

A close-up photograph of a tabby cat with brown and black stripes, perched on a thick, textured tree branch. The cat is looking directly at the camera with a focused expression. The background is a soft-focus green forest. The image is overlaid with a purple gradient on the left side.

# SUPPLEMENTS TO THE REPORT

# 2022

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# 01 TABLES OF CONTENTS BY STANDARD



STATEMENT OF USE

Grupo Energía Bogotá S.A. E.S.P. has presented the information cited in this table of GRI contents for the period from January 1, 2023 to December 31, 2023, using the GRI Standards as reference.

GRI 1 USED

GRI 1: Foundation 2021

GEB 2022 INTEGRATED REPORT INDICATORS - GRI CONTENTS TABLE

GRI STANDARD	INDICATOR	LOCATION	OMISSIONS	EXTERNAL ASSURANCE	PAGES
INTRODUCTION					
GRI 2: General Disclosures 2021					
GRI 2-1	Details of the Organization	Supplements to the Report			19
GRI 2-6 (a, b and c)	Activities, value chain and other commercial relations	Infographic of Relevant Figures and Investment Portfolio			5 and 6
ABOUT THIS REPORT					
GRI 1: Foundation 2021					
GRI 2: General Disclosures 2021					
GRI 3: Material Topics 2021					
GRI 2-14	Role of highest governance body in preparing sustainability reports	About this Report			3 and 4
GRI 2-2	Entities included in the presented sustainability report	About this Report			3 and 4
GRI 2-3	Reporting period, frequency and points of contact	About this Report			3 and 4
GRI 2-4	Information restatements	About this Report			3 and 4
GRI 2-5	External assurance	About this Report			3 and 4
Requirement 8 - GRI 1: Foundation	Claims of the preparation of report in accordance with the GRI standards	GRI Contents Index			4 to 13
LETTER TO STAKEHOLDERS					
GRI 2-6 (d)	Significant changes to the organization and its supply chain	Letter to stakeholders			7 and 8
GRI 2-22	Sustainable development strategy statement	Letter to stakeholders			7 and 8
MATERIALITY ANALYSIS					
GRI 2-29	Approach to stakeholder engagement	Materiality Analysis			9 to 12
GRI 3-1	Defining report content and topic boundaries	Materiality Analysis			9 to 12
GRI 3-2	List of material topics	Materiality Analysis			9 to 12
		Supplements to the Report			20 to 22
		Human Rights			33 to 38
GRI 2-25	The management approach and its components / Formal mechanisms for claims and/or complaints	Ethics and Transparency			62 to 68
		Supplements to the Report			106
Own	Approach to stakeholder engagement	Supplements to the Report			20 and 21
Own	Key topics and concerns raised	Supplements to the Report			20 and 21



GRI STANDARD	INDICATOR	LOCATION	OMISSIONS	EXTERNAL ASSURANCE	PAGES
CORPORATE MODEL					
GRI 2: General Disclosures 2021					
GRI 3: Material Topics 2021					
CORPORATE STRATEGY					
GRI 2-23	Commitments and Policies	Website			
Risk Management					
GRI 3-3	Material Topics Contents	Risk Management			20 to 23
Own	Materialization of strategic risks	Risk Management			20 to 23
		Supplements to the Report			23 to 27
ENVIRONMENTAL MANAGEMENT					
SHARED PROSPERITY					
GRI 3: Material Topics 2021					
GRI 2: General Disclosures 2021					
GRI 203: Indirect economic impacts 2016					
GRI 413: Local communities 2016					
GRI 11: Oil and Gas Sector 2021					
GRI 3-3	Material Topics Contents	Shared Prosperity			25 to 32
GRI 203-1, GRI Oil and Gas 11.14.4	Infrastructure investments and services supported	Shared Prosperity			26
		Supplements to the Report	Information on Contugas is not included, because during 2022 this company did not make significant investments in supported infrastructure and services		31 to 35
GRI 203-2, GRI Oil and Gas 11.14.5	Significant indirect economic impacts	Shared Prosperity			25 to 32
		Supplements to the Report			36 to 40
GRI 413-1, GRI Oil and Gas 11.15.2	Operations with local community engagement, impact assessments, and development programs	Shared Prosperity			25 to 32
		Supplements to the Report			41
GRI 413-2, GRI Oil and Gas 11.15.3	Operations with – real and potential – negative impacts on the local communities	Shared Prosperity			25 to 32
		Supplements to the Report			42 and 43
GRI 2-26	Mechanisms for the community to request advise and raise concerns	Ethics and Transparency			63
		Supplements to the Report			55
Own	Number of people physically or economically displaced and who received compensation by project type	Supplements to the Report	No information is included on the controlled subsidiaries, because during 2022 the companies did not carry out any resettlement processes		44
Own	Number of forced rights of way	Supplements to the Report			45

GRI STANDARD	INDICATOR	LOCATION	OMISSIONS	EXTERNAL ASSURANCE	PAGES
Own	Social dynamics and environment	Supplements to the Report			46 and 47
Own	Institutional strengthening	Supplements to the Report			48 to 51
Own	Social investment type	Shared Prosperity Supplements to the Report			26 59
Own	Complaints related to impacts of contractor behavior on the communities	Supplements to the Report			54
Own	SROI of shared prosperity initiatives	Shared Prosperity Supplements to the Report			27 55
<b>HUMAN RIGHTS</b>					
GRI 2: General Disclosures 2021					
GRI 408: Child labor 2016					
GRI 407: Freedom of association and collective bargaining 2016					
GRI 409: Forced or compulsory labor 2016					
GRI 410: Safety practices 2016					
GRI 411: Indigenous peoples' rights 2016					
GRI 11: Oil and Gas Sector 2021					
GRI 2-23	Commitments and Policies	Human Rights			33 to 35
GRI 2-24	Incorporation of the Commitments and Policies	Human Rights			33 to 35
GRI 2-23	Due Diligence Process	Human Rights			35
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	Human Rights			35
GRI 409-1, GRI Oil and Gas 11.12	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights			35
GRI 407-1, GRI Oil and Gas 11.13	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights			35
GRI 2-25	Process to remedy negative impacts	Human Rights Supplements to the Report			34 and 35 57
GRI 411-1, GRI Oil and Gas 11.17.2	Cases of violations of indigenous peoples' human rights	Human Rights			36
GRI 410-1, GRI Oil and Gas 11.18.2	Security personnel trained in human rights policies or procedures	Supplements to the Report			57
GRI Oil and Gas 11.11.7	Corrective actions taken in discrimination cases	Supplements to the Report			58
Own	Number of discrimination and harassment cases	Supplements to the Report			58
Own	Reported cases of workplace and/or sexual harassment	Supplements to the Report			58
Own	Employee training on human rights policies and procedures	Supplements to the Report			58
Own	Dialogue events	Supplements to the Report			59



GRI STANDARD	INDICATOR	LOCATION	OMISSIONS	EXTERNAL ASSURANCE	PAGES
Own	Prior consultations with the community	Supplements to the Report	Does not apply to Electro Dunas, Cálidda or Contugas, taking into account that no native or indigenous communities exist in the corresponding areas of operations. At Conecta prior consultations are also not performed due to the fact that there are no State regulations regarding methodology, but it is required that the public participation studies contextualize the environment and identify the relevant actors and means of socialization that will be used. TGI does not have this information available.		60
Own	Training on prior consultations with the community	Supplements to the Report	Does not apply to Electro Dunas, Cálidda or Contugas, taking into account that no native or indigenous communities exist in the corresponding areas of operations. At Conecta prior consultations are also not performed due to the fact that there are no State regulations regarding methodology, but it is required that the public participation studies contextualize the environment and identify the relevant actors and means of socialization that will be used.		60
<b>ENVIRONMENTAL PERFORMANCE</b>					
GRI 3: Material Topics 2021					
GRI 302: Energy 2016					
GRI 303: Water and effluents 2018					
GRI 304: Biodiversity 2016					
GRI 306: Residues 2020					
GRI 11: Oil and Gas Sector 2021					
GRI 3-3, GRI Oil and Gas 11.4.1	Material Topics Contents	Environmental Performance			39
GRI 303-3, GRI Oil and Gas 11.6.4	Water withdrawal and water consumption	Environmental Performance			42
GRI 303-5, GRI Oil and Gas 11.6.6z		Supplements to the Report			65 to 66
GRI 303-1 GRI 303-2	Description of water management risks and discussion of the strategies and practices to mitigate such risks.	Environmental Performance			39



GRI STANDARD	INDICATOR	LOCATION	OMISSIONS	EXTERNAL ASSURANCE	PAGES
GRI 306-3, GRI Oil and Gas 11.5.4	Waste generation (hazardous and non-hazardous)	Environmental Performance Supplements to the Report			42 77 to 79
GRI 306-4, GRI Oil and Gas 11.5.5	Non-discharged waste	Environmental Performance Supplements to the Report			42 77 to 79
GRI 306-5, GRI Oil and Gas 11.5.6	Waste for disposal	Environmental Performance Supplements to the Report			42 77 to 79
GRI 302-1, GRI Oil and Gas 11.1.2	Energy consumption within the Organization	Environmental Performance Supplements to the Report			41 62 to 64
GRI Oil and Gas 11.4.1	Commitment to biodiversity	Environmental Performance Supplements to the Report			40 69 to 75
GRI 302-1, GRI Oil and Gas 11.1.2 GRI 303-3, GRI Oil and Gas 11.6.4 GRI 306-3, GRI Oil and Gas 11.5.4 GRI 306-4 (GRI Oil and Gas 11.5.5) GRI 306-5 (GRI Oil and Gas 11.5.6)	"Operating eco-efficiency - Colombian Operation, Energy consumption within the organization, Water extraction, Waste generation"	Supplements to the Report			62 to 79
GRI 304-1, GRI Oil and Gas 11.4.2	Owned, leased or managed operation centers located in or alongside protected areas, or areas of substantial value for biodiversity located outside of protected areas	Supplements to the Report	Cálidda is not included because its activities are only in the city and it does not cross any sensitive territories for biodiversity		68
GRI 304-2, GRI Oil and Gas 11.4.3	Significant impacts of activities, products, and services on biodiversity	Supplements to the Report	Only information for GEB and Conecta is reported. No information is available for the subsidiaries Contugas, TGI, and Electrodonas, and it does not apply to the subsidiary Cálidda		69 to 73
GRI 304-3, GRI Oil and Gas 11.4.4	Habitats protected or restored	Supplements to the Report			69 to 73
GRI 304-4, GRI Oil and Gas 11.4.5	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Supplements to the Report			76
<b>CLIMATE CHANGE</b>					
GRI 3: Material Topics 2021					
GRI 305: Emissions 2016					
GRI 11: Oil and Gas Sector 2021					
GRI 3-3, GRI Oil and Gas 11.1.1, GRI Oil and Gas 11.2.1	Material Topics Contents	Climate Change			44 to 54



GRI STANDARD	INDICATOR	LOCATION	OMISSIONS	EXTERNAL ASSURANCE	PAGES
GRI 305-1, GRI Oil and Gas 11.1.5 GRI Oil and Gas 11.2.3	Direct GHG emissions (scope 1) Total figures	Climate Change	Energy losses are omitted from the calculation as they are not managed by the transportation companies. They are determined and reported by the national operators (XM-CND in Colombia and AMM in Guatemala), and they vary depending on the network type, size of demand, available generation and networks, and transport capacity, among others. This topic is beyond the scope of our organization, and it is not technically feasible to establish baselines or reduction targets. Even so, in 2023, GEB expects to make a preliminary estimate of losses in its infrastructure.		51
		Supplements to the Report			80 to 83
GRI 305-2, GRI Oil and Gas 11.1.6, GRI Oil and Gas 11.2.3	Indirect GHG emissions from generating energy (scope 2) Total figures	Climate Change	TGI: Use of refrigerants in air conditioning equipment, use or refilling of fire extinguishers and use of lubricating oils in compressor unit engines are excluded. Since these emissions do not exceed 5% of total emissions, they have little influence on the total carbon footprint calculation.		51
		Supplements to the Report			80 to 83
		Climate Change			51
GRI 305-3, GRI Oil and Gas 11.1.7, GRI Oil and Gas 11.2.3	Other indirect GHG emissions (scope 3) Total figures	Supplements to the Report	Scope 3 biogenic emissions were not taken into account since the calculation method did not consider the use of biological or renewable fuels.		80 to 84
GRI 305-5, GRI Oil and Gas 11.2.3	Reduction of GHG emissions	Supplements to the Report			89 to 93
GRI 305-4, GRI Oil and Gas 11.1.8	GHG emissions intensity	Supplements to the Report			89 to 93

GRI STANDARD	INDICATOR	LOCATION	OMISSIONS	EXTERNAL ASSURANCE	PAGES
<b>GOVERNANCE, TALENT AND WELL-BEING</b>					
<b>CORPORATE GOVERNANCE</b>					
GRI 2: General Disclosures 2021					
GRI 3: Material Topics 2021					
GRI 3-3	Material Topics Contents	Corporate Governance			56
GRI 2-9	Governance structure and composition	Corporate Governance			57
GRI 2-13	Delegation of responsibility for managing impacts	Corporate Governance			60
GRI 2-11	Chair of the highest governance body	Supplements to the Report			91
GRI 2-10	Nominating and selecting the highest governance body	Supplements to the Report			91
GRI 2-15	Conflicts of interest	Supplements to the Report			91
GRI 2-12	Role of highest governance body in supervising impact management	Corporate Governance Supplements to the Report			59 92
GRI 2-17	Collective knowledge of highest governing body	Supplements to the Report			91
GRI 2-18	Evaluating the highest governance body's performance	Supplements to the Report			92
GRI 2-16	Communication on critical concerns	Supplements to the Report			93
Own	Structure, diversity and management of governance bodies	Corporate Governance			59
		Own: Corporate Governance and Supplements to the Report			94
<b>ETHICS AND TRANSPARENCY</b>					
GRI 2: General Disclosures 2021					
GRI 3: Material Topics 2021					
GRI 205: Anti-corruption 2016					
GRI 206: Anti-competitive behavior 2016					
GRI 11: Oil and Gas Sector 2021					
GRI 3-3	Material Topics Contents	Ethics and Transparency			62
GRI 2-28	Affiliation to partnerships	Supplements to the Report			102
GRI 2-24	Incorporation of the Commitments and Policies	Supplements to the Report			102 to 106
GRI 2-26	Mechanisms for advice and concerns about ethics	Ethics and Transparency			63 to 64
GRI 2-27	Compliance with the law and regulations		No material fines or penalties have been paid (individual penalties of more than USD 10,000 ) related to the environment or ecology in recent years		
GRI 205-1, Oil and Gas 11.20.2	Operations assessed for risks related to corruption	Ethics and Transparency			64
GRI 205-2, Oil and Gas 11.20.3	Communication and training about anti-corruption policies and procedures	Supplements to the Report			104 to 106
GRI 205-3, Oil and gas 11.20.4	Confirmed incidents of corruption and actions taken	Ethics and Transparency			64
GRI 206-1, Oil and Gas 11.19.2	Legal actions for unfair competition and monopolistic or anti-competitive practices	Supplements to the Report			108

GRI STANDARD	INDICATOR	LOCATION	OMISSIONS	EXTERNAL ASSURANCE	PAGES
TALENT AND WELL-BEING MANAGEMENT					
GRI 2: General Disclosures 2021					
GRI 202: Market presence 2016					
GRI 401: Employment 2016					
GRI 404: Training and education 2016					
GRI 405: Diversity and equal opportunity 2016					
GRI 11: Oil and Gas Sector 2021					
GRI 2-7, GRI 2-8	Information on employees and other workers	Human resource management			69
		Supplements to the Report			111 to 115
GRI 405-1, GRI Oil and Gas 11.11.5	Diversity of governance bodies and employees	Human resource management			69
		Supplements to the Report			116 to 117
GRI 405-2, GRI Oil and Gas 11.11.6	Ratio of basic salary and remuneration of women to men	Human resource management			69
		Supplements to the Report			118 to 120
GRI 2-19	Remuneration policies	Human resource management			70
		Supplements to the Report			121 to 123
GRI 2-20	Process for determining remuneration	Human resource management			70
		Supplements to the Report			124
GRI 2-30	Collective bargaining agreements	Supplements to the Report			124
GRI 404-1, GRI Oil and Gas 11.10.6	Average hours of training per year per employee	Talent and Well-being Management			71 to 72
		Supplements to the Report			125 to 126
Own	Investment in training	Talent and Well-being Management			72
		Supplements to the Report			127
GRI 404-2, GRI Oil and Gas 11.10.7	Programs for upgrading employee skills and transition assistance programs	Talent and Well-being Management			71 to 72
		Supplements to the Report			128 to 129
GRI 401-1, GRI Oil and Gas 11.10.2	New employee hires and employee turnover	Supplements to the Report			130 to 133
GRI 401-2, GRI Oil and Gas 11.10.3	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Supplements to the Report			133 to 134
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	Supplements to the Report			135 to 136
GRI 401-3, GRI Oil and Gas 11.10.4	Parental leave	Supplements to the Report			138
GRI 202-2, GRI Oil and Gas 11.11.2	Proportion of Senior Management hired from the local community	Supplements to the Report			142
Own	People nearing retirement age	Supplements to the Report			143
Own	Average salary by gender	Supplements to the Report	For ElectroDunas, salary averages are only reported for non-management positions, because this information is confidential for executive and management positions.		120

GRI STANDARD	INDICATOR	LOCATION	OMISSIONS	EXTERNAL ASSURANCE	PAGES
<b>OCCUPATIONAL SAFETY AND HEALTH</b>					
GRI 403: Occupational Safety and Health 2018					
GRI 11: Oil and Gas Sector 2021					
GRI 403-1, GRI Oil and Gas 11.9.2	Occupational safety and health management system + OSH Policy + OSH Programs	Occupational Safety and Health			74
		Supplements to the Report			144 to 145
GRI 403-8, GRI Oil and Gas 11.9.9	Coverage of the occupational safety and health management system	Supplements to the Report			146
GRI 403-2 GRI Oil and Gas 11.9.3	Hazard identification, risk assessment, and incident investigation	Supplements to the Report			147 to 151
GRI 403-3 GRI Oil and Gas 11.9.4	Occupational health services	Supplements to the Report			152 to 154
GRI 403-4 GRI Oil and Gas 11.9.5	Worker participation, consultations and communication regarding occupational safety and health	Occupational Safety and Health			75
		Supplements to the Report			155 to 157
GRI 403-5 GRI Oil and Gas 11.9.6	Worker training on occupational safety and health	Occupational Safety and Health			75
		Supplements to the Report			158 to 161
GRI 403-6 GRI Oil and Gas 11.9.7	Promotion of worker health	Occupational Safety and Health			75
		Supplements to the Report			163
GRI 403-7 GRI Oil and Gas 11.9.8	Prevention and mitigation of occupational health and safety impacts on workers directly linked by business relationships	Supplements to the Report	Contugas is not included because no information is available		162
GRI 403-9, GRI 403-10	Deaths	Occupational Safety and Health			75
		Supplements to the Report			169
GRI 403-9, GRI Oil and Gas 11.9.10	Work-related injuries	Occupational Safety and Health			75
		Supplements to the Report			167 to 168
GRI 403-10 GRI Oil and Gas 11.9.11	Work-related ill health	Supplements to the Report			169
Own	Severity index for employees and contractors	Supplements to the Report			169
Own	Deaths and LTIFR of employees and contractors	Supplements to the Report			169
<b>SUSTAINABLE AND COMPETITIVE PORTFOLIO</b>					
<b>ECONOMIC PERFORMANCE</b>					
GRI 3: Material Topics 2021					
GRI 201: Economic performance 2016					
GRI 11: Oil and Gas Sector 2021					
GRI 3-3	Material Topics Contents	Economic Performance			78 to 92
GRI 201-1, GRI Oil and Gas 11.14.2	Direct economic value generated and distributed	Supplements to the Report			170
<b>OPERATIONAL EXCELLENCE AND SERVICE QUALITY</b>					
GRI 3: Material Topics 2021					
GRI 418: Customer privacy 2016					
GRI 3-3	Material Topics Contents	Operational excellence and service quality			93 to 98
GRI 418 -1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Supplements to the Report			177
Own	Electric system reliability	Supplements to the Report			173
Own	Maintenance plan performance (%)	Supplements to the Report			173
Own	Losses in electricity transportation and distribution	Supplements to the Report			175
Own	Leaks in gas transportation and distribution	Supplements to the Report			175
Own	Availability of infrastructure for operation	Supplements to the Report			174
Own	Operating Excellence and Service Quality	Supplements to the Report			174





GRI STANDARD	INDICATOR	LOCATION	OMISSIONS	EXTERNAL ASSURANCE	PAGES
<b>ENERGY TRANSITION AND LOW CARBON DEVELOPMENT</b>					
GRI 3: Material Topics 2021					
GRI 3-3	Material Topics Contents	Energy transition and low carbon development			99 to 105
Own	Percentage of equity interest in GEB investments on energy transition	Supplements to the Report			178
<b>INNOVATION AND DIGITAL TRANSFORMATION</b>					
GRI 3: Material Topics 2021					
GRI 3-3	• Material Topics Contents	Innovation and Digital Transformation			106 to 112
Own	• Disbursements on I+D+i	Supplements to the Report			178
<b>SUPPLEMENTS TO THE REPORT</b>					
<b>RESPONSIBLE SUPPLY CHAIN MANAGEMENT</b>					
GRI 2: General Disclosures 2021					
GRI 204: Acquisition practices 2016					
GRI 308: Supplier environmental assessment 2016					
GRI 414: Supplier social assessment 2016					
GRI 11: Oil and Gas Sector 2021					
GRI 2-6.b.i	Supply chain	Infographic of the Energy Transition			102
GRI 204-1, GRI Oil and Gas 11.14.6	Proportion of expenditures on local suppliers	Supplements to the Report	Each affiliate defines local and significant operating locations in geographic terms as follows: -GEB: Colombia -TGI: All geographic areas in Colombia where TGI has presence. - Cálidda: Concession zone - Contugas: Branches where the operation is carried out and administrative office - Electrodonas: ICA - the area where the company's main operations are carried out - concession area - Conecta: strategic locations"		56 and 57
GRI 308-1, GRI 414-1, GRI Oil and Gas 11.10.8, GRI Oil and Gas 11.10.9	Percentage of new suppliers assessed with environmental and social criteria	Supplements to the Report			180
GRI 308-2, GRI 414-2	Negative environmental and social impacts on the supply chain and actions taken	Supplements to the Report			180
Own	Proportion of local suppliers	Supplements to the Report			56

SASB CONTENTS TABLE

SASB INDICATOR	INDICATOR NAME	LOCATION IN REPORT	PAGES
<b>RISK MANAGEMENT</b>			
EM-MD-540a.4	Risk Culture	Risk Management	20 to 23
<b>ENVIRONMENTAL PERFORMANCE</b>			
EM-MD-160a.1	Material Topics Contents	Environmental Performance	39 to 43
IF-EU-140a.1	Water withdrawal and water consumption	Environmental Performance	42
IF-EU-140a.3	Description of water management risks and discussion of the strategies and practices to mitigate such risks	Supplements to the Report	65 and 66
IF-EU-150a.1	Waste generation	Environmental Performance	39
EM-MD-160a.2	Owned, leased or managed operation centers located in or alongside protected areas, or areas of substantial value for biodiversity located outside of protected areas	Supplements to the Report	42
EM-MD-160a.3	Habitats protected or restored	Supplements to the Report	76 to 79
<b>CLIMATE CHANGE</b>			
EM-MD-110a.2 IF-EU-110a.3	Material Topics Contents	Environmental Performance	39 to 41
EM-MD-110a.1 IF-EU-110a.1	Direct GHG emissions (scope 1)	Supplements to the Report	67
IF-EU-110a.2	Indirect GHG emissions from generating energy (scope 2) Total figures	Environmental Performance	39 to 41
IF-EU-110a.3	Targets related to climate	Supplements to the Report	67
<b>ETHICS AND TRANSPARENCY</b>			
IF-EU-140a.2	Compliance with the law and regulations	Supplements to the Report	67
EM-MD-520a.1	Legal actions for unfair competition and monopolistic or anti-competitive practices	Supplements to the Report	67
<b>TALENT AND WELL-BEING MANAGEMENT</b>			
EU15	People nearing retirement age	Supplements to the Report	143
<b>OCCUPATIONAL SAFETY AND HEALTH</b>			
EM-MD-540a.4	Coverage of the occupational safety and health management system	Occupational Safety and Health	75
EM-MD-540a.4	Occupational safety and health management system + OSH Policy + OSH Programs	Occupational Safety and Health	74 to 76
EM-MD-540a.4	Hazard identification, risk assessment, and incident investigation	Supplements to the Report	147 to 151
EM-MD-540a.4	Worker training on occupational safety and health	Occupational Safety and Health	75 and 76
		Supplements to the Report	158 to 161

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SASB INDICATOR	INDICATOR NAME	LOCATION IN REPORT	PAGES
EM-MD-540a.4	Promotion of worker health	Occupational Safety and Health	74 to 76
		Supplements to the Report	163
EM-MD-540a.4	Prevention and mitigation of occupational health and safety impacts on workers directly linked by business relationships	Supplements to the Report	162
IF-EU-320a.1	Deaths	Occupational Safety and Health	75
		Supplements to the Report	169
IF-EU-320a.1 EM-MD-540a.1	Work-related injuries	Occupational Safety and Health	75
		Supplements to the Report	167 to 169
IF-EU-320a.1 EM-MD-540a.1	Work-related ill health	Supplements to the Report	167 to 169
IF-EU-320a.1 EM-MD-540a.1	Severity index for employees and contractors	Supplements to the Report	169
<b>ECONOMIC PERFORMANCE</b>			
IF-GU-240a.1	Average retail gas price for clients: (1) residential, (2) commercial, (3) industrial and (4) only transportation service	Supplements to the Report	171
IF-EU-240a.1	Average retail electricity rate for clients: (1) residential, (2) commercial and (3) industrial	Supplements to the Report	172
IF-GU-240a.2	Typical monthly gas bill for residential clients for (1) 50 MMBTU and (2) 100 MMBTU of gas supplied per year	Supplements to the Report	171
IF-EU-240a.2	Typical monthly electricity bill for residential clients for (1) 500 kWh and (2) 1000 kWh of electricity supplied per month	Supplements to the Report	172
IF-GU-240a.3	Number of residential gas clients whose service was disconnected due to non-payment; percentage of services reestablished within 30 days	Supplements to the Report	171
IF-EU-240a.3	Number of electricity clients whose service was disconnected due to non-payment; percentage reconnected within 30 days	Supplements to the Report	172
IF-GU-420a.1	Percentage of gas utility revenues from rate structures that (1) are decoupled, or (2) contain a loss of revenues adjustment mechanism (LRAM)	Supplements to the Report	171
IF-EU-420a.1	Percentage of electric utility revenues from rate structures that (1) are decoupled (2) contain a loss of revenues adjustment mechanism (LRAM)	Supplements to the Report	172
<b>OPERATIONAL EXCELLENCE AND SERVICE QUALITY</b>			
IF-GU-000.C IF-EU-000.C	Length of transmission and distribution lines	Supplements to the Report	173
IF-GU-540a.4	Availability of infrastructure for operation	Operational excellence and service quality	95
IF-GU-000.B	Amount of natural gas supplied to: (1) residential clients,(2) commercial clients, (3) industrial clients, and (4) transferred to a third party	Supplements to the Report	
EM-MD-000.A	Metric tons of natural gas over total kilometers (Ton/km)	Supplements to the Report	176
IF-EU-000.B	Total electricity supplied to: (1) residential clients, (2) commercial clients, (3) industrial clients, (4) all other retail clients, and (5) wholesale clients	Supplements to the Report	
IF-EU-000.E	Total wholesale electricity purchases	Supplements to the Report	176
IF-GU-000.A IF-EU-000.A	Customer satisfaction	Supplements to the Report	176
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DIMENSION	TOPIC	QUESTION ON CSA QUESTIONNAIRE	LOCATION IN REPORT	PAGES
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			Supplements to the Report	94
		Effectiveness of the Board of Directors	Supplements to the Report	59
		Effectiveness of the Board of Directors	Corporate Governance Report	215 to 219, 221
		Average seniority	Corporate Governance	59
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		Board of Directors' experience in the industry	Corporate Governance Report	209 to 211
	Executive compensation – success metrics	Corporate Strategy	18	
	Share ownership by government entities	Corporate Governance	56	
	Average remuneration of all employees and the CEO	Supplements to the Report	121	
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		Material Topics	Supplements to the Report	21 and 22
	Risk and crisis management	Publication of materiality	Materiality Analysis	9 to 12
Publication of materiality		Supplements to the Report	21 and 22	
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Emerging risks		Supplements to the Report	28	
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	Contributions and other expenses	Supplements to the Report	108 to 110	
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	Risk management measures	Supplements to the Report	181 to 184	
	Integration of ESG in the supply chain strategy	Supplements to the Report	180	
	Transparency and reporting	Supplements to the Report	179 to 185	
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	Security measures	Supplements to the Report	185 and 186	
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	Breaches of information security and cybersecurity	Supplements to the Report	186	
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	Open innovation	Innovation and digital transformation	110	



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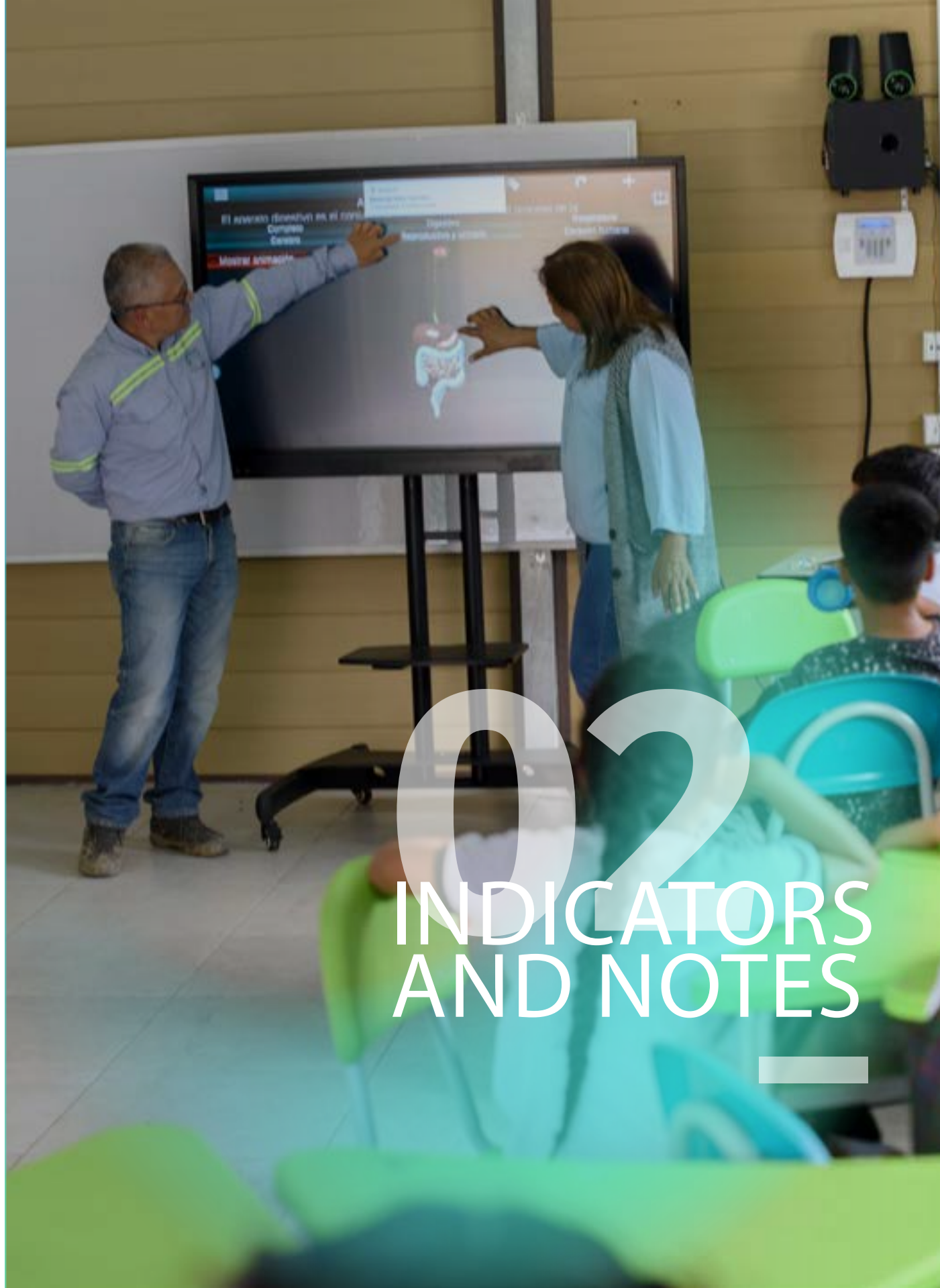
Policy	Environmental Report	Report Assurance	About this Report	3 and 4
	Environmental policy and management systems	Environmental violations	Environmental Performance	40
		GHG emissions – Scope 1	Supplements to the Report	80 to 87
	Operating Eco-efficiency	GHG emissions – Scope 2	Supplements to the Report	80 to 87
		Energy consumption	Supplements to the Report	62 to 64
		Water consumption	Supplements to the Report	65 to 66
		Waste*	Supplements to the Report	77 to 79
		GHG emissions Scope 3	Supplements to the Report	80 to 87
	Biodiversity	Commitment to Biodiversity	Environmental Performance	40
		Assessment and exposure	Supplements to the Report	67
	Climate Strategy	Commitment to Non-deforestation	Environmental Performance	40
		TCDF Disclosure	Climate Change	49 to 50
		Management incentives	Corporate Strategy	18
			Climate Change	45
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		Financial risks	Climate Change	49 to 50
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		Climate risks assessment	Climate Change	49 to 50
	Supplements to the Report	94		
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Transmission and distribution	Electric energy transmission losses	Supplements to the Report	175	
	Electric energy transmission reliability	Supplements to the Report	51 to 54	
	Gas leaks rate	Supplements to the Report	175	



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	Labor practice indicators	Discrimination and harassment	Supplements to the Report	58
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		Distribution of employees by race, ethnicity and nationality	Supplements to the Report	118
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		Remuneration indicators by gender	Supplements to the Report	118 to 120
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	Due Diligence Process		Human Rights	35
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	Attracting and retaining talent	Recruitment	Supplements to the Report	130
		Type of individual performance evaluation	Supplements to the Report	135, 136 and 137
		Employee support programs	Supplements to the Report	139
		Turnover rate	Supplements to the Report	130 and 131
		Trend of employee engagement	Supplements to the Report	139 to 141
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		Philanthropic contributions	Shared Prosperity	26
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	Review	Shared Prosperity	29	



# 02 INDICATORS AND NOTES

## 2.1 MATERIALITY ANALYSIS AND STAKEHOLDER MANAGEMENT

(OWN)  
INFORMATION ON THE COMPANY

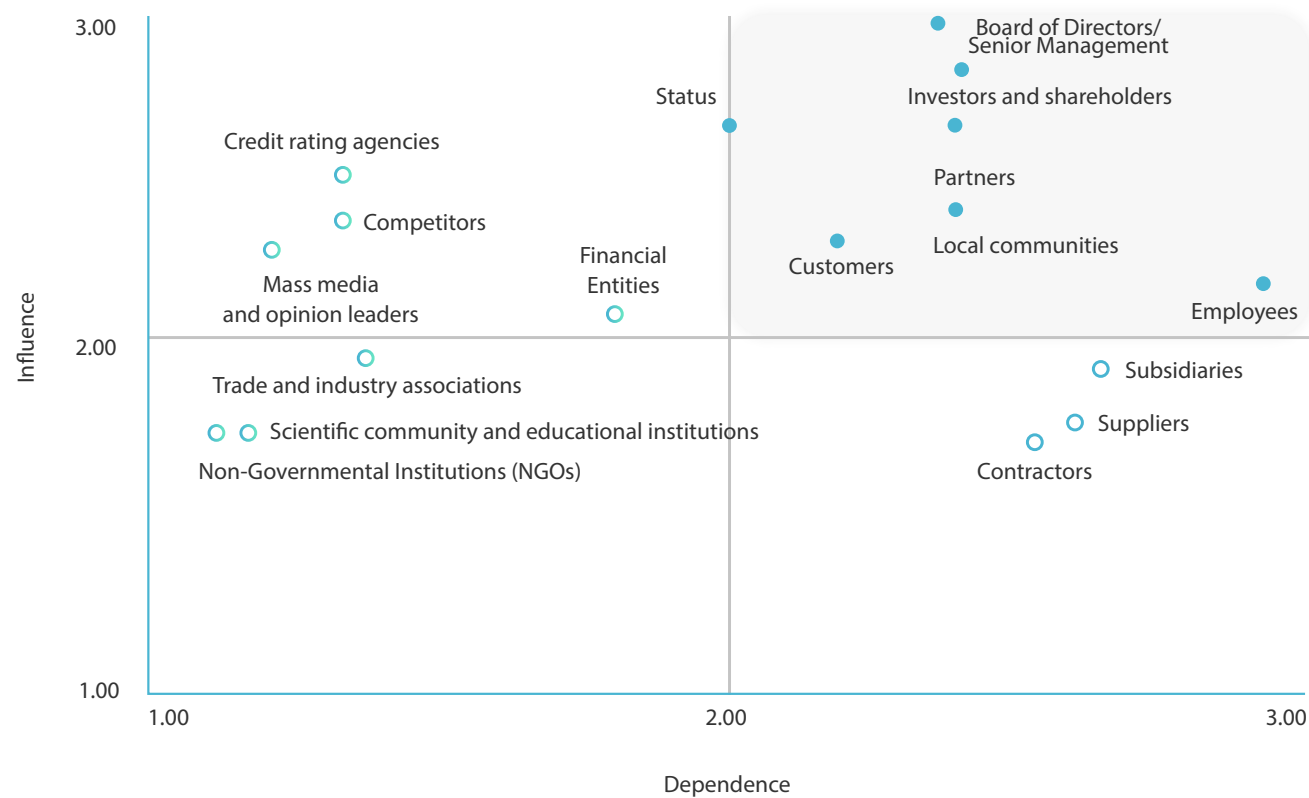
Name - Grupo Energía Bogotá S.A. E.S.P.

- Type of ownership and legal form - GEB S.A. ESP is a mixed public-private stock issuer listed on the Colombian Securities Exchange. Its majority shareholder is the city of Bogotá (Colombia's Capital District). Its minority shareholders include individuals and institutions, such as pension funds.
- Corporate Purpose (Chamber of Commerce of Bogotá) - The Company's main corporate purpose is the generation, transmission, distribution and commercialization of energy, including gas and liquid fuels of all forms. It may also participate as partner or shareholder in other public utility companies, either directly or in partnership with others. The Company may also develop or participate, directly or indirectly, in engineering and infrastructure projects, and invest in these areas, including provision of services and related activities.
- Main office address - Bogotá D.C., Carrera 9 No. 73-44 piso 6

Indicators and Notes

(102-43)  
• Approach to stakeholder  
engagement

(102-44)  
• Key topics and concerns raised



STAKEHOLDERS	MEDIA (RELATION CHANNELS)	FREQUENCY OF RELATIONS	TOPICS OF INTEREST (ISSUES AND CONCERNS ADDRESSED WITH THE SHS)
Investors and shareholders*	Sustainability Report	Annual	Information on management performance, financial achievements and challenges for the following year.
	Corporate Governance Report		Progress on implementation of Código País and Public Notice 028/2015 and challenges for the upcoming year
	Quarterly performance reports and presentations of GEB, TGI and Cálidda	Quarterly	Financial, commercial, operational, strategic, regulatory, social, environmental and governance management of GEB and subsidiaries
	Events organized by the Investor Relations and Financing Office, including conferences, analyst day, non-deal roadshows, web seminars and financial education events	On demand	
	Disclosure and updating of corporate information on the website, in accordance with the information disclosure and investor relations standards of IR Recognition of the Colombian Securities Exchange.	Ongoing	
Customers	Timely addressing of queries and requirements regarding the GEB and subsidiaries, through e-mails, calls and meetings.	Ongoing	Financial, commercial, operational, strategic, regulatory, social, environmental and governance management; investor services (income certificates, shareholder status, withholding tax refunds, dividends, among others).
	Satisfaction surveys, e-mail, written communications, customer service lines, virtual and self-service channels, WhatsApp, commercial visits, corporate events and sustainability report.	Ongoing	Mechanisms for dealing with petitions, complaints and claims, citizen participation, provision of reliable and quality services, plans for preventive education and safe use of services, and a competitive portfolio of services and products
Employees	Intranet Entérate	Daily	• Corporate sustainability, innovation and diversity strategy
	GEB and Enlaza Influencers		• Corporate Synergy Center and organizational changes
	E-mail		• Human resources and organizational culture management
	Teams Chat	As required	• News of achievements and advancement by GEB and its subsidiaries
	New employee orientation sessions		• Initiatives in the areas
	Distribution list to leaders	Weekly	• Activities with an impact on employees' day-to-day activities
	GEB Al Punto newsletter		• Initiatives in the areas
In tune with Juan Ricardo: Meetings about strategic issues	3 per year		
GEB Al Punto conferences: Virtual events with subject matter experts	Monthly		



STAKEHOLDERS	MEDIA (RELATION CHANNELS)	FREQUENCY OF RELATIONS	TOPICS OF INTEREST (ISSUES AND CONCERNS ADDRESSED WITH THE SHS)
Status	Compliance reports	As required	<ul style="list-style-type: none"> <li>• Management of GEB and its companies.</li> <li>• Mandatory and regulatory compliance.</li> <li>• Strategic partnerships.</li> </ul>
	Response to requirements, petitions, complaints, and claims		
	Meetings, briefings		
	Visits	Ongoing	
	Website, e-mail and telephone lines	Ongoing	
Local Communities	Sustainability Report and Corporate Governance Report	Annual	<ul style="list-style-type: none"> <li>• Social investment projects</li> <li>• Social and environmental management</li> <li>• Negotiation of rights of way (land) and offsetting of effects</li> <li>• Environmental Impact Assessment results</li> <li>• Ethics and transparency.</li> <li>• Resettlement</li> <li>• Pre-consultation and relations processes</li> <li>• Socialization of projects and initiatives by GEB and its subsidiaries</li> </ul>
	Relationship-building meetings	As required	
	Newsletters	Ongoing	
	Response to petitions, complaints, and claims		
	Meetings (virtual and/or face-to-face)		
	Citizen and/or community participation workshops		
	Telephone line, WhatsApp, e-mail and website		
Ethical Channel	Annual		
Suppliers and Contractors	Sustainability Report	Annual	<ul style="list-style-type: none"> <li>• Contracting process</li> <li>• Social and environmental management</li> <li>• Ethics and transparency.</li> <li>• Policies, manuals and procedures</li> <li>• Supplier registration</li> <li>• Strategic partnerships</li> <li>• Supplier relations</li> </ul>
	Surveys	As required	
	Meetings and events	Unannounced	
	On-site inspections		
	Telephone lines, e-mail, website and ethical channel	Ongoing	
SAP Ariba (Colombia) and MiProveedor.com portal (Peru and Guatemala)	Ongoing		

STAKEHOLDERS	MEDIA (RELATION CHANNELS)	FREQUENCY OF RELATIONS	TOPICS OF INTEREST (ISSUES AND CONCERNS ADDRESSED WITH THE SHS)
Board of Directors	Meetings of the Board of Directors, its Committees, and the President's committees	Ongoing	<ul style="list-style-type: none"> <li>• Management and performance of GEB and its companies in financial, operational, regulatory, environmental, social and governance issues.</li> <li>• Implementation of the corporate strategy</li> <li>• Implementation of models, policies and guidelines</li> </ul>
	Annual management reports (separate and consolidated financial statements, report on transactions with related parties, sustainability report and corporate governance report)	Annual	
Partners	Sustainability Report and Corporate Governance Report	Annual	<ul style="list-style-type: none"> <li>• Management and performance of GEB and its companies in financial, operational, regulatory, environmental, social and governance issues.</li> </ul>
	Events and meetings	As required	
Subsidiaries	Sustainability Report and Corporate Governance Report	Annual	<ul style="list-style-type: none"> <li>• Management and performance of GEB and its companies</li> <li>• Corporate policies and guidelines</li> <li>• Corporate strategy</li> </ul>
	Virtual events	As required	

\*Includes analysts, financial institutions and credit rating agencies

• **Material topics for GEB and its stakeholders:**

Energy transition and low carbon development.	Human talent management.
Climate change.	Human rights.
Operational excellence and service quality.	Responsible supply chain management.
Economic performance.	Customer experience
Innovation and digital transformation.	Brand protection and reputational care.
Ethics and transparency.	Cybersecurity and information security.
Corporate Governance	Occupational safety, well-being and health.
Environmental performance.	
Shared prosperity.	
Risk management.	

• Description of priority and management issues:

NO.	SUBJECT	DESCRIPTION
1	Energy transition and low carbon development	Prioritization of investments in projects for generation using renewable and non-conventional renewable energy sources, and the development of strategies and initiatives that contribute to accelerating energy transition and low carbon development.
2	Shared Prosperity	Building conditions of well-being, progress and economic development in the communities of GEB and its subsidiaries' areas of operations through the operations, infrastructure and services provided and the social investment programs implemented.
3	Environmental Performance	Define and implement strategies to protect biodiversity and prevent, mitigate and correct and/or offset environmental impacts caused by the activities of GEB and its subsidiaries. Additionally, it includes the efficient and responsible use of materials and natural resources, and managing energy, water, waste and air quality with a circular focus, framed in the context of the Group's activities.
4	Innovation and digital transformation	Digital transformation and innovation management, including the implementation of new technologies to create or enhance the organization's products, services or processes.
5	Economic Performance	Economic performance, financial stability and sustainable growth.
6	Operational excellence and service quality	Managing the operation and assets to ensure the availability, continuity and quality of service.
7	Risk Management	Integrated risk management, including processes to identify and assess risks, and to respond to emerging risks and crises (includes management of COVID-19).
8	Ethics and Transparency	Encourage integrity and ethical and transparent behavior in the organization to strengthen the trust of all stakeholders. Includes regulatory compliance with applicable law in the countries where the Group operates.
9	Climate Change	Identifying, assessing and managing risks and opportunities caused by climate change and implementing strategies that contribute to adaptation and mitigation.
10	Corporate Governance	Implementing mechanisms for decision-making that generate profitability, competitiveness, transparency, trust and sustainability for all the Group's companies, through a robust Corporate governance.

NO.	SUBJECT	DESCRIPTION
11	Occupational safety, health and well-being	Managing employee and contractor safety and health, including prevention of injuries and illnesses caused by work conditions, as well as promoting the well-being of the employees.
12	Human resource management	Managing company employees, including attraction and retention of talent, and training and development processes.
13	Responsible supply chain management	Responsible supply chain management, relations and training of suppliers and contractors, including registration, categorization, assessment, selection and qualification of suppliers and contractors.
14	Customer experience	Managing customers with the purpose of ensuring their satisfaction and high levels of service.
15	Cybersecurity and information security	Proper management and handling of information security, prevention of cyber-attacks, privacy protection and confidentiality of stakeholder data.
16	Human Rights	Fulfillment of commitments and implementation of mechanisms to care for, prevent, mitigate and protect the Human Rights of GEB's stakeholders and value chain. Includes the management of diversity and inclusion.
17	Brand protection and reputational care	Implementing activities geared to protect the brand value and managing risks to the reputation.

Management issues

## 2.2 STRATEGY OF GEB

### ● RISK MANAGEMENT

(GRI 102-15)

#### • Strategic risks

DESCRIPTION	MITIGATION ACTIONS	POTENTIAL IMPACTS (POSITIVE AND NEGATIVE)
<p><b>Regulatory changes unfavorable to the company's interests</b></p> <p>Changes in current regulations (laws, decrees, resolutions, regulations, rulings, doctrine) with a negative impact on the interests of GEB.</p>	<ul style="list-style-type: none"> <li>Define and implement a strategic regulatory agenda</li> <li>Monitor changes in legislation and regulations</li> <li>Participation in sectoral and governmental forums to promote sustainable decisions for the Group's companies.</li> <li>Coordination and leadership in the definition of regulatory strategies with the Peruvian subsidiaries.</li> <li>Monitor changes in legislation and regulations; participate in industry associations (Andesco, Naturgas, ACOLGEN, ANDI, among others). Group lobbying of senior government</li> <li>Proactive regulatory management, anticipate government measures with proposals favorable for the regulated sectors</li> </ul>	<ul style="list-style-type: none"> <li>Income reduction and effects on the companies' cash flow</li> <li>Limitations to growth of electrical transmission and TGI businesses</li> <li>Limitations to growth of GEB subsidiaries and non-controlled companies</li> <li>Limitations to growth of CONDENSA and VANTI</li> <li>Limitations to growth of EMGESA and CODENSA</li> <li>Adjust rates upward</li> <li>Income reduction and effects on cash flow</li> </ul>
<p><b>Workplace accidents.</b></p> <p>Work accidents during development, operation and maintenance activities of transmission projects affecting direct employees or third parties, involving serious injuries or deaths.</p>	<ul style="list-style-type: none"> <li>Income reduction and effects on the companies' cash flow</li> <li>Limitations to growth of electrical transmission and TGI businesses</li> <li>Limitations to growth of GEB subsidiaries and non-controlled companies</li> <li>Limitations to growth of CONDENSA and VANTI</li> <li>Limitations to growth of EMGESA and CODENSA</li> <li>Adjust rates upward</li> <li>Income reduction and effects on cash flow</li> </ul>	<ul style="list-style-type: none"> <li>Income reduction and effects on the companies' cash flow</li> <li>Limitations to growth of electrical transmission and TGI businesses</li> <li>Limitations to growth of GEB subsidiaries and non-controlled companies</li> <li>Limitations to growth of CONDENSA and VANTI</li> <li>Limitations to growth of EMGESA and CODENSA</li> <li>Adjust rates upward</li> <li>Income reduction and effects on cash flow</li> </ul>
<p><b>Potential differences between partners in non-controlled partnerships.</b></p> <p>Differences in the interpretation of Shareholder Agreements and statutory obligations in investments in which GEB has no control.</p>	<ul style="list-style-type: none"> <li>Directives issued by the VP of Business and Innovation and the Corporate Affairs Department for effective participation in meetings of the Board of Directors.</li> <li>Identify and follow-up on relevant, critical or high material impact aspects for companies where GEB has equity interest but no control.</li> <li>Set a legal strategy in case GEB's rights are violated to protect the GEB's position on its investments.</li> </ul>	<ul style="list-style-type: none"> <li>Loss of businesses.</li> <li>Change in the value proposition to shareholders through dividends.</li> <li>Loss of operating efficiency and resources.</li> <li>Effects to image; reputation.</li> <li>Litigation.</li> <li>Effects on fulfillment of the Group's corporate strategy.</li> </ul>

DESCRIPTION	MITIGATION ACTIONS	POTENTIAL IMPACTS (POSITIVE AND NEGATIVE)
<p><b>Lack of continuity in the strategy or failure to implement the corporate governance practices.</b></p> <p>Periodic changes in the Administration of the city of Bogotá and instability in the strategic guidelines, leading to lack of continuity in the implementation of the strategy and in corporate governance.</p>	<ul style="list-style-type: none"> <li>Implementation of a Corporate Governance Model in accordance with best practices in the market and aligned with the Corporate Strategic Plan (CSP). Ongoing verification of compliance with corporate governance rules established by law or adopted by the Company, and strengthening of the periodic reports submitted to the Corporate Governance and Sustainability Committee, the Board of Directors, the General Meeting of Shareholders, oversight bodies and the market.</li> <li>Permanent verification of compliance with the Shareholder Agreement signed by the Capital District, the majority shareholder.</li> </ul>	<ul style="list-style-type: none"> <li>Changes in policies and guidelines, re-processing, inadequate execution of the budget and PAC.</li> <li>Effects on the company's ratings awarded by credit rating agencies.</li> <li>Negative perception of investors on the commitment and stability of GEB's management.</li> <li>Breach of the shareholder agreement derived from the Democratization process.</li> <li>Effects on GEB's credibility among stakeholders regarding shareholder and management commitment to corporate governance.</li> <li>Difficulties in negotiating topics of interest with third parties.</li> </ul>
<p><b>Inadequate management of the corporate strategy at subsidiaries.</b></p> <p>Failure by GEB to adequately monitor the strategy and good corporate governance practices in subsidiaries and companies under joint control.</p>	<ul style="list-style-type: none"> <li>Changes in policies and guidelines, re-processing, inadequate execution of the budget and PAC.</li> <li>Effects on the company's ratings awarded by credit rating agencies.</li> <li>Negative perception of investors on the commitment and stability of GEB's management.</li> <li>Breach of the shareholder agreement derived from the Democratization process.</li> <li>Effects on GEB's credibility among stakeholders regarding shareholder and management commitment to corporate governance.</li> <li>Difficulties in negotiating topics of interest with third parties.</li> </ul>	<ul style="list-style-type: none"> <li>Changes in policies and guidelines, re-processing, inadequate execution of the budget and PAC.</li> <li>Effects on the company's ratings awarded by credit rating agencies.</li> <li>Negative perception of investors on the commitment and stability of GEB's management.</li> <li>Breach of the shareholder agreement derived from the Democratization process.</li> <li>Effects on GEB's credibility among stakeholders regarding shareholder and management commitment to corporate governance.</li> <li>Difficulties in negotiating topics of interest with third parties.</li> </ul>
<p><b>Not exercising an appropriate role as shareholder in the decisions adopted at companies in which GEB has non-controlling interests.</b></p> <p>Not intervening in an appropriate and timely manner to influence the decisions made by companies in which GEB has non-controlling interests, in favor of GEB's interests.</p>	<ul style="list-style-type: none"> <li>Changes in policies and guidelines, re-processing, inadequate execution of the budget and PAC.</li> <li>Effects on the company's ratings awarded by credit rating agencies.</li> <li>Negative perception of investors on the commitment and stability of GEB's management.</li> <li>Breach of the shareholder agreement derived from the Democratization process.</li> <li>Effects on GEB's credibility among stakeholders regarding shareholder and management commitment to corporate governance.</li> <li>Difficulties in negotiating topics of interest with third parties.</li> </ul>	<ul style="list-style-type: none"> <li>Changes in policies and guidelines, re-processing, inadequate execution of the budget and PAC.</li> <li>Effects on the company's ratings awarded by credit rating agencies.</li> <li>Negative perception of investors on the commitment and stability of GEB's management.</li> <li>Breach of the shareholder agreement derived from the Democratization process.</li> <li>Effects on GEB's credibility among stakeholders regarding shareholder and management commitment to corporate governance.</li> <li>Difficulties in negotiating topics of interest with third parties.</li> </ul>
<p><b>Not having the appropriate and motivated human capital to develop the strategy.</b></p> <p>Failure to consolidate a Corporate Human Resource Management Model that meets business needs and contributes to retaining and developing the best talent.</p>	<ul style="list-style-type: none"> <li>Work plan to consolidate the comprehensive talent management process to govern the employee's life cycle and preserve his/her personal integrity.</li> <li>Update, document, communicate and fulfill human resource management policies and procedures.</li> <li>Training plan and individual development plans.</li> <li>Work plans for Performance Management.</li> <li>Studies and analysis for efficient performance management and variable compensation schemes.</li> <li>Implement the workplace environment and quality of life strategy.</li> <li>Project to manage new forms of work within legal parameters.</li> </ul>	<ul style="list-style-type: none"> <li>Inadequate selection of personnel and effects to the management life cycle.</li> <li>Lack of installed capacity to respond to requirements in the expected times for each project.</li> <li>High turnover and inadequate performance.</li> <li>Low motivation and unfocused strategy.</li> <li>Flight of knowledge.</li> <li>Inadequate resource investment and flight of knowledge, reprocessing, and failure to preserve knowledge.</li> <li>Low personnel productivity and motivation.</li> <li>Lawsuits or penalties by the Labor Ministry.</li> <li>Impact on productivity and business results.</li> <li>Lack of productivity.</li> <li>Lack of motivation of the staff.</li> </ul>

DESCRIPTION	MITIGATION ACTIONS	POTENTIAL IMPACTS (POSITIVE AND NEGATIVE)
<p><b>Financing restrictions and/or higher cost of borrowing.</b></p> <p>Difficulties to access resources, refinancing and borrowing costs or restrictions</p>	<ul style="list-style-type: none"> <li>• Evaluation and execution of refinancing alternatives or switching currencies in the event of favorable market conditions.</li> <li>• Implementing policies for currency exchange rates risk management.</li> <li>• Formulation and implementation of a financial risk hedging strategy for debt and investments of GEB.</li> <li>• Hedge accounting applied to net foreign investments as provided by IFRS.</li> <li>• Assessment and execution of financial hedging as needed.</li> <li>• Availability of funds to meet debt service obligations through analysis and monitoring.</li> <li>• Anticipate need for financing and/or resources and optimize processing times</li> <li>• Negotiation of debt contractual clauses, guarantees and/or support</li> <li>• Diversification of financing sources</li> </ul>	<ul style="list-style-type: none"> <li>• Evaluation and execution of refinancing alternatives or switching currencies in the event of favorable market conditions.</li> <li>• Implementing policies for currency exchange rates risk management.</li> <li>• Formulation and implementation of a financial risk hedging strategy for debt and investments of GEB.</li> <li>• Hedge accounting applied to net foreign investments as provided by IFRS.</li> <li>• Assessment and execution of financial hedging as needed.</li> <li>• Availability of funds to meet debt service obligations through analysis and monitoring.</li> <li>• Anticipate need for financing and/or resources and optimize processing times</li> <li>• Negotiation of debt contractual clauses, guarantees and/or support</li> <li>• Diversification of financing sources</li> </ul>
<p><b>Failure to fulfill the Business Plan.</b></p> <p>Carry out the Business Plan with variables that are not aligned with the Group's economic and operational situation. Failure to monitor the Business Plan's financial plan in a timely manner.</p>	<ul style="list-style-type: none"> <li>• Structure and monitor the business financial plan.</li> <li>• Application of financial procedures and quarterly cross-sectional reports.</li> <li>• Implement a debt restructuring strategy in conditions that are consistent with income generation.</li> <li>• Periodically submit an updated budget and projections to Senior Management.</li> <li>• Monthly business progress report meetings with subsidiaries.</li> <li>• Recognition of costs and protection of profitability</li> <li>• Financial Committees.</li> <li>• Periodic monitoring through impairment testing and asset valuation</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of growth/ Drop in share prices.</li> <li>• Lower dividends for shareholders.</li> <li>• Difficulties in obtaining new funding.</li> <li>• Default event.</li> <li>• Low liquidity or insolvency event at any GEB company, consequently affecting the parent company.</li> <li>• Loss of investment grade credit rating.</li> </ul>
<p><b>Breach of the ethical and/or regulatory framework in terms of compliance by GEB</b></p> <p>Any conduct that involves, either internally through employees, executives or managers, or externally through clients, suppliers, contractors, shareholders and other stakeholders, or directly, and/or due to action or omission by GEB, the conducts of Bribery, Fraud, Corruption, Money Laundering, Terrorism Financing and/or Proliferation of Weapons of Mass Destruction, inadequate processing or personal data or inadequate management of conflicts of interest</p>	<ul style="list-style-type: none"> <li>• Training to strengthen the ethics, transparency and compliance culture aimed at employees and members of the Board of Directors, Management, suppliers, contractors and clients.</li> <li>• Reporting channel available on the website and the Code of Ethics and Conduct of GEB, for the adequate reception, management and monitoring of reports, inquiries and dilemmas</li> <li>• Conflicts of Interest policy, statement and monitoring</li> <li>• Define authority levels in procedures and policies, matrix of segregation of functions and permit level strategy in SAP. Access control for employees and contractors to systems and facilities. SAP monitoring</li> <li>• Define and update position descriptions and monitoring to manage roles and profiles</li> <li>• External Auditors – Statutory Auditor</li> <li>• Adequate definition, communication and formalization in the Integrated Management System and the Company's processes and procedures</li> <li>• Signed confidentiality agreements in place and/or security annexes (for certain contracts) by employees, suppliers and contractors</li> <li>• Information security training and policy</li> <li>• Penalties in the internal work regulations and the Code of Ethics and Conduct</li> <li>• Implementation, execution and monitoring of the Personal Data Protection Program</li> <li>• Due diligence process and verification in sanctions lists</li> <li>• Mass money laundering verification of counterparties</li> </ul>	<ul style="list-style-type: none"> <li>• Economic losses/loss of efficiency/drop in share prices.</li> <li>• Legal proceedings.</li> <li>• Lack of motivation among employees.</li> <li>• Effects on the company's reputation or image.</li> <li>• Loss of confidence by stakeholders.</li> <li>• Inadequate decision-making based on erroneous or manipulated information.</li> <li>• Legal proceedings and administrative penalties.</li> </ul>



DESCRIPTION	MITIGATION ACTIONS	POTENTIAL IMPACTS (POSITIVE AND NEGATIVE)
<p><b>Effects on GEB's reputation.</b></p> <p>Failure to react appropriately to situations that jeopardize the Group's reputation and/or inappropriate handling of information published in internal or external, official or unofficial media.</p>	<ul style="list-style-type: none"> <li>• Design and implement the internal and external communications strategy.</li> <li>• Design and implement the communications strategy for social media.</li> <li>• Ongoing monitoring of information contained in communications media and digital channels related to GEB and immediate implementation of action plans.</li> <li>• Levels of review and approval of information to be disclosed.</li> <li>• Timely attention to formal requirements by government institutions.</li> <li>• Active participation in events and public and private agencies for proper relations.</li> <li>• Crisis manual and circular letters to be applied.</li> </ul>	<ul style="list-style-type: none"> <li>• Not achieving the desired positioning for GEB's reputation, affecting the achieved image/reputation.</li> <li>• Lack of viability of projects.</li> <li>• Drop in share prices.</li> <li>• Loss of credibility by stakeholders.</li> <li>• Loss of potential business for the company.</li> <li>• Effects on the workplace environment.</li> </ul>
<p><b>Making non-strategic investments.</b></p> <p>Approve and develop investment projects not aligned with the strategy defined by GEB.</p>	<ul style="list-style-type: none"> <li>• Update and monitor the long-term strategic plan.</li> <li>• Monitor and control policies and procedures for assessing investments and new businesses</li> <li>• Analysis and assessment of investments as per the guidelines and procedures established in the Development Plan for New Business. Identification of risks in investment projects.</li> </ul>	<ul style="list-style-type: none"> <li>• Economic losses.</li> <li>• Not delivering the profitability promised to shareholders.</li> </ul>
<p><b>Loss of confidentiality, integrity or availability of the Company's information assets and/or cyberassets.</b></p> <p>Failure to maintain the confidentiality, integrity and availability of information assets, which may affect operations, competitiveness, profitability and corporate image</p>	<ul style="list-style-type: none"> <li>• Monitor compliance with corporate policies, model and standards for information security and cybersecurity.</li> <li>• Assess, classify and establish controls to protect the Company's information assets and cyberassets according to identified risk levels through established policies and procedures.</li> <li>• Contracting insurance policies.</li> <li>• Transferable risks.</li> <li>• Continuously survey the insurance market for new and better coverage, to reduce the financial impact of a loss event.</li> </ul>	<ul style="list-style-type: none"> <li>• Loss of business know-how.</li> <li>• Loss of competitiveness or loss of new business opportunities.</li> <li>• Lower productivity or non-continuing businesses.</li> <li>• Leaks or loss of key information.</li> <li>• Loss of image, complaints, penalties and fines by control bodies.</li> <li>• Fraud.</li> <li>• Loss of control of devices and/or interruptions of operations.</li> <li>• Effects on the safety of the public and/or citizens of a region or country.</li> </ul>
<p><b>Non-continuity of the business.</b></p> <p>Inadequate preparation to recover and restore critical business activities in case of a risk event that threatens business continuity.</p>	<ul style="list-style-type: none"> <li>• Guidelines to prepare a Business Continuity Plan at GEB's Transmission Branch and subsidiaries.</li> <li>• Design and implement Business Continuity Management at GEB and the Transmission Branch.</li> </ul>	<ul style="list-style-type: none"> <li>• Economic losses, lower income.</li> <li>• Non-availability of physical facilities.</li> <li>• Non-participation in strategic decisions of subsidiaries and associates.</li> <li>• Effects on the health of direct employees and contractors, as well as suppliers and stakeholders with possible effects on business continuity.</li> </ul>
<p><b>Loss of competitiveness and/or reliability of the business operation due to inadequate digital transformation.</b></p> <p>Not advancing in the digital transformation of GEB leveraged on digital talent, strategy, processes and digital technology to support the strategy, ensuring integral, reliable, current and effective information that supports the organization's timely management and growth.</p>	<ul style="list-style-type: none"> <li>• Optimization of the operating models (capabilities, processes, people, information) that support the business.</li> <li>• Strengthen the organizational capacities, digital talent, organizational culture, management and data exploration, agility for organizational transformations, innovation models, cybersecurity, IT/OT integration that optimize business based upon data and information.</li> <li>• Change management for the digital transformation.</li> <li>• Enable business growth and innovation based on data and digital technology.</li> <li>• Technological Oversight</li> </ul>	<ul style="list-style-type: none"> <li>• Loss of business and/or exiting the market.</li> <li>• Not entering new markets in the energy sector in a timely manner.</li> <li>• Not fulfilling our customers' expectations.</li> <li>• Not having complete, reliable, timely and current information for decision-making.</li> <li>• Lower productivity compared to the market and/or competitors.</li> <li>• Not generating new value-added processes, products and/or services.</li> <li>• Not attracting and/or retaining the best human talent.</li> <li>• Lagging behind in technology.</li> </ul>

DESCRIPTION	MITIGATION ACTIONS	POTENTIAL IMPACTS (POSITIVE AND NEGATIVE)
<p>Loss of profitability, viability and business continuity due to inadequate management of climate change</p>	<ul style="list-style-type: none"> <li>• Regulations and Relations</li> <li>• Operation and Maintenance</li> <li>• Sustainability</li> <li>• Technological Oversight</li> <li>• Innovation</li> <li>• Advance negotiations with suppliers.</li> <li>• Adaptation of the infrastructure to transport cleaner energy types (hydrogen and its mixtures).</li> <li>• Stakeholder engagement strategy</li> <li>• Public report on climate change management</li> <li>• Reputational crisis management strategy</li> <li>• Strengthening of suppliers and contractors</li> <li>• Infrastructure resilient to climate change</li> <li>• Maintenance plans to protect infrastructure</li> <li>• Insurance policy to mitigate risks</li> </ul>	<ul style="list-style-type: none"> <li>• Increase in costs</li> <li>• Lawsuits</li> <li>• Loss of credibility</li> <li>• Lagging behind in technology</li> <li>• Increase in construction</li> <li>• Under-use of gas infrastructure</li> <li>• Increase in financing costs</li> <li>• Reputational costs</li> <li>• Loss of competitiveness</li> <li>• Loss of business opportunities</li> <li>• Conflicts with stakeholders</li> <li>• Lessened access to financing</li> <li>• Higher infrastructure adaptation costs</li> <li>• Accelerated deterioration of infrastructure</li> <li>• Increase in electricity losses and gas leaks</li> </ul>
<p>Violation of human rights by GEB, or by a GEB employee, partner or contractor</p>	<ul style="list-style-type: none"> <li>• Implement, communicate and monitor compliance with the human rights policy</li> <li>• Implement a human rights due diligence process</li> <li>• Protocols for communicating human rights matters</li> <li>• Clauses for contract termination in the event of human rights violations</li> <li>• Human rights criteria in contractor assessments</li> <li>• Human rights component in the “contract complexity matrix”</li> <li>• Human rights for subcontracting</li> <li>• Human rights risks in the service contracting risk matrix</li> <li>• Guidelines for community engagement</li> <li>• Crisis communications protocols with communities</li> <li>• Community relations manual</li> <li>• Human rights training for contractors</li> <li>• Human rights training plans for employees</li> <li>• Human rights training plans for critical contractors</li> <li>• Training plans on diversity, equality and inclusion for leaders and employees</li> <li>• Tools and processes to prevent discrimination in selection processes</li> <li>• Employee Relations Committee</li> <li>• Train the Employee Relations Committee on human rights and addressing claims</li> <li>• Reporting channels for human rights claims</li> <li>• Monitor and follow up on performance of the PCCs and reports</li> <li>• Monitor human rights management at the subsidiaries</li> </ul>	<ul style="list-style-type: none"> <li>• Effects on reputation,</li> <li>• financial penalties,</li> <li>• disciplinary penalties,</li> <li>• criminal penalties,</li> <li>• losses from reparations for impacts,</li> <li>• Interruption to operations.</li> </ul>

(CSA of S&P Global)  
• Emerging Risks

NAME	CATEGORY	DESCRIPTION	IMPACTS	MITIGATION ACTIONS	OPPORTUNITIES
Legal, regulatory, tax, and financing uncertainties	Legal	Legal, regulatory, tax, and financing uncertainties arising mainly from changes and/or instability in the countries' governments or economic situation	Effect on revenue and EBITDA. Drop in share prices. Decrease in competitiveness in new investment opportunities.	Proactive management and monitoring of laws, regulations, doctrine and jurisprudence. Legal stability agreements. Group lobbying of senior government officials in each country to ensure actions that produce stability for investments in each country.	Structure and execute works for taxes through our Transmission business, thus contributing to meet basic community needs.
Instability of governments, economies and/or institutions	Political	Political instabilities in the countries where we are present arising from changes in government, changes in policies and regulations, and decisions that may affect the interests of Group companies.	Increase in stakeholder demands to make up for the lack of clear government policies. Increased volatility of macroeconomic variables, especially interest rates and exchange rates, which may affect our business	Proactive management and monitoring of the environment in the region. Group lobbying of senior government officials in each country to ensure actions that produce stability for investments in each country. Ongoing search for the growth of our business and in other regions.	Opportunities and investment for the economic reactivation of each country. Consolidation of region requirements to channel the efforts of different actors, where GEB can be the orchestrator of such resources to assist stakeholders.
Socio-political imbalances in the governments of the countries where GEB operates	Socio-political	Social unbalances and/or effects in the countries where GEB has operations due to instabilities in government, economies, institutions or between states.	Suspension of operations due to social unrest or physical security threats at our facilities. Interruption in the provision of services. Economic and reputational losses for Group companies	Establishment of protocols for actions to protect the Group's assets, led by the Vice President of Growth and the Business Management Vice President. In-depth knowledge of the territories (ecosystem, culture, politics, socio-politics). Understanding of the conflict and post-conflict for the effects of developing and implementing the plan.	Genuine and ongoing relations with the communities, to inform them of the status of the projects and assets in operation. Shared prosperity by ensuring that local suppliers and labor are taken into consideration in GEB's projects. Structuring and execution of shared value projects with our stakeholders
Risk of economic and technological decoupling	Technological	In recent years, the USA has accused Chinese companies of espionage, and has made express prohibitions against the use of certain technologies by Chinese companies. Additionally, the war between Russia and Ukraine has led to sanctions against Russia, which in turn has approached China.	Possible de-localization of factories, isolation of countries and technological incompatibility, affecting the value chains and access to essential commodities	Regarding this risk, the risk matrices for the sourcing processes and projects have been updated to include different types of suppliers. However, further assessment is required, considering the multiple effects and origins of the technologies that are used in the operations, which will require a comprehensive assessment for the adoption of risk treatment measures.	Given the possible exit of Chinese competitors, Colombia may gain competitive advantages for participating in the Latin American market and in public bidding processes. Greater impact and influence of technology from Europe and the USA.

