



SUSTAINABLE Management Report 202

Servicios Portuarios S.A.S.
Serport S.A.S.



“

Fair winds
and smooth sailing towards

sustainability

— TOGETHER —

”

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STRATEGY AND MANAGEMENT

Our Responsibility⁽¹⁰²⁻¹⁴⁾

Serport S.A.S. has a long and proud history of being a socially and environmentally responsible company, demonstrating integrity and executing our operations in an honest and transparent manner. At Serport S.A.S., we have always considered responsible management an essential element of our corporate values, being sustainability an indispensable pillar of our organizational strategy, in which we work every day to ensure the generation of sustained value; this defines who we are, our essence and commitment to people, the planet and prosperity. **For us, responsible action means balancing between profitable growth for our employees and shareholders, environmental protection and the generation of a benefit for society.**

In the coming years, the Sustainable Development Goals and the ten principles of the United Nations Global Compact, in the areas of Human Rights, Labor Standards, Environment and Anti-Corruption; will continue to be the basis of our sustainability. Our priority focus is the decarbonization of our activities, for which we have initiated several actions to achieve this purpose, reducing emissions, with energy efficiency programs in our offices and vessels, and designing our route to decarbonization.



Our main objective in Serport S.A.S. is to be a Carbon Neutral company, which would place us among the best organizations worldwide for their effort and commitment to climate change mitigation. In 2023, we have ambitious goals, we will measure our carbon footprint, making our first inventory of greenhouse gases (GHG), which will be our basis for the decarbonization plan.

This long and successful journey as a company has always been a team effort, with our employees, who have contributed with their commitment, leadership and sustainable thinking to the fulfillment of our organizational objectives. Our people are and will continue to be an important pillar for the organization; we care for, value and respect their convictions. In Serport S.A.S.

we are a DI² "Diverse, Equal and Inclusive" company, always focused on human talent, in 2022, we strengthened our hiring policies, thus ensuring equal opportunities for all perspectives.

With this fourth Sustainable Management Report 2022, in Serport S.A.S., we continue to demonstrate to our stakeholders, the importance of environmental, social and governance issues for the company, evidencing the great efforts made in the proper management of these issues, which are reflected in the results obtained. In this way we make a positive difference for society and the planet.

— **Rodrigo Barraza Gómez**
GENERAL MANAGER

Information about the Report⁽¹⁰²⁻¹⁴⁾

In order to communicate the main actions, progress and future prospects that impacted or may impact our commitment to the generation of shared value, Serport S.A.S., presents to its stakeholders, the fourth ^(102-44, 102-44, 102-54, 102-54) Sustainable Management Report 2022, ⁽¹⁰²⁻¹⁾ and the fourth Communication on Progress (CoP) ⁽¹⁰²⁻¹²⁾. This report corresponds to the period between January 1 and December 31, 2022 ⁽¹⁰²⁻⁵⁰⁾, published on an annual basis ⁽¹⁰²⁻⁵²⁾; it contains the activities, results and management of the organization in relation to the nine material issues, compliance with the ten

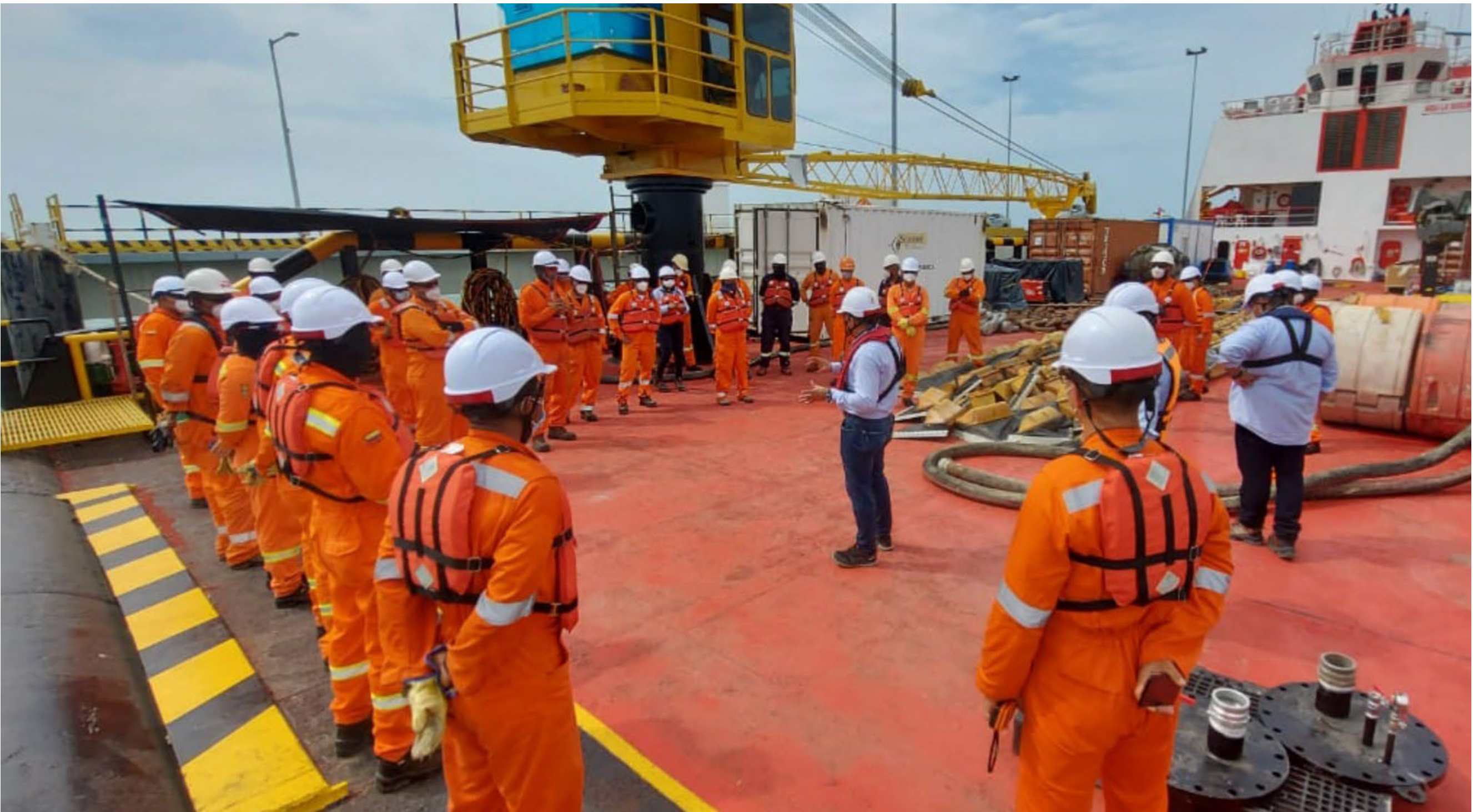
principles of the Global Compact and the contribution to the United Nations Sustainable Development Goals (SDGs), in economic, social and environmental issues (102-46). This Sustainable Management Report is intended to become a reference of the company's public information for stakeholders.

The information corresponding to the report is presented based on the 2016 version of the Global Reporting Initiative (GRI) Standards, in accordance with the "essential" option. ⁽¹⁰²⁻⁵⁴⁾. Annex I "GRI Index" ⁽¹⁰²⁻⁵⁵⁾ contains the list of Sustainability indicators. The report is not externally verified⁽¹⁰²⁻⁵⁶⁾.

The report is publicly available to stakeholders on the following website www.serport.co, for any questions regarding the report, please send written communication to (102-53):

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Materiality

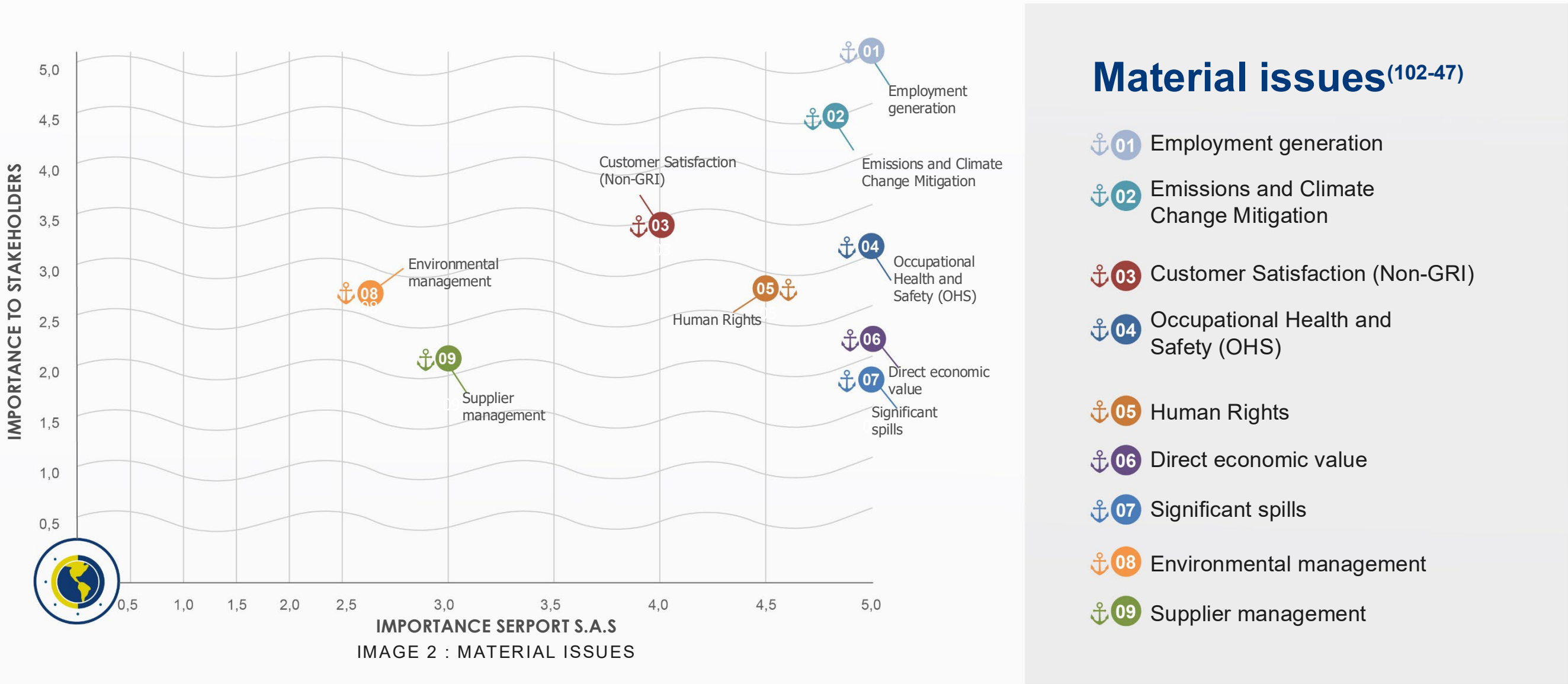
Analysis (102-46, 102-47, 102-44, 102-49)

