



COMPAS

MANAGEMENT **REPORT** 2024





Message to stakeholders

(GRI 2-22)

During 2024, the Colombian economy experienced a slight recovery, reaching a growth of 1.7%, which marked an improvement compared to the 0.6% recorded in 2023. This result reflected the country's resilience in the face of a complex global environment, characterized by conditions of instability and multiple challenges. Inflation, on the other hand, managed to stabilize at around 5%, a fact that provided relief to households and companies, and allowed for better financial planning in various sectors.

In this national context, COMPAS reaffirmed its commitment to sustainable development, operational efficiency and the creation of shared value. The Company has made significant progress in consolidating its responsible business model, promoting comprehensive management that combined solid economic results with positive social and environmental impacts. One of the most relevant milestones was the 3% growth in cargo mobilization compared to the previous year, the result of a strategy focused on optimizing logistics and strengthening port infrastructure and terminals.



During the year, COMPAS made progress in incorporating innovative technologies that resulted in a significant improvement in operational efficiency, the traceability of operations and the safety of its employees. State-of-the-art information systems and staff technical training became key pillars to consolidate a culture of operational excellence. This strategic approach also allowed the company to improve competitiveness and enhance its capacity to respond to the challenges posed by the national and international markets.

Regarding environmental sustainability, the company promoted various initiatives aimed at reducing its ecological footprint. This included the implementation of energy efficiency and renewable energy projects, such as the conversion of part of the vehicle fleet to clean technologies. These actions contributed to a significant reduction in CO2 emissions. Additionally, the company strengthened its waste management systems and water use strategies and implemented adaptation measures to address climate change, which increased its capacity to anticipate risks associated with extreme climate.

COMPAS also maintained a constant dialogue with local communities near its terminals, which strengthened trust, respect, transparency, and participation. Throughout the year, COMPAS developed environmental awareness programs, training spaces and community activities aimed at promoting co-responsibility as a cornerstone of environmental protection.

Regarding social sustainability and governance, the company actively promoted inclusion, equity, and organizational integrity by guaranteeing a safe and stimulating work environment for all employees through well-being programs, continuous training and participatory leadership. Likewise, the company strengthened women's participation and the inclusion of vulnerable communities, reaffirming its commitment to diversity and equity.

The company assessed the social impact of each initiative developed throughout the year to align organizational growth with the well-being of the participating communities. As a result, sustainability was incorporated not only as a key part of the company's overall strategy but also as the compass that guides each decision.

COMPAS has a clear vision for 2025: consolidating itself as a benchmark in sustainability within the port and logistics sector, aligning its operations with the Sustainable Development Goals. To achieve this, the company will continue to invest in clean technologies and to promote responsible innovation in partnership with authorities, academia and strategic allies. The organization will also assess potential expansion opportunities to diversify its portfolio, expand its positive impact and take the COMPAS model to new territories.

COMPAS is deeply grateful for the commitment of its employees, the trust of its customers, the cooperation of suppliers and the support of the authorities and communities. They have all been key players in the consolidation of a company that is committed to sustainable progress, transparent dialogue and shared prosperity.

Lastly, we invite all our stakeholders to learn in detail about the results, progress and lessons learned in 2024 through this Sustainability Report. This document reflects not only our enduring commitment to transparency and accountability, but also the conviction that every responsible step builds a stronger, more equitable and sustainable future for all.

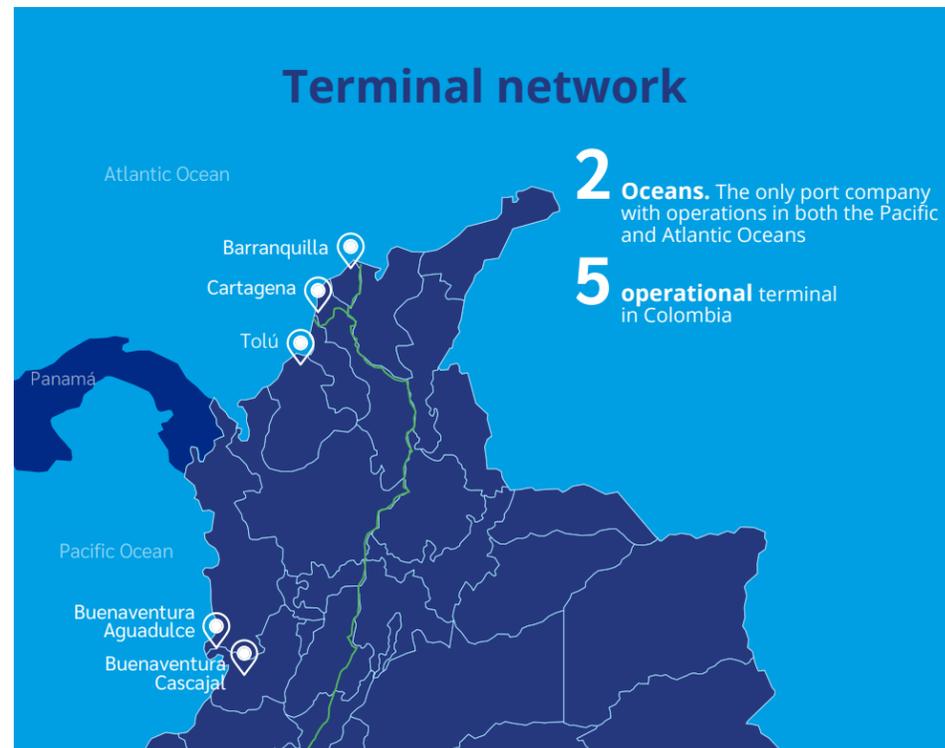
Rodrigo Torras Ocampo
President - CEO

Company profile

The Company

(GRI 2-1)

COMPAS¹ is the only multipurpose port network in Colombia, with operations in both the Atlantic and Pacific oceans. Since its creation in 2012, the company has consolidated a network of five terminals in Cartagena, Barranquilla, Tolú and Buenaventura, offering comprehensive, efficient, innovative and sustainable logistics solutions at the service of Colombian foreign trade.



¹ Compañía de Puertos Asociados S.A., (hereinafter COMPAS) is a public limited company in the port and logistics sector created in 2012.

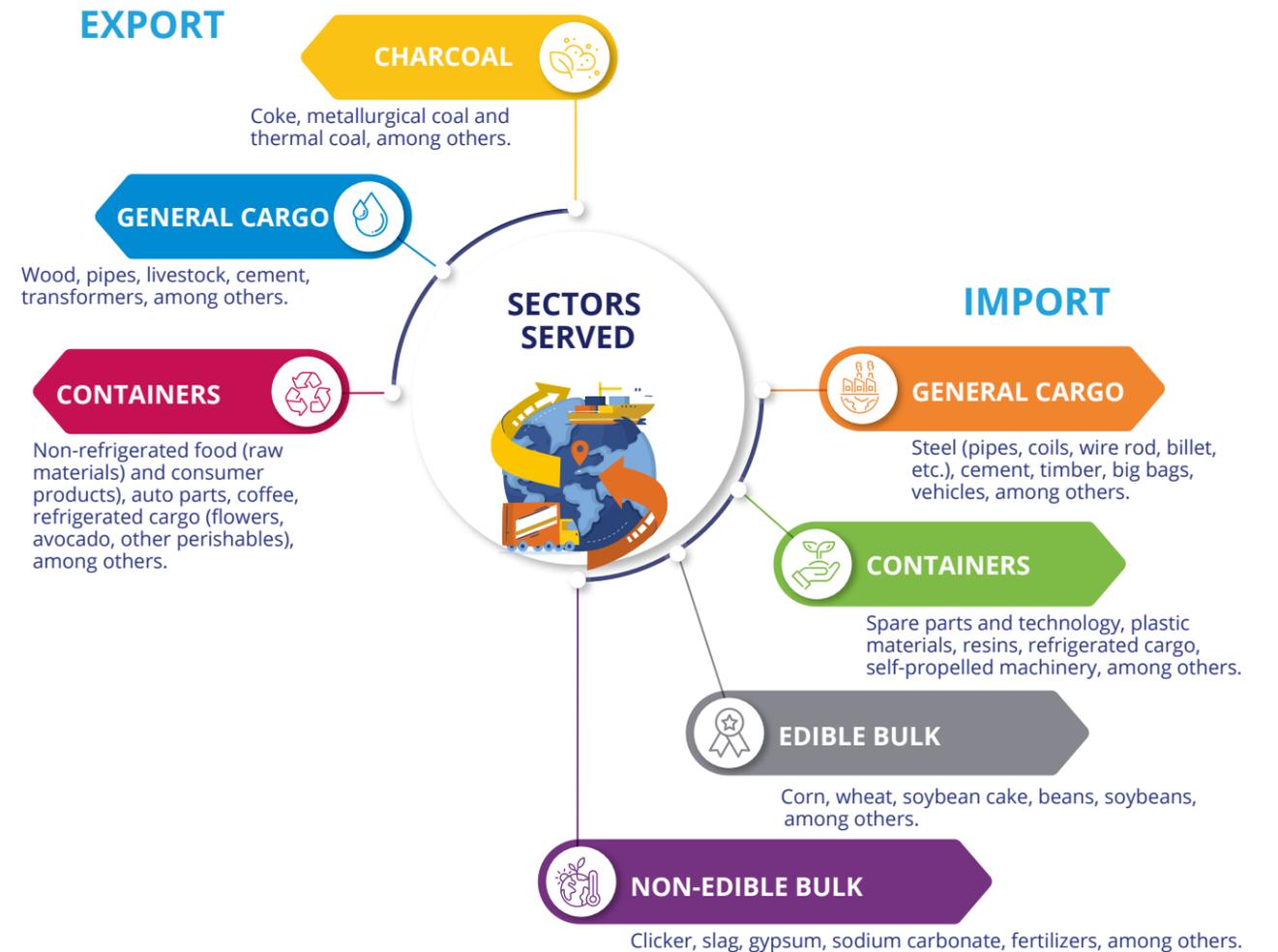
Activities and services

(GRI 2-6)

COMPAS works as a key **facilitator in the national and international logistics chain**, providing specialized port services for various types of cargo, including solid bulk, general cargo, containers, and industrial projects. Its focuses on promoting operational efficiency, regulatory compliance and added value for its customers and stakeholders.

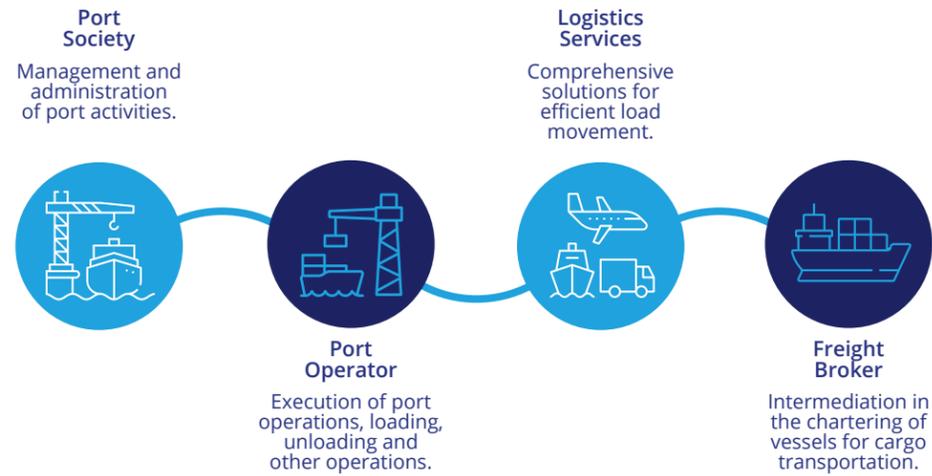
Main sectors served

Figure 1: Sectors served



Services

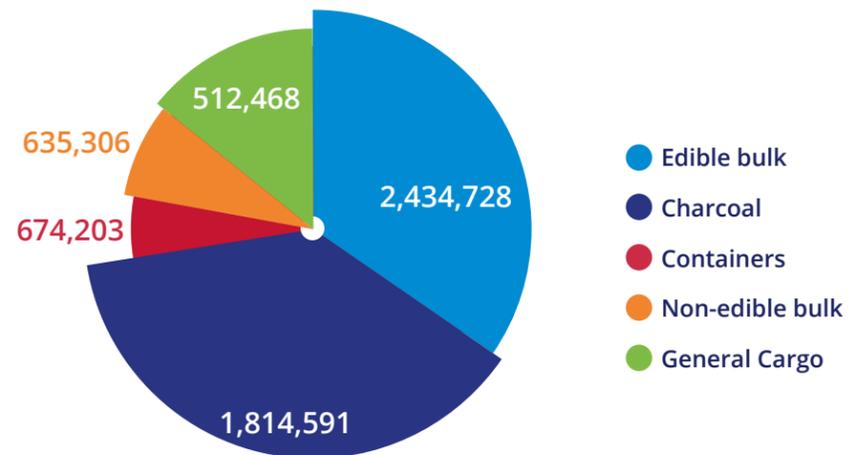
Figure 2: Services



Dimensions

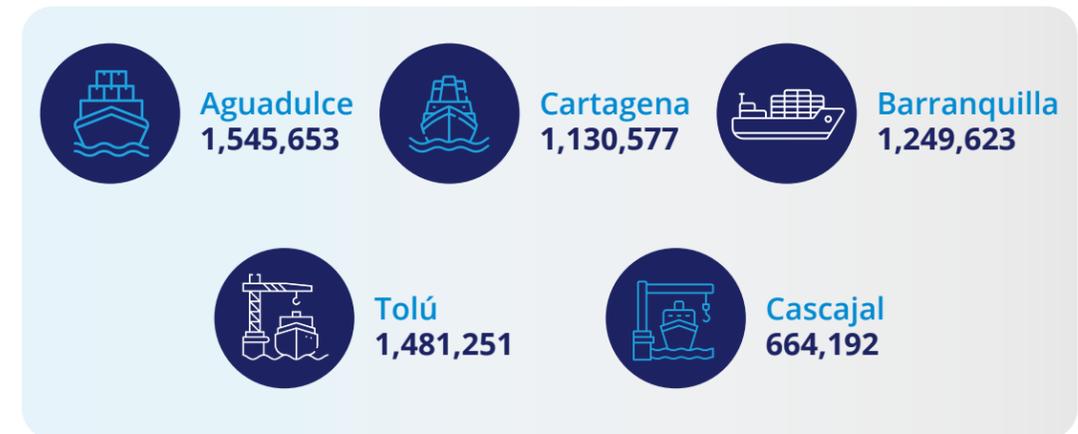
During 2024, the company mobilized **6,071 million tons of cargo**, which represents an **increase of 3%** compared to 2023. This growth reflects more efficient logistics and a consolidation of the company's operational capacity, which were key to strengthening medium- and long-term competitiveness.

Graph 1: Type of cargo moved (tons)



6,071 million tons of cargo moved in 2024

Figure 3: Cargo moved by terminal



Economic growth and value generation*

\$ 345,419
in operational revenue

\$ 21,091
in payments to governments

\$ 2,245
Social investment with an impact on communities

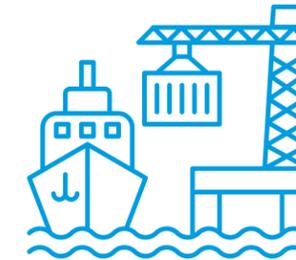
*Figures in millions of Colombian pesos

Stakeholders

(GRI 2-29)

COMPAS acknowledges the importance of its stakeholders and actively works to strengthen relationships with customers, suppliers, authorities, local communities, transport employees and shareholders. Its focus on sustainability and corporate social responsibility reflects in the implementation of community programs and the promotion of ethical and transparent practices throughout its operations.

Stakeholder	Participation mechanisms	Frequency
Shareholders	Shareholders' Meeting	Annual
	Materiality Dialogues	Every two years
	Board of Directors Meetings	Quarterly
Collaborators	Newsletter Log	Biweekly
	COMPAS Connection	Quarterly
	Official WhatsApp	Permanent
	Intranet	
	Digital Releases	
	Materiality Dialogues	Every two years
	Customer feedback module	As needed
	Ethics hotline	
Coexistence Committee		
Clients	Materiality Dialogues	Every two years
	Communications (mailing)	As needed
	COMPAS online (digital newsletter)	Monthly
	Website / Customer Portal	Permanent
	Satisfaction survey	Annual
	Follow-up meetings	As needed
	LinkedIn	Permanent
	Ethics hotline	As needed
Website / Customer feedback module	As needed	
Strategic partners	Materiality Dialogues	Biennial
	Website	Permanent



Stakeholder	Participation mechanisms	Frequency	
Vendors	Strategi platform (for bidding, registration and vendor assessment)	Permanent	
	Website (Customer feedback module)	Permanent	
	Email	Permanente	
	Telephone service	Permanent	
	PL Colab Platform (e-invoicing)	Permanent	
Transporters	Communications (mailing)	Según necesidad	
	Materiality Dialogues	Bienal	
Guilds and authorities	Materiality Dialogues	Bienal	
	Reports and responses to requests	Según necesidad	
	Meetings to discuss topics of common interest	Según necesidad	
Communities	Materiality Dialogues	Every two years	
	Follow-up meetings	As needed	
	Presentation of the Environmental Management Plan	Annual	
	Email	Permanent	
	Facebook	Permanent	
	Website / Customer feedback module	As needed	

Strategic partnerships

(GRI 2-28)

COMPAS officially became a party to the United Nations Global Compact in 2017, consolidating its commitment to sustainability through the adoption of responsible principles in its corporate and operational strategies. Through this global alliance, the Company ensures that its actions are aligned with international ethics and sustainable development standards, including the UN Sustainable Development Goals (SDGs).

Additionally, the company participates in multisectoral guilds and platforms that promote cooperation on sustainable growth within the port and logistics sector. These scenarios offer strategic opportunities to coordinate actions and generate shared value without additional investments.

- ANDI - National Business Association of Colombia, Maritime and Port Chamber.
- ANALDEX – National Foreign Trade Association.
- ASOPORTUARIA - Port Association of the Rio Grande de la Magdalena.
- CAMACERO - Colombian Chamber of Steel.
- CIP - Inter-American Port Committee.
- United Nations Global Compact.
- AAPA - American Association of Port Authorities.
- FITAC - Colombian Federation of Logistics Agents in International Trade.
- BASC - Business Alliance for Secure Commerce.
- Institute of Internal Auditors of Colombia.
- Colombian Association of Industrial Relations.
- Inter-Union and Inter-Business Committee of Buenaventura.
- Bloomberg.



Materiality

(GRI 3-1)

During 2024, COMPAS carried out a double materiality assessment as part of its commitment to promote strategic and sustainable management. This assessment has two complementary phases: financial materiality and impact materiality, which allows for a comprehensive assessment of the critical factors that affect both economic performance and social and environmental considerations. This approach has provided the company with a clear vision of the challenges and opportunities, which is crucial to align its corporate strategy with stakeholder expectations and with the main international sustainability standards. Thus, COMPAS has strengthened its ability to anticipate risks, generate sustainable value and consolidate its leadership in the sector.

Financial materiality

Financial materiality (represented on the Y-axis of the double materiality assessment matrix) focuses on analyzing how environmental, social, and governance (ESG) factors can generate risks and opportunities with a direct impact on COMPAS' corporate strategy, financial health, access to finance, and cost of capital.

To carry out this assessment, the company used the CREO CONSULTORES specialized tool, which was designed based on international sustainability standards. This tool allowed the company to rigorously assess the impact of the external environment on the organization, focusing on four key criteria:

- Financial performance.
- Corporate strategy.
- Risk management.
- Identification of opportunities.

The assessment incorporated information from structured interviews with leaders and managers from different areas, providing a strategic and detailed vision of the issues with the greatest financial influence. As a result, material issues were classified according to their level of impact: low, moderate, or high.

Impact materiality

Impact materiality (represented on the X-axis of the double materiality assessment matrix) measured the significant effects that COMPAS operations generate on the environment and among its key stakeholders. This assessment incorporated the perspectives of employees, local communities, customers, vendors and internal leaders. The assessment includes four key dimensions for business sustainability:

- Environmental.
- Social and territorial.
- Transparency and human rights.
- Relationship with stakeholders.

This approach allowed the company to map the most relevant impacts and identify opportunities to strengthen its alignment with external and internal expectations in terms of social and environmental responsibility.

Double Materiality Matrix

(GRI 3-2)

The double materiality assessment was crucial to identify and categorize the most relevant material components for COMPAS, structuring them around four strategic axes that reflect a holistic vision of organizational performance:



These axes, represented in the double materiality assessment matrix, allow the company to gain a clear understanding of how different issues affect both the creation of financial value and the socio-environmental impact of the Company, facilitating informed decision-making and aligning the company's activities with its sustainability goals.

Double materiality matrix



ASG IMPACT LENS



Methodological considerations

(GRI 2-2; 2-3; 2-4; 2-5)

COMPAS S.A. presents its Sustainability Report for the period from January 1 to December 31, 2024, prepared in accordance with the Global Reporting Initiative (GRI) Standards, adopting its updated version of 2021, which includes: GRI 1: Fundamentals 2021, GRI 2: General Contents 2021 and GRI 3: Material Topics 2021. This update ensures compliance with international standards for sustainability accountability.

The information included in this report reflects the operations of the COMPAS port network in Colombia, as detailed in the organizational profile chapter. Any details about the scope and exceptions of the reported data are explained throughout the document. Similarly, any adjustments to the figures, scope and limitations of this report are clearly indicated.

This report has been formally reviewed and approved by the Company's Presidency and Executive Committee, and its final version was published in May 2025. COMPAS maintains an annual reporting cycle for its sustainability reporting.

Although this report has not been subject to external verification, the financial statements included herein have been prepared under International Financial Reporting Standards (IFRS) and audited by an independent third party (EY), in its capacity as Statutory Auditor.

The digital version of the report can be found on the Company's website www.compas.com.co

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Social Performance

- Staff well-being and development
- Social and community impact



Staff well-being and development



Staff management

(GRI 3-3)

Strategic guidance

With the constant support of COMPAS' senior management, the company implements various strategies aimed at attracting and retaining the best talent in all areas of the organization. Therefore, the company seeks to promote a dynamic and motivating workplace, which promotes employee commitment and professional growth. To this end, human talent management is structured into four lines of action.



Figure 4: Lines of action for staff management



The impact of these strategies is evident in the organization's labor strength, its competitiveness in the sector, and the positive results in the perception of the organizational climate and employee satisfaction. The most outstanding facts of the management carried out in 2024 are described below, aligned with the strategic objectives set during 2023 to develop each of the lines of action.

Developing Integral Leaders

Based on staff management trends and feedback from leaders, the company redefined its leadership program. The program was renamed as **"Regatta"** since 2024. This program promotes transformative leadership and seeks to create a balance between achieving extraordinary results, creating healthy work environments, and developing key competencies such as strategic thinking, inspirational communication, emotional intelligence, and continuous learning, among others. Additionally, the competencies of the COMPAS Leader were strengthened through the **"ReconoSER"** program, which was designed to optimize talent recognition, increase motivation and consolidate solid workplace relationships.

Figure 5: "Regatta" Programme – 2024 activities



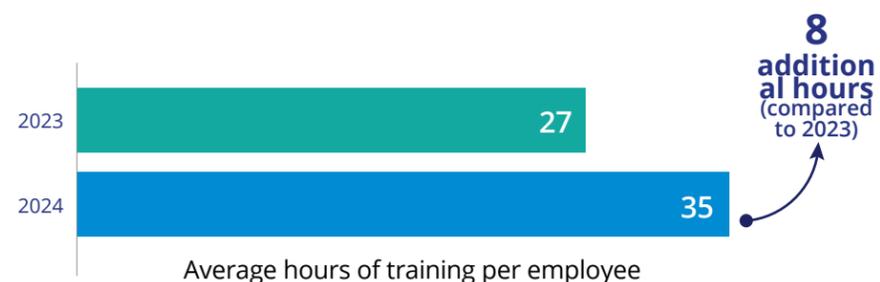
Developing Competent Staff

To strengthen its organizational performance, the company implemented its training and development program, aligned with the profiles of each position and the training needs detected by leaders, with a focus on the following areas:

- Development of technical skills and use of management systems.
- Compliance with applicable regulations.
- English skills.

As a result, in 2024, an average of 35 hours of training were provided per employee, which represents an increase of 8 hours compared to the average recorded in 2023. This milestone shows the company's sustained commitment to developing competencies within its staff.

Graph 2: Average hours of training per employee
Training Program 2024



COMPAS Culture

To strengthen organizational culture, in 2024 the company implemented gamification-based exercises and recreational activities designed to enhance skills that align with key corporate values. Through these experiential strategies, the company promoted specific behaviors related to integrity, respect, and teamwork. Likewise, the company made progress in consolidating a culture of innovation through the "Blue Ocean" program, which seeks to optimize management and approval of strategic projects with an agile approach. Additionally, the company disseminated the operational efficiency challenge and launched an innovation course on its e-learning platform to encourage staff participation in the creation of initiatives with organizational impact.

→ In 2025, the company will continue to promote and incorporate its values in the Code of Ethics and Conduct.



Equitable workplace

The company launched the *“Vital Harmony”* with the purpose of encouraging a healthy workplace environment and improving the quality of life of its employees. Key milestones included the HSE and Wellbeing Week and the pilot program *“Woman, where is your power?”*, an initiative aimed at strengthening women’s empowerment, productivity and well-being by addressing physical, emotional, mental and spiritual issues. As part of the program’s expansion plan, in 2025 this initiative will be implemented for all employees with an employment contract.

As in previous years, the workplace environment assessment was carried out in December to gain insights into employees’ perception of the workplace environment. The results were presented to senior management and terminal managers, who will define the priorities to address in 2025. Similarly, the Human Resources area carried out the annual measurement of internal customer satisfaction. Based on the results obtained in each of the items assessed and the comments received, the team will continue to strengthen its processes and procedures, as well as reinforce staff competencies in order to improve the quality of the service provided.

Figure 6: Human Resources Area Assessments in 2024



→ In November 2024, the company carried out the employer substitution for 136 plant employees and 11 interns of the subsidiary Cartagena Container Terminal Operator S.A.S. (CCTO), who are now part of COMPAS.

This transition guarantees job continuity and strengthens the integration of staff members within the organization.

Our work team

In 2024, the company reported a reduction in the number of direct workers, from 499 in 2023 to 489 in 2024. As for external workers, at the end of the period a total of 49 were registered, one less than those reported in 2023. These changes respond to natural changes within the company’s staff as well as to strategic processes such as the employer replacement of the CCTO company.

On the other hand, COMSHIP maintains its independent operation. These changes reflect the company’s strategy to optimize resources and consolidation staff development within the organization.

Direct and external workers:

Figure 3: Total direct and external workers



Table 1: Distribution by gender.

Description	Women	Men
Direct Workers	37%	63%
External Workers	43%	57%

Table 2: Distribution by region.

Region	Direct		External	
	2023	2024	2023	2024
Bogota	21	23	1	0
Barranquilla	72	66	2	3
Cartagena	214	200	25	25
Tolú	61	64	10	6
Aguadulce	72	78	11	11
Cascajal	59	58	1	4
Total	499	489	50	49

Table 3: Distribution by type of position.

Charge	Women	Men
Executive	0	5
Managerial	9	17
Middle management	24	31
Specialist Managers	49	34
Other positions	100	220
Total	182	307

Turnover rate

(GRI 401-1)

Table 4: New hires.

Region	Direct		External	
	18 - 30 years old	31 - 50 years old	18 - 30 years old	31 - 50 years old
Bogota	2	0	0	2
Barranquilla	1	0	0	1
Cartagena	3	1	2	2
Tolú	2	0	2	3
Aguadulce	1	2	3	3
Cascajal	1	1	0	2
Total	10	4	7	13

In 2024, COMPAS strengthened its staff by incorporating 34 new employees, which represents a hiring rate of 6.9%. The terminals of Aguadulce, Cartagena and Tolú led this growth. 41% of the hires corresponded to women, reflecting the commitment to promote gender equality and a more inclusive organizational culture.

Table 5: Employee termination

Region	Women			Men		
	18 - 30 years old	31 - 50 years old	More than 50 years	18 - 30 years old	31 - 50 years old	More than 50 years
Bogota	0	2	0	0	0	0
Barranquilla	1	2	0	1	3	0
Cartagena	1	1	0	0	3	2
Tolú	2	0	0	1	3	1
Aguadulce	0	0	0	0	4	0
Cascajal	0	1	1	0	1	0
Total	4	6	1	2	14	3

The company reported a total of 30 terminations (with a turnover rate of 6.1%). The terminals with the highest number layoffs were Barranquilla, Cartagena and Tolú.

Table 6: Employee benefits.

(GRI 401-2)

Benefit	Description	Category	Type of contract	Beneficiaries
Life Insurance	100% coverage at the company's expense, providing protection and support for employees.	All	Fixed, indefinite, apprentices	515
Health Insurance	Monthly contribution equivalent to 11 days of the legal minimum monthly wage for health coverage.	President, vice presidents, managers, directors.	Indefinite	31
Disability coverage	Coverage included in the life insurance policy. Additionally, for full-time employees, in cases of serious or degenerative illnesses resulting in more than 180 days of disability, a semiannual allowance equivalent to one monthly minimum wage is granted, up to a maximum of two per year. This allowance is not considered part of the salary.	All	Fixed, indefinite	0
Stock allocation	Opportunity to participate in the company's equity through stock allocation	President, vice presidents, managers.	Indefinite	15
Marriage Leave	Five working days of paid leave are granted in the case of civil or religious marriage.	All.	Fixed, indefinite	2
Birthday	Granting of a paid day off during the employee's birthday month.	All.	Fixed, indefinite, apprentices	251
Meal support	Meal support for port personnel, provided either in kind or through cards designated exclusively for this purpose.	Managers, team leaders, coordinators, professionals, assistants, technicians, supervisors, analysts, operators, laborers, support staff, messengers, and drivers stationed at the terminals.	Fixed, indefinite, apprentices, temporary workers	484
Holiday bonus	Additional financial benefit, not considered part of the salary, calculated based on the employee's length of service.	Managers, leaders, coordinators, professionals, assistants, technicians, supervisors, analysts, operators, laborers, support staff, messengers, and drivers.	Indefinite	457

Table 7: Parental leave.

(GRI 401-3)

Region	Gender		Total
	W	M	
Number of employees who were entitled to maternity or paternity leave	10	9	19
Number of employees who exercised their right to maternity or paternity leave	10	9	19
Number of employees who returned to work after the end of maternity or paternity leave	10	9	19
Number of employees who returned to work after their maternity or paternity leave ended and who retained their employment twelve months after their return to work	10	9	19
Return to work rate	100%	100%	100%
Retention rate	100%	100%	100%

Skills and competencies development

In order to strengthen staff competency development, in 2024 the company implemented its training and development program based on the profiles of each position and the needs identified by team leaders. As a result of this strategy, 16,720 hours of training were achieved, 27% more than in the previous period, achieving an average of 35.1 hours of training per employee.

Training and education

(GRI 404-1; 404-2)

Figure 4: Employees trained

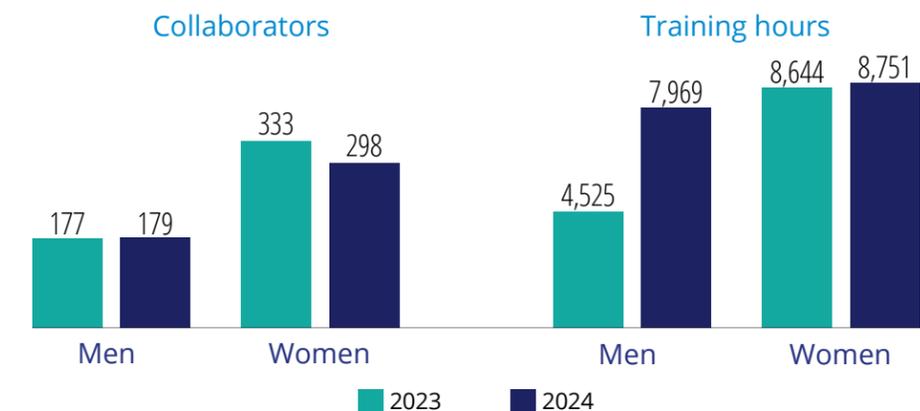


Table 8: Training by category and gender.

Category	Trained collaborators		Training hours		Average of training hours	
	W	M	W	M	W	M
Executive	0	1	0	10	0	10
Managerial	6	12	234	444	39.0	37.0
Middle management	73	65	5,323	3,412	72.9	52.5
Other positions	100	220	2,412	4,885	24.1	22.2
Total	477		16,720		35.1	

Performance assessment

(GRI 404-3)

Under the “Competent Talent Development” work track and for the fifth consecutive year, the company carries out performance assessments across all positions, including managers, leaders, coordinators, professionals, assistants, analysts, technicians, supervisors, operators, dispatchers, drivers and janitors. Based on these results, managers and collaborators jointly defined action plans aimed at closing gaps and addressing the identified opportunities for improvement.

Table 9: Performance assessment by gender and category

Category	2023		Total	2024		Total
	W	M		W	M	
Executive	0	4	4	0	5	5
Managerial	10	21	31	9	17	26
Middle management	56	50	106	70	63	133
Other positions	77	158	235	80	170	150
Total	143	233	376	159	255	414

As part of its commitment to enhance talent management, the company carried out performance assessments on 414 employees, which corresponds to 85% of the direct workforce. This process was directed at employees with more than 180 days of service in the company, ensuring an objective analysis aligned with their tenure within the organization.

Workplace relations

(GRI 2-30)

In August 2024, successful collective bargaining was carried out with the National Union of Workers in the Transport and Logistics Industry of Colombia (SNTT), through its local branches in Cartagena, Buenaventura, and Tolú. The process concluded with the signing of a Collective Labor Agreement, effective from July 1, 2024, to June 30, 2028, marking a significant step forward in strengthening sustainable labor relations.

Similarly, as part of the commitment to promote social dialogue, the company will hold periodic meetings to address and monitor the concerns expressed by union members. In 2024, 108 employees (22%) were registered as union members.

Figure 7: Employees affiliated to the union by terminal



Workplace harassment and discrimination

(GRI 406-1)

In June 2024, the election of the new Labor Coexistence Committee was held, followed by the start of the training cycle for its new members. As part of this process, internal communications were sent to the entire organization, with the aim of strengthening the capabilities of the committee, with special focus on the prevention of harassment and discrimination and the promotion of the company’s organizational culture.

2025 challenges and outlook

Line of action	Description of challenges for 2025
Developing Integral Leaders	Continue to work with leaders through the "Regatta" program, with a focus on self-knowledge and key skill development. Maintaining the internal recognition program as a way to promote a culture of talent recognition.
Developing Competent Talent	Continue closing the gaps in staff development, in order to consolidate strategies that promote their professional growth. Designing a knowledge management model that optimizes organizational learning.
Developing a COMPAS Culture	Strengthen the values, the Code of Ethics and Conduct, as well as the culture of innovation, which will create a solid basis to improve decision-making, generate new ideas and strengthen corporate identity.
Equitable Workplace Relations	Strengthen workplace relations with the union, guaranteeing an open and constructive dialogue through the "Armonía Vital" wellness program, with the aim of improving the quality of life of employees and promoting a healthy workplace environment.



Occupational health and safety

Strategic guidance

Within the framework of the safety and well-being strategy, COMPAS implements strategies aimed at preventing risks that may affect people's health in the workplace. To this end, the program guarantees compliance with the company's internal policies, as well as with legal, regulatory and other applicable standards, so that there is a safe work environment aligned with the best practices in the sector.

(GRI 403-1, 403-8)

Occupational Health and Safety Management System (OSHS-SG¹).

In 2024, the follow-up audit of the Occupational Health and Safety Management System (OH&S-MS) was carried out under ISO 45001. This certification allows COMPAS to strengthen its risk mitigation strategies, ensuring the protection of employees and the sustainability of the business. Its scope covers both its own operations and relationships with customers, suppliers, contractors and other stakeholders.

¹ Occupational Health and Safety Management System. Additional information at: <https://www.mintrabajo.gov.co/web/guest/relaciones-laborales/viceministra-relaciones-laborales-e-inspeccion>



Additionally, as part of the continuous improvement process, the internal audit of the Road Safety Management System was carried out. The objective of this assessment was to verify compliance with the requirements established in Resolution 40595 of 2022, issued by the Colombian Ministry of Transport, thus reaffirming the company's commitment to safety across its operations.

Figure 8: Employees covered by the OH&S Management System

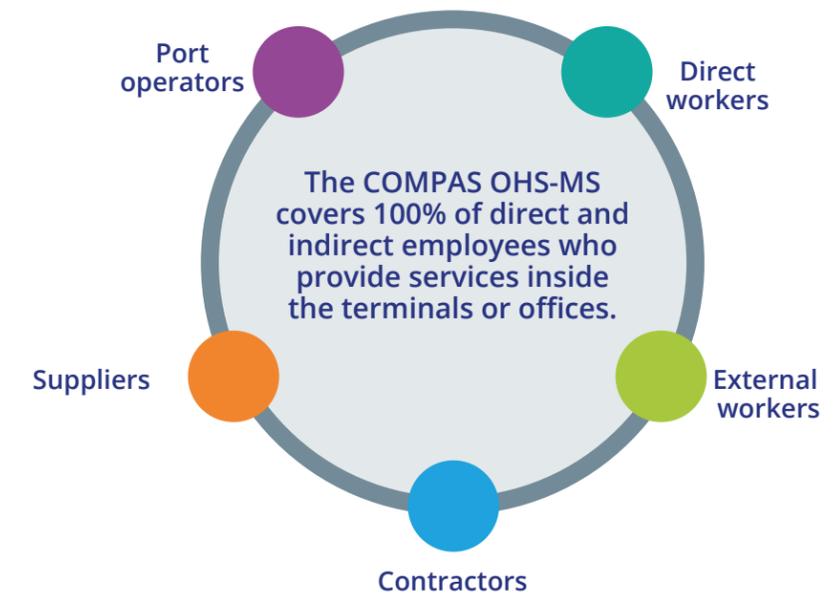


Table 10: Number of workers covered by the OH&S System

Category	# of workers covered	% of total workers
Direct workers	489	100%
Workers who are not directly employed by the organization, but whose job or workplace is controlled by the organization	1,105	100%

(GRI 403-2, 403-10)

Monitoring and control mechanisms of the OH&S Management System

As part of the strengthening of document management in occupational health and safety, the VISIDOC platform facilitates the review and verification of the OH&S Management System for contractors, suppliers and port operators. Since its implementation in 2023, this tool has allowed the company to streamline processes, guaranteeing compliance with the standards required in all COMPAS operations. At the end of the 2024 period, the platform was already operating in the terminals of Cartagena and Barranquilla. At the terminals in Tolú and Buenaventura (Aguadulce and Cascajal), monitoring is carried out through email, maintaining control over regulatory compliance.

Figure 9: Verification components of the “VISIDOC” platform.



Responsibilities

COMPAS’ senior management reaffirms its commitment to maintain occupational health and safety, recognizing its fundamental role in generating trust and strengthening business relationships with customers and other stakeholders.

The Health, Safety & Environment (HSE) Division, which is responsible for occupational health and safety (OSH) management, continuously monitors processes to ensure compliance with established regulatory and operational requirements, such as:

- **Minimum occupational health and safety standards:** In compliance with Decree 1072 of 2015, which regulates the labor sector in Colombia, and Resolution 0312 of 2019, which establishes the minimum standards of the OH&S, COMPAS applies these guidelines to its operations, as well as to its relations with contractors, port operators, suppliers and strategic partners.
- **Strategic Road Safety Plan (PESV, for its acronym in Spanish):** In accordance with Resolution 40595 of 2022 of the Colombian Ministry of Transport, the PESV is implemented and supervised, guaranteeing the design, execution and verification of strategies aimed at promoting road safety.
- **Occupational health and safety requirements:** The guidelines of the ISO 45001:2018 standard and the company’s internal procedures are applied, through a detailed analysis that allows the company to validate compliance with these requirements during the stay at COMPAS facilities.

