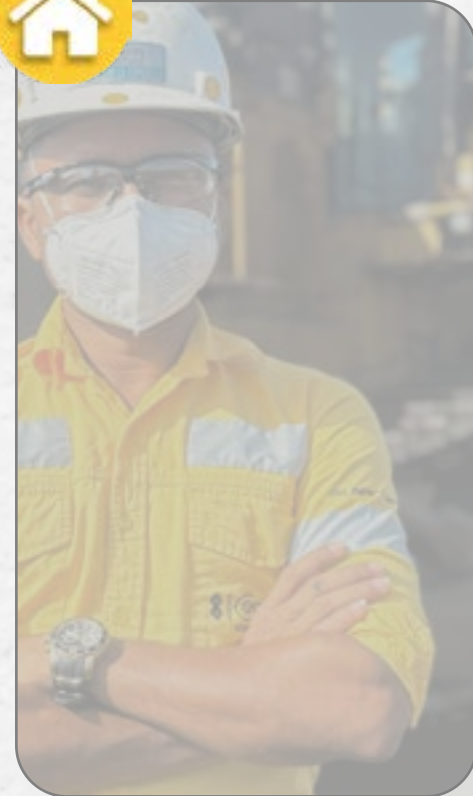




Sustainability **Report 2024**

Craftswoman from El Cerro de
Hatonuevo weaves a traditional object.

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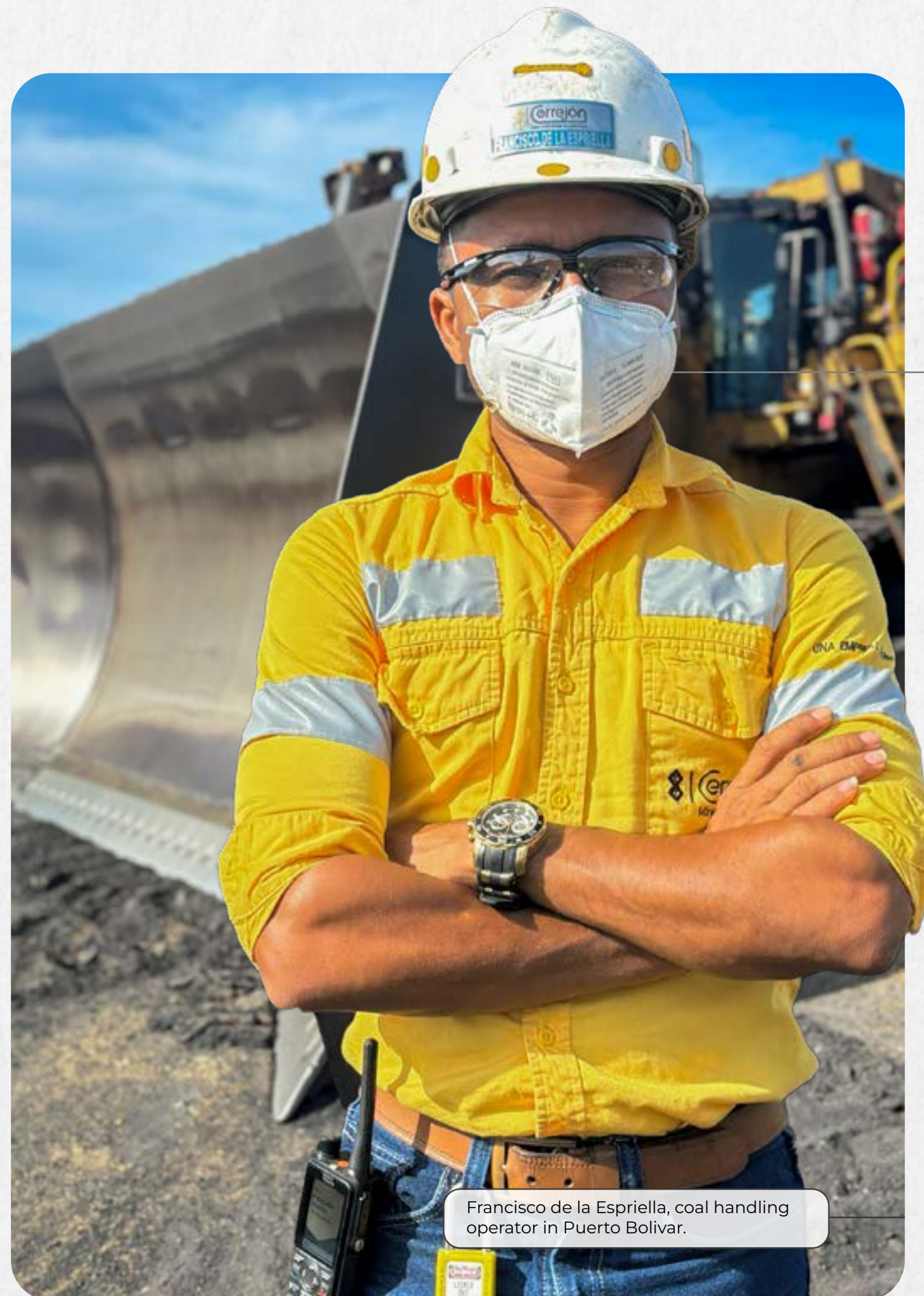


- Sustainable Development Goals (SDGs)
- Global Reporting Initiative (GRI)

We are Responsibility

We are Entrepreneurship

We are Simplicity



Francisco de la Espriella, coal handling operator in Puerto Bolivar.

About this report

We highly appreciate your interest in our Sustainability Report 2024. It is our pleasure to inform you about who we are and what we do. In the following pages, you will discover the heart of Cerrejón: the challenges and achievements that motivate more than 13,700 people, working together for a more sustainable Guajira. Our mine, train and port continue to bring energy to the world, and with each journey, we strive to build a future where sustainability is our guide.

Guidelines:

Global Reporting Initiative (GRI) Standards, Core option.

Reach:

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

Period:

January 1st to December 31st 2024. The last report was prepared in the same period of the previous year.

Consolidation, development and review

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Cerrejón's President

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Contemporary Wayuu society

Today's Wayuu society is socially heterogeneous, and this is the result of its history. Cattle from the Old World were introduced early to the peninsula, which generated profound **transformations in their economic activities, migratory patterns, social and political organization, and normative system**. This transformation is reflected in their rich oral heritage, in which pastoral metaphors abound. **The possession of horses, cows, goats and sheep established new notions of wealth among the different indigenous family groups**. In the coastal zone, the sea allowed the rise of other economic activities such as **pearl fishing and trade with foreign groups** in the maritime ports.

Perceived by the Hispanic authorities as a barbaric nation, but with autonomy, **the Wayuu established trade networks and political alliances with different European nations in the insular Caribbean**. The strategic location of the La Guajira peninsula, in the extreme north of South America, allowed its inhabitants to integrate into diverse political projects and consolidate commercial alliances in the Greater Caribbean, **which led them to develop a horizon of expectations about their future as a human group**. All this occurred in a context of uncertainty and political tensions between the European empires that converged in this part of America during the seventeenth and eighteenth centuries.

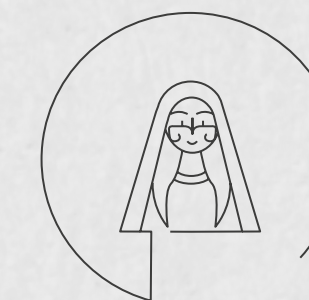
The Wayuu territory has an order and a narrative structure. Hills such as Epitsü, Itujolu and Kamaicho give meaning through mythological narratives and the landscape, which is the result of the movements of the ancestors in referential times. These beings, now transformed into stone, **function as chronotopes, where space and time merge**. The new Wayuu generations access this mythical time through a landscape that encodes the memory in elevations, streams, mirages and rocks.

Water is the most valued resource in this semidesert territory. Traditionally, it was obtained through springs, jagüeyes, cacimbas and wells. Only one river, the Ranchería, crosses the Wayuu territory. As an indigenous shepherd points out, **"a river is the luxury or the adornment of a territory"**. In Wayuu cosmology, water and its transformations have a profound meaning, determining the location or abandonment of sources such as the jagüeyes.

Wayuu cemeteries are not simply burial places, but spaces of belonging. **By being born in a specific place, a Wayuu acquires an origin and a destiny**. Family cemeteries, therefore, reinforce a territorial order and endorse collective rights over the territory.

Traditional Wayuu chiefs require three essential qualities: skills, knowledge and social recognition. They oversee the legal representation of the family group (**apüshii**) in disputes, territorial management and the organization of social events. Although they exercise authority, their decisions are usually consensual with their siblings born from the same mother, which demonstrates their ability to interpret and channel collective aspirations.

The current scenario is more complex than that of their ancestors. With close to 800,000 individuals in Colombia and Venezuela, **the Wayuu are the largest indigenous people in both countries**. Part of this population resides in urban and suburban areas. **The presence of the Colombian state in Wayuu territory has grown, exerting greater control over commercial activity in its seaports**. At the same time, the resources destined to this population have generated diverse forms of intermediation and representation, which in some cases do not fit the traditional models of social and political organization.



For decades, the advance of mining, tourism and energy projects in Wayuu territory **has generated political, environmental and cultural interactions** that range from disagreement to cooperation based on principles of intercultural coexistence. This process, in constant transformation, is not exempt from tensions and new social demands, but it also **opens the possibility of building possible futures for contemporary Wayuu society** within the legal and political framework of the Colombian State.

In this context of complexity and transformations, this report shows how sustainability initiatives **should allow the articulation of efforts between Cerrejón and the Wayuu communities**, contributing to the generation of spaces for consultation and territorial management. Through the development of social, environmental and economic programs, we seek to mitigate impacts, but also to **strengthen the self-management capacity of the Wayuu people, allowing them to face contemporary challenges** with tools that integrate their traditional knowledge with new productive dynamics. These actions, far from being static, are part of a process under constant construction, where intercultural dialogue and the search for joint solutions continue to shape **the transformation horizon of Wayuu society in the present**.

Young girl from El Cerro de Hatonuevo shows her traditional wayuu dance.



Letter from the President

Dear Stakeholders,

With great commitment and responsibility, we present our 2024 Sustainability Report, a reflection of the efforts and progress we have made in our mission to generate shared value for La Guajira and Colombia. Throughout this period, we have faced complex challenges, however, we continue to operate committed to the sustainability of Cerrejón and aligned to our corporate values which are: safety, transparency, integrity, responsibility, simplicity and entrepreneurship.

Our staff are our most important asset, so the safety and well-being of our workers have been a priority, allowing us to proudly state that we had no fatalities in 2024. We closed the year with 13,778 employees, including direct employees and contractors, of which 60% are from Guajira, thus providing stability and growth for many families. The signing of the 4-year Collective Bargaining Agreement with the Sintracarbón and Sintracerejón unions reflects our commitment to dialogue and the well-being of our people. In addition, the implementation of the SafeWork program, has been key to advancing our goal of eliminating fatalities, reduce workplace accidents, and strengthen safety at every level of our operation.

As a company, we understand that our impact goes beyond coal production. We are part of the social and economic fabric of La Guajira, and our actions are guided by respect for the communities, the

environment and sustainable development. Under these principles, in 2024 we contributed USD 17 M in taxes and contributions to the municipalities in our area of influence and to La Guajira, and we paid royalties in the amount of USD 221 M to the government. We also promoted productive linkages with local suppliers and contractors for close to USD 73 M, consolidating a solid and resilient economic ecosystem.

Our commitment to the well-being of communities is reflected in the investment of close to USD 21 M in social projects, both voluntary and mandatory, focused on access to water, education, infrastructure and the generation of economic opportunities.

During the past year, we successfully implemented over 2,000 social initiatives, respecting the uses and customs of the communities and enabling community-led design and implementation. Also, aware of the importance of water in the Department, we delivered 57 million liters of water to 164 communities through our Water Train program, which has benefited more than 2,350 families. On the other hand, in keeping with our commitment to dialogue and consultation, 401 prior consultation agreements were signed within the framework of Constitutional Court Ruling T-704.

Care for the environment is a fundamental pillar of our operation. In 2024 we allocated USD 113 M to environmental initiatives, investments that have allowed us to reach a total of 5,200 hectares rehabilitated through the planting of 3.7 million trees. During 2024 alone, more than 640,000 native tropical dry forest trees were planted.

In addition, we strengthened our groundwater quality monitoring infrastructure, we maintained the use of 91% of water not from natural water sources but from rainwater, stored in mining areas, not suitable for human or animal consumption ; and we complied with 100%

of the environmental regulations in our air quality stations. All this thanks to our conservation and reforestation agreements with communities.

Despite these achievements, 2024 was a year in which we faced great challenges. We experienced 333 blockades in our operations that represented 135 days of operational paralysis of the railway line, which prevented us from transporting coal to the port, thus impacting our commercial commitments. To this we must add 5 terrorist attacks, four of them occurred in the first two months of 2025, which puts the sustainability of the company and the development of the region at risk. At the same time, new taxes have been imposed, which have reduced business competitiveness and increased uncertainty about investment.

In light of this situation, we have been forced to continuously adapt our operations, mine planning, and capital investments in response to these challenging external conditions—something we have done responsibly while maintaining our commitments to people, society, and the environment.

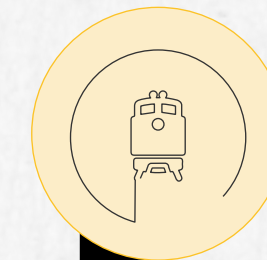
We look to 2025 with determination and a clear focus on the continuity of our operations. We know that the road to sustainable development requires the joint efforts of all stakeholders: government, communities, workers, and the company. Therefore, we reiterate our willingness to strengthen dialogue and collaboration, always seeking alternatives that enable sustainability for all.

We thank our employees, partners and communities for being part of this collective effort. We invite you to read our report in detail and to continue building together a prosperous and sustainable future for La Guajira and Colombia.

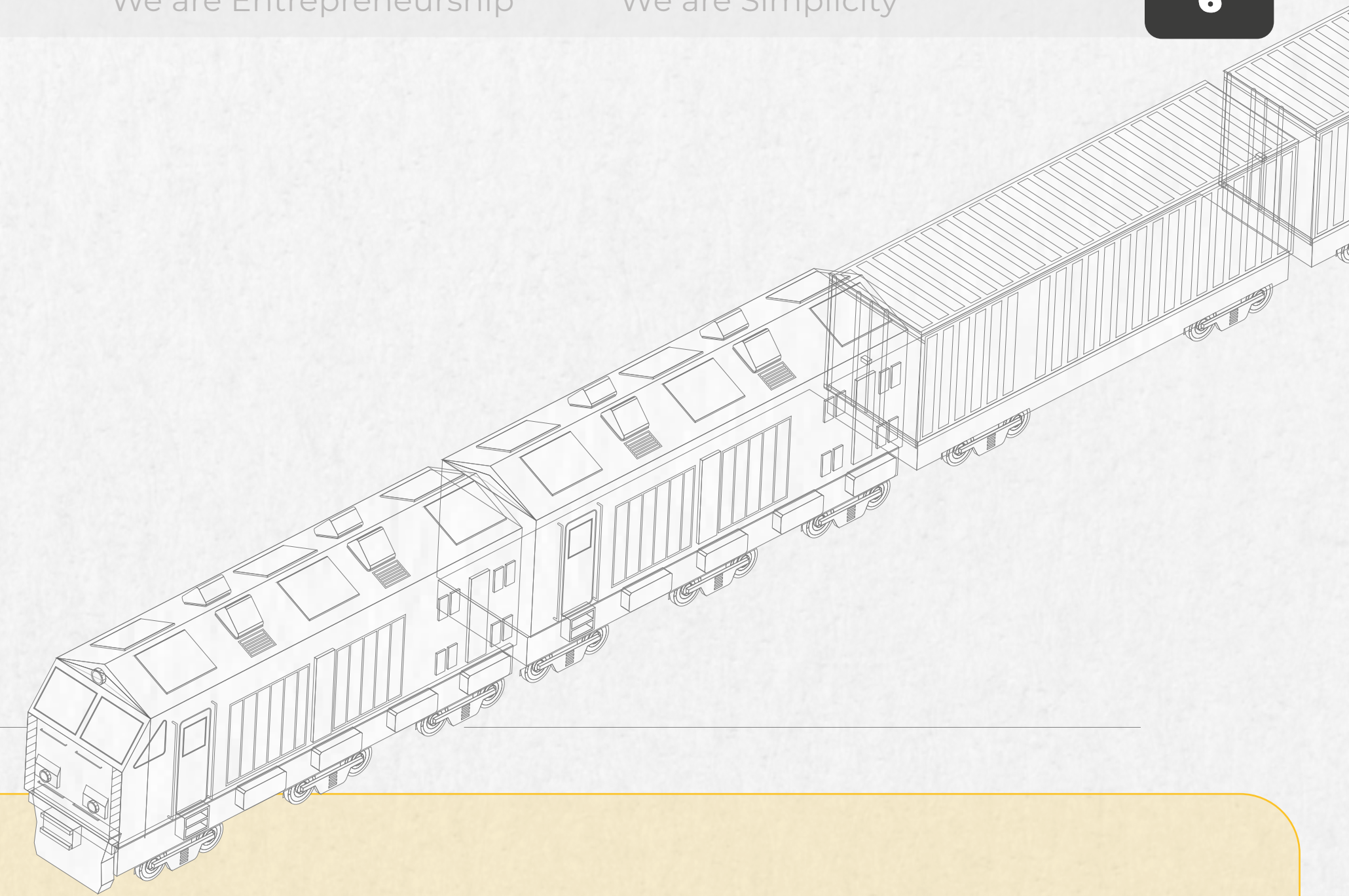
Claudia Bejarano
Cerrejon President



Performance dashboard



At Cerrejón, we take full responsibility for our commitment to people, society and the environment. We are guided by sound principles and align our activities with relevant national and international norms and standards, ensuring that every action is oriented to the generation of positive and sustainable impacts. This approach enables us to measure our performance and make informed decisions to continuously improve our operational practices.



