

| Environmental and Social Action Plan (ESAP) |  |             |          |           |   |
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| Project Name:                               | New Road Network of Valle del Cauca.<br>Buenaventura Highway Corridor –<br>Loboguerrero - Buga | Project ID: | 15239-01 | Category: | A |
| Sector:                                     | HIGHWAYS   | Country:    | Colombia |           |   |

| No.  | Deliverable   | Compliance date   |
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| <b>PS 1: Assessment and Management of Environmental and Social Risks and Impacts</b> |   |   |
| <b>1.1 Cumulative Impacts</b>  |   |   |
| 1.1.1  | Prepare a Cumulative Impact Assessment and a Cumulative Impact Mitigation Plan for the Project IDB Invest's Practical Guide for Cumulative Impact Assessment and Management in Latin America and the Caribbean.   |   |
| a.   | Cumulative Impact Assessment.   | 60 days prior to IDB Invest board meeting.                        |
| b.   | Implement the Cumulative Impact Mitigation Plan.  | As part of the Environmental and Social Compliance Report (ESCR). |
| <b>1.2 Gender Programs</b>   |   |   |
| 1.2.1  | Develop and implement an integrated gender-based violence ("GBV") risk management framework to include: i) a comprehensive policy on gender-based violence and harassment; ii) internal and external grievance mechanisms to address GBV-related complaints; iii) a specific plan to manage gender risks; and iv) a description of mandatory training modules for direct and indirect employees, with a focus on GBV prevention and the promotion of a safe and equitable environment.  |   |
| a.   | Gender-based violence ("GBV") risk management framework.  | 90 days after signing the loan agreement.                         |
| b.   | Evidence of implementation.   | As part of the ESCR.  |
| <b>1.3 Climate Change Exposure</b>   |   |   |
| 1.3.1  | Submit a detailed report on the climate change adaptation measures to be implemented by the Project.  |   |
| a.   | Report on the climate change adaptation measures.   | 90 days after signing the loan agreement.                         |
| <b>1.4 Management Programs</b>   |   |   |
| 1.4.1  | Develop and implement an Environmental Management Plan to comprehensively manage noise, air and water quality, waste and hazardous materials, including monitoring measures and procedures for dealing with non-compliance.   |   |
| a.   | Environmental Management Plan.  | 90 days after signing the loan agreement.                         |
| b.   | Evidence of implementation.   | Periodically as part of the ESCR.                                 |
| <b>1.5 Stakeholder Engagement</b>  |   |   |
| 1.5.1  | Update the Stakeholder Engagement Plan to: i) incorporate findings from the identification and assessment of stakeholder needs, power, influence, priorities, and expectations; ii) include non-ethnic stakeholders; iii) cover both ethnic and non-ethnic minorities; and iv) include provisions to ensure community access to relevant environmental and social Project documents, as well as gender inclusion measures.  |   |
| a.   | Updated Stakeholder Engagement Plan.  | 30 days after signing the loan agreement.                         |
| <b>1.6 4. Grievance Mechanisms for Affected Communities</b>                          |   |   |
| 1.5.1  | Update the External Grievance Mechanism to allow for the collection and processing of anonymous complaints; ii) include principles of non-retaliation; iii) establish steps to address GBVH cases with a victim-centered approach, ensuring anonymity and confidentiality; iv) include an organizational chart describing the roles and resources for handling complaints related to GBVH, land acquisition and resettlement (LAR), indigenous peoples, and vulnerable people; and v) establish a procedure to assess residual risks and vulnerabilities of Project-Affected Persons impacted by previous resettlement. |   |
| a.   | Updated External Grievance Mechanism.   | 30 days after signing the loan agreement.                         |

