

SUSTAINABILITY

REPORT

2021

#WE ARE
CERREJÓN



Cerrejón

Responsible Mining

A GLENORE COMPANY

ABOUT THIS REPORT

“I am proud to share our 2021 Sustainability Report, which provides information about the results of last year and the challenges we will assume in 2022. Thanks to the effort and dedication of the Cerrejón team, we managed to remain a sustainable company, committed to generating benefits for workers, their families, the communities, the region and the country, while operating in an environmentally responsible manner. In addition, we promote respect for Human Rights, which is why we have adhered to the Global Compact since 2005 and have a Human Rights policy”.

Claudia Bejarano
President

Guidelines: Global Reporting Initiative (GRI) Standards, Core option

Scope: The following report shares the management of the companies Carbones del Cerrejón Limited, a 100% private foreign company, domiciled in Anguilla, British West Indies, and Cerrejón Zona Norte S.A., a 100% private Colombian corporation, domiciled in Bogotá (both hereinafter referred to as Cerrejón).

Period: January 1 to December 31, 2021. The last report was made in the same period of the previous year.

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LETTER FROM OUR PRESIDENT —

At Cerrejón, we work every day to fulfill our dreams and those of our families, we strive to contribute to the progress and development of our communities, our region and the entire country, and we always work above and beyond what is expected of us to fulfill our responsibilities in the best possible manner.

The last few years have been filled with many challenges. And, after enduring them, I can proudly say that, thanks to the support and tireless work of thousands of people, we have been able to face them, overcome them and move forward.

2021 was a period of recovery. After going through one of our company's most difficult years, we began a new period where we were able to reinvent ourselves and continue to conduct our operations in a safe, healthy and responsible manner with our teams, the environment and communities.

As in the past 17 years, we publish our 2021 Sustainability Report to report on our operational, environmental and social performance.

In respect of social issues, we signed an agreement with the Provincial Indigenous Reservation concerning the issues ordered by Judgment T-614, and we signed the first 198 agreements with Wayuu indigenous communities in compliance with Judgment T-704, thanks to constant work based on transparent and respectful dialogue.

We maintained our commitment to our workers and the region to address the COVID-19 crisis. In addition to donating two deep freezers to La Guajira for vaccine storage, we promoted the mass vaccination of more than 10,500 of our employees.

In environmental matters, we declared the largest Private Civil Society Reservation in La Guajira and became the Colombian mining company that planted the most trees as part of the national government's "Sembrar Nos Une" (Planting Unites Us) initiative.

On the operational side, we produced 23.4 million tons of coal in 2021, an increase of 89% from 2020. More importantly, we achieved it with one of the best safety results in our history in terms of accident rate with 0.14 in the Recordable Injury Index.

In addition to these facts, it is worth remembering that, halfway through the year, one of our shareholders, Glencore, announced its intention to purchase the entire shareholding of our company, with the acquisition completing in the first days of 2022. Glencore, which has been involved in the region for more than 25 years and knows in detail the environment in which we operate, will continue to promote Cerrejón's commitment to health, safety, environment and communities. Following this acquisition, Cerrejón will meet the climate goals and ambitions established by Glencore.

In this Sustainability Report you will discover the challenges ahead of us, because we are fully aware that each day we must strive to be better. Therefore, every day we work to mitigate our impacts, continue to build trusting engagements with our stakeholders, sow a solid environmental legacy for the region and continue to make our operation a safe place to work.

As we continue to work together, striving to be better every day, we will strengthen Cerrejón so that it remains a sustainable company that generates benefits for our workers, their families, the communities, La Guajira and Colombia.

Claudia Bejarano
President

A LOOK AT CERREJÓN



La Guajira



About us

We are an open-pit coal mining operation, which makes us an important player for the Colombian and La Guajira economy. We have an integrated operation that includes coal extraction at the mine, rail transportation and export from Puerto Bolívar.

At Cerrejón, we have more than 11,000 employees, including contractors and project contractors, more than 60% of whom are from La Guajira.

We have six operating pits in which we operate 434 pieces of mining equipment, including trucks, shovels, tankers and auxiliary equipment, among others. Five to six trains move daily between the mine and Puerto Bolívar, where 19 to 23 ships are loaded monthly.

Our purpose

Cerrejón's commitment to La Guajira goes far beyond investment, tax payments, or the creation of qualified jobs. We strive to apply the highest standards of ethics and respect in our engagement with all our stakeholders. We are also committed to developing our operations in an environmentally responsible manner and to leaving a natural legacy for future generations.

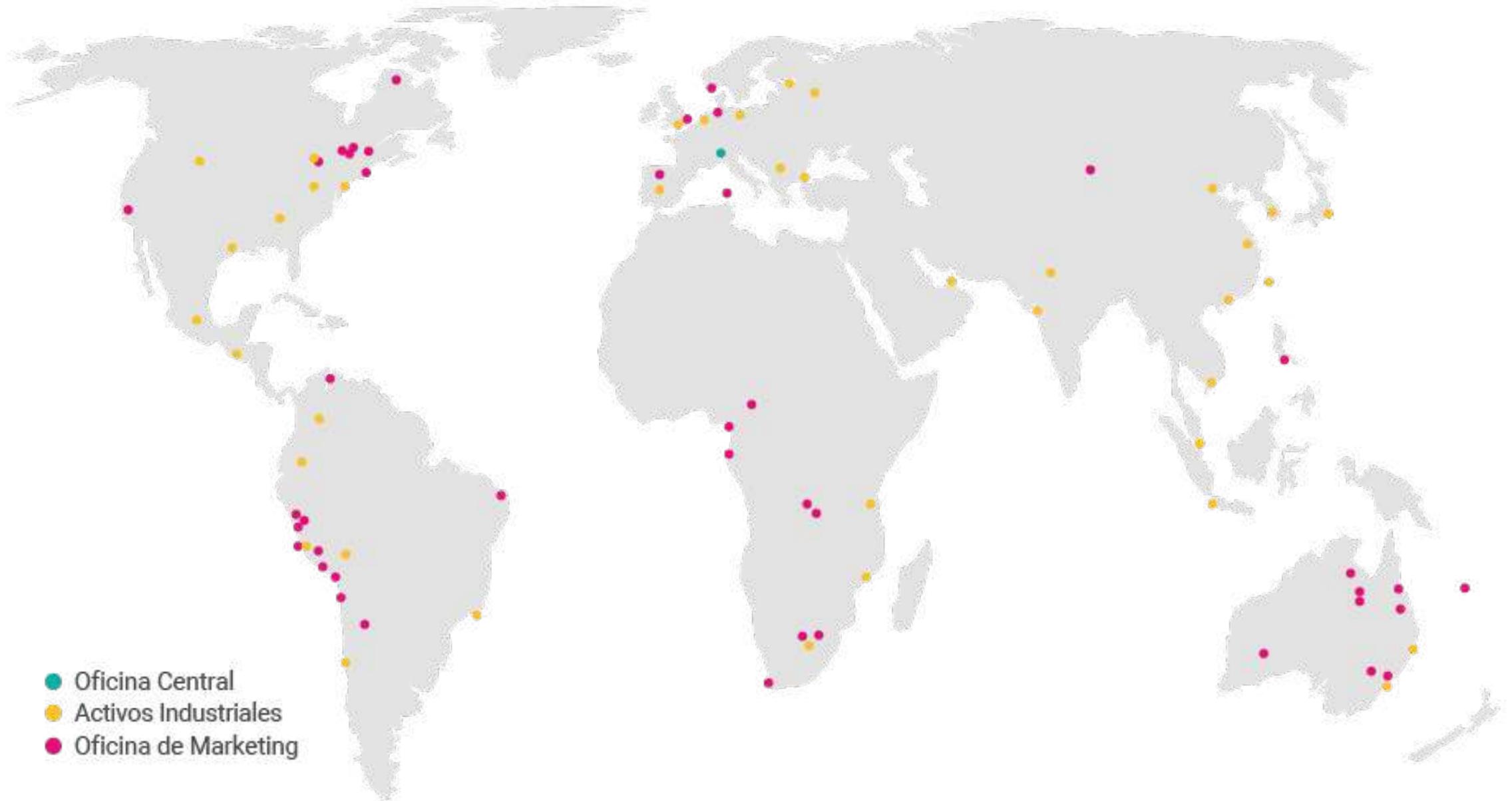
We act under the principle of continuous improvement to strengthen our Human Rights (HR) due diligence processes. For this reason, we operate under a variety of international standards and our HR policy is aligned with the United Nations Guiding Principles on Business and Human Rights.

— ABOUT GLENCORE

Glencore is one of the world's largest global diversified natural resource companies and a major producer and marketer of more than 60 responsibly-sourced commodities that advance everyday life. The Group's operations comprise around 150 mining and metallurgical sites and oil production assets.

With a strong footprint in over 35 countries in both established and emerging regions for natural resources, Glencore's industrial activities are supported by a global network of more than 30 marketing offices. Glencore's customers are industrial consumers, such as those in the automotive, steel, power generation, battery manufacturing and oil sectors. We also provide financing, logistics and other services to producers and consumers of commodities. Glencore's companies employ around 135,000 people, including contractors.

Glencore is proud to be a member of the Voluntary Principles on Security and Human Rights and the International Council on Mining and Metals. We are an active participant in the Extractive Industries Transparency Initiative.



Glencore recognises our responsibility to contribute to the global effort to achieve the goals of the Paris Agreement. Our ambition is to be a net zero total emissions company by 2050.

In August 2021 we increased our medium-term emission reduction target to a 50% reduction by 2035 and introduced a new short-term target of a 15% reduction by 2026.

RESULTS 2021



We produced **23.4** million tons of coal.



We generated **+346** million dollars in income tax.



+USD 5.5 million of social investment (including voluntary and mandatory investment).



We delivered more than **38** million liters of drinking water to communities in the area of influence.



We signed **198** agreements with communities in the area of influence, within the framework of the T-704 ruling.



We were recognized as the **best mining company in Colombia** in Human Rights Due Diligence



We paid **+10** million dollars in taxes to La Guajira and the six municipalities in our area of influence.



11,088 workers, including employees and contractors.



0.14 Recordable Injury Index, calculated based on 200,000 hours of exposure.



10,500 people vaccinated against Covid-19, including employees and contractors.



Benefited more than **18,000** people among employees and their families with the prepaid medicine plan.



We paid **+100** million dollars in royalties..



1,950 hectares of forest declared as a Private Civil Society Reserve.



Rehabilitated and restored **255** hectares.



89% of the water we use in the operation is not suitable for human, animal or agricultural consumption



Compliance with regulations in **100%** of the air quality stations.



+78 million dollars of environmental investment.



According to Merco Empresas and Brújula Minera, **we are the most reputable mining company in Colombia.**



37% increase, on average, in the flow of the Ranchería River as it passes through the mine.



We planted more than **266,000** native dry forest plants.



PERFORMANCE BOARD

Tons produced (figures in millions)

In Cerrejón we operate in a responsible manner to extract coal, in harmony with the environment and the communities.

