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	2-8: Workers Not Classified as Employees 2-9: Governance structure and composition	Supplements to the Report Supplements to the Report Corporate Governance	
	2-9: Governance structure and composition 2-10: Nominating and Selecting the Highest Governance Body 2-11: Chair of the highest governance body	Supplements to the Report Supplements to the Report Supplements to the Report	
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GRI 2: General Disclosures 2021	2-14: Role of the Highest Governing Body in Sustainability Reporting 2-15: Conflicts of Interest 2-16: Communication of Critical Concerns	About this Report Supplements to the Report Ethics and Transparency	
	2-17: Collective knowledge of highest governing body 2-18: Evaluating the highest governance body's performance	Supplements to the Report Supplements to the Report	
	2-19: Remuneration policies 2-20: Process for determining remuneration 2-21: Annual Total Compensation Ratio	Supplements to the Report Supplements to the Report Supplements to the Report	
	2-22: Statement on Sustainable Development Strategy 2-23: Commitments and Policies	Letter to stakeholders Human Rights	
	2-24: Incorporation of the Commitments and Policies	Supplements to the Report Human Rights Supplements to the Report	
		Human Rights Biodiversity Environmental Performance	
	2-25: Process to remedy negative impacts	Climate Change Corporate Governance Workplace Health and Safety Fair Energy Transition	
	2-26: Mechanisms for Seeking Advice and Voicing Concerns	Supplements to the Report Ethics and Transparency	
	2-27: Compliance with the law and regulations 2-28: Affiliation to partnerships 2-29: Approach to stakeholder engagement	Supplements to the Report Ethics and Transparency Double Materiality Analysis	
	: Collective bargaining agreements	Material Topics	
GRI 3: Material Topic 2021	3-1: Process for Determining Material Issues 3-2: List of material topics	Double Materiality Analysis Double Materiality Analysis Risk Management	
GRI 3: Material Topic 2021	3-3: Management of Material Topics	Risk Management Shared Prosperity	
GRI 3: Material Topic 2021	3-3: Management of Material Topics 203-1: Infrastructure investments and services supported	Shared Prosperity Shared Prosperity Supplements to the Report	11.14
GRI 203: Indirect economic impacts 2016	203-2: Significant indirect economic impacts	Shared Prosperity Supplements to the Report	11.14
GRI 413: Local communities 2016	413-1: Operations with local community engagement, impact assessments, and development programs 413-2: Operations with Significant Negative Impacts – Real or Potential – on Local Communities	Shared Prosperity Supplements to the Report Shared Prosperity Supplements to the Report	11.15
	Own 1 - Shared Prosperity: Number of people physically or economically displaced and who received compensation by project type	Supplements to the Report Supplements to the Report	
	Own 2 - Shared Prosperity: Number of forced rights of way Own 3 - Shared Prosperity: Social dynamics and environment Own 4 - Shared Prosperity: Institutional strengthening	Supplements to the Report Supplements to the Report Supplements to the Report	
Own Indicator	Own 5 - Shared Prosperity: Social return on investment (SROI)	Shared Prosperity Supplements to the Report	
	Own 6 - Shared Prosperity: Mechanisms for the community to request advice and raise concerns Own 7 - Shared Prosperity: Total social investment	Supplements to the Report Shared Prosperity Supplements to the Report	
	Own 8 - Shared Prosperity: Volunteers Own 9 - Shared Prosperity: Social and Environmental Investments	Supplements to the Report Shared Prosperity Supplements to the Report	
GRI 3: Material Topic 2021	3-3: Management of Material Topics	Environmental Performance Environmental Performance Environmental Performance Environmental Performance	
GRI 302: Energy 2016	302-1: Energy consumption within the Organization 302-4: Energy Consumption Reduction	Supplements to the Report Supplements to the Report	11.1.
	303-1: Interaction with Water as a Shared Resource	In terms of the adequate use of water sources, the Business Group obtains and consumes most of its water from each region's water public utility company, and in a few cases in Colombia, from underground and surface water sources. Discharges are managed in compliance with the applicable regulations in effect in each country of operation.	11.6
GRI 303: Water and effluents 2018	303-2: Management of Impacts Associated with Water Discharges 303-3: Water withdrawal 303-4: Water Discharge	() Supplements to the Report Supplements to the Report	11.6 11.6 11.6
	303-5: Water consumption 306-3: Waste generated	Environmental Performance Supplements to the Report Supplements to the Report	11.5.
GRI 306: Residues 2020	306-4: Non-discharged waste 306-5: Waste for disposal	Supplements to the Report Supplements to the Report Supplements to the Report	11.5. 11.5.
GRI 3: Material Topic 2021	3-3: Management of Material Topics	Climate Change Climate Change	
GRI 305: Emissions 2016	305-1: Direct GHG emissions (scope 1) 305-2: Indirect GHG emissions from generating energy (scope 2) 305-3: Other indirect GHG emissions (scope 3)	Climate Change Climate Change Climate Change	11.1. 11.1. 11.1.
GRI 303. EMI3310113 2010	305-4: GHG emissions intensity 305-5: Reduction of GHG emissions	Climate Change	11.1.
GRI 3: Material Topic 2021 405: Diversity and equal opportunity 2016	3-3: Management of Material Topics 405-1: Diversity of governance bodies and employees	Corporate Governance Corporate Governance Supplements to the Report	
Own Indicator	Own 1 - Corporate Governance: Structure, diversity and management of governing bodies	Corporate Governance Ethics and Transparency	
GRI 3: Material Topic 2021	3-3: Management of Material Topics 205-1: Operations assessed over risks related to corruption	Ethics and Transparency Ethics and Transparency Supplements to the Report	11.20
GRI 205: Anti-corruption 2016	205-2: Training and Communication on Anti-Corruption Policies and Procedures 205-3: Confirmed incidents of corruption and actions taken	Supplements to the Report Ethics and Transparency Supplements to the Report	11.20
GRI 206: Anti-competitive behavior 2016 GRI 418: Customer privacy 2016	206-1: Legal actions for unfair competition and monopolistic or anti-competitive practices 418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	Supplements to the Report Supplements to the Report Ethics and Transparency	11.19
Own Indicator GRI 3: Material Topic 2021	Own 1 - Ethics and Transparency: Events Reported Through the Ethics Channel	Supplements to the Report Occupational Safety and Health	
GRI 3. Material Topic 2021	3-3: Management of Material Topics 403-1: Occupational safety and health management system	Occupational Safety and Health Occupational Safety and Health Supplements to the Report	11.9
	403-2: Hazard identification, risk assessment, and incident investigation 403-4: Worker participation, consultations and communication regarding occupational safety and health 403-5: Worker training on occupational safety and health	Supplements to the Report Supplements to the Report Supplements to the Report	11.9 11.9 11.9
I 403: Occupational Safety and Health 2018	403-6: Promotion of worker health 403-7: Prevention and mitigation of occupational health and safety impacts on workers directly linked by	Supplements to the Report Occupational Safety and Health	11.9 11.9
	business relationships 403-8: Coverage of the occupational safety and health management system 403-9: Work-related injuries	Supplements to the Report Supplements to the Report Supplements to the Report	11.9.
	403-10: Work-related ill health	Supplements to the Report Economic Performance	11.9.
GRI 3: Material Topic 2021 GRI 201: Economic performance 2016	3-3: Management of Material Topics 201-1: Direct economic value generated and distributed	Economic Performance Supplements to the Report	11.14 11.21
GRI 203: Indirect economic impacts 2016 GRI 413: Local communities 2016	203-2: Significant indirect economic impacts 413-1: Operations with local community engagement, impact assessments, and development programs 413-2: Operations with Significant Negative Impacts – Real or Potential – on Local Communities	Economic Performance Economic Performance Economic Performance	11.14 11.15 11.15
GRI 3: Material Topic 2021	3-3: Management of Material Topics	Fair Energy Transition Fair Energy Transition	
Own Indicator	Own 1 - Energy Transition: Percentage of equity interest in GEB investments on energy transition	Fair Energy Transition Supplements to the Report Relevant topics	
GRI 406: Non-discrimination 2016	406-1: Incidents of discrimination and corrective actions taken	Human Rights Human Rights Supplements to the Report	11.11
407: Freedom of Association and Collective Bargaining 2016	407-1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Supplements to the Report Human Rights	11411
GRI 408: Child labor 2016 RI 409: Forced or compulsory labor 2016	408-1: Operations and suppliers at significant risk for incidents of child labor 409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights Human Rights	11.12
GRI 410: Safety Practices in 2016 GRI 411: Indigenous peoples' rights 2016	410-1: Security personnel trained in human rights policies or procedures 411-1: Cases of violations of indigenous peoples' rights	Human Rights Supplements to the Report Human Rights Supplements to the Bonart	11.18
GRI 411: Indigenous peoples' rights 2016	411-1: Cases of violations of indigenous peoples' rights Own 1 - Human Rights: Engagement events between the community and the organization Own 2 - Human Rights: Prior Consultations Conducted with the Community	Supplements to the Report Supplements to the Report Supplements to the Report	11.17
Own Indicator	Own 2 - Human Rights: Prior Consultations Conducted with the Community Own 3 - Human Rights: Training on prior consultation processes Own 4 - Human Rights: Reported Cases of Discrimination, Workplace Harassment, and/or Sexual Harassment	Supplements to the Report Human Rights	
The factor	Own 5 - Human Rights: Worker Training on Human Rights Policies and Procedures.	Supplements to the Report Supplements to the Report	
	Own 6 - Human Rights: Complaints related to impacts of contractor behavior on the communities	Supplements to the Report Biodiversity	
	304-1: Owned, leased or managed operations centers located in or alongside protected areas, or areas of substantial value for biodiversity located outside of protected areas 304-2: Significant impacts of activities, products, and services on biodiversity	Supplements to the Report Biodiversity Supplements to the Report	11.4
GRI 304: Biodiversity 2016	304-3: Habitats protected or restored 304-4: IUCN Red List species and national conservation list species with habitats in areas affected by	Supplements to the Report Supplements to the Report Supplements to the Report	11.4.
CDI 200 Maria	operations	Supplements to the Report Talent and Well-being Management	11.4
GRI 202: Market presence 2016	202-2: Proportion of executives hired from the local community 401-1: New employee hires and employee turnover	Supplements to the Report	11.14 11.10
GRI 401: Employment 2016	401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees 401-3: Parental leave	Supplements to the Report Supplements to the Report	11.10 11.10 11.11
GRI 404: Training and education 2016	404-1: Average hours of training per year per employee	Talent and Well-being Management	11.10 11.11 11.7
and education 2010	404-2: Programs for upgrading employee skills and transition assistance programs 404-3: Percentage of employees receiving regular performance and career development reviews	Talent and Well-being Management	11.10
405: Diversity and equal opportunity 2016 Own Indicator	405-1: Diversity of governance bodies and employees 405-2: Ratio of basic salary and remuneration of women to men Own 1 - Human Talent Management: People nearing retirement age	Supplements to the Report Supplements to the Report	11.11 11.11
Cybersecurity and information security GRI 418: Customer privacy 2016	418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	Cybersecurity	
GRI 204: Acquisition practices 2016 308: Supplier environmental assessment	204-1: Proportion of expenditures on local suppliers 308-1: New suppliers that were screened using environmental criteria	Responsible supply chain management Supplements to the Report Supplements to the Report	11.14
2016 407: Freedom of Association and Collective Bargaining 2016	308-2: Negative Environmental Impacts in the Supply Chain and Actions Taken 407-1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Supplements to the Report Supplements to the Report	11.13
GRI 408: Child labor 2016 RI 409: Forced or compulsory labor 2016	408-1: Operations and suppliers at significant risk for incidents of child labor 409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labor	Supplements to the Report Supplements to the Report	
GRI 414: Supplier social assessment 2016	414-1: New suppliers that were screened using social criteria 414-2: Negative Social Impacts on the Supply Chain and Actions Taken	Supplements to the Report Supplements to the Report	11.10 11.12 11.10
	Own 1 - Responsible Supply Chain Management: Proportion of Regional Suppliers	Supplements to the Report Supplements to the Report Supplements to the Report	
Own Indicator	Own 2 - Responsible Supply Chain Management: Total expenses on suppliers	Operational excellence and convice quality	
Own Indicator	Own 2 - Responsible Supply Chain Management: Total expenses on suppliers Own 1 - Operational Excellence and Service Quality: Availability of Gas Transportation Assets (%) Own 2 - Operational Excellence and Service Quality: Availability of Compressor Stations (%)	Operational excellence and service quality Supplements to the Report Supplements to the Report	
Own Indicator Own Indicator	Own 1 - Operational Excellence and Service Quality: Availability of Gas Transportation Assets (%)	Supplements to the Report	

SASB Contents table

SASB INDICATOR	INDICATOR NAME	REPORT LOCATION	PAG
	Environmental Performance		
EM-MD-160a.1	Description of Environment Management Policies and Practices for Active Operations	Environmental Performance Supplements to the Report	
IF-EU-140a.1	Water Withdrawal and Consumption	Supplements to the Report	
IF-EU-140a.3	Water Discharge Risk Management		
IF-EU-150a.1	Coal Combustion Waste Generated (CCW), Percentage Recycled	Supplements to the Report	
 EM-MD-160a.1	Description of Environment Management Policies and Practices for Active Operations	Biodiversity	
EM MD 100d.i	Climate Change	Blodiversity	
EM-MD-110a.1	Scope 1 Global Gross Emissions, Methane Percentage, Percentage Covered by Emission Limitation Regulations.	Climate Change	
EM-MD-110a.2	Analysis of Long-term and Short-term Strategy or Plan to Manage Scope 1 Emissions, Emission Reduction Targets, and Analysis of Performance Relative to These Targets	Climate Change	
IF-EU-110a.1	(1) Scope 1 Global Gross Emissions, Percentage Covered by (2) Emission Limitation Regulations and (3) Emission Reporting Regulations	Climate Change	
IF-EU-110a.2	Greenhouse Gas (GHG) Emissions Linked to Energy Supply.	Climate Change	
IF-EU-110a.3	Analysis of Long-term and Short-term Strategy or Plan to Manage Scope 1 Emissions, Emission Reduction Targets, and Analysis of Performance Relative to These Targets	Climate Change	
IF-EU-120a.1	Atmospheric Emissions of the Following Pollutants: (1) NOx (except N2O), (2) SOx, (3) Particulate Matter (PM10), (4) Lead (Pb), and (5) Mercury (Hg); Percentage Near Densely Populated Areas.		
	Occupational Safety and Health		
EM-MD-540a.4	Analysis of Management Systems Used to Integrate a Safety Culture and Emergency Preparedness Throughout the Value Chain and Throughout the Project Lifecycle	Occupational Safety and Health Supplements to the Report	
IF-EU-320a.1	(1) Total Recordable Incident Rate (TRIR), (2) Fatality Rate, and (3) Near Miss Frequency Rate (NMFR).	Supplements to the Report	
	Operational excellence and service quality		
EM-MD-540a.2	Percentage of Pipelines Inspected for (1) Natural Gas and (2) Hazardous Liquids.	Supplements to the Report	
EM-MD-540a.4	Analysis of Management Systems Used to Integrate a Safety Culture and Emergency Preparedness Throughout the Value Chain and Throughout the Project Lifecycle	Supplements to the Report	
EM-MD-000.A	Total Metric Tons per Kilometer Transported of: (1) Natural Gas, (2) Crude Oil, and (3) Refined Petroleum Products, Segregated by Transportation Mode.	Supplements to the Report	
IF-EU-240a.1	Average retail electricity rate for clients: (1) residential, (2) commercial and (3) industrial	Supplements to the Report	
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	
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	
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)		
IF-EU-550a.1	Number of Non-compliance Incidents with Physical or Cybersecurity Standards or Regulations.	Cybersecurity	
IF-EU-550a.2	(1) System Average Interruption Duration Index (SAIDI), (2) System Average Interruption Frequency Index (SAIFI), and (3) Customer Average Interruption Duration Index (CAIDI), Including Days with Major Events.	Supplements to the Report	
IF-EU-000.A	Number of Customers: (1) Residential, (2) Commercial, and (3) Industrial Served	Supplements to the Report	
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.C	Length of transmission and distribution lines	Supplements to the Report	
IF-EU-000.E	Total Wholesale Purchased Electricity - Megawatt Hours (MWh).	Supplements to the Report	
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	
IF-GU-240a.2 IF-GU-240a.3	Typical monthly gas bill for residential clients for (1) 50 MMBTU and (2) 100 MMBTU of gas supplied per year Number of residential gas clients whose service was disconnected due to non-payment; percentage of services reestablished	Supplements to the Report Supplements to the Report	
	within 30 days Analysis of External Factors' Impact on Cas Affordability for Customers, Including Esonomis Conditions in the Service Area		
IF-GU-240a.4	Analysis of External Factors' Impact on Gas Affordability for Customers, Including Economic Conditions in the Service Area. Percentage of gas utility revenues from rate structures that (1) are decoupled, or (2) contain a loss of revenues adjustment	Supplements to the Report	
IF-GU-420a.1	mechanism (LRAM)	Supplements to the Report	
IF-GU-540a.1	Number of (1) Pipeline Incident Reports, (2) Corrective Action Orders (CAO), and (3) Notices of Potential Violations (NOPV).	Supplements to the Report	
IF-GU-540a.2	Percentage of Distribution Pipelines Comprised of (1) Cast or Puddled Iron and (2) Unprotected Steel.	Supplements to the Report	
IF-GU-540a.3	Percentage of (1) Transmission and (2) Gas Distribution Pipelines Inspected.	Supplements to the Report	
IF-GU-540a.4	Efforts to Manage the Integrity of Gas Supply Infrastructure, Including Safety and Emission Related Risks.	Supplements to the Report	
IF-GU-000.A	Number of Customers: (1) Residential, (2) Commercial, and (3) Industrial Served	Supplements to the Report	
IF-GU-000.B	Amount of natural gas supplied to: (1) Residential Customers, (2) Commercial Customers, (3) Industrial Customers, and (4) Transferred to a Third Party.	Supplements to the Report	
IF-GU-000.C	Length of (1) Gas Transmission and (2) Gas Distribution Pipelines.	Supplements to the Report	

CSA S&P Global Indicators Table

DIMENSION	SUBJECTS	CSA QUESTIONNAIRE QUERY	REPORT LOCATION / DIRECT ANSWER PAGES
		Board of Directors Type	Supplements to the Report
		Non-Executive Chairperson - Chief Director	Corporate Governance
		Gender Diversity Effectiveness of the Board of Directors	Supplements to the Report Supplements to the Report
		Average Tenure of Board Members	Supplements to the Report
		Board of Directors' experience in the industry	Supplements to the Report
	Corporate Governance	CEO Compensation: Success Metrics	Supplements to the Report
		CEO Compensation: Alignment with Long-Term Performance	Supplements to the Report
		Family Shareholder Ownership	Supplements to the Report
		Management Shareholding Requirements	Supplements to the Report
		State-Owned Entity Ownership	Supplements to the Report
		Median or Average Compensation of All Employees Versus CEO	Supplements to the Report
	Materiality	Materiality Analysis	Double Materiality Analysis
	···· • • • • • • • • • • • • • • • • •	Material Topics for Creating Business Value	Double Materiality Analysis
		Membership in the Global Compact Corruption and bribery	Supplements to the Report Supplements to the Report
	Business Ethics	Code of Conduct: Systems and Procedures	Supplements to the Report
		Code of Conduct Violations	Ethics and Transparency
		Political Contributions	Supplements to the Report Supplements to the Report
	Political influence	Significant Contributions and Expenditures	Supplements to the Report
	Supply chain management	Supplier Selection KPIs	Supplements to the Report
	Supply chain management	Supplier Evaluation and Development KPIs	Supplements to the Report
		Information security and cybersecurity governance	Cybersecurity
	Information security/cybersecurity	Security measures	Cybersecurity Cybersecurity
		Information Security Process and Infrastructure	Supplements to the Report
	Innovation management	Disbursements on R+D	Innovation Supplements to the Report
		Open innovation	Supplements to the Report
	Manufact On a suture 'ta' a s	New Business Opportunities (Gas)	Supplements to the Report
	Market Opportunities	Current Investment Budget (Gas) Smart Meters in the Distribution Network	Supplements to the Report Supplements to the Report
		Certification - Audit - Verification of Environment	
	Environmental policy and management systems	Management System	Supplements to the Report
		Environmental violations	Environmental Performance Climate Change
		GHG emissions – Scope 1	Supplements to the Report
	Emissions	GHG emissions – Scope 2	Climate Change Supplements to the Report
		GHG Emissions - Scope 3	Climate Change Supplements to the Report
		Nox Emissions	Climate Change Supplements to the Report
		Energy consumption	Environmental Performance
Environmental Environmental	Resource Efficiency and Circularity	Electric energy transmission losses	Supplements to the Report Supplements to the Report
	Resource Emerciney and emediantly	Electric energy transmission reliability	Supplements to the Report
		Gas leaks rate	Supplements to the Report
	Waste	Disposed Waste	Environmental Performance Supplements to the Report
	Water	Water consumption	Environmental Performance
	vace!	Physical risks of adaptation	Supplements to the Report Supplements to the Report
	Climate Strategy		Climate Change
		Emission Reduction Goal	Supplements to the Report
	Diodinareita.	Commitment to Biodiversity Commitment to Non-deforestation	Biodiversity
	Biodiversity	Assessment and exposure	Biodiversity Biodiversity
	Labor practice Indicators	Labor force breakdown: Gender	Supplements to the Report
	Labor practice Indicators	Workforce Demographics: Race/Ethnicity and	Supplements to the Report
	Labor practice Indicators	Nationality Gender Wage Indicators	Supplements to the Report
	Labor practice Indicators	Freedom of Association	Supplements to the Report
	Human Rights	Commitments to Human Rights	Human Rights
	Human Rights	Human Rights Assessment	Human Rights Supplements to the Report
	Human Rights	Human Rights Mitigation and Remediation	Human Rights Supplements to the Report
	Human Rights	Discrimination and harassment	Supplements to the Report
	Human Capital Development	Training and Development (Input)	Supplements to the Report
Social	Human Capital Development Talent Attraction and Retention	Employee development programs Recruitment	Supplements to the Report Supplements to the Report
	Talent Attraction and Retention	Performance Evaluation Type	Supplements to the Report
	Talent Attraction and Retention	Long-term Incentives for Employees	Supplements to the Report
	Talent Attraction and Retention	Employee development programs	Supplements to the Report
	Talent Attraction and Retention	Employee turnover rate	Supplements to the Report
	Talent Attraction and Retention	Employee Well-being Trends	Supplements to the Report Occupational Safety and Health
	Occupational Safety and Health	Deaths	Supplements to the Report
	Occupational Safety and Health	Lost Time Injury Frequency Rate (LTIFR) - Employees	Supplements to the Report
	Occupational Safety and Health Customer Relationship Management	Lost Time Injury Frequency Rate (LTIFR) - Contractors Customer satisfaction	Supplements to the Report
	Customer Relationship Management Privacy Protection	Customer satisfaction Customer privacy information	Supplements to the Report Supplements to the Report
	Tilvacy Flotection	castomer privacy information	Supplements to the Kepolt

1.4 GEB Sustainable Development Impact Report

GEB Sustainable Development Impact Report								
Indicators	Baseline	Baseline Year	Goal	Target Year	Progress in 2023			
Transmission of Tomorrow – Contribution to SDG 7: Affordable and clean energy								
Kilometers of Transmission Lines in Operation (Guatemala, Brazil, and Colombia).	3,255	2019	8,900	2030	8,113Km			
Gas for the Future – Contribution to SDG 7: Affordable and	clean energy							
Gas Distribution (Millions of Connections) – Peru.	1.2	2019	2	2030				
Climate Change Management – Contribution to SDG 13: Cli	mate Action							
Greenhouse Gas Emissions Targets – Scope 1 and 2 (by Cou	untry).							
Consider the Conference Coloredia		2019: Enlaza	F4 000/	2020	Enlaza: 3,140 Tons CO2 eq			
Greenhouse Gas Reduction – Colombia.	_	2021: TGI	⁻ 51.00%	2030	TGI: 325,019 Tons CO2 eq			
Croombourge Coo Dodustion Down		2019: Contugas and Cálidda:		2020	Contugas: 2,525 Tons CO2 eq Cálidda: 17,333 Tons CO2 eq			
Greenhouse Gas Reduction – Peru.	_	2021: Electrodunas	⁻ 30.0%	2030	ElectroDunas: 139,862 Tons CO2 eq			
Greenhouse Gas Reductions – Guatemala.	_	2019: Conecta	11.2%	2030	Conecta: 681 Tons CO2 eq			
Diversity, Equity, and Inclusion – Contribution to SDG 5: Ge	ender Equality	and SDG 10: Reducing In	equalities.					
Percentage of Women in Middle Management Positions15.	43.00%	2022	45.00%	2025	45.8%			
Percentage of Diverse Population in the Workforce16.	3.00%	2022	9.00%	2025	3.76%			
Percentage of Critical Contractors Trained in Human Rights, Diversity, Equity, and Inclusion17.	_	-	95.00%	2025	89%			
Percentage of Environmental and Social Managers Trained in Human Rights, Diversity, Equity, and Inclusion17.	_	_	95.00%	2025	0.94			
Workforce Well-Being – Contribution to SDG 8: Decent wor	k and economi	c growth						
Lost Time Injury Frequency Rate18.	1.21	2022	1.00	2025	0.09			
Fatality Indicator (All Companies - Employees and Workers).	0	2022	0.00	2030	0			
Social Impact: Fabio Chaparro Education Program – Contri	bution to SDG	4: Quality Education.						
Scholarships for the Future (Number of Beneficiaries)19.	_	_	24	2030	1			
Strengthening Workforce Skills (Number).	-	_	4363	2030	2,065			
Individuals Trained in Energy Transition and Sustainability (Number of Beneficiaries)20.	_	_	20,086	2030	5,847			
Students Receiving Awards in Research and Innovation in Areas Relevant to GEB (Number).	-	-	88	2030	0			



¹⁵ This indicator corresponds to GEB (holding).
16 This indicator corresponds to GEB (holding). Diverse Population: Ethnic/Racial Minorities, People with Disabilities, and LGBTIQ+ People.
17 This indicator corresponds to GEB and its subsidiary Enlaza.

¹⁸ Includes GEB and its Controlled Companies. The Number of Accidents is Calculated Based on a K of Million Man-Hours of Risk Exposure.

¹⁹ Includes GEB and its Controlled Companies. Educational Areas include, but are not limited to, Sustainability, Data Analytics, Sustainable Mobility, Energy Storage, Energy Efficiency, Climate Change, and Digitization.
20 Individuals Met Eligibility Criteria and Enrolled in Training Programs.

Indicators and Notes





2.1

About GEB

(GRI 2-1)

Ownership and Legal Form: GEB is a Mixed Public Service Company, pursuant to Law 142 of 1994 and its Bylaws. While the Capital District of Bogotá is its Majority Shareholder, GEB operates under its own legal framework and has administrative, financial, asset, and budget autonomy. Furthermore, as stipulated by Article 32 of Law 142 of 1994 and constitutional case law, Mixed Public Service Companies "are governed solely by private law." GEB does not form part of the Executive Branch of Government.

(GRI 2-1)

Corporate Purpose: The company's primary objective is the generation, transmission, distribution, and marketing of energy, including gas and liquid fuels, and may also participate as a partner or shareholder in other public service companies, either directly or through partnerships. Additionally, it can develop and engage, directly or indirectly, in engineering and infrastructure projects, and make investments in these areas, including providing related services and activities.

(GRI 2-1)

Main Office Location: Colombia, Bogotá D.C., Carrera 9 No. 73-44, 6th Floor.



Materiality Analysis and Stakeholder Management

Stakeholders	Media (relation channels)	Frequency of relations	Topics of interest (issues and concerns addressed)
	Integrated Sustainability Report Corporate Governance Report	Annual	Information on management performance, financial achievements and challenges for the following year.
	Quarterly performance reports and presentations of GEB, TGI and Cálidda		Progress on implementation of <i>Código País</i> and Circular Letter 028/2015 and challenges for the upcoming year.
Investors and Shareholders	Events organized by the Investor Relations and Financing Office, including conferences, analyst day, non-deal roadshows, web seminars and financial education events	Quarterly On demand	Financial, Commercial, Operational, Strategic, Regulatory, Social Management, Environmental, and Governance of GEB and its Subsidiaries.
	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. 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).
Customers	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
	Intranet Entérate GEB and Enlaza Influencers E-mail Teams Chat	Daily	
Employees	Induction Sessions for New Employees Distribution list to leaders	As required	 Corporate Strategy, Sustainability, Innovation, and Diversity. Corporate Synergies Center and Organizational
	GEB Al Punto newsletter In tune with Juan Ricardo: Meetings on Strategic Topics:	Weekly 3 per year	 Changes. Human Resources and Organizational Culture. Updates on Achievements and Progress of GEB
	GEB Al Punto conferences: Virtual events with subject matter experts	Monthly	 and its Subsidiaries. Initiatives in the Areas Daily Impact Activities on Employees.