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| <b>PS 2: Labor and Working Conditions</b>                                      |  |   |
| <b>2.1 Grievance Mechanism</b>   |  |   |
| 2.1.1  | Update the Internal Grievance Mechanism to: i) expand channels for collecting complaints; ii) ensure the ability to submit complaints anonymously, including those related to harassment; iii) establish a clear process for the timely resolution of complaints; and iv) include specific steps to address GBVH cases with a victim-centered approach, ensuring anonymity and confidentiality.  |   |
| a.   | Updated Internal Grievance Mechanism.  | 90 days after signing the loan agreement. |
| b.   | Evidence of implementation.  | As part of the ESCR.                      |
| <b>PS 3: Resource Efficiency and Pollution Prevention</b>                      |  |   |
| <b>3.1 Pesticide Use and Management</b>  |  |   |
| 3.1.1  | Develop and implement an Integrated Vegetation and Pest Management Plan to: i) avoid excessive removal of natural vegetation; ii) prevent the unintentional introduction of invasive and exotic species; iii) promote the use of mechanical control measures instead of herbicides where possible; iv) establish vector control measures that ensure safe and environmentally sound practices; and v) include procedures for the safe storage, handling and application of pesticides.   |   |
| a.   | Integrated Vegetation and Pest Management Plan.  | 90 days after signing the loan agreement. |
| b.   | Evidence of implementation.  | As part of the ESCR.                      |
| <b>PS 4: Community Health, Safety, and Security</b>                            |  |   |
| <b>4.1 Community Health and Safety</b>   |  |   |
| 4.1.1  | Develop and implement a Community Health and Safety Plan that includes all preventive measures and strategies implemented by the Project, with an emphasis on the prevention of vector-borne diseases, control of communicable diseases, road safety, efficient use of water and energy, and waste management, ensuring adequate information and training for local communities.   |   |
| a.   | Community Health and Safety Plan.  | 90 days after signing the loan agreement. |
| b.   | Evidence of implementation.  | As part of the ESCR.                      |
| <b>4.2 Ecosystem Services</b>  |  |   |
| 4.2.1  | Develop the ecosystem services impact assessment in the EPAG areas.  |   |
| a.   | Ecosystem services impact assessment in the EPAG areas.  | 60 days after signing the loan agreement. |
| 4.2.2  | Update the Environmental Management Plans to include mitigation and compensation measures derived from the ecosystem services impact assessment in the EPAG areas.   |   |
| a.   | Updated Environmental Management Plans.  | 90 days after signing the loan agreement. |
| <b>4.3 Security Personnel</b>  |  |   |
| 4.3.1  | Develop a Security Management Plan to prevent and mitigate risks related to security, human rights and interaction with communities, to include: i) the context of the Project, ii) applicable policies and standards, iii) criteria and verification for the selection of security contractors, iv) review of training on the use of force, human rights, and the principles of proportionality, v) incident reporting and investigation, vi) coordination with public security, and vii) guidelines for community relations.   |   |
| a.   | Security Management Plan.  | 30 days after signing the loan agreement. |
| <b>PS 5: Land Acquisition and Involuntary Resettlement</b>                     |  |   |
| <b>5.1 Resettlement and Livelihood Restoration Planning and Implementation</b> |  |   |
| 5.1.1  | Update the Resettlement Action Plan (RAP) to include: i) monitoring of the resettlement of already compensated Project Affected Persons ("PAPs"), identifying risks and offering cash or in-kind solutions, taking into account asset depreciation; ii) provisions for future resettlement, ensuring protection of the rights of all PAPs, including informal vendors and occupants of public spaces, with full reinstatement, tenure security, livelihood restoration, and baseline updates on housing and economic activities; iii) an ex post assessment by a qualified third party to verify compliance with the agreed commitments; iv) an update of procedures for the reclamation of public spaces, ensuring consultation with the affected parties, prior notice, clear information about evictions and alternative uses, the presence of officials, identification of responsible personnel, restrictions on evictions in adverse conditions or at night without consent, and the provision of resources and legal assistance where possible; v) aligning compensation with the principles established for expropriation and ensuring that the RAP takes into account applicable rights for future land acquisition and resettlement; and vi) strengthening the focus on socioeconomic support, especially for vulnerable PAPs. |   |

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| a.  | Updated Resettlement Action Plan (RAP).  | July 15, 2025   |
| b.  | Implement the RAP.   | As part of the ESCR.  |
| 5.2.1   | Conduct an external completion audit to demonstrate that adequate opportunities and assistance have been provided to sustainably restore the housing and livelihoods of all affected people, in accordance with the established principles.  |   |
| a.  | Independent External Completion Audit on Housing and Livelihood Restoration.   | One year after the completion of construction activities and as a prerequisite for the Technical Completion Date (TCD). |
| <b>PS 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources</b> |  |   |
| <b>6.1 Protection and Conservation of Biodiversity</b>  |  |   |
| 6.1.1   | Quantify and georeference natural and critical habitat areas that may be affected by the Project, including the representative characterization of fauna and flora, as well as the calculation of basic indexes for Priority Biodiversity Values.  |   |
| a.  | Document on the Quantification and Mapping of Natural and Critical Habitats including the characterization of fauna and flora.   | As a pre-payment condition of the first disbursement.   |
| 6.2.1   | Develop and implement a Biodiversity Action Plan (BAP) that includes: i) quantification of the loss or gain of natural and critical habitats; ii) a no net loss and net gain strategy; iii) a compensation program and implementation plan; iv) evidence of stakeholder consultation; and v) additional conservation programs for key biodiversity areas and legally protected areas crossed by the Project.   |   |
| a.  | Biodiversity Action Plan (BAP).  | 90 days after signing the loan agreement.   |
| b.  | Evidence of BAP implementation.  | As part of the ESCR.  |
| 6.3.1   | Develop and implement a Biodiversity Management and Monitoring Plan, to contain: i) flora and fauna rescue and relocation protocols and methods to evaluate their effectiveness for the construction and operation phases, with an emphasis on high-risk species, such as <i>Stenocereus humilis</i> ; ii) a biodiversity monitoring plan to assess the effectiveness and efficiency of wildlife crossings, including thresholds for adaptive management; and iii) additional monitoring efforts for Priority Biodiversity Values. |   |
| a.  | Biodiversity Management and Monitoring Plan.   | 90 days after signing the loan agreement.   |
| b.  | Evidence of Biodiversity Management and Monitoring Plan implementation.  | As part of the ESCR.  |
| <b>PS 7: Indigenous Peoples</b>   |  |   |
| <b>7.1 General</b>  |  |   |
| 7.1.1   | Prepare an online Ethnic Minority Management and Monitoring Plan that includes: i) objectives and principles; ii) description of affected ethnic minority communities; iii) implementation of Free, Prior and Informed Consent (FPIC) agreements; iv) procedures for FPIC requests from other ethnic minorities; v) protocols for engagement and grievance resolution; and vi) monitoring and evaluation that cross-references the Stakeholder Engagement Procedure and the External Grievance Mechanism.                          |   |
| a.  | Ethnic Minority Management and Monitoring Plan.  | 90 days after signing the loan agreement.   |
| b.  | Evidence of Ethnic Minority Management and Monitoring Plan implementation.   | As part of the ESCR.  |