(Own)

• **Materialized Risks**

MATERIALIZED RISK	CAUSE	IMPACTS	ACTIONS TAKEN:
<b>Contugas: Impossibility of collecting on invoices and accounts receivable with annotations</b>	<p>Regarding the legal collections proceedings of the client EGASA:</p> <p>The arbitration award decided that EGASA's contract termination was valid. According to the arbitrators, EGASA was unable to operate CT Pisco because of the losses it would produce.</p> <p>The arbitration award also points out that the reason that CT Pisco could not be operated was the issuance of DS-043-2017. The arbitration award acknowledges that issuance of said Supreme Decree is not attributable to EGASA. Even though it does not say so expressly, the arbitration award implies that the government's regulatory change enabled EGASA to terminate the contract.</p>	<p>It affects the company's strategy and impacts EBITDA and profits. In terms of income, it materializes the allowance for non-collection on this account.</p> <p>Its impact of P&amp;L is USD 18.1 million. The IGV that was invoiced and not paid for USD 13 million will be offset against future IGV payments.</p>	<p>October 2022. Request for interpretation or construction of the arbitration award. Clarification of the arbitration award decision regarding the Second Principal Claim of Contugas (which, according to the arbitration proceedings, must be "Grounded in Part" and not "Rejected" as currently stated); and, request for construction in order for the arbitration tribunal to issue an opinion on the claim that EGASA could not terminate the contract because it was not a faithful party. This claim has not been addressed by the arbitration tribunal in any part of the arbitration award, even though it was made by Contugas.</p> <p>November 2022 Arbitration award</p> <p>December 2022. Submission of the appeal to overturn. The possible appeal to overturn would question the arbitration award on the basis of inconsistencies in the grounds for the arbitration award, as well as issues of lack of grounds.</p>
<b>Contugas: Impossibility of collecting on invoices and accounts receivable with annotations</b>	<p>Regarding the legal collections proceedings of the client EGESUR:</p> <p>The Arbitration Tribunal decided to reject the claims of Contugas, and has not ordered EGESUR to pay the amounts invoiced by Contugas as consideration for natural gas distribution services, from May 2015 to the present.</p> <p>Even though it orders EGESUR to fulfill payment of the consideration for the natural gas distribution services provided by Contugas, it orders to apply the formula set out in the invoicing procedure approved by Osinermin, i.e., as a function of the volume consumed.</p> <p>The decision in the case of Egesur is a negative precedent because it is similar to the claim related to the take or pay contract.</p>	<p>The materialization of this risk implies:</p> <p>Non recovery of the accounts receivable for 12.5 million, which will impact the Company's future cash flows.</p> <p>It affects the company's strategy and impacts EBITDA and profits. In terms of income, it materializes the allowance for non-collection on this account.</p> <p>The unfavorable outcome enables the other client in judicial proceedings, Egasa, to adjust its legal strategy in similar litigation proceedings against CONTUGAS.</p>	<p>Litigation proceedings to collect the accounts receivable and appeals of the arbitration award.</p> <p>Request the interpretation or construction of the arbitration award: Purpose: State for the record the voids and inconsistencies of the arbitration award. This is a prior requirement for suing to overturn the award. On April 19, the Arbitration Tribunal rejected the request for interpretation or construction submitted by Contugas.</p> <p>Subsequently, the lawsuit to overturn the arbitration award / protection proceedings.</p>
<b>Contugas: Regulatory changes unfavorable to the company's interests</b>	<p>Transfer of average cost for transportation:</p> <p>By means of Resolution No. 2188-2016-OS-OR ICA dated August 16, 2016, Osinermin ordered Contugas to invoice all its clients, starting in May 2016, for the transportation service using the reserves transportation capacity of April 2016 to set the Average Transportation Cost. The regulation orders that such rate will remain effective until Contugas applies competitive rates. The Resolution requests to replace the TGP invoice of April 2016 (for 45 Mmcf) for the TGP invoice of March 2016 (for 10 Mmcf), not considering the Average Transportation Cost established in the Invoicing Procedure approved by Osinermin itself, which established that transportation invoicing should cover the invoice that TGP issued to Contugas (which is for 45 Mmcf).</p>	<p>The order implies reissuing the invoices that had already been issued to clients, using the average transportation price established by Osinermin (for a volume of 10 Mmcf rather than 45 Mmcf, as had been done).</p> <p>Osinermin imposed a fine of 1,057 UITs (equivalent to approximately USD 1.2 million) for breach of the mandate and for having determined an alleged "illegal benefit" of S/. 550 million</p>	<p>Meetings with different officials at MINEM/Osinermin in order to point out the errors made in determining the "illegal benefit", and discuss the implications of Osinermin's decision on the Company's financial position.</p> <p>Motion for reconsideration of the penalty Resolution.</p> <p>A discussion paper was submitted to the Third Chamber of the Supreme Court of Justice of Lima, warning of the regulator's actions and requesting that the scope of the legal (and possibly protection) ruling should cover any action related to the execution of the specific order. A request for protective measures within the protection proceedings is being prepared through the law firm Estudio Echeopar.</p>



MATERIALIZED RISK	CAUSE	IMPACTS	ACTIONS TAKEN:
<b>TGI: Social incidents in the execution of TGI operations and projects</b>	<p>Blockages due to social protests</p> <p>Contractor's failure to fulfill commitments</p> <p>Social investment expectations and prior consultations with Reservation Communities: 1. Wayuu Indigenous people from the upper and middle region of La Guajira. 2. UNAPCHON</p>	<p>12 blockages took place during the year, affecting the projects during 82 hours.</p> <p>During June and July, 8 social incidents took place in connection with the construction of underwater crossings of the Upia, Ocoa and Guayuriba rivers, and El Venado Creek. All the events were associated with the same contractor.</p>	<p>On-site round tables by the contractor with employees, the community and social leader of TGI.</p> <p>Institutional approaches to manage lifting of the social incident.</p> <p>Interdisciplinary workshop on July 27 (projects, land, social leader of TGI, involving contractor companies and contract supervisors) to analyze the impacts of the social incidents that occurred during June and July, seeking to strengthen risk controls and take improvement actions.</p>
<b>TGI: Non-continuity of critical business functions</b>	<p>Emergencies due to broken pipelines at different points due to extreme weather events. These threats are handled to ensure service continuity through their timely identification and adequate maintenance</p>	<p>Suspension of operations</p>	<p>The frequency of inspection rounds and prioritization of sections to be intervened enable assuring adequate maintenance of the transportation infrastructure. Priority has been assigned to 55 geotechnical works with extreme and high risk levels. At October, 43 geotechnical works has been completed, and the plan is moving forward according to plan</p>



## 2.3 ENVIRONMENT MANAGEMENT

### ● SHARED PROSPERITY

(203-1)

#### • Infrastructure investments and services supported

GEB 2022

PROGRAM	PROJECT STATUS	RESOURCES INVESTED		CURRENT OR EXPECTED IMPACTS ON THE LOCAL COMMUNITIES AND ECONOMIES, INCLUDING POSITIVE AND NEGATIVE IMPACTS, AS APPROPRIATE	PEOPLE IMPACTED	MANDATORY OR VOLUNTARY INVESTMENT
		COP	USD			
Energy for competitiveness: Improvement of road infrastructure	Projects in progress and executed	750,643,802	176,396.28	Contribute to the development of the communities by improving tertiary roads through interventions in critical points, contributing to their connectivity and mobility due to climate conditions, with the purpose of improving access to health services and education, and boosting productive activities.	5,757	Voluntary
Energía para la Transformación (Energy for Transformation): Lamps - Lighting system for public spaces	Executed	244,264,990	57,400.64	Improve energy efficiency in public spaces, to increase their safety and allow them, in turn, to be used at different hours of the day.	12,047	Voluntary
Energía para el Bienestar (Energy for Well-being): Improvement of community infrastructure, as well as the improvement of the water systems and recreational and sports facilities	Projects in progress and executed	277,268,554	65,156.26	Improvements for use in games, community recreation events, to enable healthy recreation for the population and community participation	7,092	Voluntary



GEB 2022

PROGRAM	PROJECT STATUS	RESOURCES INVESTED		CURRENT OR EXPECTED IMPACTS ON THE LOCAL COMMUNITIES AND ECONOMIES, INCLUDING POSITIVE AND NEGATIVE IMPACTS, AS APPROPRIATE	PEOPLE IMPACTED	MANDATORY OR VOLUNTARY INVESTMENT
		COP	USD			
Energy for Learning: Improvement of schools/ interactive solar classrooms	Executed	285,421,449	67,072.14	1. Promote social inclusion and access to quality education. 2. Contribute to the improvement of the quality of education through the use of innovative interactive tools that strengthen teaching activities and promote self-learning in students, based upon information technology and communications, with the purpose of improving the delivery of educational services.	3,461	Voluntary
Energía para la Competitividad (Energy for Competitiveness) Program / projects to strengthen production organization	Executed	37,353,377	8,777.79	Contribute to the development of communities through bolstering of productive activities.	420	Voluntary
Energy for Competitiveness/ Productive Project Programs	Executed	47,998,400	11,279.30	Contribute to economic development through livestock farming based on the farming vocation of the region.	267	Voluntary
Ancestral connections program/ Recovery of historical memory for ethnic communities.	Executed	73,880,249	17,361.37	Contribute to strengthening the ancestral practices of ethnic communities with the aim of recovering and preserving their customs and traditions.	34,976	Voluntary
<b>TOTAL</b>		<b>1,716,830,821</b>	<b>403,443.79</b>		<b>64,020</b>	

PROGRAM	PROJECT STATUS	RESOURCES INVESTED		CURRENT OR EXPECTED IMPACTS ON THE LOCAL COMMUNITIES AND ECONOMIES, INCLUDING POSITIVE AND NEGATIVE IMPACTS, AS APPROPRIATE	PEOPLE IMPACTED	MANDATORY OR VOLUNTARY INVESTMENT
		COP	USD			
Networks of Progress - road maintenance Municipality of Paez - Boyacá	Performed	120,000,000	28,199.20	Improvement of trade, productivity and mobility	3,244	Voluntary
Networks of Progress - road maintenance Municipality of Albania - Santander	Performed	36,060,000	8,473.86		575	Voluntary
Networks of Progress - road maintenance Municipality of Jesus Maria - Santander	Performed	130,000,000	30,549.13		217	Voluntary
Networks of Progress - road maintenance Municipality of Puente Nacional - Santander	Performed	600,000,000	140,996.00		800	Voluntary
Networks of Progress - Improvement of community infrastructure CAB Chuntame - Municipality of Cajicá - Cundinamarca	Performed	60,000,000	14,099.60		248	Voluntary
Networks of Progress - Construction of sanitary sewage for the rural district of San Luis de Ocoa - Municipality of Villavicencio	Performed	30,206,762	7,098.39	Improvement of family health and well-being	100	Voluntary
Construction of basic sewer system in neighborhood San Cipriano - Municipality of Villavicencio	Performed	69,375,782	16,302.85	Improvement of trade, productivity and mobility	2,000	Voluntary
Networks of Progress - Improvement of community infrastructure CAB Buenavista - Municipality of Villavicencio	Performed	25,000,000	5,874.83		2,900	Voluntary
Networks of Progress - Training on basics of private security and provision of materials and supplies for the performance of agricultural production projects	Performed	134,999,995	31,724.10	Improvement of work skills and community productivity	885	Voluntary
Networks of Progress- project to expand natural gas coverage for the rural district of Guanatá in the Municipality of Zetaquirá in the department of Boyacá	Performed	105,767,448	24,854.64	Improvement of women's health, reduce felling of timber forests, reduction in energy costs.	119	Voluntary
Networks of Progress - Improvement of outdoor sports field floor in the main park of the village of Aguaclara in the Municipality of Sabanalarga, Casanare	In progress	24,985,814	5,871.50	Community integration, health and family recreation	720	Voluntary
Networks for Learning- Relations with communities in the area of influence of the Municipality of Agustín Codazzi - Cesar	In progress	13,000,000	3,054.91	Community integration, improvement of educational infrastructure.	660	Voluntary
Networks of Progress - Construction of the residential natural gas distribution system in the rural district of Carutal, San Ignacio, Pavitos and the Girasoles and Esmeralda neighborhoods of the Municipality of Barranca de Upía, Meta	In progress	144,876,537	34,045.02	Improvement of women's health, reduce felling of timber forests, reduction in energy costs.	513	Voluntary
Networks for Learning - infrastructure repairs at Puente Nacional	Performed	4,740,000	1,113.87	Community integration, improvement of educational infrastructure.	425	Voluntary
Networks of Progress - Rural gas service for the municipalities of Jesús María and Florián	Performed	276,376,812	64,946.71	Improvement of women's health, reduce felling of timber forests, reduction in energy costs.	2,473	Voluntary
TOTAL		1,775,389,150	417,204.60		15,879	

CÁLIDDA 2022

PROGRAM	PROJECT STATUS	RESOURCES INVESTED		CURRENT OR EXPECTED IMPACTS ON THE LOCAL COMMUNITIES AND ECONOMIES, INCLUDING POSITIVE AND NEGATIVE IMPACTS, AS APPROPRIATE	PEOPLE IMPACTED	MANDATORY OR VOLUNTARY INVESTMENT
		COP	USD			
Cálidda Soup Kitchens	In progress	65,374,469.16	15,360	The Cálidda soup kitchens program benefits through the free connection to NG, trainings and infrastructure improvements. In 2022, 22 soup kitchens were connected	1,830	Voluntary
Biodiversity	In progress	24,273,522.00	5,703	This year the investment has been in monitoring the indicators of the biodiversity program. Conservation of biodiversity in fragile ecosystems	36	Voluntary
Volunteers	In progress	191,922,325.85	45,093	Enable economic independence of soup kitchen leaders. Improvements to spaces and conservation of biodiversity, with an impact on the community	523	Voluntary
Cálidda Soup Kitchens 2.0	In progress	1,409,317,993.96	331,123	Improve infrastructure in the communities and create bio-orchards for self-consumption	1,465	Voluntary
		1,690,888,310.97	397,278		3,854	

CONECTA 2022

PROGRAM	PROJECT STATUS	RESOURCES INVESTED		CURRENT OR EXPECTED IMPACTS ON THE LOCAL COMMUNITIES AND ECONOMIES, INCLUDING POSITIVE AND NEGATIVE IMPACTS, AS APPROPRIATE.	PEOPLE IMPACTED	MANDATORY OR VOLUNTARY INVESTMENT
		COP	USD			
Shared Value Project to improve 1,500 mts <sup>2</sup> of streets by laying stone at the village of La Libertada, Santa Lucia Milpas Altas	Performed	113,609,880.00	26,710	The positive impact of this project is to improve the living conditions of the 4,000 people who commute in the area, because during the rainy season it was difficult to reach their homes and work areas due to the conditions of this street. It also enabled promoting relationships based on trust, genuine and timely relations to make viable the construction of the span of T42N - T44N of the Guate Sur - Las Cruces line.	4,000	Voluntary
Shared Value Project: build roof on multi-use sports field at the village of El Rosario, Chimaltenango	Performed	158,946,808.20	37,368	Provide a decent area to benefit school-age children and residents of this community (2,200 people) to carry out educational and cultural activities	2,200	Voluntary
Three-party contract (Municipality, community and Transportadora de Energía de Centroamérica) to acquire plot of land of 14,000 square meters at the Village of Sajcavillá, Municipality of San Juan Sacatepéquez	Performed	614,700,800.00	144,516	Provide a community space for the 800 inhabitants of the Village of Sajcavillá to enable carrying out recreational environmental and social activities, with a positive impact of the people's lives.	800	Mandatory
		887,257,488	208,594		7,000	

ELECTRODUNAS 2022

PROGRAM	PROJECT STATUS	RESOURCES INVESTED		CURRENT OR EXPECTED IMPACTS ON THE LOCAL COMMUNITIES AND ECONOMIES, INCLUDING POSITIVE AND NEGATIVE IMPACTS, AS APPROPRIATE.	PEOPLE IMPACTED	MANDATORY OR VOLUNTARY INVESTMENT
		COP	USD			
Escuelas Afectivas (Affective Schools)	Completed	254,927,400.00	59,896	Strengthen the emotional abilities of the educational community in four districts of the province of Ica.	1,180	Voluntary

Note: During 2022 Contugas did not make significant investments in supported infrastructure and services.



(203-2)

• Significant indirect economic impacts

GEB 2022

INDIRECT ECONOMIC IMPACTS (POSITIVE AND NEGATIVE) PRODUCED BY THE OPERATION IN THE AREA	REGION OF OCCURRENCE (COLOMBIA OR CENTRAL AMERICA)
<p><b>Northern region:</b> Strengthening of the employability chain for local goods and services (transportation, hotels, meals, office supplies, among others) associated with the pre-construction and construction phases of the electricity towers and development of the electricity transmission project.</p>	<p>UPME 10-2019 Bonda project Section I and Section II (Municipality of Ciénaga and District of Santa Marta - Magdalena). La Mina project 115kV (Municipality of El Paso - Cesar). LATAM SOLAR project (Municipality of El Paso - Cesar). UPME STR 13-2015 110kV (Municipality of El Paso - Cesar). Membrillal project (municipalities of Cartagena, Turbaco, Santa Rosa de Lima - Bolivar). UPME 10-2019 project Sections CC and CLL (Municipalities: Uribia, Manaure, Maicao, Albania, Riohacha, Distracción, San Juan del Cesar, Villanueva, Urumita, La Jagua del Pilar - Department of La Guajira and Municipalities: La Paz, Valledupar, Becerril and El Paso - Cesar).</p>
<p><b>Northern region:</b> Hiring of skilled and unskilled labor from the territory through the sustainability operator, contractor for the works and/or consultants, which have hired labor in the area of influence of the projects.</p>	<p>UPME STR 13-2015 project La Loma 110kV (Municipality of El Paso and La Jagua de Ibirico). LATAM SOLAR project (Municipality of El Paso - Cesar).</p>
<p><b>Northern region:</b> The implementation of the ancestral connections program helped rescue the historic memory of the ethnic communities of the community councils of the Rural District of La Loma and Potrerillos in the Municipality of El Paso and the Rural District of La Palmita in the Municipality of La Jagua de Ibirico, recovering their history and ancestral practices and strengthening their organizations through the appropriation of their culture. As a result of these initiatives, 3 books were published and launched in the Municipality of La Jagua de Ibirico: 1. La Jagua de Ibirico, centuries of immigration. 2. Santos Beleños, traditional medicine, plants, health and life. 3. Potrerillos un Paraíso Escondido.</p>	<p>UPME 06-2019 Colectora project Section CC (Municipality of Uribia - La Guajira)</p>
<p><b>Northern region:</b> We implemented the Solar Classroom at the Ethnic Educational Center Isidro Manuel Ibarra - Pishinchon community, in the framework of the Energy for Learning program, with the objective of improving educational service through the development, implementation and monitoring of innovative educational spaces in official schools, to reduce the digital gap through the use and pedagogical appropriation of information technologies and integrated and sustainable solar energy solutions, in the communities in the area of influence Grupo Energía Bogotá and Transportadora de Gas Internacional (TGI), to the benefit of 167 students from 3 communities.</p>	<p>UPME 10-2019 Bonda project Section I and Section II (Municipality of Ciénaga and District of Santa Marta - Magdalena). La Mina project 115kV (Municipality of El Paso - Cesar). LATAM SOLAR project (Municipality of El Paso - Cesar). UPME STR 13-2015 110kV (Municipality of El Paso - Cesar). Membrillal project (Municipality of - Bolivar) UPME 10-2019 project Section CC and CLL (Municipalities: Uribia, Manaure, Maicao, Albania, Riohacha, Distracción, San Juan del Cesar, Villanueva, Urumita, La Jagua del Pilar - Department of La Guajira and Municipalities: La Paz, Valledupar, Becerril and El Paso - Cesar).</p>
<p><b>Northern region:</b> In the framework of the volunteering and community work strategies, we carried out 14 interventions in the communities of our area of influence, improving their community and school environments, with the participation of 84 volunteers from our company, our contractors, the sustainability operator and community leaders, thereby strengthening our relations in the territory.</p>	<p>UPME-04-2014 Southwest Reinforcement at 500 kV Medellín – La Virginia project UPME-04-2014 Southwest Reinforcement at 500 kV Alférez – San Marcos project UPME 05-2009 Tesalia – Alférez transmission line at 230 kV.</p>
<p><b>Western Region:</b> The performance of the social investment projects produced positive impacts in the territories with active intervention of works for the projects UPME-04-2014 Southwest Reinforcement at 500 kV (Medellín – La Virginia and Alférez – San Marcos) and Tesalia in the following departments: 35 in Antioquia, 12 in Caldas, one (1) in Risaralda and five (5) in Valle del Cauca. The works leverage the educational processes of the school population, mobility and accessibility for the population in general, and the performance of the own activities in the regions where we are present. It promoted social integration and community participation through the improvement of the meeting places, the construction of recreational and sports facilities, and the promotion of healthy entertainment, sports and recreation.</p>	<p>UPME-04-2014 Southwest Reinforcement at 500 kV Medellín – La Virginia project UPME-04-2014 Southwest Reinforcement at 500 kV Alférez – San Marcos project UPME 05-2009 Tesalia – Alférez transmission line at 230 kV.</p>



INDIRECT ECONOMIC IMPACTS (POSITIVE AND NEGATIVE) PRODUCED BY THE OPERATION IN THE AREA	REGION OF OCCURRENCE (COLOMBIA OR CENTRAL AMERICA)
<p><b>Western Region:</b> Promotion of social integration at certain territorial units (9 in total), where meeting places for the population were recovered and upgraded through collaborative and disinterested work between the community and the Organization.</p>	<p>UPME-04-2014 Southwest Reinforcement at 500 kV Medellín – La Virginia project UPME-04-2014 Southwest Reinforcement at 500 kV La Virginia – Alférez project UPME-04-2014 Southwest Reinforcement at 500 kV. Alférez – San Marcos project UPME 05-2009 Tesalia – Alférez transmission line at 230 kV. Armenia Corridor at 230 kV (Armenia La Virginia and Armenia la Hermosa lines)</p>
<p><b>Western Region:</b> Positive aspects of the works where the contractors fulfilled the agreed commitments include maintenance and interventions in critical points of roads that were affected by the heavy rainy season, all within the scope allowed by the environmental license.</p>	<p>UPME 05-2009 Tesalia – Alférez transmission line at 230 kV.</p>
<p><b>Western Region:</b> The local economies received a short-term boost through hiring of unskilled labor from the intervened municipalities, as well as demand for goods and services. For the Southwest Reinforcement Project UPME-04-2014 at 500 kV (Medellín – La Virginia).</p>	<p>UPME-04-2014 Southwest Reinforcement at 500 kV Medellín – La Virginia project UPME-04-2014 Southwest Reinforcement at 500 kV Alférez – San Marcos project UPME 05-2009 Tesalia – Alférez transmission line at 230 kV.</p>
<p><b>Western Region:</b> At the Southwest Reinforcement Project UPME-04-2014 at 500 kV (La Virginia - Alférez), the first regional project was carried out in Valle del Cauca on tourist routes for the economic reactivation and leadership training for youth, as an early intervention for a project that is in the study and design phase, in partnership with COMFENALCO Valle de la Gente.</p>	<p>UPME-04-2014 Southwest Reinforcement at 500 kV La Virginia – Alférez project</p>
<p><b>Western Region:</b> Channeled and managed social conflicts of stakeholders in Antioquia and Valle del Cauca through the permanent efforts of the social team in the territory.</p>	<p>UPME-04-2014 Southwest Reinforcement at 500 kV Medellín – La Virginia project UPME-04-2014 Southwest Reinforcement at 500 kV La Virginia – Alférez project UPME 05-2009 Tesalia – Alférez transmission line at 230 kV.</p>



INDIRECT ECONOMIC IMPACTS (POSITIVE AND NEGATIVE) PRODUCED BY THE OPERATION IN THE AREA	REGION OF OCCURRENCE (COLOMBIA OR CENTRAL AMERICA)
<p><b>Central region:</b> Centers in operation include the territorial units or rural districts where management plans are currently being implemented. This report specifically includes the rural district of the Norte project (75 territorial units implemented with EMP at 100%) and for the Sogamoso project, it is noted that the construction phase will be carried out step-by-step in 7 sections of the project in 2022, and 3 sections were activated (of 166 territorial units, 63 have been activated with implementation by EMP). The impacts that have materialized cover all the biotic, abiotic and socioeconomic components, because these areas are in the direct area of influence of the projects of the Central region. Specifically under the socioeconomic component, impacts include changes in use of soil due to crossing of the towers and spans, loss of production capacity, managing of expectations, and changes in the socio-cultural patterns in the territory. Changes in the perceived visual quality of the landscape. Others such as limitations in the development or interventions in social, community, public, private and housing infrastructure, and changes in the management, operation and organization of the communities.</p>	<p>Sogamoso project- UPME 01-2013 Norte project UPME 03-2010 San Fernando project at 230 Kv Central Corridor - Bogotá System South Corridor</p>
<p><b>Southern region:</b> Strengthening of the products and services offered in the municipalities through the development of construction activities by the contractors.</p>	<p>Tesalia - Alférez project Rioblanco (Tolima), Santa María, Palermo, Iquira and Teruel (Huila)</p>
<p><b>Southern region:</b> Boost the economies of the municipalities through contracting of local suppliers (hardware, meals, office supplies, and property rentals, among others) to perform the activities during the construction stage.</p>	<p>Tesalia - Alférez project Rioblanco (Tolima), Santa María, Palermo, Iquira and Teruel (Huila)</p>
<p><b>Southern region:</b> Strengthening of ancestral knowledge and customs of the Reservations Las Mercedes and Rigcharikunas, by organizing community meeting spaces such as the House of Knitters and the Maloka.</p>	<p>Tesalia - Alférez project and asset Interconnection with Ecuador Rioblanco (Tolima), Santa Rosa (Cauca)</p>
<p><b>Southern region:</b> Improvement of the road and traffic infrastructure in the territorial units affected by the heavy rainy season during performance of the construction activities.</p>	<p>Tesalia - Alférez project and Rioblanco (Tolima), Santa Maria (Huila)</p>

TGI 2022

INDIRECT ECONOMIC IMPACTS (POSITIVE AND NEGATIVE) PRODUCED BY THE OPERATION IN THE AREA

REGION OF OCCURRENCE (COLOMBIA OR CENTRAL AMERICA)

Through the Networks for Progress program, improvements are made to road and community infrastructure, as well as the construction of natural gas infrastructure, which translates into the improvement of health, trade, family well-being, productivity and mobility.

Boyacá, Santander, Cundinamarca, Casanare and Meta

Through the Networks for Learning program, improvements and upgrades are made to educational infrastructure and community relations are strengthened in the area of influence, which translate into improved community integration and access to education.

Santander and Cesar

CALIDDA 2022

INDIRECT ECONOMIC IMPACTS (POSITIVE AND NEGATIVE) PRODUCED BY THE OPERATION IN THE AREA

REGION OF OCCURRENCE (COLOMBIA OR CENTRAL AMERICA)

Work with soup kitchens, facilitating their access to the benefits of natural gas, has had a positive impact on the nutrition of the vulnerable population and improved infrastructure through savings. The Cálidda soup kitchens have benefited more than 75,000 people in 2022. No negative indirect impacts have been reported.

The Cálidda Soup Kitchens program is carried out in 26 districts: Ate, Callao, Carabayllo, Comas, Chorrillos, El Agustino, Independencia, Lima, Los Olivos, Lurín, Puente Piedra, San Juan de Lurigancho, San Juan de Miraflores, San Martín de Porres, San Miguel, Santa Anita, Surco, Villa El Salvador, Carmen de la Legua, Mi Perú, Villa María del Triunfo, Ventanilla, Pachacamac, Chilca, Rimac, La Victoria.

Through the CrediCálidda program, the holder of the Natural Gas connection can access a loan to improve the conditions of their home, through the purchase of gas appliances, electrical appliances or construction materials that result in a positive impact for the population. To date, 32,000 families have accessed Non-Bank Financing. No negative indirect impacts have been reported.

39 districts

CONTUGAS 2022

INDIRECT ECONOMIC IMPACTS (POSITIVE AND NEGATIVE) PRODUCED BY THE OPERATION IN THE AREA

REGION OF OCCURRENCE (COLOMBIA OR CENTRAL AMERICA)

Contracting of local labor and services

Ica region

Construction of polyethylene and steel pipelines

Ica region

The change in the energy mix contributes to driving the economy, saving on fuel prices, and the reduction of greenhouse gases

Ica region

Negative impact: Reduction in social investment

Ica region



CONECTA 2022

INDIRECT ECONOMIC IMPACTS (POSITIVE AND NEGATIVE) PRODUCED BY THE OPERATION IN THE AREA

REGION OF OCCURRENCE (COLOMBIA OR CENTRAL AMERICA)

Shared Value Project to improve 1,500 m2 of road by laying stones: Positive impact from hiring the local provider and labor

Village La Libertada, Municipality of Santa Lucia Milpas Alta

Shared Value Project: build roof on multi-use sports field: Positive impact from hiring the local provider and labor. The contractor used landfill material to repair the access road

Village of Rosario, Municipality of Chimaltenango

Three-party contract (Municipality, community and Transportadora de Energía de Centroamérica) to acquire plot of land of 14,000 square meters: Positive impact of the purchase for a community member.

Village of Sajcavillá, Municipality of San Juan Sacatepéquez

ELECTRODUNAS 2022

INDIRECT ECONOMIC IMPACTS (POSITIVE AND NEGATIVE) PRODUCED BY THE OPERATION IN THE AREA

REGION OF OCCURRENCE (COLOMBIA OR CENTRAL AMERICA)

Three-party contract (Municipality, community and Transportadora de Energía de Centroamérica) to acquire plot of land of 14,000 square meters: Positive impact of the purchase for a community member.

Village of Sajcavillá, Municipality of San Juan Sacatepéquez





(413-1)

• Operations with local community engagement, impact assessments, and development programs

	2022						
	GEB	TGI	CÁLIDDA	CONTUGAS	CONECTA	ELECTRO DUNAS	CORPORATE GROUP
Total number of operation centers	30	24	1	4	8	N/A	67
Number of operation centers with socio-environmental programs	30	24	1	4	2	N/A	61
Percentage (%) of operation centers with socio-environmental programs	100%	100%	100%	100%	25%	N/A	91%
Social impact assessments, including assessments of gender impact on participative processes.	2	10	1,610	0	2	N/A	1,624
Environmental impact assessments and monitoring in progress.	10	0	13	5	10	N/A	38
Public content of the results of the environmental and social impact assessments.	5	1	13	20	0	N/A	39
Local community development programs based on the needs of local communities.	34	24	2	2	17	N/A	79
Participation plans of stakeholders based on mapping of stakeholders.	5	61	0	1	0	N/A	67
Committees and consultation processes with local communities that include vulnerable groups.	84	0	0	0	2	N/A	86
Work councils, occupational safety and health committees and other employee representative bodies to address impacts.	3	12	6	0	1	N/A	22
Formal complaint and/or claims processes in local communities.	89	79	0	0	2	1	171

(413-2)

• Operations with actual or potential negative impacts on the local communities

GEB - 2022

OPERATION CENTERS WITH SIGNIFICANT, ACTUAL OR POTENTIAL, NEGATIVE IMPACTS ON THE LOCAL COMMUNITIES	TYPE OF ACTUAL OR POTENTIAL IMPACT	IMPACT DESCRIPTION
Northern region	Moderate	<p>Forest use.</p> <p>Handling of wildlife in the projects.</p> <p>Change in employability trends in the short and medium term.</p> <p>Change of supply of local goods and services.</p> <p>Reestablish vegetation coverage</p> <p>Likewise, management measures were proposed that will allow preserving wildlife specimens under any of the threatened species categories (VU, EN and CR), endemic and almost endemic species, and those recorded in the project's area of direct influence. The duration of these impacts and their prevention was estimated at 25 years, with special actions for the execution of the construction phase of the projects. The impact is on the area of influence.</p>
Western region	Actual, High Intensity	<p>At the Southwest Reinforcement Project UPME-04-2014 at 500 kV (Medellín – La Virginia and Alférez – San Marcos), two situations took place with negative impacts and complaints: a) internal problems between Consorcio Autopistas de la Energía (CAE) and its partner ODINEC, which produced the largest number of claims and complaints due to non-payment of the personnel involved, as well as non-payment to suppliers and property owners with agreements in place; b) the suspension of works on October 31, 2022, which led to an increase in requests for fulfillment of the commitments made with the owners and communities, in particular those related to road maintenance.</p>
Western region	Actual, High Intensity	<p>The main impacts are the social claims of the different ethnic groups of Valle del Cauca, which demand prior consultations processes but were not certified by the Ministry of the Interior for such processes.</p>
Western region	Actual, High Intensity	<p>The involuntary displacement of the population was a negative impact that required management during 2022. This impact materialized in the Southwest Reinforcement Project UPME-04-2014 at 500 kV, where one (1) social unit located in the Municipality of Palestina was resettled. The case is being monitored to assure the reestablishment of conditions.</p>
Central region	Moderate	<p>Centers in operation include the territorial units or rural districts where management plans are currently being implemented. This report specifically includes the rural district of the Norte project (75 territorial units implemented with EMP at 100%) and for the Sogamoso project, it is noted that the construction phase will be carried out step-by-step in 7 sections of the project in 2022, and 3 sections were activated (of 166 territorial units, 63 have been activated with implementation by EMP).</p> <p>The impacts that have materialized cover all the biotic, abiotic and socioeconomic components, because these areas are in the direct area of influence of the projects of the Central region.</p> <p>Specifically under the socioeconomic component, impacts include changes in use of soil due to crossing of the towers and spans, loss of production capacity, managing of expectations, and changes in the socio-cultural patterns in the territory. Changes in the perceived visual quality of the landscape.</p> <p>Others such as limitations in the development or interventions in social, community, public, private and housing infrastructure, as well as changes in the management, operation and organization of the communities.</p>
Southern region	Moderate	<p>Deterioration of tertiary roads due to deficient maintenance by the municipal authorities and impact of project vehicles passing during the construction stage. This impact decreases when the construction stage ends, and while the aim is to mitigate the effects, sometimes it is insufficient. Due to adverse situations, changes had to be made in certain properties, using land that was previously used for crops for the installation of electric infrastructure, producing an impact on the local economy of the families where such conversion was needed. Causing discomfort in the community: considered of moderate intensity inasmuch as they occur during the building process and the operation of the asset.</p>

TGI - 2022

OPERATION CENTERS WITH SIGNIFICANT, ACTUAL OR POTENTIAL, NEGATIVE IMPACTS ON THE LOCAL COMMUNITIES	TYPE OF ACTUAL OR POTENTIAL IMPACT	IMPACT DESCRIPTION
The significant negative impacts are concentrated in operations to response to emergencies due to pipeline breakages, particularly in the municipalities of Barranca de Upía, Guepsa, Briceño Guayabetal. Other impacts occur during the development of infrastructure expansion and capacity improvement projects in the municipalities of Barranca de Upía, Sabanalarga, Venado, Riohacha and the Municipality of Villavicencio.	Actual/Potential	Insecurity due to the occurrence of an Emergency in the infrastructure
	Actual	Perception of limited access to labor and contracting benefits
	Actual	High expectations for social investment
	Actual	Uncertainty due to lack of access to quality information about the projects

CÁLIDDA - 2022

OPERATION CENTERS WITH SIGNIFICANT, ACTUAL OR POTENTIAL, NEGATIVE IMPACTS ON THE LOCAL COMMUNITIES	TYPE OF ACTUAL OR POTENTIAL IMPACT	IMPACT DESCRIPTION
Operations are located in 47 districts of Lima and Callao, so the corresponding studies were carried out.	Actual	As part of this classification of risks of the organization, we have parameters to estimate the probability, as well as the impact/materiality, according to type, financial, image, human, operational and business. As a potential negative impact, we can consider interruptions and/or affectations to the distribution system as the result of a leak. For this we have the damage prevention plan and the emergency response team. The emergency process causes no leaks, in fact, causes originate from third parties, and thus our process has a positive impact in controlling leaks in the shortest time possible, should they happen.

CONTUGAS - 2022

OPERATION CENTERS WITH SIGNIFICANT, ACTUAL OR POTENTIAL, NEGATIVE IMPACTS ON THE LOCAL COMMUNITIES	TYPE OF ACTUAL OR POTENTIAL IMPACT	IMPACT DESCRIPTION
Four provinces in the Ica region: Ica, Chincha, Pisco and Nasca	Actual	Negative impact: no budget available for social investment. High intensity: the population's expectations have not been heard. Duration: indeterminate. Reversibility: include a budget for social investment. This will depend on the improvement of the financial position of the company.
Four provinces in the Ica region: Ica, Chincha, Pisco and Nasca	Actual	Breakage and/or effects to the distribution system, as a result of a leak. For this we have the damage prevention plan and the PREVIENE program.
Four provinces in the Ica region: Ica, Chincha, Pisco and Nasca	Actual	Network expansion through the Five-year Plan, which produces breaking of roads, noise and dust



(Own)

• **Number of people physically or economically displaced and who received compensation by project type**

2022

NUMBER OF PEOPLE PHYSICALLY OR ECONOMICALLY DISPLACED AND WHO RECEIVED COMPENSATION BY PROJECT TYPE		GEB	
People physically or economically displaced by project type	Western Region: Five (5) UPME-04-2014 Southwest Reinforcement at 500 kV. Medellín – La Virginia project		
Number of people who received compensation, including those who could be positively affected (for example, access to electricity, new work opportunities).	Western Region: Five (5) UPME-04-2014 Southwest Reinforcement at 500 kV. Medellín – La Virginia project		
Description of compensation	Western Region: i. Support factor for restoring home ii. Adjustment for declaring construction at the site iii. Support factor for moving iv. Informal farming units v. Support factor for procedures		
Currency	COP	USD	
Value of compensation	161,377,345	37,922.60	

Note: In 2022, our subsidiaries TGI, Cálida, Contugas and Electro Dunas did not execute resettlement procedures.



(Own)

• Number of forced rights of way

	GEB		TGI		CONECTA				
	2021	2022	2021	2022	2021	2022			
Number of forced rights of way	280	148	29	19	1	0			
Number of people compensated for forced rights of way.	280	148	56	35	1	0			
Description of compensation	The value of the rights of way is calculated on the basis of the methodology proposed to the Agustín Codazzi Geographical Institute by the National Association of Public Utility and Communications Companies. The compensation quantifies the limitations, expressed as a percentage, based on the commercial value of the land, coverages, crops and affected constructions, on the basis of the three mentioned factors.	The value of the rights of way is calculated on the basis of the methodology proposed to the Agustín Codazzi Geographical Institute by the National Association of Public Utility and Communications Companies (ANDESCO, for the Spanish original). In general, the rights of way represent a limitation on ownership, but not loss thereof, which implies that the indemnity focuses on quantifying the limitations it produces, expressed as a percentage of the commercial value of the property, land cover, crops and construction that are intervened, arising from three factors called Intervention, Productivity and Layout, which are described below:  INTERVENTION FACTOR: It represents the effect of the project on the property, and its main component is the intervened area on the property. Consequently, the greater the area of the property required to establish the rights of way, the greater are the effects of the project on such property. Therefore, the proportion of the area of the rights of way over the area of the property determines the percentage of intervened area.  PRODUCTIVITY FACTOR: It represents the effects of the project on the economic activities of the property. It is assessed taking into consideration the regulatory potential of the properties, based on the best use of the property, as well as the restrictions on use produced by the establishment of the rights of way, in accordance with the technical standards (RETIE). In this manner, it determines the current and future limitations of use of the property  LAYOUT FACTOR: This factor assesses the overall location of the electricity line within the property. The line's position will have a limiting effect depending on its proximity to the border or the center of the property.  When the limitation is total, as in the case of the area where an electric tower is located, the percentage of indemnity is 100%, as a function of the limitations it produces.  It should be clarified that the legal proceedings for imposing rights of way, if requested by the defendants or at the judge's discretion, may include an order to issue a third party expert opinion to determine the indemnity amount. Such opinion supplements the indemnity amount submitted by GEB, and may be used to make decisions, which means that in some cases the amount of the indemnity established in the ruling may differ from the initial amount submitted by GEB at the time the lawsuit was filed to impose the rights of way.	Compensation for use and enjoyment of the rights of way swath for the gas pipeline and traffic.	Compensation for use and enjoyment of the rights of way swath for the gas pipeline and traffic	Economic	N/A			
Value of compensation	COP 16,556,270,247	COP 11,720,846,701	USD 2,754,321	COP 424,260,175	COP 238,305,461	USD 56,000	COP 1,208,979,343	COP N/A	USD N/A

Note: During 2021 and 2022, Calidda and Contugas did not request forceful rights of ways, and consequently no compensation was paid for such rights.





(Own)

• Social dynamics and environment

	GEB	
	2021	2022
TOTAL NUMBER OF STOPPAGES	55	21
NUMBER OF PROJECTS WITH STOPPAGES	3	3

Location of projects with stoppages	Suratena ethnic communities in RSO project
	<p>1. Rural district of San Francisco, Municipality of Santa María in the department of Huila (Tesalia Alférez project, South Region) During July, there was a one-day stoppage (on July 7, 2022) at the Tesalia- Alférez project, specifically in the rural district of San Francisco of the Municipality of Santa María, Huila. The above was due to community demands for road maintenance in order to authorize passage of 200 truckloads of material and machinery required for the construction. The Social Department adopted the following strategy to end the stoppage: talks and contacts with leaders with the aim of reaching an agreement to enable the passage of the materials and machinery. Additionally, round tables with community representatives to reach agreements on road improvements. During July, there were four days of stoppages (Between August 1 and 4, 2022) at the Tesalia- Alférez project, specifically in the rural district of San Francisco of the Municipality of Santa María, Huila. The above was due to community demands for road maintenance in order to authorize passage of truckloads of material and machinery required for the construction. The Social Department adopted the following strategy to end the stoppage: talks and contacts with leaders with the aim of reaching an agreement to enable the passage of the materials and machinery. Additionally, round tables with community representatives to reach agreements on road improvements.</p> <p>2. Municipality of Pradera in the department of Valle del Cauca (Tesalia Alférez project, Western Region): During February, there were two days of stoppages (between February 7 and 8, 2022) at the Tesalia project in the Western region. The above was due to community demands for road maintenance in order to authorize passage of cranes with material required for the construction. The Social Department carried out the following strategy to end the stoppage: 1. Formal communications to the Office of the Mayor of Pradera and local Ombudsman office 2. Talks and contacts with leaders with the aim of reaching an agreement to enable passage of the heavy vehicles, and 3. Round tables with community representatives to reach agreements on road improvements.</p> <p>3. Rural district of Jolonura, Municipality of Ciénaga in the department of Magdalena (Bonda project, Northern Region) During November there were twelve (12) days of stoppages (between November 17 and 18, 2022) at the Bonda project, specifically in the Nueva Esperanza sector, due to the intervention of new social interest actors that invalidated the project prioritization and definition process of the social investment project, deciding to block the construction activities until a new initiative was defined. To end the blockage, meetings were held to reach a consensus on the social investment project, with participation by the local administration and Ombudsman's office as guarantors of the process, thereby achieving the reactivation of the construction activities following intensive consensus-building and dialogue round tables with the community.</p> <p>Additionally, there were two (2) days of blockages (between November 28 and 30, 2022) at the Bonda project, specifically in the rural district of Jolonura, due to discontent about the social investment project that had been defined for the community, with demands for a broader scope. Influence of illegal groups (Clan del golfo and Pachencas). To manage the blockage, the team of GEB's Social Department sought the involvement of the municipal administration to assist in the scheduled activities in the rural district, volunteer activities to upgrade the school facilities and install a children's park, in fulfillment of the social commitments. Additionally, a meeting was held with CAB to explain the scope of the project, managing to resume the construction activities. Additionally, the team coordinated with the physical safety area and the public forces, due to the strong influence of illegal groups in the sector of Nueva Esperanza and the rural district of Jolonura.</p>





(Own)

• Institutional strengthening

2022

INSTITUTIONAL STRENGTHENING	GEB	TGI	CÁLIDDA	CONTUGAS	CONECTA	ELECTRO DUNAS
<ul style="list-style-type: none"> <li>Type of meeting/objective</li> </ul>	<p>Northern region: During 2022, interactions took place in the framework of the various social management strategies, such as: Citizen participation, social relations, addressing PCCs, communications, management of permits, prior consultations, social investment, communication of the Environmental Management Plan and Risk Management Plan.</p> <p>Western Region:</p> <ul style="list-style-type: none"> <li>Information meetings to inform of the progress of the works, of the social investment projects, address concerns, reinforce messages of coexistence with the infrastructure and remind of the communications channels for the projects UPME-04-2014 Southwest Reinforcement at 500 kV (Medellín – La Virginia and Alférez – San Marcos)</li> <li>Information meetings to report the final balance of the works and inform of the start of the operations stage, reinforce messages on coexistence with the infrastructure, address concerns and inform of the communication channels for the project UPME 05-2009 Tesalia – Alférez transmission line at 230 kV.</li> <li>Information meetings with the Municipal Councils on Disaster and Risk Management and to report on the scope and communications channels of the Risk and Disaster Management Plan (PGRD, for the Spanish original) for the projects UPME-04-2014 Southwest Reinforcement at 500 kV (Medellín – La Virginia and Alférez – San Marcos) and start up of the asset in operation Armenia Corridor at 230 kV (Armenia La Virginia and Armenia la Hermosa lines)</li> <li>Information process for the environmental license of the Southwest Reinforcement Project UPME-04-2014 at 500 kV (La Virginia – Alférez).</li> <li>ANLA follow-up and control visits to the stakeholders for all the projects and assets in operation</li> <li>Relationship-building meetings to monitor the environment, report on the status of the project and termination of the contract with Consorcio Autopista de la Energía (CAE) for the Southwest Reinforcement Project UPME-04-2014 at 500 kV (Medellín – La Virginia and Alférez – San Marcos).</li> <li>Relationship-building meetings with Ombudsman offices to monitor and follow up on suggestion boxes and report on the status of the Southwest Reinforcement Project UPME-04-2014 at 500 kV (Medellín – La Virginia) and UPME 05-2009 Tesalia – Alférez transmission line at 230 kV.</li> <li>Inter-institutional training for the municipal authorities on environmental topics and ecological restoration of the Armenia Corridor at 230 kV (Armenia La Virginia and Armenia la Hermosa lines)</li> </ul>	<ul style="list-style-type: none"> <li>Dissemination of the disaster risk management plan and principles for healthy coexistence with the gas pipeline</li> <li>Updating municipal files and directories of related parties</li> <li>Performance of environmental awareness / social values workshops.</li> <li>Inter-institutional partnerships for the development of projects in the territories</li> </ul>	<ul style="list-style-type: none"> <li>Permits, project reviews, Fise, regulatory inquiries, others</li> </ul>			



INSTITUTIONAL STRENGTHENING	GEB	TGI	CÁLIDDA	CONTUGAS	CONECTA	ELECTRO DUNAS
<ul style="list-style-type: none"> <li>Type of meeting/objective</li> </ul>	<ul style="list-style-type: none"> <li>Annual meetings with CAB and mayoralties to report on maintenance activities and reinforce information on prevention of invasion on the rights of way strip of the asset in operation Armenia Corridor at 230 kV (Armenia La Virginia and Armenia la Hermosa lines)</li> <li>Inform new officials about the project and the scope and general location of the RSO project, as well as the EMP licensed by ANLA, the assistance channels made available, progress of the report and status of the SIP, among others.</li> <li>Consensus-building and prioritization meetings for social investment projects (SIP)</li> <li>Meetings to hand over social investment projects (PIS) to the communities of AID UPME-04-2014 Southwest Reinforcement at 500 kV (Medellín – La Virginia and Alférez – San Marcos)</li> <li>Participation in ordinary meetings of the municipal councils to report on the current status of the Southwest Reinforcement Project UPME-04-2014 at 500 kV (Medellín – La Virginia and La Virginia - Alférez).</li> <li>Specific meetings with owners, CAB and/or local authorities to prevent situations of conflict with the stakeholders.</li> <li>Meetings with owners to report on the status of the projects or assets in operation and address concerns.</li> <li>Inter-cultural relations with ethnic groups en Caldas, Risaralda and Valle del Cauca.</li> <li>Follow-up and assistance visits for resettlement processes in Marsella and Palestina</li> <li>Central region: <ul style="list-style-type: none"> <li>The meetings were held in the framework of the community information and participation processes. Some of these meetings were held to provide adequate information on the start-up of works; others were held as part of the process of amending the license, and yet others were pedagogical meetings to address different topics related to environmental education, coexistence with the infrastructure and the projects' relationship with the territorial ordering plans.</li> </ul> </li> <li>Southern region: <ul style="list-style-type: none"> <li>Meetings with authorities and communities to communicate and report on project activities (INVAS, end of works, owners).</li> <li>Meetings to communicate and update on the status of assets in operation with CAB of A.I.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Dissemination of the disaster risk management plan and principles for healthy coexistence with the gas pipeline</li> <li>Updating municipal files and directories of related parties</li> <li>Performance of environmental awareness / social values workshops.</li> <li>Inter-institutional partnerships for the development of projects in the territories</li> </ul>	<ul style="list-style-type: none"> <li>Permits, project reviews, Fise, regulatory inquiries, others</li> </ul>	<ul style="list-style-type: none"> <li>Strengthening of the natural gas culture</li> <li>Prevention and safety topics, uses and benefits of natural gas, scope of services</li> </ul>	<ul style="list-style-type: none"> <li>Community acceptance to perform works in the work fronts</li> <li>Management of construction licenses in the different work fronts</li> <li>Management of works viability</li> <li>Assistance for Shared Value Projects development</li> <li>Securing entry permits for property management</li> <li>Management of permits to enter communities in construction areas</li> <li>Meetings with government institutions</li> <li>Securing entry permits for O&amp;M</li> </ul>	<ul style="list-style-type: none"> <li>Civil Defense Provincial Committee</li> <li>Regional Emergency Operational Committee</li> </ul>



2022

INSTITUTIONAL STRENGTHENING	GEB	TGI	CÁLIDDA	CONTUGAS	CONECTA	ELECTRO DUNAS
Number of meetings held	23,117	304	35	87	1,266	N/A
Local authority officials involved	<p>Northern region: Local Authorities: Municipal Ombudsman Offices, local departments of planning, infrastructure, works and the environment, ethnic affairs, government. Regional authorities: departments of planning, infrastructure, works and the environment, ethnic affairs. Regional autonomous corporations (environmental authorities) (CAR, for the Spanish original). National order authorities: Ministry of Mines and Energy (UPME, FENOGE), Ministry of the Interior (DANCP and DAIRM), Ministry of the Environment and National Environmental License Authority (ANLA, for the Spanish original).</p> <p>Western Region: Municipal authorities and Ombudsman Offices, departmental authorities; environmental authorities (Regional Autonomous Corporations - CORNARE, CORANTIOQUIA, CORPOCALDAS, CARDER and CVC; ANLA); municipal councils, Municipal Risk and Disaster Management Councils.</p> <p>Central region: It varies in each territorial unit, but for the Central region it always involves the municipal Office of the Ombudsman, the government department for matters related to mobility, the infrastructure department, and in some municipalities the public utilities department.</p> <p>Southern region: Municipal authorities, communities in the area of influence, municipal councils, regional authorities, Community Action Boards, Municipal Ombudsman Offices, Indigenous communities, owners, environmental authorities</p>	<p>* Mayors * Municipal Secretaries * Representatives of the Municipal Risk Management Council (CMGRD, for the Spanish original) * Municipal Office of the Ombudsman</p>	<p>MINEM, OSINERGMIN, FISE, MUNICIPALITIES</p>	<p>Representatives of Participative Monitoring Committees, mayors and officials of the municipalities Local support entities, contractors and affected public</p>	<p>Community acceptance to perform works  Municipal corporations, assistant mayors, Council members  Social consent in villages and prioritization of shared value projects and their execution.  Access permits to farms and communities for forestry and rights of way activities.  Access permits to perform O&amp;M works</p>	<p>Provincial and district Mayors, Aldermen and representatives of the main government entities. Regional governor, authorities and representatives of the main State entities.</p>



	2022					
INSTITUTIONAL STRENGTHENING	GEB	TGI	CÁLIDDA	CONTUGAS	CONECTA	ELECTRO DUNAS
Main Results	<p>Northern region: We maintained genuine, timely and permanent relations with the stakeholders in the area of influence of the projects and assets in O&amp;M in the Northern Region, fulfilled the activities set out in the environmental management plans established in the construction licenses. We provided timely information on the progress and status of our projects. We addressed the PCCs within the legal terms established by the regulations. We engaged the local, regional and national authorities in the different processes carried out by the Company, strengthening the relationships based on trust and promoting inter-institutional relations to ensure the viability of the projects.</p> <p>Western Region:</p> <ul style="list-style-type: none"> <li>• The rights of the resettled social unit were guaranteed and we are monitoring their adaptation to the new environment.</li> <li>• Communities and authorities informed about the progress of the works and suspension of construction activities.</li> <li>• Raised awareness of authorities and communities on safe coexistence with the infrastructure.</li> <li>• The Risk and Disaster Management Plan was communicated to the authorities.</li> <li>• Communities and authorities informed about the social investment activities performed.</li> <li>• Communities and authorities informed about the communication channels of the projects and assets in operation.</li> <li>• Authorities and communities informed about the operating status of new assets.</li> <li>• Authorities informed about maintenance and surveillance activities to be performed by O&amp;M in assets in operation.</li> <li>• Inter-institutional support in reviewing the guidelines for the formulation of ecological restoration projects and the role of the local entities in connection with the environmental management of the conservation.</li> <li>• Maintaining stakeholders informed reduces the probability of future conflicts</li> <li>• Identification of early warnings to enable defining a timely action plan to reduce social risks</li> <li>• Strengthening of stakeholder-Company relations creates greater trust and credibility towards the Organization.</li> <li>• Greater recognition of the Organization in the territories where we are present.</li> </ul> <p>Central region: Informing the community enables performing the activities of the projects and assets in operation and maintenance. The information is provided in advance, to reach a consensus and assess the best alternatives for the projects and the communities. Meetings of this type strengthen Company-community relations, build trust and legitimize the processes.</p> <p>Southern region:</p> <ul style="list-style-type: none"> <li>• Communication of project activities to inform 44 communities and authorities of AI about the completion of the construction activities.</li> <li>• Social investments were defined and implemented, and 5 projects were executed in the areas of influence of the assets and projects of the region.</li> <li>• The current status of the interconnection asset was communicated for all new CAB</li> <li>• Through the meetings with owners, no-balances-due certificates were signed and closed with 151 owners in section I Tesalia - Alférez.</li> <li>• Viability was obtained for the execution of activities related to construction and operation and maintenance.</li> <li>• Strengthening and positioning GEB's corporate image in the territories through its ongoing presence.</li> <li>• Dissemination of project information and compliance with the established handling measures for assets and projects in the Southern region.</li> </ul>	<p>For TGI it is very important to strengthen the institutions in order to assure our interventions and align them with the planning processes of the municipalities, governorships and emergency response bodies, and the Public Ministry, mainly. To this end we prioritize communications processes, transparent access to information and the development of capabilities through workshops and pedagogical tools. The main results of these development efforts include: 93 updates of municipal files 77 meetings to communicate the Risk Management Plans 61 information meetings with communities on the Company's strategic processes 17 strategic partnerships entered into with Mayors' offices and Emergency Response Bodies 56 meetings to communicate and report the contents of TGI's information packages</p>	<p>OPINIONS ISSUED, MEASURES ADOPTED, AND OTHERS</p>	<ul style="list-style-type: none"> <li>• Strengthening of the capabilities of the members of the Participative Monitoring Committees.</li> <li>• Knowledge of natural gas safety and prevention issues</li> <li>• Socialization of network building</li> <li>• Genuine relations with our stakeholders</li> <li>• Strengthen links with stakeholders by creating a direct communications platform to inform and receive opinions from the population.</li> </ul>	<p>Achieve the viability of the works in the lines Guate Sur - Las Cruces, Cruces - Sololá, Sololá - Brillantes, Conexión Sololá - Quiché, SE Las Cruces, SE Iterfaz, SE Modesto Mendez, Chiantla - Covadonga, Las Cruces - Guate West</p>	<p>Improve the culture of prevention and active participation in earthquake and natural disaster drills</p>



(Own)

• Total Social Investment

	GEB				TGI				CÁLIDDA			
	2021		2022		2021		2022		2021		2022	
Total social investment	COP	USD	COP	USD	COP	USD	COP	USD	COP	USD	COP	USD
Voluntary social investment	9,873,459,521.0	2,637,783.1	7,814,900,328	1,836,449	1,823,998,789.0	487,297.6	2,298,479,362.3	540,127	1,040,127,922.7	277,879.5	2,689,863,424.1	632,100.0
Mandatory social investment	24,330,851,912.0	6,500,204.9	25,757,928,793	6,052,941	144,547,651.0	38,617.2	15,485,769	3,639	106,505,245.5	28,453.8	228,312,746.7	53,652.0
Beneficiaries	84,152		64,020		11,537		21,910		96,589		24,675	

	CONTUGAS				CONECTA				ELECTRO DUNAS			
	2021		2022		2021		2022		2021		2022	
Total social investment	COP	USD	COP	USD	COP	USD	COP	USD	COP	USD	COP	USD
Voluntary social investment	0	0	0	0	1,768,964,496.4	472,594.7	272,556,688	64,049.0	228,540,094.0	61,056.5	257,922,243	60,610.0
Mandatory social investment	165,877,632.7	44,315.7	57,215,684	13,445.3	483,284,519.3	129,113.8	614,700,800	144,450.6	0	0	0	0
Beneficiaries	1,250		8,229		20,203		7,000		69,360		1,180	

	CONSOLIDATED			
	2021		2022	
Total social investment	COP	USD	COP	USD
Voluntary social investment	14,735,090,823.1	3,936,611.4	13,333,722,046	3,355,153.9
Mandatory social investment	25,231,066,960.5	6,740,705.4	26,673,643,793	6,268,128.3
Beneficiaries	283,091		127,014	



(Own)

• Social investment by contribution type

2022

AMOUNTS BY TYPE OF CONTRIBUTION	GEB		TGI		CÁLIDDA		CONTUGAS		CONECTA		ELECTRO DUNAS		CONSOLIDATED	
	COP	USD	COP	USD	COP	USD	COP	USD	COP	USD	COP	USD	COP	USD
Total cash contributions	1,255,600,000	295,057.6	0	0.0	1,885,608,783.44	443,105.48	0.00	0.00	0.00	0.00	5,891,039.70	1,384.36	3,147,099,823	739,547
Total in-kind contributions	32,317,229,121	7,594,333.2	33,430,000	7,855.8	208,380,117.36	48,967.94	0.00	0.00	887,257,488.20	208,499.59	0.00	0.00	33,446,296,727	7,859,657
Total Contribution in employee volunteering hours paid	66,080,520	15,528.5	18,301,950	4,300.8	23,013,127.68	5,407.93	646,439.01	151.91	0.00	0.00	0.00	0.00	108,042,037	25,389
Total Contribution in administrative expenses in social investment by contributions in kind	3,507,446,415	824,226.5	2,087,673,109	490,589.2	824,187,666.01	193,678.60	0.00	0.00	0.00	0.00	0.00	0.00	6,419,307,190	1,508,494
<b>TOTAL SOCIAL INVESTMENT</b>	<b>37,146,356,056</b>	<b>8,729,145.8</b>	<b>2,139,405,059</b>	<b>502,745.9</b>	<b>2,941,189,298.50</b>	<b>691,159.86</b>	<b>646,439.01</b>	<b>151.91</b>	<b>887,257,488.20</b>	<b>208,499.59</b>	<b>5,891,039.70</b>	<b>1,384.36</b>	<b>43,120,745,380</b>	<b>10,133,087</b>

2022

PERCENTAGE BY TYPE OF CONTRIBUTION	GEB	TGI	CÁLIDDA	CONTUGAS	CONECTA	ELECTRO DUNAS	CONSOLIDATED
Contribution in cash	3.4%	0%	64%	0%	0%	100%	4%
Contribution in kind	87%	2%	7%	0%	100%	0%	87%
Contribution in employee volunteering hours paid	0.2%	1%	1%	100%	0%	0%	3%
Contribution in administrative expenses in social investments by contribution in kind	9.4%	97%	28%	0%	0%	0%	6%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

(Own)

• Complaints related to impacts of contractor behavior on the communities

COMPLAINTS RELATED TO IMPACTS OF CONTRACTOR BEHAVIOR ON THE COMMUNITIES	GEB				TGI				CÁLIDDA				CONTUGAS				CONECTA				ELECTRO DUNAS			
	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Total number of complaints related to impacts of contractor behavior on the communities.	10	77	105	216	16	20	13	24	0	0	0	0	7	5	0	0	3	0	0	0	N/A	0	0	0
Number of complaints resolved	10	61	98	119	16	20	13	24	0	0	0	0	7	5	0	0	3	0	0	0	N/A	0	0	0



(GRI 2-26)

• Mechanisms for the community to request advice and raise concerns

MECHANISMS FOR THE COMMUNITY TO REQUEST ADVICE AND RAISE CONCERNS

2022

GEB	GEB has social managers in the areas of influence of the four regions in which it is present, who are the first point of contact to address concerns, comments, complaints, claims or petitions from the communities, through meetings and visits carried out in the territory. It also has an Ethics Channel that enables all stakeholders to report any situations that could be possibly rated as alleged acts of fraud and/or corruption, or unethical conducts at GEB. Lastly, it has a PCCSC channel and physical suggestion boxes installed in strategic locations in the areas of influence in Colombia.
TGI	TGI has a team of social professionals in the territory. In total, 14 professionals are distributed throughout the national territory in each of the company's three operating zones. This team, comprised by professionals from different social branches, addresses various community concerns through meetings, assemblies and visits. It additionally has a claims and complaints management system that makes assignments and monitors the quality, time and timeliness of the replies. The Sumemos App has arrived to stay. It facilitates relationships by shortening distances, and it is undoubtedly another one of our channels.  Lastly, each year we carry out satisfaction surveys with actors in the territory that enable us to learn of their perceptions about the investments, their level of satisfaction and awareness of the social activities carried out by TGI.
CÁLIDDA	The main mechanisms in this regard are our service centers and several channels such as 6149000. <a href="https://www.calidda.com.pe/atencion-al-cliente/canales-de-atencion#seccion">https://www.calidda.com.pe/atencion-al-cliente/canales-de-atencion#seccion</a>
CONTUGAS	Program to Address Social Comments Ethics Channel Customer Service Center
CONNECTA	An Ethics Channel is available with different means for making reports or inquiries by telephone, the website and e-mail. It additionally has a channel for petitions, complaints, claims, suggestions and congratulations (PCCSC)
ELECTRO DUNAS	Customers are served through our call center and our physical offices. We additionally have a procedure and channel to receive petitions, complaints, claims, suggestions and congratulations (PCCSC)

(Own)

• SROI for shared prosperity initiatives

	GEB			TGI			CÁLIDDA			CONTUGAS			CONNECTA			ELECTRO DUNAS		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Total population benefited	79,134	84,152	64,020	28,313	11,537	21,910	40,885	96,589	24,675	75	20,203	828	17,425	69,360	7,000	869	1,250	1,180
Total investment (USD)	1,753,312.0	832,851.0	373,224.1	1,114,555.0	512,240.0	548,118.0	6,882,501.0	8,093,333.8	18,505,158.9	3,064.0	44,746.0	27,271.0	329,937.0	639,353.5	209,133.9	66,286.0	61,058.0	60,430.9
Net benefit (USD)	6,186,365.0	832,851.0	1,927,962.9	1,155,177.0	142,868.8	479,637.8	6,635,652.0	7,996,858.6	20,734,751.9	847.0	5,668,821.5	51,770.6	456,930.0	4,258,878.0	168,563.5	30,526.0	37,210.5	88,229.1
SROI	4.4	2.2	6.2	2.0	0.7	1.9	2.0	2.0	1.9	1.3	127.7	2.9	14.6	8.2	1.8	1.5	1.7	1.5

Note: The SROI calculates the value that GEB its subsidiaries generate for society through their shared prosperity initiatives. This measurement includes variables such as changes in quality of life, improvements in health, benefits of education, progress generated by productive projects, increased well-being, among others.





	GEB	TGI	CÁLIDDA	CONTUGAS	CONECTA
Definition used for "locations with significant operations"					
Definition used for "locations with significant operations"	Colombia	All geographic areas in Colombia where TGI has presence.	Concession zone	Facilities where the operation is carried out and administrative office	Strategic locations

(Own)

• Proportion of local suppliers

SUPPLIERS	GEB				TGI				CÁLIDDA				CONTUGAS				ELECTRODUNAS				CONECTA			
	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Percentage of local suppliers	93.50%	93.00%	89.27%	88.97%	96.50%	97.20%	95.12%	95.90%	90.50%	91.32%	91.08%	95.00%	18.30%	92.00%	94.90%	97.67%	96.38%	98.86%	99.32%	99.64%	94.30%	97.00%	95.14%	93.33%

(204-1)

• Proportion of expenditures on local suppliers

SUPPLIERS	GEB				TGI				CÁLIDDA				CONTUGAS			
	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Percentage of the sourcing budget for significant operations areas* allocated to local suppliers of the operation (as a percentage of products and services acquired at the local level).	92.73%	92.27%	89.27%	78.53%	97.00%	97.00%	95.00%	79.00%	96.16%	97.71%	94.85%	92.06%	99.35%	99.74%	96.09%	99%

(Own)

• Regional suppliers

SUPPLIERS	GEB				TGI				CÁLIDDA				CONTUGAS				ELECTRO DUNAS			
	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Percentage of regional suppliers	N/A	N/A	N/A	5.5%	N/A	N/A	N/A	60.00%	90.50%	91.32%	91.08%	95.00%	8%	12%	10%	5%	100.00%	100.00%	91.13%	88.79%
Percentage of the sourcing budget for significant operations areas* allocated to local suppliers of the operation (as a percentage of products and services acquired at the regional level).	N/A	N/A	N/A	6%	N/A	N/A	N/A	60%	96.16%	97.71%	94.85%	92.06%	2%	9%	12%	1%	N/A	N/A	N/A	N/A

(Own)

• **Total expenses on suppliers**

	GEB				TGI				CÁLIDDA				CONTUGAS				ELECTRO DUNAS				CONECTA			
	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Value of supplier expenditures (million USD per year)	131.74	85.08	79.96	102.44	120.06	40.87	50.28	34.36	78.00	536.82	116.91	92.14	57.12	47.64	48.68	44.80	15.18	19.57	18.56	26.51	22.42	11.42	14.34	25.16

● **HUMAN RIGHTS**

(2-25)

• **Process to remedy negative impacts**

	2022		
	GEB	TGI	CÁLIDDA
Number of sites with Human Rights mitigation plans	4	24	1

Note: During 2022, no actual or significant human rights effects or violations were reported, and consequently no remediation actions were required.

(410-1)

• **Security personnel trained in human rights policies and procedures**

	NUMBER OF PERSONS TRAINED IN HUMAN RIGHTS	2022				
		GEB	TGI	CÁLIDDA	CONTUGAS	CONECTA
Public forces, private security and guard companies	No training was provided; however, periodic meetings are held with the company's security area, with the participation of leaders and teams from each regional office and the public forces. These meetings review aspects related to the team's safety, relations with ethnic and non-ethnic communities, and their social management in topics such as human rights, territories, own systems, among others.		0	0	19	0
Employees and contractors		428	10	2747	0	0
Total		428	10	2747	19	0

(Own)

• **Employee training on human rights policies and procedures**

2022

NUMBER OF HOURS OF HUMAN RIGHTS TRAINING	GEB	TGI	CÁLIDDA	CONTUGAS	CONECTA	ELECTRO DUNAS
Number of hours of training on human rights policies or procedures in the operation	394	4	15	0	0	0
Number of employees trained in human rights	328	0	384	0	0	0
Total number of employees	669	455	388	117	134	
Percentage of employees trained in human rights	49%	0%	99%	0%	0%	0%

Note: TGI, Electrodunas and Contugas have not provided human rights training to their employees. The training has been provided by the Corporate offices, and is included in the information submitted by GEB.

(406-1)

• **Incidents of discrimination and corrective actions taken**

(Own)

• **Number of discrimination and harassment cases**

NUMBER OF DISCRIMINATION CASES INVOLVING INTERNAL OR EXTERNAL STAKEHOLDERS AND CORRECTIVE ACTIONS TAKEN	GEB				TGI			
	2019	2020	2021	2022	2019	2020	2021	2022
Total number of cases of discrimination, workplace and/or sexual harassment reported during the period	2	4	2	3	1	9	4	4
Cases with action plans in progress	N/A	N/A	0	0	0	0	0	0
Cases not subject to action	N/A	N/A	0	0	0	3	0	0
Total number of cases of discrimination, workplace and/or sexual harassment reported by women	2	3	2	1	0	3	2	2
Total number of cases of discrimination, workplace and/or sexual harassment reported by men	1	1	0	1	1	6	2	2
Total number of workplace and/or sexual harassment cases reported	2	4	2	2	1	9	4	4

Note: The following are the corrective actions taken in the cases of discrimination reported in 2022:

GEB: One case was closed and transferred to the Ethics Channel because it was not within the scope of the Employee Relations Committee, and 2 cases were closed through conciliation.

TGI: After the processes carried out by the Employee Relations Committee, none of the cases reported in 2022 was found to represent workplace harassment, and consequently the appropriate conciliations were made between the parties with the aim of improving the workplace environment for all. None of the cases was associated with sexual harassment. We additionally prepared and disseminated the protocol and handbook on workplace and sexual harassment, and raised employee awareness on these topics through virtual training. Lastly, in December 2022, updates were made to the documents DC-GTH-001 Protocol for the prevention of Workplace and Sexual Harassment, P-GTH-026 Management of Cases of Alleged Workplace Harassment, and F-GTH-017 Filing Complaints on Workplace or Sexual Harassment, including concepts such as Virtual Bullying and Workplace Discrimination of the LGBTIQ+ community, and indicating the channels for reporting cases of sexual and workplace harassment in a differentiated manner.

In the last 4 years, no cases of workplace or sexual harassment were reported at Calidda, Contugas and Conecta

Indicators and Notes



(Own)

• Engagement events between the community and the organization

	GEB				TGI				CÁLIDDA				CONTUGAS				CONECTA				ELECTRO DUNAS			
	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Total number of events	8,173	2,044	148,231	12,392	N/A	588	1,091	681	315	248	525	589	184	17	39	49	N/A	N/A	N/A	6	N/A	N/A	4	35

2022

	GEB	TGI	CÁLIDDA	CONTUGAS	CONECTA	ELECTRO DUNAS
Main topics addressed during the engagement events between the community and the organization	<p>Northern region: This item refers to approaches and communications made face-to-face, virtually and/or by phone with ethnic and non-ethnic communities in the area of influence of the projects and assets in O&amp;M</p> <p>Western Region: a) Monitoring of works performance and hiring in the Suratena reservation b) Address protests by ethnic groups not certified for the process of prior consultations by the Ministry of the Interior c) Address requests for prior consultations by the Guadualito Reservation, not certified by Ministry of the Interior d) Round table for consultations on the Indigenous area of the Guabas River basin. e) Address ruling on the protection of constitutional rights of the Mulaló Community Council</p>	<p>* Dissemination of the disaster risk management plan and principles for healthy coexistence with the gas pipeline * Socialization of TGI's operational activities. * Updating municipal files and directories of related parties * Disaster risk management workshops * Performance of environmental awareness / social values workshops * Consensus-building meetings for the development of social projects</p>	<p>*Information on start of construction works / measures to implement to mitigate impacts from works / address commercial inquiries.</p>	<p>* Promote citizen participation in the socio-environmental commitments * Disseminate and strengthen the preventive culture of natural gas * Development of the materiality process for the sustainability report * Human rights, diversity and inclusion</p>	<p>* Dialogue process for the community to be open to performing construction and pipe laying activities at LT Chiantla Covadonga, with the participation of community leaders, local authorities and Company representatives</p>	<p>* Review of the agreements made</p>

(Own)

• **Prior consultations with the community**

		GEB	
		2021	2022
Number of prior consultations made and communities involved		33	84
Number of prior consultations broken down by project	Colectora CC (Colectora- Cuestecitas section): 30 communities Colectora CLL (Cuestecitas-La Loma section): 3 communities	139 139	84 84
		We formalized the prior consultation processes with 136 of the 224 certified communities in the Colectora-Cuestecitas and the Cuestecitas-La Loma sections, and we developed agreements within the framework of the consulting process with the Yukpa people in the Cuestecitas-La Loma section, and with the 4 Peoples of Sierra Nevada de Santa Marta, for both sections (included in the aforementioned 136 communities).	
		Breakdown of results: Colectora CC (Colectora- Cuestecitas section): 94 communities Colectora CLL (Cuestecitas-La Loma section): 9 communities La Loma: 3 communities	
		*Note: In 2021, the two sections of Colectora (CC and CLL) formalized 103 communities, and were consolidated in the report of 33 formalized communities in 2020, for a total of 136. Additionally, at the La Loma project we managed to formalize three communities. The two projects cover a total of 139 communities listed in the report.	
		Northern region: Colectora CC (Colectora- Cuestecitas section): 82 La Loma 110 kV: 1 La Mina 115 kV: 1 Total: 84 communities formalized	

Note: This indicator does not apply to ElectroDunas, Cálidda or Contugas, given that no native or indigenous communities exist in the corresponding operating areas. At Conecta prior consultations are also not performed due to the fact that there are no State regulations regarding methodology, but it is required that the public participation studies contextualize the environment and identify the relevant actors and means of socialization that will be used.

TGI does not have this information available.

(Own)

• **Training on prior consultations with the community**

TRAINING ON PRIOR CONSULTATION PROCESSES	GEB			TGI		
	2020	2021	2022	2020	2021	2022
Total number of training courses about prior consultation	0	1	3	N/A	N/A	2
Number of participants in the training courses about prior consultation	0	19	19	N/A	N/A	2
Total number of indigenous communities involved in training about prior consultation	33	139	84	N/A	N/A	0

Note: This indicator does not apply to ElectroDunas, Cálidda or Contugas, given that no native or indigenous communities exist in the corresponding operating areas. At Conecta prior consultations are also not performed due to the fact that there are no State regulations regarding methodology, but it is required that the public participation studies contextualize the environment and identify the relevant actors and means of socialization that will be used.

**Indicators and Notes**

(CSA of S&P Global)

• **Human rights assessment**

CATEGORY	% OF TOTAL ASSESSED IN THE LAST THREE YEARS	% OF TOTAL ASSESSED WHERE RISKS HAVE BEEN IDENTIFIED	% OF RISKS WITH ACTION TAKEN FOR MITIGATION
Own Operations	100%	100%	100%
Level I Contractors and Suppliers (as % of Level I contractors or suppliers)	16%	100%	100%

Note: GEB's 4 own operations (sites) are the projects of Colectora, La Loma and La Mina 115 in the Northern region, and the Southwest project in the Western region.



## ENVIRONMENTAL PERFORMANCE

(GRI 302-1) (GRI OIL AND GAS 11.1.2)

### Energy consumption within the Organization

ENERGY CONSUMPTION WITHIN THE ORGANIZATION (GJ)	GEB				TGI				CÁLIDDA			
	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Consumption of energy from non-renewable sources	236.40	173.83	325.66	320.63	2,284,557	2,324,929.92	2,431,926.81	1,996,699.32	260,616.31	193,850.21	244,973.72	257,775.34
Diesel fuel consumption	0	64.59	151.55	119.55	8,420	7,860.62	8,172.01	8,663.22	1,325.39	834.09	1,097.71	1,140.60
Gasoline consumption	236.40	109.24	174.11	201.08	2,052	1,318.30	903	756.09	2,293.77	1,530.08	1,496.18	1,108.71
Consumption bunker	0	0	0	0	0	0	0	0	0	0	0	0
VNG consumption	0	0	0	0	3,102	507	2,245.60	264.34	0	0	0	533.19
Natural gas consumption	0	0	0	0	2,270,983	2,315,244	2,420,606.20	1,987,015.67	256,997.15	191,486.04	242,379.83	254,992.84
Energy consumption from renewable sources	68.11	74.88	63.36	60.20	0	0	0	0	0	0	0	0
Photovoltaic	68.11	74.88	63.36	60.20	0	0	0	0	0	0	0	0
Purchased energy	2,166	1,370.35	3,070	3,014.30	11,223	12,041	11,134.21	11,165.84	11,350	9,935.68	10,469.13	10,654.32
Purchased energy consumption	2,166	1,370.35	3,070	3,014.30	11,223	12,041	11,134.21	11,165.84	11,350	9,935.68	10,469.13	10,654.32
Total energy sold	0	0	0	0	0	0	0	0	0	0	0	0
Energy sold	0	0	0	0	0	0	0	0	0	0	0	0
Total internal energy consumption	2,470.51	1,619.06	3,459.02	3,395.13	2,295,780	2,336,970.92	2,443,061.07	2,007,865.16	271,966.31	203,785.89	255,442.85	268,429.66

(GRI 302-1) (GRI OIL AND GAS 11.1.2)

• **Energy consumption  
within the Organization**

ENERGY CONSUMPTION WITHIN THE ORGANIZATION (GJ)	CONTUGÁS				ELECTRO DUNAS				CONECTA			
	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Consumption of energy from non-renewable sources	35,525.39	31,114.70	36,059.98	35,960.51	N/A	1,564,943.84	1,642,925.94	2,063,350.18	495.50	426.65	391.21	430.27
Diesel fuel consumption	2,354.30	119.57	1,466.72	1,199.72	N/A	2,736.71	3,677.60	3,329.15	345.53	368.74	338.50	364.97
Gasoline consumption	453.63	260.12	287.26	185.82	N/A	0	0	3.69	149.97	57.91	52.71	65.30
Consumption bunker	0	0	0	0	N/A	0	0	0	0	0	0	0
VNG consumption	20.14	0.71	0	0	N/A	0	0	0	0	0	0	0
Natural gas consumption	32,697.32	30,734.30	34,306	34,574.97	N/A	1,562,207.13	1,639,248.34	2,060,017.34	0	0	0	0
Energy consumption from renewable sources	0	0	0	0	N/A	0	0	615.56	0	0	0	701.64
Photovoltaic	0	0	0	0	N/A	0	0	615.56	0	0	0	701.64
Purchased energy	3,271.68	26,293	2,473.88	2,463.29	N/A	2,876.42	2,319.81	1,800.41	8,603.82	8,603.82	8,154.87	7,799.85
Purchased energy consumption	3,271.68	26,293	2,473.88	2,463.29	N/A	2,876.42	2,319.81	1,800.41	8,603.82	8,603.82	8,154.87	7,799.85
Total energy sold	0	0	0	0	N/A	2,708,460	2,708,460	2,987,985.60	0	0	0	0
Energy sold	0	0	0	0	N/A	2,610,975.87	2,703,040.94	2,987,985.60	0	0	0	0
Total internal energy consumption	38,797.07	57,407.70	38,533.86	38,423.80	N/A	1,567,820.26	1,645,245.75	2,065,766.15	9,099.32	9,030.47	8,546.08	8,931.76

**Indicators and Notes**



(GRI 302-1) (GRI OIL AND GAS 11.1.2)

• **Energy consumption  
within the Organization**

BUSINESS GROUP

ENERGY CONSUMPTION WITHIN THE ORGANIZATION (MWH)	2019	2020	2021	2022
ENERGY CONSUMPTION FROM NON-RENEWABLE SOURCES	716.886,315	1.142.872,54	1.209.828,74	1.209.254,72
ENERGY CONSUMPTION FROM RENEWABLE SOURCES	18,92	20,79	17,11	382,60

Note: This indicator was modified after the Report was approved by the General Meeting of Shareholders. The adjustments were made in order to guarantee greater transparency and comparability of the data reported at Business Group level.

Indicators and Notes



(GRI 303-3)(GRI 303-5) (GRI OIL AND GAS 11.6.4 and 11.6.6) (SASB IF-EU-140A.1)

• **Water extraction and consumption**

	BUSINESS GROUP				
	2019	2020	2021	2022	
Water extraction by source (Million m3)	All areas	All areas	All areas	All areas	Water-stressed areas
Total water withdrawal	0,0277	0,0241	0,0173	0,0286	0,00002
Surface water	0	0,00028	0,00028	0,00106	0
Fresh surface water	0	0,00028	0,00028	0,00106	0
Other surface water	0	0	0	0,000013	0
Groundwater	0,00144	0,00059	0,0005	0,0004	0,00002
Fresh groundwater	0,00144	0,00059	0,0005	0,0004	0,00002
Water from third parties	0,0263	0,0136	0,007	0,012	0
Freshwater from third parties	0,0263	0,0136	0,007	0,012	0

Note: This indicator was modified after the Report was approved by the General Meeting of Shareholders. The adjustments were made in order to guarantee greater transparency and comparability of the data reported at Business Group level.

