

SUSTAINABILITY REPORT 2022

COLOMBIA - PERU

We transform
realities by
generating
value



STORK

A Fluor Company

SUSTAINABILITY REPORT 2022

COLOMBIA - PERU

We transform
realities by
generating
value



Content



Chapter

01

Corporate Affairs



Chapter

02

Financial Performance



Chapter

03

Social Performance



Chapter

04

Our Environmental Management



GRI

Reference Index

6 Message from our LATAM Vicepresident

8 About this report

12 Stork in figures

- Clients
- Employees
- New Business Contracts 2022

17 Sustainability Strategy at Stork

19 Stakeholder's relations

20 ODS articulation Business Strategy

28 Locations of our operations

29 Integrity culture and values identify us

31 Certificates and accreditations

32 Corporate Governance

36 Improving financial performance and operating with excellence

42 Supply chain optimization

47 Operations, Our management model

50 Compliance-Legal

51 Governance

52 Operational Excellence

63 Stakeholder's relations

71 Collective Bargaining Agreements

74 Our People

86 HSSE- Health and Safety at work

102 Our Environmental Management

114 GRI Index

Message from our LATAM Vicepresident

Every year, at Masa & Stork we raise our awareness on the importance of sustainability and sustainable development in everything we do. These two concepts have led us to establish new paradigms in the way we do business, how we relate to our stakeholders and how we understand the environment. Furthermore, we work for sectors that have historically been the economic driver of many municipalities, regions, and even the country; and these sectors are currently leading the most significant actions to accomplish the common 2030 agenda. For this reason, sustainability is and will continue being our great commitment.

Our company embraces sustainability at every stage of our operations. Therefore, from Netherlands to Orito, Putumayo, and from my regional vice-presidency to every operator in the field, we are committed to maintaining a better world. Through this sustainability report, in compliance with the GRI 2021 methodology, we inform our stakeholders of all our operations, the progress and most significant actions in environmental, social and governance aspects.

From 2022, we highlight our WellStork employees Wellness program, which looks for our employees to feel proud about working in Masa and Stork, by aligning personal and professional interests. We also involved our employees in the social work through the promotion of the corporate volunteering program. We strengthened our social investment line with the communities. Learn with Stork and Leadership School, in order to

We are a company that embraces sustainability at every stage of our operations. Therefore, from Netherlands to Orito, Putumayo, and from my regional vice-presidency to every operator in the field, we are committed to ***maintaining a better world.***

add value to the people that share the same territory with us. Finally, we highlight the carbon footprint offsetting in our operations through the purchase of Carbon Offsets in the international market.

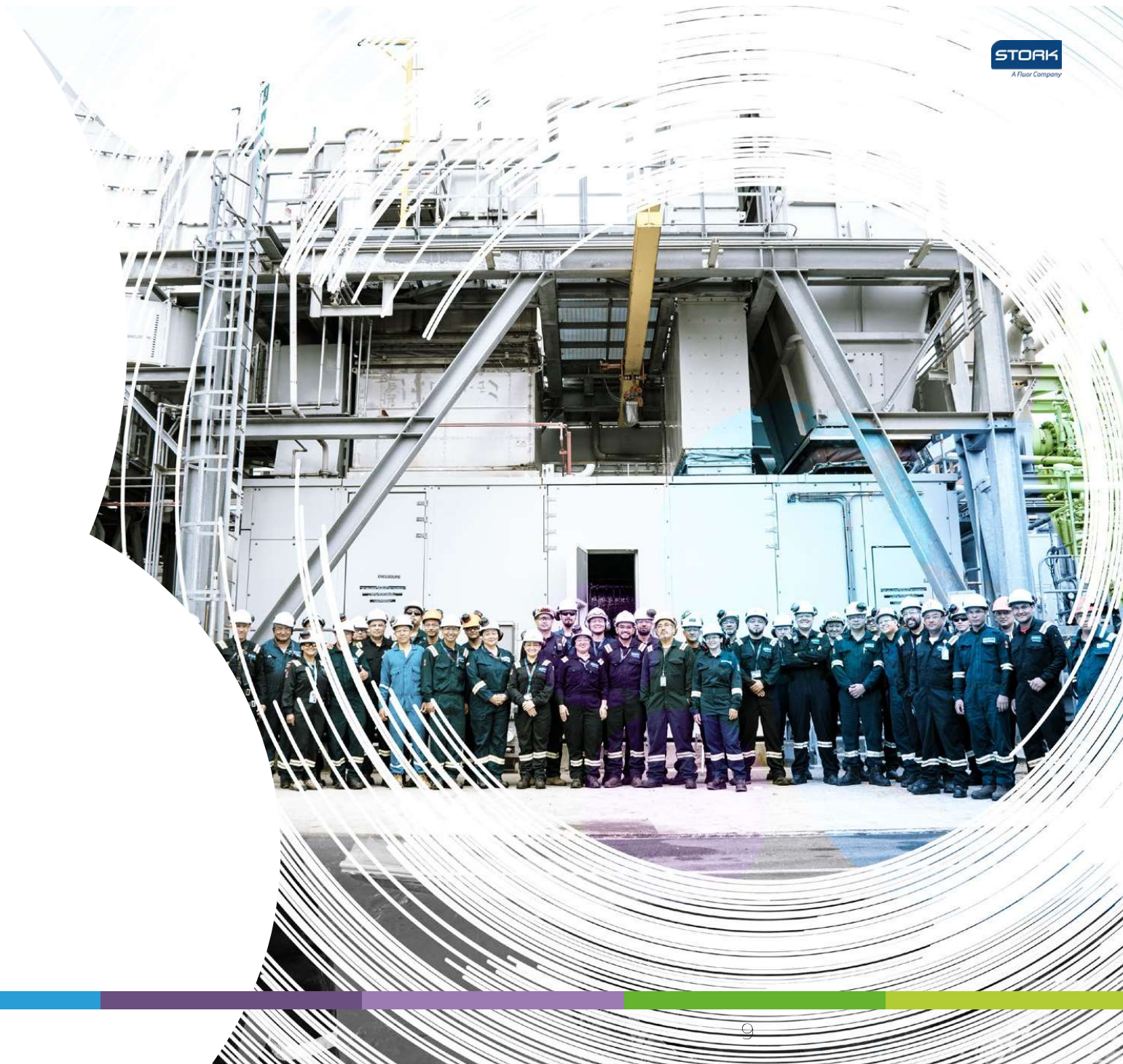
By 2023, we will continue focusing our development on contributing to the common agenda we have defined. We will continue to explore business opportunities focused on renewable energies such as hydrogen, solar and wind. We are Masa & Stork, a company that understands sustainability and implements it in every process; we are committed to maintaining a better world.

Reinaldo Rodriguez
VP LATAM

About this report

The 2022 Sustainability Report is a demonstration of our commitment to transparency and accountability. We are proud to share our achievements and challenges with all those who are part of our vision for a more sustainable future. This report has been prepared according to the standards of the Global Reporting Initiative (GRI) in its 2021 update, to show the performance and impact of our sustainability strategy in Colombia and Peru from January 1st to December 31, 2022.

Integrity and transparency are fundamental pillars for the communication of our company's results over time. For this reason, this document, in spite of not having an external assurance, has been submitted to a review and approval process by our company's leaders. Stork's highest representative in Latin America and its management committee have evaluated the contents of the report and have given their full support to the information provided herein regarding its quality and veracity.



Acknowledgments

For any further information or questions about this report,
please contact:

participación.ciudadana@stork.com

Communications Team
comunicaciones.co@stork.com

Stork Corporate Publication with the participation of all areas of
the organization.

Editing, design and layout: **Stork Communications Team**

Photography: **Stork image bank**

The entire content of this publication (including distinctive symbols, commercial names, images and works) is protected by National laws and international copyright protection agreements. Therefore, it must not be copied, reproduced, modified, published, transmitted, communicated or distributed without prior written authorization from Stork, under the risk of violating intellectual property rights. No part of this publication may be reproduced in whole or in part by any reprographic, phonographic, or digital process without the prior written permission of Stork. Stork will take action for the protection of its rights for legal violations of any nature.

Stork in figures



PERU

Clients

- Savia
- Unna
- Enel
- Coga
- CNP
- Nexa
- Frontera



Number of clients

2021: 9
2022: 7



Location of our operations

2021: 7
2022: 3



Employees

2021: 1.837
2022: 1.515



New Business Contracts 2022

2022: 4

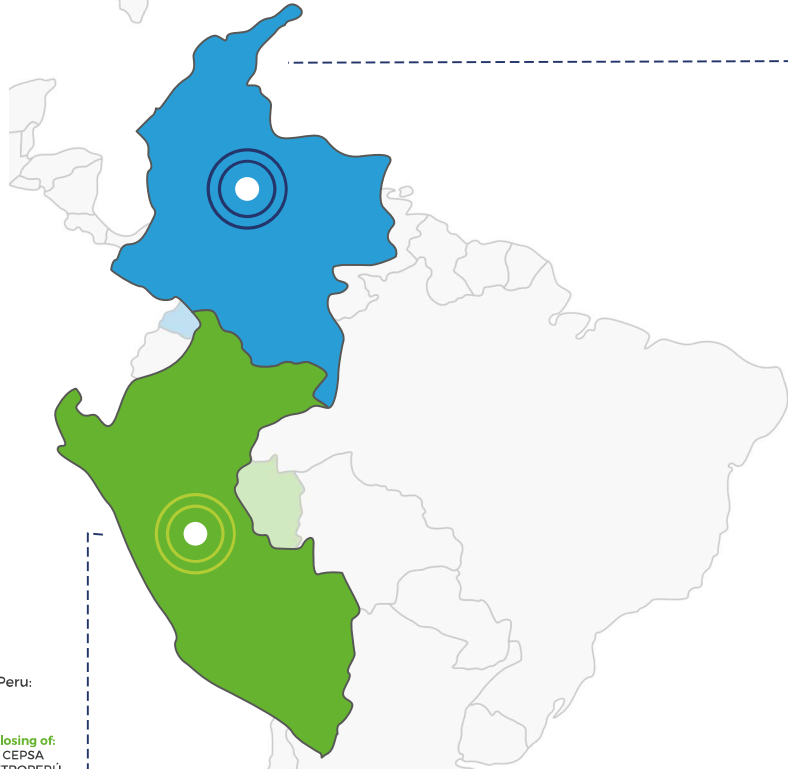


The following changes were implemented in Peru:

Renewals in:
Centrales térmicas ENEL
NEXA
SAVIA

Growth in:
ENEL Maestranza

Closing of:
CEPSA
PETROPERÚ



COLOMBIA



Clients

- Ecopetrol Refinería de Cartagena
- Cerrejón
- Cenit
- Ecopetrol Refinería de Barrancabermeja
- Ocesa
- Terpel SA
- Drummond
- Hocol
- Sierracol
- OLD
- Bicentenario
- Frontera Energy



Number of clients

2021: 14
2022: 13



Location of our operations

2021: 19
2022: 17



Employees

2021: 7.593
2022: 6.504



New Business Contracts 2022

2022: 2



During this year, Colombia ended CEPSA business contract and started others:

- Civil works and right-of-way maintenance contract for the **OCENSA pipeline** in the departments of Boyacá, Santander and Casanare.
- Integral service contract for operations of production facilities and contingency support in the **GOR** fields in Meta department.



2.162 children benefited from "Learn with Stork" education program



7.327 local suppliers



76 social leaders benefited from our "Community Leaders" program



196 employees benefited from the telecommuting program



15 corporate volunteering activities, with **339** volunteers in Colombia



13.926 TonCoeq offset in Colombia and Peru during four (4) years

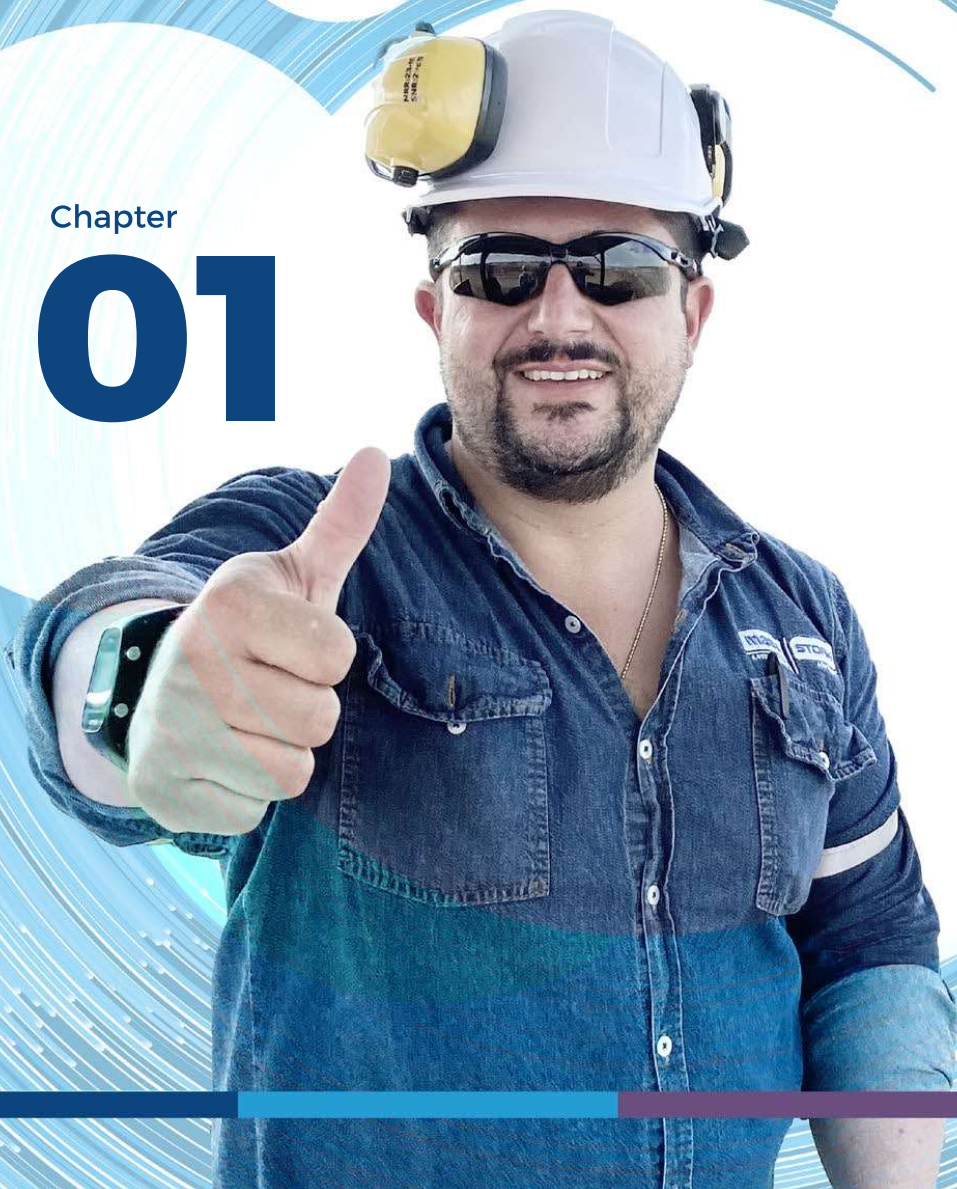


0 environmental incidents and legal processes

Chapter

01

Corporate Affairs





We are STORK and we feel proud of being part of the multinational company Fluor, a global leader in engineering with a wide trajectory and recognition in the market. Being part of this company has allowed us to continuously improve our products and services, maintaining high quality standards and efficiency in all our activities. In Colombia, our members include MASA (Mecánicos Asociados SAS), which is part of STORK, and helps us to increase our presence in the local market and offer comprehensive solutions to our clients and stakeholders.

