

Resilient ◆ communities



At Cerrejón, we understand resilience as an opportunity to empower and strengthen our different stakeholders, respecting their knowledge, culture, and leadership so they can build their future based on their own resources and decisions. This resilience is reflected in the ability to adapt, grow stronger, and respond to the social, economic, and environmental challenges of their surroundings, developing autonomy and capabilities that enable them to move forward independently.



In La Guajira, **resilience is part of everyday life**. It is present in Wayuu communities that organize to preserve and access water, in Afro-Colombian communities that keep their traditions alive, in workers who find ways to move forward through collective effort and a strong connection to their land, and in the people of La Guajira who seek new ways to generate income even in the face of challenges.

Based on this vision, in recent years our social **strategy has evolved to place the strengthening of resilient and sustainable communities at its core**.

This approach recognizes the value of collaboration, local knowledge, and ongoing dialogue as the foundation for building trust-based, long-term relationships. In this way, we continue to advance as a responsible operator, fostering meaningful, respectful, and two-way engagement with our stakeholders.

Our role is to support processes that already exist or emerge within the communities neighboring our operations, promote informed decision making, and help create the conditions that enable community development without generating dependency. We work with respect for local dynamics and shared responsibility, recognizing communities as the protagonists of their own development.

To move forward with this purpose, we implement strategic actions focused on the priority needs of communities.

The initiatives presented in this report, related to access to water solutions, capacity building, income generation, health, and community infrastructure, reflect our day-to-day work, as well as the stories and lessons that bring **resilient communities** to life. Through dialogue, participation, and respect for local contexts, these actions respond to real needs, strengthen the social ties, and contribute to building together a region and a country better prepared for social, economic, and environmental challenges of today and the future.



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Resilient communities: Wayuu workers in the operation

At Cerrejón, resilience is reflected in the daily work of more than 340 Wayuu employees who integrate their technical mining knowledge with the cultural richness of their people.

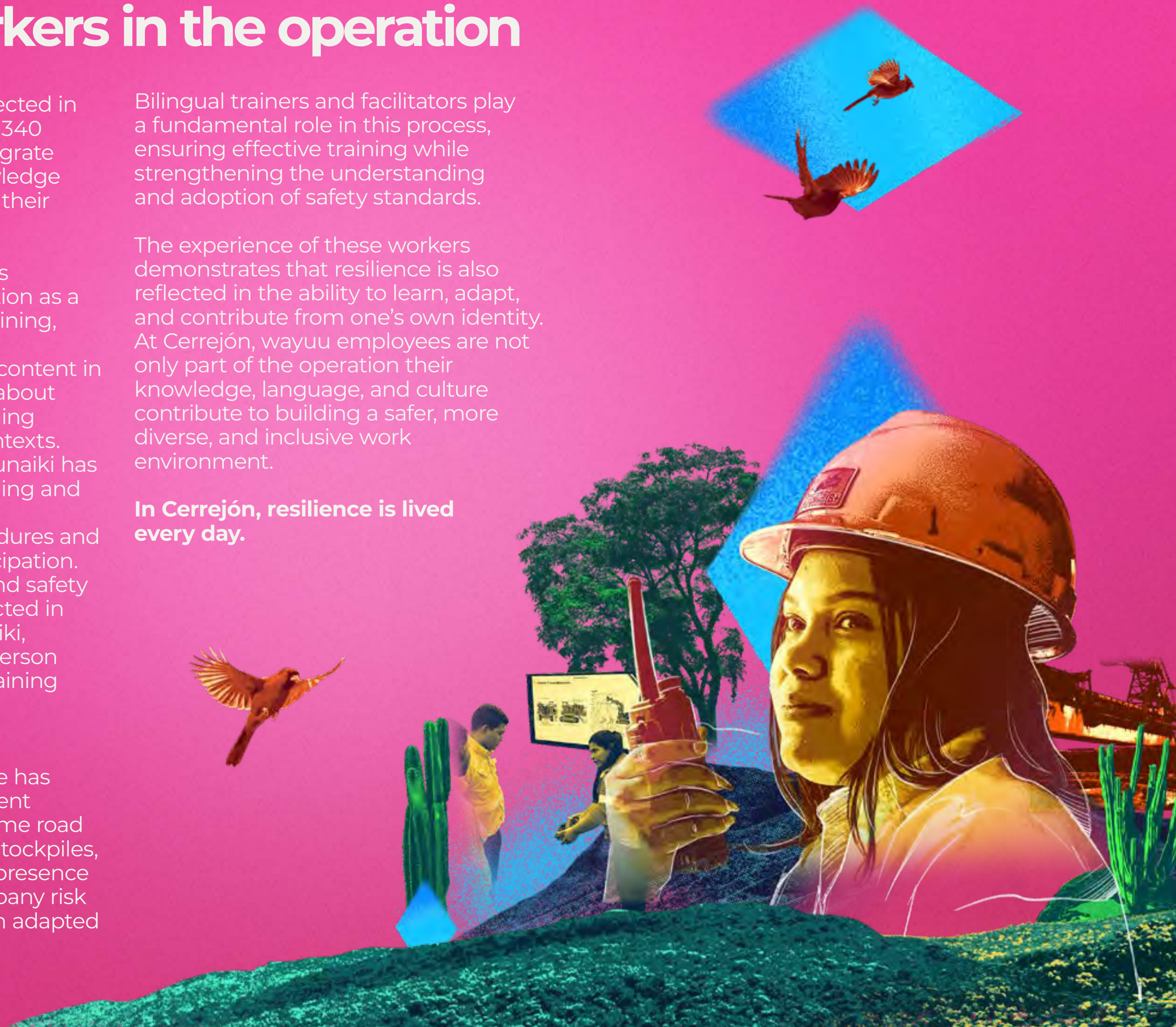
Along this path, Cerrejón has implemented ethno-education as a fundamental principle of training, recognizing that teaching is not only about delivering content in another language, but also about understanding diverse learning approaches and cultural contexts. Under this approach, Wayuunaiki has been incorporated into training and safety processes, facilitating the understanding of procedures and strengthening worker participation. Today, several operational and safety training sessions are conducted in both Spanish and Wayuunaiki, through virtual courses, in person sessions at the mine, and training activities that also reach the communities.