Additionally, in order to guarantee safe conditions across its operations, COMPAS provides the essential tools, elements and resources for the protection of employees, contractors, visitors, users and suppliers. Additionally, the company strengthens its commitment to improve occupational health and safety risk management through the following actions:

- Establishing policies aligned with the Occupational Health and Safety Management System (OHS-MS).
- Strategic allocation of resources to mitigate risks and strengthen security.
- Implementing specific HSE requirements for contractors.
- Implementing onboarding processes for visitors, contractors and users to promote a culture of safety.

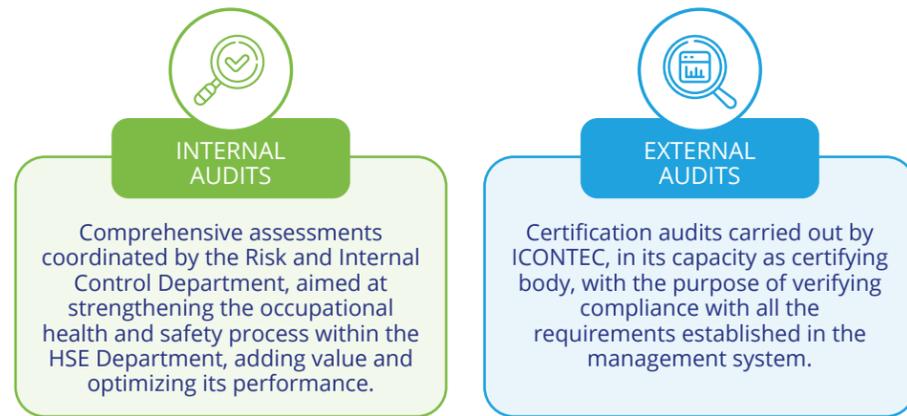


Evaluation of the OHS-MS

All workers, including direct employees, contractors, port operators and suppliers, actively participate in the assessment of the Occupational Health and Safety Management System (OH&S-MS), assuming responsibility for its compliance and continuous improvement. In this sense, as a strategy to ensure the conformity, effectiveness and performance of the OH&S and Management System, internal and external audits are carried out annually.

In 2024, in compliance with Resolution 40595 of 2022, specifically item 22, which governs annual audits across all company levels, the Directorate of Risks and Internal Control carried out the internal audit of the Road Safety Management System.

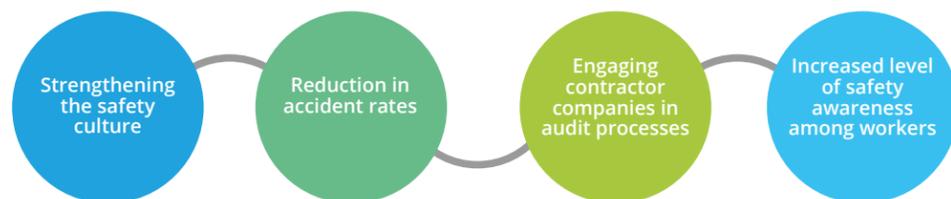
Figure 10: Internal and external audits



Highlights of the year

The activities carried out were aligned with the challenges and perspectives established in the 2023 COMPAS management report, reaffirming the company's commitment to sustainability, operational safety, and target monitoring and evaluation.

Figure 11: Challenges in 2023



Fall protection system



- A type D fall protection system (consisting of an aluminum rail and height access systems) was designed, manufactured and installed at the COMPAS Aguadulce and Tolú port facilities.
- At the COMPAS Tolú facility, a Davit-type system was implemented to improve access to the truck body on scale #2.
- At the Aguadulce terminal, two rail-mounted loading and unloading structures for vehicles were dismantled and relocated, optimizing their use and ensuring improved safety conditions for the workers performing these activities within the terminal.

In order to strengthen the organizational culture with regards to safety, health and environment (HSE), various activities were developed aimed at raising awareness and promoting compliance with applicable standards. Key initiatives include the following:

HSE Week



- Online sessions on mental health and the prevention of disorders associated with the workplace.
- Training on legal liability in the event of accidents in the workplace.
- Practical exercises focused on fire management and control, designed to improve the response capacity in critical events.
- Specialized training circuits in high-risk tasks to reinforce the knowledge and skills of operational teams.

Staff training



As part of the commitment to safety and the development of its employees, various training exercises were carried out in addition to the activities developed during the HSE week. These training activities included:

- Certification in cargo lifting directed at the operations, equipment maintenance, infrastructure and HSE teams.
- Training in confined spaces for personnel with operational roles in Tolú, Cartagena and Barranquilla.
- Specialized training for brigade members, covering basic life support, the protect-warn-help protocol, road accidents, rescue at height and firefighting.
- Retraining in working at height focused on employees who perform risky functions in this field.
- Road safety training implemented through the MARPESV strategy (PESV Tuesday) and the Logbook (COMPAS' internal newsletter).
- 50-hour OHS-MS course, designed for COPASST members, taught through the ARL SURA platform.

These processes strengthen the culture of safety and prevention within the organization, ensuring a safer and more efficient workplace environment.

Healthy lifestyles



During the year, significant progress was made in the fulfillment of the healthy lifestyles program. As a result of the initiatives implemented, seven COMPAS employees who had work restrictions were able to return to their usual activities.

These exercises were carried out within the framework of the “Con actitud por mi salud” program, whose focus in 2024 was aimed at the prevention of cardiovascular and musculoskeletal risks. In total, 22 employees participated in this workplace well-being strategy.

In 2024, COMPAS strengthened its capacities in emergency preparedness and response through the implementation of various strategic initiatives. These actions allowed the company to improve the coordination, training and updating of security protocols in all its headquarters. Key activities include the following:

Emergency Preparedness



- The participation of all the headquarters in the National Evacuation Drill, organized by the National Unit for Disaster Risk Management (UNGRD, for its acronym in Spanish), under a standardized protocol for the entire company.
- Training in basic life support directed at the members of the emergency brigade, with the aim of assessing their response and reaction capacities.
- The company updated the Disaster and Emergency Risk Management Plans (PGRED, for its acronym in Spanish) and supported their presentation in the Disaster Risk Management Office of each port facility.
- Annual maintenance and certification of the horizontal pumping system of the firefighting network at the port facilities of Cascajal and Aguadulce.
- Procurement of specialized rescue equipment for emergency response in work-at-height activities.

(GRI 403-2)

Staff safety

Occupational health risks:

As part of its commitment to promoting occupational health and safety, COMPAS has identified the main risks associated with its operations. These risks, the mechanisms applied for their management and the results achieved in 2024 are detailed below.

Risk	Ergonomic: Inappropriate body postures and repetitive movements.
<p>Within the framework of the epidemiological surveillance program for the prevention of musculoskeletal disorders, various exercises were carried out to identify, control and mitigate risks associated with this type of condition. Key activities include the following:</p> <ul style="list-style-type: none"> • Inspection and follow-up of ergonomic analyses in workstations. • Performing occupational medical evaluations with a musculoskeletal approach. • Implementation of recommendations derived from inspection reports. • Baseline survey for biomechanical risk assessment. • Updating of the surveillance system for ergonomic risks. • Characterization, treatment and follow-up of collaborators with musculoskeletal issues. 	

Risk	Psychosocial: Workers with quantitative emotional and mental work load.
<p>In response to the results of the psychosocial risk measurement report, an intervention plan was implemented to strengthen the well-being and life quality of our employees. The actions carried out included:</p> <ul style="list-style-type: none"> • “Managing Situations” initiative, aimed at improving stress management and adaptation to change. • Effective communication workshop to improve interaction and teamwork. • Self-awareness sessions aimed at promoting self-care and emotional intelligence. • Measurement of the organizational climate. • Optimizing task distribution to ensure adequate work load and active break times. • Establishing agreements with health providers that offer complementary health plans and policies for employees. • Implementation of the “Armonía Vital” program, designed to promote the integral well-being of all workers. 	

Risk	Chemical:: Particulate matter, organic and inorganic dusts, gases and vapors, metallic and non-metallic fumes.
<p>As part of the follow-up to the epidemiological surveillance program for respiratory conservation, various measures were implemented focused on the prevention and control of risks associated with exposure to pollutants in the workplace. The main initiatives were:</p> <ul style="list-style-type: none"> • Carrying out hygienic measurements for the detection of particulate matter, organic and inorganic dust. • Respiratory hazard trainings that address exposure hazards, consequences, and preventative measures. • Appropriate use of respiratory protective equipment, according to the level of risk identified. • Supervision of the maintenance plan of cargo transfer and transport equipment to mitigate polluting emissions. • Behavioral observations aimed at verifying the correct use of respiratory protection elements. • Specialized occupational examinations aimed at evaluating the health status of the respiratory system among employees. • Updating of the surveillance system to strengthen respiratory health management in the organization. 	

Risk	Noise: Intermittent or continuous impact.
<p>In order to improve occupational health and safety, strategies were implemented for the identification, control and mitigation of risks associated with exposure to noise in the work environment. The actions carried out included:</p> <ul style="list-style-type: none"> • Hygienic noise measurement, in order to determine exposure levels in each area and workplace. • Occupational medical evaluations through audiometry testing to monitor employees’ hearing health. • Use of hearing protection elements according to the identified risk levels. • Implementation of the maintenance plan in cargo transfer and transport equipment, in order to reduce noise emission in operations. • Behavioral observations, aimed at verifying the correct use of hearing protection elements. 	



(GRI 403-4)

Workplace Monitoring

During 2024, different initiatives were implemented with the purpose of preserving the health and well-being of employees and promoted healthy habits and disease prevention. As part of these actions, the **“Con actitud por mi salud”** program, implemented by the HSE area, was continued, with the aim of encouraging self-care and a healthy lifestyle within the workplace. Under this program, the following activities were carried out:

- Profiling of collaborators with musculoskeletal and cardiovascular restrictions in order to design personalized intervention strategies.
- Preparation and delivery of individual nutritional plans, aimed at improving nutrition and general health.
- Development of targeted physical activities, focused on prevention and muscle strengthening.
- Health orientation sessions, addressing topics such as healthy diet, hydration, prevention of cardiovascular diseases, medical screenings and psychological support.

Thanks to these strategies, the company improved health conditions. Additionally, with the support of health specialists, the company identified, addressed and monitored cases of employees with musculoskeletal issues.

Finally, in response to the results of the psychosocial risk measurement, a mental health intervention plan was designed and implemented. With the support of a psychologist and an OSH specialist, workshops were held focused on situation management, effective communication, self-awareness, and time management.

(GRI 403-3, 403-6)

Health services for workers

With the aim of optimizing workplace conditions and strengthening the health of employees, activities were carried out to promote risk prevention and well-being. The main initiatives developed include the following:

- Analysis of workplace stations aimed at evaluating and improving working conditions to ensure the safety and comfort of personnel.
- Medical evaluations following extended sick leave, facilitating a safe and tailored return to work for employees.

- Measurement of the work environment in order to identify factors that positively or negatively influence the work environment and define improvement strategies.
- Provision of ergonomic elements aimed at improving workplace conditions and reducing the impact of postural risks.
- Complementary occupational medical evaluations that include clinical and paraclinical examinations for comprehensive monitoring of workers' health.

(GRI 403-9)

Illness and absenteeism indicators

In 2024, no work-related illness cases were recorded, reflecting the effectiveness of implemented intervention strategies and medical follow-up. These measures enabled timely management of cases involving recommendations and restrictions associated with common illnesses, minimizing their impact on operations and employee health.

Likewise, the epidemiological surveillance systems were updated, aligning them with the Occupational Health and Safety Care Guidelines (GATISO), in compliance with the applicable standards.

Table 11: Indicators of illness and absenteeism.

Indicator	2023	2024
Number of cases of work-related diseases identified	1	0
Rate of occurrence of work-related diseases	270,71	0
Prevalence rate of work-related diseases	270,71	263,44
Absenteeism due to work-related diseases	0	0
Absenteeism due to diseases of common origin	13,62	16,73

The main causes of employee absenteeism were related to skeletal system conditions, which led to extended sick leaves ranging from 10 to 30 days. Additionally, 203 days of absenteeism were recorded due to diagnoses associated with muscular and joint disorders, highlighting the need to continue strengthening prevention and rehabilitation strategies in these areas.

(GRI 403-2)

Workplace safety

Occupational accident risks:

During 2024, the identification of accident risks in COMPAS operations was carried out, a strategy that allowed the company to establish mechanisms, tools and actions to guarantee the safety of all workers, as well as to control, monitor and prevent safety issues.

Risk	Facilities: Storage systems and methods, work surfaces, housekeeping conditions, cleanliness, and risk of falling objects.
<p>In order to guarantee a safe work environment and mitigate the risks associated with operations, different initiatives focused on prevention and self-care were implemented. Main activities include the following:</p> <ul style="list-style-type: none"> • Marking and signage of pedestrian walkways to organize traffic within the facilities and reduce the risk of accidents. • Carrying out safety inspections that allow for the timely detection and correction of risk conditions. • Risk assessment prior to the execution of activities, ensuring the application of appropriate controls to prevent incidents. • Implementation of signage for risk communication. • Training in identification of risks, safety conditions and self-care measures within facilities. • Delivery and verification of the proper use of personal protective equipment (PPE) 	

Risk	Safe conditions for working at heights: Activities with a risk of falling from different levels.
<p>In order to reduce the risks associated with working at heights, strategic plans were executed aimed at the protection of personnel, regulatory compliance and the optimization of safety protocols. Main activities include the following:</p> <ul style="list-style-type: none"> • Implementation of the fall control program, which establishes preventive measures to minimize incidents. • Installation and maintenance of fall protection systems. • Annual inspection of protective equipment. • Training and certification of personnel in work-at-height activities, reinforcing safety skills and knowledge. • Identification and analysis of risks prior to the execution of activities. • Verification of operational controls before the start of each task. • Updating the risk management instructions for contractors, aligning it with updated occupational health and safety standards. • Developing emergency response plans. 	

Risk	Road safety conditions: Traffic accidents inside and outside COMPAS facilities.
<p>To strengthen road safety in operations and ensure regulatory compliance, the programs developed focused on the updating, presentation and implementation of the Strategic Road Safety Plan (PESV). Key programs include the following:</p> <ul style="list-style-type: none"> • Dissemination of the road safety policy aimed at collaborators and contractor companies, which promotes awareness and responsibility in transit. • Monitoring the maintenance of mobile and automotive equipment. • Inspection of land and sea transport vehicles and machinery that allows for the identification and management of possible risk conditions. • Specialized training in the safe operation of heavy machinery, focused on reducing risks associated with handling heavy equipment. • Training in preventive driving and road safety, with the aim of minimizing incidents and reinforcing best driving practices. • Installation and maintenance of signage in vehicular traffic areas and pedestrian paths. • Mandatory use of vests and provision of reflective gear to ensure greater visibility and protection of personnel in high-traffic areas. 	

Risk	Technological: Explosion, leak, spill, fire.
<p>In line with the commitment to strengthen safety in operations, specific initiatives were carried out aimed at managing risks and optimizing emergency response systems. Key activities include the following:</p> <ul style="list-style-type: none"> • Permanent surveillance of the fire protection system, through real-time monitoring to detect and respond to incidents in a timely manner • Certification and maintenance of the fire protection network. • Inspection and maintenance of critical equipment, including load transfer systems and electrical systems. • Overhaul and maintenance of emergency response systems, such as the fire network, portable fire extinguishers and water storage systems. • Update of the Disaster and Emergency Risk Management Plan ensuring its alignment with best sector practices. • Specialized training in emergency prevention and response offered to the emergency brigade to reinforce its preparedness and effectiveness in responding to incidents. 	

Risk	Electrical Safety: High and low voltage static electricity.
<p>To ensure personnel safety and compliance with electrical work safety standards, actions were designed to control risks, provide training, and continuously improve processes.</p> <ul style="list-style-type: none"> • Application of the procedure for blocking hazardous energies based on strict compliance with the five golden rules². • Execution of pre-operational controls. • Training and certification of personnel in electrical safety. • Evaluation and certification of personal protective equipment with the aim of preventing incidents due to contact with high voltage. • Verification of the competencies of the personnel in charge of electrical works. • Risk analysis prior to the execution of activities. • Update of the risk management instructions for contractors. • Implementation of instructions for the control of hazardous energies. 	

Risk	Mechanical safety: Machine parts, tools, equipment, work-in-process components, and projected solid or fluid materials.
<p>In order to strengthen security and incident prevention across operations, a comprehensive plan has been consolidated that includes the following actions:</p> <ul style="list-style-type: none"> • Implementation of a preventive maintenance plan for tools, accompanied by periodic safety inspections of machinery, equipment and vehicles. • Completion and review of work permits. • Assessment of staff competencies before carrying out critical activities. • Application of operational controls for the management of hazardous energies, with the implementation of the energy blocking form in accordance with the 5 golden rules. • Development of continuous training programs in the safe handling of tools and equipment, with emphasis on the identification and analysis of risks prior to the execution of activities. • Strengthening of safety signage to ensure clear and effective communication of the hazards associated with each work environment. 	

² The “five golden rules” for activities on electrical installations are based on regulations such as UNE 50110-1 and international industrial safety practices. These regulations establish fundamental principles for the safe control of hazardous energies; including: 1- Disconnection of power sources (Effective cut-off). 2- Blocking and signaling to avoid reconnections. 3- Verify the absence of voltage. 4- Grounding and short circuit. 5- Protection and signaling of the work area.

Monitoring of the work environment:

In 2024, COMPAS developed key strategies to promote an organizational culture based on occupational safety and health, focused on risk prevention and continuous improvement of working conditions. These actions include:

- Hygienic measurements of particulate matter, vibrations, noise and lighting to identify occupational hazards.
- **“Aware of safe behavior”** campaign, designed to reduce workplace incidents.
- Ergonomic inspections at the workplace, with the support of occupational risk physiotherapists, to identify factors that could affect musculoskeletal health.
- Installation of safety signs in strategic areas, including warnings of obligation, prohibition, danger and assistance, as well as informative, preventive and regulatory signage.

(GRI 403-9)

Accident indicators:

In 2024, the reduction in accident rates was a significant achievement, with a 25% decrease among direct employees and a 29% decrease among contractor personnel compared to 2023. This progress resulted from rigorous verification and monitoring of the implementation of operational controls across all tasks carried out within the port facilities. These activities included not only loading, unloading, and storage operations but also the execution of civil works related to the CAPEX projects assigned to each facility.

One of the most outstanding achievements was the COMPAS Cascajal port facility, which registered zero accidents and reached 787 days without work incidents. Likewise, the measures implemented allowed the company to stabilize the rate of occupational diseases.

Table 12: Accident indicators.

Indicator	Direct	External	CCTO
Number of work-related accidents	3	5	4
Rate of work-related accidents	0,79	0,60	1,09
Total number of hours worked	1.089.900	3.937.138	*334.460
Work-related accident frequency index	2,93	2,1	2,07
Work-Related Accident Severity Index	21,5	229,17	15,03
Absenteeism due to work-related accidents	5,77	64,61	7,88

* In October 2024, the merger between COMPAS and CCTO was made official, marking a milestone in the integration of both organizations. In this context, the calculation of the total hours worked for CCTO was carried out up to that period, thus establishing a precise reference point for the transition.

These results were achieved due to the assignment of projects to contractors with high standards in occupational health and safety, effective leadership in risk management, the presence of qualified HSE personnel with experience in risk monitoring and surveillance, and the firm commitment of senior management to promoting a safety-based organizational culture.

(GRI 403-5)

OSH Training

As part of the company's strategy to strengthen the Occupational Health and Safety Management System, COMPAS implemented a training plan with the support of ARL SURA, focused on managing and controlling occupational risks to prevent accidents and occupational diseases. This plan is based on the following key inputs:

- Hazard and risk identification, assessment and control matrix.
- Legal requirements matrix.
- Accident analysis.
- ISO 45001 requirements.
- Minimum standards of the OHS-MS, in accordance with the provisions of Resolution 0312 of 2019.
- Methodology for the design, implementation and verification of the Strategic Road Safety Plan, under the guidelines of Resolution 40595 of 2022.
- Other applicable legal requirements, which strengthen the comprehensive management of the OH&S and Management System.

Table 13: Activities and employees trained in OH&S

Indicator	Direct workers		External workers	
	2023	2024	2023	2024
Number of occupational health and safety training activities carried out	172	323	42	177
Total workers trained in occupational health and safety	505	489	94	202
Total training hours developed	255	323	100	177

→ **During 2024, a total of 691 workers participated in 500 training activities in Occupational Safety and Health, which represents an increase of 15% compared to 2023.**

An additional 286 activities were carried out, reinforcing the culture of prevention and compliance with occupational safety standards.

Challenges and perspectives for 2025

Line of action	Description of the 2025 challenge
Strengthening the safety culture	Implement strategies aimed at consolidating a culture of safety at all levels of the organization. Self-care campaigns to promote behavioral transformation and safe decision-making in the work environment.
Reduction in accident rates	Set a target to reduce accident rates by 10% by December 31, 2025, compared to the previous year. To achieve this, reinforce the safety culture by optimizing risk identification and elimination processes, and strengthen contractor management through compliance with legal requirements, internal standards, and best practices in occupational health and safety (OHS).
Promote safety awareness	Promote the development of security competencies through the active leadership of area leads. Promote OSH training through the 50-hour course on occupational safety and health, along with awareness-raising activities and training in HSE standards and procedures.
Emergency Management	Continue the certification of the emergency prevention and response brigades in all port facilities, guaranteeing regulatory compliance. Additionally, restructure the Disaster and Emergency Risk Management Plans (PGRD), aligning them with the guidelines of Decree 2157 of 2017.



Social and community impact

Investment and social management

(GRI 3-3, 203-1, 413-1)

Strategic guidance

COMPAS has an active connection with the communities neighboring its port terminals, promoting a positive and lasting relationship. This connection is based on trust, mutual respect and attention to community expectations. To this end, it has a team that uses several methodologies to establish a direct relationship, create bonds, and prevent and mitigate any adverse social impact derived from port activities.

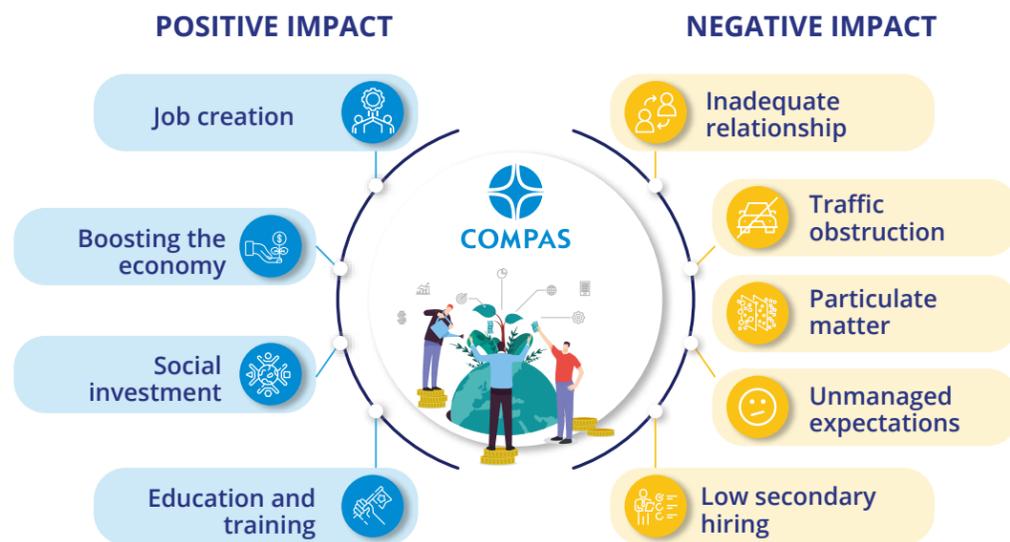
Through its management and social investment programs, COMPAS strengthens development in the communities where its terminals operate, benefiting both populations in areas of direct influence (AID) and in areas of indirect influence (IIA), classified according to their territorial scope into smaller and larger units, respectively.



Operations	Communities in the influence area 2024
 IP Aguadulce	Afro-Colombian Community Council (CCCN, for its acronym in Spanish) of the Lower Calima. <ul style="list-style-type: none"> • CCCN of la Brea. • CCCN of Citronella. • CCCN of Caucana. • CCCN of Córdoba-San Cipriano. • CCCN of Gamboa.
 IP Barranquilla	<ul style="list-style-type: none"> • AID: Riomar district • All: rest of Barranquilla. The actions are carried out mainly in the Las Flores neighborhood and in collaboration with the 8 artisanal fishermen's associations affiliated to FUNPESTUR. In addition, responding to the expectations of the community, in 2023 a process of rapprochement with the Siape and San Salvador neighborhoods began, which have been included in the terminal's social intervention plan as of 2024.
 IP Cartagena	<ul style="list-style-type: none"> • AID: El Bosque neighborhood, Central and Manzanillo sectors; Zapatero neighborhood. • Fishermen's associations: ASOPEZ (Zapatero neighborhood); ASOPEBCHI (Chino neighborhood); ASOPECUCH (El Bosque neighborhood, La Cuchilla sector); FEDECARYBOL Fishing Federation. • Other neighboring communities: A direct relationship is maintained through the Government Community Unit No. 10, attention is extended to other sectors of the El Bosque neighborhood (Cartagenita and Gustavo Lemaitre) and to neighborhoods such as Alto Bosque, San Isidro, República de Chile, La Conquista and Nuevo Bosque, among others. In addition, other fishermen's associations are included, including: La Unión, Renacer de Dios, APAABA, ASOAFROZAD, FEDEAFROCARIBE and ASOCOPEZBAZURTO.
 IP Cascajal	<ul style="list-style-type: none"> • All - Minor territorial unit: Nueva Estación La Palera neighborhood, the sector known as Alpopular, the El Piñal Estuary and the maritime area adjacent to the COMPAS Buenaventura Cascajal terminal. • All - Greater territorial unit: Buenaventura District.
 IP Tolú	<ul style="list-style-type: none"> • AID: Palo Blanco urban sub-area. • All: El Palmar Village; Urban capital of Santiago de Tolú; Fishing sites of the APESCORDEL, COPESAR and ASOINPESMAR associations. • Other communities and associations: A relationship is maintained with the capital of Tolú through the Association of Community Action Boards of Tolú (ASOCOMUNAL). Other fishermen's associations are included: CAMPOMAR, CCCN Nelson Mandela, APACETUGUA, ASPAS, ASOPARGOLMO, APESASTOL and ASOPESPUVI.

COMPAS understands that its operations generate both positive and negative impacts on neighboring communities and, therefore, implements a comprehensive approach of responsible management and sustainability. Through permanent dialogue and social investment programs, it seeks to enhance positive effects, such as job creation, local economic development, and the improvement of community infrastructure. At the same time, the company identifies, prevents, mitigates and compensates for negative impacts through strategies aligned with their commitment to respect the environment, social welfare and sustainable development in its areas of influence.

Figure 12: Impact of COMPAS on local communities



Strategic objectives for 2024

COMPAS defined the following objectives with the purpose of strengthening its role as a responsible social actor and generating a positive impact on the communities in its areas of influence during 2024.

Figure 13: Strategic objectives.

- ✓ Strengthening communities in the areas of influence of the terminals in operation through strategic social development activities.
- ✓ Updating Compas' sustainability strategy in environmental, social and corporate governance (ESG).
- ✓ Reviewing and optimizing its social management strategy with communities, and adjusting the lines of intervention according to the identified needs.
- ✓ Incorporating the opinion of communities in its overall management strategy and in the assessment of the relevance of social projects.
- ✓ Conducting five volunteer activities, one at each port facility, to address community needs and promote corporate social responsibility.
- ✓ Developing two community infrastructure projects that improve the quality of life of the population, such as the construction or improvement of educational facilities, public, recreational, sports or cultural spaces.
- ✓ Implementing a human rights management strategy, ensuring its integration into operations and the relationship with communities.

Through strategic sustainability management and the implementation of programs aligned with local needs, the company seeks to consolidate its commitment to territorial development, social equity and sustainable governance. These guidelines not only enhance communities' well-being, but also strengthen the perception of COMPAS as an organization that integrates principles of social responsibility, citizen participation and respect for human rights into its operations.

Highlights of the year:

The interventions carried out in 2024 tried to generate a positive impact on local communities through the promotion of development, participation, strengthening relationships, building skills and promoting territorial development.

Perimeter Enclosure at the Palo Blanco school

Santiago de Tolú

A new perimeter enclosure was built at the Palo Blanco headquarters of the Puerto Viejo school. This work had an investment of **\$90 million pesos**, and benefits **33 students**, improving the protection and safety of the school environment.

Recreational area

Buenaventura

A new recreational space was opened in the Nueva Estación La Palera neighborhood, equipped with portable play structures such as an inflatable castle, trampoline, portable pool, volleyball net, goalposts, and sports equipment including volleyballs and soccer balls. This space offers children a safe environment for recreation, away from vehicular traffic.

Boosting productivity and social development

In the second half of 2024, the company began implementing a project with a productive, social and environmental approach, in partnership with the **Puerto Aguadulce-Compas Foundation**. As part of this initiative, **20 productive units** were identified in the community, of which **13 received seed capital** in the form of essential inputs and tools to strengthen their economic activities. This support promotes the financial autonomy of beneficiaries and the sustainable growth of local businesses.

Community and cultural strengthening

Workshops were held for the Community Action Board of the Nueva Estación La Palera neighborhood in Buenaventura, focused on developing soft skills and organizational strengthening. Additionally, a mural was designed in the neighborhoods' recreational area by integrating a cultural and participatory approach. During the event, sports uniforms were also distributed to children in the community.

Community Health Day

In alliance with the Misión País Foundation and other entities, the fifth comprehensive health day was held at the community booth in the Nueva Estación La Palera neighborhood. During the day, more than 500 people, including residents of the neighborhood and neighboring communities, accessed essential medical services such as general medicine, family planning, speech therapy, dentistry, family medicine and psychology. This initiative contributed to the well-being of the community, facilitating access to specialized medical care services and promoting health prevention.

Support for community entrepreneurship

Aguadulce

The food kiosk at the COMPAS Aguadulce terminal was remodeled and expanded, with an investment of **62 million pesos**. The space is managed by the **Bongó Restaurant productive unit**, operated by members of the CCCN from Bajo Calima and Córdoba San Cipriano, and provides service to both terminal workers and cargo transporters.

The infrastructure improvements enhance service quality, improve customer experience, and increase the establishment's operational capacity, thereby strengthening a key source of income for the community.

Strengthening
ESCCNA
Protective
Environments

Cartagena

In 2024, the **Protective Environments** project continued in the Zapatero and Bosque neighborhoods (Central and Manzanillo sectors) in Cartagena, led by Fundación Renacer. This initiative aims to prevent the Commercial Sexual Exploitation of Children and Adolescents (**ESCCNA**, for its acronym in Spanish) by promoting shared responsibility among social actors in safeguarding childhood.

As part of the program, **20 community leaders, 10 teachers** from the Fernando de La Vega High School, **30 children and adolescents, and 30 COMPAS** collaborators were trained. In addition, two protective networks were consolidated to strengthen prevention and generate impact in their communities:

- RedManza, focused on child protection in the Bosque neighborhood, Manzanillo sector.
- Muzpez for Children, comprised of women from the Zapatero neighborhood under the slogan "Women of the Zapatero weaving dreams for childhood".

In addition, COMPAS reaffirmed its commitment to protect youth and children by sponsoring the Youth Collectives category at the La Muralla Soy Yo awards, highlighting the role of young people in building safe communities and combatting child exploitation. This initiative continues to consolidate itself as a benchmark in the defense of children's rights.



Presentation of the COMPAS Environmental Management Plan and Risk, Emergency and Disaster Management Plan

In response to a request from the Federation of Fishermen of Cartagena and Bolívar (FEDECARYBOL), COMPAS held the first information session on its Environmental Management Plan and its Risk, Emergency, and Disaster Management Plan. This federation, which brings together various artisanal fishing associations within the company's area of influence, has been recognized by the National Environmental Licensing Authority (ANLA) as a stakeholder in several projects in Cartagena Bay, including the COMPAS Cartagena terminal.

During the day, in which **55 fishermen** participated, the environmental, social and safety activities developed by COMPAS were presented, promoting an open dialogue on the company's commitment to the protection of the environment and the well-being of the communities that depend on the bay's ecosystems.

In addition, opportunities for fishermen to participate in productive activities linked to port operation were explored, with special emphasis on the provision of services such as cleaning and restoration of the mangrove area. These initiatives seek to strengthen the engagement of this group in environmental and economic projects aligned with sustainable development.

The meeting marked a breakthrough in the consolidation of the relationship between COMPAS and fishermen's associations, reaffirming the commitment to transparency, community integration and responsible socio-environmental management.

Strengthening school and community infrastructure

As part of its commitment to social and educational development, COMPAS implemented two community and school infrastructure projects in Cartagena, with the aim of improving essential spaces for education and social organization, guaranteeing their functionality and long-term sustainability.

- Improvements at the Fernando De La Vega school – Phase 1: With an investment of **50 million pesos**, the first phase of upgrades and maintenance was carried out on the school's kitchen and dining area, enhancing safety, hygiene, and functionality. The works included demolition of deteriorated structures, wall waterproofing, roof maintenance, ceiling remodeling, and structural improvements. As a result of this intervention, more than **500 students** now have access to a renovated dining facility that meets the standards of Cartagena's School Feeding Program (PAE, for its acronym in Spanish), ensuring optimal conditions for their nutrition and well-being.
- Upgrades to Communal Government Unit (UCG) 10: With an investment of **37 million pesos**, the meeting room of the unit was improved—an essential space for community leadership and organization in the El Bosque neighborhood. The work included roof waterproofing, improvements to ventilation and lighting, bathroom upgrades, ceiling maintenance, and interior finishing, resulting in a safer, more functional, and comfortable facility. This space is used for community meetings, leadership gatherings, and training activities promoted by COMPAS, helping to strengthen the social fabric and local governance.

Mangrove Cleanup Day

As part of its commitment to environmental sustainability, COMPAS carried out a cleanup campaign across **1.2 hectares of mangrove forest** within its Cartagena terminal. To support this effort, the company strengthened and contracted the Federation of Afro-Colombian Artisanal Fishermen of Cartagena and Bolívar (FEDECARYBOL), integrating them into its value chain as service providers for low-tide area cleaning.

Over the course of five days, **15 fishermen** collected **3.5 tons of solid waste** carried into the mangrove by tidal currents. The cleanup was conducted using appropriate personal protective equipment, ensuring safe working conditions for participants and promoting ecosystem conservation. Through these efforts, COMPAS contributed to the environmental restoration of the area and the productive inclusion of local fishermen in the sustainable management of the territory.

Follow-up on 2023 Challenges

In line with COMPAS's responsible management and sustainability strategy, various actions were implemented in 2024 to fulfill the commitments and address the challenges outlined in the **2023 Management Report**. These initiatives not only reflect the company's commitment to continuous improvement but also contribute to strengthening its reputation and stakeholder relationships, ensuring a positive and sustainable impact in its areas of influence

Community Strengthening:

Challenge:

- Implement community strengthening actions in the communities of the terminals in operation.

Actions:

- **In Santiago de Tolú**, the community action boards of Palo Banco and El Palmar were strengthened through guidance and support on organizational matters, with the goal of improving their technical, financial, and resource management capacities, as well as their ability to develop project proposals.



- Support was provided to seven fishing associations to update their special legal status, register with the Chamber of Commerce of Sincelejo, and comply with tax obligations, ensuring their formalization and operational strengthening.

As part of the support for the Community Action Board Association (ASOCOMUNAL) of **Santiago de Tolú**, 60 plastic chairs were provided to improve the logistical conditions for meetings and community assemblies, benefiting the 52 community board presidents in the municipality.

In response to a request from the Risk Management Office, hygiene kits were delivered to 50 families in the village of Las Pitas affected by the 2024 winter season, contributing to the S.O.S. Las Pitas emergency response strategy.

- **In Buenaventura (Cascajal)**, as part of the project with a productive, environmental, and cultural focus in the Nueva Estación La Palera neighborhood, workshops were held to develop soft skills and strengthen the organizational capacity of the community action board. Members also received training in risk management, with the goal of establishing a neighborhood emergency committee to promote resilience and preparedness for potential disasters.
- **In Cartagena**, support was provided to the community action board of El Bosque neighborhood, Central sector, through the provision of equipment and furniture to enhance its operations. This included a computer, tables, plastic chairs, a speaker with a microphone, and branded T-shirts and caps featuring the board's logo.

Support was also provided to facilitate coordination with Cartagena's Disaster Risk Management Advisory Office (OAGRD) for the establishment of neighborhood emergency committees (COMBAS), a key step toward strengthening disaster risk prevention and response. As a result, the creation of a committee was agreed upon, composed of a group of volunteers trained in risk management.
- **In Barranquilla**, the community action board (JAC) of the Las Flores neighborhood was strengthened through the provision of two event tents and a video projector, enhancing community infrastructure and the JAC's ability to organize social, cultural, and educational activities. This equipment will support the development of community events and participatory spaces that contribute to the well-being of the community.

Sustainability and social management strategy with communities:

Challenges:

- Reviewing and updating COMPAS' sustainability strategy in environmental, social and corporate governance (ESG) matters.
- Reviewing and updating the social management strategy with communities, adjusting the lines of social intervention if needed.
- Including as an input the perception and assessment of the communities on the management of COMPAS and the relevance of social projects.

Actions:

- During the reporting period, COMPAS conducted a comprehensive review of its sustainability strategy across environmental, social, and governance (ESG) matters, as well as its social engagement strategy with local communities. As part of this process, the sustainability team carried out an internal assessment of the company's social intervention strategies, identifying strengths and areas for improvement.
- Perception surveys were conducted with community leaders to gather their feedback on the programs and actions implemented. Based on these insights, adjustments were made to the social intervention strategies to better align them with the needs and expectations of the communities.
- The need to carry out a double materiality assessment was identified, and the process began in October 2024 with the goal of more accurately prioritizing critical issues for both COMPAS and its stakeholders, including neighboring communities. The process is expected to conclude in 2025, further strengthening the company's strategic alignment and its positive impact on the surrounding environment.

Increase corporate volunteering days:

Challenge:

- Developing five activities, one per port facility, which will be designed to address specific community needs and promote corporate social responsibility.

Actions:

During 2024, COMPAS volunteers participated in various initiatives aimed at educating and promoting the well-being of children, as well as protecting the environment in the participating communities.

- **At COMPAS Tolú**, a corporate volunteer day was held on April 23, focused on reforestation through the planting of 51 mangrove seedlings, contributing to the restoration of the coastal ecosystem. The activity brought together five COMPAS employees and 12 contractors from TNR and JYS, working jointly in support of environmental sustainability.
- **In Buenaventura**, a beach cleanup was carried out on Isla Cangrejo, resulting in the collection of 192 kg of recyclable waste and approximately 5 tons of general waste, contributing to the conservation of the marine ecosystem.

Additionally, 300 mangrove seedlings were planted in the Guadualito Community Council, supporting ecosystem restoration and strengthening environmental resilience in the region.

- **At COMPAS Cartagena**, school supply kits were distributed with the support of 14 terminal volunteers, who delivered the kits to 479 students from the Fernando de La Vega school, as well as children from the communities of El Bosque (Manzanillo, Central, and Cartagenita sectors), the Zapatero neighborhood, and UCG 10.

The terminal also joined in the community celebrations for Children's Day in the El Bosque neighborhood (Manzanillo sector), El Refugio Housing Development, and the Fernando de La Vega school. During the event, 260 children enjoyed recreational activities and received treats, with the support of 12 volunteers who brought energy and enthusiasm to create a joyful and playful atmosphere.

Additionally, seven volunteers participated in the Boomerang Scholarship Program of the TRASO Collective, which provides university education opportunities to students with talent and academic commitment. Through their involvement, the volunteers became strategic allies in supporting a scholarship recipient's higher education, offering financial assistance, motivation, and guidance to help them achieve their academic and professional goals.