2018	2019	2020	2021
30,7	25,8	12,4	23,4

Payment of royalties (Figures in millions of USD)

Every year our mining activity generates billions of pesos of royalties paid to the Colombian government.

2018	2019	2020	2021
240,7	173,2	55,6	100,4

Environmental investment (Figures in millions of USD)

Every year we invest billions of pesos to comply with our environmental commitments.

2018	2019	2020	2021
79,2	78,6	43,17	79,9

Fatalities

Our priority is to safeguard the lives of our employees and contractors.

2018	2019	2020	2021
1	0	0	0

Social investment (Figures in millions of USD)

Together with the communities, we implement social projects that improve their welfare.

2018	2019	2020	2021
7,8	3,8	3,9	5,5

**Includes administrative expenses*

Trees planted

Every year we plant thousands of trees, which fosters the recovery of La Guajira's dry forest.

2018	2019	2020	2021
82,265	227,075	63,400	266,000

Frequency index of recordable injuries in the whole operation (per 200,000 hours of exposure)

Year after year we strengthen the occupational health and safety measures.

2018	2019	2020	2021
0,20	0,12	0,18	0,14

Water provided to the communities (Figures in millions of liters)

Since 2014, we have provided drinking water to neighboring communities.

2018	2019	2020	2021
27	26	29	38

Percentage of low quality water used in the operation.

Most of the water that we use is not suitable for human, animal or agricultural use.

2018	2019	2020	2021
91%	89%	85%	89%

2022 GOALS



Strengthen Cerrejón's integration with Glencore's policies, procedures and standards.



Maintain production levels and financial indexes to achieve a sustainable operation.



Meet health and safety targets, especially the Recordable Injury Rate.



Plant 600,000 trees of tropical dry forest native species.



Ensure that water in the Ranchería River maintains or improves its quality after passing through the operation and that it complies, at its exit, with Colombian regulations.



Training of 100% of leaders in the Leadership School and execution of the Cerrejón culture plan.



Measurement of labor climate to promote business efficiency through a good working environment.



Obtain the "Equipares" Silver Seal certification as a sign of an improvement in equity and diversity parameters.



Develop projects with a greater impact on the communities in our area of influence (health center in Provincial, gas connection in Tamaquito II, and others).



Sign agreements with at least 50 new communities in the framework of the T-704 ruling and begin implementation of those already signed.



Strengthen mechanisms to contribute to the employability in our direct area of influence.



Continue to develop procurement with local suppliers.



Complete the human rights impact review and develop action plans.

MATERIALITY AND UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGs)

At Cerrejón we are committed to the progress and development of La Guajira and the country. Therefore, we have aligned our operational, environmental and social management to the Sustainable Development Goals, the global goals adopted by the UN in 2015 to contribute to eradicating poverty, protecting the planet and ensuring the well-being of all.

Periodically, through constant engagement with our stakeholders and the implementation of other tools, we identify the most relevant issues both for us as a company and for our stakeholders. This allows us to prioritize our efforts, align our corporate strategy and strengthen our management of expectations.

Among the priority stakeholders for the Company are employees, contractors, community members, suppliers, customers, journalists, opinion leaders, authorities, unions and representatives of academia, who contribute to the definition of these relevant issues, which will be developed throughout this report and which are fundamental to ensure our license to operate.

These stakeholders were consulted in 2020 on the relevant aspects and these were again reviewed and updated by the Cerrejón Steering Committee, based on the company's current situation.

Prioritized Material Topics and associated SDGs:

Contribution to country and region's economy



Access to water and efficient use within the mining operation



Engagement with the community and contribution to the improvement of their quality of life



Commitment to Human Rights (HR)



Generation of local employment and diversity



Care and conservation of biodiversity



Occupational health and safety



Local sourcing, strengthening of suppliers and productive linkages in the region



Responsible management of air quality



Ethics and good governance



Risk management



In addition, we identified other material issues such as the reversion plan (more information on page 33); operational and economic performance; labor welfare; responsible land management and land rehabilitation; and climate change mitigation and adaptation, among other things.

See description of Sustainable Development Goals on page 38.





WE ARE CERREJÓN

In our organization we are committed to the configuration of a clear and assertive corporate governance, which guides our engagement with stakeholders in an ethical and responsible manner. To achieve this, we virtually trained 4,406 employees in corporate policies and redesigned and implemented the Risk Management System for Money Laundering and Financing of Terrorism and Financing of the Proliferation of Weapons of Mass Destruction (SAGRILAF, by its Spanish initials). In addition, we completed our corporate reputation survey, which allows us to identify our stakeholders' perception of the company.

CORPORATE GOVERNANCE



Prioritized material topics

- Commitment to Human Rights (HR)
- Occupational health and safety
- Engagement with the community and contribution to the improvement of their quality of life.
- Ethics and good governance
- Risk management



What are we doing?

Good corporate governance is evidenced by compliance with our Code of Conduct, policies, procedures and application of the law by our employees and contractors, which, aligned with our corporate strategy, allow us to guarantee responsible sourcing in our supply chain, respect for human rights, safe and healthy production, as well as the contribution to the social and environmental development of the region and the country.

To achieve this, we are supported by a Steering Committee, which is responsible for leading the corporate strategy to ensure that our operations are responsible and sustainable. In addition, it permanently analyzes the challenges, opportunities, threats and risks to ensure our license to operate and contribute to La Guajira and the country.

Our Steering Committee, led by our shareholders, was formed in 2021 by seven people (43% are women) in charge of leading the strategic committees of Management, Operational Integrity, Social and Land Affairs, Development Management and Monitoring, as well as monitoring our company's 21 conduct policies and guidelines.

Cerrejón has an Enterprise Risk Management policy for its industrial assets that is part of the planning process and enables appropriate business decisions and cost-effective use of resources.

Risks assessed as high are monitored on an ongoing basis, as well as the reporting of management plans.

All Cerrejón employees and contractors incorporate risk management procedures and practices into their activities, evaluating scenarios related to the

different impact areas identified in the corporate impact matrix (health and safety, environmental, reputation, communities, etc.).

In parallel, we have a Code of Conduct supported by internal and external reporting communication channels where employees, contractors and anyone else can anonymously report unethical behavior or behavior that is not aligned with our policies. In such a case, they are investigated and corrected, with the confidence that all reports or complaints will be reviewed or investigated and that there will be no retaliation or actions against the complainants. In addition to these channels, we have a Complaints Office to receive community concerns and requests (more information, page 23).

We also prevent any risk of corruption, money laundering, financing of terrorism or financing the proliferation of weapons of mass destruction, through the Guide for the Prevention of Corruption and the System for Self-Control, Prevention and Risk Management against ML/FT/FPADM (SAGRILAF). This is based on the due diligence process to find the counterparties with whom we do business and periodic training according to the level of exposure to the risks mentioned, to senior management, employees, contractors and business partners.

2021 Achievements

- Maintained a robust control environment, an up-to-date risk record and compliance with our ethical standards despite changes to our environment, including remote working.
- We virtually trained 4,406 employees on Corporate Policies.
- We carried out the exercise of consolidating material business risks, whereby we went from having 64 risks to 30, allowing for better management.
- We complied with the underwriting plan approved by the shareholders.
- We strengthened the design and automation of critical controls to avoid occurrence due to human error.
- We redesigned and implemented the Self-Control and Risk Management System for Money Laundering and Financing of Terrorism and Financing of the Proliferation of Weapons of Mass Destruction (SAGRILAF), in accordance with the regulatory changes set forth in Circular 100-000016 issued by the Superintendence of Corporations.

2022 Goals

- Strengthen Cerrejón's integration with the policies, procedures, and standards of our sole shareholder, Glencore.
- Maintain a control environment, an updated risk record and compliance with our high ethical standards.

Why is it important?

At Cerrejón we are aware that our company's sustainability is based on the transparency and integrity of our processes. This commitment, together with the consideration of our stakeholders' expectations and a comprehensive approach to economic, environmental and social issues, are the fundamental pillars to obtain the license to operate and be competitive in the long term.

ENGAGEMENT WITH STAKEHOLDERS

Prioritized material topics:

- Engagement with the community and contribution to the improvement of their quality of life.
- Commitment to Human Rights (HR)



Why is it important?

Cerrejón is an open-door company, in which we maintain an open and transparent dialogue with our different stakeholders.

Through various direct channels, such as meetings or participation venues, as well as other indirect channels of mass or focused communication, we consistently communicate about our social, environmental and operational management. We also manage expectations in order to form alliances and synergies that allow us to build trust and continue contributing to stakeholders' progress.

What are we doing?

As part of the responsible management of the risks resulting from our operation, in addition to the expectations generated by such an operation, the company maintains a permanent engagement with key stakeholders. This dialogue is essential to understand their expectations and concerns regarding the company's performance and to be able to respond to their concerns in a timely and assertive manner.

These stakeholders include: employees, unions, contractors, suppliers, shareholders, customers, local and national governments and regulators, neighboring communities and traditional authorities, NGOs, trade unions, companies in the sector, opinion leaders, the media and civil society.

During 2021, we largely resumed face-to-face engagement with our different stakeholders, maintaining all necessary biosecurity measures to prevent the spread of COVID-19.

We continued to approach the communities to define the actions to be implemented as part of the agreements derived from compliance with Rulings T-614 and T-704, and initiated community participation sessions with La Horqueta as part of the partial modification project of Bruno Creek. *More information is available on our [web page](#).*

We also welcomed visits to our operation from different opinion leaders, representatives of academia and public officials such as Brigitte Baptiste, EAN Rector; Orlando Molano, Director of National Natural Parks; Diego Mesa, Minister of Mines; Michel Manook, Executive Director of the World Coal Association; Juan Miguel Durán Prieto, Director of the National Mining Agency, and others.

In the first half of the year, we presented our 2020 Sustainability Report in the webinar A Look at Cerrejón, with the participation of members of the Steering Committee, Juan Camilo Nariño, MCL President; María Paulina del Castillo, Director of Aequales; Mohamad Dasuki, Maicao Mayor; and Dora Moncada, Director of ANDI's CNAB.

We conducted a corporate reputation survey, a tool that allows us to learn about the perception of the different audiences regarding the company and to take measures to improve our management. Likewise, we began implementing software that allows us to keep track of the management of meetings, complaints, requests, management measures, and so on.

As part of our engagement, we are a member of different guilds and organizations in which we interact with other companies and entities. A list of these is available on our website.

2021 Achievements

- ▶ More than 30 people, including opinion leaders, representatives of academia and public officials, visited and learned about our operations.
- ▶ We completed the corporate reputation survey, which included participation from our different stakeholders.
- ▶ We began implementing software selected for the management of a comprehensive engagement.

2022 Goals

- ▶ Strengthen our engagement with communities, government entities, academia and trade associations.
- ▶ Strengthen our participation in academic and cultural venues at the local and national level.
- ▶ Seek opportunities to work together with different stakeholders on projects of interest to the company and the region.
- ▶ Organize visits to our operations by opinion leaders, academics, unions and business groups, thus allowing them to learn about our best practices.
- ▶ Integrate and continuously monitor corporate engagement with different stakeholders through the implemented software.