Stakeholders	Media (relation channels)	Frequency of relations	Topics of interest (issues and concerns addressed)
Government	Compliance reports Response to requirements, petitions complaints, and claims Meetings, briefings Visits	As required	 Management of GEB and its Companies Regulatory Compliance and Conformance Strategic Partnerships
	Website, e-mail and telephone lines	Ongoing	
	Sustainability Report and Corporate Governance Report	Annual	
Local communities	Relationship-building meetings Newsletters	As required	Social investment projectsSocial and Environment Management
	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 Ethics Channel	Ongoing	 Easement (Land) Negotiation Processes and Damage Compensation. Environmental Impact Assessment Outcomes. Ethics and Transparency Resettlements. Pre-consultation and Relations Processes Socialization of Projects and Initiatives by GEB and its Subsidiaries.
	Sustainability Report	Annual	
Suppliers and Contractors	Surveys Meetings and events	As required	Contracting processSocial and Environment ManagementEthics and Transparency
	On-site inspections	Unannounced	Policies, Manuals, and Procedures.Supplier Registry
	Telephone lines, e-mail, website and Ethics Channel SAP Ariba (Colombia) and MiProveedor.com portal (Peru and Guatemala)	Ongoing	 Strategic partnerships Engagement with Suppliers

Stakeholders	Media (relation channels)	Frequency of relations	Topics of interest (issues and concerns addressed)
	Board of Directors Meetings, and Executive and Presidential Committee Sessions.	Ongoing	 Management and Performance of GEB and its
Board of Directors	Annual management reports (separate and consolidated financial statements, report on transactions with related parties, sustainability report and corporate governance report)	Annual	 Entities in Financial, Operational, Regulatory, Environmental, Social, and Governance Aspects. Implementation of Corporate Strategy. Implementation of Models, Policies, and Guidelines.
Partners	Sustainability Report and Corporate Governance Report	Annual	 Management and Performance of GEB and its Entities in Financial, Operational, Regulatory,
	Events and meetings	As required	Environmental, Social, and Governance Aspects.
Subsidiaries	Sustainability Report and Corporate Governance Report	Annual	 Management and Performance of GEB and its Companies
	Virtual events	As required	Corporate Policies and GuidelinesCorporate Strategy

^{*}Includes analysts, financial institutions and credit rating agencies

(Own, GRI 2-28) Approach to Stakeholder Engagement and Major Issues and Concerns Addressed.

	No.	ESG Topics	Description	Sub-topics
	1	Risk Management	Integrated Risk Management, Including Identification, Assessment, Definition, and Implementation of Controls, Monitoring, and Review, Aimed at Preventing and Mitigating Risks to Reduce Potential Consequences.	 Management of Critical Incident Risks. Emergency Preparedness. Process safety Third-Party Actions.
	2	Economic Per- formance	Preservation and Enhancement of Efficient and Profitable Financial Performance to Ensure Business Continuity and Value Creation for Investors.	 Business Profitability. Value Creation for Investors and Shareholders.
	3	Shared Prosperity	Improvement of conditions for progress and social development in the communities within GEB's operational areas and its subsidiaries, through actions aimed at creating shared value.	 Territorial Development. Access to Products and Services. Community Relations.
Material	4	Ethics and Transparency	motion of integrity, transparency, and ethical conduct GEB and its subsidiaries to strengthen the trust of all keholders.	 Responsible Business Conduct Conflict of interest Corruption and bribery Taxation Information Management
Topics	5	Occupational Safety and Health Management of physical and mental health and safety for employees and contractors, ensuring life protection and preventing injuries and illnesses caused by workplace conditions.	Occupational Safety and Health for Employees and Contractors	
	6	Corporate Governance	Development and implementation of transparent and effective mechanisms for managing decision-making processes that generate profitability, competitiveness, trust, and sustainability across all Group companies.	Management of Subsidiaries, Ownership Structures, Transition of Board of Directors
	Fair Energy competitive energy the projects and the development of the projects and the projects are projects are projects are projects and the projects are projects a		Prioritization of producing affordable, sustainable, and competitive energy through investments in renewable energy projects and the development of strategies aimed at the energy transition.	Competitive EnergyTechnologies with Low Carbon Emissions
	8	Management of risks and opportunities related to climate change (mitigation and adaptation processes), developing actions aimed at the energy transition and reaping economic benefits from strategies that address and consider climate change challenges.	Mitigation and CompensationAdaptation to Climate Change	
	9	Environmental Performance	Definition and implementation of strategies to prevent, mitigate, correct, and/or compensate for the negative environmental impacts caused by the activities of GEB and its subsidiaries along their value chain. Additionally, this includes the efficient use of natural resources, air quality, and the management of energy, water, and waste.	 Natural Resource Usage Atmospheric Emissions Energy efficiency Water Management Waste Management



2.3

Corporate Strategy

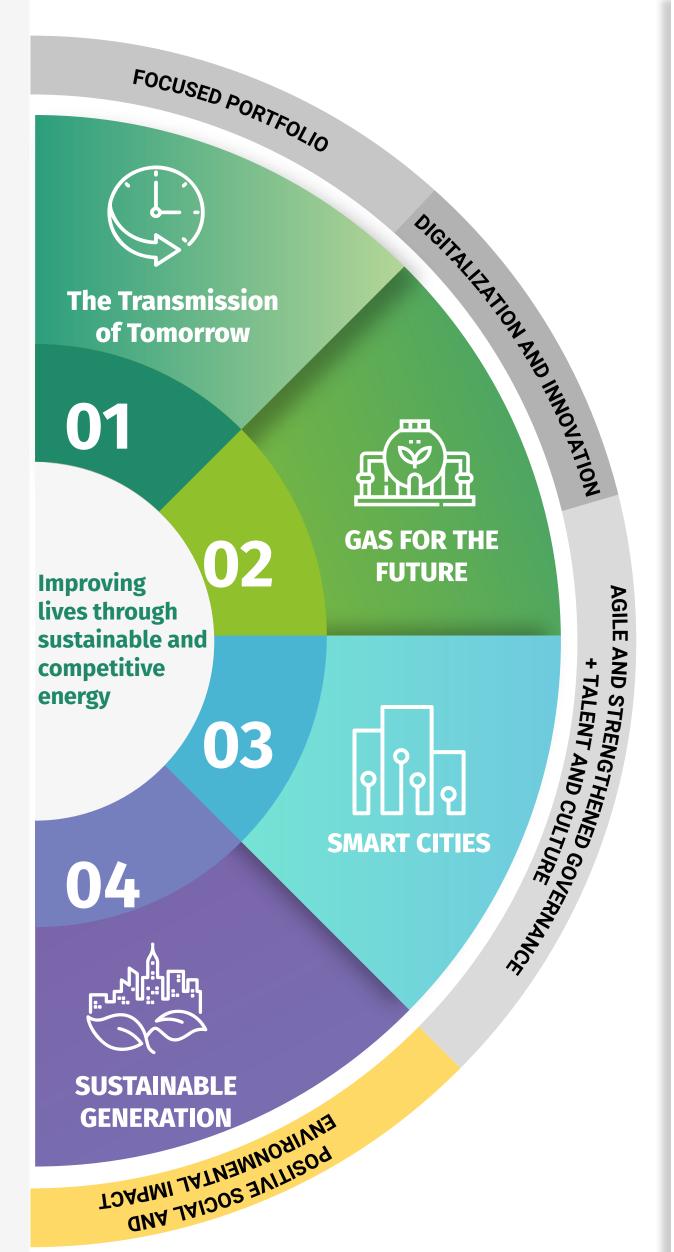
Risk Management

Significant risks faced by the issuer and the mechanisms implemented to mitigate them.

GEB has a corporate policy on comprehensive risk management that sets the methodology for identifying, assessing, and monitoring strategic, operational, and project risks. This methodological application determines the level of risk exposure based on their likelihood and the potential impacts of their occurrence. Risks are also evaluated and prioritized according to the risk appetite framework approved by the GEB Board of Directors.

Through Internal Audit and the execution of the Annual Risk-Based Audit Plan, risks are assessed along with the effectiveness of controls for mitigation. In this process, we generate audit findings reports, which provide feedback to Risk Management for action-taking and continuous improvement.

Risk management outcomes are bi-monthly presented to the Audit and Risks Committee of the Board of Directors, which offers recommendations regarding the risk matrix of the Group and its subsidiaries. Additionally, it supervises and reports periodically on the effective application of controls, ensuring that the principal risks are identified, managed, and communicated to the Board of Directors timely.



(Own 1 - Corporate Risk Management) Strategic Risks Materialization

In 2023, three strategic risks were reported to have materialized in TGI and one in GEB. Root cause analyses were conducted for all materialized events, and action plans were defined to correct the materialized event and prevent the occurrence of new events.

The strategic risks materialized in TGI correspond to:

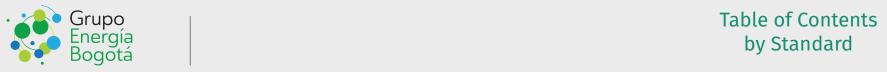
- 1. "Regulatory changes unfavorable to the Company's interests," following the enactment of Resolution CREG 175 of 2021, effective from June 1, 2023.
- 2. "Discontinuation of critical business functions" due to various emergency events caused by pipeline ruptures in specific sections of the gas pipeline.
- 3. "Failure to meet the Company's financial targets and the required return on capital," resulting from shifts in the market behavior of fuel gas prices.

At GEB, the materialization of the risk of "Loss of confidentiality, integrity, or availability of the Company's information and/or cyber assets" was reported, triggered by two cybersecurity incidents that were addressed and resolved.

For All Reported Materialization Events, the Following Details and Actions Taken are Presented:

Materialized Risks	Cause	Impacts	Actions Taken
Regulatory: Regulatory Changes Unfavorable to the Company's Interests Description: Changes in Regulation, Decrees, Laws, Resolutions, etc., or Development of New Regulations and Standards Detrimental to the Company's Interests and Business Development	The first stage of CREG Resolution 175/2021 became effective as of June 1, 2023 for the TGI subsidiary	 A reduction in expected revenue by COP 96,466 million (USD 23.5M) due to non-recognition of the opportunity cost of assets as per financial scenarios. Increase in financial costs by COP 92,597 million (USD 22.5M) annually due to non-recognition of hedging activities. 	 Hedging of exchange rate risks Analysis based financial forecasts to define regulatory proposals Legal strategy, filing a lawsuit against Res. 175 Government Relations Sending letters to the Energy and Gas Regulatory Commission (CREG), stressing the urgency of a definitive resolution due to the effective change from dollarization (USD to COP), hedging expenses, and the introduction of the new weighted average cost of capital (WACC).
Operational: Non-continuity of critical business functions Description: Events, circumstances, and/or factors that lead to a situation causing disruption of critical business functions, thus hindering the development of TGI's projects and operations.	 Starting on May 11, the TGI maintenance crew detected the presence of gas/vapors on the foothills of the Cerro Bravo Volcano that are not related to gas leaks from the pipeline, and which given the significant increase in temperatures in daily monitoring require taking preventive action to ensure the integrity of the infrastructure High temperatures near the Cerro Bravo volcano (> 600°C) potentially causing material deformation, loss of pipeline containment, among other issues. 	Isolation of the section and suspension of the transportation service in the section Mariquita - Cali on 20-May-23 at 00:00	 19-May-23 Activation of the governance structure to Manage Business Continuity: Crisis Committee President's Committee Definition of action plan on the financial, operating, government and sustainability, transformation and communications fronts. Report to control authorities, national and regional environmental authorities and other competent authorities to manage the natural phenomenon. Activation and management of the event through CNOGas and PMU of UNGRD with the various competent authorities. Activation of the action plan for the bypass option. High level of relations with the government and other institutions. Monitoring, overflight with drones and temperature measurement. Digging plan, assessment and inspection to verify pipeline integrity. Inquiries with experts to characterize the underground fire and support decision-making at TGI. 25-May-23 began to reestablish service in the residential sector 26-May-23 at 00:00 the contractual service suspension is lifted. 27-May-23 the distributors reestablish 100% of the service.
Financial: Failure to meet the Company's financial targets or the required return on capital. Description: Inability to achieve long-term financial outcomes that gauge the business's financial performance: revenue, EBITDA, financial expense, debt-to-EBITDA ratio, costs, and expenses.	Changes in the behavior of gas fuel prices to cover the operating needs of TGI	 Changes in the behavior of gas fuel with increase of ~USD 10 million starting in 2024 	 Include sensitivity in the financial models for the scenarios of economic impact of changes in natural gas prices Regulatory management to ensure priority is assigned to supplies as part of the essential demand of the SNT Anticipate purchases of gas quantities
Technological: Loss of confidentiality, integrity, or availability of the Company's information and/or cyber assets. Description: Failure to ensure the availability, integrity, or confidentiality of assets, cyber assets, and their data, owing to cyber threats and vulnerabilities that jeopardize operations.	 Compromise of privileged user credentials. Impersonation of identity and brand. 	 Operating high to Non-critical system Possible reputation effects 	 Monitor the DarkWeb and Deep Web with greater frequency. Project to implement protection of users with privileges Strengthening of infrastructure assurance standards Project of internal and third-party external testing of the service operator Technological renewal project due to obsolescence



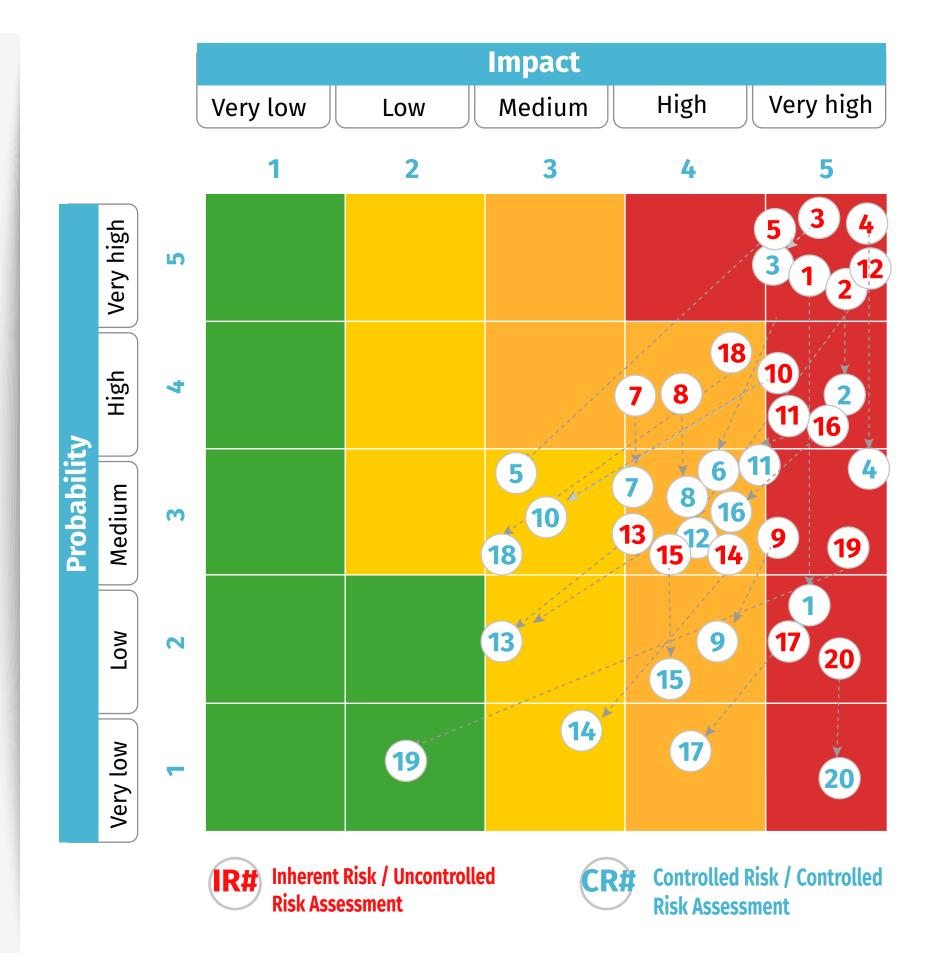


Indicators and Notes

Strategic Risks

No	Residual	RISK
1	2	BREACH OF THE CONTRACT BETWEEN TRECSA AND THE GOVERNMENT (PET 001/2009)
2	4	OCCUPATIONAL ACCIDENTS IN THE OPERATIONS AND ACTIVITIES PERFORMED BY GEB AND ITS SUBSIDIARIES
3	1	FAILURE TO REPAY THE DEBT AND CREDIT OBLIGATIONS AT CONTUGAS
4	20	PROCESS SAFETY INCIDENTS AT GEB AND SUBSIDIARIES' OPERATIONS
5	3	REGULATORY CHANGES THAT ARE UNFAVORABLE TO THE COMPANY'S INTERESTS
6	11	FAILURE TO FULFILL THE BUSINESS PLAN
7	12	BREACH OF THE ETHICAL AND/OR REGULATORY FRAMEWORK IN TERMS OF COMPLIANCE
8	6	LACK OF CONTINUITY IN THE STRATEGY OR FAILURE TO IMPLEMENT THE CORPORATE GOVERNANCE PRACTICES
9	7	INADEQUATE MANAGEMENT OF THE CORPORATE STRATEGY AT SUBSIDIARIES
10	8	NOT EXERCISING AN APPROPRIATE ROLE AS SHAREHOLDER IN THE DECISIONS ADOPTED AT COMPANIES IN WHICH GEB HAS NON-CONTROLLING INTERESTS.
11	16	NON-CONTINUITY OF THE BUSINESS
12	9	NOT HAVING THE APPROPRIATE AND MOTIVATED HUMAN CAPITAL TO DEVELOP THE STRATEGY
13	15	LOSS OF CONFIDENTIALITY, INTEGRITY OR AVAILABILITY OF THE COMPANY'S INFORMATION ASSETS AND/OR CYBERASSETS
14	17	LOSS OF COMPETITIVENESS AND/OR RELIABILITY OF THE BUSINESS OPERATION DUE TO INADEQUATE DIGITAL TRANSFORMATION
15	18	LOSS OF PROFITABILITY, VIABILITY AND BUSINESS CONTINUITY DUE TO INADEQUATE MANAGEMENT OF CLIMATE CHANGE
16	5	POTENTIAL DIFFERENCES BETWEEN PARTNERS IN NON-CONTROLLED COMPANIES
17	10	FINANCING RESTRICTIONS AND/OR HIGHER COST OF BORROWING
18	13	EFFECTS ON GEB'S REPUTATION
19	14	PARTICIPATION IN NON-STRATEGIC INVESTMENTS
20	19	VIOLATION OF HUMAN RIGHTS BY GEB, OR BY A GEB EMPLOYEE, PARTNER OR CONTRACTOR

GEB Heat Map



Regulatory changes unfavorable to the company's interests	Mitigation actions	Potential impacts
	Monitor changes in legislation and regulations Strategic Regulatory Management	Income reduction and effects on the companies' cash flow Adjust rates upward
Amendment of existing regulations (laws, decrees, resolutions, circulars, rulings, doctrinal changes) that negatively impact GEB's interests.	Definition and implementation of government engagement strategies. Proactive regulatory management, anticipate government measures with proposals	Income reduction and effects on cash flow Potential and existing market loss
	favorable for the regulated sectors Assessment of impact scenarios from potential short-term regulatory changes and implementation of mitigation measures.	Business growth constraints
Workplace accidents	Cultural transformation program in occupational safety and health.	Injuries from accidents with serious or fatal outcomes.
	Inspection and verification of adherence to procedures, competencies, and required training in Occupational Safety and Health (OSH).	Economic losses.
	Mandatory personal accident insurance for high-risk jobs. Continuous and on-site oversight or supervision of the Occupational Safety and Health	Fines, penalties or lawsuits; shut-down of work sites or of the Company. Effects on image and reputation.
Work accidents during development, operation and maintenance activities	components. Procedures for investigating high-potential accidents and incidents at GEB, including	Effects on project scheduling and compliance.
of transmission projects affecting direct workers or third parties, involving serious injuries or deaths.	protocols for investigation and accountability. Safety and health performance assessment for all contractors. Requirement of personal accident insurance for high-risk field work, applicable to	
	contractors and their sub-contractors. Commitment to Safety, Health, and Well-being from the Board of Directors to the rest	
	of the organizatio Establishment of the Corporate Occupational Safety and Health Management within the	
Failure to fulfill the business plan	Talent Management process and the definition of the OSH Management Model, extending to subsidiaries.	
Taiture to futfitt the business plan	Structure and monitor the business financial plan. Application of financial procedures and quarterly cross-sectional reports.	Lack of growth/ Drop in share prices. Lower dividends for shareholders.
Implementation of the Dusiness Dian with variables that do not align with	Implementation of the debt restructuring strategy under conditions that align with revenue generation.	Difficulties in obtaining new funding.
Implementation of the Business Plan with variables that do not align with the Group's economic and operational conditions. Failure to perform timely monitoring	Periodically submit an updated budget and projections to Senior Management. Monthly business progress report meetings with subsidiaries.	Default event. Low liquidity or insolvency event at any GEB company, consequently affecting the parent
of the Business Plan's Financial Plan.	Recognition of costs and protection of profitability	Loss of investment grade credit rating.
	Seeking allies and partners to diversify risks. Periodic monitoring through impairment testing and asset valuation	
Breach of the ethical and/or regulatory framework in terms of compliance by GEB		
compliance by GLB	Training to strengthen the ethics, transparency and compliance culture aimed at workers and members of the Board of Directors, Management, suppliers, contractors and clients	Economic losses/loss of efficiency/drop in share prices.
	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	Legal proceedings.
	and dilemmas Conflicts of Interest policy, statement and monitoring Define authority levels in procedures and policies, matrix of segregation of functions	Lack of motivation among employees.
Any conduct that involves, either internally through workers, executives or managers, or externally through	and permit level strategy in SAP. Access control for workers and contractors to systems and facilities. SAP monitoring	Effects on the company's reputation or image.
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,	Define and update position descriptions and monitoring to manage roles and profiles External Auditors – Statutory Auditor	Loss of confidence by stakeholders. Inadequate decision-making based on erroneous or manipulated information.
Terrorism Financing and/or Proliferation of Weapons of Mass Destruction, inadequate processing or personal data or inadequate management of conflicts of interest	Adequate definition, communication and formalization in the Integrated Management System and the Company's processes and procedures Signed confidentiality agreements in place and/or security annexes (for certain	Legal proceedings and administrative penalties.
	contracts) by workers, suppliers and contractors Information security training and policy	
	Penalties in the internal work regulations and the Code of Ethics and Conduct Implementation, execution and monitoring of the Personal Data Protection Program	
	Due diligence process and verification in sanctions lists Mass money laundering verification of counterparties	
Lack of continuity in the strategy or failure to implement the corporate governance practices		
	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	Changes in policies and guidelines, re-processing, inadequate execution of the budget
	the Company, and strengthening of the periodic reports submitted to the Corporate Governance and Sustainability Committee, the Board of Directors, the General Meeting	and PAC.
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	of Shareholders, oversight bodies and the market. Permanent verification of compliance with the Shareholder Agreement signed by the Capital District, the majority shareholder.	Effects on the company's ratings awarded by credit rating agencies.
strategy and in corporate governance		Negative perception of investors on the commitment and stability of GEB's management. Breach of the shareholder agreement derived from the Democratization process.
		Effects on GEB's credibility among stakeholders regarding shareholder and management commitment to corporate governance.
		Difficulties in negotiating topics of interest with third parties.
Inadequate management of the corporate strategy at subsidiaries	Changes in policies and middle	Changes in policies and suidaline
	Changes in policies and guidelines, re-processing, inadequate execution of the budget and PAC. Effects on the company's ratings awarded by credit rating agencies.	Changes in policies and guidelines, re-processing, inadequate execution of the budget and PAC. Effects on the company's ratings awarded by credit rating agencies.
Failure by GEB to adequately monitor the strategy and good corporate governance practices in subsidiaries and companies under joint control.	Negative perception of investors on the commitment and stability of GEB's management. Breach of the shareholder agreement derived from the Democratization process.	Negative perception of investors on the commitment and stability of GEB's management. Breach of the shareholder agreement derived from the Democratization process.
	Effects on GEB's credibility among stakeholders regarding shareholder and management commitment to corporate governance.	Effects on GEB's credibility among stakeholders regarding shareholder and management commitment to corporate governance.
Non-continuity of the business.	Difficulties in negotiating topics of interest with third parties.	Difficulties in negotiating topics of interest with third parties.
	Guidelines to prepare a Business Continuity Plan at GEB's Transmission Branch and subsidiaries. Design and implement Business Continuity Management at GEB and the Transmission	Economic losses, lower income.
Inadequate preparation to recover and restore critical business activities in case of a risk event that threatens business continuity.	Design and implement Business Continuity Management at GEB and the Transmission Branch.	Non-availability of physical facilities. Non-participation in strategic decisions of subsidiaries and associates.
		Effects on the health of direct workers and contractors, as well as suppliers and stakeholders with possible effects on business continuity.
Not having the appropriate and motivated human capital to develop the strategy	Work plan to consolidate the comprehensive talent management process to govern the	Inadequate selection of personnel and effects to the management life cycle.
	employee's life cycle and preserve his/her personal integrity. Update, document, communicate and fulfill human resource management policies and procedures.	Lack of installed capacity to respond to requirements in the expected times for each
	Training plan and individual development plans.	High turnover and inadequate performance.
Failure to consolidate a Corporate Human Resource Management Model that meets	Work plans for Performance Management. Studies and analysis for efficient performance management and variable compensation schemes.	Low motivation and unfocused strategy. Flight of knowledge.
business needs and contributes to retaining and developing the best talent.	Implement the workplace environment and quality of life strategy.	Inadequate resource investment and flight of knowledge, reprocessing, and failure to preserve knowledge.
	Project to manage new forms of work within legal parameters.	Low personnel productivity and motivation. Lawsuits or penalties by the Labor Ministry.
		Impact on productivity and business results. Lack of productivity.
Loss of confidentiality, integrity or availability of the		Lack of motivation of the staff.
Company's information assets and/or cyberassets.	Monitor compliance with corporate policies, model and standards for information security and cybersecurity.	Loss of business know-how.
	Assess, classify and establish controls to protect the Company's information assets and cyberassets according to identified risk levels through established policies and	Loss of competitiveness or loss of new business opportunities.
Failure to maintain the confidentiality, integrity and availability of information assets, which may affect operations, competitiveness, profitability and corporate	procedures. Contracting insurance policies.	Lower productivity or non-continuing businesses.
image	Transferable risks. Continuously survey the insurance market for new and better coverage, to reduce the financial impact of a loss event.	Leaks or loss of key information. Loss of image, complaints, penalties and fines by control bodies.
		Fraud Loss of control of devices and/or interruptions of operations.
Loss of competitiveness and/or reliability of the business operation due to		Effects on the safety of the public and/or citizens of a region or country.
inadequate digital transformation.	Optimization of the operating models (capabilities, processes, people, information) that	Loss of business and/or exiting the market.
	support the business. Strengthen the organizational capacities, digital talent, organizational culture, management and data exploration, agility for organizational transformations, innovation	
Not advancing in the digital transformation of GEB leveraged on digital talent, strategy, processes and digital technology to support the strategy, ensuring integral	models, cybersecurity, IT/OT integration that optimize business based upon data and information.	Not entering new markets in the energy sector in a timely manner.
reliable, current and effective information that supports the organization's timely management and growth.	Enable business growth and innovation based on data and digital technology.	Not fulfilling our customers' expectations. Not having complete, reliable, timely and current information for decision-making.
	Technological Oversight	Lower productivity compared to the market and/or competitors. Not generating new value-added processes, products and/or services.
		Not attracting and/or retaining the best human talent. Lagging behind in technology.
Loss of profitability, viability and business continuity due to inadequate management of climate change		
Julian of Charles Charles	Regulations and Relations Operation and Maintenance	Increase in costs Lawsuits
	Sustainability Technological Oversight	Loss of credibility Lagging behind in technology
	Innovation Advance negotiations with suppliers.	Increase in construction Under-use of gas infrastructure
	Adaptation of the infrastructure to transport cleaner energy types (hydrogen and its mixtures).	Increase in financing costs
	Stakeholder engagement strategy Public report on climate change management	Reputational costs Loss of competitiveness
	Reputational crisis management strategy Strengthening of suppliers and contractors	Loss of business opportunities Conflicts with stakeholders
	Infrastructure resilient to climate change Maintenance plans to protect infrastructure Insurance policy to mitigate risks	Lessened access to financing Higher infrastructure adaptation costs
Potential Differences between partners in the second secon	Insurance policy to mitigate risks	Accelerated deterioration of infrastructure Increase in electricity losses and gas leaks
Potential Differences between partners in non-controlled companies	Directives issued by the VP of Business and Innovation and the Corporate Affairs Department for effective participation in meetings of the Board of Directors.	Loss of businesses.
Differences in the interest of	Identify and follow-up on relevant, critical or high material impact aspects for companies where GEB has equity interest but no control.	Change in the value proposition to shareholders through dividends.
Differences in the interpretation of Shareholder Agreements and statutory obligations in investments in which GEB has no control.	Set a legal strategy in case GEB's rights are violated to protect the GEB's position on its investments.	Loss of operating efficiency and resources. Effects to image: reputation
		Effects to image; reputation. Litigation. Effects on fulfillment of the Group's corporate strategy.
Financing restrictions and/or higher cost of borrowing.	Evaluation and execution of refinancing alternatives or switching currencies in the event	Evaluation and execution of refinancing alternatives or switching currencies in the event
	of favorable market conditions. Implementing policies for currency exchange rates risk management.	of favorable market conditions. Implementing policies for currency exchange rates risk management.
	Formulation and implementation of a financial risk hedging strategy for debt and investments of GEB.	Formulation and implementation of a financial risk hedging strategy for debt and investments of GEB.
Difficulties to access resources, refinancing and borrowing costs or restrictions	Hedge accounting applied to net foreign investments as provided by IFRS. Assessment and execution of financial hedging as needed.	Hedge accounting applied to net foreign investments as provided by IFRS. Assessment and execution of financial hedging as needed.
	Availability of funds to meet debt service obligations through analysis and monitoring. Anticipate need for financing and/or resources and optimize processing times	Availability of funds to meet debt service obligations through analysis and monitoring. Anticipate need for financing and/or resources and optimize processing times
	Negotiation of debt contractual clauses, guarantees and/or support Diversification of financing sources	Negotiation of debt contractual clauses, guarantees and/or support Diversification of financing sources
Effects on GEB's reputation.	Design and implement the internal and external communications strategy.	Not achieving the desired positioning for GEB's reputation, affecting the achieved image/reputation.
Enilure to react appropriately to the	Design and implement the communications strategy for social media. Ongoing monitoring of information contained in communications media and digital	Lack of viability of projects.
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.	channels related to GEB and immediate implementation of action plans. Levels of review and approval of information to be disclosed.	Drop in share prices. Loss of credibility by stakeholders.
	Timely attention to formal requirements by government institutions. Active participation in events and public and private agencies for proper relations.	Loss of potential business for the company. Effects on the workplace environment.
Making non-strategic investments.	Crisis manual and circular letters to be applied.	
	Update and monitor the long-term strategic plan. Monitor and control policies and procedures for assessing investments and new	Economic losses. Not delivering the profitability promised to shareholders.
Approve and develop investment projects not aligned with the strategy defined by GEB.	businesses Analysis and assessment of investment per the guidelines and procedures established in the Development Plan for New Business.	, , , , , , , , , , , , , , , , , , ,
	Identifying risk in investment projects.	
Violation of human rights by GEB, or by a GEB worker, partner or contractor		Reputational impact, economic sanctions, disciplinary actions, criminal penalties, financial
	Implement, communicate and monitor compliance with the human rights policy	losses due to damage repair, operational interruptions, and effects on GEB's standing in international standards (DJSI).
	Implement a human rights due diligence process Protocols for communicating human rights matters Clauses for contract termination in the event of human rights violations	
	Clauses for contract termination in the event of human rights violations Human rights criteria in contractor assessments	
	component in the "contract complexity matrix"	
	Human rights component in the "contract complexity matrix" Human rights risks in the service contracting risk matrix	
	Human rights for subcontracting Human rights risks in the service contracting risk matrix Guidelines for community engagement	
	Human rights for subcontracting Human rights risks in the service contracting risk matrix Guidelines for community engagement Crisis communications protocols with communities Community relations manual	
	Human rights for subcontracting Human rights risks in the service contracting risk matrix Guidelines for community engagement Crisis communications protocols with communities	
	Human rights for subcontracting Human rights risks in the service contracting risk matrix Guidelines for community engagement Crisis communications protocols with communities Community relations manual Human rights training for contractors Human rights training programs for workers Human rights training plans for critical contractors Diversity, equity, and inclusion training initiatives for leaders and staff	
	Human rights for subcontracting Human rights risks in the service contracting risk matrix Guidelines for community engagement Crisis communications protocols with communities Community relations manual Human rights training for contractors Human rights training programs for workers Human rights training plans for critical contractors	