(GRI 303-3)(GRI 303-5) (GRI OIL AND GAS 11.6.4 and 11.6.6) (SASB IF-EU-140A.1)

• Water extraction and consumption  
Business Group

	GEB				TGI				CÁLIDDA				
	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022	
Water extraction/consumption by source (ML)	All areas	All areas	All areas	All areas	All areas	All areas	All areas	All areas	Water-stressed areas	All areas	All areas	All areas	All areas
Total water extraction/consumption	6.72	11.21	5.97	11.53	5.22	3.35	2.51	2.02	0.02	6.85	3.50	1.45	0.08
Surface water	0	0.28	0.28	1.06	0	0	0	0	0	0	0	0	0
Fresh surface water	0	0.28	0.28	1.05	0	0	0	0	0	0	0	0	0
Other surface water	0	0	0	0.01	0	0	0	0	0	0	0	0	0
Groundwater	0	0	0	0	1.44	0.59	0.50	0.40	0.02	0	0	0	0
Fresh groundwater	0	0	0	0	1.44	0.59	0.50	0.40	0.02	0.00	0.0	0.0	0.0
Water from third parties	6.72	10.93	5.69	10.47	3.78	2.76	2.01	1.62	0	6.85	3.50	1.45	0.08
Freshwater from third parties	6.72	10.93	5.69	10.47	3.78	2.76	2.01	1.62	0	6.85	3.50	1.45	0.08
	CONTUGAS				ELECTRO DUNAS				CONECTA				
	2019	2020	2021	2022	2020	2021	2022	2019	2020	2021	2022		
Water extraction/consumption by source (ML)	All areas	All areas	All areas	All areas	All areas	All areas	All areas	All areas	All areas	All areas	All areas	All areas	All areas
Total water extraction/consumption	7.73	3.68	3.11	3.66	1.44	2.32	9.80	1.19	0.93	1.93	1.59		
Surface water	0	0	0	0	0	0	0	0	0	0	0	0	0
Fresh surface water	0	0	0	0	0	0	0	0	0	0	0	0	0
Other surface water	0	0	0	0	0	0	0	0	0	0	0	0	0
Groundwater	0	0	0	0	0	0	0	0	0	0	0	0	0
Fresh groundwater	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Water from third parties	7.73	3.68	3.11	3.66	1.44	2.32	9.80	1.19	0.93	1.93	1.59		
Freshwater from third parties	7.73	3.68	3.11	3.66	1.44	2.32	9.80	1.19	0.93	1.93	1.59		

(GRI 304-1) (GRI OIL AND GAS 11.4.2)

• **Operational sites in, or adjacent to, protected areas and areas of high biodiversity value**

(SASB EM-MD-160A.2)

• **Owned, leased or managed operation centers located in or alongside protected areas, or areas of substantial value for biodiversity located outside of protected areas**

(CSA of S&P Global)

• **Assessment and exposure of biodiversity**

OPERATIONAL SITES IN, OR ADJACENT TO, PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE	OPERATIONS IN COLOMBIA	
	NUMBER OF SITES	AREA (HECTARES)
a) In general, What is the total number of facilities and total area used for operations?	88	23,040.05
b) Assessment Have biodiversity impact assessments been carried out in the facilities used for operational activities in the last five years?	51	17,299.63
c) Exposure Of the facilities assessed in the last five years, How many are nearby critical biodiversity sites and what is the total area of these sites?	19	7,181.42
d) Management plans Of the facility nearby critical biodiversity sites, How many facilities have a biodiversity management plan and what area is covered by these biodiversity management plans?	19	7,181.42

Note: Operations in Colombia refers to GEB Corporate, Transmission Branch and TGI

OPERATIONAL SITES IN, OR ADJACENT TO, PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE	GEB		TGI		CONTUGAS		ELECTRO DUNAS		CONECTA	
	NUMBER OF SITES	AREA (HECTARES)	NUMBER OF SITES	AREA (HECTARES)	NUMBER OF SITES	AREA (HECTARES)	NUMBER OF SITES	AREA (HECTARES)	NUMBER OF SITES	AREA (HECTARES)
a) In general, What is the total number of facilities and total area used for operations?	58	11,412.84	30	11,627.21	13	891.91	21	598.71	51	2,238.66
b) Assessment Have biodiversity impact assessments been carried out in the facilities used for operational activities in the last five years?	38	9,491.67	13	7,737.96	3	847.5	0	0	7	102.08
c) Exposure Of the facilities assessed in the last five years, How many are nearby critical biodiversity sites and what is the total area of these sites?	15	3,625.66	4	3,555.76	2	310.95	0	0	3	50.87
d) Management plans Of the facility nearby critical biodiversity sites, How many facilities have a biodiversity management plan and what area is covered by these biodiversity management plans?	15	3,625.66	4	3,555.76	2	310.95	0	0	3	50.87





(GRI 304-2) (GRI OIL AND GAS 11.4.3)

• Significant impacts of activities, products, and services on biodiversity

GEB 2022

Significant impacts on biodiversity	Significant positive and negative impacts, Direct and Indirect on biodiversity (fill out those that apply)	Nature of the impact (Pollution. Introduction of invasive species. Species reduction. Habitat transformation. Changes in ecological processes.)	Species affected (#)	Extension of areas impacted (ha)	Duration of impacts	Reversibility or irreversibility of impacts
Species reduction	Changes to the vegetation cover	Species reduction	453	11,837.86	Ongoing	The impacts are irreversible considering that many species are tall and can interfere with the operation of the infrastructure. Smaller species are located in tower sites where there is a change in land use. Notwithstanding the above, the company takes action to offset the loss of cover and species, which are listed in the project's environmental offsetting.
Habitat transformations	Change in soil use	Habitat transformation	256	125.38	Ongoing	The impacts are irreversible considering that many species are tall and can interfere with the operation of the infrastructure. Smaller species are located in tower sites where there is a change in land use. Notwithstanding the above, the company takes action to offset the loss of cover and species, which are listed in the project's environmental offsetting.

CONECTA 2022

Significant impacts on biodiversity	Significant positive and negative, direct and indirect, impacts on biodiversity (fill out those that apply)	Nature of the impact (Pollution. Introduction of invasive species. Species reduction. Habitat transformation. Changes in ecological processes.)	Species affected (#)	Extension of areas impacted (ha)	Duration of impacts	Reversibility or irreversibility of impacts
Habitat transformations	The PET-01-2009 project generates habitat loss due to clearing of the forest cover and habitat alteration due to the presence of workers.	Habitat transformation and changes in ecological processes	20	2,349	Temporary	Reversible
Habitat transformations	Implementation of the High Precision Forest Use Project and the use of drones for cable-laying has improved the ecological fragmentation and connectivity index by 4.74%	Ecological connectivity	N/A	130.51	Long duration	* Irreversible

Note: It is classified as irreversible because the positive impacts have been achieved in areas that are already energized and in operation, which implies that the ecological connectivity achieved within the area of the project will not be reversed due to the permanence of the project.

(304-3) (SASB EM-MD-160a.3)

• Protected or restored habitats (CSA of S&P GLOBAL)  
Commitment to Biodiversity

GEB 2022

LOCATION (DEPARTMENT/ MUNICIPALITY) OF THE PROTECTED OR RESTORED HABITAT	SIZE OF THE PROTECTED OR RESTORED AREA	COLLABORATION WITH THIRD PARTIES	DESCRIPTION	STANDARDS OR METHODOLOGIES
HUILA/ALTAMIRA	3	Altamira-Huila mayor's office	By means of filing number CAM No. 20183100108182, file DTC-3-0066-2018. AF was requested from CAM. CT 489 of August 27, 2018 replied to and authorizes the AF of 30 individuals, with a volume equivalent to 15.66 m <sup>3</sup> , located on the Corinto property, where the Altamira 115kV substation is located in Altamira (Huila). Technical opinion 079 of March 05, 2020 issued by the CAM declares 100% compliance with the offsetting measure. Through filing number 20203300050481 dated March 18, 2020, CAM issued an official statement of compliance.	Offsetting completed in compliance with the CAM requirement for forest use.
TOLIMA/ CHAPARRAL	1.5	GEB	Implemented - in follow-up and monitoring	The activities carried out to build the Tuluní 230 kV substation and its associated transmission lines required performing forestry work. The approval of this activity is subject to moving and relocating epiphyte species. For this reason, ecological rehabilitation was performed on 1.5 hectares to offset the used area. In October 2020, a follow-up and overall assessment visit was made to review the conditions of the rehabilitated area and the plant health status of the individuals. The adaptation and development of the seedlings planted after the assessment was carried out in a pilot project of planting with materials from some nurseries of the area, in order to review these species' behavior and adaptation to the conditions at the site, especially in the areas or grooves
TOLIMA/RIO BLANCO	7	Corporación Autónoma Regional del Tolima (Cortolima) and Corporación Montañas	The Ministry of Environment and Sustainable Development approved 45.80 hectares of restoration and 7 hectares of agro-ecological systems and community nursery under the Bosques de Paz (Forests for Peace) program which is framed in Resolution 470/2017. In addition, activities associated with this offsetting began regarding the definition of areas and designs for restoration, nurseries and agro-ecological systems. 7 hectares were implemented in 2021, on which maintenance was performed in 2022	The area to be restored is part of the obligations for the use of forest reserves and the lifting of the ban on epiphyte issued by the competent environmental authority.
TOLIMA/RIO BLANCO	1	GEB	4063 individual epiphytes have been rescued and relocated in compliance with Resolution 1732 / 2015 by which the bans were lifted for the Tesalia-Alfárez 230-kV line. The individuals were moved to El Bejuquero property located in the township of Herrera in the municipality of Rio Blanco.	The area where the individuals were relocated had to be ecosystemically equivalent to the area where the individuals were intervened, with availability of phorophytes for the relocation of species and the approval of the National Environmental Licensing Authority (ANLA) and Corporación Autónoma Regional del Tolima (Cortolima)

(304-3) (SASB EM-MD-160a.3)

• Protected or restored habitats (CSA of S&P GLOBAL)  
Commitment to Biodiversity

GEB 2022

LOCATION (DEPARTMENT/ MUNICIPALITY) OF THE PROTECTED OR RESTORED HABITAT	SIZE OF THE PROTECTED OR RESTORED AREA	COLLABORATION WITH THIRD PARTIES	DESCRIPTION	STANDARDS OR METHODOLOGIES
TOLIMA/RIO BLANCO	2.5	Corporación Autónoma Regional del Tolima (Cortolima)	A total of 3,785 espeletias were rescued and relocated in compliance with Resolution 1729/2015, by which the environmental license was granted for the Tesalia-Alferez 230-kV line project and the collaboration agreement signed between Cortolima and GEB to use the access roads in the We'pe Wala Regional Natural Park.	The individuals were moved to neighboring areas with similar conditions in order to favor their survival. For their rescue, the individuals were referenced and arranged with part of their substrate (soil) for the transfer activity and their final relocation.
ANTIOQUIA/ ABEJORRAL	33	Not applicable	Definition of the vegetation rehabilitation process in areas of importance for the preservation of water resources in areas degraded by grazing.	In this case, it was based on guidelines provided by the environmental authority in the framework of the intervention involving use of the forest. During the licensing phase, the Manual for offsetting for loss of biodiversity was not yet available.
VALLE DEL CAUCA/ PRADERA	0.1	Not applicable	Maintenance of the management measure to rescue, move and relocate Quercus humboldtii	Maintenance of the implemented hectares is performed as instructed by the environmental authority in the Resolution
QUINDIO/CIRCACIA	4.9	Not applicable	Maintenance of offsetting due to use of forest through vegetation enrichment	Maintenance of the implemented hectares is performed as instructed by the environmental authority in the Resolution
MAGDALENA/ SANTA MARTA/ VEREDA BUENOS AIRES	0.5	Owner of the Luz y Vida property	The area is located in the Dry Forest ecosystem. In 2022, the lease agreement for the polygon was signed. 152 native species of the ecosystem were planted and prepared	The calculation of the offsetting area was in accordance with Resolution 2289/2015 of MADS.
MAGDALENA/ CIÉNAGA/ CORDOBITA	0,029	GEB	The polygon is located on the rights of way of the transmission lines associated with the substation. Río Córdoba 220 kV is located in a conservation area of land bromeliad rescued during the construction process of the BONDA transmission line Section 1 and Sub. Río Cordoba 220 kV.	The calculation of the offsetting area was in accordance with Resolution 2289/2015 of MADS and Resolution 1755/2022 of ANLA
CESAR/EL PASO/LA LOMA	0.02	GEB	The polygon is located in a conservation area of land bromeliad rescued during the construction process of the La Mina project	The calculation of the offsetting area was in accordance with Resolution 0061/2022 of CORPOCESAR.
BOLIVAR/SAN JUAN DE NEPOMUCENO/ PUERTA ROJA	0.36	Owner of the El Diamante Civil Society Reserve	The polygon is located within the Civil Society Reserve, where vascular epiphytes rescued during the construction process of the Cartagena-Bolivar line were planted.	The calculation of the offsetting area was in accordance with Resolution 1170/2016 of MADS.
CUNDINAMARCA	8	Holos SAS	National bans	Offsetting due to lifting of national ban in Resolution 1991/2016
CUNDINAMARCA	1.9	Holos SAS	Regional bans	Offsetting due to lifting of regional ban in Resolution 416/2017

(304-3) (SASB EM-MD-160a.3)

• Habitats protected or restored

TGI 2022

LOCATION (DEPARTMENT/ MUNICIPALITY) OF THE PROTECTED OR RESTORED HABITAT	SIZE OF THE PROTECTED OR RESTORED AREA	COLLABORATION WITH THIRD PARTIES	DESCRIPTION	STANDARDS AND METHODOLOGIES
Municipalities of Miraflores in the department of Boyacá and Jesús María and Florián in the department of Santander.	2.76	Resident communities in the area	Maintenance, follow-up and monitoring of 2,922 vascular epiphytes. 15 individuals of cedar ( <i>Juglans neotropica</i> ) and 94 tree ferns ( <i>Cyathea caracasana</i> ) for the "Cusiana Phase IV project. Construction of the Loops Porvenir – Miraflores and Puente Guillermo – La Belleza"	Compliance with offsetting measures. % survival of individuals. Plant health status
Municipality of Páez in the department of Boyacá.	1.09	Resident communities in the area	Follow-up and monitoring of 1200 vascular epiphytes for the "project to abandon and dismantle the Yamunta sector between PK39 and PK43 of the old pipeline Porvenir – Miraflores"	Compliance with offsetting measures. % survival of individuals. Plant health status
Municipality of Puerto Boyacá in the department of Boyacá	0.64	Resident communities in the area	Maintenance, follow-up and monitoring of 699 vascular epiphytes for the "Construction of the Puerto Romero - Vasconia Loop in 30" diameter and length of 22,820 m between PK291+596 and P014+187 of the La Belleza – Vasconia gas pipeline."	Compliance with offsetting measures. % survival of individuals. Plant health status
Municipalities of Zarzal and La Victoria in the department of Valle del Cauca and in the Municipalities of La Tebaida and Montenegro in the department of Quindío.	0.07	Resident communities in the area	Maintenance, follow-up and monitoring of 80 vascular epiphytes for the project "Construction and Operation of the Loop in the branch to Armenia – Gasoducto de Occidente and its 47 branches"	Compliance with offsetting measures. % survival of individuals. Plant health status
Municipalities of Yondó in the department of Antioquia, Cantagallo and San Pablo in the department of Bolivar and Barrancabermeja and Puerto Wilches in the department of Santander.	0.02	Resident communities in the area	Maintenance, follow-up and monitoring of 21 vascular epiphytes for the "project to replace for new pipelines Yariquies – Puerto Wilches"	Compliance with offsetting measures. % survival of individuals. Plant health status
Rural districts of La Pizarra, Velázquez and Calderón of the Municipality of Puerto Boyacá.	0.33	Resident communities in the area	Maintenance, follow-up and monitoring of 360 palms ( <i>Attalea butyraceae</i> ) for the project "Construction of the Loop Puerto Romero – Vasconia."	Compliance with offsetting measures. % survival of individuals. Plant health status

(304-3) (SASB EM-MD-160a.3)

• Habitats protected or restored

TGI 2022

LOCATION (DEPARTMENT/ MUNICIPALITY) OF THE PROTECTED OR RESTORED HABITAT	SIZE OF THE PROTECTED OR RESTORED AREA	COLLABORATION WITH THIRD PARTIES	DESCRIPTION	STANDARDS AND METHODOLOGIES
Municipality of Cajicá in the rural district of Río Grande	3.02	Resident communities in the area. Municipal Mayor's office.	Activities related to the offsetting measure to replant vegetation and maintenance of trees and reforested plots, to contribute to compliance with the offsetting obligation imposed by ANLA by means of Resolution 0089 of January 31, 2013 and Resolution 1542 of December 18, 2014, for the implementation of the project named "Construction of the gas compression station of La Sabana." During 2022, 1,110 individuals were planted and maintenance was performed for 3,318 forest individuals of native species. Three properties where protective reforestation was planted were handed over to the city environmental department of the Municipality of Cajicá in its capacity of owner of these areas. Formal delivery was made to ANLA of the aforementioned offsetting.	Compliance with offsetting measures. % survival of individuals. Plant health status
Department of Boyacá. Municipalities of Miraflores, Paez and Zetaquirá	276.87	Resident communities in the area. Regional environmental authority.	In order to preserve and protect strategic ecosystems, during the 2017-2019 period, an acquisition of 276.87 hectares of strategic ecosystems of interest for water sources was made in areas prioritized by Corpoboyacá, in compliance with the offsetting of minor permits for the construction of the Central Eastern Pipeline. During 2022, the delivery was formalized with CORPOBOYACÁ.	Compliance with offsetting measures. % survival of individuals. Plant health status
Municipality of Puente Nacional, rural district of Los Robles	0.60	Municipal Mayor's office	Voluntary offsetting. School decoration activities were carried out and 600 native protective plants and 100 ornamental plants were planted. The volunteer work was led by TGI with involvement of employees of the municipal Mayor's office and the public utilities company.	Compliance with offsetting measures. % survival of individuals. Plant health status
Municipality of Piedras. Tolima Municipality of Villavicencio, Rural district of La Llanerita	4.09	MADS Regional environmental authority, national army	TGI joined the big planting drive under the Respira initiative of the Ministry of Environment and Sustainable Development, assisting in planting 4,000 trees of native species of the tropical dry forest located within the Training Battalion No 6, jointly with the national army, Universidad del Tolima and CORTOLIMA. It also supported planting 500 native trees in the rural district of La Llanerita, in a joint effort with SENA. Universidad del Meta and Colpensiones.	Compliance with offsetting measures. % survival of individuals. Plant health status

(304-3) (SASB EM-MD-160a.3)

• **Habitats protected or restored**

CÁLIDDA 2022

LOCATION (DEPARTMENT/ MUNICIPALITY) OF THE HABITAT PROTECTED OR RESTORED	SIZE OF THE PROTECTED OR RESTORED AREA (HECTARES)	COLLABORATION WITH THIRD PARTIES	DESCRIPTION	STANDARDS OR METHODOLOGIES
Lomas de Villa María. Villa María del Triunfo. Lima	1.2	Asociación Circuito Ecoturístico Lomas de Paraíso	In line with the biodiversity program and the project "Implementation of fog catchers to collect water in the hills of Villa María," we monitor the project operation indicators on an annual basis. The project involves a team of experts in topics related to biodiversity in flora and fauna, as well as Asociación Circuito Ecoturístico Lomas de Paraíso, which supervises the adequate operation and maintenance of the implemented infrastructure. The following are the main results: A) biodiversity indicators -112 protected plant species -30 wildlife species protected B) landscape indicators -12,000 m2 of hills forested and assisted by irrigation -2,479.80 liters of water collected per day -1,080 trees planted -1200 seeds planted in the nursery c) social indicators -over 42 people trained -581 guided visitors -62 beneficiary families	Biological monitoring and use of satellite tools with GIS software.

(304-3) (SASB EM-MD-160a.3)

• **Habitats protected or restored**

CONECTA 2022

LOCATION (DEPARTMENT/ MUNICIPALITY) OF THE PROTECTED OR RESTORED HABITAT	SIZE OF THE PROTECTED OR RESTORED AREA (HECTARES)	COLLABORATION WITH THIRD PARTIES	DESCRIPTION	STANDARDS AND METHODOLOGIES
Suchitepequez	4.5	N/A	Seedlings are provided to the National Forest Institute to support annual reforestation projects with different communities in the area	N/A
Sacatepequez	0.62	N/A	Payment was made to the exclusive forestry fund of the National Forest Institution for the area of the forest recovery commitment.	N/A
Huehuetenango	4.96	N/A	Payment was made to the exclusive forestry fund of the National Forest Institution for the area of the forest recovery commitment.	N/A
Quiche	2.38	N/A	Payment was made to the exclusive forestry fund of the National Forest Institution for the area of the forest recovery commitment.	N/A



(GRI OIL AND GAS 11.4.4)

• **Commitment to biodiversity**

GEB

COMMITMENT TO BIODIVERSITY	DESCRIPTION
<p>Commitment required from own operations and of the supply chain to avoid operating activities near World Heritage sites and protected areas categories I-IV of UICN</p>	<p>GEB's electricity transmission projects comply with Colombian regulations. No World Heritage sites are involved. Regarding areas protected under any category of protection, by regulation, the Colombian National Natural Parks are excluded from environmental licensing scenarios. However, regarding national protected areas (forest reserves) regional or local protected areas, or private protected areas, regulatory procedures have been established that enable using them in a temporary or permanent manner only when adequate offsetting is made, and avoiding the loss of biodiversity.</p>
<p>Application of the mitigation hierarchy (avoid, minimize, restore and offset) when operating near critical biodiversity</p>	<p>The applicable regulation is Resolution 256/2018, which adopts the Manual for Offsetting the Biotic Component of land ecosystems, which applies to electricity transmission projects. The Manual establishes the technical guidelines and procedure for assigning offsetting of the biotic component (fauna, flora, vegetation cover and landscape context) derived from impacts caused by projects, works or activities in the framework of environmental licenses, as well as one-time permits for use of natural forests and temporary and definitive extractions from national or regional forest reserves due to change in use of soil.</p> <p>GEB's mitigation methodology involves generating optimization scenarios in the intervention areas with detailed analyses at each site to enable the effective execution of the mitigation hierarchy. For the areas to be offset, GEB includes additional criteria in the offsetting scenarios aimed at strengthening the preservation of targeted habitats and species in each territory, in the framework of the functional connectivity of the landscape and the distribution areas of the targeted species. Prioritized areas at the regional or local level associated with biodiversity conservation are also prioritized. In cases where critical diversity areas have been identified, they are prioritized for offsetting scenarios and as well for reducing any intervention to a minimum.</p>
<p>Work with external partners to fulfill the commitment. Indicate the name of the main partners and information on the type of commitment:</p>	<p>From 2018 to 2022 we have worked in partnership with the Alexander von Humboldt Research Institute of Biological Resources, aimed at obtaining the best information for the analysis of What, How much, Where and How to offset, and on generating the national functional connectivity model associated with our projects, as well as pilot tests of green corridors (biological corridors) in neighboring areas of our transmission lines in operation.</p> <p>GEB's commitment is to use the criteria of functional connectivity in all its environmental investments, both mandatory and voluntary, as a premise that enables maximizing benefits for biodiversity in the territories of our area of influence.</p>
<p>Describe the metrics used to measure impact on biodiversity and indicate the scope of your commitment to biodiversity (Net Positive Impact (NPI) commitment. No net loss (NNL) commitment. Other commitment. Please describe)</p>	<p>GEB is committed to achieving NO net loss of biodiversity, and additionally to producing additional gains in terms of biodiversity in the areas where we carry out our offsetting.</p>



(GRI OIL AND GAS 11.4.4)

• **Commitment to biodiversity**

GEB 2022

TARGET	DESCRIPTION
Target	NO net loss of biodiversity in all projects = 0 Additional gains in terms of biodiversity in all offsetting performed
Period for fulfillment	Medium term (5-10 years) All offsetting associated with no net loss of biodiversity is expected to be effectively performed over this period.
Progress	100% of the offsetting plans and targets associated with no net loss of biodiversity 2% of offsetting performed associated with no net loss of biodiversity

(GRI OIL AND GAS 11.4.4)

• **Commitment to biodiversity**

TGI 2022

TARGET	DESCRIPTION
Target	The targets associated with biodiversity at TGI S.A. E.S.P are include in the decarbonization road map within the nature-based solutions. Below we list such targets for the 2023-2025 period: 1. 400 hectares of offsetting of areas approved by ANLA. 2. 90% of offsetting in strategic ecosystems. 3. Purchase of carbon bonds for voluntary offsetting. 4. Reforestation from environmental obligations of 156 hectares in three years.
Period for fulfillment	2023-2025
Progress	Information included in the section on protected and restored habitats

(GRI OIL AND GAS 11.4.4)

• **Commitment to biodiversity**

CONECTA 2022

TARGET	DESCRIPTION
Target	Reforest 100% of the areas intervened during 2022.
Period for fulfillment	January to December 2022
Progress	100%

**Indicators and Notes**



(GRI 304-4) (GRI OIL AND GAS 11.4.5)

• **IUCN Red List species and national conservation list species with habitats in areas affected by operations**

TOTAL NUMBER IUCN RED LIST SPECIES AND NATIONAL CONSERVATION LIST SPECIES WITH HABITATS IN AREAS AFFECTED BY ORGANIZATION'S OPERATIONS

Status	GEB	TGI	CONTUGAS	CONECTA	CÁLIDDA	ELECTRO DUNAS
Critically endangered	1	13	1	1	0	0
Endangered	42	136	0	39	0	0
Vulnerable	19	143	0	148	0	0
Near threatened	3	99	0	156	0	0
Lesser concern	2,379	2,020	16	9,493	0	0

(GRI 306-4) (GRI OIL AND GAS 11.5.5)

• **Waste diverted  
from disposal**

(GRI 306-5) (GRI OIL AND GAS 11.5.6)

• **Waste not diverted  
from disposal**

WASTE DISPOSAL AND VALUATION (TONS)	GEB				TGI				CÁLIDDA			
	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Total waste reused	25.79	4,468.37	1465.92	7,340.28	0.00	41	7	3.80	14.47	6.61	137.63	52.48
Preparation for reuse	0	0	0	7301.6	0	0	0	0	0	0	0	0
Recycled	25.79	4,468.37	1465.92	38.68	0	41	7	3.80	14.47	6.61	137.63	52.48
Other recovery operations	-	0	0	0	0	0	0	0	0	0	0	0
Total waste disposal	192.60	30,900.37	6026.45	22,107.86	320.21	820.65	572.6	548.07	64.87	33.02	157.88	1,263.79
Incineration with energy recovery	0	0	0	0	0	0	0	0	0	0	0	0
Incineration without energy recovery	0	32.07	20.23	66.97	0.07	0.55	0.4	0	0	0	0	0
Disposal	192.60	30,868.3	3060.01	0	22.32	26.29	11.2	0	52.90	25.72	145.1	0
Transfer to landfill	0	0	2945.91	249.81	10.82	11.81	8	4.41	11.97	7.3	12.78	1,263.79
Other disposal operations	0	0	0.3	21,791.08	287	782	553	543.66	0	0	0	0
Total waste	218.39	35,368.74	7,492.37	29,448.14	320.21	861.65	579.6	551.87	79.34	39.63	295.51	1,316.27

(GRI 306-4) (GRI OIL AND GAS 11.5.5)

• **Waste diverted from disposal**

(GRI 306-5) (GRI OIL AND GAS 11.5.6)

• **Waste not diverted from disposal**

WASTE DISPOSAL AND VALUATION (TONS)	CONTUGAS				ELECTRO DUNAS				CONECTA			
	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Total waste reused	0.57	0.72	1.49	0.03	N/A	110	114	119.50	0.01	4.36	0.023	0.37
Preparation for reuse	0	0	0	0	N/A	0	0	0	0	0	0	0
Recycled	0.57	0.72	1.49	0.03	N/A	110	114	115.75	0.01	4.36	0.023	0.37
Other recovery operations	0	0	0	0	N/A	0	0	0	0	0	0	0
Total waste disposal	22.39	4.29	7.45	6.12	N/A	48	76	87	3.42	0.95	1.58	5.58
Incineration with energy recovery	0	0	0	0	N/A	0	0	0	0	0	0	0
Incineration without energy recovery	0	0	0	0	N/A	0	0	0	0	0.37	0	0
Disposal	11.74	2.3	2.56	0	N/A	48	76	87	1.71	0.94	0	0
Transfer to landfill	10.65	1.99	4.89	6.12	N/A	0	0	0	1.71	0.58	1.58	5.58
Other disposal operations	0	0	0	0	N/A	0	0	0	0	0	0	0
Total waste	22.96	5.01	8.94	6.15	N/A	158	190	207.11	3.43	5.31	1.60	5.95

Notes: The waste reported in the other disposal operations category includes construction and demolition waste, and liquid wastes that are stored for subsequent disposal by certified third party handlers.

- The waste reported in the recycled category at GEB includes waste such as earth movements and debris generated during project construction.

- Even though GEB (Corporate) and its Transmission Branch (Enlaza) generate ordinary waste, it is not reported in the "Operations in Colombia" table. In 2023 we expect to include this information under the above indicator.



(CSA of S&P Global)  
• Waste Disposal

WASTE DISPOSAL AND VALUATION (TONS)	BUSINESS GROUP			
	2019	2020	2021	2022
Total waste reused	40,84	4.626,71	11,65	7,93
Preparation for reuse	0	0	0	0
Recycled	40,84	4.626,71	6.841,96	7.516,46
Other recovery operations	0	0	0	0
Total waste disposal	603,49	31.809,75	6.841,96	2.227,34
Incineration with energy recovery	0	0	0	0
Incineration without energy recovery	0,07	32,62	20,63	66,97
Transfer to landfill	24,5	22,81	2.973,16	1.529,71
Other disposal operations	287,00	782,00	553,00	543,66
Total waste	644,33	36.436,46	8.568,02	9.743,8

Notes: This indicator was modified after the Report was approved by the General Meeting of Shareholders. The adjustments were made in order to guarantee greater transparency and comparability of the data reported at Business Group level.



## CLIMATE CHANGE

(GRI 305-1. GRI 305-2. GRI 305-3) (GRI Oil and Gas 11.1.5. GRI Oil and Gas 11.1.6. GRI Oil and Gas 11.1.7. GRI Oil and Gas 11.2.3) (SASB EM-MD-110a.1) (SASB IF-EU-110a.1) (SASB IF-EU-110a.2)

### Greenhouse gas emissions Scopes 1, 2 and 3

DIRECT AND INDIRECT EMISSIONS (ton CO <sub>2</sub> eq)	OPERATIONS IN COLOMBIA			
	2019	2020	2021	2022
Scope 1 emissions	160,742.2	119,679.0	228,503.4	187,533.2
Scope 2 emissions	663.0	758.9	513.0	446.0
Scope 3 emissions	945.6	132.5	141.6	846.0
Total scopes 1, 2 and 3 emissions	162,350.9	120,570.4	229,158.1	188,825.2
Offset emissions (carbon bonds)	20,022	12,555	72,296	74,668
Net Emissions (Ton CO <sub>2</sub> eq)	142,328.9	108,015.4	156,862.1	114,157.5

Note: Operations in Colombia refers to GEB (Corporate and Transmission Branch) and TGI.

The GHG emissions data reported by GEB (Corporate and Transmission Branch) in 2019, 2020 and 2021 were adjusted due to the external verification of the carbon footprint carried out by ICONTEC. The emissions data reported by TGI in 2021 were adjusted due to recalculations associated with changes in methodology; TGI's emissions inventory was calculated under ISO 14.064 and the baseline was changed from 2019 to 2021.

	2022
% of scope 1 emissions derived from CH <sub>4</sub> at TGI	1.36

Biogenic GHG emissions Scope 1 (Ton CO <sub>2</sub> eq)	OPERATIONS IN COLOMBIA					
	GEB CORPORATE		TRANSMISSION BRANCH		TGI	
	2021	2022	2021	2022	2021	2022
	0.63	0.41	1.12	1.2	52.57	183.77

(GRI 305-1. GRI 305-2. GRI 305-3) (GRI Oil and Gas 11.1.5. GRI Oil and Gas 11.1.6. GRI Oil and Gas 11.1.7. GRI Oil and Gas 11.2.3) (SASB EM-MD-110a.1) (SASB IF-EU-110a.1) (SASB IF-EU-110a.2)

• **Greenhouse gas emissions  
Scopes 1, 2 and 3**

DIRECT AND INDIRECT EMISSIONS (TON CO <sub>2</sub> EQ)	BUSINESS GROUP				
	2019	2020	2021	2022	
Scope 1 emissions	179,742.6	135,734.0	355,082.8	312,430.6	
Scope 2 emissions	2,404.9	1,465.3	2,076.6	2,013.1	
Scope 3 emissions	2,733.7	311.4	3,864.5	5,029.4	
Total scopes 1, 2 and 3 emissions	184,881.3	137,510.7	361,024.0	319,472.7	
Offset emissions (carbon bonds)	21,242	10,916	73,575	77,988	
Net Emissions (Ton CO <sub>2</sub> eq)	163,639.3	126,594.7	287,448	241,485	
			2022		
			TGI	CÁLIDDA	CONTUGAS
% of scope 1 emissions derived from CH <sub>4</sub>	1.36	22.10	10.66		

(GRI 305-1. GRI 305-2. GRI 305-3) (GRI Oil and Gas 11.1.5. GRI Oil and Gas 11.1.6. GRI Oil and Gas 11.1.7. GRI Oil and Gas 11.2.3) (SASB EM-MD-110a.1) (SASB IF-EU-110a.1) (SASB IF-EU-110a.2)

• **Greenhouse gas emissions  
Scopes 1, 2 and 3**

BIOGENIC GHG EMISSIONS SCOPE 1 (Ton CO <sub>2</sub> EQ)	BUSINESS GROUP													
	GEB CORPORATE		TRANSMISSION BRANCH		TGI		CÁLIDDA		CONTUGAS		ELECTRO DUNAS		CONECTA	
	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022
	0.63	0.41	1.12	1.2	52.57	16.77	10.44	9.41	4.59	3.54	8.75	18.61	0	0

DIRECT AND INDIRECT GHG EMISSIONS (TON CO <sub>2</sub> EQ)	GEB CORPORATE				TRANSMISSION BRANCH				TGI			
	2019 (GEB CORPORATE + BRANCH)	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Scope 1 emissions	3,302.23	30.38	185.38	5.66	-	2,678.70	2,423.44	3,232.52	157,440	116,969.91	225,894.61	184,295.13
Scope 2 emissions	150.71	93.65	68.34	60.95	-	73.23	37.98	32.96	512.30	592	406.68	352.06
Scope 3 emissions	719.63	38.02	42.21	181.11	-	40.37	79.27	556.92	226	54.10	20.16	108
Total scopes 1, 2 and 3 emissions	4,172.6	162.1	295.9	247.7	-	2,792.3	2,540.7	3,822.40	158,178.3	117,616	226,321.5	184,755.19
Offset emissions (carbon bonds)	4,203	162	296	248	-	3,046	2,541	3,822	15,818	9,346	72,000	70,597
Net Emissions (Ton CO <sub>2</sub> eq)	0	0	0	0	-	0	0	0	142,360.3	108,270	154,321.5	114,157.49

(GRI 305-1, GRI 305-2, GRI 305-3) (GRI Oil and Gas 11.1.5, GRI Oil and Gas 11.1.6, GRI Oil and Gas 11.1.7, GRI Oil and Gas 11.2.3)(SASB EM-MD-110a.1) (SASB IF-EU-110a.1) (SASB IF-EU-110a.2)

• **Greenhouse gas emissions  
Scopes 1, 2 and 3**

DIRECT AND INDIRECT GHG EMISSIONS (TON CO <sub>2</sub> EQ)	CÁLIDDA				CONTUGAS				ELECTRO DUNAS				CONECTA			
	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Scope 1 emissions	16,289.90	14,046.90	18,381.80	18,741.29	2,244	2,008.10	4,353.50	2,301.16	N/A	N/A	103,716.60	103,821.10	466.50	N/A	127.50	33.50
Scope 2 emissions	536.60	469.70	505.60	593.52	142.50	127.30	116.80	137.20	N/A	N/A	109.60	100.29	1,062.80	109.40	831.60	736.09
Scope 3 emissions	1,289.40	178.70	3,348.50	3,803.51	22	0.20	2.80	3.25	N/A	N/A	2.90	5.17	476.70	N/A	368.70	371.43
Total scopes 1, 2 and 3 emissions	18,115.9	14,695.3	22,235.9	23,138.3	2,408.5	2,135.6	4,473.1	2,441.6	N/A	N/A	103,829.1	103,926.6	2,006	109.4	1,327.8	1,141
Offset emissions (carbon bonds)	1,220	1,200	1,280	3,320	-	-	-	-	-	-	-	-	-	-	-	-
Net Emissions (Ton CO <sub>2</sub> eq)	16,895.9	13,495.3	20,955.9	19,818.3	2,408.5	2,135.6	4,473.1	2,441.6	N/A	N/A	103,829.1	103,926.6	2,006	109.4	1,327.8	1,141

(GRI 2-4) The GHG emissions figures reported by the Corporate office and Transmission Branch in 2019, 2020 and 2021 were restated, because ICONTEC verified the carbon footprints for those years.

The GHG emissions figures reported by TGI and Cálidda in 2021 were restated due to recalculations derived from changes in the methodology: the footprints were calculated under ISO 14064, and in the case of TGI the verification was performed by ICONTEC.

Notes: 1. The carbon footprint of the subsidiary ElectroDunas was included starting in 2021

2. The scope 1 emissions reported by Contugas in 2021 were associated with gas flares during a period of cleaning and maintenance of the gas pipeline.

3. Conecta reported zero leaks of SF6 gas in 2021 and 2022.

4. The reduction of scope 2 emissions at ElectroDunas in 2022 was achieved thanks to installation of a photovoltaic electric power plant at the ICA offices.



MAIN SOURCES OF SCOPE 3 GHG EMISSIONS IN 2022

SCOPE 3 CATEGORIES	RELEVANCE OF THE SOURCE	METRIC TONES OF CO2E	STANDARDS OR METHODOLOGIES USED FOR CALCULATION
1. Purchased goods and services	18,32%	921,57	GHG Protocol / ISO 14064
2. Goods and services	11,46%	576,5	
3. Activities related to fuel and energy (not included in Scope 1 or 2)	1,29%	64,81	
4. Upstream transportation and distribution	39,64%	1993,43	
5. Waste generated in operations	0,83%	41,89	
6. Business trip	8,74%	439,47	
7. Displacement of employees	6,97%	350,56	
8. Upstream leased assets			
9. Downstream transportation and distribution	11,44%	575,21	
10. Processing of sold products			
11. Use of products sold			
12. End-of-life treatment of products sold	1,31%	65,96	
13. Downstream leased assets			
14. Franchises			
15. Investments			
Others upstream			
Other downstream			
		5029,40	

Notes: GEB (Corporate and Transmission branch), Contugas, ElectroDunas and Conecta use GHG protocol methodology. TGI and Calidda use ISO14064 methodology.

• Description of the methodology used to calculate the 2022 carbon footprint

DESCRIPTION OF THE CALCULATION METHOD	2022 FOOTPRINT
Gases included in the calculation	CO2. CH4. N2O. SF6. HFC. R410a
Baseline year for calculations	The company decided to choose 2019 as the baseline year for the majority of its subsidiaries, since in that year the carbon footprint measurement was strengthened, including new emission sources not taken into account previously. GEB's emission mitigation and reduction strategies use 2019 as the baseline year.
	Fuels:
	UPME (Colombia <a href="http://www.upme.gov.co/calculadora_emisiones/aplicacion/calculadora.html">http://www.upme.gov.co/calculadora_emisiones/aplicacion/calculadora.html</a> ).
	Ministry of Environment (Peru and Guatemala, respectively). IPCC-2006.
	Electric energy:
	UPME Calculator (Colombia).
	Ministry of Environment (Peru and Guatemala, respectively).
	Refrigerant gases:
	GHG Protocol Linde.
Source of emission factors	R410a: <a href="http://www.linde-gas.com/en/products_and_supply/refrigerants/hfc_refrigerants/r410a/index.html">http://www.linde-gas.com/en/products_and_supply/refrigerants/hfc_refrigerants/r410a/index.html</a>
	Process leaks:
	TGI internal natural gas study.
	Ministry of Environment of Peru.
	Scope 3: Flights (ICAO <a href="http://www.icao.int/ENVIRONMENTAL-PROTECTION/CarbonOffset/Pages/default.aspx">http://www.icao.int/ENVIRONMENTAL-PROTECTION/CarbonOffset/Pages/default.aspx</a> ).
	Printing supplies (Ecoinvent 3,3).
	Waste (WARM-WasteReductionModel).
	Fuels (Ecoinvent 3,3).



• Description of the methodology used to calculate the 2022 carbon footprint

EMISSION FACTORS (Colombia)

Indicator	kg CO <sub>2</sub> /m <sup>3</sup>	kg CH <sub>4</sub> /m <sup>3</sup>	kg N <sub>2</sub> O/m <sup>3</sup>	Source
Diesel/ACPM	2,681	0.036	0.022	
Engine gasoline	2,326	0.08	0.01	UPME

EMISSION FACTORS (Peru)

Indicator	kgCO <sub>2</sub> /m <sup>3</sup> St	kg CH <sub>4</sub> /m <sup>3</sup>	kg N <sub>2</sub> O/m <sup>3</sup>	
Diesel	2,633.57	0.000	0.000	
Gasoline	2,700.86	0.001	0.000	MINAM IPCC
Natural Gas	kg CO <sub>2</sub> /m <sup>3</sup> st	kgCH <sub>4</sub> / m3 st	kg N <sub>2</sub> O/m <sup>3</sup> st	
	1,983	0.000	0.000	

EMISSION FACTORS (Guatemala)

Indicator	kg CO <sub>2</sub> /m <sup>3</sup>	kg CH <sub>4</sub> /m <sup>3</sup>	kg N <sub>2</sub> O/m <sup>3</sup>	IPCC
Diesel	2,712.56	0.036	0.022	
Engine gasoline	2,012	0.090	0.018	

EMISSION FACTORS  
USED

Indicators and Notes

• Description of the methodology used to calculate the 2022 carbon footprint

<p>EMISSION FACTORS USED</p>	<p>Conversion factors: the same factors reported under indicator 302-1 were used</p> <hr/> <p>Colombia: 0.112 tCO<sub>2</sub>e/MWh</p> <hr/> <p>Source: UPME Resolution 2022</p> <hr/> <p>Peru: FE: 0.2005 tCO<sub>2</sub>e/MWh</p> <hr/> <p>Data obtained from the Economic Operations Committee of the National Interconnected System (COES, for the Spanish original) and delivered by Cálidda and the consultant A2G</p> <hr/> <p>Guatemala: FE by: 0.3117 tCO<sub>2</sub>e/MWh</p> <hr/> <p>Source: National Electric Energy Commission</p> <hr/> <p>GWP:</p> <hr/> <p>CO<sub>2</sub>: 1</p> <hr/> <p>CH<sub>4</sub>: 28</p> <hr/> <p>N<sub>2</sub>O: 265</p> <hr/> <p>HCFC 123: 78</p> <hr/> <p>SF<sub>6</sub>: 23,500</p> <hr/> <p>R410a: 2,088</p> <hr/> <p>Source IPCC: <a href="http://ghgprotocol.org/sites/default/files/ghgp/Global-Warming-Potential-Values%20%28Feb%2016%202016%29.pdf">http://ghgprotocol.org/sites/default/files/ghgp/Global-Warming-Potential-Values%20%28Feb%2016%202016%29.pdf</a>)</p>	<p>DEFINED LIMIT (OPERATIONAL OR FINANCIAL)</p> <p>Operational</p>
		<p>STANDARDS OR METHODOLOGIES</p> <p>GHG Protocol</p>
		<p>CALCULATION TOOL</p> <p>CO2CERO calculation tool (Excel and on-line tool)</p> <hr/> <p>GEB: Technical losses in transmission networks and electric power plants.</p> <hr/> <p>Contugas: Electric power plants.</p> <hr/> <p>Trecca: Technical losses in transmission networks.</p> <hr/> <p>Energy losses are omitted from the calculation as they are not managed by the transportation companies.</p>
		<p>OMISSIONS</p> <p>They are determined and reported by the national operators (XM-CND in Colombia and AMM in Guatemala), and they vary depending on the network type, size of demand, available generation and networks, and transport capacity, among others. This topic is beyond the scope of our organization, and it is not technically feasible to establish baselines or reduction targets. Even so, in 2022, GEB expects to make a preliminary estimate of losses in its infrastructure.</p>
		<p>TGI: Unassisted facilities such as scraper traps and City Gates are excluded from the inventory as they account for less than 1% of total GHG emissions.</p>
		<p>Use of refrigerants in air conditioning equipment, refills of fire extinguishers and use of lubricating oils in compressor unit engines are excluded. Since these emissions do not exceed 5% of total emissions, they have little influence on the total carbon footprint calculation.</p>
		<p>Scope 3 biogenic emissions were not taken into account since the calculation method did not consider the use of biological or renewable fuels.</p>

(GRI 305-5) (GRI OIL AND GAS 11.2.3) (SASB IF-EU-110A.3)

• GHG direct and indirect emissions reduction targets

GHG DIRECT AND INDIRECT EMISSIONS REDUCTION TARGETS (TON CO <sub>2</sub> EQ)	OPERATIONS IN COLOMBIA															
	GEB				TGI											
	2021		2022		2021		2022		2021		2022					
TARGET - Emissions reduction for scope 1																
TARGET - Emissions reduction for scope 2	Reduction of 2.25% in all scopes compared to 2019				Net emissions reduction of 5.67% in all scopes compared to 2019				Reduction of 2.25% in all scopes compared to 2019				Net emissions reduction of 5.67% in all scopes compared to 2021			
TARGET - Emissions reduction for scope 3																
TARGET - Total emissions reductions for scopes 1, 2 and 3	4,078		3,936		154,619		149,209									

GHG DIRECT AND INDIRECT EMISSIONS REDUCTION TARGETS (TON CO <sub>2</sub> EQ)	BUSINESS GROUP											
	GEB		TGI		CÁLIDDA		CONTUGAS		ELECTRO DUNAS		CONECTA	
	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022
TARGET - Emissions reduction for scope 1												
TARGET - Emissions reduction for scope 2	Reduction of 2.25% in all scopes compared to 2019	Net emissions reduction of 5.67% in all scopes compared to 2019	Reduction of 2.25% in all scopes compared to 2019	Net emissions reduction of 5.67% in all scopes compared to 2021	Reduction of 2.25% in all scopes compared to 2019	Net emissions reduction of 3.3% in all scopes compared to 2021	Reduction of 2.25% in all scopes compared to 2019	Net emissions reduction of 3.3% in all scopes compared to 2019	No target set	Net emissions reduction of 3.3% in all scopes compared to 2021	Reduction of 2.25% in all scopes compared to 2019	Net emissions reduction of 1.25% in all scopes compared to 2019
TARGET - Emissions reduction for scope 3												
TARGET - Total emissions reductions for scopes 1, 2 and 3	4,078.00	3,936.00	154,619.00	149,209.00	17,708.00	17,518.00	2,353.00	2,328.00	0.00	100,402.00	1,960.00	1,980.00

Note: Given that most of GEB's revenues are from the transportation and distribution of natural gas, an established methodology is not yet available under the Science Based Targets initiative (SBTi) to establish and assess climate targets.

(GRI 305-5) (GRI OIL AND GAS 11.2.3)

• Commitment to carbon neutrality in GHG emissions

CHARACTERISTICS OF THE ESTABLISHED TARGETS	OPERATIONS IN COLOMBIA	
	GEB	TGI
Baseline year for reduction	2019	2021
Target year for reduction	2030	2030
Emissions reduction target for each scope		
Scopes 1 and 2	50%	50%
Scope 3	50%	50%
Programs or initiatives implemented to achieve the targets of each scope	Scope 1: • Control of SF6 gas leaks Scope 2: • Use of renewable energy Scope 3: • Hybrid work	Scope 1: • Identification and repair of CH4 leaks • Reduction of flaring • Reduction of fuel use by compressors Scope 2: • Use of renewable energy Scope 3: • Hybrid work
Actions to neutralize residual emissions and/or mitigate emissions beyond the value chain	Offsetting: Purchase of carbon bonds	Offsetting: Purchase of carbon bonds

Note: Given that most of GEB's revenues are from the transportation and distribution of natural gas, an established methodology is not yet available under the Science Based Targets initiative (SBTi) to establish and assess climate targets.

(GRI 305-5) (GRI OIL AND GAS 11.2.3)

• **Commitment to carbon neutrality in GHG emissions**

CHARACTERISTICS OF THE ESTABLISHED TARGETS	BUSINESS GROUP					
	GEB	TGI	CÁLIDDA	CONTUGAS	ELECTRO DUNAS	CONECTA
BASELINE YEAR FOR REDUCTION	2019	2021	2021	2019	2021	2019
TARGET YEAR FOR REDUCTION	2030	2030	2030	2030	2030	2030
Emissions reduction target for each scope						
Scopes 1 and 2	50%	50%	30%	30%	30%	11%
Scope 3	50%	50%				
Programs or initiatives implemented to achieve the targets of each scope	Scope 1: • Control of SF6 gas leaks Scope 2: • Use of renewable energy Scope 3: • Hybrid work	Scope 1: • Identification and repair of CH4 leaks • Reduction of flaring • Reduction of fuel use by compressors Scope 2: • Use of renewable energy Scope 3: • Hybrid work	Scope 1: • Leak prevention • Efficient mobility Scope 2: • Use of renewable energy Scope 3: • Waste management • Hybrid work Impacts the 3 Scopes: • “Yo reduzco” (I reduce) Program • Sustainable supplier management • Offsetting through reforestation programs	For the 3 Scopes, the environmental program called “Yo Reduzco” has been implemented	Not yet	Scope 1: • SF6 gas leak control
Actions to neutralize residual emissions and/or mitigate emissions beyond the value chain	Offsetting: Purchase of carbon bonds	Offsetting: Purchase of carbon bonds	Offsetting: Purchase of carbon bonds	Not yet	Not yet	Not yet

Note: Given that most of GEB's revenues are from the transportation and distribution of natural gas, an established methodology is not yet available under the Science Based Targets initiative (SBTi) to establish and assess climate targets.

(GRI 305-5) (GRI OIL AND GAS 11.2.3)

• Commitment to carbon neutrality in GHG emissions

OPERATIONS IN COLOMBIA

PROJECTS CARRIED OUT IN ORDER TO REDUCE OR AVOID EMISSIONS	DESCRIPTION OF THE INITIATIVE	GASES INCLUDED IN THE CALCULATION	SCOPES IN WHICH THERE WERE REDUCTIONS	STANDARDS OR METHODOLOGIES USED FOR THE CALCULATION	BASELINE YEAR FOR REDUCTION CALCULATIONS	TONS OF CO <sub>2</sub> E <sub>Q</sub> REDUCED OR AVOIDED
GEB	SF6 gas leak control	SF6	Scope 1	Greenhouse Gas Protocol (GHG Protocol)	2019	0
TGI	In 2021 the Decarbonization Road Map was defined, which establishes the action fronts and targets related to climate change. This plan focuses on three central aspects: operating efficiency; innovation and development of strategic alliances, and Nature-based Solutions.	CO2 - CH4 - N2O - HFCs	Scope 1	NTC ISO 14064:2020	The baseline year when the first verification was made by a third party was 2021. Emissions during that year totaled 239,154.13 tCO <sub>2</sub> e (225,894.61 tCO <sub>2</sub> e of direct emissions and 13,259.51 tCO <sub>2</sub> e of indirect emissions)	42,977.31
<b>TOTAL (Ton CO<sub>2</sub>e)</b>			<b>42,977.31</b>			

Note: Even though the Transmission Branch addressed contingencies related to SF6 leaks, no emissions reductions were achieved in 2022



(GRI 305-5) (GRI OIL AND GAS 11.2.3)

• Commitment to carbon neutrality in GHG emissions

		BUSINESS GROUP					
	PROJECTS CARRIED OUT IN ORDER TO REDUCE OR AVOID EMISSIONS	DESCRIPTION OF THE INITIATIVE	GASES INCLUDED IN THE CALCULATION	SCOPES IN WHICH THERE WERE REDUCTIONS	STANDARDS OR METHODOLOGIES USED FOR THE CALCULATION	BASELINE YEAR FOR REDUCTION CALCULATIONS	TONS OF CO <sub>2</sub> EQ REDUCED OR AVOIDED
GEB	SF6 gas leak control	SF6 gas leaks were controlled by the implementation of a telemetry system that provides early warning of leaks. This enables the early detection of leaks at the substations.	SF6	Scope 1	Greenhouse Gas Protocol (GHG Protocol)	2019	0
TGI	In 2021 the Decarbonization Road Map was defined, which establishes the action fronts and targets related to climate change. This plan focuses on three central aspects: operating efficiency; innovation and development of strategic alliances, and Nature-based Solutions.	Operating efficiency: Technological conversion to low-carbon emissions fossil fuels. Innovation Development of strategic partnerships: Participation in renewable gas projects associated with decarbonization. Nature-Based Solutions: Offsetting in strategic ecosystems; restoring an area of 220 hectares (approximately 244,420 trees).	CO2 - CH4 - N2O - HFCs	Scope 1	NTC ISO 14064:2020	The baseline year when the first verification was made by a third party was 2021. Emissions during that year totaled 239,154.13 tCO2e (225,894.61 tCO2e of direct emissions and 13,259.51 tCO2e of indirect emissions)	42,977.31
	Emergency Management	Important milestones in emergency management: - Increase in the number of emergency crews. - Hiring of supervision and administrative staff (contractor) depending on size of workforce. - Improvement in system performance (enhanced integration between Oracle and SAP). - Improved times of response, arrival and control. - Reconfiguration of processes (work shift changes) and critical areas and centers.	CO2 and CH4	Scope 1. Leaks by third parties	NTC ISO 14064:2018 and Greenhouse Gas Protocol (GHG Protocol)	2021	399.23
CÁLIDDA	Sustainable Mobility	The amount of GHG emissions avoided has increased thanks to the use of NGV in our hybrid fleet of vehicles.	CO2, CH4 and N2O	Scope 1. Mobile sources	NTC ISO 14064:2018 and Greenhouse Gas Protocol (GHG Protocol)	2021	17.67
	Remote work and reduction of headquarter offices	Consumption of refrigerant gases has decreased thanks to remote work and the reduction of headquarter offices.	HFC	Scope 2. Refrigerants	NTC ISO 14064:2018 and Greenhouse Gas Protocol (GHG Protocol)	2021	24.95
	Remote work	70% of out employees are working in the remote modality, which reduces commuting and GHG emissions.	CO2, CH4 and N2O	Scope 3. Employee home-work commuting	NTC ISO 14064:2018 and Greenhouse Gas Protocol (GHG Protocol)	2021	3.57
	Digitalization of processes	Implementation of digital signatures and electronic notices	CO2	Scope 3. Paper consumption	NTC ISO 14064:2018 and Greenhouse Gas Protocol (GHG Protocol)	2021	3.31

(GRI 305-5) (GRI OIL AND GAS 11.2.3)

• **Commitment to carbon neutrality in GHG emissions**

CONTUGAS	Substitution of gasoline vehicles for natural gas vehicles	8 minivans converted to natural gas were acquired. Currently, 50% of Contugas vehicles are fueled by natural gas	CO2	Scope 1	Greenhouse Gas Protocol (GHG Protocol)	2021	6
ELECTRO DUNAS	Small photovoltaic plant	Electricity generation by solar panels	CO2	Scope 2	Greenhouse Gas Protocol (GHG Protocol)	2021	135
CONECTA	Generation of solar energy	Solar panels were installed in 2021 to generate solar power at the Pacífico Substation to cover consumption by ancillary services.	CO2, CH4 and N2O	Scope 2	Greenhouse Gas Protocol (GHG Protocol)	2021	71.55
<b>TOTAL (Ton CO2e)</b>			<b>43,638.59</b>				

Note: Even though the Transmission Branch addressed contingencies related to SF6 leaks, no emissions reduction were achieved in 2022

(GRI 305-5) (GRI OIL AND GAS 11.2.3)

• **Commitment to carbon neutrality in GHG emissions**

GHG EMISSIONS INTENSITY	OPERATIONS IN COLOMBIA 2022
Total CO2eq emissions / # substations	369.40
Total CO2eq emissions /m3 of gas transported	1.01
<b>CONTUGAS</b>	
Total CO2eq emissions / MMBTU of gas supplied	0.00027
<b>ELECTRO DUNAS</b>	
Total CO2eq emissions / MWh of electricity supplied to clients	0.125
<b>CONECTA</b>	
Total CO2eq emissions / # substations	52.993

GHG EMISSIONS INTENSITY	BUSINESS GROUP 2022
<b>TRANSMISSION BRANCH</b>	
Total CO2eq emissions / # substations	369.40
<b>TGI</b>	
Total CO2eq emissions /m3 of gas transported	1.010
Total CO2eq emissions / MMBTU of gas supplied	0.001
<b>CÁLIDDA</b>	
Total CO2eq emissions / # users or connections	0.015
Total CO2eq emissions / MMBTU of gas supplied	0.00009



(Own)

• **Strategic risk of loss of profitability Loss of viability and business continuity due to inadequate climate change management**

CAUSES	CONSEQUENCES	SENIOR
Political and Legal Factors	• Increase in costs	• Regulations and Relations
• Policies, regulations, etc., with more demanding climate change provisions	• Lawsuits • Loss of credibility	• Operation and Maintenance • Sustainability
Technological Factors	• Increase in costs	• Technological surveillance
• Technological changes	• Lagging behind in technology	• Innovation
Market Factors	• Increase in construction costs.	• Negotiations in advance with suppliers.
• Increase in prices of commodities with a high carbon footprint.	• Under-use of gas infrastructure.	• Adaptation of the infrastructure to transport cleaner energy types (hydrogen and its mixtures).
• Reduction in demand for natural gas.	• Increase in financing costs.	
• Reduction in financing opportunities.		
Reputation Factors	• Reputational costs	• Stakeholder engagement strategy
• Inadequate management of potential risks associated with climate change.	• Loss of competitiveness	• Public report on climate change management
	• Loss of business opportunities.	• Reputational crisis management strategy
• Negative stakeholder perceptions on fossil fuels.	• Conflicts with stakeholders • Lessened access to financing.	• Strengthening of suppliers and contractors
Physical Factors	• Higher infrastructure adaptation costs	• Infrastructure resilient to climate change
• Increase in the intensity and frequency of extreme weather events.	• Accelerated deterioration of infrastructure	• Maintenance plans to protect infrastructure
• Long-term changes in climate patterns.	• Increase in electricity losses and gas leaks.	• Insurance policies to mitigate risks



## 2.4 GOVERNANCE, TALENT AND WELL-BEING

### ● CORPORATE GOVERNANCE

(GRI 2-11)

#### Chairman of the Board of Directors

The Chairman of the Board of Directors of GEB is an independent member and does not hold any executive position in the Company. His profile is available at:



(GRI2-10)

#### Board of Directors Elections Process

The members of the Board of Directors of GEB are elected for two-year terms, notwithstanding the shareholders' right to appoint and remove them, and they may be reelected. The elections use the electoral quotient system established by law, which involves elections by lists, ensuring that the minimum number of independent members is fulfilled in each election.

The Policy on Appointment, Succession and Compensation of the Board of Directors establishes the procedure and criteria to be followed to elect a Board member, and sets minimum profile requirements for Board members. In particular, candidates to the Board must demonstrate experience in finance, law and similar fields, and/or in activities related to the public utilities sector, and/or in the businesses in which the Company is involved, as well as their background, recognition, prestige, availability,

leadership and good name in connection with their professional qualifications and personal integrity. Additionally, verification is performed to ensure that the composition is diverse in terms of culture, gender, age, nationality and areas of specialty, ensuring the participation of at least 3 women, and that independent members are a majority of the Board, pursuant to Law and the Company Bylaws.

The Rules of the Board of Directors are available at:



The Policy on Appointment, Succession and Compensation of the Board of Directors is available at:



(GRI 2-15)

#### Conflicts of Interest

According to the Policy on Managing Conflicts of Interest, the Audit and Risk Committee is responsible for reviewing any conflicts of interest declared by Management members, the General Auditor, the Compliance Officer and any member of the Ethics Committee, verifying the existence of the conflict and recommending to the Board of Directors the measures to manage them.

Additionally, through the Audit and Risk Committee, the Board of Directors reviews a consolidated half-year report submitted by Management regarding declared and managed conflicts of interest for the entire Company.

Through the Annual Corporate Governance Report, GEB reports to its shareholders and other stakeholders everything related to its corporate governance structure, including the report on declared and managed conflicts of interest during the respective year, including those involving Board members in management bodies other than GEB, relations with the controlling shareholder, the Capital District of Bogotá, and any shareholdings in the Company held by managers and employees.

Also, pursuant to applicable regulations, the Company submits to its shareholders and other stakeholders an annual report on Transactions with Related Parties, reporting on the terms and status of such transactions.



(GRI 2-17)

### Experience of the Board of Directors

The following is a summary of the Board members' experience in the gas utilities and electric power sectors:

Juan Benavides has prior experience as senior specialist in infrastructure and energy at the Inter-American Development Bank, Director of the Energy Systems Specialization Program at Universidad de los Andes, Consultant at the World Bank and the Inter-American Development Bank in energy and industrial markets, and research articles on natural gas for Fedesarrollo.

Juan Mauricio Ramírez coordinated at the National Planning Department the 2010-2014 National Development Plan regarding Mining Development and through Promigas investments are held in other energy sector companies such as Surtigas, Transmetano, Quavii, Cálidda, among others.

Ignacio Pombo has consulting experience with International Venture Partners on power and gas generation and Neogen Fund on electric energy generation and transmission.

Maria Mercedes Cuellar was involved in managing investments and rates in the electricity sector as Director of the National Planning Department, and she conducted research related to Ecopetrol's growth prospects.

Luis Javier Castro has experience in renewable energy as a manager at Zuma Energía México and Globeleq Mesoamérica Energy.

Martha Veleño has served as a member of the boards of directors of GEB and Transportadora de Gas Internacional.

Rafael Pardo as Senator of the Republic participated in preparing and approving the 2002-2006 National Development Plan "Towards a Community State," which formulated, among other matters, the policies for the "Promotion of hydrocarbon exploration and exploitation and mining" in Colombia.

In addition to experience in the industry, the Board members have the highest personal and professional qualifications, as well as availability and interest in faithfully fulfilling their duties, in addition to a suitable professional and academic profile. Since one of GEB's primary activities is to manage an equity portfolio as a holding company in the electricity and natural gas sector, the current make-up of the Board of Directors combines experience in the "gas utilities" industry, as well as growth focused on the equity portfolio and management of existing assets.

The Rules of Procedure of the Board of Directors and CVs of Board members are available at



(GRI 2-18)

### Performance Evaluation of the Board of Directors

The Rules of the Board of Directors establish that the Board and its Committees of GEB and its subsidiaries shall be subject to an assessment and self-assessment processes, the results of which are submitted to the ordinary General Meeting of Shareholders as part of the Annual Corporate Governance Report, for subsequent publication on the Company's website. An independent external consultant that specializes in corporate governance assists in the process, to ensure the integrity, objectivity and anonymity of the process and its results. An external consultant also assists in the design and implementation of the action plan to close gaps, based on which the Board of Directors and Management strengthen best corporate governance practices for the operations of the Board of Directors and its relationship with Senior Management.

The results of the annual assessment and self-assessment and other information is made available in the Annual Corporate Governance Report regarding the work performed by the Board members, including the percentage of attendance, declared conflicts of interest, and additional commitments, which enable the shareholders to assess the relevance of possible reelections or removal from their posts.

### Indicators and Notes



(GRI 2-12)

### Role of the Board of Directors in impact management

As the highest management body of GEB and the Business Group, the Board of Directors defines the Corporate Strategic Plan, which establishes the organization's Higher Purpose, as well as the business plan, management objectives and guidelines for their execution, and it monitors all the businesses, operations and new investment or divestment opportunities in the economic sectors in which it participates. In connection with this duty, at least one Board meeting per year is devoted exclusively to monitoring the progress made by Management in the implementation of the Corporate Strategic Plan.

Through the Corporate Governance and Sustainability Committee, it monitors the implementation of the Group's Sustainability, Human Rights and Climate Change Strategies. The Sustainability Strategy covers matters related to environmental performance, shared prosperity, human rights, DEI (diversity, equality and inclusion), biodiversity, climate change and relations in the territories.

The Audit and Risk Committee supervises the management of the Group's climate and human rights risks, based on the organization's analysis of climate risks and opportunities and the human rights due diligence performed in 2022.

Each year, the Board of Directors approves the Company's objectives for the effects of measuring the organization's performance and management. Such objectives cover matters that are essential for the operation and success of the businesses, such as climate change, organizational culture, financial performance (ROIC, EBITDA), business diversification and cost optimization, innovation, and occupational safety and health.

These indicators are reviewed each month and presented to the ordinary meetings of the Board of Directors. At the end of the year, fulfillment of the established targets is assessed by a third party.

(GRI 2-16)

### Critical concerns

The Ethics Channel is the mechanism that allows reporting any violation of GEB's Code of Ethics and Conduct, as well as any illegal or unethical act, misconduct, malpractice, or violation of GEB's ethical framework in the development of GEB's activities or those of its employees, as well as reporting any non-compliance with GEB's internal policies and standards. The Ethics Channel is also a means through which inquiries can be made and clarifications sought on ethical dilemmas.

Through the Audit and Risk Committee, the Board of Directors periodically monitors compliance with the Code of Ethics and the effectiveness of the system of anonymous reports received through the Ethical Channel, as well as verify the reports received, evaluating any unethical acts that were reported and the contents of the reports filed, and submits to the Board of Directors relevant recommendations.

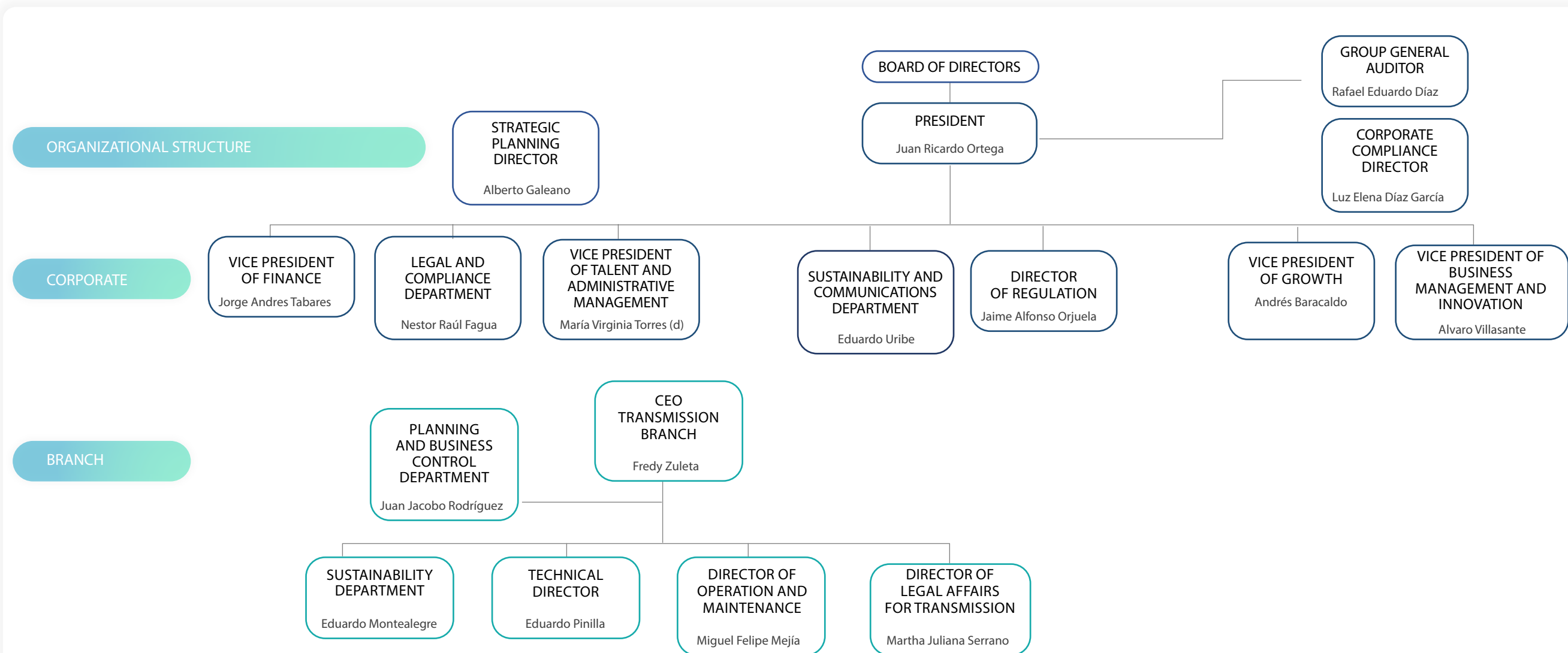


(GRI 405-1, CSA of S&P Global)

• Diversity on the Board of Directors

GENDER DIVERSITY	2019		2020		2021		2022	
	NO. OF PEOPLE	PERCENTAGE	NO. OF PEOPLE	PERCENTAGE	NO. OF PEOPLE	PERCENTAGE	NO. OF PEOPLE	PERCENTAGE
Men	6	67%	6	67%	6	67%	6	67%
Women	3	33%	3	33%	3	33%	3	33%

AGE DIVERSITY	2019		2020		2021		2022	
	NO. OF PEOPLE	PERCENTAGE	NO. OF PEOPLE	PERCENTAGE	NO. OF PEOPLE	PERCENTAGE	NO. OF PEOPLE	PERCENTAGE
Under 30 years old	0	0%	0	0%	0	0%	0	0%
30-40 years old	0	0%	0	0%	0	0%	0	0%
40-50 years old	0	0%	1	11%	0	0%	0	0%
Over 50 years old	9	100%	8	89%	9	100%	9	100%



### • Senior Management's Compensation:

GEB's senior management remuneration scheme includes fixed and variable components, which are approved by the Board of Directors, pursuant to the provisions of section 20 of article 66 of the Company Bylaws, based on a prior recommendation of the Compensation Committee and the President. In 2022, the fixed remuneration was approved in minutes 1671 of the Board of Directors meeting held on January 27, 2022, and the variable remuneration was approved in minutes 1672 of the Board of Directors meeting held on February 24, 2022.

### • Main Functions of Senior Management:

FULL NAME	ROLE	CLASSIFICATION	FUNCTIONS
Juan Ricardo Ortega López	President	Corporate	Direct GEB in fulfilling the mandates set by the Board of Directors, leading in the definition of actions that ensure the fulfillment of the corporate strategy in the medium and long term; act as legal representative; ensure the growth and expansion of the strategic business groups and the positioning and reputation of the Group, as well as the adequate operation of all the areas and projects.
Andrés Baracaldo Sarmiento	Vice President of Growth	Corporate	Identify, plan and direct strategic actions focused on the profitable and sustainable growth of the electricity and gas distribution businesses of Grupo Energía de Bogotá in the context of Latin American mega-cities, promoting stakeholder relations through knowledge of the environment and trends in Urban Energy Solutions. Plan and direct strategic actions for growth in the electricity transmission and natural gas transportation markets, ensuring alignment with GEB's corporate decisions; structure and develop new businesses; strengthen relations with the communities and other stakeholders, and develop alliances with strategic partners to enable the profitable and sustainable growth of the Group companies.
Álvaro Villasante Losada	Vice President of Business Management and Innovation	Corporate	Plan and direct strategic actions related to the search, investment and development of renewable energy markets and opportunities, developing sustainable businesses through the conservation of the environment as a long-term competitive advantage and venturing into alternative energies to drive the profitable and sustainable growth of the Group companies.
Néstor Raúl Fagua Guauque	Legal Vice President	Corporate	Plan, direct and control the corporate legal affairs; implement commercial, business and corporate governance regulations at GEB and its subsidiaries; define strategic guidelines for handling litigation involving GEB and its subsidiaries, and preventive, investigative and reporting activities required within GEB related to the adequate management of reputational, regulatory and contagion risks, as well as activities to prevent fraud and corruption.
María Virginia Torres De Cristancho (Deputy)	Vice President of Talent and Administrative Management	Corporate	Lead and manage the Corporate Synergy Center process and the Corporate Sourcing and Infrastructure and Talent Management processes, ensuring the development of the strategy in each of these fronts and their alignment with the Organization's objectives, providing high-quality services that create added value to the business and synergies with the subsidiaries.
Jorge Andrés Tabares Ángel	Financial Vice President	Corporate	Plan, develop and direct the Group's financial policy, carrying out actions to plan, manage, record, report and control GEB's financial resources, mitigating risks that may arise in the operation, establishing policies, directives and guidelines on the use and allocation of own resources or resources from external sources, defining the Group's growth margins and fulfill acquired obligations.
Rafael Eduardo Díaz Vásquez	Group General Auditor	Corporate	Ensure the deployment and standardization of GEB's third line of defense model, leading the audit process for the Group and its subsidiaries, leveraging the scope of audit controls in all the businesses, performing the auditing process with criteria of independence and objectivity.

(CSA of S&P Global)

### • Management ownership:

As of 31 December 2022, GEB's CEO did not have shares of the company. Regarding the senior management, two directors had shares in the company. The multiple of their base salary was 0.161872073.

FULL NAME	ROLE	CLASSIFICATION	FUNCTIONS
Juan Ricardo Ortega López	President	Corporate	Direct GEB in fulfilling the mandates set by the Board of Directors, leading in the definition of actions that ensure the fulfillment of the corporate strategy in the medium and long term; act as legal representative; ensure the growth and expansion of the strategic business groups and the positioning and reputation of the Group, as well as the adequate operation of all the areas and projects.
Andrés Baracaldo Sarmiento	Vice President of Growth	Corporate	Identify, plan and direct strategic actions focused on the profitable and sustainable growth of the electricity and gas distribution businesses of Grupo Energía de Bogotá in the context of Latin American mega-cities, promoting stakeholder relations through knowledge of the environment and trends in Urban Energy Solutions. Plan and direct strategic actions for growth in the electricity transmission and natural gas transportation markets, ensuring alignment with GEB's corporate decisions; structure and develop new businesses; strengthen relations with the communities and other stakeholders, and develop alliances with strategic partners to enable the profitable and sustainable growth of the Group companies.
Álvaro Villasante Losada	Vice President of Business Management and Innovation	Corporate	Plan and direct strategic actions related to the search, investment and development of renewable energy markets and opportunities, developing sustainable businesses through the conservation of the environment as a long-term competitive advantage and venturing into alternative energies to drive the profitable and sustainable growth of the Group companies.
Néstor Raúl Fagua Guauque	Legal Vice President	Corporate	Plan, direct and control the corporate legal affairs; implement commercial, business and corporate governance regulations at GEB and its subsidiaries; define strategic guidelines for handling litigation involving GEB and its subsidiaries, and preventive, investigative and reporting activities required within GEB related to the adequate management of reputational, regulatory and contagion risks, as well as activities to prevent fraud and corruption.
María Virginia Torres De Cristancho (Deputy)	Vice President of Talent and Administrative Management	Corporate	Lead and manage the Corporate Synergy Center process and the Corporate Sourcing and Infrastructure and Talent Management processes, ensuring the development of the strategy in each of these fronts and their alignment with the Organization's objectives, providing high-quality services that create added value to the business and synergies with the subsidiaries.
Jorge Andrés Tabares Ángel	Financial Vice President	Corporate	Plan, develop and direct the Group's financial policy, carrying out actions to plan, manage, record, report and control GEB's financial resources, mitigating risks that may arise in the operation, establishing policies, directives and guidelines on the use and allocation of own resources or resources from external sources, defining the Group's growth margins and fulfill acquired obligations.
Rafael Eduardo Díaz Vásquez	Group General Auditor	Corporate	Ensure the deployment and standardization of GEB's third line of defense model, leading the audit process for the Group and its subsidiaries, leveraging the scope of audit controls in all the businesses, performing the auditing process with criteria of independence and objectivity.
Alberto Javier Galeano Henao	Strategic Planning Director	Corporate	Guide the development and implementation of strategic planning at GEB to define and achieve the corporate vision, verifying its fulfillment for the effects of decision-making and supporting the corporate growth and innovation strategies of GEB.
Jaime Alfonso Orjuela Vélez	Regulation Director	Corporate	Manage revenue maintenance and growth of GEB derived from the regulated activities of its subsidiaries, and ensure the viability of new revenues; prioritize GEB's regulatory agenda in accordance with the Corporate Strategic Plan (CSP) and implement structured and effective regulatory management, and contribute to the consolidation of an institutional and regulatory environment favorable to the development of businesses and projects.
Luz Elena Díaz García	Corporate Compliance Director	Corporate	Plan, manage and assure the preventive, investigative and reporting actions required for GEB and its subsidiaries in connection with adequate management of reputational, regulatory and contagion risks that may arise in connection with its activities as securities issuer, in the operation of multi-Latin markets, and relations with the various stakeholders (clients, shareholders, suppliers, employees, society and oversight and control entities). Define guidelines, policies and controls focused on the prevention of fraud and corruption, defining the control mechanisms that enable monitoring them in a preventive and detective manner, and assure any investigations related to ethics and transparency, in line with the preventive litigation strategy of GEB and its subsidiaries.
Eduardo Uribe Botero	Director of Sustainability and Communications	Corporate	Define, design and implement the Sustainability, Corporate Social Responsibility and External Communications strategies, ensuring the deployment of the management model with a sustainable approach at GEB, and the adoption of best sustainability practices, the performance of assessments in accordance with the Dow Jones indicators, and the implementation of action plans to close the gaps in coordination with the different areas.
Fredy Antonio Zuleta Dávila	General Manager of Transmission	Transmission Branch	Manage the achievement and development of activities, procedures and guidelines related to occupational safety and health in all the activities and projects performed by GEB, controlling, mitigating and monitoring the risks that may arise in performance of the activities and projects in their various phases, as well as during operation and maintenance.
Miguel Felipe Mejía Uribe	Operations and Maintenance Director	Transmission Branch	Lead the sustainable development of the plans, resources and processes related to the operation and maintenance of the transmission infrastructure, ensuring the availability of the interconnected assets, monitoring the quality indicators of the operation in accordance with applicable regulations and laws related to transmission, planning, developing and supervising the performance of the maintenance works aimed at preserving the principal and secondary functions of the business infrastructure.



