

	<b>ENVIRONMENTAL, SOCIAL AND CORPORATE GOVERNANCE (ESG) POLICY</b>	<b>Macroprocess:</b> Strategic
		<b>Process:</b> Quality
		<b>Code:</b> CM-PO-004
		<b>Version:</b> 01
<b>Approved by:</b> Manager		<b>Date approved:</b> November 2022

The general Environmental, Social, and Good Governance (ESG) Policy sets forth basic principles and a general framework of action for the management of the ESG practices adopted by INPHAPRO S.A.S. and serves as a basis for ESG integration into our business model and strategy and thus creating long-term value for all stakeholders and the organization.

The general ESG policy applies to all stakeholders, managers, employees, customers and suppliers.

### **Purposes**

1. Ensure that the actions of INPHAPRO S.A.S will be governed by the following principles:
  - Promote best corporate governance practices, prioritizing transparency, business ethics, fiscal responsibility where we operate, and adequate management of financial and non-financial risks;
  - Create and maintain fluid and bidirectional communication with stakeholders to better understand their expectations and adapt the operation of the business efficiently to their satisfaction;
  - Promote and ensure compliance with Human Rights throughout the value chain of INPHAPRO S.A.S;
  - Promote a general purchasing policy for INPHAPRO S.A.S that develops a supply chain that complies with the principles of this Policy;
  - Promote the health and safety of all people who are part of the company, as well as the people who are carrying out their work at the INPHAPRO S.A.S. facilities;
  - Promote the human and professional development of people who are part of INPHAPRO S.A.S. by providing them with the necessary means (training and social benefits) to improve their capacity for initiative, creativity and innovation, and increase and enhance participation and teamwork;
  - Contribute to better management of natural resources and the environment with efficiency, innovation, and effectiveness to minimize the negative impacts derived from our activity, complying with the policies and procedures established in the environmental management system;
  
2. Articulate the corporate strategy related to sustainability through the following commitments:
  - ✓ Integrate the environmental variable, respect for the natural environment and the fight against climate change, considering our commitment to the protection and conservation of the environment in all actions;
  - ✓ Ensure the well-being of INPHAPRO S.A.S employees through equal opportunities, promotion of an attractive work environment, and prevention of occupational risks. Specifically,

INPHAPRO S.A.S is committed to maintaining an occupational risk prevention system that provides a healthy work environment.

INPHAPRO SAS aims to contribute to the conservation and preservation of natural resources through our social responsibility, saving and efficient use of resources, integrated waste management, climate change, and continuous improvement of processes.

We are committed to managing environmental, social, and governance risks and opportunities in all our processes to ensure transparency, quality, and satisfaction of all our stakeholders.

**Juan Alejandro Vargas Zapata**  
Legal Representative