Since 2019, we have been conducting an internal and external analysis at Serport S.A.S. to identify and validate the priority issues for our stakeholders and the company. **This materiality analysis establishes for the organization the basis for the management of environmental, social and corporate governance issues**, which was developed with the approach of double materiality,

analyzing different sources of information, industry practices and initiatives, SDGs, risk and opportunities, among others, in 2020, due to the changes generated in the environment caused by the COVID-19 pandemic, we considered it necessary to review and update these issues, which was carried out in four phases:



Taking into account the challenges posed by the sustainability context and by the sector, in 2022, the processes leaders carried out an internal analysis of the material issues, resulting in the identification of a new issue: Climate change mitigation and the exclusion of the topic: COVID-19 pandemic management, maintenance of other material topics. **In 2023, a new materiality analysis will be conducted, which will include consultation with all stakeholders prioritized by the organization.**



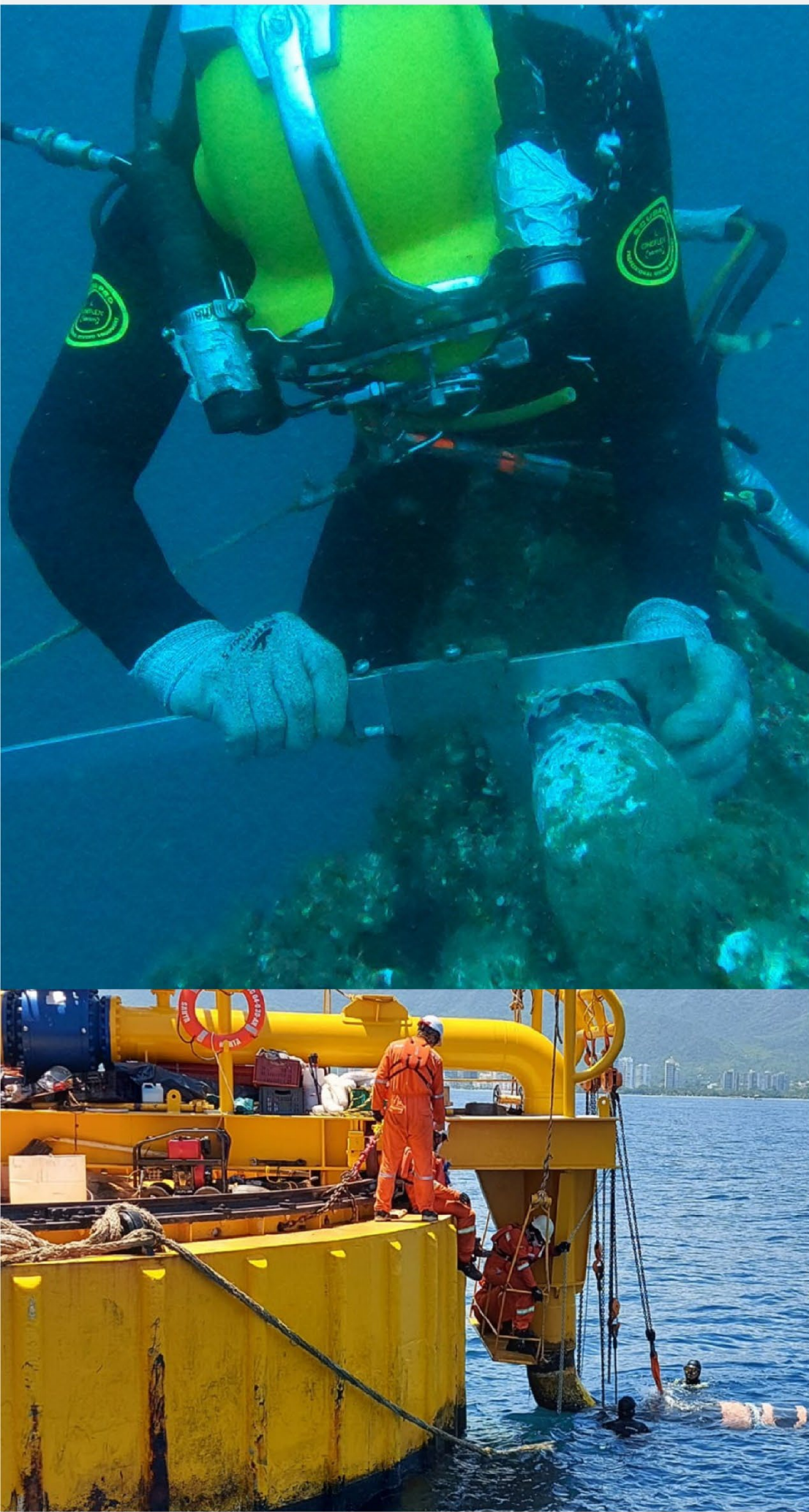


OUR
COMPANY

Responsible Business

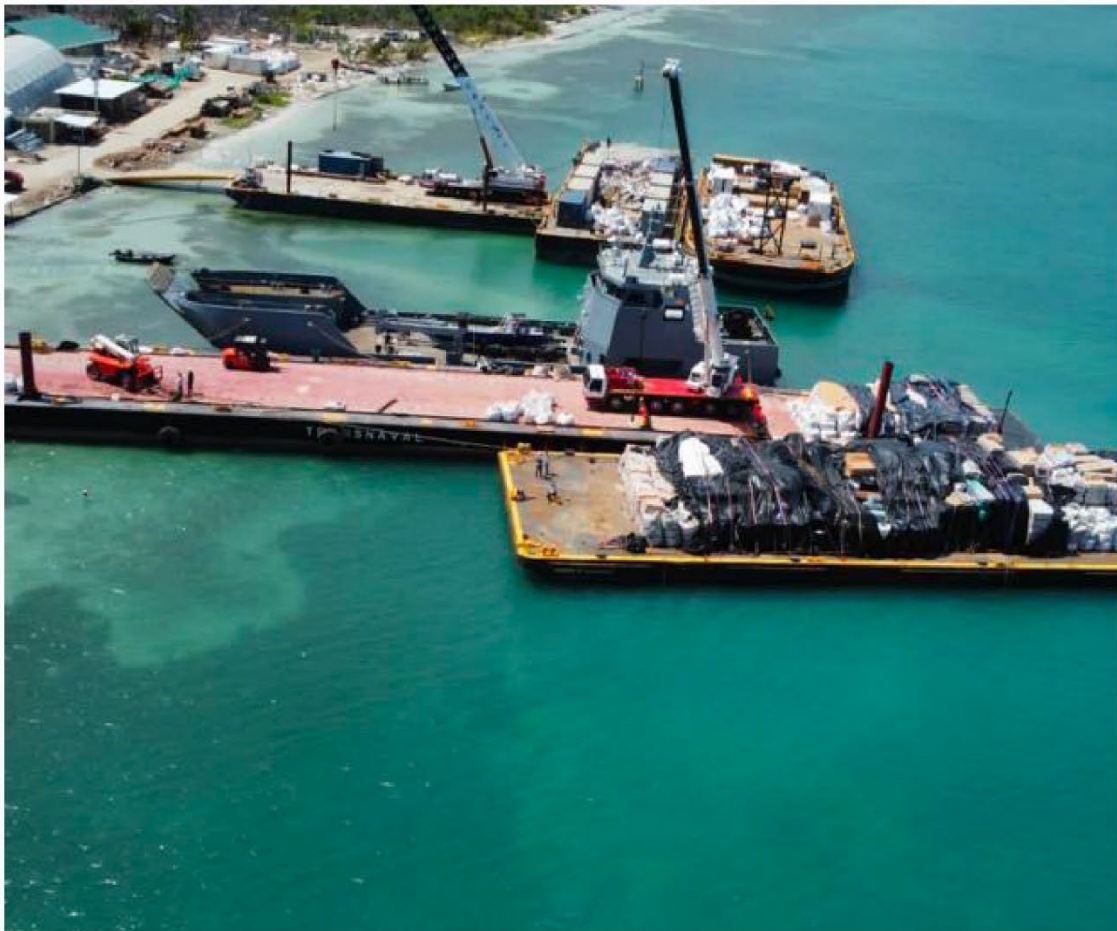
(102-6, 103-1, 103-2, 103-3, 102-1, 102-2, 102-3, 102-4, 102-12, 102-5, 102-6, 102-11, 102-16, 102-40, 102-43, 102-7)