Together, we work in synergy to achieve our objectives and goals, driving innovation and sustainable development in all aspects of our operation.

FLUOR®

STORK
A Fluor Company

masa
A STORK COMPANY

We are committed to excellence and client satisfaction, and we are proud to be part of a sector leading group of companies. We will continue working with dedication and



professionalism for maintaining a better world, being the industry's reference, consolidating our presence in the market and continue offering high quality and efficient solutions.

STORK
A Fluor Company



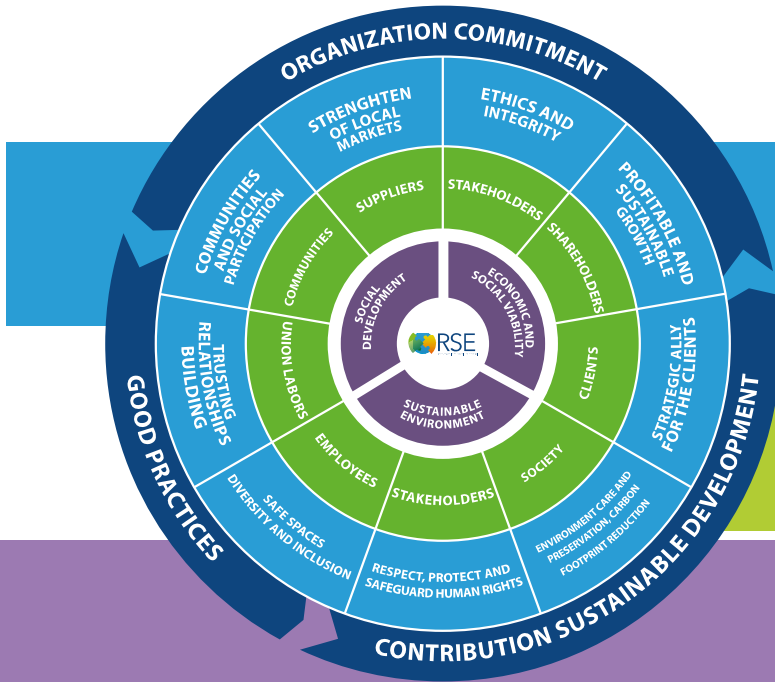
Sustainability Strategy at Stork

At Stork, we work every day to fulfil the higher purpose of *maintaining a better world*. For us, sustainability is the ability to generate social, environmental and economic conditions to improve our current business, and keep growing in harmony while adding value to the environment and the society. On this basis, we direct our sustainability strategy towards building trustful relationships, through the risks identification and management with every stakeholder and our common environment. We believe that respect, equity, integrity and transparency are fundamental aspects in this process.

For this purpose, we are aligned with the ISO 26000 Corporate Responsibility Guide, which guides our efforts in favor of sustainable development throughout the organization.



Our Sustainability Model



Stakeholders Relations:

As a company committed to transparency and accountability, we strive to maintain open and effective communication with our seven (7) stakeholders, which include our shareholders, clients, government, employees and family, unions, suppliers and local communities. For this purpose, we enable communication channels for each of these groups as follows:



Shareholders:

- Representation in corporate governance bodies
- Managerial Team Committees



Clients:

- Satisfaction measurement system
- Business Network

Government and Local authorities

- Participation in regional meetings
- Attendance to meetings and request from control bodies
- Periodic meetings with communities and in person support



Employees and their families:

- Ethics hotline
- FAQ channel
- Workplace Harassment Committee
- Occupational Health and Safety Committees
- Intranet, corporate email, direct communication



Unions:

- Regular follow-up meetings
- Ethics hotline



Communities and civil society:

- Regular meetings
- Customer service offices
- FAQ channel
- Email



Suppliers:

- Suppliers portal
- Ethics hotline



Understanding that environments and the way we relate to them change, for the coming year, we have proposed to update the company's material issues through a dual materiality exercise and in accordance with the GRI 2021 methodology.

Material Issues and Sustainable Development Goals Alignment



The progress of our operations represents a significant opportunity to create value and generate a positive impact on the environment where we operate. In this way, the Sustainable Development Goals (SDGs) have become a key reference that guides our actions towards the implementation of strategies and plans that contribute to addressing global challenges. Through the management of our core responsibilities, we actively contribute to the achievement of the SDGs and their respective targets established by the United Nations.

Chapter: Corporate Affairs

Material Topic	SDGs	SDG Goal	Stork Actions
----------------	------	----------	---------------

Ethics, integrity, compliance and anti-corruption culture



12.6 Sustainable business practices.
16.5 Reducing corruption and bribery.
16.7 Inclusive, participatory and representative decisions.

At Masa and Stork we have four transformation pillars: growth, innovation, excellence and LEAN. We are guided by five values that support our integrity and transparency. We also implemented the annual Ethics training, certification and disclosure course.

Chapter: Optimizing Financial Performance and Operating with Excellence, Strategy and Financial Performance

Material Topic	SDGs	SDG Goal	Stork Actions
----------------	------	----------	---------------

Financial Performance and Strategy



8.2 Productivity, diversification, technology and innovation.
16.6 Accountability

At Masa y Stork we expanded into business lines related to energy and mining projects, and our local procurement of goods and services increased by 8%. We promoted optimization plans for the consortium's management and leadership group.

Operational Excellence



8.4 Resource efficiency in consumption and production
9.1 Reliable, sustainable, resilient and high-quality infrastructures.

At Masa & Stork we implemented a comprehensive Operational Excellence program that allows us to align, leverage and interconnect our objective with the operational and related functions we perform. We initiated the implementation of ORION, our new Operating Management System (OMS), and optimized the filing process for supplier invoices, etc.

Participation in local markets



11.2 Planning and Dialogue Management
11.a Supporting economic, social and environmental connections

At Masa & Stork, we have a growing and updated local offer thanks to collaborative relationships with local companies to strengthen the economy, and this year we have paid more than 190 billion to local companies.



Chapter: Fostering Sustainable Communities and Workplace Wellness - A Comprehensive Approach to Business Success

Chapter: Comprehensive Approach for Business Success

Material Topic	SDGs	SDG Goal	Stork Actions
Local employability		8.3 Decent job opportunities	At Masa & Stork we prioritize the local labor hiring, both skilled and non-skilled, in the areas where we perform our operations, promoting inclusive jobs.
		8.5 Decent and productive jobs 10.2 Enhancing and promoting social inclusion	

Material Topic	SDGs	SDG Goal	Stork Actions
Risks Management		8.8 Labor rights and safety environments	At Masa & Stork we direct our efforts in reducing those factors that may produce physical security incidents, and safeguarding our personnel. Besides, process safety management effectiveness resulted in the reduction of levels 1, 2, and 3 reported events.

Human Rights		16.3 Equal access to justice	At Masa & Stork we have a corporate model focused on the promotion and respect for human rights, we performed the first Stork Human Rights week in Colombia, and the first Human Rights e-learning course.
--------------	--	-------------------------------------	--

Occupational health and safety		8.8 Labor rights and safety environments	At Masa & Stork we develop preventive medicine focused on health and diseases prevention, and perform risks and hazards identification.
--------------------------------	--	---	---

Employee's growth and development		8.5 Decent and productive employment	At Masa & Stork we promote a healthy, supportive and teamwork environment, we have three strategic enablers: workforce, performance culture, and employees' growth.
-----------------------------------	--	---	---

Occupational Health and Safety		3.6 Traffic injury reduction	At Masa & Stork, we implemented the Process Safety competency development process led by LATAM for the Global Corporate Committee. This is part of our commitment to the consolidation of the process safety culture.
--------------------------------	--	-------------------------------------	---





Chapter: Respect for the environment - Environmental Management at a Glance

Material Topic	SDGs	SDG Goal	Stork Actions
----------------	------	----------	---------------

Environmental protection and care		6.3 Water quality, wastewater treatment and reuse	At Masa & Stork we have acquired carbon offsets in certified forest cropping in Colombia, we conducted our carbon footprint measurements in Colombia and Peru, we are responsible for waste classification and final disposal, and we monitor and efficiently manage water consumption.
Climate change action		6.B Water management and sanitation	
		12.5 waste generation reduction	
		13.3 Climate change mitigation	

Social initiatives, growth and social development



8.4 Productive activities, employment, entrepreneurship, creativity, innovation, and economic growth.
8.5 Decent and productive employment
4.3 Training access
4.4 Education for young people

At Masa & Stork we promote local hiring, donations, local suppliers, and management relations with the areas of influence where we operate.



Wellness



8.5 Decent and productive employment

At Masa & Stork we perform volunteering activities, donations to the communities' children, and perform trainings to strengthen our employees' capabilities.

Equity, Diversity and Inclusion



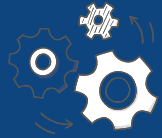
5.1 No Discrimination
8.6 Youth Employment
10.2 Social and Economic Inclusion

At Masa & Stork we perform the following initiatives: W Stork - women, Stork without barriers - gender, disability, victims and ethnic groups, and Stork GENERATIONS - generational gaps.



Business Strategy

We offer comprehensive and efficient solutions to our clients, with different types of services:



Maintenance

We make sure to offer complete maintenance services to the facilities, guaranteeing efficiency and reliability.



Equipment manufacturing and repair

We specialize in the production and repair of our original equipment, also offering the possibility of creating customized equipment according to our clients' needs, such as pumps, valves, gear-boxes and turbines.

Operations

We provide our clients with a complete operation of their production processes: we provide material management, product manufacturing, packaging processes and shipment logistics.



Business Development

We follow up the implementation of the different contracts through a proper management of our clients, and promoting business relationship building.











Construction and Modifications

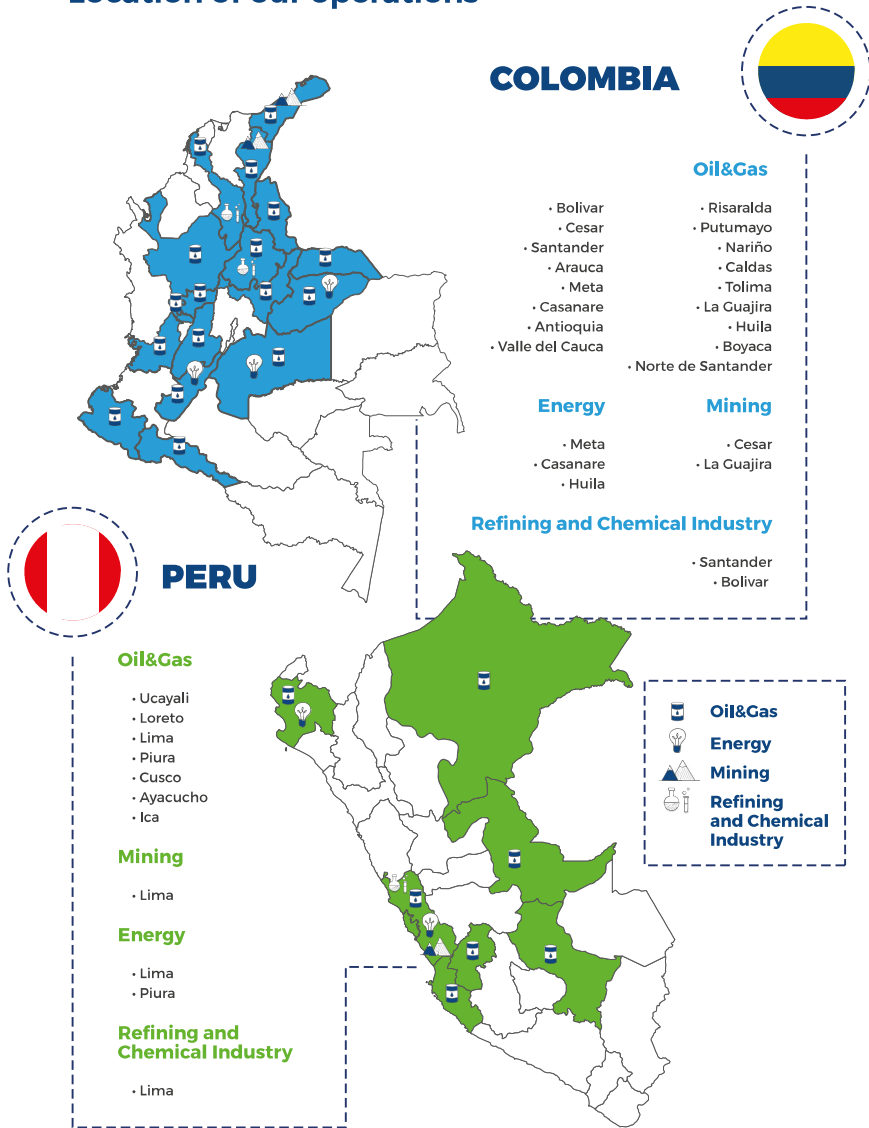
We offer construction services and industrial and production expansion for our clients' facilities.