WE ARE A TEAM

Our people are our priority, so we make every effort to provide them with the best conditions to carry out our operations in a safe, healthy, equitable and responsible manner. In 2021, we generated more than 11,000 jobs (direct and contractors) and, crucially, we had zero employee and contractor fatalities.

HUMAN TALENT MANAGEMENT

Prioritized material topics

- Generation of local employment and diversity
- Ethics and good governance



Why is it important?

Our employees are the most valuable and essential resource to ensure that our operations are safe, healthy and in harmony with the environment and communities. Therefore, we foster an organizational culture that promotes diversity, respect, self-care, and care for others.

What are we doing?

During 2021, we were able to strengthen a new corporate culture framed by Cerrejón's sustainability. For us, it's most important to be able to develop our operations promoting the development and well-being of our employees, as well as health and safety, while respecting human rights and harmonious coexistence with the environment and neighboring communities.

Accordingly, we reviewed our strategy and policies to foster leadership, automate and simplify processes, become more agile and flexible in anticipating challenges, and manage our workforce. In addition, we offer our 11,000 direct and contractor employees

the tools they need to perform their tasks and strengthen our organizational culture around our cultural attributes.

We launched a new leadership model throughout the organization that incorporates all the elements of Cerrejón's leadership in recent years, based on behaviors and competencies that respond to the reality of the business.

Our leaders at Cerrejón know the business, protect health and safety, trust the work teams and are agents of change. In this way, we ensure that our talent has the necessary skills to face future challenges and we ensure that all our employees occupy the appropriate role in which they can maximize their talent.

Employee Training

During 2021 we resumed in-person training, combined with virtual training, on different topics such as: internal policies, sleep and fatigue management, human rights, risk control, and others. We provided 249,667 hours of training, which represents about 53 hours per year per employee.

Engagement with unions

We fully complied with the commitments acquired with our unions and employees in the Collective Bargaining Agreements, among which we can highlight the following: the 89% subsidy of the Prepaid Medicine Plan; the delivery of an educational allowance for employees and their children of more than 2,900 dollars per student; housing loans with a rate of up to 50% less than market rates. Similarly, to ensure the welfare of workers, we provided free of charge temporary housing and food at company facilities during shifts, which are fully compliant with quality standards.

CERREJÓN AND CONTRACTOR'S EMPLOYEES PER REGION

Cerrejón Employees

3,267

Employees from La Guajira

380

Employees from the rest of the country

1,240

Employees from the rest of the Atlantic Coast

2

International employees

Contractor's employees

3,360

Contractors from La Guajira

457

Contractors from the rest of the country

2,382

Contractors from the rest of the Atlantic Coast

CERREJÓN AND CONTRACTORS' EMPLOYEES PER GENDER

Cerrejón Employees

484

Women

4,405

Men

Contractor's employees

562

Women

5,637

Men

PERSONNEL ROTATION

16,50%

Total Rotation

ROTATION PER GENDER

8%

Women

17.20%

Men



EMPLOYEES PER POSITION

PER LABOR CATEGORY AND GENDER

Gender	Executives	Managers & Supervisors	Analysts & specialists	Technician	Apprentices	Total
Feminine	3	64	153	184	80	484
Masculine	4	323	320	3,569	189	4,405
Total	7	387	473	3,753	269	4,889

PER LABOR CATEGORY AND AGE

Age range	Executives	Managers & Supervisors	Analysts & specialists	Technicians	Apprentices	Total
Under 30 years	—	16	26	160	205	407
Between 30 and 50	3	257	311	2,616	64	3,251
Over 50	4	114	136	977	—	1,231
Total	7	387	473	3,753	269	4,889

2021 Achievements

- Implemented a new leadership model to successfully face today's challenges.
- We carried out 65 wellness workshops aimed at employees and families and had more than 3,856 participants.
- We implemented the new performance model that integrates Cerrejón's cultural attributes; its development was communicated to 100% of the organization and put into operation during 2021.
- We began the process of certifying Cerrejón in equity within the framework of the "Equipares" Seal.
- We met the goal established in Collective Bargaining Agreement (CBA) of converting 46 fixed-term contracts to indefinite term contracts.
- We had a monthly average of 295 apprentices and implemented a strategy to attract apprentices from La Guajira together with Comfaguajira to increase the participation of candidates from our direct area of influence.
- We delivered more than 6,900 educational grants to employees and their children.
- We granted 272 housing loans to employees.
- We provided more than 18,000 people, including employees and their families, with the prepaid medicine plan.

2022 Goals

- Ensure that leadership positions are filled with the right talent and consolidate employee development processes.
- Ensure compliance with the agreements established in the CBA and engagement opportunities with our unions.
- Strengthen mechanisms to contribute to employability in the company's direct area of influence.
- Implement and strengthen the new virtual mechanism developed to facilitate access to administrative procedures for employees.
- Achieve the "Equipares" Silver Award Certification.
- Strengthen the administrative and operational management of employees returning to work.
- Position the Cerrejón culture and continue strengthening leadership.
- Continue strengthening the engagement with employees through a closer and more permanent dialogue.

HEALTH & SAFETY

Prioritized material topics:

- Engagement with the community and contribution to the improvement of their quality of life.
- Occupational health and safety
- Risk management



Why is it important?

Our priority is the health and safety of each one of our employees and their colleagues during their work shift, to ensure that they can return safe and sound to their families. We achieve this through a culture of self-care, where everyone takes care of themselves and their colleagues, as well as the continuous improvement of our health and safety prevention, management, and innovation processes.

What are we doing?

We have a health and safety management system aligned with the best practices in the industry and certified under the guidelines of ISO 45001:2018. At the end of 2021, we obtained the recertification of our system's standard, thus demonstrating the organization's genuine commitment.

Furthermore, through strong leadership in the operation, we managed to sustain a safe and healthy operation where each employee takes responsibility for their own care and that of their colleagues allowing them to return home safe and sound. This has been especially important during the implementation of the new work shift, which began in early 2021, and has been implemented gradually in the different areas.

In 2021, we reiterated our commitment to employee health and safety by strengthening our sleep and fatigue management system. We did this with the implementation of a comprehensive strategy that included investment in technology, adaptation of work areas in the mine and promotion of a healthy lifestyle.

A 24-hour monitoring base was implemented to monitor potential risks; have assigned areas for employees to recharge, take an active break, or take a rest during the work shift. To support the use of these tools, a special bonus was designed for employees that self-manage their health.

In addition, the company continues to promote a healthy lifestyle through the "Cerrejón en Movimiento" program, which offers specialized physical activities, with on-site and virtual training sessions every day of the week: pilates, abdominal exercises, functional training, physical conditioning, muscle strengthening, relaxation sessions, advice from nutrition experts, talks on nutrition and stress management, among other activities aimed at employees and their families.

The health and safety management of our operations is framed by corporate policies and the requirements of the International Labor Organization and Colombian law, which allow us to guide our work plans, as well as to innovate and implement new steps, adjusted according to the experiences and needs of our employees.

As part of the involvement of all stakeholders, we have a Joint Occupational Health and Safety Committee (COPASST), a Health Commission, and a Labor Coexistence Committee, with the participation of representatives of the Union, employees, and members of the Steering Committee.

We review the risks on a monthly basis through a formal declaration and the establishment of corrective actions, in order to have the level of compliance with the critical controls of the material risks.

With respect to access to health care, more than 18,000 people, including employees and their families, benefit from prepaid medical assistance, 89% of which is financed, which is one of the most competitive and comprehensive in the country, especially when offered by a company.

Finally, we continue to responsibly manage the risk of contagion derived from COVID-19 through the mass vaccination of more than 10,500 employees; the training of more than 5,000 workers in guidelines to prevent the spread of the virus; the daily disinfection of vehicles and work areas; the adaptation of all work areas and means of transportation; the implementation and strict monitoring of the five mandatory health and safety behaviors; the start-up of a disinfectant and antibacterial gel production plant; the development of an engagement guide to minimize the risk of contagion in communities; and the implementation of a screening strategy.



2021 Achievements

- ▶ Zero fatalities in our operation.
- ▶ Reduced the number of injuries: the recordable injury frequency rate for the entire operation (calculated based on 200,000 hours of exposure) was <0.14, compared to a target of <0.19.
- ▶ We strengthened the sleep and fatigue management system, with no materialized events associated with such control.
- ▶ We revised the COVID-19 management plan and achieved a full vaccination rate of 80% of employees and the responsible return to the operation of 95% of vulnerable employees.
- ▶ We were certified in the new international health and safety standard: ISO 45001:2018.

2022 Goals

- ▶ Improve the management of health and safety in our operation, especially for contractors.
- ▶ Strengthen our Health, Safety, Environment and Communities system, integrating our policies, standards and procedures with Glencore best practices.
- ▶ Strengthen health and safety competencies across the operation.
- ▶ Technological leverage of health and safety management.
- ▶ Transition to an interdependent health and safety culture.
- ▶ Strengthen fatal risk management.



WE ARE LA GUAJIRA

One of our greatest commitments is to be able to contribute to the development and progress of our neighboring communities through relationships based on trust, dialogue and collaborative efforts. We invested more than 5.5 million dollars in social projects, signed 198 agreements with neighboring communities in compliance with ruling T-704, and implemented the first mandatory virtual course on human rights.

COMMUNITIES

Prioritized material topics

- Contribution to the economy of the country and the region.
- Access to water and efficient use of same in the mining operation.
- Engagement with the community and contribution to the improvement of their quality of life
- Commitment to Human Rights (HR)
- Local sourcing, strengthening of suppliers and productive chains in the region.



Why is it important?

At Cerrejón we strive to build a social legacy to support the development and progress of La Guajira. We are committed to the generation of economic, environmental and social value for the communities in our area of influence. We do this by implementing initiatives that contribute to the improvement of their quality of life.

What are we doing?

During 2021, we invested more than 5.5 million dollars in the development of different voluntary and mandatory social programs in La Guajira.

Our lines of action are defined in four pillars that are developed in the following areas: water; health; education, culture and sports; projects and infrastructure; socioeconomic development; and institutional strengthening.

We promoted access to water with the delivery of more than 38 million liters of water, the highest figure since 2014. We also repaired the water pumping facilities of four communities (Aulaulia, Yourepo, Yutaho and Kachurapa) and delivered the detailed design for the improvement of the water systems of the indigenous reserves of Provincial, Trupio Gacho, San Francisco and Cerrodeo.

To promote cultural and educational activities, as well as to improve the infrastructure of the communities, we delivered three multipurpose areas, donated the facilities of the Hatonuevo school and sports center to Comfaguajira, and built two new “enramadas” (porticos) in conjunction with members of the Media Luna communities. In addition, the Cerrejón Symphony Orchestra continued working virtually and continued its rehearsals and preparation of young people, despite the situation generated by COVID-19.