Since 1997, we are leaders in Colombia in the provision of maritime services in the **areas of Upstream and Downstream**, putting at the service of society and partners all the knowledge, practices and experience in the execution of:



Underwater inspections and maintenance of all types of underwater structures, under water inspection (UWILD), underwater cutting and welding, ROV (Remotely Operated Vehicles) operation, laying and maintenance of underwater pipelines and cables, oceanographic cruises, management in emergency situations, salvage and rental of barges and workboats. Characterized by innovation and the implementation of relevant, effective and sustainable initiatives that positively impact on the improvement of our customers. All our services comply with the applicable legal requirements, we have national and international certification with the **NTC ISO 9001:2015, NTC ISO 14001:2015, NTC ISO 45001:2018, RUC®**, In water Survey, with the certifying entities (403-1) (ABS, NKK, Lloyd Register, Bureau Veritas), ensuring compliance with high quality standards in the development of activities, environmental,

occupational health and safety standards. We manage the risks associated with the business by identifying, prioritizing, preventing and mitigating them. For occupational health and safety, the priority risks are: Man overboard and barotrauma decompression sickness (102-15): To prevent these risks from materializing, we have management programs in place which describe the actions for the prevention of incidents associated with these risks.



As an organization, we have coverage to satisfy national and international markets, with presence in the **Colombian Pacific and Atlantic coasts and in Central America** We are located in the city of Cartagena and with work centers in the cities of Coveñas, Santa Marta and Tumaco.

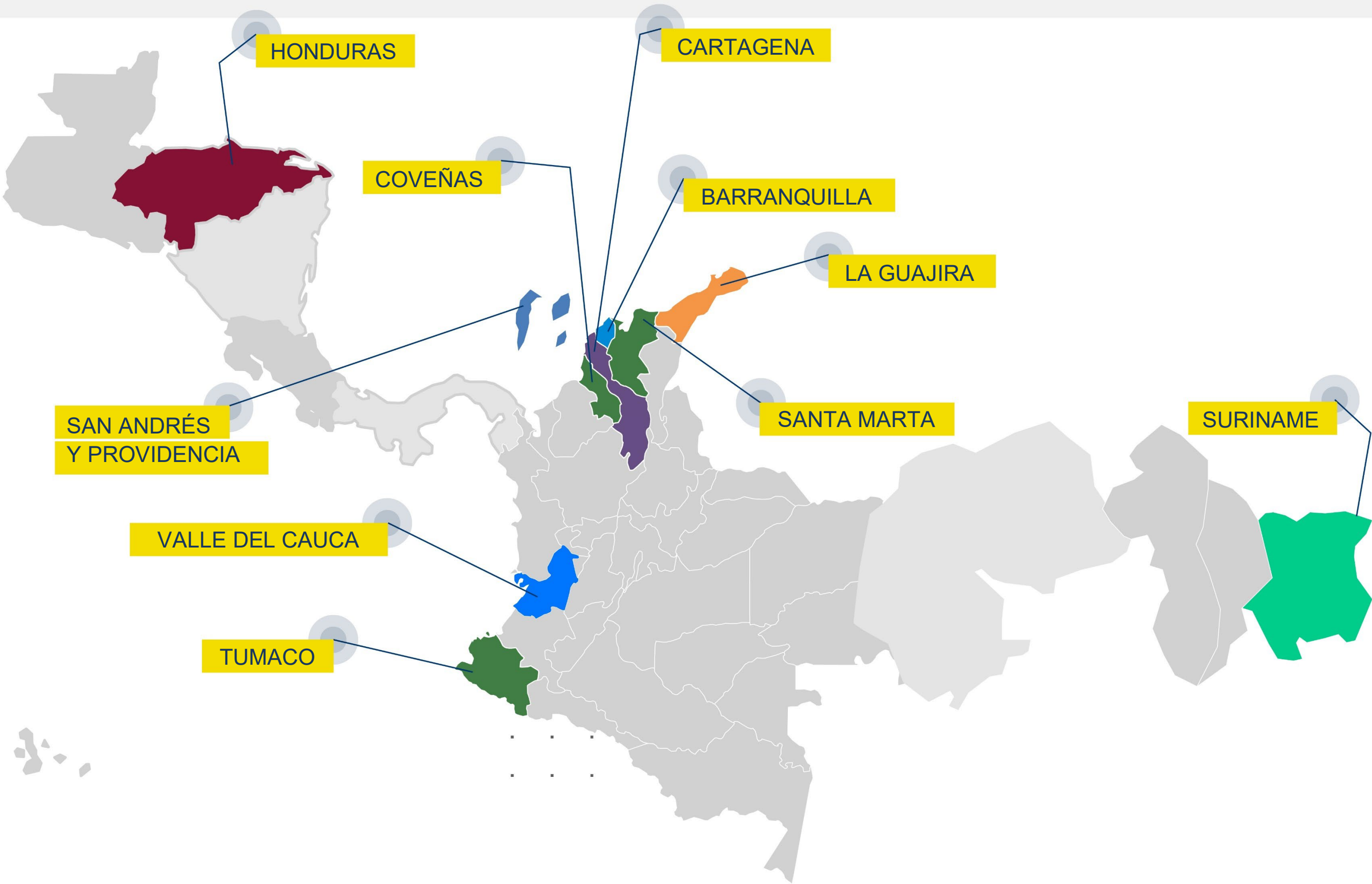
In 2022, In 2022, it was a year of challenges and obstacles, which we were able to face and fully comply with the excellence in service delivery that characterizes us. It was also a year of many opportunities, with the arrival of new customers and maintaining the trust of the customers who already had the opportunity to know us.

significant increase of 76.6% in sales compared to 2021; a 25% increase in customer perception, compared to 2021, with a result of 100% of all customers evaluated..; no PQRS were reported. The activities were developed in:

- Colombia - Uchuva Well
- Colombia - Caribbean Offshore & Pacific Offshore
- Colombia - Gorgon Well
- Colombia - Providencia
- Suriname - Paramaribo
- Colombia - Colorados Well
- Colombia - Cartagena
- Colombia - Guajira
- Colombia - Providencia
- Colombia - Coveñas
- Colombia - San Andres

In the constant pursuit of continuous improvement, we are attentive to the management of customer and stakeholder requests, complaints, claims, and inquiries, therefore, for the reception of PQRS, we have the following e-mail: pqrs@serport.net

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In 2022, we continued with the implementation of the sustainability strategy "**Nuestro Rumbo**",

we achieved the development of activities and tools that have allowed us to **strengthen environmental, social and governance issues, ensuring ethics and transparency in our actions and thus ensuring compliance with the 10 principles of the United Nations Global Compact** in the axes of: Labor Practices, Environment, Human Rights and Anti-Corruption, supporting the achievement of the UN Sustainable Development Goals (SDGs), specifically with the

SDGS: No. 5: "Achieve gender equality and empower all women and girls".
No. 6: "Promote just, peaceful and inclusive societies". No.10: "Reduce inequality within and between countries". No. 12 "Responsible Consumption and Production". No. 13, "Take urgent action to combat climate change and its impacts". No. 14, "Conserve and sustainably use the oceans, seas and marine resources".



Vessel Operations

— We have a fleet **of 9 vessels and 6 barges** with a total capacity of 4,064 GRT (gross registered tonnage), which facilitates immediate availability for the execution of operations required by customers.

2022, was a year in which we had a significant increase in the activities in which our vessels participated, with the execution of 133 projects, these include: **Oceanographic operations, platform operations**

OfShore, towing maneuvers, recovery of positioning systems, in addition with the provision of charter services of vessels and barges we are participants in the resilience of our country, as was the

reconstruction of the Archipelago of San Andres, Providencia and Santa Catalina, after the disaster caused by hurricane Iota.

