

SUSTAINABILITY REPORT 2022

Environmental



Social



Governance



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1 Letter from the President of ARITMETIKA S.A.S. Stephanie Dager Jassir

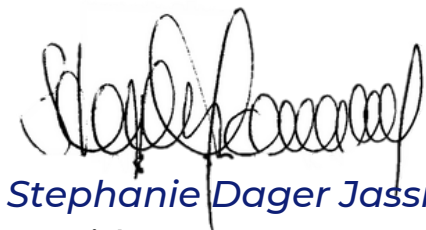
For the knowledge of many, 2022 was an atypical and challenging year for the investment sector in alternative assets, according to the study carried out by the Colombian Association of Private Equity – ColCapital called "private equity industry in Colombia 2021- 2022" during the second quarter of the year the Colombian GDP grew by 12.6% compared to the same period of the previous year, which allowed the economy to recover part of what was lost in the 2020 contraction due to the Covid-19 pandemic. However, the economic and social sectors suffered great agitation due to the expectations generated in the political sector, due to the nervousness caused in the industry and the incentive of foreign investment by the new president. The above, added to the fact that, at the beginning of the fourth quarter, inflation was above the upper limit set by the Bank of the Republic, the rise in the exchange rate of the US dollar against our devalued local currency, among other effects, led to the conclusion that although the global economic situation during 2022 was not the most efficient, continues the effort in the growth and strengthening of this economic sector.

Within that effort, our company has not been the exception, as 2022 brought several challenges for our business, mostly not only aimed at opening our way in the recent and growing professional fund management industry in Colombia, but also demanded greater diligence and agility to stay current and attractive in the market.

Since its establishment, in Aritmética S.A.S. we have worked tirelessly to provide our clients with a better service and thanks to the collective effort we have achieved a significant positioning in the Colombian professional fund management market, providing liquidity solutions through our investment platform and contributing to millions of Colombian households to fulfill their dreams and desires through our management. In the course of 2022, we decided to direct our management towards new businesses, we understood that the prosperity of the industry will lie not only in its support in technology and human talent, but to the extent that it can encourage and strengthen sustainable and socially responsible practices within the industry.

This time we aim not only to make the investment vehicles we manage profitable, but also compatible with the needs of sustainability and competitiveness of the industry. Therefore, we agreed to venture into the world of corporate sustainability - ESG, and thus formalize several of the practices that we had been implementing, but that for the first time within the company will be executed with a joint purpose and in pursuit of the care of our stakeholders and the construction of ethical and transparent relationships with the community in general.

Therefore, I am proud to present our first Sustainability Report through which we show the main achievements in sustainability, implemented by the company during 2022, as well as the commitments that we have decided to continue executing towards the future in the search that the vehicles we manage are not only profitable, but also compatible with the needs of implementing sustainable and socially responsible practices in the industry.



Stephanie Dager Jassir
President
ARITMETIKA S.A.S



*"It's not about ideas. It's about making ideas happen". **Scott Belsky.***

About this report

The purpose of this sustainability report is to consolidate the historical work carried out by ARITMETIKA S.A.S., from its foundation until 2022 in terms of social, environmental, and good corporate governance practices. Through this document, we will expose the advances and what we expect to implement in the future in the sustainability area of the company, oriented towards the objectives and goals of sustainable development - SDGs proposed by the United Nations -UN, through the principles and action plans proposed to encourage the realization of sustainable practices inside and outside the company.

In accordance with the above, as professional managers of private equity funds with great pride we present our first Annual Sustainability Report, through which you will be able to observe the formation of the company, its main achievements in terms of sustainability, as well as you will be able to know where we are directing our management and the fulfillment of our commitments in terms of environmental care, social and good governance. All the above, with the modest purpose of contributing our part in the growth and transformation of our economic sector and the construction of a more socially and environmentally responsible country.

We hope this Report will be a useful tool for our stakeholders and others interested in learning about ARITMETIKA S.A.S.

First 1st Annual Sustainability Report: Historical monitoring of the company until 2022. Sustainability area of ARITMETIKA S.A.S.



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ARITMÉTICA[®]

3.1. ABOUT THE COMPANY

Aritmetika is a professional manager of private equity funds whose purpose is the investment in alternative assets, we have presence throughout the national territory, in the cities of Arauca, Bogotá, Rioacha, Medellín, Cali, Barranquilla, Popayan, Pasto, Florencia, Bucaramanga, Ibagué, Pereira, Valledupar and Monteria.