TONS PRODUCED

(figures in million MT)

Our operation is integrated by mine, railroad and port, conducted under the highest quality standards and aligned with the best industry practices.

| 2019 | 2020 | 2021 |
|------|------|------|
| 25,8 | 23,4 | 19,7 |
| 2022 | 2023 | 2024 |
| 19,7 | 22,0 | 19,2 |

ROYALTY PAYMENTS

(in millions of USD)
See more: Page 47

We contribute to the country's development through the payment of royalties, which favor social equity, drive economic development and competitiveness, promote the integration of territorial entities and foster social investment, among other benefits.

| 2019 | 2020 | 2021 |
|------|------|------|
| 73 | 56 | 100 |
| 2022 | 2023 | 2024 |
| 347 | 483 | 221 |

PAYMENTS TO LA GUAJIRA AND MUNICIPALITIES

(in millions of USD)
See more: Page 47

We are an engine of development for La Guajira, especially for the municipalities in our area of influence, thanks to the taxes paid to local governments.

| 2019 | 2020 | 2021 |
|------|------|------|
| 11 | 9 | 11 |
| 2022 | 2023 | 2024 |
| 13 | 12 | 17 |

RECORDABLE INJURY FREQUENCY RATE

See more: Page 26

The recordable injury frequency rate is a key indicator that compares the number of injuries and illnesses, calculated based on fatalities, lost-time injuries, restricted work injuries, and injuries requiring medical treatment, per million hours worked. At our company, we use this index to evaluate the effectiveness of our health and safety practices and programs.

| 2019 | 2020 | 2021 |
|------|------|------|
| 0,58 | 0,90 | 0,69 |
| 2022 | 2023 | 2024 |
| 0,93 | 1,21 | 1,19 |



INDUSTRIAL
WATER USED IN
THE OPERATION

See more: Page 37

At Cerrejón, we consider the responsible use of water to be fundamental. Therefore, we prioritize the use of industrial or mining waters in our activities, as these are not suitable for human or animal consumption or for crop irrigation.

| 2019 | 2020 | 2021 |
|------|------|------|
| 89% | 85% | 89% |
| 2022 | 2023 | 2024 |
| 93% | 92% | 91% |

TREES
PLANTED

See more: Page 41

By integrating land rehabilitation into our operations, we have restored more than 5,200 hectares of land previously used for open-pit mining, transforming it into tropical dry forests.

| 2019 | 2020 | 2021 |
|---------|---------|---------|
| 227.075 | 63.400 | 266.000 |
| 2022 | 2023 | 2024 |
| 581.000 | 530.000 | 648.000 |

COMPLIANCE WITH
AIR QUALITY
REGULATIONS

See more: Page 39

We carry out air quality control through a surveillance network that allows us to monitor particulate matter levels. We are committed not to exceed the limits established by law.

| 2019 | 2020 | 2021 |
|------|------|------|
| 100% | 100% | 100% |
| 2022 | 2023 | 2024 |
| 100% | 100% | 100% |

ENVIRONMENTAL
INVESTMENT

(in millions of USD)
See more: Page 36

Each year, we invest primarily in air quality management, water, waste management, biodiversity protection and land restoration to ensure that our operations are conducted in an environmentally responsible manner.

| 2019 | 2020 | 2021 |
|------|------|------|
| 79 | 43 | 80 |
| 2022 | 2023 | 2024 |
| 88 | 92 | 113 |

SOCIAL
INVESTMENT

(in millions of USD)
See more: Page 29

The company promotes initiatives and projects in collaboration with neighboring communities and local governments, promoting their resilience and long-term sustainability.

*Includes administrative expenses.

| 2019 | 2020 | 2021 |
|------|------|------|
| 4 | 4 | 6 |
| 2022 | 2023 | 2024 |
| 29 | 24 | 21 |

WATER DELIVERED
TO COMMUNITIES

See more: Page 30

Since the emergency caused by the 2014 drought, the company distributes millions of liters of water annually to neighboring communities through the "Water Train" program.

| 2019 | 2020 | 2021 |
|------|------|------|
| 26 | 29 | 38 |
| 2022 | 2023 | 2024 |
| 42 | 60 | 57 |

SIGNING OF CONSULTATION
AGREEMENTS RULING T-704

See more: Page 31

We are committed to the responsible implementation of measures that manage the impacts derived from our operation, complying with current regulations. We foster a constant dialogue with our stakeholders, strengthening compliance with consultations.

| 2019 | 2020 | 2021 |
|------|------|------|
| 0 | 0 | 198 |
| 2022 | 2023 | 2024 |
| 103 | 48 | 52 |

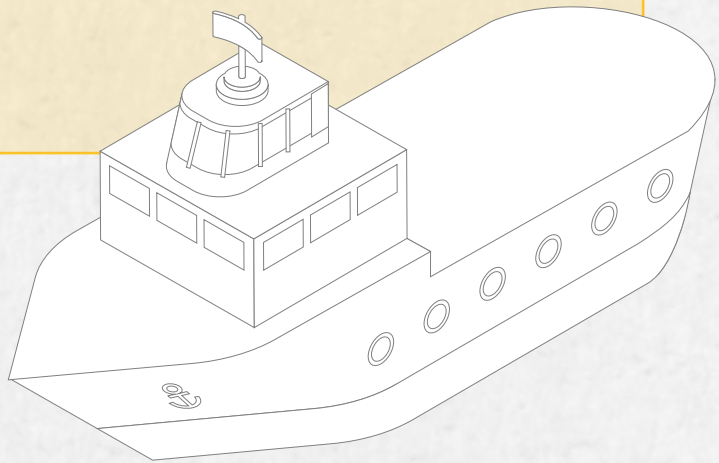
TOTAL DIRECT EMPLOYEES AND
CONTRACTORS

See more: Page 25

We are an employer that fosters an organizational culture focused on respect for Human Rights, the development of our employees, both personally and professionally, and access to benefits that improve the lives of employees and their families.

| | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 |
|-------------|--------|-------|--------|--------|--------|--------|
| Direct | 5.896 | 5.201 | 4.889 | 5.155 | 5.510 | 6.275 |
| Contractors | 5.166 | 3.319 | 6.199 | 6.982 | 7.029 | 7.503 |
| Total | 11.062 | 8.520 | 11.088 | 12.137 | 12.539 | 13.778 |

Percentage of workers from Guajira: 60%





Results 2024



Strategic mangrove ecosystem in Bahía Hondita.



Integrity



Safety



Transparency



Responsibility



Entrepreneurship



Simplicity

1.

The safety and well-being of our workers is a priority, which allows us to proudly say that **we did not experience any fatalities in 2024.**

2.

We made significant progress in implementing **the Safework 2.0 program**, which is essential to our goal of eliminating fatalities, reducing workplace accidents, and strengthening safety at every level of our operation.

3.

We were able to sign **the Collective Bargaining Agreement with the Sintracarbón and Sintracerrejón unions**, ensuring benefits for workers for the next four years.

4.

We generated employment **for 13,778 workers, including direct workers and contractors**, more than 60% of whom were born in La Guajira.

5.

We paid 70 billion pesos in taxes and other contributions to the municipalities in the area of influence and to the department of La Guajira, and **895 billion pesos to the national government in royalties.**

6.

We generated productive linkages through local suppliers and contractors, worth close **to 300,000 million pesos.**

7.

We made social investments of close **to 86 billion pesos**, in voluntary and mandatory projects.

8.

We achieved the implementation of **more than 2,000 social initiatives** defined and executed autonomously by the communities themselves.

9.

We delivered **57 million liters of water** to 164 communities in La Guajira through the Water Train initiative, benefiting **more than 2,350 families.**

10.

Within the framework of judgment T-704, 401 agreements were signed, of **which 346 have already been formally closed.**

11.

We began work on the **“Together we change lives”** volunteer program, in partnership with our employees and 34 contractors.

12.

We carried out **8 Community Meeting Points (PEC's)**, in which we generated instances for conversation between the population and the authorities regarding the needs of the territory, **in which 360 communities participated.**

13.

We socialized and initiated the implementation of the action plan to address the results of the third **Human Rights Risk and Impact Assessment conducted by Trust Consultants.**

14.

We allocated **456 billion pesos** to environmental investments.

15.

We maintained the use of 91% of water not from natural water sources but from rainwater stored in mining areas that are not suitable for human or animal consumption.

16.

We planted more than **640,000 tropical dry forest trees** and reached a historical total of 3.7 million trees and more than 5,200 hectares of rehabilitated areas.

17.

Cerrejón was recognized as **one of the 3 Colombian companies with best practices in corruption risk assessment and management** by the Alliance for Integrity, the United Nations Office on Drugs and Crime (UNODC) and Pacto Global Red Colombia.

18.

We trained more than **1,000 new employees** on our Code of Conduct and key compliance policies.

19.

We obtained positive results in **18 national awards and rankings** in key areas such as reputation, leadership, environment, social management and economic performance.

20.

We raised awareness in **more than 600,000 people from different interest groups about our social, environmental and economic management**, positioning Cerrejón as a key player in the development of La Guajira and the country.

21.

We are **the mining company with the best reputation in Colombia**, according to Merco Empresas and Brújula Minera, with 17 and 10 consecutive years in first place, respectively.



Priorities 2025

Continue to **implement and strengthen the SAFEWORK** safety culture to ensure a fatality-free, safe and healthy work environment for all our employees and contractors.

Develop and implement initiatives that allow us to adapt production levels, ensuring the continuity and sustainability of our operations.

Continue with the **implementation of effective strategies** to contribute to minimize, avoid or prevent blockages on the tracks and the railroad line, contributing to the safety and sustainability of our operations.

Consolidate agreements with Afro-descendant communities and continue the implementation and execution of initiatives pending closure, within the framework of the T-704 ruling and the Cerrejón Power Line.

Continue with the process of progressive rehabilitation of areas affected by mining, conservation programs, and with the compliance with the environmental management plan.

Continue to **strengthen Cerrejón's position** as a benchmark in ethics and compliance.

Continue with the **implementation and follow-up of the action plan** to address the Salient Issues resulting from Human Rights Risk and Impacts Assessment (HRRIA).

Strengthen and advance our engagement strategy with the goal of establishing more genuine ties with our stakeholders.



Cerrejón train carrying coal, water and supplies.



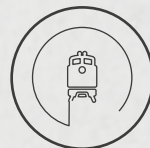
BLOCKAGES

135 days without trains

The profound impact of blockages on our sustainability

In 2024, the blockages in La Guajira not only paralyzed national roads, but also seriously compromised the mining operation, generating losses of \$10,125 million in sectors such as tourism, according to the Chamber of Commerce of La Guajira. The interruption of the railway line, key for coal exports, the supply of goods and the delivery of water to 164 communities, put the sustainability of the company and the development of the region at risk.

With 333 blockades recorded, 79% of them due to causes beyond the company's control, operations were halted for 135 days. Demands regarding public services, education, payments to state contractors, and community conflicts were the main triggers.



This challenge has generated direct losses and uncertainty that threatens our viability and ability to contribute royalties to the country.

Despite this, we continue to work under a social strategy based on four pillars: being a responsible operator, fostering meaningful dialogue with our stakeholders, promoting resilient communities, and integrating social responsibility into our organization.

Therefore, among other initiatives, we expanded our community engagement team throughout the operation, maintained our presence in Uribia with the Community Attention Office, and continued working on initiatives such as the Community Meeting Points (PECC), which last year were developed in eight locations with the participation of 360 communities, aiming to anticipate solutions to blockages through coordinated work with local and national representatives.

We reaffirm that the path to overcome these challenges is through dialogue and coordinated work with the government and other actors, not through blockages, which continue to affect the well-being of the region and the economy of La Guajira.

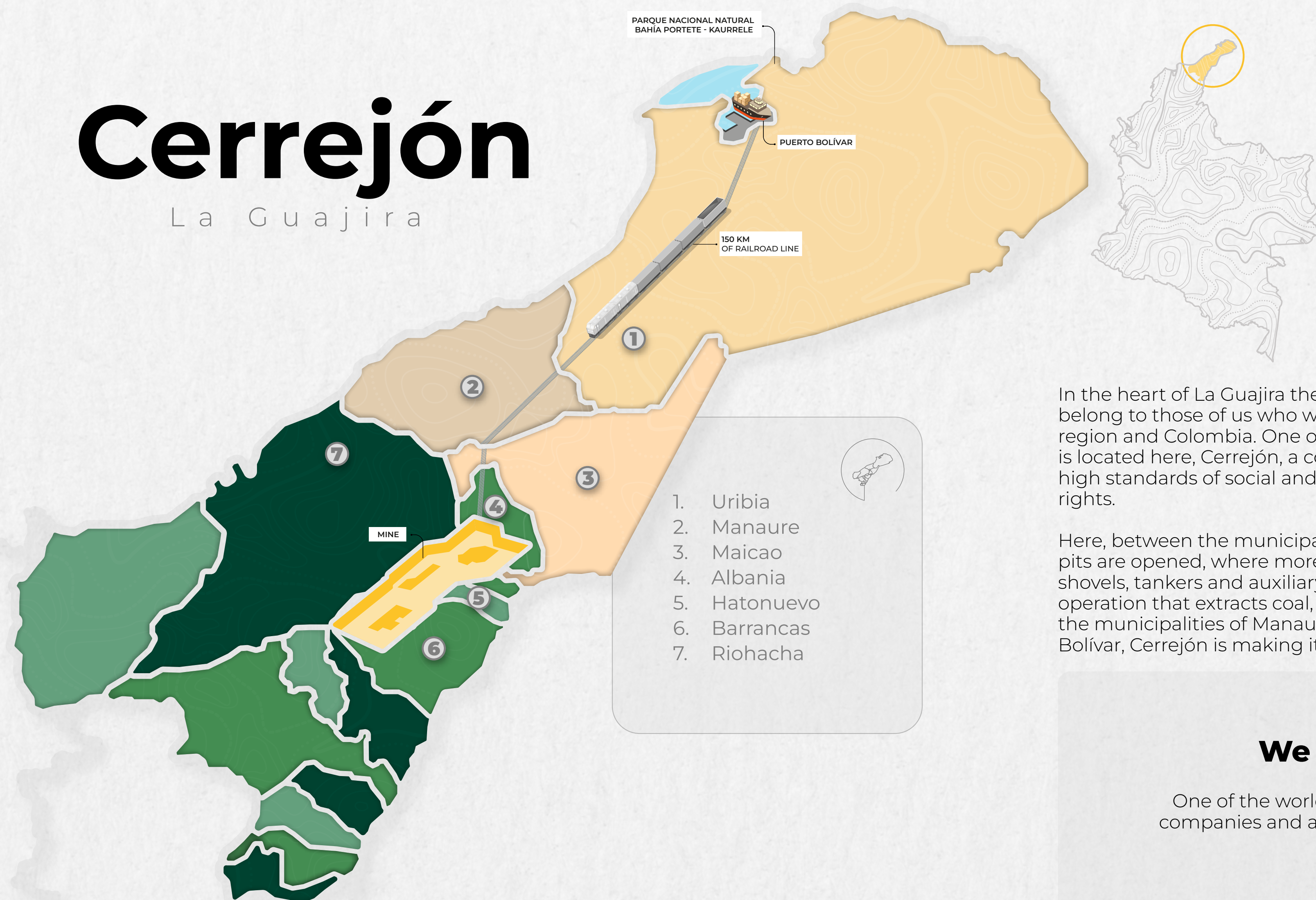


Coal trains paralyzed by blockages



Cerrejón

La Guajira



In the heart of La Guajira there are more than 13,700 hearts beating, and they belong to those of us who work every day to fulfill the dreams of our families, our region and Colombia. One of the largest open-pit mining operations in the world is located here, Cerrejón, a coal production and export company committed to high standards of social and environmental responsibility and respect for human rights.

Here, between the municipalities of Barrancas, Hatonuevo and Albania, six large pits are opened, where more than 450 pieces of equipment such as trucks, shovels, tankers and auxiliary equipment carry out their work. With an integrated operation that extracts coal, transports it through its railway line, also reaching the municipalities of Manaure, Maicao and Uribia, and exports it from Puerto Bolívar, Cerrejón is making its way to bring energy to the world.

We are a Glencore company

One of the world's largest diversified global natural resource companies and a major producer and marketer of more than 60 life-enhancing raw materials.



Glencore

Through a global network of assets, customers and suppliers, we produce, process, recycle, source, market and distribute the raw materials that drive decarbonization while meeting today's energy needs.

Figures

More than
150.000
employees and
contractors

More than
50
offices

More than
30
countries

Values Glencore



Safety

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



Transparency

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



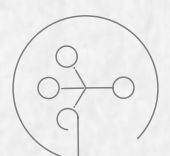
Integrity

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



Responsibility

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



Simplicity

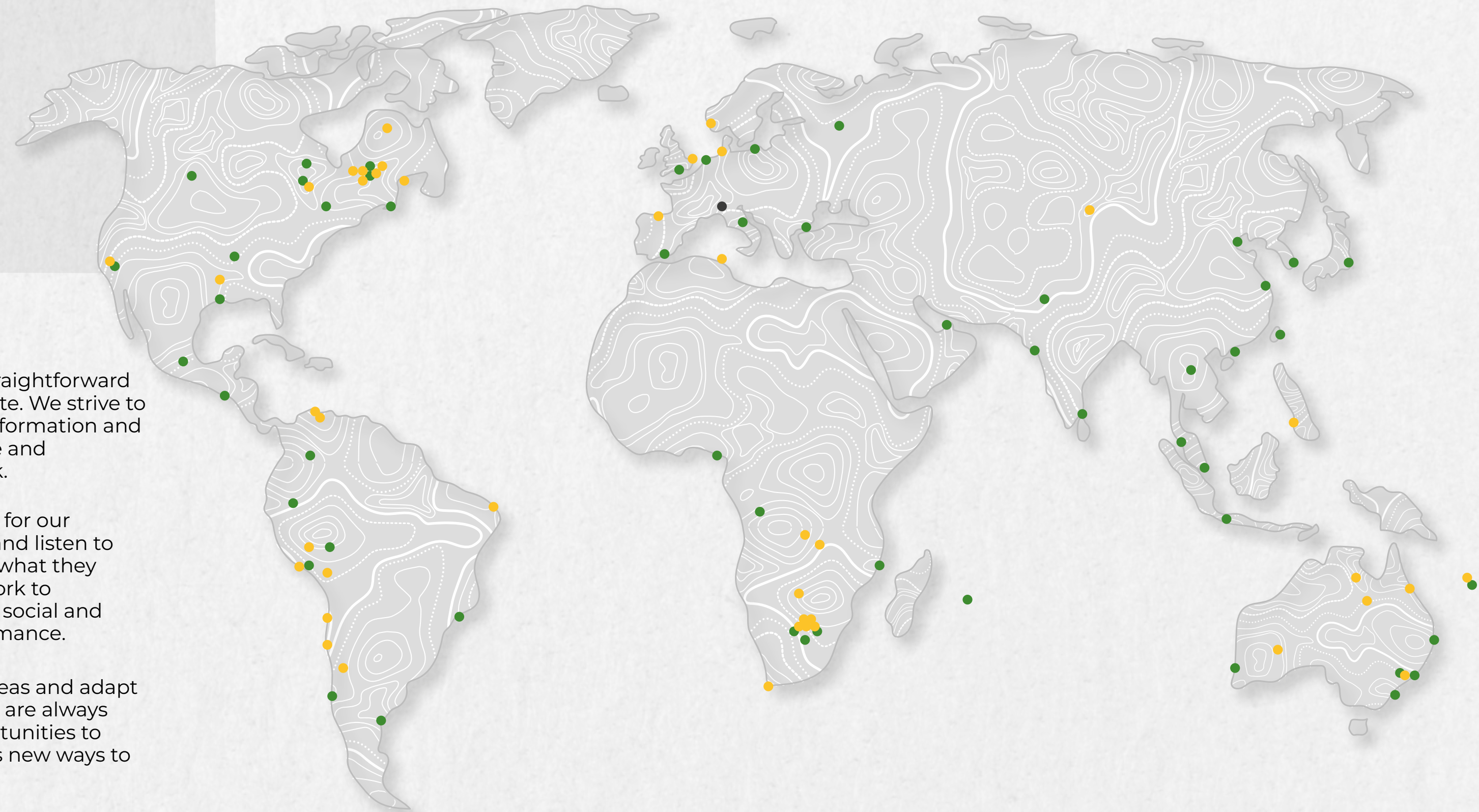
We work efficiently and focus on what is important. We avoid unnecessary complexity and look for simple and pragmatic solutions.