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“ When we dive we see
the world with **different eyes:**
majestic and full of life,
INVITING US TO CARE FOR
—— AND PRESERVE —— ”



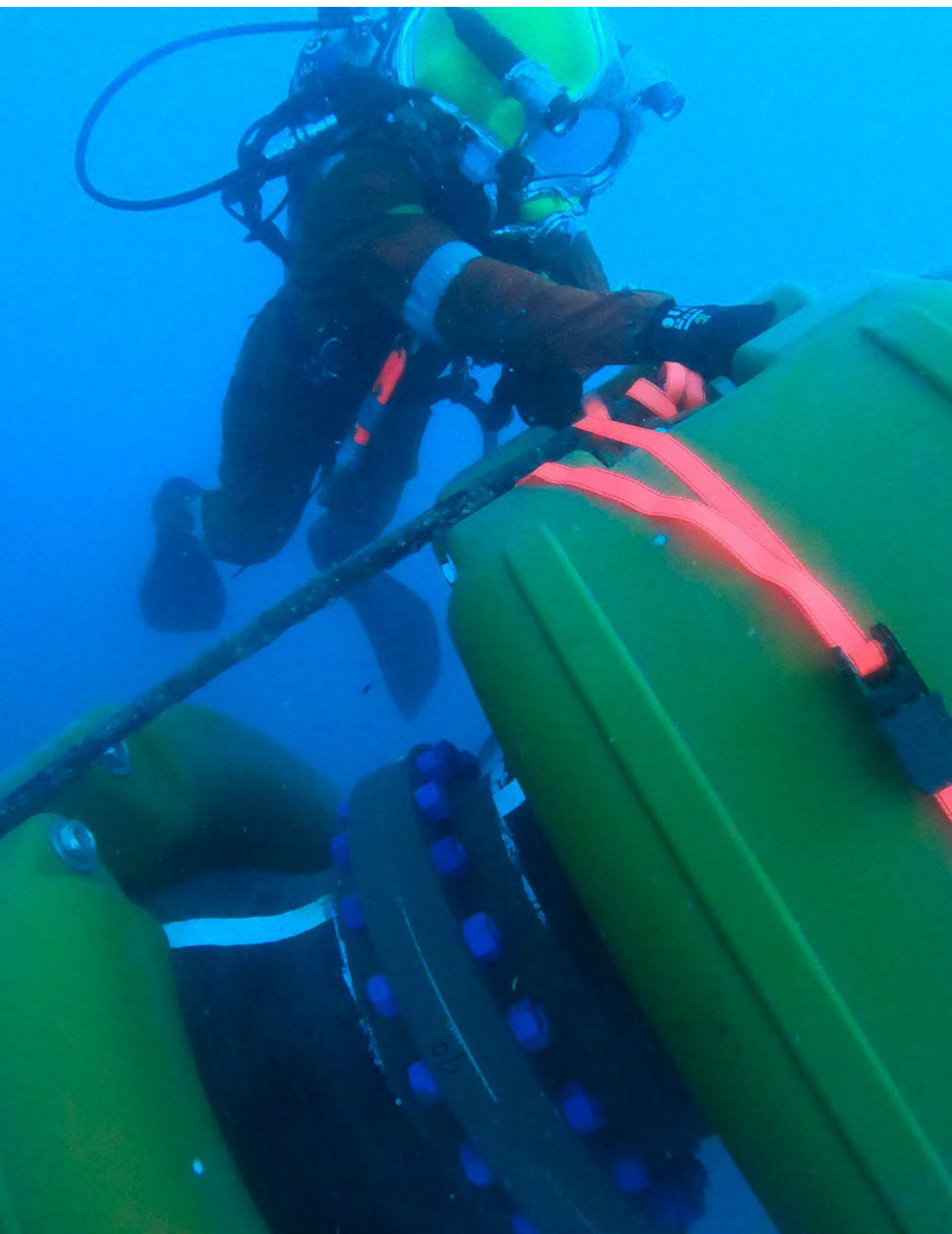
Diving Operations

— In 2022, our Diving team, with its expertise and experience, achieved **important and significant results** that impacted the continuity of our customer's business.

Among the services provided, which demonstrate the capacity of the diving team and the company, we have:



- 1** Replacement of underwater and floating hoses: Replacement of hoses of the SPM (Single Point Mooring) system, with excellent results, **zero spills and zero incidents, thus guaranteeing the operation of the terminal in a safe, clean and efficient manner.**
- 2** Installation of 24" and 62" underwater grapples: At a depth of 30 meters, with activities that included: Dredging, removal of concrete ballast coating from the pipeline and preparation of sealing surfaces for the staples, as well as accurate validation of the points, using **special ultrasound equipment and performing hydrostatic tests.**
- 3** Change of hawser line, which allows the **mooring of the tanker to the monobuoy** prior to the connection of the floating hoses.
- 4** Replacement of chefe chain: which is performed to avoid damage to a tanker due to friction or rubbing with the metallic structure of a ship.
- 5** Hybrid cable replacement: Which allows the **restitution and/or remote fiber optic communications.**



- 6

Underwater stabilization.
- 7

Cleaning of adhered elements in Monobuoys.
- 8

Verification of anchoring system, in order to ensure safe mooring of vessels.
- 9

Inspection and verification of the actuator and Juntion Box: These two components allow remote operation of the monobuoy subsea valves and transmit their position signals to the control center at all times. **The Juntion Box groups and connects all the hydraulic lines, position indicator signal cables** and the signal cables of the detection sensors of the intelligent tools that are launched into the subsea line, for cleaning and inspection of the same.
- 10

Cleaning and inspection of subsea and floating hoses: Which aims to identify preventively, any novelty or indicator of damage or malfunction of them or **their accessories, so as to ensure a safe, clean and efficient transfers.**
- 11

Verification and calibration of anchor chain links: With the purpose of verifying that it is within the parameters established by the manufacturer.
- 12

Inspection and taking of the galvanic potential of anodes: Its verification ensures the protection of the areas where they are located.



ENVIRONMENTAL PROTECTION

(103-1, 103-2,
103-3, 303-1,
302-1, 303-5)

As a society we must take urgent measures to protect the environment and in Serport S.A.S., we believe that we have the obligation to take care of it. **We want to act responsibly and therefore, environmental protection is one of the three areas of our "Nuestro Rumbo" strategy towards sustainability.**
In the area of environmental protection

we focus our efforts on four areas of focus: Decarbonization, Rational use of resources, waste management and circular economy, life above and below water. The focus areas are aligned to the fulfillment of Sustainable Development Goals No. 12,13 and 14.



Decarbonization

Reducing greenhouse gas emissions is crucial to avoid catastrophic climate change. Therefore, we consider decarbonization as a top priority action, which is part of our strategic planning.

In 2022, we initiated actions to mitigate climate change, such as participating in two sembraton, which are massive tree planting events. The first of these plantings was led by the Environmental Public Establishment of Cartagena (EPA Cartagena), with which Serport S.A.S. contributed to the goal of planting 100,000 new trees for the city of Cartagena; the second planting was carried out in Tierra Bomba, led by the Ministry of Defense, with which we contributed to the country's goal of planting 180 million trees; in addition, 40 trees of different species were planted within the company.

In 2023, with the design and implementation of the Decarbonization Plan, we are committed to play our role in society, reducing our carbon emissions and aiming for carbon neutrality, also committing to work with our value chain in shared carbon reduction goals.





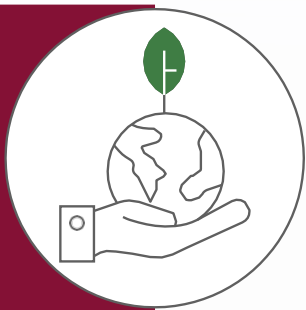
Our path to Carbon Neutrality

It is our belief that we have a responsibility to take urgent action together with our industry peers and the global community. Therefore, in planning our sustainable strategy "Nuestro Rumbo" we are aligned to the fulfillment of the UN SDGs, primarily in contributing to the targets of SDG 13, which aims to "Take urgent action to combat climate change and its impacts". We have defined an ambitious

road map that will help us achieve carbon neutrality for our own operations and in our value chain.

The road map aims to reduce the risks we face in terms of the climate crisis, both as a company and as a member of global society. The road map that will lead us to carbon neutrality has three phases:

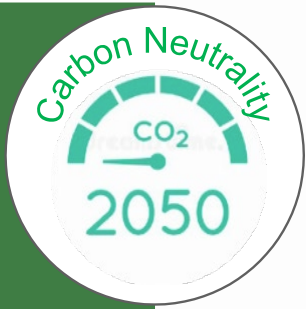
STAGE 1
Carbon neutrality in the direct GHG emissions and indirect emissions from imported energy by 2023.