Monitor human rights management at the subsidiaries

Mitigation actions

Potential impacts

Description

Environment Management

Shared Prosperity

(GRI 203-1)

Infrastructure investments and services supported

			GEB					
Program:			Resources investe	Resources invested Current or anticipated impacts on				This investment is categorized as: (a) a commercially arranged
(significant investments in infrastructure and supported services)	Project status	Duration	СОР	USD	local communities and economies, including both positive and negative effects as relevant.	People impacted	Mandatory or voluntary investment	service, (b) an in-kind contribution, (c) or pro bono.
Energy for Prosperity / Kattoui Project for enhancing the Wayuú family economy, including the construction of a Wayuú handicraft center	Performed	8.5 months	\$ 180,000,000	\$ 41,618	 Establishment of commercial partnerships and stimulation of the local economy Promotion of community-based entrepreneurship and associativity Reduction of environmental impact by using plastic as a primary material for handicrafts. Preservation of cultural heritage. 	80	Voluntary	In Kind
TOTAL			\$ 180,000,000	\$ 41,618		80		
			Enlaza 2023					
			Resources investe	ed.				
Program (significant investments in infrastructure and supported services) Please specify the name of the significant investment or supported service.	Project Status (Level of progression or development of the investment) In progress - Completed	Duration (may be specified in years, months, or days, depending on the investment duration)	СОР		Current or expected impacts on the local communities and economies, including positive and negative impacts, as appropriate.	People impacted	Mandatory or voluntary investment	This investment is categorized a (a) a commercially arranged service, (b) an in-kind contribution, (c) or pro bono.
	Completed and ongoing	10 months			Enhancing local economies			
	Performed	7 months			through the development and reinforcement of productive			
	Completed and ongoing	6 months			projects, as well as the			
Energy for competitiveness: Improvement of Road Infrastructure Projects aimed at	Completed and ongoing	12 months			improvement and adaptation of			
strengthening productive organizational	Completed and ongoing	12 months	\$ 1,072,422,329.00	\$ 247,956.05	6.05 tertiary roads with interventions at critical points to facilitate	18299	voluntary	In Kind
structures.	Completed and ongoing	5 months			intercommunication and mobility,			
	Completed and ongoing	9 months			ultimately providing access to healthcare, education, and other services.			



Indi	cators
and	Notes

Climate Change Report

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			Enlaza 20	23				
Energía para la Transformación (Energy for Transformation): - Public space lighting systems	Completed and ongoing	9 months	\$ 79,611,513.00	\$ 18,407.07	Enhancing energy efficiency in public spaces within project influence areas, aimed at increasing safety and promoting the right to free movement.	5188	voluntary	In Kind
Energía para el Bienestar (Energy for	Completed and ongoing	24 months			Promotion of improved living			
Well-being): Improvements to community	Completed and ongoing	6 months			conditions for communities			
infrastructure, including upgrades to rural aqueducts and recreational and sports	Completed and ongoing	12 months			through the enhancement			
areas.	Completed and ongoing	5 months	\$ 1,294,600,048.00	\$ 299,326.03	of leisure, recreational, and community spaces, enabling	43210	voluntary	In Kind
Socio-cultural compensations - Ancestral Connections:	Completed and ongoing	9 months	healthy	healthy recreation and community engagement.				
	Completed and ongoing	12 months	\$ 5,386,220,180.00	\$ 1,245,354.43	Ensuring the right to prior consultation for ethnic communities located within our areas of influence.			In Kind
Ancestral Connections: Strengthening	Completed and ongoing	8 months				20000	man in dictions i	
of self-governance, customs and traditions of ethnic communities.	Completed and ongoing	6 months				30000	mandatory	III KIIId
	Completed and ongoing	12 months						
	Completed and ongoing	5 months			Promote social inclusion and access to quality education.	9425	voluntary	
Energy for Learning: Upgrades to	Completed and ongoing	9 months						
educational facilities and enhancement	Completed and ongoing	24 months	\$ 269,527,682.00	\$ 62,317.82				In Kind
of artistic, cultural, and sports skills.	Completed and ongoing	36 months			access to quality education.			
	Completed and ongoing	4 months						
Provision of connectivity services via fiber optic cables carried through the electrical infrastructure of GEB's Elecnorte Enlaza asset, offering connectivity to 10 educational institutions in Riohacha, La Guajira.	In progress	62 months	\$ 777,458,529.00	\$ 179,757.12	Narrowing the digital divide for students at the 10 IEs and enhancing the access of students and teachers to educational digital content.	4000	voluntary	In Kind
Supply of Urban Sculptural Pieces in the Municipality of Tena, Cundinamarca.	Performed	4 months	\$ 200,000,000.00	\$ 46,242.24	Tourism Promotion in Tena Municipality.	9000	voluntary	In Kind
TOTAL			\$ 9,079,840,281.00	\$ 2,099,360.77		119122		

TGI 2023

Program (significant investments in infrastructure and supported services) Please specify the name of the significant investment or supported service.	Project Status (Level of progression or development of the investment) In progress - Completed	Duration (may be specified in years, months, or days, depending on the investment duration)	Resources invested COP	USD	Current or anticipated impacts on local communities and economies, including both positive and negative effects as relevant.	People impacted	Mandatory or voluntary investment	This investment is categorized as: (a) a commercially arranged service, (b) an in-kind contribution, (c) or pro bono.
Progress Networks: Construction project of the domestic natural gas distribution system for the villages of Carutal, San Ignacio, Pavitos, Barrio Girasoles, and La Esmeralda in Barranca de Upía, Meta, under the Upía River Crossing Construction Project.	Performed	8 months	\$ 35,000,000	\$ 8,092	Improvement of women's health, reduce felling of timber forests, reduction in energy costs.		Voluntary	In Kind

			TGI					
Competitiveness Networks: Strengthening of Scientific-Technological knowledge networks, fostering identity building, empowerment, and economic autonomy of women leading BIO economy initiatives within the influence area of TGI S.A ESP's infrastructure.	Performed	9 months	\$ 200,000,000	\$ 46,242	The strengthening of knowledge, competencies and the delivery of inputs to the school population reinforced relations with the academic communities.	216	Voluntary	In Kind
Progress Networks: Construction of a bio-healthy gymnasium in Rincón Santo, Cogua, Cundinamarca.	Performed	7 months	\$ 64,000,000	\$ 14,798	Improvement of family health and well-being	1390	Voluntary	In Kind
Progress Networks/Diversity: Improvement of sacred spaces to preserve the traditional identity of the Lancelia and Tronjamana Communities from the Wayuu Resguardo of Alta y Media Guajira, located within the jurisdiction of Manaure, La Guajira.	Performed	7 months	\$ 38,963,073	\$ 9,009	Health and Well-being Improvement to support the reduction of maternal and infant morbidity and mortality rates.	535	Voluntary	In Kind
Networks for Learning/Diversity: Collaborative efforts to implement the ethnic model of comprehensive health care, encompassing health services, education, and supplementary activities across 22 communities in Manaure and Uribia, within the area affected by TGI's Ballena Barrancabermeja gas pipeline. This initiative supports the reduction of morbidity, and maternal and infant mortality rates.	Performed	7 months	\$ 40,000,000	\$ 9,248	The projects are positive for the communities since they strengthen their cultural identity and provide inputs for the development of productive activities in accordance with territorial uses and traditions.		Voluntary	In Kind
Progress Networks: Collaborative technical, administrative, and financial efforts between TRANSPORTADORA DE GAS INTERNACIONAL S.A. ESP. and the MUNICIPALITY OF PUENTE NACIONAL, Santander, to expand the residential natural gas service coverage to the villages of Montes, La Planta, Santa Rosa, and Puente Guillermo in PUENTE NACIONAL, Santander.	Performed	7 months	\$ 154,808,000	\$ 35,793	Improvement of women's health, reduce felling of timber forests, reduction in energy costs.	496	Voluntary	In Kind
Progress Networks: Collaborative technical, administrative, and financial efforts between the MUNICIPALITY OF ZETAQUIRA, Boyacá, and Transportadora de Gas Internacional S.A. ESP to extend residential natural gas service to Guanatá village in ZETAQUIRA, Boyacá, Phase III.	Performed	7 months	\$ 146,666,666	\$ 33,911	Improvement of women's health, reduce felling of timber forests, reduction in energy costs.	289	Voluntary	In Kind
Progress Networks: Collaborative technical, administrative, and financial efforts between TRANSPORTADORA DE GAS INTERNACIONAL S.A. ESP - TGI S.A. ESP and the COMMUNITY ACTION BOARD OF VEREDA SAMARIA, VILLAVICENCIO, to execute "Phase 2: Road Formation" of the alternate route construction project Buenavista - El Carmen, Samaria, and San Juan de Ocoa in Corregimiento Dos of Villavicencio.	Performed	3 months	\$ 40,000,000	\$ 9,248	Improvement of trade, productivity and mobility	5300	Voluntary	In Kind

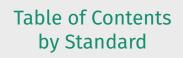


Indicators and Notes

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			TGI					
Progress Networks: Construction of a base for a 10,000-liter elevated tank and a school classroom within the Wayuu Soldado Paratebien Indigenous Resguardo, located in Albania and Riohacha, La Guajira. This is part of the voluntary social investment of the "Maria Conchita Entry Point" project.	Performed	5 months	\$ 113,300,952	\$ 26,196	The projects are positive for the communities since they strengthen their cultural identity and provide inputs for the development of productive activities in accordance with territorial uses and traditions.	952	Voluntary	In Kind
Progress Networks: Enhancement of the tertiary public road by constructing 231 linear meters of concrete slabs in the Los Robles sector and the road sector Puente Otero (Cecilia Virviescas de Pinzón) leading to the TGI plant in Puente Nacional, Santander.	Performed	6 months	\$ 254,000,000	\$ 58,728	The impacts have been positive, since they have addressed the needs expressed by the communities in TGI's area of influence and strengthen the relationship with the communities, as well as with the municipal administrations.	842	Voluntary	In Kind
Progress Networks: Joint technical, administrative, and financial collaboration between the Municipality of Briceño (Boyacá) and TRANSPORTADORA DE GAS INTERNACIONAL S.A. ESP., aimed at constructing culverts on the Palo Blanco El Diamante road in Briceño, Boyacá.	Performed	6 months	\$ 70,000,000	\$ 16,185	Improvement of trade, productivity and mobility	305	Voluntary	In Kind
Progress Networks: Partnership between the Community Action Board of Las Mercedes and Transportadora de Gas Internacional S.A. ESP to improve 300 linear meters of granular subbase on the Las Mercedes road, La Unión sector, in Villavicencio, Meta.	Performed	1 month	\$ 29,987,419	\$ 6,933	Improvement of trade, productivity and mobility	492	Voluntary	In Kind
Progress Networks: SUPPLY OF GOODS REQUIRED FOR THE DEVELOPMENT OF THE OBJECTIVES OF SOCIAL PROJECTS BENEFITING THE COMMUNITIES WITHIN THE INFLUENCE AREAS OF TGI'S CONSTRUCTION PROJECTS.	Performed	7 months	\$ 713,590,967	\$ 164,990	Community Integration	9424	Voluntary	In Kind
Progress Networks/Diversity: Construction of an enclosure around the sacred site (AMUYUU) of the Eirruku Sapuana of the Wayenetamana Community in the Wayuu Resguardo of Alta Guajira, located in Riohacha, La Guajira, as part of the voluntary social investment of the "Maria Conchita Entry Point" project.	Performed	2 months	\$ 123,133,000	\$ 28,470	The projects are positive for the communities since they strengthen their cultural identity and provide inputs for the development of productive activities in accordance with territorial uses and traditions.	289	Voluntary	In Kind
Networks to Learn: Establishment and strengthening of Community Forestry Brigades in the focused villages of Cáqueza, Cundinamarca, to support prevention and first-response actions to forest fires within the territorial jurisdiction.	Performed	3 months	\$ 29,996,470	\$ 6,936	Community Integration	2920	Voluntary	In Kind





Indicators and Notes

Climate Change Report

			TGI					
Networks for Learning: Enhancing the strategic and educational relationships with school-aged children in the direct influence area of the company by supplying libraries and educational materials to improve the quality of education in rural zones.	Performed	3 months	\$ 87,935,616	\$ 20,332	Community integration and educational strengthening	430	Voluntary	In Kind
Progress Networks: Provision of the specified elements in this contract for corporate volunteer activities across 12 territorial units, aimed at fostering the social and cultural development of the community.	Performed	3 months	\$ 88,824,932	\$ 20,537	Community Integration	4897	Voluntary	In Kind
Progress Networks: Supply of resources to enhance community and family capabilities in risk management, including emergency plans, evacuation strategies, first aid, and other tools, within the communities influenced by TGI S.A. ESP.	Performed	8 months	\$ 202,213,035	\$ 46,754	Community integration and educational strengthening	2084	Voluntary	In Kind
Competitiveness Networks: Empower women aged 18 to 55 in three departments (Cundinamarca, Tolima, and Caldas) and ten municipalities (Cogua, Fúquene, Nemocón, Lérida, Armero, Guamo, Natagaima, Mariquita, Villamaría, and Manizales) in Colombia. This initiative equips them with educational, entrepreneurial, leadership, and skills training to become change agents, maximizing their talents through virtual means and concluding with an in-person bootcamp. This program aims to achieve their goals in peace-building and community development towards the social transformation of their regions.	In progress	6 months	\$ 239,999,200	\$ 55,491	Community integration and educational strengthening	200	Voluntary	In Kind
Progress Networks: Collaborative technical, financial, and administrative efforts between the Community Action Board of Vereda la Gileña, Sabanalarga-Casanare, and Transportadora de Gas Internacional S.A. ESP for constructing a metallic bridge over the Arenoso stream in the rural district of Gileña, Sabanalarga, Department of Casanare.	Performed	3 months	\$ 24,920,000	\$ 5,762	Improvement of trade, productivity and mobility	15	Voluntary	In Kind
Progress Networks: Collaborative technical, administrative, and financial efforts between Transportadora de Gas Internacional S.A. ESP and the Community Action Board of Nueva Zelandia for the supply, extension, leveling, and compaction of 4-inch granular material. This project aims to improve the road from Caño Aguaclara to the entrance of the agro-livestock farm in Sabanalarga, Casanare.	Performed	4 months	\$ 24,021,900	\$ 5,554	Improvement of trade, productivity and mobility	439	Voluntary	In Kind



			TGI					
Progress Networks: Collaborative technical, administrative, and financial efforts between the Communal Action Board of the Servitá Police Departmental Inspection of Villavicencio, Meta, and Transportadora de Gas Internacional S.A. ESP. This collaboration is set to enhance the aqueduct system of the rural district of Servitá in Villavicencio, Meta.	Performed	3 months	\$ 25,000,000	\$ 5,780	Improvement of community quality of life	520	Voluntary	In Kind
Progress Networks: Collaborative technical, administrative, and financial efforts between the Litro de Luz Foundation and Transportadora de Gas Internacional S.A. ESP for the provision, installation, commissioning, and training in the use and maintenance of solar energy systems. This initiative aims to enhance the quality of life in the communities of Cornetal in Villavicencio and Morrocaliente and La Pizarra in Puerto Boyacá.	Performed	4 months	\$ 199,492,800	\$ 46,125	Improvement of community quality of life	318	Voluntary	In Kind
Progress Networks: Collaborative technical, administrative, and financial efforts between the Community Action Board of Aguablanca and Transportadora de Gas Internacional S.A. ESP to supply and install water storage facilities for the residents of Aguablanca, Tauramena, Casanare, enhancing access to potable and domestic water.	Performed	3 months	\$ 40,000,000	\$ 9,248	Improvement of community quality of life	380	Voluntary	In Kind
Progress Networks: Construction of a "Salón Comunal" community space to meet collective needs, fostering new ways to utilize municipal communal spaces as venues for diversity, cultural expression, and socio-political activities. This initiative leverages local opportunities to build a future vision with strategic conditions beneficial for community leader interactions.	Performed	7 months	\$ 40,000,000	\$ 9,248	Improvement of community quality of life and community integration	248	Voluntary	In Kind
Progress Networks: Improvement of tertiary public roads by constructing up to 116 linear meters of rigid pavement in the sectors of rural district Los Robles - Sector Puente Otero and rural district Peñitas - Sector Guayabo, leading to the TGI plant in Puente Nacional, Santander.	Performed	4 months	\$ 100,000,000	\$ 23,121	The impacts have been positive, since they have addressed the needs expressed by the communities in TGI's area of influence and strengthen the relationship with the communities, as well as with the municipal administrations.	842	Voluntary	In Kind

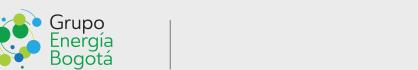


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			TGI					
Progress Networks: Collaborative technical, administrative, and financial efforts between the Municipality of Güepsa and Transportadora de Gas Internacional S.A. ESP to construct a 120-meter section of rigid pavement in El Rincón, Municipality of Güepsa, Santander.	Performed	4 months	\$ 100,000,000	\$ 23,121	Improvement of trade, productivity and mobility	104	Voluntary	In Kind
Progress Networks: Collaborative technical, administrative, and financial efforts between Transportadora de Gas Internacional S.A. ESP and the Municipality of San Sebastian de Mariquita (Tolima), focusing on the maintenance and enhancement of the roadway connecting the rural district "El Caucho" with the municipality of San Sebastián de Mariquita, Tolima.	Performed	4 months	\$ 20,000,000	\$ 4,624	Improvement of trade, productivity and mobility	276	Voluntary	In Kind
Progress Networks: Collaborative technical, administrative, and financial efforts between the Community Action Board La Tigrana of Monterrey, Casanare, and Transportadora de Gas Internacional S.A. ESP, for constructing a rigid pavement section on the road connecting the upper sector of La Tigrana rural district with the national road towards Monterrey, Casanare.	Performed	1 month	\$ 58,122,138	\$ 13,438	Improvement of trade, productivity and mobility	57	Voluntary	In Kind
Networks for Learning: Collaborative technical, administrative, and financial efforts between the Municipality of Quetame, Cundinamarca, and Transportadora de Gas Internacional S.A. ESP to equip Rural Educational Institutions in the municipality of Quetame, Cundinamarca—within the influence area of the Apiay-Villavicencio-Usme gas pipeline—with audiovisual equipment (televisions).	Performed	1 month	\$ 22,799,924	\$ 5,272	The positive impacts cater to the needs of communities within TGI's area of influence and enhance relationships with both these communities and municipal administrations.	133	Voluntary	In Kind
Progress Networks: Development and installation of children's playground equipment in Barrio San Rafael Park, Municipality of Puerto Wilches, providing a suitable space for recreational and integrative activities for children and the community at large.	Performed	3 months	\$ 23,427,999	\$ 5,417	Improvement of community quality of life and community integration	670	Voluntary	In Kind
Progress Networks: Acquisition and installation of solar panels and necessary equipment to power the aqueduct's pumping system in rural district Perico, Municipality of Honda (Tolima). This initiative addresses the water scarcity affecting local families due to the high costs associated with other energy sources.	Performed	6 months	\$ 50,000,000	\$ 11,561	Improvement of community quality of life and community integration	261	Voluntary	In Kind

			TGI					
Competitiveness/Diversity Networks: Preservation of the ancestral identity of indigenous communities directly influenced by the Ballenas-Barrancabermeja gas pipeline in the rural district of La Guajira. This is achieved through the provision of goods and resources that enhance their productive capacity in line with their traditional practices and customs.	Performed	4 months	\$ 314,773,461	\$ 72,779	The projects are positive for the communities since they strengthen their cultural identity and provide inputs for the development of productive activities in accordance with territorial uses and traditions.	871	Voluntary	In Kind
Networks for Learning: Strengthen strategic and educational relationships with schoolaged children in the company's direct area of influence by distributing school aid kits and other resources to bolster educational development.	Performed	3 months	\$ 149,994,118	\$ 34,680	Improvement of quality of life and educational strengthening.	3162	Voluntary	In Kind
Networks for Learning: Conduct an analysis of the contribution of Social Investment and Social Management and design an impact measurement model for strategic investment programs of Transportadora de Gas Internacional TGI ESP.	In progress	8 months	\$ 49,980,000	\$ 11,556	Improvement of quality of life, Improvement of commerce and productivity		Voluntary	In Kind
Networks for Learning: Enhance community management within smaller territorial units including Cornetal, Buenavista, Servitá, Laberinto, Barranca de Upia, Sabanalarga, San Luis de Ocoa, San Cipriano, Las Mercedes, and Venadito. This effort focuses on developing management skills and fostering relationships with public and private entities.	Performed	3 months	\$ 24,200,000	\$ 5,595	Strengthening the institutional management of communities and municipal authorities.	120	Mandatory	In Kind
Competitiveness Networks: Provide support and empowerment to vulnerable, victimized, disabled, or displaced mothers who are heads of households in Puerto Boyacá, Boyacá. This support includes training and provision of basic entrepreneurial tools to enable them to achieve economic independence.	In progress	7 months	\$ 16,200,000	\$ 3,746	Improvement of Quality of Life, Enhancement of Commerce, Productivity, and Mobility.	40	Voluntary	In Kind
Networks for Learning: Distribution of educational aid kits that enhance the strategic and educational relationships with the school-aged population within the direct influence area of Transportadora de Gas Internacional TGI S.A.	In progress	2 months	\$ 189,986,280	\$ 43,927	Improvement of quality of life and educational strengthening.	N/A	Voluntary	In Kind
TOTAL			\$ 4,145,337,950	\$ 958,449		39517		

			Cálidda in 2	023				
Program (significant investments in infrastructure and supported services) Please specify the name of the significant investment or supported service.	Project Status (Level of progression or development of the investment) In progress - Completed	Duration (may be specified in years, months, or days, depending on the investment duration)	Resources inve	ested USD	Current or anticipated impacts on local communities and economies, including both positive and negative effects as relevant.	People impacted	Mandatory or voluntary investment	This investment is categorized as: (a) a commercially arranged service, (b) an in-kind contribution, (c) or pro bono.
Biodiversity	In progress	Current	PEN 55,620.49	\$ 14,832.13	This year's investment has expanded the biodiversity program, broadening the scope of the Fog Catching Project and launching Urban Biodiversity Monitoring in our area of influence.	290	Voluntary	In Kind
Volunteers	In progress	Current	PEN 267,910.65	\$ 71,442.84	Enable economic independence of soup kitchen leaders. Improvements to spaces and conservation of biodiversity, with an impact on the community	2322	Voluntary	*pro bono
Cálidda Soup Kitchens 2.0	In progress	Current	PEN 415,539.11	\$ 110,810.43	Infrastructure improvements in communities and the creation of bio-gardens for self-sustenance. Further, training programs have been developed for the benefit of community center leaders.	6212	Voluntary	In Kind
TOTAL			PEN 739,070	\$ 197,085		8,824		



Electrodunas 2023								
Program (significant investments in infrastructure and supported services) Please specify the name of the significant investment or supported service.	Project Status (Level of progression or development of the investment) In progress - Completed	Duration (may be specified in years, months, or days, depending on the investment duration)	Resources inves	ted USD	Current or anticipated impacts on local communities and economies, including both positive and negative effects as relevant.	People impacted	Mandatory or voluntary investment	This investment is categorized as: (a) a commercially arranged service, (b) an in-kind contribution, (c) or pro bono.
	In process (began in 2023 with expected completion in January 2024).	2 months	PEN 63,489.38	\$ 16,930.50	Coordinated action agreed upon with the Caudalosa Community.	50	Voluntary	In Kind
Biodiversity Project "Energy that Sows Lives"	Completed; currently in the irrigation and mainte- nance phase.	24 months	PEN 142,367.00	\$ 37,964.53	Joint project conducted with Contugas.	4,000	Voluntary	In Kind
TOTAL			PEN 205,856.38	\$ 54,895		4,050		

Conecta 2023								
Program (significant investments in infrastructure	Project Status (Level of progression or development of the	Duration (may be specified in years,	Resources inve	ested	Current or anticipated impacts on local communities and economies,			This investment is categorized as: (a) a commercially arranged
and supported services) Please specify the name of the significant investment or supported service.	investment) In progress - Completed	months, or days, depending on the investment duration)	GTQ	USD	including both positive and negative effects as relevant.	People impacted	Mandatory or voluntary investment	service, (b) an in-kind contribution, (c) or pro bono.
Shared Value Project: Building of a community hall measuring 25 x 10 meters	90% complete	7 months	GTQ 399,969.80	\$ 51,278.18	Fosters community coexistence by providing safe and dignified spaces for community gatherings.	800	voluntary	In Kind
Shared Value Project: Refurbishment of homes damaged by storms ETA and IOTA	Performed	2 months	GTQ 146,272.70	\$ 18,752.91	Improvement of 99 homes impacted by storms ETA and IOTA, each furnished with 10 sheets of roofing material.	594	voluntary	In Kind
Shared Value Project: Materials for the improvement of internal streets with cobblestones.	Performed	3 months	GTQ 167,880.00	\$ 21,523.08	The positive impact of this project is the improvement of access within the community's internal streets.	800	voluntary	In Kind
Shared Value Project: Agricultural equipment for Natividad Farm.	50% complete	2 months	GTQ 124,390.25	\$ 15,947.47	Support for the technification of family production processes, enabling the adoption of better practices and enhanced efficiency in activity development.	600	voluntary	In Kind
Shared Value Project: Materials for building two classrooms at the Official Rural Mixed School.	Performed	3 months	GTQ 77,910.51	\$ 9,988.53	Providing a dignified space for school-aged children and residents of this community.	1000	voluntary	In Kind
TOTAL			GTQ 916,423.26	\$ 117,490.16		3,794		

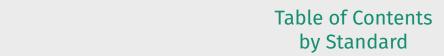
Environment Management

Shared Prosperity

(GRI 203-2) Significant indirect economic impacts

	GEB 2023	
Indirect economic impacts (positive and negative) produced by the operation in the area		
Description of the impact and its significance according to stakeholder priorities.	Region of occurrence (Colombia or Central America)	Significance of indirect economic impacts within the context of external benchmarks and stakeholder priorities, including national and international standards, protocols, and political agendas.
Bridging labor market gaps and revitalizing the national economy through hiring both skilled and unskilled workers for the operations of Grupo Energía Bogotá, and by purchasing goods and services from domestic suppliers.	Colombia	Hiring workers and procuring goods and services nationally aids in closing employment gaps and invigorating the national economy. Considering the national unemployment rat nears 10%, and over 55% of the workforce engages in informal employment.
Enhancing skills for employment and entrepreneurship, particularly in areas related to the energy transition, technical abilities, and English, through collaborations with universities and specialized educational centers, thereby fostering access to quality education and bridging labor market gaps.	Bogotá, Cundinamarca, and La Guajira	These initiatives help bridge employment gaps and foster formal employment, while also promoting entrepreneurship and access to relevant, high-quality education.
Local economic growth via strengthening local suppliers and forging trade partnerships with existing value chains in the region.	Cundinamarca	Executing this program boosts the local and regional economies, encourages collaboration, and supports the formalization of businesses.
Empowering the Wayuú family economy through formalizing a communal crafts enterprise in Waimpiralein rancheria, providing working capital, and establishing trade partnerships with national retailers.	La Guajira	This project enhances local economic strength, fosters women's economic independence encourages community collaboration, and supports entrepreneurship.