Today we are more than 50 employees, and we celebrate 12 years since the beginning of operations, years in which the road was full of challenges but also of successes and we are sure that we will continue betting on being the leading professional alternative asset manager in Colombia, leveraged by the excellence of our team and the quality of our portfolio. We seek daily the satisfaction and loyalty of our stakeholders, guaranteeing objective, equal and independent treatment.

Our Organizational Culture

In Aritmetika we have an objective, communicative and practical culture, we encourage our employees to act independently in decision-making, always based on the highest ethical and professional standards and we strive to generate excellent quality in the relationship with our customers, investors, suppliers, contractors, and other stakeholders.

We are committed to building fair, transparent, ethical, and eco-friendly labor, and business practices. Therefore, among our duties and commitments is the incentive of the well-being and quality of our human talent, as well as the pursuit of a culture with social conscience, without discrimination and with a gender approach, essential pillars of our management.

Also, we tend to strengthen and comply with our internal policies through which the generation of polluting loads is prevented, minimized, and controlled. We also promote transparent, ethical relationships and actions with social impact inside and outside the company. In terms of employment, we have a fundamental commitment in terms of gender equity, diversity, and inclusion, because we have worked hard to ensure that most of the company's workers are women, mostly mothers, to whom we not only provide the opportunity to have flexible schedules, but through their training and access to employment we contribute to their training as the leaders they want to be.



3.2. CORPORATE VALUES

Our Mission and Organizational Vision:

We seek to manage alternative financial assets in an agile and innovative way, capitalizing on complex and time-sensitive investment opportunities where we believe that the perception of business is poorly valued and generate liquidity for our clients, with high returns and controlled risks.

We intend to continue being the first (1st) professional manager of alternative assets leader in Colombia for the excellence of its team and the quality of its portfolio.

Our Organizational Principles:



Be willing to manage change, think differently, look for new methods, based on the knowledge that precedes it, to improve.

INNOVATION



Distinguish between others as a result of a high performance.

PERFORMANCE AND PERSONAL RECOGNITION



Execute activities and actions with an extraordinary result.

EXCELLENCE



Activities carried out by all employees, where each one executes a task, but all with a common goal.

TEAMWORK



Guidelines and appropriate action to enable Aritmetika to achieve its success.

GOOD MANAGEMENT



Promote social development in the sector in which it operates.

SOCIAL CONTRIBUTION



We encourage and promote access to work for women in this sector.

WOMEN EMPOWERMENT

ARITMÉTICA

3.2. CORPORATE VALUES

Our Organizational Values:

The values of commitment, simplicity and transparency are the pillars of our organization. Our commitment and excellence in everything we do, has characterized us throughout our years of experience. Simplicity goes hand in hand with innovation, necessary to stay at the forefront of our industry and transparency along with customer service is fundamental to our reputation and success.

Our employees know and keep in mind the importance of working together and in accordance with the values and keeping them at the center of our daily decisions and actions. By doing so, we can ensure that our organization continues to be a place we can be proud to work in, that our customers can trust, and continue to build a successful future.



COMMITMENT:

- ❖ Act with enthusiasm and dedication to achieve our purposes.
- ❖ Act with discipline to continue improving.
- ❖ Focus on solutions and possibilities, no excuses.
- ❖ Always propose the best as a goal and act to achieve it.
- ❖ Always do everything in the best possible way.



SIMPLICITY:

- ❖ Act and communicate in a simple, clear, synthetic, and functional way.
- ❖ Encourage innovation to improve and facilitate the performance of our services.



TRANSPARENCY:

- ❖ Behave in accordance with principles, corporate norms, and values and consistently with the companies' values.
- ❖ Reflect before you act and do the right thing.
- ❖ Regulate behavior to achieve collective well-being and harmonious coexistence.
- ❖ Be transparent and be able to clearly support any action or decision.
- ❖ Act with rectitude and sincerity in all circumstances.
- ❖ Act and communicate with honesty and integrity.
- ❖ Avoid acts of negligence, always acting guided by good commercial faith, honesty, diligence, and care.

3.3. COMPANIES' PERFORMANCE

Thanks to our commercial management, we have managed a total of COP\$980,292 million in alternative assets in Colombia.

Curious facts of Aritmetika

For the period after the Covid 19 pandemic and until 2022 we recorded a growth of 139% in our revenues.