FULL NAME	ROLE	CLASSIFICATION	FUNCTIONS
Eduardo Pinilla Díaz	Technical Director	Transmission Branch	Lead the design and construction of the electric infrastructure for the growth and maintenance of the Transmission Business, supporting the development of initiatives and the selection of engineering alternatives for business growth through the participation in public bids, as well as for maintaining the electric infrastructure, maintaining consistent building guidelines from the design to construction, ensuring the transfer of the product with established optimal conditions and requirements, developing projects with optimal conditions of quality, economy and timeliness for the short, medium and long term.
Juan Jacobo Rodríguez Gaviria	Business Planning and Control Director	Transmission Branch	Lead in preparing strategic, expansion, continuity and investment plans in the Transmission Business, preparing the studies required to identify new businesses opportunities in UPME public bidding processes, opportunities to connect with third parties, and opportunities derived from technical trends in the market. In this regard, take the lead in the identification and materialization of growth, as well as perform the Commercial Management of the transmission business for the assets in operation.
Eduardo Arturo Montealegre Arévalo	Sustainability Director	Transmission Branch	Lead in the design and implementation of the social and environmental management components of the expansion, operation and maintenance projects of the Transmission Branch, incorporating the strategies and guidelines defined in GEB's Sustainability Policy for the creation of value for the transmission business, for the shareholders and the communities in the areas of influence of the Transmission Branch, applying good practices, in the framework of compliance with applicable regulations and human rights.
Martha Juliana Serrano Quintero	Transmission Legal Affairs Director	Transmission Branch	Lead, direct and control the legal representation in proceedings related to the transmission projects; provide legal advice to support business decisions; perform comprehensive property management for the Transmission Branch, and relations with the mission areas of the business by developing juridical and legal policies for the Transmission Branch and implementing the guidelines issued by the Legal and Compliance Vice President of the Corporate office, with the aim of starting up, operating and maintaining transmission projects in compliance with the Corporate Governance guidelines.

• **Person in charge of Information Security and Cybersecurity**

NAME	ROLE	COMPANY	ACADEMIC TRAINING	PROFESSIONAL EXPERIENCE PRIOR TO GEB	FUNCTIONS
Damaris Lizeth Navarrete Arias	Information Security and Cybersecurity Manager	GEB - Corporate	Systems engineer Master's Degree in Information Security and Communication Technologies	15 years of professional experience. • Novapayment, Information Security Leader (2019-2020). • Grupo Aval, Risk and information security leader (2015 - 2019). • Telefonica- Apukaysecurity, Information Security Specialist (2014 - 2015)	Manage, coordinate, inform, control and ensure activities related to information security and Cybersecurity that support the company's business strategy, performing technical control in the execution of information security, cybersecurity and support activities provided by the Center of Synergies, for the business areas within GEB and its subsidiaries

• Senior Management Academic  
Training and Professional Experience

FULL NAME	ROLE	CLASSIFICATION	EDUCATION	PROFESSIONAL EXPERIENCE PRIOR TO GEB	MEMBERSHIP IN MANAGEMENT BODIES OTHER THAN THE ISSUER (DECEMBER 31, 2022)
Juan Ricardo Ortega López	President	Corporate	Professional in Economics with specialization in Mathematics Master's in oral exams on Financial Economics and Mathematics Master's in International Development and Economics	<ul style="list-style-type: none"> <li>23 years of professional experience</li> <li>Inter-American Development Bank (IADB): General Coordinator of the Alliance for Prosperity of the Countries of the Northern Triangle of Central America (2014 - 2020)</li> <li>National Tax and Customs Administration of Colombia (DIAN): General Director (2010 - late July 2014)</li> <li>Secretary of Finance for the city of Bogotá: Secretary of Finance (2008-2010)</li> <li>Inter-American Development Bank (IADB): Senior Advisor (2006-2008)</li> <li>Fondo de Garantías de Instituciones Financieras de Colombia (FOGAFIN): Director (2005)</li> <li>Ministry of Commerce, Industry and Tourism of Colombia: Vice-minister (2004-2005)</li> <li>Ministry of Finance and Public Credit of Colombia:(2002-2004) Vice-Minister</li> <li>Bilbao Vizcaya Argentaria Bank (BBVA) de Colombia: Head Economist (2002)</li> <li>Office of the President of the Republic of Colombia: Economic Advisor of the President (2000-2002)</li> <li>National Planning Department (DNP): Director of Economic Studies: 1999-2000</li> </ul>	Transportadora de Gas Internacional S.A. E.S.P (TGI), Enel Colombia S.A. E.S.P., Gas Natural de Lima y Callao S.A. (CÁLIDDA), Grupo Dunas (Electro Dunas S.A.A., Perú Power Company S.A.C., Cantalloc S.A.C. y Dunas Energía S.A.A), Red de Energía del Perú S.A. (REP), Transmantaro S.A. (CTM), Transportadora de Energía de Centro América S.A. (TRECSEA) and EEB Ingeniería y Servicios S.A. (EEBIS)
Andrés Baracaldo Sarmiento	Vice President of Growth	Corporate	Economist MBA - Specialization in Finance	<ul style="list-style-type: none"> <li>25 years of professional experience</li> <li>Interconexión Eléctrica S.A. ESP Vice President of Growth and Business Development (2016 - 2017)</li> <li>Corporación Financiera Colombiana S.A.: Investment Director (2011 - 2016) and Executive Director of Investment Banking (2009 - 2011)</li> <li>Royal Bank of Scotland: Associate Director (2005 - 2009)</li> </ul>	Enel Colombia S.A. E.S.P., Grupo Dunas (Electro Dunas S.A.A., Perú Power Company, S.A.C., Cantalloc S.A.C. y Dunas Energía S.A.A.), Contugas SAC, Gas Natural de Lima y Callao S.A, Argo Energia Empreendimentos e Participações S.A. and its subsidiaries, and Argeb Energia Empreendimentos e Participações S.A. and its subsidiaries.
Álvaro Villasante Losada	Vice President of Business Management and Innovation	Corporate	Professional in Business Administration and Direction International Master's in International Trade	<ul style="list-style-type: none"> <li>9 years of professional experience</li> <li>Acciona Energía: Business Development Manager (2017 - 2018)</li> <li>Energyyear: External Advisor (2016 - 2017)</li> <li>Grupo ECOS: Business Developer (2013 - 2017)</li> </ul>	Transportadora de Gas Internacional S.A. E.S.P (TGI), Gas Natural de Lima y Callao S.A. (CALIDDA), Transportadora de Energía de Centro América S.A. (TRECSEA), EEB Ingeniería y Servicios S.A. (EEBIS) and Enlaza Grupo Energía Bogotá S.A. E.S.P.
Néstor Raúl Fagua Guauque	Legal Vice President	Corporate	Law Specialization in Commercial Law Specialization in Banking	<ul style="list-style-type: none"> <li>19 years of professional experience</li> <li>Financiera de Desarrollo Nacional: Legal Vice President (2015 - 2019) and Advisor (2013 - 2014)</li> <li>Fagua López &amp; Asociados (2003 - 2013): Partner</li> </ul>	Contugas SAC, Enel Colombia S.A. E.S.P., Argo Energia Empreendimentos e Participações S.A. and its subsidiaries, and Argeb Energia Empreendimentos e Participações S.A. and its subsidiaries.





FULL NAME	ROLE	CLASSIFICATION	EDUCATION	PROFESSIONAL EXPERIENCE PRIOR TO GEB	MEMBERSHIP IN MANAGEMENT BODIES OTHER THAN THE ISSUER (DECEMBER 31, 2022)
María Virginia Torres De Crisanchó (Deputy)	Vice President of Talent and Administrative Management	Corporate	Lawyer Specialist in land markets and policies for Latin America Executive Management Course Master's in Government – no title Postgraduate degree in Law, specialist in Law	<ul style="list-style-type: none"> <li>Over 30 years of professional experience</li> <li>Sociedad de Activos Especiales SAE SAS: President (2014 - 2020)</li> <li>National Tax and Customs Administration (DIAN): Director of Resource and Economic Management (2010 - 2014)</li> <li>Finance Department of Bogotá: Legal Director (2004 - 2010)</li> <li>United Nations Development Program (UNDP): Consultant (2004)</li> <li>Ministry of the Environment and Territorial Development: UNDP Consultant (2003 - 2004)</li> <li>Transmilenio SAS: Consultant (2000)</li> </ul>	Transportadora de Energía de Centro América S.A. (TRECASA), EEB Ingeniería y Servicios S.A. (EEBIS) and Promigas
Jorge Andrés Tabares Ángel	Financial Vice President	Corporate	Civil Engineer Specialist in Mountain Roads Specialist in Finance MSC In Management	<ul style="list-style-type: none"> <li>20 years of professional experience</li> <li>Empresas Públicas de Medellín: Executive Vice President of Finance and Investments (2015 - 2020)</li> <li>BGT Pactual: Vice President of Investment Banking (2011 - 2015)</li> <li>BP América: Project Manager Business Development (2006 - 2011), Global Planning and Performance Manager (2004 - 2006) and Finance Delivery Manager (2002 - 2004)</li> </ul>	Enel Colombia S.A. E.S.P., Grupo Dunas (Electro Dunas S.A.A., Perú Power Company, S.A.C., Cantaloc S.A.C. y Dunas Energía S.A.A.), EEB ENERGY RE, EEB Perú Holdings LTD, Argo Energia Empreendimentos e Participações S.A. and its subsidiaries, and Argeb Energia Empreendimentos e Participações S.A. and its subsidiaries
Rafael Eduardo Díaz Vásquez	Group General Auditor	Corporate	Business Administrator Certified Internal Auditor	<ul style="list-style-type: none"> <li>16 years of professional experience</li> <li>Oleoducto Central S.A. Ocesa: Audit Director (2009 - 2017)</li> <li>Johnson &amp; Johnson de Colombia S.A.: HCC Manager NR (2008 - 2009)</li> <li>Novartis de Colombia S.A.: BPC Manager (2006 - 2008)</li> </ul>	
Alberto Javier Galeano Henao	Strategic Planning Director	Corporate	Food Engineer International MBA in Business Management and Direction	<ul style="list-style-type: none"> <li>25 years of professional experience</li> <li>Cementos Argos S.A: PMO Leader (2015 - 2016), Technical Process Functional Leader (2009 - 2010) and Inventory Management Coordinator (2007 - 2009)</li> </ul>	
Jaime Alfonso Orjuela Vélez	Regulation Director	Corporate	Electrical Engineer Master of Sciences in Economics	<ul style="list-style-type: none"> <li>17 years of professional experience</li> <li>Electricaribe S.A. E.S.P. - Gas Natural Fenosa: Regulatory Analysis and External Coordinator (2007 - 2011)</li> <li>Mining and Energy Planning Unit (UPME): Coord. Transmission Planning (2006 - 2007)</li> <li>Electrificadora del Meta S.A. E.S.P (EMSA): Technical and Financial Analyst (2005 - 2006)</li> </ul>	Transportadora de Gas Internacional S.A. E.S.P (TGI)



FULL NAME	ROLE	CLASSIFICATION	EDUCATION	PROFESSIONAL EXPERIENCE PRIOR TO GEB	MEMBERSHIP IN MANAGEMENT BODIES OTHER THAN THE ISSUER (DECEMBER 31, 2022)
Luz Elena Díaz García	Corporate Compliance Director	Corporate	Professional in Finance and International Relations Specialist in Corporate Finance	<ul style="list-style-type: none"> <li>18 years of professional experience</li> <li>Hocol SA: Compliance Officer (2017 - 2021)</li> <li>Kroll Associates Colombia SA: senior director (2007 - 2017)</li> <li>Helm Securities SA Comisionista de Bolsa: Financial Advisor (2006 - 2007)</li> </ul>	
Eduardo Uribe Botero	Director of Sustainability and Communications	Corporate	Agricultural Engineer Ph.D in Soil Sciences	<ul style="list-style-type: none"> <li>Over 30 years of professional experience</li> <li>Ecopetrol: Vice President of Social and Environmental Sustainability (2015 – 2018)</li> <li>Fedesarrollo: Associate Researcher. (2019 – 2021)</li> <li>Optim Consult: Founding Partner and Project Director (2019 - 2021) / (2007 – 2015) and Sub-director of the BIOREDD+ Program (2011- 2013)</li> <li>Equion: Expert Witness (2010 – 2014)</li> <li>Anglo Gold Ashanti (Ambiental Consultores): Strategic Environmental Advisor (2010-2011)</li> </ul>	
Fredy Antonio Zuleta Dávila	General Manager of Transmission	Transmission Branch	Civil Engineer Economist MSC Business Economics	<ul style="list-style-type: none"> <li>Over 30 years of professional experience</li> <li>Aguas Antofagasta: CEO (2015 - 2018)</li> <li>Massol S.A.S: International Business Director (2011 - 2015)</li> <li>0-Tek, Grupo Orbis: Latam Services Manager (2010 - 2011)</li> <li>Tracker Do Brasil: CEO (2007 - 2010)</li> <li>EPM Bogotá Aguas S.A. E.S.P: CEO (Dec./02 to Oct./05)</li> <li>Empresas Públicas de Medellín E.S.P.: Commercial Regulation Sub-manager (Oct/01- Dec/02)</li> </ul>	Transportadora de Energía de Centro América S.A. (TRECASA), EEB Ingeniería y Servicios S.A. (EEBIS), Red de Energía del Perú S.A. (REP), Transmantaro S.A. (CTM), Argo Energia Empreendimentos e Participações S.A. and its subsidiaries, and Argeb Energia Empreendimentos e Participações S.A. and its subsidiaries
Miguel Felipe Mejía Uribe	Operations and Maintenance Director	Transmission Branch	Electrical Engineer Specialist in Energy Resources Management	<ul style="list-style-type: none"> <li>21 years of professional experience</li> <li>Empresas Públicas de Medellín: Professional Technician C Transmission (2011 - 2013)</li> <li>Electrificadora de Santander S.A E.S.P: Professional in Energy Regulation (2008 - 2011)</li> <li>Technical Planning Professional - Planning Unit (2003 - 2008)</li> <li>Technical Planning Assistant Professional - Planning Unit (2001 - 2002)</li> </ul>	
Eduardo Pinilla Díaz	Technical Director	Transmission Branch	Civil Engineer Specialist in Strategic Management	<ul style="list-style-type: none"> <li>27 years of professional experience</li> <li>Electrificadora de Santander ESSA/Grupo EPM: Head of Projects Area (2017 - 2018)</li> <li>JE Jaimes Ingenieros: Commercial and Project Manager (2012 - 2017)</li> <li>Conalvias: Technical Manager (2011 - 2012)</li> <li>Siemens S.A.: Senior Project Engineer (2010 - 2011)</li> </ul>	Electrificadora del Meta S.A. E.S.P.

FULL NAME	ROLE	CLASSIFICATION	EDUCATION	PROFESSIONAL EXPERIENCE PRIOR TO GEB	MEMBERSHIP IN MANAGEMENT BODIES OTHER THAN THE ISSUER (DECEMBER 31, 2022)
Juan Jacobo Rodríguez Gaviria	Business Planning and Control Director	Transmission Branch	Electrical Engineer MBA - Master's in Business Administration	<ul style="list-style-type: none"> <li>18 years of professional experience</li> <li>EPM: Projects and Engineering Professional (2006 - 2018)</li> <li>Postobón: Plant Engineer (2005 - 2006)</li> <li>Ingeniería Especializada S.A.: Design Engineer Consultant (2004 - 2005)</li> </ul>	Argo Energia Empreendimentos e Participações S.A. and its subsidiaries, and Argeb Energia Empreendimentos e Participações S.A. and its subsidiaries
Eduardo Arturo Montealegre Arévalo	Sustainability Director	Transmission Branch	Petroleum Engineer Specialist in Industrial Safety and Health and Environmental Management	<ul style="list-style-type: none"> <li>21 years of professional experience</li> <li>CEPSA Colombia S.A: Integral Responsibility Manager LATAM (2006 - 2021)</li> <li>Itansuca LTDA: Contract Activity Supervisor (2001 - 2006)</li> </ul>	
Martha Juliana Serrano Quintero	Transmission Legal Affairs Director	Transmission Branch	Lawyer Specialist in Mining-energy Law Specialist in Contractual and Legal Negotiation Relations	<ul style="list-style-type: none"> <li>19 years of professional experience</li> <li>Acueducto Metropolitano De Bucaramanga S.A. ESP: General Secretary (2018 - 2019)</li> <li>Electrificadora De Santander S.A. ESP Grupo EMP: Legal Counsel for the CEO (2017)</li> <li>Concesión Alto Magdalena: Legal Director (2015 - 2017)</li> <li>Transportadora De Gas Internacional S.A. ESP - Specialist Professional III (2014 - 2015)</li> </ul>	Electrificadora del Meta S.A. E.S.P.

• Statutory Auditor

• Professional Fees of the Statutory Auditor

STATUTORY AUDITOR SERVICES					COMMENT
COMPANY	2022	2021	VARIATION	%	
Grupo Energía Bogotá	373,890,000	339,900,000	33,990,000	10%	IT controls test update for SAP S/4Hana and controls with changes. (A) and (B)

OTHER SERVICES*: EXTERNAL AUDIT (INTERMEDIATE UPON REQUEST), APPLICATION OF NEW REGULATORY FRAMEWORKS AND IMPAIRMENT					COMMENT
COMPANY	2022	2021	VARIATION	%	
Grupo Energía Bogotá (GEB)	168,351,100	146,500,000	21,851,100	15%	Early application of the standards of Decree 938/2021. It requires greater involvement of specialist partners and managers. Increase for inflation of 5.62% and adjustment of hours to actual hours spent.

Notes:

To: Effective date of Auditing Standard 540 (Revised) for applicable periods after December 15, 2019, in which additional documentation of accounting estimates are required.  
B: Amendment of the standards. IAS 1 Presentation of Financial Statements, IAS 16 Property, Plant and Equipment, IFRS 3 Business Combinations, IFRS 9 Financial Instruments and IFRS 4 Insurance Contracts.



## ETHICS AND TRANSPARENCY

(GRI 2-28)

### Associations and Affiliations

Grupo Energía Bogotá, as part of its commitment to ethics and the fight against corruption, participates in different initiatives that enable it to remain abreast of all updates to regulations related to its business activities and remain aligned with government policies. Some of these initiatives include:

Membership in the Collective Action for Ethics and Compliance: It is based on an environment of good practices and it promotes the development of standards on transparency and equal conditions. The scope of the Collective Action is defined by the participants themselves, and its objective is to go a step beyond what is strictly required by regulations<sup>1</sup> to combat corruption in companies of the electric sector.

1. <https://www.xm.com.co/sostenibilidad/accion-colectiva-de-etica-y-transparencia>

Grupo Energía Bogotá is represented by its Compliance Officer, who was elected as Secretary of the Collective Action's Technical Committee on Anti-corruption.

Membership in the Latin American Compliance Network, an organization that brings together Compliance Officers from the corporate sector. It is coordinated by the International Institute of Anti-corruption Studies, and membership in this group:

- Provides access to specialized knowledge (best practices in compliance matters)
- Enables being part of a network of well-known experts with a long track record in terms of compliance
- Helps develop collective knowledge based on global trends and guidelines.

The Compliance Officer of Grupo Energía Bogotá was appointed as member of the Advisory Council of the network.

Membership in the District Network of Compliance Officers: This network is comprised of entities of the District of Bogotá and focuses on the prevention of ML/TF risks. GEB is the Chair of this network.

Colombia Global Compact: The United Nations Global Compact is an initiative that promotes the commitment of the private sector, public sector and civil society to align their strategies and operations with ten universally accepted principles in four theme areas: Human Rights, Labor Standards, the Environment and the Fight Against Corruption, as well as contributing to achieving the Sustainable Development Goals (SDGs). GEB's Corporate Compliance Department participates in the meetings of the Network of Global Compact Compliance Officers.

(GRI 2-27), (SASB IF-EU-140A.2)

Significant cases of breaches of the law and regulations, fines due to non-compliance with laws and regulations, and description of the significant cases of non-compliance:

No fines or financial penalties were imposed during 2022 in connection with money laundering (SIPLA).

No fines or financial penalties were imposed during 2022 in connection with non-compliance with laws and regulations.

## ETHICS AND TRANSPARENCY

(205-1 + Oil and gas 11.20.2)

### • Number and percentage of transactions assessed for corruption risks and the main risks identified

2022																	
GEB			TGI			CÁLIDDA			CONTUGAS			CONECTA			ELECTRO DUNAS		
Total transactions	Assessed transactions	% of assessed transactions	Total transactions	Assessed transactions	% of assessed transactions	Total transactions	Assessed transactions	% of assessed transactions	Total transactions	Assessed transactions	% of assessed transactions	Total transactions	Assessed transactions	% of assessed transactions	Total transactions	Assessed transactions	% of assessed transactions
1	1	100%	19	19	100%	1	1	100%	1	1	100%	1	1	100%	1	1	100%

(GRI 205-1 + Oil and gas 11.20.2)

### • Number and percentage of transactions assessed for corruption risks and the main risks identified

	Misappropriation of the organization's funds to favor third parties
	Inadequate control in establishing and managing framework contracts and purchase orders
	Unauthorized access to technological applications and/or infrastructure systems
GEB	Failure to detect in a timely manner any conflicts of interest of contracted personnel and in goods and services contracting
	Weaknesses in the goods and services contracting processes (superficial prior studies or feasibility studies, targeted request for bid documentation, insufficient technical capacity of contractors, filtered information).
	Third parties included in ML/TF sanctions lists that may produce impairment of image or lead to penalties from regulatory agencies
	Contracts with third parties included in ML/TF sanctions lists that may produce impairment of image or lead to penalties from regulatory entities
	Tampering with the figures reported in the financial statements
	Inadequate management of financial resources for the benefit of oneself or of third parties
	Use of petty cash funds for activities unrelated to work
	Tampering with metering data
	Improper use of company assets for activities unrelated to work
	Failure to comply with regulatory and legal requirements in the operation of custody transfer stations for the benefit of oneself or of third parties
	Select and/or maintain business relations with suppliers and/or contractors that could affect the Company's reputation
	Receive to satisfaction and approve payments for activities and products without adequate verification and/or without meeting the technical and contractual specifications
	Inadequate use of confidential information
TGI	Favoring and/or steering the selection of a bidder's offer
	Tampering with the payroll for the benefit of oneself or of third parties
	Favoring third parties in selecting personnel
	Inadequate negotiation of real rights
	Fraud in preparing the property legal diagnosis / inventory of damages to benefit or to the detriment of a third party
	Establish real rights with owners, holders and occupants that could affect the Company's reputation
	Payment of duplicate real estate rights for the same requirement
	Favoring third parties to develop projects
	Affecting the Company's reputation due to ML/TF/FWMM
	Failure to comply with regulations on the prevention of bribery

	Offer, promise or deliver bribes to public officials, directly (through employees) or indirectly (for example, contractors) to win or maintain business for the Company.
CÁLIDDA	Offer, promise or deliver bribes to fiscal authorities/ inspectors/ certifiers and/or any other public officials (for example, OSINERGMIN, OEFA, Municipalities, INDECI, SUNAT, SUNAFIL, Labor Ministry), directly (through employees) or indirectly (for example, through contractors, subcontractors, or other providers) to obtain favorable results from inspection visits and/or to reduce established penalties, fines or sanctions due to non-compliance with applicable regulations (for example, fines due to non-compliance with applicable regulations, non-conformities in civil works, performing civil works without authorization, tax-related breaches, among others), or to reduce the established penalties, fines or sanctions due to failures in customer service and/or in handling claims and complaints.
	Offer, promise or deliver bribes to public officials, directly (through employees) or indirectly (for example, through legal advisers, contractors) to assure the physical or financial security of the Company (for example, expedite the recovery of stolen vehicles, police investigations, among others)
	Offer, promise or deliver bribes to public officials, directly (through employees) or indirectly (for example, through legal advisers) to obtain favorable results in disputes, arbitration proceedings or legal proceedings.
CONTUGAS	N/A
ELECTRO DUNAS	Fraud Corruption
CONECTA	Risk

GRI 205-2 + Oil and gas 11.20.3)

• **Communication and training about anti-corruption policies and procedures 2022**

	MEMBERS OF THE HIGHEST GOVERNANCE BODY INFORMED AND TRAINED IN ANTI-CORRUPTION		GEB		TGI		CÁLIDDA		CONTUGAS		CONECTA		ELECTRO DUNAS		BUSINESS GROUP	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Total governance body members	9	100%	10	100%	13	100%	7	100%	5	100%	5	100%	49	100%		
Members of the highest governance body who have been informed of the organization's anti-corruption policies and procedures	9	100%	10	100%	13	100%	7	100%	5	100%	5	100%	49	100%		
Members of the highest governance body that have been trained on anti-corruption	9	100%	7	70%	13	100%	7	100%	5	100%	5	100%	46	96%		

(GRI 205-2 + Oil and gas 11.20.3)

• **Employees who have been informed and trained in the Organization's anti-corruption policies and procedures**

EMPLOYEE TYPE	TOTAL EMPLOYEES	GEB		EMPLOYEES TRAINED	
		No.	%	No.	%
Senior Management	21	21	100%	9	43%
Middle Management	99	99	100%	73	74%
Advisor/staff	268	268	100%	208	78%
Professionals	190	190	100%	138	73%
Support/assistants	91	91	100%	74	81%
Total	669	669	100%	502	75%

Notes: Personnel on leave and interns are not included

(GRI 205-2 + Oil and gas 11.20.3)

• **Communication and training about anti-corruption policies and procedures 2022**

(GRI 205-2 + Oil and gas 11.20.3)

• **Employees who have been informed and trained in the Organization's anti-corruption policies and procedures**

EMPLOYEE TYPE	TGI					CÁLIDDA				
	TOTAL EMPLOYEES	EMPLOYEES INFORMED		EMPLOYEES TRAINED		TOTAL EMPLOYEES	EMPLOYEES INFORMED		EMPLOYEES TRAINED	
		No.	%	No.	%		No.	%	No.	%
Senior Management	20	20	100%	18	90%	9	9	100%	8	89%
Middle Management	50	50	100%	47	94%	32	32	100%	31	97%
Advisor/staff	4	4	100%	4	100%	57	59	100%	55	93%
Professionals	193	193	100%	184	95%	233	271	100%	270	100%
Support/assistants	188	188	100%	173	92%	69	17	100%	17	100%
<b>Total</b>	<b>455</b>	<b>455</b>	<b>100%</b>	<b>426</b>	<b>94%</b>	<b>400</b>	<b>388</b>	<b>100%</b>	<b>381</b>	<b>98%</b>

EMPLOYEE TYPE	CONTUGAS				CONNECTA					
	TOTAL EMPLOYEES	EMPLOYEES INFORMED		EMPLOYEES TRAINED		TOTAL EMPLOYEES	EMPLOYEES INFORMED		EMPLOYEES TRAINED	
		No.	%	No.	%		No.	%	No.	%
Senior Management	5	5	100%	5	100%	8	8	100%	0	0%
Middle Management	8	8	100%	7	88%	19	19	100%	9	47%
Advisor/staff	21	21	100%	17	81%	0	0	0%	0	0%
Professionals	51	51	100%	44	86%	40	40	100%	23	58%
Support/assistants	32	32	100%	32	100%	67	67	100%	41	61%
<b>Total</b>	<b>117</b>	<b>117</b>	<b>100%</b>	<b>105</b>	<b>90%</b>	<b>134</b>	<b>134</b>	<b>100%</b>	<b>73</b>	<b>54%</b>

EMPLOYEE TYPE	ELECTRO DUNAS				
	TOTAL EMPLOYEES	EMPLOYEES INFORMED		EMPLOYEES TRAINED	
		No.	%	No.	%
Senior Management	1	N/A	N/A	N/A	N/A
Middle Management	7	N/A	N/A	N/A	N/A
Advisor/staff	38	N/A	N/A	N/A	N/A
Professionals	105	N/A	N/A	N/A	N/A
Support/assistants	117	N/A	N/A	N/A	N/A
<b>Total</b>	<b>268</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

Notes: Personnel on leave and interns are not included

(GRI 205-2 + Oil and gas 11.20.3)

• **Business partners who have been informed about the Organization's anti-corruption policies and procedures**

PARTNER TYPE	GEB				TGI				CÁLIDDA						
	TOTAL	PARTNERS INFORMED		PARTNERS TRAINED		TOTAL	PARTNERS INFORMED		PARTNERS TRAINED		TOTAL	PARTNERS INFORMED		PARTNERS TRAINED	
		No.	%	No.	%		No.	%	No.	%		No.	%	No.	%
Contractors / suppliers	273	273	100%	273	100%	187	187	100%	0	0%	529	327	62%	N/A	0%
Joint Ventures	1	1	100%	0	0%	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Customers	N/A	N/A	N/A	N/A	N/A	39	39	100%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>Total</b>	<b>274</b>	<b>274</b>	<b>100%</b>	<b>273</b>	<b>100%</b>	<b>226</b>	<b>226</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>529</b>	<b>327</b>	<b>62%</b>	<b>N/A</b>	<b>0%</b>

PARTNER TYPE	CONTUGAS				CONECTA				ELECTRO DUNAS						
	TOTAL	PARTNERS INFORMED		PARTNERS TRAINED		TOTAL	PARTNERS INFORMED		PARTNERS TRAINED		TOTAL	PARTNERS INFORMED		PARTNERS TRAINED	
		No.	%	No.	%		No.	%	No.	%		No.	%	No.	%
Contractors / suppliers	243	243	100%	169	70%	150	114	76%	114	76%	279	0	0%	0	0%
Joint Ventures	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	N/A	0	N/A
Customers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	265,781	0	N/A	0	0%
<b>Total</b>	<b>243</b>	<b>243</b>	<b>100%</b>	<b>169</b>	<b>70%</b>	<b>150</b>	<b>114</b>	<b>76%</b>	<b>114</b>	<b>76%</b>	<b>279</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

(GRI 205-3 + Oil and gas 11.20.4, CSA of S&P Global)

• **Total number of cases of confirmed violations of the Code of Ethics and/or Conduct, and nature of the cases.**

TYPE OF INCIDENT	GEB				TGI				CÁLIDDA				CONTUGAS				CONECTA				ELECTRO DUNAS				BUSINESS GROUP			
	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Breach of the Code of Ethics and Conduct	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	1
<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	



TYPE	GEB AND/OR AFFILIATES			
	2019	2020	2021	2022
Total number of confirmed cases of corruption or bribery, and nature of the cases	0	0	0	0
Total number of confirmed cases of corruption and bribery in which employees were fired or penalized	0	0	0	0
Total number of confirmed cases that led to the termination or non-renewal of contracts with trading partners, due to violations related to corruption and bribery	0	0	0	0
Public legal cases related to corruption filed against the Company or any of its employees during the reporting period and the outcomes of such cases	0	0	0	0

(Own)

• **Number of Events Reported through the Ethical Channel in 2022**

EVENTS REPORTED THROUGH THE ETHICAL CHANNEL	2022						BUSINESS GROUP
	GEB	TGI	CÁLIDDA	CONTUGAS	CONECTA	ELECTRO DUNAS	
Number of events	Dilemmas: 43 Reports: 27 Total: 70	Dilemmas: 20 Reports: 13 Total: 33	Dilemmas: 1 Reports: 6 Total: 7	Dilemmas: 0 Reports: 2 Total: 2	Dilemmas: 4 Reports: 1 Total: 5	Dilemmas: 1 Reports: 3 Total: 4	
	70	33	7	2	5	4	
Description of main	Conflicts of interest Invitations to events Gifts or gratuities Manipulation of contracting processes Inappropriate use of assets False statements in documents	Corruption in manipulation of contracting processes and/or inappropriate signing of contracts Inappropriate use of Company assets Failure to comply with internal work regulations - contractor Employment status Others - Not typified for reporting	Corruption – manipulation of contracting processes and/or inappropriate signing of contracts	False statements in documents	Inappropriate additional due diligence inquiries Corruption - manipulation of contracting processes and/or inappropriate signing of contracts	Inappropriate use of assets Corruption - bribery. Ethical inquiry or dilemma raised by a potential provider. Inappropriate use of assets – services not provided or of poor quality.	121



(206-1 + Oil and gas 11.19.2) (SASB EM-MD-520a.1)

• **Legal actions for unfair competition and monopolistic or anti-competitive practices**

UNFAIR COMPETITION AND MONOPOLISTIC OR ANTI-COMPETITIVE PRACTICES

2022

	GEB	TGI	CÁLIDDA	CONTUGAS	CONECTA	ELECTRO DUNAS	BUSINESS GROUP
Number of legal proceedings*	0	1	1	0	0	1	3
Main outcomes of completed legal actions,** including decisions or sentences.	N/A	Not applicable, because the proceedings initiated for alleged unfair competition were in progress at December 31, 2022. During 2022, no penalties were imposed on TGI for anti-competitive practices. One legal process is in progress.	Cálidda filed a report against the company Ingeniería y Proyectos de Redes de Gas Perú for improper use of Cálidda's logo. The final outcome is pending.	N/A	N/A	The company Atria filed a report against Electro Dunas for alleged abuse of dominant position in connection with the application of unequal conditions for equivalent services in the free client market. This process is in progress.	

Notes:

\* Pending or finalized legal proceedings involving the organization's participation in unfair competition and infractions of applicable antitrust and free competition laws

\*\*Main outcomes, including decisions or sentences

(CSA of S&P Global)

• **Political involvement: Contributions and other expenses**

OPERATIONS IN COLOMBIA

TOPIC	2019	2020	2021	2022
Lobbying, interest representation or similar, Colombia.	0	0	0	0
Local, regional or national political campaigns / organizations / candidates.	0	0	0	0
Tax-exempt trade associations or groups.	1,361,522,729	1,460,596,830	800,723,685	1,040,459,574
Other (e.g., expenses related to ballot measures or referendums).	0	0	0	0
Total	1,361,522,729	1,460,596,830	800,723,685	1,040,459,574

TOPIC	GEB				TGI			
	2019	2020	2021	2022	2019	2020	2021	2022
Lobbying, interest representation or similar, Colombia.	0	0	0	0	0	0	0	0
Local, regional or national political campaigns / organizations / candidates.	0	0	0	0	0	0	0	0
Tax-exempt trade associations or groups.	898,522,729	975,393,262	198,563,035	123,051,920	463,000,000	485,203,568	602,160,650	917,407,654
Other (e.g., expenses related to ballot measures or referendums).	0	0	0	0	0	0	0	0
<b>Total</b>	<b>898,522,729</b>	<b>975,393,262</b>	<b>198,563,035</b>	<b>123,051,920</b>	<b>463,000,000</b>	<b>485,203,568</b>	<b>602,160,650</b>	<b>917,407,654</b>

(CSA of S&P Global)

• **Political involvement:  
Largest contributions and expenses**

LARGEST CONTRIBUTIONS AND EXPENSES	TOPIC OR MATTER	CORPORATE POSITION	DESCRIPTION OF THE POSITION/COMMITMENT	TOTAL CONTRIBUTION
GEB (COP)	<ol style="list-style-type: none"> <li>Promote the use of natural gas and electricity in the Colombian energy matrix</li> <li>Promote energy transition initiatives.</li> <li>Maintain the institutional framework and a stable regulatory environment that guarantee investor security</li> </ol>	Support	Through these associations, GEB promotes the strengthening of the Colombian energy system through electrification, the use of renewable energies, as well as regulatory and normative quality. GEB also participates in strategic discussions on the challenges of the electric power and natural gas sector and in the co-creation of initiatives, and carries out ongoing regulatory management to guarantee a favorable regulatory framework for the development of essential energy projects.	123,051,920
TGI (COP)	Membership fees for industry associations and contributions to promote the use of natural gas in the energy transition and as an enabler for social well-being	Support	<ol style="list-style-type: none"> <li>Promote natural gas and its strategic role as an enabler for energy transition, development and social well-being.</li> <li>Structure mechanisms to index the price of natural gas for mobility and a financial mechanism (Gastrack) to finance the purchase of fleets dedicated to GNV.</li> <li>Participation in Ceraweek Congress and market intelligence.</li> </ol>	608.996.498



(CSA of S&P Global)

• **Political involvement:  
Largest contributions and expenses**

LARGEST CONTRIBUTIONS AND EXPENSES	NAME OF THE ORGANIZATION	TOTAL CONTRIBUTION
GEB (COP)	ANDESCO	123,051,920
TGI (COP)	NATURGAS	457,878,298
	ANDI	308,411,156
	ANDESCO	151,118,200

(GRI 415-1)

• **Contributions to political parties and/or representatives**

The Code of Ethics of GEB prohibits contributions to political parties, and this prohibition is monitored.

(CSA of S&P Global)

• **Reports of violations of the Code of Ethics**

REPORTING AREAS	NUMBER OF BREACHES IN FY 2022
Corruption or Bribery	0
Discrimination or Harassment	2*
Customer Privacy Data	0
Conflicts of Interest	3
Money Laundering or Insider trading	0

Note: Operations in Colombia refers to GEB Corporate and Transmission Branch.

\* In 2022, GEB received 3 complaints regarding discrimination and/or harassment, however, 1 case was received anonymously and could not be verified. The two 2 cases received by the Employee Relations Committee were verified and closed by reconciliation.

## TALENT AND WELL-BEING MANAGEMENT

(GRI 2-7)

### • Employees

(GRI 2-8)

### • Workers who are not employees

OVERALL LABOR INDICATORS	UNIT	GEB				TGI				CÁLIDDA			
		2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Total number of employees	Number	595	621	675	669	447	457	462	455	377	396	404	388
Number of men with permanent employment contracts	Number	187	187	224	237	333	337	336	328	238	277	279	280
Number of women with permanent employment contracts	Number	147	155	187	196	106	113	119	123	75	99	98	97
Number of permanent employees	Number	334	342	411	433	439	450	455	451	313	376	377	377
Number of men with fixed-term employment contracts	Number	152	160	139	121	2	3	4	1	41	12	18	7
Number of women with fixed-term employment contracts	Number	109	119	125	115	6	4	3	3	23	8	9	4
Number of fixed-term employees	Number	261	279	264	236	8	7	7	4	64	20	27	11
Number of men with another type of contract	Number	0	0	0	0	0	0	0	0	0	0	0	0
Number of women with another type of contract	Number	0	0	0	0	0	0	0	0	0	0	0	0
Number of employees with another type of contract	Number	0	0	0	0	0	0	0	0	0	0	0	0
Percentage of fixed-term employees	Percentage	43.9%	44.9%	39.1%	32.7%	1.8%	1.5%	1.5%	0.8%	17.0%	5.1%	6.7%	2.8%
Percentage of permanent employees	Percentage	56.1%	55.1%	60.9%	60.1%	98.2%	98.5%	98.5%	94.5%	83.0%	94.9%	93.3%	97.2%
Percentage of employees with another type of contract	Percentage	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total number of men	Number	339	347	363	358	335	340	340	329	279	289	297	287
Total number of women	Number	256	274	312	311	112	117	122	126	98	107	107	101
Percentage of men	Percentage	57.0%	55.9%	53.8%	52.0%	74.9%	74.4%	73.6%	72.3%	74.0%	73.0%	73.5%	74.0%
Percentage of women	Percentage	43.0%	44.1%	46.2%	48.0%	25.1%	25.6%	26.4%	27.7%	26.0%	27.0%	26.5%	26.0%

OVERALL LABOR INDICATORS	UNIT	CONTUGAS				ELECTRO DUNAS				CONECTA			
		2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Total number of employees	Number	146	129	128	117	228	252	260	268	147	143	139	134
Number of men with permanent employment contracts	Number	81	78	83	77	181	203	181	204	95	94	88	85
Number of women with permanent employment contracts	Number	35	34	39	35	44	49	44	56	32	31	34	33
Number of permanent employees	Number	116	112	122	112	225	252	225	260	127	125	122	118
Number of men with fixed-term employment contracts	Number	18	9	0	5	0	0	0	5	13	9	8	9
Number of women with fixed-term employment contracts	Number	12	8	0	0	3	0	3	3	7	9	9	7
Number of fixed-term employees	Number	30	17	0	5	3	0	3	8	20	18	17	16
Number of men with another type of contract	Number	0	0	4	0	0	0	0	0	0	0	0	0
Number of women with another type of contract	Number	0	0	2	0	0	0	0	0	0	0	0	0
Number of employees with another type of contract	Number	0	0	6	0	0	0	0	0	0	0	0	0
Percentage of fixed-term employees	Percentage	20.5%	13.2%	0.0%	4.3%	1.3%	0.0%	1.2%	3.0%	13.6%	12.6%	12.2%	11.9%
Percentage of permanent employees	Percentage	79.5%	86.8%	95.3%	95.7%	98.7%	100.0%	86.5%	97.0%	86.4%	87.4%	87.8%	88.1%
Percentage of employees with another type of contract	Percentage	0.0%	0.0%	4.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total number of men	Number	99	87	87	82	182	203	206	209	108	103	96	94
Total number of women	Number	47	42	41	35	46	49	54	59	39	40	43	40
Percentage of men	Percentage	67.8%	67.4%	68.0%	70.1%	79.8%	80.6%	79.2%	78.0%	73.5%	72.0%	69.1%	70.1%
Percentage of women	Percentage	32.2%	32.6%	32.0%	29.9%	20.2%	19.4%	20.8%	22.0%	26.5%	28.0%	30.9%	29.9%

EMPLOYEES IN THE ORGANIZATION BY JOB CATEGORY	UNIT	GEB				TGI				CÁLIDDA			
		2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Senior Management (women)	Number	5	7	6	5	7	3	10	8	3	3	3	2
Senior Management (Men)	Number	12	13	15	16	9	3	12	12	5	7	7	7
Senior Management (Total)	Number	17	20	21	21	16	6	22	20	8	10	10	9
Middle Management (Women)	Number	39	41	38	43	13	18	14	19	10	11	11	12
Middle Management (Men)	Number	52	52	55	56	27	33	27	31	20	21	20	20
Middle Management (Total)	Number	91	93	93	99	40	51	41	50	30	32	31	32
Advisers (Women)	Number	94	104	115	106	1	1	1	1	16	14	14	15
Advisers (Men)	Number	164	159	163	162	7	7	6	3	40	43	43	44
Advisers (Total)	Number	258	263	278	268	8	8	7	4	56	57	57	59
Professionals (Women)	Number	88	95	101	109	68	72	74	74	53	67	67	64
Professionals (Men)	Number	74	85	85	81	126	132	132	119	192	206	217	207
Professionals (Total)	Number	162	180	186	190	194	204	206	193	245	273	284	271
Support/assistants (Women)	Number	30	27	52	48	166	165	163	164	16	12	12	8
Support/assistants (Men)	Number	37	38	45	43	23	23	23	24	22	12	10	9
Support/assistants (Total)	Number	67	65	97	91	189	188	186	188	38	24	22	17
TOTAL	Number	595	621	675	669	447	457	462	455	377	396	404	388
Percentage Senior Management (Women)	Percentage	0.8%	1.1%	0.9%	0.7%	1.6%	0.7%	2.2%	1.8%	0.8%	0.8%	0.7%	0.5%
Percentage Senior Management (Men)	Percentage	2.0%	2.1%	2.2%	2.4%	2.0%	0.7%	2.6%	2.6%	1.3%	1.8%	1.7%	1.8%
Percentage Senior Management (Total)	Percentage	2.9%	3.2%	3.1%	3.1%	3.6%	1.3%	4.8%	4.4%	2.1%	2.5%	2.5%	2.3%
Percentage Middle Management (Women)	Percentage	6.6%	6.6%	5.6%	6.4%	2.9%	3.9%	3.0%	4.2%	2.7%	2.8%	2.7%	3.1%
Percentage Middle Management (Men)	Percentage	8.7%	8.4%	8.1%	8.4%	6.0%	7.2%	5.8%	6.8%	5.3%	5.3%	5.0%	5.2%
Percentage Middle Management (Total)	Percentage	15.3%	15.0%	13.8%	14.8%	8.9%	11.2%	8.9%	11.0%	8.0%	8.1%	7.7%	8.2%
Percentage Advisors (Women)	Percentage	15.8%	16.7%	17.0%	15.8%	0.2%	0.2%	0.2%	0.2%	4.2%	3.5%	3.5%	3.9%
Percentage Advisors (Men)	Percentage	27.6%	25.6%	24.1%	24.2%	1.6%	1.5%	1.3%	0.7%	10.6%	10.9%	10.6%	11.3%
Percentage Advisors (Total)	Percentage	43.4%	42.4%	41.2%	40.1%	1.8%	1.8%	1.5%	0.9%	14.9%	14.4%	14.1%	15.2%
Percentage Professionals (Women)	Percentage	14.8%	15.3%	15.0%	16.3%	15.2%	15.8%	16.0%	16.3%	14.1%	16.9%	16.6%	16.5%
Percentage Professionals (Men)	Percentage	12.4%	13.7%	12.6%	12.1%	28.2%	28.9%	28.6%	26.2%	50.9%	52.0%	53.7%	53.4%
Percentage Professionals (Total)	Percentage	27.2%	29.0%	27.6%	28.4%	43.4%	44.6%	44.6%	42.4%	65.0%	68.9%	70.3%	69.8%
Percentage Support/assistants (women)	Percentage	5.0%	4.3%	7.7%	7.2%	37.1%	36.1%	35.3%	36.0%	4.2%	3.0%	3.0%	2.1%
Percentage Support/assistants (Men)	Percentage	6.2%	6.1%	6.7%	6.4%	5.1%	5.0%	5.0%	5.3%	5.8%	3.0%	2.5%	2.3%
Percentage Support/assistants (Total)	Percentage	11.3%	10.5%	14.4%	13.6%	42.3%	41.1%	40.3%	41.3%	10.1%	6.1%	5.4%	4.4%



EMPLOYEES IN THE ORGANIZATION BY JOB CATEGORY	UNIT	CONTUGAS				ELECTRO DUNAS				CONECTA			
		2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Senior Management (women)	Number	1	1	1	1	1	2	2	0	0	1	2	2
Senior Management (Men)	Number	0	1	3	4	8	7	7	1	7	7	6	6
Senior Management (Total)	Number	1	2	4	5	9	9	9	1	7	8	8	8
Middle Management (Women)	Number	3	4	4	4	4	5	8	2	8	9	9	7
Middle Management (Men)	Number	8	6	5	4	26	27	28	5	15	13	12	12
Middle Management (Total)	Number	11	10	9	8	30	32	36	7	23	22	21	19
Advisors (Women)	Number	8	7	7	6	1	1	2	9	0	0	0	0
Advisors (Men)	Number	19	21	19	15	27	35	37	29	0	0	0	0
Advisors (Total)	Number	27	28	26	21	28	36	39	38	0	0	0	0
Professionals (Women)	Number	27	24	23	20	13	17	18	23	10	7	7	8
Professionals (Men)	Number	38	30	31	31	37	37	42	82	34	35	35	32
Professionals (Total)	Number	65	54	54	51	50	54	60	105	44	42	42	40
Support/assistants (Women)	Number	8	6	6	4	27	24	24	25	22	23	25	23
Support/assistants (Men)	Number	34	29	29	28	84	97	92	92	51	48	43	44
Support/assistants (Total)	Number	42	35	35	32	111	121	116	117	73	71	68	67
<b>TOTAL</b>	<b>Number</b>	<b>146</b>	<b>129</b>	<b>128</b>	<b>117</b>	<b>228</b>	<b>252</b>	<b>260</b>	<b>268</b>	<b>147</b>	<b>143</b>	<b>139</b>	<b>134</b>
Percentage Senior Management (Women)	Percentage	0.7%	0.8%	0.8%	0.9%	0.4%	0.8%	0.8%	0.0%	0.0%	0.7%	1.4%	1.5%
Percentage Senior Management (Men)	Percentage	0.0%	0.8%	2.3%	3.4%	3.5%	2.8%	2.7%	0.4%	4.8%	4.9%	4.3%	4.5%
Percentage Senior Management (Total)	Percentage	0.7%	1.6%	3.1%	4.3%	3.9%	3.6%	3.5%	0.4%	4.8%	5.6%	5.8%	6.0%
Percentage Middle Management (Women)	Percentage	2.1%	3.1%	3.1%	3.4%	1.8%	2.0%	3.1%	0.7%	5.4%	6.3%	6.5%	5.2%
Percentage Middle Management (Men)	Percentage	5.5%	4.7%	3.9%	3.4%	11.4%	10.7%	10.8%	1.9%	10.2%	9.1%	8.6%	9.0%
Percentage Middle Management (Total)	Percentage	7.5%	7.8%	7.0%	6.8%	13.2%	12.7%	13.8%	2.6%	15.6%	15.4%	15.1%	14.2%
Percentage Advisors (Women)	Percentage	5.5%	5.4%	5.5%	5.1%	0.4%	0.4%	0.8%	3.4%	0.0%	0.0%	0.0%	0.0%
Percentage Advisors (Men)	Percentage	13.0%	16.3%	14.8%	12.8%	11.8%	13.9%	14.2%	10.8%	0.0%	0.0%	0.0%	0.0%
Percentage Advisors (Total)	Percentage	18.5%	21.7%	20.3%	17.9%	12.3%	14.3%	15.0%	14.2%	0.0%	0.0%	0.0%	0.0%
Percentage Professionals (Women)	Percentage	18.5%	18.6%	18.0%	17.1%	5.7%	6.7%	6.9%	8.6%	6.8%	4.9%	5.0%	6.0%
Percentage Professionals (Men)	Percentage	26.0%	23.3%	24.2%	26.5%	16.2%	14.7%	16.2%	30.6%	23.1%	24.5%	25.2%	23.9%
Percentage Professionals (Total)	Percentage	44.5%	41.9%	42.2%	43.6%	21.9%	21.4%	23.1%	39.2%	29.9%	29.4%	30.2%	29.9%
Percentage Support/assistants (women)	Percentage	5.5%	4.7%	4.7%	3.4%	11.8%	9.5%	9.2%	9.3%	15.0%	16.1%	18.0%	17.2%
Percentage Support/assistants (Men)	Percentage	23.3%	22.5%	22.7%	23.9%	36.8%	38.5%	35.4%	34.3%	34.7%	33.6%	30.9%	32.8%
Percentage Support/assistants (Total)	Percentage	28.8%	27.1%	27.3%	27.4%	48.7%	48.0%	44.6%	43.7%	49.7%	49.7%	48.9%	50.0%



ORGANIZATION EMPLOYEES BY AGE	UNIT	GEB				TGI				CÁLIDDA			
		2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Less than 30 years old (Women)	Number	38	28	31	23	12	10	12	8	25	28	23	18
Less than 30 years old (Men)	Number	33	19	21	16	13	16	19	10	45	42	39	23
Less than 30 years old (Total)	Number	71	47	52	39	25	26	31	18	70	70	62	41
Between 31 and 40 years old (Women)	Number	144	158	176	157	42	47	46	50	42	48	49	44
Between 31 and 40 years old (Men)	Number	169	179	181	152	114	101	95	72	140	144	149	140
Between 31 and 40 years old (Total)	Number	313	337	357	309	156	148	141	122	182	192	198	184
Between 41 and 50 years old (Women)	Number	48	62	79	103	43	40	44	44	26	27	31	36
Between 41 and 50 years old (Men)	Number	86	98	116	134	128	133	133	139	77	84	90	104
Between 41 and 50 years old (Total)	Number	134	160	195	237	171	173	177	183	103	111	121	140
Between 51 and 60 years old (Women)	Number	23	24	23	26	12	17	17	19	4	4	4	3
Between 51 and 60 years old (Men)	Number	41	43	39	49	70	78	83	91	14	17	18	15
Between 51 and 60 years old (Total)	Number	64	67	62	75	82	95	100	110	18	21	22	18
Over 61 years old (Women)	Number	3	2	3	2	3	3	3	5	1	0	0	0
Over 61 years old (Men)	Number	10	8	6	7	10	12	10	17	3	2	1	5
Over 61 years old (Total)	Number	13	10	9	9	13	15	13	22	4	2	1	5
Percentage less than 30 years old (Women)	Percentage	6%	5%	5%	3%	3%	2%	3%	2%	7%	7%	6%	5%
Percentage less than 30 years old (Men)	Percentage	6%	3%	3%	2%	3%	4%	4%	2%	12%	11%	10%	6%
Percentage less than 30 years old (Total)	Percentage	12%	8%	8%	5%	6%	6%	7%	4%	19%	18%	15%	10%
Percentage between 31 and 40 years old (Women)	Percentage	24%	25%	26%	22%	9%	10%	10%	11%	11%	12%	12%	11%
Percentage between 31 and 40 years old (Men)	Percentage	28%	29%	27%	21%	26%	22%	21%	16%	37%	36%	37%	35%
Percentage between 31 and 40 years old (Total)	Percentage	53%	54%	53%	43%	35%	32%	31%	27%	48%	48%	49%	46%
Percentage between 41 and 50 years old (Women)	Percentage	8%	10%	12%	14%	10%	9%	10%	10%	7%	7%	8%	9%
Percentage between 41 and 50 years old (Men)	Percentage	14%	16%	17%	19%	29%	29%	29%	31%	20%	21%	22%	26%
Percentage between 41 and 50 years old (Total)	Percentage	23%	26%	29%	33%	38%	38%	38%	40%	27%	28%	30%	35%
Percentage between 51 and 60 years old (Women)	Percentage	4%	4%	3%	4%	3%	4%	4%	4%	1%	1%	1%	1%
Percentage between 51 and 60 years old (Men)	Percentage	7%	7%	6%	7%	16%	17%	18%	20%	4%	4%	4%	4%
Percentage between 51 and 60 years old (Total)	Percentage	11%	11%	9%	10%	18%	21%	22%	24%	5%	5%	5%	5%
Percentage over 61 years old (Women)	Percentage	1%	0%	0%	0%	1%	1%	1%	1%	0%	0%	0%	0%
Percentage over 61 years old (Men)	Percentage	2%	1%	1%	1%	2%	3%	2%	4%	1%	1%	0%	1%
Percentage over 61 years old (Total)	Percentage	2%	2%	1%	1%	3%	3%	3%	5%	1%	1%	0%	1%



ORGANIZATION EMPLOYEES BY AGE	UNIT	CONTUGAS				ELECTRO DUNAS				CONECTA			
		2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Less than 30 years old (Women)	Number	14	7	5	4	7	13	14	18	16	17	14	9
Less than 30 years old (Men)	Number	25	14	7	5	27	43	39	29	16	16	11	8
Less than 30 years old (Total)	Number	39	21	12	9	34	56	53	47	32	33	25	17
Between 31 and 40 years old (Women)	Number	28	30	22	20	7	6	7	9	20	19	21	24
Between 31 and 40 years old (Men)	Number	46	41	43	38	47	51	57	70	50	46	44	38
Between 31 and 40 years old (Total)	Number	74	71	65	58	54	57	64	79	70	65	65	62
Between 41 and 50 years old (Women)	Number	5	5	13	10	11	11	14	12	3	4	8	7
Between 41 and 50 years old (Men)	Number	19	21	26	28	36	36	39	40	32	32	33	37
Between 41 and 50 years old (Total)	Number	24	26	39	38	47	47	53	52	35	36	41	44
Between 51 and 60 years old (Women)	Number	0	0	1	1	12	12	11	13	0	0	0	0
Between 51 and 60 years old (Men)	Number	8	10	10	8	44	41	39	34	7	6	5	9
Between 51 and 60 years old (Total)	Number	8	10	11	8	56	53	50	47	7	6	5	0
Over 61 years old (Women)	Number	0	0	0	0	9	7	8	7	0	0	0	0
Over 61 years old (Men)	Number	1	1	1	3	28	32	32	36	3	3	3	2
Over 61 years old (Total)	Number	1	1	1	3	37	39	40	43	3	3	3	2
Percentage less than 30 years old (Women)	Percentage	10%	5%	4%	3%	3%	5%	5%	7%	11%	12%	10%	7%
Percentage less than 30 years old (Men)	Percentage	17%	11%	5%	4%	12%	17%	15%	11%	11%	11%	8%	6%
Percentage less than 30 years old (Total)	Percentage	27%	16%	9%	8%	15%	22%	20%	18%	22%	23%	18%	13%
Percentage between 31 and 40 years old (Women)	Percentage	19%	23%	17%	17%	3%	2%	3%	3%	14%	13%	15%	18%
Percentage between 31 and 40 years old (Men)	Percentage	32%	32%	34%	32%	21%	20%	22%	26%	34%	32%	32%	28%
Percentage between 31 and 40 years old (Total)	Percentage	51%	55%	51%	50%	24%	23%	25%	29%	48%	45%	47%	46%
Percentage between 41 and 50 years old (Women)	Percentage	3%	4%	10%	9%	5%	4%	5%	4%	2%	3%	6%	5%
Percentage between 41 and 50 years old (Men)	Percentage	13%	16%	20%	24%	16%	14%	15%	15%	22%	22%	24%	28%
Percentage between 41 and 50 years old (Total)	Percentage	16%	20%	30%	32%	21%	19%	20%	19%	24%	25%	29%	33%
Percentage between 51 and 60 years old (Women)	Percentage	0%	0%	1%	1%	5%	5%	4%	5%	0%	0%	0%	0%
Percentage between 51 and 60 years old (Men)	Percentage	5%	8%	8%	7%	19%	16%	15%	13%	5%	4%	4%	7%
Percentage between 51 and 60 years old (Total)	Percentage	5%	8%	9%	7%	25%	21%	19%	18%	5%	4%	4%	0%
Percentage over 61 years old (Women)	Percentage	0%	0%	0%	0%	4%	3%	3%	3%	0%	0%	0%	0%
Percentage over 61 years old (Men)	Percentage	1%	1%	1%	3%	12%	13%	12%	13%	2%	2%	2%	1%
Percentage over 61 years old (Total)	Percentage	1%	1%	1%	3%	16%	15%	15%	16%	2%	2%	2%	1%

(GRI 405-1)

• Employee  
Diversity

DIVERSITY	BUSINESS GROUP	GEB					TGI			CÁLIDDA			
		2022	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021
Percentage of women in workforce	33%	43.0%	44.1%	46.2%	48.0%	25.1%	25.6%	26.4%	27.7%	26.0%	27.0%	26.5%	26.0%
Number of women in management positions	106	19	48	0	48	12	20	24	28	13	14	14	14
Percentage of women in management positions	38%	32%	43%	0%	40%	32%	36%	38%	38%	34%	33%	34%	34%
Number of women in junior management positions (lowest management level)	88	15	41	38	43	7	N/A	20	20	11	11	11	12
Percentage of women in junior management positions (lowest management level)	41%	34%	44%	0%	43%	30%	N/A	37%	37%	38%	34%	0%	37.5%
Number of women in senior management positions (maximum 2 levels below the President)	17	4	7	6	5	4	N/A	7	7	3	3	3	2
Percentage of women in senior management positions (maximum 2 levels below the President)	27%	25%	0%	0%	24%	22%	N/A	37%	37%	22%	0%	0%	22.2%
Number of women in positions with revenue-generating duties	35	0	9	5	5	N/A	0	0	8	N/A	55	2	1
Percentage of women in positions with revenue-generating duties	9%	N/A	N/A	18.51%	20.00%	N/A	0.00%	0.00%	61.5%	N/A	0.14%	20.00%	7.7%
Number of women in STEM-related positions	179	N/A	N/A	77	89	N/A	14	14	23	10	9	10	2
Percentage of women in STEM-related positions	28%	0%	0%	26%	28%	N/A	14%	14%	30%	0%	0%	0%	7.7%
Number of employees with disabilities (functional diversity) in the workforce	N/A	0	0	0	1	0	0	0	0	0	1	1	2
Percentage of employees with disabilities (functional diversity) in the workforce	N/A	0.00%	0.00%	0.00%	0.15%	0.00%	0.00%	0.00%	0.00%	0.00%	0.25%	0.25%	0.52%
Number of foreign employees of the company working at the registered office or branches located in the country.	N/A	0	4	4	3	1	1	1	1	7	6	8	8
Percentage of foreign employees of the Company working at the registered office or branches located in the country.	N/A	0.00%	0.64%	0.59%	0.45%	0.22%	0.22%	0.22%	0.22%	1.86%	1.52%	1.98%	2.06%
Number of employees belonging to ethnic minorities working at the registered office or branches located in the country	N/A	0	1	0	0	N/A	18	N/A	49	0	0	0	0
Percentage of employees belonging to ethnic minorities working at the registered office or branches located in the country.	N/A	0.00%	0.16%	0.00%	0.00%	N/A	N/A	N/A	10.77%	0.00%	0.00%	0.00%	0.00%

Note: This indicator presents modifications to the data initially presented. The adjustment was made in order to guarantee greater transparency and comparability of the data reported at Business Group level. The modification was made after the Report was approved by the General Meeting of Shareholders.

	UNIT	DIVERSITY				CONTUGAS				ELECTRO DUNAS				CONECTA			
		2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Percentage of women in workforce	Number	32.2%	32.6%	32.0%	29.9%	20.2%	19.4%	20.8%	22.0%	26.5%	28.0%	30.9%	29.9%				
Number of women in all management positions	Number	4	5	5	5	N/A	7	10	2	4	10	11	9				
Percentage of women in all management positions	Percentage	22%	42%	38%	38%	N/A	17%	22%	25%	14%	33%	38%	33%				
Number of women in junior management positions (lowest management level)	Number	2	4	4	4	N/A	2	8	2	4	9	9	7				
Percentage of women in junior management positions (lowest management level)	Percentage	15%	40%	44%	50%	N/A	25%	22%	29%	19%	41%	6%	37%				
Number of women in senior management positions (maximum 2 levels below the President)	Number	1	1	0	1	N/A	0	0	0	0	1	0	2				
Percentage of women in senior management positions (maximum 2 levels below the President)	Percentage	100%	50%	0%	25%	N/A	0%	0%	0%	0%	0%	0%	25%				
Number of women in positions with revenue-generating duties	Number	0	0	1	1	N/A	0	0	19	N/A	0	1	1				
Percentage of women in positions with revenue-generating duties	Percentage	0.00%	0.00%	20.00%	14.3%	N/A	0.00%	0	7%	N/A	0.00%	1%	33%				
Number Women in STEM-related positions	Number	N/A	N/A	41	35	N/A	0	0	17	N/A	N/A	N/A	13				
Percentage of women in STEM-related positions	Percentage	0%	0%	32%	30%	N/A	0%	N/A	30.4%	N/A	N/A	N/A	26%				
Number of employees with disabilities (functional diversity) in the workforce	Number	0	0	0	0	N/A	1	1	1	N/A	0	0	0				
Percentage of employees with disabilities (functional diversity) in the workforce	Percentage	0.00%	0.00%	0.00%	0.00%	N/A	0.40%	0.38%	0.37%	0.00%	0.00%	0.00%	0.00%				
Number of foreign employees of the company working at the registered office or branches located in the country.	Number	0	9	8	8	N/A	4	4	0	0	7	3	N/A				
Percentage of foreign employees of the Company working at the registered office or branches located in the country.	Percentage	0.00%	6.98%	6.25%	6.84%	N/A	1.59%	1.54%	0.00%	0.00%	4.90%	2.16%	N/A				
Number of employees belonging to ethnic minorities working at the registered office or branches located in the country	Number	0	0	0	0	N/A	0	0	0	0	0	0	N/A				
Percentage of employees belonging to ethnic minorities working at the registered office or branches located in the country.	Percentage	0.00%	0.00%	0.00%	0.00%	N/A	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	N/A				

Note: This indicator was modified after the Report was approved by the General Meeting of Shareholders. The adjustments were made in order to guarantee greater transparency and comparability of the data reported at Business Group level.

(CSA of S&P Global)  
• **FY 2022**

SHARE IN TOTAL WORKFORCE (AS % OF TOTAL WORKFORCE)

SHARE IN ALL MANAGEMENT POSITIONS, INCLUDING JUNIOR, MIDDLE AND SENIOR MANAGEMENT  
(AS % OF TOTAL MANAGEMENT WORKFORCE)

	BUSINESS GROUP	GEB	TGI	CÁLIDDA	CONTUGAS	ELECTRODUNAS	CONECTA	BUSINESS GROUP	GEB	TGI	CÁLIDDA	CONTUGAS	ELECTRODUNAS	CONECTA
Foreign nationality	1,35%	0,45%	1,20%	2%	0,10%	1,50%	5,20%	4,23%	0,83%	N/A	2%	0,20%	50%	11,10%
Afro	1,23%	0,16%	2,84%	2%	0%	N/A	0%	0,00%	0%	N/A	N/A	0%	N/A	0%
White	26,84%	40,51%	30,49%	13%	0%	N/A	9,70%	32,58%	43,44%	N/A	N/A	0%	N/A	0%
Indigenous	4,22%	8,30%	1,12%	2%	0%	N/A	4,50%	0,00%	0%	N/A	N/A	0%	N/A	0%
Mixed	58,23%	46,73%	42,64%	76%	100%	N/A	80,60%	48,63%	34%	N/A	N/A	100%	N/A	88,90%
Other	8,15%	3,83%	21,70%	5%	0%	N/A	0%	16,92%	22,56%	N/A	N/A	0%	N/A	0%

Note: Only subsidiaries where data is available are included in the Business Group calculation. The total Business Group data coverage is 79% of all FTEs.

This indicator was modified after the Report was approved by the General Meeting of Shareholders. The adjustments were made in order to guarantee greater transparency and comparability of the data reported at Business Group level.

(GRI 405-2)

• **Ratio of basic salary and remuneration of women to men**

	RATIO OF MEN'S AND WOMEN'S SALARY DISTRIBUTED BY JOB LEVEL				GEB				TGI				CÁLIDDA			
	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Senior Management	0.86	0.71	0.71	0.73	1.06	1.25	1.29	1.29	0.74	0.76	0.8	0.74				
Middle Management	0.93	0.97	0.93	0.94	1	0.99	1	1.03	0.91	0.9	0.9	0.95				
Consultant	1.02	1.02	1.02	1.00	1	1	1	1.00	0.99	1.09	1.1	1.18				
Professionals	0.96	0.95	1.01	0.96	0.9	0.92	0.95	0.94	0.91	0.89	1	0.93				
Support/assistants	0.87	0.87	0.79	0.82	0.86	0.87	0.87	0.91	1.24	1.25	0.8	1.10				

	RATIO OF MEN'S AND WOMEN'S SALARY DISTRIBUTED BY JOB LEVEL				CONTUGAS				ELECTRO DUNAS				CONECTA			
	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Senior Management	0	0.58	1.93	1.18	N/A	N/A	N/A	N/A	N/A	1.25	1.08	0.84				
Middle Management	0.63	0.77	1.11	1.50	0.9	0.95	0.95	0.95	N/A	0.87	0.85	0.88				
Consultant	0.85	0.84	0.83	0.85	1.83	1.79	1.88	0.68	N/A	0	0	0				
Professionals	0.8	3.35	0.96	1.01	1.24	1.09	1.03	0.93	N/A	1.05	1.03	1.04				
Support/assistants	0.72	0.9	0.72	0.85	0.97	0.97	0.97	0.94	N/A	0.75	0.75	0.8				





Average salary women	GEB				TGI				CÁLIDDA			
	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Executive level (base salary only)	432,296,580	385,772,469	398,848,594	433,324,637	26,292,369	35,288,609	36,114,737	502.304.352	12,325	9,146	7,710	USD 101.748
Executive level (base salary + other cash incentives)	663,575,250	592,160,739	578,995,209	629,042,931.1	32,087,207	43,066,218	44,074,425	613.012.236	39,438	29,267	24,671	USD 325.584
Management level (base salary only)	208,331,891	216,126,941	220,838,666	238,036,999.0	19,454,853	18,166,660	18,593,010	235.720.668	5,330	4,818	4,032	USD 56.028
Management level (base salary + other cash incentives)	280,109,831	290,590,560	284,680,991	290,640,102.6	24,197,946	22,595,692	23,125,986	293.189.364	17,057	15,419	12,902	USD 179.304
Non-Management level (base salary only)	89,103,558	96,403,469	94,610,814	101,529,509.2	7,679,462	7,898,087	8,139,774	105.420.108	5,225	5,426	4,240	USD 58.356

Average salary women	CONTUGAS				ELECTRO DUNAS				CONECTA			
	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Executive level (base salary only)	USD 8,298	USD 7,816	USD 7,246	USD 90.816	N/A	N/A	N/A	N/A	N/A	N/A	N/A	USD 88,044
Executive level (base salary + other cash incentives)	USD 8,298	USD 7,816	USD 7,246	USD 90.816	N/A	N/A	N/A	N/A	N/A	N/A	N/A	USD 88,044
Management level (base salary only)	USD 5,528	USD 5,206	USD 4,827	USD 61.260	N/A	N/A	N/A	N/A	N/A	8,148.9	7,192.3	USD 47,736
Management level (base salary + other cash incentives)	USD 5,528	USD 5,206	USD 4,827	USD 61.260	N/A	N/A	N/A	N/A	N/A	8,148.9	7,192.3	USD 47,736
Non-Management level (base salary only)	USD 1,713	USD 1,635	USD 1,396	USD 19.128	3,767.6	3,709.19	4,002.92	PEN 55,384	N/A	2,093.3	2,018.3	USD 24,648

Note: 2022 monthly salaries of TGI, Cálidda, Contugas, Electrodunas and Conecta were converted to annual salary.

This indicator was modified after the Report was approved by the General Meeting of Shareholders. The adjustments were made in order to guarantee greater transparency and comparability of the data reported at Business Group level.



Average salary men	GEB				TGI				CÁLIDDA			
	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Executive level (base salary only)	485,496,419	525,062,301	388,352,169	597,639,123	33,937,806	28,947,296	28,789,181	COP 389,985,888	27,438	12,031	10,232	USD 138,120
Executive level (base salary + other cash incentives)	773,170,583	836,180,678	563,757,899	890,079,368.3	41,417,698	35,327,280	35,134,316	COP 475,938,780	87,802	38,498	32,743	USD 441,984
Management level (base salary only)	222,610,595	222,759,953	237,123,362	253,487,072.8	18,236,295	15,692,932	18,435,985	COP 229,495,452	48,589	5,356	4,491	USD 59,160
Management level (base salary + other cash incentives)	300,575,867	300,777,536	306,514,339	315,327,561.1	22,682,304	19,518,869	22,930,678	COP 285,446,448	155,483	17,141	14,371	USD 189,324
Non-Management level (base salary only)	101,823,939	106,185,685	110,085,688	118,274,040.3	8,533,496	8,784,786	8,768,576	COP 112,513,776	139,507	5,101	4,410	USD 59,340

Average salary men	CONTUGAS				ELECTRO DUNAS				CONECTA			
	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Executive level (base salary only)	N/A	USD 14,524	USD 6,291	USD 79,634	N/A	N/A	N/A	N/A	N/A	0	0	USD 105,444
Executive level (base salary + other cash incentives)	N/A	USD 14,524	USD 6,291	USD 79,634	N/A	N/A	N/A	N/A	N/A	0	0	USD 105,444
Management level (base salary only)	USD 5762	USD 5,499	USD 5,141	USD 57,573	N/A	N/A	N/A	N/A	N/A	8,189.7	8,613.5	USD 54,408
Management level (base salary + other cash incentives)	USD 5762	USD 5499	USD 5,141	USD 57,573	N/A	N/A	N/A	N/A	N/A	8,189.7	8,613.5	USD 54,408
Non-Management level (base salary only)	USD 1,935	USD 1852	USD 1,574	USD 22,085	3,667.43	3,638.69	3,884.73	PEN 56,238	N/A	2,335.3	2,330.6	USD 28,116

Note: 2022 monthly salaries of TGI, Cálidda, Contugas, ElectroDunas and Conecta were converted to annual salary.

This indicator was modified after the Report was approved by the General Meeting of Shareholders. The adjustments were made in order to guarantee greater transparency and comparability of the data reported at Business Group level.

(CSA of S&P Global)

• **AVERAGE SALARY BY GENDER 2022**

Position category	BUSINESS GROUP	
	Average salary women	Average salary men
Executive level (base salary only)	425,947,899	472,605,742
Executive level (base salary + other cash incentives)	677,737,268	806,888,573
Management level (base salary only)	235,201,480	242,252,556
Management level (base salary + other cash incentives)	362,134,564	376,591,872
Non-Management level (base salary only)	117,158,789	126,544,341
Currency	COP	COP

Note: To calculate salaries at Business Group level, average exchange rates were used. Average exchange rates are calculated from the spot market exchange rates that are published by the Financial Superintendence of Colombia and the Central Bank of Colombia (Banco de la República).