	Enlaza 2023	
ndirect economic impacts (positive and negative) produced by the operation in the area		
Description of the impact and its significance according to stakeholder priorities.	Region of occurrence (Colombia or Central America)	Significance of indirect economic impacts within the context of external benchmarks stakeholder priorities, including national and international standards, protocols, ar political agendas.
Northern region: 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.	Colombia: UPME Project 10-2019 Bonda Segment I and Segment 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 06-2019 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 Guajita and Municipalities: La Paz, Valledupar, Becerril and El Paso - Cesar).	
Northern region: 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.	Colombia: UPME Project 10-2019 Bonda Segment I and Segment 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 06-2019 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 Guajita and Municipalities: La Paz, Valledupar, Becerril and El Paso - Cesar).	This is why mechanisms are in place to engage local labor, either directly or through the sustainability operator, construction contractors, and consulting firms linked to the
Northern region: The Ancestral Connections Program plays a pivotal role in our engagement with ethnic communities by acknowledging their cultural diversity, self-determination, and the need to champion initiatives that focus on enhancing the communities' memory, dentity, traditions, and knowledge. Certain projects within the Ancestral Connections Program are dedicated to the revival of nistorical memory and providing training in service offerings tailored to gender and ethnic perspectives. Thus, each initiative within the Ancestral Connections Program must address the specific needs of each community to safeguard their cultural, economic, social, and political practices.	Colombia: 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). UPME 06-2019 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 Guajita and Municipalities: La Paz, Valledupar, Becerril and El Paso - Cesar).	The significance of indirect economic impacts is evident in the promotion of projects not only safeguard the cultural heritage of these communities but also create tangible economic advantages. Promoting training in services focused on gender and ethnicity helps to bolster the economic independence of the communities, creating opportunit for local entrepreneurship and employment.
Northern region: Through the Energy for Competitiveness program, we have strengthened the communal organization in the Boquerón district and La Estación area by equipping them with tools, strategies, and knowledge. This foundation supports their management capabilities across both public and private sector organizations.	Colombia: 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).	This program has been instrumental in empowering local communities, equipping the with essential resources to solidify their organizational processes. The training provid has enhanced the foundation of knowledge and skills, enabling organizations in Boqu and La Estación to not only boost their internal efficiency but also to forge stronger, no collaborative ties with other entities, be they public or private.
Northern region: By implementing the Energy for Well-being Program, an integral part of our engagement with communities, we aim to enhance spaces for physical activity, properly utilize leisure time, and raise awareness of good practices for healthy living habits. This allows communities to enjoy and contribute to the overall well-being and development, as exemplified by the Cordobita Township and the Jolonura Rural District.	Colombia: UPME Project 10-2019 Bonda Segment I, located in the municipality of Ciénaga, covers the Rural District of Jolonura and the Township of Cordobita.	Social investment projects serve as a means to rebuild the social fabric, simultaneous enhancing spaces for physical activity and leisure time, and fostering awareness of go practices. These initiatives enable residents of the rural district to develop skills and values such as camaraderie, teamwork, honesty, empathy, respect, and tolerance.
Northern region: Through the Energy for Transformation program, a cornerstone of our community relationships, we strive to deliver sustainable progress to territories by fostering shared value creation. This achievement stems from strategic partnerships with local stakeholders and other interest groups who share common goals. In the course of gathering diagnostic information, the communities involved in expansion, operation, and maintenance projects have prioritized various public lighting initiatives using Photovoltaic Solar Energy on public roads, booths, and sports facilities.	Colombia: UPME Project 10-2019 Bonda Segment I, municipality of Ciénaga, Vereda Jolonura, and sector Nueva Esperanza.	The implementation of Photovoltaic Solar Energy in public areas demonstrates the community's commitment to pursuing sustainable and energy-efficient solutions.
Northern region: Inder our Volunteers and Community Work initiatives, we conducted seven significant interventions within our area of influence These efforts were directed at enhancing both community and educational environments, leading to a discernible positive ransformation.	Colombia: 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 06-2019 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 Guajita and Municipalities: La Paz, Valledupar, Becerril and El Paso - Cesar).	This collaborative effort not only visibly improved common and educational areas but significantly strengthened our ties with the local communities. The active engagement of company volunteers, contractors, and community leaders not only underscores our corporate commitment but also fosters a more intimate and collaborative relationship with the community.
Southern and Western Regions: Social Integration: In the Southern and Western regions, 26 social integration activities (volunteer events) were carried out: 15 at educational institutions, 8 at community centers, 1 at a sports facility, 1 in road maintenance, and 1 at a social headquarters, with an investment of COP 77,598,604. These efforts revitalized and enhanced spaces through selfless collaboration between the community and the Company, deepening trust through active integration and sharing. Southwestern Reinforcement Project across its three (3) segments and operational assets: Armenia, Interconnection with Ecuador, and Tesalia – Alférez.	Colombia: Southwestern Reinforcement Project across its three (3) segments and operational assets: Armenia, Interconnection with Ecuador, and Tesalia – Alférez.	
Southern and Western Regions: mprovement of social well-being conditions: In the Southern and Western regions, 11 social investment projects (SIPs) were completed and handed over to the communities: 3 productive projects, 2 bio-healthy parks, 2 children's playgrounds, 2 sports facility enhancements, 1 road maintenance, and 1 community center upgrade. These initiatives had positive impacts in areas actively involved due to the construction of the UPME-04-2014 Southwest Reinforcement projects at 500 kV (Medellín – La Virginia and Alférez – San Marcos) and the operational assets in Armenia and the Interconnection with Ecuador.	Colombia: UPME-04-2014 Southwest Reinforcement at 500 kV projects (Medellín – La Virginia and Alférez – San Marcos) and operational assets in Armenia and the Interconnection with Ecuador.	Contribution to achieving the Sustainable Development Goals. The completed projects bolstered educational processes for students, improved mobi and accessibility for the general population, and supported region-specific activities,
Southern and Western Regions: mprovement of social well-being conditions: In the Western region, the initiation of three (3) SIPs for the UPME-04-2014 Southwest Reinforcement at 500 kV Medellín – La Virginia project and the operational asset in Armenia also commenced.	Colombia: UPME-04-2014 Southwest Reinforcement Project at 500 kV Medellín – La Virginia and the operational asset in Armenia.	enhancing social integration and community participation. This was achieved by upgrading communal meeting places, constructing recreational and sports projects, a promoting healthy recreation, sports, and leisure activities.
Vestern Region: Stimulating local economies through the demand for goods and services by construction contractors: INGEOMEGA, PROING UPME-04-2014 projects Southwest Reinforcement at 500 kV Medellín – La Virginia and Alférez – San Marcos) and GTA naintenance tasks for operational assets.	Colombia: UPME-04-2014 projects Southwest Reinforcement at 500 kV (Medellín – La Virginia and Alférez – San Marcos) and operational assets.	
Western Region: ob Creation: Recruitment of both skilled and unskilled staff from the local area via the sustainability operator Socya Foundation and work contractors INGEOMEGA, PROING, APPLUS (UPME-04-2014 projects Southwest Reinforcement at 500 kV Medellín – La Virginia and Alférez – San Marcos) and GTA maintenance tasks for operational assets.	Colombia: UPME-04-2014 projects Southwest Reinforcement at 500 kV (Medellín – La Virginia and Alférez – San Marcos) and GTA maintenance tasks for operational assets.	
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 fo he Sogamoso project, it is noted that the construction phase will be carried out step-by-step in 7 sections of the project in 2023 and 5 sections were activated (of 166 territorial units, 118 have been activated with implementation by EMP). The impacts realized span all biotic, abiotic, and socioeconomic components since these areas fall within the direct influence of the projects in the central region. Specifically, in the socioeconomic component, impacts include changes in land use due to the construction of towers and spans a reduction in productive capacity, creation of expectations, and alterations in the socio-cultural patterns of the territory. Changes in the perceived visual quality of the landscape.	Colombia: Sogamoso Project - UPME 01-2013 Northern Project - UPME 03-2010 San Fernando at 230 Kv Project.	Job creation through the procurement of goods and services in the municipalities with the influence area aims to invigorate the local economy. Improvement of roadways through social investment projects and volunteer social activities intended to enhance the productive conditions in rural areas.



Indicators and Notes

Climate Change Report

TGI 2023					
Indirect economic impacts (positive and negative) produced by the operation in the area					
Description of the impact and its significance according to stakeholder priorities.	Region of occurrence (Colombia or Central America)	Significance of indirect economic impacts within the context of external benchmarks and stakeholder priorities, including national and international standards, protocols, and political agendas.			
High expectations from communities for access to personal and community services enhance their quality of life and fill the void where state services are absent.	220 municipalities and 1,100 hamlets within the area of influence in Colombia	Social and economic initiatives foster new opportunities and connections for families and communities. Effectively narrowing social disparities within the territory and advancing towards greater equality. Moreover, voluntary social investments help increase property values.			
Strengthening the social fabric and supporting the closure of gaps in education, gender equality, and access to public services using clean energy.	345 rural districts received investment in 2023.	Bolstering processes of ownership, territorial identity, and social organization.			
Communities experience a sense of insecurity due to the infrastructure development for gas transport.	220 municipalities and 1,100 hamlets within the area of influence in Colombia	Communities are gaining new insights into risk management and designing community and family-level processes to mitigate these risks. This understanding typically broadens to encompass self-care, caring for others, and environmental stewardship.			
Economic stimulation through the hiring of local labor for operations and projects.	24 municipalities of COG + 345 rural districts where investments were made in 2023.	We contribute to the economy of the territories within our areas of influence by promoting regional development and growth. This fosters economic autonomy for families and reduces dependence solely on local job offers. Higher income leads to greater dynamism in the local economy.			

	Cálidda in 2023	
Indirect economic impacts (positive and negative) produced by the operation in the area		
Description of the impact and its significance according to stakeholder priorities.	Region of occurrence (Colombia or Central America)	Significance of indirect economic impacts within the context of external benchmarks and stakeholder priorities, including national and international standards, protocols, and political agendas.
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 2023. No negative indirect impacts have been reported. ATE, Comas, Callao, Carabayllo, Chorrillos, Los Olivos, Villa Maria del Triunfo, Villa El Salvador, San Martín de Porres, Lurín. San Juan de Miraflores, El Agustino, San Juan de Lurigancho, Santa Anita, Pachacámac, Chilca, Rímac, Puente Piedra, Ventanilla, La Victoria, Lima, Surco, Carmen de la Legua.	Lima and Callao	The Cálidda dining program is an in-house initiative implemented with internal resources aligned with the national government program. This contributes to reducing gaps such as: Anemia, nutrition, clean and affordable energy.
CrediCálidda is a financial inclusion program aimed at vulnerable populations who are unable to access formal loans from financial entities due to their credit risk. The program specifically focuses on our users from socioeconomic levels C, D, and E, which represent over 90% of our current users. At CrediCálidda, we facilitate access to credit without prior financial assessment and provide an approved credit line of up to PEN 5,000 to finance appliances, televisions, technology, cell phones, motorcycles, furniture, building materials, school supplies, among other items. As of December 2023, 90,349 loans have been granted. No negative indirect impacts have been reported.	Lima and Callao	The program's main benefits include: 1. Low fees with an effective annual rate of 32%, much lower than the maximum regulated rate and one of the lowest in the market. 2. A payment term of up to 60 months, one of the longest in the market for this type of consumer credit, where the average term is 24 months. With the non-banking financing program, we contribute to sectors that cannot access financial credit to acquire products for their home, construction, or health insurance.

	Contugas 2023	
Indirect economic impacts (positive and negative) produced by the operation in the area		
Description of the impact and its significance according to stakeholder priorities.	Region of occurrence (Colombia or Central America)	Significance of indirect economic impacts within the context of external benchmarks and standards, protocols, and political agendas.
Contracting of local labor and services	Ica region	Contributes to SDG 8. Contribution to the creation of formal employment and poverty reduction.
Construction of polyethylene and steel pipelines	lca region	Contributes to SDGs 7, 9, and 17. Contribution to the expansion of natural gas, energizing the local economy and facilitating access to the service for social institutions (dining halls, nursing homes) thanks to the natural gas expansion projects promoted by the State.
Change in the energy matrix.	Ica region	Contributes to SDGs 9, 13, and 17. The change in the energy mix contributes to economic dynamism, savings on fuel prices, and the reduction of greenhouse gases.
Negative impact: There is no significant social investment, and inconveniences arise due to the construction of networks from natural gas massification projects.	Ica region	It affects the generation of shared value, the reporting of social indicators, and does not meet stakeholder expectations. The discontent with the construction of networks affects the company's image and reputation.

	Electrodunas 2023	
Indirect economic impacts (positive and negative) produced by the operation in the area		
Description of the impact and its significance according to stakeholder priorities.	Region of occurrence (Colombia or Central America)	Significance of indirect economic impacts within the context of external benchmarks and stakeholder priorities, including national and international standards, protocols, and political agendas.
Procurement from local suppliers allows economic development in the concession area for USD 91,920,000.	Ica, Pisco, Nasca, Chincha and Palpa.	The recruitment of goods and services at the local level contributes to the dynamism and diversification of the local and regional economy.

Conecta 2023					
Indirect economic impacts (positive and negative) produced by the operation in the area					
Description of the impact and its significance according to stakeholder priorities.	Region of occurrence (Colombia or Central America)	Significance of indirect economic impacts within the context of external benchmarks and stakeholder priorities, including national and international standards, protocols, and political agendas.			
Building of a Community Hall measuring 25 x 10 meters	Aldea Santa Marta, Nebaj Municipality, Quiché Department.	Creating a safe space for community meetings, increasing community participation in meetings and decision-making.			
Reinforcement of homes impacted by the ETA and IOTA storms.	Aldea Villa Nueva Santa Delfina, Municipality of Chajul, Department of Quiché.	Families benefited from the renovation of their homes, providing them with better housing conditions.			
Materials for the improvement of internal streets with cobblestones.	Santa Lucía Milpas Altas Municipality of the Sacatepequez Department.	Communities benefited from the improvement of internal roads for their movement and access to public services.			
Agricultural equipment for Natividad Farm.	Palín Municipality, Escuintla Department.	Families benefited and satisfied with the improvement in productivity and efficiency in their processes.			
Materials for building two classrooms at the Official Rural Mixed School.	Cantón Sununché II, San Andrés Villa Seca, Department of Retalhuleu.	Increased coverage of education services in the community, increase in students at the educational center.			

Environment Management

(GRI 413-1)
Operations with local community engagement, impact assessments, and development programs

2023	
Percentage of operations with community participation programs implemented:	GEB
Total number of operations	1
Operations with community participation programs implemented	1
Percentage of operations with community participation programs implemented	100%

			2023					
Operations with implemented programs for local community participation:				GEB				
Transaction	accessments based on real or	Environmental impact assessments and ongoing surveillance.	and social impact	Local community development programs tailored to the needs of the local community.	Stakeholder engagement plans determined by stakeholder identification.	Extensive consultation processes with local communities, including vulnerable groups:	Work councils, occupational safety and health committees and other employee representative bodies to address impacts.	Formal complaint and claims processes in local communities.
Colombia	100%	N/A	100%	100%	100%	N/A	100%	100%

2023	
Percentage of operations with community participation programs implemented:	Enlaza
Total number of operations	3
Operations with community participation programs implemented	3
Percentage of operations with community participation programs implemented	100%

			2023					
Operations with implemented programs for local community participation:				Enla	za			
Transaction	Social impact assessments, including gender impact assessments based on real or potential participatory processes.	Environmental impact assessments and ongoing surveillance.	Public disclosure of environmental and social impact assessment results.	Local community development programs tailored to the needs of the local community.	Stakeholder engagement plans determined by stakeholder identification.	Extensive consultation processes with local communities, including vulnerable groups:	Work councils, occupational safety and health committees and other employee representative bodies to address impacts.	Formal complaint and claims processes in local communities.
Northern region	100%	100%	100%	100%	100%	100%	100%	100%
Southern and Western Regions	100%	100%	100%	100%	100%	100%	100%	100%
Central region	100%	100%	100%	100%	100%	100%	100%	100%

2023	
Percentage of operations with community participation programs implemented:	TGI
Total number of operations	24
Operations with community participation programs implemented	24
Percentage of operations with community participation programs	100%

			2023					
Operations with implemented programs for local community participation:				TGI				
Transaction	Social impact assessments, including gender impact assessments based on real or potential participatory processes.	Environmental impact assessments and ongoing surveillance.	Public disclosure of environmental and social impact assessment results.	Local community development programs tailored to the needs of the local community.	Stakeholder engagement plans determined by stakeholder identification.	Extensive consultation processes with local communities, including vulnerable groups:	Work councils, occupational safety and health committees and other employee representative bodies to address impacts.	Formal complaint and claims processes in local communities.
24 operating centers	0%	0%	0%	100%	100%	100%	100%	100%

2023	
Percentage of operations with community participation programs implemented:	Cálidda
Total number of operations	1
Operations with community participation programs implemented	1
Percentage of operations with community participation programs	100%

			2023					
Operations with implemented programs for local community participation:				Cálido	la			
Transaction	Social impact assessments, including gender impact assessments based on real or potential participatory processes.	Environmental impact assessments and ongoing surveillance.	Public disclosure of environmental and social impact assessment results.	Local community development programs tailored to the needs of the local community.	Stakeholder engagement plans determined by stakeholder identification.	Extensive consultation processes with local communities, including vulnerable groups:	Work councils, occupational safety and health committees and other employee representative bodies to address impacts.	communities
Lima and Callao	100%	N/A	0%	100%	0%	0%	0%	100%

2023	
Percentage of operations with community participation programs implemented:	Contugas
Total number of operations	4
Operations with community participation programs implemented	4
Percentage of operations with community participation programs	100%

			2023					
Operations with implemented programs for local community participation:		Contugas						
Transaction	Social impact assessments, including gender impact assessments based on real or potential participatory processes.	Environmental impact assessments and ongoing surveillance.	Public disclosure of environmental and social impact assessment results.	Local community development programs tailored to the needs of the local community.	Stakeholder engagement plans determined by stakeholder identification.	Extensive consultation processes with local communities, including vulnerable groups:	Work councils, occupational safety and health committees and other employee representative bodies to address impacts.	Formal complaint and claims processes in local communities.
Ica	0%	100%	100%	Not conducted	100%	Not conducted	100%	100%
Chincha	0%	100%	100%	Not conducted	100%	Not conducted	100%	100%
Pisco	0%	100%	100%	Not conducted	100%	Not conducted	100%	100%
Nasca	0%	100%	100%	Not conducted	100%	Not conducted	100%	100%

2023	
Percentage of operations with community participation programs implemented:	Electrodunas
Total number of operations	4
Operations with community participation programs implemented	1
Percentage of operations with community participation programs implemented	25%

			2023					
Operations with implemented programs for local community participation:		Electrodunas						
Transaction	Social impact assessments, including gender impact assessments based on real or potential participatory processes.	Environmental impact assessments and ongoing surveillance.	and social impact	Local community development programs tailored to the needs of the local community.	by stakeholder	Extensive consultation processes with local communities, including vulnerable groups:	Work councils, occupational safety and health committees and other employee representative bodies to address impacts.	communities
lca	0%	100%	0%	100%	0%	0%	0%	0%

2023	
Percentage of operations with community participation programs implemented:	Conecta
Total number of operations	5
Operations with community participation programs implemented	3
Percentage of operations with community participation programs implemented	60%

			2023					
rations with implemented programs for local community icipation:	Conecta							
Transaction	Social impact assessments, including gender impact assessments based on real or potential participatory processes.	Environmental impact assessments and ongoing surveillance.	and social impact	Local community development programs tailored to the needs of the local community.	by stakeholder	Extensive consultation processes with local communities, including vulnerable groups:	Work councils, occupational safety and health committees and other employee representative bodies to address impacts.	Formal complaint and claims processes in local communities.
Lot A (Cruces - Palestina)	0	0	0	100%	0	N/A	100%	100%
Lot A (Cruces - Palestina).	0	0	0	100%	0	N/A	100%	100%
F (LT Cruces - Sololá).	100%	100%	100%	100%	100%	N/A	100%	100%

2023	
Percentage of operations with community participation programs implemented:	Business Group
Total number of operations	42
Operations with community participation programs implemented	37
Percentage of operations with community participation programs implemented	88%

Environment Management (GRI 413-2) Operations with Significant Negative Impacts – Real or Potential – on Local Communities

Grupo Energía Bogotá conducts Impact Assessments in its management affairs to identify risks and opportunities in its operations. For each, measures of mitigation and response have been defined and implemented.

2023	
Operations with Significant Negative Impacts – Real or Potential – on Local Communities	GEB
Total number of operations	1
Operations with Significant Negative Impacts – Real or Potential – on Local Communities	0
Percentage of operations with significant negative impacts—actual or potential—on local communities.	0%

	2023	
Operations with Significant Negative Impacts – Real or Potential – on Local Communities		GEB
Transaction	Location of operations	Description of significant negative impacts—actual or potential —of operations:
None	N/A	N/A

2023	
Operations with Significant Negative Impacts – Real or Potential – on Local Communities	Enlaza
Total number of operations	3
Operations with Significant Negative Impacts – Real or Potential – on Local Communities	3
Percentage of operations with significant negative impacts—actual or potential—on local communities.	100%

	2023			
perations with Significant Negative Impacts – Real or Potential on Local Communities	Enlaza			
Transaction	Location of operations	Description of significant negative impacts—actual or potential —of operations:		
Northern region	Colombia: UPME Project 10-2019 Bonda Segment I and Segment 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 06-2019 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 Guajita and Municipalities: La Paz, Valledupar, Becerril and El Paso - Cesar).	For operations, negative impacts on the socioeconomic component can be identified, such as: Change in land use due to the installation of towers and spans. Loss of productive capacity. Created expectations. Disturbance in the sociocultural patterns of the territory. Changes in the perceived visual quality of the landscape. Modification of special areas for the management of fauna and flora, ecosystems, and aquatic systems. Others such as: Limitations in the development or intervention of social, community, public, private, and housing infrastructure, and modifications in the		
Southern and Western Regions	UPME-04-2014 Projects Southwestern Reinforcement at 500 kV (Medellín - La Virginia and Alférez - San Marcos) and operational assets.	management, operation, and organization of the communities.		
Central region	Sogamoso Project - UPME 01-2013 Northern Project - UPME 03-2010 San Fernando at 230 Kv Project. Central Corridor - Bogotá System Southern Corridor			

2023	
Operations with Significant Negative Impacts – Real or Potential – on Local Communities	TGI
Total number of operations	24
Operations with Significant Negative Impacts – Real or Potential – on Local Communities	2
Percentage of operations with significant negative impacts—actual or potential—on local communities.	8%

2023				
Operations with Significant Negative Impacts – Real or Potential – on Local Communities	TGI			
Transaction	Location of operations	Description of significant negative impacts—actual or potential —of operations:		
La Belleza Gas Pipeline in Sabana District	Florian y la Belleza Municipality	Families feeling insecure due to the rupture of the gas pipeline; fear and concern regarding the event and temporary suspension of the rural district's aqueduct service.		
Gas Pipeline in Guepsa Municipality	Guepsa Municipality	Families feeling insecure due to the rupture of the gas pipeline; fear and concern regarding the event and restricted mobility due to the temporary closure of the road.		

2023	
Operations with Significant Negative Impacts – Real or Potential – on Local Communities	Cálidda
Total number of operations	1
Operations with Significant Negative Impacts – Real or Potential – on Local Communities	0
Percentage of operations with significant negative impacts—actual or potential—on local communities.	0%

	2023	
Operations with Significant Negative Impacts – Real or Potential – on Local Communities	Cálidda Cálidda	
Transaction	Location of operations	Description of significant negative impacts—actual or potential —of operations:
All	Lima and Callao	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 primarily from third parties, and thus our process has a positive impact in controlling leaks in the shortest time possible, should they happen.

2023	
Operations with Significant Negative Impacts – Real or Potential – on Local Communities	Contugas
Total number of operations	4
Operations with Significant Negative Impacts – Real or Potential – on Local Communities	4
Percentage of operations with significant negative impacts—actual or potential—on local communities.	100%

2023				
Operations with Significant Negative Impacts – Real or Potential – on Local Communities		Contugas		
Transaction	Location of operations	Description of significant negative impacts—actual or potential —of operations:		
Ica	Ica region	inconveniences caused by network construction, lack of social investment, network damage due to rupture or gas leak.		
Chincha	Ica region	inconveniences caused by network construction, lack of social investment, network damage due to rupture or gas leak.		
Pisco	Ica region	inconveniences caused by network construction, lack of social investment, network damage due to rupture or gas leak.		
Nasca	Ica region	inconveniences caused by network construction, lack of social investment, network damage due to rupture or gas leak.		