- **At COMPAS Barranquilla**, 260 school supply kits were distributed to students from schools in the Las Flores neighborhood and the communities of Siape and San Salvador. During the event, eight COMPAS corporate volunteers participated in the distribution, promoting the importance of access to educational tools for children's academic development.

As part of World Environment Day and in response to an invitation from the ASOPESTUR fishermen's association, a cleanup day was held at the second beach of Puerto Mocho, located in the Las Flores neighborhood. The activity brought together 15 volunteers from COMPAS Barranquilla, along with employees from other companies in the sector and CORMAGDALENA, resulting in a joint effort to protect and preserve the coastal ecosystem.

Human rights:**Challenge:**

- Implementing a strategy aimed at managing human rights issues in the Organization.

Actions:

- The Sustainability team participated in the SINERGIA training program, led by USAID's InspiraPaz Program and Fundación Ideas para la Paz (FIP), aimed at strengthening their capacities in responsible business conduct and human rights management. The participation included attendance at the training cycle, which began on August 22 with more than 70 participants, where key knowledge and access to digital tools were acquired for application in business management.
- Additionally, COMPAS participated in the launch of the regional business and human rights strategy in Buenaventura, held on May 30. During the event, representatives from the private sector, public institutions, and local communities engaged in dialogue on preventing human rights impacts and strengthening safe stakeholder engagement in the territory.



High-impact social investment

In 2024, COMPAS allocated more than **2.2 billion pesos** to social investment in neighboring communities, representing a **1.9%** increase compared to the previous year. This growth was driven primarily by investments in education, productive projects, and community strengthening, in line with the company's commitment to sustainable development.

On the other hand, investment in the strategic water line saw a significant reduction, primarily due to the absence of dredging compensation activities during the period. The following section details COMPAS's investment distribution across each of the programmatic lines that structure its social contribution. It also highlights additional actions carried out and key results achieved, reflecting the impact of these initiatives on the surrounding communities.

Figure 14: Social investment by year.



Table 14: Annual investment by program line

Program line	2022	2023	2024
Education	\$ 331,330,668	\$ 529,647,670	\$ 669,006,435
Water	\$ 69,040,280	\$ 460,989,991	\$ 28,533,400
Productive projects	\$ 715,202,530	\$ 772,901,421	\$ 1,008,742,204
Community Strengthening	\$ 75,659,991	\$ 361,052,946	\$ 531,220,587
Other	\$ 13,571,487	\$ 78,855,626	\$ 7,967,079
Total	\$ 1.204.804.968	\$ 2.203.447.654	\$ 2.245.469.705



Education:

COMPAS Tolú

“Creative Leisure” Project

This educational project was implemented for the third consecutive year, aimed at improving the quality of education in rural schools in Tolú through a comprehensive approach that includes arts, sports, and psychosocial well-being. As part of its implementation, specialized workshops in art and sports were delivered, along with the provision of supplies and sports equipment to the Nueva Era Educational Center and the Puerto Viejo school. The initiative had a positive impact on more than **400 students**, contributing to their academic development, creative growth, and emotional well-being.

Environmental Education Program

In 2024, educational workshops were conducted under the “Environmental Recess” and “Community Cafés” formats, targeting three schools (José Yemail Tous School, Puerto Viejo School, and Nueva Era Educational Center – Nueva Era campus) and three community organizations in Tolú (El Palmar Community Action Board, ASOINPESMAR, and CAMPOMAR). These activities focused on promoting positive environmental behaviors through playful and participatory methodologies. A total of eight sessions were held, with more than **60 participants**, fostering environmental awareness and a sense of collective responsibility within the community.



COMPAS AGUADULCE

Job security through education

With the aim of strengthening safety and technical preparedness among workers at the COMPAS Aguadulce terminal, specialized training programs were implemented to reduce risks in port operations and promote the professional growth of the community.

- Work-at-Height Training: Nine participants from the Direct Area of Influence (AID) were certified, gaining essential knowledge to ensure safe practices when servicing vessels carrying edible and non-edible bulk cargo. This training enhances their employment opportunities and strengthens operational safety.
- Work-at-Height Coordination Training: Three supervisors from AMRESAN S.A.S., a company responsible for key activities within the terminal, were certified. This training strengthens risk prevention strategies and helps ensure a safer, more efficient working environment in port operations.

COMPAS CARTAGENA

Environmental Training

As part of COMPAS Cartagena’s Environmental Management Plan, and in collaboration with the Cartagena Environmental Public Authority (EPA), an environmental training session was held for employees and community leaders from the Direct Area of Influence (AID).

The session covered key topics such as the ecological importance of estuaries and mangroves, their role in biodiversity conservation and climate regulation, and the environmental, social, and legal impacts of their pollution and degradation. This initiative helped strengthen participants’ environmental knowledge and awareness, promoting sustainable practices within both the community and port operations.

Environmental cinema - education and awareness

As part of Health, Safety, and Environment Week, COMPAS's HSE team launched the "Environmental Cinema" initiative—an educational space designed to promote ecological awareness among students from nearby community schools.

Through the screening of an environmentally themed film, participants explored current environmental challenges and their impact on daily life, while gaining a deeper understanding of the importance of adopting responsible practices for environmental conservation. This activity encouraged dynamic and reflective learning, strengthening the commitment of younger generations to sustainability.

COMPAS BARRANQUILLA

Educational strengthening

As part of its commitment to promoting the education and well-being of neighboring communities, COMPAS implemented various initiatives in schools within the area of influence:

- Plastic tables and chairs were provided to the San Salvador District school, improving the conditions of the school cafeteria and benefiting students in the School Feeding Program (PAE). This initiative ensured more suitable and dignified spaces for the nourishment of children from the Siape and San Salvador neighborhoods.
- To support the activities of the Libertador Simón Bolívar School in the Las Flores neighborhood, household appliances were donated for the Family Day bingo event. This initiative strengthened community bonds and promoted a sense of unity among students, teachers, and families.
- In partnership with CORMAGDALENA, 110 recreational kits were distributed to support educational activities for children of fishermen living in the area of influence.

COMPAS

Presentation of Environmental Management Plans

With the aim of strengthening environmental awareness and sustainable management, COMPAS conducted outreach sessions on its environmental management plans and other regulatory instruments at its terminals in Barranquilla, Tolú, Cascajal, Aguadulce, and Cartagena. These information sessions, aimed at employees, contractors, and neighboring communities, provided an opportunity to share the measures implemented to prevent and mitigate environmental impacts. This educational process helped raise awareness among participants about the importance of responsible environmental management, promoting shared responsibility in the protection and conservation of natural resources.

COMPAS Sustainability Month 2024

As part of Sustainability Month, COMPAS implemented an awareness and training strategy on social risks in the business environment, with a special focus on human trafficking and the commercial sexual exploitation of children and adolescents.

The workshops, delivered to employees across various sites and through virtual sessions, helped strengthen knowledge about these human rights violations and their impact on the community. The training was led by Fundación Renacer, an organization with extensive experience and certifications in child protection, ensuring expert guidance in the identification and prevention of these risks.



Water:

COMPAS

“Reef mapping” program

COMPAS supported the APESCORDEL fishing association in carrying out a coral reef mapping initiative in Santiago de Tolú and the Gulf of Morrosquillo, contributing to the assessment of these ecosystems and the development of conservation strategies. The collaboration included the donation of logistical supplies such as fuel and oil for boats, which were essential for the execution of the activity. Through this support, community-led efforts to protect coral reefs were strengthened, and the conservation of marine resources in the region was promoted.

“Oceans Day” Celebration

As part of World Oceans Day, celebrated on June 8, 2024, COMPAS participated in a beach cleanup in Rincón del Mar, Sucre, joining efforts to preserve the marine ecosystem. The activity, led by the Maritime Authority (DIMAR), brought together more than **150 participants** and resulted in the collection of over **1,000 kg of waste**. By joining the cleanup teams, COMPAS reaffirmed its commitment to environmental protection and the promotion of sustainable practices in coastal communities.

COMPAS AGUADULCE

Social contribution - drinking water

As part of its actions in the area of influence of the COMPAS Aguadulce terminal, the company supplied **480,000 liters of water** to the Villa Stella community in Buenaventura, providing a monthly contribution of **40,000 liters**. This initiative addresses the need to improve living conditions by ensuring access to clean drinking water, contributing to public health and community well-being.

COMPAS BARRANQUILLA

“Safe and Responsible Fishing” Program

With the aim of promoting the sustainable development of artisanal fishing in its area of influence, COMPAS Barranquilla implemented activities focused on strengthening dialogue with fishing associations and creating opportunities to improve their working conditions. Through the Safe and Responsible Fishing Program, coordination activities were carried out to develop a roadmap that supports their organization and long-term sustainability.

- Meetings were held with ASOPESCOF, ASOPESMASFLORES, ASOPESBOCAS, ASOPEINFLOR, and ASOPESCARTE to learn about their organizational structures and challenges, identifying potential support strategies to improve their conditions and strengthen artisanal fishing.
- A dialogue session was held with fishermen from Las Flores to discuss their ongoing initiatives, their relationship with local authorities, and plans for the development of the Puerto Mocho beaches, with the aim of exploring potential joint actions to benefit the community.
- Two fans were donated to the Siape community hall, creating a more suitable environment for the training courses offered by CORMAGDALENA and helping to improve learning opportunities for local fishermen.





Productive projects:

Socio-economic and environmental competitiveness

COMPAS

In alliance with UNIMINUTO and CENIT, the project “Strengthening the socioeconomic and environmental competitiveness of the productive units of the Troncal de Coveñas” was launched, an initiative with a duration of 30 months, designed to strengthen the business fabric and contribute to the economic reactivation of the territory.

The project aims to strengthen more than 60 productive units, positively impacting nearly 9,000 people in the municipalities of Tolú, San Antero, Coveñas, San Onofre, María La Baja, and Arjona. Through this strategy, the goal is to build local community capacities, promote sustainable development, and improve the socioeconomic conditions of the productive sector.

“Weaving productive networks” project

COMPAS Tolú

In partnership with the Sucre Business Incubator (INCUBAR Sucre), a project was launched to strengthen 16 productive units and community organizations in Santiago de Tolú.

This initiative aims to improve the management, sustainability, and competitiveness of these groups by providing access to tools and strategies that support their development. In doing so, it contributes to the consolidation of a more robust productive system, creating new opportunities for the region’s economic and social growth.

“Sustainable Agriculture” Project

As part of a comprehensive strategy to strengthen food security and promote income generation in rural communities, soil preparation was completed and the planting of **5 hectares of plantain (plátano hartón)** began in the village of El Palmar, Santiago de Tolú.

In addition, specialized training sessions were held on the preparation of organic insecticides and fertilizers, providing key tools for sustainable production. This project benefited **20 families**, promoting responsible agricultural practices and improving their economic and food security conditions.

Business diagnosis of KM7 business enterprises

COMPAS AGUADULCE

With the aim of promoting productive development in KM 7, the Puerto Industrial Aguadulce-Compas Foundation conducted a qualitative analysis of local enterprises and productive units in the area. The study examined five key aspects, enabling the identification of opportunities and challenges for each initiative. Based on these findings, strengthening strategies will be designed to support the consolidation and sustainable growth of these local businesses.

Support to “Productive Units”

As part of the support for productive projects, 33 polygraph tests were updated for employees of the ARMESAN productive unit. This action ensured compliance with the security standards required within the COMPAS Aguadulce Port Facility, guaranteeing that personnel were properly accredited to carry out their duties in a controlled and safe environment.

Engaging Local Enterprises

COMPAS BARRANQUILLA

COMPAS facilitated the commercial integration of Dalivies Best Party, a business led by Dayana Villero, as a supplier. This process, supported through her participation in the Women Entrepreneurs Foundation (FUMUJEM) in the Las Flores neighborhood of Barranquilla, enabled the venture to formalize its operations, access new business opportunities, and strengthen its sustainability. Through initiatives like this, COMPAS contributes to the development of productive units that generate a positive impact in the community, while also promoting business growth and inclusion in strategic value chains.

Participation in "Expo Portuaria 2024"

COMPAS

As part of Expo Portuaria 2024, an event organized by ASOPORTUARIA, COMPAS took part in a space for dialogue and reflection on the future of the port sector in Colombia. Held in celebration of ASOPORTUARIA's 30th anniversary, the event highlighted the vital role of ports in driving economic activity, sustainability, and social inclusion.

COMPAS reaffirmed its commitment to the development of communities surrounding its operations, highlighting the participation of Angélica Jiménez, representative of the Women Entrepreneurs Foundation (FUMUJEM), as an example of its work in community empowerment and gender equity. Through initiatives like these, the company strengthens its approach to responsible and sustainable growth, aligned with the needs of both the local context and the port sector.





Community Strengthening:

COMPAS Tolú

Community Infrastructure Support

As part of efforts to support the improvement of public spaces and traffic, COMPAS coordinates—at least twice a year—the rental or loan of heavy machinery for the clearing and maintenance of the beach access road in Palo Blanco. This intervention enables the removal of accumulated sand, improving transit and contributing to the community's development.

International Fisheries Congress - ULAPA

As part of the Safe and Responsible Fishing Program, COMPAS supported the Latin American Congress on Artisanal Fishing organized by ULAPA1, held in Santiago de Tolú from April 2 to 4, 2024, through logistical support and the provision of meals for participants. The event brought together **45 international and 20 national delegates**, representing fishing associations, to discuss the negative impacts affecting artisanal fishing in Latin America and explore strategies for their mitigation.

ULAPA: The Latin American Union of Artisanal Fishing, made up of artisanal fishing organizations from Peru, El Salvador, Colombia, Brazil, Costa Rica, Ecuador, Argentina, Panama, Mexico, Guatemala, the Dominican Republic, and Chile.

Supporting artisanal fishermen

As part of its commitment to supporting the fishing community, COMPAS provided logistical assistance for the artisanal sailboat regatta by supplying refreshments and hydration to participating fishermen and the organizing team. In addition, the company supported the logistics of two emblematic events: the "Virgen del Carmen Cup," promoted by ASOPARGOLMO, and the "Artisanal Sailboat Parade," organized by the Nelson Mandela Community Council. These activities helped strengthen cultural identity, promote maritime traditions, and create meaningful gathering spaces for fishermen and their families.

COMPAS BUENAVENTURA

International Fisheries Congress - ULAPA

The project focused on community strengthening in the Nueva Estación La Palera neighborhood, promoting citizen participation and the development of local capacities. Through various strategies, it fostered community organization and leadership, providing tools for efficient and sustainable management. The most notable actions included:

- Organizational strengthening of the community action board and local leaders, enhancing their management and leadership skills to support neighborhood improvement.
- Environmental education, promoting sustainable practices and a sense of ownership of the local environment.
- Risk management training, aimed at creating a neighborhood safety committee and improving emergency response capacity.

COMPAS

Business coordination for development

COMPAS, in collaboration with port operators and local companies, took part in an initiative aimed at reducing unemployment gaps in communities within the Direct Area of Influence (AID). As part of this effort, a strategic meeting was held with the Human Resources Department to define concrete actions that align talent demand with the local labor market. This initiative seeks to strengthen youth employability and promote more inclusive access to professional development opportunities.

COMPAS AGUADULCE

Strengthening community coexistence

With the aim of promoting harmonious coexistence between personnel at the COMPAS Aguadulce terminal and the surrounding community, a series of training sessions was conducted focusing on behavioral guidelines and understanding the local sociocultural context. A total of 41 workers participated in these sessions, which were designed to raise awareness of community dynamics, strengthen mutual respect, and improve interaction between the company and its environment.

COMPAS

Contributing through celebrations with gratitude

In December 2024, more than 2,000 toys were distributed to children in the Direct Area of Influence (AID), bringing moments of joy and celebration during a special time of year. In addition, 506 gift baskets were delivered to community leaders in recognition of their commitment to local development and as a gesture of appreciation for their work. These initiatives helped strengthen relationships with the surrounding communities, fostering integration and closer ties. The total investment in these activities amounted to **62 million pesos**.



COMPAS CARTAGENA

Community development and strengthening of the environment

Throughout 2024, various initiatives were implemented in partnership with community leaders, local entities, and social organizations, aimed at improving public spaces, strengthening community organization, supporting entrepreneurship, and promoting integration and training activities. Key actions included:

- Support for the strengthening of women-led businesses in the El Zapatero neighborhood, specifically those led by female heads of household, through Fundación Yahweh. This included the provision of essential equipment and tools for their productive activities:
 - Equipment for beauty businesses.
 - Endowment for gastronomic enterprises.
 - Furniture for the operation of businesses.
- Interinstitutional coordination to improve public spaces, through a meeting with the Public Space Department and the Community Action Board of El Bosque (Manzanillo sector), where solutions were discussed for mobility issues, road infrastructure, and public space management.
- Urban assessment and planning along Avenida Pedro Vélez, conducted through an inspection tour with the Public Space and Mobility Management Office and the Urban Control Directorate of the Cartagena Mayor's Office. The objective was to identify issues related to mobility, improper use of public space, and deteriorating road infrastructure. This activity laid the groundwork for future actions aimed at improving traffic flow, urban planning, and the overall quality of the environment for residents and workers in the area.

COMPAS BARRANQUILLA

Supporting cultural identity and local traditions

As part of the 2024 Barranquilla Carnival, support was provided for celebrations in the neighborhoods of Las Flores and Siape, benefiting approximately 60 people. This contribution helped strengthen children’s dance troupes and the participation of the community queen, fostering a sense of identity and belonging within the community.

Additionally, in celebration of Children’s Day, contributions were made to recreational events in the Siape and Las Flores neighborhoods, where more than 500 children enjoyed sports activities, games, snacks, and spaces for social interaction.

Organizational strengthening and community infrastructure

As part of the community strengthening strategy, the Frente Común of the Las Flores neighborhood received a desktop computer and a multifunction printer to enhance its administrative and operational capacity.

In the San Salvador neighborhood, a meeting was held with the Community Action Board (JAC) to strengthen relationships, understand the community’s expectations, and address questions regarding port operations and their impact on the area. This space helped identify opportunities for coordination and the development of joint actions to benefit the community.

Support in emergency situations

In response to the damage caused by heavy rains and strong winds in September, COMPAS participated in support initiatives led by companies in the sector. Together with the Community Action Board (JAC) and the Frente Común of the Las Flores neighborhood, site visits were conducted to identify affected families and assess their most urgent needs. As a result, construction materials—including roofing sheets, cement, and wooden beams—were delivered to support the repair of homes and severely damaged structures.

Support for women entrepreneurs

In partnership with the Women Entrepreneurs Foundation (FUMUJEM), several initiatives were carried out to support small women-led businesses in the Las Flores neighborhood:

- Logistical support for events organized by the Foundation, strengthening its management capacity.
- Contribution to the Las Flores Women Entrepreneurs Gathering through the provision of essential educational kits for training workshops, promoting economic autonomy and women’s empowerment.
- Support for a health day targeting seniors and community caregivers, benefiting 150 people with services such as cardiovascular risk screening, heatstroke prevention, nutrition counseling, physical activities, and recreation.



Other:

COMPAS AGUADULCE

Boosting employability and local development

With the aim of improving access to employment opportunities for communities within the Direct Area of Influence (AID), full work gear was purchased and delivered to nine female heads of household from KM9, members of the CCCN of Bajo Calima in Aguadulce.

As part of this initiative, the beneficiaries also took part in work-at-height training, enhancing their skills and increasing their chances of entering the port sector. This effort not only promotes women’s economic autonomy but also supports local productive development.

COMPAS CARTAGENA

Boosting employability and local development

As part of the collaboration agreement between the Social Work Program at the University of Cartagena and COMPAS, student participation in professional internships within the Sustainability area was promoted, enabling the development of thesis projects focused on social intervention in neighboring communities. In this context, the following activities were carried out:

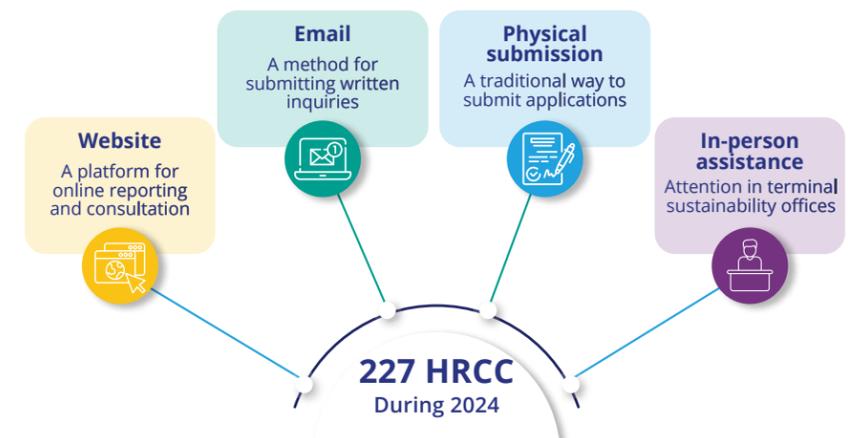
- Presentation of the thesis by Sofía Torres, titled "Meanings of Community Networks Built by Women Leaders in the El Bosque Neighborhood, Zapatero Sector, in the Context of Preventing CSEC." Her research highlighted the importance of community networks in protecting children and adolescents, demonstrating how the strategies implemented in collaboration with Fundación Renacer have helped strengthen social shared responsibility in the territory.
- Presentation of the project by Jackeline Devoz, titled "Co-construction of a Support and Intervention Pathway with Artisanal Fishing Associations in the COMPAS Barranquilla Area of Interest." Her study focused on designing an intervention pathway to strengthen safe and responsible fishing, emphasizing the importance of collaborative efforts between COMPAS and the artisanal fishing associations.

Through this agreement, the connection between academia and the business sector is strengthened, while also promoting the development of applied knowledge that contributes to the social and productive empowerment of the communities where COMPAS operates.

Handling of Requests, Complaints, and Claims

For COMPAS, the proper management of requests, complaints, and claims submitted by communities is a key component of its commitment to sustainability and corporate transparency. Ensuring a timely and effective response to these submissions helps build trust-based relationships with neighboring communities and fosters open, participatory communication. Additionally, this process enables the early identification of issues requiring attention, allowing COMPAS to implement timely solutions that support the sustainable development of the territory and the continuous improvement of its operations.

Figure 15: customer service channels.



A large number of the requests, complaints, and claims received are related to support for strengthening community development efforts. Among the most frequent requests are:

- Support for community events or celebrations of interest
- Requests for assistance with health campaigns and other activities
- Requests for school supply kits
- Requests for Christmas gifts.

Table 15: Distribution of requests, complaints, and claims received by terminal

TYPE	Cascajal	C/gena	B/keel	Aguadulce	Tolú	TOTAL
Requests	10	59	42	15	88	214
Complaints	0	1	0	5	0	6
Claims	0	0	0	0	4	4
Acknowledgments	0	1	2	0	0	3
TOTAL	10	61	44	20	92	227

According to the requests, complaints, and claims received in 2024, the terminal with the highest number of requests continues to be Tolú. Overall, requests account for **94.27%** of all submissions, indicating that the community primarily uses this mechanism to obtain information or to make specific requests for support in activities that contribute to the development of local processes—such as support for festivities, special events, and/or donations.

In contrast, complaints and claims represent only **4.4%**, reflecting a low level of dissatisfaction among communities regarding the company's social management. Meanwhile, acknowledgments account for 1.32%, indicating a tendency among residents to positively recognize COMPAS's social efforts.

Figure 16: Emphasis on the 2025 social management challenges



2025 challenges and perspectives:

For COMPAS, setting annual goals and outlooks within the framework of social management is a strategic pillar that reinforces its commitment to sustainable development and the strengthening of communities within its Areas of Direct Influence (AID). Defining clear objectives facilitates the planning and execution of initiatives aligned with local needs, promoting a positive and measurable impact. Additionally, this practice ensures the efficient use of resources, the continuity of high-impact programs, and the strengthening of relationships with key stakeholders—building trust and shared value between the company and neighboring communities. The main challenges and outlooks for 2025 are outlined below:

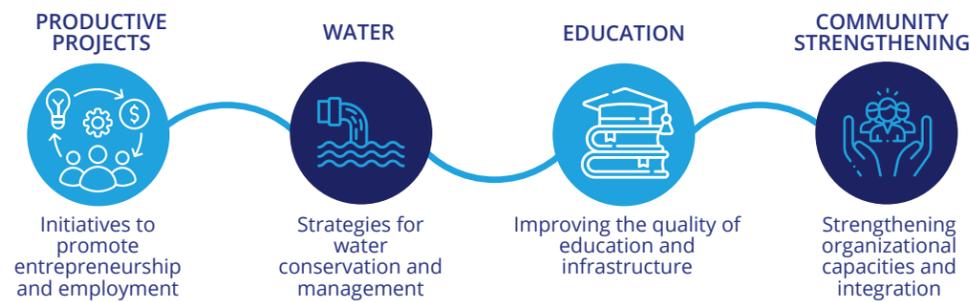
Challenges	Description of the 2025 challenge
Corporate volunteering 	Strengthen investment in corporate volunteering initiatives with the goal of expanding their impact on communities and deepening employee engagement. This strategy will support the development of more structured, sustainable programs aligned with local needs, fostering an organizational culture rooted in social responsibility and active participation.
Human Rights Due Diligence 	Implement the Human Rights due diligence process to identify, prevent, and mitigate potential impacts arising from operations in communities within the Direct Area of Influence (AID). This initiative will enable the assessment of risks and impacts, the strengthening of internal policies, and compliance with international Human Rights standards. It will also support the development of stronger relationships with communities, contractors, and other stakeholders.
Infrastructure projects 	Continue the implementation of two new community infrastructure projects, reaffirming COMPAS's commitment to the well-being and sustainable development of communities within the AID. These initiatives will focus on improving the quality of life for local residents, with strategic interventions prioritized based on identified needs in the territory. Through these efforts, COMPAS aims to strengthen community relations, promote shared value creation, and contribute to the social and economic development of the surrounding area.
Productive projects 	Implement a support plan for productive initiatives in the Nueva Estación La Palera neighborhood of Buenaventura. The strategy will include project identification, entrepreneurship training, and guidance for business strengthening, with the goal of impacting at least 10 local initiatives. This process will promote income generation, empower entrepreneurs, and support the consolidation of sustainable productive models within the community.
Sustainability Strategy 	Continue the review and update process of COMPAS's sustainability strategy in environmental, social, and corporate governance (ESG) matters, with the aim of aligning its actions with international standards and industry best practices. Likewise, continue evaluating and refining the company's social engagement strategy to ensure that its lines of intervention address local needs. As part of this process, perception and evaluation surveys will be conducted to measure the impact of COMPAS's social management and the relevance of its projects, enabling data-driven decision-making.

Canal del Dique Foundation - COMPAS

Strategic guidance

The Canal del Dique–COMPAS Foundation, as the company’s nonprofit entity, aligns with COMPAS’s sustainability strategy and vision. Its work focuses on social initiatives aimed at improving the quality of life for residents near the Canal del Dique and neighboring communities surrounding the COMPAS terminal in Cartagena. These efforts are carried out through the following strategic lines of social investment and management:

Figure 17: Strategic lines of the Dique-COMPAS Canal Foundation



Strategic Lines of Action

Productive projects:

Biofortification:

The Canal del Dique–COMPAS Foundation, in collaboration with the Bioversity CIAT Alliance and other research institutions, promotes the development of biofortified crops, encouraging self-consumption and value addition to the region’s key agricultural products. Since 2016, the Foundation—together with FEDEARROZ, the University of Córdoba, and the International Center for Tropical Agriculture (CIAT)—has led strategic actions to evaluate rice germplasm. This process has enabled the identification of lines with high biofortification potential in zinc, as well as varieties with strong yields, resistance to prevalent diseases in production areas, and excellent milling and cooking quality.

As part of the Sub-Agreement signed between CIAT and the Canal del Dique–COMPAS Foundation, activities were carried out in 2024 under the **“Resilient Agrilac”** initiative—a program aimed at strengthening resilient agrifood innovation systems. This effort seeks to improve food security, foster inclusive growth, and reduce migration in Latin America and the Caribbean.

→ **Resilient Agrilac: “Resilient agrifood innovation systems that drive food security, inclusive growth, and reduced migration in Latin America and the Caribbean.”**

Assessment of new rice lines:

- **Thirty-five small-scale producers** participated in the evaluation of 20 advanced rice lines and four commercial checks, with the goal of identifying varieties with higher zinc content, disease resistance, and high yield. This initiative, carried out in collaboration with FEDEARROZ and the Bioversity CIAT Alliance, aims to offer more productive and nutritious crop materials.
- Two field days were held with **70 producers from communities in Bolívar**, who exchanged experiences with technical experts from industry associations and government entities. Additionally, **18 producers participated in a post-harvest management workshop**, while **30 producers from the El Zapatero Community Council**, along with specialists from SENA, FEDEARROZ, and UMATA Cartagena, analyzed the results of the bean-rice crop rotation.
- As part of the Resilient AgriLAC program, the event **“Biofortified Rice³: A Business Opportunity for Entrepreneurs in Bolívar”** was held, bringing together 129 stakeholders from the agrifood sector. During the event, six prototypes of innovative products made with biofortified rice were showcased, highlighting their potential in the culinary industry.
- Lastly, post-harvest control mechanisms and market strategies were developed to position and commercialize biofortified rice, enabling communities to implement sustainable marketing plans.

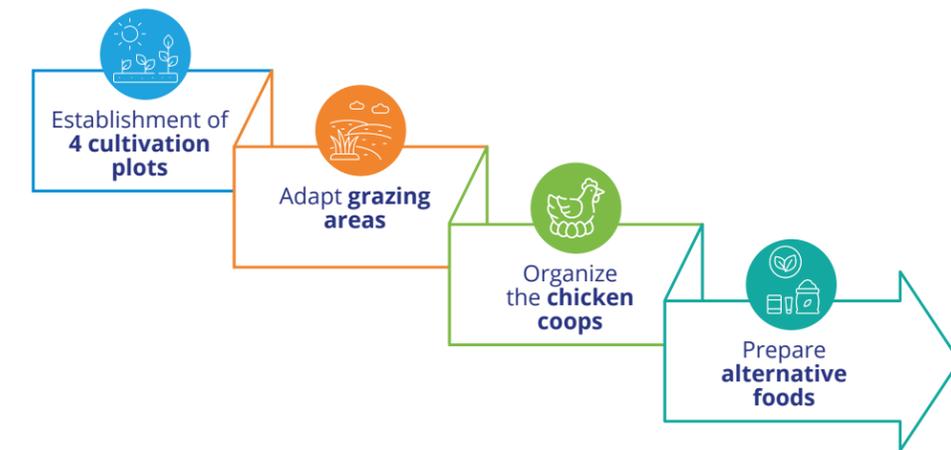
Agricultural Production with a “Happy Hen” Approach:

A technological innovation strategy was launched to promote the sustainable, competitive, and inclusive production of laying hens. This project is based on the integrated use of cassava, sweet potato, corn, and beans, and is the result of a strategic partnership between the Foundation, Agrosavia, Clayuca, and the Association of Women Entrepreneurs of Aguas Prietas in the municipality of Turbaco (Bolívar).

The initiative focuses on small-scale poultry farming as a form of multifunctional agriculture, recognizing its potential for environmental planning and preservation, as well as for promoting gender inclusion. Through a technical training program, key topics were addressed, including good agricultural practices, efficient crop management, phytosanitary control, and the formulation of balanced feed for laying hens. The main objective was to increase productivity and strengthen food security in the participating communities.

³ For more information, please visit this website: <https://alliancebioversityciat.org/es/stories/arroz-biofortificado-oportunidad-transformadora-emprendedores-bolivar>

Figure 18: “Happy Hen” project activities



Bean:

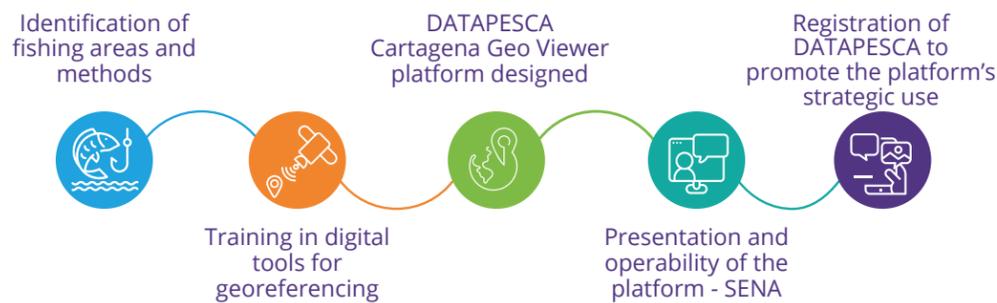
The Ministry of Science, Technology and Innovation (Minciencias) funded the project “Sustainable Management of the Caupí Bean System to Improve Productivity and Address Food Insecurity in the Caribbean Region” through the State’s General Revenue Sharing System. The most notable results were:

- Forty producers from the municipalities of San Cristóbal, Arjona, Turbana, and Turbaco in the department of Bolívar participated in a results-sharing event, during which they received bean seeds.
- With support from SENA, supplies and seeds were provided for the establishment of three school gardens at the following institutions:
 - Lázaro Martínez Olier Technical Agricultural School in Mahates
 - Malagana Agroindustrial Technical School (Mahates)
 - Sincerin Agricultural Technical School (Arjona)
- Supplies and seeds for growing “ají topito” peppers were delivered to ASOCAMSCOL and the Integral Association of Entrepreneurs Sol Naciente in Arjona.

Water:

With the aim of strengthening the fishing activities of fishermen, their families, and associations—under environmental, economic, and social sustainability criteria—the Foundation has continued its support process with four of the eight fishing associations located within the area of influence of the COMPAS Cartagena terminal. These associations have voluntarily participated in the process, consolidating their organizational and operational capacity in harmony with the port dynamics of Cartagena Bay.

Figure 19: Fishermen’s strengthening activities in Cartagena Bay



The main activities carried out include:

- A participatory social mapping exercise was conducted to identify the main fishing areas, predominant species, and capture methods used. The volumes of catch per trip were also established, and fishing locations both inside and outside Cartagena Bay were validated.
- The development of technological capacities among fishermen, training them in the use of digital tools for georeferencing. In addition, progress was made on the design of the DATAPESCA Cartagena geo-viewer—an innovative citizen science platform that will enable the collection and management of key data to optimize fishing activity, support informed decision-making, and promote the sustainability of the sector.

- Collaboration with SENA and the fishing associations to present the architecture of the geo-viewer and define its functionality. This process included participation from representatives of programs such as SENA’s Tecnoparque, SENOVA, Fondo Emprender, and the SENA Nautical and Fishing Center. As part of this collaboration, a visit was made to the Tecnoparque headquarters to initiate the registration process for DATAPESCA Cartagena, ensuring its consolidation as a strategic tool for the sustainable development of artisanal fishing in the region.

Education:

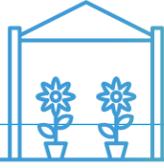
Nurseries for education:

In coordination with the Cartagena Environmental Public Authority (EPA), the implementation of a school nursery was launched at the **Fernando de La Vega** school, Almirante Padilla campus, located in the Zapatero neighborhood. This initiative is part of Program 4 on Environmental Education and Sustainable Use, within the framework of the Master Plan for Ecological Restoration of Cartagena and Barbacoas Bay. As part of the pilot plan to build and establish a mangrove nursery, various activities were carried out to raise awareness and promote environmental education:

	<p>A workshop on strategic ecosystems aimed at third-grade students, highlighting the importance of mangrove ecosystems and their role in maintaining environmental balance.</p>
	<p>An educational art activity in which children used painting to represent the natural richness of mangroves and their surrounding environment.</p>
	<p>A playful educational session at the Wildlife Care and Assessment Center of EPA Cartagena, located in the Stabilized Tidal Inlet. During the activity, students engaged in educational puppet shows and quiz games focused on mangrove conservation and solid waste management. The session concluded with a guided tour of the wildlife rehabilitation area and the surrounding mangroves. In addition, parents and EPA Cartagena officials handed out mangrove seeds to students for planting in 2025.</p>

Strengthening productive capacities:

At the same time, progress was made in strengthening productive capacities within the communities surrounding the COMPAS Cartagena terminal:

	<p>Certification of nine women in the first cohort of the “Artisanal Jewelry Operator” program, developed in partnership with the Agro-Business and Mining Center of SENA Bolívar.</p>
	<p>Launch of the second cohort, with 27 women participating, who showcased their products in a commercial exhibition held at Casa del Marqués, in collaboration with the Public Employment Agency of SENA Bolívar.</p>
	<p>Complementary training in jewelry-making techniques for the holiday season, with the participation of 30 trainees.</p>
	<p>Launch of the complementary course “Entrepreneur in Nursery Production and Marketing,” aimed at 15 fishermen from ASOPECUCH, in partnership with the SENA Nautical and Fishing Center.</p>
	<p>Training sessions on sustainable agriculture in the village of Puerto Badel, supported by the Agro-Business and Mining Center of SENA. Two complementary courses were delivered: one on the establishment and management of urban agriculture, and another on the production of biofertilizers from livestock waste, with the participation of 18 trainees.</p>

Community Strengthening:

Capacity building within communities and among local partners has been a cross-cutting pillar in the projects developed by the Foundation. Through collaboration with strategic allies, training sessions and technical assistance have been provided to producer groups benefiting from the initiatives. This approach has been key to fostering their growth and long-term sustainability.

In 2024, training activities were directed toward producers, fishermen, and local technicians, covering both technical and methodological aspects across all stages of the production chain—from cultivation and post-harvest to commercialization. These training sessions not only enhance participants’ knowledge and skills but also promote more efficient and sustainable practices, driving the economic and social development of the communities.

2025 challenges and outlooks

For the Foundation, setting annual goals in social management is essential to strengthening its commitment to sustainable development and the communities within its Areas of Direct Influence (ADI). Defining clear objectives facilitates the planning of initiatives aligned with local needs, optimizes resource use, and ensures the continuity of high-impact programs. The main challenges and outlooks for 2025 are outlined below:

Challenges	Description of the challenge
Biofortified Rice	Advance the evaluation of the new biofortified rice variety, with the goal of improving agricultural productivity and food security in the areas of influence.
DATAPESCA Geoviewer	Consolidate the DATAPESCA geo-viewer technological tool, promoting its use as an innovative strategy to enhance the productivity and sustainability of artisanal fishing communities.



Puerto Aguadulce Foundation - COMPAS

Strategic guidance

The Puerto Aguadulce–COMPAS Foundation strategically directs its social programs toward improving the socioeconomic conditions of communities in Buenaventura, with a focus on key areas such as education, health, and income generation. This approach aims to promote sustainable development and social inclusion. In 2024, the Foundation implemented programs and projects in communities within the AID of the terminals located on the Aguadulce peninsula—specifically in Bajo Calima, Citronela, Córdoba, San Cipriano, and Santa Helena—part of the district of Buenaventura, through its five programmatic lines:

Figure 20: Strategic lines of the Puerto Aguadulce-COMPAS Foundation



In 2024, the Foundation received funding from the World Food Program (WFP) and USAID-ACDIVOCA totaling 285,652,892 pesos.

Throughout its operations, the Puerto Aguadulce–COMPAS Foundation has achieved significant results in the implementation of high-impact social programs. Among the most notable are:

- With funding from USAID-ACDIVOCA totaling **115,448,962 pesos**, a project was implemented focused on job training and subsequent employment placement for individuals from communities within the area of influence of the Aguadulce terminals.
- Through funding from the World Food Program, with an investment of **170,203,930 pesos**, assistance was provided to 300 individuals from 100 families in the Bajo Calima community, supporting the development of cocoa and Chinese yam crops.
- In the second half of 2024, the Foundation formalized its membership in the Association of Corporate Foundations of Colombia (AFE), with the goal of strengthening its cooperation network, creating synergies with other organizations, and enhancing the development of new projects with access to international cooperation funding.

Strategic lines of work

Healthcare:

As part of its commitment to community health, the Puerto Aguadulce – COMPAS Foundation coordinated a medical outreach day in the Villa Estella Community Council, located in Bajo Calima. The event included the participation of 37 professionals from various specialties, who provided comprehensive care to the community.