Entrepreneurship

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

Headquarters | Offices | Industrial asset





Contribution to the Sustainable Development Goals from our material issues

In 2024, we updated our materiality exercise with the participation of people from various stakeholder groups, to identify their expectations regarding the environmental, social and economic issues they consider relevant to them.

This process allows us to update our corporate strategy, aligning it with the Sustainable Development Goals (SDGs) of the United Nations. In this way, we adapt our initiatives and actions to the global goals, ensuring that our management contributes to the progress and well-being of the region and the country in general.

Our key stakeholders include workers, unions, contractors, community members, suppliers, customers, shareholders, media, opinion leaders, authorities, unions and academic representatives, among others.



Mirza Bouriyu, artisan of the Resguardo Indígena Provincial.

Thanks to this exercise, we have been able to reaffirm and deepen material issues that have been relevant in previous years, such as:

Occupational health and safety.



Labor welfare.



Generation of local employment and diversity.



Community relations and contribution to community welfare.



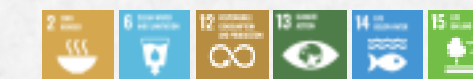
Commitment to Human Rights.



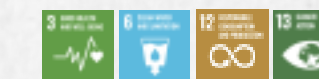
Access to water and efficient use of water resources in mining operations.



Biodiversity conservation.



Responsible management of air and soil quality.



Land rehabilitation.



Economic and operational performance.



Contribution to the national and regional economy.



In addition, based on the materiality exercise, we identified several emerging issues that require further attention and in-depth analysis in the short and medium term. These include:

Closure of operations and transition to sustainable closure.



Climate change adaptation and mitigation.



Impact of blockages on operations and the community.



Development of social projects for La Guajira.



Strengthening of local suppliers and generation of productive linkages.



The result of this exercise was complemented with the priority issues identified throughout the year, through constant engagement with our stakeholders. This integration allowed us to define the prioritized material issues that will be addressed throughout this report.

The materiality exercise provides us with a fundamental tool to socialize our economic, operational, social and environmental management. Through this report, we present in a transparent and accessible manner how we manage the most significant material issues for our stakeholders and the community in general, as well as the results obtained during 2024 and the challenges for 2025.



Employees working in the materials warehouse.

We are

Integrity



Chapter

01

- 1.1. Corporate governance
- 1.2. Relationship with stakeholders
- 1.3. Awards and recognition
- 1.4. Case study



Corporate governance,

ethics and compliance



CLAUDIA BEJARANO
President



ROQUE CASTAÑO
Executive Vice President
of Operations (E)



EDGAR ALFONSO
Vice President - Finance



MYRIAM VARGAS
Legal Vice President



LUIS E. MARULANDA
Vice President of Public
Affairs and Communications



MIGUEL MONTOYA
Human Resources
and Services Manager



OSCAR ALARCÓN
Vice President of Projects



ÁNGELA LÓPEZ
Vice President of Maintenance



EDUARDO URIBE
Vice President of Production (E)

***Other attendees:** Juan Pablo Rugeles (Compliance Manager) attends as a permanent guest.

At Cerrejón, decision-making related to our policies and the strategic direction of our operations is made by our corporate bodies: our shareholder Glencore, the board of directors, and the legal representative. In addition, we have a Steering Committee that plays a fundamental role in decision-making, led by the president and comprised of vice presidents from different areas. Our president, Claudia Bejarano, leads the Committee, in which 33% of the members are women, reflecting our commitment to diversity, equity and inclusion in the strategic leadership of the organization.

Steering Committee

Cerrejón's Steering Committee has the responsibility to lead all our employees and contractors, ensuring that our operations are developed in a responsible and competitive manner, aligned with compliance with our Code of Conduct and Corporate Policies.

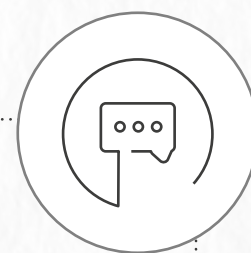
Our Values and Principles

Cerrejón's values guide all our actions and strategies, leading us towards the company's sustainability. We foster an organizational culture focused on ethics, supported by clear policies and procedures on key issues such as human rights, equal opportunities, information governance and conflict of interest management, among others.

We have a Code of Conduct that establishes guidelines for our direct employees and contractors, guiding them on the values and principles they should consider when making decisions. This Code ensures that our operations are conducted in a responsible, ethical and legal manner.

Compliance

We have a **Business Ethics and Transparency Program (PTEE)** that promotes the participation of all those who work at Cerrejón in the fight against corruption and bribery, and a Self-Control and Comprehensive Risk Management System for Money Laundering, Financing of Terrorism and Financing the Proliferation of Weapons of Mass Destruction (SAGRILAF), which allows us to reaffirm our commitment to ensure that our operations are carried out in an integral and transparent manner. Both programs include, among others, awareness and training initiatives that promote the identification and timely reporting of alerts that may impact Cerrejón's Ethics and Compliance Program, and a due diligence process for the knowledge of counterparties that is monitored periodically.



We speak openly

To support the enforcement of our policies, we have set up a "Raising Concerns" program, a reliable and impartial mechanism that allows anyone to make anonymous reports and speak openly without fear of retaliation if they observe unethical behavior or behavior contrary to our Code of Conduct, our policies or the law in general. All reports are investigated in a confidential manner, with the assurance that there will be no retaliation or action against complainants.

In addition, during 2024, we updated our Code of Conduct, which, while already encouraging everyone to speak openly and raise concerns, is now more clearly written as a duty. It also reinforces the role of leaders to open opportunities within their teams to discuss Ethics, the Code of Conduct and our complaints channels.

Risk management

At Cerrejón, we understand that risk is inherent to our business. Risk identification and management is fundamental to achieving our objectives. For this reason, all our employees and contractors must integrate risk management practices and procedures into daily activities.



Claudia Bejarano, President of Cerrejón and Edgar Alfonso, Financial Vice President, members of the Steering Committee.



Achievements 2024

1.

We strengthened confidence in the complaints channels through the communication campaigns developed where updates to the Policy for Reporting Violations (whistleblowing) and protection of complainants were made known.

2.

We reviewed and managed 61 reports received in the complaint channels, which had an increase of 79% compared to 2023, reflecting the confidence in our Raising Concerns program.

3.

We conducted the annual comprehensive assessment of the 28 significant risks that are part of Cerrejón's risk register.

4.

Cerrejón was recognized as one of the 3 Colombian companies with best practices in corruption risk assessment and management by the Alliance for Integrity, the United Nations Office on Drugs and Crime (UNODC) and Pacto Global Red Colombia.

5.

We participated as speakers sharing our good anti-corruption practices in forums convened by the National Institute of Public Accountants, Global Compact and the Compliance Officers Network.

6.

We had no incidents of corruption or bribery in our operations, nor were there any regulatory non-compliances related to the Transparency and Ethics Program (PTEE) or Self-Control System and LAFT Risk Management Policy (SAGRILAF) that would have resulted in fines or sanctions.

7.

We managed 2,372 due diligence requests for knowledge of counterparties, 48% of which corresponded to suppliers.

8.

We raised awareness on the importance of our Transparency and Ethics Program (PTEE) and Self-Control System and LAFT Risk Management Policy (SAGRILAF) through brochures for approximately 5,871 employees and 1,883 suppliers.

9.

We trained 1,077 new employees on our Code of Conduct and key compliance policies.

10.

In five face-to-face sessions held at the Mine, Puerto Bolívar, Barranquilla and Bogotá, and one virtual session, our President, along with other leaders of the organization, reinforced the tone from management on compliance issues. These sessions were attended by 428 employees selected for their greater exposure to the risks of corruption, bribery, money laundering, financing of terrorism and financing the proliferation of weapons of mass destruction.

11.

We commemorated different special dates such as National Anti-Corruption Day, Anti-Fraud Day, National Anti-Money Laundering Prevention Day and International Anti-Corruption Day, among others.

12.

The National Institute for Fraud Investigation and Prevention recognized Cerrejón as a company committed to the fight against fraud.

Priorities 2025

- Continue to establish alliances with the different areas of the business, facilitating the analysis and management of current and emerging risks.
- Continue strengthening employee confidence in Cerrejón's and Glencore's reporting channels and internal control processes.
- Deepen the integrity culture at all levels of the organization through clear and accessible communication tailored to each audience according to their exposure to compliance risks.
- Strengthen Cerrejón's position as a benchmark in ethics and compliance that positively influences its value chain to contribute to the consolidation of an integral business ecosystem.



Working meeting of employees of the Materials team.



Playful accident prevention activity in the Media Luna sector, with passers-by interacting with the railway line.

Strategic partnership

for sustainable development in La Guajira and the nation

At Cerrejón, our relationship with our stakeholders is a fundamental pillar in progressing towards a development model for La Guajira and Colombia. Our commitment to transparency, open dialogue, and two-way communication translates into concrete actions that strengthen trust, promote mutual understanding, and position the company as a relevant player in the economic, social, and environmental spheres.

During 2024, we developed innovative initiatives to engage with employees and contractors, unions, suppliers, shareholders, customers, governmental and regulatory entities, communities and traditional authorities, non-governmental organizations, trade unions, opinion leaders, civil society and the media.

Among the highlights was our participation in the **Guajira Commitment Week Forum**, where we presented the 2023 Sustainability Report to more than 145,000 people. This forum brought together influential leaders such as the Governor of La Guajira, representatives of Asociación Nacional de Empresarios de Colombia (ANDI), academia, and experts in economic policy, consolidating Cerrejón as a strategic member in the department's development.

The media relations strategy was strengthened through visits and experiential tours such as the **“Route of Life” with El Tiempo and RCN**, as well as local media campaigns and a national MediaTrip, allowing a pedagogical narrative about our sustainable contributions to the territory. This active presence was recognized in the country's primary reputation studies such as Brújula Minera and Merco Empresas.

During this period, **we received visits from strategic spokespersons on different topics**, including Brigitte Baptiste, rector of the EAN; Diana Suárez, coordinator of the ANDI National Water and Biodiversity Center; José Manuel Acevedo, director of RCN News and Salud Hernández, columnist for Semana. We also received representatives of the local government and congressmen from different political parties and international delegations from the Israeli and German Embassies, the latter headed by Ambassador Martina Klumpp. The company also maintained a constant relationship with different trade associations to strengthen and enrich the issues of interest to Cerrejón and the sector.

Cerrejón also played a leading role in high-level events such as MinExpo, the National Mining Congress, the WIN Forum, the Francisco El Hombre Festival, Expoartesano, Expoartesánías, the Private Social Investment Summit and COP16, among others, bringing the voice of La Guajira to instances of national and international conversation on sustainability and corporate responsibility.

At the community level, more than 200 people participated in the **Coal Route**, a tour that brings neighboring communities closer to the heart of our railway operation. At the same time, the **Safety Seminars** benefited 624 students, promoting safe practices around the train. We made more than 1,290 direct engagement visits with indigenous and non-indigenous communities, strengthening dialogue, inclusion and closeness.

The eight **Community Meeting Points (PECC)** held this year brought together more than 360 local, regional and national stakeholders, making them effective instances for anticipating solutions and facilitating access to the State's institutional offerings.



Achievements 2024

1. More than 600,000 people from various stakeholder groups, both locally and nationally, were reached through communication events and outreach activities.
2. We participated in 21 academic events, including webinars, panels and face-to-face forums organized in collaboration with universities and organizations throughout the country.
3. We were able to establish links with national and local media through more than 13 visits and meetings, including two half-day trips with seven national media outlets.
4. We held the XXI edition of the Cerrejón Journalism Award, with the participation of more than 15 local journalists and the outstanding presence of national communicators.
5. In partnership with RCN News, we produced and broadcast 11 episodes of the series "La Ruta de la Vida en La Guajira", a special program that presented the company's operational, environmental and social management to the national public.
6. We redefined our participation in events, going beyond the sponsorship approach, and enabled 13 opportunities for dialogue and direct relations with participants.
7. We organized two editions of the Jóvenes Talentos Cerrejón soccer tournament, in which more than 450 children and young people participated, allowing us to strengthen ties with the participating communities and municipalities.

Priorities 2025

- ◆ Strengthen and advance our engagement strategy with the goal of establishing more genuine ties with our stakeholders.
- ◆ Keep the doors of dialogue with our stakeholders open, promoting an environment of transparency and constant collaboration.
- ◆ To continue promoting and participating in academic and cultural events, both locally and nationally, fostering the exchange of knowledge and promoting education around mining activity and sustainable development.



Artisan of the Productive Strengthening Program participating with her collection in the 'AMA' runway of the Francisco el Hombre Festival.



Awards and recognition

A stimulus to sustainability

2024

At Cerrejón we are proud of our culture of transparency and accountability, which drives us to share our best practices and actively participate in award and ranking events that validate our performance and allow us to measure our progress and challenges against other companies. These recognitions are fundamental to evaluate our progress and continue with our commitment to continuous improvement.

During 2024, we won multiple awards and recognitions, highlighting our work in several key areas:



Award ceremony for the BIBO 2024. The nursery network supported by Cerrejón in Bahía Hondita was awarded third place.

Brújula Minera: for the tenth consecutive year, we were positioned as the mining company with the best reputation in Colombia, according to this ranking that analyzes the mining sector in Colombia and several Latin American countries.

Merco ESG Responsibility: Cerrejón was recognized as the first mining company and one of the 100 most responsible Colombian companies in the environmental, social and governance areas, according to the Corporate Reputation Business Monitor (Merco).

Merco Talento: we continue to be the mining company with the best capacity to attract, develop

and retain talent, reflecting our commitment to the quality of life and well-being of our more than 13,700 direct and indirect employees.

Merco Empresas: for 17 consecutive years, we remained the mining company with the best reputation in Colombia, and one of the 100 best companies in the country.

Alliance for Integrity, UNODC and Pacto Global Red Colombia: our corruption risk management system highlighted us as one of the top three companies in Colombia with best practices in anti-corruption risk assessment and management.

Merco Líderes: Claudia Bejarano, president of Cerrejón, was selected as one of the 100 leaders with the best corporate reputation in Colombia.

Forbes Colombia magazine: Claudia was also recognized as one of the 100 most powerful women in Colombia for the third consecutive year.

100 Global Inspirational Women in Mining (WIM100): Bejarano was also included in this prestigious listing of women leaders who have transformed the mining industry worldwide awarded by Women in Mining UK.

Top 10 in Biodiversity: Cerrejón was recognized by the National Water and Biodiversity Center of the Asociación Nacional de Empresarios de Colombia (ANDI) and the Sistema de Información sobre Biodiversidad de Colombia (SIB) as one of the companies with the greatest impact in the use and publication of biodiversity data in three categories: greatest impact in data use, greatest data coverage, and top data publisher.

BIBO El Espectador 2024 Award: the project “Las guardianas del manglar en La Guajira”, carried out in collaboration with the community, won third place in the “Women for Biodiversity” category.

Caracol Televisión Environmental Protection Award: Cerrejón is a finalist in the tenth edition of this award, which recognizes organizations that contribute to environmental protection, for our Endangered Species Conservation program.

Private Social Investment Index in Colombia: according to the ranking that evaluates more than 170 companies from all sectors in the country, we are ranked 20th among the 30 companies recognized for contributing to improving the living conditions of the communities and territories where they operate.

Portfolio 2024 Awards: we were selected as finalists in the “Contribution to the Community” category for our project “Dialogues that transform: more health and nature for Provincial”.

Forbes Colombia Magazine: Cerrejón is among the 30 largest companies in Colombia, according to Forbes.

Rankings of the 100 largest companies in the country: according to Semana magazine and La República newspaper, we stand out among the 100 largest companies in the country in terms of sales volume and profits during 2023, according to data from SuperSociedades.

Reputation

Leadership

Environment

Social management

Economic performance



CASE STUDY

Corruption risk management, everyone's commitment!

In 2024, we were recognized by the Alliance for Integrity, the United Nations Office on Drugs and Crime, and the Global Compact Red Colombia, as one of the 3 Colombian companies with best practices in anti-corruption risk assessment and management.

Our strategy “Corruption risk management, everyone’s commitment”, was selected to be included in the third edition of Good Anti-Corruption Practices, a document that exalts exemplary actions and companies that have integrated transparency into the core of their operations, raising industry standards and serving as a model for other organizations.

The recognition highlights our Corruption Risk Management System, which is part of the Integrated Management System of Cerrejón's Ethics and Compliance Program. This system operates through technological tools that support the evaluation and treatment of corruption risk in relation to:

- Counterparties with greater exposure to the risk of corruption, such as: intermediaries, business generators, executors and recipients of community investments, and recipients of donations and sponsorships.

- Situations that could lead to corruption events, such as relations with public officials, relations with communities and inadequate management of conflicts of interest.

Management is divided into two stages: risk assessment and risk treatment, which are supported by clear rules, robust document traceability, technology and continuous communication with employees who are most likely to face situations that could trigger corruption events.

At Cerrejón we are proud of this recognition, which exalts our commitment to act with integrity in everything we do and our conviction that we have integrity and transparency.

Training on the Guide for Communication with Public Officials led by a representative of the Compliance team.



To learn more about our best practice, **[click here.](#)**



Chapter

We are 02

safety

- 2.1 Talent management
- 2.2 Health and safety
- 2.3 Human talent
- 2.4 Case study



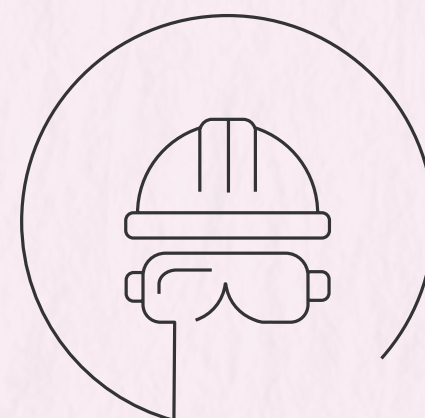
Talent management

The more than 13,700 people who are part of the operation are our highest priority. With their collaboration we generate value for La Guajira and the country, promoting safe and healthy practices both with neighboring communities and the environment. Our commitment is reflected in the quality of what we do: fostering an organizational culture based on respect for human rights, dialogue, inclusion, and diversity; promoting personal and professional development; and offering benefits that improve the lives of our employees and their families.

During 2024 we advanced in the implementation of the new work shift which has a 1:1 ratio, that is, one day off for every day of work: a scheme built hand in hand with the unions, workers and the company. This provides greater well-being for employees and their families, supports the company's sustainability and allows us to take care of each other. We began its implementation in November 2023 and, at the end of the year, 4,046 people were already on shift, i.e. 93%.



Inauguration of the Training Center.