We became 50 employees, of which 79% are working remotely throughout the national territory.

7% of our employees are young people accessing their first job and are hired with an indefinite term employment agreement with the company.

We are still a company founded and led by women, 76% of our employees are women.

ARITMÉTICA[®]

3.4. VALUE CHAIN

Aritmetika is a Professional Manager of alternative assets with more than 12 years of experience, which over the years has stood out for the purchase of NPLs and managed a portfolio of COP \$ 450,000 million with this type of credit. As a result of this experience, the company decided to launch the Cattleya Private Equity Fund through which it purchases economic rights derived from final judgments against the nation. With our management, we reach and approach the beneficiaries of these assets to whom we offer the opportunity to generate prompt liquidity so that they can fulfill their dreams.

The focus of our company has always been to stand out for the excellent provision of services which we have achieved thanks to the structural strength of our internal processes. It is for this reason, that we manage to fulfill a promise of value of stipulated times, always thinking about our customers and their needs.

Being close to our customers and that they feel a continuous accompaniment, is one of our greatest commitments and differential factors and it is for this reason that we have expanded our presence nationwide and today we are present in more than 10 cities in Colombia.

In accordance, in 2023 we expanded our portfolio of services thinking about the needs of the clients of the Cattleya Private Equity Fund, who motivate us more and more to continue with our work and to create differences in the provision of our services. Also, by 2023 we will launch a new fund that has a regional vision and contains another asset class, seeking the satisfaction of our clients and understanding the needs of the market.

Our performance during 2022

In 2022 we achieved excellent results for our investors and for our shareholders, to whom we demonstrate that we have a robust, stable, and profitable company. We manage to distribute capital and profits as a result of the payments we received throughout the year.

We identified that to have greater visibility in the market for the purchase of economic rights derived from final judgments, we must address the target audience directly and without intermediaries in relation to branding. That is why, in Aritmetika we decided to implement as a positioning strategy the creation of our brand Komsen, through which we seek to have a more fluid communication with our audience and to be able to deliver information about our business in a clear and efficient way.



3.4. VALUE CHAIN



Through Komsen, we have the goal of ensuring that when our public thinks about the sale of their economic rights derived from final judgments of direct reparation, nullity and restoration of the right and contractual disputes, they turn to Komsen as the preferred trademark for their purchase.

Objective that we will undoubtedly achieve thanks to the excellence in the provision of our services, also supported by the agility, efficiency, and warmth of our human talent.

Komsen's nationwide presence during 2022



4.1 OUR SUSTAINABLE MODEL

In Aritmetika S.A.S. we are aware that fulfilling sustainability commitments is not only about reducing the company's environmental impact but also about promoting a real culture of social responsibility and ethics in the business. We believe that, in sustainable practices lies the potential that will allow us to grow and prosper over time, this is the importance of asking ourselves, what is the impact we want and are generating in the community in which we operate? so that we can respond sure that our work is aimed at generating returns to our customers, at the same time, we seek to improve the quality of people's lives and the environment around us.

We know that the accomplishment of the objectives is not an easy task and requires a long-term commitment, therefore, as a company we must work together to reinforce our important role in building an inclusive, ethical, and environmentally sustainable future for all.

Our model is aimed at generating and encouraging sustainable practices to consolidate a more valuable and reliable brand. Therefore, most of our commitments are oriented to the following 3 approaches:



ENVIRONMENTAL

Nature has a limited capacity to regenerate the resources we use; therefore, we have proposed to adopt practices that maintain and even reduce our demand on those resources. Our overall objective is the digitalization of our business and our counterparts, to reduce the use of paper in our management and in return give back to nature what it has given us, by planting trees at the end of our annual exercise.



SOCIAL

We know that sustainability commitments have the capacity to improve the quality of life of the people and communities in which we operate, especially in areas such as health, education, and job stability.

We have internal policies aimed at promoting gender equality in access to education and the labor market for women and young professionals, allowing them equal access to the opportunities offered by the company. We seek that they have a balance in their personal and work life by granting half an afternoon off per month, plus days of maternity leave and remote work. Likewise, we promote investment in corporate social responsibility programs, to contribute to the education of women mothers belonging to the Matamoros Corporation. Also, and through our Cattleya Private Capital Fund we seek to support and provide the opportunity to obtain greater and prompt liquidity to the family's victims of the internal armed conflict, who historically have been a sector of the population isolated by the State and must wait for the extensive shifts of payment of their compensation before the entities.