This initiative brought essential medical services closer to the population, with a focus on disease prevention and health promotion, complementing the efforts of the District Health Department and Health Service Providers (EPS, for its acronym in Spanish).

Figure 21: Health services provided and persons attended



In addition, the medical outreach had a significant impact on the community, given the limited access to specialists in the city, which often requires travel to other regions. Through this type of intervention, the Foundation not only facilitates access to medical care but also reduces transportation-related costs, shortens wait times, and improves the quality of life of the beneficiaries.



Education:

As part of its strategic education focus, the Puerto Aguadulce – COMPAS Foundation achieved significant results that contributed to strengthening academic development in its area of influence. Key accomplishments included:

- The scholarship program achieved a 100% retention rate among students at the Universidad del Pacífico and a 75% retention rate at the Universidad del Valle, thanks to continuous support and follow-up throughout the academic year. Additionally, one student from the Universidad del Valle successfully earned a degree as an electronics technologist.
- The scholarship application process was presented to the community councils, and the call for applications was strengthened through a promotional piece that helped increase outreach and engagement within the community.
- In the second half of 2024, six scholarship recipients received financial incentives, with a total investment of **\$3,614,600 pesos** allocated throughout the year.
- In the literacy program, 22 students from the community councils of Córdoba and Bajo Calima successfully completed their training cycle and are now awaiting their graduation ceremony.
- The program achieved a 0% dropout rate among the 112 students enrolled in the schooling initiative during the 2023–2024 period.
- In coordination with the COMPAS social team, 200 school kits were distributed to children and adolescents from the Community Councils of Bajo Calima, Citronela, and Córdoba – San Cipriano.
- COMPAS supported NATRIO in the delivery of 72 school kits to students in the neighborhoods of Nueva Estación La Palera and Alpopular, contributing to their educational development.

Income generation and employment:

Oportunidades Pazcíficas Project:

The Fundación Puerto Aguadulce–COMPAS, in partnership with USAID ACDI/VOCA, implemented the *Oportunidades Pazcíficas* project under the Juntanza Étnica program, aimed at promoting productive, cultural, and environmental initiatives across three community councils in Buenaventura. This initiative helped create new economic opportunities and strengthened the local entrepreneurial ecosystem.

Key actions implemented included:

Business Development	Training workshops were conducted where entrepreneurs developed their business models, learned to manage financial resources, and explored formal financing mechanisms—reducing their reliance on informal credit systems.
Market expansion	Through the Expo <i>Oportunidades</i> event, local ventures gained visibility, strengthened their market presence, and secured six commercial partnerships with companies in the sector.
Financial growth and equipment	A 10% increase in income was achieved among the 20 supported ventures, which collectively represent 220 families. Additionally, COP 47.6 million was invested in productive tools and equipment, including a sugarcane mill (trapiche) for the Citronela Community Council.
Leadership and governance	A governance and leadership diploma course was implemented in partnership with the Universidad del Pacífico, training 29 community leaders in the management of economic opportunities.
Promoting employability	The ConéctaTE Pazcífico project was implemented to support workforce integration into the local business sector. As a result, 70% of participants secured formal employment, and 15 individuals achieved promotions within their organizations thanks to the reclassification of their driver’s licenses.
Job opportunities	Through the Business Breakfast initiative, a labor market analysis was conducted with the participation of 17 companies from the port and commercial sectors. This space enabled the design of targeted strategies to effectively connect local talent with employment opportunities.

Social intervention project:

With the goal of generating a positive and sustainable impact in the Nueva Estación La Palera neighborhood, the Puerto Aguadulce–COMPAS Foundation implemented a social intervention project under the COMPAS Cascajal social management plan. The initiative was structured around three strategic pillars: **environmental, organizational, and productive**, achieving significant progress in strengthening the community.

The main results included:

Enterprise development	Twenty entrepreneurs received training and technical assistance, enabling them to develop solid business plans and improve their administrative management.
Economic support and business strengthening	Thirteen productive initiatives were supported through the provision of equipment and strategic resources aimed at enhancing the competitiveness and profitability of local businesses.
Training in risk prevention and management	A community emergency brigade was established, and 19 individuals received training on environmental issues, promoting sustainability and environmental stewardship.
Implementation of community projects	A community garden was established—an initiative led by local residents to improve food security and encourage participation in sustainable activities.
Strengthening community leadership	The Community Action Board was equipped with conceptual and technical tools, strengthening its management capacity and its ability to coordinate with key stakeholders for the neighborhood’s development.
Cultural revival and public space ownership	A community mural was created in the neighborhood’s recreational area, with the active participation of 20 residents in its design and conceptualization. The initiative promoted a strong sense of identity and belonging, transforming the space into a symbol of collective memory and pride.

Agro-Pazcífico Project:

As part of its partnership with the World Food Program (WFP), the Puerto Aguadulce – COMPAS Foundation implemented the Agro-Pazcífico Project, an initiative designed to strengthen the resilience and early recovery of livelihoods for 100 families engaged in cocoa and Chinese yam cultivation.

As part of the process, the Foundation identified, targeted, and prioritized 124 beneficiaries through a detailed profiling and the application of an initial diagnostic tool for each productive unit. This analysis provided a solid foundation for planning strategies aimed at enhancing the productivity and sustainability of the crops.

Business strengthening activities

As part of the business strengthening efforts, continuous support was provided to 30 productive units with the aim of optimizing their administrative processes, enhancing their commercial management, and encouraging the development of new market strategies. As a result of this support:

- 66 direct jobs were created across the four supported enterprises.
- Eight technical committees were held with local entrepreneurs—spaces designed to foster commercial linkages and provide training on key business growth topics.
- Strategic advisory was provided to the Venado Verde Association, enabling their participation in the National Tourism Showcase Fair (ANATO) in Bogotá, where they promoted their services and forged new commercial opportunities.



Sports, recreation and culture:

Community capacity building:

As part of its commitment to strengthening community capacities, the Foundation implemented a follow-up plan for the organized groups involved in the “*Entornos Pazcíficos*” and “*Talentos Pazcíficos*” projects. These efforts helped consolidate spaces for training, participation, and community integration. Key milestones included:

Community empowerment	17 community leaders participated in a guided tour at the Bank of the Republic, where they received key information about the institution's services, which they later shared with their communities.
Strengthening sports talent	Through the Bajo Calima Community Council, 2 million pesos were allocated in vouchers to support young athletes who participated in tryouts for semi-professional soccer teams.
Reactivation of recreational spaces	Film screenings were organized in Kilómetro 9, El Crucero, and Villa Stella, driven by the Bajo Calima Parents' Network and EMPOAFRO, promoting cultural and community-building activities for children and adolescents.
Strengthening socio-emotional skills:	Workshops on soft skills were implemented for sports and cultural groups across various communities.
Recovering memory and traditional knowledge	In the <i>Kilómetro 9</i> community, a group of 20 elderly took part in a cultural gathering led by EMPOAFRO, where they exchanged knowledge on traditional medicine and the history of the colonization of the <i>corregimiento</i> .

Vive Bailando Project:

Aligned with its commitment to community development, in 2024 the Foundation continued implementing the *Vive Bailando* project, operated by the Fundación *Vive Bailando*. This program follows a strategic and differentiated approach tailored to the specific needs identified in each community, with the aim of creating spaces for learning, inclusion, and social transformation. Thanks to this initiative, 100 children, adolescents, and youth from Córdoba, *Kilómetro 9* (Crucero), and Villa Estela took part in activities designed to strengthen personal skills, social cohesion, cultural identity, and emotional well-being. The initiative represented an investment of **202 million Colombian pesos**. Key achievements included:

Personal development and holistic well-being	Participants strengthened their social skills, creativity, and sense of identity, resulting in a positive impact on their mental and physical health.
Cultural strengthening and social cohesion	The program fostered the recognition of local traditions, cultural roots, and teamwork.
Education and training	Through artistic training, human development, and the teaching of folklore and legislation, the program helped build safe spaces and promote peaceful coexistence.
Community Engagement and Support Networks	The program encouraged the co-creation of activities with various stakeholders, enhancing inclusion, representation, and the strengthening of family, community, and institutional networks.
Training for caregivers	Parents, guardians, and caregivers received tools to improve assertive communication and manage stress effectively.

Other interventions:

Six playgrounds were renovated and upgraded in the community councils of Bajo Calima (San Isidro, *Kilómetro 9 Crucero*, and La Colonia), Citronela, Villa Stella, and Córdoba – San Cipriano (Santa Elena). Originally donated by the Ramírez Moreno Foundation in previous years, these spaces were refurbished thanks to a contribution of over **\$6 million pesos** from the Fundación Puerto Aguadulce–COMPAS. The initiative engaged community leaders, children, adolescents, and youth, who actively participated in the process through volunteer work—fostering a sense of ownership and strengthening the social fabric in their communities.

Community Research and Development:

→ **As a cornerstone of Fundación Puerto Aguadulce–COMPAS programs, this area enables the structuring and monitoring of each project from inception to completion.**

By developing baselines and measuring results, it assesses progress toward set goals and generates strategic inputs to enhance future interventions—ensuring the sustainability and effectiveness of all implemented actions.

For the Foundation, its commitment to sustainable development and the communities in its Areas of Direct Influence (AID) is reflected in the annual definition of social management goals. Setting strategic objectives not only enables the design of initiatives aligned with local needs, but also optimizes resources and enhances the long-term sustainability of high-impact programs. Below are the key challenges and opportunities identified for 2025.

Challenges	Description of the challenge
Participation of the beneficiaries	Promote innovative strategies to strengthen community engagement, tailoring them to the interests and motivations of beneficiaries. Foster coordination with other entities operating in the territory to optimize resources and prevent overlapping efforts that could hinder participation.
Foundation's visibility	Increase project outreach through social media, making key information about the Foundation's initiatives more accessible at the community, institutional, and national levels.
Local intervention scenarios	Strengthen the Foundation's presence in urban areas by deepening connections with local populations and establishing strategic partnerships that ensure funding for future community interventions.



Environmental Performance

- Environmental Management Approach
- Natural Capital Management
- Circular Economy
- Climate Action
- Sustainable Port Infrastructure



Environmental Management Approach

Contribution to the SDGs



Strategic Guidance

(GRI 3-3)

COMPAS is committed to environmental excellence in its operations, ensuring the responsible use of natural resources and recognizing their interaction with nature. This vision is reflected in its quest to be a benchmark in the protection of the marine and land ecosystems in which it operates.

→ The diligent management of environmental risks and impacts at COMPAS facilitates the fulfillment of the Company's objectives and strategies and positions it as an environmentally responsible company.



COMPAS

To achieve this objective, the organization has an Environmental Management System certified under the ISO 14001:2015 standard, that ensures a cross-disciplinary and comprehensive management of environmental aspects and impacts. In line with its environmental commitment, COMPAS is aligned with the Sustainable Development Goals (SDGs) and contributes to compliance with the 2030 Agenda.

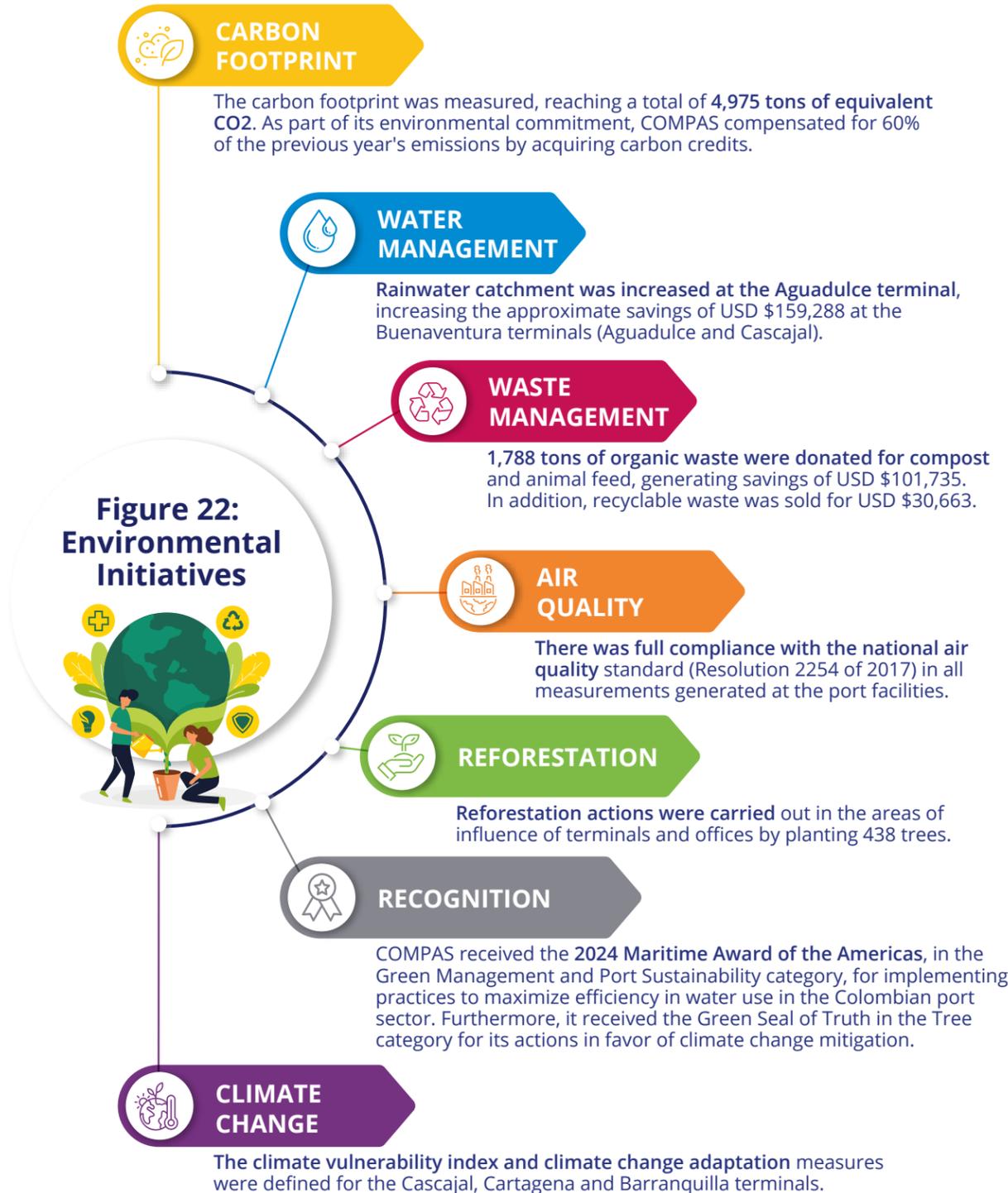


In practice, this translates into the design of processes that ensure an efficient use and consumption of resources such as water and power, as well as the responsible consumption of goods and services through a circular economy approach. As a result of these efforts, COMPAS has managed to progressively reduce waste generation, implement water recirculation projects and maximize the storage and supply of rainwater, among others.

Highlights of the Year:

In 2024, COMPAS made significant progress in its commitment to environmental sustainability:

Figure 22: Environmental Initiatives



Monitoring of the 2023 Challenges:

2023 Challenges	Status of Progress and Compliance 2024
Increase the generation of clean energy from renewable sources.	COMPAS continues to search for feasible alternatives in the generation of clean energy.
Build a sedimentation tank to treat runoff water from the coal patio at the Aguadulce terminal.	In 2024, the organization began construction of the sedimentation tank, with the aim of improving runoff water management from coal operations and maintaining the commitment to properly manage the water component at COMPAS terminals. Work is scheduled for completion by February 2025.
1% increase in recycled material compared to results recorded for 2023.	A significant increase of 72% in usable waste management was achieved, exceeding the initial target, thanks to the inclusion of wood waste at the COMPAS Cartagena terminal and the reuse of construction and demolition waste at COMPAS Aguadulce.
Offset or compensate for 50% of the carbon footprint measured for this year.	During 2024, COMPAS offset 60% of the footprint measured the previous year, equivalent to 3,641 tons of CO2e, through the acquisition of carbon credits. This compensation was carried out through a project developed in collaboration with an indigenous community, that includes initiatives to Reduce Emissions from Deforestation and Forest Degradation (REDD+), contributing to the conservation of ecosystems and the sustainable development of that same community.
Ensure 100% compliance with the air quality standard, under Resolution 2254 of 2027.	During the follow-up and monitoring of air quality conditions at COMPAS headquarters in 2024, compliance with all monitored air quality parameters was observed, when comparing with the maximum allowable limits defined under Resolution 2254 of 2017.
Identify the climate change vulnerability characteristics of the Cascajal terminal and define adaptive measures.	In February 2024, the National Infrastructure Agency – ANI – approved the Sustainable Contribution program, which analyzes the vulnerability of the COMPAS Cascajal terminal to climate change and defines lines of action for adapting to it.
To receive for the third consecutive year the recognition as Truly Green, in the Tree category.	For the third consecutive year, COMPAS received the Truly Green (“Verde de Verdad”) recognition, granted by CO2CERO, in recognition of its outstanding actions in mitigating climate change.

Natural Capital Management

Energy/Power efficiency

(GRI 3-3; 302-1)

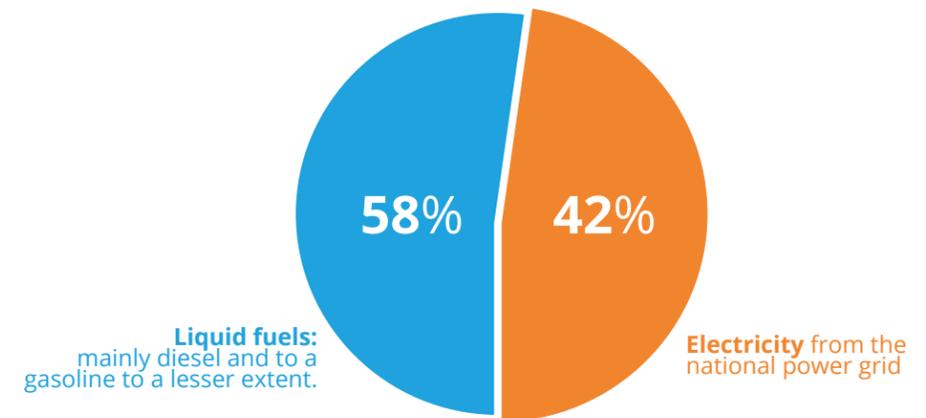
At COMPAS, energy consumption is a crucial element that is closely related to the various operations around loading and unloading goods on ships. Port facilities rely on energy-intensive equipment such as conveyor belts for bulk product handling, truck dumpers, and mechanized systems inside silos. This equipment is essential for the efficient operation of port operations.

In addition, the COMPAS Cartagena terminal has significant consumption associated with the operation of refrigerated containers. Lighting different spaces, computer equipment, air conditioners, and other office elements also contribute to power consumption. Similarly, equipment maintenance and civil maintenance activities require a considerable amount of energy.

Another important source of energy consumption in port facilities is the operation of diesel-powered equipment, such as loaders, forklifts and backhoes. This equipment is essential for cargo handling and performing specific tasks in port facilities.

In this context, efficiency in energy consumption is essential for COMPAS. By reducing energy consumption, the company can minimize its environmental impact, reduce operating costs, and improve the sustainability of its operations. Therefore, it is essential to implement strategies and technologies that promote the efficient use of energy in all company areas.

Graph 5: Power sources consumed by COMPAS

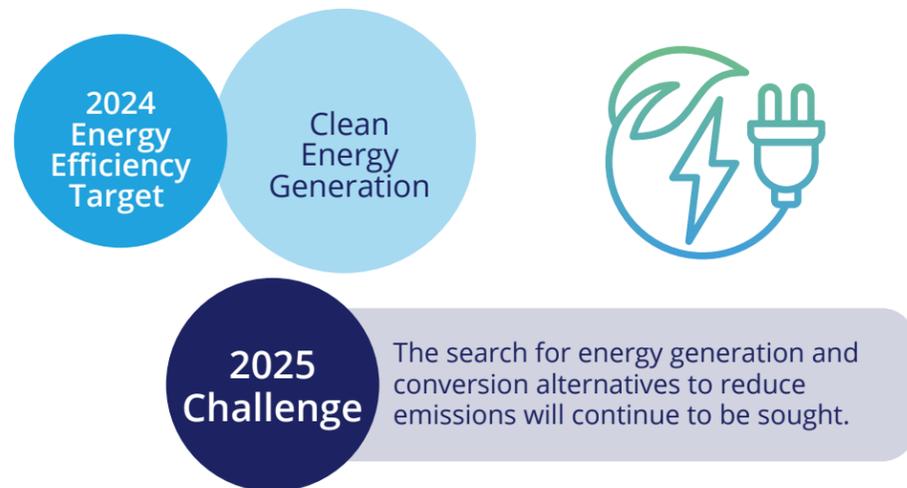


Impacts associated with energy consumption

The energy consumption in COMPAS' port facilities, both from fossil fuels or the national electricity grid, generates direct and indirect emissions of greenhouse gases that contribute to climate change. To address this challenge, COMPAS calculates and offsets a percentage of its carbon footprint.

The offset is carried out through the purchase of carbon credits from forest conservation initiatives in the country, which helps to mitigate the environmental impact of the Company's operations. In addition, direct consumption of fossil fuels generates flue gas emissions that can affect air quality in areas adjacent to operations.

To minimize this impact, COMPAS implements rigorous controls, such as regular maintenance of its own equipment and requests for gas and/or maintenance certificates from third-party equipment. In addition, air quality monitoring campaigns are carried out to assess the status of this resource in the surrounding areas. These measures allow COMPAS to reduce its emissions and protect the air quality associate to its operations.



(GRI 302-3)

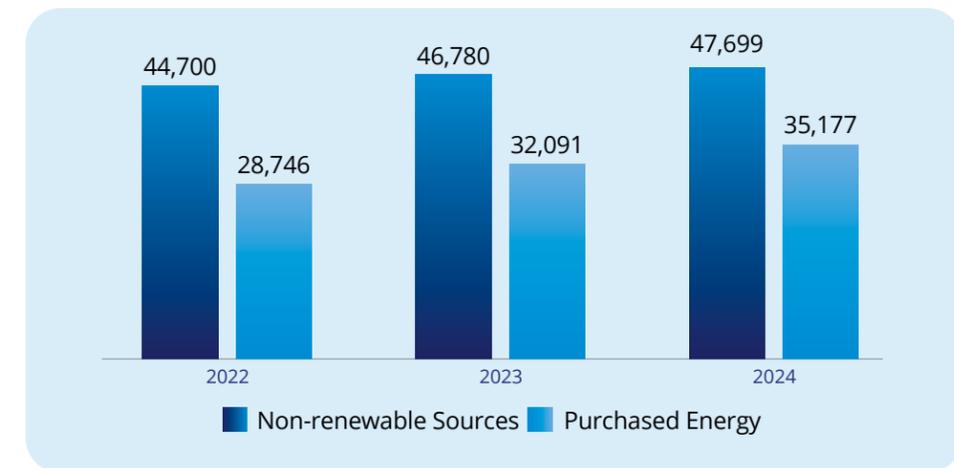
Energy Consumption and Efficiency Indicators

Internal Power Consumption (GJ) by Sources:

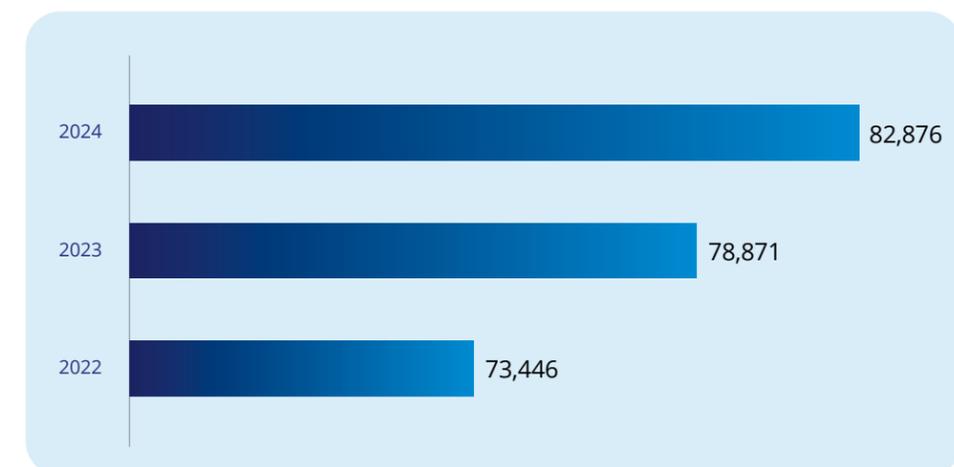
In 2024, there was an increase in power consumption from both non-renewable sources and the national distribution grid. This increase was partly due to the increase in tons moved.

The COMPAS Cartagena terminal experienced the largest increase in power consumption, correlating to a 10.7% increase in cargo mobilization. On the other hand, at COMPAS Cascajal, where the increase in load handling was minimal (0.42%), power consumption also increased slightly, by 0.12%.

Figure 6: Internal Energy Consumption (GJ)



Graph 7: Total internal energy consumption (GJ)



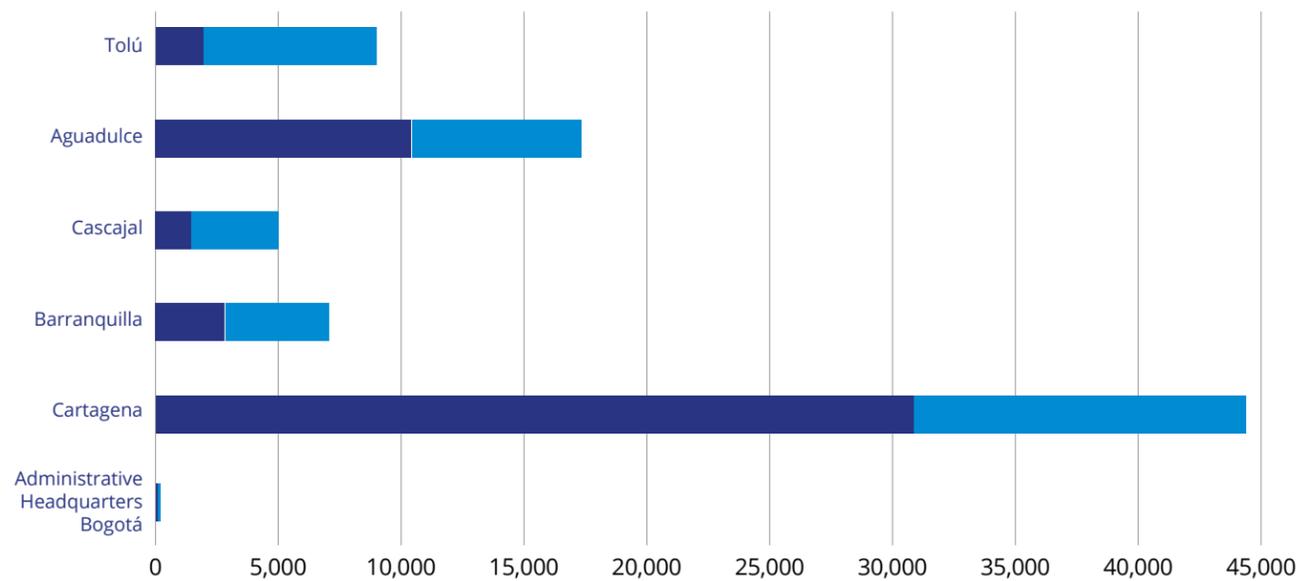
Internal energy consumption by site (GJ):

In 2024, total energy consumption at the corporate level (82,876 GJ) increased by 5.1% compared to 2023 (78,871GJ).

The COMPAS Cartagena terminal registers the highest consumption of non-renewable energy sources, driven mainly by the operation of loading and unloading containers, an activity exclusive to this headquarters. In addition, administrative activity in Cartagena also contributes significantly to energy consumption.

In contrast, the Cascajal headquarters has the lowest energy consumption, due to the lower mobilization of cargo in its operation. It is notable that, in general, fuel consumption (non-renewable sources) remains the main source of energy in COMPAS' operation, underscoring the importance of exploring more sustainable alternatives for the future.

Figure 8: Energy consumption by site (GJ)



	Administrative Headquarters Bogotá	Cartagena	Barranquilla	Cascajal	Aguadulce	Tolú
Non-renewable sources	95	30,813	2,729	1,571	10,453	2,039
Purchased energy	93	13,554	4,253	3,395	6,886	6,995

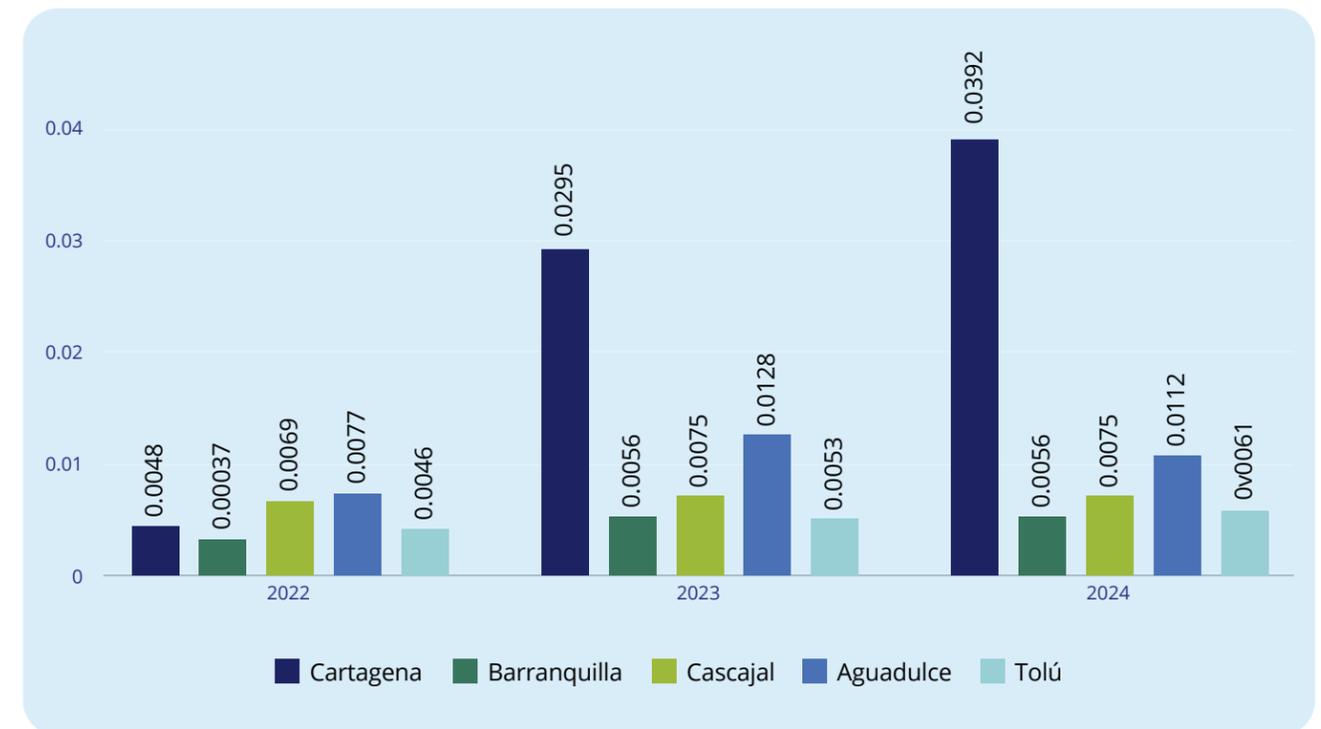
Energy efficiency by site (GJ/t):

In 2024, the Company's Barranquilla site was the most energy-efficient, followed by the Tolú and Cascajal sites. This efficiency was partly because, in Barranquilla and Tolú, fuel consumption was relatively low since most of the equipment used in the operation belongs to contractors, whose fuel consumption is accounted for separately.

The operation in Cascajal was mainly based on the consumption of purchased energy, which resulted in low fuel consumption compared to the other sites.

In contrast, the operation in Cartagena registered lower energy efficiency. The container loading and unloading operation was one of the most fuel-intensive, and, being the site with the largest numbers of personnel, it required a significant amount of energy to cover administrative activities.

Figure 9: Energy efficiency (GJ/t mobilized)



Water Management

(GRI 303-2, 303-5)

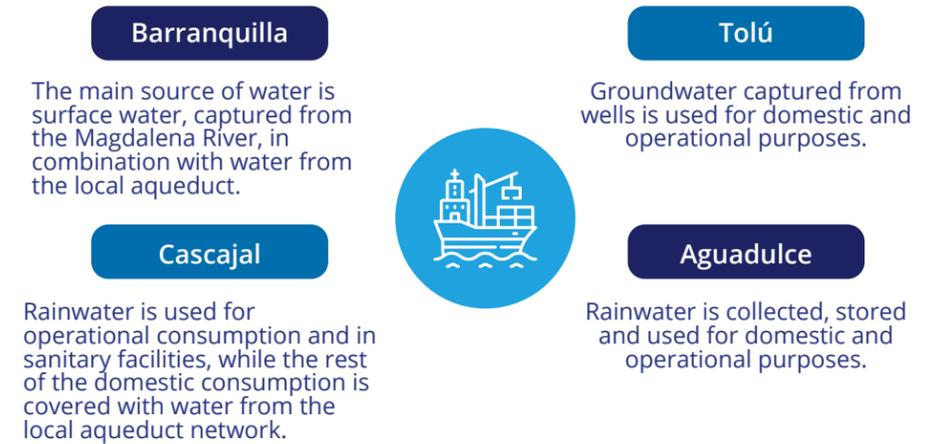
Water is an essential resource for the Company's operations, as its efficient management is crucial to maintain the operations and proper functioning of the facilities.

The importance of water in COMPAS is clear when looking at the broad array of uses it bears in daily operations of the company, including: moisturizing of coal and roadways for pollution control, equipment washing, industrial cleaning, general cleaning, irrigation of green areas, supply of fire protection systems, washing of containers, washing of bulk storage areas, supply for showers and toilets, and direct consumption.



Sources of Water Resources

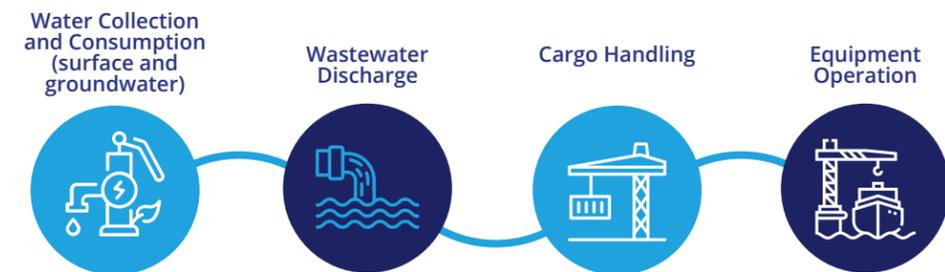
In the COMPAS facilities there are different sources of water according to the availability of the resource in each region:



Impacts Associated with Water Consumption

The impacts on water resources associated with the operation of COMPAS have to do with four main fronts:

Figure 23: Impacts Associated with Water Consumption



The collection and use of water resources are regulated by resolutions issued by environmental authorities, which set forth the operating parameters (flow, volume, hours of service), as well as control mechanisms such as metering systems, periodic reports, efficient use programs, identification of leaks or accidental spills, awareness campaigns and internal training processes.

Regarding the management of discharges, the potential risk of affecting the quality of the water bodies that receive the water after the process has been identified. To mitigate this risk, wastewater treatment systems and energy-efficient devices such as pressure washers are implemented.

Finally, in areas where cargo is handled or machinery is operated in close proximity to water bodies, operational controls are applied and include equipment maintenance, training and pre-operational briefs, and use of containment tarpaulins between the ship and the dock to prevent spills. Operations are followed cleaning routines for dock and approach areas, reducing the risk of contamination by wind or rain.

Water Management Objective 2024

Advance in the construction of a sedimentation tank to treat runoff water from the coal patio at the Aguadulce terminal.

(GRI 303-4)

Quality of water discharged into surface sources:

Managing the impact on water resources is a key priority for the Company in its quest to minimize the environmental footprint and ensure the sustainability of its operations. In this sense, it is crucial to monitor the quality of water discharged to surface sources, to be able to identify opportunities for improvement and reduce environmental impact.

To achieve this, COMPAS carries out discharge characterization processes, which assess parameters established by current environmental regulations and the competent authority that grants the corresponding permit. These parameters include temperature, conductivity, turbidity, pH, chemical and biological oxygen demand, settleable solids, fats and oils, hydrocarbons, heavy metals, nitrogen, phosphorus, total and thermo-tolerant coliforms, phenols, sulfur, sulfates, among others.

The assessment of these parameters allows the company to comply with the quality standards established in Resolutions 631 of 2015 and 883 of 2018, depending on the recipient of the discharge¹. In addition, this assessment makes it possible to identify areas for improvement and implement measures to minimize the impact on water resources.

¹ The findings from these reports are submitted to the relevant environmental authority overseeing the facility.

Power Consumption and Efficiency Indicators

Finally, in areas where cargo is handled or machinery is operated with proximity to the water, operational controls are applied. These include equipment maintenance, training and pre-operational briefings, as well as the use of containment tarpaulins between the ship and the dock to prevent spills. Operations are followed by dock and approach zone cleaning routines, reducing the risk of contamination by the effects of wind or rain.

(GRI 303-3, 303-5)

Water Catchment, by Source (m3):

COMPAS obtains water from four main sources: municipal supplies, rainwater, groundwater and, to a greater extent, fresh water captured from surface sources. In 2024, the company managed to reduce its water catchment, from **221,985 m³ in 2023 to 185,473 m³**, which represents a significant decrease in its water consumption.

At the Tolú campus, a 30% reduction in groundwater consumption was achieved compared to 2023. This decrease was largely due to the downpour recorded in the region during 2024, which decreased the need for groundwater extraction for irrigation. Similarly, in Barranquilla, a decrease in water consumption was observed, attributable to the greater frequency of rainfall in the region. As a result, the need to capture surface water for irrigation was reduced, thus contributing to efficiency in the use of water resources. For the Cartagena, Aguadulce and Cascajal campuses, there were no significant changes in the consumption of the different types of water.

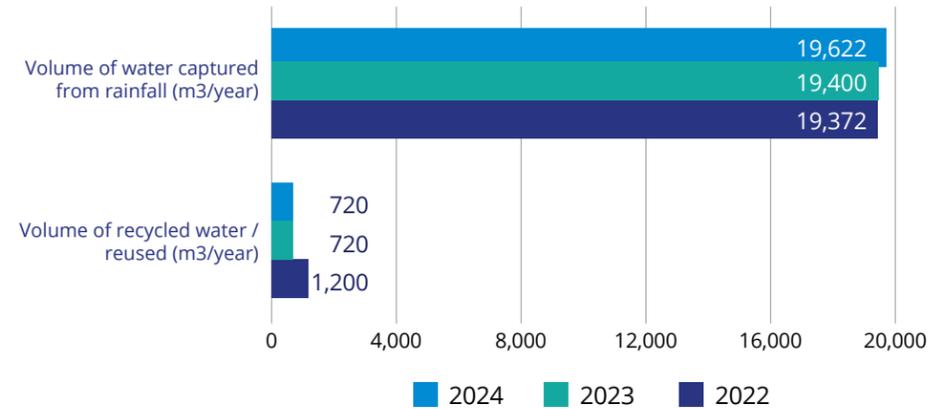
Table 16: Water Catchment by Source (m3)

Source	2022	2023	2024
Fresh water captured from	184.483	152.974	129.772
Groundwater	23.463	28.223	19.242
Rainwater	19.372	19.400	19.622
Municipal water supplies or other public or private water services (includes cistern trucks)	24.899	21.388	21.939
Total	252.217	221.985	185.473

Recycled and Reused Water

In 2024, COMPAS increased the volume of water captured from rainfall (m3/year) by 1.14% compared to 2023. In contrast, the volume of recycled/reused water remained the same as the previous year (720 m3/year) and represented 0.38% of the total water captured.

