

Corporate Compensation Policy



TGI
Grupo Energía Bogotá



OBJECT

The Corporate Compensation Policy of the International Gas Carrier is aimed at:

1. Be consistent with the dimension of the position and the responsibility assumed by the employee in their job.
2. Attract and retain high-potential and high-performance employees, which implies having total compensation packages that are competitive with the practices of companies that constitute the reference market.
3. Reward the employee according to their effort and according to outstanding performances.
4. Maintain and increase employee motivation and commitment.

SCOPE

This policy will cover all employees of the TGI International Gas Carrier S.A. ESP, bound by an employment contract.

STATEMENTS OF COMMITMENT

Guiding Principles

1. We pay according to the level of responsibility and complexity of the position (internal equity).
2. We remunerate taking into account the reference market (external competitiveness).
3. We pay for the results, performance and competencies of each employee.
4. We seek to retain the best talent through an appropriate remuneration scheme.
5. We fully comply with the legislation of the countries where we operate.
6. We honor what is agreed in the Collective Bargaining Agreement, collective pacts or any other existing collective agreement.
7. The compensation structure will be defined based on the plan proposed for each existing position profile, considering that the strategy is to position itself, in terms of

Compensation composition

The compensation is comprised of the following elements:

- a) Fixed compensation:** It is the gross annual cash compensation received by the permanent employee. The fixed compensation policy at TGI S.A. ESP will be based on the following aspects:
- Recognition based on the complexity and/or responsibility of the assigned functions.
 - Existence of salary bands that allow the administration of fixed compensation.
 - Approval by the Board of Directors of annual increases, when applicable, in accordance with market indicators and the company's results.



- Periodic review, based on a salary survey of benchmark companies, to determine the relative level of remuneration of positions with respect to the market median.

b) Variable Compensation: It is the economic remuneration associated with the achievement of certain results. Its character is not fixed and is received based on performance, competencies and outstanding results.

Its purpose is:

- To reward the Company's outstanding achievements, thanks to the outstanding performance of the entire team of employees.
- Compensate for outstanding achievements and performance at the individual level.
- To encourage the creation of value for the Group.
- Motivate people to achieve better performance of the Company.
- Encourage teamwork.
- Mechanism to leverage the fulfillment of the objectives proposed in the PEC.

The variable compensation policy is mainly based on the achievement of objectives and performance of the company and the areas that comprise it.

Its definition and evaluation will be carried out annually or when required, according to the needs of the company.

The relative weight of variable compensation, as a percentage of fixed or total compensation, shall be defined and updated in accordance with the company's policies and within market practices.

The following principles must be taken into account in the management of variable compensation:

- It must be linked to clear, simple and strategy-related results.
- It should not reward what is rewarded through fixed compensation, but the additional efforts that are translated

in better results. The variable compensation in TGI S.A. ESP will be divided into: Short-term compensation: It seeks to measure and recognize the fulfillment of the objectives on an annual basis (calendar year).

Long-term compensation: It is granted for compliance with the company's objectives and for permanence in it.

The convenience or not of including this component will be evaluated according to the characteristics of each company.

c) Benefits: TGI S.A. ESP will have a set of monetary and/or non-monetary benefits available to its employees, aimed at satisfying a series of complementary and important needs for them and their families.

The Benefits Portfolio that is adopted must obey the following guidelines:

- Strive to raise the standard of living and well-being of all employees and their families.
- It must be based on equity, market conditions and in accordance with the role and level of position in the organization.



- Align with the organizational structure and business strategy contained in the Corporate Strategic Plan (PEC).
- Attract and retain employees.
- Leverage the objective of making TGI S.A. ESP, one of the most attractive places to work.

POLICY MAKERS

The application, administration, follow-up, monitoring, control and improvement of this policy will be the responsibility of the Human Resources Management Department of the Bogotá Energy Group.

The Human Resources Management Department will be responsible for the implementation and compliance with this policy.

ADOPTION OF THE HUMAN RESOURCES MANAGEMENT POLICY IN TGI

The above policy is carried out by the GEB, and TGI S.A. ESP as a subsidiary of the GEB, will proceed to adopt and implement it.

Likewise, it will repeal the previous policies on the matter, review and align the procedures to this policy.

VALIDITY

This policy will come into force upon its approval.