On the other hand, to strengthen the capacities and development of livelihood activities by the communities, we delivered a root-vegetable processing machine for livelihood projects, we

donated an apiary to Hatonuevo for the production of artisanal honey and we supported the recovery of the photovoltaic systems of the Asopeswa de Media Luna fishing collection center.

Along the same lines, within the framework of Constitutional Court Ruling T-614, we developed a nursery in Provincial that will allow us to produce 100,000 seedlings per year. This project is an example of integration between the mining operation and the communities and a vote of confidence in the management and capabilities of the members of the Indigenous Reserve.

Furthermore, we continued to support the department in overcoming the crisis generated by COVID-19 with the donation of two deep freezers and an electric plant, as well as three power transformers to Distracción to guarantee the continuity of power supply at the local hospital and health center. Finally, we supported the municipality of Uribia in their handling of the rainy season.

During the last 10 years, the company has invested more than 56.6 million dollars in the development of different initiatives that promote the progress and development of La Guajira, reinforcing its commitment to become a strategic ally of the region, permanently seeking to establish synergies and alliances with different actors in the territory to enhance the impact of its operation.



2021 Achievements

- ▶ We developed the Provincial nursery plant, which by 2022 will have produced more than 100,000 seedlings.
- ▶ We donated an apiary to Hatonuevo for the production of artisanal honey.
- ▶ We recovered the photovoltaic systems of the Asopeswa fishing collection center for the indigenous communities of Media Luna.
- ▶ We delivered the detailed design for the improvement of the water systems of the indigenous reserves of Provincial, Trupio Gacho, San Francisco and Cerrodeo.
- ▶ We donated to Comfaguajira the school and sports center facilities located in Hatonuevo for the benefit of more than 350 children and adults.
- ▶ We donated two deep freezers, to the Governor’s Office to store COVID-19 vaccines, and an electric plant.
- ▶ We delivered three power transformers to Distracción to guarantee the continuity of electricity supply to the local hospital and health center.

2022 Goals

- ▶ Focus social investment on strategic lines such as access to water, income generation and education.
- ▶ Contribute to improving access to water in neighboring communities.
- ▶ Support income generation in neighboring communities through the development of productive activities.
- ▶ Timely execution of empowered, participatory and co-responsible agreements and legal commitments with communities for their development.

SOCIAL DIALOGUE



Prioritized material topics

- Contribution to the economy of La Guajira and Colombia
- Engagement with the community and contribution to the improvement of their quality of life.
- Commitment to Human Rights (HR)
- Care and conservation of biodiversity

198 agreements signed with neighboring communities in compliance with T-704.



Why is it important?

We are a company open to dialogue, a mechanism with which we strive to promote compliance with consultations through transparent communication. We are committed to responsibly implementing steps to manage the impacts of our operations.

What are we doing?

In compliance with the stipulations of Constitutional Court Ruling T-704 of 2016, we have carried out the prior consultation processes. In 2021, agreements were formalized with 198 communities.

The participating communities were advised by indigenous organizations and lawyers, autonomously selected by the communities themselves. These consultative processes were accompanied by local, regional and national guarantors, as well as by control agencies (Attorney General's Office and the Regional Prosecutor's Office of La Guajira), who attended the meetings summoned by the Directorate of the National Prior Consultation Authority of the Ministry of the Interior.

Compliance with the stipulations of Ruling T-704 demonstrates a responsible attitude, not only with respect to the legal framework, but also with respect to the consolidation of a commitment that allows for the generation of social value.

The signing of the first agreements is the result of a joint effort to advance along the same path, starting from our differences. In addition, the purpose is the promotion, conservation and development of the culture of ethnic groups.

"It is a historic day because the community is concluding a project that has been going on for a long time. [...] Although it was difficult from the start, the satisfaction is that we achieved what we were looking for. Although there were discussions when the negotiations were made, [...] as someone said, we are still neighbors and when we are in dialogue we know the value of working together and knowing how to talk and discuss things, so now the engagement will be stronger", said Ricaurte Henríquez Uriana, traditional authority of the community of Jisentirra. Read the complete communiqué by [clicking here](#)

Within the framework of compliance with court rulings and/or its own initiatives, Cerrejón has participated in consultation processes that have been aligned with the guidelines of Convention 169 of the International Labor Organization, Law 21 of 2001, the ICMM Position Statement on Indigenous Peoples, the 2012 IFC, the United Nations Declaration on the Rights of Indigenous Peoples, Presidential Directives 1 of 2010, 10 of 2013 and 8 of 2020 and Colombian constitutional jurisprudence.

2021 Achievements

- ▶ Signing of 198 agreements with neighboring communities in the area of influence.

2022 Goals

- ▶ Sign at least 50 agreements with communities in the area of influence.
- ▶ Initiate the implementation of the 198 agreements signed.

HUMAN RIGHTS

Prioritized material topics

- Contribution to the economy of the region and the country
- Commitment to Human Rights (HR) Occupational health and safety
- Ethics and good governance
- Risk management
- Engagement with the community and contribution to the improvement of their quality of life



Why is it important?

We respect human rights by responsibly managing our risks and impacts on employees, communities and the environment.

What are we doing?

Cerrejón has had a Human Rights Policy since 2005; the commitment was strengthened with the entry into force of the United Nations Guiding Principles on Business and Human Rights in 2011, which strengthened comprehensive management.

Since then, we have developed a due diligence process that allows us to strengthen the identification, prevention, mitigation and compensation of the impacts caused by the operation, strengthen dialogue with our stakeholders and carry out performance review and continuous improvement processes.

In this manner, we avoid human rights impacts and respond to requests from various stakeholders, such as shareholders, buyers, national and international civil society organizations, and communities, among others.

Human Rights Risk and Impact Analysis

During 2021, initiated Cerrejón's third Human Rights Risk and Impact Analysis. During this period, an expert consultant carried out all the necessary field work. Currently, the analysis is in its final phase of preparation and the plan is to agree during 2022 on improvement plans and communicate the results to the stakeholders.

Integration of human rights into the corporate risk management system

In accordance with current standards, and as part of its management, defined a risk associated with the prevention of human rights violations by the company, its employees, contractors or business partners.

Under the corporate methodology, controls were defined to prevent situations that could affect the rights of employees and communities. This risk was monitored in monthly review exercises.

Human rights training for employees, contractors and members of the security forces.

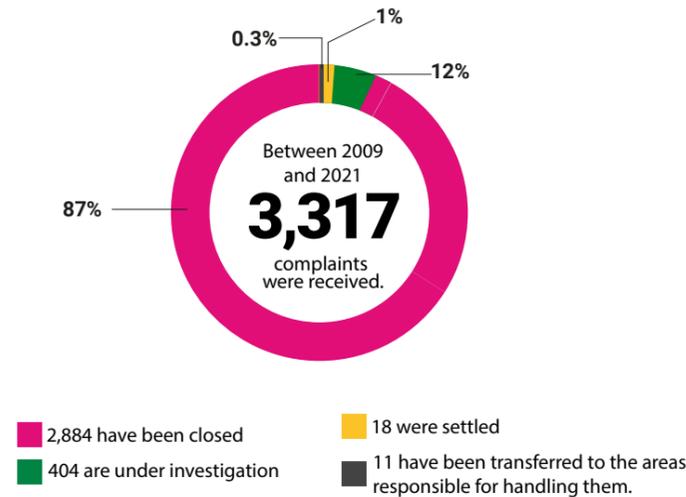
The first mandatory virtual course was held for all Company employees on the social standards adopted by Cerrejón and the commitment to respect human rights. By the end of the year, 81% of Company's MPT employees and 33.3% of PTC employees had taken the course, totaling more than 2,000 employees. Likewise, 100% of new employees were trained.

Regarding private security contractors, in 2021, 632 security guards from the two security companies that provide services to Cerrejón were trained.

Additionally, Cerrejón's Human Rights Policy and the company's commitments to the Voluntary Principles standard were communicated to 845 members of the Public Force, including, among others, members of the Army, Police, Navy and Air Force, who support the company's security operations.

Complaints' Office

Cerrejón's Complaints' Office, designed according to international standards, is a system for addressing concerns about situations that may affect the rights of employees, contractors, and members of neighboring communities. Responses are agreed with those affected.



In 2021, closed 162 of the 527 historical complaints that were open at the beginning of the year.



In addition, the implementation of the governance system of the Complaints' Office was strengthened, giving it greater internal visibility, strengthening decision-making and guidelines on cases of greater complexity and maintaining improvement plans.

In 2021, 435 complaints were registered, of which 84.4% were closed, 12% are under investigation, 3.4% are in concertation and 0.2% were transferred. 56% of complaints were medium-high complexity and 44% medium-low.

Protection of social leaders

Within the framework of the agreement with CREER, this organization advanced the socialization of tools on the implementation of protection routes for public entities, leaders and companies, in terms of prevention of violence against leaders. Cerrejón continued with the implementation of the protocol for threats and maintains its complete rejection of actions that seek to intimidate and attempt against the life and integrity of leaders in our area of influence.

Best mining company in Human Rights Due Diligence

The Colombian Ministry of Mines and Energy awarded the effort made by Cerrejón in the implementation of the due diligence model in Human Rights. Despite the challenges, this recognition is a sign that we are on the right way.

Social Assurance

We continue working with the plan defined with the initiative of European coal-buying companies, Bettercoal, in which we are still working to achieve the closure of three actions. In addition, we continue with the improvement plans established in the evaluations made by third parties regarding compliance with policies and standards within the company.



Cerrejón Independent Performance Review Panel (TPR)

With the support of our shareholders, in 2008 we convened an independent panel of experts to evaluate our social performance. Of the 24 issues identified for improvement, today there are only two outstanding issues.

Construction of the Tabaco symbolic site

Cerrejón assembled all parties notified in judgment T-329-17 proposing the 2008 Agreement Follow-up Committee to comply with Constitutional Court Judgment T-329 of 2017. Progress was made in complying with the judgment by expanding the number of community spokespersons from one legitimized representative to nine.

Within the framework of the conversations, the members legitimized by the community informed the authorities guaranteeing the process (Office of the Attorney General, Comptroller's Office and Ombudsmen), that there is no interest in the construction of the symbolic center as they prefer to define some demands to which they consider they are entitled, outside of what was ordered by the Constitutional Court. Some of these include: new compensation; negotiation of reparations for cultural, spiritual and ethnic aspects; refinancing of the Tabaco fund; construction of 800 houses by Cerrejón; direct jobs for the second, third and fourth generations; educational subsidies and scholarships; livelihood projects and a larger extension of the lot requested and delivered by Cerrejón in accordance with the commitments of the 2008 Agreements.

Throughout 2022 we will continue to talk with all the stakeholders involved to find a solution that satisfies everyone based on the judicial decisions.

Improvement of living standards of resettled communities.

Cerrejón continues working with the resettled communities in the implementation of the programs agreed within the framework of the resettlement of the five communities: Patilla, Roche, Tamaquito II, Las Casitas and Chancleta. Although more information can be found in the next chapter, some of the achievements included:

Patilla

- 87% of the houses have been fixed.