4.1 OUR SUSTAINABLE MODEL



GOVERNANCE

We understand that maintaining good corporate governance practices is essential to ensure the long-term sustainability of the company and its positive contribution to society and the environment. Through this third approach we seek that our operations are carried out in an ethical, transparent, and responsible manner, guaranteeing that the actions and decisions of the members of the company are governed by the highest standards of integrity, responsibility, and ethics.

We ensure that in our commercial and labor relations there is permanent compliance with the guidelines set forth in our code of ethics and conduct, our Sagrilaft policy and the Business Ethics program. Also, we opt for a culture of accountability on the management of our operations, we use technology and digital tools that allow greater efficiency and transparency in the management of resources and data, as well as we allow access to information by our employees and governing bodies. Similarly, in the election and formation of our governing bodies, it is essential to verify high academic standards among future members, in addition to corroborating experience in areas that are of great interest for the optimal performance of their functions within the governing body.

4.2 OUR STAKEHOLDERS

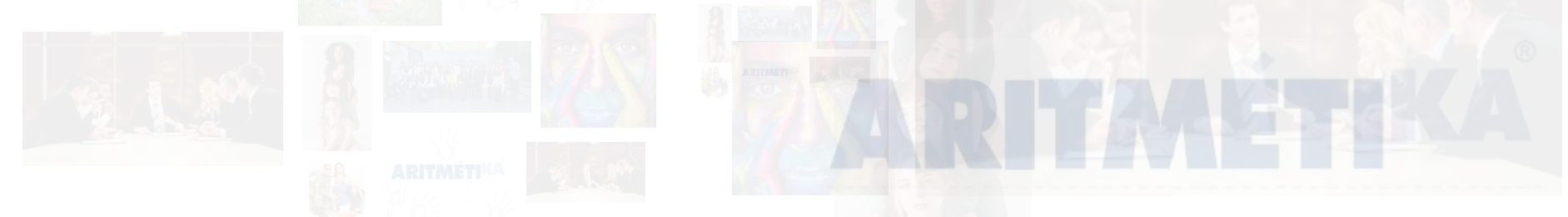
We identify that our interest groups or stakeholders are those individuals or entities that may be affected by our management. To do this, we identify as stakeholders our employees, investors, shareholders, suppliers, customers, and entities or regulatory bodies.

We understood that each of these groups have interests and needs, so as a company we must identify and understand them to make informed, balanced decisions. Experience has shown us that, by working hand in hand with our stakeholders under a margin of transparency and accountability, trust and commitment has strengthened.

OUR EMPLOYEES

In Aritmética S.A.S. we understand that our employees are a fundamental pillar for the achievement of our objectives, therefore, we seek an environment of well-being through the management of the risks to which they may be exposed, under the implementation of the policy of safety and health at work. Also, we encourage their professional development through access to semester educational supports aimed at improving their skills and knowledge. We also offer benefits and rewards to retain our talent and recognize their good performance during the previous year.

We foster a positive work culture that promotes teamwork, collaboration, mutual respect, diversity, and inclusion. We also have recruitment, selection, and promotion processes based on criteria and factors of independence and objectives of knowledge, training, experience, performance, and merits, which are executed under the guidelines set forth in our human talent management policy.



4.2 OUR STAKEHOLDERS

OUR SHAREHOLDERS

We understand that the relationship with our shareholders is extremely important to the success and sustainability of our business. Therefore, we strive to comply with our good corporate governance policies, aimed at achieving effective, clear, and transparent communication with our shareholders about the status, financial performance, and prospects of the company's business.

OUR INVESTORS

We are also inclined to build constant and assertive communication with investors, aimed at making more informed investment decisions and with better profitability options.

OUR CLIENTS

Through our Cattleya Private Equity Fund and our commercial brand Komsen we maintain pleasant relationships with our clients, because we know that this is crucial for the success of the business, therefore, we strive to offer a service of high human quality and focused on satisfying the needs and expectations of our customers, always trying to generate a positive experience. To achieve this, our communication channels are direct, willing to receive suggestions and opinions from our audience, and we classify our clients into two large groups to achieve specialized communication:

Lawyers/Attorneys: They are our main client and are the ones that make up 95% of the base we currently have. The lawyer is the one who has led the administrative process of the beneficiaries and is our main point of contact. A large majority of our lawyers are specialized in Administrative or Criminal Law.