It is important to highlight that in 2024, Cerrejón prioritized the hiring of personnel from La Guajira through a local employability strategy, achieving 92% of the people hired were from La Guajira: 66% were born in the municipalities of Albania, Hatonuevo, Barrancas, Uribia, Manaure and Maicao and 26% in other municipalities of La Guajira.

Relations with trade union organizations

We focus on having a transparent, **honest and direct relationship** that promotes two-way participation with our unions, always based on dialogue and constructive feedback. This commitment was reflected in the signing of a **new four-year Collective Bargaining Agreement in 2024**, together with the Sintracarbón and Sintracerrejón unions. These are the longest-term agreements in the company's history, achieved without resorting to strikes or arbitration. A negotiation process that resulted in an agreement that increases and ensures excellent benefits for workers. **These commitments are 100% fulfilled.**

Training

At Cerrejón, we train our team not only in technical and professional skills, but also in personal competencies, seeking that each worker develops in a comprehensive manner. We are committed to training confident people who take care of themselves and others.

In **2024**, with the objective of including more women from neighboring municipalities in different operational roles and making them part of our team, **we trained 476 women in technical and administrative skills**, of which **163 apprentices were trained in technical careers** such as business logistics, mining truck operation and electromechanical maintenance.

We successfully implemented key programs to strengthen the capabilities of people in the area of influence and respond to the needs of the organization, such as the Training and Follow-up Program for Maintenance Technical Apprentices; the Labor Technician Program in mining equipment operation, in agreement with **Instituto Nacional de Formación Técnica Profesional (INFOTEP)**, **benefiting 82 young people**; the Operational Plan with new training programs with **Servicio Nacional de Aprendizaje (SENA)** **to cover 261 technical apprentice positions**; and the training program with ethno-education, **to optimize the training of Wayuu workers, adapted to their culture and customs.**



Achievements 2024

1. We updated the Harassment Prevention protocol, aligned with Glencore's Anti-Harassment and Discipline standards, and projected the Harassment and Discrimination Prevention Policy, in compliance with Law 2365.
2. We served 1,957 employees and family members through face-to-face and virtual workshops, including a new shift transition program, visits and telephone outreach.
3. We applied the "Our People" survey, with a participation of 71% of our employees, obtaining an overall rating of 92%, the highest score in the entire Glencore employee satisfaction survey.
4. We improved training with new controlled areas, training centers, new simulators and the revision of training processes with specialized companies. The new training areas are a benchmark for best practices worldwide.
5. We brought 12 electromechanical technicians into the spotlight to participate in pilot technical skills leveling program in partnership with Caterpillar.
6. We provided 908,666 hours of training to new employees hired for the new shift and to the base personnel. We trained 5,738 employees and 13,391 contractors.
7. We established the figures of "Instructor in the Maintenance area", training 8 technicians certified by Relianz, and "Mining Equipment Operator in Training", training 40 young people from neighboring municipalities.

Luis Fragozo, drill operator.

Priorities 2025

- ◆ Continue implementing the employability strategy, prioritizing talent from our area of influence, Wayuu communities and women.
- ◆ Maintain a relationship strategy that ensures a good working environment, employee well-being and company productivity.
- ◆ Fulfill pending commitments in the human resources area, supporting the closing of the implementation of the new shift.
- ◆ Expand training at the leadership school to include leaders of contractor companies.
- ◆ Develop and implement an Integrated Competency-Based Training System.
- ◆ Maintain the participation of women in training programs, in agreement with SENA, for operational roles.
- ◆ Increase the use of new technologies in training.





We are Integrity

We are Safety

We are Transparency

We are Responsibility

We are Entrepreneurship

We are Simplicity

25



Wilkis Pinto, Hydraulic Reconstruction Technician

Talent management (figures)

| Cerrejón Employees | | Contractors | |
|--------------------|-------|--------------------|-------|
| 6.275 | | 7.503 | |
| La Guajira | 4.155 | La Guajira | 4.211 |
| Resto Costa Caribe | 1.701 | Resto Costa Caribe | 2.825 |
| Resto del país | 419 | Resto del país | 467 |
| Exterior | 0 | Exterior | 0 |

Cerrejón employees and contractors by gender

| Cerrejón | | | Contractors | | |
|----------|-------|-----|-------------|-------|-----|
| Women | 821 | 13% | Women | 897 | 12% |
| Men | 5.454 | 87% | Men | 6.606 | 88% |

Mobile turnover rate (12 months of 2024)

| | |
|--------------------------------|------|
| % Personnel turnover (general) | 3.7% |
| % Women turnover | 5.4% |
| % Male turnover | 3.5% |

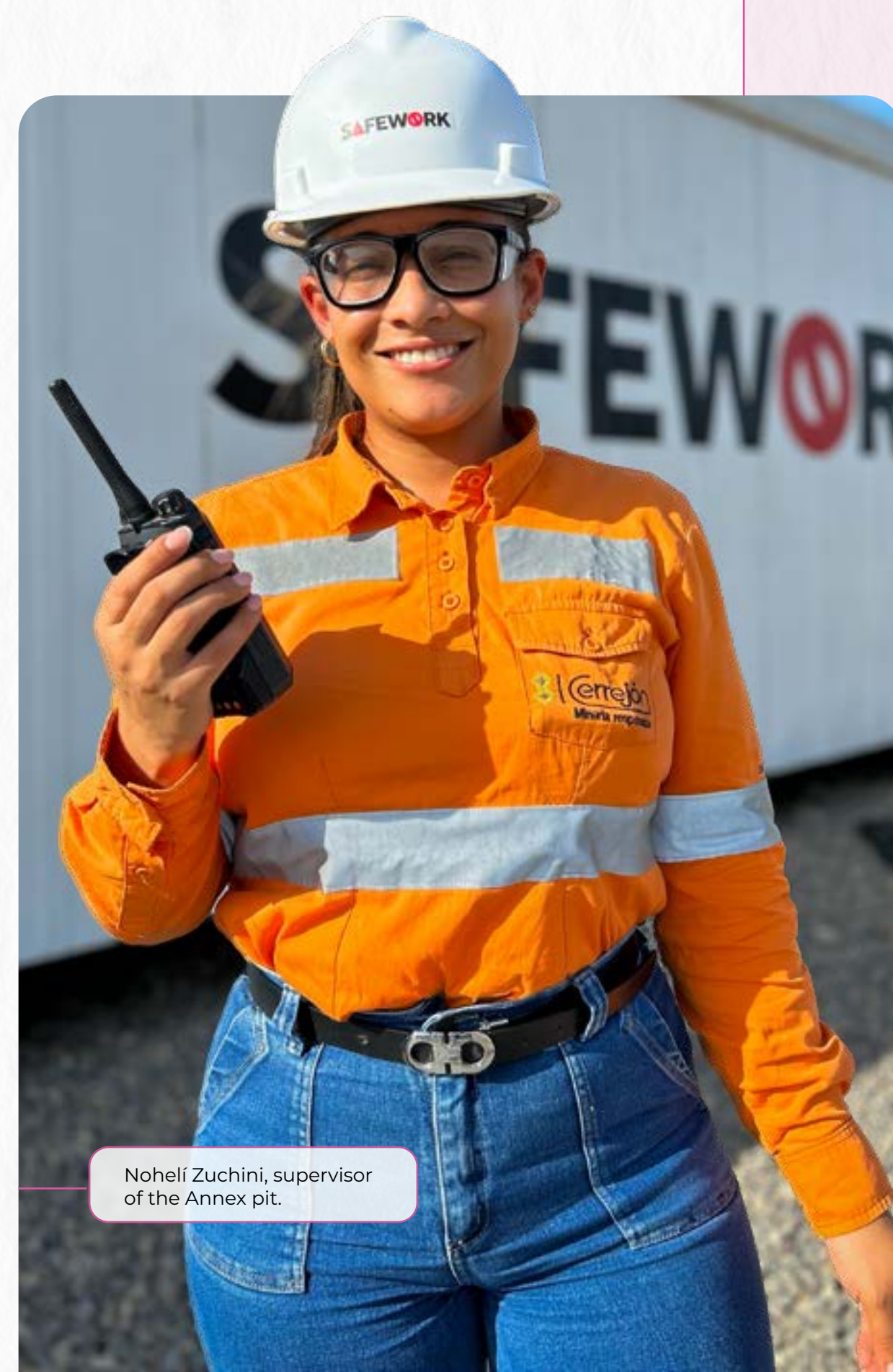


Health and safety

The Company never makes compromises on safety, and if the work is not safe, we stop it. That's why we guide our team to incorporate health and safety into all their actions, based on strong, visible leadership, an interdependent culture and ongoing operational discipline.

During 2024, we made significant progress in implementing **Safework 2.0**, our main corporate strategy, aligned with Glencore's Health, Safety, Environment, and Human Rights (**HCEC&HR**) Management System. This program aims to eliminate fatalities and reduce occupational injuries and illnesses, and it is monitored through an assurance process at different levels to timely identify process performance and compliance with our standards. Additionally, it allows us to implement preventive and corrective actions aimed at eliminating the causes of accidents, incidents, and occupational illnesses.

We were able to operate without fatalities and reduce injuries. We continue to promote healthy lifestyle habits and safe behaviors in daily tasks. In addition, we carry out various health-related activities, such as occupational medical examinations and health risk assessments, using a methodology based on international criteria.



Noheli Zuchini, supervisor of the Annex pit.

Achievements 2024

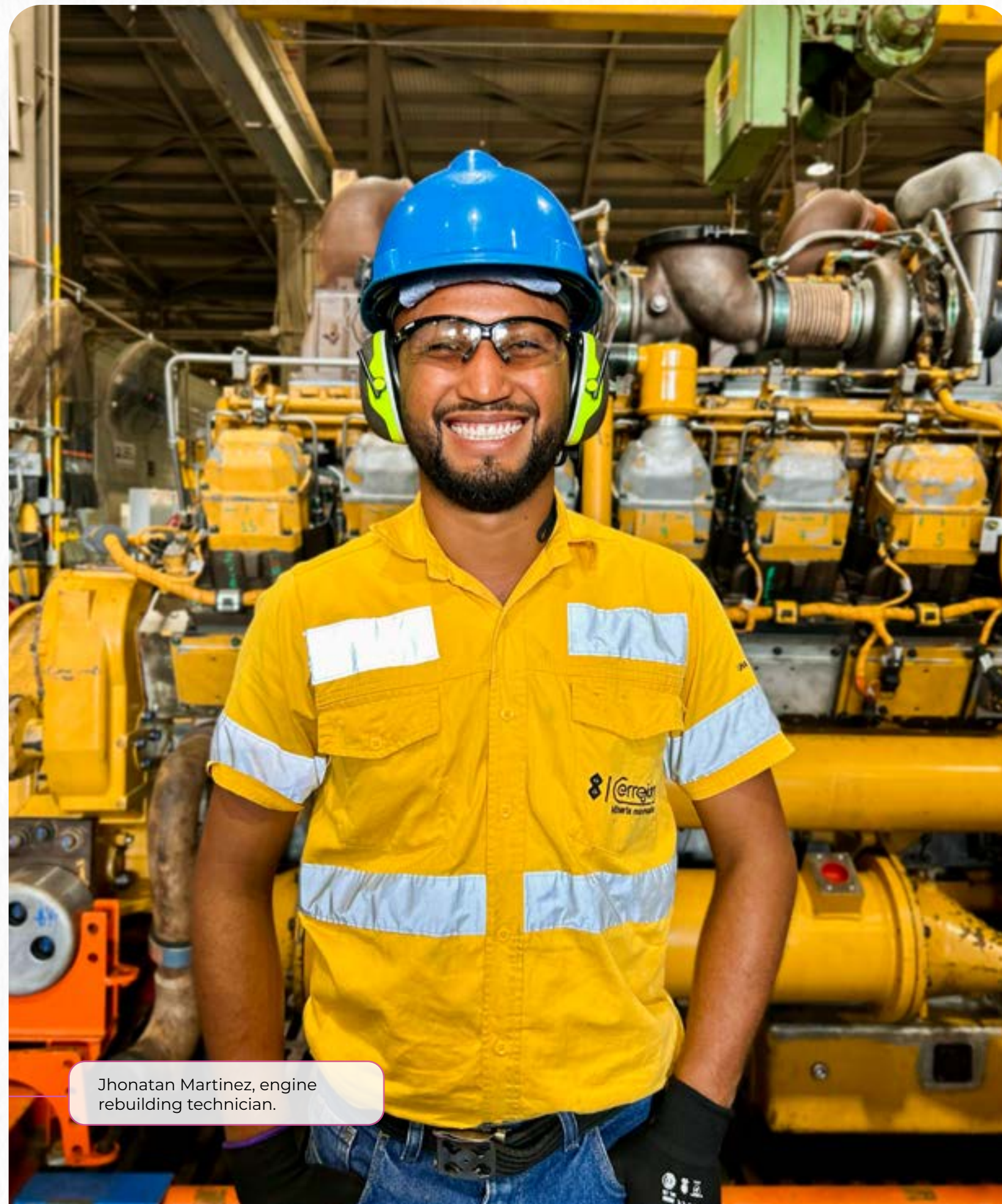
1. We achieved a 108% compliance rate in periodic examinations, with 4,310 workers.
2. We performed 14,782 occupational medical examinations, surpassing the number of examinations performed in one year in the company's history.
3. We enrolled 4,152 people in the Healthy Lifestyle Promotion Program, Cerrejón en Movimiento.
4. We complied with the audit of Decree 1072 - Occupational Health and Safety Management System, obtaining a score of 97%.
5. We conducted 96 drills with employees and contractors, in addition to training emergency brigades.
6. We initiated the "Salud y Seguridad Contigo" strategy, a space for dialogue, participation and consultation of Cerrejón's OSHMS with supervision.
7. We achieved 99% compliance with the Hygiene Risk Monitoring Plan, which covers risks of exposure to silica, noise, whole-body vibration and particulate matter, among others.
8. We held strategic meetings with 35 contracting companies to strengthen the Occupational Health and Safety Management System, defining actions to leverage results.
9. We continued with the development of the Leadership School, aligned with our model and SafeWork's requirements, reaching 98% of the organization's leaders.

Priorities 2025

- ◆ Promote and strengthen the health care culture of our employees, aligned with the prevention of chronic non-communicable diseases and other health conditions associated with them.
- ◆ Continue training leaders and workers to identify areas and processes susceptible to control, to reduce exposure to risks, following the hierarchy of controls.



Human talent



Jhonatan Martinez, engine rebuilding technician.

Employees by region by employment contract

| Region of origin | Indefinite Term | Fixed Term | Total |
|---------------------|-----------------|------------|-------|
| La Guajira | 2.585 | 1.570 | 4.155 |
| Costa Caribe | 1.096 | 605 | 1.701 |
| Rest of the country | 360 | 59 | 419 |
| Foreigners | 0 | 0 | 0 |
| Total | 4.041 | 2.234 | 6.275 |

Employees by gender according to employment contract

| Type of Contract | Female | Male | Total |
|------------------|--------|-------|-------|
| Undefined term | 434 | 3.607 | 4.041 |
| Fixed term | 387 | 1.847 | 2.234 |
| Total | 821 | 5.454 | 6.275 |

Employees by employment category and age range

| Age range | Managers | Managers, Superintendents and Directors | Supervisors and Coordinators | Assistants, Analysts and Specialists | Technical Staff | Apprentices | Total |
|-----------------------------|----------|---|------------------------------|--------------------------------------|-----------------|-------------|-------|
| Under 30 years old | | | 22 | 57 | 494 | 241 | 814 |
| Between 30 and 50 years old | 4 | 78 | 283 | 451 | 3.303 | 46 | 4.165 |
| Older than 50 years | 4 | 32 | 89 | 123 | 1.048 | | 1.296 |
| Total | 8 | 110 | 394 | 631 | 4.845 | 287 | 6.275 |



CASE STUDY

Employability strategy for guajiros

La Guajira faces great challenges in terms of employment: a limited labor supply, training of the inhabitants not always adjusted to the needs of the market and environmental conditions that limit access to formal jobs. Faced with this reality, Cerrejón has made efforts as an employer for the people of Guajira, increasingly prioritizing the hiring of talent from the department. In 2024, we set ourselves a new challenge:

How to expand the participation of Guajiros in the operation and facilitate access to quality jobs?

We then began the implementation of an employability strategy focused on the inclusion of local talent within the recruitment and selection processes, aligned with the needs of the operation and the company's hiring capacity. To this end, we defined indicators, standardized databases and managed vacancies through employability roundtables with communities and contractors, and consolidated alliances with government agencies, non-profit civic corporations and educational institutions. All this allowed us to analyze challenges, propose solutions, disseminate job offers and make candidates visible. In addition, we created training programs and job orientation workshops to strengthen useful skills both in Cerejón and in other labor scenarios, seeking greater inclusion.

This strategy was aligned with our policy that welcomes differences, provides equal opportunities and employment generation in our area of influence.

In 2024, we achieved the hiring of:

945 people born in La Guajira.

55% born in the municipalities within the area of influence, from Manaure to Barrancas.

45% born in the rest of the department.

356 are women and **202** belong to the Wayuu ethnic group.

While the challenge continues and the demands of the environment grow, we remain committed to continue betting on guajiros, on people from the region, from our land.

Guajiros contracted through the employability strategy, Trained in Alliance with Infotep



To learn more about
our best practice,
[click here.](#)

We are transparency

Chapter 03

- 3.1 Management with communities
- 3.2 Social Dialogue
- 3.3 Resettlements
- 3.4 Livelihood Assessment of Resettled
- 3.5 Human Rights
- 3.6 Case study



Management with communities

For Cerejón, our commitment is to believe in the people and generate benefits for La Guajira. For this reason, during 2024 we will work hand in hand with our neighbors on projects and initiatives that will promote a more sustainable department.

For Cerejón, our commitment is to believe in the people and generate benefits for La Guajira. For this reason, **during 2024 we worked hand in hand with our neighbors on projects and initiatives** that sought to promote a more sustainable department.

We strengthened the relationship and dialogue with local authorities, promoting participation mechanisms, promoting articulation roundtables and aligning strategies to **support the municipal development plans**. In addition, we held biannual meetings with neighboring mayors and the governor of La Guajira, in order to strengthen joint initiatives and address the challenges of the department, identifying how to manage them to have a more sustainable Guajira.

Our social investment, both in voluntary and mandatory initiatives, was focused on capacity building, income generation, infrastructure and health improvements, and access to water solutions. One example is **the Artisan Strengthening Program, which benefited 2,004 neighboring artisans with tools**, training and participation in scenarios to market their products.

In this period, we materialized a story with the **volunteering program "Together we change lives"**, in which we convened employees and contractors to build a social legacy for La Guajira. The first initiative is **the physical intervention, equipment and training for the San Rafael Educational Institution in Albania**, benefiting more than 1,700 students. In addition, we prepared 320 students in the municipality for the Saber 11 tests, and 154 teachers were trained in leadership, lcfes methodology and educational tools.

Our relationship and responsible management of our impacts have allowed us to maintain our social license to operate, while contributing to the well-being and improving the quality of life of the communities and La Guajira.

