	Policy for Occupational Health and Safety, the Environment, and Quality		
CO.P.02 - Corporate	Version	12	
	Date	August 13, 2025	

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1. OBJECTIVE

To establish guidelines and the commitment of Organización Terpel S.A. and its related companies to quality, occupational health and safety, and the environment.

2. SCOPE

Applies to all direct and indirect workers, to all processes, products, and services, to distribution, logistics, aviation, marine, industry, lubricants, the Innovation and Technology Center, laboratories, service stations, complementary services, new energies, and all other business units that may be added for the sale of the products and services of Organización Terpel S.A. and its related companies, and applies to stakeholders, contractors, subcontractors, customers, and visitors.

This policy is established in accordance with international standards, including ISO 9001, ISO 14001, and ISO 45001. It may also include other standards that the organization adopts to guide its management system and ensure compliance with applicable legal requirements, as well as other voluntary commitments made by the company to promote a safe, healthy, and environmentally responsible work environment.

When reference is made to "Terpel," this refers to Organización Terpel S.A. or its related companies.

3. GUIDELINES

At Organización Terpel S.A. and its related companies, we distribute and sell fuels, distribute and produce lubricants, and run complementary business - including the promotion of new forms of energy and mobility - while protecting the health and safety of our employees, customers, suppliers, contractors, subcontractors, visitors, communities, and other stakeholders. We do this by establishing healthy and safe conditions for the work in harmony with the ecosystems with which we interact, based on the following commitments:

- To carry out all our processes in strict compliance with the law, the regulations for the sector and internationally recognized standards for quality, occupational health and safety and the environment, including voluntary programs in this area to which Terpel subscribes, and in compliance with the provisions established in collective labor agreements.
- To create value added through products and services conceived of with people in mind, that satisfy or exceed their expectations and earn their loyalty.
- To implement our processes while ensuring that due diligence is performed in terms of:
 - ✓ Identification and characterization of risks, including those of a socio-political nature (presence of communities in the surroundings, coexistence of our businesses with other types of socio-economic activities unrelated to Terpel, informal trade, restrictions on land use, the condition of road infrastructure, etc.) and risks related to the environment for developing our value chain.



Policy for Occupational Health and Safety, the Environment, and Quality

CO.P.02 - Corporate


Version

12

Date

August 13, 2025

- ✓ Socio-environmental aspects and comprehensive management based on goals and objectives in order to reduce and eliminate risks, avoid situations that could negatively affect the health of people and the environment and cause property damage, prevent injuries and pollution, and maintain a reliable, responsible, and sustainable image in all our operations.
- To fulfill the roles and responsibilities described in the organizational management system related to the protection of people's health and safety and the environment, avoiding injuries and social environmental impacts while maintaining a reliable, responsible, and sustainable image in all its operations.
- To take preventive measures and respond effectively and in a timely manner to the risks previously identified and characterized and also to any emergencies, contingencies, crises and negative externalities that may arise in the course of our operations. Negative externalities are those events or situations outside the company's control that affect our stakeholders and the normal development of the business.
- To extend standards of operational excellence in safety, environment, and quality to our allies and business partners through comprehensive management programs that continually promote cleaner and safer operations, environmental stewardship, sustainable use of resources, and prevention of environmental impacts.
- To responsibly manage the waste generated at work centers and prevent environmental impacts from the operation.
- To identify and evaluate potential risks to the environment before making any purchase, affiliation or merger related to managing hydrocarbon products.
- To carry out our operations favoring progress in the regions where we operate, maintaining cooperative and respectful relationships with our customers, suppliers, and the community with which we interact.
- To meet the objectives established in the organizational management system, especially quantitative goals for the continuous improvement of performance indicators for occupational health and safety, the environment and quality.
- To promote sustainability by acting in accordance with our environmental stance, with short, medium, and long-term actions related to offsetting our carbon footprint, safe operations, waste management, climate change, and circular economy.
- To continuously protect the biodiversity around each of our operations centers by requiring our value chain to identify areas of high biodiversity value so that we can avoid impacts in these areas in accordance with national and international guidelines for their protection. Where areas of potential biodiversity impact are identified, the mitigation hierarchy is applied to determine how to avoid, reduce and/or compensate for any unavoidable impacts.
- To preserve the existing vegetation at the work centers and, where intervention is necessary, to compensate for the use of forest products in the manner established by the environmental authorities. We are committed to preventing any action that leads to deforestation and, when it cannot be avoided, to implementing reforestation measures of equal or greater scope to offset the environmental impact. We promote responsible land use practices and collaborate with our value chain to ensure traceability and adherence to this principle in all our activities.
- To strive for continuous improvement of the results of the organizational management system's objectives in the areas of quality, occupational health and safety, and the environment, with respect to the previous period, promoting the establishment of priorities and action plans that are appropriate to the context of the organization and the nature of the risks and opportunities.