Indicators and Notes



(CSA of S&P Global)

• **Salary Ratio  
CEO/ Employee**

RATIO	RATIO OF CEO OVER MEDIAN EMPLOYEE REMUNERATION	RATIO OF CEO OVER AVERAGE EMPLOYEE REMUNERATION
Salary ratio between the CEO's total remuneration and employee remuneration	10.97	10.59

(GRI 2-19)

• **Remuneration policies**

(GRI 2-20)

• **Process for determining remuneration**

	2022					
DESCRIBE THE FOLLOWING INFORMATION:	GEB	TGI	CÁLIDDA	CONTUGAS	ELECTRO DUNAS	CONECTA
Remuneration policies of the members of the highest governance body and senior executives.	<p>Compensation and Benefits Policy Compensation Management Procedure Recommendations of the Compensation Committee Approvals by the Board of Directors</p>	<p>TGI's salary structure is defined based on criteria of objectivity and free from gender bias, which enables maintaining competitiveness and internal equality in the employees' fixed remuneration. The following is a breakdown of the main variables taken into consideration by the Compensation and Benefits team, which form the central basis of the strategy of seeking to maintain competitive remuneration and attracting and retaining the best talent.</p>	<p>The senior executives have no long-term incentives, only a short-term Performance Bonus, which covers all the personnel. The only difference is that senior executives receive a larger number of monthly salaries for achievement of 100% of the established targets. The senior executives have no long-term incentives, only a short-term Performance Bonus, which covers all the personnel. The only difference is that senior executives receive a larger number of monthly salaries for achievement of 100% of the established targets. The performance target bonus is equal to 3.2 salaries. They can also receive up to 4 salaries in profits. Severance indemnities are paid in accordance with Peruvian law, equivalent to 1.5 salaries for each year of service.</p>	<p>Highest Governance Bodies: They do not receive salary remuneration at Contugas. External Board members of Contugas receive a Diet for attendance to for each meeting. Senior executives: their remuneration has a fixed monthly component (monthly salary + mandatory benefits) and variable Performance Bonus (linked to the outstanding and extraordinary attachment of the objectives of the Corporate Strategic Plan). They also receive additional extra-legal benefits such as health insurance for themselves and family members, oncology insurance and preventive check-ups, flexible time benefits and relative independence in terms of time management.</p>	<p>Our remuneration policy covers the entire Company, including the CEO, and we additionally have a voluntary profit-sharing scheme tied to performance, short-term and long-term bonuses, with no specific policy for the mentioned levels.</p>	<p>No differentiated remuneration criteria are established by levels. The same remuneration policies apply to all levels. The remuneration includes a fixed component and a results-based (performance) incentive bonus. There is no other remuneration than than of the base salary.  We abide by the Labor Code in terms of benefits and severance indemnity payments.</p>



DESCRIBE THE FOLLOWING INFORMATION:	GEB	TGI	CÁLIDDA	CONTUGAS	ELECTRO DUNAS	CONECTA
Description of how the remuneration policies of the members of the highest governance body and senior executives are linked to their objectives and performance in managing the organization's impacts on the economy, the environment and people.	<p>The benefits portfolio is flexible and takes into consideration the stage in the life cycle of the employees and their families</p> <p>The variable compensation is linked to the achievement of established targets and strategic objectives</p>	<p>TGI's compensation policy is aimed at i) ensuring consistency with the scope of the position and the responsibilities taken on by the employee in the position; ii) attracting and retaining employees with high potential and performance, which implies offering total compensation packages that are competitive with the practices of other companies in the market of reference; iii) remunerating the employee for his/her efforts and for outstanding performance; iv) maintaining and increasing employee commitment.</p> <p>To drive this policy, the Company measures its corporate and individual performance each year, and sets targets that enable the growth and sustainability of the business.</p> <p>To this end, the performance management model is based on objectives, that enables the identification of the individual's contribution in each role, as well as the corporate performance in achieving the goals. Additionally, the model enables measuring development indicators, such as the leader's effectiveness, each employee's continuous development process, through the measurement of gaps closed in his/her competencies.</p> <p>During 2022, the Company extended its multi-modal 360° competencies evaluation to all employees, with the aim of obtaining an objective view of the behaviors and values observed at work, as an input to design development plans that enable the continuity of each employee's growth process, both individually and collectively, in line with the goals established in the strategy.</p>	<p>Cálidda has salary bands for each IPE, which are established based on the MERCER methodology. We then assess our external competitiveness compared to other selected companies, which is used as an input to update the bands and ensure that we are always competitive in the market.</p>	<p>100% of the variable compensation is directly linked to the performance of Senior Management in terms of the achievement of the strategic plan: if the results are satisfactory, they qualify for the performance bonus; otherwise, such bonus is not paid. The strategic plan of Contugas always includes challenges that are directly related to the company's development: Profitability, (ii) contributes to reducing the carbon footprint, (iii) seeks to implement new sustainable technologies, (iv) privileges above all the corporate value of the Life of its employees and the community, (v) promotes the development of the personnel of Contugas, and (vi) builds the social fabric through our positive contribution to the community.</p>	<p>Board approval</p>	<p>Following its review and approval by the Board of Directors, the CEO disseminates and deploys the Corporate Strategic Plan and ensures that the strategy is aligned with the individual objectives of his direct reports. (Managers) Development of individual objectives that drive the strategy and substantially contribute to fulfillment of the Company's strategic objectives.</p> <p>The Performance Objectives Evaluation cycle involves three phases during the year: Planning and Definition of the Objectives, Monitoring and Performance Evaluation and Closing. The compensation methodology and the request for payment of performance bonuses is submitted to the Board at the beginning of the year. The Board may authorize a different methodology each year.</p>



DESCRIBE THE FOLLOWING INFORMATION:	GEB	TGI	CÁLIDDA	CONTUGAS	ELECTRO DUNAS	CONECTA
Process to design the remuneration policies and set the remuneration.	<p>a) The Compensation Committee recommends the approval of the remuneration policies, which are approved by the Board of Directors, which is the highest governance body.</p> <p>b) The market median is used as reference to determine remuneration.</p> <p>c) Advisory is provided by an external consultant (currently, Mercer), which is independent from the organization, its governance bodies and senior executives</p>	Not applicable	We receive support from the MERCER consulting firm.	<p>The remuneration policies are designed and recommended by Management of Contugas, led by the Human Resources Manager and the CEO.</p> <p>The full Board is 100% responsible for approving these policies, to ensure objectivity and transparency, and they are controlled by the organization's highest governance body.</p> <p>The salary and compensation policies or rules of Contugas are in general based on the guidelines of the parent company, Grupo Energía Bogotá, the good practices of the sector and permanent benchmarking against other Peruvian and foreign subsidiaries of Grupo Energía Bogotá.</p> <p>Well-known external international consultants are frequently engaged to provide objective information on the market and assist in adjusting the internal policies. The aim is to remain competitive, and to optimize the attraction and retention of the best talent for Contugas.</p>	A proposal is developed based on the current policy and salary bands provided by a consultant, previously validated by the Talent Management Department and the CEO, for approval by the Board.	<p>a. Whether independent members of the highest governance body or an independent remuneration committee supervise the process of determining remuneration; the Board of Directors is the body that authorized salary increases in connection with:</p> <ol style="list-style-type: none"> <li>1. The increase in the CPI</li> <li>2. Payment of the Results (performance) bonus</li> </ol> <p>b. How the opinions of stakeholders (including shareholders) are taken into consideration to determine remuneration; Through the Board of Directors in a point on the agenda.</p> <p>c. Whether consultants specializing in remuneration participate in determining the remuneration, and if so, if they are independent from the organization, its highest governance body and its senior executives: We are currently working on aligning the Mercer methodology with the group that manages remuneration, to assure equality based on market information.</p>



(GRI 2-19)

• Remuneration policies

(GRI 2-20)

• Process for determining remuneration

EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS	BUSINESS GROUP		GEB			TGI			CÁLIDDA				
	2022	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Total number of employees in the organization	2031	595	621	675	669	447	457	462	455	377	396	404	388
Total employees covered by collective bargaining agreements	591		153	188	217	317	329	328	323	16	17	18	18
Percentage of employees covered by collective bargaining agreements	29%	0%	25%	28%	32%	71%	72%	71%	71%	4%	4%	4%	5%

EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS	CONTUGAS				CONECTA				ELECTRO DUNAS			
	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Total number of employees in the organization	146	129	128	117	147	143	139	134	228	252	260	268
Total employees covered by collective bargaining agreements	0	0	0	0	0	0	0	0	69	163	73	69
Percentage of employees covered by collective bargaining agreements	0%	0%	0%	0%	0%	0%	0%	0%	0%	65%	0%	26%

Note: This indicator was modified after the Report was approved by the General Meeting of Shareholders. The adjustments were made in order to guarantee greater transparency and comparability of the data reported at Business Group level.



(GRI 404-1)

• Average hours of training by employee

AVERAGE HOURS OF EMPLOYEE TRAINING BY YEAR, BROKEN DOWN BY GENDER, JOB CATEGOR, AGE, AND TYPE OF TRAINING	UNIT	GEB				TGI				CÁLIDDA			
		2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Senior Management (women)	Hours	270	116	109	95	387	413	571	892	162	59	58	50
Senior Management (men)		437	260	638	786	676	469	910	728	222	134	100	108
Senior Management (Total)		707	376	747	881	1,063	882	1,481	1,619	384	193	158	158
Middle Management (Women)		3,555	1,034	4,867	1,044	617	3,435	553	885	335	240	269	417
Middle Management (Men)		4,017	1,380	6,513	1,309	693	6,809	1,470	1,246	825	834	578	819
Middle Management (Total)		7,572	2,414	11,380	2,353	1,310	10,244	2,023	2,131	1,160	1,074	847	1,236
Advisors (Women)		7,443	2,081	4,404	7,866	694	168	1,979	851	339	234	1,252	415
Advisors (Men)		11,170	3,664	9,059	10,389	2,422	956	5,129	1,470	1,481	1,743	304	1,747
Advisors (Total)		18,613	5,745	13,463	18,255	3,116	1,124	7,108	2,321	1,820	1,977	1,556	2,162
Professionals (Women)		3,008	1,800	3,151	4,399	3,788	10,653	4,601	2,435	1,004	1,452	1,418	1,652
Professionals (Men)		2,320	1,491	1,742	2,397	3,386	21,979	7,868	2,967	5,286	7,184	4,560	7,700
Professionals (Total)		5,328	3,291	4,893	6,796	7,174	32,632	12,469	5,402	6,290	8,636	5,978	9,352
Support/assistants (Women)		766	494	1,166	1,056	94	2,658	1,423	581	334	166	460	363
Support/assistants (Men)		1,106	816	204	638	4,654	20,555	13,043	1,805	430	169	324	325
Support/assistants (Total)		1,872	1,310	1,370	1,695	4,748	23,213	14,466	2,385	764	335	784	688
Total hours of training in the latest year		34,092	13,136	31,853	29,980	17,411	68,095	37,547	13,857	10,418	12,215	9,323	13,596
Average training hours for senior management (women)	Average	54	17	18	19	55	138	57	111	54	20	19	25
Average training hours for senior management (men)		36	20	43	49	75	156	76	61	44	19	14	15
Average training hours for Senior Management (total)		42	19	36	42	66	147	67	81	48	19	16	18
Average training hours for middle management (women)		91	25	128	24	47	191	40	47	34	22	24	35
Average training hours for middle management (men)		77	27	118	23	26	206	54	40	41	40	29	41
Average training hours for Middle Management (total)		83	26	122	24	33	201	49	43	39	34	27	39
Average training hours for advisors (women)		79	20	38	74	694	168	1,979	851	21	17	89	28
Average training hours for advisors (men)		68	23	56	64	346	137	855	490	37	41	7	40
Average training hours for advisors (total)		72	22	48	68	390	141	1,015	580	33	35	27	37
Average training hours for professionals (women)		34	19	31	40	56	148	62	33	19	22	21	26
Average training hours for professionals (men)		31	18	20	30	27	167	60	25	28	35	21	37
Average training hours for professionals (total)		33	18	26	36	37	160	61	28	26	32	21	35
Average training hours for support/assistants (women)		26	18	22	22	4	16	9	4	21	14	38	45
Average training hours for support/assistants (men)		30	21	5	15	28	894	567	75	20	14	32	36
Average training hours for support/assistants (total)		28	20	14	19	25	123	78	13	20	14	36	40
Number of training hours by gender (females)	Hours	15,042	5,525	13,697	14,460	5,580	17,327	9,127	5,643	2,174	2,151	3,457	2,897
Number of training hours by gender (males)		19,050	7,611	18,156	15,519	11,831	50,768	28,420	8,215	8,244	10,064	5,866	10,699
Average training hours by gender (females)	Average	58.76	20.17	43.90	46.50	49.82	148.09	74.81	44.78	22.18	20.10	32.31	28.68



AVERAGE HOURS OF EMPLOYEE TRAINING BY YEAR, BROKEN DOWN BY GENDER, JOB CATEGOR, AGE, AND TYPE OF TRAINING	UNIT	GEB				TGI				CÁLIDDA			
		2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Average training hours by gender (males)		56.19	21.93	50.02	43.35	35.32	149.32	83.59	24.97	29.55	16.94	19.75	37.28
Average hours of training Under 30 years old					46.06								
Average hours of training 31 to 50 years old					45.64								
Average hours of training Over 50 years old					38.82								
Average hours of training by type: Leadership					6.88								
Average hours of training by type: Transversa					7.29								
Average hours of training by type: Special projects					25.11								
Average hours of training by type: Specific training needs					5.53								
Average training hours	Average	6,818.40	2,627.26	6,370.60	5,995.93	3,482.20	13,619.00	7,509.40	2,771.40	2,083.60	2,443.00	1,864.60	2,719.20
Average hours of training by employee		57.30	21.15	47.19	44.81	38.95	149.00	81.27	30.45	27.63	30.85	23.08	35.04

AVERAGE HOURS OF EMPLOYEE TRAINING BY YEAR, BROKEN DOWN BY GENDER AND JOB CATEGORY	UNIT	CONTUGAS				ELECTRO DUNAS				CONECTA			
		2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Senior Management (women)	Hours	0	17	4	4	21	47	59	0	16	28	67	1,080
Senior Management (men)		16	29	24	44	176	161	217	7	112	587	162	1,936
Senior Management (Total)		16	46	28	48	197	208	276	6.5	128	615	229	3,016
Middle Management (Women)		0	53	104	123	87	119	236	73	49	1,747	208	2,950
Middle Management (Men)		66	120	258	81	572	623	868	69	38	1,150	680	4,033
Middle Management (Total)		66	173	362	204	659	742	1,104	142	87	2,897	888	6,983
Advisors (Women)		416	114	250	226	21	24	59	224	0	0	0	9,581
Advisors (Men)		970	262	1,213	553	594	808	1,148	1,230	0	0	0	15,388
Advisors (Total)		1,386	376	1,463	779	615	832	1,207	1,453	0	0	0	24,970
Professionals (Women)		662	369	1,411	1,229	283	406	532	494	134	457	232	10,715
Professionals (Men)		1,232	473	2,440	537	814	854	1,303	2,308	190	3,547	2,264	17,525
Professionals (Total)		1,894	842	3,851	1,766	1,097	1,260	1,835	2,802	324	4,004	2,496	28,241
Support/assistants (Women)		134	92	162	78	587	574	710	479	25	1,953	871	3,130
Support/assistants (Men)		528	590	1,262	987	1,847	2,240	2,854	1,645	36	3,373	1,409	6,944
Support/assistants (Total)		662	682	1,424	1,065	2,434	2,814	3,564	2,124	61	5,326	2,280	10,074
Total hours of training in the latest year		4,024	2,119	7,128	3,862	5,002	5,856	7,986	6,527	600	12,842	5,893	73,283
Average training hours for senior management (women)	Average	-	17	4	4	21	24	30	-	16	28	34	60
Average training hours for senior management (men)		16	29	8	11	22	23	31	7	16	84	27	42
Average training hours for Senior Management (total)		16	23	7	10	22	23	31	7	18	77	29	47
Average training hours for middle management (women)		-	13	26	31	22	24	30	37	6	194	23	34
Average training hours for middle management (men)		8	20	52	20	22	23	31	14	3	88	57	32
Average training hours for Middle Management (total)		6	17	40	26	22	23	31	20	4	132	42	32
Average training hours for advisors (women)		52	16	36	38	21	24	30	25	-	-	-	70
Average training hours for advisors (men)		51	12	64	37	22	23	31	42	-	-	-	61
Average training hours for advisors (total)		51	13	56	37	22	23	31	38	-	-	-	64
Average training hours for professionals (women)		25	15	61	61	22	24	30	21	13	65	33	36
Average training hours for professionals (men)		32	16	79	17	22	23	31	28	6	101	65	32
Average training hours for professionals (total)		29	16	71	35	22	23	31	27	7	95	59	33
Average training hours for support/assistants (women)		17	15	27	20	22	24	30	19	1	85	35	12
Average training hours for support/assistants (men)		16	20	44	35	22	23	31	18	1	70	33	29
Average training hours for support/assistants (total)		16	19	41	33	22	23	31	18	1	75	34	20
Number of training hours by gender (females)	Hours	1,212	645	1,931	1,660	999	1,170	1,596	1,270	224	4,185	1,378	27,456
Number of training hours by gender (males)		2,812	1,474	5,197	2,202	4,003	4,686	6,390	5,258	376	8,657	4,515	45,827
Average training hours by gender (females)	Average	25.79	15.36	47.10	47.43	21.72	23.88	29.56	21.52	5.74	104.63	32.05	40.86
Average training hours by gender (males)		28.40	16.94	59.74	26.85	21.99	23.08	31.02	25.16	3.48	84.05	47.03	33.72
Average training hours	Average	804.80	423.80	1,425.60	772.40	1,000.40	1,171.20	1,597.20	1,305.40	120.00	2,568.40	1,178.60	14,656.62
Average hours of training by employee		27.56	16.43	55.69	33.01	21.94	23.24	30.72	24.35	4.08	89.80	42.40	40.75



(Own)

• Investment in training

EMPLOYEES TRAINED	BUSINESS GROUP		GEB		TGI		CÁLIDDA						
	2022	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Number of employees trained	2095	614	614	614	665	442	457	456	448	N/A	395	404	453
Total number of hours dedicated to training	73,283	34,092	13,136	31,853	29,980	17,411	68,095	37,547	13,857	10,418	12,215	9,323	13,596
Percentage of employees that received training	99%	99%	99%	91%	99%	99%	100%	98%	98%	0%	100%	0%	100%
Average investment in training and development per FTE	COP 1,335,653.61	N/A	N/A	N/A	1,418,558	2,298,266	2,572,584	1,166,486	2,269,827	N/A	167,376,378	148,087,204	USD 424.84

EMPLOYEES TRAINED	UNIT	CONTUGAS				ELECTRO DUNAS				CONECTA			
		2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Number of employees trained	Number	146	129	0	115	N/A	271	N/A	280	N/A	143	139	134
Total number of hours dedicated to training	Hours	4,024	2,119	7,128	3,862	5,002	5,856	7,986	6,527	600	12,842	5,893	5,461
Percentage of employees that received training	Percentage	0%	100%	0%	98%	0%	100%	0%	100%	0%	100%	0%	100%
Average investment in training and development per FTE		N/A	N/A	28,199	USD 190.01	0	0	0	PEN 256.82	N/A	59,840	12,472	USD 334.73

Note: This indicator was modified after the Report was approved by the General Meeting of Shareholders. The adjustments were made in order to guarantee greater transparency and comparability of the data reported at Business Group level.

(CSA of S&P Global)

• Return on investment in human capital (HC ROI)

	FISCAL YEAR 2019	FISCAL YEAR 2020	FISCAL YEAR 2021	FISCAL YEAR 2022
a) Total income (COP)	\$4,887,194,000,000	\$5,125,946,000,000	\$5,558,593,000,000	\$6,788,462,000,000
b) Total operating expenses (COP)	\$3,608,537,000,000	\$3,520,019,000,000	\$4,025,195,000,000	\$4,750,289,000,000
c) Total employee-related expenses (salaries + benefits) (COP)	\$289,442,000,000	\$312,792,000,000	\$335,049,000,000	\$384,892,000,000
Result HC ROI (a - (b-c)) / c	5.42	6.13	5.58	6.30
Total number of employees	1,940	1,998	2,068	2,031

Note: The data reported include the following companies: GEB, TGI, Enlaza (Transmission Branch), Conecta, Cálidda, ElectroDunas and Contugas. This indicator was modified after the Report was approved by the General Meeting of Shareholders. The adjustments were made in order to guarantee greater transparency and comparability of the data reported at Business Group level.

(GRI 404-2)

• Programs for upgrading employee skills and transition assistance programs

SKILLS MANAGEMENT AND LIFELONG LEARNING PROGRAM THAT PROMOTE THE EMPLOYABILITY OF WORKERS AND HELP THEM MANAGE THE END OF THEIR CAREERS.		PROGRAM 1				
	GEB	TGI	CÁLIDDA	CONTUGAS	ELECTRO DUNAS	CONECTA
Program name and description	Leadership Program, comprised of the following modules: * Leadership in digital and remote environments * Inclusive and diverse leadership * Leadership for talent development (feedback)	Leadership Program	Incentive program for Cálidda workers	Crecer	Formando líderes con energía	1. Leadership program and 2. Strengthening of organizational skills
Description of the program's objectives /commercial benefits	The Leadership program was designed to help participants understand that their role as leaders has an impact on talent development, and therefore on the business.  It covered the needs required by the new hybrid, sustainable and innovative environments, as well as processes managed by human talent, such as performance management, 360° evaluations, focus themes that drive GEB's culture, remote work project, among others.	TGI's Corporate Strategic Map is deployed through the following driving pillars: Efficiency, Transformation, Regulation, Expansion, Sustainability, and Change and Capacity Management. The latter pillar promotes the development of capacities and talent in the organization. To this end, one of the second-tier indicators to drive the Strategy is Leader Effectiveness, which is measured in terms of the progress made in the path of leadership development and strengthening of capabilities  This program intends to provide the tools required by leaders to address the challenges of the business, strengthen their skills and develop their teams. The Leadership Program includes the following cluster: 1. Executive Coaching: * Individual coaching sessions * One-on-one follow-up and feedback 2. Action Learning - Leader transformation: * Group coaching and assistance to leverage the development of 5 initiatives of the Strategic Pillars. 3. Intervention on Teams of High Impact for the Corporate Strategy: * Group coaching, collaborative work, workplace environment management. 4. Top Team: * High-performance development for the management team	Cálidda, as a responsible company concerned for the well-being of its employees, manages this incentives program for employees who decide to accept it.	Develop the positioning of the leaders of the Operations and Maintenance Department with their teams through training on soft skills aimed at their teams through a hybrid methodology.	The training is aimed at leaders with direct reports, on a variety of topics, including soft skills, internal processes, leadership to generate strategic thinking, and improved decision-making based on different points of view.	Expand knowledge for an ideal leadership
Quantitative impact of the business benefits (cash or non-cash)	"Achieve the target under the 2022 measurement of OCAI (Organizational Culture Assessment Instrument) in the required culture component: CLAN with a 1.49 point increase over the latest measurement Adhocracy with a 1.64 points increase over the latest measurement."	The leader's effectiveness is measured with the following indicator: Development of the skills of a driver of change and innovation and the development of the self and others by up to 2 points above the general average of the 2021 measurement, and maintain the average of skills at a level equal to or above 4.5	Avoid contingencies for the Company related to employees leaving and create benefits for the employees that join the program.	Savings from the participation of in-house facilitators: O&M Manager, Maintenance Assistant Manager, Supervisory Engineers Non-monetary impact: Closeness, communication and integration of the O&M team, development of leadership in strategic and tactical positions, improved internal workplace environment for the team.	N/A	Through adequate leadership, influence the teams to achieve the organization's objectives
% of FTE participating in the program	35%	33%	100%	100%	81%	13%

SKILLS MANAGEMENT AND LIFELONG LEARNING PROGRAMS  
THAT PROMOTE THE EMPLOYABILITY OF WORKERS AND HELP THEM  
MANAGE THE END OF THEIR CAREERS.

PROGRAM 2

	GEB	TGI	CÁLIDDA	CONTUGAS	ELECTRO DUNAS	CONECTA
Program name and description	360° feedback program	Female Leadership School	N/A	N/A	TBA	N/A
Description of the program's objectives / commercial benefits	<p>As part of GEB's current cultural transformation, it is important to create spaces for feedback to enable the organization and human resources to:</p> <p>Promote leadership style, behaviors and vision</p> <p>Promote spaces for comprehensive conversations and feedback</p> <p>Detect strengths and opportunities</p> <p>Promote individual development.</p> <p>Identify the behaviors required for leadership roles</p> <p>This exercise benefits the organization by mobilizing the required culture, contributing for example to mapping talent and collective and individual development plans</p>	<p>Develop women to become drivers for change and leverage their skills to transform the organization, the territory and the business, helping to make TGI a diverse and inclusive company through three action lines: i) WOMEN FOR THE FUTURE: Women who transform the business through training in the communities. ii) WOMEN WHO CREATE: Women who transform the territory through volunteer training. iii) WOMEN OF TODAY: Women who transform the organization through the development of leadership skills</p>	N/A	N/A	Provide knowledge and tools and develop skills to enable planning the employee's future before, during and after retirement.	N/A
Quantitative impact of the business benefits (cash or non-cash)	<p>The score of the latest workplace satisfaction survey led by MERCER was 87% in the Leadership Effectiveness dimension, and an increase in scores compared to the previous period as follows:</p> <p>+ 4 Points LATAM</p> <p>+ 12 Points Energy Sector</p>	<p>The following are the indicators of the Female Leadership School based on the lines of performance:</p> <ol style="list-style-type: none"> <li>1. Train 100% of female leaders in senior and middle management at TGI in skills to take the position of CEO</li> <li>2. Train a group of TGI volunteers in entrepreneurship and assistance and coaching skills.</li> <li>3. Train 30 people, preferably women, in the areas of influence of TGI in technical knowledge of the operation.</li> <li>4. Train 100% of women in coordination, execution and support positions at TGI in skills for empowerment and personal and professional growth.</li> </ol>	N/A	N/A	N/A	N/A
% of FTE who participate in the program	20%	24%	N/A	N/A	79%	N/A



(GRI 401-1)

• New employee hires and employee turnover

EMPLOYEE TURNOVER	GEB				TGI				CÁLIDDA			
	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Employee turnover rate	13.6%	10.95%	13.33%	10.9%	7.4%	5.1%	5.0%	9.6%	23.6%	5.1%	5.0%	9.6%
Employee turnover rate due to voluntary resignation	7.9%	4.99%	6.67%	5.7%	3.6%	3.0%	3.0%	5.1%	5.0%	3.0%	3.0%	5.1%
Turnover rate Senior Management:				4.8%								
Turnover rate Middle Management				0.4%								
Turnover rate Advisors				46.5%								
Turnover rate Professionals				7.9%								
Turnover rate Support				11.0%								
Turnover rate Colombian nationality				10.8%								
Turnover rate Foreign nationality				33.3%								
Number of employees who left the company by mutual agreement	8	0	0	5	0	12	0	7	58	12	0	7
Number of employees deceased	0	0	0	0	1	0	0	8	0	0	0	8
Number of employees who left the company due to retirement pension or contract expiration	25	46	0	18	1	6	0	0	1	6	0	0
Number of employees transferred between companies	1	0	0	0	0	N/A	0	0	0	N/A	0	0
Number of employees who left the company by voluntary resignation	43	31	0	38	15	8	0	20	18	8	0	20
Number of employees fired	9	14	0	12	16	0	0	2	8	0	0	2
Percentage of employees who left the company by mutual agreement	9.20%	0.00%	0.00%	6.85%	0.00%	60.00%	0.00%	18.42%	65.17%	60.00%	0.00%	18.42%

EMPLOYEE TURNOVER	CONTUGAS				ELECTRO DUNAS				CONECTA			
	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Employee turnover rate	35.6%	11.6%	9.4%	16.4%	5.7%	6.3%	7.3%	6.7%	17.0%	11.2%	15.1%	11.94%
Employee turnover rate due to voluntary resignation	10.3%	11.6%	8.6%	10.3%	3.0%	3.0%	2.0%	3.0%	2.7%	2.1%	3.6%	4.47%
Number of employees who left the company by mutual agreement	8	2	0	11	3	3	0	6	4	3	0	0
Number of employees deceased	0	0	0	0	0	1	0	0	0	0	0	0
Number of employees who left the company due to retirement pension or contract expiration	10	9	0	0	6	9	0	3	3	0	2	1
Number of employees transferred between companies	0	0	0	0	0	0	0	0	0	0	0	0
Number of employees who left the company by voluntary resignation	15	15	11	12	3	7	0	8	8	6	11	16
Number of employees fired	19	2	1	0	0	0	0	1	10	9	8	6
Percentage of employees who left the company by mutual agreement	15.38%	13.33%	0.00%	47.83%	23.08%	18.75%	0.00%	33.33%	16.00%	18.75%	0.00%	0.00%

EMPLOYEES WHO LEFT THE COMPANY	GEB								TGI								CÁLIDDA							
	2019		2020		2021		2022		2019		2020		2021		2022		2019		2020		2021		2022	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Under 30 years old	3	4	0	0	0	0	4	5	1	0	0	0	1	0	2	0	0	0	15	10	2	5	6	3
Between 31 and 50 years old	37	32	25	28	7	1	30	24	15	11	7	1	11	3	13	8	10	6	11	9	8	3	18	9
Over 51 years old	5	6	14	4	0	1	2	2	5	1	0	1	7	2	8	6	3	1	1	0	2	0	1	1
Total	45	42	39	32	7	2	36	31	21	12	7	2	19	5	23	14	13	7	27	19	12	8	25	13

EMPLOYEES WHO LEFT THE COMPANY	CONTUGAS								ELECTRO DUNAS								CONECTA							
	2019		2020		2021		2022		2019		2020		2021		2022		2019		2020		2021		2022	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Under 30 years old	6	0	0	0	2	0	1	2	6	0	0	0	6	2	2	4	0	0	0	0	1	0	2	7
Between 31 and 50 years old	29	13	12	3	7	2	13	5	29	13	6	1	3	2	4	2	15	9	13	2	12	6	7	5
Over 51 years old	4	0	0	0	1	0	2	0	4	0	4	5	5	1	5	1	1	0	1	0	2	0	1	0
Total	39	13	12	3	10	2	16	7	39	13	10	6	14	5	11	7	16	9	14	2	15	6	10	12

EMPLOYEE TURNOVER RATE BY AGE AND GENDER	GEB								TGI								CÁLIDDA							
	2019		2020		2021		2022		2019		2020		2021		2022		2019		2020		2021		2022	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Under 30 years old	3.45%	4.60%	0.00%	0.00%	2.15%	3.23%	0.00%	0.00%	3.03%	0.00%	0.00%	0.00%	4.17%	0.00%	5.41%	0.00%	7.87%	3.37%	0.00%	0.00%	10.00%	25.00%	5.41%	0.00%
Between 31 and 50 years old	42.53%	36.78%	35.21%	39.44%	34.41%	36.56%	42.47%	34.25%	45.45%	33.33%	77.78%	11.11%	45.83%	12.50%	35.14%	21.62%	48.31%	35.96%	50.00%	30.00%	40.00%	15.00%	35.14%	21.62%
Over 51 years old	5.75%	6.90%	19.72%	5.63%	16.13%	7.53%	13.70%	9.59%	15.15%	3.03%	0.00%	11.11%	29.17%	8.33%	21.62%	16.22%	1.12%	3.37%	15.00%	5.00%	10.00%	0.00%	21.62%	16.22%
Total	51.72%	48.28%	54.93%	45.07%	52.69%	47.31%	56.16%	43.84%	63.64%	36.36%	77.78%	22.22%	79.17%	20.83%	62.16%	37.84%	57.30%	42.70%	65.00%	35.00%	60.00%	40.00%	62.16%	37.84%

EMPLOYEE TURNOVER RATE BY AGE AND GENDER	CONTUGAS								ELECTRO DUNAS								CONECTA							
	2019		2020		2021		2022		2019		2020		2021		2022		2019		2020		2021		2022	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Under 30 years old	11.54%	0.00%	0.00%	0.00%	16.67%	0.00%	15.79%	7.89%	30.77%	7.69%	0.00%	0.00%	31.58%	10.53%	11.11%	22.22%	0.00%	0.00%	0.00%	0.00%	4.76%	0.00%	9.09%	31.82%
Between 31 and 50 years old	55.77%	25.00%	80.00%	20.00%	58.33%	16.67%	47.37%	23.68%	15.38%	15.38%	37.50%	6.25%	15.79%	10.53%	22.22%	11.11%	60.00%	36.00%	81.25%	12.50%	57.14%	28.57%	31.82%	3.73%
Over 51 years old	7.69%	0.00%	0.00%	0.00%	8.33%	0.00%	2.63%	2.63%	15.38%	15.38%	25.00%	31.25%	26.32%	5.26%	27.78%	5.56%	4.00%	0.00%	6.25%	0.00%	9.52%	0.00%	4.55%	0.00%
Total	75.00%	25.00%	80.00%	20.00%	83.33%	16.67%	65.79%	34.21%	61.54%	38.46%	62.50%	37.50%	73.68%	26.32%	61.11%	38.89%	64.00%	36.00%	87.50%	12.50%	71.43%	28.57%	45.45%	54.55%

NUMBER OF HIRES BY AGE, GENDER, JOB CATEGORY AND NATIONALITY	GEB								TGI								CÁLIDDA							
	2019		2020		2021		2022		2019		2020		2021		2022		2019		2020		2021		2022	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Under 30 years old	6	11	16	16	16	24	4	5	5	4	2	0	5	1	2	2	17	13	1	0	10	7	4	2
Between 31 and 50 years old	50	56	41	38	42	58	30	24	20	18	3	3	8	7	8	11	11	7	11	3	11	2	11	4
Over 51 years old	9	4	7	5	6	0	2	2	4	5	2	1	2	2	2	1	0	0	7	2	0	0	0	0
Senior management							1	0																
Middle management							2	2																
Advisors							19	11																
Professionals							12	15																
Support							2	3																
Nationality (Colombian)							36	31																
Foreign nationality	0	0	0	0	0	0	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	N/A	N/A	N/A	N/A
TOTAL	65	71	64	59	64	82	36	31	29	27	7	4	15	10	12	14	28	20	19	5	21	9	15	6
Number of vacant positions filled by internal candidates	26		20	10	24	24	19	23	17	N/A	6	3	7	4	10	8	26	N/A	17	N/A	15	N/A	10	7
Number of promotions	N/A		N/A		N/A		N/A		N/A		N/A		N/A		13	4	N/A		N/A		N/A		7	6
Average cost of hires	COP 1,519,364		COP 4,612,849		COP 2,516,179		COP 12,927,112		N/A		N/A		N/A		N/A		COP 3,714,181.9		COP 3,828,344.52		COP 2,666,521.68		COP 12,072,683	

NUMBER OF NEW HIRES BY AGE AND GENDER	CONTUGAS								ELECTRO DUNAS								CONECTA								
	2019		2020		2021		2022		2019		2020		2021		2022		2019		2020		2021		2022		
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	
Under 30 years old	17	13	0	2	3	1	1	1	1	1	1	0	0	9	6	6	9	1	0	2	3	2	1	3	6
Between 31 and 50 years old	11	7	5	3	6	0	10	0	2	2	0	0	8	2	8	3	11	12	9	3	4	8	5	3	
Over 51 years old	0	0	1	0	1	0	0	0	0	1	0	0	0	2	1		1	0	0	0	0	0	2	0	
Foreign nationality	2	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1	1	0	1	0	0	
TOTAL	28	20	6	5	10	1	11	1	3	4	0	0	17	10	15	12	13	12	11	6	6	9	10	9	
Number of vacant positions filled by internal candidates	0	1	1	0	2	0	4	0	4	0	0	3	0	1	2	1	6	1	8	1	1	3	2	2	
Number of promotions	N/A		N/A		N/A		3	0	N/A	N/A	N/A	N/A	N/A	N/A	2	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2	1	
Average cost of hires	PEN 7,547.70		PEN 12,204.55		PEN 8,891.92		PEN 7,775		PEN 2,100		PEN 2,353		PEN 2,353		PEN 2,353		USD 2,458.05		USD 2,434.05		USD 1,416.71		USD 1,643.92		

Note: This indicator was modified after the Report was approved by the General Meeting of Shareholders. The adjustments were made in order to guarantee greater transparency and comparability of the data reported at Business Group level.



EMPLOYEE HIRING RATE BY AGE AND GENDER	GEB								TGI								CÁLIDDA							
	2019		2020		2021		2022		2019		2020		2021		2022		2019		2020		2021		2022	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Under 30 years old	9.23%	15.49%	0.00%	0.00%	25.00%	29.27%	11.11%	16.13%	17.24%	14.81%	28.57%	0.00%	33.33%	10.00%	16.67%	14.29%	60.71%	65.00%	55.56%	52.63%	47.62%	77.78%	26.67%	33.33%
Between 31 and 50 years old	76.92%	78.87%	77.78%	11.11%	65.63%	70.73%	83.33%	77.42%	68.97%	66.67%	42.86%	75.00%	53.33%	70.00%	66.67%	78.57%	39.29%	35.00%	40.74%	47.37%	52.38%	22.22%	73.33%	66.67%
Over 51 years old	13.85%	5.63%	0.00%	11.11%	9.38%	0.00%	5.56%	6.45%	13.79%	18.52%	28.57%	25.00%	13.33%	20.00%	16.67%	7.14%	0.00%	0.00%	3.70%	0.00%	0.00%	0.00%	0.00%	0.00%
% of vacant positions filled by internal candidates	16%		24%		33%		63%		30%		20%		33%		62%		54%		37%		50%		37.5%	

EMPLOYEE HIRING RATE BY AGE AND GENDER	CONTUGAS								ELECTRO DUNAS								CONECTA							
	2019		2020		2021		2022		2019		2020		2021		2022		2019		2020		2021		2022	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Under 30 years old	50.00%	30.00%	0.00%	40.00%	30.00%	100.00%	9.09%	100.00%	33.33%	25.00%	61.11%	70.00%	52.94%	60.00%	40.00%	75.00%	7.69%	0.00%	18.18%	50.00%	0.00%	0.00%	30.00%	66.67%
Between 31 and 50 years old	41.67%	70.00%	83.33%	60.00%	60.00%	0.00%	90.91%	0.00%	66.67%	50.00%	36.11%	20.00%	47.06%	20.00%	53.33%	25.00%	84.62%	100.00%	81.82%	50.00%	0.00%	0.00%	50.00%	33.33%
Over 51 years old	8.33%	0.00%	16.67%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%	25.00%	2.78%	10.00%	0.00%	20.00%	6.67%	0.00%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%	0.00%
% of vacant positions filled by internal candidates	5%		37%		18%		33%		36%		7%		4%		11%		28%		53%		27%		21%	

Note: This indicator was modified after the Report was approved by the General Meeting of Shareholders. The adjustments were made in order to guarantee greater transparency and comparability of the data reported at Business Group level.

(GRI 401-2)

• **Benefits provided to full-time employees that are not provided to temporary or part-time employees**

BENEFITS FOR FULL-TIME EMPLOYEES	GEB	TGI	CÁLIDDA	CONTUGAS	ELECTRO DUNAS	CONECTA
Social security	x	x	x	x	x	X
Pension fund	x	x	x	x	x	
Other	Performance bonus	Severance fund, interests on severance funds, mandatory service bonus, paid vacations	Performance bonus, Five-year bonus, Christmas bonus, Education bonus.	Performance bonus, Christmas bonus, Education bonus, Points recognition program.	Loans	Performance bonus



(GRI 404-3)

• Percentage of employees receiving regular performance and career development reviews

PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS, BROKEN DOWN BY GENDER AND PROFESSIONAL CATEGORY	GEB				TGI				CÁLIDDA			
	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Total employees assessed: Senior Management (Women)	4	7	6	5	5	3	10	8	2	3	3	2
Percentage of employees assessed: Senior Management (Women)	90%	100%	100%	100%	100%	100%	100%	100%	67%	100%	100%	100%
Total employees assessed: Senior Management (Men)	12	12	15	16	7	3	12	12	5	5	7	7
Percentage of employees assessed: Senior Management (Men)	100%	92%	100%	100%	100%	100%	100%	100%	100%	71%	100%	100%
Percentage of employees assessed: Senior Management (Total)	0%	95%	100%	100%	100%	100%	100%	100%	0%	80%	100%	100%
Total employees assessed: Middle Management (Women)	37	39	36	13	14	13	14	16	10	10	11	12
Percentage of employees assessed: Middle Management (Women)	95%	95%	95%	100%	100%	100%	100%	100%	100%	91%	100%	100%
Total employees assessed: Middle Management (Men)	52	51	54	27	27	28	27	30	17	20	20	20
Percentage of employees assessed: Middle Management (Men)	100%	98%	98%	100%	100%	100%	100%	100%	85%	95%	100%	100%
Percentage of employees assessed: Middle Management (Total)	98%	97%	97%	100%	100%	100%	100%	100%	90%	94%	100%	100%
Total employees assessed: Advisors (Women)	94	102	113	133	1	1	1	20	15	12	13	15
Percentage of employees assessed: Advisor (Women)	100%	98%	98%	100%	100%	100%	100%	100%	94%	86%	92%	100%
Total employees assessed: Advisors (Men)	164	158	161	179	7	7	6	45	38	41	43	43
Percentage of employees assessed: Advisors (Men)	100%	99%	99%	100%	100%	100%	100%	100%	95%	95%	100%	99%
Percentage of employees assessed: Advisor (Total)	100%	99%	99%	100%	100%	100%	100%	100%	95%	93%	98%	99%
Total employees assessed: Professionals (Women)	88	95	101	103	44	52	74	52	41	58	67	64
Percentage of employees assessed: Professionals (Women)	100%	100%	100%	100%	100%	100%	100%	100%	77%	87%	100%	100%
Total employees assessed: Professionals (Men)	74	83	83	69	65	69	132	78	175	194	215	203
Percentage of employees assessed: Professionals (Men)	100%	98%	98%	100%	100%	100%	100%	100%	91%	94%	99%	98%
Percentage of employees assessed: Professionals (Total)	100%	99%	99%	100%	100%	100%	100%	100%	88%	92%	99%	99%
Total employees assessed: Support (Women)	30	27	50	47	22	23	163	164	14	11	12	8
Percentage of employees assessed: Support (Women)	100%	100%	96%	100%	100%	100%	100%	100%	88%	92%	100%	100%
Total employees assessed: Support (Men)	37	33	44	42	166	165	23	23	20	12	10	9
Percentage of employees assessed: Support (Men)	100%	87%	98%	100%	100%	100%	100%	100%	91%	100%	100%	100%
Percentage of employees assessed: Support (Total)	100%	92%	97%	100%	100%	100%	100%	100%	89%	0%	100%	100%
Total number of women assessed	253	270	306	301	101	110	262	118	82	94	106	101
Total percentage of women assessed	99%	99%	98%	100%	100%	100%	100%	100%	84%	88%	99%	100%
Total number of men assessed	339	337	357	333	325	334	200	330	255	272	295	282
Total percentage of men assessed	100%	97%	98%	100%	100%	100%	100%	100%	91%	94%	99%	98%
Total percentage of employees assessed	99%	98%	98%	100%	100%	100%	100%	100%	89%	92%	99%	99%



PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS, BROKEN DOWN BY GENDER AND PROFESSIONAL CATEGORY	CONTUGAS				ELECTRO DUNAS				CONECTA			
	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Total employees assessed: Senior Management (Women)	1	1	1	1	N/A	N/A	0	0	0	1	2	2
Percentage of employees assessed: Senior Management (Women)	100%	100%	100%	100%	N/A	N/A	0%	0%	N/A	100%	100%	100%
Total employees assessed: Senior Management (Men)	0	1	3	4	N/A	N/A	0	1	7	7	5	6
Percentage of employees assessed: Senior Management (Men)	N/A	100%	100%	100%	N/A	N/A	0%	100%	100%	100%	86%	100%
Percentage of employees assessed: Senior Management (Total)	100%	100%	100%	100%	N/A	N/A	0%	100%	100%	100%	88%	100%
Total employees assessed: Middle Management (Women)	2	4		4	N/A	3	0	2	7	9	8	7
Percentage of employees assessed: Middle Management (Women)	67%	100%	10%	100%	N/A	60%	3%	100%	93%	100%	89%	100%
Total employees assessed: Middle Management (Men)	7	6		4	N/A	27	3	5	14	12	10	12
Percentage of employees assessed: Middle Management (Men)	88%	100%	6%	100%	N/A	100%	10%	100%	93%	92%	86%	100%
Percentage of employees assessed: Middle Management (Total)	82%	100%		100%	N/A	94%	0%	100%	93%	95%	86%	100%
Total employees assessed: Advisors (Women)	8	7	1	6	N/A	0	0	8	N/A	N/A	N/A	N/A
Percentage of employees assessed: Advisor (Women)	100%	100%	17%	100%	N/A	0%	0%	89%	N/A	N/A	N/A	N/A
Total employees assessed: Advisors (Men)	17	21	4	12	N/A	13	1	27	N/A	N/A	N/A	N/A
Percentage of employees assessed: Advisors (Men)	89%	100%	24%	80%	N/A	37%	3%	93%	N/A	N/A	N/A	N/A
Percentage of employees assessed: Advisor (Total)	93%	100%	19%	86%	N/A	37%	5%	92%	N/A	N/A	N/A	N/A
Total employees assessed: Professionals (Women)	22	23	13	19	N/A	5	1	18	9	7	7	8
Percentage of employees assessed: Professionals (Women)	81%	96%	57%	95%	N/A	28%	5%	78%	90%	100%	100%	100%
Total employees assessed: Professionals (Men)	37	30	11	28	N/A	4	3	70	32	34	34	32
Percentage of employees assessed: Professionals (Men)	97%	100%	34%	90%	N/A	11%	7%	85%	94%	97%	97%	100%
Percentage of employees assessed: Professionals (Total)	91%	98%	44%	92%	N/A	17%	7%	84%	98%	98%	98%	100%
Total employees assessed: Support (Women)	8	6	1	4	N/A	2	0	24	21	23	21	23
Percentage of employees assessed: Support (Women)	100%	100%	15%	100%	N/A	8%	0%	96%	91%	100%	85%	100%
Total employees assessed: Support (Men)	34	25	9	27	N/A	10	0	92	47	45	35	43
Percentage of employees assessed: Support (Men)	100%	86%	33%	96%	N/A	1%	0%	100%	98%	94%	81%	98%
Percentage of employees assessed: Support (Total)	100%	89%	29%	97%	N/A	10%	0%	99%	96%	96%	82%	99%
Total number of women assessed	41	41	16	34	N/A	10	1	52	37	40	38	40
Total percentage of women assessed	87%	98%	39%	41%	N/A	20%	2%	88%	95%	100%	88%	100%
Total number of men assessed	95	83	27	75	N/A	54	7	195	100	98	84	93
Total percentage of men assessed	96%	95%	31%	91%	N/A	27%	3%	93%	93%	95%	88%	99%
Total percentage of employees assessed	93%	96%	34%	93%	N/A	25%	3%	92%	93%	97%	88%	99%

Indicators and Notes

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(CSA of S&P Global)

• Type of individual performance evaluation

TYPE OF PERFORMANCE EVALUATION (% OF TOTAL EMPLOYEES)	GEB				TGI				CÁLIDDA			
	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Objectives-based Management: Systematic use of measurable objectives agreed on with supervisor	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Multi-dimensional performance evaluation (for example, 360 degree feedback)	100%	N/A	100%	100%	12%	12%	12%	12%	N/A	N/A	23%	24%
Formal comparative classification of employees within an employee category	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

TYPE OF PERFORMANCE EVALUATION (% OF TOTAL EMPLOYEES)	CONTUGAS				ELECTRO DUNAS				CONECTA			
	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Objectives-based Management: Systematic use of measurable objectives agreed on with supervisor	100%	100%	100%	100%	100%	100%	100%	100%	90%	96%	96%	99%
Multi-dimensional performance evaluation (for example, 360 degree feedback)	0%	0%	0%	18%	0%	0%	0%	N/A	N/A	N/A	N/A	21.64%
Formal comparative classification of employees within an employee category	100%	100%	100%	100%	100%	100%	100%	100%	90%	96%	96%	99%

(GRI 401-3)

• Parental leave

RETURN TO WORKER AFTER MATERNITY OR PATERNITY LEAVE, BY GENDER	GEB								TGI								CÁLIDDA							
	2019		2020		2021		2022		2019		2020		2021		2022		2019		2020		2021		2022	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Employees who took maternity or paternity leave	6	15	15	15	11	7	17	13	12	5	10	3	5	5	10	6	11	5	14	3	3	3	15	5
Employees who returned to work upon finalization of their maternity or paternity leave	6	15	15	15	11	7	17	13	12	5	10	3	5	5	10	6	11	5	14	3	3	3	14	5
Employees who remain at the company 12 months after having taken their maternity or paternity leaves	6	15	13	15	10	7	15	13	12	5	10	3	5	5	9	6	11	5	14	3	3	3	0	0
Rate of employees who returned to work after taking parental leave	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	93%	100%
Rate of retention of employees who took parental leave	100%	100%	87%	100%	91%	100%	88%	100%	100%	100%	100%	100%	100%	100%	90%	100%	100%	100%	100%	100%	100%	100%	0%	0%

RETURN TO WORKER AFTER MATERNITY OR PATERNITY LEAVE, BY GENDER	CONTUGAS								ELECTRO DUNAS								CONECTA							
	2019		2020		2021		2022		2019		2020		2021		2022		2019		2020		2021		2022	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Employees who took maternity or paternity leave	7	4	5	3	3	3	5	0	8	0	6	2	0	6	10	1	0	2	3	1	7	4	5	0
Employees who returned to work upon finalization of their maternity or paternity leave	7	4	5	3	3	3	5	0	8	0	6	2	0	6	0	0	0	2	3	1	7	4	0	0
Employees who remain at the company 12 months after having taken their maternity or paternity leaves	7	4	5	2	3	3	5	0	N/A	N/A	6	1	0	6	10	1	0	0	3	0	0	0	5	0
Rate of employees who returned to work after taking parental leave	100%	100%	100%	100%	100%	100%	100%	0%	100%	0%	100%	100%	0%	100%	100%	100%	N/A	50%	100%	100%	100%	100%	100%	0%
Rate of retention of employees who took parental leave	100%	100%	100%	67%	100%	100%	100%	0%	N/A	N/A	100%	50%	0%	100%	100%	100%	N/A	0%	100%	0%	0%	0%	100%	0%

(CSA of S&P Global)

• **Employee support programs**

EMPLOYEE SUPPORT PROGRAMS OFFERED THROUGH THE COMPANY'S  
EMPLOYEE HEALTH AND WELL-BEING PROMOTION POLICIES OR  
PROGRAMS

2022

	GEB	TGI	CÁLIDDA	CONTUGAS	ELECTRO DUNAS	CONECTA
Flexible work hours	X	x	x		x	X
Arrangements to work from home	X	x	x	X		X
Part-time work options	X					
Nurseries or allowances						
Facilities or benefits for breast feeding	X	x	x	X	x	X
Paid paternity leave for main caregiver above the minimum legal requirement. Indicate the number of weeks paid. If the minimum legal requirement is 30 weeks or more, also check this option and select the appropriate option						
		1 additional day to the legal maternity and paternity leave. 1 additional hour to the legal time established for breastfeeding during the child's first 6 months of life.				
Paid parental leave to the non-principal caregiver above the minimum legal requirement. Indicate the number of weeks paid. If the minimum legal requirement is 4 weeks or more, also check this option and select the appropriate option.						
		x				
		X (1 DAY)				
Family leave or for care beyond the parental leave (care for a child, spouse, companion, dependent, parent, sibling or other relative in connection with a physical or mental condition)						
		x				
		x				
		X				

(CSA of S&P Global)

• **Paid parental leave for primary and non-primary carer  
(in total number in weeks offered)**

	EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS	EMPLOYEES NOT COVERED BY COLLECTIVE BARGAINING AGREEMENTS
Primary caregiver	18.14	18.00
Non-primary caregiver	2.14	2.00

Note: The data corresponds to GEB (Corporate and Transmission Branch)

(CSA of S&P Global)

• Employee engagement

CORE FOCUS	UNIT	FY 2022						
		BUSINESS GROUP	GEB	TGI	CÁLIDDA	CONTUGAS	ELECTRO DUNAS	CONECTA
Employee Engagement	% of actively engaged employees	91%	93%	89%	92%	89%	91%	93%
Data Coverage	% of employees who responded to the survey	96%	93%	100%	87%	98%	100%	99%
Goal	Percentage	87,50%	93%	75%	NA	NA	NA	NA

CORE FOCUS	UNIT	FY 2021						
		BUSINESS GROUP	GEB	TGI	CÁLIDDA	CONTUGAS	ELECTRO DUNAS	CONECTA
Employee Engagement	% of actively engaged employees	77%	83,40%	63,30%	88%	78,20%	73,10%	77,40%
Data Coverage	% of employees who responded to the survey	98%	93%	97,90%	98,50%	100%	99,20%	100%

CORE FOCUS	UNIT	FY 2020						
		BUSINESS GROUP	GEB	TGI	CÁLIDDA	CONTUGAS	ELECTRO DUNAS	CONECTA
Employee Engagement	% of actively engaged employees	81%	83,40%	85,50%	87,70%	78,20%	73,10%	77,40%
Data Coverage	% of employees who responded to the survey	98%	93%	98,68%	98,50%	100%	99,20%	100%

CORE FOCUS	UNIT	FY 2019						
		BUSINESS GROUP	GEB	TGI	CÁLIDDA	CONTUGAS	ELECTRO DUNAS	CONECTA
Employee Engagement	% of actively engaged employees	76%	68,10%	87,60%	83,20%	76,00%	NA	67,60%
Data Coverage	% of employees who responded to the survey	95%	93%	91,19%	98%	98,80%	NA	96,50%

Note: This indicator was modified after the Report was approved by the General Meeting of Shareholders. The adjustments were made in order to guarantee greater transparency and comparability of the data reported at Business Group level.



MEASUREMENT OF EMPLOYEE  
ENGAGEMENT

2022

	GEB		TGI		CÁLIDDA		CONTUGAS		ELECTRO DUNAS		CONECTA	
	M	W	M	W	M	W	M	W	M	W	M	W
Under 30 years old	98	97	N/A	N/A	82%	86%	95	95	N/A	N/A	N/A	N/A
Between 31 and 50 years old	86	84	N/A	N/A	93%	94%	87	87	N/A	N/A	N/A	N/A
Over 51 years old	91	96	N/A	N/A	100%	N/A	100	100	N/A	N/A	N/A	N/A
Senior Management	96	92	N/A	N/A	100%	N/A	100	100	N/A	N/A	N/A	N/A
Middle Management	83	80	N/A	N/A	96%	96%	93	93	N/A	N/A	N/A	N/A
Advisers	99	93	N/A	N/A	N/A	N/A	86	86	N/A	N/A	N/A	N/A
Professionals	89	92.3	N/A	N/A	93%	98%	82	82	N/A	N/A	N/A	N/A
Support/assistants	97.6	96.6	N/A	N/A	89%	89%	94	94	N/A	N/A	N/A	N/A
Black/Afro	96	97	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Indigenous	N/A	N/A	N/A	N/A	93%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Mixed	N/A	N/A	N/A	N/A	93%	91%	N/A	N/A	N/A	N/A	N/A	N/A
White	92	95	N/A	N/A	85%	90%	N/A	N/A	N/A	N/A	N/A	N/A
Other demographic group	95	94	N/A	N/A	95%	97%	N/A	N/A	N/A	N/A	N/A	N/A



(GRI 202-2)

• **Proportion of executives hired from the local community**

MANAGERS FROM THE LOCAL COMMUNITY IN PLACES WHERE SIGNIFICANT OPERATIONS ARE CARRIED OUT	GEB				TGI				CÁLIDDA				CONTUGAS				ELECTRO DUNAS				CONECTA			
	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Total number of senior managers	17	20	21	21	56	20	22	5	8	10	10	9	1	2	4	5	9	9	9	9	7	8	8	8
Indicate the number of managers from the local community	16	19	20	20	49	19	22	3	8	8	8	7	0	0	3	3	0	0	0	0	4	4	5	6
Proportion of executives hired from the local community	94.12%	95%	95.24%	95.24%	87.5%	95%	100%	60%	100%	80%	80%	78%	0%	0%	75%	60%	0%	0%	0%	0%	57.14%	50%	63%	75.00%

DEFINITION USED FOR "LOCAL COMMUNITY"

GEB	Colombia
TGI	Colombia
CÁLIDDA	Concession zone
CONTUGAS	Branches where the operation is carried out and administrative office
ELECTRO DUNAS	ICA - this is the area where the company's main operations are carried out - concession area
CONECTA	Strategic





(Own) (SASB EU15)

• People nearing retirement age

PROFESSIONAL CATEGORY	GEB				TGI				CÁLIDDA				CONTUGAS			
	2021		2022		2021		2022		2021		2022		2021		2022	
	IN 5 YEARS	IN 10 YEARS	IN 5 YEARS	IN 10 YEARS	IN 5 YEARS	IN 10 YEARS	IN 5 YEARS	IN 10 YEARS	IN 5 YEARS	IN 10 YEARS	IN 5 YEARS	IN 10 YEARS	IN 5 YEARS	IN 10 YEARS	IN 5 YEARS	IN 10 YEARS
Senior Management	4	7	4	7	1	1	1	2	0	1	0	0	0	0.78	1	2
Middle Management	8	13	9	14	2	2	2	3	0	3	1	2	0	0.78	0	0
Consultant	10	16	8	17	1	2	2	6	1	2	1	2	0.78	2.34	1	1
Professionals	3	8	3	10	1	3	2	3	3	3	3	3	0	0	0	0
Support/assistants	12	4	10	4	3	7	5	6	1	0	0	1	0	2.34	1	3

PROFESSIONAL CATEGORY	ELECTRO DUNAS				CONECTA			
	2021		2022		2021		2022	
	IN 5 YEARS	IN 10 YEARS	IN 5 YEARS	IN 10 YEARS	IN 5 YEARS	IN 10 YEARS	IN 5 YEARS	IN 10 YEARS
Senior Management	0	0	0		0	0	0	0
Middle Management	3	1		1	0	1	1	1
Consultant	0	3	1	1	0	0	0	0
Professionals	0	0.01		1	4	0	1	3
Support/assistants	0.06	0.08	2	4	3	2	5	3

COMPANY	RETIREMENT ELIGIBILITY ASSUMPTIONS BY REGION	EMPLOYMENT CATEGORIES
GEB	Age	• Senior Management
TGI	Established by the Law	
Calidda	Established by the Law: pension system retirement 65 years; obligatory retirement; 70 years	• Middle Management
Contugas	Age	• Advisers
Electro Dunas	Staff who will soon turn 65 are considered	• Professionals
Conecta	You must be 60 and have paid 180 monthly installments to the Guatemalan Social Security Institute, i.e. 15 years.	• Support/assistants

## ● OCCUPATIONAL SAFETY AND HEALTH

(GRI 403-1)

### • Occupational safety and health management system

	GEB	TGI
Legal requirements fulfilled through implementation of the Occupational Safety and Health Management System	<p>One of the main regulations on OSH in Colombia is Decree 1072/2015. It is the Single Regulatory Decree of the Labor Sector, which compiles most of the legal requirements on this matter in Colombia.</p> <p>Other legal requirements:</p> <p>Resolution 0312/2019 establishes the minimum standards for OSHMS</p> <p>Resolution 2646/2008, which regulates the assessment of psycho-social risks</p> <p>Law 55/1993, on the safe use of chemical products at work</p> <p>Resolution 773/2021 Globally Harmonized System</p> <p>Resolution 4272/2021 – Work at Heights</p> <p>Resolution 0491/2020 – Confined spaces</p> <p>Resolution 5018/2019 – Electrical risk</p> <p>Among other regulatory requirements.</p>	<p>The TGI Occupational Safety and Health Management System (OSHMS) complies with the requirements established in applicable Colombian regulations: Resolution 0312/2019 Minimum Standards for the Occupational Safety and Health Management System (OSHMS), Decree 1072/2015 Single Regulatory Decree of the Labor Sector art. 2.2.4.6, ISO 45001:2018</p>
Guidelines or standards to implement the Occupational Safety and Health Management	<p>In addition to applicable Colombian regulations, the OSHMS is structured under the arrangement of the international standard ISO45001:2018, under which GEB has been certified. Additionally, the OSH management model is complemented with international reference practices such as VISION ZERO of the International Social Security Association.</p>	
Scope of the employees, activities and workplaces covered by the Occupational Safety and Health Management System.	<p>The Occupational Safety and Health Management System covers all direct employees and the employees of contractors in all work centers of Grupo Energía Bogotá. All employees are included in the scope of the OSHMS. Workplaces covered by the OSHMS</p> <ol style="list-style-type: none"> <li>1. All administrative offices nationwide, including all the administrative processes included in the map of processes.</li> <li>2. Assets in operation. Operation and maintenance activities of the assets located throughout the national territory.</li> <li>3. Construction projects for new transmission assets (transmission lines, towers and substations).</li> </ol>	<p>The OSHMS is aligned with the Company's IMS. The principles of this management system are based on the PDCA cycle, with the objective of anticipating, identifying, assessing and controlling the risks that could affect occupational safety and health, with the objective of addressing the prevention of occupational accidents and diseases, and to protect and promote the health of workers, contractors, and subcontractors through the implementation, maintenance and continuous improvement of a management system.</p> <p>It should be highlighted that Occupational Safety and Health inherently involves all Company levels and processes, which implies that all activities, tasks and processes are carried out safely and assign top priority to Life Comes First.</p>

	CÁLIDDA	CONTUGÁS	CONNECTA	ELECTRO DUNAS
Legal requirements fulfilled through implementation of the Occupational Safety and Health Management System	<p>Law No. 26790: Law for the Modernization of Social Security Healthcare</p> <p>Law No. 26842: General Health Law</p> <p>Law No. 28551: Law establishing the obligation of preparing and submitting contingency plans</p> <p>Supreme Decree No. 005-2012-TR: Regulations of Law 29783, Occupational Safety and Health Law</p> <p>Supreme Decree No. 014-2013-TR: Approved Rules for the Registration of authorized Auditors for the periodic assessment of the Occupational Safety and Health Management System</p> <p>Law No. 30222: Law that amends Law 29783, Occupational Safety and Health Law.</p> <p>Supreme Decree No. 010-2014-TR: Supplementary rules for adequate application of the Single Complementary Transitory Provision of Law 30222, which amends the Occupational Safety and Health Law</p> <p>Supreme Decree No. 012-2014-TR: Supreme Decree that approves the Single Information Registry of work accidents, dangerous incidents and occupational diseases, and which amends article 110 of the Regulation of the Occupational Safety and Health Law</p> <p>Supreme Decree No. 020-2019-TR: Amendment of the Regulation of the Occupational Safety and Health Law and the General Law on Inspections</p>	<p>Law 29783 (Occupational Safety and Health Law) and SD No. 043-2007 Safety Regulations for Hydrocarbon Activities</p>	<p>Law 29786 - Occupational Safety and Health Law, its amendments SD-No. 005-2012-TR-Regulation of Law No. 29783, Occupational Safety and Health Law.</p> <p>RM 111-2013- Regulation of Occupational Safety and Health with Electricity (RESESATE-2013)</p>	<p>Government resolution 229-2014, Reform 33-2016 and reform 57-2022</p>
Guidelines or standards to implement the Occupational Safety and Health Management System	<p>OSHAS 29 CFR 1926 standard</p> <p>OSHA Standards</p> <p>ISO 45001:2018 Standard: Occupational health and safety management systems</p>	<p>"ISO 45001:2018 Occupational Safety and Health Management Systems"</p>	<ul style="list-style-type: none"> <li>- Occupational Health and Safety Policy</li> <li>- Sustainability, Internal Occupational Health and Safety Regulations</li> <li>- Risk Assessment</li> <li>- Annual Occupational Safety and Health Plan.</li> <li>- Safe Work Procedures</li> </ul>	<p>Government Decision 229-2014, Reform 33-2016 and Reform 57-2022 OSHA 300, Safety and Health Model and its 11 standards based on the PDCA cycle.</p>
Scope of the employees, activities and workplaces covered by the Occupational Safety and Health Management System.	<p>The scope of the Occupational Safety and Health Management System covers all Cálidda processes carried out at the administrative offices (San Borja headquarters and customer service centers), operations centers of the Natural Gas Distribution System (valve rooms, City Gates and stations), new projects and services performed by contractors and suppliers such as the construction of networks, maintenance, general services, etc.</p>	<p>The own personnel and the contractors that perform activities for the natural gas distribution system in Ica are covered.</p>	<p>Electrodunas develops all its projects and activities in its concession area, which covers the entire department of Ica (Pisco, Palpa, Chincha, Ica and Nasca) and some provinces of the departments of Huancavelica and Ayacucho. The Occupational Safety and Health Management System covers all direct and indirect employees.</p>	<p>The Occupational Safety and Health Management System covers all the employees and work fronts of the Organization.</p>

(GRI 403-8)

• Coverage of the occupational safety and health management system

OSHMS COVERAGE	GEB		TGI		CÁLIDDA		CONTUGAS		ELECTRO DUNAS		CONECTA	
	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022
Total number of employees and contractors	3,502	3,047	462	1,668	9883	7,148	129	519	865	1,019	612	698
Number of employees and contractors covered by this system	3,502	3,047	462	1,668	9883	7,148	129	519	597	1,019	594	698
Percentage of employees and contractors covered by this system	100%	100%	100%	100%	100%	100%	100%	100%	69%	100%	97%	100%
Number of employees and contractors covered by this system, subject to internal audit	3,502	3,047	462	1,668	9883	7,148	48	519	597	1,019	323	698
Percentage of employees and contractors covered by this system, subject to internal audit	100%	100%	100%	100%	100%	100%	37%	100%	69%	100%	53%	100%
Employees and contractors covered by this system, subject to audit or certifications by a third party	3,502	3,047	462	1,668	9883	7,148	48	519	597	1,019	139	137
Percentage of employees and contractors covered by this system, subject to audit or certifications by a third party	100%	100%	100%	100%	100%	100%	37%	100%	69%	100%	23%	20%
In the event any employee is excluded from the above, indicate the type of employee and the reason for being excluded	No employees are excluded from coverage of the OSHMS											
Add any type of contextual information needed to understand how data have been collected, and any standard, methodology or assumption used.	Each GEB contractor submits a monthly OSH Report indicating the number of workers and man-hours worked. Similarly, each GEB area submits a monthly report with a list of the number of GEB employees and man-hours worked during the period. Each month, the information is consolidated to calculate the OSH indicators, and the consolidated information is included in a database.  The same activity is performed each month at each subsidiary, and the Human Resources prepares a consolidated corporate report.											

(GRI 403-2) (SASB EM-MD-540a.4)

• **Hazard identification, risk assessment, and incident investigation**

2022

GEB

<p>Processes used to identify occupational hazards and assess risks periodically or from time to time.</p>	<p>As a tool to identify hazards and assess risks, a matrix of identification of occupational safety and health hazards and evaluation and assessment of risks is used, in order to determine the preventive and corrective actions required to improve work conditions, based on the methodology of the Colombian Technical Guidelines 045 Version 2012.</p> <p>The logical process starts with the identification of all hazards present in each of the processes/work centers. Subsequently, a risk assessment is performed for each of the identified hazards, controls are established for each of the risks, and for non-tolerable risks, additional control measures are established based on the hierarchy of controls: elimination, substitution, engineering controls, administrative controls and PPEs. Management programs are established for critical risks (work at heights, load lifting, electrical, road safety, excavations and hazardous energy).</p>
<p>Processes followed by employees to report occupational hazards or hazardous work situations.</p>	<p>All employees, contractors and subcontractors have access to the Form "Report on unsafe acts or conditions and self-reporting of health conditions," either physical or digital (QR code), to report any adverse safety and health conditions at the workplace, in order to fulfill their responsibilities under the Occupational Safety and Health Management System. The form specifies the report to be generated, as follows:</p> <ol style="list-style-type: none"> <li>1. Report on unsafe acts: Identification of hazardous situations related to the person.</li> <li>2. Report on unsafe conditions: Identification of hazardous situations at the workplace.</li> <li>3. Self-report on health conditions: Formally report to the company any symptoms. The reports should be delivered to the respective Occupational Safety and Health area, which is responsible for following up on the action plans in each case.</li> </ol>
<p>Policies and processes to be followed by employees who wish to withdraw from work situations that they believe may lead to injury, illness or disease.</p>	<p>In the framework of our Corporate value: Life Comes First! our Integrated Management System, and our Occupational Safety and Health Commitment, the primary commitment of Senior Management is to protect the safety and health of all the employees. When faced with a Serious and Imminent Threat, any employee has to power to exercise the authority to halt the work and not to carry out any work under such conditions, until safe work conditions are assured. The OSH area must immediately assess the conditions and establish additional controls with the process owner to make it feasible to perform the work safely. Employees can also report through the Employee Relations Committee, the Joint Committee on Occupational Safety and Health (COPASST, for the Spanish original) or through the Ethics Channel, any retaliatory actions taken as a result of refusing to work under conditions of serious and imminent risk.</p>
<p>Procedures used to investigate work-related incidents, including the process used to identify the hazards and assess the risks associated with the incidents in order to establish corrective actions through the hierarchy of control and to determine the improvements that must be made to the occupational safety and health management system.</p>	<p>A procedure is in place for the investigation of work accidents and incidents and occupational diseases, which enables the participation of the worker who suffered the accident in the investigation committee, along with a member of COPASST, the area supervisor and a representative of the OSH area, in compliance with applicable regulations, during which the immediate and root causes are established, and control measures are taken in accordance with the control hierarchy: eliminate, substitute, engineering and administrative controls, and PPE.</p>



<p>Processes used to identify occupational hazards and assess risks periodically or from time to time.</p>	<p>The Company's processes to identify occupational hazards and assess risks associated with the activities performed both by own personnel and contractors include: the methodology of the Colombian Technical Guide GTC 45, under which the hazards are identified, the risks are assessed, intervention measures are defined in terms of elimination, substitution, engineering and administrative controls, operating controls at the source, in the environment and the people, which help determine the acceptability of the risk and its mitigation. The results of these assessments enable determining the critical risk management programs, the preventive and occupational medicine program, activities of the epidemiological surveillance and industrial health and safety programs, which form integral part of the Occupational Safety and Health annual work plan.</p> <p>At each operating work center, a hazard identification and risk assessment matrix (MIPER, for the Spanish original) is prepared and updated annually or any time changes are made to the processes, procedures, equipment and/or tools, or whenever work-related accidents or incidents occur.</p> <p>Additionally, more extensive risk assessments are performed for frequent or sporadic activities performed by direct employees, contractors and subcontractors at the work centers through a Safe Work Assessment (SWA). The SWA tool for the identification of hazards, assessment of risks and definition of the operating controls ensures a more detailed and specific analysis for the activity, the geographic areas, endemic conditions, weather conditions, social and public order conditions that may arise and which require on-site treatment before performing any activities.</p>
<p>Processes followed by employees to report occupational hazards or hazardous work situations.</p>	<p>We have mechanisms for participation and inquiries related to the identification and reporting of hazards or situations that put at risk the life and integrity of people, the infrastructure, the communities and the environment. These mechanisms include employee participation in the hazard identification, risk assessment and definition of controls process, based on the knowledge and experience of those who do the work, which are then recorded in the Hazard Identification and Risk Assessment Matrix (MIPER) and the specific Safe Work Assessments (SWA) for the task.</p> <p>The Organization promotes and encourages all its direct employees and/or contractors to report any unsafe conditions and/or acts (deviations) through the Behavior Observation Tool (BOT), as part of the project for the transformation of the Occupational Safety and Health (OSH) culture, to enable taking timely action to manage failures in operating controls that may arise and thereby prevent the occurrence of work accidents during performance of the activities. The results of these reports and notices on risks identified by the employees are used by the Organization as inputs to improve the OSH system, and employees are granted recognition for their contributions to risk management and the prevention of work accidents.</p>
<p>Policies and processes to be followed by employees who wish to withdraw from work situations that they believe may lead to injury, illness or disease.</p>	<p>Through the Cultural Transformation project, aligned with the attribute of "Life Comes First", the Company has developed mechanisms for the identification, communication and treatment of risks, tools designed to enable employees to take the necessary preventive actions with support from Senior Management through the proactive practice of the "Authority to Stop Work" (ASW), in order to prevent the materialization of work accidents or occupational diseases. These tools include:</p> <p>CROM: Critical Risk Operating Minimum BOs: Behavior observations in high-risk tasks BOT: Report cards on observed unsafe acts and conditions</p>
<p>Procedures used to investigate work-related incidents, including the process used to identify the hazards and assess the risks associated with the incidents in order to establish corrective actions through the hierarchy of control and to determine the improvements that must be made to the occupational safety and health management system.</p>	<p>The company has an occupational incident, accident and illness management procedure (P-ASI-017), which is available, updated and easily accessible for consultation by all employees in the ISOLUCIÓN tool, which applies to all occupational incidents, accidents and illnesses that occur due to or in connection with the work of the company's own staff, contractors and visitors who are at the workplaces. Therefore, all contractors and subcontractors are required to report to the Organization all occupational incidents, accidents and illnesses that occur during work activities, as well as when performing union and recreational, sports or cultural activities of the company, which are investigated using methodologies such as the fish-bone diagram (low-medium risk levels) and TapRoot (high-extreme risk level).</p> <p>Monthly verification and follow-up is performed on the necessary intervention measures on the reported events during the COPASST meetings; the hazards and risks matrix of the work center where the incident took place is updated; the risk assessment of the activity that was performed is revised, taking into consideration the probability, consequences and exposure, and lastly the actions proposed by the investigation are included in the hazards and risk matrix in terms of the operating controls to be implemented.</p> <p>The work accidents and their impact are reported to and assessed each week by Senior Management and the primary committees, which in turn provide guidance and assist in the implementation of preventive and corrective actions arising from the analysis of the root cause of the event.</p>

Indicators and Notes

Processes used to identify occupational hazards and assess risks periodically or from time to time.	<ul style="list-style-type: none"> <li>• A procedure is in place for the identification of hazards and risks (IPER), which specifies the methodology for preparing the hazards and risks identification matrix (IPER matrix); the matrix is reviewed at least once each year or whenever changes are made to the facilities, equipment, work procedures, regulations and other factors.</li> <li>• Whenever a change is made to the IPER matrix, a meeting is held with the person responsible for the process and the Occupational Safety and Health (OSH) area. The associated hazards and risks are reviewed and the criticality of the risk is assessed, based on which the required operating controls are established through the control hierarchy (eliminate, substitute, engineering and management controls and personal protection equipment). If the risk level is not acceptable, residual risk controls are included.</li> </ul>
Processes followed by employees to report occupational hazards or hazardous work situations.	<ul style="list-style-type: none"> <li>• Any worker can report work-related hazards or risks to the immediate supervisor, in coordination with the OSH area and members of the OSH Committee. The associated risks are reviewed, and the matrix is updated, if necessary. The above is specified in Art. 10 of the Internal OSH Rules (RISST, for the original in Spanish).</li> <li>• Art. 9 of the RISST states that employees have the right to not be subject to hostile acts or other coercive measures by the company arising as a result of their duties in connection with OSH.</li> <li>• Art. 10 of the RISST specifies that employees must report to their immediate supervisor any event that endangers or may endanger their safety or health or the physical facilities, and whenever possible, appropriate corrective measures must be immediately implemented, and this shall not give rise to any type of penalty.</li> </ul>
Policies and processes to be followed by employees who wish to withdraw from work situations that they believe may lead to injury, illness or disease.	<p>All workers have the right to halt an activity and if necessary leave the workplace in the event of imminent danger, according to Article 9 of the RISST. The Company's employees have the following rights in connection with occupational safety and health, among others:</p> <p>b) To be informed, to be consulted, and to participate in preventive training, and to halt the activities in the event of serious and imminent risk.</p>
Procedures used to investigate work-related incidents, including the process used to identify the hazards and assess the risks associated with the incidents in order to establish corrective actions through the hierarchy of control and to determine the improvements that must be made to the occupational safety and health management system.	<p>A procedure is in place for Recording, Investigating and Analyzing Incidents, according to which all workers report work-related incidents to their immediate supervisor and the OSH area. A meeting is called with all those involved (OSH Engineer, the person involved in the accident, a member of the OSH Committee) to review the causes using the loss-control methodology, which are recorded in the form, along with an action plan assigning specific responsibilities and deadlines for performance. Based on the review, the decision is made on whether or not the IPER matrix should be updated.</p>







CONTUGÁS

CONECTA

<p>Processes used to identify occupational hazards and assess risks periodically or from time to time.</p>	<p>Every work station has an IPER (Hazard identification and risk assessment) in place, and before performing any task a SWA (Safe Work Analysis) is performed to assess the activity's hazards and risks.</p>	<p>Matrix for risk identification and assessment and determination of controls. Work permits and safe work analysis. Safety meetings before starting to work. Reports on unsafe conditions, acts and incidents, stoppage with awareness. Daily reports. Consolidation of findings. Proactive behavior observations (BOs), critical risk operation minimums (CROM), rules that save lives (RTSL), monthly meetings with contractors (REMPAC), lessons learned (LL), Life Comes First Committee (LCFC).</p>
<p>Processes followed by employees to report occupational hazards or hazardous work situations.</p>	<p>The OSH rules establish and communicate to employees the duty and right to suspend any activity that puts an employee's activity at risk. A record of unsafe acts and conditions is maintained.</p>	<p>Any employee who detects an unsafe condition, safety observation or unsafe act reports it to OSH using "SST-F-ST-916 Deviation Reports and Stoppage with Awareness" The OSH technician carries out safety inspections, and any unsafe act or condition or safety observation at any facility of CONECTA is reported in "SST-F-ST-916 Deviation Reports and Stoppage with Awareness" and an electronic record is included in "SST-F-ST-917 Safety Consolidated" and "SST-F-ST-004 Daily OSH Activities Report." The OSH Professional ensures that the "SST-F-ST-916 Report of Deviations and Stoppage with Awareness" generated by employees or the OSH Technician are recorded in "SST-F-ST-917 Consolidated Safety" and follows up on proposed improvement actions or proposals with the areas involved to mitigate risks and eliminate unsafe conditions. Deviation Reports related to workplace hazards can be submitted anonymously, if the reporting individual prefers. Other anonymous communications channels are available, such as the Ethics Channel, if required for an employee's protection.</p>
<p>Policies and processes to be followed by employees who wish to withdraw from work situations that they believe may lead to injury, illness or disease.</p>	<p>The OSH rules establish and communicate to employees the duty and right to suspend any activity that puts an employee's activity at risk. A record of unsafe acts and conditions is maintained.</p>	<p>It is prepared as instructed in the Procedure SST-P-ST 002 Occupational Health and Hygiene and SST-I-ST-203 Instruction on Medical Tests, and the instructions of the Government Decision 229-2014 and its reforms, Article 303, Third Level of Assistance a) Manage the relocation of the worker depending on his/her capacity (Medical assessment following an accident or a diagnosed illness). The Occupational Doctor performs a professional evaluation of any case that arises, and issues the restriction or change of task, which protects the employee from any reprisals.</p>
<p>Procedures used to investigate work-related incidents, including the process used to identify the hazards and assess the risks associated with the incidents in order to establish corrective actions through the hierarchy of control and to determine the improvements that must be made to the occupational safety and health management system.</p>	<p>An event reporting and investigation procedure is in place that defines the methodology and the participation of the investigation team, with the aim of identifying the base causes and implementing control measures to prevent its future occurrence.</p>	<p>OPENING OF THE INCIDENT INVESTIGATION: The Employer-employee Committee contacts the investigating team to clarify the facts, analyze the causes of the incident. The investigating team may be composed of: - Employer-employee Committee members appointed according to their expertise. - Management at the different levels involved in the incident. - HSE Technician - OSH Professional When required, the investigation team may include: - The immediate supervisor of the employee who suffered the incident - The employee who suffered the incident (if possible). - Others, external experts or contractor personnel</p>
		<p>GATHERING OF INFORMATION FOR THE INVESTIGATION The investigation team gathers the information for the investigation on the incident or accident, recording it in the corresponding box of the form "SST-F-ST-602 Accident Investigation Report". The investigation team takes into consideration the following when gathering information for the incident or accident investigation: Accept only proven, specific and objective facts, avoiding subjective interpretations, assumptions or value judgments. Investigate and review any existing records of safety inspections or any other documentation related to the process or activity where the incident or activity took place. Take photographs and videos as supporting evidence, particularly of the conditions of the site after the event. Perform the investigation as soon as possible after the event, to ensure that the gathered data reflect the situation that existed at the time of the incident or accident. Compile the lessons learned from the incident. SST-I-ST-001 Instruction the Investigations of Incidents/Accidents. SST-F-ST-002 Matrix for Risk Identification and Assessment and to Determine Controls. SST-F-ST-006-Annual OSH Work Plan. SST-F-ST-917 Consolidated Safety</p>



Processes used to identify occupational hazards and assess risks periodically or from time to time.	<ol style="list-style-type: none"> <li>1. IPERC</li> <li>2. Risk assessment</li> <li>3. Education and training</li> </ol>
Processes followed by employees to report occupational hazards or hazardous work situations.	Employees can report any situation that does not comply with ELD safety standards to their immediate supervisor and also to the OSHS area through the Substandard Acts and Conditions Report procedure. There is also a procedure with a confidential phone line and e-mail address for reporting non-compliance or similar situations.
Policies and processes to be followed by employees who wish to withdraw from work situations that they believe may lead to injury, illness or disease.	Employees have the right not to carry out any activity where the conditions are not adequate to perform a job safely, the employee detects this condition and reports it to the immediate supervisor and according to our procedures and RISST, the activity is stopped until the conditions are adequate, otherwise the job exposing the employee is not performed.
Procedures used to investigate work-related incidents, including the process used to identify the hazards and assess the risks associated with the incidents in order to establish corrective actions through the hierarchy of control and to determine the improvements that must be made to the occupational safety and health management system.	Electro Dunas applies the loss causality model for the investigation of occupational incidents and accidents, which is part of the incident and accident investigation procedure implemented by Electro Dunas and its contractors, to determine the causes of the adverse events and the control or improvement measures to avoid the recurrence of any other event.