Achievements 2024

1. We've reached 10 years of delivering water to La Guajira. In 2024 alone, we delivered 57 million liters to 164 communities within our area of influence.
2. We delivered an equipped computer room to the community of Campo Alegre, Barrancas.
3. Together with Asopeswa, we built and equipped a Community Unit for Early Childhood Care in the community of Sarrutsira, Media Luna.
4. We carried out eight Community Meeting Points (PECC), reaching a participation rate of 73%, equivalent to 360 communities.
5. We responded to 630 requests from communities, strengthening cultural and community aspects of our neighbors.
6. We managed the supply of 40,000 gallons of potable water to the Caribbean Naval Force to support the delivery of water in Alta Guajira.
7. We trained 51 public officials from our area of influence in territorial strengthening, through the Cooperation Agreement with the Universidad del Norte.
8. We donated an ambulance, through an agreement with E.S.E. Hospital San Rafael de Albania, to strengthen the health routes in the municipality and its communities.
9. We signed an agreement with the Pies Descalzos Foundation to equip 27 classrooms in the Nortechon community school in Uribia.
10. We completed the reconstruction of the La Quebrá bridge and the Box Culvert on the Caurina stream, Barrancas.
11. We improved 15 jagueyes in communities in the municipalities of Albania, Maicao and Uribia.
12. We partnered with Fundagan to benefit 50 families in La Guajira with the "A cow for peace" initiative.
13. We delivered 5 houses and 7 arbor units to communities in Media Luna- Uribia.
14. We formalized the signing of the Memorandum of Understanding with the Ministry of Housing, City and Territory for the "Wüin Ülees" (clean water) plan; we have already rehabilitated 41 water supply systems.
15. In alliance with the Mayor's Office of Barrancas, the Elba Solano Educational Institution and the Casa de la Cultura, the Semillero Orquestal of the municipality was born.

The Mayor's Office of Barrancas and Cerejón deliver the new bridge 'La Quebrá' to the community of Barrancón.



Priorities 2025

- Strengthen the direct relationship with neighboring communities to build common purposes, through a plan of permanent visits and the execution of collective projects.
- Advancing in the strengthening and development of institutional capacities, despite the challenges of the environment.
- Promote mechanisms to reduce blockages derived from external factors.
- Continue building income opportunities through tourism driven by the mining activity, which has been made concrete in the Locomotora Park in the municipality of Albania.



Social Dialogue

At Cerrejón, **we are carrying out the most far-reaching consultative process in the country.** We found in judgment T-704 of 2016, where the Constitutional Court established that Cerrejón must implement a mitigation plan for the communities in its area of influence and consult with them on the necessary compensation, **a valuable relationship opportunity based on dialogue,** respect for the uses and customs of the communities, recognition of our impacts and joint work with the communities.

By 2024, **we have formalized 86% of the prior consultation agreements** with the communities identified by the Ministry of the Interior, within the framework of Ruling T-704. This translates into **401 signed agreements, of which 346 are already formally closed with 2,085 social initiatives defined and executed autonomously** by the communities themselves.

Under the lines of income generation, cultural strengthening, infrastructure for the general benefit of the community, water solutions, education and basic sanitation, we support the fulfillment of agreements that benefit the communities.

During this period, **we advanced in the process with Afro-descendant communities** in the municipalities of Albania, Barrancas and Hatonuevo, who have the right to prior consultation, according to Ruling T-704. In addition, **on a voluntary basis,** we initiated the consultation process with communities that have the right, as determined by the Directorate of the National Authority for Prior Consultation (DANCP), for **the operation and maintenance of the Electricity Transmission Line.**

All these processes are accompanied by local and national guarantors, as well as control agencies. In addition, **the communities choose to be advised by indigenous and non-indigenous organizations and lawyers selected independently and autonomously,** thus guaranteeing the principle of adequate and sufficient information. They are also aligned with national and international standards, such as Convention 169 of the International Labor Organization, Law 21 of 2001, the ICMC (International Council on Mining and Metals) Position Statement on Indigenous Peoples, the International Finance Corporation 2012, the United Nations Declaration on the Rights of Indigenous Peoples, and Colombian constitutional jurisprudence, among others.



Achievements 2024

- 1. 401 signed**
We reached agreements of sentence T-704
- 2. 4 Afro-descendant**
We initiated a consultation process with communities, as part of the T-704 ruling.
- 3. 45 communities**
We began the consultation process with of the Electricity Transmission Line.

Priorities 2025

- Protocol agreements with 5 Afro-descendant communities in the framework of the T-704 ruling.
- Protocol agreements with 60 of the communities included in the prior consultation of the Cerrejón Power Line.
- Continue with the implementation and execution of the pending initiatives to be closed, which are agreed upon in the framework of judgment T-704.



Resettlements

In 2003, we began discussions with Roche; in 2007 with Patilla, Chancleta, and Tamaquito II; and in 2009 with Las Casitas, to resettle these communities in a responsible manner, as a last-resort mechanism to prevent and mitigate the impacts generated by our operation, in accordance with Performance Standard 5 of the International Finance Corporation (2006) and in compliance with Colombian legislation.

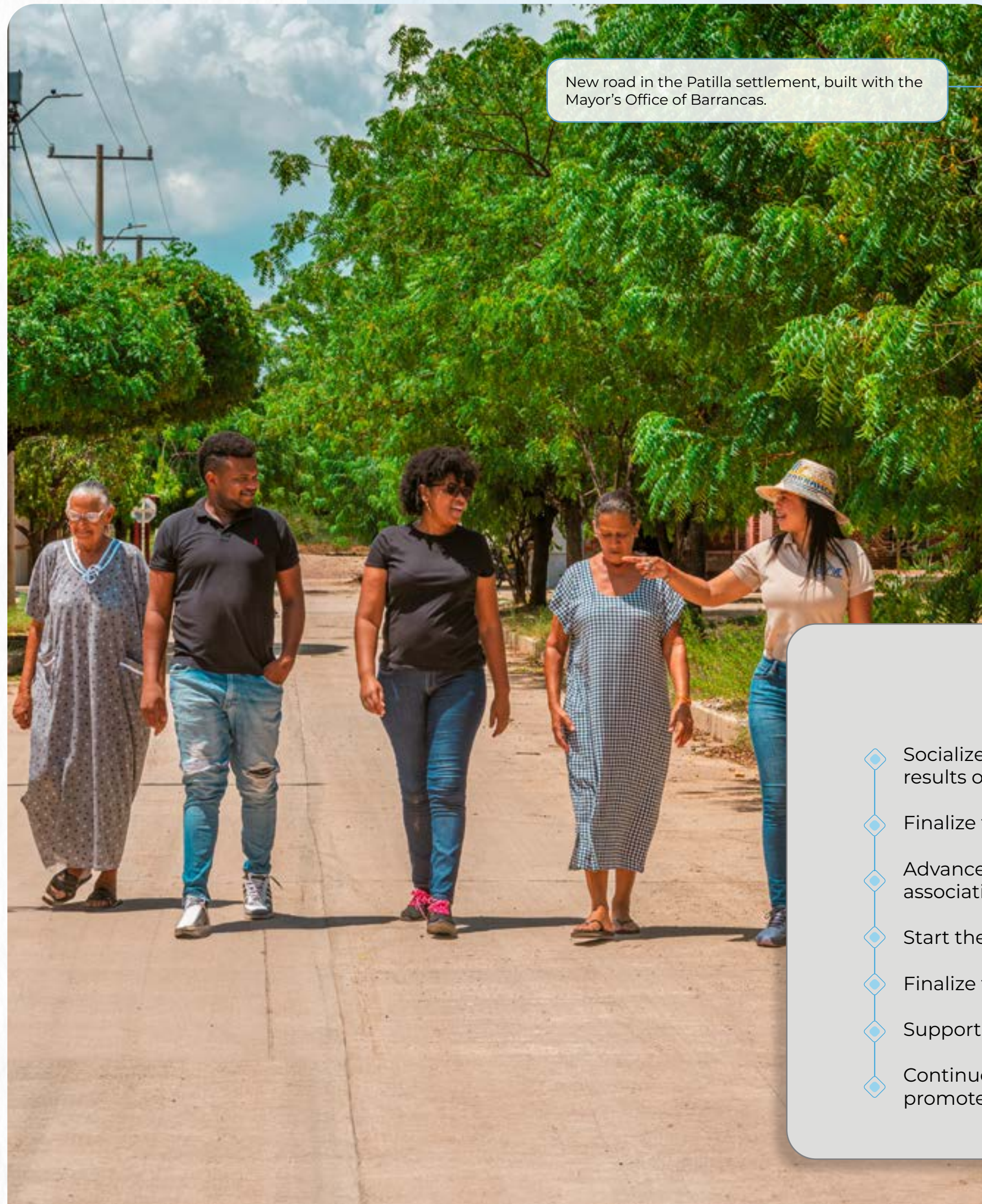
At Cerrejón we work with high standards of responsibility and respect for the families of these communities. **Our objective is that each one of them is an active part of the measures implemented to improve their quality of life**, through compensation and benefits derived from the process.

In 2024, **we will continue to promote economic growth in communities** by strengthening productive projects on the hectares jointly granted to resettled families.

For this period, we reached 75% of the lots with active livelihood activities, which include cultivation of guineo filo, fruits, yucca and native grasses; poultry raising; livestock and pig farming.

In addition, **we continued to provide educational benefits**, which translate into tuition and support payments for **254 people from the resettled communities** who decided to continue their technical-professional, technical-labor, technological, undergraduate and graduate studies. We also continued implementing the educational strengthening program to improve the academic results of 174 children and young people in primary and secondary school.

The delivery of economic support to senior citizens was once again part of our social activities, providing financial support to 15 senior citizens from the resettlement areas. At the same time, **we developed the Senior Citizen Program - MAPRO**, with which we promote leisure activities, social relations, literacy, promotion of a healthy lifestyle and the monthly delivery of a nutritional basket to 118 beneficiaries.



Achievements 2024

1.

We provided an additional 9.5 hectares of land on loan for the expansion of the associative silage production project, benefiting 14 families from Chancleta that are part of the Asociación de Negros Afrodescendientes de Chancleta (ASNAC).

2.

We delivered resources for more than 40 million pesos to the Woumain de Tamaquito II associative work company for a farm with 800 laying hens, benefiting 31 families.

3.

We initiated the contracting process for the cemetery works for the members of the Chancleta Community Council.

4.

We signed an agreement with Veolia to connect the resettlements to the municipal aqueduct system and, in this context, we presented Chancleta with the design of the network that will replace the existing one.

5.

As part of our employability strategy, we succeeded in recruiting 10 young people from the resettlement areas to join the company.

6.

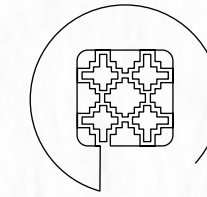
We were able to complete the Roche Building Pathology Study, executed directly by the community's Community Action Board.

Priorities 2025

- ◆ Socialize and implement improvement measures jointly with the resettled communities, based on the results of the livelihoods study.
- ◆ Finalize the execution of the community infrastructure works in Patilla, carried out by this community.
- ◆ Advance the works for the adaptation of the Chancleta cemetery, managed by the ASNAC and Afrochancleta associations.
- ◆ Start the works for the replacement of the aqueduct networks in Chancleta.
- ◆ Finalize the delivery of the joint ownership lots to the families of Roche.
- ◆ Support in the provision of a computer room for the Tamaquito II Ethno-educational Center.
- ◆ Continue to support the strengthening of existing associative productive projects and provide tools to promote new collective projects.



Livelihood Assessment of Resettled Communities



To deepen our understanding of the living conditions of the communities resettled by Cerrejón, we contracted with the National Consulting Center (CNC), a Livelihood Assessment of the families in the communities of Patilla and Chancleta. This assessment allowed us to determine community well-being in several categories.

Support to the Oreganal community celebration, as part of the Cultural Heritage Strengthening Program.



Chancleta

(conducted with 11 ASNAC families)

People and Community

- ◆ Increase in extended families due to new births and the arrival of family members who were not part of the 2010 baseline.
- ◆ Increase of 25.4% in the working-age population, due to population aging, marriages and new inhabitants.
- ◆ Access to technical, technological and higher education increased from 0% to 90%, thanks to educational strengthening programs.
- ◆ Primary school dropout rate reduced from 75% to 0%.

Culture

- ◆ Low participation and solidarity among families.
- ◆ Loss of identity and social cohesion.
- ◆ Less involvement in community networks.

Livelihoods, Land and Resources

- ◆ Persistence of informal labor (agriculture, animal husbandry and community exchange), showing dependence on public and private aid for project development.
- ◆ ASNAC received an additional 9.5 hectares in commodatum, drip irrigation, inputs, equipment, training from SENA, and production kits for corn and silage projects.

Infrastructure and Housing

- ◆ Improvements in housing (block or brick walls; tile, vinyl and brick floors; tile roofs), and community facilities and utilities, as compared to the pre-resettlement situation.
- ◆ Access to water continues to be through tanker trucks, even though they have been provided with guarantees to access it, because the community did not accept the intervention of the system. Actions are now being taken to install new infrastructure because repairs are not possible due to disuse.

Patilla

(surveyed 39 families)

People and Community

- ◆ 32% increase in the working age population, from 58.5% to 77.2%, expanding the productive potential.
- ◆ 49% increase in extended families with respect to the period prior to resettlement.
- ◆ Progress in access to primary, secondary and higher education, from 0% in 2010 to 60% in 2023.

Culture

- ◆ Greater involvement in community organization, decision making and participation in religious activities and patron saint festivities.
- ◆ Reduced participation in cultural, sports and traditional activities, and reduced participation in cultural and community income-generating groups.

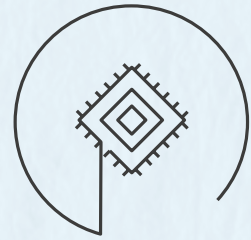
Livelihood, Land and Resources

- ◆ Diversification of income sources: 197% more in agricultural activities and 85.7% in animal husbandry and food sales. Therefore, 6% reduction in extreme poverty among families.
- ◆ Increased labor informality, few formal jobs, low pension affiliation and greater dependence on public and private assistance, which affects economic self-sustainability.

Infrastructure and Housing

- ◆ Improvements in housing (block or brick walls; tile, vinyl and brick floors; tile roofs), community facilities and utilities, compared to pre-resettlement situation.

This activity complements the one carried out in 2022 in Tamaquito and Las Casitas.



We are committed to promoting and respecting human rights for our employees, communities and neighbors. We are aware that our activities have the potential to affect various stakeholders, so we strive to adopt rigorous policies and processes that we update periodically.

As part of this commitment, by 2024 we consolidated the operation of the Human Rights Governance System, which enables reporting and decision making on this issue at the highest levels of the company. It also includes the implementation of the human rights due diligence process which entails monitoring of risk and impact management and the execution of permanent tasks: compliance with plans associated with the Voluntary Principles on Security and Human Rights, responsibility in the management of the supply chain, respect for labor rights, training and communication on human rights, complaints management and the commitment to continuous improvement by implementing internal and external audits to our performance. All this under our Human Rights Policy and the implementation of the corporate Human Rights standard.

Within the framework of our management, during this period we developed tasks associated with:

Human Rights



Nubis Camargo, traditional authority of the Moloconosir community.

Third Human Rights Risk and Impact Study:

for the first time we published and followed up on the Outstanding Events Plan resulting from the Human Rights Risk and Impact Study conducted in 2023, achieving 94% compliance in the execution of the plan.

Responsible sourcing: we conducted 10 comprehensive audits of prioritized contractors to determine their performance in social, human rights and labor issues, and we trained 67 contract managers in human rights issues.

Human Rights training: we trained 311 people in person, belonging to strategic areas such as Human Resources and Production. In addition, we enabled Glencore's virtual training on human rights for strategic positions.

Security and Human Rights: we executed 100% of the plan to socialize the Human Rights Policy to external stakeholders, covering 1,134 security guards and 159 members of the Public Force. In addition, we made progress in conducting risk analysis with a human rights perspective and in monitoring compliance with human rights clauses in private security companies.

Communicating on Human Rights: we executed 100% of the communications plan on human rights. We achieved this through various actions, such as the creation of a space on our website, radio spots on internal channels, press releases, publications on social networks and national and international newsletter on human rights, among others.

Protocol for threats to social leaders: Since 2018 we implement a protocol to address cases of third-party threats against social leaders and human rights defenders from the region. Last year we activated the protocol on six occasions where we were informed of the situation. In these cases we generate attention and rejection to these situations and request the timely and proper action, protection, and investigation from local and national authorities.

Complaints Office: since 2010 we implemented a Complaints Office, aligned with the requirements defined in the United Nations Guiding Principles on Business and Human Rights. Through this office we address the concerns of different stakeholders. Complaints are managed through a standardized process: they are registered, assigned to an investigator who advances the process through a permanent relationship with the possible affected parties and proposes agreed solutions. Once implemented, the cases are closed. In 2024 we received 388 complaints, of which we closed 344, while 44 are still under investigation. In addition, we closed 49 complaints from previous years, reaching a total of 393 cases completed during this period. We managed to reduce response times, reaching an average time of 18 days. The typologies of complaints maintained their trend: 87% were related to communities, followed by 11% in Labor Rights. In terms of complexity, 1% were high, 84% medium-high and 14% medium-low. For 2024 we continued to measure satisfaction with the service, through surveys conducted on 85% of the complaints received and closed, achieving a satisfaction level of 99.9%. In addition, we strengthened the dissemination of information on the operation of the office, reaching more than 1,400 employees and contractors.

Achievements 2024

1. We executed the **Human Rights Plan**, surpassing the goals established for the year.
2. **We are 100% compliant** with the requirements of the International Council on Mining and Metals expectations related to Human Rights, verified by an audit performed by Deloitte.
3. We conducted **17 dissemination events to communities** on the operation of the Complaints Attention Office.

Priorities 2025

- ◆ Continue with the implementation and follow-up of the action plan to address the Outstanding Events resulting from the Human Rights Risk and Impact Assessment (HRIA).
- ◆ Produce and publish follow-up reports on this plan.



CASE STUDY

Education for Media Luna

In the community of Sarrutsira, in Media Luna, access to early education and adequate spaces for early childhood was limited, directly impacting the education of children, who did not have safe and adequate environments for learning. But this was not the only challenge: the conditions of the territory, access to water, climate and the specific needs of the area, represented an additional challenge. Faced with this reality, together with the community we asked ourselves the following questions:

What more can we do to contribute to the development of this territory and provide better educational opportunities?

The answer was to build a Community Unit for Early Childhood Care (UCA) in Media Luna. Through a joint effort with Sarrutsira, we consolidated a sustainable management model in which the community, represented by its own association, participated in the design and assumed the execution of the project.