Chancleta

- Strengthening materials were delivered, training courses were held with SENA and planted one hectare of fodder corn.
- Delivery of 100% of seed capital to families to implement livelihood projects.
- To date, 29% of the houses have been fixed (11 out of 38). The infrastructure agreement was signed between the Community Council of the Chancleta community and Cerrejón for the repair of the houses.

Las Casitas

- Cerrejón donated resources to the Barrancas mayor's office for the channeling of runoff water in the common and jointly-owned lots of Las Casitas.
- Delivery of 90% of seed capital to families to implement livelihood projects (27 of 30).

Roche

- A service contract was signed between Cerrejón and Roche's JACs for the study of pathologies in community buildings.
- 40% of the houses have been repaired (10 out of 25).
- Delivery of 80% of seed capital to families to implement livelihood projects (20 out of 25).

Tamaquito II

- Agreement between Tamawuin ESP (the community company that manages the water treatment plant), and Cerrejón for a financial donation for the proper operation of the plant.
- Training, with the Ministry of the Interior, to provide members of the reservation with tools to create projects and strengthen their capacity to access resources.
- 100% of the Reservation's housing and community infrastructure has been repaired.
- Delivered 100% of the seed capital to the 31 families to implement livelihood projects.

Collectively, achieved employability by contracting with organizations of the resettled community for the supply of water, cleaning, fencing of jointly-owned lots, operation of the irrigation system and drinking water treatment plants, and community infrastructure projects.

Livelihood assessment in resettled communities

In the middle of the year, after overcoming the restrictions generated by the pandemic, activities resumed. However, the leaders of the five communities agreed not to allow the reviews to be carried out and reported that they were no longer interested in such reviews. However, after a new process of consultation and participation, the communities of Tamaquito II and Las Casitas allowed the collection of data.

Members of both communities were trained in the data collection methodology. The final reports are currently being prepared.

2021 Achievements

- Recognized as the best mining company in Colombia in Human Rights Due Diligence.
- Implemented the first mandatory virtual course on standards and human rights.
- Communicated the Human Rights policy to 845 members of the Public Force, covering 80% more personnel than the previous year.
- Trained 632 security guards, 14% more than the previous year.
- Initiated the third Independent Review on Human Rights Risks and Impacts.
- Initiated a process of comprehensive audits for contractors, including performance on social and human rights issues.
- Closed 529 complaints, 367 from 2021 and 162 from previous years.

2022 Goals

- Complete the third Human Rights Risks and Impacts Review. Agree on action plans to strengthen management and communicate the results.
- Achieve 100% compliance with the implementation of the virtual human rights course for all Company employees.
- Conduct strategic training to key teams in the effective performance of human rights in the operation.
- Comprehensively implement supply chain management to audit matters associated with social and human rights issues.

RESETTLEMENTS

Prioritized material topics

- Access to water and efficient use of same in mining operations.
- Commitment to Human Rights (HR)
- Engagement with the community and contribution to the improvement of their quality of life.



Why is it important?

At Cerrejón, we conduct our operations responsibly and respect the human rights of people and neighboring communities. As a last resort mechanism to prevent and mitigate the impacts that could result from the proximity of these communities to our operations, the company has carried out resettlement processes with five communities under the International Finance Corporation’s performance standard No. 5 and in compliance with Colombian law.

What are we doing?

Cerrejón remained committed to restoring the livelihoods of the 170 families resettled at Roche, Patilla, Chancleta, Las Casitas and Tamaquito II.

The company provided 246 educational aids at the technical, technological, professional and postgraduate levels to members of the resettled communities with the objective of promoting access to education and fostering access to better opportunities. Since 2011, we have provided 486 grants, with 117 students having completed their studies.

We also delivered to the Patilla community a new cemetery and an elevated tank with a capacity to store 40,000 liters of water. Both projects were the result of joint work between the company and the members of the resettlement, who participated during the definition and execution phases of the projects, under the coordination and leadership of the Community Action Board.

Similarly, we continued to guarantee daily access to drinking water for the families, with 176,000 liters of water produced by two treatment plants operated by the communities through two associations: ASOAWINKA and TAMAWIN.

After the relocation, we disbursed seed capital for the development of ventures, to the 161 established families, and connected the irrigation system to 126 plots of land provided by the company for livelihood projects.

Resettlement processes

In 2003 we began discussions with the community of Roche for the resettlement process and, in 2007, with the communities of Patilla, Chancleta and Tamaquito II. Two years later, with Las Casitas, thus totaling five communities that have been relocated to a new site.

By the end of 2021, all 188 families accredited for relocation have signed the relocation agreement with the company.

Throughout the entire process, the communities have actively participated in making decisions aimed at sustaining or improving their living conditions through the compensation and benefits granted by the company.

Among the benefits we can highlight a new home with public and community services, the supply of seed capital and assistance for the implementation of a venture and one hectare of land for the development of livelihood projects with the installation of a water point.

In addition, there are other benefits such as educational strengthening for children and young people in school, the supply of educational aids in order to ensure access to technical, technological, higher and advanced education, among others.

Our commitment with the resettled communities is to guarantee our engagement and constantly monitor their conditions to ensure that they comply with the defined standards and the agreements established with the resettlements.



2021 Achievements

- ▶ In conjunction with the community completed the construction of the water tank and cemetery in Patilla.
- ▶ We regulated and disbursed the resources of the revolving fund to 46 families in Patilla.
- ▶ We resumed the educational strengthening program for children and young people in school for the benefit of 300 people.
- ▶ We delivered 246 grants for access to technical, technological, higher and advanced education.
- ▶ We voluntarily maintained the contribution for the payment of public utilities: electricity, water and cleaning services.
- ▶ We connected 3 of the 5 resettlements to the public gas service with an investment of more than 41,335 dollars.
- ▶ We facilitated internet connectivity for a year so that the resettled communities could perform their school and university activities.
- ▶ 16 old age benefits were delivered monthly to senior citizens in the communities.

2022 Goals

- ▶ Signing of the infrastructure agreement for the improvement of housing for the community of Chancleta.
- ▶ Construction of the water channeling project for the common and jointly-owned lots of Las Casitas.
- ▶ Completion of the Roche housing pathology study.
- ▶ Conclude the connection to the public gas service at the two pending resettlements.
- ▶ Develop spaces for dialogue to implement improvements and additional programs to those agreed in the resettlement agreements.



WE ARE NATURE

We are committed to building an environmental legacy for La Guajira through responsible management of water sources, protection and conservation of the region's ecosystems, and compliance with air quality regulations. During the year we achieved the declaration of the Mushaisa-Santa Helena-Aguas Blancas private civil society reserve, the largest in La Guajira, we complied with regulations in 100% of the air quality stations, and we managed to increase the flow of the Ranchería river by an average of 37% as it passes through the mine.

WATER MANAGEMENT

Prioritized material topics

- Access to water and efficient use of same in the mining operation.
- Commitment to Human Rights (HR)
- Biodiversity care and conservation



Why is it important?

Water is one of the most important needs in the department of La Guajira. Therefore, we are committed to the responsible management and protection of the watersheds of the rivers and streams around our operations through different initiatives.

What did we do in 2021?

At Cerrejón we are committed to the responsible use of water resources. We have ensured that 89% of the water we use for mining activities (mainly for dust control) comes from rainfall runoff and coal seams. This water is not suitable for human, animal or agricultural consumption. The remaining 11% is captured from the Ranchería River and its alluvial aquifer, and is used for consumption by employees and contractors, their families, and provision to the communities in the area of influence.

In Puerto Bolívar, 100% of the water used comes from the sea. A desalination plant captures it and by processing it through several filters, it becomes potable water.

For proper management of the mining operation, we have artificial sedimentation ponds as a control measure. These are used to collect rainwater that runs through the overburden disposal areas, with the purpose of retaining the sediments that this runoff could carry. This process ensures that the water reaching the river is of good quality and complies with current regulations.

Through a network of drains around the different areas of the operation, we achieve the separation between the water that passes through the mine and the water that passes through areas without mining intervention.

Thanks to these steps, 100% of the water discharged to rivers and streams complied with the limits established in the standard for discharges to surface water (Resolution 631 of 2015) and marine water bodies (Resolution 883 of 2018).

Extraction of water per source (megaliters MI)			
Source	Other waters expressed in megaliters (total dissolved solids \geq 1,000 mg/L)	Amount of fresh water expressed in megaliters (total dissolved solids \leq 1,000 mg/L)	Total
Surface water, including river water	9,136	1,243	10,379
Underground water	640	8	648
Sea water	842	—	842
Total high-quality water	—	1,251	—
Total low-quality water	10,618	—	—

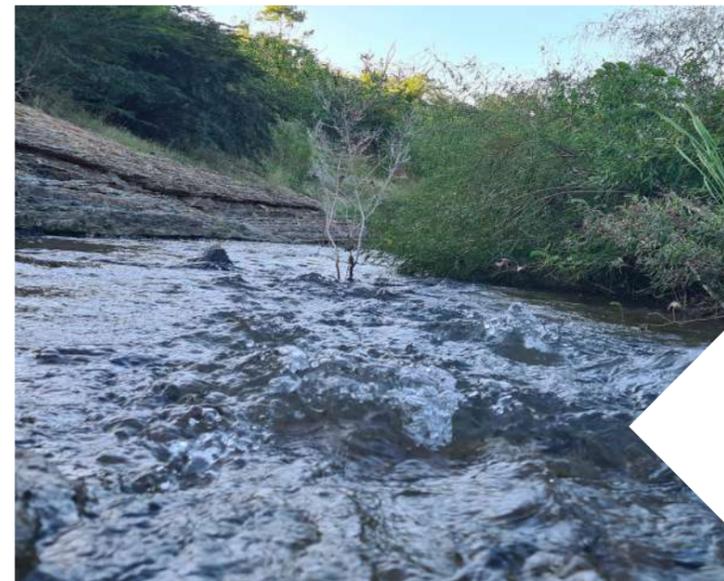
On the other hand, as part of our watershed conservation actions in the Tabaco, Cerrejón, Bruno and Aguas Blancas streams, tributaries of the Ranchería River, the flow increased by an average of 37% as it passed through the operation, despite 2021 being the driest in the last five years.

To validate water quality, Cerrejón has a monitoring program comprised of more than 40 stations, whose analyses are performed by an external laboratory accredited by Institute of Hydrology, Meteorology and Environmental Studies (IDEAM, in Spanish).

With regard to water quality, both Corpoguajira and the ANLA conduct their own monitoring and validate the results provided by the company.

On the other hand, the verification of water quantity data is supervised by IDEAM with monitoring stations installed upstream and downstream of the operation.

As a complementary effort, Cerrejón has a real-time monitoring system comprised of 34 sensors that monitor water quantity and quality levels in real time.



2021 Achievements

- Reduced discharges by 30% while maintaining regulatory compliance.
- Established 100% operability of real-time monitoring of the river's water quality and quantity.
- Completion of the online monitoring network with three new sensors.
- Closure and compliance with 10 legal requirements associated with water management.