2023	
Operations with Significant Negative Impacts – Real or Potential – on Local Communities	Electrodunas
Total number of operations	4
Operations with Significant Negative Impacts – Real or Potential – on Local Communities	This assessment has not been conducted
Percentage of operations with significant negative impacts—actual or potential—on local communities.	0%

Operations with Significant Negative Impacts – Real or Potential – on Local Communities		Electrodunas
Transaction	Location of operations	Description of significant negative impacts—actual or potential —of operations:
N/A	N/A	N/A

2023	
Operations with Significant Negative Impacts – Real or Potential – on Local Communities	Conecta
Total number of operations	5
Operations with Significant Negative Impacts – Real or Potential – on Local Communities	0
Percentage of operations with significant negative impacts—actual or potential—on local communities.	0%

	2023	
Operations with Significant Negative Impacts – Real or Potential – on Local Communities		Conecta
Transaction	Location of operations	Description of significant negative impacts—actual or potential —of operations:
None	N/A	N/A

Operations with Significant Negative Impacts – Real or Potential – on Local Communities	Business Group 2023
Total number of operations	42
Operations with Significant Negative Impacts – Real or Potential – on Local Communities	9
Percentage of operations with significant negative impacts—actual or potential—on local communities.	21%



2.4

Environment Management

(Own 1 - Shared Prosperity)
Number of people physically or economically displaced and who received compensation by project type

2023						
Number of people physically or economically displaced and who received compensation by project type	<u>Enlaza</u>					
People physically or economically displaced by project type	Total: 40 Central Region: 21 in Sogamoso Project, 13 in Chivor II Project, and 2 actively operating in Guavio Circo I and II. Northern region: 1 in the La Loma 110 KV project. Western Region: 3 actively operating in Mocoa Jamondino.					
Number of people who received compensation, including those who could be positively affected (for example, access to electricinew work opportunities).	Central region: 27 in Sogamoso Project and 12 in Chivor Project.					
Description of compensation	i. Support factor for housing restoration. ii. Support factor for notarial expenses and procedures. iii. Support factor for mobilization. iv. Support factor for residents. v. Support factor for the restoration of informal productive units. vi. Support factor for the restoration of social services. vii. Service for minor adaptations to recipient homes.					

Currency	СОР	USD
Value of compensation	\$ 5,212,740,392	\$ 1,205,244

Note: During the year 2023, the subsidiaries TGI, Cálidda, Contugas, Electrodunas, and Conecta did not carry out any resettlement processes.



2.4

(Own 2 - Shared Prosperity) Number of forced rights of way

	2023			
Number of forced rights of way	Enlaza	TGI	Conecta	Business Group
Number of forced rights of way	94	26	1	121
Number of people compensated for forced rights of way.	94	47	1	142
Description of compensation	The assessment of the rights of way is framed within the provisions of Resolution 1092 of 2022 "By which rules, methods, parameters, criteria, and procedures are established for the preparation of appraisals of legal easements and temporary impacts in the development of activities, works, or projects declared by the legislator as being of public utility and social interest," issued by the Agustín Codazzi Geographic Institute. In general, the rights of way represents a limitation on ownership, but not the loss thereof; therefore, the indemnity focuses on quantifying the limitation it generates, expressed as a percentage, based on the commercial values of the land, coverages, crops, and constructions that are intervened, according to the three factors called Layout, Area, and Usage.	Compensation for use and enjoyment of the rights of way swath for the gas pipeline and traffic	The compensation consisted of a one-time payment as indemnity for the establishment of the right of way in favor of Transportadora de Energía de Centroamérica S.A. for the Sololá - Brillantes 230 kV transmission line.	

	Enlaza	2023	TGI 2023		Conecta 2023		Business Group 2023	
Value of componentian	СОР	USD	СОР	USD	СОР	USD	СОР	USD
Value of compensation	\$ 5,899,955,236.00	\$ 1,364,136	\$ 484,477,385.00	\$ 112,017	\$ 83,175,036.55	\$ 19,231	\$ 6,467,607,657.55	\$ 1,495,383

Note: During 2023, Cálidda, Contugas, and Electrodunas did not request forceful rights of ways, and consequently no compensation was paid for such rights.

(Own 3 - Shared Prosperity) Social dynamics and environment

		2023		
Social dynamics and environment	<u>Enlaza</u>	TGI	Conecta	Business Group
otal number of stoppages	13	6	418	437
umber of projects with stoppages	2	3	15	20
Location of projects with stoppages	Northern region: UPME Project 10-2019 Bonda Segment I, municipality of Ciénaga, Vereda Jolonura, and sector Nueva Esperanza. Western Region: Rural district Santa Bárbara in the municipality of Angelópolis (Antioquia department) UPME 04-2014 Southwestern reinforcement to 500 kV Medellín - La Virginia	Briceño, Páez, La Belleza	 Blockades, Local Context: LT Chiantla Covadonga, Municipality of Chiantla, Covadongo, Cantón Tunimá Chiquito, and neighboring communities of Chancol, Chiantla (301 days) Climatic Conditions: Villages of Visiquichum, Chajul, La Perla, and Sotzil (19 days). Municipality of El Estor, LT Panzos-Izabal (3 days). National Political Context: Municipality of Nebaj (25 days). Municipality of Patulul Suchitepéquez, LT Sololá - Brillantes, El Triángulo, Municipality of Mazatenango Suchitepéquez, LT Sololá - Brillantes (9 days). Municipality of San Juan Sacatepéquez, Village of Sajcavillá, SE Guate Oeste (6 days). LT Izabal-El Estor, LT Izabal-Modesto Méndez, LT Interfaz-Morales, LT Morales-Panaluya, LT Morales-La Ruidosa, SE Morales, SE Interfaz, SE Izabal (9 days). Municipality of Chimaltenango, LT Cruces - Sololá Tecpán, Patzicia, and El Tejar, Municipality of Sololá Las Trampas (24 days), Municipality of Santa Lucía Milpas Altas, La Pinada, LT Guate Sur - Las Cruces (4 days), San Bartolomé Milpas Altas, and Villa Nueva Guatemala (18 days). 	

(CSA de S&P Global))

PCCs and Rights of Petition resolved for stakeholders.

2023							
PCCS AND RIGHTS OF PETITION	Enlaza	TGI	Cálidda	Contugas	Electrodunas	Conecta	Business Group
Number of resolved PCCs within established times	78	66	312274	28	0	21	312467
Number of resolved PCCs outside of the established times	3	32	25489	0	0	0	25524
Number of resolved petition rights within established times	134	7	0	0	0	0	141
Number of resolved petition rights outside of the established times	70	0	0	0	0	0	70

Institutional strengthening	2023 Enlaza	TGI	Cálidda	Contugas	Electrodunas	Conecta
	Northern region: During the course of the year 2023, various interactions were carried out as an integral part of social management strategies. These activities encompassed multiple fronts, such as citizen participation, social engagement, PQRS management, communication, permit handling, prior consultation, social investment, and the dissemination of the Environment Management Plan. We also organized informational meetings to present the final project balance and mark the beginning of the operational phase, reinforcing key messages about coexistence with the infrastructure, addressing concerns, and informing about available communication channels. We held dissemination meetings with local authorities to inform them about the scope and communication channels of the Risk and Disaster Management Plan (PGRD). Additionally, we actively participated in information processes for the environmental ticensing of key projects, such as the Cuestecitas 500 KV collector connection and the Rio Córdoba - Bonda (Termocol 220 kV) Tranche II project. The ANLA conducted follow-up and control visits to stakeholders, covering all projects and assets in operation in the Northern region, as well as relationship visits to monitor the environment. Moreover, we conducted prioritization and coordination meetings for social investment projects (PIS) to ensure a positive and sustainable impact on the involved communities. Southern and Western Regions: Information on projects and assets in operation: We informed the local authority about the current status of the project, completed construction or maintenance activities through relationship visits, monitoring, and follow-up of mailboxes and distribution of communication materials. **Follow-up on the disturbance of the right-of-way strip, span 50-51, to monitor actions taken by the local authority regarding the disturbance. **Management for the execution of social investment projects to request permits or manage resources. **Specific training on local planning to strengthen municipal ad	 Dissemination of the disaster risk management plan and principles for healthy coexistence with the gas pipeline Updating municipal files and directories of related parties Performance of environmental awareness / social values workshops Interinstitutional partnerships for the development of projects in the territories Training over 120 social and institutional leaders in Villavicencio, Neiva, Barranca de Upia, and Sabanalarga. Addressing conflicts and social incidents. 	Permits, project reviews, Fise, regulatory inquiries, others	Strengthening of the natural gas culture Prevention and safety topics, uses and benefits of natural gas Supporting and providing talks to the PMVC committees and students on topics such as: Socio-environmental monitoring outcomes, environmental best practices, and PPD. Convening meetings to discuss key aspects of installing natural gas networks in new locations.	• Provincial Civil Defense Committee • Regional Emergency Operational Committee • Planning the implementation of improvements to the Ayabaca Av. and Campos del Sur oval, Provincial Municipality of Ica, and Emapica	Viability assessments construction projects Focusing on the development of Share Value Projects Securing entry permits property managemen Management of permits construction areas Meetings with governminstitutions Management of entripermits for operations amaintenance Securing community consents for executing projects across various with fronts Issuance of constructing permits for different working for the following fronts
	3076	354	140	153	7	351
Local authority officials involved	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 CAR (Corpocesar, Corpoguajira, Corpamag, Cardique, Dadsa, and EPA) National 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). Southern and Western Regions: Ombudsmen, mayors, planning secretaries, government secretaries, social development coordinators, UMATA coordinators, magistrates, CMGRD coordinators, police inspectors, councilors, environmental license coordinators of the CARs, Ministry of Interior, DANCP, Ombudsman's Office, governorships, ANLA. Central region: For each territorial unit, this varies, but for the central region, the following are always involved: the municipal attorney's office, secretary of government, secretary of planning, JAC, mayor's office, municipal councils for mobility and related issues, secretary of infrastructure, and in some municipalities, the secretary of public services.	 Mayors Municipal Secretaries Representatives of the Municipal Risk Management Council (CMGRD, for the Spanish original) Municipal Office of the Ombudsman Presidents of Community Action Boards (CABs) and community associations. 	MINEM, OSINERGMIN, FISE, MUNICIPALITIES	Representatives of the Participatory Monitoring Committees, mayors and officials of local and regional municipalities, support entities, contractors, and impacted public	Provincial and district mayors, councilors and representatives of the main State entities. Regional governor, authorities and representatives of the main State entities. Representatives of Campos del Sur companies, Provincial Municipality of Ica, and Emapica	 Community representate and/or leaders organize within COCODES (Community Councils for Urban and Research Development). Officials from various municipalities. Authorities from the Ministry of Energy and Mines. Authorities from the National Electric Energy Commission Representatives from Peasant Associations Offices of Indigenous Mayors. Environmental Authority
Main Results	Northern region: The comprehensive management carried out in the Northern Region during 2023 has generated significant results for Grupo Energía Bogotá, highlighting the importance of institutional relationships. The effective implementation of strategies for citizen participation, social management, and communication has significantly strengthened the relationship with local communities, consolidating an environment of mutual understanding and collaboration. Informative meetings have facilitated a successful transition to the stages of licensing, construction, and operation, emphasizing harmonious coexistence with the infrastructure and establishing clear communication channels. The socialization of the Environment Management and Risk Management plans has played a key role in raising awareness and repearing for potential eventualities, underscoring our commitment to sustainable and responsible practices within a framework of institutional respect. Our participation in environmental licensing processes erinforces our adherence to regulatory standards and consolidates positive institutional relationships. Together, these efforts highlight the company's position as a benchmark committed to sustainable development and the building of strong relationships with both communities and key institutions in the areas of influence. Southern and Western Regions: Authorities were informed about the resumption of construction activities for projects in progress. Authorities were informed about maintenance activities in the intervention areas of assets in operation. Management for the feasibility of restoring the right-of-way due to disturbance (span 50-51). Mediation by the municipal ombudsman's office with the community regarding the mitigation work process at a critical point on the tertiary road in the rural district of Santa Bárbara/Angelópolis. Participation of officials from the mayor's office with the community regarding the mitigation work process at a critical point on the tertiary road in the rural district of S	Training conducted in more than 155 training spaces, benefiting over 3,600 people; 93 updates of municipal records; 91 Socialization Days of Risk Management Plans; totaling over 354 spaces and informative meetings with the community about the company's strategic processes; 21 strategic alliances developed with mayoral offices and relief organizations, 6 more than in 2022; and 350 mayoral offices and JAC had access to relevant information through the delivery of TGI's information packs.	Progress and coordination on the adoption of measures and pronouncements.	 Strengthening of the capabilities of the members of the Participative Monitoring Committees. Knowledge of natural gas safety and prevention issues Socialization of network building Genuine relations with our stakeholders Strengthen links with stakeholders by creating a direct communications platform to inform and receive opinions from the population. 	Enhancing the culture of prevention and active participation in drills for earthquakes and natural disasters. Contributing to the improvement of the infrastructure of the Ayabaca Oval, Ica.	Feasibility studies for Company's projects in work fronts: Sololá - L Brillantes, Las Cruce - Palestina, Las Cruces Sololá, Guate Sur - La Cruces, Chiantla-Covado transmission lines, ar Las Cruces and Solol substations. As well a the Comalapa Substatiand Los Pinos Substatiand Projects.

(Own 5 - Shared Prosperity) Social Return on Investment (SROI)

		GEB				Enlaza			TO	GI			Cálidd	a			Contugas			Elect	trodunas			Con	ecta			Busines	ss Group	
Social return on investment (SROI)	2023	2022	2021 202	0 2023	2022	2021	2020	2023	2022	2021	2020	2023	2022	2021	2020	2023 2022	2021	2020	2023	2022	2021	2020	2023	2022	2021	2020	2023	2022	2021	2020
Total population benefited	7916	91	N/A N/	A 119122	64020	75068	20140	39517	21910	11537	28313	970485	24675	96589	40885	1790 828	20203	75	3949	1180	1250	869	3794	7000	69360	17425	1146573	119704	274007	107707
Total investment in USD	1073824,3	\$7.762,1	N/A N/	\$2.380.	176 \$373.224,	0 \$950.444,0	\$1.814.393,0	\$958.448,7	\$548.118	\$512.240	\$1.114.555	\$273.136,70	\$18.505.159	\$8.093.333,8	\$6.882.501,0	\$27.703	\$44.746,0	\$3.064,0	\$1.417.731 \$	660.431	\$61.058,0	\$66.286,0	\$2.288.277,0	\$209.134	\$639.353,5	\$329.937,0	\$6.419.296,30	\$19.731.098,80	\$10.301.175,28	\$10.210.736,00
Net Benefit	\$537.387,7	\$7.683,1	N/A N/	\$4.470.1	26 \$1.927.962	\$1.150.539,0	\$6.186.365,0	\$1.219.460	\$479.638	\$142.869	\$1.155.177	\$12.069,00	\$20.734.752	\$7.996.858,6	\$6.635.652,0	86385 \$51.77	\$5.668.821,5	\$847,0	\$768.754 \$	88.229	\$37.210,5	\$30.526,0	\$18.087,50	\$168.564	\$4.258.878,0	\$456.930,0	\$7.220.809,40	\$23.458.598,00	\$19.255.176,40	\$14.465.497,00
SROI	1,50	1,99	N/A N/	2,88	2,88	2,21	4,41	2,27	1,88	0,72	2,0	1,44	1,90	1,99	1,96	4,12 2,90	127,69	1,28	1,54	1,50	1,66	1,46	1,06	1,81	7,66	2,38	2,12	1,98	N/A	N/A

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

(Own 6 - Shared Prosperity)
Mechanisms for the community to request advice and raise concerns

Subsidiary	Mechanisms for the community to request advice and raise concerns 2023
GEB	GEB has an ethical channel through which all stakeholders can report situations that may qualify as alleged fraud and/or corruption events, or unethical conduct within GEB. It also has a petitions, complaints, claims, suggestions and congratulations (PCCSC) channel and physical mailboxes at its administrative headquarters.
Enlaza	At Enlaza's Social Management, we have implemented an accessible and transparent system to promote continuous dialogue. Through the disclosure of our service channels, stakeholders can request advice, raise concerns, or receive additional information about our projects and/or assets in operation. This channel is available through multiple media, such as mailboxes, email, specialized telephone lines, and mobile community attention points. Likewise, in the area of influence of projects and assets in operation, there is a team of social managers permanently present in the territory, conducting relationship work, providing information, or direct attention in the field to address requests that are directed to their respective management.
TGI	TGI has 14 social professionals in the territory responsible for supporting the resolution and treatment of community concerns and requirements. Similarly, community assemblies, the reception of PQRS through a dedicated email, and the management of conversation spaces with municipal and mayoral offices facilitate the process of advising communities.
Cálidda	The reception of questions, complaints, claims, and requests is handled through our face-to-face and virtual customer service channels: 6 Customer Service Centers in Lima and 1 attention point in Cañete, Aló Cálidda Customer Service line 614-9000, Emergency Line 1880, Virtual Office App and Web, website www. calidda.com.pe, and WhatsApp and web chatbots, which handle queries and requests 24/7, 365 days a year. The process of handling PQRS is detailed in the Customer Service Procedure and the Instructions for Complaint Resolution and Complaint Notice Closure.
Contugas	There is a Community Relations Program: Attention to Social Observations, which gathers community complaints and channels them through the Attention Center located at each site. These are then referred to the Social Management and Sustainability area, where specialists assess the issues and coordinate with relevant departments to address the concerns. There is also an Ethics Channel, managed by a third party.
Electrodunas	Electrodunas offers a customer service hotline via call center and physical offices. Additionally, there is a procedure and channel for handling petitions, complaints, claims, suggestions and congratulations (PCCSC), available through WhatsApp, email, and direct interaction with our community counselor.
Conecta	We have a mechanism for handling petitions, complaints, claims, suggestions and congratulations (PCCSC), aligned with the UN principles on business and human rights. This mechanism is linked to an action plan to address received interactions and includes provisions for the use of the Mayan language in areas where Spanish is not predominant. This mechanism is linked to an action plan to address received interactions and includes provisions for the use of the Mayan language in areas where Spanish is not predominant.

(Own 7 - Shared Prosperity) Total Social Investment

			GEB					
Social Investment	2	023	20	022	20)21	2	020
Social Investment	USD	СОР	USD	СОР	USD	СОР	USD	СОР
Voluntary social investment	\$ 1,235,111.00	\$ 5,341,915,255.00	\$ 1,458,243.00	\$ 6,205,466,527.00	\$ 1,767,421.00	\$ 6,615,614,459.00	\$ 2,431,837.56	\$ 8,981,651,554.00
Mandatory social investment	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-
Total social investment	\$ 1,235,111.00	\$ 5,341,915,255.00	\$ 1,458,243.00	\$ 6,205,466,527.00	\$ 1,767,421.00	\$ 6,615,614,459.00	\$ 2,431,837.56	\$ 8,981,651,554.00

			Enlaza						
Social Investment	·	2023	2	.022	2	021	2020		
Social Investment	USD	СОР	USD	СОР	USD	СОР	USD	СОР	
Voluntary social investment	\$ 964,813.00	\$ 4,172,865,263.00	\$ 378,206.20	\$ 1,609,433,801.00	\$ 870,362.00	\$ 3,257,845,062.00	\$ 713,805	\$ 2,636,339,165	
Mandatory social investment	\$ 4,417,588.00	\$ 19,106,287,750.00	\$ 6,052,941.36	\$ 25,757,928,793.00	\$ 6,500,205.00	\$ 24,330,851,912.00	\$ 1,353,096	\$ 4,997,471,057	
Total social investment	\$ 5,382,401.00	\$ 23,279,153,013.00	\$ 6,431,147.56	\$ 27,367,362,594.00	\$ 7,370,567.00	\$ 27,588,696,974.00	\$ 2,066,901	\$ 7,633,810,222	

			TGI						
Casial Investment		2023	2	022	2	2021	2020		
Social Investment	USD	СОР	USD	СОР	USD	СОР	USD	СОР	
Voluntary social investment	\$ 952,853.25	\$ 4,121,137,950	\$ 540,127	\$ 2,298,479,362.30	\$ 487,297.6	\$ 1,823,998,789	\$ 1,130,440.36	\$ 4,175,123,220	
Mandatory social investment	\$ 5,595.31	\$ 24,200,000	\$ 3,639	\$ 15,485,769.00	\$ 38,617.20	\$ 144,547,651.0	\$-	\$-	
Total social investment	\$ 958,448.56	\$ 4,145,337,950.00	\$ 543,766.00	\$ 2,313,965,131.30	\$ 525,914.80	\$ 1,968,546,440.00	\$ 1,130,440.36	\$ 4,175,123,220.00	

			Cálidda					
Social Investment		2023	2	022	2	021		2020
Social Investment	USD	СОР	USD	СОР	USD	СОР	USD	СОР
Voluntary social investment	\$ 410,204.36	\$ 1,774,154,367.22	\$ 632,100.00	\$ 2,689,863,424.10	\$ 277,879.50	\$ 1,040,127,922.70	\$ 289,253.19	\$ 1,068,316,162
Mandatory social investment	\$ 49,582.10	\$ 214,445,061.61	\$ 53,652.00	\$ 228,312,746.70	\$ 28,453.80	\$ 106,505,245.50	\$ 14,612.30	\$ 53,968,484
Total social investment	\$ 459,786.46	\$ 1,988,599,428.83	\$ 685,752.00	\$ 2,918,176,170.80	\$ 306,333.30	\$ 1,146,633,168.20	\$ 303,865.49	\$ 1,122,284,646.00

			Contugas					
Casial Investment		2023	2	022	2	2021	2	020
Social Investment	USD	СОР	USD	СОР	USD	СОР	USD	СОР
Voluntary social investment	\$-	\$-	\$-	\$-	\$-	\$-	\$ 3,064.44	\$ 11,318,080.12
Mandatory social investment	\$ 27,703.00	\$ 119,816,860.20	\$ 13,445.30	\$ 57,215,684.00	\$ 44,315.70	\$ 165,877,632.70	\$ 14,700.77	\$ 54,295,235.89
Total social investment	\$ 27,703.00	\$ 119,816,860.20	\$ 13,445.30	\$ 57,215,684.00	\$ 44,315.70	\$ 165,877,632.70	\$ 17,765.21	\$ 65,613,316.01

			Electrodunas	5				
Cocial Investment	2	023	2	022	2	021		2020
Social Investment	USD	СОР	USD	СОР	USD	СОР	USD	СОР
Voluntary social investment	\$ 119,483.16	\$ 516,770,629.62	\$ 60,610.00	\$ 257,922,243.00	\$ 61,056.50	\$ 228,540,094.00	N/A	N/A
Mandatory social investment	\$ 938.27	\$ 4,058,050.25	\$-	\$-	\$-	\$-	N/A	N/A
Total social investment	\$ 120,421.42	\$ 520,828,679.87	\$ 60,610.00	\$ 257,922,243.00	\$ 61,056.50	\$ 228,540,094.00	\$ 71,479.96	\$ 264,001,220.00

			Conecta					
Social Investment		2023		2022		2021		2020
Social Investment	USD	COP	USD	СОР	USD	СОР	USD	COP
Voluntary social investment	\$ 117,490.16	\$ 508,150,816.51	\$ 64,049.00	\$ 272,556,688.00	\$ 472,594.70	\$ 1,768,964,496.40	\$ 407,751.38	\$ 1,505,972,637.00
Mandatory social investment	\$-	\$-	\$ 144,450.60	\$ 614,700,800.00	\$ 129,113.80	\$ 483,284,519.30	\$-	\$-
Total social investment	\$ 117,490.16	\$ 508,150,816.51	\$ 208,499.60	\$ 887,257,488.00	\$ 601,708.50	\$ 2,252,249,015.70	\$ 407,751.38	\$ 1,505,972,637.00

			Business Gro	і р				
Social Investment		2023	2	022	2	021		2020
Social Investment	USD	СОР	USD	СОР	USD	СОР	USD	СОР
Voluntary social investment	\$ 3,799,955	\$ 16,434,994,281	\$ 3,133,335	\$ 13,333,722,045	\$ 3,936,611	\$ 14,735,090,823	\$ 4,976,152	\$ 18,378,720,818
Mandatory social investment	\$ 4,501,406	\$ 19,468,807,722	\$ 6,268,128	\$ 26,673,643,793	\$ 6,740,706	\$ 25,231,066,961	\$ 1,382,409	\$ 5,105,734,777
Total social investment	\$ 8,301,361	\$ 35,903,802,003	\$ 9,401,464	\$ 40,007,365,838	\$ 10,677,317	\$ 39,966,157,784	\$ 6,430,041	\$ 23,748,456,815

	Enlaza												
In Source tion	2023		202	22	2	2021	2020						
Information	СОР	USD	СОР	USD	СОР	USD	СОР	USD					
Investment in volunteer initiatives	\$ 276,038,994.00	\$ 63,823.31	N/A	N/A	N/A	N/A	N/A	N/A					
Number of workers engaged in volunteer activities	242	242		N/A		N/A	N/A						
Hours dedicated to volunteer efforts	898		N/	N/A		N/A	N/A						

			TGI						
Information	2023		202	2		2021	2020		
Information	СОР	USD	СОР	USD	СОР	USD	СОР	USD	
Investment in volunteer initiatives	\$ 87,415,731.00	\$ 20,211.50	\$ 59,740,000.00	\$ 14,038.50	N/A	N/A	N/A	N/A	
Number of workers engaged in volunteer activities	58	58		50		N/A	N/A		
Hours dedicated to volunteer efforts	469		392			N/A	N/	A	

			Cálidda						
Information	2023		20	22		2021	2020		
Information	СОР	USD	СОР	USD	СОР	USD	СОР	USD	
Investment in volunteer initiatives	\$ 308,993,855.14	\$ 71,442.84	N/A	N/A	N/A	N/A	N/A	N/A	
Number of workers engaged in volunteer activities	275	275		N/A		N/A	N/A		
Hours dedicated to volunteer efforts	1628		N,	N/A		N/A	N/A		

			Contugas						
Information	2023		202	2	20	021	2020		
Information	СОР	USD	СОР	USD	СОР	USD	СОР	USD	
Investment in volunteer initiatives	\$ 730,068.44	\$ 168.80	\$ 646,405.77	\$ 151.90	\$ 686,422.89	\$ 183.38	\$ 137,308.57	\$ 37.18	
Number of workers engaged in volunteer activities	6		7	7		4	8		
Hours dedicated to volunteer efforts	28		26	26		32	35		

			Electrodunas						
Information	2023		20	22		2021	2020		
Information	СОР	USD	СОР	USD	СОР	USD	СОР	USD	
Investment in volunteer initiatives	\$ 4,261,255.51	\$ 985.25	N/A	N/A	N/A	N/A	N/A	N/A	
Number of workers engaged in volunteer activities	76	76		N/A		N/A	N/	A	
Hours dedicated to volunteer efforts	877		N	/A		N/A	N/	A	

			Conecta						
Information	2023		20	22		2021	2020		
Information	СОР	USD	СОР	USD	СОР	USD	СОР	USD	
Investment in volunteer initiatives	\$ 12,152,136.24	\$ 2,809.71	N/A	N/A	N/A	N/A	N/A	N/A	
Number of workers engaged in volunteer activities	26		N/A			N/A	N/A		
Hours dedicated to volunteer efforts	6		N	N/A		N/A	N/A		

		Business Group		
In Farmantian	2023	2022	2021	2020
Information	СОР	СОР	СОР	СОР
Investment in volunteer initiatives	\$ 689,592,040.33	\$ 60,386,405.77	\$ 686,422.89	\$ 137,308.57
Number of workers engaged in volunteer activities	683	57	4	8
Hours dedicated to volunteer efforts	3906	418	32	35

	GEB												
		2023			2022			2021			2020		
Social and Environmental Investment Line	Voluntary Investment (COP)	Mandatory Investment (COP)	Number of Beneficiaries	Voluntary Investment (COP)	Mandatory Investment (COP)	Number of Beneficiaries	Voluntary Investment (COP)	Mandatory Investment (COP)	Number of Beneficiaries	Voluntary Investment (COP)	Mandatory Investment (COP)	Number of Beneficiaries	
Energy for Prosperity	\$ 4,548,441,170.80	\$-	5975	\$ 4,324,836,000	\$-	0	\$-			\$ -	\$-		
Energy for Well-Being	\$ 745,874,084	\$-	1931	\$ 1,813,030,527	\$-	962	\$ 1,471,714,459		168.00	\$ 6,449,651,554	\$-	N/A	
Energy for Life	\$-	\$-	0	\$ 7,891,800	\$-	0	\$-			\$ -	\$-		
Energy for Learning	\$ 23,800,000	\$-	6	\$ 20,000,000	\$-	10	\$ 5,132,000,000		2,800.00	\$ 2,532,000,000	\$-	N/A	
Empowering Energy	\$ 23,800,000	\$-	N/A	\$ 47,600,000	\$-	0	\$ 11,900,000	\$-	1.00	\$ -	\$-		
Total	\$ 5,341,915,255	\$-	7912	\$ 6,213,358,327	\$-	972	\$ 6,615,614,459	\$-	2969.00	\$ 8,981,651,554	\$-	N/A	