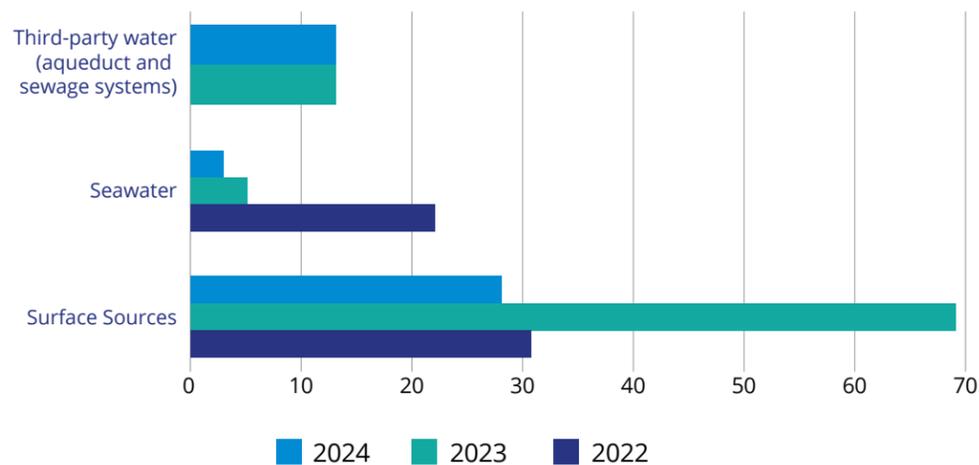
Graph 10: Recycled and Reused Water (m3/year)



	2022	2023	2024
Percentage of recycled/reused water in relation to total water captured	20%	0,32%	0.38%

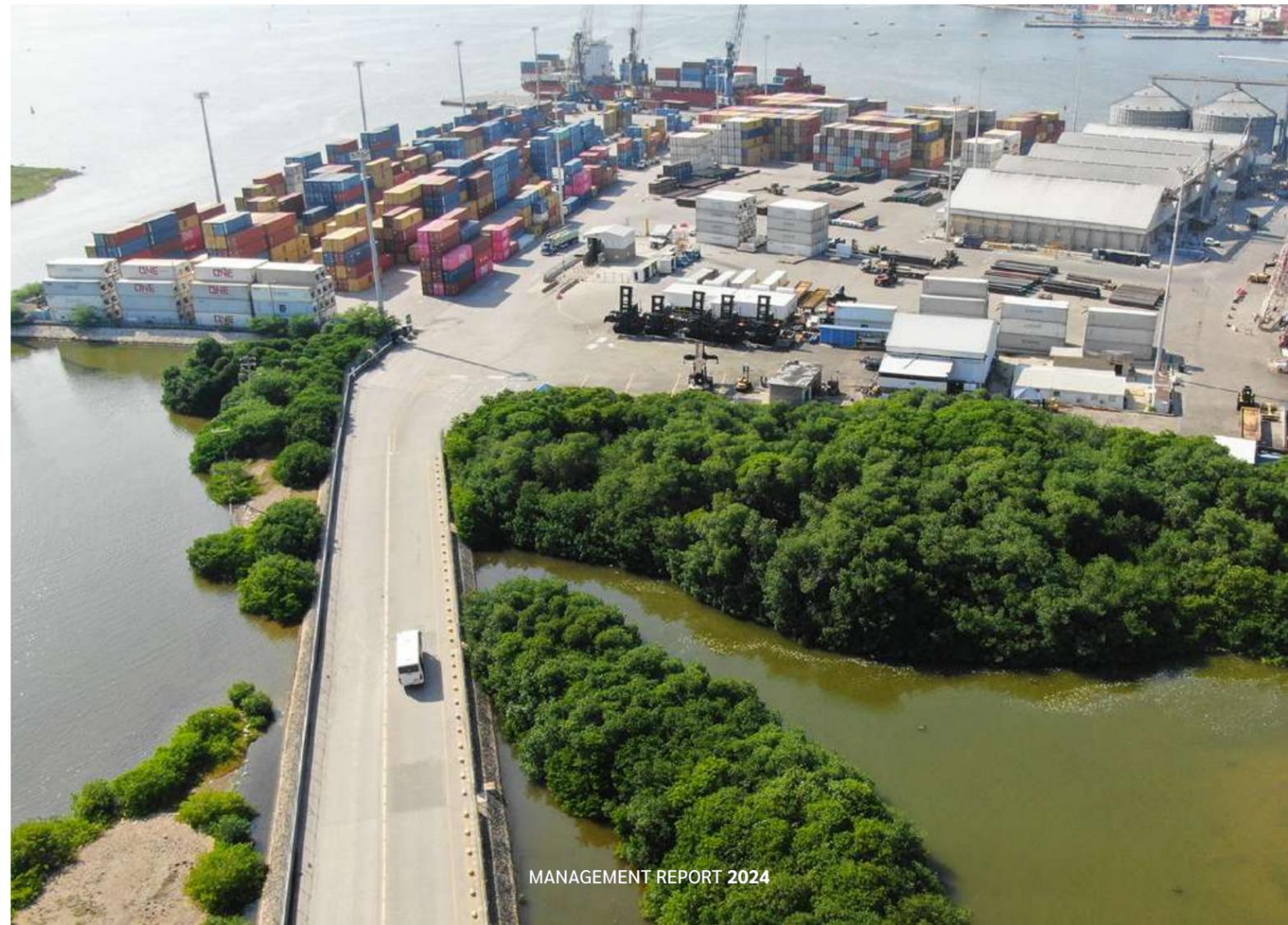
COMPAS decreased the volume of discharges by 42.59% compared to 2023, mostly originated by surface sources.

Graph 11: Wastewater Discharges by Type of Destination (Megaliters)



In all COMPAS S.A. facilities, internal and external wastewater has a proper management. All facilities have wastewater management systems. At the Cascajal and Cartagena sites, internal wastewater is disposed of at sea after treatment by septic systems. At the Aguadulce and Barranquilla headquarters, internal wastewater is managed by third-party companies authorized to handle it.

At the Barranquilla headquarters, the largest number of discharges is generated considering the type of receiving source. These discharges are the result of washing the coal transport vehicles, which results in the generation of industrial wastewater. To mitigate the environmental impact of this discharge, a treatment process is implemented in an accelerated sedimentation plant. Once treated, wastewater is disposed of in accordance with environmental standards and regulations, going to the Magdalena River.



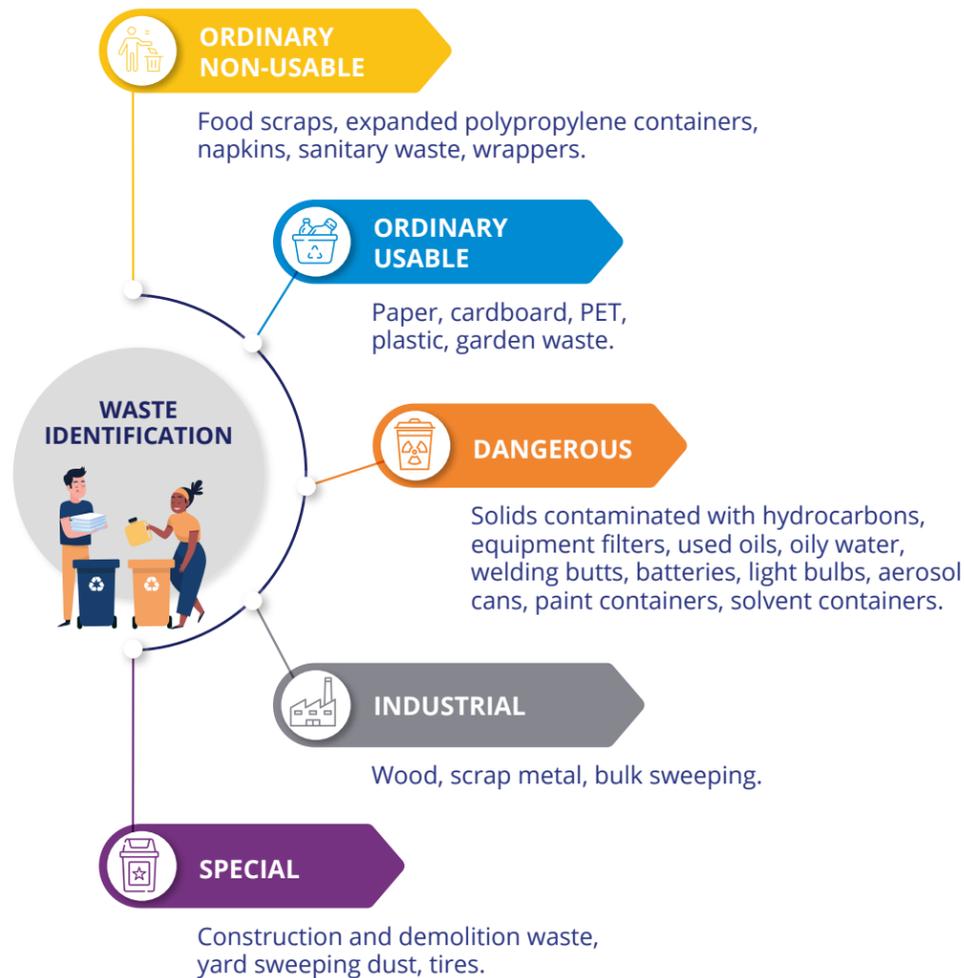
Circular Economy

Efficient Waste Management

(GRI 3-3, 306-1, 306-2)

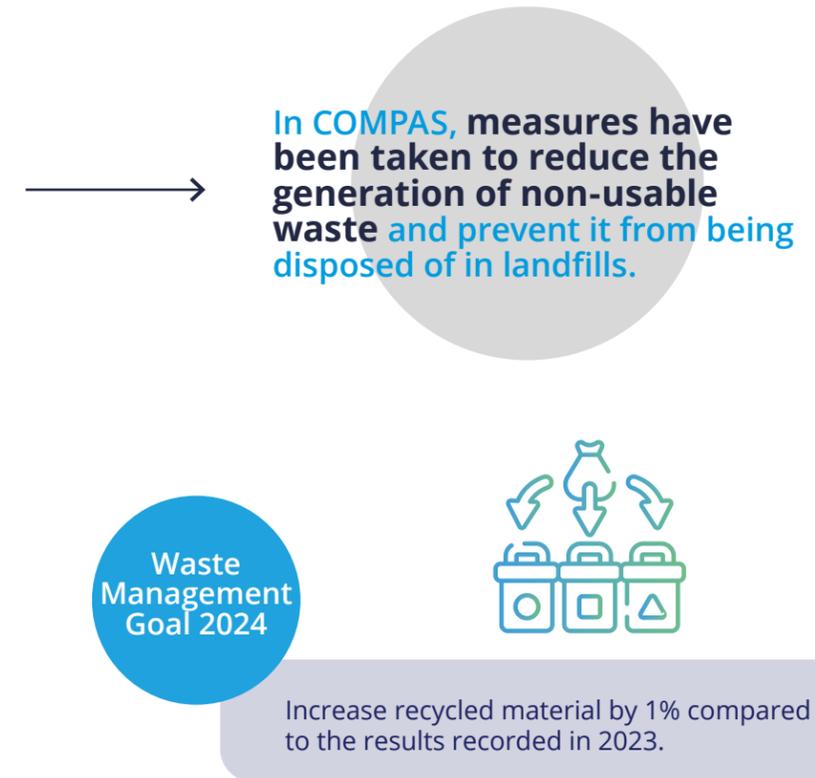
The inclusion of circular economy in waste management is essential to reduce environmental impact and promote sustainable development. In this sense, COMPAS is committed to implementing practices and strategies that promote the reduction, reuse and recycling of waste.

Figure 24: Type of Waste Generated at COMPAS



To efficiently manage this waste, COMPAS implements a comprehensive strategy that includes:

- Reduction of waste generation through campaigns for good use of resources, order and cleanliness.
- Training of personnel to ensure proper separation of waste.
- Use of coded bins for the separation of waste (green for organic, white for usable, black for non-usable, red for hazardous).
- Spaces established for the separation of large volume waste (collection central for scrap metal, wood, swept material, etc.)
- Delivery of hazardous and special waste to authorized freight/ transportation companies and managers.
- Marketing and delivery of non-hazardous usable waste at no cost to companies dedicated to the use of materials and non-profit entities.



Circularity Opportunities

COMPAS carries out the donation of waste from its bulk food operation to non-profit associations, with the aim of transforming these materials into compost and/or concentrate feed for animals. Since this waste cannot be reincorporated into COMPAS processes, its donation reduces the environmental impact associated with its final disposal while reducing costs.

In addition, the Company implements water recirculation processes in its runoff water treatment and coal humidifying plants, located at COMPAS Plaza Carbón in Barranquilla and in the Aguadulce coal patio. Thanks to these processes, the treated water can be reincorporated into the process, as it bears optimal physicochemical conditions.

(GRI 306-3)

Waste Management Indicators

Waste Generated (t):

In 2024, the company managed a total of 8,269 tons of waste, mostly classified as non-hazardous. Of this amount, 46.60% was used, strengthening its commitment to sustainability and the implementation of circular economy principles in its operations.

In Cartagena, the management of waste from general cargo operations that can fall into the category of usable, started to be kept. At the Aguadulce headquarters, other additional waste associated with the operation and construction work of the new runoff water treatment equipment from the coal patios were included in the management, impacting both the amount of waste used and the amount of waste eliminated.

Graph 12: Waste Generated (t)

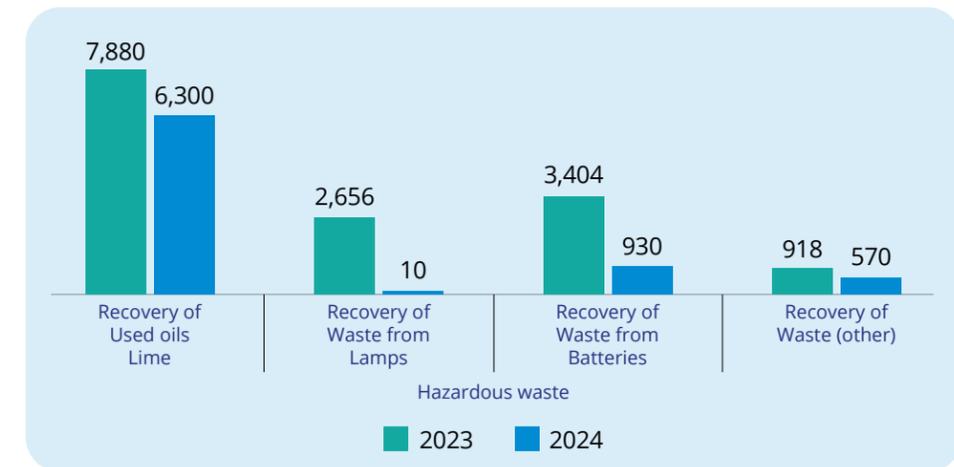


(GRI 306-4)

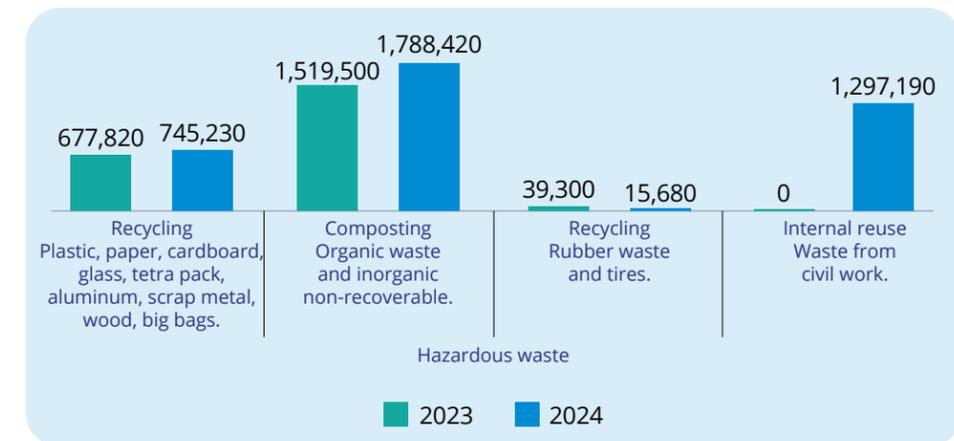
Waste Used (kg):

Among usable waste, the category that registered the highest generation this year was that of non-recoverable organic and inorganic waste, such as the bulk of waste from sweeping food remnants. This waste is donated to non-profit organizations in neighboring communities, who use it for composting and soil improvement, thus contributing to the reduction of environmental impact. Scrap metal was the second most generated usable waste.

Graph 13: Hazardous waste recovery (kg)



Graph 14: Use of Non-hazardous Waste (Kg)



Graph 15: Total Waste Used (kg)



(GRI 306-5)

Waste Destined for Disposal (kg)²:

In 2024, the largest generation of waste eliminated corresponded to the category of civil work. The latter, mainly due to the construction of the runoff water settling equipment at the Aguadulce terminal, which began in August 2023. This work generated a high volume of material from the excavation. In addition, during this period, the category of sludge and dust waste derived from the operation of coal at the Tolú and Aguadulce terminals was incorporated into the management scheme of COMPAS.

In terms of final waste disposal, the company managed 48,050 kg of hazardous waste and 4,367,720 kg of non-hazardous waste, representing an increase of 82.01% and 78.80%, respectively, compared to 2023. This data reflects the impact of operations on waste generation and the need to strengthen waste reduction and use/reuse strategies.

Figure 16: Hazardous Waste (kg) Destined for Disposal

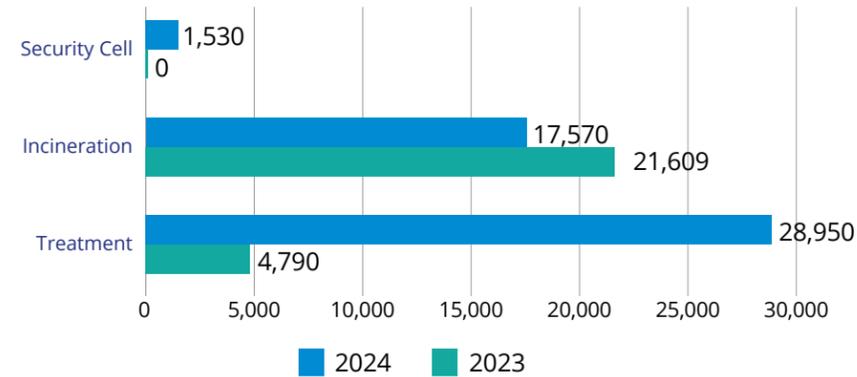
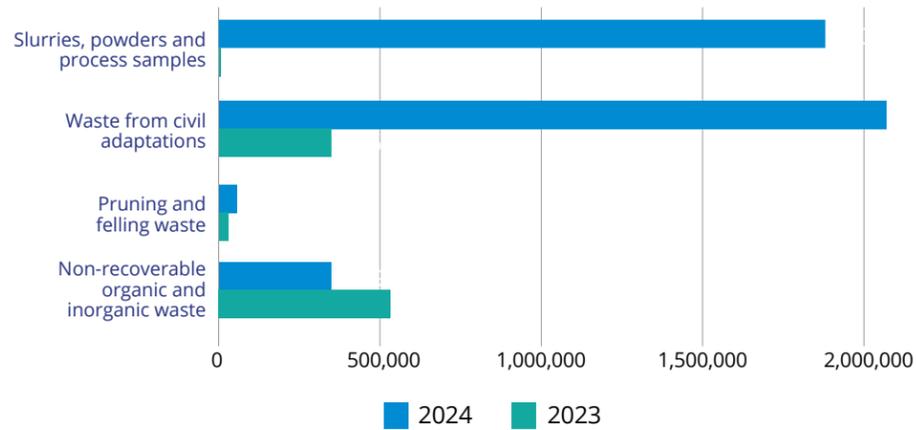


Figure 17: Non-hazardous Waste (kg) Destined for Disposal



² In 2024, the Company designated 48,050 kg of hazardous waste and 4,367,720 kg of non-hazardous waste for final disposal. This translates into an increase of 82.01% and 78.80% respectively, compared to 2023.



Climate Action

Carbon footprint / Climate change management

(GRI 3-3)

Climate change management is a priority for the Company, which is why it has implemented a carbon footprint calculation system to measure and reduce its greenhouse gas (GHG) emissions. This system focuses on CO₂, expressed in CO₂ equivalents, considering various emission sources.

The base year for measuring the carbon footprint is 2018, when the organization began measuring its emissions. While only scope 1 and 2 emissions were initially measured, in 2022 the scope was expanded to include scope 3 emissions as well.



COMPAS

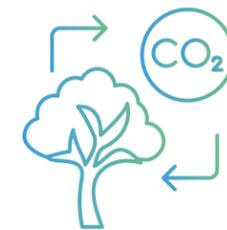


To calculate the carbon footprint, COMPAS uses emission factors established by the Mining-Energy Planning Unit (UPME) and the International Energy Agency (IEA). The calculation tool, developed by the consulting firm Reverdecer Ingenieros Consultores, is based on the Corporate Accounting and Reporting Standard of the "GHG Protocol" and uses GHG emission factors applicable in Colombia.

In this sense, the calculation of the organization's carbon footprint includes both direct and indirect emissions, which allows for a complete view of its environmental impact to be obtained. Among the emissions considered are:

- Direct emissions generated by fuel consumption and refrigerant gases
- Indirect emissions generated by the consumption of electricity, fuel consumption of the suppliers of the operations, paper consumption, domestic flights of the collaborators and use of cellular equipment.

Carbon footprint measurement and compensation objective 2024



Offset 50% of the carbon footprint measured in 2023.

(GRI 305-1)

Climate change management indicators

Direct Emissions (scope 1):

The emissions calculated for scope 1 originate primarily from the consumption of fossil fuels, which are used to operate cargo handling equipment in operations. Second, the main source of emissions is the use of refrigerant gases (R-410A and R-22) in the maintenance of refrigeration equipment, such as office air conditioners and cargo handling equipment. In 2024, direct emissions increased by 9.6% compared to the previous year. This increase is mainly due to the organization’s operational expansion, reflected in the incorporation of new in-house equipment and higher consumption of refrigerant gases.

Table 17: Direct Emissions (scope 1)

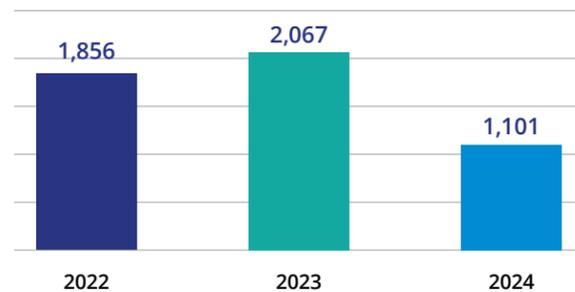
Source of Emissions	2022	2023	2024
Diesel (Gallons)	2.916,2	2.812,54	2.906,59
Gasoline (Gallons)	60,4	51,74	14,86
R-410A (Pounds)	151,2	157,91	269,08
R-22 (Pounds)	156,7	84,82	196,32
R-134A (Pounds)	0	0	17,78
Industrial gases (Nm3 and Kg)	--	--	1,11
Wastewater treatment (COD) m3	1,4	0	0
Total	3.285,7	3.107,01	3.405,74

(GRI 305-2)

Indirect Emissions (scope 2):

In 2024, there was a decrease in the calculation of the emission for acquired power, due to an adjustment made in the calculation tool. This adjustment consisted of updating the emission factor of the national energetic system, which allowed a more accurate estimate of emissions to be obtained.

Figure 18: Indirect Emissions tCO_{2e}



(GRI 305-3)

Other Indirect Emissions (scope 3):

Regarding Scope 3 emissions, the main source continues to be fuel consumption by contractor companies concerning the Cartagena, Aguadulce and Cascajal sites/facilities. During 2024, there was evidence of a decrease in the total volume of Scope 3 emissions, attributable to the reduction in the use of fuels by these companies

Table 18: Indirect Emissions (scope 3)

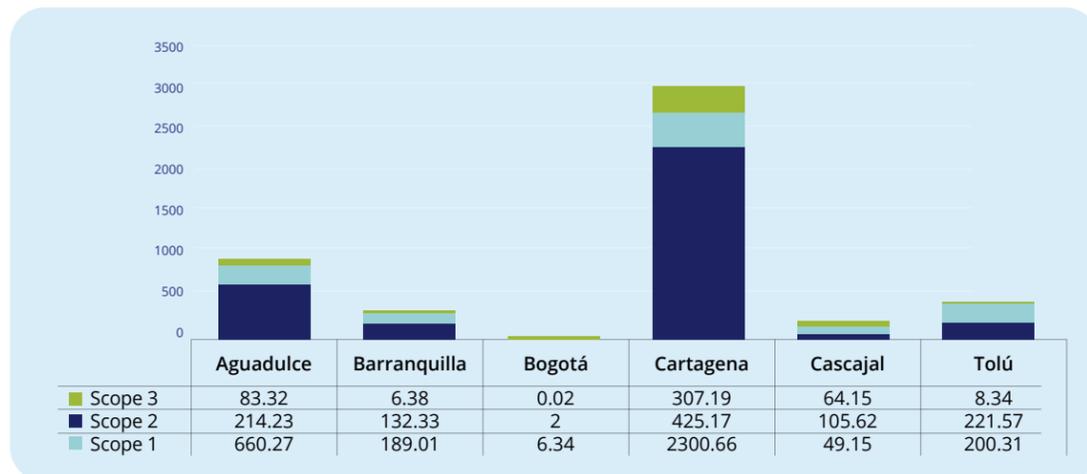
Source of Emissions	2023	2024
Fuel consumption	710,95	373,51
Paper consumption	0.57	0,28
Use of cell phones	1.58	0,04
Domestic flights carried out by officials /staff	180.76	95,56
Total	893,86	469,39

(GRI 305-4)

Emissions by Site:

The breakdown of the emission calculated at the Company's sites/facilities reveals that the Cartagena facilities are the ones that presents the greatest contribution, with a significant generation of scope 1 and scope 2 emissions. In fact, the COMPAS Cartagena terminal generated 61% of the Company's total emissions in 2024. This high contribution is mainly due to the large amount of equipment available at headquarters for cargo handling, especially containers, which implies an intensive consumption of fossil fuels.

Figure 19: Emissions by Site tCO₂e



Secondly, the Aguadulce headquarters also registers a notable generation of emissions, mainly attributable to the fuel consumption of its own equipment for handling cargo, which directly impacts scope 1 emissions.

On the other hand, the operational site with the lowest emissions is Cascajal, whose operation depends largely on electrical power consumption. Finally, the Bogotá site has the lowest emissions overall, since it is an administrative type of facility with a relatively low carbon footprint.

Carbon Footprint Offsetting:

In 2024, the Company measured its carbon footprint for 2023, which yielded a total of 6,068 tons of equivalent CO₂. Thanks to the collaboration with CO₂ Cero, COMPAS managed to offset 60% of this footprint, or 3,641 tons of equivalent CO₂, through the acquisition of carbon credits. This compensation was carried out within the framework of the project "Planet agradecido con el Resguardo Indígena CMARI ", which includes initiatives to reduce emissions due to deforestation and forest degradation (REDD+).



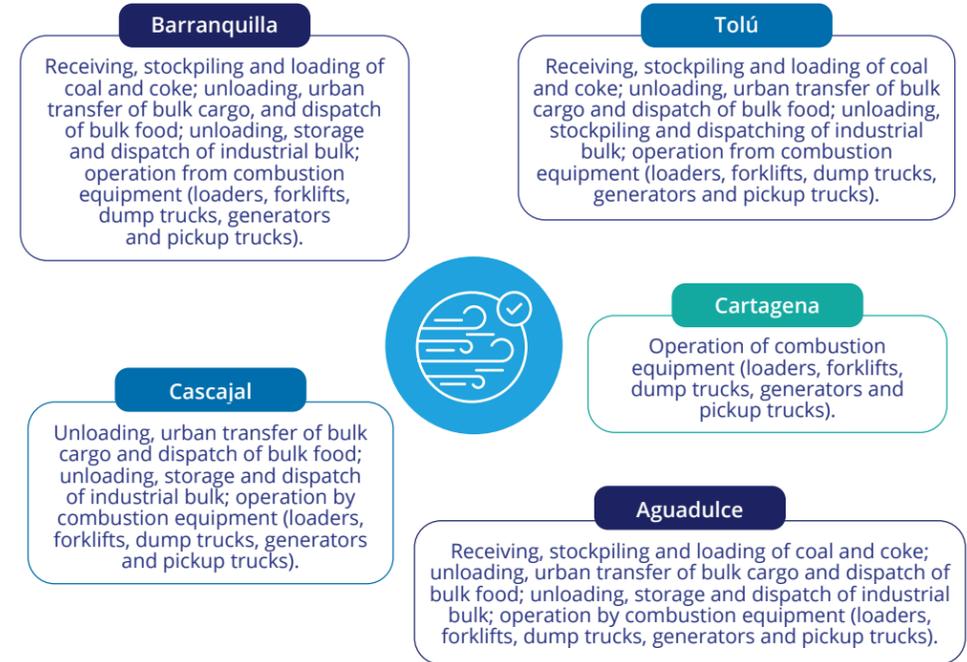
Air Quality

The Company follows the methodologies established in the Protocol for the Monitoring and Follow-up of Air Quality of the Ministry of Environment and Sustainable Development of Colombia (MADS) and validated by the Institute of Hydrology, Meteorology and Environmental Studies (IDEAM) to measure air quality. The environmental laboratories in charge of this task have accredited equipment and procedures, and carry out the measurements using automatic or semi-automatic equipment in the field, with trained personnel.

COMPAS' main objective in terms of air quality measurement and control is to comply with the monitoring campaigns established in the environmental instruments and to comply with the air quality standards at the monitored points. The purpose here is to mitigate the risks associated with the generation of emissions by the Organization's operations.

To assess the monitoring results, the Company relies on the comparison standards established in Resolution 2254 of 2017 issued by the Ministry of Environment and Sustainable Development, which sets forth the maximum permissible air quality standards.

Sources that Affect Air Quality

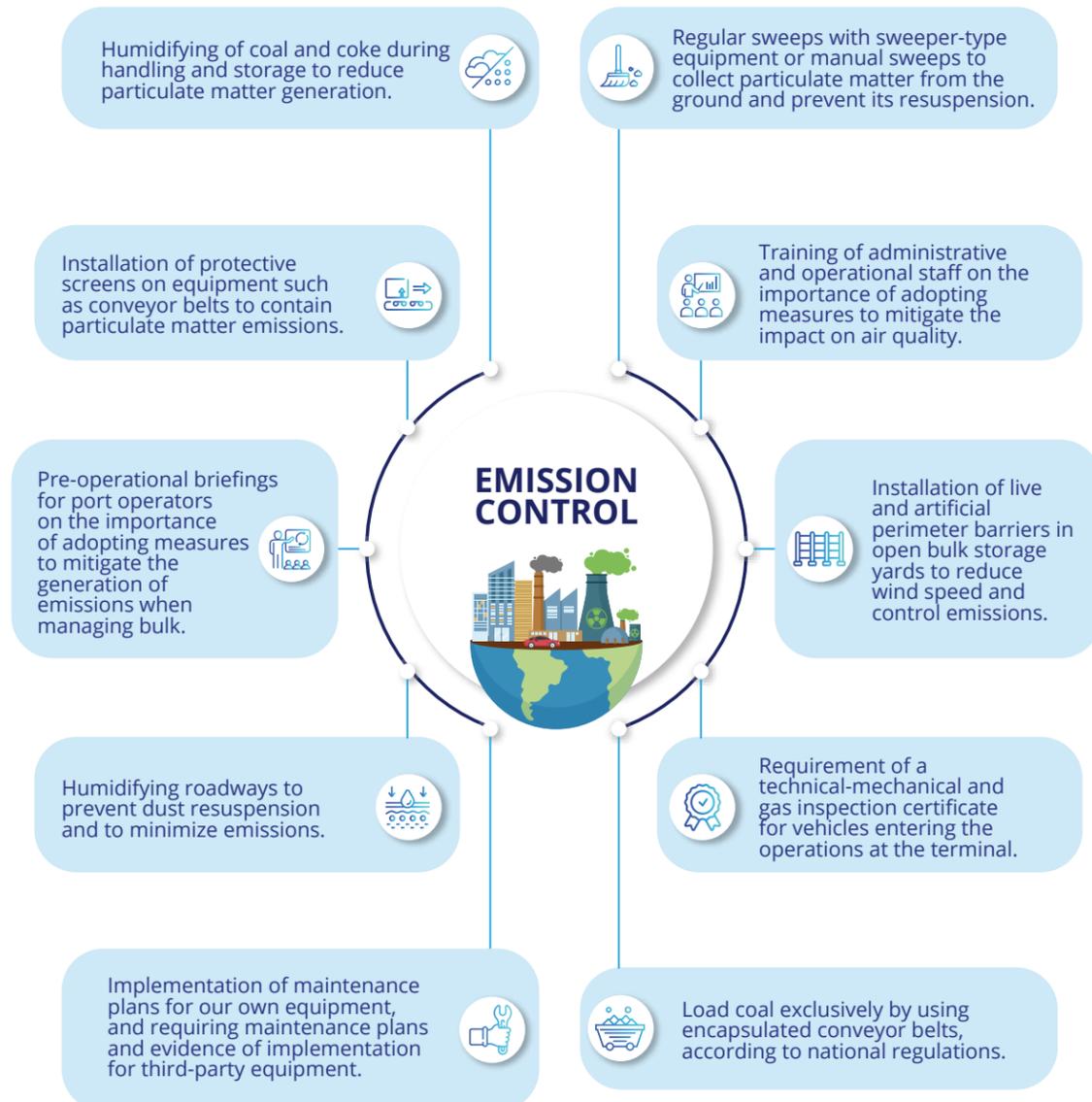


Actions for Monitoring Air Quality

To monitor air quality, COMPAS carried out monitoring studies using “criterion” parameters, including the concentration of sulfur oxides, nitrogen oxides, tropospheric ozone, carbon monoxide, 10-micron particulate matter and 2.5-micron particulate matter.

In order to control emissions and improve measurements at the control points, various measures were implemented to mitigate emissions from the operation, including:

Figure 25: Emission Control



(GRI 305-7)

Air Quality Indicators by Site

In all terminals and monitoring points, there was compliance with the maximum permissible concentration of parameters described and set forth in Resolution 2254 of 2017.

Table 19: Barranquilla Air Quality Parameters (µg/m3)

Emission	Point 1	Punto 2	Punto 3	Punto 4
CO	1.910,33	1.909,11	1.910,16	1.319,87
O3	25,88	25,64	26,41	26,06
NO2	36,13	34,23	32,33	34,22
SO2	32,38	33,14	30,81	32,26
Particulate matter (PM _{2,5})	8,42	8,17	8,51	8,52
Particulate matter (PM ₁₀)	42,29	43,34	46,55	39,17

Table 20: Cartagena Air Quality Parameters (µg/m3)

Emission	Point 1	Punto 2	Punto 3
CO	2.175,49	1.962,36	1.326,93
NO2	17,02	19,31	13,38
SO2	34,20	33,44	32,38
Particulate matter (PM ₁₀)	45,06	46,30	46,85

Table 21: Tolú Air Quality Parameters (µg/m3)

Emission	Point 1	Punto 2	Punto 3
NO2	Point	20,33	23,86
SO2	Point	22,53	23,88
PM _{2,5}	6,63	6,20	6,6
Particulate matter (PM ₁₀)	32,19	34,83	31,21

Table 22: Cascajal Air Quality Parameters (µg/m3)

Emission	Point 1	Punto 2	Punto 3
CO	1.904,52	1.694,47	1.730,42
NO2	15,34	16,97	14,06
SO2	29,55	21,35	27,26
Particulate matter (PM ₁₀)	18,33	32,42	25,50

Table 23: Aguadulce Air Quality Parameters (µg/m3)

Emission	Point 1	Punto 2	Punto 3	Punto 4	Punto 5	Punto 6	Punto 7	Punto 8
NO2	9,5	6,01	10,99	5,81	4,78	4,10	6,09	7,33
Particulate matter (PM ₁₀)	19,41	13,73	14,25	14,25	12,98	12,06	13,22	17,15

Sustainable port infrastructure

(GRI 3-3)

For COMPAS, sustainable port infrastructure is defined as the harmonious integration of the port with the city, recognizing that the company plays a fundamental role in the development of the region and the surrounding communities. In this way, COMPAS considers that port terminals can be designed to offer a vital, attractive and healthy environment that ensures the sustainability of resources and responds to market demands.

Challenges and outlooks for 2025:

Environmental Component	Challenges 2025
Energy Efficiency	Generation of clean energy in one of the port terminals of COMPAS.
Water Management	Improve runoff water recirculation levels from existing projects in Barranquilla and Aguadulce.
Waste Management	Obtain ICONTEC's zero waste certification.
Carbon Footprint	Offset at least 50% of the footprint measured in 2024.
Air Quality	Comply with national air quality regulations, namely Resolution 2254 of 2017.
Climate Change Management	Develop a schedule with actions at a national level in favor of the development of activities identified in the climate vulnerability index documents and adaptation measures of the Tolú, Cascajal, Barranquilla, and Cartagena terminals
Other	Carry out beach cleanup activities and discretionary tree planting, in each of the cities where COMPAS port facilities are located.





Governance Performance

- Good corporate governance
- Ethics, Integrity & Compliance
- Risk Management



Good Corporate Governance

Contribution to the SDGs



Corporate Governance

(GRI 3-3, 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-27)

Figure 26: Corporate Governance Structure



General Shareholders' Meeting

The General Shareholders' Assembly is the Company's highest governing body, composed of COMPAS shareholders. Currently, the company has five shareholders, two of whom are majority stakeholders.

- West Street Infrastructure Partners (WSIP) Port Holdings II Ltd.: Investment fund managed by Goldman Sachs' Business Banking division.
- Southern Ports Holdings S. de R. L.: a company formed by the Echavarría Obregón family and the Ership Group of Spain.

Both majority shareholders each hold an ownership stake of approximately 50% in the Company's shareholding structure. The General Shareholders' Assembly is responsible for making fundamental strategic decisions that guide COMPAS's development, ensuring the achievement of its objectives and long-term sustainability.

Board of directors

The COMPAS Board of Directors is comprised of six main members, each accompanied by their respective alternates. All board members have the right to speak and vote, except for the independent director, who holds voice but no voting rights. The General Shareholders' Assembly is responsible for appointing the members of the Board.

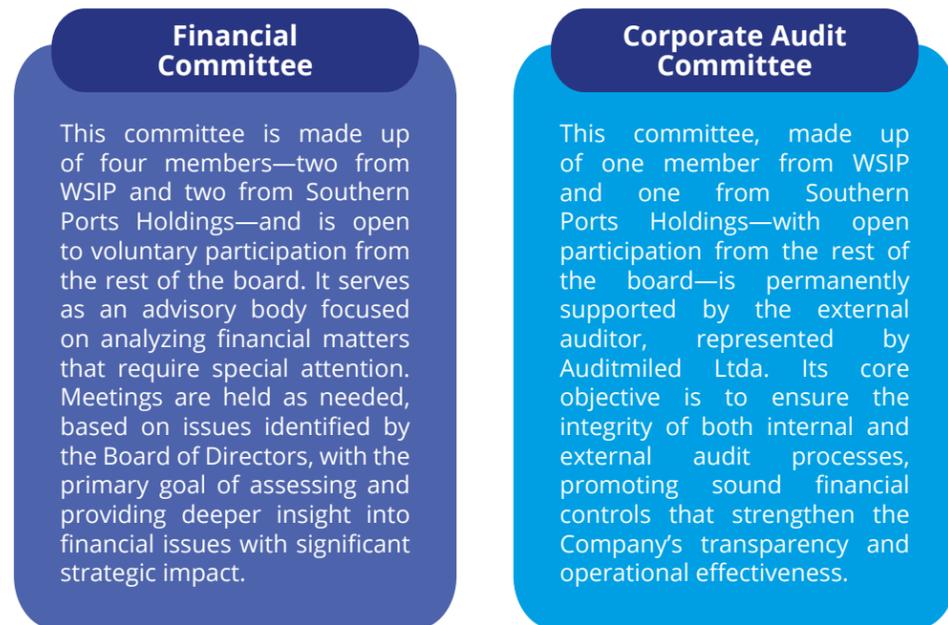
The members of the Board of Directors are elected for a two-year term and may be reelected indefinitely, except in cases of death, resignation, or removal. The Chair of the Board is selected from among the main members and serves a three-year term, also with the possibility of indefinite reelection. The Chair is responsible for convening meetings, setting the agenda, presiding over sessions, and making decisions regarding the logistical and formal aspects of the Board's operations.