2022 Goals

- Reduce discharges by 20% while maintaining regulatory compliance.
- Increase the online monitoring network with the installation of 20 new sensors.
- Ensure that the water of the Ranchería River maintains or improves its quality after passing through the operation and that it complies, at its outlet, with Colombian regulations.
- Develop a reporting scheme to convey to stakeholders the information on the quality and quantity with which our operations interact.

AIR QUALITY MANAGEMENT

Prioritized material topics:

- Responsible management of air quality



Why is it important?

Our stakeholders, especially those who interact directly with our operations, such as neighboring communities, are concerned about the steps taken by the company to avoid or reduce emissions of particulate matter, noise, vibrations or odors that occur in our open-pit operations.

What are we doing?

We have a robust air quality management system, the only one of its kind in Latin America, which has a method for monitoring and providing early warnings on the behavior of air quality levels in the operation. Last year, we updated the design of this air quality monitoring system at the mine, rail line, and Puerto Bolívar, to follow up on compliance with PM10 and PM2.5 standards at all monitoring stations.

This system integrates real-time monitoring equipment, including a 24/7 environmental monitoring base that monitors air quality behavior and compliance with dust emission control standards. The base was reinforced during 2021 with the strengthening of the work team and the installation of six real-time monitoring stations, with accredited methods: two in Puerto Bolívar and four at the mine: Albania, Campo Alegre, Provincial and Aeropuerto.



The environmental indicators of the 17 stations are published weekly on our website and those of the Provincial and Airport stations are available in real time.

In the event of incidents of unfavorable weather conditions, according to the data received, a response protocol is activated (which is periodically updated), in order to take the appropriate actions to be implemented in the event of increased dust levels.

The measures include: watering the tracks with water and a suppressant additive, the use of sprinklers to moisten the soil to be removed, and the leveling, moistening and compacting of the coal in the train cars, among others. Mining water, which is not suitable for human, animal or agricultural consumption, is used for these controls.

	RESULT 2021 $\mu\text{g}/\text{m}^3$	Maximum permissible limit (Res. 2254/2017)
PM10	36	50
PM2.5	15	25

2021 Achievements

- We comply with air quality regulations for PM10 and PM2.5 (Res. 2254/2017).
- We carry out the periodic review of the SEVCA design, an activity that according to Resolution 650 of 2010, has a frequency of every two years.
- We installed real-time air quality monitoring equipment using methods endorsed by IDEAM at six stations.

2022 Goals

- Comply with PM10 and PM2.5 air quality regulations (Res. 2254/2017), to ensure air quality in neighboring communities.
- Strengthen monitoring of air quality levels with new technologies.
- Strengthen tracking in the environmental monitoring base by implementing new tracking standards.
- Integrate air quality tracking through online monitoring from the environmental monitoring bases at the mine, railroad and Puerto Bolivar stations.

BIODIVERSITY AND LANDSCAPE

Prioritized material topics:

- Biodiversity care and conservation
- Access to water and efficient use of same in the mining operation.
- Engagement with the community and contribution to the improvement of their quality of life.



Why is it important?

One of the material issues for our stakeholders is the impact that our operations may have on the environment. For this reason, for Cerrejón, the actions carried out since the beginning of the operation to rehabilitate and restore areas where mining was previously carried out are relevant. This work is carried out through actions aimed at protecting and conserving the tropical dry forest.

What are we doing?

Since the beginning of our operation, we have been committed to building an environmental legacy for La Guajira.

On a voluntary basis, and as a pioneer company in the country, since the beginning of our operations we started the process of rehabilitating land in areas where we previously conducted open-pit mining. To date, we have already rehabilitated more than 4,600 hectares of land with the planting of 2.3 million native tropical dry forest trees. Of these, 255 were rehabilitated during 2021 with the planting of more than 104,000 seedlings.

To achieve this, we have our own seed bank of more than 50 species such as carreto, puy, ollita de mono, guayacán and ebony.

In addition, last year we reforested 400 hectares by planting more than 173,200 plants in areas surrounding our operation. For this work we have the support of more than 200 people from five communities grouped into two community associations, with whom we are forming a network of nurseries of species exclusive to this ecosystem, which will produce more than 600,000 trees annually.

This effort, carried out in 2021, made us the mining company in Colombia that planted the most trees under “**Sembrar Nos Une**” (Planting Unites Us), an initiative led by the Ministry of the Environment, and the third in the entire productive sector in the country.

Two of the greatest achievements were the declaration of the largest private nature reserve of civil society in La Guajira and the delivery to the country and to the World Network for Monitoring Forest Ecosystems of the largest tropical dry forest laboratory in the Colombian Caribbean, which has an area of 10 hectares.

In 2021, together with Corpoguajira, we signed five conservation agreements with six community associations for the protection, conservation and governance of five protected areas in the region: the Cañaverales and Montes de Oca Protected Forest Reserve, the Regional Integrated Management Districts of the Ranchería River delta, the lower Ranchería River basin, Bañaderos and the upper Camarones River basin.

Thanks to these types of initiatives, today we have 1.8 hectares of forest for every hectare of land where we previously carried out mining activities, and we have managed to consolidate one of the largest dry forest areas in the Caribbean, with the creation of a biological corridor of more than 25,000 hectares between the Sierra Nevada and the Serranía del Perijá.

As part of our biodiversity conservation actions, we hatched 1,200 hicotea turtles released in the La Esperanza reserve in Dibulla at the company’s Wildlife Center; likewise, six needle crocodiles (*Crocodylus acutus*) were born in captivity and are satisfactorily growing, and we repopulated the Ranchería river with more than 200,000 fish.



2021 Achievements

- ▶ We planted more than 266,000 native trees in the tropical dry forest.
- ▶ Together with Parques Nacionales Naturales we declared the private natural reserve of civil society Mushaisa - Aguas Blancas - Santa Helena.
- ▶ We finalized active restoration plantings and made progress in the payment of conservation agreements with the communities of Tigre Pozo and El Rocío.
- ▶ We achieved the first reproductive event of the needle crocodile at the Fauna Center.
- ▶ Released 1,200 hatchling turtles at the Wildlife Center.
- ▶ Built more than 300 elements to recreate wildlife habitats in the areas rehabilitated with wood from forest harvesting.

2022 Goals

- ▶ Increase production of planting material to 600,000 seedlings.
- ▶ Continue implementation of the agro-sylvo-pastoral project with five communities: El Cerro de Hatonuevo, Campo Herrera, Coveñas, Nuevo América and Provincial.
- ▶ Delivery of phase 1 of the Wuin Manna environmental park.
- ▶ Establish more than 40 conservation agreements to initiate compliance with ANLA Resolution 00123 of 2015.
- ▶ Deliver the report on the Environmental Management Plan of the Private Natural Reserve of the Civil Society Mushaisa - Aguas Blancas - Santa Helena.
- ▶ Release the six individuals hatched within the needle crocodile breeding program.
- ▶ Continue with the implementation of the endangered species conservation program.
- ▶ Implement preventive measures for the management of human-feline conflict.
- ▶ Achieve the planting of 600,000 trees of native species of Tropical Dry Forest.
- ▶ Support the implementation of the regional agreement "*Biodiversity and development for the Caribbean*" in La Guajira.

THE BRUNO IS VERY MUCH ALIVE

The Bruno is very much alive. Five years after the modification of its course, it has become a biodiversity corridor in which more than 390 species of fauna and the growth of thousands of trees belonging to more than 70 native species of the tropical dry forest have been identified.

Bruno Creek, which is seasonal in nature, meaning that it does not flow during the dry periods of the year, is 22 kilometers long and is the sixth tributary of the Ranchería River and the eleventh largest body of water in the department of La Guajira in order of importance. The diverted section is 3.6 kilometers long, which was moved to a maximum length of 700 meters to the north, with respect to the original channel.

Since the new stream began operating, water monitoring (surface and groundwater) has been carried out in the area and, according to IDEAM data, it has been confirmed that the amount of water currently flowing is equivalent to that which flowed in the old channel prior to the modification. In addition, after four years of operation of the new channel, it is evident that there is no impact on groundwater or surface water in the stream basin.

Throughout the project, more than 7,000 people have visited the modified section of the Bruno Creek channel and have been able to verify its proper functioning. Among the experts who have learned the detail of the work is Julia Miranda, former director of National Natural Parks and elected representative to the House: "The Bruno Creek, with the intervention that Cerrejón made, is absolutely admirable, the recovery of the river path is spectacular, it has been carried out very technically, with a very important investment and it is apparent that the river has achieved a riverbed and a natural life despite the intervention to which it was



"The Bruno Creek, with the intervention made by Cerrejón, is absolutely admirable. The recovery of round the river is spectacular"

Julia Miranda

Former Director of National Natural Parks

submitted. It was done with professionalism, with generosity in the investment and that is why today the creek is a living creek, green and with water that will benefit the entire population that receives the water downstream", she said in January 2021.

Another renowned expert who visited the stream was Brigitte Baptiste, rector of the EAN University: "Today we can confirm that the Bruno Creek is alive, full of fish, ecologically active and functioning hydrologically. We are in the mid-year dry period and the stream maintains a flowing channel, even though here we are in an area where there are wells. If you could see it more closely, you would see that it is absolutely full of biodiversity", she said in June 2021.

The lots where the diversion was carried out were former cattle ranches where there were no communities, as can be seen in the cartographic records generated from flyovers carried out in the 1980s, which are kept in the archives of the Agustín Codazzi Geographic Institute. Today, with the

conservation and reforestation work carried out, the ecosystem around the Bruno stream bed has become a biodiversity corridor in La Guajira, linking the Serranía del Perijá and the Ranchería river valley.

The participation of the communities has been very important in this work. Cerrejón, Corpoguajira and 37 families from the communities of Tigre Pozo and El Rocío are working to conserve 259 hectares of forest located in the middle and upper basin of the Bruno stream. In this area, the company has planted more than 33,500 trees. These restoration processes contribute to the connection of strategic ecosystems such as the Sierra Nevada de Santa Marta, Montes de Oca and Perijá.

[Learn more here](#)



REVERSION PLAN

Prioritized material topics:

- Commitment to Human Rights (HR)
- Engagement with the community and contribution to the improvement of their quality of life.



Why is it important?

For Cerrejón, it is essential to make a responsible delivery to the Colombian State of the assets and mining infrastructure, together with the areas that are operational due to having reserves, once the contracts end in 2034. This is part of the applicable environmental obligations, for which, since its inception, the company has implemented actions that contribute to the progressive closure of the areas where it proceeds.

What are we doing?

Our reversion strategy, considered from the beginning of the activities, allows us to manage both the impacts during the operation, as well as to make a responsible delivery of the operations once the Cerrejón contracts cease.

The reversion is the return to the State of all mining infrastructure and assets, in addition to the operating areas that still have reserves, once the mining contracts are concluded. In the case of Cerrejón, the last contract ends in February 2034.