(GRI 403-2)

• Occupational health services

2022

OCCUPATIONAL HEALTH SERVICES	GEB	TGI
<p>Functions of the occupational health services that help identify and eliminate hazards and minimize risks, the quality of said services and employee access to such services.</p>	<p>We have occupational safety, industrial health and preventive and occupational medicine assistance services that promote and control our employees' health to ensure their physical, mental and social well-being and to protect them from occupational risk factors. Occupational risk management starts with the identification of hazards associated with each process and work center, risk assessment and definition of controls (following the hierarchy of controls). In addition, for all operational work, a safe work analysis (SWA) is performed beforehand, which is prepared by the team that will perform the task and where the hazards associated with the specific job, as well as the mitigation and control measures, are discussed by the entire team. For high-risk tasks, a Work Permit is also completed prior to the execution of the task. Additionally, our company provides economic benefits to provide employees access to additional health care plans. Specifically, GEB employees covered by the Collective Bargaining Agreement receive the benefit through a prepaid medical plan that is 100% covered by the Company, which provides access to a comprehensive health and dental plan for themselves and their family group.</p>	<p>The Company has a Preventive and Occupational Medicine program comprised of the Epidemiological Surveillance Systems and Programs, aimed at promoting and controlling employees' health to ensure optimal conditions of physical, mental and social well-being, protecting them from occupational risk factors, placing them in a job according to their psychophysical conditions and keeping them fit for work production. To this end, TGI has a contractor that provides medical examinations, vaccinations, reinstatement or post-disability examinations, special assessments, and consulting services, as well as several health professionals from the occupational risk insurer (ARL, for the Spanish original) and complementary medicine to follow up on the cases.</p> <p>Employees receive medical examinations upon hiring, periodically, and upon leaving, in accordance with the occupational chart designed by position, and based on the medical recommendations and opinions on aptitude, they may be referred to the different Epidemiological Surveillance Systems implemented by the Company to monitor the employees' health conditions.</p>
<p>Confidentiality of the employees' health personal data</p>	<p>The employees' health information is held under custody by the healthcare services, which have personal data management policies and procedures, and can only be shared with express authorization by means of an informed consent or when the employee directly shares it directly with the Company's physician, who is under the obligation of maintaining it under custody.</p>	<p>In accordance with Colombian law, the clinical histories that mention the health status of patients must be held as confidential information under the custody of the Healthcare Provider Institutes (IPS, for the Spanish original). Consequently, employee information is held under custody with confidentiality by SIPLAS, which has a contract with the Company to provide services related to medical exams, vaccination, reincorporation or post-medical leave tests, special assessments, and consulting.</p>
<p>The employees' personal health information and their participation in the occupational health and safety services is organized in a manner that it cannot be used to give employees favorable or unfavorable treatment.</p>	<p>The Company has a personal data protection policy. The services are provided directly by external providers that also have personal data protection policies, and the obligation of confidentiality is also included in contractual clauses. The signed contracts also establish that they must protect and custody the clinical histories in accordance with applicable law. The Company's physician has a signed confidentiality agreement and is responsible for the custody of the medical information provided directly by the employee with his/her consent or by means of an informed consent.</p>	<p>TGI assures the confidentiality of employees' health conditions in accordance with medical criteria and opinions. Consequently, the information contained in clinical histories, monitoring of cases and opinions is issued only by occupational doctors with occupational and professional license, either from the ARL (occupational risk insurer) or the general health provider (EPS)</p>

Indicators and Notes



OCCUPATIONAL HEALTH SERVICES	CÁLIDDA	CONTUGÁS
<p>Functions of the occupational health services that help identify and eliminate hazards and minimize risks, the quality of said services and employee access to such services.</p>	<p>Cálidda outsources the Occupational Health service, under the following structure:</p> <ul style="list-style-type: none"> <li>• Physician specializing in Occupational Medicine</li> <li>• Supervising physician responsible for the account</li> <li>• Operations physician of Cálidda</li> </ul> <p>The following are the main functions of the service:</p> <ul style="list-style-type: none"> <li>• Establish the Occupational Health Baseline.</li> <li>• Prepare the Annual Occupational Health Plan and the Workers' Health Surveillance Program.</li> <li>• Implement or maintain Cálidda's medical files (medical records sorted by years and by patient codes), as well as confidentiality.</li> <li>• Review results of medical examinations and validate fitness considering the hazards and risks of the job and the efficiency required by the company.</li> <li>• Coordinate medical reevaluations of suspected cases occupational illnesses.</li> <li>• Implement or keep the Medical Examination Procedure up to date.</li> <li>• Evaluate ergonomic and psychosocial risks.</li> <li>• Provide medical care in case of emergencies to own and contractor staff.</li> <li>• Creating and keeping records up to date.</li> </ul> <p>Service quality is ensured through audits and compliance with the Occupational Health program. The outsourced clinic is registered and authorized by the General Health Directorate (DIGESA, for the Spanish original) (competent regulatory agency). The workers can request appointments with the occupational doctor at any time. The occupational doctor also sets up appointments with workers for occupational medical follow-up and to offer recommendations on improving health conditions. It should be noted that the occupational medicine information is personal and confidential. Additionally, according to applicable regulations, occupational medical exams are carried out each year for employees in operating positions and every two years for employees in administrative positions.</p>	<p>An Occupational Health service provider follows up and controls the occupational health risks and performs occupational medical assessments, covering all the employees of Contugas.</p>
<p>Confidentiality of the employees' health personal data</p>	<p>Occupational medicine information is personal and confidential information.</p>	<p>This information is managed based on medical secrecy, and access to the documentation is restricted only to medical personnel, and through contractual clauses related to the protection of personal data.</p>
<p>The employees' personal health information and their participation in the occupational health and safety services is organized in a manner that it cannot be used to give employees favorable or unfavorable treatment.</p>	<p>Occupational medicine information is personal and confidential information.</p>	<p>This information is managed based on medical secrecy, and access to the documentation is restricted for use only by medical personnel, and through contractual clauses related to the protection of personal data.</p>

**Indicators and Notes**



2022

OCCUPATIONAL HEALTH SERVICES	CONNECTA	ELECTRO DUNAS
<p>Functions of the occupational health services that help identify and eliminate hazards and minimize risks, the quality of said services and employee access to such services.</p>	<p>One of the functions of occupational health services is to establish and maintain a safe and healthy work environment for the workers, which benefits their relationship with the job and the job's adaptation to the workers' capabilities. The following procedures, forms and committees are in place for implementation: Occupational Health and Safety Manual. Employer-employee OSH Committee. Matrix for risk identification and assessment and determination of controls. Workers' health surveillance system. Instructions for epidemiological surveillance of occupational accidents and illnesses. Occupational Health and Hygiene Procedure. The information is available on the ISOLUCION platform, to which all CONECTA employees have access. Service quality is ensured through the Employer-employee OSH Committee and internal audits of the Integrated Management System.</p>	<p>The Annual Occupational Health Plan is prepared by the Occupational Health service, in compliance with related legal requirements, establishing the surveillance of health hazards and implementation of preventive programs. The quality of the services provided is ensured by requiring the probity of occupational physicians and health professionals (registered nurses) and the permanent control of their activities.</p>
<p>Confidentiality of the employees' health personal data</p>	<p>The employees' medical information is given confidential treatment; the files, reports and associated documents are under the custody of the occupational doctor</p>	<p>Workers have an exclusive line of communication with the corresponding confidentiality, according to Peruvian law, maintaining the confidentiality of the personal data.</p>
<p>The employees' personal health information and their participation in the occupational health and safety services is organized in a manner that it cannot be used to give employees favorable or unfavorable treatment.</p>	<p>The employees' medical information is given confidential treatment; the files, reports and associated documents are under the custody of the occupational doctor</p>	<p>The medical information receives confidential treatment to ensure that it is not used to give employees favorable or unfavorable treatment.</p>

(GRI 403-4)

• Worker participation, consultations and communication regarding occupational safety and health

2022

	GEB	TGI
Percentage of employees represented in occupational safety and health committees	100%	100%
Process for worker participation and consultation for the development, application and assessment of the occupational safety and health management system, as well as the procedures to communicate relevant information on occupational safety and health.	<p>The Group defines consultation as the actions we take with our employees to seek their opinions before making a decision on OSH-related issues. Participation is defined as the actions we take to involve our employees in the decision-making process on OSH-related issues. Employee consultation and participation activities are carried out through the respective committees at each subsidiary, and specific employee groups for specific topics.</p> <p>Participation mechanisms include:</p> <ol style="list-style-type: none"> <li>1. COPASST Committee, with 6 employer and 6 worker representatives (a total of 12 members). Through the COPASST, employees monitor compliance with legal requirements, OSH management programs and actions implemented or measures taken to prevent accidents or mitigate risks at the work sites.</li> <li>2. Coexistence Committee, with 4 employer and 4 worker representatives (a total of 8 members). Employees can file labor harassment complaints or make suggestions.</li> </ol>	<p>They participate in:</p> <ul style="list-style-type: none"> <li>Identification and assessment of risks and opportunities</li> <li>Preventive risk treatment actions</li> <li>Definition of controls and preventive measures</li> <li>Investigation of accidents and non-conformities</li> <li>Implementation of corrective actions</li> </ul> <p>The following are the mechanisms:</p> <ul style="list-style-type: none"> <li>COPASST and Employee Relations Committee</li> <li>BOT card</li> <li>IPER and SWA procedures</li> <li>Surveys on participation</li> <li>WA investigation team</li> </ul> <p>The aspects and topics that require prior consultations with non-management personnel are:</p> <ul style="list-style-type: none"> <li>Employee needs and expectations</li> <li>Definition of the Occupational Safety and Health Policy</li> <li>Assignment of roles and responsibilities</li> <li>Compliance with legal requirements</li> <li>Definition and planning of the objectives</li> <li>Contractor management</li> <li>Monitor, measure and assess the OSHMS objectives</li> <li>Scheduling of audits</li> <li>Continuous improvement</li> </ul> <p>The following are the mechanisms:</p> <ul style="list-style-type: none"> <li>COPASST and Employee Relations Committee</li> <li>OSH and Road Safety Committee and Sustainability Committee</li> <li>Worker opinion surveys</li> <li>Orientation and reorientation.</li> </ul>
Responsibilities of the formal employer-employee occupational safety and health committee	<p>COPASST FUNCTIONS:</p> <ol style="list-style-type: none"> <li>1- Receive from Senior Management the communication of the Occupational Safety and Health Policy.</li> <li>2- Receive information from GEB on the development of all stages of the Occupational Safety and Health Management System (OHSMS).</li> <li>3- Be internally accountable for its OSH performance.</li> <li>4- Give recommendations for the improvement of the OSHMS.</li> <li>5- Participate in the training provided by the occupational risk administrator.</li> <li>6- Review of the training program in Occupational Safety and Health.</li> <li>7- Receive the results of the workplace environment assessments and issue recommendations.</li> <li>8- Support the adoption of prevention and control measures derived from the change management.</li> <li>9- Participate in audit planning.</li> <li>10- Be informed of the results of the Senior Management review.</li> <li>11- Be part of the team investigating occupational incidents, accidents and illnesses.</li> </ol> <p>FUNCTIONS OF THE LABOR COEXISTENCE COMMITTEE</p> <p>It aims to prevent workplace harassment by helping to protect employees against psychosocial risks affecting their health in the workplace.</p> <p>The purpose of the committee is to improve coexistence among all employees.</p>	<p>Through Presidential Directive 009/2022, the Company has defined the structure and operation of the Employer-Employee Joint Occupational Safety and Health Committee (COPASST, for the Spanish original), whose objective is to promote and oversee the Occupational Safety and Health standards. It also serves as a communication channel between the employees and the employer.</p> <p>The COPASST is comprised by an equal number of employer and worker representatives. In line with the number of workers at the Company in 2022, the Committee has four (4) employer representatives (2 principals and 2 alternates), who are formally appointed by means of a letter from the President, and four (4) worker representatives, who are elected by all the Organization's employees.</p> <p>One of the responsibilities of the COPASST is to serve as coordination body between the employer and the workers in resolving issues related to Occupational Safety and Health OSH, address worker complaints related to OSH, propose to the Company's management or work on the adoption of measures and the development of activities aimed at maintaining health at the workplaces and work sites, oversee the performance of activities related to industrial medicine, hygiene and safety that must be performed by the Company according to the Industrial Health and Safety Rules and applicable regulations, promote their dissemination and monitoring, as well as participate in work accident investigations and propose actions to avoid their repetition, visit the operations workplaces to perform safety inspections, talk with employees and propose improvement actions related to OSH management, participate in the design of activities for the OSH training plan, assess and evaluate the results of OHS performance indicators and the results of audits and reviews by Senior Management, in order to issue recommendations and strategies related to risk management and the prevention of accidents and to maintain safe and healthy workplaces.</p>
Frequency of meetings of the formal employer-employee committee on occupational safety and health	<ol style="list-style-type: none"> <li>1. The COPASST meets monthly.</li> <li>2. The Employee Relations Committee meets every three months and extraordinarily when there is a request or report of possible workplace harassment.</li> </ol>	
Decision-making authority of the formal joint employer-employee committee on occupational safety and health	<ol style="list-style-type: none"> <li>1. COPASST Committee: decisions are made by consensus of COPASST members by voting.</li> <li>2. Employee Relations Committee: decisions are made by consensus of committee members.</li> </ol>	



Percentage of employees represented in occupational safety and health committees	100%	100%
Process for worker participation and consultation for the development, application and assessment of the occupational safety and health management system, as well as the procedures to communicate relevant information on occupational safety and health.	<ol style="list-style-type: none"> <li>1. Substandard acts and conditions are reported by email at: comitesst@calidda.com.pe.</li> <li>2. Committee members participate in the company's incident and accident investigations.</li> <li>3. They interact and participate in monthly scheduled inspections.</li> <li>4. Monthly OSH performance meetings.</li> </ol>	Employee representatives are members of the joint OSH committee, and an OSH suggestion box is available for related topics. Information meetings are held on a weekly basis by area and monthly for the entire company.
Responsibilities of the formal employer-employee occupational safety and health committee	<ol style="list-style-type: none"> <li>a. Review the documentation and reports regarding work conditions required to fulfill their tasks, as well as those produced by the Occupational Safety and Health service.</li> <li>b. Approve the employer's Internal Rules on Safety and Health.</li> <li>c. Approve the Annual Occupational Safety and Health Program.</li> <li>d. Review and approve the Annual Programming of the Occupational Safety and Health Service.</li> <li>e. Participate in the drafting, approval, implementation and assessment of policies, plans and programs for the promotion of Occupational Safety and Health, prevention of occupational accidents and illnesses.</li> <li>f. Approve the Annual Training Plan for workers on Occupational Safety and Health.</li> <li>g. Promote that all new workers receive adequate training, instruction and orientation on risk prevention.</li> <li>h. Oversee compliance with legislation, internal standards and technical specifications related to occupational safety and health; also, the Internal Regulations for Occupational Safety and Health.</li> <li>i. Ensure that workers are aware of the regulations, instructions, technical specifications, notices and other written or graphic materials related to the prevention of occupational risks. Promote the commitment, cooperation and active participation of all employees in preventing occupational risks through effective communications, the participation of workers in solving safety problems, orientation, training, contests and drills, among others.</li> <li>k. Perform periodic inspections of administrative and operations areas, facilities, machinery and equipment aimed at reinforcing preventive management.</li> <li>l. Consider the circumstances and investigate the causes of all incidents, accidents and occupational diseases that occur at the workplace, and issue recommendations to avoid their repetition.</li> <li>m. Verify the fulfillment and effectiveness of its recommendations to avoid the repetition of accidents and occupational diseases.</li> <li>n. Make appropriate recommendations to improve the workplace conditions and environment, and ensure that the measures are adopted and review their effectiveness.</li> <li>o. Analyze and issue reports on statistics of work-related incidents, accidents and illnesses at the workplace; the records and assessments must be continuously updated for each of the employer's occupational safety and health organizational units.</li> <li>p. Assist medical and first aid services.</li> <li>q. Supervise the occupational safety and health service and provide assistance and advisory to the employer and workers. Report the following information to the highest authority of the employer:               <ol style="list-style-type: none"> <li>r.1) Fatal accidents or dangerous incidents, immediately.</li> <li>r.2) The investigation of every fatal accident and the corrective actions adopted within ten (10) days from its occurrence.</li> <li>r.3) Quarterly statistics of accidents, incidents and occupational diseases.</li> <li>r.4) The quarterly activities of the Occupational Safety and Health Committee.</li> </ol> </li> <li>s. Document in the Book of Minutes the verifications performed on fulfillment of agreements.</li> <li>t. Hold ordinary monthly meetings to review the progress made in achieving the objectives established in the annual program, and hold extraordinary meetings to review serious accidents or as required by the circumstances.</li> </ol>	It is responsible for approving the management tools and annual program of activities, and for monitoring and assessing its performance, with active participation.
Frequency of meetings of the formal employer-employee committee on occupational safety and health	Monthly	The meetings are held monthly and as required by the circumstances.
Decision-making authority of the formal joint employer-employee committee on occupational safety and health	<ol style="list-style-type: none"> <li>1. President</li> <li>2. Secretary.</li> </ol> Decisions are made by consensus of the meeting.	Decisions are made democratically with objectivity based on joint analysis.



	CONECTA	ELECTRO DUNAS
Percentage of employees represented in occupational safety and health committees	100%	100%
Process for worker participation and consultation for the development, application and assessment of the occupational safety and health management system, as well as the procedures to communicate relevant information on occupational safety and health.	Employees participate through the annual survey on the organization's safety culture, and information is provided through the internal OSH newsletter and through the ISOLUCION platform to all employees.	ELD has an Occupational Safety and Health Committee, which is made up of a workers' representative and an employers' representative. The company constantly disseminates the indicators and other information on the Occupational Safety and Health Management System to all employees.
Responsibilities of the formal employer-employee occupational safety and health committee	<ul style="list-style-type: none"> <li>Participate in accident investigations to determine their true root causes.</li> <li>Ensure the continuous improvement of the OSH process</li> <li>Provide OSH training</li> <li>Make safety and health recommendations and follow up on them</li> <li>Ensure that the personnel use the personal protection equipment</li> <li>Carry records of accidents that have occurred</li> <li>Monitor the effectiveness of the health and safety process.</li> <li>Assist in the development of safety and health rules</li> <li>Assist in the development of safe work procedures</li> <li>Collaborate in compliance with the local legal decisions 229/2014, 33/2016, 57/2022 NRD2.</li> </ul>	The main responsibility of the Occupational Safety and Health Committee (OSHC) is to promote occupational health and safety, advise and oversee compliance with the provision of the Occupational Safety and Health Internal Regulations and national law, to favor well-being at the workplace and the development of the employer.
Frequency of meetings of the formal employer-employee committee on occupational safety and health	It is mandatory for the Occupational Safety and Health Committee to meet at least once per month. Extraordinary meetings shall be held whenever deemed necessary by the committee.	COSH meetings are held monthly, and extraordinary meetings are held as required.
Decision-making authority of the formal joint employer-employee committee on occupational safety and health	The Committee's decisions should be by consensus. If no consensus is reached, as long as the decisions do not involve conditions that put at risk the life and health of the workers, the decision shall be made by the majority of the meeting participants. If no consensus is reached, the decision will be made by vote, and in the event of a tie, the coordinator will have the deciding vote on the situation. Article 17 of Ministerial Resolution 23-2017.	The OSHC makes decisions in a democratic manner, i.e. each decision is made by a majority vote of its members.

**Note:** GEB defines consultation as the actions we take with our employees to seek their opinions before making a decision on OSH-related issues. Participation is defined as the actions we take to involve our employees in the decision-making process on OSH-related issues. Employee consultation and participation actions are carried out through the Joint Committee on Occupational Safety and Health (COPASST, for the Spanish original), the President's Committee and specific groups of employees for particular issues, under the guidelines of the Talent Management and Relations and Communications processes. Participation in OSH hazard identification and risk assessment is carried out through the Integrated Risk Management process.



(GRI 403-5) (SASB EM-MD-540a.4)

• **Employee training  
on occupational safety and health**

EMPLOYEE TRAINING	2022					
	GEB	TGI	CÁLIDDA	CONTUGÁS	ELECTRO DUNAS	CONECTA
Number of employees	698	455	407	132	268	137
Number of employees trained in occupational safety and health	698	455	407	132	268	34
Percentage of employees trained in occupational safety and health	100%	100%	100%	100%	100%	25%

Note: In the case of GEB and all its subsidiaries, the number of employees includes all direct workers, including other types of contract such as apprenticeships and internships.

CONTRACTOR TRAINING	2022					
	GEB	TGI	CÁLIDDA	CONTUGÁS	ELECTRO DUNAS	CONECTA
Number of contractors	2349	1213	6741	387	296	36
Number of contractors trained in occupational safety and health	2349	1213	N/A	387	296	36
Percentage of contractors trained in occupational safety and health	100%	100%	N/A	100%	100%	100%



EMPLOYEE TRAINING IN  
OCCUPATIONAL SAFETY AND HEALTH

2022

	GEB	TGI
Description of the training courses for employees on occupational safety and health.	<ul style="list-style-type: none"> <li>• Specific OSH orientation</li> <li>• E-learning OSH hazards and risks</li> <li>• Visible leadership in OSH</li> <li>• Creation of Emergency Brigades</li> <li>• Dissemination of Biosafety Protocols.</li> <li>• Behavior observation</li> <li>• Process Safety (Introduction)</li> <li>• TapRoof accident investigation</li> <li>• Nebosh Process Safety Management</li> <li>• Nebosh HSE Management Safety</li> <li>• Critical Risk Management Programs: load lifting, work at heights, electrical, road safety.</li> <li>• Training for safe work at heights</li> <li>• Training in defensive driving</li> <li>• Critical Risk Operating Minimums (CROM)</li> <li>• Rules that Save Lives</li> <li>• Monthly meetings with contractors on accident prevention (REMPAC)</li> <li>• Investigation of incidents and accidents</li> <li>• Operating discipline</li> <li>• Fair culture.</li> </ul> <p>The training matrix incorporates all training, orientation and reorientation needs on topics related to OSH for all GEB personnel. All courses are free of charge and are held during the workers' work shifts. The effectiveness of training is based on the corresponding evaluation of each course.</p>	<p>TGI has established an annual training plan by position based on the analysis of the risks and activities performed by the employees and the critical risk management programs and the preventive and occupational medicine programs. This OSH training plan is coordinated with the policies and objectives of the OSH management system to reduce accident rates and strengthen the skills of those who perform the activities for the organization's operations.</p> <p>The courses, workshops, safety talks and training are designed based on the objectives of the critical risk management programs (high-risk tasks, mechanical, electrical, biological, public order, chemical substance, physical, dangerous atmospheres, hot works and other risk factors), preventive and occupational medicine programs, such as healthy life habits, industrial hygiene, organization and cleaning, Epidemiological Surveillance Systems to prevent occupational diseases. Training is also provided to employees who require special knowledge on OSH aspects to perform their activities safely, to strengthen management of the risks associated with their activities. These courses are delivered through different communications tools, either face-to-face or virtual, through communications videos, digital platforms or instructors, to which end the organization has allocated financial resources to contract the training. The budget amount allocated to the ARL is also reinvested in training.</p> <p>The course, workshop or training activities are scheduled each month in the Detailed Work Plans of each employee, to ensure their time availability and dedication to attend the mandatory sessions, and attendance is monitored to ensure the coverage of training.</p>
Description of the training courses for contractors on occupational safety and health.	<ul style="list-style-type: none"> <li>• Specific OSH training</li> <li>• OSH hazards and risks</li> <li>• Socialization of biosafety protocols.</li> <li>• Critical Risk Management Programs: load lifting, work at heights, electrical, road safety.</li> <li>• Leadership of OSH teams</li> <li>• Deviation reports</li> <li>• Rules that Save Lives</li> </ul>	



EMPLOYEE TRAINING IN OCCUPATIONAL  
SAFETY AND HEALTH

	CÁLIDDA	CONTUGÁS
Description of the training courses for employees on occupational safety and health.	<ul style="list-style-type: none"> <li>• Hazard Identification and Risk Assessment Matrix</li> <li>• Contingency plan at administrative offices and warehouses</li> <li>• Use of fire extinguishers</li> <li>• Ergonomics at work</li> <li>• Preventive measures against harmful health effects from prolonged exposure to solar radiation</li> <li>• Use and care of personal protection equipment</li> <li>• High-risk tasks - Load lifting</li> <li>• High-risk tasks - Cold and hot work</li> <li>• High-risk tasks - Confined spaces</li> <li>• High-risk tasks - Work at heights</li> <li>• High-risk tasks - Deep excavation</li> <li>• High-risk tasks - Lock out and tag out</li> <li>• First aid</li> <li>• OSH roles, responsibilities regulatory compliance in contract management</li> <li>• Emergency Response Plan</li> <li>• Operating discipline</li> <li>• Accident investigations</li> <li>• OSH orientation talks</li> </ul>	<p>The training sessions are free of cost and may be general or specific, including First Aid, handling of fire extinguishers, event reports, emergency response plan, identification of hazards and risk assessment, load lifting, excavation, confined spaces, work at heights, hot and cold work, electric work. Attendance is monitored to issue the certificates.</p>
Description of the training courses for contractors on occupational safety and health.	<p>Contractors comply with the requirements of Cálidda's OSH Manual for contractors, which requires all personnel to have basic and specific courses for the activity they are going to carry out, such as:</p> <ul style="list-style-type: none"> <li>• Leadership and Supervision in Occupational Safety and Health</li> <li>• Use of power tools</li> <li>• Hot and cold work - Gas measurement</li> <li>• Work at heights - 1.8 meters</li> <li>• In-ditch control measures</li> <li>• Manual excavation safety</li> <li>• Mechanical excavation safety</li> <li>• Work in confined spaces</li> <li>• Load lifting</li> <li>• Lockout and tagout (LOTO)</li> <li>• First aid and fire fighting</li> <li>• MATPEL (Basic)</li> </ul> <p>Additionally the Cálidda OSH area, through the OSH Cultural Transformation Project, provided training for strategic, tactical and OSH personnel of the main contractors of Cálidda. The following courses were provided:</p> <ul style="list-style-type: none"> <li>- GRC Heights</li> <li>- GRC Excavations</li> <li>- Operating discipline</li> </ul>	



EMPLOYEE TRAINING IN OCCUPATIONAL  
SAFETY AND HEALTH

ELECTRO DUNAS

CONECTA

Description of the training courses for employees on occupational safety and health.

The following employee training courses are provided as part of our Occupational Safety and Health Plan:  
Talk: COVID 19 - Update and recommendations  
Training: Defensive driving  
Training: Dissemination of the objectives and policies on Occupational Safety and Health and social responsibility. 2022  
Training: Healthy lifestyles  
Training: Occupational Safety and Health rules for electricity RESESATE  
Training: Safety and Electrical risk  
Assessment of major risks, BOW TIE method  
Identification of hazards, risk assessment (IPERC)  
Fire preparedness and response, use of fire extinguishers  
Work at heights in climbing structures (training on critical tasks)  
Analysis of major risks, BOW TIE method part II  
Fire prevention and control - Use and handling of fire extinguishers part II  
Fire prevention and control - Use and handling of fire extinguishers part III  
Use of fire extinguishers - Lima facilities  
Personal protection equipment in the electricity sector  
First aid  
Safety and electrical risk  
First aid  
Training on Integrated report SMS-GEB  
Ergonomics at work, prevention of bone-muscle injuries and worker protection from solar exposure  
Handling and environmentally rational disposal of PCB  
Training on lifting operations  
- Specific training on occupational risks, dangerous activities or dangerous situations:  
Training: Safety and Electrical risk  
Work at heights and climbing structures (training in critical areas)  
Training on lifting operations  
The course design includes both theory and practical components. Graded tests are taken to measure the effectiveness of training.  
The courses are taught during remunerated work hours.

CROM Characters  
Rules that Save Lives  
Behavior observation  
REMPAC.  
Investigation of incidents and accidents.  
Visible self leadership.  
Visible interpersonal OSH leadership  
Operating discipline.  
GRC Work at Heights.  
GRC Electrical risk Warned Person.  
GRC: Electrical risk  
GRC: Dangerous energies  
GRC: Excavations  
GRC: Load lifting  
Deviation Reports  
Team leadership  
Fair culture.  
The courses are delivered through the Safety and Health Culture platform of the consultant Intertek. The courses are free and the hours are flexible. "

Description of the training courses for contractors on occupational safety and health.

The contractor participates in training on Work at Heights and climbing structures.  
The course has a theoretical-practical design and includes an exam for certification and validation.  
The courses are taught during remunerated work hours.

Safe driving  
NFPA 101  
Confined spaces  
Ergonomics  
Monitoring and instrumentation  
Cutting and welding  
IPER  
Emergency Plan  
Ionizing radiation  
LOTO  
Accident Investigation  
EPP  
Manual tools  
Hazardous materials  
Dangerous residues  
Electrical safety  
Work at heights  
ISO 45001  
The courses are provided at no cost as part of the contractor academy project, in the virtual modality during business hours. At the end of the course a specific course assessment must be taken. Access is also provided to other courses on the platform of the consultant Intertek, which are free and offer flexible hours.

• (403-7) (SASB EM-MD-540a.4)

**Prevention and mitigation of occupational health and safety impacts on employees directly linked by business relationships**

	IMPACT DESCRIPTION	PREVENTIVE MEASURES	MITIGATION MEASURES
GEB	Occupational accidents resulting in injuries of varying severity, classified according to OSHA 300 standard: Fatal events, DAFW (days absent from work), RWC (restricted work cases), MTC (medical treatment cases), FAC (first aid cases), Near Miss.	Occupational risk management through hazard identification, risk assessment and establishment of controls based on the hierarchy of controls. Management programs for high-risk tasks with controls for people, infrastructure and the management system. Application of checklists for critical tasks, participation in the Daily Safety Dialog, behavioral observations. Ensure pre-operational inspection of equipment; participation in maintenance planning and scheduling of substations(SE) and transmission lines (LT); direct supervision of field activities through own staff or contract supervisors. Education and training related to hazards and risks inherent to the processes.	Each work center has an emergency plan covering all the measures and resources required to provide adequate and timely primary emergency response and to mitigate the consequences of the materialization of risks that affect people.
	Work-related Diseases	Implementation of Epidemiological Surveillance Systems for the illnesses/disorders with the greatest impact: ESS for musculoskeletal disorders, ESS for psychosocial risk, ESS for COVID-19 We also carry out health promotion and prevention programs: healthy lifestyles, prevention of alcoholism, smoking and drug addiction, cardiovascular risk prevention, and visual and hearing conservation.	Case definition and identification Inclusion in the corresponding ESS Follow-up of medical recommendations Periodic medical check-ups
CÁLIDDA	Partial or irreversible damage to the physical integrity of employees	OSH accreditation in order to supply goods or services (fulfillment of OSH requirements) Application of penalties due to non-fulfillment of OSH requirements (contractual provisions) Implementation of the controls in the IPER Matrix Field inspections to detect substandard acts and conditions.	Execution of contingency plans
	SARS-CoV-2 infection	Preparation, implementation, training and dissemination of the plan for surveillance, prevention and control of COVID-19 at the workplace. Validation of COVID-19 surveillance, prevention and control plans for contractors and suppliers	Supervision and inspection of compliance with COVID-19 surveillance, prevention and control plans in the workplace. Monitoring of COVID-19 cases at Cálidda and strategic partners.
ELECTRO DUNAS	Partial or irreversible damage to the physical integrity of employees	OSH training, OSH inspections, compliance with OSH requirements and application of sanctions for non-compliance with OSH procedures and standards.	Field inspections to detect substandard acts and conditions, including identification and enforcement of control measures.
	COVID-19 infection	Remote work Virtual meetings	Mandatory use of face masks, reduce time of exposure during face-to-face meetings, social distancing, disinfection and hand washing, limited access of personnel to administrative offices, subject to authorization to enter. Verification and reporting of symptoms such as body temperature above 37 degrees °C.
CONNECTA	Injuries of different severity level: Contusions, wounds, slips, falls, scrapes, sprains, fractures, minor lacerations	Emergency prevention, assistance and response plan. Training: Self-care when walking through office areas and prevention of same-level falls Pasos seguros (Safe Steps) campaign (Not to use the cell phone while walking).	Elimination of risk conditions, signs on ramps, stairs, installation of handrails
	Mental and physical stress, fatigue, tiredness, headaches Worker fatigue syndrome.	Training: Work stress management Assertive and effective communications Teamwork, relationship intelligence.	Active breaks program Comply with the established work schedule Occupational health programs. Good eating habits
TGI	In 2022, the Company established commitments in the general risk management framework of action aimed at the protection of people and business continuity, through the identification of risk and the adequate implementation of actions to mitigate their impact and probability of occurrence. It promotes the development of the risk management culture at all levels of the organization, generating trust among its workers, shareholders and stakeholders, reporting with transparency the risks and the actions implemented for their mitigation, ensuring that the decisions made on the projects always identify and assess the risks and that actions are taken to eliminate or mitigate their impact. All the impacts are positive, considering that the Company is committed to the responsible implementation of the OSHMS.	Employee health is protected, prevented and promoted by managing the hazards and risks produced by the Company's operating activities.	Mitigation measures include: - The improvement of workplace, environmental and health conditions at work - Compliance with applicable legal requirements related to OSH - The promotion of maintenance of employees' physical, mental and social well-being. These impacts are managed through established programs and the activities required to fulfill the sustainability policy, the OSH objectives, and the requirements of applicable law.





(GRI 403-6) (SASB EM-MD-540a.4)

• Promotion of worker health

Employee access to medical and healthcare services unrelated to work, and their coverage

GEB offers all employees covered by the signed collective bargaining agreement, after one year of service at the company, a prepaid medical insurance policy that offers employees access to the services included in the contract signed with MEDPLUS, whose scope includes outpatient medical appointments, emergencies, diagnostic images and specialized medicine, as well as basic and specialized medical plan, both for the employee and his/her primary family members. The organization provides employees who are not covered by the collective bargaining agreement with the option of an extra-legal benefit so that they can acquire the prepaid or complementary medical services of their choice, which allows them to include their families in the coverage. Additionally, the company has an occupational doctor who can take appointments from employees to provide guidance on any type of health condition, and who monitors employees with COVID-19 or when they require medical guidance for any pathology, both general or work-related. Likewise, the organization provides executive medical check-ups through its ARL and the insurance company to its employees at managerial levels, who undergo different exams and specialized medical assessments that cover pathologies that go beyond occupational risks.

Through the ARL, the organization has a psychology team that provides guidance and monitors employees who require it, either because they have been found to be at high and very high risk in the psycho-social risk surveys, or by other means such as their coworkers, leaders or if they request it themselves.

At TGI, all employees are enrolled in the General Social Security System's Health component (SGSSS, for the Spanish original), in compliance with Law 100/1993, i.e., they have health care (EPS), pension fund (AFP) and occupational risk (ARL) coverage.

Employees who report or present health issues that are NOT work-related are covered by the EPS (common illnesses).

Employees have a healthcare policy provided by the Company through Seguros Bolivar, which operates as a prepaid medicine policy, which provides access to healthcare for non-work-related health matters.

Through the family compensation fund, the Company's employees have access to health activities that are non-work-related.

Contugas facilitates access to private insurance policies in addition to the government healthcare scheme.

It is provided through a social insurance policy (EsSalud) and EPS.

At Conecta all employees are affiliated to the Social Security (Guatemalan Social Security Institute - IGSS), and are provided life insurance and medical expenses insurance.

Voluntary health promotion services and programs offered by the organization to workers to address significant non-work related health risks.

Orientation program for nursing mothers: this is a program in which, with the advice of the ARL, mothers who return to work after maternity leave are provided with support and psychological counseling for the transition to new changes, and fathers returning from paternity leave are included.

COVID-19 Epidemiological Surveillance System: this is a surveillance system for the risk of COVID-19 as an emerging pandemic disease that can have a common or occupational impact. During the day, workers can report to the company physician, who contacts them and verifies their health situation, as well as that of their family group, and provides guidance for access to the health care system and follows up on the evolution of the disease.

Vivamente is a health promotion and prevention program managed by the Well-being team; it offers educational workshops led by a psychologist and the Company doctor, to provide tools to manage psycho-social risks. The workshops are held throughout the year, and all employees can participate on a voluntary basis, on topics such as the prevention of use of psychoactive substances, alcohol and tobacco, techno-stress, time management and disconnecting from work, among others. The program also provides psychological orientation to employees who require it, either because of the findings of psycho-social risk surveys, or day-to-day events. The orientation provided is confidential.

Vitality is a program aimed at promoting healthy lifestyles, and it offers workshops on healthy diet, promotion of physical activity and prevention of diseases of public health interest. Participation is voluntary. The program also includes activities related to the prevention of muscular-skeletal disorders and workstation inspections both at company and remote offices, the implementation of engineering controls and designs for workstations, and monitoring of their implementation, as well as monitoring suspected cases of muscular-skeletal injuries, both possibly work-related or of common causes.

TGI has several activities to promote health and well-being that are not work-related. They are led by the OSH and Human Resources areas, and all employees have access and are invited to participate in these activities, such as:

Healthy habits program: prevention and promotion of good diet and habits; exercises for the family. They are institutionalized at the Company through the Healthy Wednesdays program, which is promoted by e-mail and virtual conversations via Teams.

Public health prevention: Theoretical-practical talks on the prevention of breast, prostate and colon cancer, and sexually transmitted diseases, which are promoted by e-mail and virtual meetings via Teams.

Well-being Activities: Through the family compensation plan, employees receive face-to-face or virtual talks or activities, and agreements with companies for exercising and fitness.

Contugas has the Nutrition program, the Your Health Comes First program, and the Mental Health Program.

Electrodunas has the following programs: Healthy lifestyle: healthy diet, prevention of excess weight and its associated diseases, solar protection, program for pregnant employees, active breaks at work.

Conecta has the Occupational Medicine Assessment Program for all its personnel, through the Occupational Doctor.





Indicators and Notes

2022

EMPLOYEES	GEB	TGI
Main types of work-related injuries	The most frequent reasons for occupational accidents involving direct employees were caused by blows or contusions and sprains or strains.	Work accidents: *Road: Contusion or bruises. *Location: Same level falls causing bruises or contusions. Falls from higher level, but not from heights. *Biological: Wasp sting. *Mechanical: Bruises, injuries, wounds. * Public risk: robbery, theft.
Workplace hazards that pose the risk of injuries due to occupational accidents with major consequences	The occupational hazards that present a risk of injury due to occupational accidents with major consequences have been included in the risk and hazard matrix that involves all employees and includes high-risk tasks: work at heights, excavations, electrical, road safety, hazardous energy and confined spaces.	"The occupational hazards that present a risk of injury due to occupational accidents with major consequences are activities involving: * Work at heights * Work in confined spaces * Vehicle driving * Biological risks from wasp stings or snake bites.
Measures taken to eliminate other workplace hazards and minimize risks through the control hierarchy.	Occupational Risk Management is carried out through hazard identification assessment and the establishment of controls based on the hierarchy of controls. Management programs for high-risk tasks with controls for people, infrastructure and the management system. Application of checklists for critical tasks, participation in the Daily Safety Dialog, behavioral observations. Ensure pre-operational inspection of equipment; participation in maintenance planning and scheduling of substations(SE) and transmission lines (LT); direct supervision of field activities through own staff or contract supervisors. Education and training related to hazards and risks inherent to the processes.	* Project of cultural transformation in occupational safety and health. * Implementation of proactive practices: Behavior observation * Safe infrastructure project * OSH programs, procedures, standards and policies. * Follow-up and compliance with legal requirements through the OSH compliance list based on Resolution 0312/2019. * Managerial visits or interventions by project supervisors or leaders, when an occupational accident occurs. * OSH awareness trainings and lectures. * Audits of OSH legal requirements and internal procedures at TGI.



**Indicators and Notes**



2022

	EMPLOYEES	CÁLIDDA	CONTUGAS	ELECTRO DUNAS	CONECTA
Main types of work-related injuries		Fall from higher level Contact with electrical current	No injuries due to occupational accidents were recorded	Superficial cut	No injuries due to occupational accidents were recorded
Workplace hazards that pose the risk of injuries due to occupational accidents with major consequences		The main hazards arise from the following high-risk activities: * Work at heights * Deep excavations * Lockout and tagout * Load lifting * Hot work * Work in confined spaces * Tunnel liner (confined space) * Drilling, ramming (confined space) * Hot tap drilling * Horizontal directional drilling * River crossings	Flammable, toxic and high-pressure gases	Contact with electricity	
Measures taken to eliminate other workplace hazards and minimize risks through the control hierarchy.		Control measures: * IPER Matrix, Work Procedures, OSH Manual and Contingency Plan * Work permit system * Education and/or training * Compliance verification (inspections/audits) * Basic and specific personal protection equipment according to type of activity * Rescue and emergency response equipment * Implementation and maintenance of monitoring and measuring equipment.	Control measures: * IPER Matrix, Work Procedures, OSH Manual and Contingency Plan * System of work permits * Training and/or education. * Verification of compliance (inspections / audits) * Basic and specific personal protection equipment, depending on activity type * Rescue and emergency response equipment * Implementation and maintenance of monitoring and measuring equipment.	Elimination, substitution and engineering controls	

(GRI 403-9) (SASB IF-EU-320a.1) (SASB EM-MD-540a.4)

• Work-related injuries

	CONTRACTORS	UNIT	GEB				TGI				CÁLIDDA			
			2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Hours worked		Hours	3,908,321	5,989,983	7,288,677	7,556,716	4,801,614	4,398,041	3,230,884	2,685,598.3	14,682,554	8,724,422	18,953,127	17,696,906
Occupational accidents with major consequences (excluding deaths)		Number	0	0	0	0	0	0	0	0	0	0	0	0
Rate of work-related injuries with major consequences (excluding deaths)		Index	0	0	0	0	0	0	0	0	0	0	0	0
Number of lost time injuries		Number	17	21	18	24	6	3	5	3	30	7	18	12
Lost Time Injury Frequency Rate (LTIFR)		Days	4.35	3.51	2.47	3.18	1.25	0.68	1.55	1.12	2.04	0.80	0.95	0.68
Days of absence due to work accidents		Days	800	1415	1332	1930	96	175	122	315	735	231	1534	1352

	CONTRACTORS	UNIT	CONTUGAS				ELECTRO DUNAS				CONECTA			
			2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Hours worked		Hours	782,981	142,940	214,785	308,387	1,053,170	1,067,599	1,417,294	1,772,538	845,830	770,294	863,574	970,954
Work-related accidents with major consequences (excluding deaths)		Number	0	0	0	0	0	0	0	0	0	0	0	0
Rate of work-related injuries with major consequences (excluding deaths)		Index	0	0	0	0	0	0	0	0	1.30	0	0	0.00
Number of lost time injuries		Number	0	0	0	0	2	0	2	3	3	1	0	2
Lost Time Injury Frequency Rate (LTIFR)		Days	0	0	0	0	1.90	0	1.41	1.12	0.35	1.30	0	2.06
Days of absence due to work accidents		Days	0	0	0	0	37	297	80	268	83	39	0	89



CONTRACTORS	GEB	TGI	CÁLIDDA	CONTUGAS	ELECTRO DUNAS	CONECTA
Main types of work-related injuries	The characterization of the accident rate has the following Pareto analysis in terms of injuries derived from the OA for contractor personnel: * Bruise, contusion or crushing (51%) * Wounds (12%) * Twists or sprains (11.5%) * Fractures (9%) * Superficial trauma (4%) * Foreign object in eye (2%)	Occupational Diseases: TGI has no cases of occupational diseases. Work accidents: * Road: Contusion or bruises. * Location: Same level falls causing bruises or contusions. Falls from higher level, but not from heights. * Biological: Wasp sting. * Mechanical: Bruises, injuries, wounds. * Public risk: robbery, theft	Main: - Dog bites - Bruises with tools - Indirect contact with electric current - Projection of particles	No injuries due to occupational accidents were recorded	No injuries due to occupational accidents were recorded	Amputation of right hand distal phalanx and laceration on hand and cheek
Workplace hazards that pose the risk of injuries due to occupational accidents with major consequences.	The occupational hazards that present a risk of injury due to occupational accidents with major consequences have been included in the risk and hazard matrix that involves all employees and includes high-risk tasks: work at heights, excavations, electrical, road safety, hazardous energy and confined spaces. They are also identified as described in indicator 403-2 (see annexes).	The occupational hazards that present a risk of injury due to occupational accidents with major consequences are activities involving: * Work at heights * Work in confined spaces * Vehicle driving * Biological risks from wasp stings or snake bites.	The main hazards arise from the following high-risk activities: * Work at heights * Deep excavations * Lockout and tagout * Load lifting * Hot work * Work in confined spaces * Tunnel liner (confined space) * Drilling, ramming (confined space) * Hot tap drilling * Horizontal directional drilling * River crossings	Excavation and load lifting	Contact with electricity	Trimming and cleaning of tower bases
Measures taken to eliminate other workplace hazards and minimize risks through the control hierarchy.	The measures taken to eliminate other workplace hazards and minimize risks through the control hierarchy are included under indicator (403-1) of the Management System. Additionally, Occupational Risk Management is carried out through hazard identification, risk assessment and establishment of controls based on the hierarchy of controls. Management programs for high-risk tasks with controls for people, infrastructure and the management system. Application of checklists for critical tasks, participation in the Daily Safety Dialog, behavioral observations. Ensure pre-operational inspection of equipment; participation in maintenance planning and scheduling of SE and LT; direct supervision of field activities through own staff or contract supervisors. Education and training related to hazards and risks inherent to the processes.	Project of cultural transformation in occupational safety and health. * Implementation of proactive practices: Behavior observation * Safe infrastructure project * OSH programs, procedures, standards and policies. * Follow-up and compliance with legal requirements through the OSH compliance list based on Resolution 0312/2019. * HSEQ and social manual for contractors: Establish the requirements to be met by contractors and subcontractors of Transportadora de Gas Internacional S.A. E.S.P., regarding Occupational Safety and Health, social, environmental, energy and quality management, during the performance of the activities under the contract, in accordance with the Colombian legislation in force. * Managerial visits or interventions by project supervisors or leaders, when an occupational accident occurs. * OSH awareness trainings and lectures. * Audits of OSH legal requirements and internal procedures at TGI.	Control measures: * IPER Matrix, Work Procedures, OSH Manual and Contingency Plan * System of work permits * Training and/or education. * Verification of compliance (inspections / audits) * Basic and specific personal protection equipment, depending on activity type * Rescue and emergency response equipment * Implementation and maintenance of monitoring and measuring equipment.	Elimination, substitution and engineering controls	Training Education PPE depending on activity type	

Indicators and Notes



HOUR UNITS USED

GEB	
TGI	
Cálidda	1,000,000
Contugas	
Electro Dunas	
Conecta	

(CSA de S&P Global) (SASB IF-EU-320a.1)

• Deaths and Lost Time Injury Frequency Rate (LTIFR) Business group

	LTIFR	UNIT	2019	2020	2021	2022
LTIFR Employees		N/million hours worked	0	0	0	0,19
Data coverage		Percentage of total workforce	100	100	100	100

	LTIFR	UNIT	2019	2020	2021	2022
LTIFR contractors		N/million hours worked	2,22	1,61	1,35	1.39
Data coverage		Percentage of total contractors	100	100	100	100

Nota: This indicator was modified after the Report was approved by the General Meeting of Shareholders. The adjustments were made in order to guarantee greater transparency and comparability of the data reported at Business Group level.

(403-10) (SASB IF-EU-320a.1) (EM-MD-540a.4)

• Work-related ill health

- No deaths have been reported in the last four years caused by an occupational illness or disease at GEB and its subsidiaries.
- No cases of occupational illnesses or diseases have been reported in the last two years at GEB and its subsidiaries. Only one case of work-related ill health was reported in 2020 by a GEB employee.

(Own) (SASB IF-EU-320a.1) (SASB EM-MD-540a.4)

• Severity index for employees and contractors

	CONTRACTORS				GEB				TGI				CÁLIDDA				CONTUGAS				ELECTRO DUNAS				CONECTA		
	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022			
Severity index	156.7	185.8	146.7	255.4	16.81	32.72	30.7	68.51	11.16	5.67	18.33	0	0	0	0	0	5.27	43.06	9.19	12.8	24.09	11.42	0	17.35			

## 2.5 SUSTAINABLE AND COMPETITIVE PORTFOLIO

### ECONOMIC PERFORMANCE

(201-1)

#### Economic value generated and distributed

TRM	December 31, 2019	December 31, 2020	December 31, 2021	December 31, 2022
USD	3,281.09	3,693.36	3,743.09	4,255.44

ECONOMIC PERFORMANCE	GEB (millions of COP)				GEB (millions of USD)			
	2019	2020	2021	2022	2019	2020	2021	2022
Economic value generated (EVG)	6,588,159	6,987,211	7,873,549	9,294,336	2,007.92	1,891.83	2,103.49	2,184.11
Operating revenues	4,887,194	5,125,946	5,558,593	6,876,110	1,489.50	1,387.88	1,485.03	1,615.84
Financial revenues (interests, dividends, others)	135,694	85,487	76,592	259,002	41.36	23.15	20.46	60.86
Income from equity method	1,462,079	1,602,363	1,997,939	2,096,561	445.61	433.85	533.77	492.68
Other non-operating revenues	103,192	173,415	240,425	62,663	31.45	46.95	64.23	14.73
Economic value distributed	4,671,773	5,216,545	6,915,106	7,137,124	1,423.85	1,412.41	1,847.43	1,677.18
Operating costs (property leases, license fees, royalties, contractor payments, among others)	2,075,283	2,200,020	2,649,800	3,229,749	632.50	595.67	707.92	758.97
Salaries, mandatory benefits and other employee benefits (salaries, pension contributions, insurance, indemnities, payroll taxes, among others)	300,928	330,544	353,548	412,270	91.72	89.50	94.45	96.88
Dividends paid to shareholders	1,271,237	1,395,242	2,596,797	1,762,786	387.44	377.77	693.76	414.24
Payments to providers of capital (interest)	599,491	664,230	672,707	1,019,884	182.71	179.84	179.72	239.67
Payments to governments, (taxes, fines, penalties, permits, among others)	407,332	602,814	602,288	672,427	124.15	163.22	160.91	158.02
Investments in the communities	17,502	23,695	39,966	40,007	5.33	6.42	10.68	9.40
Economic value retained	1,916,386	1,770,666	958,443	2,157,212	584.07	479.42	256.06	506.93
EBITDA*	4,671,773	3,662,018	4,482,836	4,865,880	1,423.85	991.51	1,197.63	1,143.45
Net income**	1,953,386	2,616,877	2,669,163	3,026,986	595.35	708.54	713.09	711.32

\* Adjusted EBITDA, which includes controlled EBITDA plus declared dividends.

\*\* Net income for the year attributable to controlling and non-controlling interests.



(SASB IF-GU-240A.1, IF-GU-240A.2, IF-GU-240A.3) • <b>Energy Affordability</b>	GAS	CÁLIDDA*				CONTUGAS**			
		2019	2020	2021	2022	2019	2020	2021	2022
Average retail gas rate for clients:									
Residential		10.187	0.8711	12.635	10.311	N/A	N/A	N/A	53
Commercial		0.4069	0.3479	0.5046	0.5081	N/A	N/A	N/A	99
Industrial		0.1020	0.0872	0.1265	0.1264	N/A	N/A	N/A	66,608.372
Only transportation services		0.1835	0.1997	0.2442	0.2222	N/A	N/A	N/A	N/A
Others (specify)		0.0735	0.0629	0.0912	0.0915	N/A	N/A	N/A	N/A
Typical monthly gas bill for the first 50 MMBTU of gas supplied to residential clients per year		N/A	N/A	N/A	N/A	N/A	N/A	N/A	5
Typical monthly gas bill for the first 100 MMBTU of gas supplied to residential clients per year		N/A	N/A	N/A	N/A	N/A	N/A	N/A	6
Number of gas clients whose service was disconnected due to non-payment		N/A	N/A	N/A	N/A	14.049	3.807	17.285	15.059
Percentage of disconnected clients whose service was reconnected within 30 days		N/A	44%	50%	57%	85%	91%	74%	88%

\* The average rates of Cálidda are in PEN/m3

\*\* The average rates of Contugas are in

(SASB IF-GU-420A.1) • <b>End Use Efficiency</b>	GAS	CÁLIDDA			
		2019	2020	2021	2022
Percentage of gas utility revenues from rate structures that are decoupled		100	100	100	100
Percentage of gas utility revenues from rate structures that contain a loss of revenues adjustment mechanism (LRAM)		0	0	0	0

(SASB IF-EU-240A.1, IF-EU-240A.2, IF-EU-240A.3)

• Energy Affordability

ELECTRICITY	ELECTRO DUNAS			
	2019	2020	2021	2022
Average retail electricity rate per kilowatt-hour (kWh) by type of client:				
Residential	0.595	0.635	0.700	0.738
Commercial	0.422	0.434	0.391	0.757
Industrial	N/A	N/A	N/A	N/A
Others (specify)	0,432	0,431	0,434	N/A
Typical monthly electricity utility bill for the first 500 kWh of electricity supplied to residential clients per year	N/A	N/A	N/A	65
Typical monthly electricity utility bill for the first 1000 kWh of electricity supplied to residential clients per year	N/A	N/A	N/A	499
Number of electricity clients whose service was disconnected due to non-payment	167,777	104,148	213,826	231,280
Percentage of disconnected clients whose service was reconnected within 30 days	95%	95%	95%	95%

(SASB IF-GU-420A.1)

• End Use  
Efficiency

ELECTRICITY	ELECTRO DUNAS			
	2019	2020	2021	2022
Percentage of electricity utility revenues from rate structures that are decoupled	N/A	N/A	N/A	N/A
Percentage of electricity utility revenues from rate structures that contain a loss of revenues adjustment mechanism (LRAM)	N/A	N/A	N/A	N/A

## OPERATIONAL EXCELLENCE AND SERVICE QUALITY

(SASB IF-GU-000.C) (SASB IF-EU-000.C)

### Length of transmission and distribution lines

TRANSMISSION BRANCH	2019	2020	2021	2022
Total length of the electricity transmission network (km)	1,654	1,655	1,690	2,238
<b>TGI</b>				
Total length of the gas transportation network (km)	4,017	4,028	4,033	4,033
<b>CÁLIDDA</b>				
Total length of the gas distribution network (km)	11,166	12,144	14,394	15,935
<b>CONTUGAS</b>				
Total length of the gas distribution network (km)	1,753	1,756	1,775	1,836
<b>CONECTA</b>				
Total length of the electricity transmission network (km)	421	421	421	567
<b>ELECTRO DUNAS</b>				
Total length of the electricity transmission network (km)	372	372	372	372
Total length of the electricity distribution network (km)	5,577	5,635	5,715	5,874

(Own)

### Electric system reliability

INDICATOR	2019	2020	2021	2022
	<b>BRANCH</b>			
SAIDI - Index of Average Duration of System Interruption (hours) Reliability of transmission	3.24	4.46	7.18	8.21
<b>ELECTRO DUNAS</b>				
SAIDI - Index of Average Duration of System Interruption (hours) Reliability of distribution	8.30	9.46	12.69	15.30

Note: For the calculation of the SAIDI transmission network, the data was taken from the electric transmission business in Colombia. For the calculation of the SAIDI distribution network, the data was taken from the electric distribution business in Peru.

(Own)

### Maintenance plan performance (%)

	2019	2020	2021	2022
<b>BRANCH</b>				
	100	100	100	100
<b>TGI</b>				
	98.90	98.40	98.30	98.10
<b>CÁLIDDA</b>				
	100	95.40	98.80	98.70
<b>CONTUGAS</b>				
	100	100	100	100
<b>CONECTA</b>				
	99.60	100	97.10	99.99
<b>ELECTRO DUNAS</b>				
	94.40	82.94	91.31	96.50

Indicators and Notes



(Own) (SASB IF-GU-540a.4)

• Availability of  
infrastructure in operation

	2019	2020	2021	2022
	TGI			
Availability of gas transportation assets (%)	98.2	98	97.8	99.93
Availability of compression stations for gas transportation (%)	98.2	98	97.8	96.4
	CÁLIDDA			
Availability of gas transportation assets (%)	100	100	100	100
	CONTUGAS			
	100	100	100	100
	BRANCH			
Availability of electricity transmission assets (%)	99.96	99.95	99.92	99.91
	CONNECTA			
	99.98	99.99	100	100
	ELECTRO DUNAS			
Availability of electricity transmission assets (%)	100	100	100	99.91
	ELECTRO DUNAS			
Availability of electricity distribution assets (%)	N/A	N/A	N/A	88.6

Note: Until 2021, the reported indicator is for electricity transmission. Starting in 2022, the distribution indicator is reported separately.



(Own)  
• Losses in electricity  
transportation and distribution

(OWN) LOSSES IN ELECTRICITY TRANSPORTATION AND DISTRIBUTION				
INDICATOR - TECHNICAL LOSSES	2019	2020	2021	2022
ELECTRO DUNAS				
Energy distribution losses (%)	7,830	8,750	8,830	8,910
TGI				
Natural gas transport losses (%)	0.051	0.007	0.060	0.470
CÁLIDDA				
Natural gas distribution losses (%)	0.007	0.003	0.003	0.003
CONTUGAS				
	0.014	0.005	0.054	0.197
GEB				
Losses in energy transmission (%)	ND	ND	1.45%	1.61%

Notes: Over the last 4 years, demand for electricity distribution increased by 10.58%, which affected the increase in technical losses of Electrodunas. This is compounded by the increase in the number of customers, illegal connections and the 1.05% average reduction in the accuracy of electricity consumption meters with the passage of time.

Energy transmission losses correspond to the national interconnected transmission system in Colombia

(Own)  
• Leaks in gas  
transportation and distribution

INDICATOR - GAS LEAKS	2019	2020	2021	2022
TGI				
Leaks in natural gas transport (%)	0.91	0.70	1.29	1.01
CÁLIDDA				
Leaks in natural gas distribution (%)	0.007	0.0029	0.0034	0.0028
CONTUGAS				
	0.014	0.005	0.054	0.197
CÁLIDDA				
Reduction target for leaks in natural gas distribution (%)	<=0.19	<=0.19	<=0.19	<=0.19

Note:

1. The indicator of leaks in gas transportation represents total operating emissions over total gas transported during the year. It includes leaks of non-burned fuel gas (used in gas compression engines), flare - pilot gas and gas emissions during gas pipeline maintenance and emergencies.
2. The leaks reported by Cálidda include flares, fugitive emissions, venting and damages to the gas pipeline by third parties.
3. The leaks reported by Contugas are associated with broken pipes caused by third parties. Since this is a non-controlled variable, it is difficult to set leak reduction targets.

(SASB IF-GU-000.B)

• **Natural Gas Supplied**

INDICADOR - MILLIONS OF BRITISH THERMAL UNITS (MMBTU) OF NATURAL GAS	TGI				CÁLIDDA				CONTUGAS			
	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Amount of natural gas supplied to residential clients	Not applicable	Not applicable	Not applicable	Not applicable	5,016,884.00	6,279,528.00	6,634,180.00	7,317,723.00	340,633.32	394,442.17	379,897.59	392,792.09
Amount of natural gas supplied to commercial clients	11,065,335.00	13,010,225.00	13,523,589.00	21,104,550.00	1,744,117.00	1,470,458.00	1,792,819.00	2,251,205.00	59,409.40	62,894.57	65,211.40	79,163.51
Amount of natural gas supplied to industrial clients	91,769,715.00	81,279,296.00	102,385,423.00	93,868,975.00	55,964,589.00	43,522,620.00	50,426,635.00	55,477,306.00	7,234,855.65	6,395,993.61	8,210,273.41	8,363,930.89
Amount of natural gas supplied to third parties	23,942,305.00	39,603,231.00	42,655,905.00	44,786,453.00	161,396,264.00	133,625,556.00	168,448,304.00	192,248,495.00	374,083,519.00	0	409,395.22	0
Total natural gas supplied (MMBtu)	126,777,355.00	133,892,752.00	158,564,917.00	159,759,978.00	224,121,854.00	184,898,162.00	227,301,938.00	257,294,729.00	381,718,417.37	6,853,330.35	8,655,382.39	8,835,886.50
Total natural gas supplied (tons)	3,136,439.85	3,398,645.07	4,024,906.99	3,600,859.13	4,401,180.00	3,634,314.00	4,462,782.00	5,061,756.00	9,443,617.56	169,549.67	214,131.98	218,597.61

(SASB EM-MD-000-A)

• **Natural Gas Supplied by Kilometer**

INDICATOR - METRIC TONS OF NATURAL GAS PER KILOMETER (TON/KM)	TGI				CÁLIDDA				CONTUGAS			
	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
(SASB EM-MD-000.A) Natural gas supplied per kilometer	780.8	843.8	998.0	892.8	394.2	299.3	310.0	317.7	5,386.7	96.5	120.6	119

(SASB IF-EU-000.E)

• **Total wholesale electricity purchases**

INDICATOR- WHOLESale ELECTRICITY PURCHASES (MWH)	ELECTRO DUNAS			
	2019	2020	2021	2022
	847,467.9	822,709.8	895,124.1	990,736.5



(SASB IF-GU-000.A) (SASB IF-EU-000.A)  
(CSA OF S&P GLOBAL)

• Customer  
Satisfaction

SATISFACTION MEASUREMENT	2019	2020	2021	2022
TGI	82	81	77	82
CONTUGAS	80	86	83	81.09

Note: data from the Transmission Branch and Conecta are not included, since they have no direct clients who can be surveyed for customer satisfaction. ElectroDunas is developing the infrastructure required to measure customer satisfaction levels.

CÁLIDDA					
Customer satisfaction measurement Net Promoter Score (NPS)	2019	2020	2021	2022	What was your goal for fiscal year 2022?
Satisfied respondents	36%	27%	43%	47%	44.10%
Data coverage	100%	100%	100%	100%	

GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data

During 2022, no substantiated complaints were reported concerning breaches of customer privacy, either by third party or regulatory authorities, thanks to the event management and monitoring performed by our Security Operations Center, which operates 24/7 to detect and manage any events or incidents that may compromise the confidentiality, integrity and availability of information, for GEB, TGI, CONTUGAS, ELECTRODUNAS and CONECTA.

In the case of CÁLIDDA, 18 complaints were received from third parties and corroborated by the organization.

(CSA of S&P Global) Information privacy breaches

During 2022, no incidents were reported at any Group company that would compromise the confidentiality, integrity and availability of customer data. No notices have been received from the regulatory authorities.





## ENERGY TRANSITION AND LOW CARBON DEVELOPMENT

(OWN) GEB INVESTMENTS IN THE ENERGY TRANSITION (USD)

ENERGY TRANSITION	GEB		TRANSMISSION BRANCH		CONECTA		ELECTRO DUNAS		CÁLIDDA	
	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022
GEB investments in the energy transition	N/A	587,000,000	33,399,045	62,423,392	4,869	32,083,662	859,756	2,530,000	133,450,783	138,138,767

ENERGY TRANSITION	CONTUGAS		TGI		BUSINESS GROUP	
	2021	2022	2021	2022	2021	2022
GEB investments in the energy transition	1,147,682	3,166,563	1,813,273	1,031,027	170,675,408	826,373,411

## INNOVATION AND DIGITAL TRANSFORMATION

(CSA OF S&P GLOBAL) R&D+I EXPENDITURES	BUSINESS GROUP			
	2019	2020	2021	2022
Investment in R&D (Millions of USD)	4.65	16.05	32.99	9.07
Number of R&D positions	3	37	55.20	64.23
R&D expenditures as % of sales	0.31	2.03	3.87	1.28



## 2.6 SUPPLY CHAIN MANAGEMENT

### (Own) Critical Suppliers

Critical suppliers of goods and services: The Supplies Position Matrix is used to identify the critical suppliers. The Matrix defines the parameters of the goods and services required by Grupo Energía Bogotá S.A. ESP, based on the following criteria:

Impact vs Risk: It assesses the impact of failure to supply in the event the provisioning risk materializes.

Impact-Risk vs. Cost: When impact and risk (previous paragraph) are combined with the estimated purchasing budget, we obtain the Supplies Position Matrix in four quadrants. The goods and services are grouped into the following four categories:

- Routine (low-cost, low-impact risk).
- Restrictive (low-cost, high-impact risk).
- Relevant (high-cost, low-impact risk).
- Critical (high-cost, high-impact risk).

High risk for sustainability supplier: High risk for sustainability suppliers are defined as those with a score of less than 100% in the HSE (Health, Safety and Environment) component of the supplier evaluation, based on six (6) criteria:

- Technical Compliance
- Administrative Compliance
- Occupational Safety and Health Compliance
- Environmental Management Compliance
- Corporate Social Responsibility Compliance
- Quality Compliance

(GRI 308-1 and 414-1+ OIL AND GAS 11.10.8, 11.10.9)

• **New suppliers assessed with environmental and social criteria**

NEW SUPPLIERS ASSESSED WITH ESG CRITERIA	GEB				TGI				CÁLIDDA				CONTUGAS				ELECTRO DUNAS				CONECTA			
	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022	2019	2020	2021	2022
Percentage of new suppliers that were screened and selected using environmental criteria	77.42%	58.65%	75.56%	99.71%	77.42%	58.65%	75.56%	100.00%	1.11%	3.17%	13.33%	100.00%	100%	100%	100%	100.00%	5.50%	7.20%	16.00%	20.00%	N/A	N/A	30.43%	40.67%
Percentage of new suppliers that were screened and selected using social criteria	24.24%	10.79%	14.39%	99.28%	24.24%	43.88%	24.46%	100.00%	100%	100%	100%	100%	1.11%	3.17%	13.33%	0.00%	5.50%	7.20%	9.00%	9.00%	N/A	N/A	0.00%	N/A

Note: (102-48) In previous years, the percentage of new suppliers assessed and selected with environmental and social criteria has been reported following the GRI 308-1 and 414-1 indicators, as an assessment of new suppliers about socio-environmental criteria before establishing new relations with suppliers, when in reality it consisted of an assessment of the socio-environmental performance of new suppliers. This information has been included in this report as an own indicator, showing the percentage of suppliers assessed under environmental and social criteria

(GRI 308-2 and 414-2+ OIL AND GAS 11.10.8, 11.10.9)

• **Negative environmental and social impacts on the supply chain and actions taken (2022)**

NEGATIVE ENVIRONMENTAL AND SOCIAL IMPACTS ON THE SUPPLY CHAIN AND ACTIONS TAKEN	GEB	TGI	CÁLIDDA	ELECTRO DUNAS	CONECTA
Number of suppliers identified as suppliers with significant negative real or potential environmental and social impacts.	6	N/A	0.01%	0.00	0
Percentage with agreed improvement plans as a result of an assessment	0%	N/A	0.01%	0.00	0.00
Percentage whose business relationships were terminated as a result of an assessment	0%	0	0%	0.00	0.00
State the reason for terminating the business relationship as a result of the assessment	0%	N/A	N/A	0.00	N/A

Note: Information not available for Contugas



(CSA of S&P Global)  
• Identification of  
Critical Suppliers (2022)

SUPPLIER TYPE	GEB		TGI		CÁLIDDA		CONTUGAS		ELECTRO DUNAS		CONECTA	
	TOTAL NUMBER OF SUPPLIERS	PERCENT OF TOTAL EXPENDITURES (%)	TOTAL NUMBER OF SUPPLIERS	PERCENT OF TOTAL EXPENDITURES (%)	TOTAL NUMBER OF SUPPLIERS	PERCENT OF TOTAL EXPENDITURES (%)	TOTAL NUMBER OF SUPPLIERS	PERCENT OF TOTAL EXPENDITURES (%)	TOTAL NUMBER OF SUPPLIERS	PERCENT OF TOTAL EXPENDITURES (%)	TOTAL NUMBER OF SUPPLIERS	PERCENT OF TOTAL EXPENDITURES (%)
Total Level 1 suppliers	108	78%	191	100%	532	100%	248	100%	279	100%	150	100%
Critical Level 1 suppliers	28	61%	6	48%	5	70%	20	83%	0	0%	21	14%
Critical "non-Level 1" suppliers	80	17%	N/A	N/A	0	0%	N/A	N/A	0	0%	N/A	N/A

(CSA of S&P Global)  
• Risk Exposure in the  
Supply Chain: GEB 2022

SUPPLIER TYPE	NUMBER OF SUPPLIERS ASSESSED IN THE LATEST 3 YEARS	PERCENTAGE OF SUPPLIERS ASSESSED IN THE LATEST 3 YEARS*	TARGET	YEAR FOR TARGET
Total Level 1 suppliers	48	100%	Evaluate 100% of the company's level 1 supplier contracts, in accordance with the procedure ABA-PRO-045 Contractor performance assessment	2022
Critical Level 1 suppliers	11	100%	Evaluate 100% of the company's level 1 supplier contracts, in accordance with the procedure ABA-PRO-045 Contractor performance assessment	2022
Critical "non-Level 1" suppliers	38	100%	Evaluate 100% of the company's level 1 supplier contracts, in accordance with the procedure ABA-PRO-045 Contractor performance assessment	2022

Note: \* Percentage based on the total number of suppliers in that category classified in the above category "Identification of critical suppliers"

(CSA of S&P Global)  
• Risk Exposure in the  
Supply Chain: GEB 2022

SUPPLIER TYPE	NUMBER OF SUPPLIERS CLASSIFIED AS HIGH RISK*	PERCENTAGE OF TOTAL SUPPLIERS CLASSIFIED AS HIGH RISK*
Total Level 1 suppliers	11	0%
Critical Level 1 suppliers	7	0%
Critical "non-Level 1" suppliers	4	0%

Note: \* GEB defines a high risk sustainability supplier as one that is identified as a critical contractor that scores less than 100% on the HSE component of the supplier assessment. According to six (6) criteria: i) Technical compliance, ii) Administrative compliance, iii) Occupational safety and health compliance, iv) Environmental management compliance, v) CSR compliance and vi) Quality compliance.

(CSA of S&P Global)  
• Risk Exposure in the  
Supply Chain: TGI 2022

SUPPLIER TYPE	NUMBER OF SUPPLIERS ASSESSED IN THE LATEST 3 YEARS	PERCENTAGE OF SUPPLIERS ASSESSED IN THE LATEST 3 YEARS*	TARGET	YEAR FOR TARGET
Total Level 1 suppliers	458	100	Evaluate 100% of suppliers with a signed contract with the periodicity defined in the Supplier Performance Assessment Instructions	2023
Critical Level 1 suppliers	6	100	Evaluate 100% of suppliers with a signed contract with the periodicity defined in the Supplier Performance Assessment Instructions	2023
Critical "non-Level 1" suppliers	N/A	N/A	N/A	N/A

\* Percentage based on the total number of suppliers in that category classified in the above category "Identification of critical suppliers"

N/A: Information not available

SUPPLIER TYPE	NUMBER OF SUPPLIERS CLASSIFIED AS HIGH RISK*	PERCENTAGE OF TOTAL SUPPLIERS CLASSIFIED AS HIGH RISK*
Total Level 1 suppliers	25	8%
Critical Level 1 suppliers	0	0%
Critical "non-Level 1" suppliers	N/A	N/A

\*TGI measures high sustainability risk using 6 evaluation criteria, applied during the performance evaluations: Technical Compliance, Administrative Compliance, Occupational Health and Safety Compliance, Environmental Management Compliance, CSR Compliance and Quality Compliance. During contract performance, each contractor's performance is assessed by the contract supervisor assigned by TGI.

(CSA of S&P Global)  
• Risk Exposure in the  
Supply Chain: CÁLIDDA 2022

SUPPLIER TYPE	NUMBER OF SUPPLIERS ASSESSED IN THE LATEST 3 YEARS	PERCENTAGE OF SUPPLIERS ASSESSED IN THE LATEST 3 YEARS*	TARGET	YEAR FOR TARGET
Total Level 1 suppliers	532	60%	Evaluate the performance of 100% of suppliers with contracts of more than \$100,000.	2022
Critical Level 1 suppliers	5	100%	Evaluate the performance of 100% of suppliers with contracts of more than \$100,000.	2022
Critical "non-Level 1" suppliers	0	0%	NA. Calidda does not assess the suppliers of its suppliers	N/A

\* Percentage based on the total number of suppliers in that category classified in the above category "Identification of critical suppliers"

(CSA of S&P Global)  
• Risk Management Measures  
for Suppliers: GEB 2022

SUPPLIER TYPE	NUMBER OF SUPPLIERS CLASSIFIED AS HIGH RISK*	PERCENTAGE OF TOTAL SUPPLIERS CLASSIFIED AS HIGH RISK*
Total Level 1 suppliers	5	1%
Critical Level 1 suppliers	5	100%
Critical "non-Level 1" suppliers	0	N/A

Note: \* Cálidda defines a high risk sustainability supplier as one that is identified as a critical contractor that scores less than 100% on the HSE component of the supplier assessment. According to six (6) criteria: i) Technical compliance, ii) Administrative compliance, iii) Occupational safety and health compliance, iv) Environmental management compliance, v) CSR compliance and vi) Quality compliance.

