

| Environmental and Social Action Plan (ESAP) |                                   |                    |          |                  |   |
|---|-----------------------------------|--------------------|----------|------------------|---|
| <b>Project Name:</b>                        | Habi - Structured Credit Facility | <b>Project ID:</b> | 15365-01 | <b>Category:</b> | B |
| <b>Sector:</b>                              | Science and Technology            | <b>Country:</b>    | Colombia |                  |   |

| No.   | Product/Deliverable   | Completion Date  |
|---|---|--|
| PS 1: Assessment and Management of Environmental and Social Risks and Impacts |   |  |
| 1.1 Gender Programs   |   |  |
| 1.1.1   | Implement a mandatory training program for managers and human resources personnel on the prevention of workplace and sexual harassment that includes key concepts, reporting channels and disciplinary measures in the event of inappropriate behavior. |  |
| a.  | Report on implementation of the training program, including the content used, attendance record disaggregated by gender and hierarchical level and a knowledge evaluation before and after training   | 90 days after the first disbursement and periodically as part of the Environmental and Social Compliance Report (ESCR) |
| 1.1.2   | Implement a training program for the personnel in charge of applying the diversity and inclusion policy.  |  |
| a.  | Report on implementation of the training program, including the content used, attendance record disaggregated by gender and hierarchical level and a knowledge evaluation before and after training   | 90 days after the first disbursement and periodically as part of the ESCR  |
| PS 2: Labor and Working Conditions  |   |  |
| 2.1 Workers Engaged by Third Parties  |   |  |
| 2.1.1   | Implement a program of random onsite inspections of refurbishment works performed by contractors, so as to verify the effective application of the occupational health and safety measures established in Habi Colombia's procedures.                   |  |
| a.  | Onsite inspection report  | 90 days after the first disbursement and periodically as part of the ESCR  |