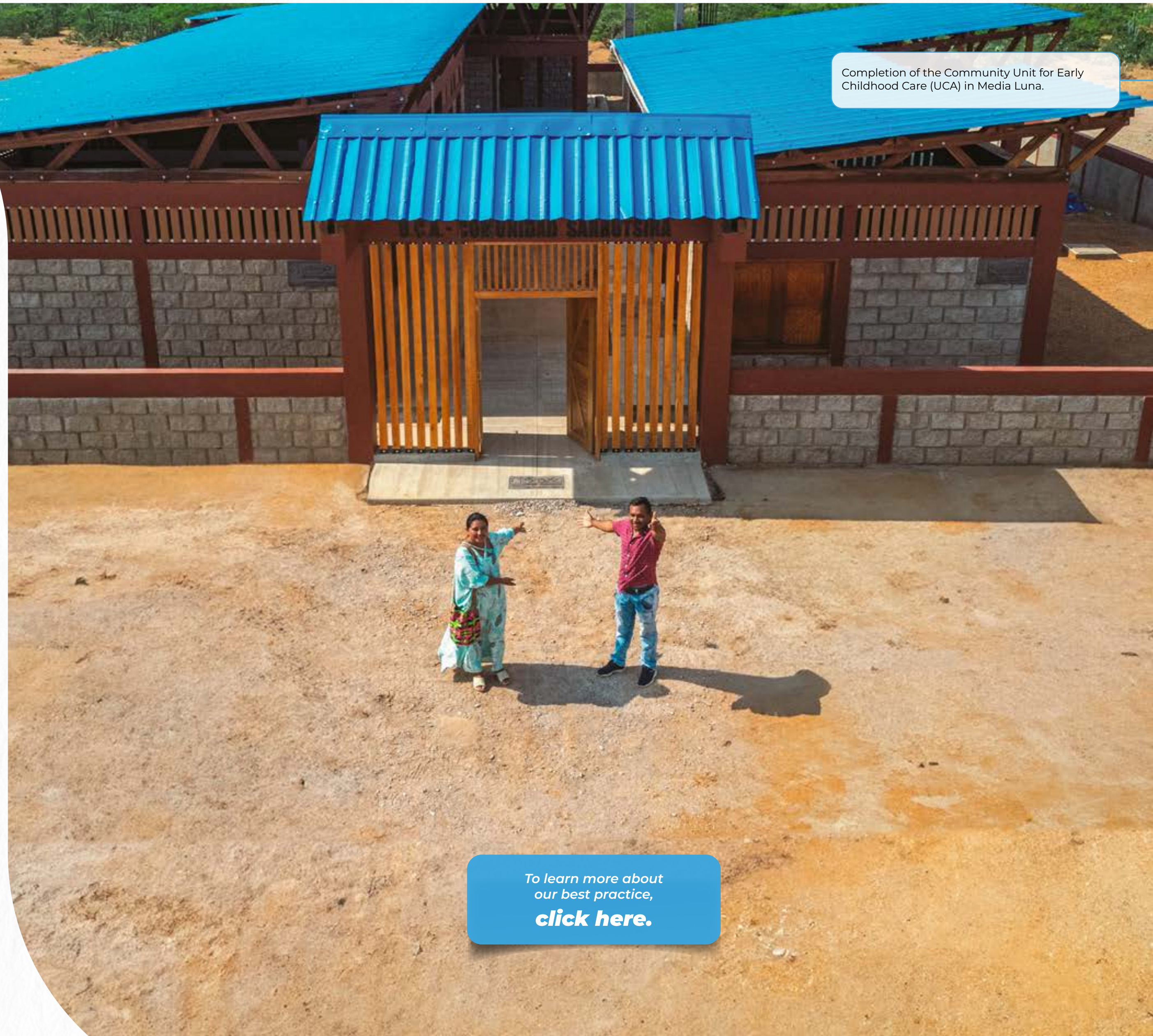
Together with the Asociación de Pescadores Artesanales Wayuu de Media Luna (ASOPESWA), we adapted the design based on a UCA model proposed by the government, adapted to the unique conditions of the area, with a capacity to serve up to 50 children.

Today the UCA is a reality. A space of 415 square meters with two learning classrooms, four bathrooms for children and three for adults, kitchen with service and dining area, covered recreational area and playground, office for teachers, health care space and perimeter enclosure.

The Media Luna UCA is an example of how the work between the company and the community can transform realities and contribute to the social development of the territories.

Completion of the Community Unit for Early Childhood Care (UCA) in Media Luna.

To learn more about our best practice, **[click here.](#)**



We are Responsibility

Chapter

04

- 4.1 Water management
- 4.2 Air management
- 4.3 Biodiversity
- 4.4 Closing of operations
- 4.5 Adaptation to climate change, resilience and energy transition
- 4.6 Case study



Water management



For Cerejón, caring for water is a priority. We are aware of its vital importance, and therefore, in our operation we strive to make responsible and efficient use of the resource, reducing its use, protecting rivers and streams in the region, and promoting access to this essential resource by neighboring communities.

In 2024, we achieved a very important milestone: the flow of the Ranchería River more than doubled its volume as it passes through Cerejón, from 6.2 m³/s at the inlet to 15.9 m³/s at the outlet, according to the results of the Instituto de Hidrología, Meteorología y Estudios Ambientales (IDEAM)* monitoring stations. This result reflects our constant efforts and the positive impact of our actions in the conservation of water resources. Our conservation initiatives in the basins and micro-basins of the Tabaco, Bruno, Paladines, Caurina, Cerejón and Aguas Blancas streams, which feed the river's flow, have been key to this purpose.

In 2024, we fulfilled the plan to expand the perimeter water management network and build new sedimentation ponds to strengthen actions aimed at protecting water resources.

IDEAM, as the state authority in charge of environmental supervision, constantly monitors our progress through three stations that measure the flow of the Ranchería River before, during, and after our operations. However, our commitment to sustainability does not stop there. Cerejón has consolidated a state-of-the-art water monitoring network, which encompasses more than 180 points strategically distributed in the Ranchería River's middle basin, as well as in eight streams near our operations and in other bodies of water near neighboring communities.

This network, designed to monitor both water quality and quantity, extends over more than 70,000 hectares, one of the largest in the Colombian Caribbean, and covers both surface and groundwater. Thanks to this monitoring infrastructure, Cerejón obtains accurate, real-time data on the state of the water in the area, allowing us to make informed decisions and comply with the strict environmental standards established by Colombian regulations.

*Values estimated from the daily-level data of the IDEAM stations CUESTECITAS [15067050] and SAN FRANCISCO [15067170], available at: dhime.ideam.gov.co/atencionciudadano



Contractor of the company K2 monitoring water quality and quantity of the Rancheria River.

Our monitoring points are connected to an advanced system that reviews water quality at intervals ranging from real-time to daily, weekly, monthly and quarterly monitoring, tailored to the needs of each water source. The results are obtained through an IDEAM-accredited laboratory and are published weekly on Cerejón's website. In addition, during 2024 we strengthened the flood warning network for the Ranchería River, caused by the increased flow of the El Cercado dam.

In 2024, 91% of the water used at our operations (mine, railroad, and port) came from water that is not suitable for human or animal consumption. The remaining 9% came from the Rancheria River and its aquifer and was intended for consumption by our employees and contractors, as well as nearby communities.

At Puerto Bolívar, 100% of the water used comes from the sea and is made potable through a desalination plant, a process that ensures that our operations do not impact freshwater sources. Thanks to these initiatives, we promote that the total water discharged into rivers and streams complies with the limits established in the discharge regulations, both for surface water (Resolution 631 of 2015) and marine water (Resolution 883 of 2018).



| Source | Other waters | Fresh water | Total |
|-------------------------------|---|--|-------|
| | Other waters (total solids ≥ 1,000 mg/L)*. | Fresh water (total solids < 1,000 mg/L) | |
| Surface water and groundwater | 8,377 | 847 | |
| Marine waters | 572 | ---- | |
| Total | 8,949 | 847 | 9,796 |

* Water consumption per source (megaliters - MI)



Achievements 2024

1.

We strengthened our groundwater quality monitoring infrastructure by installing an **on-line Hydrological Monitoring System**.
2.

We were able to comply with the plan to expand the perimeter water management network and build new sedimentation ponds **to strengthen actions aimed at protecting water resources**.
3.

We strived to ensure that the water quality of the Rancheria River and streams **maintained its quality after passing through the operation**, thanks to the implementation of various controls and measures.
4.

We strengthened **the warning network for flooding of the Ranchería river**, caused by the increase in the flow of the El Cercado dam.

Priorities 2025

- ◆ Maintain and improve surface water monitoring points in rivers and streams.
- ◆ Build structures to convey and control the flow of water interacting with the different landfills in the process of rehabilitation to improve the conditions of the Ranchería River's middle basin.
- ◆ Strengthen rainwater monitoring through new monitoring points.
- ◆ Increase rehabilitated areas, promoting an increase in water retention and regulation in the middle basin of the Rancheria River.
- ◆ Optimize pumping systems for water management, making operational progress feasible, complying with environmental regulations.



Air management

At Cerrejón, we strive to effectively control the dust, noise, vibration, and odor emissions generated by our operation, minimizing their impact on the community and the environment. To achieve this, we have implemented a comprehensive management system, a pioneer in Latin America, that allows us to monitor air quality in real time and take immediate action to ensure that our airborne particulate emissions, which are divided into two size categories (PM10 and PM2.5), never exceed the limits allowed by law.

PM10

These are the larger particles, 10 micrometers or less.

PM2.5

are even smaller, 2.5 micrometers or less.

This innovative system is supported by a network of **17 monitoring stations strategically located around our operations**. Thanks to this advanced infrastructure, we can detect any changes in air quality and act immediately to comply with current regulations.

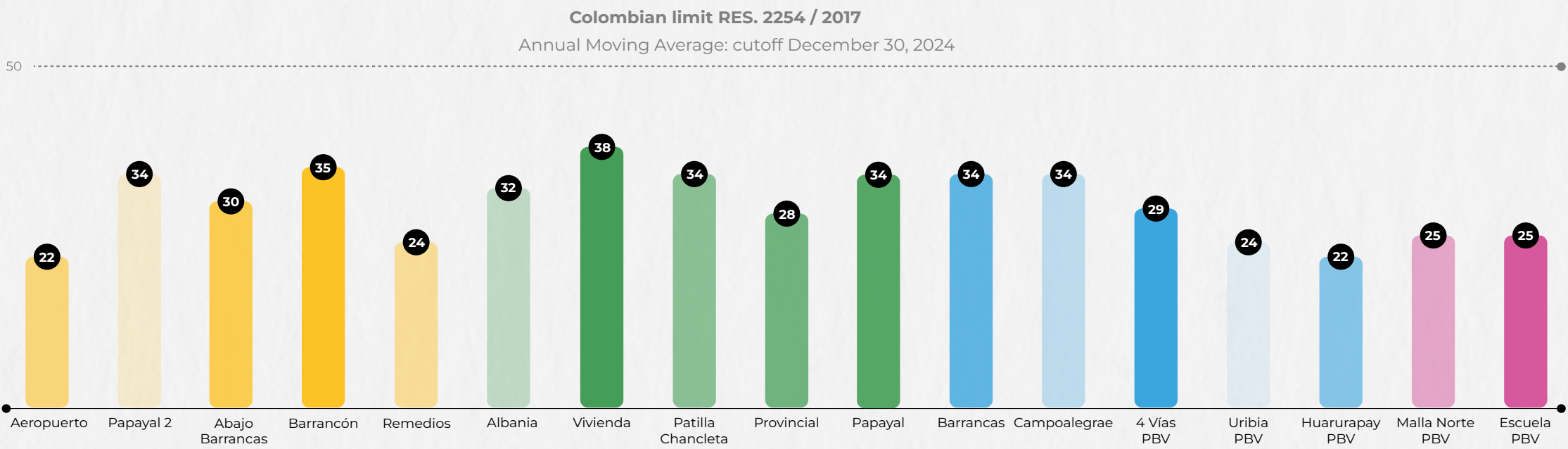
In 2024, all our monitoring stations complied with the standards established by Colombian regulations, making further progress with respect to the previous year in real-time monitoring through technological upgrades with equipment that transmits information online, consolidated in internal platforms that are permanently monitored.

To ensure that emission limits are not exceeded, we have a robust source control system that includes **a fleet of 36 20,000-gallon tankers and four 10,000-gallon tankers that constantly irrigate the roads with low-quality water**, which, having come into contact with coal seams and saline rocks, is a resource that, without treatment, is not suitable for human, animal or agricultural consumption, but is highly effective in reducing dust. In addition, we use a dust suppressant additive in the irrigation water to make efficient use of the resource and we have **a network of 34 km of sprinklers** that complement the fleet of tankers. We also implemented **1.7 km of fog curtains and an advanced coal compaction and leveling system in the train cars**, which includes a small additional dose of dust suppressant.

Finally, as part of the emission control generated after a controlled explosion event to fragment the rock or soil, the tankers are the first equipment to enter the area to control the emissions generated by the dust rising after the detonation.



Monthly moving averages for PM10:



In order to continue improving, we have made significant progress in monitoring noise levels, implementing new automatic sensors in the communities of Provincial and Campoalegre and we have installed eight additional points along our railway line, in sectors such as Itaka, Ishamana, Uriibia and Cosinas, which allows us to have more frequent monitoring of noise emissions.

What makes this effort even more remarkable is the participation of the community. In Provincial, the monitoring station is supported by two environmental observers, members of the community itself, who are responsible for monitoring the station's compliance and socializing the results with the local inhabitants. This approach fosters greater transparency and trust in our management.

We have also created an Oversight Committee made up of more than 30 people from communities near the mine, the railway line, and Puerto Bolívar. This committee meets regularly to learn about, discuss, and disseminate our efforts and results in environmental management, helping to strengthen the link with the communities.

To ensure that all stakeholders have access to information, we publish weekly monitoring station indicators on our website, maintaining a constant flow of information and transparency.

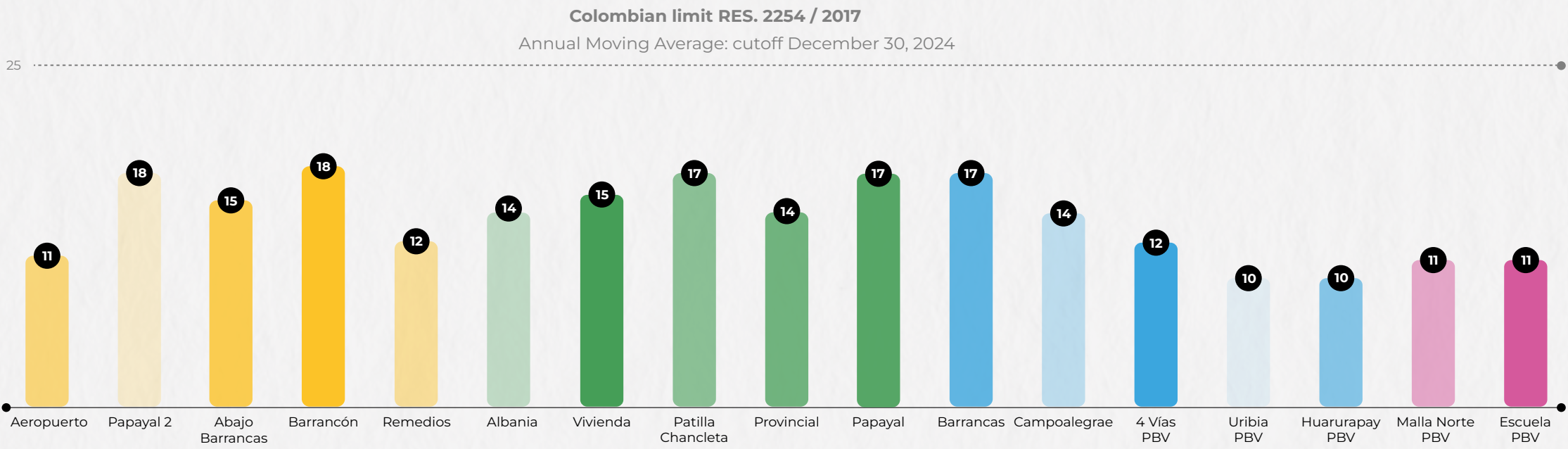
Our goal is clear: to protect the health of nearby communities, provide a clean environment and meet the highest environmental standards.



Note:

Through this document, we present the annual average of PM10 and PM2.5 from the stations of Cerrejón's Industrial Air Quality Monitoring System, in compliance with the limits established by Resolution 2254 of 2017.

Monthly moving averages for PM2.5:



Achievements 2024

- 1.** We were **100% compliant** with the annual air quality standards for PM10 and PM2.5 (Res.2254/2017).
- 2.** We upgraded the meteorology network with **2 new automatic equipment**.
- 3.** We upgraded the measurement technology from manual to automatic at **2 air quality monitoring stations**.
- 4.** We upgraded the measurement technology at **2 points of the vibration** and overpressure monitoring network.
- 5.** We maintained the availability of **the vibration and overpressure monitoring network**, ensuring representative blasting results.
- 6.** We maintained permanent surveillance throughout the year at **the Environmental Monitoring Base through camera surveillance**, daily operational inspections and radio communication with the operation.

Priorities 2025

- ◆ Maintain the availability of air quality, meteorology, noise and blasting monitoring networks to ensure accurate measurements to enable decision making aligned with regulatory compliance.
- ◆ Strengthen the permanent monitoring of the Environmental Basis by constantly updating operational standards, especially during dry seasons.
- ◆ Integrate real-time measurements of meteorology, particulate matter and noise from the Mine, Railroad Line and Puerto Bolívar sectors.



Biodiversity and landscapes

Biodiversity conservation in La Guajira is a fundamental commitment for Cerrejón and a key pillar of our sustainability strategy. We not only focus on preventing and mitigating the impacts of our activities but also seek to create opportunities that maximize the benefits for the environment and communities.



In 2024, we made progress in land rehabilitation with more than 5,200 hectares of rehabilitation consolidated in this process since the beginning of the operation. More than 3.7 million native tropical dry forest trees have been planted both in areas previously disturbed by mining and in other areas surrounding the operation since 1990. Last year, we began the rehabilitation process on 189 hectares and restored 777 hectares as part of our environmental compensation actions.

With these processes, one of our greatest contributions to the region is the creation of the Wüin - Manna biological corridor, connecting the Sierra Nevada de Santa Marta and the Serranía del Perijá, which we are protecting and connecting with innovative restoration and conservation tools. This includes planting native trees, establishing conservation agreements with neighboring communities, and creating wildlife crossings. **Thanks to these initiatives, more than 600 species of fauna and 76 species of flora, many of them in threatened categories, have found a home in these areas, which today are some of the best-conserved tropical dry forests in the Colombian Caribbean.**

The planting activities have been possible thanks to the joint work carried out with local communities who, as in previous years, are responsible for producing and planting the native plants of the dry forest, achieving the double benefit of contributing to the biodiversity of the area and improving the quality of life of local stakeholders through sustainable productive programs.