						Enla	73					
		2023			2022	21100	24	2021		2020		
Social and Environmental Investment Line	Voluntary Investment (COP)	Mandatory Investment (COP)	Number of Beneficiaries	Voluntary Investment (COP)	Mandatory Investment (COP)	Number of Beneficiaries	Voluntary Investment (COP)	Mandatory Investment (COP)	Number of Beneficiaries	Voluntary Investment (COP)	Mandatory Investment (COP)	Number of Beneficiaries
Energy for Prosperity	\$ 1,152,033,842	\$ -	23487	\$ 1,080,260,569	\$-	18491	\$ 1,364,267,711	\$-	22,807	\$ 454,087,747	\$-	9,149
Energy for Well-Being	\$ 1,770,639,042	\$ 5,386,220,180	82210	\$ 351,148,803	\$-	42068	\$ 1,371,043,398	\$-	48,188	\$ 534,166,396	\$-	6,393
Energy for Life	\$ 1,009,055,164	\$ -	90	\$ -	\$-	0	\$ -	\$-	0	\$ -	\$-	0
Energy for Learning	\$ 1,250,342,369	\$ -	9425	\$ 285,421,449	\$-	3461	\$ 305,612,679	\$-	4,073	\$ 938,829,659	\$-	4,698
Empowering Energy	\$ -	\$ -	0	\$ -	\$-	0	\$ -	\$-	0	\$ -	\$-	0
Total	\$ 5,182,070,417	\$ 5,386,220,180	115,212	\$ 1,716,830,821	\$-	64020	\$ 3,040,923,788	\$-	75,068	\$ 1,927,083,802	\$-	20,240

						TG	il					
		2023			2022			2021			2020	
Social and Environmental Investment Line	Voluntary Investment (COP)	Mandatory Investment (COP)	Number of Beneficiaries	Voluntary Investment (COP)	Mandatory Investment (COP)	Number of Beneficiaries	Voluntary Investment (COP)	Mandatory Investment (COP)	Number of Beneficiaries	Voluntary Investment (COP)	Mandatory Investment (COP)	Number of Beneficiaries
Energy for Prosperity	\$ 2,406,315,311.00	\$ -	26540	\$ 1,587,649,155.00	\$ 15,485,769	13913	\$ 1,384,441,058	\$ 144,547,651.00	9097	\$ 178,857,495.00	\$-	1650
Energy for Well-Being	\$ 516,869,534	\$ -	1695	\$ 543,077,876	\$ -	2257	\$ 173,469,570	\$-	2326	\$ 410,187,582	\$-	4236
Energy for Life	\$ 291,037,967.00	\$ -	6981	\$-	\$ -	0	\$ -	\$-	0	\$ 436,300,600.00	\$-	840
Energy for Learning	\$ 450,715,938.00	\$ 24,200,000.00	3845	\$ 167,752,331.00	\$ -	4244	\$ -	\$-	0	\$ 784,543,505.00	\$-	2323
Empowering Energy	\$ 456,199,200.00	\$ -	456	\$-	\$ -	0	\$ 214,896,100	\$-	96	\$ 195,662,848.00	\$-	204
Total	\$ 4,121,137,950.00	\$ 24,200,000.00	39,517	\$ 2,298,479,362.00	\$ 15,485,769.00	20,414	\$ 1,772,806,728.00	\$ 144,547,651.00	11,519	\$ 2,005,552,030.00	\$-	9,253

	Cálidda												
		2023			2022			2021		2020			
Social and Environmental Investment Line	Voluntary Investment (COP)	Mandatory Investment (COP)	Number of Beneficiaries	Voluntary Investment (COP)	Mandatory Investment (COP)	Number of Beneficiaries	Voluntary Investment (COP)	Mandatory Investment (COP)	Number of Beneficiaries	Voluntary Investment (COP)	Mandatory Investment (COP)	Number of Beneficiaries	
Energy for Prosperity	\$ 307,287,536.42	\$-	315	\$ 127,944,867.57	\$-	281	\$ 64,928,537.48	\$-	1	\$ 49,419,926.82	\$-	399	
Energy for Well-Being	\$ 995,422,627.14	\$-	54745	\$ 1,802,831,752.16	\$-	19,951	\$ 660,283,696.16	\$-	773,060	\$ 1,018,896,235.00	\$-	386,750	
Energy for Life	\$ 327,215,117.79	\$-	7844	\$ 475,821,555.50	\$-	4,126	\$ 245,042,285.19	\$-	2,638	\$-	\$-	0	
Energy for Learning	\$ 82,703,606.10	\$ 214,445,061.61	1669	\$ 87,261,839.87	\$ 142,054,204.44	1,861	\$ 24,330,085.00	\$ 105,023,881.24	0	\$-	\$ 53,968,484.33	0	
Empowering Energy	\$ 61,525,479.77	\$-	80	\$ 303,163,120.23	\$-	209	\$ 47,052,026.24	\$-	0	\$-	\$-	0	
Total	\$ 1,774,154,367.22	\$ 214,445,061.61	64,653	\$ 2,797,023,135.33	\$ 142,054,204.44	26,428	\$ 1,041,636,630.08	\$ 105,023,881.24	775,699	\$ 1,068,316,161.82	\$ 53,968,484.33	387,149	

	Contugas												
		2023			2022			2021		2020			
Social and Environmental Investment Line	Voluntary Investment (COP)	Mandatory Investment (COP)	Number of Beneficiaries	Voluntary Investment (COP)	Mandatory Investment (COP)	Number of Beneficiaries	Voluntary Investment (COP)	Mandatory Investment (COP)	Number of Beneficiaries	Voluntary Investment (COP)	Mandatory Investment (COP)	Number of Beneficiaries	
Energy for Prosperity	\$-	\$-	0	\$-	\$-	0	\$-	\$-	0	\$-	\$-	0	
Energy for Well-Being	\$-	\$-	0	\$-	\$-	0	\$-	\$-	0	\$-	\$-	0	
Energy for Life	\$-	\$ 119,816,860.15	1790	\$-	\$ 219,670,068.24	8229	\$-	\$ 165,881,621.19	20203	\$ 11,318,064.76	\$ 54,295,235.89	43323	
Energy for Learning	\$-	\$-	0	\$-	\$-	0	\$-	\$-	0	\$-	\$-	0	
Empowering Energy	\$-	\$-	0	\$-	\$-	0	\$-	\$-	0	\$-	\$-	0	
Total	\$-	\$ 119,816,860.15	1,790	\$-	\$ 219,670,068.24	8,229	\$-	\$ 165,881,621.19	20203	\$ 11,318,064.76	\$ 54,295,235.89	43,323	

						Electro	dunas					
		2023			2022			2021			2020	
Social and Environmental Investment Line	Voluntary Investment (COP)		Number of Beneficiaries	Voluntary Investment (COP)		Number of Beneficiaries	Voluntary Investment (COP)	Mandatory Investment (COP)	Number of Beneficiaries	Voluntary Investment (COP)	Mandatory Investment (COP)	Number of Beneficiaries
Energy for Prosperity	\$-	\$-	0		\$-			\$-		N/A	N/A	N/A
Energy for Well-Being	\$ 8,734,428.14	\$-	1,008		\$-			\$-		N/A	N/A	N/A
Energy for Life	\$ 164,198,504.89	\$ 429,044,960.00	1,030	\$ 257,922,243.00	\$-	1,180	\$ 228,540,094.00	\$-	1,250	N/A	N/A	N/A
Energy for Learning	\$ 270,459,447.33	\$-	0		\$-			\$-		N/A	N/A	N/A
Empowering Energy	\$ 1,378,249.27	\$-	500		\$-			\$-		N/A	N/A	N/A
Total	\$ 444,770,629.63	\$ 429,044,960.00	2,538	\$ 257,922,243.00	\$-	1,180	\$ 228,540,094.00	\$-	1,250	N/A	N/A	N/A

	Conecta													
		2023			2022			2021			2020			
Social and Environmental Investment Line	Voluntary Investment (COP)	Mandatory Investment (COP)	Number of Beneficiaries	Voluntary Investment (COP)	Mandatory Investment (COP)	Number of Beneficiaries	Voluntary Investment (COP)	Mandatory Investment (COP)	Number of Beneficiaries	Voluntary Investment (COP)	Mandatory Investment (COP)	Number of Beneficiaries		
Energy for Prosperity	\$ 464,949,968.08	\$-	2,794	\$ 887,659,251.36	\$-	7000	\$ 2,012,407,470.75	\$-	66500	\$ 1,029,080,010.39	\$-	9000		
Energy for Well-Being	\$-	\$-	0	\$-	\$-	0	\$-	\$-	0	\$-	\$-	0		
Energy for Life	\$-	\$-	0	\$-	\$-	0	\$ 98,825,698.51	\$-	1860	\$ 76,119,337.06	\$-	855		
Energy for Learning	\$ 43,200,891.68	\$-	1,000	\$-	\$-	0	\$-	\$-	0	\$ 113,377,251.00	\$-	500		
Empowering Energy	\$-	\$-	0	\$-	\$-	0	\$ 133,805,885.19	\$-	1000	\$-	\$-	0		
Total	\$ 508,150,860	\$-	3,794	\$ 887,659,251	\$-	7,000	\$ 2,245,039,054	\$-	69,360	\$ 1,218,576,598	\$-	10,355		

						Business	Group					
		2023			2022			2021			2020	
Social and Environmental Investment Line	Voluntary Investment (COP)	Mandatory Investment (COP)	Number of Beneficiaries	Voluntary Investment (COP)	Mandatory Investment (COP)	Number of Beneficiaries	Voluntary Investment (COP)	Mandatory Investment (COP)	Number of Beneficiaries	Voluntary Investment (COP)	Mandatory Investment (COP)	Number of Beneficiaries
Energy for Prosperity	\$ 8,879,027,828	\$-	59,111	\$ 8,266,272,086	\$ 15,485,769	40,865	\$ 5,054,584,871.23	\$ 144,547,651.00	99,655	\$ 1,711,445,179.21	\$-	20,198
Energy for Well-Being	\$ 4,037,539,715	\$ 5,386,220,180	141,589	\$ 4,510,088,958	\$-	65,238	\$ 3,676,511,123.16	\$-	823,742	\$ 8,412,901,767.00	\$-	397,379
Energy for Life	\$ 1,791,506,754	\$ 548,861,820	17,735	\$ 483,713,356	\$ 219,670,068	12,355	\$ 343,867,983.70	\$ 165,881,621.19	24,701	\$ 523,738,001.82	\$ 54,295,235.89	45,018
Energy for Learning	\$ 2,121,222,252	\$ 238,645,062	15,945	\$ 560,435,620	\$ 142,054,204	9,576	\$ 5,461,942,764.00	\$ 105,023,881.24	6,873	\$ 4,368,750,415.00	\$ 53,968,484.33	7,521
Empowering Energy	\$ 542,902,929	\$-	1,036	\$ 350,763,120	\$-	209	\$ 407,654,011.43	\$-	1,097	\$ 195,662,848.00	\$-	204



Works for Taxes Initiatives

		GEB				En	laza				TGI			Βι	siness Group	
Information		2023		2022	2023		2022			2023	2022		202	3	2022	2
	Value	Beneficiaries	Value	Beneficiaries	Value	Beneficiaries	Value	Beneficiaries	Value	Beneficiaries	Value	Beneficiaries	Value	Beneficiaries	Value	Beneficiaries
Number of approved projects	0	0	0	0	6		4		0	0	0	0	6		4	
Approved amount for Energy for Prosperity	0	0	0	0	0	0	0	0	0	0	0	0	\$-	0	\$-	0
Approved amount for Energy for Well-being	0	0	0	0	\$ 14,182,301,507.00	1,770.00	\$ 14,182,000,000.00	17,747.00	0	0	0	0	\$ 14,182,301,507	1,770	\$ 14,182,000,000	17,747
Approved amount of Energy for Life	0	0	0	0	\$ -	0	\$ -	0	0	0	0	0	\$-	0	\$-	0
Approved amount for Energy for Learning	0	0	0	0	\$ 2,235,970,871.00	5,900.00	\$ -	0	0	0	\$ 17,126,371,581.18	22000	\$ 2,235,970,871	5,900	\$ 17,126,371,581	22,000
Approved amount of Empowering Energy	0	0	0	0	\$ 5,349,417,435.00	15,000.00	\$ -	0	0	0	0	0	\$ 5,349,417,435	15,000	\$-	0
Investment in project structuring (Non-reimbursable)	\$ 44	,687,022.80	0	0	0	0	0	0	0	0	0	0	\$ 44,68	7,023	\$-	

Note: In 2023, the subsidiaries Cálidda, Contugas, Electrodunas, and Conecta did not participate in the Works for Taxes mechanism.

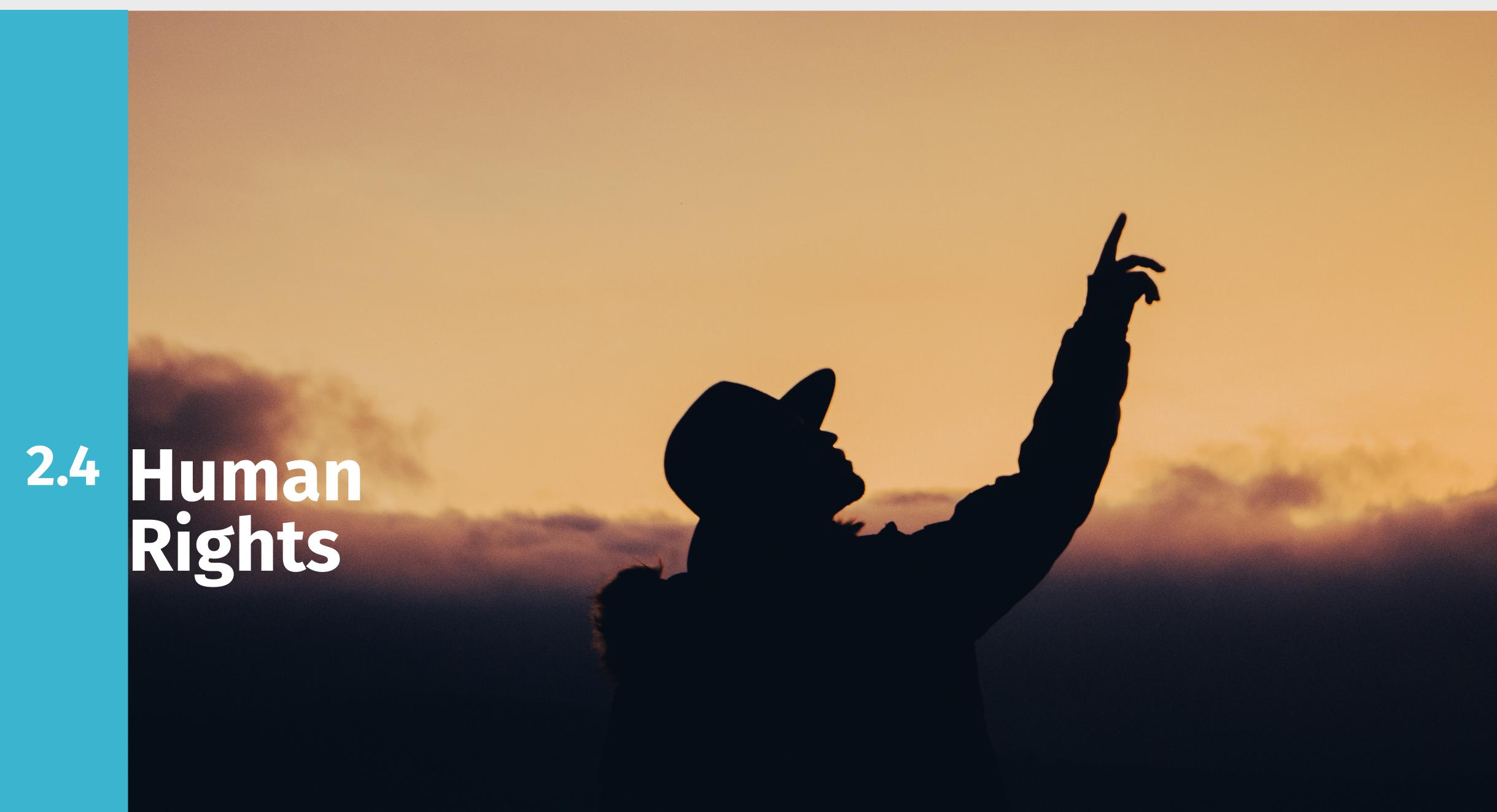
Co-create

		En	laza	
Information _	20	23	20	22
	Value	Beneficiaries	Value	Beneficiaries
Number of approved projects)	4	2
Approved amount for projects (COP)	0	0	\$ 3,751,599,980.00	23000
Investment in project structuring (Non-refundable) (COP))	\$; -

Leveraged Resources for Socio-environmental Investment

Information	GE	В	En	laza	Cálidd	a	Electrod	unas	Conecta		
Information	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	
Third-party leveraged resources for social investment (COP)	\$ 4,010,432,337	\$ 7,013,058,003	\$ 2,459,931,151	\$ 375,738,984	\$ 785,461,648	0	0	0	0	0	
Third-party resources leveraged for environmental investment (COP)	0	0	0	0	0	0	\$ 108,818,169	0	0	0	

Note: Third-party resources refer to international cooperation, partners, governmental entities, etc.