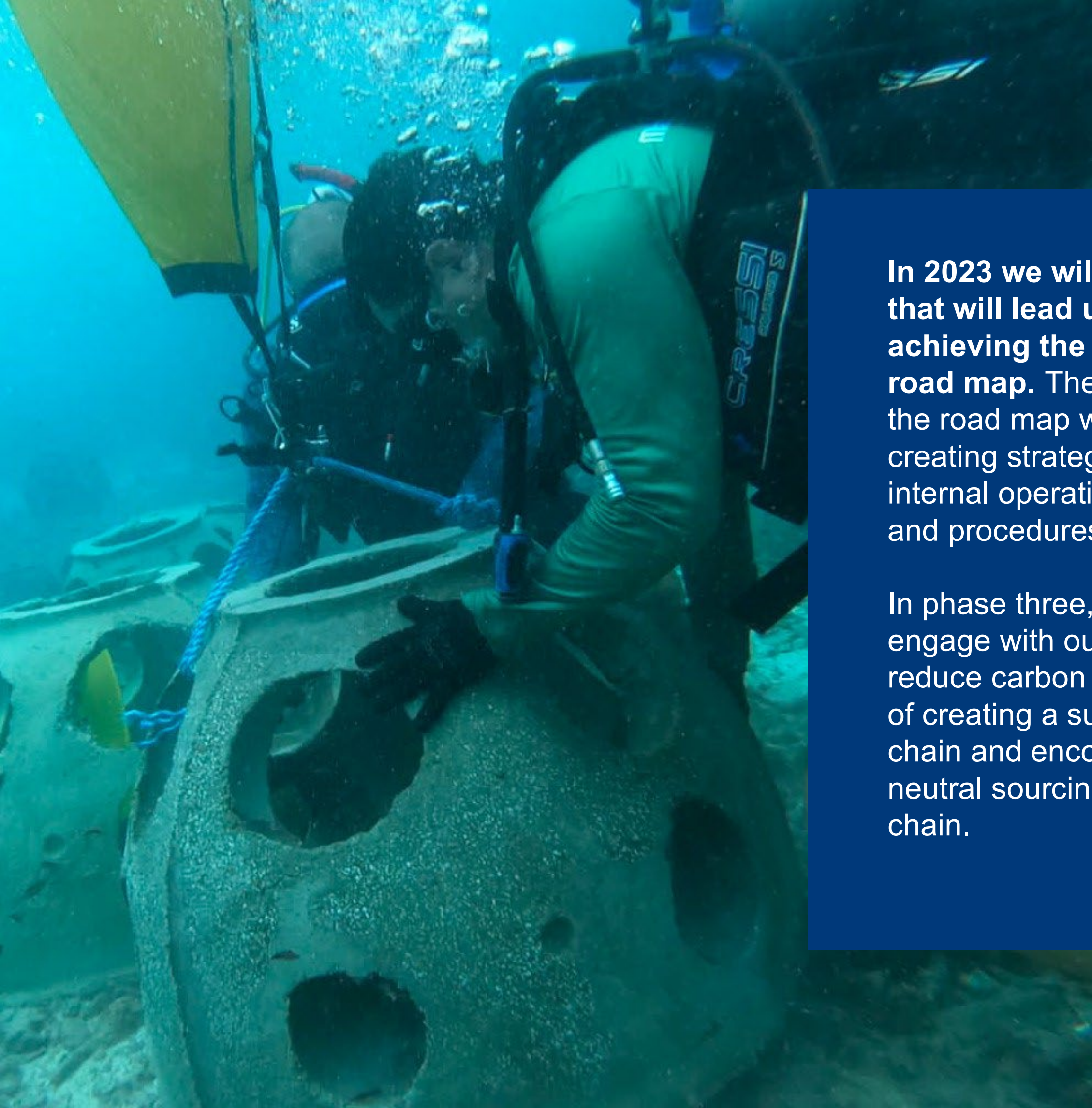


STAGE 2
Carbon neutrality in the own related to our operations categories by 2030.



STAGE 3
Carbon neutrality in the categories related with our own operations and with the value chain by 2050 at the latest.





In 2023 we will initiate actions that will lead us towards achieving the first phase of the road map. The second phase of the road map will consist of creating strategic changes in our internal operations, processes and procedures.

In phase three, we will actively engage with our suppliers to reduce carbon emissions as part of creating a sustainable supply chain and encourage carbon-neutral sourcing in the value chain.



BY THE LATEST AT

2050

Neutrality of our own and value chain operations.

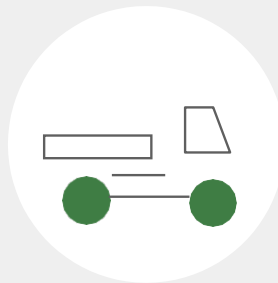
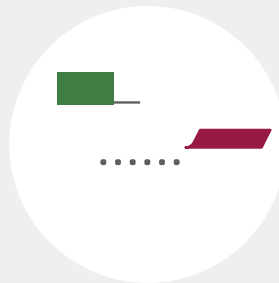
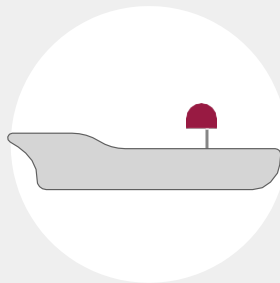
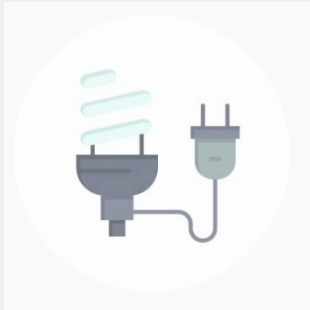
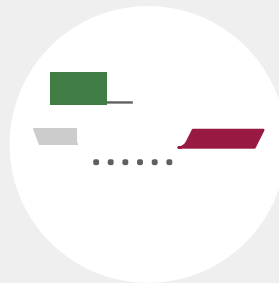
2023

Neutrality for direct and indirect energy emissions

2030

Neutrality in all our operations

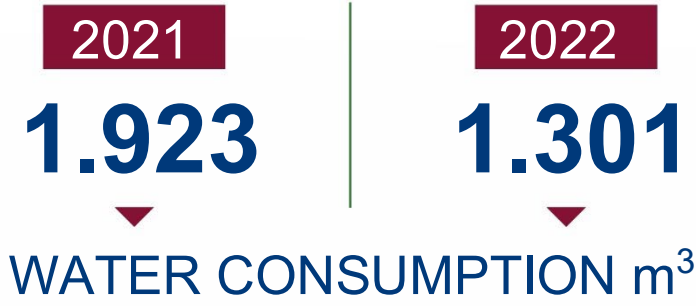
2022



Rational Use of Resources, Solid Waste Management and Circular Economy

(102-11, 103-1, 103-2, 103-3, 302-1, 303-1, 303-5, 305-1, 306-2, 306-3, 306-4, 307-1)

We have an obligation to use resources responsibly and in line with UN SDG No. 12, "Responsible Consumption and Production"; we are committed to reducing waste and using natural resources as responsibly as possible. We implement activities to achieve efficiency in fuel consumption of the vessels, such as the implementation of the stock and consumption control chart, optimization of operations and the design and implementation of the energy efficiency management plan for the Seemp Vessel. **We have energy efficiency and water efficiency programs in place, which involve activities aimed at raising awareness among the staff. In 2022, the annual energy consumption was 138,960 kWh**, which remained well below the established target, and the annual water consumption was 1,301 m³, with a 32% decrease compared to 2021, meeting the established goal.



We periodically raise awareness among personnel about environmental management programs, classification and proper disposal of waste (WEEE, hazardous, conventional, recyclable, etc.), also focusing on the implementation of the circular economy model in the execution of services; we made personnel aware of the importance of the 5 "R's" (Reduce, Recycle, Reuse, Repair and Recover) in waste management.

In 2022, in addition to environmental training, we carried out and/or participated in different environmental campaigns in coordination with strategic allies, such as waste collection in the community of San Isidro, lower part (influence

area of the company), battery waste collection and recycling event for 55 gallons canisters for reuse.

All of the above activities allowed us to improve waste separation, achieving in 2022, an increase of 3.97% in the amount of recyclable waste and a decrease of 58.11% in the amount of hazardous waste, with the increase in the number of services and personnel we had an increase of 13.26% of non-usable organic waste.

Quantity of conventional waste (306-2) and Total quantity of hazardous and special waste (306-2):

WASTE (Kg)	2021	2022
Recyclable	54.017	56.163
Non-recyclable (organic)	63.054	71.420
Hazardous	123.704	51.815
Electrical and electronic waste (E-WASTE)	-----	320



Life above and below water

As a water-focused company, the ocean is a vital part of our sustainability. It is important to us and we want to preserve it. Therefore, we have aligned our company with the fulfillment of SDG No. 14, "Conserve and sustainably use the oceans, seas and marine resources." Our current water protection initiatives include a strong preventive approach, ensuring efficient transportation planning. **We conduct all activities in accordance with the highest safety standards to reduce any risk of pollution or damage to the environment,** we have a contingency plan, which is tested, and in 2022 we carried out a loss of containment (fuel spill) drill to evaluate

the emergency brigade, committees, and observers were evaluated against coordination actions, response, communication system, and procedures in the event of a spill of chemical substances that contaminate the environment and people's health. To strengthen the competencies of personnel and maintain their awareness of ocean protection, in 2022, training was provided on prevention and attention to spills of substances into the sea and a workshop on the care of marine fauna and flora.

The proper management of liquid waste generated from activities is another action that allows us to prevent contamination of water bodies. In 2022, the following amounts were generated:

Liquid waste
BILGE WATER.
603,2 m³
Final disposal: Evaporation pool or treatment lagoon.

Liquid waste
WASTE OIL
719 m³
Recycling

Liquid waste
USED COOKING OILS
253 Gal
Recycling

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• • •
• • •



OCCUPATIONAL HEALTH AND SAFETY



Occupational Health and safety Management (103-1, 103-2, 103-3, 403-1, 403-2, 403-3, 403-5, 403-6 403-7, 403-8, 403-4 403-9, 403-10)

Safety is part of our DNA "Health" and "Safety" are central elements of our daily operations. By 2022, we set a goal in the accident frequency indicator of **not exceeding 1.63%** and in the accident severity indicator, not exceeding **33.8% and in the indicator of the proportion of fatal accidents must be zero.** We ended 2022 with an Accident Frequency of: **3.3% of , a severity of; 53.3% of and the Proportion of fatal accidents of: 0.**

Although the accident frequency target was not met, there was a decrease of 11.3% compared to 2021, from 3.7% to 3.3%. The severity target for 2022 was not met because there were 2 lost-time accidents, one of which had a significant impact on the indicator result. Fortunately, the injuries were not irreversible and all employees have fully recovered. However, we proceeded to eliminate the source of the incident generation.