The Guardianas del Manglar project in La Guajira, formed by the communities of Bahía Hondita in Alta Guajira in collaboration with the company, won third place in the BIBO 2024 Award, organized by El Espectador, in the Women for Biodiversity category. This initiative seeks to highlight and recognize the work carried out to restore the mangrove ecosystem in Bahía Hondita through the implementation of community nurseries, the restoration of 3.24 km of canals and the planting of 18,000 black mangrove (*Avicennia germinans*) seedlings. The project not only promotes the restoration of this vital ecosystem, but also has a gender



Toche (*Icterus nigrogularis*), bird photographed during the Global Big Day 2024

Photo courtesy of **Hermán Amaya**.

focus, empowering the women of the marine-coastal communities.

The effectiveness of our management has been confirmed by relevant studies. An example of this is the article: **Biodiversity responses to landscape transformations caused by open-pit coal mining: an assessment on bats and dung beetles in a Colombian tropical dry forest (Biodiversity responses to landscape transformations caused by open-pit coal mining: An assessment on bats and dung beetles in a Colombian tropical dry forest)** in the scientific journal Environmental and Sustainability Indicators, highlights that the rehabilitation carried out by Cerrejón has been key to the restoration of wildlife habitats in La Guajira, empowering the women of the marine-coastal communities.

Each year, more than 100 people are employed in this project, which contributes to improving food security, resilience and the conservation of coastal ecosystems.



Our leadership in biodiversity data management has also been recognized.

During the **Pre-COP16 Meeting - Nature and Business**, we were selected as **one of the 10 companies that contribute most** to the generation of open data on biodiversity in the country. This recognition, granted by ANDI's National Water and Biodiversity Center and the Colombian Biodiversity Information System (SIB), highlights Cerrejón as the mining company that publishes the most data in Colombia, **with 197,100 data distributed in 9 sets, used in 385 scientific publications.**

Our commitment to biodiversity

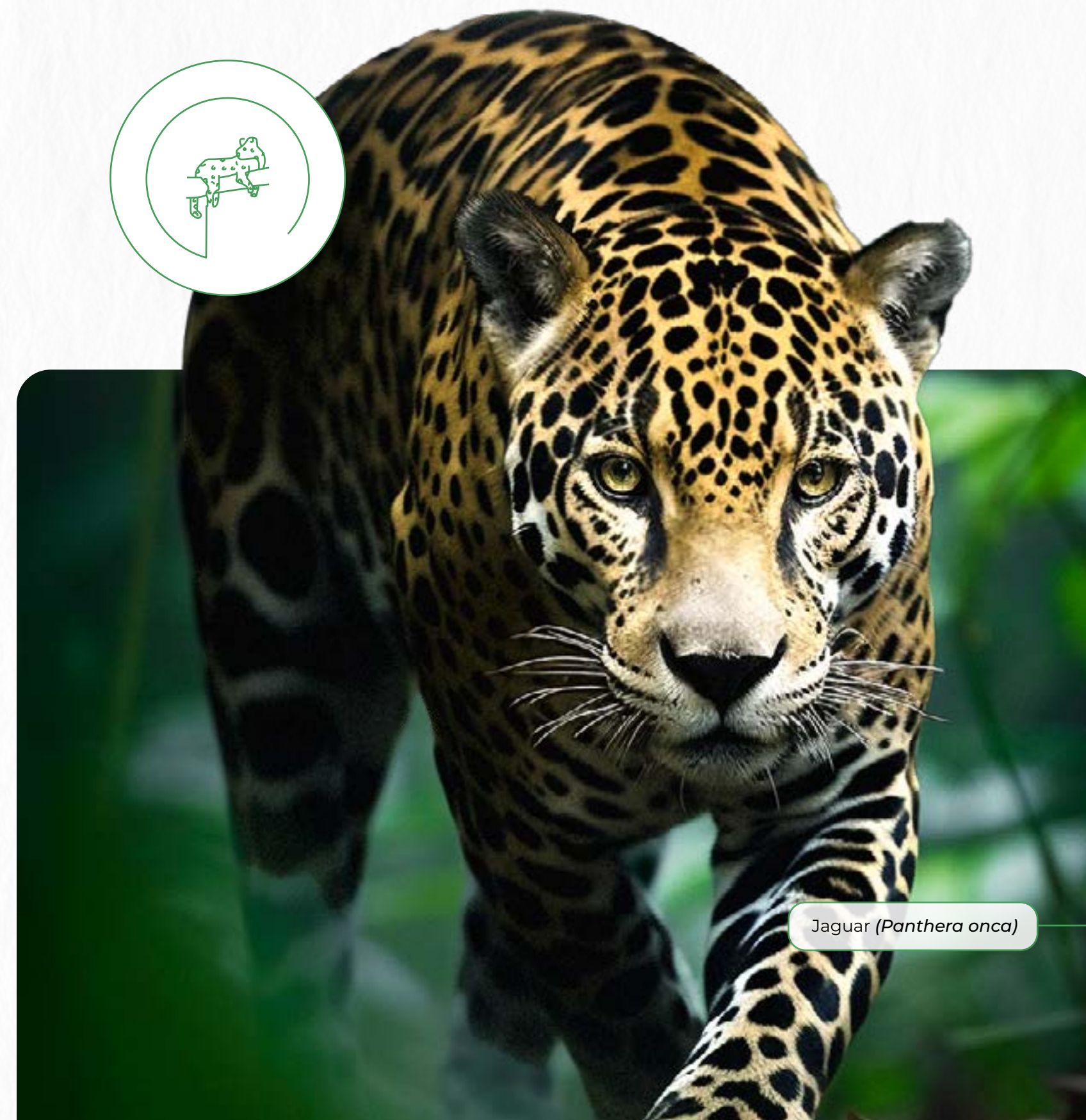
is also reflected in international platforms such as **Wildlife Insights and Naturalista**, where we share data obtained through our system of **more than 30 camera traps** distributed across five municipalities in La Guajira. Thanks to this system, species of great ecological importance have been recorded, such as **the jaguar**, with **more than 10 individuals sighted since 2016, after not having been observed in the region since 1976.**

We have also implemented other species conservation programs since 2009, such as our **Wildlife Rehabilitation Centre and the conservation and breeding program for endangered species, through which we contribute to the protection of the region's wildlife.**

Achievements 2024

1. The planting of **18,000 trees** in the mangrove restoration and monitoring project in Bahía Hondita was completed.
2. We increased the production capacity of plant material for land compensation and rehabilitation processes by **125,000 seedlings for a total of 725,000 in La Guajira.**
3. Compliance with actions in areas undergoing environmental compensation **increased by 180%.**

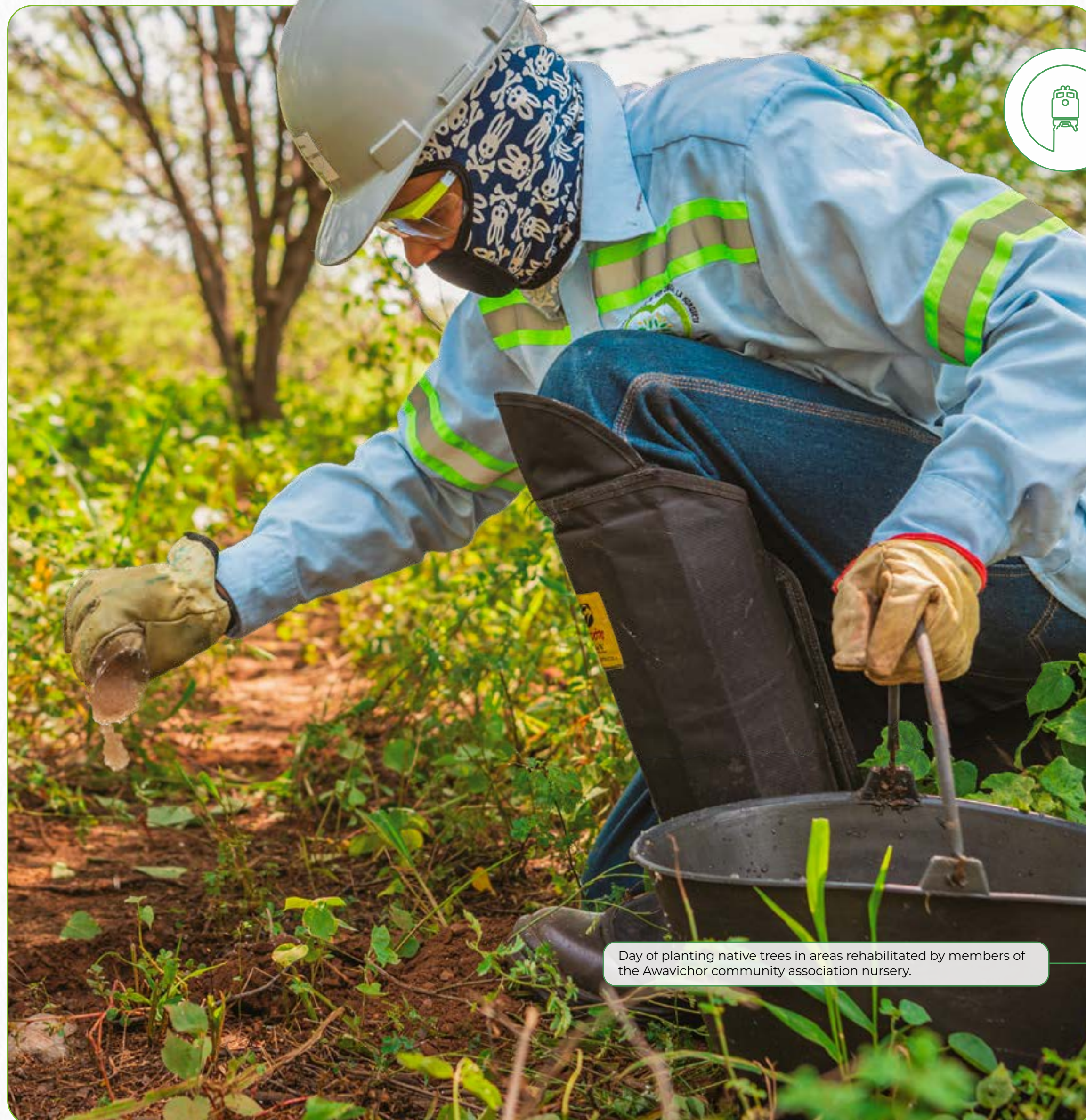
We created more **than 97 permanent jobs and 497 temporary jobs** in the planting and tree production processes, working in alliance with four community associations (**Alceba, Aguapaceba, Awavichor and Provincial**), two Guajira companies, Biorecuperar and Constructora Sucre, and an Antioquian company, Tekia, a specialist in mangrove restoration.
4. We concluded the conservation agreements established in 2019 with the families of the **Tigre Pozo and El Rocío communities**, located in the middle and upper watershed of the Bruno Creek. For five years, these agreements **focused on protecting and restoring the watershed located in Montes de Oca** through community-led actions.
5. We concluded the conservation agreements established in 2019 with the families of the **Tigre Pozo and El Rocío communities**, located in the middle and upper watershed of the Bruno Creek. For five years, these agreements **focused on protecting and restoring the watershed located in Montes de Oca** through community-led actions.
6. The largest tree planting in Cerrejón's history was achieved in 2024, **surpassing the 640,000 tropical dry forest natives** planted in rehabilitation and compensation areas.
7. La Guajira consolidated its position as **the fourth department in the Caribbean** with the greatest diversity of bird species.
8. **We released 1,300 hicoteas turtles** in the La Esperanza civil society reserve in the municipality of Dibulla, in partnership with Corpoguajira.



Jaguar (*Panthera onca*)

Priorities 2025

- ◆ Implement environmental compensation actions in more than 1,500 hectares.
- ◆ Continue with the progressive rehabilitation process of the areas affected by mining.
- ◆ Continue with conservation programs and compliance with the management plan related to animal care.



Day of planting native trees in areas rehabilitated by members of the Awavichor community association nursery.



Closure of Operations

At Cerrejón, we are committed to a responsible closure of our mining operations, ensuring that the assets, infrastructure and operating areas are handed over to the Colombian State in excellent condition upon termination of the mining contracts in February 2034. At that time, it will be up to the State to determine what to do with the mining assets and infrastructure, including the possibility of continuing operations.

Our Closure and Reversion Plan is designed to progressively manage mine closure, minimizing environmental and social impacts. This plan includes key actions such as the rehabilitation of areas affected by mining, the creation of reserve areas for biodiversity conservation, and the promotion of social initiatives to help communities become more resilient. These initiatives include income generation programs, local capacity building, infrastructure improvement, access to water and, overall, support for the sustainable development of La Guajira.

Furthermore, we have updated our Health, Safety, Environmental, and Communities strategy to reflect our Just and Orderly Transition approach within our closure planning process. Our Closure Planning Standard requires our industrial assets to assess their approach against the International Council on Mining and Metals (ICMM's) Closure Maturity Framework, to determine their level of closure planning maturity against this international best practice.

Achievements 2024

1. The **Jaguar project** was conceptualized, which consists of the design with geomorphological criteria. That is, replicating the natural landscape in an area with the potential for jaguar transit in the Tipiala landfill.

2. We reached **5,200 hectares of rehabilitated** areas in our progressive closure process.

3. We built **29 water management structures** that mitigate erosion and increase the degree of stabilization of the rehabilitated areas.

4. **Erosion tests** were completed by simulating different rainfall events characteristic of the middle basin of the Ranchería River. This has made it possible to understand the behavior of the areas at different levels of rehabilitation.

5. During 2024, **55 sessions were held with indigenous and urban communities** in the company's area of influence, where progress related to soil bank conservation and rehabilitation programs were socialized.

Over the next few years, we will work closely with communities, workers, local authorities and other key stakeholders to help ensure that the closure and reversal process is inclusive and reflects the diverse perspectives and needs of the region. ***This process will be key to defining the mine's decommissioning actions.***

Priorities 2025

- Initiate the implementation of the pioneering restoration plan, which will involve the ecological and landscape rehabilitation of mining areas.
- Continue with the studies required for the conceptualization of mine closure, as appropriate.
- Update the actions for a sustainable closure of the area where the material resulting from coal washing, called Cantor, was disposed of.



Adaptation to climate change,

resilience and energy transition



Mangrove guardians, in charge of mangrove production and planting in this ecosystem in Bahía Hondita.



At Cerrejón we have a Climate Change Management program through which we develop risk identification and assessment, mitigation and adaptation actions, facing this phenomenon and its effects, aligned with Sustainable Development Goal 13: climate action.

The application of continuous improvement leads us to seek energy efficiency in our operations; to this end, we identify and pre-select opportunities aimed at optimizing the use of facilities, saving and making efficient use of energy, replacing equipment and waste treatment, among others. These activities are subjected to an analysis of emissions reduction, commercial availability and technological status, according to the outlook for their implementation.

Our management program has three steps:

Emissions quantification and projection: adopting the GHG Protocol methodology and accredited under the ISO14064 standard, Cerrejón quantifies its emissions year by year and makes projections based on mining plans.

Mitigation: a continuous process through which initiatives are identified, prioritized according to availability and technological development, which are evaluated under quantitative methods, Marginal Abatement Cost Curve (MACC) methodology and risk analysis, leading to the implementation of mitigations.

Risk assessment and risk management actions: climate, natural and climate change policy risks are analyzed and risk control and adaptation actions, including nature-based solutions, are defined and implemented.

Finally, we work on the implementation of nature-based solutions initiatives to address urgent challenges such as the growing risk of natural disasters or climate change, through initiatives such as the implementation of community nurseries for the production and planting of mangroves that allow the recovery of this type of ecosystems, vital for carbon sequestration.

Mangrove ecosystems are crucial along coasts and highly important in sequestering carbon, protecting against erosion and storms, filtering water, and providing essential resources for coastal communities. Conserving and restoring these ecosystems strengthens local resilience, reducing the vulnerabilities of communities and contributing to their local economies.

Achievements 2024

1. We obtained renewable energy certification for **100% of the electricity consumed in Cerrejón**, under the IREC seal.
2. We reduced diesel fuel consumption because of the implementation of an initiative to install flow meters in mining equipment which, together with **Machine Learning tools**, allows us to optimize the performance of operators, equipment maintenance and road conditions.
3. Certification under **the ISO14064 standard** of greenhouse gas emissions for the baseline.
4. We updated the risk analysis based on different climate change scenarios, including **those associated with physical, natural and transitional changes**, guiding the implementation of additional mitigation and adaptation actions.
5. We transferred scientific knowledge to neighboring communities, **achieving 100% of the goals of native tree production in the network of community** nurseries with tropical dry forest species with high carbon sequestration.
6. Consolidation of the restoration process of more than **55 hectares of mangrove forest**, an ecosystem of great importance as a receptor of greenhouse gas.

Priorities 2025

- ◆ Consolidate planting in community nurseries with species with high carbon sequestration potential.
- ◆ Continue with the evaluation and implementation of greenhouse gas reduction initiatives.



CASE STUDY

Conservation in action: protecting endangered species of the tropical dry forest

Habitat loss is one of the main threats to biodiversity, and in La Guajira, this threat takes on an even more critical dimension. The La Guajira peninsula is a true natural treasure, where some of the most fragile and unique ecosystems on the planet converge, such as the tropical dry forest, the Sierra Nevada de Santa Marta and the Serranía del Perijá, which are protected areas of global importance. In addition to these, coastal marine ecosystems, such as mangroves and seagrasses, provide a vital refuge for numerous species.

However, factors such as landscape fragmentation, hunting and illegal wildlife trafficking, among others, have put emblematic species of high ecological value at risk, such as the caiman and the morrocoy and hicotea turtles.

In this context, since 2007 Cerrejón has led an Endangered Species Conservation program, whose main objective is to create the largest biological corridor in the Caribbean, connecting key ecosystems. This effort seeks to guarantee the survival of these species through habitat restoration, genetic flow and the creation of natural refuges.

Luis Madriñan, Cerrejón's Environmental Management Manager, explains, ***"The program focuses on protecting species of fauna and flora in the tropical dry forest, promoting the connection between the Sierra Nevada and the Serranía del Perijá, to guarantee viable populations of endangered species for future generations."***

As part of the program, the company has a **Wildlife Rehabilitation Centre** where health, clinical, nutritional and behavioral criteria are brought together in order to generate learning that has significance in the conservation of many species and enhance environmental education processes. A team of biologists, veterinarians and assistants work at the Center, whose functions include promoting the proper management of the animals, their recovery and long-term survival options, the reproduction and release of endangered species, and wildlife monitoring, among others.

Since 2020, as part of the reproduction and reincorporation of species to their natural habitats, we have **released more than 6,600 hicoteas turtles in partnership with Corpoguajira**. This species is in the endangered category, so the company hatched them, protected them after hatching and transferred them so they could be released.

And in 2023 we released **nine needle caimans** to conserve this endangered species. These animals were also born and raised at the Wildlife Center.

The program is also a fundamental part of the establishment of biocultural assets, which generate alternative and sustainable economic models with the communities of the region based on participatory monitoring, sustainable production models and the construction of positive relationships with ecosystem services, which translates into coexistence with endangered species and stakeholders in the territory.

This conservation program not only seeks to protect biodiversity, but also to build a sustainable legacy for future generations and generate a positive change in the way we interact with nature.

Release of turtles in their natural habitat in La Guajira.