Beneficiaries: They are the people who have been affected by some failure or omission by the State and decide to sue, they are mostly in a socioeconomic status 1, 2 and 3.

OUR SUPPLIERS

We generate relationships under values of trust and mutual respect through the provision of open and transparent media to resolve any problem or conflict efficiently. We tend to efficiently comply with the commitments and agreements established with our suppliers and collaborate in the design of joint strategies to improve the efficiency and quality of the services provided.

We avoid any relationship with counter parties whose activity represents a reputational risk and especially those who are known to develop activities or businesses contrary to the law or under commercial behaviors that are not typical of a good businessman.

ENTITIES AND THE COMMUNITY

Through our Cattleya Private Equity Fund and our Komsen trademark we have observed that the relationship with public entities has a significant impact on the way our company operates and, on our ability, to continue to compete in the Colombian alternative asset management market. Sufficient incentive to continue working together and thus achieve the construction of a relationship governed by ethics and public morality, in pursuit of the welfare of the existing commercial relations between our clients for us and from us to the entities.

Regarding the activities developed in the community in which we operate, we can particularly point out the advanced management of the hand in hand with the **MATAMOROS CORPORATION** through which we seek to support and encourage access to education for some of the beneficiaries of the corporation so that they can access education.

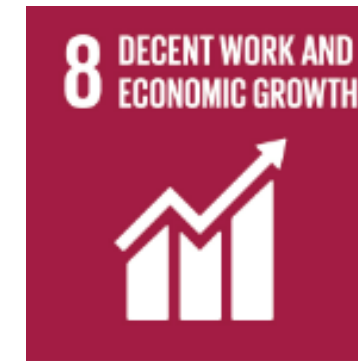
4.3. OBJECTIVES OF OUR SUSTAINABLE MODEL

SUSTAINABLE DEVELOPMENT GOALS SDGs IN ARITMETIKA S.A.S.

Our sustainability model is oriented to the development of 6 of the 17 global development goals proposed by the United Nations - UN as part of the fulfillment of the new 2030 sustainable development agenda, to eradicate poverty, protect the planet and ensure prosperity for all. Our commitments are divided into 3 macro approaches (Environmental - Social - Governance), integrated by objectives and indicators, which aim to develop the 6 SDGs selected by the company.

Why align our goals with the SDGs?

- To communicate the company's impact in a global language.
- The SDGs make it possible to identify whether the social, economic, and environmental impact of the company adds value to society and helps them strengthen their reputation and their relationships with different stakeholders.
- The SDGs help define our sustainability strategies and prioritize their actions to generate impact.
- The SDGs are a call to action for all of us to work together to create a sustainable and equitable future.
- As a company we can create jobs, generate wealth, and improve people's quality of life.
- Companies that commit to meeting the SDGs can improve our relationship with our customers and investors, and this can be beneficial to the company's long-term performance.



4.3. OBJECTIVES OF OUR SUSTAINABLE MODEL

APPROACH



ENVIRONMENTAL

SUSTAINABLE OBJECTIVE ARITMETIKA S.A.S.

Our overall objective is the digitalization of our business, to reduce the use of paper in our management and in return to nature what it has given us by planting trees at the end of our annual exercise.



SOCIAL

Our overall objective is to invest in corporate social responsibility programs aimed at our employees and the community in which we operate. We seek the implementation and strict compliance with internal policies that promote gender equality, diversity, access to education, training for employment and access to the labor market for our employees, and particularly for women and young professionals interested in being part of the company.

Contribute to the social construction and improve the conditions of soldiers, policemen and their families to support in various aspects of their lives.

ACTION PLAN

- Reduce the total number of printers in the company to 2.
- Only print what is required in the legal area and operations, setting a maximum monthly limit of impressions in both areas.
- Finish the available folios of the corporate books and digitalize before the Chamber of Commerce.
- Implement Saphety and Sincosoft RE applications to achieve the digitalization of the company's billing.
- Include in corporate emails warnings about giving a useful use to paper.
- Implementation of a control spreadsheet that allows the traceability of the type and daily number of documents that are delivered physically in the company.
- Allocate an annual amount to finance the planting of 90 trees.