In addition, bilingual signage has been implemented in different operational areas and on some road signs in zones such as coal stockpiles, where there is a significant presence of wayuu workers. Key company risk analysis tools have also been adapted into this language.

Bilingual trainers and facilitators play a fundamental role in this process, ensuring effective training while strengthening the understanding and adoption of safety standards.

The experience of these workers demonstrates that resilience is also reflected in the ability to learn, adapt, and contribute from one's own identity. At Cerrejón, wayuu employees are not only part of the operation their knowledge, language, and culture contribute to building a safer, more diverse, and inclusive work environment.

In Cerrejón, resilience is lived every day.



Resilient Communities: Tamaquito II

In Tamaquito II, an Indigenous territory located in the municipality of Barrancas, community management has become one of the main tools for building its future. Under the leadership of its cabildo governor and traditional authorities, and with the support of Cerrejón, the community has achieved significant milestones—one of them being recognized as the first Indigenous reserve in Colombia established through a resettlement process. At the same time, it has advanced independently, strengthening its autonomy and capabilities.

One of the first milestones came in 2017, when Cerrejón delivered a potable water treatment plant to the community. Since then, the service has been operated by the community public services organization TAMWAUIN, which continues to receive ongoing support from the company through a cooperation agreement. This marked the beginning of a broader process to strengthen basic services in the territory.

The community has continued to progress. In 2022, as part of the company's social investment, Tamaquito II became the only Indigenous reserve in the department with residential natural gas service, expanding both the coverage and quality of public services available to families.

The reserve has also promoted initiatives to strengthen its economic autonomy. Today, it operates a community farm where productive projects such as goat farming and a laying

hens' unit, producing more than 700 eggs daily, are developed.

Education has also been a priority. Thanks to educational support and financial assistance provided by Cerrejón, more than 130 people have accessed technical, technological, and professional education, expanding their employment opportunities.

At the same time, the leadership of the cabildo governor and traditional authorities has enabled the community to build alliances with various public institutions. As a result, in partnership with the Departmental Government, an ethno-educational center was established, now providing education to around 600 children from the territory and other wayuu communities in the municipality of Barrancas. This effort was complemented by the Ministry of Education, which supported the construction and equipping of classrooms, and the Ministry of Information and Communications Technologies, which facilitated the installation of wireless internet. Currently, Tamaquito II is advancing in the training of teachers from within the reserve.

This capacity for coordination is also reflected in more recent productive initiatives. In partnership with the Barrancas municipal government, the community has been implementing the pilot project "Strengthening Agricultural Production Processes in the Tamaquito II Indigenous Reserve in the Municipality of Barrancas," which includes the provision of sheep and goats, the planting of

four hectares of corn and forage crops with an irrigation system, two water storage tanks, and two covered structures for animal care. The project aims to promote the rural economy and strengthen the comprehensive rural development of 54 beneficiary families.