	Policy for Occupational Health and Safety, the Environment, and Quality		
CO.P.02 - Corporate	Version	12	
	Date	August 13, 2025	

- To systematically measure and communicate about our work, facilitating queries and the participation of employees and their representatives.
- To encourage safe and responsible decision-making, always prioritizing the protection of People, the Environment, Reputation, and Economic aspects (PARE principle). We promote the application of this criterion in a conscious, coherent, and consistent manner in all activities, including daily operations, innovation processes, and emergency response. We take a preventive approach and comply with the guidelines of the health, safety, environment, and quality management system.
- To clearly understand the occupational health and safety, the environment and quality policy, and to act accordingly.

Terpel, in order to comply with this policy, will allocate the necessary resources and provide guidance, support, training and coaching to its employees and stakeholders. It will also verify the proper functioning of the management system. The organization is responsible for implementing and monitoring this policy and will ensure integration of the guidelines established herein into the company's operations, processes, and decisions.

This policy must be published and disseminated to all personnel in the different areas of Organización Terpel S.A., and to other stakeholders, through bulletin boards, internal mail, videos, and other means of communication, in order to obtain their cooperation and participation, following the example set and demonstrated by senior management.


Oscar Bravo Restrepo
 President


Juan Duana
 Member of the Board of Directors

4. CHANGE CONTROL

Initial version	Identification of the change	Final version	Date
N/A	New document.	1	September 28, 2007
1	New model for governance Alignment with AEI directives.	2	November 1, 2008
2	Other legal requirements applicable.	3	August 11, 2009
3	The word 'visitors' is added, and "Occupational Health and Safety" is modified to "Occupational Health and Safety" in accordance with Law 1562 of 2013.	4	October 1, 2013
4	Policy adjusted in accordance with the RUC requirements and Resolution 1443.	5	February 5, 2015



Policy for Occupational Health and Safety, the Environment, and Quality

CO.P.02 - Corporate

Version

12

Date

August 13, 2025

Initial version	Identification of the change	Final version	Date
	The words 'suppliers, subcontractors, and other stakeholders,' and 'evaluation and control' included. Commitment reinforced to practices for a cleaner operation, social responsibility, and dissemination to personnel.		
5	The concept of context-, stakeholder- and process-oriented risk management is included in accordance with the requirements of ISO 9001:2015 and ISO 14001:2015.	6	March 7, 2018
6	The concept of context-, stakeholder- and process-oriented risk management is included in accordance with the requirements of ISO 9001:2015 and ISO 14001:2015.	7	August 14, 2019
7	<ul style="list-style-type: none"> Commitment included to provide safe and healthy working conditions for the prevention of injuries and a negative impact on health related to work. Commitment included to eliminate hazards and reduce OHS risks. A commitment to environmental protection, including pollution prevention, is included. Commitment included for queries by and the participation of employees. The words 'distribution' and 'production of lubricants' are included. 	8	June 16, 2021
8	<ul style="list-style-type: none"> Customers included, and the sustainable use of resources. The term 'human resources' was replaced by 'employees and their representatives.' Paragraph included on continuous improvement, including context, risks and opportunities. 	9	July 14, 2022
9	<ul style="list-style-type: none"> Due diligence performed on Terpel's transactions in response to Dow Jones requirements is included. The identification of environmental aspects to prevent adverse situations that affect the environment is included in order to align the policy with the requirements of ISO 14001 version 2015. All business partners are included in the scope of the guidelines for safety and the environment, in line with the Dow Jones requirements. The following is included: Always seek to protect biodiversity in the surroundings of each operating center. The following is included: To preserve the existing vegetation at the work centers and, where intervention is necessary, to compensate for the use of forest 	10	June 20, 2023



Policy for Occupational Health and Safety, the Environment, and Quality

CO.P.02 - Corporate

Version



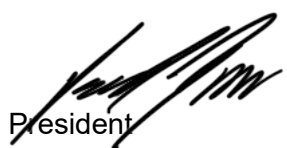
12

Date

August 13, 2025

Initial version	Identification of the change	Final version	Date
	products in the manner established by the environmental authorities.		
10	<ul style="list-style-type: none">Included: opportunities, the prevention of pollution, climate change, damage to property, and the phrase: that are appropriate to the context of the organization and the nature of the risks and opportunities.	11	November 13, 2024
11	<ul style="list-style-type: none">The following is included: This policy is established in accordance with international standards, including ISO 9001, ISO 14001, and ISO 45001. It may also include other standards that the organization adoptsThe word "continuous" is added in reference to performance indicators for occupational health and safety.The following is included: Commitment to prevent any action that may cause deforestation.The following is included: To encourage safe and responsible decision-making, always prioritizing the protection of People, the Environment, Reputation, and Economic aspects (PARE principle).The following is included: The organization is responsible for implementing and monitoring this policy and will ensure integration of the guidelines established herein into the company's operations, processes, and decisions	12	August 13, 2025

5. REVIEWED AND APPROVED

Prepared by	Reviewed by	Approved by
 HSEQ Director	 Vice president of operations and logistics	 President