SUPPLIER TYPE	PERCENTAGE ASSESSED ANNUALLY	PERCENTAGE ASSESSED AT LEAST ONCE EVERY 3 YEARS	TOTAL
Critical supplier (level 1 and non-level 1)	43%	43%	86%
Suppliers with high sustainability risks	13%	13%	26%
Average			Percentage
% of current suppliers with high sustainability risks*, which have corrective action plans in place to close the identified gaps.			0%
% of current suppliers with high sustainability risks*, which have corrective action plans in place to close the identified gaps and have improved their ESG performance within 12 months from the launch of the plan.			0%

Note: \* Cálidda defines a high risk sustainability supplier as one that is identified as a critical contractor that scores less than 100% on the HSE component of the supplier assessment. According to six (6) criteria: i) Technical compliance, ii) Administrative compliance, iii) Occupational safety and health compliance, iv) Environmental management compliance, v) CSR compliance and vi) Quality compliance.

(CSA of S&P Global)  
• Risk Management Measures  
for Suppliers: TGI 2022

SUPPLIER TYPE	PERCENTAGE ASSESSED ANNUALLY	PERCENTAGE ASSESSED AT LEAST ONCE EVERY 3 YEARS	TOTAL
Critical suppliers (level 1 and non-level 1)	100%	100%	100%
Suppliers with high sustainability risks	100%	100%	100%
Average			Percentage
% of current suppliers with high sustainability risks*, which have corrective action plans in place to close the identified gaps.			0%
% of current suppliers with high sustainability risks*, which have corrective action plans in place to close the identified gaps and have improved their ESG performance within 12 months from the launch of the plan.			0%

Note: \*TGI measures high sustainability risk using 6 evaluation criteria, applied during the performance evaluations: Technical Compliance, Administrative Compliance, Occupational Health and Safety Compliance, Environmental Management Compliance, CSR Compliance and Quality Compliance. During contract performance, each contractor's performance is assessed by the contract supervisor assigned by TGI.

(CSA of S&P Global)  
• Risk Management Measures  
for Suppliers: CÁLIDDA 2022

SUPPLIER TYPE	PERCENTAGE ASSESSED ANNUALLY	PERCENTAGE ASSESSED AT LEAST ONCE EVERY 3 YEARS	TOTAL
Critical suppliers (level 1 and non-level 1)	100%	100%	100%
Suppliers with high sustainability risks	1%	15.30%	16.30%
Average			Percentage
% of current suppliers with high sustainability risks*, which have corrective action plans in place to close the identified gaps.			0.01%
% of current suppliers with high sustainability risks*, which have corrective action plans in place to close the identified gaps and have improved their ESG performance within 12 months from the launch of the plan.			100%

Note: \* Cálidda defines a high risk sustainability supplier as one that is identified as a critical contractor that scores less than 100% on the HSE component of the supplier assessment. According to six (6) criteria: i) Technical compliance, ii) Administrative compliance, iii) Occupational safety and health compliance, iv) Environmental management compliance, v) CSR compliance and vi) Quality compliance.



(CSA of S&P Global)

• Risk Management Measures  
for Suppliers: ElectroDunas 2022

SUPPLIER TYPE	PERCENTAGE ASSESSED ANNUALLY	PERCENTAGE ASSESSED AT LEAST ONCE EVERY 3 YEARS	TOTAL
Critical suppliers (level 1 and non-level 1)	5%	90%	95%
Suppliers with high sustainability risks	0	0	0
Average			Percentage
% of current suppliers with high sustainability risks, which have corrective action plans in place to close the identified gaps.			N/A
% of current suppliers with high sustainability risks, which have corrective action plans in place to close the identified gaps and have improved their ESG performance within 12 months from the launch of the plan.			N/A

## 2.7 INFORMATION SECURITY AND CYBERSECURITY

Cyberattacks against companies have been increasing in frequency and sophistication. They may compromise the availability, integrity and confidentiality of the business, and at worst, they can endanger people's lives.

- As part of its Strategic Technology Plan, the Business Group carries out different activities related to cybersecurity and information security. This allowed us to achieve the following:
  - Standardization of technological solutions for GEB and its subsidiaries.
  - Standardization and application of good information technology and operating technology practices to improve processes and close security gaps.
  - Adoption of a new version of the cybersecurity and information security policy aimed at the protection of the information, cyberassets and personal data.

- Identification of risks involving technological and information assets, and the controls required to mitigate the risks.
- Implementation of the awareness-raising and training plan based on the ADKAR (Awareness, Desire, Knowledge, Ability and Reinforcement) model. This model reinforces the knowledge and skills of the employees, subsidiaries and senior management to ensure fulfillment of the policy on information security and cybersecurity, information privacy and the protection of assets and cyberassets.
- Strengthening and standardization of information security and cybersecurity governance at the subsidiaries.
- Approval of the strategy for the implementation of the cybersecurity strategy for the Transmission Branch.
- Development of partnerships with the National Police of Colombia and the development of a cybernetic front for companies with critical operations. The aim of the above is to share good practices, lessons learned and knowledge to improve management of the cybersecurity and information security controls.

### Cybersecurity and Information Security Strategy

The strategy is developed based on the Cybersecurity Framework of the US National Institute of Standards and Technology (NIST). The Audit and Risk Committee of the Board of Directors monitors the implementation of the strategy defined by the Technology Department.

The Information Security and Cybersecurity Policy reaffirms the importance of having the necessary resources in place to implement and maintain the privacy of the information and to protect and assets and cyberassets.

The development of the Information Security and Cybersecurity Strategy, and compliance with corporate directives are monitored by the Audit and Risk Committee of the Board of Directors. This Committee receives a quarterly report regarding gaps and management actions carried out related to these issues. Also, the Committee actively participates in identifying relevant emerging risks related to information security and approves the adoption of the necessary treatment measures.

## Internal Policies and Procedures

Digital transformation and virtuality have changed the way we work and connect with each other. This has created new challenges for information security and cybersecurity. The attacks and threats are increasing in frequency and sophistication. GEB, as part of its information security and cybersecurity policy, has adopted procedures and controls, and has established a cyberprotection arrangement, both physical and logical. This has enabled obtaining a cybersecurity insurance policy that covers possible financial, legal and reputational risks that may arise from a cyber incident.

The event management and monitoring performed by the SOC (Security Operations Center) has prevented and contained the materialization of incidents that would compromise the confidentiality, integrity and availability of the information.

Efforts continue to reinforce the awareness and culture of employees regarding the protection of information assets and cyberassets, including:

- The implementation of technologies such as multiple authentication factor, encryption of equipment, access control to corporate data, advanced mechanisms for threat detection and response. This has enabled improving flexibility and mobility during remote work in a safe manner.
- Strengthen the awareness and skills of stakeholders through communications, webinars and social engineering exercises.
- Design of a cybernetic front with companies with critical operations, to share:
  - Weekly cybersecurity newsletters
  - Webinars and talks on company and personal cybersecurity
  - Support from a virtual cybersecurity assistance center 7x24
  - Forensic analysis
  - Laboratories
  - Direct line with GEB

## System Continuity

GEB and its subsidiaries are committed to the pillars of integrity, confidentiality and availability of its information assets and cyberassets. This is achieved through the effective and innovative use of technology, the implementation of different controls tools and mechanisms, and the support of several technological resources and processes:

- On-premise and Cloud monitoring of security events
- Correlation of the events generated by the security tools for the detection of anomalies and prevention of incidents
- Detection, contention and eradication of anomalous events
- The following procedures have been established to strengthen the controls: Periodic assessment and mitigation of vulnerabilities
- Implementation of security patches in the operating systems
- Backup policy
- Posture of compliance with security requirements in PCs and servers (Hardening)
- Connection to critical internal services through VPN
- Incident and recovery management procedure.

As one of its 2022 strategic objectives, the Business Group has updated its Disaster Recovery Plan (DRP). The project involved updating and identifying all the critical applications for GEB's operation, and recovery times were established, taking into consideration criticality and impact levels.

As part of the business continuity drills and tests, desktop tests were carried out affecting the critical cyberassets of the Transmission Branch. The aim was to identify improvements to be made in the processes.

## Risk Management

The IT services provider, through the SOC (Security Operations Center), which operates 24/7, detects and manages any incidents or events that could compromise the confidentiality, integrity and availability of the information. No security incidents have been reported in the last three years that could lead to the materialization of financial risks.

The Business Group also monitors through the Information Security team any incidents reported by our IT services provider or at the email address ([seguridadinformacion@geb.com](mailto:seguridadinformacion@geb.com)). The aim of the above is to take timely action to mitigate or eradicate these events or incidents.

### (CSA of S&P GLOBAL) Information privacy breaches

To date, no incidents have materialized that could compromise the confidentiality, integrity and availability of the information. No notices have been received from the regulatory authorities. No petitions, claims or complaints have been received related to any breach of the confidentiality of customer data.

In order to mitigate the impact that an incident could have on the finances of GEB, an insurance policy was acquired which provides coverage for malicious attacks or accidental events that affect the information or that cause the unavailability or partial or total failure of the systems (IT, OT).

### (CSA of S&P Global) Breaches of information security and cybersecurity

In the last four years, no breaches have been reported related to information security or other cybersecurity incidents.

No penalties or fines have been imposed for breaches of this type.

### (CSA of S&P Global) IT Infrastructure Incidents

During 2022, no incidents were reported regarding the organization's IT infrastructure, and consequently no fines or negative financial impacts occurred.



# CORPORATE GOVERNANCE 2022

We Improve  
Lives through  
Sustainable and  
Competitive  
Energy





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At Grupo Energía Bogotá, corporate governance is the leverage for the strategy that defines «how» we interact with our stakeholders and develop our businesses. Corporate structure and the necessary tools to ensure the strategic continuity of businesses are defined based on corporate governance, as well as competitively facing the Company's challenges and properly responding to the challenges of the energy transition.

In 2022, we achieved significant milestones related to the consolidation of GEB's role as holding company of a business group, as well as the growth focused on transmission assets in Colombia and Brazil, strengthening our regional leadership and position with outstanding financial results. These achievements have been reached within the framework of a solid corporate governance structure that ensures transparency and rigor in making decisions to benefit the Company and shareholders.

Under the Board of Directors and Senior Management's leadership, GEB has continued betting on strengthening corporate governance as a fundamental element of our culture of transparency and integrity. We have a deep conviction that we can positively impact the environment in which we operate through clear processes guided by technical and corporate sustainability criteria, ensuring the efficient management of the Business Group's companies.

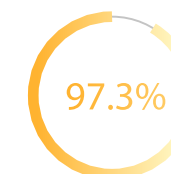
Our continuous commitment to corporate governance can be seen in the following indicators:

**DOW JONES SUSTAINABILITY INDEX**

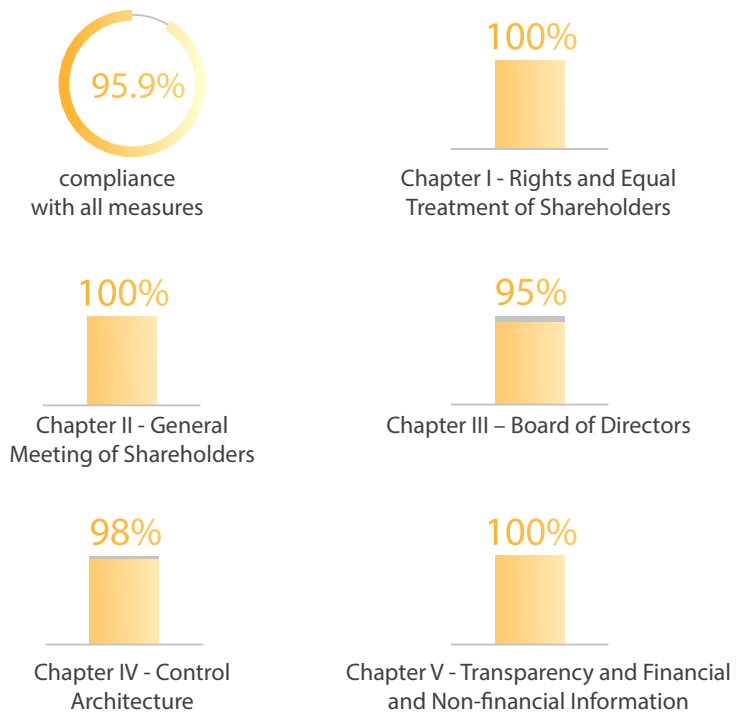
**5th** place in the overall ranking of gas utilities in the Latin American Integrated Market Index (MILA, for the Spanish original) and Emerging Markets, with a score of 79, and a score of **83** in the Economic and Governance Dimension, which was an increase of 4 points compared to 2021.

**«INVESTOR RELATIONS» (IR) RECOGNITION FROM THE COLOMBIAN SECURITIES EXCHANGE**

Awarded for the ninth consecutive year, with compliance with recommendations of:



**IMPLEMENTATION OF THE COLOMBIAN BEST PRACTICES CODE**



**MEASUREMENT OF CORPORATE GOVERNANCE BY DISTRICT MONITORING**

A corporate governance score of:



With this outlook, Management and the Board of Directors present the Annual Corporate Governance Report and our accountability of management carried out in 2022 to all shareholders, in accordance with the Company Bylaws and Code of Corporate Governance.

Following the recommendations of the Colombian Best Practices Code, this report contains the following chapters:







# 01 CORPORATE GOVERNANCE MODEL

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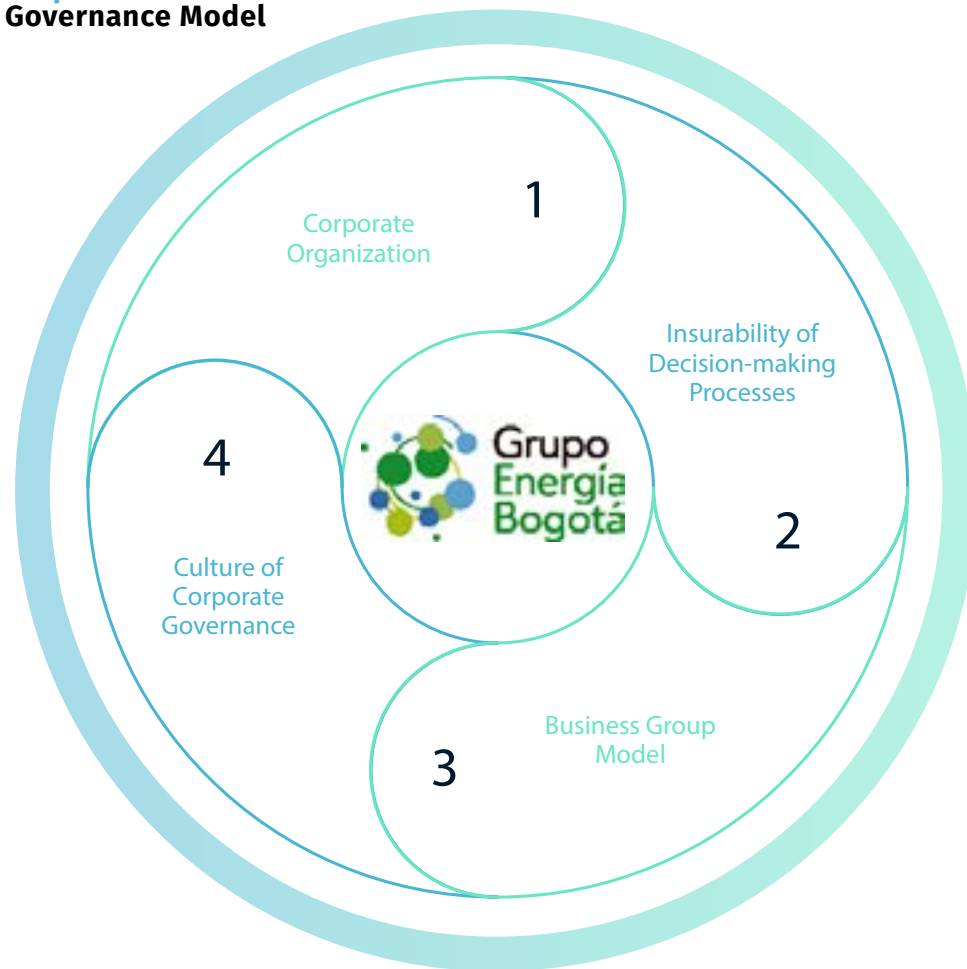




The purpose of GEB's Corporate Governance Model<sup>1</sup> is to guarantee proper, transparent and traceable decision-making, promote a culture of governance and integrity throughout the entire Business Group and continue implementing the Corporate Strategic Plan.

The above is reflected in a model that includes four main axes aimed at strengthening corporate organization, the insurability of decision-making processes, the Business Group Model and the culture of corporate governance:

• **Corporate Governance Model**

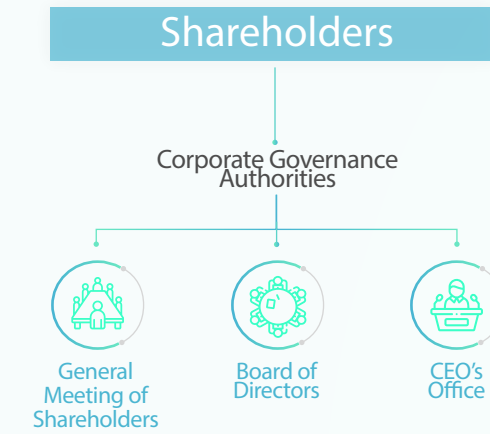


1. Approved in ordinary meeting No. 1650 of February 25 2021 of the Board of Directors. Moderate.

In 2022, in applying this model, we worked on strengthening two main fronts: «GEB as a Company» and «GEB as a Parent Company».

01

**GEB AS A COMPANY**



**“ENSURING THE CONTINUITY OF THE STRATEGY”**

02

**GEB AS A PARENT COMPANY**



**“CONSOLIDATING GEB AS A HOLDING COMPANY”**

GROUP CULTURE



## PRIORITIZED FRONTS FOR CORPORATE GOVERNANCE

The first of these fronts aims to ensure the first two lines of action of the model, seeking the proper functioning of the corporate bodies and compliance with the regulations that govern the decision-making process at GEB. For this reason - GEB's governance structure as a «Company» - transparent engagement with its shareholders remains a strategic priority, reason why the Board of Directors' professionalization, independence and diversity, the guarantees for minority shareholders' participation in decision-making and the implementation of rigorous processes can be highlighted for 2022.

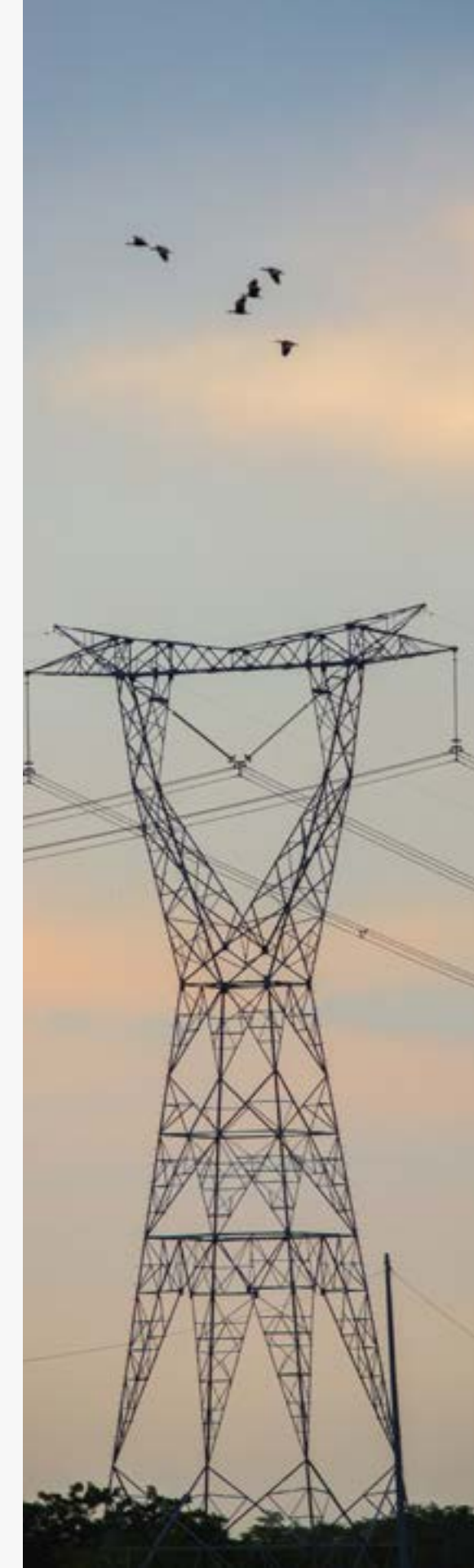
On its part, the third axis of the model is developed within GEB's role as a «Parent Company». We are working on consolidating a strategic management system for the Business Group by updated the Business Group Agreement, for it to establish the foundations of the Group's engagement based on the development of each affiliate's capacities and leveraging the synergies and talent within the affiliate. In this sense, the commitments acquired with minority shareholders, investors and other stakeholders are respected, as well as the autonomy and responsibility of management in each Group company.

This effort is especially relevant with the creation of the new affiliate, Enlaza Grupo Energía Bogotá S.A.S. E.S.P., through which we seek to strengthen the management of electric energy transmission projects and their assets in operation in Colombia. This is a significant milestone in GEB's consolidation as the holding company of a multi-Latin business group. Moreover, the Corporate Synergies Center started up operations, seeking to generate efficiencies in contracting and providing services that are not a part of the core of the companies' business. This will have an impact on ways of engagement as a Business Group.

In order to strengthen the Business Group's engagement, the role of «Best Management Practices Code» was adopted and implemented within the governance structure in Peru and Brazil. This role seeks uniformity in the representation of the Business Group's stakeholders, following up on assets and

establishing a national or regional management body that unifies the vision of the criteria of the different affiliates and investments with a presence in said countries. This implies coordinating the management of each controlled company's CEO in implementing the missional and strategic guidelines GEB defines as the Parent Company, providing support for that implementation and identifying synergies and the diffusion of corporate governance guidelines for decision-making and handling the information of the Business Group's management bodies. When it comes to uncontrolled companies, the function of the «Best Management Practices Code» is to coordinate GEB's representation and participation in corporate authorities to in pursuit of the strategic interests of said assets, as well as to defend the rights and comply with the obligations under its responsibility. All of this is in the framework of proactive and efficient engagement with partners and strategic allies.

The above is reflected in a clear governance structure for GEB as a Company and as the holding company of the Business Group, which allows properly developing the corporate strategy under the criteria of corporate sustainability and compliance with the fourth axis of the model by consolidating the culture of corporate governance.





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# 02 OWNERSHIP STRUCTURE

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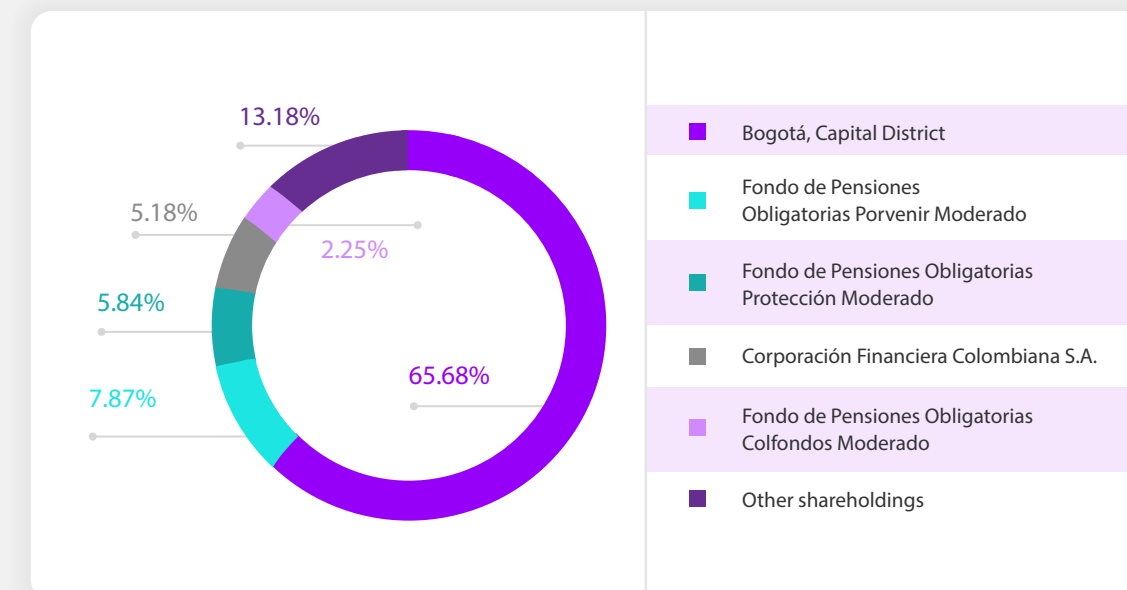
## a. SHARE CAPITAL

The shares into which the GEB's capital is divided are nominal and circulate in a non-material manner. The capital structure is as follows:

AUTHORIZED CAPITAL	COP 2,370,000,000,000	44,216,417,910 shares
SUBSCRIBED CAPITAL	COP 492,111,088,111	9,181,177,017 shares
PAID-IN CAPITAL	COP 492,111,088,111	9,181,177,017 shares



GEB has more than 12,500 shareholders. Its majority shareholder is the Capital District of Bogotá, which holds 65.68% of the Company's subscribed and paid-in capital. GEB has several minority shareholders. These include domestic and international individuals and legal entities, GEB employees institutional investors.



• None of the members of the Board of Directors owns GEB shares.

• The ownership structure of GEB is predominantly institutional, and thus there are no family relations between holders of significant shareholdings.

• There are no own shares held by the Company.

2. Information taken from the certification issued on January 17, 2022 by KPMG S.A.S., statutory auditor of GEB, according to the data provided by the Colombian Central Securities Depository (Deceval).

## b. SHAREHOLDERS WITH SIGNIFICANT SHAREHOLDINGS

The following shareholders have significant shareholdings in GEB as of December 31, 2022<sup>3</sup>:

SHAREHOLDER	NO. OF SHARES	% OF TOTAL
Bogotá, Capital District	6,030,406,241	65.68%
Fondo de Pensiones Obligatorias Porvenir Moderado	722,927,630	7.87%
Fondo de Pensiones Obligatorias Protección Moderado	535,849,356	5.84%
Corporación Financiera Colombiana S.A.	475,298,648	5.18%
Fondo de Pensiones Obligatorias Colfondos Moderado <sup>4</sup>	206,558,994	2.25%

3. Ibid.

4. Pension and Severance Funds Administrators (AFP, for the Spanish original), are financial institutions supervised by the Financial Superintendence of Colombia, whose corporate purpose is to efficiently manage mandatory and voluntary pension funds, as well as severance fund contributions made by employers and employees. They are considered institutional investors because they manage and concentrate the savings of a large number of people and invest the funds in different portfolios, seeking to obtain profitability for their affiliates.

## c. TRADING IN SHARES

According to article 404 of the Code of Commerce and GEB's Share Trading Policy, any trading of shares by Senior Management, members of the Board of Directors or employees with access to insider information, must be authorized by the Board of Directors, which verifies the conditions of the transaction and makes sure it is not performed for speculative purposes or using insider information.

During the period covered by this report, the members of the Board of Directors did not directly or indirectly carry out any trading of GEB shares. On its part, the Company's Senior Management has a non-material shareholding equivalent to 0.00000105%.

In 2022, two request requests were submitted to the Board of Directors by beneficiaries of the Share Trading Policy, as follows:

PARTY COVERED BY THE POLICY	TYPE OF REQUEST	MEETING OF THE BOARD OF DIRECTORS	STATUS
Néstor Fagua Guauque	Disposal	Ordinary Meeting No. 1674 of March 24, 2022	Materialized
Diana Paola García Castellanos	Acquisition	Ordinary Meeting No. 1685 of November 24, 2022	Materialized



## d. SHAREHOLDER AGREEMENTS

**Two shareholder agreements are filed** before Company Management, namely:

### AGREEMENT OF MINORITY SHAREHOLDERS WITH MAJOR SHAREHOLDING IN GEB, FILED ON JANUARY 21, 2020.

Signed by the four minority shareholders with the largest shareholdings in GEB<sup>5</sup>, by means of which they appointed Juan Benavides as their candidate to be included in the sixth line of the single list of candidates for the Board of Directors of GEB, in accordance with the right they have by virtue of the Shareholder Agreement filed by the Capital District on July 31, 2018, as well as the provisions of section b) of Paragraph Two of Article 16 of the Rules of Procedure of the General Meeting of Shareholders.

5. Fondo de Pensiones Obligatorias Porvenir Moderado, Fondo de Pensiones Obligatorias Protección Moderado, Corporación Financiera Colombiana S.A. and Fondo de Pensiones Obligatorias Colfondos Moderado.

### SHAREHOLDER AGREEMENT ENTERED INTO DURING THE DEMOCRATIZATION PROCESS OF A PERCENTAGE OF THE SHARE INTEREST IN COLOMBIA'S CAPITAL DISTRICT, FILED ON JULY 31, 2018.

Changes in current regulations (laws, decrees, resolutions, regulations, rulings, doctrine) with a negative impact on the interests of GEB and its subsidiaries.

- CALL TO EXTRAORDINARY MEETINGS OF SHAREHOLDERS.**  
 Minority shareholders may call to Extraordinary General Meetings of Shareholders with a number representing at least ten percent (10%) of the total subscribed shares.
- CHAIRPERSON OF THE BOARD OF DIRECTORS.**  
 The chairperson must be an independent member proposed by any shareholder, and it must have 3 votes from independent members and 1 vote from a member appointed by the Capital District to be elected.
- VOTING COMMITMENTS AT THE MEETING.**  
 For the Capital District, the majority shareholder, to be able to vote in favor of matters, such as changing the main corporate purpose, issuance of shares and sales of substantial assets, among others, seventy percent (70%) of the total of subscribed shares must be reached.
- QUORUM AND QUALIFIED MAJORITIES AT BOARD MEETINGS.**  
 A quorum of seven (7) members and a majority of six (6) are required to approve transactions with Related Parties, dispose of relevant assets, approve the Strategic Plan and Rules of Procedure of the Board of Directors, among other things.
- INDEPENDENT MEMBERS OF THE BOARD OF DIRECTORS.**  
 The Board of Directors must be composed of at least four (4) members who fulfill the criteria of independence.
- COMPOSITION OF THE BOARD OF DIRECTORS.**  
 The ten (10) or four (4) minority shareholders with the largest shareholdings in GEB may choose an independent candidate from the list of candidates of the Capital District.
- INDEPENDENCE CRITERIA FOR THE BOARD OF DIRECTORS.**  
 Alignment with the independence criteria based on the recommendations of the Code of Corporate Governance of the New York Stock Exchange.
- ELECTION OF THE COMPANY CEO.**  
 Creating an Adhoc Committee of independent members, hiring a head hunter and creating a list of candidates for the Board of Directors to elect as Company CEO are required.



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# 03

## GENERAL MEETING OF SHAREHOLDERS

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## a. ADOPTION OF BEST PRACTICES

**The General Meeting of Shareholders is the highest governing body of GEB and represents the main mechanism for providing information to shareholders on the Company's performance.**

For this reason, GEB has adopted and implemented 100% of the measures in the Colombian Best Practices Code related to its functioning, as follows:

1

Besides the other legal functions assigned to the Meeting of Shareholders, the Bylaws explicitly incorporate the powers of the highest governing body and indicate their non-delegable functions (Measure No. 8 of the Colombian Best Practices Code).

2

The Meeting of Shareholders has rules of procedure that establish the rules for its operation (measure No. 9 of the Colombian Best Practices Code).

3

The following processes are carried out to facilitate shareholders' right to receive information (Measure No. 10 of the Colombian Best Practices Code, Chapter V; Rules of Procedure of the General Meeting of Shareholders):

- Calls to the Ordinary General Meeting of Shareholders are made at least thirty (30) days in advance, and extraordinary meetings are called at least fifteen (15) days in advance (Rules of Procedure of the General Meeting of Shareholders, Chapter II).
- Extraordinary meetings may be called by the Board of Directors, CEO, the Company's Statutory Auditor or a number of shareholders representing at least ten percent (10%) of the subscribed capital (Corporate Bylaws, Art. 45).
- Mechanisms are used to ensure maximum dissemination and publicity of the calls to meetings through electronic media, including the corporate website (Rules of Procedure of the General Meeting of Shareholders, Art. 8).
- In order to increase the transparency of the decision-making process, the Company, at the same time the call is made, makes the proposals submitted by the Board of Directors to the General Meeting available to shareholders, (Rules of Procedure of the General Meeting of Shareholders, Art. 22).

4

There are no limits to the right to be represented at the General Meeting, the the vote may be delegated to any person, whether or not they are shareholders (measure No. 11 of the Colombian Best Practices Code; Corporate Bylaws, Art. 57; Rules of Procedure of the General Meeting of Shareholders, Title III).

5

The Rules of Procedure of the General Meeting establish that Board members, especially its Chairperson and Committee Chairpersons, as well as the Company CEO, shall attend the meetings to answer any shareholder inquiries (measure No. 12 of the Colombian Best Practices Code; Rules of Procedure of the General Meeting of Shareholders, Art. 2).

- In order to facilitate their analysis and understanding, and to avoid voting jointly on matters or proposals that should be voted on separately, the topics on the agenda contain precise descriptions of the items to be discussed. In the case of amendments to the Bylaws, each substantially independent article or group of articles is voted on separately (Rules of Procedure of the General Meeting of Shareholders, Art. 8).
- Shareholders' right to request introducing additional topics in the General Meeting's agenda and submit new proposals for agreement on matters already included is recognized (Corporate Bylaws, Art. 46).
- The Company uses electronic media, particularly the corporate website, to publish information related to the agenda of the General Meetings of Shareholders (Rules of Procedure of the General Meeting of Shareholders, Art. 8).
- The right of shareholders to request additional information or clarifications related to the matters on the General Meeting of Shareholders' agenda is recognized (Corporate Bylaws, Art. 46; Rules of Procedure of the General Meeting of Shareholders, Art. 23).
- In the event the response to a request for information made by a shareholder could give them an advantage, said information will be made available to the other shareholders through the Company's website (Code of Corporate Governance, Section I.A.ii).





**IN ADDITION, AS PART OF THE MEASURES FOR GREATER PROTECTION AND ASSURANCE OF THE RIGHTS OF GEB'S MINORITY SHAREHOLDERS, THE SHAREHOLDER AGREEMENT FILED JULY 31, 2018 BY THE CAPITAL DISTRICT ESTABLISHES THAT IT, AS THE MAJORITY SHAREHOLDER, MAY ONLY VOTE IN FAVOR ON THE FOLLOWING MATTERS, IF, BY INCLUDING ITS VOTES, THE TOTAL NUMBER OF VOTES IN FAVOR REACHES AN AMOUNT EQUAL TO OR GREATER THAN 70% OF GEB'S SUBSCRIBED CAPITAL:**



Reforms to the Company's capital (including the issuance of any type of shares).



Selling under any capacity and in one or more transactions related to the Company's assets that are equal to or greater than 15% of the stock market capitalization<sup>6</sup>.



Bylaw reforms that require changing the Company's main corporate purpose.



Early dissolution.



Any changes to aspects of the Shareholder Agreement included in the Corporate Bylaws.



The distribution of dividends from retained earnings or reserves established in prior periods.

6. Except for the transfer or contribution of assets to stand-alone trusts and other vehicles aimed at structuring the execution of projects in which control is not lost.



## b. GENERAL MEETINGS OF SHAREHOLDERS

In 2022, GEB's General Meeting of Shareholders held one ordinary meeting:

**DATE**  
MARCH 28, 2022

**TYPE**  
REGULAR

**ATTENDANCE**  
95.45884%

8,764,245,541  
**SHARES**

At this meeting, they complied the various measures adopted with respect to protecting shareholder rights, along with the provisions of the Basic Legal Notice of the Financial Superintendence of Colombia, Part 3, Title I, Chapter VI.

The call and publication of the information related to the agenda was carried out thirty (30) calendar days beforehand. The shareholders' right to inspection was taken into consideration, and all the financial and non-financial information for 2021 was published on the corporate website for investors and other stakeholders to consult. The necessary quorum for deliberation and decision-making required by law and the bylaws was met. The main decisions adopted by the Meeting were:

1

Approval of the 2021 Sustainability Report

2

Approval of the 2021 Annual Corporate Governance Report

3

Approval of the 2021 Report on Transactions with Related Parties

4

Approval of the Separate and Consolidated Financial Statements for the period between January 1 and December 31, 2021

5

Approval of the Profit Distribution and Dividend Payment Proposal

6

Election of the Board of Directors

7

Election of the Statutory Auditor

All the information on decisions submitted for consideration and approved by the General Meeting was published by the various information disclosure channels of the Bylaws, including the Company's website and the Comprehensive Stock Market Information System (SIMEV, for the Spanish original) of the Financial Superintendence of Colombia.





## C. ENGAGEMENT WITH SHAREHOLDERS

In order to guarantee a continuous and smooth relationship with shareholders and other stakeholders, the Company has provided the following channels:



### FINANCING AND INVESTOR RELATIONS OFFICE:

Its objective is to communicate information on the commercial, financial and operating performance of the Group companies and the economic environment in which they operate to shareholders and investors, regulators, securities markets and credit rating agencies.



### CORPORATE WEBSITE:

It is in Spanish and English, and GEB's information is published and updated on it continuously. All the updated corporate documents can be consulted on the website to ensure greater disclosure among stakeholders.



### QUARTERLY RESULTS REPORT:

Financial and non-financial information is disclosed to investors and the market in general, which allows different stakeholders to have elements of judgment for their decision-making.



### PUBLICATION OF RELEVANT INFORMATION:

In compliance with its legal obligations as an issuer of securities, GEB reports the relevant information that could have an impact on GEB and its shares through the Comprehensive Stock Market Information System (SIMEV) of the Financial Superintendence of Colombia.

The following relevant information was published in 2022:

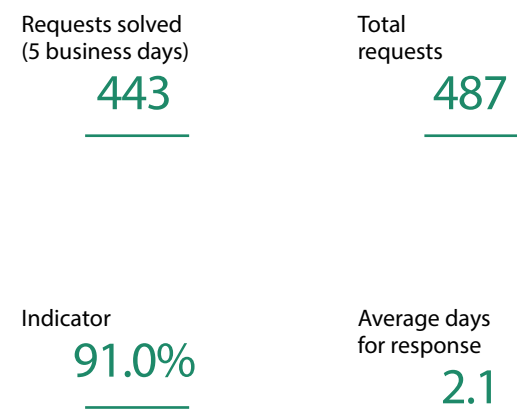
### • Relevant information reported in 2022

Notices on offers	Notices published by the Company	Issuer rating	
<u>1</u>	<u>22</u>	<u>2</u>	
Call to ordinary General Meeting of Shareholders	Codes of Corporate Governance	Decisions of the General Meeting	
<u>1</u>	<u>3</u>	<u>1</u>	
Board of Directors decisions	Issue of securities	End-of-year Reports	
<u>1</u>	<u>1</u>	<u>4</u>	
Loss or profit distribution proposal to be submitted to the General Meeting of Shareholders	Loss or profit distribution proposal approved by the General Meeting of Shareholders	Shareholders Representation (Res. 116 of Feb 27/2002)	Total
<u>1</u>	<u>1</u>	<u>1</u>	<u>39</u>

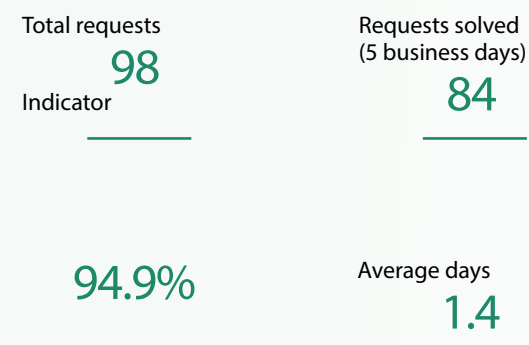


In addition, the following consultations and requests from qualified shareholders and stakeholders were attended in 2022, and the following engagement events were carried out by the Department of Financing and Investor Relations:

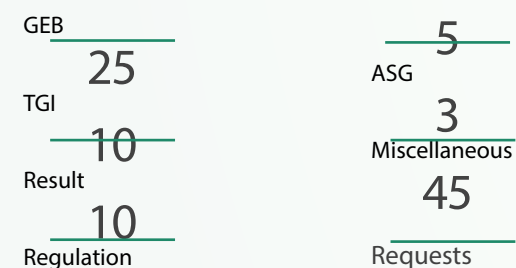
• **Inquiries  
Indicator**



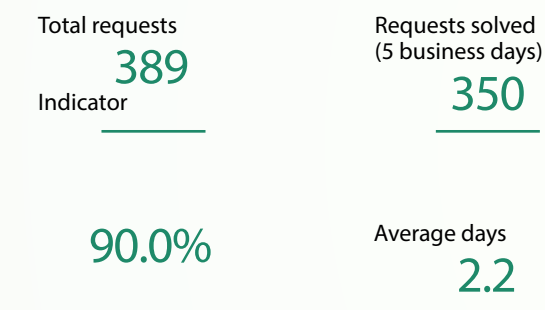
Requests from stakeholders qualified as investors, analysts, raters, regulators, trading and custody systems, depositories and information systems:



• **Follow-up  
as of December 2022**



for income tax certificates (individuals – brokers), information on shareholder status (individuals), dividend payment dates (individuals) or information on the payment of income tax withholding refunds (brokers):



**Meetings:  
Over 110**





Events organized by  
the Investors Relations Office

- **INVESTOR CONFERENCE - TRANSFORMATIVE INVESTMENT IN TRANSMISSION IN BRAZIL**  
Explanation and understanding of the acquisition of five (5) concessions in Brazil, their reason, structure and financing.

- **GEB ANALYST WORKSHOP:**  
Event with AFP analysts, funds and brokers to facilitate the group's analysis, regulation and other favor that guide GEB's value.

**16**  
attendees

- **QUARTERLY RESULTS CONFERENCES IN SPANISH AND ENGLISH:**  
Four (4) accountability conferences in a timely, transparent and public manner

**50**  
quarterly attendees  
on average.

- **FINANCIAL EDUCATION:**  
three (3) events.

- **NON-DEAL ROADSHOW:**  
**14**  
interactions with  
institutional investors.

### • Credit Rating Agencies



GEB

- Corporate and international bonds Fitch: BBB, stable outlook
- Corporate and local bonds Fitch: AAA, stable outlook
- Corporate and International bonds Moody's: Baa2, stable outlook



TGI

- Corporate and international bonds Fitch: BBB, stable outlook
- Moody's International Bonds: Baa3, stable outlook



CÁLIDDA

- Corporate and international bonds Fitch: BBB, stable outlook
- Moody's International Bonds: Baa2, stable outlook
- Corporate international S&P: BBB-, negative outlook
- Local bonds Moody's: AAA.pe
- Local bonds Class & Asociados: AAA, stable outlook



ELECTRO DUNAS

- Local bonds Apoyo & Asociados: AAA (Pe)
- Local bonds Class & Asociados: AAA





# 04

## MANAGEMENT STRUCTURE





INSTANCE



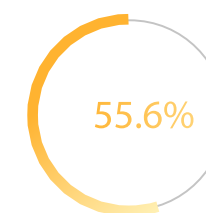
DESCRIPTION

INSTANCE	DESCRIPTION
General Meeting of Shareholders	The highest governing body composed of shareholders, meeting in accordance with the provisions of the Law and Corporate Bylaws (Chapter V, Company Bylaws).
Board of Directors	The strategic management body of the Company's businesses, composed of members elected by the General Meeting of Shareholders (Chapter VI of the Company Bylaws).
CEO	The authority that legally represents the Company, elected by the Board of Directors (Art. 60 of the Company Bylaws).
Statutory Audit Department	The Company's auditing body, which verifies compliance with internal and external standards and provides an opinion on the financial statements (Chapter VIII of the Company Bylaws).
Internal Auditor	Employee charged with the processes for assessing compliance with the Internal Control System.
Compliance Officer	Employee charged with drafting the transparency and compliance policies, establishing monitoring and control tools.

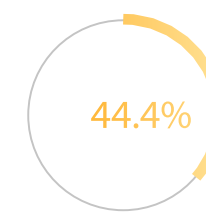
## a. BOARD OF DIRECTORS

The GEB Board of Directors is comprised of nine (9) core members, without alternates, elected through the electoral quotient procedure by the General Meeting of Shareholders for periods of two (2) years, and may be re-elected indefinitely.

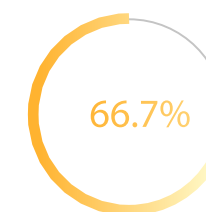
In addition, five (5) members must meet the independence criteria set out in Paragraph Two of Article 44 of Law 964 of 2005 and in Article 8 of the Rules of Procedure of the Board of Directors. Three (3) members must be women:



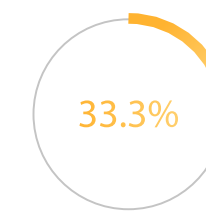
Independent  
members



Non-Independent  
Members



Men



Women



The Rules of Procedure of the Board of Directors and the Policy on Appointment, Succession and Remuneration of the Board of Directors establish the procedure for electing Board members and the minimum profile and requirements that shareholders must fulfill to postulate candidates, which are validated by the Compensation Committee and the Corporate Governance and Sustainability Committee.

The members of the Board of Directors were elected for the first time in extraordinary meeting No. 084 of January 31, 2020 of the General Meeting of Shareholders, and re-elected for a two (2) year period in ordinary meeting No. 090 of March 28, 2022.

Having included the topic on the respective General Meeting of Shareholders' agenda, the nomination of a unique list was received within the term of the call by the Capital District, the majority shareholder, to submit the re-election of all the members who were currently occupying the positions to the Meeting's consideration. This included Juan Benavides in line 6, according to the Shareholder Agreement signed by the four (4) minority shareholders with the greatest shareholding in GEB filed on January 21, 2020.

Once the list of candidates was received, the Legal Vice President proceeded with validating the requirements established in the Policy on Appointment, Succession and Compensation of the Board of Directors to re-elect its members. They verified:



- **THE RESULTS OF THE 2021 BOARD OF DIRECTORS ASSESSMENT AND SELF-ASSESSMENT PROCESS:** In this regard, it was validated that the members had (i) the necessary knowledge to occupy the position and commitment to continuously update their knowledge, (ii) the required time availability, and (iii) complied with the fiduciary duties of managers.



- **AVERAGE ATTENDANCE TO BOARD MEETINGS AND ITS COMMITTEES:** Members complied with attendance of higher than 80%.



- **COMPLIANCE WITH THE MINIMUM REQUIREMENTS AND QUALITIES. IN THIS REGARD, ALL MEMBERS ACCREDITED:** (i) Their participation on boards of directors or senior management positions in companies similar to GEB; (ii) their time availability and dedication to comply with the position's responsibilities; (iii) that they were not involved in grounds for ineligibility or incompatibility; and (iv) they did not belong to more than four (4) boards of directors other than GEB's.

It was verified that this unique list of candidates presented for consideration had the minimum number of independent members required by law and the bylaws, as well as the minimum representation of women. Compliance with the independence requirements provided in Law 964 of 2005 and those internally adopted by GEB was validated. Candidates Rafael Pardo, María Mercedes Cuéllar, Juan Benavides, Ignacio Pombo and Andrés Escobar fully complied with them.

The validation report was presented to and received by the Corporate Governance and Sustainability Committee and Compensation Committee, which accepted verification of compliance with the requirements for all candidates in a joint session on March 18, 2022. Subsequently, in accordance with the provisions of the Rules of Procedure of the General Meeting of Shareholders, the list of candidates, their resumes and the independence forms of Asofondos were provided to shareholders on the Company's website.



## THE CURRENT COMPOSITION OF THE BOARD OF DIRECTORS IS THE FOLLOWING:



Name	Capacity	Profile				
		Power and gas industry	Investment banking, new business, business strategy and sustainability	Finance, audit and risk management	Legal	Human resource management
Juan Mauricio Ramírez Cortés	Non-independent	○		○		
Rafael Pardo Rueda	Independent	○				○
María Mercedes Cuéllar López	Independent	○	○	○		
Luis Javier Castro Lachner	Non-independent	○	○	○		○
María Lorena Gutiérrez Botero	Non-independent	○	○	○		○
Juan Mauricio Benavides	Independent	○	○	○		
Ignacio Pombo Villar	Independent	○	○	○		○
Martha Yaneth Veleño Quintero	Non-independent (Vice President)	○		○	○	○
Andrés Escobar Arango	Independent (Chairperson)	○	○			○

The nine (9) members of the Board of Directors, as of the date this Report is being prepared, have completed three (3) years in the position:

None of the GEB Board members is a member of the boards of directors or holds an executive position in its subsidiaries.



## b. PROFILES OF THE MEMBERS OF THE BOARD OF DIRECTORS



→ **Juan Mauricio Ramírez**

### PROFESSIONAL TRAINING AND CAREER

Economist from Universidad de los Andes, with a Master's degree in Economics from Universidad de los Andes and doctoral studies pending completion at Stanford University.

Currently acting as District Secretary of Finance.

He has held positions such as Deputy Director at the National Planning Department, Technical Vice President of the Private Council on Competitiveness, Director of the Macroeconomic and Inflation Programming Department at the Central Bank (Banco de la República) and General Director of Macroeconomic Policy of the Ministry of Finance and Public Credit.

### EXPERIENCE IN THE SECTOR

He coordinated the 2010-2014 National Development Plan through the National Planning Department with respect to mining development and energy expansion, the design of sectoral public policies and presentation to the National Council on Economic and Social Policy (CONPES, for the Spanish original), and was part of the Board of Directors of the Energy and Gas Regulatory Commission. As a consultant, he carried out the study "Recommendations for a comprehensive energy pricing policy (diesel fuel, gasoline, LPG, jet fuel, natural gas, electricity, biofuels and coal) and its fiscal, social, environmental and energy implications applicable in Colombia for the transition to a modern, safe, reliable, affordable and clean energy system." Through Fedesarrollo, he published the Policy for the Regulation of Prices of Liquid Fuels for Automotive Use in Colombia.

### BOARDS OF DIRECTORS OTHER THAN GEB'S

Empresa Metro de Bogotá S.A.



→ **Rafael Pardo**

### PROFESSIONAL TRAINING AND PRACTICE

Economist from Universidad de los Andes, Urban and Regional Planning Studies at the Institute of Social Studies at The Hague and International Relations at Harvard.

He has served as researcher and director of the Center for Interdisciplinary Studies on Development of the Universidad de los Andes, Minister of Defense, Advisor to the Secretary General of the OAS, Director of Noticias RCN and the CM& news program, Senator of the Republic, Presidential Candidate in 2010, Acting Mayor of Bogotá D.C. in 2014, Minister of Labor and High Counselor of the Presidency for the Post-Conflict Era.

### EXPERIENCE IN THE SECTOR

As a Senator of the Republic, he participated in preparing and approving the 2002-2006 National Development Plan "Towards a Community State," which formulated, among other things, the policies for "Promoting hydrocarbon exploration and exploitation and mining" in Colombia.

### BOARDS OF DIRECTORS OTHER THAN GEB

Organización Pajonales S.A.S.



→ **María Mercedes Cuéllar**

PROFESSIONAL TRAINING AND PRACTICE	EXPERIENCE IN THE SECTOR	BOARDS OF DIRECTORS OTHER THAN GEB'S
<p>Economist from Universidad de los Andes, with a Master's degree in Economic Development from Boston University and Law from Universidad de los Andes.</p> <p>She has served as the President of Federación Latinoamericana de Bancos, President of Asobancaria, President of Instituto Colombiano de Ahorro y Vivienda, Co-Director of the Board of Directors of the Central Bank (Banco de la República), Minister of Economic Development, Executive Director of the National Planning Department, Vice-Minister of Finance and Acting Minister of Finance and Public Credit.</p>	<p>She was involved in managing investments and fees in the electricity sector as Director of the National Planning Department, and she conducted research related to Ecopetrol's growth prospects as a consultant.</p>	<p>Fiduprevisora S.A.</p> <p>Fondo Nacional de Garantías S.A.</p> <p>Fiduagraria S.A.</p>



→ **María Lorena Gutiérrez**

PROFESSIONAL TRAINING AND PRACTICE	EXPERIENCE IN THE SECTOR	BOARDS OF DIRECTORS OTHER THAN GEB'S
<p>An Industrial Engineer from Universidad de los Andes, Specialist in Finance from Universidad de los Andes, M.A. in Management from Tulane University and PhD in Finance from Tulane University.</p> <p>She is currently serving as the President of Corficolombiana and has held positions, such as Minister of Industry and Trade, Colombian Ambassador in Germany, Minister of the Presidency, General Secretary of the Presidency, Acting Minister of Mines and Energy and High Government Advisor for Good Governance and Administrative Efficiency for the Presidency of Colombia.</p>	<p>She served as Acting Minister of Mines and Energy and is Chairman of the Board of Directors of Promigas. She has also carried out several industry consultations from Universidad de los Andes.</p>	<p>Promigas S.A.</p> <p>Grupo AVAL S.A.</p> <p>Fiduciaria CFC S.A.</p> <p>Gases del Caribe S.A. E.S.P.</p>



→ **Luis Javier Castro**

PROFESSIONAL TRAINING AND PRACTICE	EXPERIENCE IN THE SECTOR	BOARDS OF DIRECTORS OTHER THAN GEB'S
<p>Degree in Agricultural Economics from Texas A&amp;M University and MBA from Georgetown University.</p> <p>Founding partner and CEO of Mesoamérica Investment and Consultant at Bain &amp; Company. In the energy sector, Mesoamérica Investment developed a Central American company jointly with ACTIS, with operations in three countries and a generation capacity of 400 MW. Additionally, he developed ZUMA Energía in Mexico with a wind energy generation capacity of 800 MW.</p>	<p>He has experience in renewable energy as a manager at Zuma Energía México and Globeleq Mesoamérica Energy.</p>	<p>PNS de Colombia S.A.</p> <p>Codensa S.A. E.S.P.</p> <p>Emgesa S.A. E.S.P.</p>



→ **Juan Mauricio Benavides**

PROFESSIONAL TRAINING AND PRACTICE	EXPERIENCE IN THE SECTOR	BOARDS OF DIRECTORS OTHER THAN GEB'S
<p>PhD in "Mineral Economics" from Pennsylvania State University, Specialist in Advanced Mathematics from Universidad Nacional de Colombia, Specialist in Energy System Management from Universidad de los Andes and Electrical Engineer from Universidad de los Andes.</p> <p>He has served as the Vice Chairman of the Committee of Infrastructure Experts, Coordinator of the Sustainable Energy Commission of the Commission on Science, Technology and Innovation and member of the Board of Directors of the Colombian National Infrastructure Agency (ANI, for the Spanish original).</p>	<p>He coordinated the 2010-2014 National Development Plan through the National Planning Department with respect to mining development and energy expansion, coordinated the design of sectoral public policies and presentation to the National Council on Economic and Social Policy (CONPES), and was part of the Board of Directors of the Energy and Gas Regulatory Commission. As a consultant, he carried out the study "Recommendations for a comprehensive energy pricing policy (diesel fuel, gasoline, LPG, jet fuel, natural gas, electricity, biofuels and coal) and its fiscal, social, environmental and energy implications applicable in Colombia for the transition to a modern, safe, reliable, affordable and clean energy system." Through Fedesarrollo, he published the Policy for the Regulation of Prices of Liquid Fuels for Automotive Use in Colombia.</p>	<p>Proindesa S.A.S.</p>





→ **Ignacio Pombo**

**PROFESSIONAL TRAINING  
AND PRACTICE**

Business Administrator from Universidad del Rosario, graduate degree in Telecommunications Project Management from Politécnico Gran Colombiano, and Municipal Management Studies from Universidad Externado.

He was CEO of Inversiones Assure S.A., advisor of Neogen Fund Transmission and Power Generation, advisor of International Venture Partners in Power Generation and Gas, secretary of the Council of Ministers of the Presidency of the Republic and Private Secretary of the mayor's office of Bogotá.

**EXPERIENCE  
IN THE SECTOR**

Consulting experience with International Venture Partners on power and gas generation and Neogen Fund on electric energy generation and transmission.

**BOARDS OF  
DIRECTORS  
OTHER THAN GEB'S**

ETB S.A. E.S.P.  
Ágata S.A.S.  
RV Inmobiliaria S.A.  
Terranova S.A.



→ **Andrés Escobar**

**PROFESSIONAL TRAINING  
AND PRACTICE**

Economist from Universidad de los Andes, with an MBA in Economics from Universidad de los Andes, MBA in Economics from New York University (USA) and PhD candidate in Economics at New York University (USA).

He has held positions, such as CEO and partner of EConcept AEI, technical vice minister of the Ministry of Finance and Public Credit, general deputy director of the National Planning Department, economic and political advisor in Colombia for the main financial institutions through GlobalSource, and advisor of BankBoston for Colombia, among others.

**EXPERIENCE  
IN THE SECTOR**

He was a member of the Energy and Gas Regulation Commission (CREG, for the Spanish original), General Deputy Director of the National Planning Department, preparing and presenting the National Development Plan to Congress, consulting for Promigas on Natural Gas Vehicles (NGV), consulting for Ecopetrol on regulatory implications and the market for the company's plants and as a researcher in the Energy Transformation Mission convened by the National Government.

**BOARDS OF DIRECTORS  
OTHER THAN GEB'S**

Self-Regulatory Organization of the Securities Market - ESAL  
Fundación Antonio Restrepo Barco - ESAL



→ **Martha Veleño**

**PROFESSIONAL TRAINING  
AND PRACTICE**

Law degree from Universidad Santo Tomás, Specialist in Administrative Law from Universidad del Rosario and Specialist in Constitutional Law from Universidad de Salamanca.

Executive vice president of the Chamber of Commerce of Bogotá, legal vice president of the Chamber of Commerce of Bogotá, director of Legal Defense of the State's Legal Defense Agency and legal director of the Capital District's Department of Finance.

**EXPERIENCE  
IN THE SECTOR**

She has served as a member of the Boards of Directors of GEB and Transportadora de Gas Internacional.

**BOARDS OF  
DIRECTORS  
OTHER THAN GEB'S**

Emgesa S.A. E.S.P.  
Corferias S.A.  
Alpopular S.A.





## c. CHAIRPERSON AND SECRETARY OF THE BOARD OF DIRECTORS

**In ordinary meeting No. 1675 of April 28, 2022, the Board of Directors re-elected Andrés Escobar Arango and Martha Veleño Quintero as chairman and vice-chairwoman of the Board of Directors, respectively. They currently hold these positions.**

The Chairperson of the Board of Directors is responsible for steering the decision-making authority's agenda to make sure its focus is strategic. They are also responsible for the active participation of the members in the discussions and decisions that are approved, verifying the text of the minutes of the Board appropriately reflect the occurrences therein and for there being fluid communications with the Senior Management team.

On their part, following the Company Bylaws, Néstor Fagua Guauque, GEB Legal and Compliance Vice

President, was Secretary of the Board of Directors, the person responsible for the Company's formal functions, maintaining the required books and records, communicating calls to meetings of governance authorities, attesting to internal acts and documents and fulfilling the duties assigned to them by the Board of Directors.

In 2022, the Chairperson and Secretary of the Board of Directors fully complied with the functions assigned to them by the law and bylaws.

## d. BOARD OF DIRECTORS COMPENSATION

**Pursuant to the provisions of the General Meeting of Shareholders, according to Paragraph**

Two of Article 59 of the Corporate Bylaws, the equivalent of five (5) current legal monthly minimum wages is recognized as professional fees for participating in each meeting for up to two Board meetings within the same month. For 2022, the above was COP 5,000,000.

In addition, the members of the Board of Directors' committees receive professional fees for participating in each meeting in an amount equal to seventy-five percent (75%) of the professional fees paid for Board meetings and up to two Committee meetings within the same month. For 2021, the above was COP 3,750,000.

GEB does not have a variable compensation model for the Board of Directors; consequently, all amounts are associated with the participation in meetings and members are excluded from any compensation systems involving options on shares.







## e. QUORUM FOR DELIBERATION AND DECISIONS BY THE BOARD OF DIRECTORS

**In order to validly deliberate, the Board of Directors requires a quorum of at least five**

(5) members, and decisions are approved by the majority of attendees (Art. 67 of the Company Bylaws and Art. 14 of the Rules of Procedure of the Board of Directors).

In addition, in order to adopt the following highly relevant decisions, a quorum for deliberation of at least seven (7) members is required. Decisions must be approved with the affirmative vote of at least six (6) of the members present:

- The sale, transfer or disposal of Company assets in amounts greater than five percent (5%) and less than fifteen percent (15%) of stock market capitalization, with the exception of the transfers of assets into stand-alone trusts and other vehicles aimed at structuring the execution of projects in which control is not lost.
- Transactions with related parties that are above the level of authorization of the Company's CEO, or with shareholders that hold more than twenty percent (20%) of GEB's share capital, GEB managers or those of its subsidiaries, in amounts greater than 200 current legal monthly minimum wages (SMMLV for the Spanish original).
- Investment proposals, changes to existing investments, mergers, creation and/or amendments to investment vehicles, and other financing transactions in amounts greater than five percent (5%) of GEB's stock market capitalization.
- The approval of and amendments to the Company's strategic plan, business plan, management objectives and guidelines for their execution.
- Appointment of the Company's CEO.
- Approval or amendments to the Rules of the Board of Directors.
- Approval of the Company's Contracting Manual.
- Approval of the Company's Investment Policy.
- Approval of the Company's Governance Model.



In 2022, the following decisions required quorum and a qualified majority to be adopted:

TOPIC	MEETING
Variable compensation scheme for 2022	Ordinary Meeting No. 1674 of February 24, 2022
Related Party Transaction: Amendments to lease agreements with the District Secretary of Education and Canal Capital.	Ordinary Meeting No. 1674 of February 24, 2022
Related Party Transaction: Amendments to the GEB - SDH democratization management interadministrative contract	Ordinary Meeting No. 1676 of May 26, 2022
Related Party Transaction: lease agreement with Canal Capital	Ordinary Meeting No. 1677 of June 30, 2022
Related Party Transaction: GEB - Capital District interadministrative agreement	Ordinary Meeting No. 1679 of July 28, 2022
Related Party Transaction: Interadministrative agreement with the District Secretary of Economic Development and Atenea.	Ordinary Meeting No. 1680 of August 25, 2022
Related Party Transaction: Lease agreement with the District Secretary of Education	Ordinary Meeting No. 1680 of August 25, 2022
Related Party Transactions: <ul style="list-style-type: none"> <li>• GEB - District Secretary of Education Lease Agreement</li> <li>• GEB - Canal Capital Lease Agreement</li> </ul>	Ordinary Meeting No. 1687 of December 13, 2022





## f. BOARD OF DIRECTORS COMMITTEES

**The Board of Directors has four (4) support committees:** Audit and Risk Committee, Compensation Committee, Financial and Investment Committee and Corporate Governance and Sustainability Committee. All are chaired by an independent member.

COMMITTEES	OBJECTIVE	MEETINGS
Financial and Investment Committee	To follow up on the financial management of the Company and Group, analyze opportunities for new business and redefine existing investments (Art. 1, Rules of Procedure of the Financial and Investment Committee).	4 times a year and as needed
Audit and Risk Committee	To verify compliance with accounting procedures, recommendations from the Statutory Auditor, control architecture and risk analysis (Article 1, Rules of Procedure of the Audit and Risk Committee).	Every two months and as needed
Corporate Governance and Sustainability Committee	To supervise compliance with the Company and Group's corporate governance measures and sustainability focus (Article 1, Rules of Procedure of the Corporate Governance and Sustainability Committee).	2 times a year and as needed
Compensation Committee	To review the policies of staff, human management, compensation and benefits (Article 1, Rules of Procedure of the Compensation Committee).	2 times a year and as needed

In ordinary meeting No. 1675 of April 28, 2022, the Board of Directors made the following appointments for the structure of its committees:

### FINANCIAL AND INVESTMENT COMMITTEE

- Juan Benavides (Chairman) (i)
- Andrés Escobar (i)
- María Mercedes Cuéllar (i)
- Juan Mauricio Ramírez
- Ignacio Pombo (i)
- Luis Javier Castro

### AUDIT AND RISK COMMITTEE

- Ignacio Pombo (Chairman) (i)
- María Mercedes Cuéllar (i)
- Martha Veleño
- Juan Benavides (i)

### CORPORATE GOVERNANCE AND SUSTAINABILITY COMMITTEE

- Rafael Pardo (Chairman) (i)
- Martha Veleño
- Luis Javier Castro
- María Mercedes Cuéllar (i)
- María Lorena Gutiérrez

### COMPENSATION COMMITTEE

- María Mercedes Cuéllar (Chairwoman) (i)
- Rafael Pardo (i)
- María Lorena Gutiérrez
- Ignacio Pombo (i)
- Martha Veleño

(i) Independent member



## g. FUNCTIONING OF THE BOARD OF DIRECTORS AND ITS COMMITTEES

### BOARD OF DIRECTORS

During 2022, the Board of Directors met seventeen (17) times, as follows:



Ordinary meetings  
**12**



Extraordinary meetings  
**5**



Meetings by written vote  
**0**

The average length of the meetings in 2022 was 3 hours and 22 minutes.

Average attendance to the meetings in 2022 was 98.7%. The details for each member are the following:

MEMBERS	ATTENDANCE	PERCENTAGE OF ATTENDANCE
Juan Mauricio Ramírez Cortés	17	100%
Rafael Pardo Rueda	16	94.1%
María Mercedes Cuéllar López	17	100%
Luis Javier Castro Lachner	16	94.1%
María Lorena Gutiérrez Botero	17	100%
Juan Mauricio Benavides Estévez	17	100%
Ignacio Pombo Villar	17	100%
Martha Yaneth Veleño Quintero	17	100%
Andrés Escobar Arango	17	100%

- FOLLOWING UP ON STRENGTHENING THE CORPORATE CULTURE OF INTEGRITY IN THE SUSTAINABILITY MODELS, CORPORATE GOVERNANCE, CONTROL ARCHITECTURE AND HUMAN RESOURCE MANAGEMENT IN THE BUSINESS GROUP.** In 2022, the Board of Directors approved the amendment to the Code of Ethics and studied proposals to strengthen Corporate Governance.

7. Extraordinary meeting of the Board of Directors No. 1686 of December 5 and 6, 2022

The most relevant matters discussed and decided upon by the Board of Directors in 2022 were:

- FOLLOWING UP ON THE IMPLEMENTATION OF THE CORPORATE STRATEGIC PLAN (CSP):** In 2022, the Board of Directors held an extraordinary meeting whose agenda was the 2023-2030 strategic planning<sup>7</sup>.
- FOLLOWING UP ON THE PERFORMANCE OF GEB'S SHARE PORTFOLIO, REDEFINING GEB'S EXISTING INVESTMENTS AND NEW OPPORTUNITIES FOR ORGANIC AND INORGANIC GROWTH OF THE BUSINESS GROUP:** In 2022, the Board of Directors approved the redefinition of GEB investments in Guatemala through the take-over merger of its subsidiaries Trecca and EEBIS, as well as the acquisition of the Elecnorte S.A. asset in Colombia and Quantum asset in Brazil.
- ANALYZING THE PERFORMANCE OF THE TRANSMISSION BUSINESS IN COLOMBIA, CONSTRUCTION PROGRESS OF UPME PROJECTS AND ASSET MANAGEMENT, AS WELL AS IMPLEMENTING THE STRATEGY FOR STRENGTHENING:** In 2022, the Board of Directors approved the incorporation of a new subsidiary, Enlaza S.A.S. ESP and the contractual system for managing and administrating GEB's transmission business.
- FOLLOWING UP ON FINANCES AND THE COMPANY'S BUDGET EXECUTION:** In 2022, the Board of Directors approved the budget for the year and studied the debt management operations.



## COMMITTEES

### ● FINANCIAL AND INVESTMENT COMMITTEE

During 2022, 13 meetings were held, as follows:



● The average length of the meetings in 2022 was 2 hours and 16 minutes.

● Average attendance to the meetings in 2022 was 96.4%. The details for each member are the following:

MEMBERS	ATTENDANCE	PERCENTAGE OF ATTENDANCE
Juan Benavides	11	100%
Andrés Escobar	11	100%
María Mercedes Cuéllar	11	100%
Juan Mauricio Ramírez	10	90.9%
Ignacio Pombo	11	100%
Luis Javier Castro <sup>8</sup>	7	87.5%

● The most relevant matters discussed and decided upon by the Financial and Investment Committee in 2022 were:

- Following up on the individual financial position and budget execution of GEB and consolidated for the Business Group every quarter.
- Analyzing investment opportunities and the performance of existing investments, particularly redefining GEB's investments in Guatemala through the take-over merger of its subsidiaries Trecca and EEBIS, as well as the acquisition of the Elecnorte S.A. asset in Colombia and the Quantum asset in Brazil.
- Following up the investment made in Agencia Analítica de Datos S.A.S. – Ágata and approving capital disbursements.
- Following up on the implementation of the strengthening system of the electric energy transmission business in Colombia.

8. Luis Javier Castro was appointed and began acting as a member of the Financial and Investment Committee as of ordinary meeting No. 72 of May 24, 2022.







## AUDIT AND RISK COMMITTEE

During 2022, 11 meetings were held, as follows:

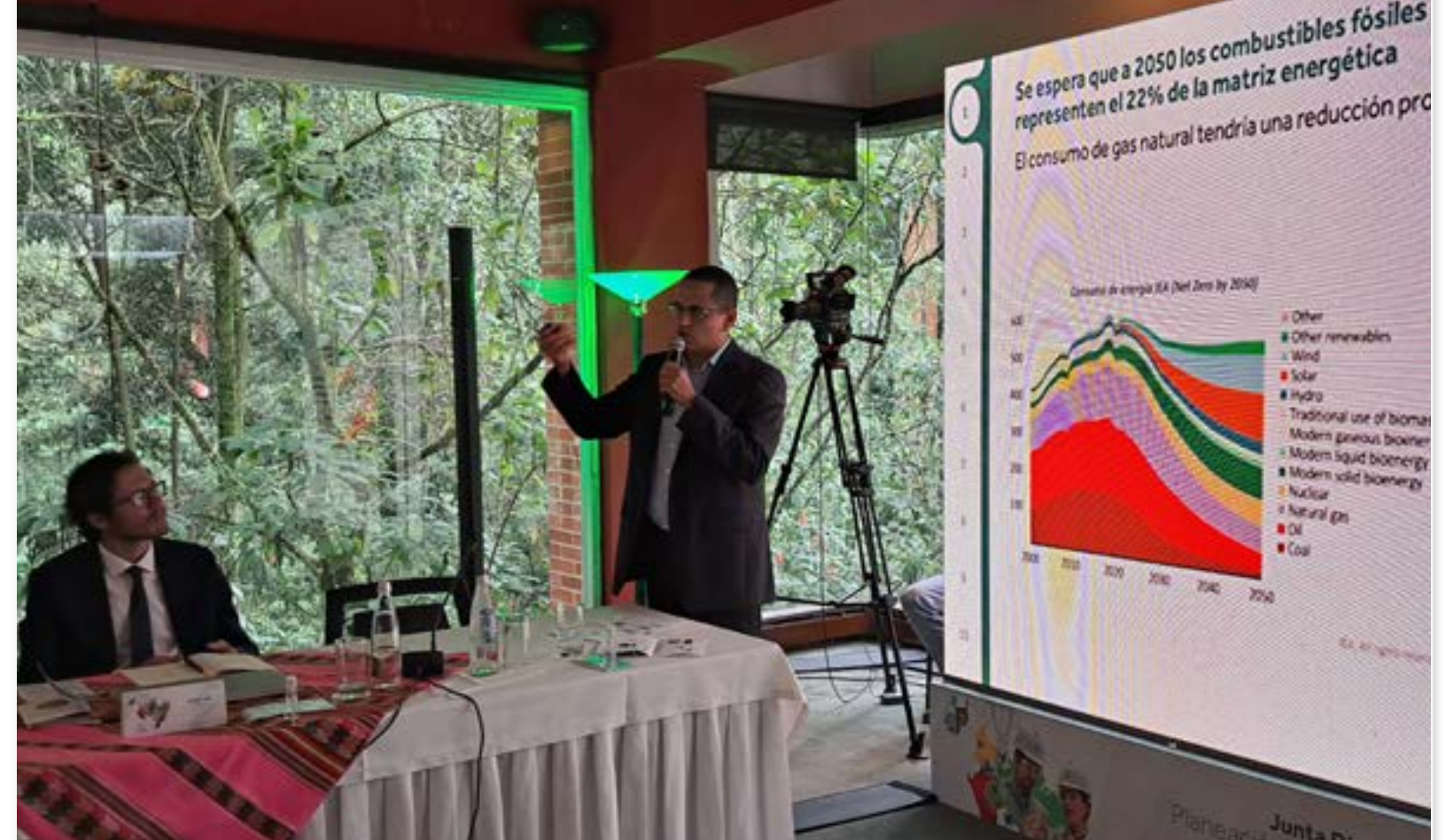


The average length of the meetings in 2022 was 2 hours and 10 minutes.

Average attendance to the meetings in 2022 was 100%. The details for each member are the following:

MEMBERS	ATTENDANCE	PERCENTAGE OF ATTENDANCE
Ignacio Pombo	11	100%
María Mercedes Cuéllar	11	100%
Martha Veleño	11	100%
Juan Benavides <sup>9</sup>	8	100%

9. Juan Benavides was appointed and began acting as a member of the Audit and Risk Committee as of extraordinary meeting No. 109 of May 16, 2022.



The most relevant matters discussed and decided upon by the Audit and Risk Committee in 2022 were:

- Verifying GEB and the Group's financial information as of December 31, 2021 for its recommendation to the Board of Directors and General Meeting of Shareholders.
- Following up on GEB's risk appetite and the strategic risk matrices of the Company and its subsidiaries, as well as the risks of the assets in its share portfolio.
- Reviewing the operations carried out with related parties, especially those with Colombia's Capital District, Bogotá, GEB's majority shareholder.
- Strengthening the Compliance and Internal Auditing strategies of the Business Group.
- Continuous engagement with the Business Group's Statutory Auditor.



## CORPORATE GOVERNANCE AND SUSTAINABILITY COMMITTEE

During 2022, six (6) meetings were held, as follows:



- The average length of the meetings in 2022 was 1 hour and 20 minutes.
- Average attendance to the meetings in 2022 was 97.2%. The details for each member are the following:

MEMBERS	ATTENDANCE	PERCENTAGE OF ATTENDANCE
Luis Javier Castro	6	100%
Martha Veleño	6	100%
Rafael Pardo	5	83%
María Mercedes Cuéllar	6	100%
Juan Benavides <sup>10</sup>	3	100%
María Lorena Gutiérrez <sup>11</sup>	3	100%

- Juan Benavides withdrew as a member of the Corporate Governance and Sustainability Committee as of extraordinary meeting No. 54 of May 18, 2022.
- María Lorena Gutiérrez was appointed and began acting as a member of the Corporate Governance and Sustainability Committee as of extraordinary meeting No. 54 of May 18, 2022.

The most relevant matters discussed and decided upon by the Corporate Governance and Sustainability Committee in 2022 were:

- Amending the Sustainability Strategy, Corporate Governance Model and Ethics and Compliance Program.
- Following up on strengthening the corporate culture of integrity in the Sustainability Models, Corporate Governance, Control Architecture and Human Talent Management in the Business Group. In 2022, the Committee studied amendments to the Code of Ethics and proposals to strengthen Corporate Governance.
- Ratifying the structure of the boards of directors of affiliated and non-controlled companies.
- Validating requests for the acquisition and sale of GEB shares submitted by recipients of the Policy on Trading in Shares.







## ● COMPENSATION COMMITTEE

During 2022, the Committee met five (5) times, as follows:



○ The average length of the meetings in 2022 was 1 hour and 37 minutes.