The legal requirements are specified in the mining operation contracts, the current Environmental Management Plan, and the Preliminary Closure Plan approved by the National Environmental Licensing Authority (ANLA).

During the process we evaluate the existing risks to identify appropriate closure and handover steps. These, in turn, are the basis for estimating costs and including them in the company's financial provision, which we update every year to reflect changes resulting from current interventions, environmental conditions and the reality of the business.

The planning methodology used integrates internal and external requirements and environmental, social and financial considerations on the life cycle of the operation with Cerrejón's planning processes so that, at the end of the contracts, we can deliver a mine to the State under operational conditions.

At Cerrejón, we have executed, from the beginning of the operation, a reversal plan that includes progressive closure measures, associated with the responsible management of environmental and social impacts.

These measures include the rehabilitation of areas intervened by mining, the declaration of reserve areas for biodiversity conservation, the development of social programs for the generation of alternative productive systems in La Guajira apart from mining, among others.

Cerrejón has implemented different communication and engagement actions to inform our stakeholders, especially the communities, about our plan and, at the same time, to gather their concerns and worries as part of an input that will help us strengthen this requirement.

2021 Achievements

- ▶ We integrate progressive closure measures associated with the reversion, with the company's planning and operating processes.
- ▶ We continued to carry out different activities aimed at strengthening the planning and execution of the plan.
- ▶ We reviewed the long-term rehabilitation goals, identifying at a detailed level what is required for 2022.

2022 Goals

- ▶ Prepare and file the updated the preliminary closing plan associated to the reversion before the environmental authority, ANLA.





WE ARE PROGRESS

We build relationships based on trust and respect throughout the value chain, always seeking to integrate sustainability throughout our operation, while generating economic value for the region and the country. In 2021, we generated 1.38 billion pesos in income tax and paid 383,000 million pesos in royalties. In addition, we made purchases and contracts in La Guajira for more than 94,233 million pesos to a total of 130 suppliers / contractors.

FINANCIAL PERFORMANCE

Prioritized material topics

- Contribution to the economy of the country and the region.
- Engagement with the community and contribution to the improvement of their quality of life.
- Generation of local employment and diversity.
- Ethics and good governance.



Why is it important?

One of Cerrejón's main purposes is to generate economic value for the region, the country and each of its employees, while contributing to social and environmental development and ensuring the sustainability and competitiveness of our company.

What are we doing?

During 2021, we generated revenues of 2.4 billion dollars, while paying COP 2 billion dollars between operating expenses, employee salaries and benefits, payment to capital providers, payments to governments and social investment. In total, the company generated net income of 0.4 billion dollars between the economic value generated and distributed.

Our economic value generated is almost 100% from the sale of our coal. With respect to the economic value distributed, 49.6% corresponds to our operating expenses; 8.6% is destined to the payment of taxes and royalties to the government; salaries and benefits of our employees are about 9.9%; 31.7% corresponds to the payment of our

Direct economic value generated	
Figure in thousands of dollars	
Income due to net sales	2,455,151
Income on financial investments	1,343
Income on sales of assets	1,397
Direct economic value generated	2,457,890

Direct economic value distributed	
Figure in thousands of dollars	
Operational expenses	921,137
Employee's salaries and benefits	217,267
Payments to capital providers (dividends and interests on loans)	674,193
Payments to national, regional and municipal governments	188,642
Investment in communities	5,550
Direct economic value distributed	2,006,789.12

capital suppliers (which include payments and retained earnings from previous periods) and 0.3% to our social investment.

Since 2002, we have paid close to 5 billion dollars in taxes and royalties to Colombia.

In 2021, we generated more than 346 million dollars in income tax (to be paid in 2022)

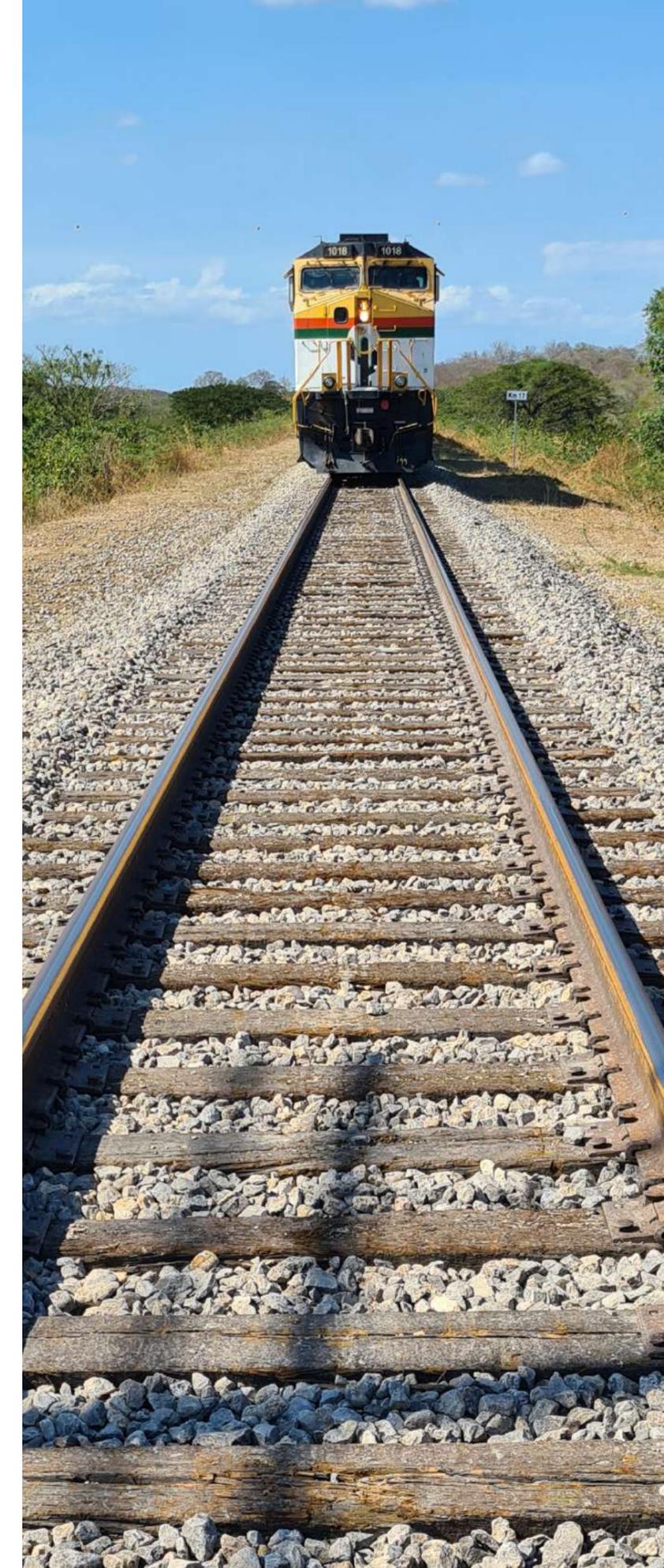
and 100 million dollars were paid in royalties, contributing to the progress of the region and the country.

Additionally, convinced of the importance of contributing to the development of La Guajira, we paid directly to the department and the six municipalities in the area of influence more than

10million dollars. 5 million dollars were received directly by the department for different concepts, such as the pro-development stamp.

The municipalities of Albania, Barrancas, Hatonuevo, Maicao, Manaure and Uribia received 5 million dollars, especially due to property tax, although other items were included, which in the case of Uribia, the payment included port compensation.

During 2022, we will continue working on the generation of economic value for La Guajira and the country, as well as the development of initiatives that will allow us to remain competitive and sustainable in the global market.



SUPPLY CHAIN

Prioritized material topics

- Acquiring goods and services required for Cerrejón's operation.
- Contribution to the economy of the country and the region through the acquisition of goods and services, and the improvement of local / national employability.
- Sourcing processes in a controlled environment under corporate Ethics policies and the Guide for the Prevention of Corruption and the System for Self-Control and Risk Management of Money Laundering, Financing of Terrorism and Financing the Proliferation of Weapons of Mass Destruction.



Why is it important?

Incorporating all of our local, national and international suppliers and contractors throughout our supply chain is fundamental for us to have the necessary goods and services for the operation.

Therefore, we work to ensure that the entire chain is aligned with the principles of our business model and complies with Cerrejón's policies and standards.

What are we doing?

At Cerrejón we promote local and national sourcing, the strengthening of suppliers/contractors and productive linkages in the region through the acquisition of goods and services by contractors and suppliers, which contribute to the development of our projects and the fulfillment of corporate goals.

Throughout our supply chain, we ensure that our operations comply with national and international standards and our corporate policies. These include Human Rights, Safety, Health, Environment and Communities, Ethics, the Guide for the Prevention of Corruption, and the Self-Control and Risk Management System for Money Laundering, Financing of Terrorism and Financing the Proliferation of Weapons of Mass Destruction.

During 2021, we made purchases and celebrated contracts for more than 2,4 billion pesos, almost 79% of which corresponded to local, regional and national companies. Among the goods and services purchased locally were mining equipment and infrastructure maintenance services, operation support services (e.g. food, security, ground and air transportation, cleaning), drilling services and technical consultancy, and execution of civil works required by the operation.

Internationally, the main purchases were related to the purchase of fuel, ammonium nitrate, giant tires and parts & components for mining and light equipment.

Supply Chain Assurance

All contracting and procurement in our supply chain is carried out under a rigorous evaluation process that considers aspects related to health and safety performance, experience and technical capacity, financial capacity, and a due diligence of the company to be contracted, which must comply with certain requirements in line with the Guide for the Prevention of Corruption and the System of Self-Control and Risk Management of Money Laundering and Financing of Terrorism.

During 2021, we made purchases and celebrated contracts for more than 635,7 million dollars, almost 79% of which corresponded to local, regional and national companies.

Origin	Purchases		Contracts		Total	
	USD K	Number of suppliers	USD K	Number of suppliers	USD K	Number of suppliers
La Guajira	1,479	34	23,484	96	24,964	130
Regional	81	177	50,880	110	50,961	287
National	48,595	340	147,994	213	196,589	553
International	347,986	221	18,895	39	366,882	260
Total	398,141	772	241,254	458	639,395	1.230

AWARDS AND RECOGNITIONS

Cerrejón participates in various awards and rankings to measure its performance in comparison with other companies and institutions as a way to evaluate and adopt practices that allow us to continue improving in different areas. During 2021, we obtained six awards and recognitions which position us as the most reputable mining company in the country.





AWARDS AND RECOGNITIONS

It is very important for Cerrejón to share and publicize its good social, environmental and operational practices. Every year we participate in different awards and rankings that allow us to measure our performance as compared to other actors. During 2021 we were recognized in the following aspects:

Significant Experiences of the Mining and Energy Sector

Winners in the category of Due Diligence in Human Rights, which seeks to highlight innovative initiatives that drive the transformation and positive impact of the sector, as well as promote the sustainable development of the territories where they operate.