(GRI 2-24) Incorporation of the Commitments and Policies (GRI 2-23) Commitments and Policies											
Commitments and Policies (GRI 2-24) Incorporation of Commitments and Policies GEB 2023 Commitments and policies for responsible business conduct	Poforonco to intergovernmental instruments.	Conducting	Applying the present	Unholding home	Applicability of commitments and policies to the Common to their	Level of approval for each commitment and policy within the Commit	Communication of commitments and policies to works and policies to works.	Responsibilities for implementing commitments.	Integration of commitments into organiza	onal Application of commitments in last to	Training on implementing commitments and it. He does
	Reference to intergovernmental instruments in commitments	conducting due diligence	Applying the precautionary principle	ophotding numan rights	Appareability of commitments and policies to the Company's activities and business relations	Level of approvation each commitment and policy Within the Company, indicating if it is at the highest level	Communication of commitments and policies to workers, business partners, and other relevant stakeholders Grupo Energía Bogotá (GEB) communicates its sustainability strategy commitments to workers, business partners, and other restakeholders through multiple channels and methods: 1. Website publication: GEB publishes comprehensive details about its sustainability strategy on its website. This includes the principles and commitments adopted to ensure operations are responsible and leave a positive legacy in the territories where	relevant e	Integration of commitments into organiza strategies, policies, and operational proce	Application of commitments in business relationships: ures	Training on implementing commitments provided by the Company
	1. UN International Bill of Human Rights and other binding human rights covenants and treaties that are part of the constitutional framework of the countries where						operates. 2. Integrated Sustainability Report: GEB annually publishes a sustainability report that reflects the main activities of the comparished for the Group, highlighting their key milestones, achievements, and areas for improvement. This report covers the operation of the Group and its controlled subsidiaries, conducted through its Strategic Business Groups.	panies	g the by	GEB applies the commitments of its sustainability strategy on Human Rights in its business relationships and through: 1. Corporate Strategy: The Sustainability Strategy is an integral part of GEB's Corporate Strategy. This strategy allows GEB to achieve its overarching purpose of "Improving lives with sustainable and competitive energy," ensuring the company's growth by building conditions of well-being and shared prosperity,	GEB provides training on implementing the Human Rights commitments present in the Sustainability strategy in several ways: 1. Induction Module: GEB has developed an induction module specific to the Sustainability strategy. This module is designed to familiarize new workers with
Sustainability Strategy	GEB operates. 2. UN Guiding Principles on Business and Human Rights. 3. OECD Guidelines for Multinational Enterprises.	Yes	Yes	Yes	The commitments outlined in the Sustainability Strategy regarding Human Rights (HR) apply to GEB activities and business relations. While the obligation to ensure the sustainability of the Group's initiatives and operations is not exclusive to any specific department, it is a duty that all directors, employees, subsidiaries, and contractor companies must assume and share. This is due to all entities, through their actions and	The Sustainability Strategy was approved by the Board of Directors of GEB in June 2021.	 3. Social networks and national and regional media Internally, GEB has a comprehensive approach to Human Rights (HR) training and the communication of its expectations to contractors and workers through: 1. Internal Training on Human Rights for Workers: GEB maintains an annual training plan that includes sessions on the fundam 	positively or negatively impact sustainability. GEB's Corporate Sustainability and Communications Department is responsible for leading the coordinated implementation of the principle and performance criteria of this strategy. Its objective is to build and adopt uniform positions and coherent actions in response to various environmental challenges. This department interacts with the different units of the Group and its subsidiaries to ensure their effective mental contribution to sustainability, the generation of shared prosperity in the regions, the achievement of the Sustainable Development Goals (S	es SDGs),	transparent engagement, and contributing to the energy transition. 2. Positive Impact: Sustainability guides GEB's actions and ensures that its operations have a positive impact on the environment and build shared prosperity. Through its projects, GEB positively transforms territories and contributes to the dignified development of its communities. 3. High Environmental and Social Performance: GEB's sustainability strategy contributes to achieving the Sustainable Development Goals and transforming	the company's Human Rights and Sustainability commitments from day one. 2. E-Learning for Workers In addition to the induction module, GEB offers an e-learning program for all workers. This online learning program enables workers to deepen their understanding of the company's Human Rights and Sustainability commitments and understand how these commitments apply to their daily work.
	4. Convention 169 of 1989 of the International Labour Organization (ILO). 5. Colombian Institutional Framework				decisions, having the potential to positively or negatively impact sustainability. As such, all contracts with suppliers require adherence to GEB's Sustainability Strategy.		Rights. As part of its commitment to respecting and promoting Human Rights, GEB conducts training sessions designed to fost respect for Human Rights in all contractor operations and activities.	Additionally, this department facilitates the transfer of experiences, promotes continuous improvement, advises on the design of sustainal ster strategies for branches and subsidiaries, monitors the performance of these strategies, proposes necessary adjustments, and compiles information on their performance for various reports. When necessary, this department provides support to the subsidiaries in addressing and environmental challenges.		territories through high environmental and social performance. 4. Engagement with Stakeholders: GEB has established guidelines to strengthen engagement with stakeholders and ensure operations incorporate differential approaches to address structural imbalances in equity, diversity, and inclusion. These policies and commitments are applied in Grupo Energía Bogotá's business relationships to ensure that all Group activities align with the principles of Human Rights and Sustainability.	3. Educational Support Program: GEB has a program called "Fabio Chaparro for Energy Education 2022-2030," which aims to provide qualified human talent, both within the company and in the territories influenced by its operations. These training initiatives ensure that all GEB employees understand and apply the company's Human Rights and Sustainability commitments in their daily work.
							Regarding expectations of contractors on Human Rights, GEB requires its contractors to adhere to the same ethical standards a itself. This includes rejecting forced labor practices, prohibiting child labor and human trafficking, respecting freedom of associant collective bargaining, ensuring equal compensation, and rejecting any form of discrimination. Additionally, GEB expects it contractors to align with the Colombian institutional framework, the OECD guidelines for multinational corporations, the UN Guiding Principles on Business and Human Rights, the core conventions of the International Labor Organization (ILO), the Colombian Guidelines on Human Rights and International Humanitarian Law (IHL), ILO Convention 169 of 1989 on Indigenous and Tribal Pe	as GEB ociation its		of Human Rights and Sustainability.	
							and relevant national laws and judicial rulings, among others.	The allocation of responsibilities for implementing the Human Rights Policy commitments at Grupo Energía Bogotá is executed in a stratifie systematic manner. Specific responsibilities are assigned at every company level, from senior management to workers. As follows: The GEB Board of Directors, following recommendations from the Corporate Governance and Sustainability Committee, is charged with the			
	Through the Human Rights policy, GEB seeks to establish guidelines for developing and implementing a corporate human rights culture based on national and international standards, including: • The United Nations (UN) Guiding Principles on Business and Human Rights; • The UN International Bill of Human Rights; • The Universal Declaration of Human Rights;							policy's approval, as well as its periodic review, monitoring, and the allocation of necessary financial resources for its enforcement. GEB's CEO is responsible for assigning the necessary human capital resources for compliance with it. GEB's Department of Sustainability and Communications is responsible for leading management to implement, follow up on, monitor, contand improve this policy.			The training on executing the commitments outlined in the human rights policy encompasses several elements:
Human Rights Policy	 The UN International Bill of Human Rights; The Universal Declaration of Human Rights; International Humanitarian Law (IHL); The Voluntary Principles on Security and Human Rights; The International Covenant on Civil and Political Rights; The International Covenant on Economic, Social and Cultural Rights: 				The commitments set forth in GEB's corporate Human Rights policy are fully applied to all company activities and business relations. This is manifested in all GEB contracts, regardless of monetary value, as they include a unilateral termination clause for potential human rights violations. Moreover, contractors and all controlled	ording to the minutes from the Board of Directors meeting No. 1680 on August 25. 2022, it was recommended to approve t	nartners, and other relevant stakeholders. Communication occurs through various channels, including internal meetings, train	The Boards of Directors of controlled companies are responsible for approving this policy, reviewing it and regularly following up on it, and assigning the necessary financial resources to comply with it. The Management/CEO of controlled companies are responsible for assigning the necessary human capital resources for compliance with it.		GEB implements the commitments of its human rights policy in its business interactions in various ways: 1. Framework for Action: GEB's Human Rights Policy sets a comprehensive framework to guarantee that all operations and interactions across the territories who GEB and its subsidiaries operate are aligned with Human Rights respect. 2. Specific Commitments: The policy covers topics, such as: the rejection of forced labor, prohibition of child labor and people trafficking, respect for the freedometers.	1. Diversity, Equality, and Inclusion (DEI) Induction: The Human Rights Policy of GEB integrates DEI principles, focusing on fostering a corporate culture that supports equal opportunities, rights, and responsibilities, devoid of any discrimination. The Human Rights Policy of GEB integrates DEI principles, focusing on fostering a corporate culture that supports equal opportunities, rights, and responsibilities, devoid of any discrimination. 2. E-learning Course on Human Rights for Workers: GEB conducts its operations with a firm commitment to respecting, protecting, and promoting Human Rights, Diversity, Equality, and Inclusion. An e-learning course is provided to Workers to enhance their understanding and application of these principles.
	 The International Labour Organization (ILO) Core Conventions Numbers 29, 87, 98, 100, 105, 111, 138, and 182, as well as the ILO Declaration on Fundamental Principle and Rights at Work; ILO Conventions Nos. 107 and 169 on the rights of indigenous and tribal peoples; The UN Convention on the Rights of the Child; The Convention on the Elimination of All Forms of Discrimination against Women; The principles of the UN Global Compact; 	es Yes	Yes	Yes	subsidiaries commit to adopting GEB's Human Rights policy in their contracts. This underscores the company's dedication to protecting and promoting Human Rights across all operations and business interactions. All controlled subsidiaries of the group have also embraced GEB's Human Rights policy.	Rights Policy for Grupo Energía Bogotá S.A. ESP and its controlled entities, deeming it suitable for the Company.	sessions, newsletters, and the Integrated Sustainability Report. Furthermore, the policy is readily accessible and prominently displayed on the website.	The Sustainability departments of controlled companies are responsible for adapting this policy according to the local context and leading leading management to implement, follow up on, monitor, control and report on this policy. The communications areas of GEB, affiliates and subsidiaries are responsible for communicating and disseminating this policy through the available means so that it is known to all stakeholders of the organization.	In GEB, the commitments to human rights	specific commitments with scope to employees, communities, partners, suppliers and contractors. 3. Strategic Partnerships: GEB has established guidelines to strengthen engagement with stakeholders and ensure operations incorporate differential approaches	3. Human Rights Training for Critical Contractors: Considering the Human Rights Policy's applicability to GEB's suppliers and contractors, specific human rights training is conducted for critical contractors. 4. Conflict Resolution Training for Social, Environmental, and Land Managers: GEB is dedicated to fostering prosperity and well-being within communities and enhancing environmental conditions in areas where its companies are active. To support this commitment, training in conflict resolution is offered to social, environmental, and land managers across its regional offices in Colombia.
	 The Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises; The ILO Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy; The Colombia Guidelines on Due Diligence for Business Operations that Respect Human Rights and International Humanitarian Law. 							The Talent Management Departments of GEB and controlled companies are responsible for developing training, awareness and knowledge measurement processes for employees on this policy. The Sourcing Departments of GEB and controlled companies are responsible for making sure this policy is applied and complied with in the framework of commercial relationships, making it required for suppliers and contractors. The Compliance Departments of GEB and controlled companies are responsible for making sure the monitoring mechanisms comply with	embedded in the Group's policies, Codes, a Manuals are integrated in the following cros cutting manner: - Strategic Planning: Human Rights commits are incorporated into GER's strategic planni	d - ents	
								international standards on Human Rights. The effectiveness of the Human Rights Policy ultimately depends on the cooperation and commitment of all company levels. Each individu a crucial role in ensuring that GEB upholds and promotes Human Rights throughout all its operations and business relationships.	This ensures that Human Rights are considerable all strategic and operational decisions. al has - Policies and Procedures: Human Rights commitments are reflected in GEB's policies and procedures. This guarantees that all Grand procedures are conducted with respect for the constant are conducted with respect for the conducted with respect to the conducted with the conducted with respect to the conducted with the conducted with the conducted with the conducted with the conduct	The sustainability policy seeks a balance between generating value for shareholders, enhancing the well-being of communities and workers, and reducing environmental and social impacts.	
								Responsibilities for implementing the sustainability policy at Grupo Energía Bogotá are distributed in a structured and systematic manner.	- Training and Awareness Raising: GEB provi	In its business relationships, GEB is committed to: es tal 1. To protect the safety and health of all direct workers and contractors by identifying hazards, assessing and managing risks, and establishing controls that	
	GEB's sustainability policy is founded on commitments designed to balance value creation for shareholders with the well-being of communities and Workers, while	al Vaa	Voc	Voc	The commitments outlined in GEB's Sustainability policy are fully integrated into all company activities and	ant to President's Decision No. 0006 dated September 25, 2019, the approval of the Human Rights Policy for Grupo Energía	The Communications departments of Grupo Energía Bogotá and its subsidiaries are tasked with disseminating the policy effectively so it reaches all company levels and external stakeholders. Moreover, the commitments of the Sustainability policy	Specific responsibilities are assigned at every company level, from senior management to workers. As follows: The Corporate Sustainability Department at Grupo Energía Bogotá will lead the management, implementation, follow-up, monitoring, contra and continuous improvement of this policy across the Group's companies. This management scope includes the periodic assessment of the policy to ensure its relevance and functionality, adjusting as necessary. The Corporate Sustainability department within CER branches and individual companies are about a diagraph of the management in the following sense.	monitors and evaluates progress towards it	GEB companies may undertake. To proactively manage, under the principle of precaution, the risks, impacts, and opportunities that may arise in environmental, social, and occupational health and safety aspects due to our operations.	GEB has launched various training initiatives to ensure the effective application of the sustainability policy commitments: 1. Sustainability Classroom: In partnership with Ean University, GEB has created the Sustainability Classroom, a certification program for Workers on sustainability topics, initially focusing on climate change within the energy sector. 2. Legacy for the Territories Training Program: This education for the energy transition program centers on innovation, human talent development, and local
	minimizing environmental and social impacts in the areas of influence. This policy commits the Group to adhere to applicable environmental, social, and occupation safety and health legislation, as well as other obligations that GEB companies may undertake.	at res	res	res	financial value.	ESP and its controlled entities was recommended as suitable for the Company.	and external meetings, training sessions, newsletters, and the annual management report featured in the Integrated Sustainal Report. Furthermore, the policy is readily accessible and prominently displayed on the website.	The Communications departments of Grupo Energía Bogotá and its subsidiaries are tasked with disseminating the policy effectively so it re all company levels and external stakeholders.	aches enhance respect for Human Rights. In summary, GEB strives to integrate Human	5. Actively contribute to the cultural, social, and economic development of the communities by delivering actions that provide measurable socioeconomic and environmental benefits in the areas of presence.	training as its core components. 3. 100K Strong CLIMA Program: In partnership with the U.S. Embassy in Colombia, GEB has engaged in this program to enhance human capital development, offering solutions for the energy sector that align with energy transition and climate change mitigation efforts.
								Workers of Grupo Energía Bogotá are tasked with implementing this policy and adhering to binding agreements with third parties that relative the declared commitments.	operations, from strategic planning to daily activities.	dynamics. 8. **Adopt and promote best practices** aimed at environmental protection, pollution prevention, and the mitigation and adaptation to climate change within i operations. These commitments illustrate GEB's application of its sustainability policy in its business interactions, aiding in achieving its strategic goals and promoting	ts
	GEB's Code of Ethics and Conduct aligns with the United Nations Global Compact Principles and both Colombian and international laws regarding the promotion and protection of human rights. Therefore, all Workers of GEB and its subsidiaries must act with social responsibility and respect for human rights, promoting a work environment in which dignity,	Conduct does not specifically require Due Diligence, it adheres to the 10 principles of the Global Compact.	ire		The Code applies to Board members and Workers of the Group and its subsidiaries. The Code is also applicable to beneficiaries and family members of the Workers, custormers, partners, and generally all counterparts of Grupo Energía Bogotá			The Code applies to Board members and Workers of the Group and its subsidiaries. Likewise, the beneficiaries and relatives of our		sustainable development. In their business interactions and in fulfilling their official duties, all Managers and Workers of GEB and its subsidiaries must adhere to the ethical principles of:	
Code of Ethics and Conduct for Workers:	respect and integrity prevail, as well as fair treatment with adequate working conditions for all Workers and respect for their privacy, rejecting any situation of child, involuntary or forced labor. This way, it prohibits, rejects and punishes all types of discrimination based on sex, gender, race, religion, nationality, political affiliation, and others. Furthermore, as situation of harassment (work and/or sexual), threats, intimidation and verbal, sexual, physical and/or psychological abuse is prohibited, rejected and sanctioned. Also, any type of retaliation for reporting any of these forms of harassment is prohibited and rejected.	These principles include supporting and respecting the protection of internationally recognized fundamental human rights within their sphere of influence and ensuring that neither their partners		Yes	counterparts of Grupo Energía Bogotá. For this reason, all those to whom the Code is addressed must know, internalize, apply and disseminate the provisions contained therein and ensure that their actions are always in line with the rules it stipulates, without prejudice to the observance of common sense and other criteria that correspond to proper and honest behavior. Other GEB companies are required to adopt this Code and ensure its widespread adoption and enforcement	The Board of Directors of Grupo Energía Bogotá has ratified the Ethics and Conduct Code.	GEB's Compliance department is charged with the communication and implementation of the Ethics and Conduct Code across Workers. Furthermore, the commitments of the Code are actively communicated to Workers through internal meetings, training sessions, newsletters, and the annual management report, which is included in the Integrated Sustainability Report. Additional the Code is readily accessible and prominently displayed on the website.	ng For this reason, all those to whom the Code is addressed must know internalize, apply and disseminate the provisions contained therein a	teria	Transparency, respect, equality, legality, and responsibility.	
	The Code of Ethics for suppliers and contractors establishes that suppliers and contractors must comply with applicable laws and regulations, as well as internation standards regarding the respect and promotion of human rights, with a special emphasis on, but not limited to, the following commitments: - Promoting an inclusive work environment in which respect for differences and integrity prevails.	nor their Workers are complicit in human rights violations.	uct /		and enforcement.						
	- Guaranteeing decent working conditions and rejecting forced labor practices, as well as child labor exploitation Promoting equal treatment and opportunities, regardless of characteristics such as race, sex, gender identity, age, sexual orientation, culture, religion, socioeconomic status, political affinity, appearance, language and accent, disability, health, education, place of origin, work experience, job role and function, lifestyl thought, personality, among others.	mention that mechanisms of basic due diligence and enhanced due e, diligence must be carried out according to the level of risk that			This Code of Ethics and Conduct for Suppliers and Contractors is mandatory for all GEB suppliers and contractors, regardless of their status, including their parent, subsidiary, and/or affiliate companies, as well as for GEB Workers involved in contracting and ensuring adherence to these standards within GEB.		Familiarity with, socialization of, and adherence to the Code of Ethics and Conduct for Suppliers and Contractors is mandatory			action for GEB and its companies in their relationships with their managers, Workers, suppliers, contractors, customers, and stakeholders in general.	To ensure the effective implementation of the commitments outlined in the Code of Ethics, GEB has launched several key training initiatives: 1. Annual Training Plan (GEB Academy): GEB maintains an annual training agenda aimed at bolstering the ethical culture within the organization. This includes comprehensive training on the core elements of the Ethics and Compliance Program to ensure thorough understanding and adherence across the company.
Code of Ethics and Conduct for Suppliers and Contractors	 Prohibiting and punishing reprisals for reporting harassment, threats, intimidation and verbal, sexual, physical or psychological abuse. Guaranteeing the right to privacy and the good name of all employees. Recognizing and respecting the individual and collective rights of communities and other stakeholders. Recognizing the individual and social importance of the right of association and collective bargaining and fully complying with the legal provisions aimed at their protection. Protecting the health and safety of all employees. 	laundering, among others.	No	Yes	Thus, familiarity with, socialization of, and adherence to the Code of Ethics and Conduct for Suppliers and Contractors is a prerequisite for the execution of all contracts, agreements, legal transactions, and other documents between GEB and its suppliers or contractors. Notably, suppliers and contractors with their own compliance policies must submit them for GEB's evaluation through its Compliance Department.	The Board of Directors of Grupo Energía Bogotá has ratified the Ethics and Conduct Code.	standards set forth in the Code of Ethics and Conduct for Suppliers and Contractors complement, rather than replace, the term any contracts, agreements, or documents between GEB and its suppliers or contractors.	rs. The Thus, familiarity with, socialization of, and adherence to the Code of Ethics and Conduct for Suppliers and Contractors is a prerequisite for execution of all contracts, agreements, legal transactions, and other documents between GEB and its suppliers or contractors. Notably, suppliers and contractors with their own compliance policies must submit them for GEB's evaluation through its Compliance Department.	the	Moreover, GEB has adopted a "zero tolerance" policy towards fraud, money laundering, terrorism financing, and corruption. This means that any violation of the policies by a supplier or contractor may result in early termination of the contract and exclusion from the supplier registry. Therefore, GEB applies the commitments set forth in its Code of Ethics in its business relationships and, through them, contributes to the fulfillment of its strate objectives and sustainable development.	2. E-Learning Course As part of its training plan, GEB offers e-learning courses to its workers. These courses are related to the Code of Ethics, the ethics channel, and the complaint lines.
	- Promoting the protection of the environment and biodiversity, favoring healthy environments in their areas of influence Striving to initiate efforts towards the implementation of a human rights policy. Additionally, as an integral part of their contract with GEB, suppliers and contractors must subscribe to GEB's Human Rights Policy and commit to abide by it. The contracting and execution control manual states that GEB and its subsidiaries "follow the Colombian constitutional and legal framework, and that applicable to its subsidiaries are as of influence. The contracting and execution control manual states that GEB and its subsidiaries "follow the Colombian constitutional and legal framework, and that applicable to its subsidiaries are as of influence. The contracting the protection of the environment and biodiversity, favoring healthy environments in their areas of influence. The contracting the protection of the environment and biodiversity, favoring healthy environments in their areas of influence. The contracting the protection of the environment and biodiversity, favoring healthy environments in their areas of influence. The contracting the protection of the environment and biodiversity, favoring healthy environments in their areas of influence. The contracting the protection of the environment and biodiversity, favoring healthy environments in their areas of influence. The contracting the protection of the environment and biodiversity favoring healthy environments in the environment and the environmen	ts									
	subsidiaries, as well as the United Nations Universal Declaration of Human Rights, and the various treaties, pacts, and agreements that are part of the Constitutional Block, particularly those related to dignified working conditions, environmental protection, respect for diversity and equality, respect for the legitimate monopoly of state force, and the prioritization of life and dignity." Additionally, the manual defines that contracts serve as a bridge to organize and integrate commercial relationships and operational processes within the supply chain. This implies that contract management must be carried out logically, ethically, and objectively, ensuring fair competition, democratization, and respect for		No	Yes	This Manual outlines the general standards and principles governing the contracting activities of Grupo Energía Bogotá - GEB, through various or innovative legal transactions necessary for the pursuit of its corporate purposes. Additionally, it specifies the methods for contract execution oversight (auditing and	Contracting and Execution Control Manual was approved at the Ordinary Meeting No. 1689 of the Board of Directors on Fe	The Manual's commitments are communicated effectively to Workers, business partners, and other relevant stakeholders. Communication is conducted through various channels, including internal and external meetings, mass emails to suppliers, transcriptors, and provide the manual is readily accessible and provide the website.	The contracting of GEB Companies shall be guided by the public function and tax management principles as stipulated in Articles 209 and a training of the Political Constitution, the regime of disqualifications and incompatibilities established in the law, and the principles of interpretation and the principles of the companies as well as their suppliers and contractors, must	n	The manual contains the general rules and principles that regulate the acquisition of goods and services through agreements and other legal transactions ente into by GEB. In its business relationships, GEB is committed to:	red
	human rights, in such a way that supports the achievement of the goals established in the Grupo Energía Bogotá Corporate Strategy. Suppliers and contractors of GEB, when submitting their bids and signing the contracts, commit to complying with GEB's Sustainability and Human Rights policies. As violation of these policies will be grounds for early termination of the contract and removal of the provider from the registry. The supplier or contractor must sign the Sustainability Policy, the Code of Ethics, the Human Rights Policy, the Compliance Policy, the Anti-Corruption Policy, or any other strategic document relevant to guarantee transparency and respect for human rights in their actions, or as stipulated by the legislation of each country.				supervision) and general management of contractual activities, linking these to the Sourcing Policy of Grupo Energía Bogotá.	2023.	sessions, and newsletters. Furthermore, the Manual is readily accessible and prominently displayed on the website.	enshrined in Article 30 of Law 142 of 1994. In addition to this, employees of the companies, as well as their suppliers and contractors, must adjust their actions to the Human Rights policy adopted by GEB.		 Objectivity: GEB is committed to acting objectively in all its business operations, ensuring free competition and competitiveness. Transparency: Grupo Energía Bogotá is committed to acting transparently in all its business operations. Respect for Human Rights Grupo Energía Bogotá is committed to respecting human rights in all its business operations. Commitment to Anti-Corruption Grupo Energía Bogotá is committed to working against corruption in all its forms. 	
GEB 2023 Commitments and Specific Policies for Human Dights Pospect	Internationally recognized human rights that the commitment encompasses	Stakeholder categories, including at-risk or vulnerable groups,	g Applicability of commitments and policies to the	Level of approval for each commitment and	at Communication of commitments and policies to workers, business partners, and other relevant stakeholders						
Commitments and Specific Policies for Human Rights Respect	Internationally recognized human rights that the commitment encompasses	receive special attention under this commitment	Applicability of commitments and policies to the is Company's activities and business relations		Grupo Energía Bogotá (GEB) communicates its sustainability strategy commitments to workers, business partners, and other relevant stakeholders partners, and other relevant stakeholders through multiple channels and methods: 1. Website publication: GEB publishes comprehensive details about its sustainability strategy on its website.						
					This includes the principles and commitments adopted to ensure operations are responsible and leave a positive legacy in the territories where it operates. 2. Integrated Sustainability Report: GEB annually publishes a sustainability report that reflects the main activities of the companies within the Group, highlighting their key milestones, achievements, and areas for improvement. This report covers the operations of the Group and its controlled subsidiaries, conducted						
Sustainability Strategy	GEB rejects human trafficking and forced, illegal, or abusive labor of minors or in slavery in its own operations and contracts or those of third parties who work for the company. In its operations and contracting processes, GEB is committed to acting in accordance with the strictest environmental, safety, and health standards in line	ne e	The commitments outlined in the Sustainability Strategy regarding Human Rights (HR) apply to GEB activities and business relations. However, the task of ensuring the sustainability of the Group's initiatives and operations is not exclusive to any specific unit. This responsibility must be assumed	The sustainability strategy and commitments referred to were approved by the Grupo	Internally, GEB has a comprehensive approach to Human Rights (HR) training and the communication of its expectations to contractors and workers through: 1. Internal Training on Human Rights for Workers: GEB maintains an annual training plan that includes sessions						
	with its value "Life Comes First." It is a violence-free company. Violence, threats, physical injuries, or intentional damage to people or property have no place in the Company.		and shared by all managers, employees, subsidiaries, and contractors. This is due to all entities, through their actions and decisions, having the potential to positively or negatively impact sustainability. As such, all contracts with suppliers require adherence to GEB's Sustainability Strategy.	Energía Bogotá Board of Directors (highest governing body) in June 2021.	on the fundamental aspects of Human Rights, its standards, and applicable policies. 2. Training for Critical Contractors on Human Rights: GEB takes a holistic approach to training its critical contractors on Human Rights. As part of its commitment to respecting and promoting Human Rights, GEB conducts training sessions designed to foster respect for Human Rights in all contractor operations and activities.						
					Regarding expectations of contractors on Human Rights, GEB requires its contractors to adhere to the same ethical standards as GEB itself. This includes rejecting forced labor practices, prohibiting child labor and human trafficking, respecting freedom of association and collective bargaining, ensuring equal compensation, and rejecting any form of discrimination. Additionally, GEB expects its contractors to align with the Colombian institutional framework, the OECD guidelines for multinational corporations, the UN Guiding Principles on						
	1. Complying with national and international regulations on human rights and companies, with particular emphasis on the United Nation's Guiding Principles on Business and Human Rights.				Business and Human Rights, the core conventions of the International Labor Organization (ILO), the Colombia Guidelines on Human Rights and International Humanitarian Law (IHL), ILO Convention 169 of 1989 on Indigenous and Tribal Peoples, and relevant national laws and judicial rulings, among others.						
	 Rejecting all forms of violence (physical, moral, sexual, psychological or verbal abuse). Avoiding any form of discrimination due to race, age, sex, pregnancy, gender identity, sexual orientation, religion, culture, nationality, social or ethnic origins, permanent or temporary disability or union or political affiliations, representing a human rights violation against any stakeholder. Adopting a preventive management approach through due diligence in human rights, in order to avoid the negative impacts the company's activities could cause and, if not possible, mitigate and repair them through effective, proportional and reasonable mechanisms. Not tolerating threats, intimidation or other acts of retaliation against the peaceful expression of opinions or concerns with respect to the company's activities. 										
	 6. Maintaining continuous and transparent engagement with stakeholders, respecting the right to freedom of expression and participation and providing mechanism to attend to and manage petitions, complaints and claims (PQRs, for the Spanish original) related to Human Rights, such as the Ethics Channel and PQRs manageme procedure. 7. Strengthening the capacities of stakeholders in terms of Human Rights through training programs. 8. Contributing to the right to universal access to energy through responsible, efficient and reliable business operations. 9. Respecting and promoting the human rights of various stakeholders. 10. Strengthening an inclusive corporate culture where people individually. 	nt	The commitments set forth in GEB's corporate								
	or collectively feel welcomed, respected, listened to and recognized for who they are and their contributions. 11. Ensuring formalization through compliance with all employment regulations. 12. Ensuring decent work conditions and rejecting forced and mandatory labor practices and child labor. 13. Avoiding all kinds of discrimination 14. Establishing specific measures to prevent, attend to, penalize and eradicate discrimination and work and sexual harassment.		Human Rights policy are fully applied to all company activities and business relations. This is manifested in all GEB contracts, regardless of monetary value, as they include a unilateral termination clause for potential human rights violations. Moreover,	According to the minutes from the Board of Directors meeting No. 1680 on August 25, 2022	2, The commitments of the Grupo Energía Bogotá Corporate Human Rights Policy are effectively communicated to Workers, business partners, and other relevant stakeholders. Communication occurs through various						
Human Rights Policy	15. Promoting diversity in staff through open and transparent processes. 16. Promoting equal treatment and opportunities. 17. Ensuring wage equality, making sure people receive equal pay in work conditions with the same value. 18. Respecting the right to unionize and collective bargaining, fully complying with the legal provisions aimed at protecting them. 19. Implementing actions to achieve a good balance between personal, family and work life, seeking to improve the quality of life of employees. 20. Making sure internal and external communications are free of any type of bias or discrimination, in languages and through mechanisms that do not reinforce		to adopting GEB's Human Rights policy in their	Rights Policy for Grupo Energía Bogotá S.A. ESP and its controlled entities, deeming it	channels, including internal meetings, training sessions, newsletters, and the Integrated Sustainability Report. Furthermore, the policy is readily accessible and prominently displayed on the website.						
	21. Respecting and promoting the protection of the individual and collective rights of communities. 22. Contributing to creating favorable conditions to generate opportunities for social and economic development, respecting local traditions, customs and wisdom. 23. Promoting an approach of diversity, equality and inclusion in engagement with communities. 24. Respecting and promoting the rights of ethnic minorities and indigenous people, ensuring the development of spaces for genuine, timely and continuous dialoguin the framework of respect for diversity and multiculturality. 25. Respecting the rights of communities to enjoy a healthy environment, and to have and enjoy their land, assets and resources safely and without affecting their	the State, Local Communities, Suppliers and Contractors, the Board of Directors and Senior Management Partners and Affiliates.	embraced GEB's Human Rights policy. ard nt,								
	health and integrity. 26. Rejecting all threats, intimidation and physical, written, verbal or legal attacks against associations or people that defend human rights. 27. Promoting the protection of the environment, natural resources and biodiversity, favoring safe and healthy environments in the areas of influence. 28. Incorporating the duty to comply with this policy in commercial agreements with partners, suppliers and contractors, implementing due diligence, supervision ar sanctioning mechanisms for noncompliance. 29. Promoting decent work conditions and rejecting forced and mandatory labor practices and child labor in the value chain.	ıd									
Sustainability Policy	30. Promoting the adoption of good human rights, diversity, equality and inclusion practices. 31. Evaluating the performance of contractors in issues related to human rights. To protect the safety and health of all direct workers and contractors, regardless of their type of contract, identifying risks, reviewing and assessing the risks, and establishing controls that contribute to creating a safe and healthy environment at the workplace to prevent work-related injuries, diseases and impairment of healthy.		The commitments outlined in GEB's Sustainability policy are fully integrated into all company activities and business relationships. These commitments	dated September 25, 2019, the approval of	The Communications departments of Grupo Energía Bogotá and its subsidiaries are tasked with disseminating the policy effectively so it reaches all company levels and external stakeholders. Moreover, the commitments of the Sustainability policy are communicated effectively to Workers, business partners, and other relevant parties through various channels, including internal and external meetings, training sessions, newsletters, and						
	establishing controls that contribute to creating a safe and healthy environment at the workplace to prevent work related injuries, diseases and impairment of health		are consistently reflected in all GEB contracts, irrespective of their financial value. The Code applies to Board members and Workers of the Group and its subsidiaries. Likewise, the beneficiaries and relatives of our Workers, customers,	Bogotá S.A. ESP and its controlled entities was recommended as suitable for the Company.							
Employees' Internal Code of Ethics and Conduct	This way, it prohibits, rejects and punishes all types of discrimination based on sex, gender, race, religion, nationality, political affiliation, and others. Furthermore, any situation of harassment (work and/or sexual), threats, intimidation and verbal, sexual, physical and/or psychological abuse is prohibited, rejected and sanctioned. Also, any type of retaliation for reporting any of these forms of harassment is prohibited and rejected.		partners, and in general all the Counterparts of Grupo Energía Bogotá. For this reason, all those to whom the Code is addressed must know, internalize, apply and disseminate the provisions contained therein and appure that their actions are always in line with		GEB's Compliance department is charged with the communication and implementation of the Ethics and Conduct Code across all Workers. Furthermore, the commitments of the Code are actively communicated to Workers through internal meetings, training sessions, newsletters, and the annual management report, which is included in the Integrated Sustainability Report. Additionally, the Code is readily accessible and prominently displayed on the website.						
			ensure that their actions are always in line with the rules it stipulates, without prejudice to the observance of common sense and other criteria that correspond to proper and honest behavior. Other GEB companies are required to adopt this Code and ensure its widespread adoption and enforcement.	The Board of Directors of Grupo Energía	displayed on the website.						
	 Promoting an inclusive work environment in which respect for differences and integrity prevails. Guaranteeing decent working conditions and rejecting forced labor practices, as well as child labor exploitation. Promoting equal treatment and opportunities, regardless of characteristics such as race, sex, gender identity, age, sexual orientation, culture, religion, socioeconomic status, political affinity, appearance, language and accent, disability, health, education, place of origin, work experience, job role and function, lifestyl thought, personality, among others. Rejecting any form of discrimination, violence or harassment, and establishing measures to prevent, address, punish and eradicate discrimination, violence and 	e,	This Code of Ethics and Conduct for Suppliers and Contractors is mandatory for all GEB suppliers and contractors, regardless of their status, including their parent, subsidiary, and/or affiliate companies, as well as for GEB Workers involved in contracting and ensuring adherence to these standards within GEB.	Code.	Familiarity with, socialization of, and adherence to the Code of Ethics and Conduct for Suppliers and						
Code of Ethics and Conduct for Suppliers and Contractors	harassment in the workplace Prohibiting and punishing reprisals for reporting harassment, threats, intimidation and verbal, sexual, physical or psychological abuse Guaranteeing the right to privacy and the good name of all employees Recognizing and respecting the individual and collective rights of communities and other stakeholders Recognizing the individual and social importance of the right of association and collective bargaining and fully complying with the legal provisions aimed at their protection.		Thus, familiarity with, socialization of, and adherence to the Code of Ethics and Conduct for Suppliers and Contractors is a prerequisite for the execution of all contracts, agreements, legal transactions, and other documents between GEB and its suppliers or contractors.		Contractors is mandatory prior to executing any contracts, agreements, legal dealings, or other documents between GEB and its suppliers or contractors. The standards set forth in the Code of Ethics and Conduct for Suppliers and Contractors complement, rather than replace, the terms of any contracts, agreements, or documents between GEB and its suppliers or contractors.						
	- Protecting the health and safety of all employees Promoting the protection of the environment and biodiversity, favoring healthy environments in their areas of influence.		Notably, suppliers and contractors with their own compliance policies must submit them for GEB's evaluation through its Compliance Department. This Manual outlines the general standards and principles governing the contracting activities of								
GEB Contracting and Execution Control Manual	Decent working conditions, environmental protection, respect for diversity and equality, upholding the state's legitimate use of force, and prioritizing life and dignity are fundamental.		Grupo Energía Bogotá - GEB, through various or innovative legal transactions necessary for the pursuit of its corporate purposes. Additionally, it specifies the methods for contract execution oversight (auditing and supervision) and general management of contractual activities, linking these to the Sourcing Policy of Grupo Energía Bogotá.	2023.	The Manual's commitments are communicated effectively to Workers, business partners, and other relevant stakeholders. Communication is conducted through various channels, including internal and external meetings, mass emails to suppliers, training sessions, and newsletters. Furthermore, the Manual is readily accessible and prominently displayed on the website.						
Enlaza 2023											
• Adopting a preventive management approach through due diligence in human rights, in order to avoid the negative impacts the company's activities could cause and, if not possible, mitigate and repair them through effective, proportional and reasonable mechanisms. • Incorporating the duty to comply with this policy in commercial agreements with partners, suppliers and contractors, implementing due diligence, supervision and sanctioning mechanisms for noncompliance.		conducting due diligence	Applying the precautionary principle	ophotung numan rights		of approval for each commitment and policy within the Company, indicating if it is at the highest level	Communication of commitments and policies to workers, business partners, and other relevant stakeholders company. Training and education are provided via the Success Factors platform	Responsibilities for implementing commitments across different levels of the Company Corporate guidelines are set, and ENLAZA's Sustainability Directorate is currently integrating these into its 2024 strategy. ENLAZA's Social Management has adopted respect for human rights and due diligence as core principles across all processes and procedures.	strategies, policies, and operational proced Corporate guidelines are set, and ENLAZA's	res	Training on implementing commitments provided by the Company Training and education are provided via the Success Factors platform
 Violation of human rights by Enlaza GEB, or by a Enlaza GEB employee, partner or contractor. Evaluate the impacts that a project, work, or activity might have from the perspective of the communities' worldview and culture, which includes understanding 	Risk and Controls Matrix.	Yes	Yes	Yes	This			Department of Sustainability and Social Management The responsibility for the applicability of this manual lies with Social Management, which ensures the adherence to procedures, defines act	This involves overseeing the implementation dissemination, and monitoring of complian the Policy.	Workers, partners, contractors, and suppliers of Enlaza are mandated to adhere to guidelines that prevent and mitigate human rights violations.	This risk is acknowledged by all Enlaza departments.
their organizational systems and beliefs, and creating adaptable relationship activities to their dynamics, needs, and specificities. • Forge agreements that strengthen the communities and their cultural practices, aimed at mitigating the negative impacts of expansion projects and operational assets of the company and minimizing implementation risks. Enlaza 2023	Enlaza's Intercultural Polationship Procedure				Workers, partners, contractors, and suppliers of Enlaza engaged in field activities and intercultural relations		Operators, Consultants, and Workers who support intercultural relations activities with ethnic communities and is integral to vice contractual processes with them.			Contractors, partners, and suppliers are mandated to comply with this manual's guidelines to ensure its proper implementation.	Relevant training sessions were conducted to facilitate the communication and dissemination of its contents.
		at-risk or vulnerable groups, receive special attention under this commitment	Company's activities and business relations	policy within the Company, indicating if it is a the highest level							
Human Rights Policy Enlaza's Intercultural Relationship Procedure:	 Right to freedom of opinion and expression. Right to work under just and favorable conditions. Right to freedom from discrimination. Right to freedom of peaceful assembly and association. Right to social security. Right to self-determination. Right to the cultural identity of indigenous peoples. 	in the areas of influence where operations are conducted.	suppliers, partners, and contractors, are included	Board of Directors of the Corporate and ends with the partners, contractors, and suppliers of GEB.	The Communications department is tasked with disseminating and communicating this information through various media, supported by departments like Talent Management or the Sourcing Department. For workers, training, sensitization, and knowledge assessment processes are conducted concerning this policy. A training and/or socialization plan for this instrument is outlined in the Manual. This plan is for field teams,						
	 Right to the cultural identity of indigenous peoples. Right to free expression and participation. 	influence where operations are conducted.	relations with ethnic communities are involved.	all managerial levels involved daily in stakeholder relations. Environmental, Land, Projects, Technical, Operations and Maintenance, Legal, Social, and GIS departments, as well as sustainability operators, consultants, and Workers	Sustainability Operators, Consultants, and Workers who support intercultural relations activities with ethnic communities and is integral to various contractual processes with them.						
				supporting intercultural relations with ethnic communities.							
	The commitment to human rights is grounded in the company's ethical convictions, the Colombian Political Constitution, international practices, primarily the		Applying the precautionary principle	Upholding human rights	This Policy applies to all TGI workers, as well as suppliers and contractors in the context of their commercial		Communication of commitments and policies to workers, business partners, and other relevant stakeholders	Responsibilities for implementing commitments across different levels of the Company The Company implemented a Human Rights training module for workers using the Success Factors tool, focusing on the responsibilities workers and identifying actions they can take within their roles to uphold human rights.	strategies, policies, and operational proced	res	Training on implementing commitments provided by the Company In 2023, 335 workers underwent human rights training through the Success Factors tool. Training topics included the commitments workers make to
Human Rights Policy TGI 2023	Universal Declaration of Human Rights, fundamental ILO conventions, guided by the UN Guiding Principles on Human Rights and Business, the UN Global Compact, and OECD Guidelines for Human Rights Due Diligence in Responsible Business Conduct.	Yes	Yes	Yes	relationships with the Company. Their decisions and behaviors must align with the standards set forth in this document.	Board of Directors	Internal channels: email, intranet, webpage, other.	workers and identifying actions they can take within their roles to uphold human rights.	enabling the integration of HR due diligend our processes and procedures.	Contractual agreements with contractors contain clauses requiring adherence to the Human Rights policy and due diligence. Additionally, the company evaluation contractors with HR criteria during the pre-contractual risk assessment process.	communities, and to supplier and contractor partners.
Commitments and Specific Policies for Human Rights Respect		at-risk or vulnerable groups,	Applicability of commitments and policies to the Company's activities and business relations	policy within the Company, indicating if it is a	Communication of commitments and policies to workers, business partners, and other relevant stakeholders at						
Human Rights Policy	Human trafficking. Forced labor. Child Labor. Freedom of association. The right to collective bargaining. Equal Pay. Non-discrimination.	Women's rights. Children's rights. Indigenous community rights. Migrant rights. Local community rights.	This Policy applies to all TGI workers, as well as suppliers and contractors in the context of their commercial relationships with the Company. Their decisions and behaviors must align with the standards set forth in this document.	Approved by senior management and the Board of Directors	The policy is publicly available to all stakeholders						
Cálidda in 2023	Non-discrimination. Freedom of speech.	,g									
Cálidda in 2023 Commitments and policies for responsible business conduct		The policy does not establish specification due diligence procedures but states its purpose as follows: "Establish"	rfic s	Upholding human rights	Applicability of commitments and policies to the Company's activities and business relations Leve	of approval for each commitment and policy within the Company, indicating if it is at the highest level	Communication of commitments and policies to workers, business partners, and other relevant stakeholders	Responsibilities for implementing commitments across different levels of the Company	Integration of commitments into organization strategies, policies, and operational proced		Training on implementing commitments provided by the Company
Sustainability Policy	N/A	its purpose as follows: "Establish commitments to conduct business operations with excellence and valucreation, in a manner that respects Human Rights, the Sustainable Development Goals, and the trust of our stakeholders."	ue	It sets commitments to operate excellently, generating value while respecting Human Rights.			For Cálidda, it is crucial that all stakeholders are aware of our policies; hence, we engage workers internally through awareness		Sustainability Strategy	Inclusion as a contractual clause.	Sustainability inductions for new employees and internal awareness campaigns.
Diversity and Inclusion Policy	N/A	While the policy does not specificall mandate due diligence, it outlines the following primary commitment: "Promote and defend the human rights of all individuals working in		guidelines to promote and maintain a work environment and corporate culture with equa opportunities, rights, and responsibilities, free of any discrimination, and guaranteeing	Workers	Policies are approved through the General Management Directorate and signed by the General Manager.	programs, implementing various actions and internal communications via email, training sessions, activations, and maintaining website where all policies are accessible to all stakeholders. Additionally, there is a platform for the Integrated Management S (SGI) internally where all workers can access policies and procedures.	ing a	Sustainability Strategy	Contractor performance, where applicable, is evaluated. Included in the mandatory annual training plans for contractors.	Training courses are conducted on the E-learning platform along with internal awareness campaigns.
Environmental Policy	*National Environmental Policy through 2030	our company." While not explicitly outlined, the Global Compact principles, which prioritize human rights, are utilized as a guiding framework.		equality among its stakeholders. Although not specifically stated, environmental stewardship is inherently regarded as a crucial measure for safeguarding human rights.	Workers and Business Partners			Sustainability Committee	Sustainability Strategy	The environmental performance of main contractors is assessed, where applicable.	Training courses are conducted on the E-learning platform along with internal awareness campaigns.
Cálidda in 2023 Commitments and Specific Policies for Human Rights Respect			Company's activities and business relations	policy within the Company, indicating if it is a	Communication of commitments and policies to workers, business partners, and other relevant stakeholders						
Human Rights Policy		commitment	Guidelines on Human Rights must be adhered to ensure proper relations in all areas where Cálidda	Policies are approved through the General	For Cálidda, it is crucial that all stakeholders are aware of our policies; hence, we engage workers internally through awareness programs, implementing various actions and internal communications via email, training sessions, activations, and maintaining a website where all policies are accessible to all stakeholders. Additionally, there is a platform for the Integrated Management System (SGI) internally where all workers can access policies and procedures.						
Contugas 2023 Commitments and policies for responsible business conduct				Upholding human rights		of approval for each commitment and policy within the Company indicating if it is not be in the commitment and	Communication of commitments and policies to workers, business navtages and policies to workers.	Responsibilities for implementing commitments across different levels of the Company	Integration of commitment	nal Application of commitments in business relationships	Training on implementing commitments provided by the Company
Commitments and policies for responsible business conduct Corporate Sustainability Policy Human Rights Policy Code of conduct	All these adhere to the following international guidelines: • The United Nations (UN) Guiding Principles on Business and Human Rights. • The UN International Bill of Human Rights; The Universal Research and Flynness Rights	Yes	Yes	Yes	Applicability of commitments and policies to the Company's activities and business relations Leve In the Sourcing Department, a human rights respect clause is incorporated into contracting processes In the Social Management department, there is ongoing monitoring of social observations and interactions between contractors and the community	of approval for each commitment and policy within the Company, indicating if it is at the highest level Management Committee	Communication of commitments and policies to workers, business partners, and other relevant stakeholders Internal email, social networks, lectures, and activations. Internal email, social networks, lectures, and activations.	Responsibilities for implementing commitments across different levels of the Company Commitments are tailored to each area and its directly related stakeholders.	Integration of commitments into organization strategies, policies, and operational proced In supplier management through the manusin social and sustainability management the Community Relations Plan, which emph	res	Induction has been conducted for new workers, activities during Sustainability Week, and a lecture for students at a local university.
									The state of the s		The state of the s