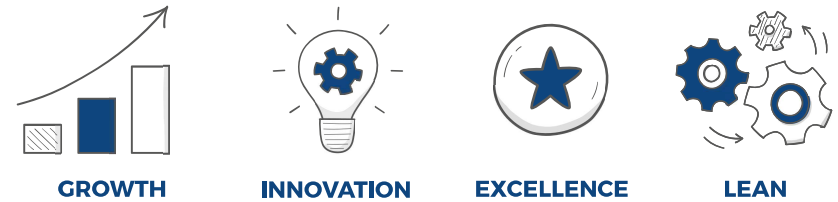
At Stork, our distinguishing value is in the quality of the services we provide. This can be evidenced through our commitment to:

-  • Guarantee safety
-  • Increase efficiencies
-  • Increase assets life cycle
-  • Generate innovative solutions
-  • Increase the return on investments
-  • Reduce associated costs
-  • Minimize CO2 emissions generated,
-  • Reduce productive inactivity

Location of our operations

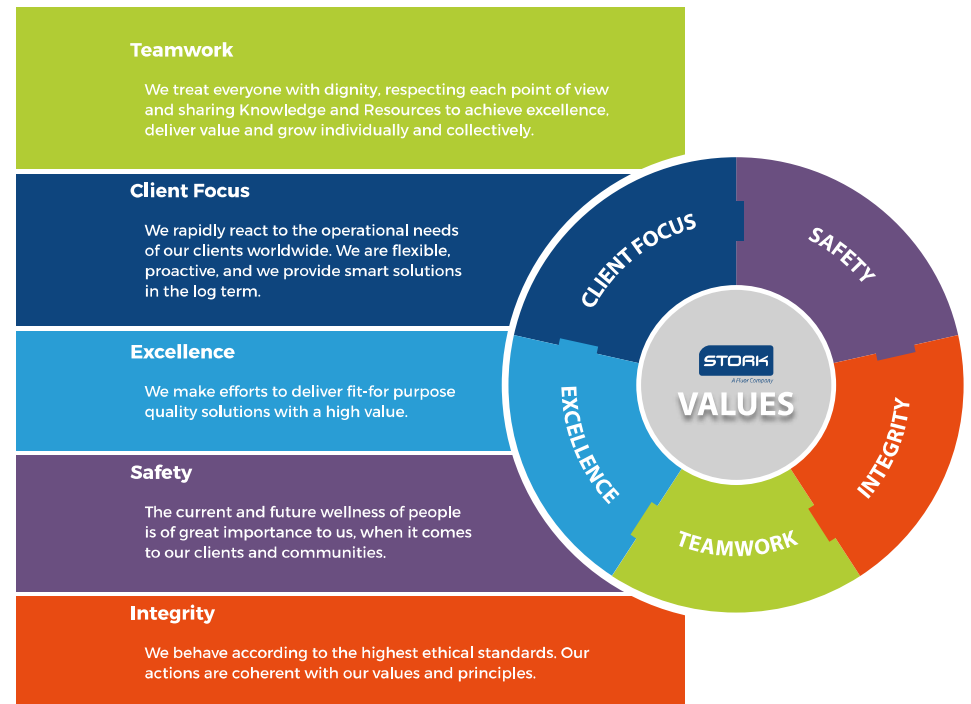


Integrity culture and values identify us



At Stork, we have four (4) transformational pillars that reinforce our organizational culture.

We focus on being a company with honest and transparent people. For this reason, our daily activities are supported by the following values:





Organizations and Associations where we have participation:

Based on our experience in the sector, our presence is evidenced by our participation in the following Boards of Directors:



Member of the Colombian Chamber of Petroleum Goods and Services (CAMPETROL)



Member of the Board of Directors of the Colombian Security Council.



Member of the Contractor Committee of the Colombian Security Council.



Holland House Member

In addition, in 2022 we became part of the following associations in Peru:



Talara Chamber of Commerce



H2 Peru (Peruvian Hydrogen Association)



Perumin 35-2022 Participation

Certificates and accreditations

Being the industry reference means to have high quality standards. For this reason, we have the highest certifications and accreditations that support our work.

 Colombia	Quality Management System	ISO 9.001 - 2015 - CERTIFICATES ASME - CERTIFICATES ISO / IEC 17.025 - Accredited
	Environmental Management	ISO 14.001 - CERTIFICATES ISO 50.001 - To be implemented
	Sustainability	ISO 26001 - To be implemented
	Process Safety	CCPS - IMPLEMENTED
	Asset Management	ISO 55.001 - To be implemented OEA - Authorized Economic Operator
	Health and Safety	RUC Occupational health and safety standard reference - Decree 1072 and 2015

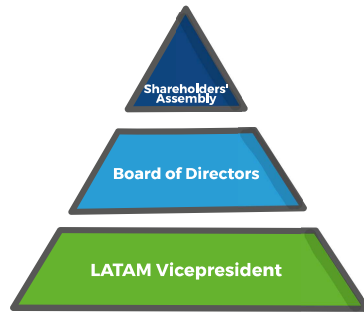
In Colombia, our RUC evaluation results were: **Masa: 90% / Stork: 96%**

 Peru	Quality Management System	ISO 9.001 - 2015 - CERTIFICATES
	Environmental Management	ISO 14.001 - CERTIFICATES
	Health and Safety	Occupational health and safety standard reference - Law 29783



Corporate Government

At Stork, the Corporate Government structure comprises three (3) main bodies: the Shareholders' Meeting, the Board of Directors and the LATAM Vice-Presidency. Each of these organizations is made up of a team of people who are highly committed to our purpose and vision, and work to generate value for our stakeholders.



Through close collaboration between these bodies, we ensure that all our strategies and goals are aligned with the company's core values and principles. This allows us to make accountable and informed decisions, ensuring the well-being of our company and all those we serve.



To obtain more information about our LATAM structure, we invite you to scan the QR code:



Our Leadership - Stork



Chapter

02

Financial Performance



Enhancing financial performance and operating with excellence

Our Financial Performance

Our main goal at Stork during 2022¹, was to **increase the execution volumes in the different business lines of the region**, allowing the signing of new contracts and the execution of specialized services. Therefore, we achieved the estimates goals for the year, and obtained positive results.

During that time, we also obtained opportunities to enter into **new business lines related to energy and mining projects**, aligned to the global vision of energy transition for Peru and Colombia. To achieve the above, we generated market expansion strategies that allowed us to position ourselves in these new areas and continue to grow as a company.

Performance and progress

For Stork, 2022 was a year to recover the stability, in a challenging global context as the pandemic, and market instability. In spite of the obstacles, crude oil demand increased, allowing us to energize Oil&Gas sector internationally.

However, the region went through political and economic changes that affected the oil industry, and, for this reason, at Stork we have worked on analyzing and developing action plans that allow us to expand our service portfolio to face new challenges and continue being the industry benchmark.



¹ 2022 was a year impacted by the war in Ukraine, and the disruptions in China's logistics in the global markets, which generated a fluctuation in the prices of raw materials worldwide. Besides, the political changes in the region resulted in harsh devaluations, especially in Colombia, affecting not only the raw materials prices and foreign services, but also investment levels in the sector.



Our company's revenues are secured by our major clients, who have renewed the execution of current contracts in the Oil & Gas sector.

- Cenit Líneas (Colombia)
- Ecopetrol VRC (Colombia)
- Cenit Stations Southwestern Zone (Colombia)
- Coga MGP (Peru)
- ENEL Generación (Peru)

During the last year, the dollar exchange rate volatility had an impact on our expected results, but our operation managed to grow significantly as a result of several factors, such as **Emergency response, specialized services delivery, and our purchasing plan**; allowing us to consolidate and expand our presence in the market.

Furthermore, we are proud of **increasing service levels with the award of new contracts**:

- Ecopetrol Nare (Oil & Gas Colombia)
- Ecopetrol EGOS (Oil & Gas Colombia)
- Hocol Ballenas (P&C Colombia)
- Petro Peru (Oil & Gas Peru)



Our positive results are the consequence of the strategies implemented by the financial team. These strategies have different baselines, which have been key to improve our growth and strengthen our market ranking:

<p>Processes Improvement Project Peru</p> <p>IP implementation in COGA contract in Peru, had a positive effect in the asset management and costs reduction. Through the IP, the WIP will be reduced by 50%, and there will be 20% of savings in the contract costs*.</p>	<p>Integrated project control</p> <p>We established a methodology, joining efforts from the financial and operational areas to achieve an integrated project control. We also created the Business Data Analytics in CIP, to support the digital transformation and the business evolution through the data analysis of the information uploaded in ERP SAP by Design.</p>
<p>Processes Automation and Improvement</p> <p>We completed and improved the self-management platform for suppliers, improved our payment procedures and achieved continuity in the POWER BI report automation.</p>	<p>Regionalization of the financial direction</p> <p>Financial processes for the region were globalized and standardized, positively optimizing expenses.</p>
<p>ERP Improvement Management</p> <p>We improved the analysis and generation of financial information by configuring the different reports in SAP. It allowed us to improve delivery times in the company's EEFF. The accounting management of 89 % of the consortiums and companies that are part of the organization was unified.</p>	<p>RADIAN (Electronic invoicing system) implementation, and electronic support document</p> <p>In 2022, the RADIAN regulation was implemented to ensure the delivery of sales invoices to the clients. Also, in December 2021, the electronic support document was customized with the help of Carvajal supplier, which automated the process and reduced time and operational costs.</p>

IP - Improvement Plan
WIP - Work in Progress
CIP - Cost Improvement Plan

Success Cases: PMO implementation for COGA Peru Project

Together with SICIM, In Peru we developed COGA project, one of the most important projects of the country. Due to its scope and volume, we have created the PMO, a support unit to centralize and organize the project's challenges. The PMO was established to support the consortium management in the cultural transformation of the company, and to address the main challenges of the contract.

During 2022, the PMO was focused on key and strategic topics to add value to the consortium, and comply with what was established in the PMO Charter:

<p>Transformation instrument</p> <p>To work as a cultural transformation instrument for the consortium, promoting the standardization of the organizational and leadership structure throughout the company.</p>	<p>Management support</p> <p>Being a support for the management, which accepted the responsibility for the consortium simultaneously with the start of the PMO.</p>
<p>Costs analysis</p> <p>A structured analysis of direct and indirect costs of the consortium was performed by Tiger Team. This analysis aimed to support the management in the elaboration of improvement plans and changes that allow the consortium to be cost efficient, even in low income scenarios.</p>	<p>Key projects review</p> <p>Key business processes review and improvement.</p>

The general work plan was defined and focused on two aspects: 1) Shock actions, and 2) Process improvement actions for the long term of the consortium.



Achievements and progress in main PMO management indicators

WIP	Costs reduction
Analysis and comprehension of the current WIP classification.	As a result of this project, there was an improvement in the contract margins.
Reduction by 50 % during the first term.	

WIP
A "COGA Business Process" diagram was designed to identify how the processes were interrelated in the contractual and operational management of the project. This allowed the execution of a review and improvement plan for three (3) key processes:
<ul style="list-style-type: none"> • Order to Cash Process • Planning Process • Change Management Process



Government assistance received

GRI (201-4)



Colombia

In 2022, we received the government subsidy for **New Employment Generation**.

The Law 2155 of 2021, or Social Investment Law is an incentive that will be in force until August 2023, and benefits those employers that create new employments in their companies, for seniors or young people.

2023 challenges, an objective with purpose

The Company faces big challenges in 2023 divided in two (2) key aspects.

- The first aspect is the implementation of new business lines focused on renewables and energy distribution projects, aligned with the strategic plan of Colombia and the change in the economic model from the current government.
- The second aspect is the incursion in the mining sector in Peru, which adds new challenges for this year.

At Stork, we efficiently managed the development and execution of the 2023 operational plan, in accordance with the following parameters:



1. Boost the financial management as the business partner of the different company's areas.



2. Financial processes automation aligned with the integration of the company's various ERPs.



3. Costs and expenses optimization through the implementation of VIP and VEP.

By implementing these strategies, we ensure a **sustainable and efficient organization** that works jointly with its stakeholders for **maintaining a better world**.



Procurement

Improving the supply chain to guarantee business continuity

GRI (308-2) (414-2)

At Stork, we faced a highly volatile, scarce and inflationary market. Political uncertainty at the national and international levels also had an impact on the price of crude oil and the dollar, which led to a reactive model in our operations due to the changing conditions of contracts and clients. 2022 was a year that disrupted our planning, not only as a result of the national political situation, but also because it was a changing period, the structure of the area, repeated defaults in deliveries by our suppliers, shortages of raw materials from Ukraine, inflation and the unforeseen and generalized increase in product prices.

All these external factors generated an uncertain and difficult environment and we have worked hard to overcome them and continue providing a quality service to our clients.

During 2022, we identified five gaps and risks in the supply chain, addressed through different improvement actions, including the updating of definitions, policies and management models to provide greater flexibility and agility in the process. Long-term agreements with defined price adjustments were produced and the requirements of new projects and market contingencies were anticipated. In addition, communication and teamwork were strengthened, technical training was provided and the flexible personnel hiring model was modified.



Understanding and compliance of the procurement process guidelines from the work team and users.



Competences from the team members to implement strategic procurement.



Aligning company's expectations to those of the community where we develop our projects.



Anticipated demand planning in coordination to our suppliers, to mitigate the impact in the general price increase.



Activities planning and resources coordination to face new projects.



Supply chain highlights

GRI (204-1)

Local procurement of goods and services increased by 8%. During 2022, 36% of the value ordered in goods and services was performed through local suppliers from the areas of influence of the projects developed by the organization.

Supplier type	% Increase
Foreign	4 %
Intercompany	13 %
Local	36 %
National	47 %

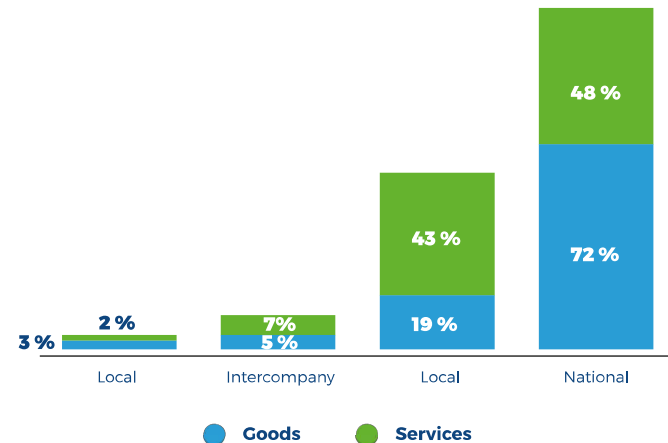
During 2022, 19% of the products (goods) purchased by the organization and 43% of the different types of services were provided by local suppliers.

Environmental and social criteria for Supplier evaluation

GRI (308-1) (409-1) (414-1)

At Stork we recognize the importance of evaluating our suppliers not only on economic and quality criteria, but also on their environmental performance and people care.

Goods and Services Percentage



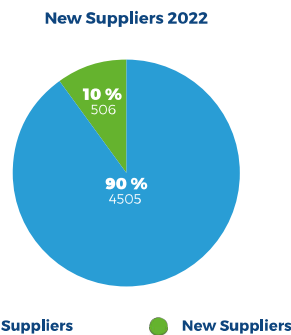
Environmental and social criteria for supplier evaluation

GRI (308-1) (409-1) (414-1)

At Stork we recognize the importance of evaluating our suppliers not only on economic and quality criteria, but also on their environmental performance and people care.

- Compliance of legal regulations and contractual clauses related to the environment.
- Compliance with environmental incidents objectives.
- Compliance with non-skilled local labour hiring objectives.
- Compliance with skilled local labour hiring objectives.
- Compliance with local goods and services hiring objectives.
- Compliance with Human Rights respect and promotion objectives.
- Compliance with clients, local authorities and communities attention and information management objectives.

During 2022, 506 new suppliers were added to our database, corresponding to 10% of the total number of suppliers.



Peru managed 123 new suppliers, which represented 36 % of the total number of new suppliers.

During 2022, we did not identify operations with significant risk of forced or compulsory labor in projects, nor in our procurement.

PERU: Expense by supplier type

Local hiring represents 15.8 % of total spending generated in 2022 and represents 23.6 % of the country's managed spending, with the premise of an increase based on the development of local suppliers and the generation of new projects in the different regions of the country.

Supplier type	% Expense
Foreign	51.00 %
Intercompany*	33.00 %
Local	15.8 %
National	0.2%

* Purchases made between the company's different legal entities (Masa, CCS, Tabarca, Stork, etc.)

In Peru, the Lima region accounts for 57.4% of total national spending. For the Northern region and the Jungle region, spending represents 42.6%.