- Continue to encourage hiring women for the positions offered in the company and working towards gender-equitable wages.
- Increase from the area of HR and systematically the number of hours allocated to the training and qualification of workers.
- Propose to the Board of Directors of the company its approval consisting of the allocation of 1% of the operating profit for the training of workers and the granting of educational aid.
- From the HR area, carry out constant campaigns on the calls and registrations for educational aid, to encourage workers to pursue their studies.

UN SUSTAINABLE DEVELOPMENT GOAL



- Sustainable management and efficient use of natural resources.
- Reduction of waste generation through prevention, reduction, recycling, and reuse activities.



- Equal and gender-equitable access to education.
- Access to employment, decent work for youth and adults.
- Eliminating gender disparity in education and ensuring equal access to all levels of education and vocational training for people in vulnerable situations.
- Access to education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence.



- End all forms of discrimination against all women and girls.
- Full and effective participation of women in equal opportunities for leadership in political, economic, and public life.
- Strengthening policies to promote gender equality and women's empowerment.

4.3. OBJECTIVES OF OUR SUSTAINABLE MODEL

APPROACH

SUSTAINABLE OBJECTIVE ARITMETIKA S.A.S.

ACTION PLAN

UN SUSTAINABLE DEVELOPMENT GOAL

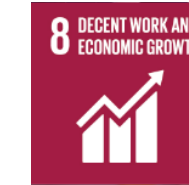


SOCIAL

Our overall objective is to invest in corporate social responsibility programs aimed at our employees and the community in which we operate. We seek the implementation and strict compliance with internal policies that promote gender equality, diversity, access to education, training for employment and access to the labor market for our employees, and particularly for women and young professionals interested in being part of the company.

Contribute to the social construction and improve the conditions of soldiers, policemen and their families to support in various aspects of their lives.

- Promote access to work and knowledge for young people. At the time of hiring, priority is given to hiring students in the practical training stage.
- Encourage the hiring of profiles of people with disabilities.
- Increase from the area of HR the number of hours for training and qualification of workers.
- Create a criteria focused on determining if the company has internal personnel trained to fill the vacancies of the new positions created and make internal calls or if, on the contrary, the hiring of external ones is required.



- Full and productive employment and decent work for all women and men, including youth and persons with disabilities.
- Protection of labor rights and promotion of a safe and safe working environment for workers.



- Empower and promote the social, economic, and political inclusion of all people, regardless of age, sex, disability, race, ethnicity, origin, religion or economic or other status.
- Guarantee of equal opportunities and reduction of inequality of results, discriminatory practices.



GOVERNANCE

Our general objective is the promotion of a corporate culture committed to the realization of transparent and ethical business practices, through permanent compliance with the guidelines set out in our code of ethics and conduct, our Sagrifalt policy and the Business Ethics Program.

- Encourage the selection of senior managers focused on achieving profiles related to the needs of the company's business.
- Verification of compliance with the terms set forth in the bylaws and internal governance policies.



- Significant reduction of corruption and bribery in all forms.
- Building effective and transparent and accountable institutions.
- Promotion and implementation of non-discriminatory laws and policies for sustainable development.

4.4. APPROACHES TO OUR SUSTAINABLE MODEL

APPROACH

KPIs

OUR 2022



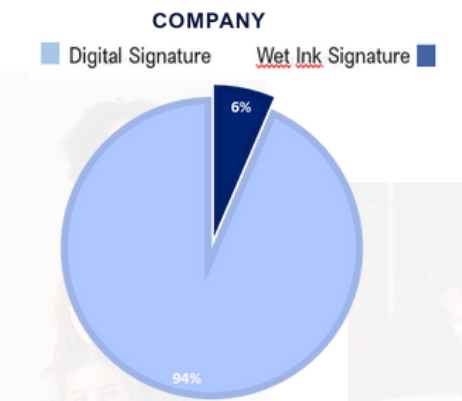
ENVIRONMENTAL

Percentage of digital signatures

- The implementation of the digital signature and digitization of the documents processed within the company.



We identified that, of the 186 types of documents implemented in the company, 174 are signed through our digital signature platform Signio and only 12 are signed and used physically and handwritten.



Percentage of impressions

- Decrease the level of printing within the company.

We implement with the help of our technological area. Carry out the monthly mapping of sheet and print consumption by area within the company.

