term management. In addition, the Executive Committee, led by our President, Claudia Bejarano, and composed of the vice presidents of the different areas, plays a key role in steering the business, aligned with compliance with our Code of Conduct and Corporate Policies. This body has a 33% female representation, reflecting our commitment to diversity, equity, and inclusion.



## Our values and principles

At Cerrejón, we live our values in every decision and in the way we operate, guided by a vision of sustainability and corporate responsibility.

We promote an organizational culture grounded in ethics and transparency, supported by policies and procedures that address key issues such as Human Rights, equal opportunity, information management, and conflicts of interest, among others. Our Code of Conduct guides the actions of employees and contractors, providing clear principles for decision making and ensuring that our activities are carried out responsibly, with integrity, and in compliance with the law.

## Compliance

We promote an ethical culture through awareness and training initiatives that enable the timely identification and mitigation of risks, within the framework of our Corporate Compliance Program. This includes the Self-Control and Comprehensive Risk Management System for Anti-Money Laundering, Counter-Terrorist Financing, and Counter-Proliferation Financing the Business Transparency and Ethics Program among other policies and procedures. The Corporate Program involves all Cerrejón partners and suppliers and is supported by due diligence processes, continuous monitoring, and ongoing improvement, contributing to the strengthening of an ethical, transparent, and responsible compliance culture.

# Recognition that validates our management

Each recognition reflects the commitment and discipline with which we work for La Guajira and Colombia. These distinctions not only highlight what we have achieved but also inspire us to continue raising our standards and to move forward responsibly.

During 2025, we were recognized across different platforms for initiatives that strengthen regional development and reinforce our management, reaffirming the trust of our stakeholders and motivating us to continue building a resilient and sustainable future.



## Reputation

- ◆ **National Consulting Center:** The 2025 Image and Reputation Study confirmed a strong reputation and a steadily improving social license to operate. The company is perceived as a necessary and vital contributor to the wellbeing of La Guajira, reaffirming that Colombians' views matter to us. Our Corporate Reputation Index increased by seven points to 785, on a scale from zero to one thousand.
- ◆ **Merco Responsibility ESG Colombia:** Recognized as the best mining company and one of the top 100 companies in the country in social, environmental, and corporate governance responsibility.

## Training

- ◆ **Ministry of Labor:** Approved as a Business-Based Vocational Learning Unit and certified by ARL Positiva for meeting the requirements in facilities and programs through which more than 13,000 employees and contractors were trained. We became the first company in the country to obtain both recognitions simultaneously.

## Equity, Diversity, and Inclusion

- ◆ **We obtained the EDGE MOVE certification,** an international recognition that validates our progress in gender equity, becoming the first mining company in the world to achieve it, with the support of Glencore to strengthen inclusion, diversity, and equity.

## Sustainability

- ◆ **Caracol Televisión:** We received the Environmental Award in the Large Company category for the program “The jaguar returns to La Guajira and moves through the Wüin Manna water biological corridor.”
- ◆ **Ministry of Labor:** Recognized for our training program on responsible soil management and final disposal for land rehabilitation.
- ◆ **Forbes:** Recognized among the 50 Leading Companies in Sustainability 2025.
- ◆ **The International REC Standard Foundation:** We obtained the international iREC certification for offsetting our energy consumption by sourcing 100% of our electricity from renewable energy.
- ◆ **La Guajira journalists:** Recognized as a company that highlights social and environmental projects contributing to a positive regional agenda.