Region	% Expense
North Region	96.1 %
Lima Region	2.5 %
Jungle Region	1.4 %

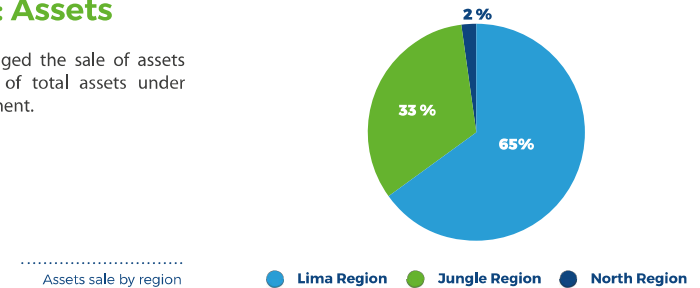
Peru: Inventories

Inventories by region: reduction of the total inventory by 0.5 % and reduction in the North region of 0.4 % as a consequence of the completion of Petro Peru's Lot 1 project.

Region	2021	2022	Variation
North Region	51.1 %	51.4 %	0.3 %
Lima Region	45.5 %	45.7 %	0.1 %
Jungle Region	3.3 %	2.9 %	-0.4 %

Peru: Assets

We managed the sale of assets for 7.8% of total assets under management.



Success Cases



Reinvestment: In 2022 we continued with the reinvestment process focused on the recovery of assets used in Cerrejon and Drummond mines, thanks to this management we have recovered 90 % of the equipment used in the mines for new projects.



Inventories: In 2022, together with VRC project, we were able to use the first 100% electric truck within Tabarca Cartagena Refinery Project.

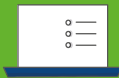


Renting Colombia - Masa 2022: We renewed 100 trucks 2023 model for the use of our internal and external clients. Also, we negotiated the continuity of the fleet vehicles to mitigate the shortages and high costs of the assets, maintaining the same economic model and KPIs negotiated.



RFID Minor Tools labeling project:

1. Mines (Cerrejon and Drummond) 100% labeled and registered.
2. Termo Rubiales Contract: 100% labeled and registered.
3. VRC contract: 100% labeled and registered.
4. Tabarca Cartagena Consortium: 100% labeled and registered.
5. Tabarca Barrancabermeja 90% labeled and registered.



Simultaneous implementation of cataloging software for Colombia and Peru: Software advantages:

1. User-friendly
2. Increased agility in the search for existing codes for both goods and services in both countries.
3. Easy access through the company's intranet.
4. Real-time request status updates
5. Impact mitigation of goods and services double cataloging.



Identification of non-controlled SAP assets:

1. A monitoring screen is created to control the due dates by area, coordinator, project and/or type of asset through a color scheme (traffic light).
2. It has a screen that allows to see the compliance behavior of the zones or operations with the maintenance plan with respect to the routines by asset typology.
3. It provides a tracking screen of the costs generated in the economic models that are outside the current contract we have with suppliers.
4. It has a robot that allows scheduling the company's asset maintenance according to the current kilometer or odometer.



Supplier meetings

During 2022, we had several meetings with our local suppliers in Colombia, to recognize their valuable work performed as strategic allies of the company. In this encounters we could share relevant information about organizational planning and needs, focusing on the importance of complying with the processes to guarantee a proper commercial relationship.

100 
participating companies in
Bogota

50 
participating companies in
Barrancabermeja

+50 
participating companies in
Putumayo, Boyaca and Casanare

Operations, our management model

Management Model in our operations

During 2022, the operational focused on the decomplexization of internal resource control processes in order to maximize the revenues achieved during the year.



Current Clients	Contracts awarded in 2022
<ul style="list-style-type: none"> • Ecopetrol • Hocol • Drummond • Cerrejón • Terpel • Cenit • ODL y Bicentenario Llanos • Frontera • Sierracol • Ocesa 	<ul style="list-style-type: none"> • Hocol Ballenas • Ecopetrol O&M Rubiales integral services (GOR) • Terpel stations maintenance
	<p style="text-align: center;">Extensions</p> <ul style="list-style-type: none"> • Hocol O&M • Ecopetrol Termoapiay • Drummond welding • Drummond Geology • Drummond Facilities • Stork Location: Cenit Estaciones



Success Cases

Tabarca Consortium:



Projects control and planning management aligned during Cartagena's Refinery U100 Turnaround, allowed an effective decision making, and the improvement of the execution margin with zero incidents.

Ecopetrol VRC:



Process Safety was implemented in Nare field improving integral safety in client's operations management. The good relationship with clients and the high performance in the maintenance plan execution resulted in a sales increase in the overall contract.

Ecopetrol Piedemonte:



The planning and execution of the major maintenance performed during 2022 within the times established by the client, with the expected quality; the involvement of all stakeholders (operations, clients, other contractors) allowed the optimization of times and mitigation of risks during maintenance.

Ocesa:



The timely identification of deviations allowed an improvement of the material transport conditions with the client and maximization of the contract margin.



Compliance – Legal

In 2022, we had two challenges:

- 1) Continuing and finalizing the implementation of the procedures and guidelines derived from the General Data Protection Regulation (GDPR).
- 2) Promote a culture around the importance of personal data protection.

Considering the above, at Stork we complied with the implementation of the indicated procedures, and implemented an ethics and integrity training plan.

Training

During 2022, we conducted the annual Ethics 2022 training, certification and disclosure course, which focused specifically on anti-retaliation, the appropriate management of company issues, the proper use of confidential information, IT security and conflicts of interest. This activity was attended by 100% of the Board members, legal representatives and organizational leaders.

In addition, 100% of corporate inductions for new hires included our code of ethics.

Our purpose as a team is to ensure relations aligned to the corporate strategy, to the business operational model and to the different stakeholders, generating value during the assessment, mitigation, and management of legal risks and compliance associated to Stork LATAM activities. With the above, we seek to encourage an ethics, transparency and preventive culture around legal and compliance risks.

1.815
people from Colombia, Peru and Trinidad & Tobago completed the course.



Ownership and legal form of Stork

At Stork, we operate in Colombia through two (2) different entities:



Mecánicos Asociados S.A.S. is a simplified joint-stock company, owned by Fluor Corporation, a U.S. publicly traded entity.



Also, Stork Latam S.L Colombia branch office, is a branch of a foreign (Spanish) company, owned by Fluor Corporation, a U.S. publicly traded entity.

In Peru, we operate through Stork Perú S.A.C., Closed Corporation, owned by Fluor Corporation.

Governance

GRI (2.9) (2.11) (2.12) (2.16)

At Stork LATAM, our maximum authority is vested in the Regional Vice President, who is supported by a regional and support management team, who report to the respective functional leaders of the company globally.



At country level, the entities are led by its respective Operational Managers or Country Managers.



HSSE, Finance and Commercial functions have its respective strategy and decision making committee



Finally, each entity has its supreme governing body according to the local regulations for societies, composed by global Stork representatives.

Highlights

GRI (205-3)



100 % governing bodies **three (3)** directors in T&T, **seven (7)** representatives in Colombia's entities, and **three (3)** legal representatives in Peru were informed about anti-corruption applicable policies.



100 % legal representatives, **three (3)** directors in T&T, **seven (7)** representatives in Colombia's entities, and **three (3)** legal representatives in Peru were trained on ethics company's code.



1,815 employees of the region, which means **100 %** of non-craft employees, were trained on 2022 ethics program.



100 % of the employees (**7,338** people) were informed about the company's ethics code.



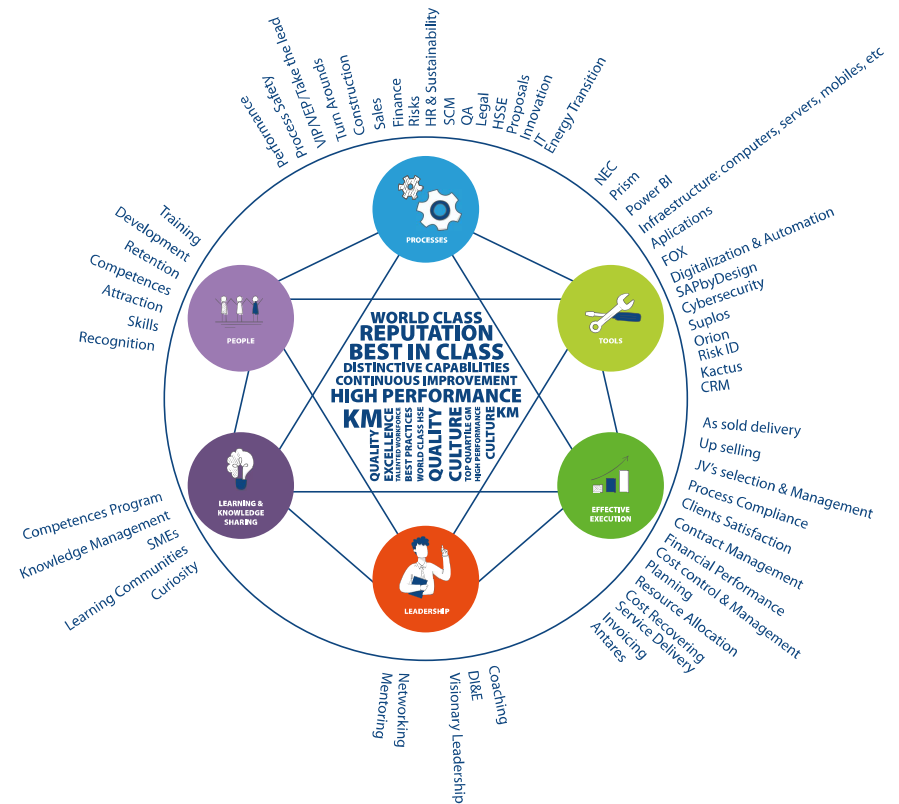
Zero (0) corruption cases confirmed.

Operational Excellence

Our objective "We integrate solutions that overcome challenges" has been our roadmap from 2022 to establish specific objectives and work plans in each of the areas that comprise the Operational Excellence function.



We implemented a comprehensive program that allows us to align, leverage and interconnect our objectives with the operation and the other functions we develop. Due to the above, to achieve our higher purpose, we have focused our efforts in six (6) key aspects:



Operational efficiency figures and success cases by area



four (4) external specialized consulting in maintenance and reliability engineering to clients.

five (5) high impact **initiatives** in Colombia operations developed under Plan Antares framework.

Support to 27 projects: Maintenance Management and Reliability Engineering.

Success Cases

More than 500 participants in the Energy Summit, in seven (7) presentations, four (4) workshops in field and five (5) activities with families and communities.



QUALITY ASSURANCE

38,446 invoices processed for 1,915 suppliers in Colombia (SUPLOS model).

We launched **ORION²**, our new Operating Management System (OMS).

281 improvement actions implemented for internal and external audits.

12 live sessions - Continuous Improvement School (Approximately 220 participants per session).

In 2022 **we were selected** as part of the RUC Operational Committee and Bureau Veritas Certification Fairness Committee.

We designed a Cloud solution and published the *ORION book* internally, from chapter zero (0) to seven (7).

In Colombia, together with our strategic ally **SUPLOS**, we improved the suppliers invoice generation process.



CONTINUOUS IMPROVEMENT

Two (2) initiatives implemented in Colombia under VIP (Value Improvement Plan) to reduce the variation of Gross Margin Actual vs. Budgeted on bid.

The Lean Management System **adoption and maturity level** for CENIT Colombia's work **was 98 %**.

A total of **3414 employees** participated in the Lean Maintenance Program in Colombia and Peru.

Success Cases

The Company has made 90% progress in guarantee retention processes in three projects in Colombia, with a monthly collection rate of 2% during the managed years



INNOVATION

In Colombia, we made more than **60 drone flights**, with more than 350 km of asset inspections.

We implemented our RTS technology allowing the digitization of TOs and technical operation records.

By using drone technology we inspected 3 aerial crossings in our Cenit contract.

We brought to the discussion panel the right-of-way delineation process through digitizing and modeling workbench.



RISK MANAGEMENT

Risks analysis and management in **40 projects** from Colombia y Peru, at three (3) different levels: corporate, business line and local.

We successfully implemented RISKid tool globally, and in all LATAM operations.

Colombia performed 40 hours of training sessions with Ecopetrol Refinery's Turnaround team.

In Peru, we continued moving forward in the deployment of the contract execution stage.



INFORMATION TECHNOLOGIES

Four (4) robots built to automate functional processes and a Chabot to improve the service level.

Implementation of **two (2) projects** to replace human data capture with sensors and RFID systems.

Use of the **software solution** to control the consumable items request and delivery.

15 IT knowledge pills, where we talked about key topics related to the effective use of the technology tools and the use of SAP (there were approximately 400 employees participating).

We defined the strategy and internally generated the knowledge to drive the company's digital transformation process: Data management scheme transformation, automation of repetitive tasks and people transformation.

² **Colombia:** Zero non-conformities in the follow-up audit to certifications under the international standards ISO 9001:2015, ISO 14.001:2015 e ISO 45.001:2018; and zero non-conformities in the audit of calibration services provided. Improvement in RUC audits for mining and hydrocarbon operations. Regarding internal audits, we obtained 95% of conformity.

Peru: Bureau Veritas Certification officially delivered to Stork Peru the certification under the international standards ISO 9001:2015 (Quality), ISO 14.001:2015 (Environment) e ISO 45.001:2018 (Safety and Health at work). In the internal audits, there was 91% of conformity level.

New 2023 challenges by area

 <p>Achieve the NTC ISO 50.001:2018 certification for Masa & Stork in Colombia.</p> <p>To perform the 2023 version of: Energy Summit and Antares Plan</p>	<p>QUALITY ASSURANCE</p> <p>Update the process management model and align it with the structure, objectives and requirements of ORION OMS.</p> <p>Implement the digitization plan for paper archives in Colombia.</p> <p>Maintain and even improve the results obtained in the second and third party audits in the region.</p>	<p>RISK MANAGEMENT</p> <p>Implementation of the strategic risk management model in each country.</p> <p>RISK ID implementation in Peru operations.</p> <p>Empowering the risk line in Colombia.</p>
<p>CONTINUOUS IMPROVEMENT</p> <p>Develop and implement a standard process to generate online operational and financial alerts.</p> <p>Develop and implement a control panel and a measurement model on the causes for non-execution.</p> <p>Define and approve the supplier who will provide the Time Recording 2.0 solution.</p> <p>Socialization, understanding, implementation and awareness of compliance with the procedure for Retention in Guarantee.</p> <p>Generate a Gross Margin continuous improvement culture.</p>	<p>INNOVATION</p> <p>In 2023 we must increase the knowledge acquired with the definition of the right-of-way monitoring services package model.</p> <p>RTS consolidation in the region</p> <p>Create the school of innovation and intra-entrepreneurship articulated with Take the Lead.</p>	

RISKiD, risk management process efficiency

GRI (201-2)

Corporate risks management in Colombia and Peru has an important maturity level thanks to the improvement and implementation development for the last six (6) years, to the results and its detailed financial management methodology has been recognized by industry clients and management system certification bodies for its positive impact on culture and project management.