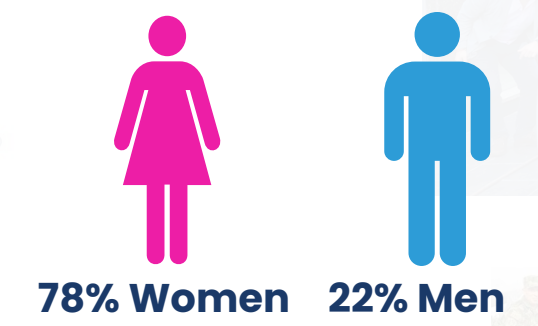


SOCIAL

Gender and inclusion

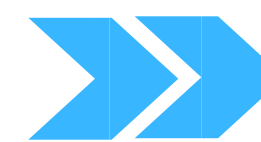
- Give greater visibility, empowerment, and participation to women at all levels of positions within the company.

- 100% of management positions within the company were held by women.
- Of the 9 existing coordination's or heads, 5 are occupied by women.
- Of the 24 positions or mid-ranking positions in the company, 20 are occupied by women.
- Of the 5 positions or positions of technical rank in the company, 4 are occupied by women.



Access to work

- Aritmetika bets on the preparation of young professionals, students, and recent graduates by giving them the opportunity to access their first job. For this reason, at the time of hiring, we prioritize the hiring of students in the practical training stage.



- Of the existing management positions within the company, 100% are occupied by employees between 30 and 50 years old.
- Of the existing coordination or leadership in the company, 83% are occupied by employees between 30 and 50 years old and 17% by employees under 30 years old.
- Of the total mid-level positions in the company, 70% are occupied by employees under 30 years of age and 30% by employees between 30 and 50 years of age.
- Of the total technical positions in the company, 43% are occupied by employees under 30 years of age and 43% by employees between 30 and 50 years of age and 14% by employees over 50 years of age.

4.4. APPROACHES TO OUR SUSTAINABLE MODEL



SOCIAL

Diversity and inclusion

- Create an inclusive environment in the company by hiring people who fall into each category. Further encourage the hiring of people with disabilities.

Investment in employee education

- Strengthen a culture of training and job training within the company through the biannual delivery of Educational Support.

New positions created

- Generate opportunities for job growth within the company by creating new positions that workers can access.



GOVERNANCE

Compliance

- Compliance with the terms set forth in the bylaws and internal governance policies.
- Management of practices that are legitimized in the statutes, regulations, and internal policies of the company.

Organ members profile

- Hiring of professionals in the areas that are of interest to the respective body to which they will be appointed.

KPIs

OUR 2022

We identified that 79% of our employees are women, and we bet on generating a diverse community, encouraging the hiring of people belonging to populations in vulnerable situations.

We delivered about 2,736 free hours distributed in the granting of half a day off per month for each collaborator during 2022.

Between 2019 and 2022, more than 80 million pesos were invested in the education of our employees through the delivery of educational support and training activities.

Between 2019 and 2022, more than 10 new positions were created in the company.

The corporate governance structure in Aritmetika S.A.S. is made up of (i) Shareholders' Assembly that serves as the highest corporate body (ii) the executive presidency, together with the legal representatives and the Board of Directors who act as administrators of the company (iii) Administrative and good governance committees: 1. Investment Committee, 2. Audit and Risk Committee, 3. Compliance Officer. (iv) Tax Auditor of the company.

During 2022, the statutory meetings were held in accordance with the operating regulations provided for the administrative body.

All the members of the administrative bodies that make up the corporate governance structure of the company have the minimum experience required for the position, likewise, they accredit the professional qualities required for the proper performance of their functions.

4.4. APPROACHES TO OUR SUSTAINABLE MODEL

APPROACH

GOVERNANCE

Community

KPIs

- Contribute to the social construction and improve the conditions of soldiers, policemen and their families to be supportive in various aspects of their lives.
- With the public entities that act as debtors of the private equity fund managed by the company. By virtue of the assignment of economic rights derived from judgments and conciliation acts of processes of direct reparation, nullity and restoration of the right, contractual controversies and arbitration awards issued against the Colombian State.
- With our stakeholders



OUR 2022

During 2020 and 2022, more than COP\$90 million was contributed to improve the living conditions of soldiers, police officers and family members belonging to the Matamoros Corporation. Our contribution in 2022 corresponded to 85% of our operating profit.