In 2022, the **DIMELO SOMOS SALVAVIDAS**, campaign was implemented, the objective of which is: Encourage cooperation among employees through the communication of unsafe acts and conditions in order to achieve a higher degree of prevention and safety at work.

The campaign had a positive impact on the culture and awareness of workers, increasing communication among coworkers, advising them on how to perform a task safely and informing them of the health and safety risks of not using protective measures; based on the excellent results obtained, the campaign will continue in 2023.

In 2022, the Safe Mobility Campaign was also implemented, whose objective is: **Share valuable information that promotes healthy and safe behaviors within the work teams with the finality of creating awareness in each of the collaborators that positively impact the organizational culture.**

We ensure the planning and implementation of controls for the prevention of incidents in the execution of high-risk tasks, such as the availability of operating procedures, equipment and trained personnel in the activities performed in confined spaces, with the strengthening of the Hazardous Energy Control Program Blocking and Tagging, ensuring the identification

of activities that contain hazardous energies through an inventory of activities, tasks, equipment and the design of instructions or labeling sheets to be carried out with each vessel and system, with the Diving and Prevention of Workplace Accidents due to High Pressures management program, preventing the occurrence of workplace accidents by intervening in the priority risks in commercial diving operations that may generate barometric accidents. In addition, the following management programs are in place: Hot Work, Load Lifting, Vessels, Facilities, Order and Cleanliness, Chemical Risks, Mechanical, Road Safety, and Working at Heights.

In 2022, all of the organization's workstations were inspected, which allowed us to identify critical positions and conduct AROS (analysis of risks by occupation) for these positions, initiating the implementation of safety standards, which are maintained for 2023.

Regarding emergency management, at Serport SAS, we have vulnerability analysis, emergency plans, and standard operating procedures. In 2022,

the Mutual Aid Plan was established with neighboring companies in the sector, brigade personnel were trained on confined spaces, working at heights, lifting loads, and drills were carried out for each high-risk activity; a total of 10 drills were carried out involving all sites and workers: Electric shock, emergency due to marine animal sting on a diver, height rescue, confined space rescue, comprehensive rescue, rescue of an unconscious diver due to marine animal sting on a diver, road safety - passenger without seatbelt, height work rescue, and chemical substance spill.

In 2022, we carried out activities for the prevention of occupational diseases in the company's workers, reinforcing our commitment to health care, which allowed us to meet the goal of the indicators, for the indicator of cases of occupational disease, we set the goal of 0, obtaining a result of 0, for the indicator of prevalence of occupational disease the goal was 1.059, with a result of 955,4 and for the indicator of incidence of occupational disease, the goal was 0 and the result was 0.

Among the activities carried out we have: The prevention and monitoring of COVID containment through intramural COVID vaccination days, delivery of disposable masks and their use inside closed spaces, conducting random pre-sailing tests of boats antigen and PCR, throughout 2022 there were 21 cases of COVID-19, the alcohol and drug program was strengthened through the acquisition of non-contact alcohol detectors, activities of



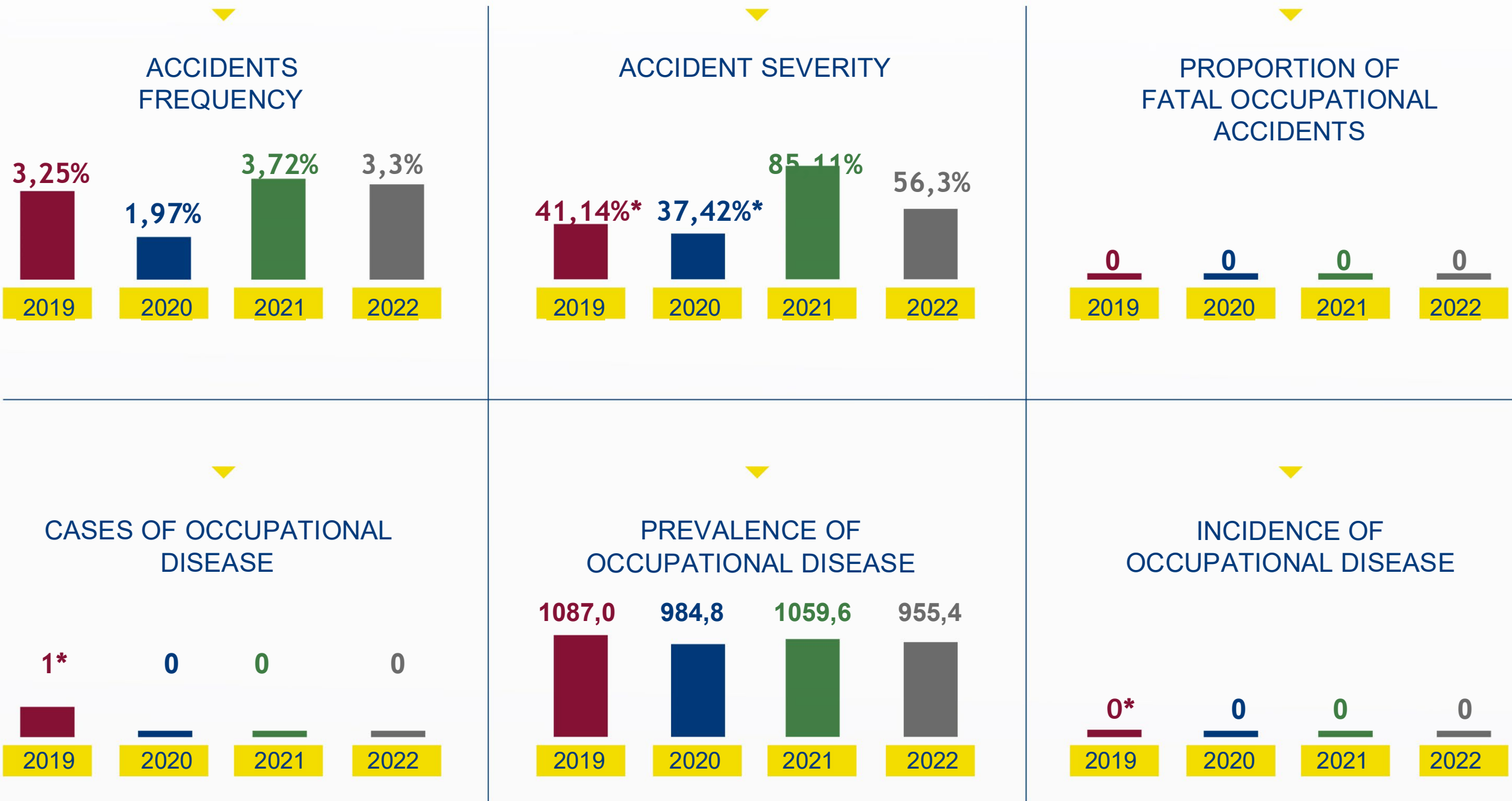
prevention and awareness of the damages and repercussions on health and the family when consuming this type of substances, such as the workshop: "prevention of psychoactive substance consumption and the consequences for their health and for the performance of their work activities". Nutrition and obesity control activities were carried out, such as clinical examinations and quarterly nutritional assessments as part of the Cardiovascular ESS, and GES (groups with similar exposure) were identified for each epidemiological surveillance system.

Focused on the use of different methodologies that allow us to proactively manage the safety and health risks of our workers, we successfully carried out the Observation Rally **"Prevention of labor fatigue or Burnout Syndrome"**.

We continued to identify, measure and control hygienic risks, complying 100% with the schedule for 2022, carrying out hygienic measurements and implementing improvement actions, such as the adaptation of work areas and the acquisition of PPE with better levels of protection for hearing and respiratory protection, among others. During 2022, we focused actions on mental health and human behavior, such as strengthening the surveillance system for psychosocial risk, the creation of the friend line or lifeline: 3176434154, in this line our personnel can call in case of any need for guidance in mental health situations; thus providing psychological guidance on personal, work and/or family issues; being a tool for the prevention of mental health affectation of workers in the work centers: Cartagena, Santa Marta and Tumaco. Other activities focused on mental health care can be found in the following chapter

"Taking care of our interior" from the present report.

INDICATORS IN SST (403-9,403-10)



Note 1: calculation formula according to Art. 30 of Resolution 0312 of 2019.
Note 2(*): Correction of data reported in 2021.



OUR PEOPLE

(102-8, 103-1, 103-2,
103-3, 401-1, 404-1,
04-3, 405-1)

Diversity, Equality and Gender Inclusion



Our goal to diversity, equality and inclusion (DI²) is anchored in the following three purposes:

Diversity

To attract, develop and retain human talent from different social collectivities, in order to continue offering value to our clients.



Equality

To guarantee equal access to opportunities, promoting fair and equitable treatment in order to generate shared value.



Inclusion

Empowering our employees, guaranteeing an environment of respect and value for all perspectives.








In compliance with our purposes (DI²) - Diversity, Equality and Inclusion, in 2022, we carried out different activities that included a workshop on women's rights, training on good treatment at work, interpersonal relationships and teamwork, in addition to the delivery of recognition on their day for divers, chefs, waiters, industrial managers and psychologists, to strengthen empowerment and commitment.

There were no cases of discrimination (406-1) in 2022, thus complying with the organizational policies, values and corporate principles, Serport S.A.S. guarantees non-discrimination based on race, ethnicity, age, gender, religion, or different perspectives and the right to free association to all workers.

association to all employees.