Board meetings are held at least four times a year, and can be held in person or virtually.

Board Committees

The Board of Directors exercises its authority to establish specialized committees with the aim of strengthening the fulfillment of its responsibilities and ensuring effective decision-making processes in strategic areas. In 2024, these support bodies were structured as operational committees, playing a key role in the development and oversight of the Company's priorities.

Figure 27: Board Committees

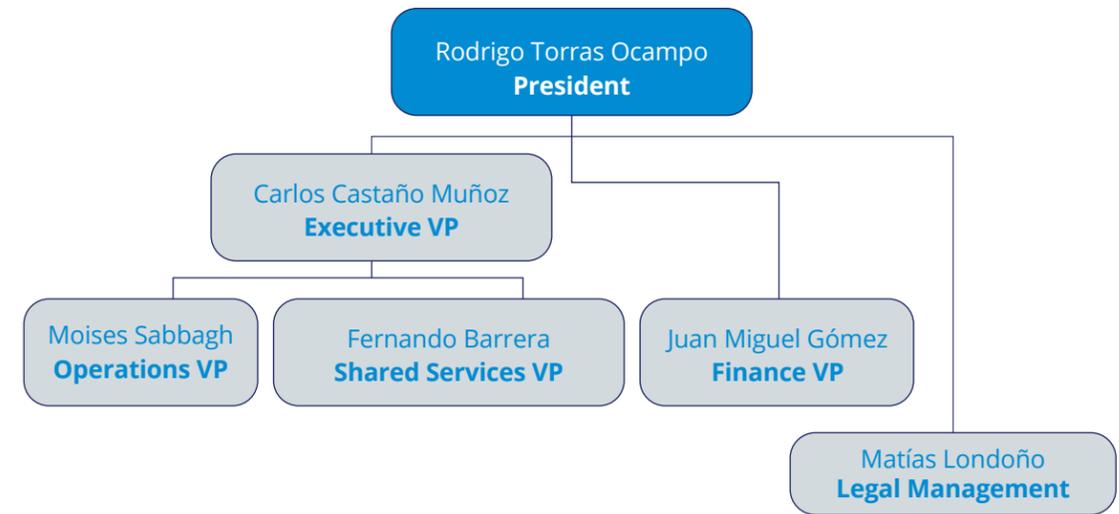


Executive Committee

As part of its duties, the Board of Directors delegates to the Chair and the Executive Committee the strategic responsibility of designing and implementing key projects to advance COMPAS's corporate goals, ensuring alignment with the values set by the governing body. This delegation includes oversight of critical environmental, economic, and social matters, with the aim of incorporating a comprehensive approach into decision-making.

The Executive Committee is also tasked with identifying, assessing, monitoring, and managing the impacts, risks, and opportunities related to the Company's economic, social, and environmental dimensions. The committee is comprised of the Chair, the Vice Presidents, and the Legal Department, who work closely to ensure consistency in strategic management and to promote ongoing alignment with COMPAS's long-term objectives.

Figure 28: Executive Committee



The Executive Committee serves as a direct reporting channel to the Board of Directors on matters within its scope, which include key areas such as environmental sustainability, social engagement, legal affairs, and economic management. This Management Report is prepared under its supervision and jointly validated with the Office of the Chair, ensuring alignment with COMPAS's strategic priorities and institutional goals.

The Vice Presidents are responsible for submitting quarterly reports to the Board of Directors, focusing on factors that directly influence the achievement of corporate objectives. These reports provide a comprehensive analysis of economic indicators, environmental programs, and human capital management strategies, and are reviewed during the Board's regular meetings.

Responsibility for due diligence and impact management lies with Senior Management and the designated teams, according to the following division of responsibilities:

- The Risk and Internal Control Office oversees matters related to compliance and corporate risk. In 2024, this role was delegated to AUDILIMITED CONTADORES PÚBLICOS S.A.S.
- Environmental and social risks are managed by the relevant departments—specifically, the HSSE Office and the Office of Communications and Sustainability.
- Impacts related to human capital and suppliers are managed by the Vice Presidency of Shared Services.

Ethics, Integrity & Compliance

Ethical Management Approach

(GRI 3-3, 2-15, 2-16, 2-23, 2-26)

Strategic guidance

COMPAS is founded on a core principle: building and strengthening an organizational culture rooted in ethics, transparency, and integrity. These values guide every decision and activity across the Company. The development of strategic objectives, the execution of actions to achieve them, and the definition of performance indicators are all grounded in this commitment. Upholding these principles is a shared responsibility across the organization—every COMPAS team member is expected to act in alignment with the Company’s core values at all times.

The [COMPAS Code of Ethics and Conduct](#) serves as the guiding framework for ethical and transparent behavior within the organization. It not only outlines internal standards of conduct but also actively promotes the corporate values that strengthen trust and meaningful relationships with all stakeholders. By adopting this Code, COMPAS reaffirms its commitment to the highest standards of ethical behavior, helping to build a strong and consistent reputation in both the business and social spheres.



Corporate Values

Figure 29: COMPAS Corporate Values

01 INTEGRITY

We are honest people governed by ethics and corporate values. We strictly comply with the law and regulations as well as our commitments at all times. Our behavior is consistent between what we believe, proclaim, and what we do.



03 TEAMWORK

We operate as a well-coordinated organization, built on trust and collaboration, working together in a harmonious environment to achieve our organizational goals.



05 INNOVATION

We are constantly exploring new and creative ways to add value by developing differentiating factors that position us as a recognized leader in the industry.



02 RESPECT

We engage with others respectfully, honoring our commitments and fostering inclusive environments that support both individual and collective growth. This approach helps ensure positive, collaborative relationships with all our stakeholders.

04 QUALITY

We rely on safe, reliable, and standardized processes—driven by motivated and capable individuals—to deliver high-quality services that meet the expectations of our stakeholders.

06 AGILITY

We act with agility through flexible, standardized processes and communication systems, ensuring timely responses to the needs and expectations of our stakeholders.

To strengthen its corporate culture and ensure ethical and transparent management, COMPAS has established a set of tools to guide its corporate governance practices. These include:

- COMPAS Integrated Policy
- Ethics Management Procedure
- Compliance Manual with Anti-Fraud and Anti-Corruption Guidelines
- [Supplier Code of Conduct](#)
- [Good Governance Code](#)

These guidelines apply to all subsidiaries, suppliers, strategic partners, clients, surrounding communities, and shareholders, fostering relationships built on trust and integrity in every interaction.

In 2024, COMPAS set two strategic goals aimed at strengthening its culture of ethical compliance and transparency across all operations:



In line with these goals, COMPAS launched a series of initiatives aimed at strengthening its organizational culture and ensuring adherence to its corporate principles. The following highlights summarize key actions taken in 2024 to advance ethical management:



COMPAS remains firmly committed to ethics and transparency as a strategic priority. While certain commitments could not be fulfilled in 2024 due to administrative circumstances, the Company has developed an action plan to ensure their implementation in 2025. Updating and promoting the Code of Ethics and Conduct will be crucial to this effort, ensuring it remains aligned with corporate principles and leading practices in business ethics.

2023 challenges	Progress Status
Updating the Code of Ethics and Conduct	The update was not completed in 2024 due to administrative issues. In 2025, COMPAS will undertake a comprehensive review of the Code and incorporate new guidelines aligned with the Company's organizational strategy.
Presentation and dissemination of the code	Since the Code was not updated, its dissemination was postponed. Once the revised version is finalized, a communication and training plan will be implemented to ensure its adoption across the organization.
Promotion of reporting channels	Communication efforts around reporting channels were reinforced to build trust in these mechanisms and encourage their responsible use.

Management mechanisms:

Internal Policies and Procedures:

Any employee with questions about how to interpret or apply the provisions of the Code of Ethics and Conduct may raise their concerns through the following channels:

- Any department manager or vice president
- Members of the Organization's Ethics Committee

Additionally, the Ethics Hotline is available for reporting situations that may conflict with corporate values. This confidential channel is designed to provide guidance and ensure each case is handled appropriately.

Service channels:



Ethics hotline

Any employee, supplier, client, strategic partner, community member, or member of the general public may, in good faith, report or inquire about a potential violation through the following channels:

- Email**  lineaetica@compas.com.co
- Website**  <https://www.compas.com.co/es/Nosotros/etica-y-valores>
- Intranet**  **Ethics Hotline** (For employees only)

COMPAS promotes a culture of integrity and compliance, ensuring a safe environment where no form of retaliation is tolerated against those who, in good faith and with honesty, raise concerns or report potential violations. The Company is also committed to investigating every report and taking the necessary corrective actions to address the issue and strengthen organizational transparency.

External Policies and Procedures:

COMPAS has established dedicated channels for inquiries, support, and reporting to address the ethical concerns of its stakeholders, providing secure and reliable mechanisms for reporting any potential violations. The Company actively promotes awareness of these channels through targeted outreach to employees, suppliers, clients, strategic partners, and local communities—reinforcing its ongoing commitment to ethics and transparency.

Ethics Committee:

The Ethics Committee is responsible for ensuring compliance with the principles outlined in the Code of Ethics and Conduct, as well as managing reports related to the ethical behavior of employees and other stakeholders. As part of its duties, the Committee must ensure that all reports are thoroughly investigated and that appropriate corrective actions are taken based on the findings.

Figure 30: Ethical Complaint Investigation Process



In 2024, COMPAS handled eight ethics-related reports, conducting investigations and deliberations through the Ethics Committee. The Committee also reviewed conflict of interest disclosures and monitored the resolution of reported cases during its regular meetings.

These efforts underscore the Company's commitment to transparency, integrity, and adherence to its ethical principles.

2025 challenges and outlooks:

Challenge	Description of the challenge
Stakeholder integration	Incorporate stakeholder feedback into the update of the Code of Ethics and Conduct to further strengthen the principles of ethics and transparency across the organization.
Procedure Evaluation	Assess and strengthen the Ethics Management Procedure to ensure its effectiveness and alignment with leading corporate best practices.

Risk Management

(GRI 3-3, 205-1, 205-2, 205-3)

Strategic guidance

The proactive management of risks inherent to COMPAS's operations is a permanent commitment shared by senior leadership and all employees across the organization. This approach enables the timely identification and mitigation of potential negative impacts, strengthens strategic decision-making, and supports the achievement of corporate objectives and commitments made to shareholders, clients, and other stakeholders. It also enhances the Company's organizational resilience in the face of social, environmental, and economic challenges.

With a preventive and comprehensive approach, risk management is implemented across all levels of the Company. Its structure is based on the ISO 31000¹ standard and the principles of the COSO ERM² international framework, ensuring ongoing monitoring of potential or actual events that could compromise the achievement of institutional objectives.



Overall coordination of this function falls under the Risk, Internal Control, and Compliance Office. However, its effectiveness relies on close collaboration across all responsible areas, each of which manages its own risks in alignment with the Company's established corporate guidelines.

In line with the risk and crisis management objectives defined by COMPAS for 2024—promoting a culture of compliance, strengthening the detection of technology-related risks, and evaluating operational controls—significant progress was made in reinforcing the risk management system. During this period, risk matrices were updated, and the effectiveness of controls implemented in strategic processes was assessed. These evaluations helped identify critical areas for improvement and led to the application of corrective measures, enhancing the organization's ability to mitigate risks and ensure operational continuity.

Anti-corruption risks and procedures

COMPAS's commitment to preventing risks related to corruption and money laundering remains a cornerstone of its corporate governance and sustainability strategy. In 2024, the Company continued to strengthen its internal controls by implementing rigorous practices designed to ensure transparency and integrity across all operations.

Over the course of the year, a total of 8,289 transactions were thoroughly reviewed, of which 1,480—representing 17.9%—underwent targeted evaluation using Anti-Money Laundering, Counter-Terrorism Financing, and Illicit Enrichment risk prevention frameworks. This volume reflects a 43.4% increase compared to 2023, highlighting enhanced technological capabilities for screening against restricted lists and continuous transaction monitoring. As a result, no cases of corruption were identified, demonstrating the effectiveness of the measures implemented.

¹ International Organization for Standardization - Risk Management (Organización Internacional de Normalización - Gestión de Riesgos).

² Committee of Sponsoring Organizations of the Treadway Commission - Enterprise Risk Management (Comité de Organizaciones Patrocinadoras de la Comisión Treadway - Gestión de Riesgos Empresariales).

Monitoring 2023 challenges

- **COSO ESG Assessment and Business Continuity Plan:** The implementation of these initiatives was postponed due to internal adjustments in the organizational structure. Their execution has been rescheduled for 2025 to ensure effective implementation aligned with the Company's new leadership structure.
- **Gap Closure – Transparencia por Colombia:** The improvement plan aimed at addressing the gaps identified by Transparencia por Colombia has reached 90% completion, reflecting substantial progress in transparency and the strengthening of corporate governance.



2024 Highlights:

- **Third-Party Validation:** In 2024, more than 7,000 Know Your Customer (KYC) processes were conducted, enabling thorough validation of business relationships and ensuring compliance with international regulations on anti-money laundering and counter-terrorism financing.
- **Technology and IT Risk Matrix:** A comprehensive assessment of IT-related risks was conducted, identifying the most significant threats and establishing the necessary controls and mitigation plans to ensure operational continuity and security.
- **Comprehensive Port Assessments:** Thorough reviews were conducted at port facilities to identify areas for improvement in operational processes. These assessments contribute to enhancing efficiency and safety in logistics operations, aligning with quality and sustainability standards.
- **Compliance Training:** In line with COMPAS's commitment to regulatory compliance, 94% of the Company's workforce received Compliance training, ensuring alignment with internal policies and applicable legal standards across all levels of the organization.

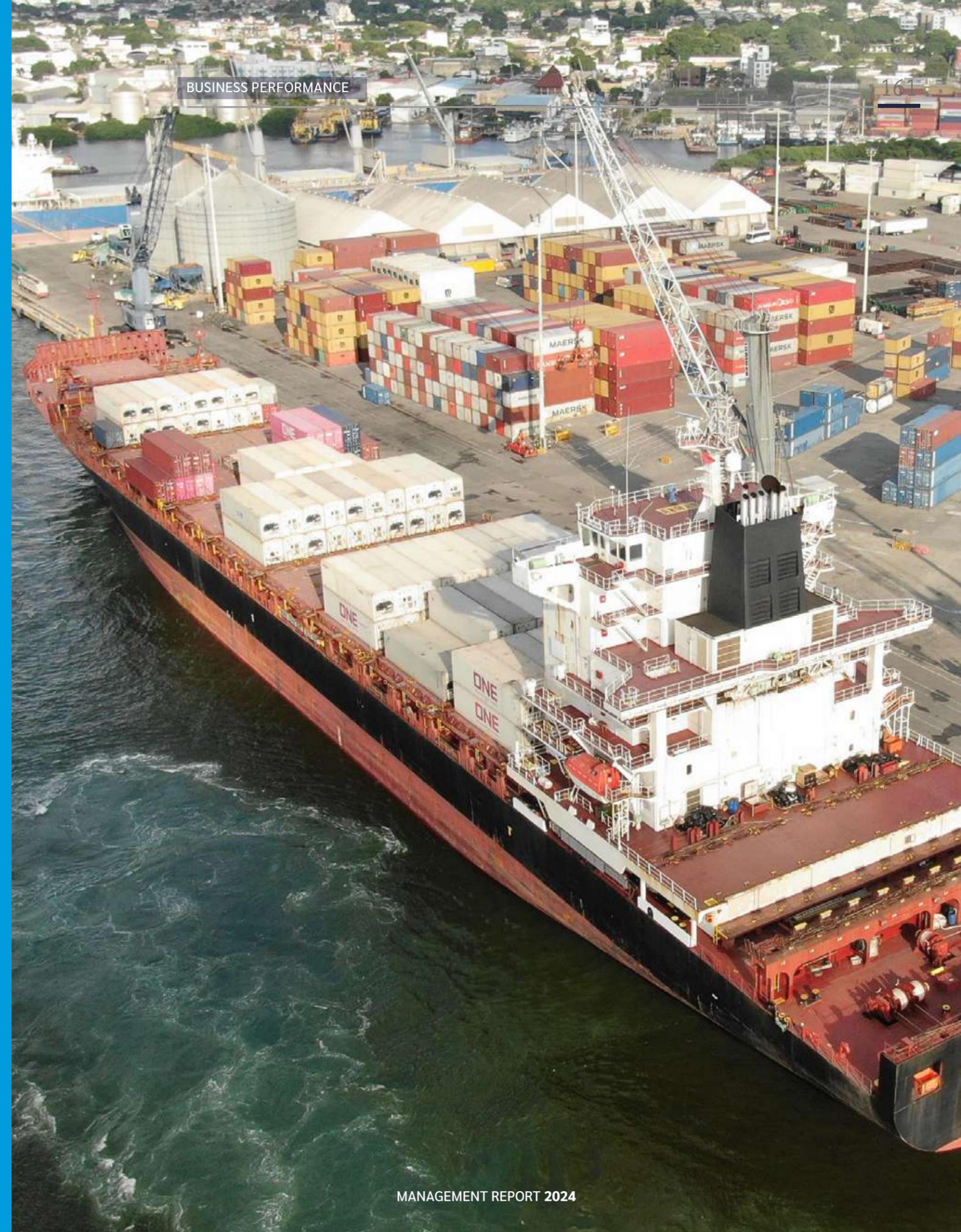
2025 challenges and outlooks:

Challenge	Description of the challenge
COSO ESG Diagnosis	Conduct an evaluation of the internal control system using the COSO framework to identify strengths and areas for improvement, with the goal of optimizing risk management and ensuring compliance with regulatory and legal requirements.
Business Continuity Plan	Design and implement a comprehensive business continuity plan aimed at ensuring the Company's ability to respond to and recover from disruptive events that could impact operations.
Strategic risk management	Develop a new cycle for identifying and analyzing strategic risks to anticipate critical scenarios and strengthen corporate-level decision-making.
Strengthening compliance policies	Establish a robust compliance framework with a strong focus on risks related to SARLAFT, transnational bribery, and anti-corruption practices, taking into account the Company's exposure to international trade, customs regulations, and maritime security.

04

Business Performance

- Operational Excellence
- Customer satisfaction
- Safety and Operational Protection
- Innovation and Technology
- Responsible Supply Chain
- Business Prosperity



Operational Excellence

Contribution to the SDGs

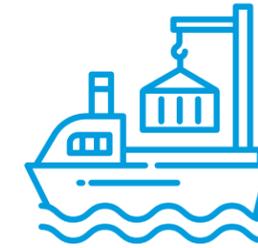


Operational Performance

(GRI 3-3)

Strategic Guidance

At COMPAS, operational excellence is more than just an efficiency goal—it is a core principle that drives the Company's long-term strategy for sustainability, competitiveness, and resilience. As a multi-purpose port network with a strategic presence on Colombia's Atlantic and Pacific coasts, COMPAS is committed to running operations that are not only effective, safe, and profitable, but also socially and environmentally responsible within the communities and ecosystems where it operates.



The Company's approach to operational excellence is designed to ensure continuous improvement in its processes, resilient infrastructure, efficient logistics, and safe operations—all aimed at creating shared value for its stakeholders. This approach goes beyond financial performance; it also encompasses strengthening relationships with local communities, respecting natural resources, and adhering to the highest international sustainability standards.

Sustainability is therefore a cross-cutting pillar of COMPAS's operational excellence strategy. Every infrastructure investment, every adjustment to logistics flows, and every technological upgrade is evaluated through an impact-driven lens. At COMPAS, there is a clear understanding that a truly competitive business model must be environmentally sustainable, socially inclusive, and economically sound.

Monitoring 2023 challenges

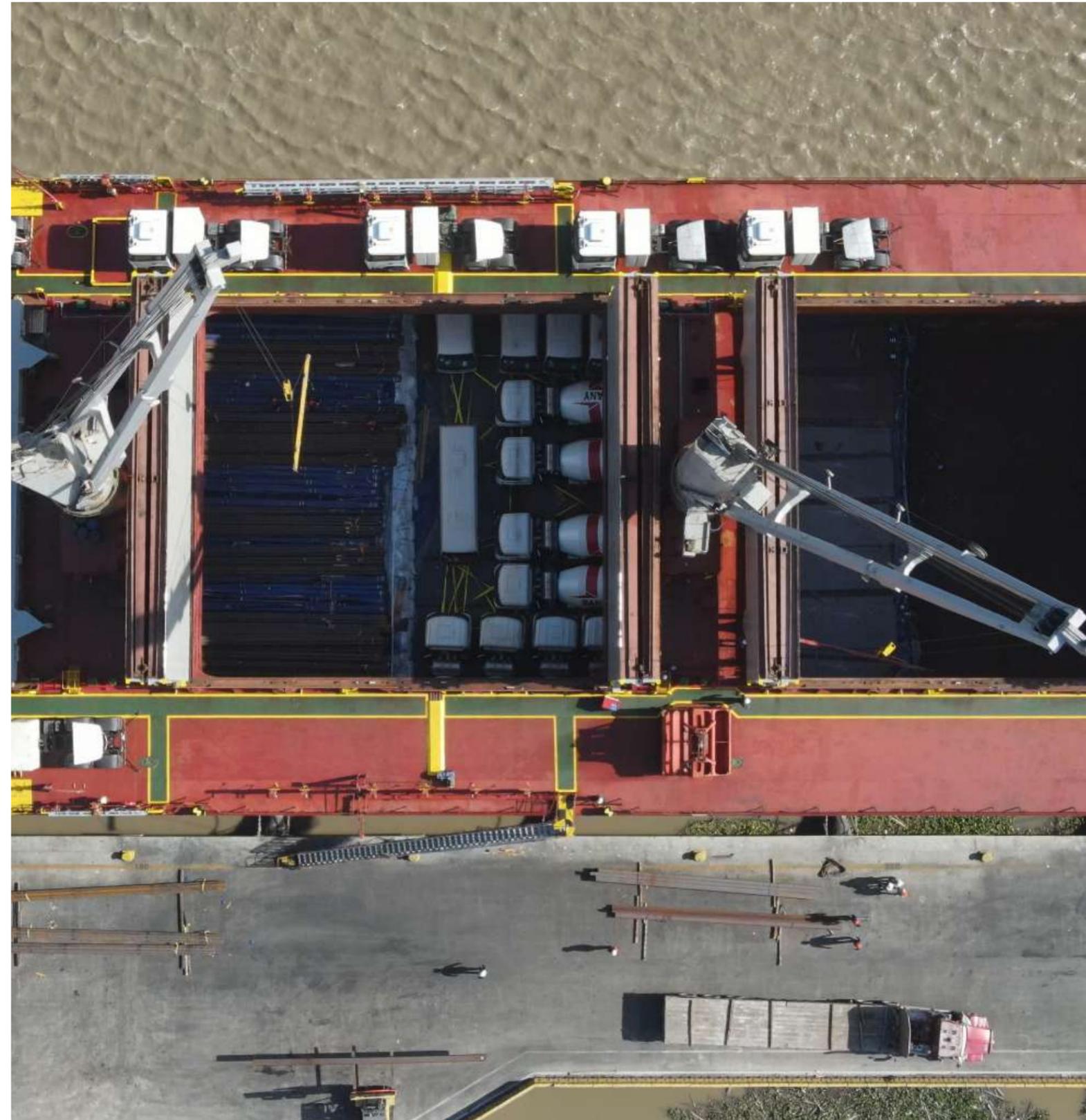
- 2023 Challenge: Complete the merger between COMPAS and CCTO:** On December 13, 2024, COMPAS finalized its merger with port operator Cartagena Container Terminal Operator (CCTO), successfully integrating both organizational structures under a unified strategic vision. This integration—operationally implemented throughout 2024—marked a key milestone for the Company, strengthening its presence and operations at the Port of Cartagena.
- 2023 Challenge: Increase cargo volumes at COMPAS terminals by delivering timely responses and creating value for clients and strategic partners.** COMPAS achieved a 3% increase in cargo volume, driven by strategies focused on customer satisfaction and operational efficiency. The Company strengthened relationships with clients and strategic partners by offering customized logistics solutions and improving response times.

2024 Highlights

- Operational safety:**
 Ongoing safety training programs were implemented for operational personnel, resulting in a reduction in workplace incidents and improved safety performance across all terminals. In addition, advanced technologies were adopted to monitor and control operations in real time.
- Operational efficiency:**
 The digitalization of operational processes improved efficiency and reduced turnaround times. Integrated management systems were implemented to support the planning and execution of operations, optimizing resource use and enhancing overall productivity.
- Logistics and efficiency:**
 Partnerships with key players in the logistics chain were strengthened, improving coordination and efficiency in cargo handling. The implementation of advanced technological solutions enabled more effective port logistics management, resulting in reduced costs and shorter transit times.

2025 challenges and outlooks:

Challenge	Description of the challenge
Port logistics expansion	Position Cartagena as a competitive logistics hub, specialized in value-added operations related to containerized cargo.
Advanced technology integration	Continue adopting emerging technologies—such as artificial intelligence and data analytics—to optimize port operations.





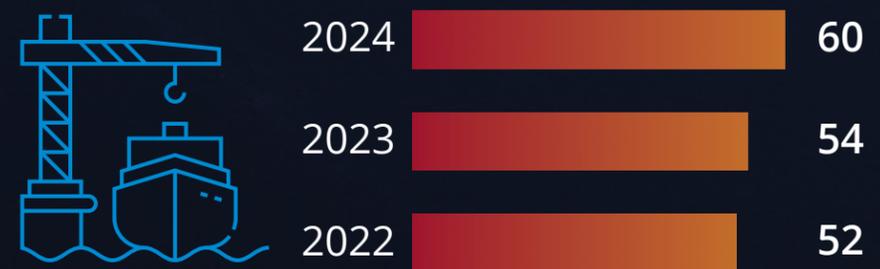
Port network

Aguadulce terminal

Table 24: Cargo handled (in tons)

Cargo Type	2022	2023	2024
Coal	488,080	546,051	513,686
Edible bulk	567,249	601,493	543,409
General Cargo	236,723	175,061	275,926
Non-edible bulk	105,955	128,046	212,632
Total	1,398,007	1,450,651	1,545,653

Graph 20: Mobilized Vessels



Monitoring 2023 challenges

- **Cargo Volume Target Achieved:** COMPAS delivered outstanding performance by handling 104% of its projected cargo volume—equivalent to 57,000 additional tons. This result represents a 95,000-ton increase compared to 2023.
- **Cost Control and Budget Compliance:** With the support of the FORESS tool, COMPAS achieved more rigorous resource management, resulting in a 12% cost reduction compared to 2023 and a budget execution rate 2% below projections for subcontracted services. Looking ahead to 2025, the Company aims to further improve efficiency in tracking subcontracted services to ensure timely delivery and accurate reporting.
- **Sustained Performance from 2023.** The Company significantly exceeded targets in edible bulk cargo (112.7%) and non-edible bulk cargo (210.1%), while achieving 94.7% in general cargo and 96.5% in coal. These results reflect strong operational performance across key cargo segments.
- **Improvement in Vehicle Dwell Times at the Terminal:** The optimization targets for vehicle dwell times were not met, largely due to heavy rainfall that impacted cargo loading and unloading areas. Additionally, a 7% increase in cargo volume led to a higher flow of vehicles handled, further affecting turnaround times.
- **Reduction of Operational Accidents:** Despite efforts throughout the year, the accident rate increased by 33% compared to the previous year. However, operational controls were reinforced, with a strong focus on ensuring the safety of all individuals present at the facilities.
- **Security:** Operations remained secure, with zero security incidents reported in 2024. Additionally, 70% of portable radios used in the operational area were replaced, enhancing field response and coordination capabilities.

2024 Highlights

- **Operational Expansion in General Cargo:** In 2024, COMPAS extended general cargo dispatch hours from 16 to 24 hours, effectively doubling the number of vehicles dispatched daily—from 60 to 120. This operational improvement was made possible through strategic actions implemented in coordination with transport companies and importers:
 - Creation of a permanent communication channel through a dedicated WhatsApp group with transport operators.
 - Introduction of a no-shipper dispatch format, enabling extended service hours and greater operational flexibility.
 - Advance submission of packing lists to optimize the distribution of goods by size and priority.
- **Consolidation of Coal Operations:** Through the procurement of proprietary heavy machinery and continued use of portable crushers, COMPAS strengthened its coal loading and receiving operations. Key achievements included:
 - Achieved a productivity rate of 16,598 metric tons during the servicing of the vessel Flora Century in September.
 - Strengthened the alternative system of portable crushers, enabling simultaneous manual and mechanized unloading operations.
 - Optimization of the vehicle queuing process in collaboration with CEMLOG, improving the orderly entry of trucks and reducing their dwell time at the Parador Pacífico facility.
- **Launch of the Afroservi Truck Wash Facility:** In 2024, COMPAS began operating the Afroservi truck wash, owned by the Villa Stella community, where 749 coal-carrying vehicles were serviced. This initiative not only reduced costs and wait times for the transport sector but also helped mitigate the environmental impact caused by coal residue on truck bodies.
- **Record in Edible Bulk Cargo:** The operation of the vessel PAC ACHERNAR marked a milestone with a productivity rate of 15,167 metric tons during the unloading of 58,888 metric tons of U.S. yellow corn—the highest discharge rate ever recorded in Buenaventura for this type of cargo. This achievement was made possible by the availability of storage space, the simultaneous use of three logistics lines (two mechanized and one for urban transfer), and strong support from importers through a steady flow of trucks.

- **Efficiency in Non-Edible Bulk Cargo:** Four vessels were serviced—two carrying slag and two carrying clinker—reaching an average discharge rate of 12,155 metric tons, well above the contractual target of 7,000 metric tons. This performance was driven by coordinated logistics for unloading and storage at Patio Norte, as well as the client's provision of a consistent vehicle fleet.
- **Improvements in Transport Sector Welfare:** The snack and beverage kiosk was expanded to offer continuous 24-hour service, providing more comfortable and dignified conditions for drivers staying within the port facility.
- **Strengthening Customer Relationships:** The operations team enhanced personalized support across all four cargo types, enabling timely resolution of questions and complaints while receiving positive feedback. This proactive approach also helped attract new clients from the coal sector, reinforcing COMPAS's positioning in both domestic and international markets.
- **Expansion of the Humidification System:** The humidification system was extended to coal receiving, crushing, and storage areas to safeguard employee health and safety and to reduce environmental impacts by controlling particulate matter.
- **Environmental Management and Recycling:** A new collection point for recyclable waste was built, centralizing storage and protecting materials from weather exposure. This improvement enhanced recycling efficiency, improved the terminal's appearance, and promoted sustainable practices.
- **Delivery of Recyclable Waste:** A total of 661 tons of solid waste were delivered for reuse. Of this amount, 581 tons were donated to nonprofit foundations to be used as input for compost production.
- **Rainwater Harvesting:** COMPAS captured and reused 15,827 m³ of rainwater, resulting in a significant reduction in potable water consumption previously supplied by tanker trucks.
- **Efficient Scrap Commercialization:** In 2024, COMPAS sold 7.73 tons of scrap metal, generating COP \$6,784,300 in revenue—an increase of COP \$3,725,000 compared to 2023. This improvement was made possible through a direct partnership with Siderúrgica del Occidente (SIDOC), which offered a higher price per ton than the local market.
- **Improved Safety Conditions:** Using funds from the 2024 CAPEX budget, COMPAS upgraded and relocated the truck tarping system, which had previously been underutilized. This enhancement strengthened risk control measures for workers performing tasks at height.



- **Strengthening Emergency Preparedness:** In 2024, COMPAS conducted a fire drill involving a mobile equipment fire in the fuel supply area, which included the simulation of a facial burn injury. The exercise aimed to evaluate the effectiveness of the fire response protocol and the team’s ability to manage hydrocarbon spills. The drill was carried out with the support of SPIA’s emergency brigade, as part of mutual aid agreements.
- **Technical Training and Staff Certification:** A comprehensive training program was implemented for brigade members and operational staff, including sessions on:
 - Basic life support and the Protect, Alert, Aid protocol, with a focus on road accidents.
 - Basic-level high-angle rescue and firefighting techniques.
 - Load lifting operations, with certification for personnel in operations, maintenance, and occupational health and safety.
 - Road Safety through the MARPESV Strategy (PESV Tuesdays) and the implementation of the COMPAS Communications Logbook.
 - Refresher training for work at heights and occupational health and safety training, including the 50-hour course required for members of the Occupational Health and Safety Committee (COPASST).
- **Update of the Risk Management Plan:** The Disaster Risk Management Plan was updated and submitted to the Office for Disaster Prevention and Response. In addition, brigade members and the operational committee received training in the Incident Command System, covering the call chain, communication network, current regulations, and the management of emergency and evacuation plans.
- **HSE Week – Promoting a Preventive Culture:** COMPAS organized HSE Week with activities aimed at strengthening a preventive culture. The event brought together contractor brigade personnel for practical exercises focused on preparing for high-risk scenarios and enhancing on-site response capabilities.

2025 Challenges and outlooks:

Challenge	Description of the challenge
Reduction in accident rates	A 20% reduction in the accident frequency rate is projected for 2025, reflecting COMPAS’s ongoing commitment to workplace safety and employee well-being. To achieve this goal, the Company will strengthen the following measures <ul style="list-style-type: none"> • Systematic identification and control of risks • Proactive reporting and follow-up of unsafe conditions • Rigorous implementation of the five action lines within the occupational health and safety system, including verification of operational controls • Strengthening the safety culture among employees and contractors • Implementing targeted audits for contractors performing critical tasks or those who reported incidents in 2023 and 2024
Expansion of the rainwater harvesting system	The Aguadulce terminal’s water storage capacity is planned to increase to 20,000 liters to support vehicle washing, coal humidification, and maintain strategic water reserves.
Increase in Coal Shipping Efficiency	Supported by proprietary equipment and autonomous operations, the goal is to achieve an average daily shipping rate of 14,000 tons—representing a 16% efficiency improvement over current performance.
Optimization of vehicular dwell times	Operational strategies will be implemented to reduce vehicle dwell times at the terminal by improving loading and unloading processes.
Strengthening control of outsourced services	To enhance oversight of subcontracted operational services, COMPAS plans to hire an administrative supervisor dedicated to managing the FORESS tool, ensuring data traceability and accuracy.
Execution of key operational improvements	As part of the ongoing improvement plan, the following equipment acquisitions are planned: <ul style="list-style-type: none"> • A second magnetic separator to ensure coal is free from ferrous contaminants. • A skid steer loader equipped with an industrial sweeper to boost cleaning efforts on internal roadways. • Two 16-ton forklifts to speed up steel dispatch during simultaneous operations. • Upgrading the current crusher to a higher-capacity model (180 TPH), which will reduce downtime and improve crushing efficiency.
Completion and commissioning of the sedimentation tank at Aguadulce	The construction of the sedimentation tank for treating runoff water from the coal yards is expected to be completed by March 2025. This system will become operational in the second half of the year, strengthening the terminal’s environmental commitment to water management.



Barranquilla terminal

Table 25: Cargo handled (in tons)

Load Type	2022	2023	2024
Charcoal	757,379	619,492	708,669
Edible bulk	73,004	217,433	290,997
General Cargo	239,375	108,144	73,311
Non-edible bulk	261,340	222,881	176,646
Liquid Bulk	329,065	0	0
Total	1,660,163	1,167,950	1,249,623

Graph 21: Mobilized vessels



Monitoring 2023 challenges

In 2024, the Barranquilla terminal made significant progress in its continuous improvement efforts, achieving tangible results in addressing the challenges identified in 2023 related to operational safety, performance, and the strategic use of technological tools and document management systems.

- **Operational Safety:**
 - **Strengthening Safe Behavior:** The Safe Behavior Policy was promoted among contractors and suppliers to ensure compliance with HSE standards and the minimum requirements of the Occupational Health and Safety Management System. Additionally, the risk and emergency management plan was updated in accordance with Decree 2157 of 2017.
 - **Proactive Risk Prevention:** A schedule of cross-inspections was carried out as part of the Behavior Observation Program, aimed at identifying substandard conditions and strengthening preventive management of occupational risks.
 - **Improved Safety Metrics:** In 2024, the company achieved a 28% reduction in accident frequency and a 99% decrease in accident severity compared to 2023. These results highlight a strong commitment to operational controls and a culture of self-care.
 - **Road Risk Management:** The company fully implemented all phases of the Strategic Road Safety Plan, in compliance with Resolution 40595 of 2022. The plan was extended to contractors based on their economic activities to help prevent accidents and strengthen road safety culture.
- **Continuous improvement of operations:**
 - **Digitization and Operational Control:** Progress was made in adopting the online reporting system for storage and gate indicators. Awareness efforts began with key stakeholders to standardize its use across maritime operations.
 - **Port Cost Competitiveness:** Following the completion of the bidding process, a group of operators was selected to help ensure a more efficient cost structure—maintaining service quality without increasing the cost per ton handled.
 - **Storage Optimization:** The Unitarized Distribution Center (UDC) drove a 25% increase in conventional bulk storage and established itself as a covered storage alternative for general cargo, particularly goods originating from Asia.

- **Technology-Driven Operational Monitoring:** The incident reporting system was streamlined to focus only on relevant events. Enhanced support from security cameras and protective equipment helped clarify several operational incidents.
 - **Cargo Handling Efficiency:** Despite a drop in overall cargo volume in 2024, the steel unloading rate rose by 21% thanks to the use of new rigging equipment. Coal and coke loading peaks also tripled, significantly reducing idle times.
 - **Reduced Logistics Times:** Vehicle turnaround times improved with the partial implementation of the Quantum system for weighing coal, coke, and bulk food products. The system is expected to expand to general cargo operations in 2025.
 - **Infrastructure and Security:** CCTV system servers were replaced to enhance surveillance capabilities. However, restoration of the E300 yard perimeter was postponed to 2025 due to pending permitting from the urban planning authority.
 - **Environmental Management:** A wastewater treatment plant was installed at Plaza Carbón, ensuring compliance with discharge regulations. In addition, semiannual monitoring was conducted, with all results meeting regulatory standards.
- **Technology Upgrades and Document Management:**
 - **Modernized Access Control:** The first phase of the terminal access management system upgrade was successfully completed at the Barranquilla site, featuring the installation of biometric systems integrated with Kactus. The next step involves developing the reports required by the Human Resources department.
 - **Online Operational Visualization:** Digital dashboards were implemented to monitor key operational indicators, expanding the scope of online reporting and enabling more data-driven decision-making.
 - **Document Control for Subcontracted Services:** The FORESS tool was adopted by the operations team to improve traceability and cost management of subcontracted services.

2024 Highlights

Compared to the previous year, cargo volume in 2024 increased by 6.5%, driven by growth in bulk food shipments and the recovery of coal and coke movement. This result reflects progress in implementing operational improvements aimed at attracting new clients and creating business opportunities through safer, faster, and more innovative processes—enhancing logistics efficiency across general cargo, coal, and both edible and non-edible bulk segments.