Financial implications and other risks derived from climate change:

- Unplanned economic energy transition
- Environmental affectation due to the economic activity
- Natural disasters (earthquakes, floods, droughts, and other environmental unexpected events)
- Requirements from communities out of the company's scope.

Opportunities derived from climate change:

- Innovation in services aligned to economical energy transition.
- Environmental and social management programs: Client-Company-Community.

ORION

Operating Management System

Orion, Operating Management System (OMS)

Orion is Stork LATAM Operating Management System (OMS). It integrates a unique and systematic way of working to ensure business continuity in a safe, healthy, sustainable and reliable way. As a company, it allows us to be driven by a system that helps us to discover new and better ways of operating, be closer to our employees, enabling solutions to problems, and always delivering value with excellence to our stakeholders.



antares

Aseguramiento responsable de nuestras operaciones

Colombia Antares Plan

Responsible Assurance for our operations

Thanks to the work performed between Operations Colombia and Operational Excellence areas, it was possible to establish a Comprehensive Plan, focused on addressing the main common requirements and goals. We materialized specific projects through five (5) initiatives with a high impact in the improvement of our internal processes, and consequently, adding value to our clients and stakeholders.



Chapter

03

Social Performance



Stakeholders Relations

Highlights

GRI (205-3)



The first Stork Human Rights Week in Colombia reached **2,740** employees.



1,745 meetings with stakeholders nationally.



1,202 FAQ managed.



70 % people in operations joined the MOC.



15 volunteering activities performed.



339 volunteers.



76 graduated leaders in our Community Leaders School.



2,100 children benefited from Learn with Stork.



5,339 children benefited from SantaStork.



100 % non-skilled labour joined MONC in our operations.



26 donations.



17 % conflict indicator lowered two (2) points compared to 2021.



Our goal is aligning our management model with the ISO 26000 standard to strengthen governance, standardizing our activities, measuring performance and continue generating trustable relations with our stakeholders. We look for consolidating a strategy that allow us to maintain the social license and having good relations with our neighbours.

We always look for being transparent in our actions, to prevent, mitigate, and correct any impact or risk that our actions might generate to the environment due to our operations. The following diagram reflects said management:



In 2022, we held **1,737** stakeholder meetings in spaces created to listen to and respond to their main concerns. In total, there were 33 more meetings compared to 2021.

Citizen Participation Program

GRI [413-1]

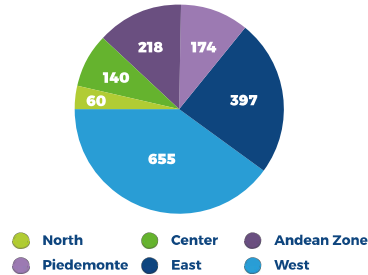
We are committed to managing the needs and expectations of our stakeholders in a comprehensive, anticipatory and timely manner, focusing on establishing an open and transparent dialogue and ensuring to provide them with timely information and communication, meeting their expectations, complaints, claims, requests and compliments effectively.

Number of meetings held in 2022 per Stakeholder Group - IG	
IG	Number of meetings
Community	1.011
Client	352
Local authority	184
Suppliers	93
Employees	43
Unions	54

Meetings by zone

We have established a procedure for addressing our stakeholders' requests through a Petitions, Complaints, Claims, Requests and Compliments channel, available to all our stakeholders, ensuring extensive dissemination.

In addition, we have trained our personnel to properly apply and comply with this procedure, guaranteeing efficient and timely attention to the requests received.



In 2022 we received, managed and answered **1,202** Petitions, Complaints, Claims, Requests and Compliments nationally.

We trained **515** employees in Petitions, Complaints, Claims, Requests and Compliments.

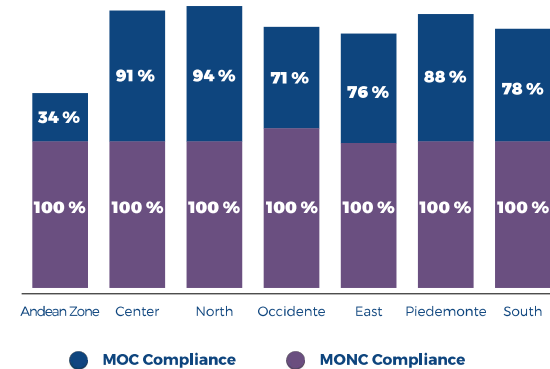


Labor prioritization program

As part of our commitment to our stakeholders, we have prioritized the hiring of local labor, both skilled and unskilled, in the areas where we operate.

We understand that hiring local labor not only benefits the community, but also allows us to have employees with specific skills that improve the quality of our services. In addition, this practice allows us to contribute to the economic and social development of the region.

The following chart shows compliance of skilled and unskilled labor by operating zone.



Local goods and services program

We strive to promote a dynamic and open market, based on free competition to create value in the regions in which we operate. With this program, we aim to create growth opportunities and update the local supply, establishing collaborative relationships with local companies to strengthen the economy. For this reason, we work to promote the experience and skills acquisition for entrepreneurs in the respective areas of influence of our projects.

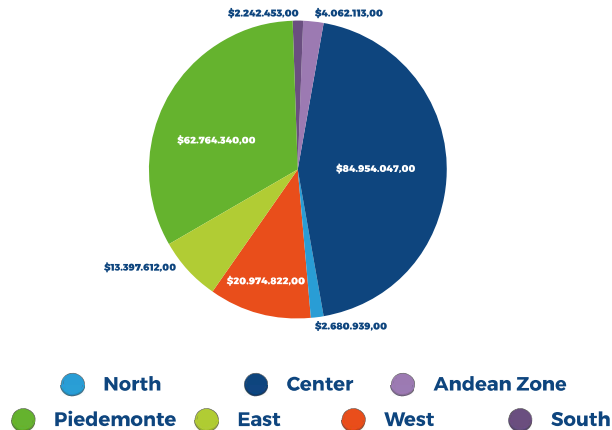


In 2022, we paid a total amount of COP **191,076,327,826** to local companies.



We have **7,327** local suppliers in our operations.

COP paid to local companies in 2022



Huma Rights

GRI [410-1]

We have created a corporate model focused on the promotion and respect for human rights, based on global standards and good practices to have a positive impact in our environment. The following model is part of a public commitment which evidences the company's top management's commitment in its execution and monitoring.



This model is essential in our relationship policy, as it looks for preventing possible negative impacts through the implementation of a due diligence. We are ready to create effective mitigation and remediation plans in case an undesirable event materializes, and we continue working on human rights respect throughout all of our operations.



In 2022 we celebrated the **first** Stork Human Rights week in Colombia.



We had **2,740 attendees** in the activities planned to inform about the Human Rights corporate model.



We performed the **first** Human Rights E-learning course and management model in our organization.



536 employees performed the E-learning course in 2022. In 2023, it will be current during the first term.



We generate value
GRI [205-1]



Learn with Stork

We can teach our children from the communities near our operations, about the fundamental aspects of being a citizen, how to relate with the environment and with others by using a fun-learning methodology designed in 2021 which includes arts, games, music and experiments.



Escuela de
GESTORES
COMUNITARIOS

Community Leaders School

We think that leadership from our community leaders is essential for the development of the territories. For this reason, the Community Leaders School is focused on leadership, community, social management, and social projects. We look for offering tools and knowledge to people who want to develop leadership skills and improve their project management and teamwork skills. In this way, we contribute to train more qualified managers who are aware of their impact on society and the environment.

76 leaders graduated	60 training hours	12 departments	26 municipalities



I'm a volunteer from Masa & Stork

We encourage our employees to dedicate a portion of their time and skills to serving and supporting activities designed within the framework of our charitable action program. In this way, we promote and strengthen performance and results improvement within our teams while positively contributing to society.

Through a teamwork experience with tangible and short-term impact, we prioritize the improvement of community spaces (clean-up days, school and community center repairs, park maintenance) and the environment (environmental clean-up efforts, tree planting, and reforestation initiatives), creating value in the areas where we are present.



Success Cases

Santa Stork 2022



During Christmas, we performed an initiative to positively impact the children near Stork operations. We invited our employees to donate gifts, and we used some additional resources to increase the amount of gifts and smiles. Thanks to the support of our employees, we achieved:



5.335 smiles from children who received gifts

Zone	Number of gifts delivered
North	685
Center	669
Piedemonte	464
West	2407
East	605
South	327
Andean Zone	178



For every gift, Stork donated **two (2) more gifts**



150 benefited communities



Campaign in **14 departments**

Bolívar, Guajira, Cesar, Boyacá, Santander, Antioquia, Tolima, Caldas, Nariño, Putumayo, Valle del Cauca, Meta, Huila and Casanare.

We thank all those who participated in this campaign that brought joy to children during this special time of the year. We will keep developing this initiative in November 2023.

Volunteering and Donations

GRI [203-1]

As part of our role in contributing to the development of society, we created investment and volunteer initiatives in public support services to improve the life quality of communities and generate new opportunities for economic and social development.

Volunteering



In 2022, we performed **15** volunteering activities, with **339** volunteers, investing **more than 32 million pesos**.

Donations



We completed **26** donations.



We benefited **3,584** people.



We donated **50,000,000** in total

The 2022 donations include:



Materials to improve community roads and spaces.



Painting for the final details of the community room infrastructure.



T-shirts for sport events.



Meals for community activities.



Salary for Launder instructor who certificated 338 people in Cartagena.





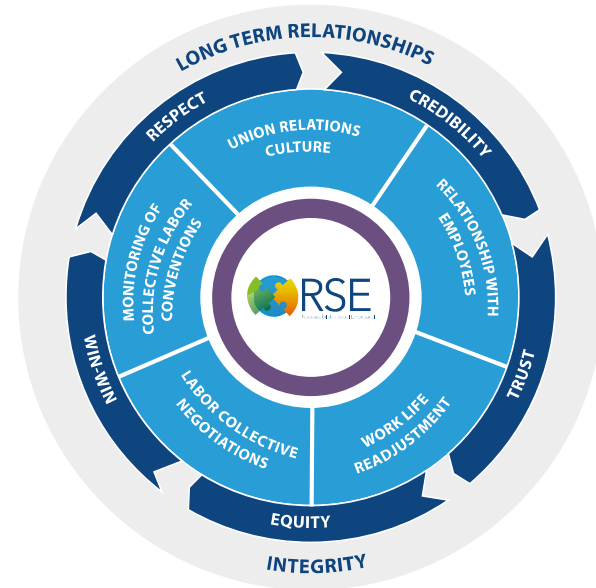
Collective Bargaining Agreements

GRI [407-1]

We respect the right to freedom of association and understand that establishing fair and equitable agreements with our employees is essential to create a collaborative and productive work environment. Collective bargaining allows us to listen the personnel's needs and concerns and find solutions together through a constructive dialogue to improve their conditions and benefits. It should be noted that our collective bargaining agreements are solely presented in Colombia.

Industrial Relations

In Industrial Relations, we understand that maintaining a functional and harmonious labor relationship between the worker and the employer is fundamental for a thriving performance. To achieve it, we consider legal, regulatory and productive aspects in every decision we make. For this reason, we promote a harmonious work environment, promoting cooperation and teamwork to achieve the company objectives and mutual benefits.



1,960 out of 6,504 employees are part of the labor union.



In 2022, the unionization rate was **28 %**.



In June 2022 we signed the collective bargaining agreement with **one (1) union** called SINTRAMAGUA.

By December 2022, we signed three (3) collective bargaining agreements with the following unions:



SINTRAMASA

SINTRAMACE

SINTRAMAGUA

The CCT (as per its initials in Spanish, Convención Colectiva del Trabajo) - signed with the USO is effective as of 2019 and will be renewed through 2023.



Our People

We recognize our employee's value, and we believe that they promote and help us to achieve the business objectives. For this reason, at Stork we established three (3) strategic enablers related to our employees:

1. Committed workforce



We empower employees and recognize their work, as they bring our products and services to life. For us, it is fundamental that they feel supported, valued, and listened. For this reason, we have generated trust spaces to socialize, work as a team and support each other.

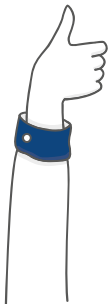
2 Performance Culture



The system can only work properly when the team members are aware of the company objectives and the importance of their roles for its operation. For this reason, we clearly explained each employee's role, what we expect from them and how can they help us to achieve our goals.

Therefore, we look for generating belonging sense and responsibility in every job within the organization, and motivating our employees to improve their performance, and bringing out the best in themselves and the team they belong to.

3. Growing workforce



For Stork, it is important that the employees challenge themselves and grow individually and professionally. For this reason, it is key the continuous and specific development of our employees, through training, learning and challenging working opportunities. Through their growth, the company can improve its performance and the talent management. One of the company's main interests is that our employee's keep up their progress, challenge and motivate themselves to continue developing beyond the business objectives.

After a global pandemic, we are aware of the change in our employee's priorities and expectations. The world re-invented itself, and so did the way we do business and build loyalty with our people. It was an opportunity to create initiatives and focused programs that add value to our employees.

Stork Value Promise

"At Stork, people are the center of everything we do. We share our passion for maintenance solutions that keep our client's assets working. Our success is shaped by our ability to unlock everyone's full potential. Together, we are stronger, and we encourage everyone to be better. We live a culture where everybody feels respected, is treated fairly and experiences support. We are proud to foster a culture where camaraderie comes alive".



It is our statement and the cover letter for employees and candidates, and the reason why our employees choose us and continue working with us. It is a promise we honor and work on every day. This commitment is based in the following four (4) pillars:

Employee's commitment and wellbeing

GRI[403-6]

Our employees are our priority: We listen to them, we care about them, and we support them. We look for the best talent to create a true teamwork, collaborative culture and camaraderie. It allows our people to feel committed, and engaged to our culture and organizational value.

Employee's Reward and Recognition

We allow every employee to shine by highlighting and rewarding their individual and collective contributions to our company's success.

Employee's Performance and Development

We let our employees grow every day, as personal growth is the base of our performance and growth.

Human Capital Intelligence

Our employees can trust in fair, and equitable data-driven decisions. Leaders and HR area have all the resources to make the proper decisions. It also guarantees our KPI's are solid, transparent and auditable.



Selection

Attract, select and retain talent are some of our company's main challenges. We are in constant search and consolidation of outstanding people, both technically and personally.

In 2022, we performed again face-to-face selection processes, allowing us to feel closer to our candidates. Thanks to this, we achieved the following goals:

Mining and Maintenance operational projects:
We received 236,010 CV and evaluated more than 34,513 .
Turnarounds:
We received 767,317 CV and evaluated more than 446,531 from Cartagena's and Barrancabermeja's Refinery,
Growing Together Program:
We covered more than 282 vacancies through our internal growth program, Growing Together.
Other:
We received 6,277 CV through platforms such as: Bumeru, LinkedIn, referrals, among others. And we evaluated 748.

Our 2023 challenge is to continue consolidating Stork as a trustable and solid company, becoming the first option for those looking for job opportunities in Colombia and Peru.