Merco Corporate Responsibility and Governance

Cerrejón was one of the 100 companies with the best Corporate Responsibility and Governance in Colombia, the first in the mining sector. The ranking analyzes the companies' commitment to ethics, transparency and good governance, responsibility to employees, commitment to the environment and climate change, and contribution to the communities.

Merco Companies and Leaders 2021

The company ranked 87th and was the best mining company. It remained among the 100 companies recognized by this index for the 14th consecutive year. Claudia Bejarano, president of Cerrejón, was recognized among the 100 most outstanding leaders in the country.

Merco Talent

We were recognized as one of the most attractive companies for attracting and retaining talent in the country and the first in the mining sector according to the Merco Talento 2021 ranking, a reference index in Spain and Latin America that evaluates, since 2010, the attractiveness of working in companies.

Huellas Award

Sally Manga was chosen as winner in the category of Business Ambassador, a recognition that seeks to honor those women who, through outstanding performance in their personal and professional careers, have become an example and inspiration within the Colombian mining industry.

Mining Compass Ranking

We were selected as the most reputable mining company in the country for the eighth consecutive year. In this study, Cerrejón was also the mining company with the best reputation according to mining company executives, government authorities and workers in the sector.



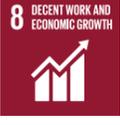
GRI STANDARDS

At Cerrejón, we carry out our work under the highest national and international standards, for which our Sustainability Report is prepared under the parameters of the Global Reporting Initiative (GRI). The indicators used allow the evaluation of three fundamental areas for any company: the economic, the social and the environmental and show the contribution of the organization to the improvement of the conditions, welfare and development of the areas in which it operates.

SDGs

In Cerrejón we are committed to developing our operations in a responsible manner with the environment and the communities, while generating income for our shareholders, La Guajira and the country. This is how our management is aligned with the Sustainable Development Goals (SDGs), which are a guide that helps companies to identify and manage their impacts and add value to its different interest groups.

According to the United Nations (UN), the SDGs constitute a call to action to end poverty, protect the planet and improve the lives and prospects of people around the world. In 2015, all UN Member States approved 17 Goals as part of the 2030 Agenda for Sustainable Development. The 17 Sustainable Development Goals are:

	Goal 1: End poverty in all its forms everywhere
	Goal 2: Zero hunger
	Goal 3: Ensure healthy lives and promote well-being for all at all ages
	Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
	Goal 5: Achieve gender equality and empower all women and girls
	Goal 6: Ensure availability and sustainable management of water and sanitation for all
	Goal 7: Ensure Access to affordable, reliable, sustainable and modern energy for all
	Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

	Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation
	Goal 10: Reduce inequality within and among countries
	Goal 11: Make cities and human settlements inclusive, safe, resilient and sustainable
	Goal 12: Ensure sustainable consumption and production patterns
	Goal 13: Take urgent action to combat climate change and its impacts
	Goal 14: Conserve and sustainable use the oceans, seas and marine resources for sustainable development
	Goal 15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss
	Goal 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels
	Goal 17: Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development

COMPANY'S PROFILE

GRI 102-1 Company's name	Page 2	
GRI 102-2 Activities, brands, products and services	Page 5	
GRI 102-3 Location of headquarters	Page 2	
GRI 102-4 Location of operations	Page 5	
GRI 102-5 Property and legal status	Page 2	
GRI 102-7 Size of organization	Page 5 - 6	
GRI 102-8 Information on employees and other workers	Page 15 - 17	
GRI 102-9 Supply chain	Page 35	
GRI 102-10 Important changes in the organization and its supply chain	There have been no important changes during the report period.	
GRI 102-11 Precaution principle or approach	We took as a reference the principle of precaution, avoiding assuming risks that, in case they materialize, could cause irreversible damage to the stakeholders or the environment.	
GRI 102-12 External initiatives	Pages 13, 22 - 24 https://www.cerrejon.com/en/sustainability/standards-and-human-right	
GRI 102-13 Affiliations to associations	https://www.cerrejon.com/en/us/memberships-and-awards	

STRATEGY

GRI 102-14 Declaration of senior managers, responsible for decision making	Page 4	
GRI 102-15 Main impacts, risks and opportunities	We rank the risks in accordance to the type of impact that its materialization would produce in important aspects for us, such as health, safety, the environment, the communities, economic, and legal topics and Cerrejón's reputation, which are reflected throughout the report.	

ETHICS & INTEGRITY

GRI 102-16 Conduct values, principles, standards and norms	Page 12 https://www.cerrejon.com/en/us/ethics-and-corporate-governance	
GRI 102 - 17 Mechanisms for ethical counselling and concerns	We have the following complaint channels so that any employee, contractor or third party can have the possibility of anonymously and confidentially report possible deviations to Policies through the following Glencore hotline in Colombia: +57 601-6009605. Web page: https://glencore.raisingconcerns.org Email: codeofconduct@glencore.com Cerrejón lines - Ext: 2777 and telephones 605-3502777 and 601-5952777 Cerrejón's internal mail: controlinterno@cerrejon.com	

GOVERNANCE

GRI 102-18 Structure of governance	Page 12	
GRI 102 - 19 Delegation of authority	Page 12	
GRI 102-20 Responsibility of the executives on financial, environmental and social issues	Page 12	
GRI 102-21 Consultation to stakeholders regarding financial, environmental and social issues	Page 10 y 13	
GRI 102-22 Composition of the highest governance body and its committees	Page 12	
GRI 102-23 President of the maximum governance body	Page 12	
GRI 102-24 Nomination and selection of the maximum governance body	Page 12	
GRI 102-26 Duties of the maximum governance body in the selection of goals, values and strategies	Page 12	
GRI 102-28 Performance evaluation of the maximum governance body	Page 12	
GRI 102-29 Identification and management of financial, environmental and social impacts	Page 12	
GRI 102-30 Effectiveness of risk management processes	Page 12	
GRI 102-31 Evaluation of financial, environmental and social issues	Page 10 y 12	
GRI 102-32 Role of the highest governance body in sustainability reporting	The Sustainability Report is a corporate project, led by the Reputation and Communications department, built with the contribution of different areas of the organization and approved by the management/directions/vice-presidencies of each topic, as well as the Legal Department and the Presidency of the company and our shareholder, Glencore.	

STAKEHOLDERS' PARTICIPATION

GRI 102–40 Stakeholders' list	Page 13	
GRI 102–41 Collective negotiation agreements	Page 15	
GRI 102–42 Identification and selection of stakeholders	Page 13	
GRI 102–43 Approach for stakeholders' participation	Page 13	
GRI 102–44 Mentioned key topics and concerns	Page 10 and 13	

REPORTING PRACTICE

GRI 102–45 Entities included in the consolidated financial statements	Page 2 and 34	
GRI 102–46 Definition of the contents of the reports and the coverage of the subject matter	Page 10	
GRI 102–47 List of material topics	Page 10	
GRI 102–50 Reporting period	Page 2	
GRI 102–51 Date of the last report	Page 2	
GRI 102 –52 Reporting cycle	Page 2	
GRI 102–53 Contact for questions about the report	Page 2	
GRI 102 –54 Statement on the preparation of the report in accordance with GRI standards.	Page 2	
GRI 102 –55 Index of GRI Index	Page 39 - 42	
GRI 102–56 External verification	No external verification of the reported indexes was performed during the reporting period.	

HUMAN TALENT MANAGEMENT

GRI 103–1 to 103–3 Management approach	Pages 15 – 17	
GRI 102 – 8 Information on employees and other workers	Pages . 15 – 17	
GRI 401–1 New employee hires and personnel rotation	Pages 15 – 17	

HEALTH & SAFETY

GRI 102–18 Structure of governance	Page 18	
GRI 403–1 Occupational health and safety management system	Page 18	
GRI 403–2 Hazard identification, risk assessment and incident investigation	Page 18	
GRI 403–3 Occupational health services	Page 18	
GRI 403–4 Employee participation, consultation and communication on occupational health and safety	Page 18	
GRI 403-5 Occupational safety and health training for employees	Page 18	
GRI 403 – 6 Health promotion of employees	Page 18	
GRI 403 – 7 Prevention and mitigation of health and safety impacts on employees, directly related to business relationships.	Page 18	
GRI 403 – 8 Coverage of the occupational health and safety management system	Page 18	
GRI 403 – 9 Work-related injuries	Page 18	
GRI 403 – 10 Occupational diseases and illnesses	Page 18	
Own index. Cerrejón in Movement (“Cerrejón en Movimiento”)	Page 18	

HUMAN RIGHTS

GRI 103-1 to 103-3 Management approach	Pages 22 - 24	
GRI 412-1 Operations subject to human rights impact assessments or reviews	Pages 22 - 24	
GRI 412-2 Employee training on human rights policies or procedures	Pages 22 - 24	
GRI 412-3 Important investment agreements and contracts with human rights clauses or subject to human rights assessment.	Of the 74 new contracts signed in 2021, 100% include the Human Rights clause.	
GRI 410-1 Security personnel trained in human rights policies or procedures	Pages 22 - 24	
wn index - Complaints Office. Number of complaints received, closed and in process	Pages 22 - 24	

COMMUNITIES

GRI 103-1 al 103-3 Management approach	Page 20	
Own index. Progress on social performance strategy	Page 20	
Own index. Social Dialogue	Page 21	
Own index. Contribution to the responsiveness to the COVID - 19 crisis	Page 20	

RESETTLEMENT

GRI 103-1 to 103-3 Management approach	Page 25	
Own index. Progress commitments with resettled communities.	Page 24 - 25	
Own index. Progress of Third Party Review	Page 24	

WATER IN THE OPERATION

GRI 103-1 to 103-3 Management approach	Page 27	
GRI 303-2 Management of impacts related to water discharges.	Page 27	
GRI 303-3 Water extraction	Page 27	
GRI 303-4 Water discharges	Page 27	
Own index. Bruno Creek.	Page 31	

QUALITY OF AIR

GRI 103-1 to 103-3 Management approach	Page 28	
GRI 305 – Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions.	Page 28	

BIODIVERSITY

GRI 103-1 to 103-3 Management approach	Pages 29 - 30	
GRI 304-1 Operations centers owned, leased or managed located within or adjacent to protected areas or areas of high biodiversity value outside protected areas	Pages 29 - 30	
GRI 304-2 Significant impacts on biodiversity due to activities, products, and services	Pages 29 - 30	
GRI 304-3 Protected and restored habitats	Pages 29 - 30	
GRI 304-4 Species on the IUCN Red List and national conservation lists whose habitats are present in areas affected by the operations.	Pages 29 - 30	
Own index. Land rehabilitation.	Pages 29 - 30	

ROLLBACK PLAN

GRI 103-1 to 103-3 Management approach	Page 32	
Own index: Advances of rollback plan	Page 32	

FINANCIAL PERFORMANCE

GRI 103-1 to 103-3 Management approach	Page 34	
GRI 201 – 1 Direct financial value generated and distributed.	Page 34	

SUPPLY CHAIN

GRI 103-1 to 103-3 Management approach	Page 35	
GRI 204-1 Proportion of spending on local suppliers.	Page 35	