In 2022, our team of collaborators was 223, which represents an increase of 9.8% compared to 2021, thus contributing as a company to the generation of employment in the country and aligned to SDG No. 8: "Promote inclusive and sustainable economic growth, employment and decent work for all". Thirty-nine percent of our employees have permanent contracts, representing an increase of 27% compared to 2021; 34% of our employees have fixed-term contracts, which corresponds to a 15% decrease compared to 2021; and the number of employees hired for work represents 22%, with an increase of 11% compared to 2021.

PERSONNEL PLANT (102-8, 401-1, 102-7, 403-8)

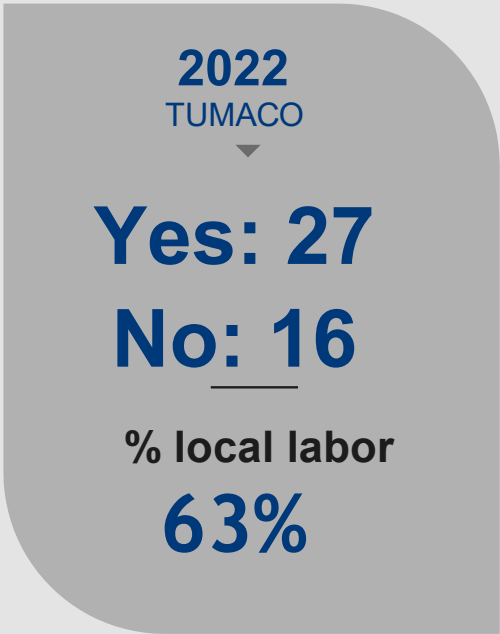
	TYPE OF CONTRACT Permanent Term	▼ 70	▼ 64	▼ 62	▼ 87
	TYPE OF CONTRACT Fixed Term	98	94	81	76
	TYPE OF CONTRACT Per job	17	41	51	50
	TYPE OF CONTRACT Apprenticeship	7	--	9	10
	TYPE OF CONTRACT Total	192	199	203	223
		2019	2020	2021	2022



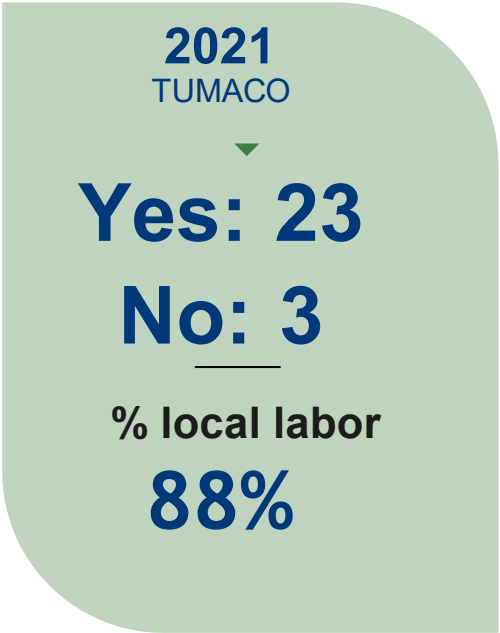
LOCAL LABOR
Number of workers per work center

”

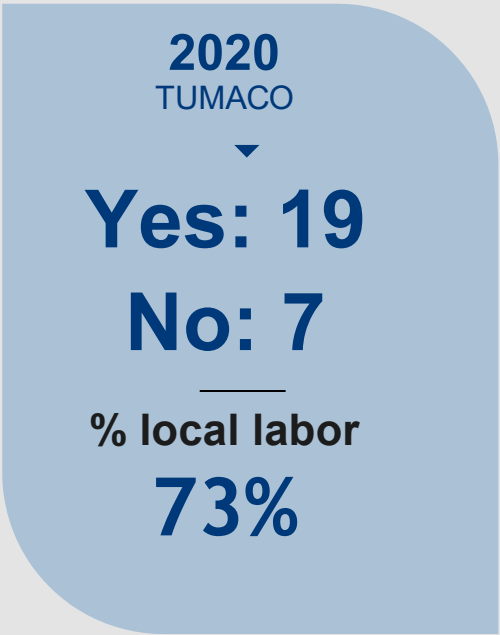
Our priority is to hire local employees belonging to the communities in the area of influence where operations are carried out; in 2022, 74% of the workers hired for the projects lived in these areas, an increase of 8.8% compared to 2021.



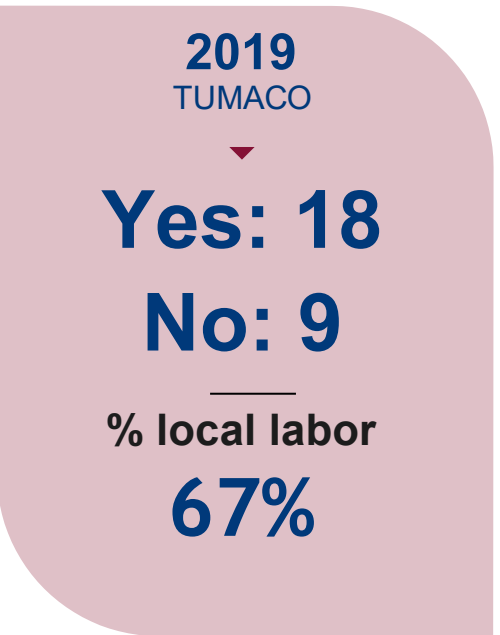
2022



2021



2020

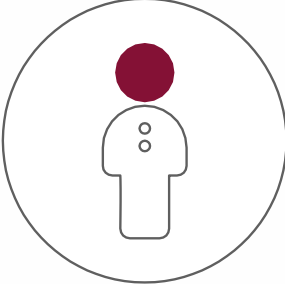
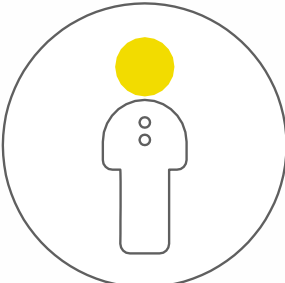
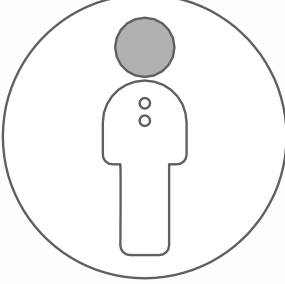
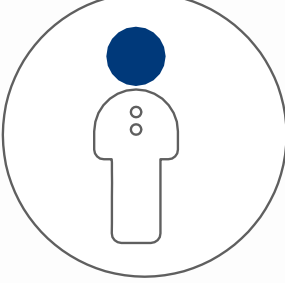


2019

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— In 2022, 31% of workers are between 31 and 40 years of age, followed by 25% of workers over 51 years of age, 25% are workers in the 41 to 51 age range, and 20% of workers are in the 18 to 30 age range.

	AGE FROM 18 to 30 years	36	44
	AGE FROM 31 to 40 years	62	69
	AGE FROM 41 to 50 years	55	57
	AGE FROM 51 and over	50	53
		2021	2022

Closing the gender gap at Serport S.A.S. we have the ambition to ensure a more gender diverse workforce, therefore, we are investigating different efforts that could have a positive impact on gender distribution and support the fulfillment of SDG No.5: "Achieve gender equality and empower all women and girls." In 2022, 88% of positions in the company will be held by men and 12% by women, increasing our workforce with the hiring of 5 women by 2022.

32% of men have permanent contracts, compared to 6% of women. In terms of fixed-term contracts, 31% are for men and 3% for women, and for project-based contracts, 21% are for men and 0.4% for women.

		
YEAR	FEMALE	MALE
2020	30	169
2019	26	166
2021	22	181
2022	27	196

Type of contract	Permanent Term		Fixed term		For construction work		Apprenticeship	
	 WOMAN	 MAN	 WOMAN	 MAN	 WOMAN	 MAN	 WOMAN	 MAN
2019	13	57	9	89	1	16	3	4
2020	15	49	11	83	4	37	--	--
2021	12	50	8	73	1	50	1	8
2022	14	73	7	69	1	49	5	5





Caring for the well-being of our employees

At Serport, we are committed to maintaining a good work environment and taking care of the mental health of our collaborators, in 2022, we carried out the weekly application of the Barometer, with the purpose of obtaining the screening of the emotional state of the personnel, the following workshops were executed: "0 is 3", this as a measure to prevent emotional tension at work, prevention of work stress, prevention of anxiety disorder, definition of emotions, feelings and the importance in mental health, grief management, suicide prevention. In addition, training was provided on the prevention of depression, with the participation of our workers and their families, as well as training on the

prevention of workplace harassment.

To improve leadership and communication among employees, workshops on assertive communication and efficiency, effectiveness, efficiency, effectiveness and leadership were held in 2022. Being aware of the importance of strengthening teamwork, empathy and tolerance, recreational activities were developed, such as the celebration of the 26th anniversary of Serport S.A.S., the celebration of values: love, friendship, loyalty, recognition for seniors who work in the 3 Serport S.A.S. work centers and the year-end dinner where the company's workers and their families were integrated.





OUR ENVIRONMENT

2022 SERPORT REPORT

TOPIC 01

TOPIC 02

TOPIC 03

TOPIC 04

TOPIC 05

TOPIC 06

TOPIC 07



Stakeholders

Groups

(102-40, 102-42)

The ethical, transparent and active listening that characterizes us as an organization has strengthened the relationship of trust that we have always maintained with our stakeholders.