During 2022, with the implementation of article 53 of Law 1955 of 2019, regulated by Decree 642 of 2020, relations with the paying entities were strengthened, through periodic meetings in the dependencies of the Entities, with the objective of: (i) verifying final beneficiaries of judicial credits, (ii) capital held by the Fund, (iii) dialogue on withholdings and their applicability to the Fund, (iv) defective payments and partial payments, generating more expeditious communication channels between both parties.

Between September and October 2022, we conducted a survey among our stakeholders to know the type of practices they consider to be the most important and we must observe in our management.

The result showed us that everyone has a greater interest in the following practices:

- 79% Good governance
- 64% Operational efficiency.
- 60% Ethics, conduct and transparency.
- 57% Responsible investment.
- 50% Brand recognition and positioning.



Community

Since October 2022, we are part of the world's largest corporate sustainability initiative promoted by the United Nations. GLOBAL COMPACT.

- Be part of the largest global corporate sustainability initiative promoted by the United Nations.
- Make formal the commitment of my organization with the 10 Universal Principles of the Global Compact and with the 17 Sustainable Development Goals (SDGs) of the UN.
- Obtain personalized advice on reporting, access to innovation in sustainability and consultations with experts.
- Increase the visibility of the company by having the United Nations brand.
- Interact with the main agents of change generating shared value for the environment and the business.



The Global Compact Colombia Network promotes the commitment of organizations to align their strategies and operations with the 10 universal principles accepted in its 4 thematic areas: (i) Human Rights, (ii) labor standards, (iii) environment, (iv) fights against corruption.

Being part of the Global Compact will help us meet our sustainable goals as we have access to learning platforms and tools that provide material specific to your sector. They also support us in defining, implementing, measuring, and communicating our sustainability strategy.




ARITMÉTICA



Community

Since November 2022 we are part of WOMEN'S EMPOWERMENT PRINCIPLES: We subscribe to the United Nations principles for the empowerment of women (WEPs).

In support of 

WOMEN'S EMPOWERMENT PRINCIPLES

Established by UN Women and the UN Global Compact Office

1 PRINCIPLE High-level corporate leadership	2 PRINCIPLE Treat all women and men fairly at work without discrimination	3 PRINCIPLE Employee health, well-being and safety	4 PRINCIPLE Education and training for career advancement
5 PRINCIPLE Enterprise development, supply chain and marketing practices	6 PRINCIPLE Community initiatives and advocacy	7 PRINCIPLE Measurement and reporting	WOMEN'S EMPOWERMENT PRINCIPLES

The Women's Empowerment Principles (WEPs) are a set of principles that offer guidance to businesses on how to promote gender equality and women's empowerment in the workplace, marketplace, and community. By joining the WEPs community we made a public statement about our commitment to promoting gender equality and women's empowerment. By virtue of membership, we have access to tools, resources and learning programs to drive the implementation of WEPs within our company.

By signing the WEPs we commit to take bold steps to promote gender equality in our workplace and community by focusing our efforts on the development of strategies and action plans on gender equality, aligning with the 7 principles. Our priorities today will focus on promoting education, training, and training for the professional development of employees, particularly our employees, as well as promoting a truly inclusive, safe, and productive workplace for all.

5. OUR COMMITMENT FOR 2023



ENVIRONMENTAL

- Unify the modality of electronic and digital signatures on the documents used in the corporate purpose of the company, giving precedence to the budgets of Law 527 of 1999.
- Start with the planting of the first 90 trees.



SOCIAL

- Continue to encourage the hiring of women and their life balance for the positions offered within the company.
- Achieve that on an annual basis the hiring of at least 1 person belonging to one of the population groups in a situation of greater vulnerability, generating greater diversity in the company.
- Increase by ten percent (10%) the hours of training of our employees, with respect to the total hours available in the previous year.
- Encourage annually the completion and continuation of study of at least 2 workers, at any of the educational levels (undergraduate, graduate, or continuing education), which may be taken through the delivery of educational support.
- Achieve annually the promotion of at least 1 employee within the company.
- From the HR area, carry out constant campaigns for the educational support provided by the company, to encourage employees to study and complete their studies.
- Budget annually the creation of at least 2 new positions.
- Allocate as a donation to the Matamoros Corporation a percentage of our income from the immediately previous year.



GOVERNANCE

- Encourage the profiles and appointments of all our members of governing bodies to conform to those required for the position they will hold.
- Carry out biannual satisfaction surveys of the service provided, and the commercial relations maintained with our stakeholders.
- Comply with and fully execute the Annual Audit Plan proposed for the company.



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