To learn more about our best practice, please **click here.**



We are entrepreneurship

Chapter **05**

- 5.1 Financial performance
- 5.2 Supply chain
- 5.3 Study Case



Financial performance

In line with our value of simplicity, we focus on what is important. We strive to achieve sustainability for our company, generating economic value and promoting social development for our employees, their families, La Guajira and the country.



In 2024, we reached revenues of Ps. 8.8 trillion and allocated Ps. 8.7 trillion to various operating expenses, contributions to the government and social investment.



Coal bringing energy to the world.

The economic value retained was **101,444,175 million** between the economic value generated and distributed. The economic value generated corresponds **100% to the commercialization of our raw materials** in various international markets. On the other hand, the distributed economic value is distributed **85.7%** in operating expenses, another **0.2%** in the contribution of taxes and royalties to the national and local government, **13.1%** to salaries and benefits of our employees and **1%** to social investment.

As part of our commitment to progress, during 2024 we allocated a total of **1.6 trillion pesos in taxes and royalties*** to Colombia. Of this sum, **70 billion pesos were delivered to La Guajira** and the six municipalities in our area of influence: Albania, Hatonuevo, Barrancas, Maicao, Manaure and Uribia, through concepts such as the pro-development stamp and the property tax.

| Direct economic value generated | |
|--|-------------------------|
| | Figures in millions COP |
| Net sales revenue | \$ 8,690,309,401 |
| Income from financial investments | \$ 115,514,763 |
| Revenues from asset sales | \$ 2,739,499 |
| Direct economic value generated | \$ 8,808,563,663 |
| Direct economic value distributed | |
| | Figures in millions COP |
| Operating expenses | \$ 7,462,132,983 |
| Salaries and employee benefits | \$ 1,139,211,572 |
| Payments to national, regional and municipal governments | \$ 20,100,724 |
| Investments in communities | \$ 85,674,209 |
| Direct economic value distributed | \$ 8,707,119,488 |

* Includes refund of income tax credit balance 2023.



Supplychain

At Cerrejón, our relationship with contractors and suppliers, who are our partners to achieve the challenging goals of coal mining, is fundamental. Thus, in an integrated work that starts from the conception of a need for a contract or a purchase, to its awarding and formalization, a rigorous selection process is developed that goes through different instances of validation in the company, so that in the end we select only those companies that are aligned with the values, principles and corporate standards.

Our procurement processes include conducting Due Diligence on counterparties to ensure they meet our requirements for the prevention of corruption, bribery, money laundering, terrorism financing, and the financing of the proliferation of weapons of mass destruction.

Additionally, our procurement standards include compliance clauses through which suppliers and contractors declare their commitment to these principles. As a best practice, we have also implemented the Responsible Sourcing Standard from our parent company – Glencore – which ensures the proper management of our suppliers and contractors in areas such as Human Rights, Health and Safety, Environment, and Social Performance.

To support this, a Supply Chain Due Diligence process is in place and ensured compliance with the standard for a total of 903 companies in 2024. With these processes implemented, we have improved supply chain efficiency, sourced more sustainable goods and services, and, of course, identified and mitigated risks related to supplier operations at our sites.

Our expectations for contractors and how we expect them to act are outlined in our Supplier Code of Conduct, which is also included in our standard procurement documents to establish a clear commitment from suppliers and contractors upon signing contracts. It is worth noting that in 2024, a total of 1.220 contractor employees received training on this Code.

Aware of our responsibility to our neighboring communities and aligned with our inclusive entrepreneurial spirit, we constantly seek new opportunities to generate value. We actively support innovative initiatives of local companies that can supply goods and services to our operations, contributing to the development of the region.

In 2024, we executed purchases and contracts totaling nearly 300 billion pesos, distributed among 182 suppliers of goods and services in La Guajira - demonstrating our firm commitment to the region's economic development.

Looking ahead to 2025, our goal is to continue to expand our collaboration with local suppliers, increasing their participation in Cerrejón's purchases and contracts. In addition, we will **continue to incorporate the regional employability clause** in our contractual agreements, ensuring greater inclusion of people from the areas of influence in services related to our operation.



Workers of contractor Roldan Logistics.

An example of our commitment is the alliance made with the volunteer program “Juntos Cambiamos Vidas” through which we summon employees and contractors to create synergies together to enable us to continue contributing solutions to the problems that plague the Department of La Guajira.

The call for proposals was successful, and today more than 30 contractors have joined the first project, which consists of carrying out physical interventions, providing equipment, and training for the San Rafael Educational Institution in the municipality of Albania, neighboring the operation.

This initiative, which will benefit more than 1,700 students, consists of two types of participation: on the one hand, financial contributions from companies for repairs and renovations to facilities such as sports fields, classrooms, bathrooms, auditoriums, cafeterias, libraries, and laboratories; and, on the other hand, the donation of equipment for laboratories, computers, air conditioners, sports equipment, among other items, demonstrating the company's commitment to establishing synergies that improve the quality of life in its neighboring communities.

| Origin Supplier | Purchases | | | Contracts | | | Total | |
|-----------------|-----------------|------|---------------------|-----------------|------|---------------------|-----------------|---------------------|
| | COP \$M | % | Number of Suppliers | COP \$M | % | Number of Suppliers | COP \$M | Number of Suppliers |
| Guajiro | \$ 6,010.45 | 0% | 31 | \$ 293,120.19 | 14% | 151 | \$ 299,130.64 | 182 |
| Regional | \$ 572,273.05 | 20% | 164 | \$ 585,340.17 | 29% | 133 | \$ 1,157,613.22 | 297 |
| National | \$ 444,169.61 | 15% | 275 | \$ 1,109,283.96 | 55% | 277 | \$ 1,553,453.57 | 552 |
| International | \$ 1,910,518.26 | 65% | 171 | \$ 47,479.18 | 2% | 59 | \$ 1,957,997.44 | 230 |
| Total | \$ 2,932,971.38 | 100% | 641 | \$ 2,035,223.50 | 100% | 620 | \$ 4,968,194.87 | 1261 |



CASE STUDY

La Macuira: guajira business and local employment

La Guajira has made progress in its business and economic growth. However, it still faces challenges for its companies to achieve greater participation in large value chains. Certification requirements and competition with suppliers from other departments have limited access to new business opportunities.

At Cerrejón, we believe in the power of local sourcing to drive development. Therefore, we strive to continue facilitating the inclusion of Guajira companies in our supply chains, promoting the generation of local employment and integrating social, ethical and environmental principles in our relationships with suppliers and contractors.

In addition, in the quest to continue increasing the participation in purchases and contracts of suppliers from La Guajira and to increase the presence of people from the areas of influence in the service agreements with Cerrejón, we have included a regional employability clause in our contractual agreements. In 2024 alone, we carried out purchases and contracts worth **more than 299 billion pesos to suppliers from La Guajira**, which translates into benefits for 182 suppliers from La Guajira.

One of them is La Macuira, a company dedicated to the development of construction projects and infrastructure improvement. It has provided us with its services since 2017. In their team, they promote local employment, currently they have **400 workers, of which 95% are guajiros**.

“We have worked on major projects with many multinationals, but our real story and our biggest partner, especially on safety issues, began in 2017 with our first project with Cerrejón. What at first seemed like an overly rigorous process, over time we saw it as an example to follow. Professional maturity is something that is noticeable. We started with only seven workers, but thanks to God, sustainability and the labor stability we have achieved with Cerrejón, today we have an average of 400 workers, 95% of whom are from Guajira. La Macuira is a solid, fair and balanced company, committed to the environment and dedicated to its employees, always looking out for their integrity, safety and stability”.

Darío Barros

Legal representative of La Macuira.


Our commitment to local procurement is aligned with Sustainable Development Goals **8: Decent Work and Economic Growth** and **11: Sustainable Cities and communities**, strengthening the Guajira economy and making cities more inclusive, resilient and sustainable.

At Cerrejón, we believe that wagering on Guajira's companies is wagering on the growth of the department.



La Macuira company team

To learn more about
our best practice,
[click here.](#)



We are simplicity

Chapter

06

- 6.1 Sustainable Development Goals (SDGs)
- 6.2 Global Reporting Initiative (GRI)



Juan Francisco Ortíz, fuel island operator, with his children.

SDGs

Sustainable Development Goals

Our activities are aligned with the Sustainable **Development Goals (SDGs)**, which guide our management to bring value, well-being, and progress to La Guajira and Colombia.

Adopt what is possible is the motto of the United Nations regarding the **17 Sustainable Development Goals** and they are the master plan to achieve a sustainable future and the opportunity for all of us to **start a new path to improve people's lives**, leaving no one behind.



Goal 1 (No poverty)

End poverty in all its forms everywhere.



Goal 2 (Zero hunger)

End hunger, achieve food security and improved nutrition and promote sustainable agriculture.



Goal 3 (Good health and well-being)

Ensure healthy lives and promote well-being for all at all ages.



Goal 4 (Quality education)

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



Goal 5 (Gender equality)

Achieve gender equality and empower all women and girls.



Goal 6 (Clean water and sanitation)

Ensure availability and sustainable management of water and sanitation for all.



Goal 7 (Affordable and clean energy)

Ensure Access to affordable, reliable, sustainable and moder energy for all.



Goal 8 (Decent work and economic growth)

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



Goal 9 (Industry, innovation and infrastructure)

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.



Goal 10 (Reduced inequalities)

Reduce inequality within and among countries.



Goal 11 (Sustainable cities and communities)

Make cities and human settlements inclusive, safe, resilient and sustainable.



Goal 12 (Responsible consumption and production)

Ensure sustainable consumption and production patterns.



Goal 13 (Climate Action)

Take urgent action to combat climate change and its impacts.



Goal 14 (Life below water)

Conserve and sustainably use the oceans, seas and marine resources for sustainable development.



Goal 15 (Life on land)

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation, and halt biodiversity loss.



Goal 16 (Peace, Justice and Strong Institutions)

Promote peaceful and inclusive societies.



Goal 17 (Partnerships for the goals)

Revitalize the global partnership for sustainable development.





PAGE

SUSTAINABLE DEVELOPMENT GOAL

ORGANIZATION PROFILE

| | | |
|--|---|--|
| GRI 102-1 Name of the organization | Page 3 | |
| GRI 102-2 Activities, brands, products, and services | Page 11 | |
| GRI 102-3 Location of headquarters | Page 3 | |
| GRI 102-5 Ownership and legal form | Page 3 | |
| GRI 102-7 Size of the organization | Pages 3, 5, 7, 8, 11, 23, 25 and 27 | |
| GRI 102-8 Information on employees and other workers | Pages 3, 5, 7, 8, 11, 23, 24, 25, 26, 27 and 28 | |
| GRI 102-9 Supply chain | Pages 8, 48 and 49 | |
| GRI 102-10 Significant changes to the organization, its supply chain, or the environment | There have been no significant changes during the reporting period. | |
| GRI 102-11 Precautionary Principle or approach | We take the precautionary principle as a reference, avoiding the assumption of risks that, if materialized, could cause irreversible harm to stakeholders or the environment. | |
| GRI 102-12 External initiatives | Page 34 | |
| RI 102-13 Membership of associations | https://www.cerrejon.com/en/us/memberships-and-awards | |

STRATEGY

| | | |
|--|--|--|
| GRI 102-14 Statement from senior decision-makers | Page 5 | |
| GRI 102-15 Key impacts, risks, and opportunities | We categorize risks based on the type of impact their materialization could have on key areas for us, such as health, safety, the environment, communities, and Cerrejón's economic, legal, and reputational matters, which are reflected throughout the report. | |

ETHICS AND INTEGRITY

| | | |
|---|---|--|
| GRI 102-16 Values, principles, standards, and norms of behavior | Page 2, 5, 8, 12 15 and 16. More information at: https://www.cerrejon.com/en/us/ethics-and-corporate-governance | |
| GRI 102 - 17 Mechanisms for advice and concerns about ethics | <p>At Cerrejón, you can report violations or concerns to your supervisor or the designated contact: Giovanni Maldonado, Risk, Assurance, and Internal Control Manager, or through the following channels:</p> <p>Cerrejón https://www.cerrejon.com/canal-de-denuncias controlinterno@cerrejon.com +57 601-7940355</p> <p>Glencore https://glencore.raisingconcerns.org codeofconduct@glencore.com +57 601-6009605</p> | |

Candelario Torres, tractor operator.

GRI



GOVERNANCE

| | | |
|--|--|--|
| GRI 102-18 Governance structure | Page 15 | |
| GRI 102 – 19 Delegating authority | Page 15 | |
| GRI 102-20 Executive-level responsibility for economic, environmental, and social topics | Page 15 | |
| GRI 102-21 Consulting stakeholders on economic, environmental, and social topics | Pages 10, 13, 18, 19, 20, 30, 31, 32, 33, 34 and 35 | |
| GRI 102-22 Composition of the highest governance body and its committees | Page 15 | |
| GRI 102-23 Chair of the highest governance body | Page 15 | |
| GRI 102-24 Nominating and selecting the highest governance body | Page 15 | |
| GRI 102-26 Role of highest governance body in setting purpose, values, and strategy | Page 15 | |
| GRI 102-28 Evaluating the highest governance body's performance | Page 15 | |
| GRI 102-29 Identifying and managing economic, environmental, and social impacts | Pages 15, 16, 30, 31, 32, 33, 34, 37, 38, 39, 40, 41, 42, 43, 44, 47 and 48 | |
| GRI 102-30 Effectiveness of risk management processes | Pages 10, 15, 16 and 21 | |
| GRI 102-31 Review of economic, environmental, and social topics | Page 15 | |
| GRI 102-32 Highest governance body's role in sustainability reporting | The Sustainability Report is a corporate project led by the Reputation and Communications Department, developed with contributions from various areas of the organization, and approved by the management teams, departments, or vice presidencies responsible for each topic, as well as by the company's Executive Committee and our sole shareholder, Glencore. | |



STAKEHOLDER ENGAGEMENT

| | | |
|---|---------|--|
| GRI 102-40 List of stakeholder groups | Page 18 | |
| GRI 102-41 Collective bargaining agreements | Page 23 | |
| GRI 102-42 Identifying and selecting stakeholders | Page 13 | |
| GRI 102-43 Approach to stakeholder engagement | Page 13 | |
| GRI 102-44 Key topics and concerns raised | Page 13 | |

**REPORTING PRACTICES**

| | | |
|---|--|--|
| GRI 102–45 Entities included in the consolidated financial statements | Page 13, 47 and 48 | |
| GRI 102–46 Defining report content and topic Boundaries | Page 13 | |
| GRI 102–47 List of material topics | Page 13 | |
| GRI 102–50 Reporting period | Page 3 | |
| GRI 102–51 Date of most recent report | Page 3 | |
| GRI 102 –52 Reporting cycle | Page 3 | |
| GRI 102–53 Contact point for questions regarding the report | Page 3 | |
| GRI 102 –54 Claims of reporting in accordance with the GRI Standards | Page 3 | |
| GRI 102 –55 GRI content index | Pages 52, 53, 54, 55 and 56 | |
| GRI 102–56 External assurance | For the reporting period, no external verification of the reported indicators was conducted. | |

MANAGEMENT APPROACH

| | | |
|--|---------------------------------|--|
| GRI 103–1 to 103–3 Management approach | Pages 23, 24, 25, 26, 27 and 28 | |
| GRI 102–8 Information on employees and other workers | Pages 23, 24, 25, 26, 27 and 28 | |
| GRI 401–1 New employee hires and employee turnover | Page 7 and 28 | |

HEALTH & SAFETY

| | | |
|--|---------|--|
| GRI 403–1 Occupational Health and Safety | Page 26 | |
| GRI 403–2 Hazard identification, risk assessment, and incident investigation | Page 26 | |
| GRI 403–3 Occupational health services | Page 26 | |
| GRI 403–4 Worker participation, consultation, and communication on occupational health and safety | Page 26 | |
| GRI 403-5 Worker training on occupational health and safety | Page 26 | |
| GRI 403 – 6 Promotion of worker health | Page 26 | |
| GRI 403 – 7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationship | Page 26 | |
| GRI 403 – 8 Workers covered by an occupational health and safety management system | Page 26 | |

Keilis Ipuana, logistics trainee.












| | | |
|--|--|--|
| GRI 403 – 9 Work-related injuries | Pages 5, 6 and 26 | |
| GRI 403 – 10 Work-related ill health | Page 26 | |
| COMMUNITIES | | |
| GRI 103–1 to 103–3 Management approach | Pages 30, 31, 32, 33, 34 and 35 | |
| Own index. Social performance strategy progress | Pages 30, 31, 32, 33, 34 and 35 | |
| Own index. Social dialogue | Page 31 | |
| RESETTLEMENTS | | |
| GRI 103–1 to 103–3 Management approach | Pages 32 and 33 | |
| Own index. Commitments with resettled communities' progress | Pages 32 and 33 | |
| HUMAN RIGHTS | | |
| GRI 103–1 to 103–3 Management approach | Page 34 | |
| GRI 412–1 Operations that have been subject to human rights reviews or impact assessments | Page 34 | |
| GRI 412–2 Employee training on human rights policies or procedures | Page 34 | |
| GRI 412–3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening | 100% of new contracts include the human rights clause. | |
| GRI 410–1 Security personnel trained in human rights policies or procedures | Page 34 | |
| Own index – Complaints Office. Number of complaints received, closed and being processed | Page 34 | |
| WATER MANAGEMENT | | |
| GRI 103–1 to 103–3 Management approach | Pages 37 and 38 | |
| GRI 303–2 Management of water discharge-related impacts | Pages 37 and 38 | |
| GRI 303–3 Water withdrawal | Pages 37 and 38 | |
| GRI 303–4 Water discharge | Pages 37 and 38 | |






















Ludmila Uriana, Provincial artisan.

**AIR QUALITY**

| | | |
|---|-----------------|---|
| GRI 103-1 to 103-3 Management approach | Pages 39 and 40 |     |
| GRI 305 – Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions | Pages 39 and 40 |    |

BIODIVERSITY AND LANDSCAPE

| | | |
|---|-----------------|---|
| GRI 103-1 to 103-3 Management approach | Pages 41 and 42 |    |
| GRI 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | Pages 41 and 42 |     |
| GRI 304-2 Significant impacts of activities, products, and services on biodiversity | Pages 41 and 42 |     |
| GRI 304-3 Habitats protected or restored | Pages 41 and 42 |    |
| GRI 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations | Pages 41 and 42 |    |
| Own index: Land rehabilitation | Pages 41 and 42 |   |

OPERATIONS CLOSURE AND HAND-OVER

| | | |
|--|---------|---|
| GRI 103-1 to 103-3 Management approach | Page 43 |   |
| Own index: Plan's progress | Page 43 |   |

ECONOMIC PERFORMANCE

| | | |
|---|---------|---|
| GRI 103-1 to 103-3 Management approach | Page 47 |     |
| GRI 201 – 1 Direct economic value generated and distributed | Page 47 |     |

SUPPLY CHAIN

| | | |
|---|---------|---|
| GRI 103-1 to 103-3 Management approach | Page 48 |    |
| GRI 204-1 Proportion of spending on local suppliers | Page 48 |    |