Your performance, our growth

GRI [404-3]

High-Performance culture growth

During 2022, we performed the following changes in our performance assessment to guarantee that our employees know the different ways of achieving goals and maintaining a continuous feedback and growth.

The main implemented changes were:

- **Collaborative form:** The form can be used by our employees and their leaders, for them to achieve the growing goals set for the year.
- **Technical personnel inclusion in the platform form:** Technical personnel leaders can make assessments through the electronic form, facilitating the information access to HR and other areas.
- **Technical personnel form modification:** Expected leadership behaviors were included for those who work individually, as specified in I-LEAD.

Our main 2023 challenges are:

- Strengthen and consolidate communication and feedback skills in leaders, for them to support the performance assessment processes with significant conversations that support our employee's growth.
- Increase the amount of supervisors performing the process in the platform.
- Strengthen SMART methodology use, so that our objectives add value and consolidate ILEAD leadership behaviors.

Training

GRI[404-2]

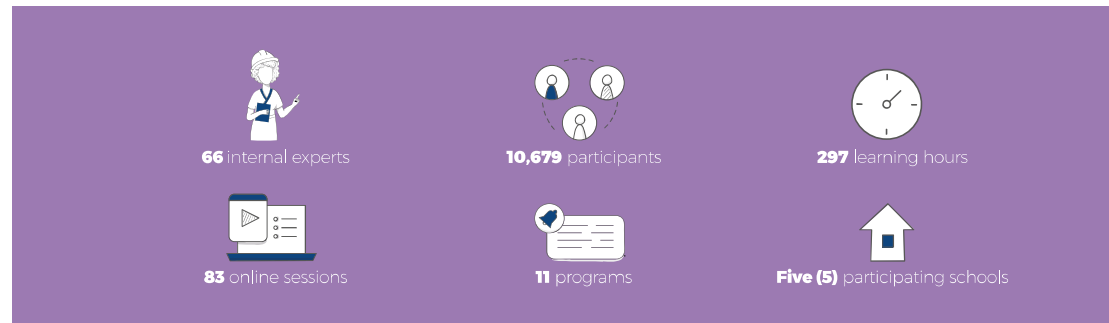
2022 was a year for growth in Campus Stork.

We look that our employees have all the necessary tools from their first day, for them to achieve their goals in a safe, satisfactory, complete and efficient manner.

Our 2021 purpose was to get into the operations and consolidate the corporate brand of the program. **Campus Stork** became a recognized brand, and was used as a training platform. For 2022 and 2023, our purpose is growing, providing solutions to the operations, to be an inspiring space to motivate and support the competences retraining, to become the training platform for our SME, sharing and building knowledge with our people, and increasing the digital training offer in the operations.

Campus Stork was the space to create several programs that supported our employee's knowledge and competences development achieving:

We contribute to a better world by keeping up to date our knowledge and competences



Our 2023 challenges are:

- Keep focused on the design of programs that generate growth and develop competences in our employees.
- Being recognized by our experts.
- Working on digital tools to improve training indicators work and follow-up.



ILEAD: Leadership Culture keeps consolidating at Stork

We performed ILEAD trainings, active listen workshops and digital courses to achieve the expected behaviors in our leaders. We also performed the Leadership Impact survey, which, compared to 2021 obtained more participation and evidenced that ILEAD behaviors have positively influenced our employees.

ILEAD survey Colombia	2021	2022
Population	5245	3608
Answers	495	1788
Survey response rate	9,44 %	49,56 %

ILEAD survey Peru	2021	2022
Population	1284	1122
Answers	107	278
Survey response rate	8,33 %	24,78 %



We take care of each other

WellStork

GRI [403-3][403-6]

This wellness program is focused on caring for our employees through four (4) fundamental pillars:

Physical Wellness Pillar:



We developed **94 activities** to raise awareness on health care.

Mental wellness pillar:



122 activities performed to give mental health tools.

Emotional wellness pillar:



313 activities, such as Mother's Day, Father's Day, Halloween, Love & Friendship Day celebrations, among others.

Economic Wellness pillar:



28 activities about financial education, investment, among others.

In WellStork program framework, we developed online and in presence programs; we had the participation of more than 35,475 employees and their families in more than 557 activities performed with the support of our ARL (Labor Insurance Company, as per its initials in Spanish), pension funds, among others.

Our 2023 challenges are:

- Creating a new pillar, Sustainable Wellness, to encourage our employees and their families to recycle, and strengthening of volunteering activities.
- We plan to have our first WellStork Week to promote our wellness pillars.
- Increase our visibility in the operations.



HomeStork

GRI [401-1]

During 2022, 34 employees (15 man and 19 woman) joined the program.

24% of the participants are part of the operations, and 76% are administrative staff from Bogota and Neiva.

During 2022, we continue implementing telecommuting to improve communication and teamwork. The three (3) pillars of the principles of the program were: efficiency, simplicity and flexibility to strengthen assertive communication, easy learning, and effective time management.

Our 2023 challenges are:

- Program updating according to each country requirements.
- Create a training plan to guarantee work time off.

Personnel administration and Compensation

GRI [401-2]

At Stork, we offer a competitive compensation scheme balancing the employees expectations and the company needs, recognizing that we can achieve our goals thanks to the commitment and quality of our employees. Compensation policies are impartial and there is no discrimination based on criteria that are not accepted by human resources management best practices.

In our company we have the following extra legal benefits:

Bonuses or Economic aids			
	Performance bonus	Retention bonus	Location aids
Savings			
	Voluntary Pension Funds		
Safety			
	Prepaid medicine	Medical appointments	Life insurance
	Vehicle insurance	Funeral insurance	Home insurance
	24/7	Critical events insurance	
Consumption			
	Goodwill credits	Emotional wage	Calamity leave
	Telecommuting	Succession and development plan	Training
	Family day		
Others			
	Cell phone equipment and lines	Parking	Savings and credits alliances

2022 Promotions

GRI [405-b]



Colombia

Women: 77



Men: 207



Peru

Women: 8



Men: 79

Stories to highlight

SUMMIT by Campus

Campus Stork, together with some energy efficiency, sustainability experts and volunteers, performed an event called "SUMMIT by Campus" to face the changes related to the proper use of resources, energy transition, and planet sustainability. This annual event includes conferences, workshops and activities to inspire and prepare Stork's employees to face the current and future challenges.

Energy was the main topic at this first Campus Stork SUMMIT, due to its worldwide importance and to the interest of the industry clients. In this event participated 12 Stork experts, giving conferences, workshops and activities to challenge the attendants to think differently. We also had the attendance of more than 180 participants, including families and children from the communities working with Stork.



We are Stork, our diversity, equity and inclusion program

Stork recognizes that the company's strategy is not limited to engineering, and we value the importance of promoting a diverse and inclusive culture for a comprehensive management. For this reason, in 2022 we launched "We Are Stork" initiative to promote, facilitate, strengthen and articulate diversity, equity and inclusion initiatives in the work and community environments.

This initiative is based in the following pillars:

- W Stork: Women
- Stork without barriers: gender, disability, victims and ethnic groups
- Stork Generations: generational gaps

We are committed to generating a diverse, inclusive and equitable work environment helping our employees to reach their potential, independent of their ethnic group, disabilities, sexual orientation or gender. We work with the highest standards of corporate governance, including diversity, equity and inclusion as a priority in our agenda. We specifically work on:

1. Policy Statement and organizational commitment aligned to our corporate values.
2. DE&I support from the consultant EQUIPARES
 - Baseline
 - Gaps identification
 - Action Plan
3. Collective consciousness and communication
 - Promoting collective consciousness through training materials and resources
 - DE&I communication plan
4. DE&I team creation
5. Formulation of targets and indicators for each strategic axis.
6. Complaint mechanism



HSSE, Health and Safety

GRI [403-2][403-4][403-5]

Our HSSE management considers three (3) fundamental topics: people, processes and facilities.

People

We performed a behavior-based safety program to strengthen the HSSE cultural transformation and positively influenced Peru and Colombia projects.



5,000 people trained in SBC, ASA (behaviour observations⁹, hazard identification and lifesaving rules.



3,623 behaviour observations performed. They allowed to create a positive environment of recognition, trust and commitment while identifying operational barriers.



2,289 inspiring conversations where leaders, supervisors, and managers generated risk awareness to more than 35,000 people.

Processes

In 2022, we performed the Processes Safety competencies development process led by LATAM, for the Corporate Global Committee in regions such as Europe, UK, and USA. As a result, we established a training program for a 10 people specific ethnic group.

Also, together with the CCPS (Center for Chemical Process Safety), we created a systematic and technical model to evaluate the maturity of safety in our organizational processes. This model has 15 key aspects that comprise the critical variables necessary for process safety culture. At the end of each measurement, the organization can be classified, according to the percentage of attributes present, into one of the four established maturity levels: Beginner, Basic, Intermediate and Advanced.

Results showed that by 2022 we are in the basic level with an attributes presence of **56 %**. From there, we have created a path to reach advanced level/ **80 %** in the next three (3) years. It reflects our commitment to consolidate a process safety culture as part of being the industry reference.

Facilities

In 2022, the Stork Occupational Health program implemented the Similar Exposure Groups (SEG) methodology to perform objective measurements of exposure to chemical, biological and physical agents in jobs with similar work activities. This allowed establishing exposure and risk profiles, classifying control measures and defining priorities for periodic monitoring in order to achieve safe workplaces.



HSSE area risks

Governmental and social changes coupled with the changing dynamics of our company were the factors that most influenced the HSSE area in 2022. Among the identified risks are:

- Public risks cases increase.
- Musculoskeletal system injuries cases in mining projects increase.
- Operational processes compliance gaps.
- Increase in operational costs due to new legal requirements related to confined space, heights and live-worker certifications.

In response to these situations, we take the following preventive measures in all disciplines of our team's responsibility to mitigate or eliminate any potential risks.

Crisis and Business Continuity

Under the reference framework of our corporate strategy and based on prevention, we performed incidents daily monitoring, early alerts generation, self-care culture habits and awareness, and improved our relations with the public force. The actions above had the following results:



7,126 people trained in physical Security risks prevention.



397 pedagogical days.



1,137 risk analysis to the facilities and staff movements in operations.



13,397 security and background studies in all the company's roles.

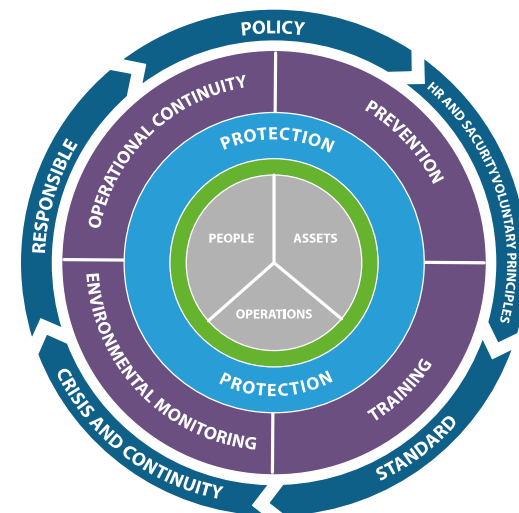


Stork Business Continuity and Crisis Team.

Our main 2023 goal is to focus our efforts in reducing the factors that increase physical security incidents, and safeguard our personnel's integrity. Therefore, we have to overcome the following challenges during this term:

- Good habits strengthening and operational and personal safety prevention.
- Continue working on self-care culture.
- Emergency response plan strengthening.

Our Physical Security model is:



Preventive Medicine

GRI[403-6]

This strategy focused on health promotion and diseases prevention to face the current challenges and trends. It has three (3) pillars: predictive tactics design, effective and safe operational functioning, health cases rigorous follow-up.

Pillar	Description	Benefits
Predictive strategies Design	Preventive measures were taken for situations with a high probability of occurring in the near future.	<ul style="list-style-type: none"> • Epidemiological models. • Monitoring of major health risks. • Follow-up and control of special health cases.
Operational assurance	The projects were permanently monitored from the worksites directly.	<ul style="list-style-type: none"> • On-site validation and follow-up of the health status of the arriving population, ensuring medical management with Health Insurance Companies (IPS). • Training of the working population in Epidemiological Surveillance Programs - PVE and all programs associated with preventive medicine. • Accompaniment and permanent follow-up during the transfer of injured workers.
Health Monitoring Cases	There were medical and legal analyses of the different cases, medical management of the employee in special conditions and definition of reintegration strategies.	<ul style="list-style-type: none"> • Dignify the treatment of employees who had some difficulty derived from a deterioration in their health condition.

Processes Safety

Stork is committed to a process safety cultural transformation for the next three years, which requires a solid policy and an organization committed to reduce the probability of risks materialization due to inappropriate operations or lack of process knowledge.

In 2022 there was an important progress in this transformation, through the safety culture baseline measurement. 10 attributes divided in three categories were evaluated: leadership, risk understanding and behaviors, in accordance with CCPS.

The process safety management effectiveness was reflected in the reduction of the reported events of levels 1, 2, 3, with a variation of -18% in 2022 compared to the previous year.

The main challenge in process safety still is the culture consolidation in these aspects. 2023 goals include safety competences strengthening by 70% through the technical trainings performed during 2022. Also, verifying the current plans effectiveness to prevent catastrophic incidents and close gaps in critical contracts, achieving the participation of all the company's areas to make process safety an experiential process in all operations.

A total of 5,151 employees were trained in topics related to process safety, such as process safety fundamentals, control of hazardous energies, safety events, hazard and risk analysis, leadership and various technical trainings.



Operational Discipline

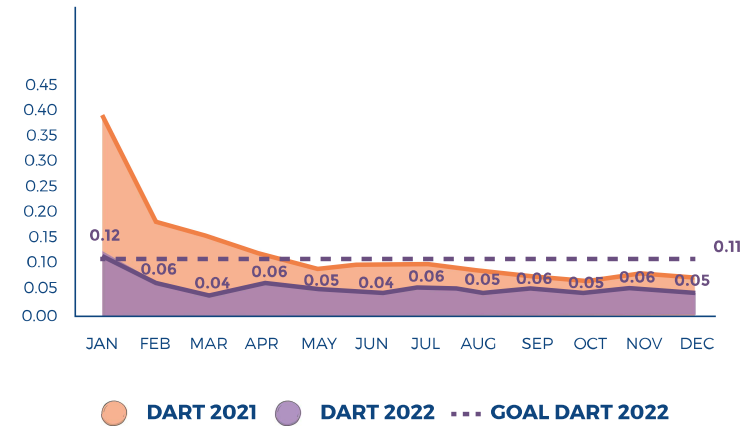
During 2022, we focused on consolidating a risk management culture in all the management line, from managers to supervisors, which improved health and safety performance at work. To achieve it, we established seven (7) fundamental pillars that promote the cultural transformation value: competences, awareness, risk analysis, work control, procedures, RACI reports/ near incidents and ADT, and discipline.