→ **A highlight of the year was the operation of the Bolten Singapore, which handled 33,746 tons of yellow corn—the largest bulk shipment ever received at the terminal.**

This milestone was made possible by the efficient use of both conventional and mechanized storage space, along with the arrival of new clients who benefited from the expanded storage capacity. ←

- **Commercial Expansion and Client Diversification:** Stronger relationships with Asian shipowners led to the arrival of six vessels from China and Japan. These operations boosted cargo volumes and opened doors to new markets, reinforcing the terminal's position as a reliable and efficient multipurpose platform.
- **Infrastructure for Solid Bulk Handling:** New stockpile yards for coal and coke were developed to offset the space allocated to the allied industrial park, ensuring uninterrupted operations for exporters of these materials. Additionally, a deployable loading chute was acquired to improve efficiency, reduce product loss, and minimize particulate emissions.
- **Port Security and Safety Perception:** No significant incidents related to drug trafficking, theft, intrusion, or terrorism were reported. The integration of electronic security systems and strict adherence to operational protocols significantly improved the overall sense of safety among employees, contractors, and clients.

2025 challenges and outlooks:

Challenge	Description of the challenge
Road safety and preventive culture	To strengthen road risk management, the company aims to advance all phases of the Strategic Road Safety Plan, in full compliance with current regulations, while actively engaging all areas of the organization. In parallel, efforts will focus on consolidating the behavior observation program by aligning it with current operational realities and expanding its reach across all organizational levels to foster a culture of prevention and shared responsibility.
Industrial Safety and Security	The company plans to increase employee engagement in risk management by reinforcing individual responsibilities and providing training on how to identify substandard conditions. In terms of security, the goal is to maintain zero incidents related to external threats by strengthening protocols and implementing new electronic security projects that enhance traceability and operational efficiency.
Technological and operational optimization	The company will continue and complete the implementation of the unmanned scale system (Quantum), expanding its functionality to include general cargo such as steel. In addition, the current terminal access management platform will be replaced with a more efficient, in-house system fully integrated with internal control tools. Operational dashboards will also be upgraded by incorporating storage and gate data into platforms like Power BI, providing greater operational visibility at the national level.
Operational competitiveness and resource efficiency	The company plans to strengthen its cost structure by improving time and resource efficiency across both in-house and subcontracted operations. At the same time, it will continue optimizing the use of storage areas—particularly the new CDU zone—and enhance equipment monitoring through upgraded control systems and monitoring software.
Ground Logistics and Cargo Flow Agility	A key priority will be reducing vehicle dwell times by enabling multiple operational fronts, automating processes, and expanding the use of unmanned scales—particularly for the dispatch of coal, coke, and bulk food products.
Infrastructure and environmental sustainability	Plans include restoring the perimeter barrier of the E300 yard once the required permit is secured. In addition, industrial wastewater treatment will be reinforced through continuous operation of the treatment plant at Plaza Carbón and upgrades to the stormwater collection systems. Emission control will also be a priority, with efforts focused on strengthening green barriers and increasing the use of misting points.



Cartagena terminal

Table 26: Cargo handled (in tons)

Load Type	2022	2023	2024
Containers	696,515	575,352	674,203
Edible bulk	226,420	118,861	202,458
General Cargo	266,018	152,924	146,261
Non-edible bulk	208,978	174,148	107,655
Total	1,397,931	1,021,285	1,130,577

Graph 22: Mobilized vessels



Monitoring 2023 challenges

- **Upgrade of Truck Scale Measurement Technology:** The measurement instruments for truck scales No. 1, 2, and 5 were upgraded, and scale No. 6 underwent a full bridge replacement along with the transition from analog to digital systems.
- **Bulk Vertical Plant Scale Upgrade:** The upgrade project for the bulk vertical plant's hopper scales was canceled, as its implementation has been rescheduled for 2025 as part of the plant's structural renovation, which will include more precise measurement systems.
- **Growth in Value-Added Cargo Services:** Ground operations grew by 12%, strengthening the terminal's value generation capacity.
- **Zero Security Incidents:** No security-related incidents were reported throughout the year.
- **Reduced Accident Rates:** The 2024 safety target was exceeded, with only five recorded incidents—resulting in a frequency rate of 1.52 and a severity rate of 11.58.
- **Emergency Brigade Certification:** Brigade members were certified in basic life support, enhancing their emergency response capabilities through simulated drills.
- **Progressive Health Recovery for Restricted Personnel:** Through the *"Con actitud por mi salud"* campaign, partial recovery was achieved for employees with medical restrictions. The initiative is expected to continue in 2025.
- **Workplace Culture:** A pilot of the Armonía Vital program was launched in Cartagena, featuring HSE Week and the initiative Woman, Where Is Your Power?, focused on women's development and productivity.
- **Terminal Organizational Structure:** A leaner, more agile, and efficient structure was established, emphasizing key areas for value creation.
- **Engaging Communities as Suppliers:** The associations ASOPESBCHI and FEDECARYBOL were onboarded as suppliers, providing environmental services at COMPAS Cartagena.
- **Tree-Planting Goal:** The target of planting at least two trees per terminal employee was not met due to a lack of designated planting areas from the environmental authority in Cartagena.
- **Completion of Collection Center Construction:** The hazardous waste collection center was completed. The setup of the center for non-hazardous waste is budgeted for 2025.

2024 Highlights

The COMPAS Cartagena terminal handled 1,130,577 tons of cargo during the year, driven primarily by a 20% increase in containerized cargo and a 52% rise in bulk food products. Despite a decline in non-edible bulk and general cargo, operations across all three segments remained efficient and agile, maintaining high standards of productivity and customer service.

- **Operational Targets Achieved:** In 2024, the COMPAS terminal in Cartagena rolled out strategic initiatives to meet its operational goals and enhance its ability to deliver efficient and secure port services. A comprehensive preventive and corrective maintenance strategy was implemented, resulting in 99% operational availability of quay equipment. Additionally, a new ground operations unit was established to improve management of warehouses, sheds, refrigerated cargo, and overall logistics.
- **Innovation and Operational Efficiency:** A new shipping line began calling at the terminal, handling 200 transshipment moves and setting a record productivity rate of 24 moves per hour. The terminal also serviced the largest vessel in its history—the MSC England (260 meters in length, 32 meters in beam, and 52,000 DWT)—marking a major milestone in operational capacity.
- **Occupational Health and Safety:** The culture of prevention was strengthened through a dedicated onboarding program for contractors, including certification of key personnel as lifting supervisors. Additionally, the Risk, Emergency, and Disaster Management Plan was shared with employees, contractors, and surrounding communities.
- **Cargo Security and Integrity:** Operational communications were enhanced through the installation of a digital repeater and the upgrade of the video surveillance system—improving both the recording and traceability of cargo security.
- **Environmental Management:** A new storage facility for hazardous materials was built, expanding the hazardous waste collection center and reducing the generation of sweepings. With this added capacity, waste was redirected to social organizations for reuse—maximizing material recovery and lowering final disposal costs.
- **Commercial Growth:** Service offerings were strengthened in the domestic container market as well as in the bulk and general cargo segments. This led to the arrival of two new shipping lines and sustained growth in coffee exports and other cargo types.

2025 challenges and outlooks:

Challenge	Description of the challenge
Strengthening port infrastructure	Piers, yards, and logistics warehouses will be reinforced to increase service reliability and consolidate operational efficiency.
Modernization of the bulk plant	To improve service accuracy and reliability, new hopper scales will be installed, and structural upgrades will be carried out across the facility.
Expansion of ground operations	To offer clients a more competitive logistics operation, ground handling for containers and general cargo will be enhanced with value-added services.
Port Security	The goal is to maintain zero security incidents, reaffirming the terminal's commitment to comprehensive safety.
Reduction in accident rates	The company aims to reduce workplace incidents involving employees and contractors by 20% compared to 2024.
Well-being and organizational climate	Efforts to strengthen the work environment will continue through initiatives such as <i>Coffee with the Manager</i> , wellness programs, leadership development, and coaching—focusing especially on areas with opportunities for improvement.





Cascajal terminal

Table 27: Cargo handled (in tons)

Load Type	2022	2023	2024
Edible bulk	605,793	573,558	557,342
Non-edible bulk	111,085	87,961	106,850
Total	716,878	661,519	664,192

Graph 23: Mobilized vessels



Monitoring 2023 challenges

- **Cargo Volume Performance:** 75% of the projected cargo volume was achieved, marking a 0.4% increase compared to 2022. The expansion of internal storage capacity enabled the terminal to handle vessels of up to 50,000 tons.
- **Cost Control and Reduction:** The implementation of the FORESS tool improved traceability of procured services, speeding up settlements, purchase orders, and monthly reporting. Operating costs dropped by 44%, mainly due to reduced reliance on external warehouses. Additionally, cost-per-ton (COP/ton) improved by 78%, driven by more efficient unloading processes and better equipment maintenance.
- **Resource Optimization:** Costs were reduced by using in-house equipment, such as a backhoe for unloading bulk food products. Industrial cleaning operations were also optimized through improved oversight of cleaning service contracts.
- **Environmental Management:** The Aporte Sostenible program was approved by the National Infrastructure Agency (ANI). This initiative identifies climate change vulnerabilities and outlines adaptation measures for the COMPAS Cascajal terminal.
- **Security:** No security incidents were reported in 2024. Corrective maintenance was carried out on the electric fence and main gate, including the CCTV system. The purchase of new access control hardware is scheduled for 2025.
- **Occupational Health and Safety:**
 - **Zero Workplace Accidents Maintained:** In 2024, the terminal maintained a zero-accident record, thanks to strengthened operational controls designed to protect employees, users, and visitors—significantly reducing the likelihood of incidents.
 - **Maintain Zero Occupational Illness Cases:** No cases of occupational illness were reported during the period. In collaboration with the workers' compensation insurer, intervention and follow-up strategies were developed for medical cases involving common illnesses with restrictions or recommendations. Additionally, epidemiological surveillance systems were updated in line with the Occupational Health and Safety Care Guidelines (GATISO).

2024 Highlights

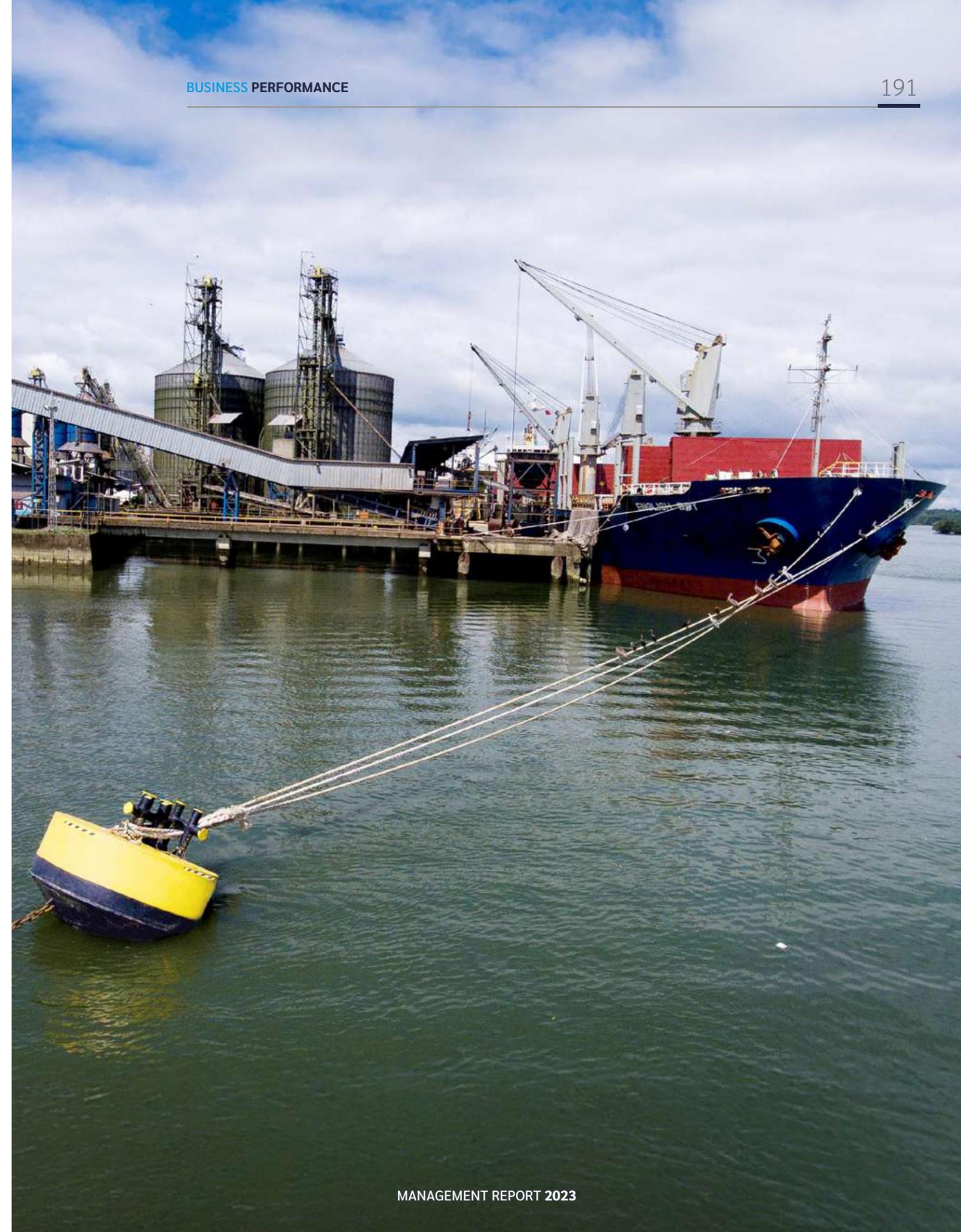
- **Cargo Throughput:** In 2024, 75% of the projected cargo volume was achieved, representing a 0.4% increase over 2023. The ability to handle vessels with drafts exceeding 12 meters proved to be a key factor in operational performance.
- **Operational Efficiency:** Net efficiency in handling bulk food products reached 6,414 metric tons per day—a 10% increase compared to 2023. This improvement was driven by investments in mechanization (including elevators, conveyors, and a Tripper belt) and a 40% increase in direct offloading from vessels.
- **Expanded Storage Capacity:** Two new silos were commissioned, adding 13,000 tons of additional storage for bulk food products. This expansion was made possible through capital investments executed under the 2023 capex plan.
- **Reduced Vehicle Dwell Time:** The average dwell time for bulk cargo vehicles inside the port facility was reduced to 1.9 hours—surpassing the target of 2 hours.
- **Customer Relations:** Ongoing engagement with clients was maintained through guided tours of the facilities, supported by operations, security, occupational health, and protection teams—ensuring a full understanding of the operation and zero risk during visits.
- **Environmental Management:** In 2024, the terminal achieved strong environmental performance through a range of sustainability initiatives. A total of 697 tons of solid waste were diverted for reuse, including 576 tons of organic waste donated to nonprofit organizations for composting. In terms of water efficiency, 3,795 m³ of rainwater were harvested, significantly reducing the need to purchase water via tankers. Additionally, 70.79 tons of scrap metal were sold, reinforcing the terminal's commitment to circular economy practices.
- **Zero Accidents:** The terminal maintained a zero-accident record, reaching 788 consecutive days without incidents. This achievement reflects the combined efforts of the HSE team, strong managerial leadership, and employees' commitment to a culture of safety.

2025 challenges and outlooks:

Challenge	Description of the challenge
Operational efficiency	Achieve the projected cargo volume and exceed productivity targets by optimizing turnaround times, strengthening team leadership, and acquiring a 12 m ³ clamshell bucket to reduce material loss.
Infrastructure and resource management	Expand the rainwater harvesting system to 288,000 m ³ , acquire a 3-ton elevator to reduce fixed costs, and carry out maintenance dredging—pending permit approvals.
Occupational safety and health (OSH)	Maintain zero workplace accidents and occupational illnesses through strengthened operational controls, a strong safety culture, contractor audits, and the continued implementation of the five occupational health and safety (OHS) action lines.
Safety and oversight	Ensure zero security incidents by modernizing access control systems and upgrading the CCTV network with new industrial-grade monitors.
Subcontractor Management	Improve oversight of subcontracted services by strengthening the use of the FORESS platform, hiring a dedicated supervisor, and leveraging office tools for operational analysis.
Logistics and vehicle control	Maintain a strong commitment to efficiency in vehicle entry and dwell time, ensuring turnaround times remain under two hours.



COMPAS





Tolú terminal

Table 28: Cargo handled (in tons)

Load Type	2022	2023	2024
Charcoal	894,163	827,872	592,236
Edible bulk	843,773	769,476	840,522
General Cargo	12,035	8,140	16,970
Non-edible bulk	0	0	31,523
Total	1,749,971	1,605,488	1,481,251

Figure 24: Mobilized vessels



Monitoring 2023 challenges

- **Customer Satisfaction:** In 2024, client expectations were met through key operational milestones, including a pilot unloading of nickel ore at an efficiency rate of 295 tons per hour and Colombia's first trial loading of logs for export, moving a total of 13,775 tons.
- **Operational Safety:**
 - **Workplace Safety:** The accident rate remained within controlled levels, thanks to consistent implementation of operational controls and strict compliance with internal and legal standards. No cases of occupational illness were reported, reflecting timely medical intervention and strengthened epidemiological surveillance systems aligned with GATISO guidelines.
 - **Threat Preparedness:** A total of 53 maritime security drills were conducted on a weekly basis, reinforcing the company's ongoing commitment to operational safety. These exercises strengthened the organization's preventive culture, ensured continuity of port operations, and reinforced client confidence in a secure, controlled environment aligned with the highest international standards.



- **Continuous Operational Improvement:**
 - **Increased Cargo Receiving Capacity:** In 2024, efficiency targets for coal and clean bulk operations were exceeded. Thermal coal exports reached an efficiency of 382 tons per hour—17.5% above the target of 325 tons per hour. Clean bulk operations achieved 259 tons per hour, surpassing the goal of 247 tons per hour with a 4.9% improvement. These results were made possible by targeted investments in TC 22 and TC 23 lines, which enhanced control and operational reliability.
 - **Electromechanical Flow Control System:** The project to automate coal flow advanced with the fabrication of an electric gate. However, the remaining components have been rescheduled for completion in 2025.
 - **Truck Loading System:** The feasibility of implementing an autonomous solution—featuring a hopper scale and silo—is currently under review. The goal is to streamline the weighing process and reduce delays.
 - **Preventive and Predictive Maintenance:** Operational stoppages were reduced by 55%, from 358 in 2023 to 197 in 2024. Additionally, the Mean Time to Repair (MTTR) remained under one hour, reflecting both technical efficiency and strong alignment with operational sustainability goals.
- **Environmental Impact Management:**
 - **Initiatives for Operational Sustainability:** The implementation of the water recirculation system for coal yard irrigation (Yard 7) was temporarily suspended, pending a technical classification by the environmental authority on whether the system qualifies as recirculation or reuse. The pause also reflects the current lack of coal storage activity in that yard.
 - **Continuous Improvement:** A technical assessment of the industrial wastewater treatment systems was conducted, leading to the design of new complementary systems aimed at enhancing overall treatment efficiency.
 - **Waste Reduction:** A designated area was set up for storing reusable parts, preventing them from being discarded as scrap and promoting more responsible material management. Additionally, a water-filled basin was built along the new access road for cargo vehicles to clean their tires upon entry and exit.

2024 Highlights

The terminal achieved 87.6% of its cargo volume target, reflecting a 7.7% decrease compared to 2023. This variation aligned with the initial budget, which had anticipated a drop in volume due to uncertainty in the national commercial landscape. Despite this context, operational performance remained strong—driven by integrated logistics management, gains in operational efficiency, and greater diversification in the types of cargo handled throughout the year.

- Environmental Management:** In 2024, actions were taken to strengthen local ecosystems. In the community of El Palmar, 37 fruit trees were planted, providing economic benefits to local landowners. Additionally, 51 mangrove seedlings were planted in the mangrove area north of the port facility, supporting the protection and restoration of the natural environment.
- Operational Safety:** Safety systems for high-risk operations were enhanced, including the design and installation of a Type D fall protection system with aluminum rails and secure rooftop access for horizontal silos. A Davit arm was also installed at Scale #2 to facilitate safe access to truck bodies. In addition, contractor emergency brigades received specialized training to strengthen their response to critical situations, in full compliance with HSE standards.
- Maintenance Optimization:** Adherence to maintenance plans led to a 55% reduction in operational stoppages, from 358 in 2023 to 197 in 2024. This improvement reflected stronger coordination within the maintenance team and brought the Mean Time to Repair (MTTR) down to under one hour.
- HSE Training:** Employee competencies in industrial safety were strengthened through certified training in cargo lifting, confined space entry, basic life support, high-angle rescue, and firefighting. Staff were also retrained for working at heights, and road safety was promoted through the MARPESV strategy and the COMPAS Communications Log. Additionally, members of the COPASST committee completed a 50-hour course on the Occupational Health and Safety Management System.
- Road Safety Improvements:** Successful coordination with INVIAS led to corrective maintenance on the terminal's external roadway, enhancing overall road infrastructure. Additionally, two speed bumps were installed, and the frequency of trimming and brush clearing was increased—raising safety standards along the access road.

2025 challenges and outlooks:

Challenge	Description of the challenge
Logistics and operational optimization	Plans include installing a third truck scale to streamline vehicle flow and increase the number of daily dispatches. To support this goal, an automated, operator-free weighing system—modeled after the successful implementation at COMPAS Barranquilla—will be introduced to reduce processing times and enhance overall efficiency.
Modernization of equipment and critical infrastructure	The procurement of a new bucket loader is planned to replace the current unit, ensuring greater operational continuity in the dispatch of meal products. Additionally, the chain conveyor system for the concrete silos will be upgraded to increase reliability and improve the unloading rate.
Maintenance and adaptation of port infrastructure	Throughout the year, maintenance dredging will be carried out in the terminal's berthing areas and access channel to remove sediment buildup accumulated since 2020, ensuring safe vessel maneuvering. Perimeter upgrades and fencing will also be implemented at COMPAS Tolú and Cabaña COMPAS, strengthening security conditions in both areas.
Technological and control strengthening	A new electromechanical system will be implemented to automate coal flow control on conveyor belts, ensuring continuous operation. Additionally, the terminal's access control system will undergo a full hardware and software upgrade, and Phase 1 of the CCTV expansion project will be executed, including the purchase of a new server.
Environmental management and sustainability	An industrial wastewater treatment system will be built for Yards 3 and 5 to mitigate the risk of contamination. In addition, progress will be made on forest compensation plans through the planting of 13,680 trees, fulfilling the environmental requirement tied to the use of 905 previously removed trees.
Organizational culture in workplace health and safety	The safety culture will be strengthened through behavior-focused campaigns (SER and ACTUAR) aimed at promoting awareness and accountability. The goal is to reduce the accident rate by 20% compared to 2024 through contractor audits and proactive risk management. Occupational health and safety training will be expanded with a 50-hour course for area leaders, and the Emergency Prevention and Response Brigade will be certified in accordance with current regulations (Resolution 0256 of 2014). Lastly, Disaster Risk Management Plans will be updated to align with Decree 2157 of 2017.

Customer satisfaction

Our customers

(GRI 3-3)

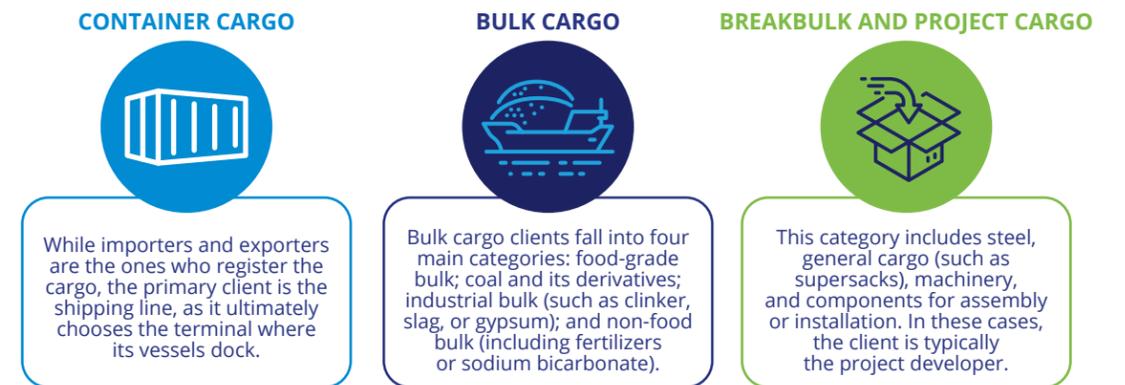
Strategic guidance

COMPAS plays a key role in the logistics chain for products that drive both national and regional economies. Its clients represent a wide range of industries but share common expectations: speed, safety, responsible cargo handling, and transparency in logistics processes. To meet these needs, all areas of the organization operate in a fully integrated manner—fostering effective service and continuous communication that support high levels of customer satisfaction.



COMPAS categorizes its clients based on the type of cargo they handle at its terminals:

Figure 31: Cargo Types



In 2024, COMPAS served 3,695 clients. Of that total, 71% were linked to containerized cargo services, while the remaining 29% involved non-containerized cargo.

Despite the higher number of container-related clients, food-grade bulk made up the largest share of cargo handled during the year, accounting for 40.1%, followed by coal at 29.8%. Containerized cargo represented 11.1%, non-food bulk 10.4%, and general cargo 8.4%—underscoring the company's strength as a versatile, multipurpose terminal operator.

COMPAS is the only multipurpose port network in Colombia with access to both the Atlantic and Pacific oceans—offering a distinct competitive edge in connecting the country to global markets. This strategic reach drives the growth of international trade and strengthens Colombia’s role as a regional logistics hub. The company’s value proposition is built on operational expertise, adaptability, and rigorous standards of safety and efficiency. Every service is tailored to meet the specific needs of each cargo type, industry, and destination—ensuring precision, reliability, and performance at every stage of the supply chain.

Its main strengths include:

- **Infrastructure with Global Reach:** Terminals located in strategic corridors enable direct, efficient connections to international trade routes.
- **Reduced Logistics Costs and Lead Times:** COMPAS’s geographic positioning allows cargo to be delivered closer to its final destination—streamlining distribution and lowering overall logistics costs.
- **Productivity Through Standardization:** Streamlined, uniform processes ensure operational agility, reduce rework, and enhance traceability across the logistics chain.
- **Operational Flexibility:** The multipurpose design of COMPAS terminals allows for the handling of diverse cargo types, adapting seamlessly to global trade dynamics and the specific needs of each client.

Communication channels in customer relations:

Channel	Frequency	Objective
Email Phone Line Website Customer Portal	Permanent	Address client concerns while meeting their needs and expectations.
Follow-up meetings	As needed	Address client concerns
COMPAS Online (Digital Newsletter)	Monthly	Communicate and share relevant information for customers.
LinkedIn	Permanent	Communicate and share the main COMPAS milestones and relevant information for customers.
Satisfaction survey	Annual	Evaluate customer experience to improve the Company’s services.

Monitoring 2023 challenges

In 2023, COMPAS made significant progress in meeting key objectives to strengthen client relationships. Efforts focused on diversifying its service portfolio, expanding operational capacity, and delivering tailored logistics solutions. These initiatives created greater value for clients, enhanced the overall customer experience, and reinforced the company’s position as a strategic partner in their growth.

- **Challenge: containers:**
 - Revenue Growth and New Business Development: The addition of new business lines and the expansion of the service portfolio led to a significant increase in revenue, enhancing the competitiveness of the terminals and enabling a more agile response to market demand.
 - Service Portfolio Expansion: New partnerships with shipping lines were established, diversifying revenue streams and strengthening key commercial relationships. This expansion offers clients greater coverage and flexibility in managing their operations.
 - Increased Operational Capacity: The range of port and logistics services was expanded to include value-added solutions such as storage, container stuffing and destuffing, and cross-docking operations—delivering faster response times and greater efficiency for clients.
 - Development of the COMPAS International Logistics Distribution Center (CDLI): Progress was made on a joint project with a strategic client to operate within the CDLI, representing a collaborative model focused on delivering high-impact, integrated logistics solutions.
 - Strategic Use of Specialized Infrastructure: The growth in refrigerated container and coffee shipments was directly tied to the launch of new facilities—such as cold storage chambers and a coffee lab at COMPAS Cartagena. These additions enhanced the terminal’s ability to handle high-value, time-sensitive cargo with greater precision and responsiveness.
- **Challenge: Customer Service:**
 - Brand and Reputation Strengthening: The company saw a steady improvement in service perception, supported by positive customer satisfaction survey results and increased cargo volumes across several business lines.

- **Challenge: Coal:**
 - Tolú Terminal: The activation of storage yards for coal and coke remains pending, which continues to limit volume growth at this location.
 - Aguadulce Terminal: Cargo turnover improved with the addition of a new client, resulting in greater operational efficiency.
 - Barranquilla Terminal: Progress has been made in optimizing available space, allowing the terminal to maintain its current product offerings and sustain stable coal operations.
- **Challenge: Steel, General Cargo & Industrial Bulk:**
 - Storage Space Optimization: At COMPAS Barranquilla, efforts continue to focus on maximizing the use of available space. In Tolú, significant improvement was achieved through the successful execution of a wood export project.
 - Operational Improvements in Loading and Unloading: Ongoing collaboration with terminal operations teams has focused on enhancing the efficiency of vessel handling and cargo dispatch processes across all locations.

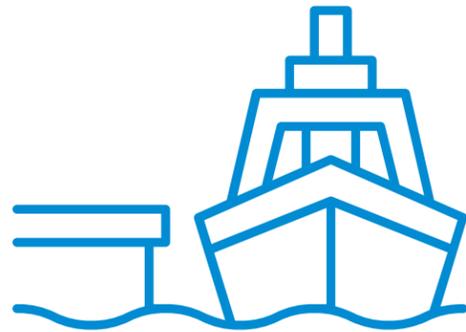


2024 Highlights

- **Technology Upgrade at COMPAS Cartagena Boosts Operational Efficiency:** In the second half of 2023, COMPAS Cartagena integrated 29 new pieces of equipment, driving significant improvements in service quality. The upgrades led to higher productivity, lower maintenance costs, and operational reliability exceeding 98%. This investment underscores the company's commitment to operational excellence.
- **Expanded Customs Capabilities at COMPAS Cascajal:** Colombia's tax and customs authority (DIAN) approved the expansion of port and bonded warehouse authorizations at COMPAS Cascajal, incorporating two new vertical silos built at the end of 2023. This upgrade enhances the terminal's capacity to store non-nationalized goods and broadens service offerings for products under customs control.
- **Innovative Bulk Coal Export Operation at COMPAS Aguadulce:** COMPAS Aguadulce successfully executed a pioneering operation involving the bulk loading of coking coal into containers, leveraging its versatile infrastructure and highly skilled technical team. A total of 77 containers—over 1.5 million kilograms—were handled, showcasing the terminal's adaptability to emerging logistics challenges and its capacity to support nontraditional export models.
- **First Timber Export from Córdoba Positions COMPAS Tolú as a Key Player in Foreign Trade:** With the export of over 13,500 tons of timber sourced from Córdoba, COMPAS Tolú marked a historic milestone in Colombia's logistics landscape. As the first operation of its kind in the country, this breakthrough opens new opportunities for the growth of the national forestry industry and reinforces the terminal's capacity to lead innovative, large-scale projects.
- **COMPAS Tolú Successfully Leads Nickel Imports:** The efficient unloading of over 30,000 tons of nickel at COMPAS Tolú highlights the port network's flexibility in handling non-traditional cargo. The operation demonstrated strong operational coordination and reinforced COMPAS's strategic role in advancing Colombia's logistics capabilities.
- **Operational Milestone at COMPAS Cartagena - Container Handling Record:** COMPAS Cartagena set a new efficiency record in container operations, completing over 1,900 operations—700 imports and 1,152 exports—totaling 26,932 tons of cargo. The operation was completed in under 37 hours, reflecting the terminal's high standards of productivity and reliability.

2025 challenges and outlooks:

Challenge	Description of the challenge
Containers	Attract new shipping lines and complementary services to increase containerized cargo volume at COMPAS terminals.
Customer Service	A new Corporate Customer Service Department will be launched, integrating the CCTO customer service team into COMPAS's organizational structure. This initiative will unify service processes and standards across the company, enhancing consistency and client experience.
Charcoal	At the Barranquilla terminal, efforts will focus on strengthening relationships with newly onboarded clients through targeted strategies aimed at building loyalty and ensuring ongoing operational continuity.
Food-grade bulk	COMPAS will explore and develop multimodal river transport operations along the Magdalena River and the Canal del Dique as a strategic alternative for the efficient movement of food-grade bulk cargo to and from its port terminals.



Operational safety and security

Cargo integrity

(GRI 3-3)

Strategic guidance

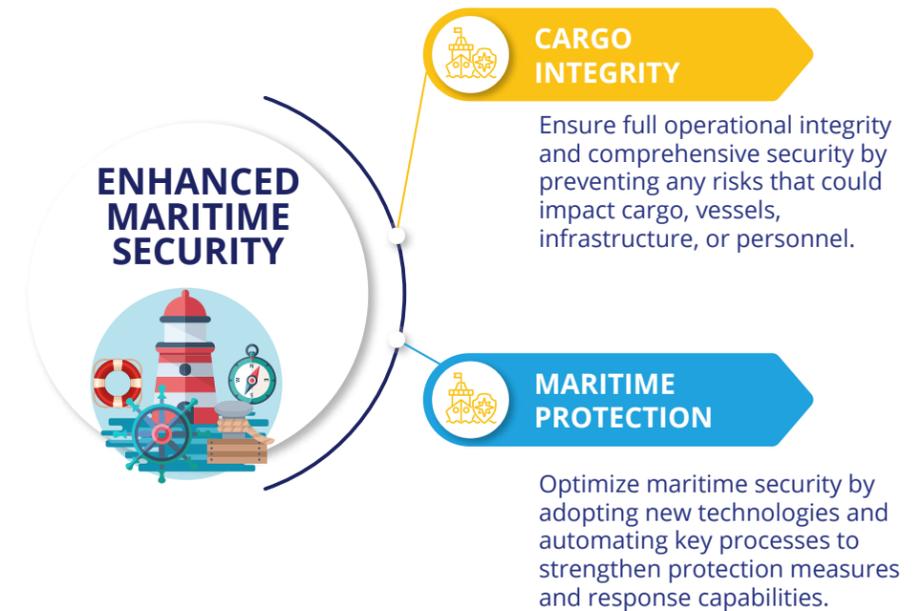
The management of cargo security and integrity is a strategic axis in COMPAS' operations, as it represents a reputational and legal risk of high relevance for the company. Customers expect their cargo to be protected at all times, which requires robust controls and effective preventive management.

To respond to this challenge, an articulated operational approach was implemented that involves both human resources and technology, allowing control mechanisms to be executed in all phases of the logistics process. This integration ensures the traceability and continuous supervision of cargo handling, in order to reduce as theft, improper handling, operational incidents and narcotic contamination events as much as possible.



In 2024, COMPAS delivered outstanding performance in operational security, with zero incidents related to cargo protection or integrity. This result underscores the company's strong response capabilities and commitment to efficient logistics processes—significantly reinforcing stakeholder trust across the board.

Figure 32: 2024 Strategic Management Objectives



Control and monitoring mechanisms:

As part of its risk management system, COMPAS has developed and implemented control mechanisms designed to safeguard cargo security throughout the entire logistics process—from entry at the terminals to final dispatch.

Figure 33: Control and Monitoring Mechanisms



Data Collection:

1. **Detailed analysis of operational risks by cargo type has enabled** the implementation of differentiated and adaptive control measures.
2. **Effective coordination with national and international authorities** ensures alignment with global security standards.
3. **Operational processes have been strengthened through the use of monitoring technologies**, automation, and digitalization—improving oversight at critical control points.
4. **The generation and use of statistical databases** now support real-time decision-making models, allowing for timely adjustments to security strategies.

Monitoring 2023 challenges

In line with the commitments outlined in the 2023 Management Report, COMPAS implemented targeted actions to integrate new technologies and enhance operational procedures across its terminals.

- **Security Technology Implementation:** The pilot program for body-worn cameras on the waterside of vessels in Barranquilla was fully executed, achieving 100% coverage in this phase. This initiative has significantly improved monitoring in high-risk areas.
- **Authorized Economic Operator (AEO) Certification Process:** COMPAS reached 80% progress in adapting and strengthening the processes required for AEO certification—demonstrating steady advancement toward meeting international trade security standards.

2024 Highlights

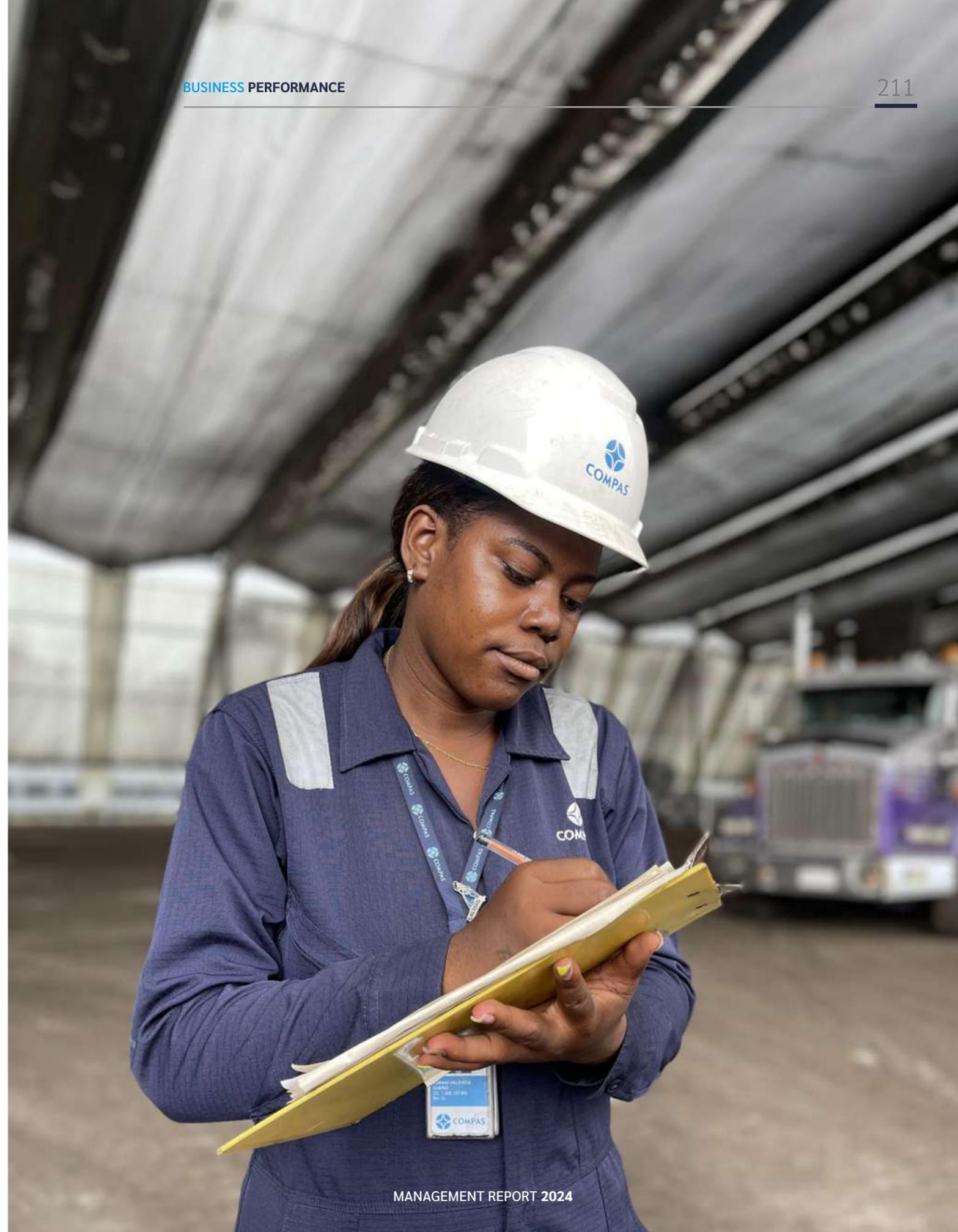
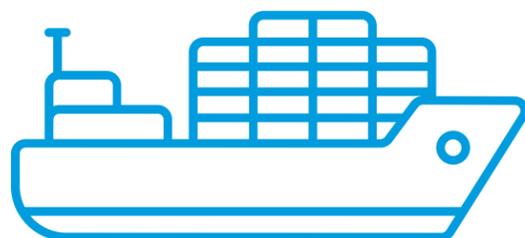
- **Zero Incidents:** Reinforcing its commitment to operational security, COMPAS successfully executed safe export operations for non-traditional goods. Livestock and timber shipments were managed from the Tolú terminal, while containerized coal exports were carried out from Aguadulce—with the full support and oversight of the relevant authorities.
- **Strengthening Maritime and Port Security:** COMPAS participated in a high-level international security drill simulating the takeover of port facilities and the capture of vessels, aimed at testing response capabilities to threats along the logistics chain. Led by the Colombian Navy and supervised by NATO, the exercise included the participation of naval forces from Spain, Belgium, and the United States. It formed part of Colombia's NATO certification process for its armed forces and also served as an official audit for the Colombian Maritime Authority (DIMAR). This initiative positioned COMPAS as a strategic partner in international security operations and reinforced its reputation as a reliable logistics ally in high-stakes scenarios.