Additionally, the community has managed infrastructure improvements, including the approval to complete 900 meters of paving on the reserve's internal road.

Even in the cultural sphere, Tamaquito II has mobilized partnerships. With the support of the Ministry of Culture, it secured resources to carry out its patron saint festivities, strengthening wayuu identity and traditions.

Tamaquito II demonstrates how a community can move forward by combining partnerships, with Cerrejón and public and private institutions, with the active leadership of its own members. More than relying on a single actor, the reserve has built a development path based on community organization, alliances, and a shared vision for the future.

In Tamaquito II, resilience is lived every day.



Resilient Communities: La Horqueta

In La Horqueta, a community located in the municipality of Albania, its inhabitants have demonstrated that community organization and the use of their traditional knowledge can become an opportunity to build new paths towards sustainability.

Several years ago, with Cerrejón's support and together with the Coveñas, Cerrejón 1, and Campo Herrera sectors, the community began a project focused on producing plant material from native tropical dry forest species, including its planting in rehabilitated areas by the company. Through training processes, a seed capital plan, and the purchase of their initial production, community members consolidated an initiative that over time gave rise to the Awavichor association.

Today, this project has become a source of income and decent employment for nearly 70 people directly and around 100 indirectly. Although the first contract was established with the company and has been maintained over time, the quality of their work and the visibility achieved have enabled them to expand opportunities and become suppliers to other companies such as C&M Consultoría, Medio Ambiente S.A., and La Macuira, as well as serve private clients who require plant material for restoration and planting processes.

Community leadership has also been key to this process. Alexis Vergara, a wayuu woman from the Pushaina clan and leader of the La Horqueta community, with Cerrejón's support, was able to complete her university studies. This effort now contributes to her community, strengthening the

local school, supporting productive initiatives, and promoting new projects.

Additionally, together with others involved in the Mining Integration Park in the municipality of Albania, she will begin a basic English course as part of the Together We Change Lives Volunteer Program. This initiative aims to strengthen local capacities for visitor engagement, expand income generating opportunities, and contribute to positioning Albania as a competitive tourist destination.

In recent years, La Horqueta has also begun to diversify its economic opportunities. Through an ethno-tourism project, community members share their wayuu traditions, knowledge, and cultural expressions with visitors. This initiative already provides services to partners such as Hotel Waya in Albania, allowing national and international tourists to experience the richness of their culture firsthand.

La Horqueta shows how, through organization, local leadership, and strategic partnerships, a community can transform opportunities into sustainable projects that generate income, employment, and pride in its cultural heritage.

In La Horqueta II, resilience is lived every day.



Resilient Communities: Moloconosir

In Moloconosir, a community located in the municipality of Albania, the mindset is clear: to be a community where nothing is impossible.

Thirty years ago, its inhabitants decided to transform the way they produced. Without abandoning their traditional economic activity, they chose to upgrade and scale it toward the market. This marked the beginning of a livestock strengthening process led by their traditional authority, which overtime gave rise to new productive initiatives.

From this path emerged Ganadería Chinay, an enterprise dedicated to the commercialization of mutton, eggs, chickens, and pork. Thanks to the commitment of its producers and the strengthening of their capabilities, Chinay became a supplier to Cerrejón.

In parallel, within the framework of compliance with Judgment T-704 of 2016 and as part of the consultation process conducted with Cerrejón, the Moloconosir community autonomously prioritized several income-generating projects. Among them, the development and promotion of productive initiatives focused on livestock acquisition, which included the delivery of two breeding bulls and 45 cows with the aim of improving the community's herd; the improvement of the milking facility; and infrastructure works to facilitate accessibility among the five settlements that make up the community.

Additionally, they built a processing and commercialization center that will allow the community to add value to its products, such as producing different types of cheese including mozzarella, spicy cheese, herb-infused cheese, goat cheese, and aged cheese.

The growth of Chinay has been supported through collaboration with other stakeholders such as the Livestock Association of La Guajira and the Ministry of Mines and Energy, with whom they have strengthened their initiatives and developed a pilot solar photovoltaic energy project in their territory.

Thanks to this process of organization and management, Moloconosir's products are now marketed in Manaure, Uribia, Riohacha, and Maicao. They also supply clients such as Hotel Waya in Albania, as well as foundations and organizations that provide food for school programs.

The Moloconosir experience shows how a community can strengthen its economy while preserving its productive identity, leveraging innovation and partnerships to create new development opportunities.

In Moloconosir, resilience is lived every day.