Our 2022 goal was to improve our culture levels, which reduced the incident rates. Also, we implemented two (2) new indicators, LAE and HIPR, allowing us to rigorously measure health and safety at work performance, with the following results:

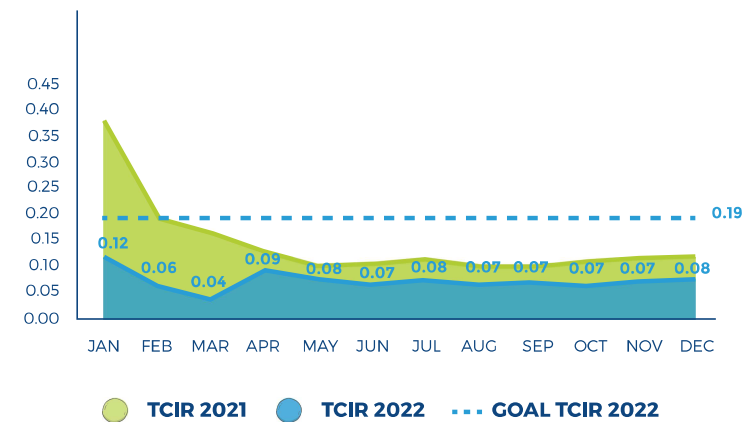
COUNTRY	2022 TCIR GOAL	2022 DART GOAL	2022 LAE GOAL	2022 HIPR GOAL
COLOMBIA	0.19	0.11	0	0.04
PERU	0.2	0	0	0.04



DART LATAM 2021 VS. 2022



TCIR LATAM 2021 VS. 2022



DART: number of incidents in 1 year per 100 employees.
TCIR: number of work related injuries per 100 workers

Hazard Identification, Risk Assessment and Incident Investigation

GRI [403-3]

Each of the disciplines within our company has analysis tools that play a role in hazard identification, risk assessment and incident investigation, as demonstrated below:

Discipline	Analysis Tool	Description
Preventive and occupational medicine	Health diagnosis	Health condition analysis in working population.
	Risk Matrices	Analysis of hazard identification, hazard risks and occupational risks by role, discipline or position.
Industrial Safety	Work Permits	Hazards control and management in the execution of routine and non-routine activities.
	JSA/RA	Identification of health, safety and environmental hazards and risks.
	7A Technique	Last minute risk assessment.
Processes Safety	Hazid ans Bow Tie	Identification of major hazards in Process Safety - PS.
	Hazop	Improvement opportunities identification
	RCA Analysis	Root cause determination
Physical Security, crisis management, business continuity	Risk analysis and matrix	Perform hazard and risk identification analysis in each of the areas or zones.
Environment	Environmental aspects and impacts identification and assessment overviews	Performs aspect identification analysis, impact assessment and controls establishment.
	Identification, planning and evaluation matrix for legal, contractual and regulatory compliance in relation to environmental management and protection.	Develops planning and evaluation of legal, contractual and regulatory commitments related to environmental management and protection.

Work accident injuries

GRI [403-9]

In 2022 occurred:

- **5 Five (5)** disabling events.
 - A total of **493** sick leave days.
 - The accident severity rate was **6.72 %**
 - **7** recordable work-related injury events.
- The main types of injuries were:
- Blow, contusion or crushing: **42** (-7.14 % compared to 2021)
 - Strain, sprain, muscle tear, hernia or muscle tendon laceration without injury: **15** events (-100 % compared to 2021)
 - Superficial trauma: **10** events (-70 % compared to 2021)



Regarding work incidents:

- **94** incidents during the year
- The frequency rate was **1.28 %**, which corresponds to the number of occupational incidents during the year over the number of employees.

During 2022, there were no deaths due to occupational accidents or occupational diseases among direct employees.



Work-related ill health

GRI [403-10]

We have identified that the diseases that generate the highest disability frequency are:

- Trauma
- Symptoms, signs and abnormal clinical and laboratory findings,
- System diseases
- Musculoskeletal system diseases and respiratory connective tissue diseases

Occupational Health Services

GRI [403-3]

There are several responsibilities within occupational health services that focus on detecting and eliminating hazards, and reducing risks. Some of these services are:

Counseling with follow-up Epidemiological Surveillance System:



Cardiovascular



Skeletal muscle disorders



Chemical



Hearing conservation

Counsel in the follow-up of absenteeism cases:



Common origin



Work related



Other causes

Public Health:



Vaccination scheme follow-up advisory



Epidemiologic bulletin



Respiratory symptomatology cases follow up advisory

Alcohol and Drugs:



Alcohol and Tobacco abuse prevention advisory

Validation of medical records on the platform:



Support with the generation of medical orders for glasses use

We ensure the quality of these occupational health services through the coordination of the LATAM medical leader and the hiring of eleven specialist physicians and a nursing assistant through Bolivar insurance company in Colombia. We also hired health care providers nationwide to guarantee employees' access to health services and we use an interactive platform called CEMED to connect doctors, health care providers and the HSSE team, which allows us to maintain information traceability and facilitate the issuance of medical orders and timely and effective decision making.

In addition, we ensure that personnel have access to the occupational medical evaluation results and health recommendation notes, along with follow-ups to ensure proper communication and management. In Peru, we have a Medical Doctor and an Occupational Nurse to perform work in the Occupational Health area, which includes the dissemination of occupational health bulletins, training, occupational disease surveillance and medical clearances.



Employee involvement, consultation and communication on occupational health and safety

GRI [403-4]

In Colombia, COPASST are the Occupational Health and Safety Committees composed by employees and employers, in equal parts at the project and administrative area level, allowing participation and support in the management of occupational health and safety.

In Peru, an Occupational Safety and Health Committee has been established with twelve members, six representing employers and six representing employees, with a Representative and secretary for each committee and subcommittee. In addition, there are occupational health and safety subcommittees and supervision in all of the company's services.

In 2022, we executed **1,137** physical security risk matrix construction exercises with our personnel's participation. This allowed us to know the real threats and take corrective measures in advance, and define hazards, risk factors, impact levels and risk mitigation actions.

In addition, we hold regular monthly meetings by committee, subcommittee and supervision, and called extraordinary meetings in case of undesired events. Furthermore, we continuously endeavored to transform the safety culture through active and online channels; we made available an application called "Reporta" so that employees can identify and report unsafe acts and conditions, and prevent accidents.

Worker training on occupational health and safety

GRI [403-5]

During 2022, the chemical risk management program trained **741** employees in the safe management of chemical substances, with an **effectiveness rate of 100%**. In addition, the technical competencies of the PGRQ (Chemical Risk Program) committee members were strengthened, including people from different areas, making them technical experts in the management of the chemical risk program in each of the zones.

Employees' health promotion

GRI [403-6]

We have implemented different strategies, plans, programs and campaigns to promote our employees' health, including the following:

- National agreements with health care suppliers for timely medical examinations.
- Establishment of medical evacuation plans and inter-institutional mutual aid agreements in all company projects.
- Vacancies assurance through the technical specialized analysis guaranteeing the proper conditions for our employees.
- Life promotion strategies and healthy lifestyles implemented in the projects through nutritionists, physiotherapists and nurses allowing effective promotion and prevention actions.

Chapter

04

Environmental Performance



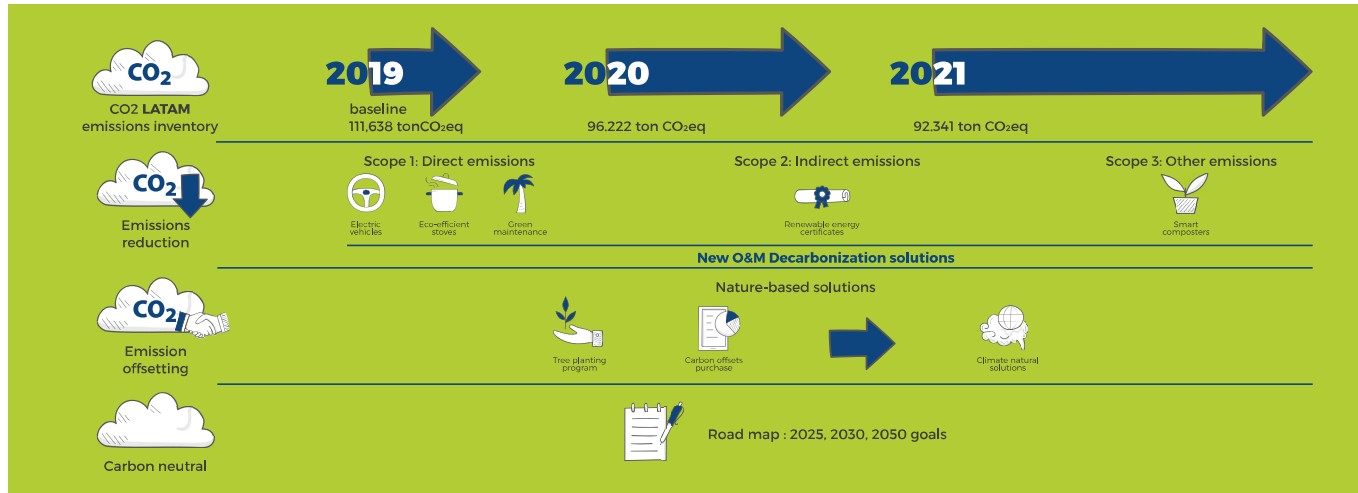
Respect for the environment: A look at **Our environmental management**



We feel proud of being the industry leaders in decarbonization initiatives development, and being at the forefront of climate change fight.

At Stork, we are committed with natural resources preservation, and we have established ambitious goals to significantly reduce our CO2 emissions and greenhouse gases. Our final goal is to achieve **Carbon Neutrality by 2050**. We have implemented a series of emission reduction initiatives and measures in our daily operations. We plan to execute green maintenance aligned to our emissions reduction global purposes for each country, supporting the Colombia 2030 Co2eq Ton reduction goal and our clients decarbonization plans.

To achieve our 2050 Stork carbon neutral, we have established a clear and ambitious road map. It is based on three fundamental pillars: measure, reduce and offset.



We are pleased to share that since 2019 we keep committed to reducing and offset our Co2 emissions to the environment. As part of this initiative, we have continued acquiring forest crops carbon offsets certificated in 2022 in Colombia, and we expect to keep doing it in the future.

Compensation through carbon offsets		
Colombia	2021	2022
Number of projects	26	24
Emissions (Tn eq)	92.341	62.178
Offset emissions (Tn eq) ⁽¹⁾	13.345	13.634
Peru	2021	2022
Number of projects	16	11
Emissions (Tn eq)	1.571	3.459
Offset emissions (Tn eq)	0	292 Nexa, ENEL, CNPC Projects

During four (4) years, Stork has offset 13,926 TonCO2eq in Colombia and Peru

¹ For 2022, 55 TonCO2eq, administrative areas - 234 TonCO2eq, Cusiama-Cupiagua-Florera Projects - 13.345 TonCO2eq, VRC project which offset 250% of the emissions estimated for 2022, 2023 y 2024.

Direct gas emissions Greenhouse Gases -GHG

[305-1]

We currently measure our **Carbon Footprint** in Colombia and Peru, where we included measurements from energy consumables as Greenhouse Gases (GHG) generators. These are the emissions generators sources we measure and track:

- Diesel and Fuel consumption
- Refrigerant Gases (R134 and R22 air conditioners)
- Fire extinguisher discharge (types BC and CO2)
- Hazardous waste final disposal (hydrocarbon impregnated material)
- Grease, acetylene and lubricant consumption



Country	GHG Emissions (Ton CO2 eq)		Percentage variation
	2021	2022	
Colombia	92.341	62.178	-33%
Peru	1.571	3.459	+120%

In **Colombia**, the emissions reduction is due to the finalization of projects and decarbonization initiatives. In **Peru**, the emissions increased due to COGA project activities, the nature of its operations and its geographical extension.

Emissions intensity

Carbon footprint measurements are performed under the ISO14064 standard parameters. In this methodology, we defined the organizational and operational limits, performing our Greenhouse Gases emissions inventory (CO2, CH4, N2O, HFC, PFC, SF6, NF3) with the following scopes:

Scope 1	<ul style="list-style-type: none"> • Diesel and Fuel energy consumption • Refrigerant Gases (R134 and R22 air conditioners). • Fire extinguisher discharge (types BC and CO2) • Grease, acetylene and lubricant consumption 21
Scope 2	<ul style="list-style-type: none"> • Electric energy consumption
Scope 3	<ul style="list-style-type: none"> • Hazardous waste final disposal (hydrocarbon impregnated material-incineration)





Emission reduction initiatives

[305-5]

- 1. Electric Vehicles:** In 2022 we achieved a reduction⁽²⁾ of 29,5 TonCO₂eq, related to 102,500 km driven by the electric vehicles, avoiding the consumption of 3178 diesel.
- 2. Renewable energy purchase:** During 2022, in VRC and TABARCA Barrancabermeja, and VRC Puerto Boyaca were consumed 362,241 Kwh. This energy was purchased from Nima I and II renewable energy project. Nima II hydroelectric power plant has a capability of 6,7 MW, and with this initiative 45,6 TonCO₂eq were reduced.
- 3. Ecoefficient Stoves:** We donated 20 eco-efficient stoves to an indigenous community near ECP RUBIALES (Puerto Gaitan-Meta) helping them to reduce the negative impact on their health derived from wood combustion, and reduce 66,7 TonCO₂eq.

Resource consumption management results

As part of our commitment, we identify the projects with a major impact in the health of our employees, and in the environment near our operations. This is an opportunity to operate with sustainability. This approach is aligned to our corporate responsibility and our commitment to positively contribute with the communities near our operations.

2. the reduction factor 28.8 KgCO₂ was calculated with the difference between the emission of a common diesel vehicle (32.92 Kgco₂/100km) and an electric truck (4.11 kgCO₂/100 km).

Energy consumption within the organization

[302-1]

Our operations require electricity to work effectively. However, most of the energy consumption is generated in the turnarounds of **TABARCA (Cartagena and Barrancabermeja)**, and **COGA (Peru) projects**, where more personnel hiring is required, which requires more energy consumption in the offices. In the other project from Colombia and Peru, it is the client who supplies the electricity necessary for the service provision. For this reason, it is not possible to measure energy consumption with precision.

Electricity use (kwh)*			Percentage variation
Country	2021	2022	
Country	2021	2022	
Peru	43.941	68.659	+56%



Scope and Control company's measurement data

In Colombia, during 2022 the energy consumption increased due to three (3) factors: "Ocesa geotechnics" project execution, energy consumption measurement in Puerto Boyaca office for ECP VRC project, and energy consumption measurement in Yopal offices. On the other hand, the increase of energy consumption **in Peru** is due to the geographical extension of COGA project, and an increase in the activities and works performed in the same year.



Diesel consumption in **Colombia** is related to static vehicles and equipment use, such as motor welders, motor generators, among others. In 2022 there was a reduction in the diesel consumption due to the reduction of projects and services in operations. In Peru, Diesel in operations is mainly consumed for the vehicle fleet used during the service delivery, which increased and caused considerable growth in the consumption of this resource.



Fuel consumption (Gal)		
Country	2021	2022
Colombia	18.367	17.197
Perú	1.156	6.777

Fuel consumption is related to the use of equipment for spraying activities and other support equipment used in the operations. For Cenit Lineas project, there is a greater consumption of this resource, due to the extended geographic area where services are performed, and it also requires equipment, such as power plants, among others.