With our relationship strategy, we seek to contribute to their development, carrying out actions to recognize the stakeholders located in the different areas of influence where we execute the projects, **thus achieving their characterization, with which we have a more accurate understanding of their needs and expectations.**

We strive for the engagement and involvement of the stakeholder groups in the area in the activities carried out by the company, ensuring a more active participation from them. Additionally, we coordinate with local authorities and grassroots organizations in the influence area to enhance actions aimed at sustainable development in the region. This is a constant and progressive work focused on the groups of interest prioritized by Serport S.A.S.

- Shareholders
- Customers
- Suppliers
- Collaborators
- Institutional Actors
- Communities

In 2022, we achieved the specific identification of the organizations that are part of the stakeholder community and institutional stakeholders, as detailed below:

- Labor and Social Association of the Pacific - Tumaco.
- United for Progress Labor Association of Tumaco.
- Doors to the Future Association of Tumaco.
- Transforming Colombia Foundation - Futrac - Tumaco.
- Asojuntas - Tumaco.
- Asojuntas Comuna 5 - Tumaco.
- Victorious Women's Association of Tumaco.
- Builders of Hope for the Future Association of Tumaco.
- Community Action Board San Martín
- Jesus Nazareno de Tumaco Chargers Foundation.
- Fishermen and Tourism Association of Colorados Wells.
- Plenomar Fishermen's Association - Colorados Wells.
- Fishermen and Tourism Association of Punta la Loma Presidente - Colorados Wells.
- Adi Mujer - Colorados Wells.
- Fishermen's Committee of La Paz - Bello Horizonte - Colorados Wells.
- Association of Carperos del Sur - Colorados Wells.
- Coosetur - Colorados Wells.
- Neighborhood Community Action Board San Isidro Lower Part - Cartagena.
- Senior Adult Life Center San Isidro - Cartagena.

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Relationship with the Communities

(103-1, 103-2, 103-3, 412-2)

For the relationship with the communities in Serport S.A.S., we implemented different strategies and methodologies that allow us to establish and maintain a relationship of trust with our stakeholders, including recognition and impact of the project in the area of influence, the identification of the communities, their needs and expectations, as well as local actors to articulate efforts to enhance the positive effect in these areas.

In 2022, the following activities were carried out in the areas of influence of the projects:
Articulation with territorial entities: Mayor's Office of Cartagena: Secretariat of the Interior (Human Rights Office), Women's Office, Social Emergency Plan (PES) and the Government of Bolivar, to identify the institutional offer and being able to benefit people located in the area of influence of SERPORT SAS, achieving installed capacity, workshop on recycling for adults of the community and celebration of the month of the elderly, articulated with the center of life of the community, workshop with young people from Cartagena, Santa Marta and Tumaco on issues of emotions/feelings management, emotional intelligence, Bullying Prevention, Sexual Abuse, Consumption of Psychoactive Substances, among others; Playful, recreational, cultural day, legal advice with the community of San Isidro Parte Baja, led by the Community Action Board and religious

sector, achieving the attention of NNAJ and adults, in the different services offered.

In order to meet immediate basic needs, different donations were made, such as the delivery of food and groceries in the city of Cartagena to the inhabitants of: San Isidro Parte Baja, Los Cerros de Albornoz, Canal Calicanto and Ceballos affected by the winter; donation of supplies and tools to improve the habitability of homes; donation of sports uniforms and implements to children in the municipality of Tumaco.

To bring joy, warmth and happiness to our children, in the month of December 2022, we donated more than 500 Christmas gifts for the children of the communities of San Isidro Parte Baja, Barrio Ceballos, Insular Area in Cartagena, from the associations: Adimujer, Asocarpozos and Coosetur, in Colorados Wells - Santa Marta, Barrio San Martín and Bavaria, Futrac Association, San Andrés de Tumaco Fire Department.


Education generates a social impact, significantly influencing individual and collective progress and well-being, generating positive changes in people's quality of life,

Therefore, in 2023, we will focus our efforts on the "SERPORT SAS Education Program", which seeks to support young people in the areas of influence of Cartagena and Santa Marta, who wish to pursue a technical or technological career, in order to strengthen their skills and abilities and improve their quality of life, that of their families and the community to which they belong. In 2022, the program was socialized in the different educational institutions.




Respect for Human Rights


In compliance with the Human Rights policy (102-16), we developed different activities that demonstrate our commitment to support and respect the Fundamental Rights of people, such as the workshop **"If children get tired, let them play"** for all Serport S.A.S. personnel, as a mechanism for the eradication of child labor, in addition to the activities detailed below.




GROUP OF INTEREST
Leaders of the influence area of SERPORT SAS.




LOCATION
Santa Marta Tumaco



ACTIVITIES
Human Rights Workshop. Characteristics of Human Rights. Types of Human Rights.



OBJECTIVE
Socialize with leaders of the influence area of SERPORT SAS, everything related to Human Rights and its importance in the work they perform in their communities.



NUMBER OF BENEFICIARIES
10



GROUP OF INTEREST
Representatives of the Community Action Board of San Isidro Parte Baja.



LOCATION
Cartagena




ACTIVITIES
Articulation with the Mayor's Office of Cartagena, through the Human Rights office and this territorial entity, to socialize its programs to the community located in San Isidro Parte Baja.




OBJECTIVE
The Community Action Board of the San Isidro neighborhood in the lower part of San Isidro is aware of the offer of the Mayor's Office of Cartagena, through the Human Rights office.




NUMBER OF BENEFICIARIES
20




INTEREST GROUP
Representatives of the Community Action Board of San Isidro Parte Baja.




LOCATION
Cartagena



ACTIVITIES
Celebration of International Day of Coexistence in Peace, with leaders of the community of San Isidro - Mayor's Office of Cartagena.



OBJECTIVE
Empower the community of San Isidro Parte Baja, in the importance of Coexistence in Peace.



NUMBER OF BENEFICIARIES
20



GROUP OF INTEREST
SERPORT SAS Personnel



LOCATION
**Santa Marta
Tumaco**



ACTIVITIES
Human Rights Workshop.
Characteristics of Human
Rights. Types of Human
Rights.



OBJECTIVE
Socialize to the personnel working in SERPORT
SAS, the importance of knowing the Human
Rights and the mechanisms that can be used to
prevent the violation of them.



NUMBER OF
BENEFICIARIES
31



GROUP OF INTEREST
SERPORT SAS Personnel



LOCATION
**Cartagena
Santa Marta
Tumaco**



ACTIVITIES
Identification of personnel
working at SERPORT SAS,
who have been victims of the
Armed Conflict.



OBJECTIVE
Identify through the application of the Family
Census instrument, SERPORT SAS
personnel who have been victims of the
Human Conflict.



NUMBER OF
BENEFICIARIES
215



GROUP OF INTEREST
SERPORT SAS Personnel



LOCATION
Cartagena



ACTIVITIES
Commemoration of Peace Week
- Human Rights Day.



OBJECTIVE
Commemorate in the framework of the Peace
Week, the Human Rights Day. Pay tribute to the
32 people who work at SERPORT SAS, victims of
the armed conflict.



NUMBER OF
BENEFICIARIES
31



GROUP OF INTEREST
Women



LOCATION
Cartagena



ACTIVITIES
Participation in the Meeting of Women for
Peace, led by the Mayor's Office of
Cartagena and the Agency for
Reincorporation and Normalization.



PURPOSE
Participate in the Meeting of Women for
Peace, highlighting the role of SERPORT
SAS, as a private company, in the
construction of peace in the country.



NUMBER OF
BENEFICIARIES
25



GROUP OF INTEREST
Vulnerable Population



LOCATION
Cartagena



ACTIVITIES
Participation in Social Integration, Coexistence and Reconciliation, led by Fundación Evolución Caribe, with the participation of the Government of Bolivar, the Mayor's Office of Cartagena, representatives of the Bolivar Victims' Board, people in the process of reincorporation, grassroots organizations in Cartagena, the religious sector and SERPORT SAS, as a private company.



OBJECTIVE
Participate in Social Integration, Coexistence and Reconciliation, socializing agreement 4 of the Final Peace Agreement and socializing the commitment of SERPORT SAS, as a private company, in issues related to Peace Building.



NUMBER OF
BENEFICIARIES
110



INTEREST
GROUP
Women



LOCATION
Cartagena
Santa Marta
Tumaco



ACTIVITIES
Women's Rights
Workshop



OBJECTIVE
Empower women in the area of influence of SERPORT SAS, about Women's Rights and measures that lead to their respect.



NUMBER OF
BENEFICIARIES
72





Suppliers Management

(102-9, 103-1, 103-2, 103-3)

Suppliers are a fundamental part of the supply chain, forming part of our work team for the fulfillment of the organizational mission, thus achieving the generation of sustained value. We strive every day to ensure mutually beneficial relationships that impact local, regional and national economic development. The company's policies and procedures include an induction process as a mechanism to socialize the requirements of Serport S.A.S. and an annual evaluation of management, in legal, Human Rights and HSEQ matters. In 2022, we had 100% coverage of suppliers in the induction and evaluation processes.

In 2022, 95% of the company's total suppliers are located in the influence zones of our operations.

	 Suppliers of the influence area	 Suppliers outside the influence area.
► 2020	155	8
► 2021	276	15
► 2022	260	14
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STANDARD GRI CONTENT INDEX

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