○ Average attendance to the meetings was 96.0%. The details for each member are the following:

MEMBERS	ATTENDANCE	PERCENTAGE OF ATTENDANCE
María Mercedes Cuéllar	5	100%
María Lorena Gutiérrez	5	100%
Rafael Pardo	4	80%
Ignacio Pombo	5	100%
Martha Veleño <sup>12</sup>	2	100%

○ The most relevant matters discussed and decided upon by the Compensation Committee in 2022 were:

- Defining the Company's performance objectives and following up on their fulfillment.
- Reviewing the fixed and variable compensation system for employees.
- Updating the organizational structure.
- Modifying the Internal Work Regulations.

12. Martha Veleño was appointed and began acting as a member of the Compensation Committee as of extraordinary meeting No. 45 of August 23, 2022.



## h. ENGAGEMENT WITH THE STATUTORY AUDITOR AND EXTERNAL ADVISERS

In accordance with the Rules of Procedure of the Audit and Risk Committee, GEB's statutory auditor, KPMG S.A.S. attended all meetings of this committee as a permanent guest. They submitted their reports and participated in the matters for which they are responsible.

In addition, the following external advisors of GEB attended the meetings of the Board of Directors and its Committees in 2022.

 Governance Consultants S.A.




 Deloitte & Touche

**Deloitte.**

 Philippi Prietocarrizosa Ferrero DU & Uría



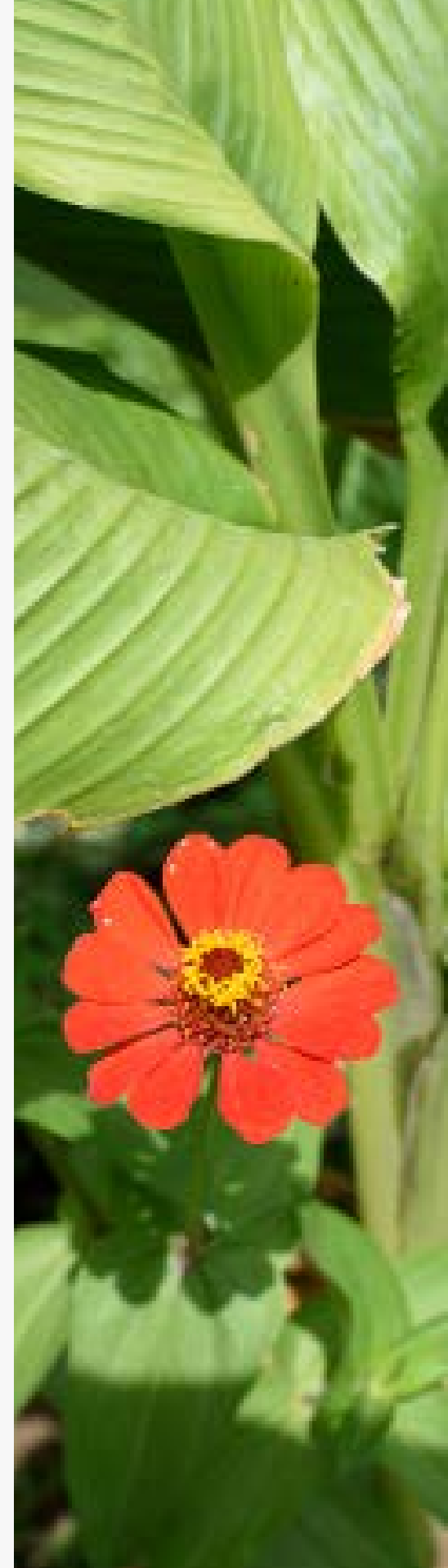
 Chazey Partners



## I. MANAGEMENT OF THE INFORMATION OF THE BOARD OF DIRECTORS

According to the Rules of Procedure of the Board of Directors, one of the rights Board members have is to receive full and specific information on the matters to be submitted for their consideration during the term of the call, as well as to request the Company's CEO to provide any additional information deemed necessary to make their decisions. The Company's CEO and Secretary of the Board of Directors are responsible for making sure the sent information is useful and delivered in good time.

In 2022, GEB continued using the Microsoft SharePoint tool for the unified management of the information of the Boards of Directors, Councils of Management, Directories and Steering Committees and Committees of Group companies to ensure both its integrity and confidentiality.





## j. BOARD OF DIRECTORS ASSESSMENT PROCESS

**For the fifth consecutive year, the annual assessment and self-assessment process** of the GEB Board of Directors and that of its affiliate companies was carried out by an external consultant. This process is framed within the culture of continuous improvement of the Company's main decision-making authorities.

The purpose of the assessment methodology is to obtain feedback from the members and Senior Management on the functioning and focus of the Business Group's governing bodies. It is comprised of three (3) elements:



- **SELF-ASSESSMENT:**  
The following dimensions are analyzed from a collegiate perspective: (i) collegiate and individual self-assessments, (ii) the meetings' approach and agenda, (iii) the roles of the chairperson and secretary of the Board of Directors, (iv) Board committees, and (v) interactions with Senior Management.



- **PEER ASSESSMENT:**  
It seeks to confidentially and securely communicate the perceptions of their peers regarding their personal contributions and performance to each Board member.



- **ASSESSMENT FROM SENIOR MANAGEMENT:**  
The purpose is to enable GEB employees who directly and continuously interact with the Board of Directors to provide feedback on the Board's approach and contributions with respect Management's expectations and needs.

In November 2022, the external consultant submitted the methodology to be implemented to the Compensation Committee and Corporate Governance and Sustainability Committee.

Thereafter, in December 2022 and January 2023, the corresponding questionnaires were completed and individual interviews were carried out with the various relevant actors. Then, the external advisor analyzed the information and issues its report on the consolidated results of the Business Group in February 2023 for presentation before the Compensation Committee, Corporate Governance and Sustainability Committee and Board of Directors, to subsequently be delivered to the General Meeting of Shareholders through this report.

The results to be highlighted are:

- There is a positive view on the fulfillment of responsibilities, dynamics and contribution of the Board of Directors to the Company's progress.
- We have members with broad experience and knowledge that promote enriching discussions and a dynamic driven by the search for creating value for the Business Group.
- It is considered necessary to establish a predominantly on-site model as of 2023 to hold meetings of the Board of Directors.
- Faced with challenges such as the issuance of the National Development Plan, possible amendments to Laws 142 and 143 and the general regulatory framework for the electricity and gas sector, the strategic priority for 2023 is to establish a position regarding these factors and, at the same time, to systematically monitor the evolution of the business and the strategic risks of each subsidiary.
- Continuing corporate strategic planning within the framework of the energy transition, the implementation of the sustainability strategy, talent management and the search for new business opportunities by establishing an effective interaction between the governance system of the Parent Company and that of the subsidiaries.



## k. APPROVAL AND AMENDMENT OF CORPORATE DOCUMENTS

In 2022, the following corporate documents were approved and/or amended:



- **CODE OF ETHICS:**  
The Board of Directors, in ordinary meeting No. 1677 of June 30, 2022, approved the adoption of the approval of the Code of Ethics and Conduct of GEB and the Code of Ethics and Conduct of Contractors and Suppliers. These corporate documents seek to strengthen Management's commitment in the fight against fraud, corruption, bribery, money laundering, terrorist financing, financing the proliferation of weapons of mass destruction, conflicts of interest and, in general, all compliance risks.



- **ANTI-BRIBERY AND ANTI-CORRUPTION BUSINESS ETHICS POLICY:**  
The Board of Directors, in ordinary meeting No. 1687 of December 13, 2022, approved its adoption, seeking to establish the commitments related to preventing and managing the risks of corruption and bribery, protecting whistleblowers and strengthening the culture of business ethics.



- **HUMAN RIGHTS POLICY:**  
The Board of Directors, in Ordinary Meeting No. 1680 of August 25, 2022, approved its adoption as an instrument through which the commitment to respect and protect human rights is assumed publicly.



- **MANUAL FOR THE PREVENTION AND CONTROL OF MONEY LAUNDERING, TERRORIST FINANCING AND FINANCING THE PROLIFERATION OF WEAPONS OF MASS DESTRUCTION:**  
The Board of Directors, in Ordinary Meeting No. 1687 of December 13, 2022, approved its modification to align it with the control architecture model (three lines of defense), update the assigned roles and responsibilities, manage risks according to GEB's methodology and update the regulatory framework for managing conflicts of interest, among other aspects.





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# 05

## INTERNAL CONTROL SYSTEM





One of the commitments to its shareholders and other stakeholders is to maintain an adequate control environment in the Company. Consequently, the Control Architecture Model is based on three lines of defense:

○ The first line of defense, held by employees, enables identifying and managing risks (control/self-control) and implementing corrective actions to address any shortcomings in processes and controls.

○ The second line of defense is framed within the different supervision and monitoring functions performed by the areas that carry out financial reporting control activities, legal and regulatory compliance, quality management systems, information security, supervision and inspection and risk management, where implementing control activities for risk mitigation is facilitated and monitored. This line ensures that the first line of defense is operating as designed and identifies potential deviations.

○ The third line of defense involves independent assurance through external and internal audit activities, as well as designing, ensuring and implementing audit plans for the Organization's key processes (group, specialized auditor and statutory auditor).



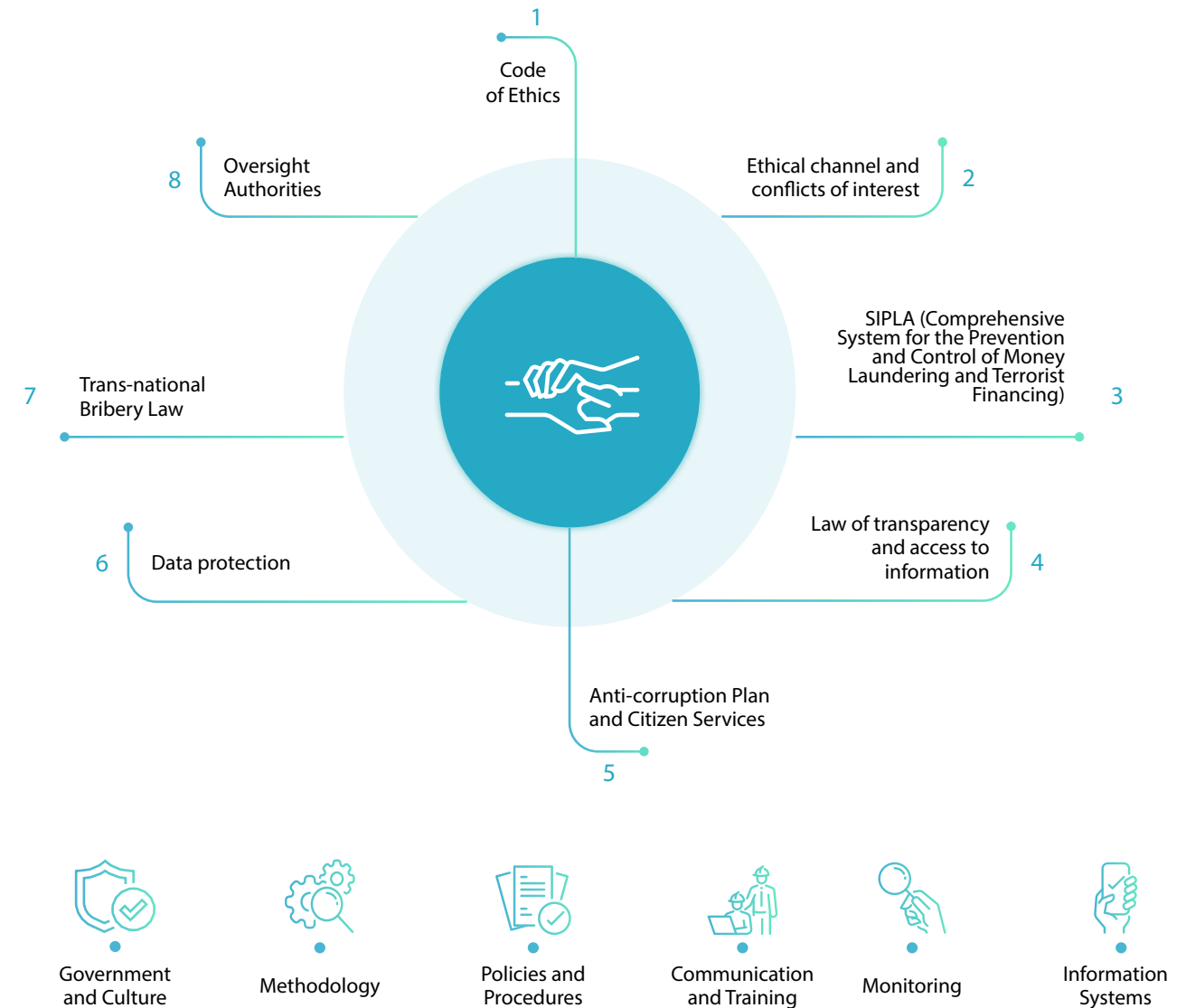
## a. ETHICS AND COMPLIANCE PROGRAM

**One of GEB's corporate values is "integrity."** Therefore, one of the Company's purposes, through its employees, always acts ethically and transparently, and generates trust in its stakeholders.

In order to strengthen the control architecture, GEB has the Corporate Compliance Department. It reports administratively to the Company's CEO, and functionally to the Audit and Risk Committee of the Board of Directors. The objective of the Corporate Compliance Department is to formulate, implement and control the policies on transparency and compliance within the Group through the establishment of monitoring and control mechanisms and to promote a corporate culture of probity in its activities and relations with all stakeholders.

In 2022, the Ethics and Compliance Program was complied with. It has eight (8) components based on international standards and regulatory requirements framed in prevention, detection, monitoring and reporting processes:

### • Ethics and Compliance Program



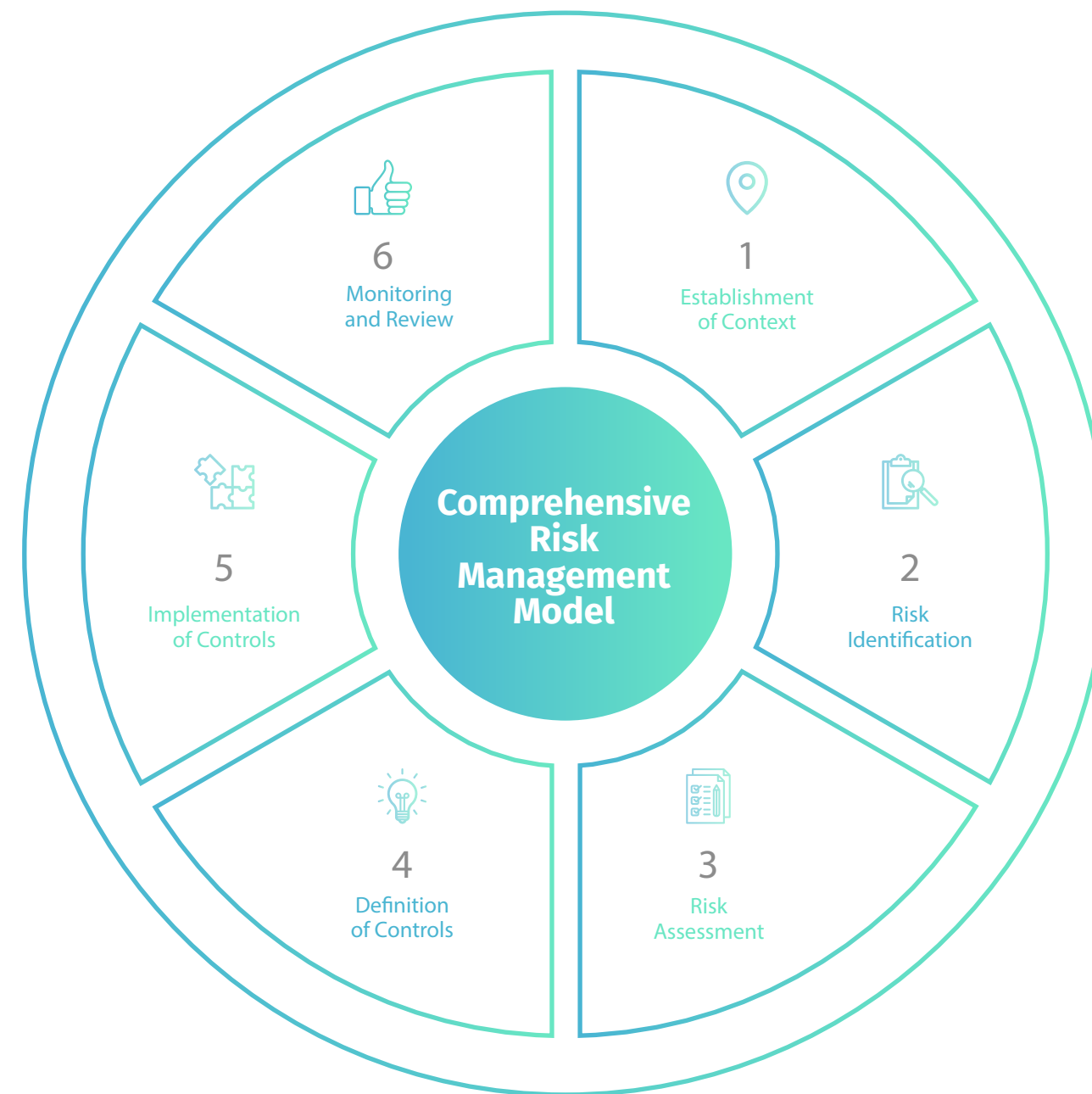


## b. RISK MANAGEMENT SYSTEMS

Risk management at GEB and its affiliates is aligned with the strategic priorities and is consistent with our cultural attributes, capabilities, roles and responsibilities. It is driven by a solid Comprehensive Risk Management Model based on applying international standards to comprehensively manage risks.

The Comprehensive Risk Management Model is based upon NTC ISO 31000:2018 and provides a frame of reference that ensures the execution of activities needed to properly manage the risks identified in GEB, the Transmission Branch and Group companies. The Model is complemented by the Risk Management Policy, which establishes the commitments related to the topic, and the Corporate Risk Management Procedure, which details the methodology for the comprehensive management of risks.

The Model provides an approach for continuous improvement and the effective management through the execution of its seven (7) stages.











Stages 4 and 5 of the model establish the activities of defining and implementing controls and response plans for the identified risks. These will correspond to the treatment measures adopted by GEB, namely:



In 2022, the following commitments put forward in the Risk Management Policy were fulfilled:

-  It helped achieve the strategy and the Company's continuous operational improvement, as well as that of the companies that make up the Group, by means of identifying, valuing and defining plans for responding to and/or controlling strategic risks, process risks, project risks and the methodology in operating assets, ensuring the appropriate implementation of actions to mitigate their impact and the probability of occurrence at all levels of the Organization.
-  Human rights risk was included in the strategic risk matrix, by means of which the importance of safeguarding human rights is recognized at the highest corporate level and GEB's commitment to developing operations within the framework of respecting, protecting and promoting human rights can be seen.
-  Attending to the challenges pose by climate change for the Group's continuity and profitability, this this was identified to manage adoption and adaptation plans early and create value and avoid costs.
-  Fraud and corruption risks were brought together in strategic compliance risk, referring to an ethical framework that covers all policies, codes, procedures, guidelines and other things related to preventing compliance risks, as well as the management of fraud, corruption, bribery, money laundering, terrorist financing, financing the proliferation of weapons of mass destruction, free economic competition, personal data protection and conflicts of interest.







-  The risk management culture was promoted and developed through training sessions at the strategic levels of GEB and the Transmission Branch, with respect to interruption risk management within the framework of the crisis and business continuity management. Knowledge was reinforced by executing a cybersecurity desktop test aimed at the tactical and operational roles of critical processes at GEB and the Transmission Branch.
  
-  We contributed to guaranteeing business continuity by applying Virtual Corporation's *Business Continuity Maturity Model (BCMM)* tool to determine the level of maturity in Business Continuity Management (BCM) of GEB and the Transmission Branch, as well as by carrying out a diagnosis that evaluated eleven (11) aspects of emergency, crisis and continuity management in GEB and its subsidiaries, which allowed defining a plan to close gaps that will make it possible to strengthen business continuity management in all the Group's companies.
  
-  Trust was generated among shareholders and stakeholders by reporting with transparency on the risks and the actions implemented to control them through the bi-monthly reports on the follow-up on the comprehensive management of risks submitted to the Audit and Risk Committee of the Board of Directors and through the Sustainability Reports, Dow Jones and information given to the control and oversight authorities in the different requirements for information in 2022.
  
-  It was ensured that all investment projects will include risk identification and assessments and that actions will be taken to mitigate them.
  
-  The necessary insurance policies and coverage for insurable risks were managed in order to mitigate the financial impact of any claim events, aimed at obtaining the best technical and economic conditions.

With respect to the Group's companies in Colombia, no materialization of strategic risks was reported for GEB of the Transmission Branch in 2022. TGI reported the materialization of the following relevant strategic risks, for which the necessary corrections and corrective measures aimed at overcoming the situation were defined and implemented:

MATERIALIZED RISKS	CAUSES	IMPACTS	ACTIONS
Risk No. 1 "Regulatory changes that are unfavorable to the Company's interests"	Derived from the issuance of CREG Resolution 175 of 2021.	Economic impact. Compensation under current levels (approx. USD 97 m)	Regulatory management to mitigate short-term impact from WACC, VUN, AOM, demands from the system and exchange rate risk. TGI requested the Energy and Gas Regulatory Commission to modify Resolution 175 and structured the rate schedule with a request for the recognition of financial costs due to exchange rate risk.
Risk No. 5 "Social incidents in the execution of TGI operations and projects"	Misalignment and noncompliance with the contractor's work commitments. Unknown social liabilities.	Operational and reputational impact. Blockage of access roads to projects.	On-site work tables by the contractor with employees, the community and social leaders of TGI. Institutional approaches to manage lifting the social incident. Interdisciplinary workshop on July 27, 2022 (projects, land, social leaders of TGI, linked to contractors and auditors) to analyze the impacts of the social incidents that occurred during June and July, seeking to strengthen risk controls and take improvement actions.
Risk No. 4 "Non-continuity of critical business functions"	Emergencies due to pipe ruptures and gas leaks.	Operational and reputational impact. Default on commercial commitments. Environmental effects due to CO2 emission. Partial suspension of operations.	Work plan for the area to be worked in. Movement of machinery. Work for water management. Upgrades to the rights of way for passage of equipment and materials. Civil works and repair work. Geo-technical works implemented. Upgrade of areas after repairs.



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# 06

## TRANSACTIONS WITH RELATED PARTIES AND CONFLICTS OF INTEREST

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## a. POLICY ON TRANSACTIONS WITH RELATED PARTIES

**The Policy on Transactions with Related Parties contains the principles and rules that GEB and its subsidiaries must follow when they engage in transactions**

with their related parties. Its purpose is to ensure transparency in transactions, under conditions of equality and impartiality, in order to protect the rights of all shareholders and establish adequate review, approval and disclosure mechanisms.

The approval levels of operations with related parties are:

COMPETENT CORPORATE AUTHORITY	TRANSACTIONS
Chairperson	Irrelevant transactions that are not within the ordinary course of business and are not carried out at market prices.
Board of Directors, with a prior favorable recommendation from the Audit and Risk Committee	<ul style="list-style-type: none"> <li>Irrelevant transactions that are not within the ordinary course of business and are not carried out at market prices.</li> <li>Relevant transactions that are within the ordinary course of business and are carried out at market prices.</li> </ul>
General Meeting of Shareholders	Irrelevant transactions that are not within the ordinary course of business or are not carried out at market prices.

The Financial Vice-president's Office submits quarterly reports on the transactions carried out by GEB with its related parties to the Audit and Risk Committee and, in accordance with the legal obligation it has, Management drafts and submits the special report on the most relevant transactions with its related parties to the General Meeting of Shareholders, at its ordinary meeting.

## b. POLICY ON MANAGING CONFLICTS OF INTEREST

**The Policy on Managing Conflicts of Interest establishes the general guidelines to disclose, manage and solve the conflicts of interest of managers and employees.**

In compliance with the aforementioned Policy, in 2022 the Audit and Risk Committee and Board of Directors were informed of the declarations of conflicts of interest of the members of the Board of Directors and GEB employees. These were duly managed in accordance with the procedure established in Clause No. 4 of the Policy.

Specifically, the following were the conflicts of interest declared by the member of the Board of Directors:





→ **María Lorena Gutiérrez**

In view of her status as a member of the Board of Directors of Promigas S.A. ESP, she declared she was involved in a conflict of interest with respect to GEB's participation in the natural gas markets in which the Group has holdings. Consequently, in 2022, she abstained from participating in the following meetings of the Board of Directors:

- Ordinary meeting of the Board of Directors No. 1674 of March 24, 2022, "Regulatory Report."
- Ordinary meeting of the Board of Directors No. 1682 of September 19, 2022, "Opportunities and Projects: Gas Interconnection with Venezuela."
- Ordinary meeting of the Board of Directors No. 1685 held on November 24, 2022, "Related Party Transaction: amendment of GEB - TGI inter-company loan."
- Extraordinary meeting of the Board of Directors No. 1686 of December 5 and 6, 2022, "Natural Gas."



→ **Juan Mauricio Ramírez**

Due to his status as the District Secretary of Finance of the Bogotá Mayor's Office, he declared he had a conflict of interest with respect to the transactions made between GEB and the District Secretary of Finance as related parties. Consequently, he abstained from voting on the following matters:

- Ordinary meeting of the Board of Directors No. 1676 of May 26, 2022, "Related Party Transaction: amendment of GEB - SDH democratization management interadministrative contract."



→ **Ignacio Pombo**

Due to his status as a member of the Board of Directors of Agencia Analítica de Datos S.A.S. - Ágata, he declared he was involved in a conflict of interest with respect to the matters of this GEB non-controlled company. Consequently, he abstained from voting on the following matters:

- Ordinary meeting of the Finance and Investment Committee No. 72 of May 24, 2022, "Agencia Analítica de Datos - Ágata: approval of disbursement."
- Extraordinary meeting of the Finance and Investment Committee No. 78 of November 17, 2022, "Agencia Analítica de Datos - Ágata: fifth disbursement of capital."





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In 2023, GEB will continue working on strengthening its Corporate Governance Model, particularly in light of the commitments the Company has acquired unto its shareholders and other stakeholders with respect to sustainable, profitable, competitive and innovative management of its businesses.

The greatest challenge is to strengthen the corporate governance systems for sustainability and innovation, establishing instruments for the proper identification of risks, costs and responsible parties for the efficient technical execution of the proposed strategy, designing a governance structure to follow up on and continuously analyze compliance with the outlined goals.

To fulfill this purpose, the commitment to corporate governance is to:

 ENSURE THE CONTINUITY OF THE CORPORATE STRATEGY THROUGH:

- The continuity and proper succession of the Board of Directors;
- The guarantees for minority shareholders' participation in relevant decision-making; and
- strengthening the election of Senior Management.

 CONSOLIDATE GEB'S ROLE AS A HOLDING COMPANY, WHICH IMPLIES:

- Continuing to implement GEB's engagement model with affiliates;
- Guaranteeing strategic and operational coordination to properly manage assets and their risks; and
- Developing mechanisms for engagement with strategic partners and protecting GEB's interests.

**ALL OF THE ABOVE IS IN ORDER FOR CORPORATE GOVERNANCE TO BE A FUNDAMENTAL COMPONENT OF GEB'S CULTURAL TRANSFORMATION, DEFINING THE WAY WE DEVELOP OUR BUSINESSES AND HAVING A POSITIVE IMPACT ON THE ENVIRONMENT IN WHICH WE OPERATE.**







# 04

## GLOSSARY





Acronym	Definition
ANA	National Water Authority
ANLA	National Environmental License Authority
BESS	Electricity storage system for frequency regulation
BVC	Colombian Securities Exchange
CDP	Climate Disclosure Project
CIER	Regional Energy Integration Commission
CONAP	National Council of Protected Areas
CROM	Critical Risk Operating Minimums
CSP	Corporate Strategic Plan
DAIRM	Directorate of Indigenous, Rom and Minority Affairs
DANCP	Directorate of the National Prior Consultations Authority
DDHH	Human Rights
DEI	Diversity, equality and inclusion
EBITDA	Earnings before interest, taxes, depreciation and amortization
ECIIA	European Confederation of Institutes of Internal Auditing
EIA	Environmental Impact Assessment
EPRI	Electric Power Research Institute
ESG	Environment, Social and Governance
FENOGE	Fund for Non-conventional Energy and Energy Efficiency Management

GEB	Grupo de Energía de Bogotá, which includes the Corporate offices (the Group's holding company) and its Transmission Branch
GHG	Greenhouse gas
GHG Protocol	Greenhouse Gas Protocol
GIS	Gas Insulated Switchgear
GRI	Global Reporting Initiative
GWh	Gigawatt-hour
HSE	Health, Safety & Environment
ICME	Indicated Corporate Mitigation of Emissions
IDAEH	Institute of Anthropology and History of Guatemala
IFRS	International Financial Reporting Standards
IGAs	Environmental Management Instruments
IMS	Integrated Management System
INAB	National Forest Institute of Guatemala
IPSE	Institute for Planning and Promotion of Energy Solutions
IR	Investor Relations
IT	Information Technology
LGBTIQ+	Lesbian, gay, bisexual, transgender, transexual, travesti, intersexual and queer
LMS	Learning Management System
LNG	Liquefied Natural Gas
LTIFR	Lost Time Injury Frequency Rate



MACC	Marginal abatement curve construction
MARN	Ministry of the Environment and Natural Resources of Guatemala
MILA	Integrated Latin American Market
ML/TF/ FPWMD	Money Laundering, Terrorism Financing and Financing the Proliferation of Weapons of Mass Destruction
MMSCFD	Million Standard Cubic Feet per Day
MVAr	Megavar
NARP	Black, Afro-Colombian, Raizal and Palenquera communities
NDC	Nationally Determined Contributions
NGV	Natural Gas for Vehicles
O&M	Operation and Maintenance
OCAI	Organizational Culture Assessment Instrument
OSHMS	Occupational Safety and Health Management System
OSINERMIN	Supervision Body of Investments in Energy and Mining of Peru
PDP	Personal Data Protection program
PMUs	Phasor Measurement Units
PPC	Peru Power Company
PTEE	Corporate transparency and ethics program
REDD+	Reducing emissions from deforestation and forest degradation
RoE	Return on Equity

S&P Global	Standard & Poor's Global
SAGRILAF	System of self control and comprehensive management of the risk of money laundering and terrorism financing
SF6	Sulfur hexafluoride
SIGEB	Geographic Information System of GEB
SIN	National Interconnected System
SNT	National Transportation System
SSFV	Photovoltaic Solar Systems
TCFD	Task Force on Climate-Related Financial Disclosures
tCO2e	Tons of CO2 equivalent
TGE	Target for Gender Equality acceleration
Tn /Ton	Tons
UN	United Nations
UQLLAY	Diversity, equality and inclusion program of ElectroDunas
WEP's	Women's Empowerment Principles
ZNI	Non-interconnected zones



# 05 STATEMENT ON THE INTEGRATED REPORT FRAMEWORK

## STATEMENT ON THE INTEGRATED REPORT FRAMEWORK

The 2022 Integrated Sustainability Report of Grupo Energía Bogotá follows the principles and elements of the International Integrated Reporting Council (IIRC), with the aim of transparently communicating to stakeholders our management of material topics that influence the organization's capacity to create value, and how these are articulated with the business strategy and model, taking into consideration the various risks and opportunities that arise at Grupo Energía Bogotá (GEB) and its subsidiaries.

• Elements of the  
Integrated Report

ELEMENT	CONTENTS	VALIDATION IN THE GEB REPORT
Report form and its relationship with other information	An integrated report should be a designated, identifiable communication.	Title on first page  About this report, first paragraph. We suggest complementing it with the additional sentence in the first paragraph of the section About this Report: "...through the management of environmental, social, economic and governance matters that are relevant for stakeholders. The report discusses how we create value for the Company, society and the planet. They cover GEB's management ..."
Application of the IR Framework	1. Any communication claiming to be an integrated report and referencing the <IR> Framework should apply all the requirements identified in bold italic type unless:  The unavailability of reliable information or specific legal prohibitions results in an inability to disclose material information  Disclosure of material information would cause significant competitive harm.  2. In the case of the unavailability of reliable information or specific legal prohibitions, an integrated report should:  Indicate the nature of the information that has been omitted  Explain the reason why it has been omitted  In the case of the unavailability of data, identify the steps being taken to obtain the information and the expected time frame for doing so.	Title on first page  GRI contents index with the respective omissions
Responsibility for an integrated report	An integrated report should include a statement from those charged with governance that includes:  An acknowledgment of their responsibility to ensure the integrity of the integrated report  Their opinion or conclusion about whether, or the extent to which, the integrated report is presented in accordance with the <IR> Framework.  Where legal or regulatory requirements preclude a statement of responsibility from those charged with governance, this should be clearly stated.	About this Report, paragraph 1. Commitment to transparency, integrity and accountability. Integrity as a corporate value.  The Letter from the President points out the importance of the Integrated Sustainability Report as a tool to report on GEB's management to stakeholders.

ELEMENT	CONTENT FOR VALIDATION	VALIDATION IN THE GEB REPORT
Strategic focus and future orientation	An integrated report should provide insight into the organization's strategy, and how it relates to the organization's ability to create value in the short, medium and long term and to its use of and effects on the capitals.	The corporate strategy section at the beginning of the report presents to strategic focus areas, the organization's objectives for the year, its targets and level of fulfillment, the main challenges of the year, targets for 2023 and its long-term vision.  It also displays an infographic of the interaction between capitals, the corporate strategy and value creation.  Each material topic in the body of the report indicates the capitals that create value for stakeholders. Main impacts of management, targets, challenges and lessons learned.
Connectivity of information	An integrated report should show a holistic picture of the combination, interrelatedness and dependencies between the factors that affect the organization's ability to create value over time.	The focus line of the report is: "Competitive Energy for Equality". Based on this focus, the contents indicate how management of each material topic creates value for stakeholders.  Additionally, it presents the SDGs and the stakeholders impacted by GEB's different activity fronts.  Throughout the text, readers are provided links with additional contents that supplement the topics, such as policies and other reports.  Additionally, the contents between chapters are connected. For example, climate change management information (TCFD) is connected with chapters on governance, strategy, risks and environmental performance, as well as other cross-sectional chapters such as human rights, which discuss GEB's management and contribution to value creation in other Group management areas.
Stakeholder relationships	An integrated report should provide insight into the nature and quality of the organization's relationships with its key stakeholders, including how and to what extent the organization understands, takes into account and responds to their legitimate needs and interests.	The report highlights the importance of maintaining transparent, strategic and genuine relations with stakeholders with the aim of building trust.  It mentions the update of the list of stakeholder groups prioritized by GEB, as well as their contributions, based on their expectations and needs, to the definition of materiality.  The various sections of the report highlight how the management of the material topics addresses the expectations and interests of stakeholders. The introduction to each topic indicates the stakeholders impacted by its management.  The supplements to the report indicate the channels and frequency of stakeholder relations and the topics and concerns discussed with the stakeholders. • Additionally, the lessons learned section of each chapter mentions how their interests are taken into consideration and how improvement plans are established.  The Operational Excellence and Service Quality section displays customer satisfaction indicators and how they are taken into consideration for improvement.



ELEMENT	CONTENT FOR VALIDATION	VALIDATION IN THE GEB REPORT
Materiality	An integrated report should disclose information about matters that substantively affect the organization's ability to create value over the short, medium and long term.	A presentation is provided on the materiality analysis carried out in the last quarter of 2021, which enabled defining priorities and assessing, from a sustainability outlook, the risks, opportunities and trends of the environment. These topics direct management towards objectives and goals that contribute to the fulfillment of the corporate strategy, to the creation of long-term value, to the continuous improvement of competitiveness and profitability, and the creation of favorable conditions that contribute to equality and closing gaps in the territories.
		This report presents qualitative and quantitative information on the material topics and impacts, both positive and negative, as well as how they are taken into consideration for the process of creating value for the economy, society and the environment.
Conciseness	An integrated report should be concise	The report intends to clearly and concisely communicate the most relevant topics and their interrelationships, and the manner in which GEB creates value, its goals and challenges, as well as the stakeholder groups impacted by the management of the material topics.
Reliability and completeness	An integrated report should include all material matters, both positive and negative, in a balanced way and without material error.	In order to verify the reliability of the reported information, the accounting information was audited by the firm KPMG, in its capacity of statutory auditor of the Company.
		The report is validated by the Group's President's Committee, the Corporate Governance and Sustainability Committee of the Board of Directors, and the Board of Directors, prior to its final approval by the General Meeting of Shareholders.  Additionally, Ernst & Young Audit SAS performs limited assurance for the report and the main social, environmental and economic indicators.
Consistency and comparability	The information in an integrated report should be presented:  On a basis that is consistent over time  In a way that enables comparison with other organizations to the extent it is material to the organization's own ability to create value over time.	This report has been prepared using as reference the standards of the Global Reporting Initiative (GRI), and the information has been reported on a basis that is consistent over time and that enables historical comparisons. Appropriate clarifications are provided whenever any changes are made to the bases for calculations. Additionally, the consolidation process is performed in accordance with the SASB industry standard. The report follows the principles and guidelines of the Integrated Reporting Framework (IRF).  Additionally, historical data is available for several of the performance indicators, which enables showing the evolution of GEB's performance over time.

ELEMENT	VALIDATION QUESTION	VALIDATION IN THE GEB REPORT
Organizational overview and external environment	What does the organization do and what are the circumstances under which it operates?	Infographic of Relevant Figures and Investment Portfolio.  Corporate Strategy
Corporate Governance	How does the organization's governance structure support its ability to create value in the short, medium and long term?	Corporate Strategy  Risk Management  Corporate Governance
Business Model	What is the organization's business model?	Corporate model  Infographic of value creation and relevant figures.
Risks and Opportunities	What are the specific risks and opportunities that affect the organization's ability to create value over the short, medium and long term, and how is the organization dealing with them?	Risk Management  Climate Change and Human Rights were included as strategic risks in 2022. Section on lessons learned (at the end of each topic presented throughout the report)
Strategy and resource allocation	Where does the organization want to go and how does it intend to get there?	The Corporate Strategy chapter presents the long-term goals and how value is created from the capitals.
Performance	To what extent has the organization achieved its strategic objectives for the period? What are its outcomes in terms of effects on the capitals?	The Corporate Strategy chapter presents the strategic focus areas and the main achievements during the year.  It additionally presents a strategic map, the initiatives associated with each focus area and the percentage of fulfillment.
Outlook	What challenges and uncertainties is the organization likely to encounter in pursuing its strategy, and what are the potential implications for its business model and future performance?	Lessons learned in each chapter, as well as short, medium and long-term targets.  Even though progress has been made in communicating in each chapter the goals, challenges and lessons learned, GEB and its subsidiaries are working on disclosing quantitative targets with greater level of detail.
Basis of preparation and presentation	How does the organization determine what matters to include in the integrated report and how are such matters quantified or evaluated?	Through the materiality analysis, which enables determining the material topics for the organization and its stakeholders.  For each material topic, indicators have been established to measure performance.



# 06

## INTEGRATED REPORT ASSURANCE REPORT





**Independent Accountant's Assurance Report**

AS-6B15-23  
June 1, 2023

To the Management of Grupo Energía Bogotá S.A. E.S.P.

**1. Scope**

We have been engaged by Grupo Energía Bogotá S.A. E.S.P. (hereinafter referred to as "GEB" or "the Company") to perform a "limited assurance engagement," as defined by International Standards on Assurance Engagements, here after referred to as the engagement, to report on the identified sustainability information (in the successive "Subject Matter") that is detailed in Appendix 1 and contained in the 2022 Integrated Sustainability Report of Grupo Energía Bogotá S.A. E.S.P. (hereinafter "ISR22" or the "Report") for the period between January 1<sup>st</sup> to December 31<sup>st</sup>, 2022.

**2. Criteria Applied by GEB**

In preparing the Subject Matter detailed in Appendix 1, GEB applied the Global Reporting Initiative (GRI) standards "In accordance" with the self-declared option of GRI 1 Fundamentals 2021 and its own criteria (the "Criteria") included in Appendix 2 of this Report.

**3. GEB's Responsibilities**

GEB's management is responsible for selecting the Criteria, and for presenting the Subject Matter in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the Subject Matter, such that it is free from material misstatement, whether due to fraud or error.

**4. EY's Responsibilities**

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information (ISAE 3000) and local equivalent standard, and any other relevant assurance standard, and the terms of reference for this engagement as agreed with GEB on January 16<sup>th</sup>, 2023.

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Messrs. Grupo Energía Bogotá S.A. E.S.P.

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Those standards require that we plan and perform our engagement to obtain limited assurance about whether, in all material respects, the Subject Matter is presented in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

**5. Our Independence and Quality Control**

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants and have the required competencies and experience to conduct this assurance engagement.

EY also applies International Standard on Quality Control 1, Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance and Related Services Engagements, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

**6. Description Of Procedures Performed**

Procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the identified sustainability information as detailed in Appendix 1, applying analytical and other appropriate procedures.

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Our limited assurance procedures performed included, but were not limited to:

- a. Conduct interviews with GEB's personnel to understand the business and the reporting process.
- b. Conduct interviews with key personnel to understand the process for collecting, collating, and presentation of the information of the Subject Matter.
- c. Check that the calculation criteria have been correctly applied in accordance with the methodologies outlined in the Criteria.
- d. Undertake analytical review procedures to support the reasonableness of the data.
- e. Identify and test of assumptions supporting calculations.
- f. Test, on a sampling basis, the source information to check the accuracy of the data.
- g. Compare the disclosures presented in the Report with what is established "in accordance" with the self-declared option by GEB as detailed in GRI Requirement 1 Foundations 2021 of the GRI Global Reporting Initiative Standards.

We also performed such other procedures as we considered necessary in the circumstances.

#### 7. Limitations of our Assurance Engagement

Our assurance engagement was limited to the Subject Matter contained in the Report for the period between January 1<sup>st</sup> and December 31<sup>st</sup>, 2022, and it does not cover information from prior years included in the Report or related to forecasts or future targets.

Nor was it intended to determine whether the technological tools used to prepare the Report are the most appropriate and/or efficient.

#### 8. Conclusion

Based on our procedures and the evidence obtained, we are not aware of any material modifications that should be made to the identified sustainability information (the "Subject Matter") that is detailed in Appendix 1 and contained in the Report for the period between January 1<sup>st</sup> to December 31<sup>st</sup>, 2022, for it to be in accordance with what is established in the Criteria.



Messrs. Grupo Energía Bogotá S.A. E.S.P.

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#### 9. Restricted Use

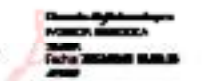
This Report is intended solely for the information and use of GEB and is not intended to be and should not be used by anyone other than those specified parties.

Our responsibility with this assurance engagement is solely with the Company. Management, therefore, we do not accept or assume any responsibility for any other purpose or against any other person or organization.

#### 10. Other Information

The notification to the Global Reporting Initiative (GRI) about the publication of the Report, following the guidelines of GRI Standard 1: Fundamentals, Requirement 3 for the preparation of reports using the GRI Standards as reference (Notify GRI: the organization must notify GRI of the use of the GRI standards and its statement of use, by sending an email to [reportregistration@globalreporting.org](mailto:reportregistration@globalreporting.org)), is the responsibility of the Company and we have been informed that it will be done within 5 business days following the issuance of this conclusion.

Regards,

  
PATRICIA  
MENDOZA  
SIERRA  
Patricia Mendoza  
Assurance Associate Partner  
Ernst & Young Audit S.A.S.





APPENDIX 1

Subject Matter

The identified sustainability information (the "Subject Matter") in the scope of this Statement and included in the ISM22 issued by Grupo Energía Bogotá S.A. E.S.P. on its website<sup>1</sup> is presented in the following table<sup>2</sup>. The review carried out on the Subject Matter covered the following companies: GER, TGI, Cálida, Contugas, ElectroDunas and Conecta.

Relevant Subject (Material)	Indicator / Content	Criteria	Indicator
Energy transition and low carbon development	Own	Own	Investments in energy transition
Climate Change	305-1	GRI	Direct (Scope 1) GHG emissions
	305-2	GRI	Energy indirect (Scope 2) GHG emissions
Operational excellence and service quality	Own	Own	Availability of infrastructure in operation
Economic performance	201-1	GRI	Direct economic value generated and distributed
Innovation and digital transformation	Own	Own / CSA de S&P Global	Research, development, and innovation (R&D+I) spending
	302-1	GRI	Energy consumption within the organization
Environmental performance	303-5	GRI / CSA de S&P Global	Water consumption
	CSA de S&P Global -2,3,5	Own / CSA de S&P Global	Waste generation and disposal

<sup>1</sup> The maintenance and integrity of the Company's website (<https://www.grupoenergibogota.com>) repository of the Report, is the responsibility of GER's Management. The work carried out by EY does not include these activities and, therefore, EY does not accept any responsibility for any difference between the information presented on said website and the indicators contained in the Report in which the Engagement was carried out and the conclusion was issued.  
<sup>2</sup> Besides from what is described in the table, which establishes the scope of our work, we do not apply assurance procedures on the other information included in the Report and, accordingly, we do not express a conclusion on said information.  
<sup>3</sup> This indicator was verified with a GCB - Corporate scope information from subsidiaries was not included in the review carried out by EY.



Relevant Subject (Material)	Indicator / Content	Criteria	Indicator
Shared Prosperity	Own / CSA de S&P Global	Own / CSA de S&P Global	Social investment type
Occupational safety, health and well-being	Own / CSA de S&P Global	Own / CSA de S&P Global	Deaths and LTI-F of employees and contractors
Human resource Management	Own / CSA de S&P Global	Own / CSA de S&P Global	Average salary by gender
Risk management	Own	Own	Materialization of Strategic Risks <sup>3</sup>
Ethics and transparency	205-2	GRI	Communication and Training of Policies and Procedures anticorruption <sup>3</sup>
Corporate Governance	Own	Own	Structure, diversity and management of governing bodies <sup>3</sup>

The maintenance and integrity of the Company's website (<https://www.grupoenergibogota.com>) repository of the Report, is the responsibility of GER's Management. The work carried out by EY does not include these activities and, therefore, EY does not accept any responsibility for any difference between the information presented on said website and the indicators contained in the Report in which the Engagement was carried out and the conclusion was issued.  
<sup>1</sup> Besides from what is described in the table, which establishes the scope of our work, we do not apply assurance procedures on the other information included in the Report and, accordingly, we do not express a conclusion on said information.  
<sup>2</sup> This indicator was verified with a GCB - Corporate scope information from subsidiaries was not included in the review carried out by EY.



APPENDIX 2

1. GRI Disclosures Criteria

The assurance Criteria that are applicable to the Subject Matter and to the presentation "in accordance" with self-declared conformity option are defined based on what is established in the GRI 1: Fundamentals (2021) and its thematic disclosures available on the page [GRI - GRI Standards English Language \(globalreporting.org\)](#)

2. Own Indicator Criteria

Below are the assurance Criteria that are applicable to the Company own indicators, which are subject to limited assurance and are listed in the GRI content index of the 2022 Integrated Sustainability Report and this Report to make them available to stakeholders.

These assurance Criteria are an integral part of our limited and independent accountant's assurance report.

Indicator	Criteria
Investments in energy transition	<p>Total investment for the energy transition is defined as the sum of available investments related to the energy transition in the Financial Statements. Investment for the energy transition is understood as any investment associated with research projects and infrastructure related to generation through renewable sources and NCREs, and the development of strategies and initiatives that contribute to the acceleration of the energy transition and low-carbon development.</p> <p>This includes, but is not limited to, investments in:</p> <ul style="list-style-type: none"> <li>a. Renewable energies for self-consumption</li> <li>b. Biogas</li> <li>c. Hydrogen</li> <li>d. Wind and solar energy</li> <li>e. Smart grids</li> <li>f. Transmission and/or distribution infrastructure for the connection of renewable energy renewable energy projects</li> <li>g. New businesses in energy transition and substitution of high-emission fossil fuels</li> <li>h. New gas distribution connections (Applicable to Peru)</li> </ul>

This indicator is presented in US dollars (USD).



Indicator	Criteria
Availability of infrastructure in operation	<p>Gas distribution infrastructure availability - Contugas / Calidra: Defined by the average time between failures of the system between the sum of the average repair times and average times between failures and includes transport networks and distribution, City Gate, High pressure network, connections and stations.</p> <p>Availability of gas transport infrastructure - TGI: results from the quotient of the difference between the total hours in the period and the sum of total hours of planned and unplanned maintenance. It includes the infrastructure of Transport, stations and equipment.</p> <p>Availability of energy transmission infrastructure - Conectac: quotient between the total number of hours available for the equipment and the number of calendar hours for the same period and contemplates the infrastructure of transmission lines and inductive equipment (Transformers and reactors).</p> <p>Transmission Branch: Defined as the total time over a period given, during which an asset was in service, or available for the service. It includes the infrastructure associated with: electricity transmission operating at voltages equal to or greater than 220 kV, and transport of electricity operating at voltages below 220 kV that are used by more than one user.</p> <p>Availability of infrastructure in energy distribution - ElectroDunas: It is the quotient of the difference of the total hours in a certain period minus the hours of stops due to failures between the hours totals in a given period. Facilities are involved greater than or equal to 10 kV and Less than 33 kV</p>
Research, development and innovation (R+D+i) spending	<p>Correspond to the costs incurred in activities or initiatives that promote research, development, and innovation within the OEB and its subsidiaries and outwards in ecosystems of innovation relevant to the corporate group. These costs include indirect or administrative costs (e.g. on dedicated staff partially or totally to R+D+i activities, program administration of open innovation and training, and support activities to manage innovation projects) and expenditure or direct investment in ventures, R+D+i projects and digital transformation of the organization and its subsidiaries. These R+D+i expenses can also include content development expenses, media project development, Software development costs, solution testing</p>




Indicator	Criteria
	<p>and experiments in the framework of an innovation or digitization process. Some themes prioritized for dedication of innovation resources include Industry 4.0 and digital transformation, decarbonization, storage of energy, distributed energy resources and their infrastructure, "social tech", hydrogen and low-carbon gases, smart cities, and networks Smart.</p> <p>This indicator is presented in US dollars (USD).</p>
<b>CSA de S&amp;P Global 2,3,5 Waste generation and disposal</b>	<p>This indicator provides the total solid waste disposed of by the organization and waste generated from the operation of each subsidiary.</p> <p><b>Total waste generated:</b> The solid waste generated during the Operation and administrative activities, during consumption any other human activity.</p> <p><b>Total waste used / recycled / sold:</b> Waste generated that have been reused, recycled or sold, for example for the purposes of Energy recovery.</p> <p><b>Total waste disposed of:</b> solid waste deposited in landfills, are injected into deep wells or incinerated without Energy recovery (either off-site or in-site). Without having in Account the used / recycled / sold.</p> <p>Waste must be reported in dry metric tons of waste. Waste from extraordinary activities should NOT be considered.</p>
<b>Social investment type</b>	<p>This indicator is made up of (3) categories of social investment (i) charitable donations, (ii) community investment, and (iii) commercial initiatives. Each of the categories is defined below:</p> <p><b>Charitable giving:</b> refers to one-off or occasional support for good causes in response to the needs and requests of local, regional and national governmental organizations, charities and community organizations, to requests from employees or as reaction to external events, such as situations of aid from emergency. It is usually thought of as traditional philanthropy or grantmaking.</p> <p><b>Community investment:</b> refers to long term strategic engagement Term in, and in association with, governmental organizations</p>



Indicator	Criteria
	<p>local, regional and national, charities and community organizations for address a limited set of social issues chosen by the Group to protect its long-term corporate interests and improve its reputation.</p> <p><b>Commercial initiatives:</b> are those activities related to the Group in the community, generally carried out by the departments commercial to directly support the success of the organization, promoting its brand and corporate identity and other policies, in partnership with local and regional government organizations and national, charities and community organizations.</p>
<b>Deaths and LTIFR of employees and contractors</b>	<p>This indicator presents the management of occupational health and safety in compliance with its corporate value of "life first":</p> <ol style="list-style-type: none"> <li>Number of work-related fatalities for contractors and employees</li> <li>Last-Time Injury Frequency Rate (LTIFR) for contractors=<math>\frac{\text{Number of time-wasting injuries}}{\text{Total hours worked in the period}} \times \text{hours rate (1,000,000)}</math></li> <li>Last-Time Injury Frequency Rate (LTIFR) for employees=<math>\frac{\text{Number of time-wasting injuries}}{\text{Total hours worked in the period}} \times \text{hours rate (1,000,000)}</math></li> </ol> <p>The indicator presents the coverage of the data presented for both employees as for contractors.</p>
<b>Average salary by gender</b>	<p>The average salary is calculated, including other cash incentives, disaggregated by position and gender. The following are the definitions of the values presented in the indicator:</p> <p><b>Executive level:</b> employees who have an executive function and play a Strategic role within an organization. They occupy high positions and influence in company-wide decisions. Executives usually report directly to the CEO and the CEO is included in the definition of executive level.</p> <p><b>Managerial level:</b> all managerial level positions from managers to first line/senior to senior/senior managers with a reporting line of 2 levels or less from the CEO, but excluding positions of</p>





# 07 SUMMARIZED FINANCIAL STATEMENTS



• Summarized Separate Financial Statements

GRUPO ENERGÍA BOGOTÁ S.A. E.S.P. Separate Statement of Financial Position at December 31, 2022 and 2021  
(in millions of Colombian pesos) The notes to the Financial Statements are published on the website of Grupo Energía Bogotá.

	Note	2022	2021	2019		Note	2022	2021	
<b>Assets</b>					<b>Liabilities and equity</b>				
<b>Current assets:</b>					<b>Current liabilities:</b>				
Cash and cash equivalents	8	\$ 268,635	304,807	95,665	Financial debt	21	\$ 108,498	48,825	
Investments	9	4,214	4,214	4,769	Accounts payable	22	158,413	70,263	
Accounts receivable	10	93,973	60,028	46,649	Accounts payable to related parties	37	104,839	2,413	
Accounts receivable from related parties	37	2,008,828	1,514,711	174,107	Employee benefits	23	57,390	56,526	
Tax assets	11	86,528	67,022	47,715	Tax liabilities	24	23,003	19,217	
Inventories	12	60,825	18,013	9,336	Other liabilities		1,654	244	
Hedging transactions	21	456,650	107,108	-					
Other assets		3,852	4,093	2,155	<b>Total current liabilities</b>		\$ 453,797	\$ 197,488	
		2,983,505	2,079,996	380,396					
Non-current assets held for sale	13	180,809	180,809	180,809					
					<b>Non-current liabilities:</b>				
<b>Total current assets</b>		\$ 3,164,314	\$ 2,260,805	561,205	Financial debt	21	\$ 9,923,358	6,287,329	
					Accounts payable to related parties	37	258,041	310,981	
<b>Non-current assets:</b>					Employee benefits	23	95,726	105,025	
Investments in subsidiaries	15	\$ 11,153,226	7,795,285	6,599,423	Provisions	25	66,431	65,723	
					Deferred tax liabilities	26	208,084	222,088	
Investments in associates and joint ventures	16	12,777,647	8,689,502	7,048,690	Other liabilities		638	782	
Property, plant and equipment, net	17	3,516,483	2,785,448	2,205,273	<b>Total non-current liabilities</b>		\$ 10,552,278	\$ 6,991,928	
Right of use assets	18	4,943	-	6,865	<b>Total liabilities</b>		\$ 11,006,075	\$ 7,189,416	
Investment properties	19	30,118	30,123						
Investments	9	12,943	7,500	29,836	Issued capital		\$ 492,111	\$ 492,111	
Accounts receivable from related parties	37	558,516	494,319	15,731	Share issue premium		837,799	837,799	
Intangible assets	20	276,759	225,319	1,562,546	Reserves		4,841,398	4,078,312	
					Retained earnings		8,069,359	6,016,094	
				80,403	Other comprehensive income		6,261,847	3,685,691	
<b>Total non-current assets</b>		\$ 28,344,275	\$ 20,038,618	18,037,838	<b>Total equity</b>		\$ 20,502,514	\$ 15,110,007	
<b>Total assets</b>		\$ 31,508,589	\$ 22,299,423	18,599,043	<b>Total equity and liabilities</b>		\$ 31,508,589	\$ 22,299,423	

GRUPO ENERGÍA BOGOTÁ S.A. E.S.P. Separate Statement of Income and Other Comprehensive Income for the years ended on December 31, 2022 and 2021  
(In millions of Colombian pesos) The notes to the Financial Statements are published on the website of Grupo Energía Bogotá.

	Note	2022	2021
Electricity transmission revenue	29	\$ 723,828	598,429
Electricity transmission costs	31	(237,156)	(192,633)
		<b>Gross profit</b>	<b>486,672</b>
<b>Expenses:</b>			
Strategic Business Group Expenses	32	(198,552)	(169,666)
Administrative expenses	33	(54,112)	(62,069)
Other revenues, net	34	20,220	14,628
		<b>Operating profit</b>	<b>254,228</b>
Financial revenue	35	183,023	136,546
Financial expenses	36	(512,217)	(336,261)
Difference in currency translation, net		124,013	(67,866)
Equity method	30	2,845,272	2,650,214
		<b>Pre-tax profit</b>	<b>2,894,319</b>
Income tax	26	(41,524)	(45,450)
		<b>Current period profit</b>	<b>\$ 2,852,795</b>
<b>Other comprehensive income:</b>			
Items that will not be reclassified to profit or loss			
		Re-measurement of defined benefit obligations	11,677
Items that will be reclassified to profit or loss:			
		Gain from other comprehensive income of associates	529,533
		Derivative financial instruments, after deferred taxes	(29,089)
		Foreign exchange difference in currency translation of foreign operations	2,064,035
		<b>Total current period other comprehensive income</b>	<b>\$ 2,576,156</b>
		<b>Comprehensive income for the period</b>	<b>5,428,951</b>
<b>Earnings per share:</b>			
		Basic (in Colombian pesos)	\$ 310.72
			\$ 275.11

GRUPO ENERGÍA BOGOTÁ S.A. E.S.P. Separate Statement of Changes of Equity for the years ended on December 31, 2022 and 2021  
(In millions of Colombian pesos) The notes to the Financial Statements are published on the website of Grupo Energía Bogotá.

	Reserves						Other income	Total
	Issued Capital	Share issue premium	Legal	For system upgrades, expansions and replacements	Occasional	Total	Other comprehensive income	Total equity
Balances at December 31, 2020	\$ 492,111	837,799	332,496	125,695	708,376	4,070,324	2,597,137	14,243,703
Current period profit	-	-	-	-	-	-	-	2,525,872
Appropriation of reserves	-	-	-	-	215,050	880,200	-	-
Effects of equity movements of investments recognized								
By the equity method	-	-	-	-	-	-	-	(230,012)
Acquisition of non-controlling interest								13,408
Re-measurement of defined benefit obligations							56,901	56,901
Application of Decree 1311/2021 - Law 2155/2021 Social investment								(25,056)
Gain from other comprehensive income of associates	-	-	-	-	-	-	41,392	41,392
Foreign exchange difference in currency translation of operations								
Foreign	-	-	-	-	-	-	1,064,858	1,064,858
Derivative financial instruments, after deferred taxes	-	-	-	-	-	-	(74,597)	(74,597)
Dividends distribution (Note 28)	-	-	-	-	-	(872,212)	-	(2,506,462)
Balances at December 31, 2021	\$ 492,111	837,799	332,496	125,695	923,426	4,078,312	3,685,691	15,110,007
Balances at December 31, 2021	\$ 492,111	837,799	332,496	125,695	923,426	4,078,312	3,685,691	15,110,007
Current period profit	-	-	-	-	-	-	-	2,852,795
Appropriation of reserves	-	-	-	-	224,454	763,086	-	-
Effects of equity movements of investments recognized								
By the equity method	-	-	-	-	-	-	-	(122,714)
Effect of application of the equity method to the merger of Enel Colombia S.A. E.S.P.	-	-	-	-	-	-	-	1,849,056
Re-measurement of defined benefit obligations							11,677	11,677
Gain from other comprehensive income of investments in associates	-	-	-	-	-	-	529,533	529,533
Foreign exchange difference in currency translation of operations								
Foreign	-	-	-	-	-	-	2,064,035	2,064,035
Derivative financial instruments, after deferred taxes	-	-	-	-	-	-	(29,089)	(29,089)
Dividends distribution (Note 28)	-	-	-	-	-	-	-	(1,762,786)
Balances at December 31, 2022	\$ 492,111	837,799	332,496	125,695	1,147,880	4,841,398	6,261,847	20,502,514

GRUPO ENERGÍA BOGOTÁ S.A. E.S.P. Separate statements of cash flow for the years ended on December 31, 2022 and 2021  
(In millions of Colombian pesos) The notes to the Financial Statements are published on the website of Grupo Energía Bogotá.

Cash flows from operating activities:	Notes	2022	2021
Current period profit		\$ 2,852,795	2,525,872
Adjustments to reconcile current period profit to net cash			
	(used in) provided by operating activities:		
	Current income tax	26	8,068
	Deferred income tax	26	33,456
	Depreciation and amortization	17. 18. 19. 20	75,726
	Losses due to price drops of property, plant and equipment		1,345
	Foreign exchange differences		(124,012)
	Provisions, net	25	(4,709)
	Income from equity method	30	(2,845,272)
	Financial expenses	36	512,217
	Financial revenue	35	(183,023)
	Interest on leases	21	(350)
		326,241	239,272
Net changes in operating assets and liabilities:			
	Trade and other accounts receivable		(17,511)
	Inventories		(42,812)
	Tax assets, net		(23,787)
	Other assets		133
	Trade and other accounts payable		74,396
	Employee benefits		(10,011)
	Provisions		5,417
	Lease liabilities		(4,534)
	Other liabilities		1,266
		(17,443)	183,432





	Notes	2022	2021
<b>Cash flow in investment activities:</b>			
Capitalization of investments in subsidiaries	15	(1,254,340)	(13,408)
Capitalization of investments in associates	16	(961,954)	(8,531)
Acquisition of investment in a subsidiary	14, 15	(429,667)	-
Sale of equity investment in a subsidiary	15	171,743	-
Dividends received	15.16	2,291,905	2,630,343
Interest received		119,940	119,365
Acquisition of property, plant and equipment	17	(685,406)	(332,217)
Investment in financial assets		(226)	1,174,070
Loans to related parties		(32,136)	(128,396)
Acquisition of intangible assets	20	(94,350)	(120,971)
		(874,491)	3,320,255
<b>Cash flow in financing activities:</b>			
Dividends paid	22	(1,762,712)	(2,500,681)
Loans received	21	2,699,720	-
Loans paid		-	(707,439)
Loans to related parties, net		(970)	(1,427)
Interest paid between related parties		(14,508)	(7,663)
Interest paid	21	(412,816)	(269,985)
		508,714	(3,487,195)
Net (decrease) increase in cash and cash equivalents		(56,979)	255,764
Effects of exchange rate fluctuations on cash and cash equivalents		20,807	17,865
Opening balance of cash and cash equivalents		\$ 304,807	31,178
Cash and cash equivalents at the end of the year		\$ 268,635	304,807

## • Summarized Consolidated Financial Statements

GRUPO ENERGÍA BOGOTÁ S.A. E.S.P. Consolidated Statement of Financial Position at December 31, 2022 and 2021  
(in millions of Colombian pesos) The notes to the Financial Statements are published on the website of Grupo Energía Bogotá.

	Note	December 2022	December 2021
<b>Assets</b>			
<b>Current assets:</b>			
Cash and cash equivalents	7	\$ 1,477,821	1,691,538
Financial assets	8	4,214	4,214
Trade and other accounts receivable	9	1,260,691	1,149,778
Accounts receivable from related parties	34	153,830	127,839
Inventories		346,179	252,316
Tax assets	10	188,934	136,260
Hedging transactions	28	691,536	107,108
Other non-financial assets	12	85,527	38,741
		4,208,732.00	3,507,794.00
Assets classified as held for sale	11	180,809	181,751
		<b>Total current assets</b>	<b>4,389,541</b>
			<b>3,689,545</b>
<b>Non-current assets:</b>			
Investments in associates and joint ventures	15	15,556,173	9,925,807
Property, plant and equipment	16	17,013,241	13,631,479
Right of use assets	18	78,021	99,991
Investment properties	17	30,118	30,123
Financial assets	8	13,029	7,611
Trade and other accounts receivable	9	305,851	294,099
Goodwill	19	623,489	302,554
Intangible assets	20	8,608,035	6,679,288
Tax assets	10	122,953	109,158
Deferred tax assets	26	4,083	2,560
Other non-financial assets	12	13	37,259
		<b>Total non-current assets</b>	<b>\$ 42,355,006</b>
			<b>31,119,929</b>
		<b>Total assets</b>	<b>\$ 46,744,547</b>
			<b>34,809,474</b>

GRUPO ENERGÍA BOGOTÁ S.A. E.S.P. Consolidated Statement of Financial Position at December 31, 2022 and 2021  
(in millions of Colombian pesos) The notes to the Financial Statements are published on the website of Grupo Energía Bogotá.

	Note	December 2022	December 2021
<b>Liabilities and equity</b>			
<b>Current liabilities:</b>			
Financial debt	21	1,075,261	\$ 873,713
Trade and other accounts payable	22	825,487	581,458
Lease liabilities		40,318	9,376
Accounts payable to related parties	34	389	11
Derivative financial instruments for hedging	28	125,016	151,085
Employee benefits	23	147,687	138,161
Provisions	24	149,729	85,041
Prepaid revenues		21,316	22,941
Tax liabilities	25	177,027	111,648
Other non-financial liabilities	27	19,325	86,438
<b>Total current liabilities</b>		<b>2,581,555</b>	<b>2,059,872</b>
<b>Non-current liabilities:</b>			
Financial debt	21	19,268,104.00	14,250,112.00
Trade and other accounts payable	22	54,134	45,672
Lease liabilities		66,921	52,821
Tax liabilities	25	-	763
Employee benefits	23	98,020	105,025
Provisions	24	566,936	370,374
Prepaid revenues		56,536	54,684
Deferred tax liabilities	26	2,774,435	2,168,302
Other non-financial liabilities	27	-	20,983
<b>Total non-current liabilities</b>		<b>22,885,086</b>	<b>17,068,736</b>
<b>Total liabilities</b>		<b>25,466,641</b>	<b>19,128,608</b>
<b>Equity:</b>			
Equity	29		
Issued capital		492,111	492,111
Share issue premium		837,799	837,799
Reserves		4,841,398	4,078,312
Retained earnings		8,069,359	6,016,094
Other comprehensive income		6,261,847	3,685,691
<b>Total equity of the parent company</b>		<b>20,502,514</b>	<b>15,110,007</b>
<b>Non-controlling interest</b>	13	<b>775,392</b>	<b>570,859</b>
<b>Total equity</b>		<b>21,277,906</b>	<b>\$ 15,680,866</b>
<b>Total equity and liabilities</b>		<b>46,744,547</b>	<b>\$ 34,809,474</b>

GRUPO ENERGÍA BOGOTÁ S.A. E.S.P. Consolidated Statements of Income and Other Comprehensive Income. At December 31, 2022 and 2021  
(In millions of Colombian pesos). The notes to the Financial Statements are published on the website of Grupo Energía Bogotá.

	Note	2022	2021
Natural gas distribution		\$ 3,690,129	3,008,197
Natural gas transport		1,704,844	1,440,089
Electricity transmission		911,153	693,334
Electricity distribution		568,465	416,973
<b>Total revenue</b>		<b>6,874,591</b>	<b>5,558,593</b>
Natural gas distribution		(2,634,379)	(2,112,994)
Natural gas transport		(633,533)	(562,547)
Electricity transmission		(303,935)	(240,782)
Electricity distribution		(340,675)	(251,743)
<b>Total costs</b>	30	<b>(3,912,522)</b>	<b>(3,168,066)</b>
<b>Gross profit</b>		<b>2,962,069</b>	<b>2,390,527</b>
Administrative and operating expenses	31	(898,844)	(835,266)
Other revenues, net		50,162	240,425
<b>Operating profit</b>		<b>2,113,387</b>	<b>1,795,686</b>
Financial revenue	32	259,002	76,592
Financial expenses	33	(1,019,884)	(672,707)
Net gain (expense) from differences in currency translation		154,498	(85,920)
Equity method in associates and joint ventures	15	2,096,085	1,997,939
<b>Pre-tax income</b>	26	<b>3,603,088</b>	<b>3,111,590</b>
Current tax		(439,092)	(403,745)
Deferred tax		(137,010)	(38,682)
<b>Consolidated net profit for the period</b>		<b>\$ 3,026,986</b>	<b>2,669,163</b>



GRUPO ENERGÍA BOGOTÁ S.A. E.S.P. Consolidated Statements of Income and Other Comprehensive Income. At December 31, 2022 and 2021  
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	Note	2022	2021
<b>Other comprehensive income:</b>			
<b>Items that will not be reclassified to profit or loss</b>			
Re-measurement of defined benefit obligations		11,677	56,901
<b>Items that will be reclassified to profit or loss</b>			
Foreign exchange difference in currency translation of foreign operations		2,175,812	1,136,905
Hedging instruments, net of taxes		35,311	(82,872)
Gain from other comprehensive income of associates		527,509	41,392
		<b>Total other comprehensive income for the period</b>	<b>1,152,326</b>
		<b>Consolidated comprehensive income for the year</b>	<b>3,821,489</b>
	\$	<b>5,777,295</b>	
<b>Consolidated net income for the period attributable to:</b>			
Controlling interest		2,852,795	2,525,872
Non-controlling interest		174,191	143,291
<b>Consolidated comprehensive income for the period attributable to:</b>			
Controlling interest		2,576,156	1,088,554
Non-controlling interest		174,153	63,772
		<b>2,750,309</b>	<b>1,152,326</b>
<b>Earnings per share:</b>			
Basic (in Colombian pesos)		\$ 329.69	\$ 290.72

GRUPO ENERGÍA BOGOTÁ S.A. E.S.P. Consolidated Statement of Changes in Equity At December 31, 2022 and 2021  
(In millions of Colombian pesos). The notes to the Financial Statements are published on the website of Grupo Energía Bogotá.

	Reserves							Total	Retained earnings	Other comprehensive income	Non-controlling interest	Total
	Issued capital	Share issue premium	Legal	For system upgrades, expansions and replacements	Reserve for equity method in companies	Reserves occasional Article 130 Tax Statute	Occasional					
Balances at December 31, 2020	492,111	837,799	332,496	125,695	2,865,309	38,448	708,376	4,070,324	6,246,332	2,597,137	486,767	14,730,470
Current period net income	-	-	-	-	-	-	-	-	2,525,872	-	143,291	2,669,163
Appropriations	-	-	-	-	665,150	-	215,050	880,200	(880,200)	-	-	-
Changes in equity of investments recognized by the equity method	-	-	-	-	-	-	-	-	(10,373)	-	-	(10,373)
Dividend distribution	-	-	-	-	(872,212)	-	-	(872,212)	(1,634,249)	-	(96,640)	(2,603,101)
Acquisition of non-controlling interest	-	-	-	-	-	-	-	-	12,916	-	(26,324)	(13,408)
Application of Decree 1311/2021 - Law 2155/2021 Social investment	-	-	-	-	-	-	-	-	(244,204)	-	(8)	(244,212)
Other comprehensive income:												
Re-measurement of defined benefit obligations	-	-	-	-	-	-	-	-	-	56,901	-	56,901
Foreign exchange difference in currency translation of foreign operations	-	-	-	-	-	-	-	-	-	1,063,985	72,920	1,136,905
Hedging instruments	-	-	-	-	-	-	-	-	-	(73,724)	(9,147)	(82,871)
Gain from other comprehensive income of associates and joint ventures	-	-	-	-	-	-	-	-	-	41,392	-	41,392
Balances at December 31, 2021	492,111	837,799	332,496	125,695	2,658,247	38,448	923,426	4,078,312	6,016,094	3,685,691	570,859	15,680,866

GRUPO ENERGÍA BOGOTÁ S.A. E.S.P. Consolidated Statement of Changes in Equity At December 31, 2022 and 2021  
(In millions of Colombian pesos). The notes to the Financial Statements are published on the website of Grupo Energía Bogotá.

		Reserves											
		Issued capital	Share issue premium	Legal	For system upgrades, expansions and replacements	Reserve for equity method in companies	Reserves occasional Article 130 Tax Statute	Occasional	Total	Retained earnings	Other comprehensive income	Non-controlling interest	Total
Current period net income		-	-	-	-	-	-	-	-	2,852,795	-	174,191	3,026,986
Appropriations		-	-	-	-	538,632	-	224,454	763,086	(763,086)	-	-	-
Changes in equity of investments recognized by the equity method		-	-	-	-	-	-	-	-	(122,714)	-	-	(122,714)
Dividend distribution		-	-	-	-	-	-	-	-	(1,762,786)	-	(143,811)	(1,906,597)
Effect of Enel merger		-	-	-	-	-	-	-	-	1,849,056	-	-	1,849,056
Other comprehensive income:													
	Re-measurement of defined benefit obligations	-	-	-	-	-	-	-	-	-	11,677	-	11,677
	Foreign exchange difference in currency translation of foreign operations	-	-	-	-	-	-	-	-	-	2,066,059	109,753	2,175,812
	Hedging instruments	-	-	-	-	-	-	-	-	-	(29,089)	64,400	35,311
		-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	527,509	-	527,509
Balances at December 31, 2022		\$ 492,111	837,799	332,496	125,695	3,196,879	38,448	1,147,880	4,841,398	8,069,359	6,261,847	775,392	21,277,906

GRUPO ENERGÍA BOGOTÁ S.A. E.S.P. Consolidated Statement of Cash Flow. At December 31, 2022 and 2021  
(In millions of Colombian pesos). The notes to the Financial Statements are published on the website of Grupo Energía Bogotá.

	December 2022	December 2021
<b>Cash flows from operating activities:</b>		
Net profit for the period	\$ 3,026,986	2,669,163
Adjustments to reconcile current period profit to net cash provided by (used in)		
operating activities:		
Income Tax	576,102	442,427
Income from equity method in associates and joint businesses	(2,096,085)	(1,997,939)
Depreciation and amortization	836,217	687,381
Loss on sale or de-recognition of fixed assets	6,677	5,455
Foreign exchange differences	(154,498)	85,920
Impairment of long-term assets, net	(85,109)	(123,522)
Provisions, net	79,501	22,442
Financial expenses	1,019,884	672,511
Financial revenue	(259,002)	(76,592)
Taxes paid	(370,551)	(534,961)
	2,580,122	1,852,285
<b>Net changes in operating assets and liabilities:</b>		
Trade and other accounts receivable	546,942	(444,916)
Inventories	(40,128)	13,112
Other non-financial assets	(233,810)	(8,349)
Trade and other accounts payable	44,378	5,781
Employee benefits	(9,761)	10,883
Provisions	147,196	(32,333)
Other liabilities	(11,162)	(51,991)
Lease liabilities	(61,142)	15,485
	382,513	(492,328)
	<b>Net cash flow provided by (used in) operating activities</b>	



GRUPO ENERGÍA BOGOTÁ S.A. E.S.P. Consolidated Statement of Cash Flow. At December 31, 2022 and 2021  
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Cash flow in investment activities:		
Acquisition of investment in a subsidiary	(429,667)	-
Acquisition of non-controlling interest	-	(13,408)
Acquisition of joint businesses	(1,131,942)	-
Capitalization of investments in associates	(961,953)	(8,531)
Reductions in Capital	-	(474,131)
Dividends received	1,840,580	2,207,558
Interest received	40,188	30,716
Investment in financial assets	(183)	1,167,108
Acquisition of property, plant and equipment	(1,190,318)	(536,407)
Acquisition of intangible assets	(716,357)	(146,881)
	<b>Net cash (used in) provided by investing activities</b>	<b>(2,549,652) 2,226,024</b>
Cash flow in financing activities:		
Dividends paid	(1,920,054)	(2,596,797)
Interest paid	(872,257)	(614,765)
Loans received	3,186,652	1,299,584
Loans paid	(1,120,961)	(975,296)
	<b>Net cash flow used in financing activities</b>	<b>(726,620) (2,887,274)</b>
<b>Net (decrease) increase in cash and cash equivalents</b>	<b>(313,637)</b>	<b>698,707</b>
Cash acquired in business combinations	43,993	-
Effect of exchange rate fluctuations on cash and cash equivalents	55,927	141,599
Opening balance of cash and cash equivalents	1,691,538	851,232
Cash and cash equivalents at the end of the year	\$ 1,477,821	1,691,538

# INTEGRATED SUSTAINABILITY REPORT 2022