In addition, COMPAS Barranquilla conducted its second international drill under the International Ship and Port Facility Security (ISPS) Code, in coordination with the shipping line Intership Navigation.

- **Certifications:** COMPAS successfully completed certification audits for both the ISPS Code (International Ship and Port Facility Security) and BASC (Business Alliance for Secure Commerce), with outstanding results and no findings reported. These outcomes reaffirm the company's strong commitment to security, supply chain integrity, and regulatory compliance. Additionally, verification visits by oversight bodies such as the AEO program, DIAN, and other stakeholders were conducted without any observations.

2025 challenges and outlooks:

Challenge	Description of the challenge
Authorized Economic Operator (AEO)	<p>Successfully complete the accreditation process as an Authorized Economic Operator (AEO), aligning operations with international security and customs compliance standards. Granted by Colombia's tax and customs authority (DIAN), this certification offers a competitive advantage by providing benefits such as:</p> <ul style="list-style-type: none"> • Faster processing with regulatory authorities across multiple countries • Reduced lead times in international trade operations
Data analysis	<p>Strengthen data analysis by standardizing, systematizing, and centralizing security and protection indicators—enabling more informed and strategic decision-making across all operational areas.</p>



Innovation and technology

Innovation

(GRI 3-3)

Strategic guidance

At COMPAS, innovation is embedded as a cross-cutting pillar across all areas and processes, fully aligned with the company's core values. Through a decentralized approach, COMPAS has fostered a high-impact culture of innovation—driving the continuous pursuit of new tools, greater operational efficiency, and added value in every service it delivers.

This approach has strengthened COMPAS's position as a leader in the maritime-port sector, recognized for its ability to integrate innovative solutions and new logistics models into its operations. Innovation initiatives have evolved in step with business needs and the program's ongoing development—adapting quickly to changing market dynamics. Within this framework, COMPAS places strong value on the active role of its employees, whose engagement is seen as essential to the long-term sustainability and success of its innovation strategies.



Monitoring 2023 challenges

As part of its innovation management strategy, COMPAS defined a series of strategic challenges aimed at enhancing operational efficiency, ensuring the execution of planned projects, and fostering innovation at every level of the organization. In 2024, several initiatives were implemented to strategically strengthen and embed a culture of innovation across the company:

- **Identifying and Promoting an Operational Efficiency Challenge:** Throughout the year, COMPAS actively promoted an operational efficiency challenge among all employees, using internal communication channels such as corporate groups and the Institutional Log. The initiative aimed to foster a culture of continuous improvement and alignment with strategic goals. As a closing activity for the innovation course, a dedicated submission link was launched, encouraging participants to propose concrete solutions—strengthening engagement and creative thinking across the organization.
- **Executing Projects Despite Budget Constraints:** Despite working within a limited budget, COMPAS advanced viable initiatives that required minimal investment. These included a centralized dashboard for predictive maintenance and a digital service request form for shipchandlers. Notably, two of the projects moved forward with only the purchase of basic software licenses.
- **Empowering Leadership to Champion Innovation:** To foster a culture of innovation from the top down, COMPAS embedded participation in the Blue Ocean Innovation course into leadership performance evaluations. This strategic move inspired leaders to actively encourage their teams to engage. As a result, 215 employees successfully completed the training in 2024. The course will remain available through 2025, continuing to build innovation capabilities across the organization.

2024 Highlights

- Establishment of the New Innovation Committee:** To strengthen the Blue Ocean Innovation program, COMPAS launched a new Innovation Committee composed of key leaders from across the organization. This committee serves as the decision-making body for evaluating and approving innovation initiatives, ensuring they are agile, impactful, and aligned with corporate priorities. It includes representatives from strategic areas such as Operations, Shared Services, and the Finance Vice Presidency.
- Innovation course:** COMPAS officially rolled out its innovation course on the corporate e-learning platform, designed to strengthen key competencies for value creation. The Blue Ocean program was reintroduced through a renewed internal campaign to ensure broad awareness and engagement. As part of the company's recognition efforts, employees who completed the course successfully were formally acknowledged and celebrated.
- Idea Submission and Evaluation:** As part of the operational efficiency challenge, COMPAS received 17 innovation proposals—6 of which were approved, and 3 were escalated to the Innovation Committee for further evaluation. In addition, during December 2024, employees submitted 2 ideas under the new business models challenge and 3 ideas focused on generating new revenue streams.
- Pilot Projects Under Review:** Two pilot projects focused on operational efficiency were presented to the Innovation Committee to showcase initial results, evaluate their potential for continuation, and determine the necessary adjustments for scaling.

2025 challenges and outlooks:

Challenge	Description of the challenge
Strengthening the innovation team	Currently, the innovation program is led by a single coordinator who serves as the liaison between the Innovation Committee and project leads. To strengthen this structure and ensure more effective support, COMPAS plans to add two new leaders from the Technology and Operations teams. This expansion will enhance cross-functional alignment and accelerate the execution of innovation initiatives.
Expanding Reach and Internal Participation	To increase idea submissions and strengthen ownership of the program, COMPAS will reinforce its internal communication and engagement strategies. These efforts will focus on raising awareness among employees about the program's methodology, its impact on the organization, and the benefits of active participation.
Scaling Pilot Projects	At least one of the current pilot projects is expected to be implemented at the national level. This rollout will allow COMPAS to assess its effectiveness at scale, capture key learnings for optimization, and lay the groundwork for replicating successful initiatives across other operational settings.



Technology

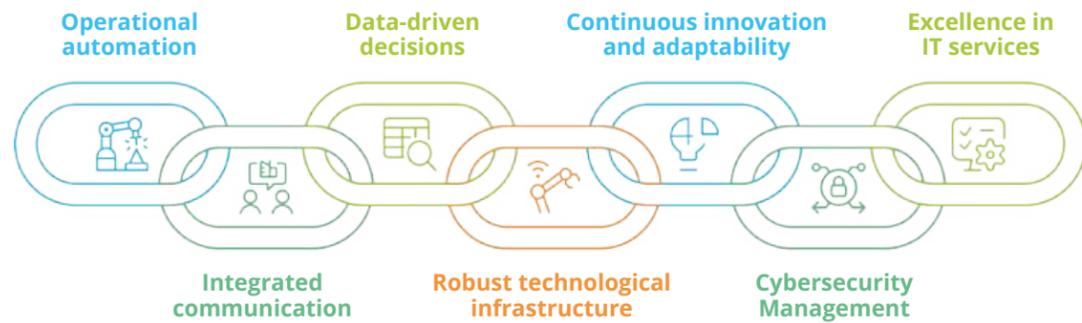
(GRI 3-3)

Strategic guidance

Technology has become a core pillar of COMPAS’s strategic vision, driving significant improvements in operational efficiency and process quality. In recent years, the company has undertaken a digital transformation focused on automating and digitizing port operations through platforms such as TERMEB and Navis N4.

At the same time, COMPAS has strengthened its technology infrastructure to ensure a secure and reliable operating environment, while collaborative platforms have streamlined team interaction and workflow. The company continues to reinforce its focus on cybersecurity and technical support to ensure uninterrupted service in an increasingly complex digital landscape. This approach has enabled COMPAS to respond more swiftly to evolving regulations, market demands, and industry trends.

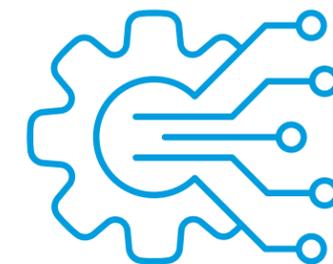
Figure 34: Main impacts of technology management



In 2024, COMPAS reaffirmed its commitment to strengthening Information Technology (IT) by setting strategic priorities aimed at enhancing its technology infrastructure, safeguarding digital assets, and accelerating the digitalization of critical processes. Key focus areas—cybersecurity reinforcement, digital transformation, and cloud-based project development—were managed in alignment with the commitments outlined in the 2023 Management Report.

Monitoring 2023 challenges

- **Cybersecurity:** Specialized tools were implemented to protect the organization’s digital environments:
 - SentinelOne for endpoint protection on servers and computers.
 - LUMU as a detection and response solution to protect the data network.
 - Microsoft Defender for Office to mitigate risks associated with phishing attacks.
 - KnowBe4 platform for strengthening cyber awareness among users, through continuous training.
- **Digital transformation:**
 - The Operational Cost Control System was designed in 2024, with the first phase of development scheduled to begin in 2025.
 - Self-Service and Automated Container Billing Project: Development began with the implementation of the first two valuation methods. Nine additional methods are scheduled for rollout in 2025.
- **Cloud-Based Projects:** Key cloud developments in 2024 included:
 - The successful migration of the Oracle E-Business Suite ERP system to Oracle Cloud.
 - Testing for the migration of the human resources system (Kactus) to Oracle OCI, with implementation rescheduled for 2025 due to the prioritization of the COMPAS–CCTO merger.
 - Initial testing for migrating the TERMEB system and its core modules—including billing and TOS at select terminals.
 - Migration of five essential servers to the cloud, covering active directory, firewalls, network access control, and other critical applications.



2024 Highlights

- **IT Service Satisfaction:** The annual technology services survey reported a satisfaction rate of 87.6%, reflecting strong internal user confidence in the quality of support and solutions provided.
- **Automated Cyber Incident Response:** The implementation of SentinelOne EDR and Lumu NDR significantly enhanced the company's ability to detect and respond to cyber threats. Powered by artificial intelligence, these solutions enabled real-time threat detection, proactive incident containment, and ensured uninterrupted operations.
- **Cyber Incident Response Plan:** A structured response protocol was established and implemented, supported by a specialized internal team trained to act immediately in the face of cyber threats—minimizing potential impacts and ensuring business continuity.
- **Data Loss Prevention:** Corporate data protection was strengthened through the implementation of BitLocker encryption and Microsoft LAPS within Active Directory. These measures reduce the risk of unauthorized access and enhance the management of privileged credentials.
- **Oracle EBS ERP Cloud Migration:** In the first quarter, COMPAS completed the migration of its Oracle E-Business Suite (ERP) to Oracle Cloud Infrastructure (OCI), making it the company's first fully cloud-hosted enterprise system. This transition improved system performance, scalability, and availability, while also enabling smoother integration with other cloud-based solutions.
- **Navis N4 Web Portal Optimization:** Following the stabilization phase of Navis N4, COMPAS established a continuous improvement plan focused on enhancing the system's web portal. As a result, targeted upgrades were implemented to resolve reported issues and streamline operational workflows—significantly boosting overall system efficiency.
- **Integration of Unmanned Scales in Barranquilla:** The unmanned truck scale system at the Barranquilla terminal was successfully integrated with TERMEB through custom APIs. This automation digitized the truck weighing process, significantly improving accuracy and operational efficiency for both inbound and outbound cargo movements.
- **Technological renovation of equipment:** Desktop computers older than five years and laptops older than four were replaced to ensure the company's IT infrastructure meets current performance and security standards.

2025 challenges and outlooks:

Challenge	Description of the challenge
Business-oriented digital solutions	<ul style="list-style-type: none"> • Develop Phase One of the Operational Cost Control System: Strengthen financial management by launching the initial phase of the cost control platform. • Advance Container Auto-Billing System: Continue development of nine additional valuation methods to improve billing efficiency and traceability. • Implement a CRM Solution: Deploy a Customer Relationship Management system to enhance engagement with clients and strategic partners. • Launch a Document Management System: Support the Procurement and Legal departments with a centralized platform for secure and streamlined document handling. • Begin Development of New TERMEB PC Application: Replace the outdated TERMEB PC module with a modern application to ensure long-term technological sustainability.
Process automation and integration	<ul style="list-style-type: none"> • Implement an automated system to generate RADIANT events for supplier invoices in compliance with DIAN requirements, improving tax compliance and operational efficiency.
Strengthening Cybersecurity	<ul style="list-style-type: none"> • Launch a Security Operations Center (SOC) to enable proactive detection and response to cyber threats. • Conduct tabletop simulation exercises to assess response capabilities to cyber incidents and other critical events. • Integrate an identity protection solution for privileged accounts within Active Directory to strengthen access control.
Strategic Plans (BCP/DRP)	<ul style="list-style-type: none"> • Actively participate in the implementation of Business Continuity Plans (BCP) and Disaster Recovery Plans (DRP) to ensure service availability in adverse scenarios.
Cloud Service Optimization	<ul style="list-style-type: none"> • Execute the third phase of the server migration project. • Migrate the Human Resources information system, the TERMEB billing module, and the TOS for multiple COMPAS terminals to a more agile and scalable cloud environment.

Responsible supply chain

Supply chain

(GRI 3-3)

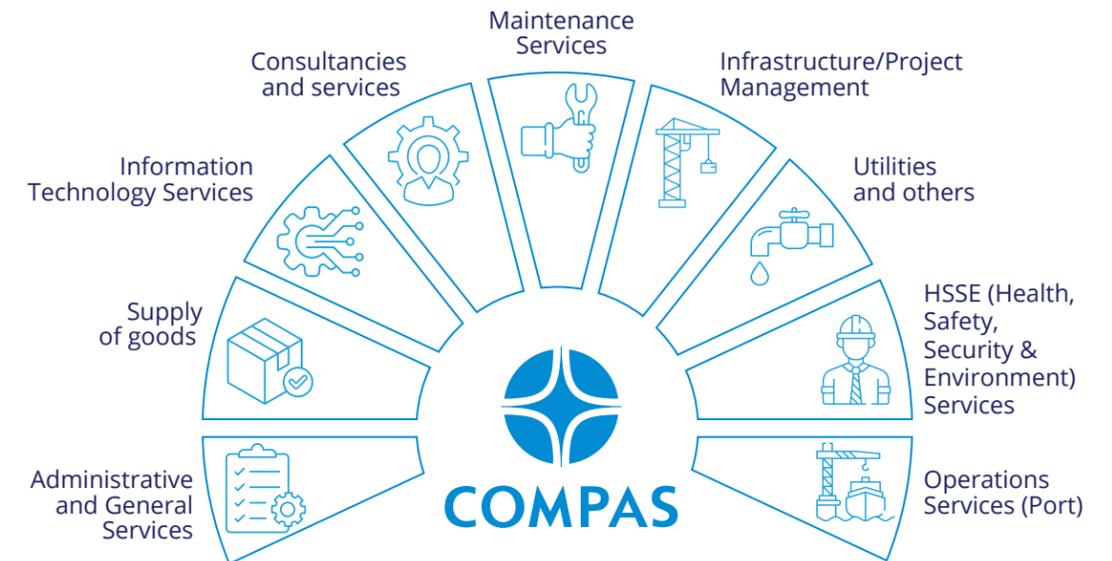
Strategic guidance

Effective supply chain management is a core pillar at COMPAS, essential to ensuring operational continuity, process efficiency, and—above all—customer satisfaction. Through rigorous planning grounded in ethics and transparency, the company guarantees the timely delivery of goods and services under optimal conditions of quality, cost, and timing. This approach allows COMPAS to mitigate risks, anticipate delivery issues, and create efficiencies that translate into more reliable and competitive service. As a key integrator within the supply chain, COMPAS fosters strong collaboration among suppliers, businesses, and logistics partners—generating shared value and building long-term strategic relationships.



COMPAS

Figure 35: Categories of goods and services



(GRI 204-1)

2024 Procurement Results

In 2024, there were no changes to the structure, content, or targets of the performance indicators used to assess supplier-related processes managed by the Procurement Department.

Figure 36: Procurement Department Performance Indicators

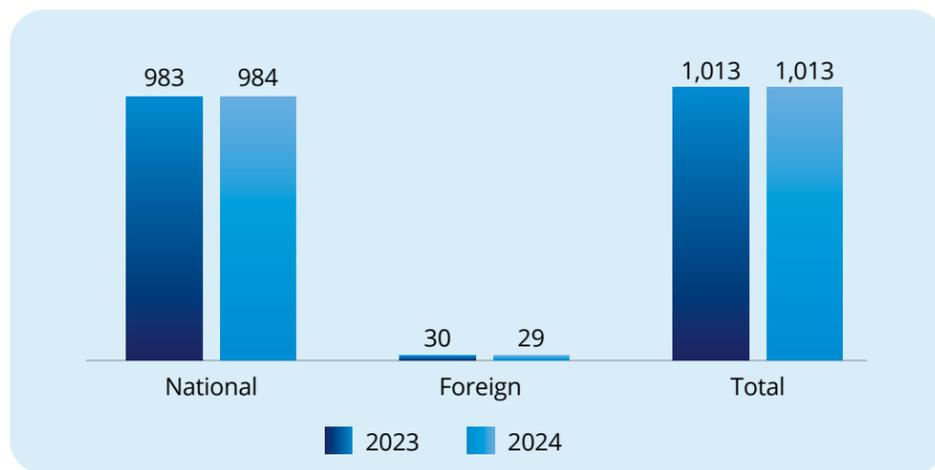


As part of the updates made to the Contracting Manual, several enhancements were introduced to streamline contract management. Notably, authorization thresholds for contract formalization were increased, and specific criteria were established to determine when a formal contract is not required. These changes aim to expedite procurement processes for categories such as consumables and inventory items that do not involve installation services. As a result, a direct impact is expected on the Contract Management indicator, as requests related to these types of negotiations will no longer be submitted—contributing to greater administrative efficiency.

Table 29: Total purchases from suppliers

Category	2023	2024
National	\$ 155,784	\$ 132,721
Foreign	\$ 855	\$ 1,004
Total	\$ 156,640	\$ 133,725

Figure 25: Total suppliers



(GRI 308-1, 308-2, 414-1, 414-2)

Follow-up to suppliers and contractors

The annual performance evaluation of critical suppliers remains a key tool for strengthening operational efficiency, boosting productivity, and ensuring high-quality customer service. In 2024, COMPAS evaluated a total of 149 critical suppliers based on the company's established criteria.

Figure 37: Supplier evaluation criteria



Suppliers who received acceptable or poor performance ratings were supported in developing and implementing improvement plans, in coordination with the relevant internal departments.

The overall results show significant progress in compliance with current environmental regulations. Key areas of compliance included legal requirements, implementation of procedures, environmental management plans, control of service-related impacts, proper waste handling, and emissions reduction.

Additionally, no violations were reported regarding the right to freedom of association or collective bargaining, and no cases of child or forced labor were identified. COMPAS and its affiliates reaffirm their commitment to fostering an ethical and respectful work environment and continue to urge suppliers to operate in accordance with the Supplier Code of Conduct.

Figure 26: 2024 Supplier Evaluation Results



In 2024, a total of 130 new commercial partners were added to the company's supplier master list—126 domestic and 4 international. Following a thorough due diligence process, none of the new suppliers were found on restricted lists or flagged for inconsistencies in their legal documentation. Their inclusion was based on rigorous criteria, including financial stability, technical and economic evaluations, prior experience, and the implementation of environmental and social management systems—tailored to the nature of the goods or services provided.

Following onboarding, each new supplier underwent a comprehensive qualification process assessing compliance with environmental regulations, any history of incidents, and their level of adherence to COMPAS's sustainability requirements.

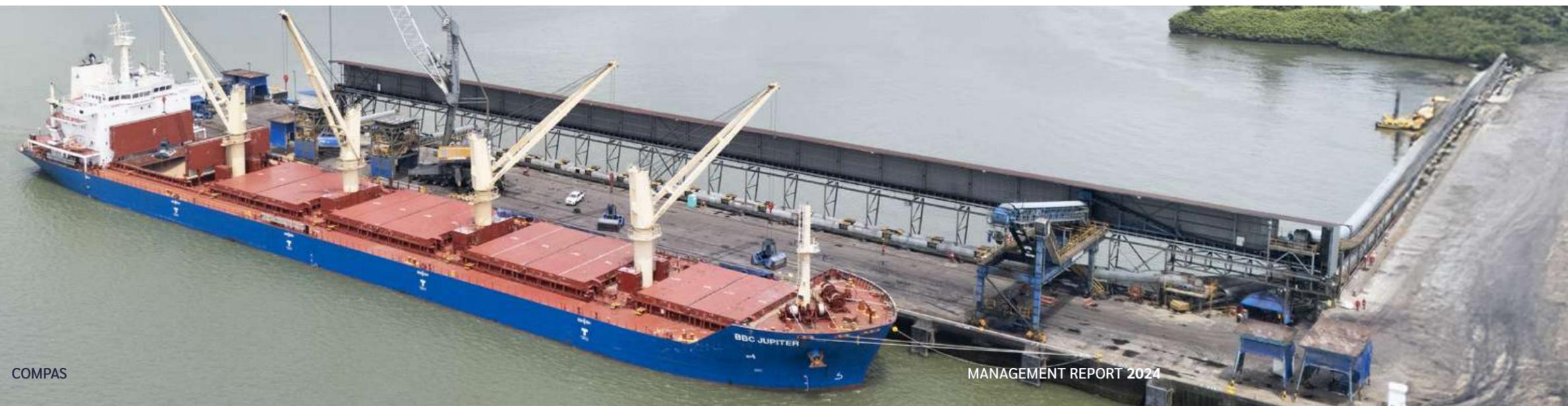
Sustainability criteria in supplier selection

In negotiation and vendor selection processes, the terms of reference include criteria based on the Supplier Code of Conduct to ensure responsible practices aligned with COMPAS's corporate values. These criteria include:

- **Ethics and Transparency:** Encompasses the prevention of bribery, corruption, money laundering, and terrorist financing; proper management of conflicts of interest; fair competition; responsible handling of gifts and hospitality; legal compliance; information protection; and a strict prohibition on alcohol and drug use during contractual activities.
- **Occupational Health and Safety:** Treated as a top priority, ensuring a safe and healthy work environment.
- **Sustainability:** Emphasizes responsible social and environmental management throughout the supply chain.
- **Working Conditions:** Requires fair and responsible labor practices that uphold workers' rights and dignity.

The Supplier Code of Conduct is not only included in the terms of reference but is also formally presented during the kickoff meeting with all participants in the procurement process. This year, it was additionally incorporated into the security agreements signed by suppliers during the registration phase—reinforcing COMPAS's comprehensive commitment to corporate standards.

Additionally, the annexes to the Contracting Manual include specific provisions that suppliers must comply with regarding labor responsibility, safety, occupational health, and the protection of people and the environment. These requirements are designed to prevent negative impacts associated with supplier activities and ensure alignment with COMPAS's sustainability and risk management standards.



Due Diligence in Supplier Management

The selection and onboarding of suppliers at COMPAS follows clearly defined regulations, policies, and procedures to ensure full compliance with ethical, legal, and operational standards. This process is managed through the company's designated platform, with *Strattegi* serving as the primary tool for collecting and validating supplier information. As part of COMPAS's prevention and monitoring efforts, the following guidelines are applied:

1. Due Diligence:

- Review and validation of submitted documentation.
- Verification with Colombia's tax authority (DIAN).
- Screening against national and international watchlists for the legal representative, corporate entity, and shareholders with a stake of 5% or more.
- Checks against law enforcement and regulatory databases, including the National Police, Attorney General's Office, and RUES.

2. Enhanced Due Diligence for high-risk cases.

3. Counterparty segmentation to classify suppliers based on risk profile.

4. Risk alert management, enabling additional review protocols when potential red flags are identified.

5. Ongoing monitoring and periodic updates to ensure continuous compliance oversight.

When alerts are detected during the process, the Compliance Department conducts a thorough investigation to determine the nature and severity of the finding. The decision to approve or deny supplier onboarding is based on the outcome of this review.

The primary risks considered in this process include fraud, money laundering, corruption, reputational damage, and potential criminal activity involving the supplier's legal representatives or key shareholders. These risks are clearly identified and documented in the Compliance Manual, which serves as a reference for proactively managing such scenarios.

Communication channels in supplier management

Channel	Frequency	Objective
Strattegi Platform: Supplier Registration Module	Daily	Enable continuous updates of supplier documentation to ensure ongoing compliance with the requirements for formal participation in procurement processes.
Strattegi Platform: Supplier Evaluation Module	Annual	Ensure that suppliers comply with the guidelines established in the Contracting Manual, the Sourcing Procedure and the Supplier Code of Conduct.
Strattegi Platform: Premium VSP Module	As needed	Strengthen traceability, security, and transparency in the procurement of high-value and high-criticality goods and services to minimize risk and ensure compliance with organizational standards.
Customer inquiries, complaints, claims and suggestions - Website	As needed	Establish a formal channel for receiving, managing, and resolving supplier feedback—including compliments, inquiries, complaints, claims, and suggestions—fostering open communication and driving continuous improvement.
Email	Daily	Facilitate direct interaction between the procurement team, internal users, and suppliers to promote clear, efficient, and traceable communication throughout all stages of the contract lifecycle.
Telephone service	Daily	Provide personalized support and assistance for resolving inquiries related to procurement processes through direct contact with members of the procurement team and responsible internal stakeholders.

Channel	Frequency	Objective
PL Colab Platform	Daily	Centralize the receipt of electronic invoices in accordance with DIAN regulations, ensuring regulatory compliance and greater efficiency in accounting and financial management processes.
Microsoft Teams	As needed	Enhance supplier relationships through virtual meetings focused on portfolio presentations, offer evaluations, technical clarifications, and other collaborative activities related to the procurement process.
In-person meetings	As needed	Strengthen supplier relationships through on-site visits and formal meetings focused on understanding their service offerings, verifying contractual compliance, monitoring ongoing services, and managing negotiations.

Monitoring 2023 challenges

In response to the commitments outlined in the 2023 Management Report, COMPAS implemented key actions in 2024 to improve coordination between internal departments and the IT and technology systems. Efforts also focused on strengthening contract and insurance policy management to enhance control, traceability, and overall process efficiency.

- **Self-Service Invoice Payment Tracking:** This functionality was successfully implemented, allowing suppliers to directly check and track their payments through the registration platform—achieving 100% coverage.
- **Contract Management Platform Implementation:** Following a technical and functional assessment, COMPAS decided not to move forward with the implementation. The evaluated tool offered limited functionality—mainly automated notifications—without delivering meaningful improvements to process efficiency. The company will continue exploring more robust solutions that support comprehensive and strategic contract management.

2024 Highlights

- **Bulk Cleanup of the Supplier Database:** To ensure data integrity and keep supplier information up to date, COMPAS conducted a large-scale cleanup of its supplier database. This initiative helped reduce errors in payment and communication processes, ensured compliance with legal and tax requirements, and improved data quality for strategic decision-making within the supply chain. As a result, 5,717 supplier records that no longer met the established criteria were deactivated.
- **Enhancements to the Strattegi Platform – Supplier Registration and Infolaft Integration:** In 2024, new features were added to the supplier registration platform to strengthen self-service capabilities and regulatory compliance oversight. Key improvements included:
 - Self-service generation of commercial certificates, allowing suppliers to produce their own up-to-date documentation.
 - Direct access to invoice and payment status.
 - Centralized access to official communications and relevant updates from the organization.
 - Integration with Infolaft, automating restricted list validations and delivering greater operational efficiency, speed, and resource optimization.
- **Premium Module Upgrade – Strattegi Procurement Platform:** As part of COMPAS's digital transformation efforts, the Premium module of the Strattegi procurement platform was further enhanced. These improvements enabled more autonomous and efficient management of high-value contract negotiations, driving greater transparency and operational simplification.
- **Implementation of the Contract Value Monitoring System:** A real-time alert system was developed to track the financial thresholds of contracts with port operators. This tool enables early detection when a contract approaches or exceeds its estimated value, allowing for preventive action and ensuring compliance with the guidelines set forth in the Contracting Manual.

2025 challenges and outlooks:

Challenge	Description of the challenge
E-Sourcing Platform Implementation - Standard Version	As part of COMPAS's commitment to efficiency and digital transformation in supply chain management, the company plans to implement the standard version of the E-Sourcing platform in 2025. This tool is designed to streamline and automate the procurement of mid- and low-value goods and services. The goal is to ensure end-to-end traceability, reduce the operational burden on the procurement team, and strengthen transparency in routine purchasing processes.
Strengthening the Document Management System (DMS)	COMPAS plans to implement an open-source Document Management System that aligns with national archival standards and regulatory requirements. The goal is to streamline document control, organization, and accessibility while ensuring long-term preservation and full legal compliance.
Expansion and formalization of the port services supplier portfolio	As part of the logistics strengthening strategy, COMPAS will focus on formalizing contractual agreements with selected port service providers by structuring standardized pricing lists and formal contracts. In parallel, the second phase of the request-for-quotation (RFQ) process for specialized maritime services will be launched to ensure full coverage of operational demand through qualified providers for both port operations and complementary services.



Business Prosperity

Economic performance

(GRI 3-3)

Strategic guidance

COMPAS prioritizes value creation and growth by evaluating the economic viability of its projects and closely monitoring their financial outcomes. Profitability is essential to ensure the company's long-term sustainability and its ability to meet commitments to stakeholders. This includes investing in community development initiatives within its areas of influence, meeting tax, labor, and financial obligations, and strengthening relationships with employees, suppliers, and customers.

Within the framework of the concession agreements, new investment projects are designed to meet profitability benchmarks that align with the expectations of both shareholders and the national government. The economic evaluation of these projects is led by the Vice President of Finance, with input from multiple departments across the organization. Final results are presented to the Board of Directors for approval.



In 2024, COMPAS allocated approximately \$5 million to investments aimed at ensuring uninterrupted operations, maintenance, and comprehensive improvements across all its terminals. This strategy helped strengthen commercial relationships, boost customer loyalty, and build a solid economic foundation—crucial for navigating market challenges both domestically and internationally.

As part of its strategy to drive more efficient financial performance, COMPAS prioritized **cost control and operational expense optimization** in its 2024 management agenda, following higher-than-expected spending in the previous period. The following key actions were implemented to meet this objective and enhance financial efficiency:

Monitoring 2023 challenges

- **Increase company profitability through cost-saving initiatives and enhanced operational efficiency.** These efforts led to significant results, including a 17% increase in EBITDA and an expansion of the EBITDA margin by 621 basis points—from 37.9% in 2023 to 44.1% in 2024.

2024 Highlights

- **Financial refinancing:** Throughout the year, COMPAS initiated negotiations with banking institutions to extend debt maturities and increase credit limits. This strategy strengthens the Company's financial position and creates a more favorable framework to support strategic investment projects.
- **Social dialogue:** In August, COMPAS successfully concluded negotiations on the new Collective Bargaining Agreement, which will remain in effect for four years. This milestone marks a significant achievement in the Company's labor relations, reaffirming its commitment to social dialogue and long-term workforce stability.

Economic value generated and distributed

(GRI 201-1)

In 2024, the Company achieved significant progress in operational efficiency and resource optimization, reflected in a 4% reduction in operating expenses and a 17% decrease in government payments. Combined with increased economic value generated, these improvements led to a 19% rise in retained economic value, strengthening the Company's capacity for reinvestment and sustainable growth.

Table 30: Economic value generated and distributed

Economic value generated and distributed	2023		2024	
	Million COP	Million USD	Million COP	Million USD
Economic value generated	\$ 345,971	\$ 80.0	\$ 345,419	\$ 84.9
Operating income	\$ 345,971	\$ 80.0	\$ 345,419	\$ 84.9
Net income	\$ 342,199	\$ 79.1	\$ 343,528	\$ 84.4
Income from financial investments	\$ 3,772	\$ 0.9	\$ 1,891	\$ 0.5
Asset sales	\$ -	\$ -	\$ -	\$ -
Economic value distributed	\$ 262,585	\$ 60.6	\$ 252,126	\$ 62.0
Operating expenses	\$ 118,351	\$ 27.3	\$ 113,401	\$ 27.8
Procurement of materials and supplies	\$ 117,888	\$ 27.2	\$ 112,917	\$ 27.7
Employee Training Costs	\$ 463	\$ 0.1	\$ 484	\$ 0.1
Employee salaries and benefits	\$ 51,991	\$ 12.0	\$ 51,178	\$ 12.6
Payments to capital providers	\$ 63,085	\$ 14.6	\$ 64,211	\$ 15.8
Payments to governments	\$ 26,955	\$ 6.2	\$ 21,091	\$ 5.2
Community Investments	\$ 2,203	\$ 0.5	\$ 2,245	\$ 0.6
Investment in community social programs in direct influence areas	\$ 2,203	\$ 0.5	\$ 2,245	\$ 0.6
Infrastructure investments	\$ -	\$ -	\$ -	\$ -
Retained Economic Value	\$ 83,386	\$ 19.4	\$ 93,293	\$ 22.9

2025 challenges and outlooks:

For 2025, COMPAS aims to strengthen its operational and financial performance through three strategic objectives:

Challenge	Description of the challenge
Strengthening financial resilience	COMPAS plans to complete its refinancing process and expand its credit lines to reinforce its capital structure and ensure long-term financial stability.
Optimizing investment and installed capacities	COMPAS will begin deploying funds from the refinancing process, prioritizing projects with returns above the cost of capital. These investments aim to expand operational capacity and ensure sustainable long-term growth.

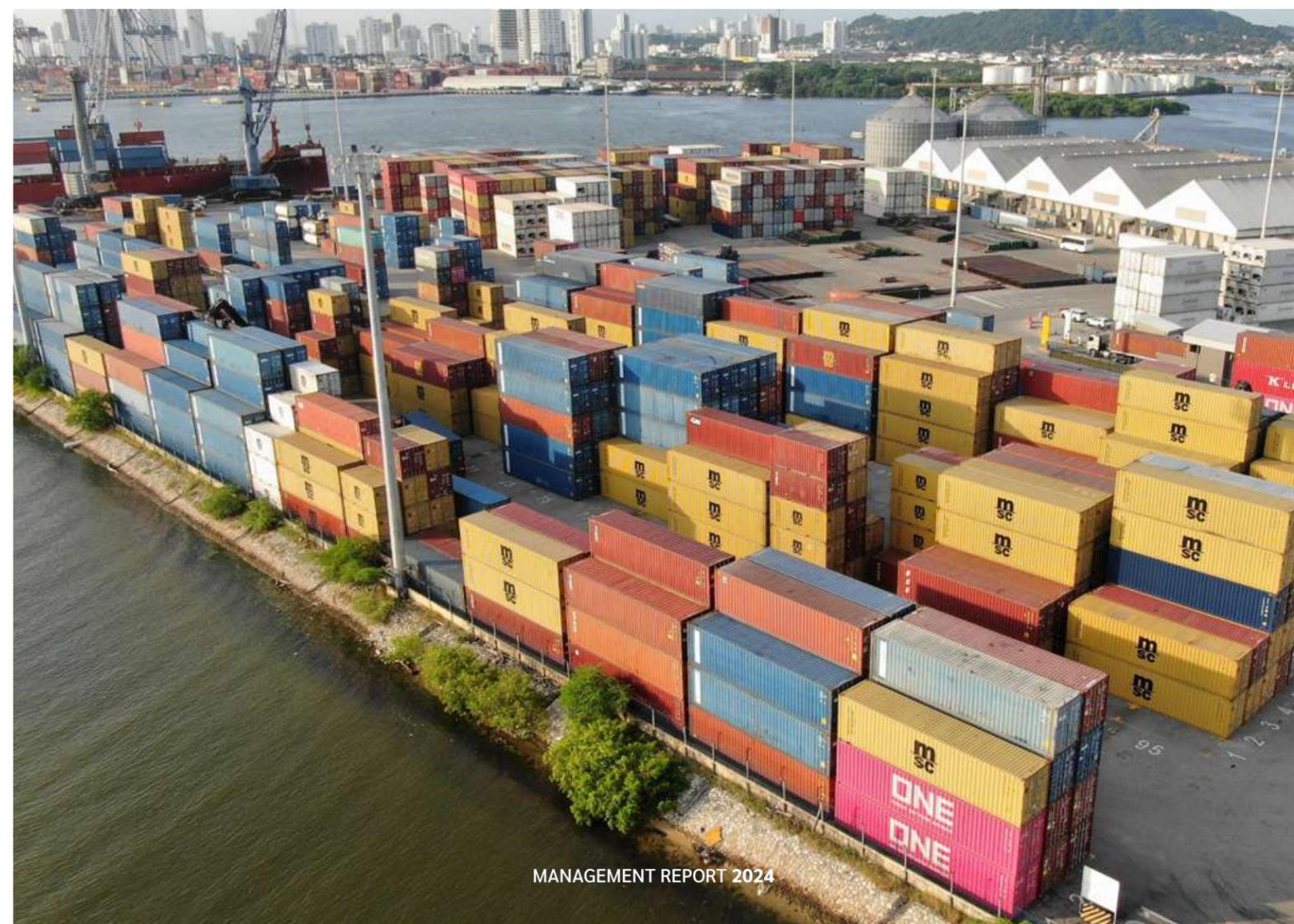


Table of Contents GRI

Statement of Use	COMPAS S.A. presents its 2024 Sustainability Report, covering the period from January 1 to December 31, 2024. This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards.
Version used	"GRI 1: Fundamentals 2021; GRI 2: General Contents 2021; GRI 3: Material Themes 2021."
Sector standards	Not applicable

GRI Standards / Other Sources		Contents	Location
General contents			
GRI 2: General contents 2021	2-1	Organizational Details	Page 6
	2-2	Entities included in the organization's sustainability report	Page 16
	2-3	Reporting period, frequency, and point of contact	Page 16
	2-4	Restatement of information	Page 16
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	2-6	Activities, value chain and other business relationships	Page 7
	2-7	Employees	Page 25
	2-8	Non-Employee Workers	Page 25
	2-22	Declaration on the sustainable development strategy	Pages 2 - 5
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	2-29	Stakeholder engagement approach	Page 10
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		Tolú Terminal	Pages 193 - 197
Customer satisfaction			
GRI 3: Material Topics 2021	3-3	Material Topic Management	Page 198
GRI 418: Customer privacy 2016	418-1	Substantiated Claims Regarding Customer Privacy Violations and Loss of Customer Data	During the period of the report, COMPAS did not register complaints of this type.
Safety and security			
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GRI 414: Social assessment of Suppliers 2016	414-1	New suppliers screened using social criteria	Pages 223 - 226
	414-2	Negative social impacts on the supply chain and measures taken to address them	Pages 223 - 226

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	2-27	Compliance with laws and regulations	Page 146
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	401-2	Benefits for full-time employees not given to part-time or temporary employees	Page 28
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	403-4	Worker participation, consultation and communication on workplace health and safety	Page 44
	403-5	Training of workers on workplace health and safety	Page 50
	403-6	Promoting workers' health	Page 44
	403-8	Coverage of the Workplace Health and Safety Management System	Page 34
	403-9	Work-related injuries	Pages 45 and 49
	403-10	Occupational illnesses	Page 36
	GRI 404: Training and Education 2016	404-1	Average training hours per year per employee
404-2		Employee Skills Development Programs and Transition Assistance Programs	Page 29
404-3		Percentage of employees receiving regular performance and career development reviews	Page 30
GRI 406: Non-Discrimination 2016	406-1	Cases of discrimination and corrective actions taken	Page 31

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