Water consumption

[303-5]

Efficient monitoring and management of water consumption is a fundamental aspect of our sustainability strategy. For this reason, we work permanently to identify use optimization opportunities and minimize the environmental impact.

Cenit-Lineas project (**Colombia**) has the greater water consumption in all of our operations, due to the amount of personnel and the complexity of the activities they perform. Water is used for diverse activities, including areas and equipment cleaning, and contaminants control. In general, water consumption in operations decreased due to the reduction of projects and services.

Water consumption (m3)*		
Country	2021	2022
Colombia	7.803	3.047
Peru	13.334	35.196



*In Colombia and Peru, we only measure the water consumption in offices and own locations, in operations it is the client who provides the resource for the services provided.



During 2022, COGA **Peru** project had the higher water consumption level of all our projects, The majority of the volume is captured from water sources with environmental permits and most is used for daily activities in administrative locations in the Peruvian coast, highlands and jungle. It is important to mention that, as part of our environmental commitment, we work closely with local authorities and environmental authorities to ensure the responsible use of water and compliance with the corresponding permits and regulations.

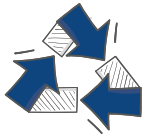




Waste by type and disposal method

[306-1] [306-2] [306-4] [307-1]

At Stork we recognize that waste is generated in our activity, therefore, we are responsible for the classification of waste and its delivery to suppliers for proper disposal.



Waste types	Colombia	Peru	Elimination Method
Hazardous	37,9 Ton	514 Ton	Incineration
Recycled	10,6 Ton	41.1 Ton	Use
Organic	11,7 Ton	0.98 Ton	Landfill
TOTAL Waste Generated 2022	56 Ton	556 Ton	

- **Hazardous waste generated:** material contaminated with hydrocarbons, used oils, chemical containers, light bulbs, among others, are disposed by authorized suppliers with an environmental license, prior verification before contracting them.
- **Recycled waste generated:** cardboard, paper, plastic, scrap, among other materials, which are delivered to third-party collection centers for recycling.
- **Organic waste:** containers and food packaging, disposed by the municipal waste collection company and subsequently placed in a safety cell in the landfill.



The company has not received any **environmental** requirements, sanctions or fines from the authorities in each country.

GRI

reference rate



General Information

Organization profile and report practices			Answer	Document Page
	GRI Content	Explanation or observation		
2.1 a	"Name of the organization"	If the organization uses a commonly known trading name or business name that is different from its legal name, it should report this in addition to its legal name.	Stork Technical Services Holding B.V Colombia Branch office	Pag. 114
2.1 b	Nature of ownership and legal form	The nature of ownership and the legal form of the organization refers to whether it is publicly or privately owned, and whether it is an incorporated entity, a partnership, a sole proprietorship, or another type of entity such as a non-profit, an association,	Mecánicos Asociados S.A.S. is a simplified stock company (SAS). Stork Technical Services Holding B.V. Sucursal Colombia, is a branch of a foreign company.	Pag. 114
2.1 c	Location of headquarters	the place from which it is controlled or directed.	Kr 7 # 156 – 10 floor 25. Bogota, Colombia	Pag. 114
2.1 d	Countries of operation	Besides, If the organization has reported its countries of operation elsewhere, such as in its audited consolidated financial statements or financial information filed on public record, the organization can provide a link or reference to this information. The organization can also report the regions or specific locations within countries (e.g., states, cities) where it has operations, if this provides contextual information for understanding the organization's impacts.		Pag. 28
2.2 a	Entities included in the organization's sustainability reporting	Those entities that the organization controls or has an interest in and are included in its sustainability reporting, such as subsidiaries, joint ventures, and affiliates, as covered in its financial reporting.		Pag. 16

2.3 a	Reporting period	The reporting period for, and the frequency of, its sustainability reporting;	Report Period 2022 Frequency: Annual	Pag. 114
2.3 c	Publication date of the sustainability report	The reporting period for, and the frequency of, its sustainability reporting;	Pending	Pag. 8
2.3 d	Contact point for questions about the report or reported information	Specify the contact point for questions about the report or reported information.	Sustainability Management CSR Leader andrea.gomez@stork.com Comunicaciones team comunicaciones.co@stork.com	Pag. 114
2.4 a	Restatements of information	"Report restatements of information made from previous reporting periods and explain: i. the reasons for the restatements; ii. the effect of the restatements."	This report does not have restatements of information	Pag. 115
2.5 a y b	External assurance	Does the report have external assurance?	This report does not have external assurance	Pag. 115

This report does not have updated information			Answer	Document Page
	GRI Content	Explanation or observation		
2.6 a	sector(s) in which the organization is active	sector(s) in which the organization is active		Pag. 28
2.6 b	Value chain	"Describe the organization value chain, including: i. the organization's activities, products, services, and markets served; ii. the organization's supply chain; iii. the entities downstream from the organization and their activities"		Pag. 26
2.6 c	Other relevant business relationships	Include relationships that the organization has with entities that are not described as part of its value chain. These may include business partners (e.g., joint ventures) and other entities directly linked to the organization's operations, products, or services.		Pag. 30

2.7 a, b y c	Employees	Describe significant changes in the organization compared to the previous reporting period (2020). Example: changes in the value chain, business relationships, opening or closing of facilities, changes in the location of your suppliers, among others.	Pag. 8
--------------	-----------	--	--------

Governance			Answer	Document Page
	GRI Content	Explanation or observation		
2.9 a	Governance structure	describe its governance structure, including committees of the highest governance body.		Pag. 32
2.9 c	Composition of the highest governance body and its committees	"Describe the composition of the highest governance body and its committees by: i. executive and non-executive members; ii. independence; iii. tenure of members on the governance body; iv. number of other significant positions and commitments held by each member, and the nature of the commitments; v. gender; vi. under-represented social groups; vii. competencies relevant to the impacts of the organization; viii. stakeholder representation."		Pag. 33
2.10a	Nomination and selection of the highest governance body	describe the nomination and selection processes for the highest governance body and its committees.		Pag. 32
2.10a	Role of the highest governance body in overseeing the management of impacts	describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development.		Pag. 33
2.11	Chair of the highest governance body	report whether the chair of the highest governance body is also a senior executive in the organization		Pag. 32

2.12b	Describe the role of the highest governance body in overseeing the organization's due diligence and other processes	describe the role of the highest governance body in overseeing the organization's due diligence and other processes to identify and manage the organization's impacts on the economy, environment, and people.		Pag. 32
2.14a y b	Role of the highest governance body in sustainability reporting	Report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information.		Pag. 32
2.16	Communication of critical concerns	Describe whether and how critical concerns are communicated to the highest governance body.		Pag. 11

Strategy, policies and practices			Answer	Document Page
	GRI Content	Explanation or observation		
2.22 a	Statement from senior executives responsible for decision making	report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development.	<i>The information is available in the section: Message of our LATAM vicepresident</i>	Pag. 7
2.23 a, b y c	Policy commitments for responsible business conduct	"The intergovernmental instruments to which the commitments refer, whether the commitments stipulate due diligence, whether the commitments stipulate the application of the precautionary principle, and whether the commitments stipulate respect for human rights. Describe your specific commitments and policies for the respect of rights. Does everything have public access to information?"	<i>The information is available in the chapter: CORPORATE AFFAIRS</i>	Pag. 17

2.27 a	Compliance with laws and regulations	Were there significant instances of regulatory noncompliance in 2021? If so, describe them	There were not regulatory noncompliance cases during 2022	Pag. 118
2.27 b		Indicate the total number of significant instances of non-compliance with laws and regulations during the reporting period. Were fines generated? Non-monetary sanctions?	There were not regulatory noncompliance cases during 2022	Pag. 118
2.27 c		Total number and monetary value of fines for non-compliance with laws and regulations paid during the reporting period	There were not regulatory noncompliance cases during 2022	Pag. 118
2.28 a	Membership associations	industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role		Pag. 30

Stakeholder engagement			Answer	Document Page
	GRI Content	Explanation or observation		
2.29 a	Stakeholder engagement	Stakeholder relations for materiality and other inquiries	<i>The information is available in the chapter: CORPORATE AFFAIRS</i>	Pag. 19
2.30	Collective bargaining agreements	"report the percentage of total employees covered by collective bargaining agreements; for employees not covered by collective bargaining agreements, report whether the organization determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organizations"	<i>The information is available in the chapter: Fostering Sustainable Communities and Workplace Wellness - A Comprehensive Approach to Business Success</i>	Pag. 72

Specific Content

Material Issue	GRI standard/ Own indicator	Content	Reference in this report	Omissions	Document Page
Strategy and Economic Performance	"GRI 3 Material issues"	"GRI 3.3 Management approach"		NA	Pag. 36
	"GRI 201 Economic Performance"	"GRI 201-2 Financial implications and other risks and opportunities arising from climate change"		NA	Pag.
		"GRI 201-4 Financial assistance received from government"		NA	Pag. 41
	"GRI 204 Procurement Practices"	"GRI 204-1 Proportion of spending on local suppliers"		NA	Pag. 43
Operational Excellence	"GRI 3 Material Topics"	"GRI 3.3 Material Topic Management"		NA	Pag. 52
	Own Indicator	Risk analysis and management for operational excellence in projects		NA	Pag. 57

Culture of ethics, integrity, compliance and anti-corruption	"GRI 3 Material Topics"	"GRI 3.3 Material Topic Management"		NA	Pag. 50
	"GRI 205 Anti-corruption"	"GRI 205-2 Training on anti-corruption policies and procedures"		NA	Pag. 50
		"GRI 205-3 Confirmed incidents of corruption and actions taken"		NA	Pag. 50
	Own Indicator	"Percentage of inductions that covered the code of ethics"		NA	Pag. 50
Environment care and protection	"GRI 3 Material Topics"	"GRI 3.3 Material Topic Management"	The information is available in the chapter: Respect for the environment - Environmental Management at a Glance	NA	Pag. 102
	"GRI 302 Energy"	"GRI 302-1 Energy consumption in the organization"		NA	Pag. 107
	"GRI 303 Water and Effluents"	"GRI 303-5 Water Consumption"		NA	Pag. 109
	"GRI 305 Emissions"	"GRI 305-1 Direct GHG emissions (scope1)"		NA	Pag. 104
		"GRI 305-5 GHG emission reduction"		NA	Pag. 105
	"GRI 306 Waste"	"GRI 306-1 Waste generation and significant waste-related impacts and Disclosure"		NA	Pag. 110
		"GRI 306-2 Management of significant waste-related impacts"		NA	Pag. 110
"GRI 306-4 Waste disposal"			Pag. 110		

Local employability	"GRI 3 Material Topics"	"GRI 3.3 Material Topic Management"		NA	Pag. 62
	Own Indicator	"Skilled and unskilled labor compliance"			Pag. 65
Human Rights	"GRI 3 Material Topics"	"GRI 3.3 Material Topic Management"		NA	Pag. 62
	"GRI 410 Security Practices"	"GRI 410-1 Security personnel trained in human rights policies or procedures"		NA	Pag. 67
	Own Indicator	"Participants in the first E-learning course on Human Rights"		NA	Pag. 67
	Own Indicator	Participants in the communication activities on the corporate model in human rights			Pag. 67

Local market participation	"GRI 3 Material Topics"	"GRI 3.3 Material Topic Management"	NA	Pag. 42
	"GRI 308 Supplier Environmental Assessment"	"GRI 301-1 New suppliers that were screened using environmental criteria "	NA	Pag. 43
	"GRI 414 Supplier Social Assessment"	"GRI 414-1 New suppliers that were screened using social criteria"	NA	Pag. 44
		"GRI 414-2 Negative social impacts in the supply chain and actions taken"	NA	Pag. 66
	Own Indicator	Percentage of goods and services procured from local suppliers	NA	Pag. 66
	Own Indicator	Number of national suppliers participating in meetings and activities	NA	Pag. 45

Employees development and growth	"GRI 3 Material Topics"	"GRI 3.3 Material Topic Management"	NA	Pag. 74
	"GRI 401 Employment"	"401-1 New employee hires and employee turnover"	NA	Pag. 82
	"GRI 404 Training and Education"	"GRI 404-2 Programs for upgrading employee skills and transition assistance programs"	NA	Pag. 78
		"GRI 404-3 Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period"	NA	Pag. 79
		"GRI 405 Diversity and Equal Opportunity"	"GRI 405-2 Ratio of basic salary and remuneration of women to men"	NA
	"GRI 407 Freedom of Association and Collective Bargaining"	"407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk"	NA	Pag. 72

Process Safety	"GRI 3 Material Topics"	"GRI 3.3 Material Topic Management"		NA	Pag. 86
	Own Indicator	Process Safety training program participants		NA	Pag. 91
	Own Indicator	Maturity rate of the process safety culture		NA	Pag. 91
	Own Indicator	% Decrease in process safety events		NA	Pag. 91
Risk Management	"GRI 3 Material Topics"	"GRI 3.3 Material Topic Management"		NA	Pag. 88
	Own Indicator	Number of applicant background and security analyses		NA	Pag. 89
	Own Indicator	Alerts communicated in the risk and impact program		NA	Pag. 89
Occupational Health and Safety	"GRI 3 Material Topics"	"GRI 3.3 Material Topic Management"		NA	Pag. 86
	"GRI 403 Occupational Health and Safety"	"GRI 403-2 Hazard identification, risk assessment, and incident investigation"		NA	Pag. 86
		"GRI 403-3 Occupational Health Services"		NA	Pag. 86
		"GRI 403-4 Worker participation, consultation, and communication on occupational health and safety"		NA	Pag. 86
		"GRI 403-5 Worker training on occupational health and safety"		NA	Pag. 86
		"GRI 403-6 Promotion of worker health"		NA	Pag. 90
		"GRI 403-9 Work-related injuries"		NA	Pag. 93
		"GRI 403-10 Work-related ill health"			Pag. 96

Social initiatives, growth and social development	"GRI 203 Indirect Economic Impacts"	"GRI 203-1 Infrastructure investments and services supported"		NA	Pag. 71
	"GRI 413 Local Communities"	"GRI 413-1 Operations with local community engagement, impact assessments, and development programs"		NA	Pag. 68
	Own Indicator	Number of leaders graduated from the Community Leaders' School		NA	Pag. 69
Wellness	Own Indicator	Number of volunteer days in the "I am a volunteer" program			Pag. 70
	Own Indicator	Children benefiting from the gift-giving wellness initiative		NA	Pag. 70
Climate Change actions	"GRI 3 Material Topics"	"GRI 3.3 Material Topic Management"		NA	Pág.
	Own Indicator	Roadmap to carbon neutrality .		NA	Pag.
	Own Indicator	Number of carbon offsets through carbon credits		NA	Pag. 102
Equity, Diversity and Inclusion	"GRI 3 Material Topics"	"GRI 3.3 Material Topic Management"		NA	Pag. 85
	Own Indicator	Initiatives to promote a diverse and inclusive culture			Pag. 85



SUSTAINABILITY REPORT 2022
COLOMBIA - PERU

**We transform realities
by generating value**

