



Diversity, Equity and Inclusion (DEI) Policy for the Board of Directors of Organización Terpel S.A.

DEI . P. 01. Diversity, Equity and Inclusion (DEI) for the Board of Directors.

Version

1

Date

July 18th 2024

All rights reserved. No reproduction, copying or digital transmission of this publication may be made without written permission.

No paragraph of this publication may be reproduced, copied or digitally transmitted without written consent or in accordance with the laws governing copyright in the applicable country and based on the regulations in force.

1. OBJECTIVE

We recognize that the commitment to Diversity, Equity and Inclusion (hereinafter DEI) is essential to create sustainable, empathetic, productive, innovative and creative societies and work environments, based on non-discrimination and equality of opportunities and conditions. Respecting and promoting DEI is an opportunity to improve the company's decision making, allowing a diversity of perspectives and experiences to identify new actions, trends and challenges aligned with the current situation.

We understand diversity as the plurality of characteristics that allow us to talk about individual differences and similarities between people, such as gender, sex, sexual orientation, ethnicity, socioeconomic level or the condition of the victim of the conflict, among others.

In terms of equity, we believe that all people can enjoy the same rights, freedoms, conditions and opportunities in the workplace. Therefore, attitude, capacity and knowledge are the determining factors to be part of our team.

Finally, we understand inclusion as the ability of organizations to manage the participation in labor activities of vulnerable groups, in order to reduce economic, social and labor gaps.

Along these lines, the Diversity, Equity and Inclusion Policy for the Board of Directors of Organización Terpel (hereinafter the Policy) aims to establish the principles and guidelines in terms of DEI, both for the nomination process of the members of the Board of Directors of Organización Terpel, as well as for the Board of Directors itself.

2. REACH

The Policy is a corporate governance document that applies to the Board of Directors of Organización Terpel and its principal and alternate members, as appropriate, according to the current model.

3. DECLARATION

The purpose of the Terpel Organization is focused on mobilizing people, companies and the whole country with the best energy. At the Board of Directors of Organización Terpel we believe that companies have the possibility to influence societies and generate diverse, equitable and inclusive environments, regardless of ethnicity, sex, gender, age, religion, disability, sexual orientation and nationality.

In our organization we value and recognize that diversity, equity and inclusion are fundamental pillars of our operation, therefore, we seek to promote these principles for the benefit of all people and environments, understanding that DEI is a guarantee of greater innovation and efficiency in the solution of daily challenges, and therefore generates profitability, growth and productivity.

4. COMMITMENTS TO DIVERSITY, EQUITY AND INCLUSION

The commitment of the Board of Directors of the Terpel Organization is reflected in the following points:



Diversity, Equity and Inclusion (DEI) Policy for the Board of Directors of Organización Terpel S.A.

DEI . P. 01. Diversity, Equity and Inclusion (DEI) for the Board of Directors.

Version

1

Date

July 18th 2024

- 4.1. The variety of knowledge, perspective, contexts and criteria in the Board of Directors contribute to an integral, diverse, equitable, inclusive and interdisciplinary decision making, taking into account the needs of the company's operating environments.
- 4.2. In order to have a qualified, integrated and experienced Board of Directors, with a diversity of experiences and perspectives, the DEI criteria are relevant in the process of nominating and searching for new directors. Likewise, during this process, any type of discrimination based on gender, sex, sexual orientation, nationality, age, ethnicity, among others, is rejected. It should be noted that greater relevance will be given to criteria related to the experience, training, knowledge, merit and potential contributions of each candidate, without this constituting any type of discrimination.
- 4.3. At the Terpel Organization's Board of Directors, we promote our commitment to creating an inclusive, equitable and diverse work atmosphere through continuous dialogue spaces that favor equality of expression, opportunities, conditions and respect, where all people and perspectives are heard and valued.
- 4.4. In all forms of communication, we use inclusive, non-sexist language that is free of prejudice and gender stereotypes and avoids any type of violence that encourages victimization, discrimination, humiliation or stigmatization.
- 4.5. The Board of Directors of Organización Terpel will promote and support the actions taken by the Company to promote DEI throughout its value chain.

5. OUTREACH

Considering the relevance of this document for different stakeholders and investors, this Policy will be available on the Organization's website <https://www.terpel.com/>.

6. RELATED DOCUMENTS

List the internal or external documents that serve as support or consultation for the correct interpretation or application of the Policy.

CODE	Document name
LIB.P.02 Leadership, Diversity and Culture	Diversity, Equity and Inclusion (DEI) Policy for the Board of Directors of the Terpel Organization.

7. REVIEWED AND APPROVED

Elaborated	Reviewed	Approved
Name: Valentina Jiménez Forero	Name: María José García	Name: Daniel Perea
Position: Diversity Analyst	Position: Vicepresident of HR and Administration	Position: Vice President Legal and Corporate Affairs