(GRI 2-25) Process to remedy negative impacts (CSA of S&P Global) Human Rights Mitigation and Remediation

GEB has established the following commitments to remedy the negative impact generate in terms of human rights. It is important to highlight that in the last 3 years incurred in any human rights violations.	that the organization could					
	ears the group has not					
Commitments to provide or collaborate in the remediation of the negative impacts caused by the Company or to which it has contributed Commitments to provide or collaborate in the remediation of the negative impacts caused by the Company or to which it has contributed Commitments to provide or collaborate in the remediation of the negative impacts caused by the Company or to which it has contributed Company or to which it has contributed Companies as a strategic risk in GEB and its subsidiaries. Include the risk of violation of Human rights by its companies, workers, or a process of the provided companies as a strategic risk in GEB and its subsidiaries. Promote respect and protection of human rights throughout the value chain, of and contractors comply with international and national standards on the subject performance through audits and follow-ups. Create manuals and guides for monitoring and follow-up of potential impacts. Additionally, in the cases in which Grupo Energía Bogotá identifies that it has causing adverse impacts on the human rights of others, the Group will provide offsetting or remediating the impacts through the provided complaint mechanis of any other legitimate process.	Adopting a preventive management approach through due diligence in human rights, in order to avoid the negative impacts the company's activities could cause and, if not possible, mitigate and repair them through effective, proportional and reasonable mechanisms. The elated to Human Rights. Adopting a preventive management approach through due diligence in human rights, in order to avoid the negative impacts the company's activities could cause and, if not possible, mitigate and repair them through effective, proportional and reasonable mechanisms.	One of TGI's commitments is to have a robust Ethics and Compliance Program duly implemented, which contributes to fostering trust among different stakeholders and building lasting relationships based on ethics and transparency to ensure the sustainability of the organization.	The Annual Sustainability Plan includes initiatives aimed at maximizing positive impacts and minimizing negative ones on society and the environment. In 2023, various projects were carried out without any contingencies. All of this in line with the strategy, commitment to transparency, and in accordance with the Sustainability Policy.	Contugas has a mandatory Social Observations Handling process as part of the Community Relations Plan, as well as an Ethics Channel.	We initiated the Due Diligence process at the end of 2023 to understand the primary positive and/or negative impacts in terms of Human rights.	During 2023, the Company did not cause any negative impacts associated with human rights
Grupo Energía Bogotá has adopted a proactive approach to identify and addres Grupo Energía Bogotá has the following mechanisms for complaints and claims - Citizen Service Point: Telephone service is provided to address and manage re complaints, and claims - Ethics Channel (managed by a third party), with specific categories for reportir related to potential human rights violations. Complaints and claims can be reported toll-free phone lines, and email, all managed by Ethics Global. In addition to the Ethics Channel, GEB has various mechanisms for stakeholders including local offices, hotlines, the suggestions channel, claims, requests, and the specific case of claims by workers related to possible workplace harassment labor coexistence committees that process these matters.	differential approach, taking into account the cultural characteristics worldview, and organizational systems specific to the communities and with appropriate differential attention requirements, such as the use of clear language, team with knowledge in the culture of ethnic communities, and translators when	integrity. This Channel is managed by a third-party expert and independent that provides appropriate safety and confidentiality tools. Additionally, TGI has an Ethical Reporting Management procedure, which establishes the framework for conducting	We have various tools for monitoring the annual sustainability plan where all actions aligned with the sustainability strategy are found, showing the impact generated by our management. These tools are matrices of indicators of our programs, social, environmental, and sustainability controls. The Environment Management Plan (PIGA - Comprehensive Environment Management Plan) enabled the integration of commitments from IGAs, regulatory requirements, and additional elements into a single control and follow-up table, including compliance periods. Follow-up matrix of contact with communities: The objective is to mitigate constructive impacts through the identification of leaders and constant communication with the population. Compliance matrix of community relations processes: Responsible for monitoring formal (letters) and informal (direct communication) communications from the population with requirements for the expansion of the distribution system and/or complaints associated with the construction of new networks. - Sustainability indicator matrix: Allows to track the programs: Cálidda dining rooms, Cálidda Volunteering, suppliers. - United Nations WEPs Tool: Since 2020, the self-assessment tool created by UN Women has been used. This tool allows for the analysis and measurement of initiatives in the field of women's empowerment, progress, and investment. This has allowed us to continue developing initiatives to reduce gender gaps.	Through the Social Observations Management procedure, specialists attend to and visit potential affected parties	Customer service centers house commercial channels for addressing complaints or claims. Community engagement through field visits helps collect vital feedback (complaints, claims, opportunities, and recommendations) regarding human rights.	Nations Principles on Companies and Human Rights and is available in the Mayan language.
The Group has established the following commitments to provide or collaborate negative impacts that the organization acknowledges it has caused or contribut rights (emphasizing that in the last 3 years the Group has not incurred in any videntification, prevention, mitigation, and accountability of the negative impact operations, and commercial relationships may generate. - Establish mechanisms for dialogue, consultation, and participation with stake communities, to ensure the respect of their rights, interests, and expectations, a potential conflicts. - Include as a strategic risk in GEB and its subsidiaries the risk of "Violation of Frompany, workers, or a partner or contractor of the company" which is monitore the Board of Directors' Audit and Risk Committee. - Promote respect and protection of human rights throughout the value chain, cand contractors comply with international and national standards on the subject performance through audits and follow-ups. - Create manuals and guides for monitoring and follow-up of potential impacts. It is important to mention that in the cases in which Grupo Energía Bogotá iden contributed to causing adverse impacts on the human rights of others, the Group reasonably in offsetting or remediating the impacts through the provided comp the framework of any other legitimate process.	ed to in terms of human rights). ies, allowing for the that their activities, solders, especially with and to prevent and resolve uman Rights by the dibimonthly and reported to emanding that suppliers t, and verifying their related to Human Rights. ifies that it has caused or owill provide or cooperate	If unethical behavior or behavior that goes against national regulations and TGI's internal guidelines is proven, TGI will report the situation to the competent authorities, following its procedures and providing the relevant information.	N/A	Not available	We initiated the Due Diligence process at the end of 2023 to understand the primary positive and/or negative impacts in terms of Human rights.	The Ethics Channel is actively utilized
Stakeholders are involved in the complaints and claims mechanisms (including the design, review, operation, and enhancement of these mechanisms) The Grupo Energía Bogotá (GEB) has created participatory spaces for stakeholde improve these mechanisms.	Collaborative communication spaces are established where the preferred channels for information dissemination and response are agreed upon with the communities.	All stakeholder groups can access TGI's Ethics Channel via the following: Colombia: 01 800 518 9191 Website: https://www.tgi.com.co/en/about-us/corporate-governance/ethical-channel E-mail: canaleticogeb@ethicsglobal.com Following the investigation of received reports, the reporter is informed about the outcomes of the verifications.	In instances of non-compliance within the processes, formal complaint and claims mechanisms are available, such as: Aló Cálidda, customer service centers, website, and written correspondence. These complaints and claims are forwarded to the PQRS Management area, which collaborates with the Sustainability and Reputation Management and/or Regulation and Legal Departments to resolve them as applicable. Furthermore, the Ethics Channel is a tool for reporting irregularities, improper acts, or unethical behavior. This channel is managed by an independent expert third party and is accessible to both employees and external parties.	Expectations are gathered through the materiality process.	Customer service centers house commercial channels for addressing complaints or claims. Community engagement through field visits helps collect vital feedback (complaints, claims, opportunities, and recommendations) regarding human rights.	Various communication methods are employed. Posters are placed in areas where the Company is involved in construction or energization activities, facilitated by authentic and timely Social Management. Additionally, communication campaigns via emails, presentations, and informational capsules are conducted.
The effectiveness of the follow-up of the complaints and claims mechanisms are processes at GEB is monitored by:	d other remediation					
- Management Indicators: Establishing goals and indicators to assess the perfor social management, and environmental management processes concerning the response to stakeholder inquiries, complaints, and grievances. These indicators corporate governance instances and included in the Management and Sustainal - Internal and External Audits: Internal and external audits verify compliance wis contractual obligations, as well as internal standards for quality, safety, health, responsibility. These audits identify improvement opportunities and facilitate the plans to address any detected nonconformities. - Satisfaction survey: Customer, supplier, community, and other stakeholder sat conducted to assess perceptions of the quality and timeliness of services provide of requests, complaints, and grievances, and the impact of social and environment plans. - Work and Dialogue Tables: Dialogue sessions with stakeholders, particularly confirms in the proceedings and community are documented and monitored.	receipt, processing, and are regularly reported to ility Reports. The Social Management department maintains a performance metric (Social Environment Dynamics), tracking the prompt response to petitions and PQRS in operational projects and assets. It also oversees management during stoppages, blockades, or social protests.	Findings or validations from reports submitted through the Ethics Channell are reviewed by the following corporate committees: The Audit and Risk Committee of the Board of Directors, Ethics and Compliance Committee, Ethics Committee of the Grupo Energía Bogotá. These committees oversee the responses to each report, aligned with their areas of responsibility.		Compliance with the timely resolution of social observations as mandated by law is verified on-site to confirm whether the social issues have been resolved.		Through the PCCSC mechanism, a detailed list of steps to follow upon receiving a notification is provided.

	CED 2002		TCI 0000
Processes to mitigate human rights risks are implemented	Among the initiatives undertaken by GEB focused on developing HR mitigation strategies, the following community-related activities are notable: GEB's guidelines for intercultural relations require the due diligence process to includes an assessment of actual and potential human rights impacts and the formulation of management measures, including guidelines on managing any possible negative consequences at different project stages. Suppliers and contractors: They are regularly evaluated on HSE, environmental management and social responsibility. When the evaluation is negative, they must present improvement plans to GEB. Additionally, the HSSE Manual mandates that contractors must anticipate and manage possible social conflicts between stakeholders and GEB, within a framework of respect for human rights. GEB regularly trains suppliers and contractors on Human Rights, diversity, equality and inclusion, and the contracts GEB and its subsidiaries sign include a termination clause in the event of a Human Rights violation by a contractor. For additional information, please refer to the HSSE Manual: https://www.grupoenergiabogota.com/en/content/download/33835/file/Manual%20HSSE_En.pdf Employees: GEB operates a Diversity, Equality, and Inclusion (DEI) Committee tasked with ensuring compliance to the Human Rights Policy and the HR and DEI strategy. The Committee oversees and supports the implementation of HR and DEI prevention and mitigation strategies, which encompass employee training and sensitization programs, as well as tools to ensure fairness and prevent discrimination in talent acquisition processes. Additionally, GEB has established a Workplace Harmony Committee that addresses and manages workplace harassment complaints through an established protocol. For additional details, visit https://www.grupoenergiabogota.com/sostenibilidad/desempeno-social/derechos-humanos-diversidad-equidad-e-inclusion	In 2023, there were no recorded human rights violations within the communities influenced by Enlaza. Nevertheless, to minimize risks in this domain, a Human Rights Policy for Enlaza was instituted within the year. Moreover, Enlaza's Social Management has integrated human rights principles and the identified aspects from the corporate gap-closure document into its Intercultural Relationship and Resettlement procedures.	From these outcomes, a management model was developed that includes cross-sectoral actions aligned with our strategic objectives, based on the Guide for Interpreting the Guiding Principles on Human Rights and Business:
Count of locations with active mitigation strategies	1	3	24
The types of corrective measures implemented.	Principal Human Rights safeguards implemented: 1. The risk of human rights violations is incorporated into GEB's strategic risk matrix (involving GEB, its employees, or any partner or contractor) 2. Contract termination clauses triggered by human rights breaches. 3. HR/DEI training initiatives for critical employees and contractors 4. Guidelines for community engagement 5. Mechanisms and processes to preclude discriminatory practices during hiring processes. Monitor and follow up on performance of the PCCs and reports 7. Channels for filing Human Rights complaints. For additional details, visit https://www.grupoenergiabogota.com/sostenibilidad/desempeno-social/derechos-humanos-diversidad-equidad-e-inclusion.		Sustainability Policy; Social Investment Programs; "Networks" Programs; Sustainable Development Programs; Implementation of the HSEQ and Social Manual, mandating the hiring of local workforce and local goods and services suppliers; Contractor Training. Social management plan, HSEQ and social manual for contractors. Code of Conduct, Relationship Manuals, Human Rights Policy, Ethics Channel. Code of Conduct, relationship strategies, Human Rights Policy, Ethics Chanel. Human Rights Policy; Code of Conduct; Ethics Line; Agreements with Public Forces. Code of Conduct, Human Rights Policy, Ethics and Compliance Standard. Human Rights Policy, Ethics and Compliance Standard; Environmental License. Human Rights Policy, Environment Management Plan, Social Investment Plan; Ethnodevelopment Program; Environmental Monitoring Reports. Anti-Corruption Policy, Public Commitment, Company Values Statement, Ethics and Compliance Policy, Code of Conduct, Anti-Money Laundering and Counter-Terrorism Financing Program. Reporting to the UIAF of the Ministry of Finance. Anti-Corruption Policy, Public Commitment, Company Values Statement, Ethics and Compliance Policy, Code of Conduct, Anti-Money Laundering and Counter-Terrorism Financing Program. Anti-Corruption Policy, Public Commitment, Company Values Statement, Ethics and Compliance Policy, Code of Conduct, Anti-Money Laundering and Counter-Terrorism Financing Program, and Training Statistics. Audits conducted both internally and externally. Environmental Impact Assessment (EIA), Environment Management Plan (EMP).

Note: In 2023, Conecta undertook a consultancy on Human Rights Due Diligence, resulting in a Human Rights risk assessment matrix, based on which an action plan is being formulated.

(GRI 410-1) Security personnel trained in human rights policies and procedures

	GEB		Enl	aza	T	GI	Cáli	dda	Cont	tugas	Electr	odunas	Con	ecta	Busines	s Group
Number of persons trained in human rights	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
Security personnel trained in Human Rights.	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.	5	N/A	95	0	0	0	0	19	18	N/A	0	55	55	74	173
Contractor's security personnel trained in Human Rights.	428	By contractual obligation, all GEB security contractors are required to train their personnel in Human Rights.	N/A	337	10	360	2747	7417	0	22	N/A	124	0	52	3185	8,266

(Own 6 - Human Rights) Education for employees regarding HR policies and procedures.

Number of hours of human rights training	GEI	В	Enlaza			TGI	(Cálidda	Cor	ntugas	Electrodunas		Со	necta	Busi	ness Group
Number of flours of fluman rights training	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
Number of hours of training on human rights policies or procedures in the operation	394	1063	N/A	510	4	6	15	704	0	2	0	3.5	0	68	413	2,357
Number of employees trained in human rights	328	302	N/A	337	0	335	384	261	0	22	0	114	0	46	712	1,417
Total number of employees	669	399	N/A	370	455	431	388	422	117	123	268	270	134	132	2031	2,147
Percentage of employees trained in human rights	49%	76%	N/A	91%	0%	78%	99%	62%	0%	18	0%	42%	0%	35%	35%	66%

(GRI 406-1) Incidents of discrimination and corrective actions taken (Own 4 - Human Rights) Reported cases of discrimination, workplace and/or sexual harassment (CSA of S&P Global) Discrimination and Harassment

	GEE	3		TGI				Business Group				
2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	
4	2	3	5	9	4	4	0	13	6	7	5	
N/A	0	0	2	0	0	0	0	0	0	0	2	
N/A	0	0	2	3	0	0	0	3	0	0	2	
3	2	1	3	3	2	2	0	6	4	3	3	
1	0	1	2	6	2	2	0	7	2	3	2	
4	2	2	5	9	4	4	0	13	6	6	5	
	4 N/A	2020 2021 4 2 N/A 0	4 2 3 N/A 0 0	2020 2021 2022 2023 4 2 3 5 N/A 0 0 2	2020 2021 2022 2023 2020 4 2 3 5 9 N/A 0 0 2 0	2020 2021 2022 2023 2020 2021 4 2 3 5 9 4 N/A 0 0 2 0 0	2020 2021 2022 2023 2020 2021 2022 4 2 3 5 9 4 4 N/A 0 0 2 0 0 0	2020 2021 2022 2023 2020 2021 2022 2023 4 2 3 5 9 4 4 0 N/A 0 0 2 0 0 0 0	2020 2021 2022 2023 2020 2021 2022 2023 2020 4 2 3 5 9 4 4 0 13 N/A 0 0 2 0 0 0 0 0	2020 2021 2022 2023 2020 2021 2022 2023 2020 2021 4 2 3 5 9 4 4 0 13 6 N/A 0 0 2 0 0 0 0 0 0	2020 2021 2022 2023 2020 2021 2022 2023 2020 2021 2022 4 2 3 5 9 4 4 0 13 6 7 N/A 0 0 0 0 0 0 0 0 0	

(GRI 411-1) Cases of violations of indigenous peoples' rights

	Enlaza
Incidents involving breaches of indigenous peoples' rights	2023
Total count of identified breaches against indigenous peoples' rights	0
Cases reviewed by the organization	58
Ongoing implementation of remediation plans.	0
Remediation plans implemented, with outcomes evaluated through routine review and management processes.	0
Cases not subject to action	0

Note: Due diligence was exhaustively conducted, supporting with necessary logistics and participating in DANCP verification visits as part of the commitments from the dialogue sessions on November 30 and December 1, 2022, with ethnic communities in the Inter-Andean Valleys: 50 visits to FRENACOL community councils.

One (1) DANCP verification visit to the Yanacona Indigenous Council in Guacarí municipality. Six (6) DANCP verification visits to community councils in Ginebra municipality.

One (1) request to begin the consultative process with the Guadualito Resguardo in Tuluá municipality.

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.

(Own 1 - Human Rights) Dialogue sessions with local communities

Engagement events between the		GE	В			Enl	aza			TG	il			Cál	dda			Cont	ugas			Electrodur	nas			Cone	ecta			Busines	s Group	
community and the organization																																
Total number of dialogue sessions	2,044	148,231	12,392	0	N/A	14,823	23,117	3,681	588	1,091	681	95	248	525	589	650	17	39	49	123	N/A	4	35	15	N/A	N/A	6	4	2,897	164,713	36,869	4,568

	Enlaza 2023	TGI 2023	Cálidda in 2023	Contugas 2023	Electrodunas 2023	Conecta 2023
	Northern region: - Permits from local and environmental authorities - Project socialization and Environment Management Plan (EMP) - Prior consultations with ethnic communities - Coordination with national, regional, and local government entities	Diagonia atian afaha Diagona Diala				
Main topics addressed during the engagement events between the community and the organization	Southern and Western Regions: - Updates on the status of projects and the progress of the construction reactivation process. - Socio-land verification concerning easement issues. - Entry permits for properties to carry out construction or maintenance activities. - Compilation of neighborhood minutes necessary for construction activities as per the Environment Management Plan. - Dissemination of information from communications released by ongoing projects or operational assets. - Road safety initiatives targeting school populations or the general community. - Details on social investment projects: initiation, execution, or completion. - Social integration activities: identification, definition, and execution. - Addressing inquiries or fulfilling requests. - Communication channels. - Verification of commitments. - Education on living harmoniously with infrastructure, information on preventing encroachment on easement areas. - DANCP verification for assessing the timeliness and appropriateness of prior consultation with community or indigenous councils. - Conflict resolution. - Notification about environmental public hearings and dissemination of the Environmental Impact Assessment (EIA). - Oversight and monitoring by ANLA of stakeholder engagement for all projects and operational assets.	 Dissemination of the Disaster Risk Management Plan and principles of harmonious living with the pipeline. Communication of TGI's operational activities. Update of local community files and directories of stakeholders. Disaster Risk Management Workshops. Development of workshops on environmental awareness and social values. Meetings to coordinate the development of social projects. 	Information on start of construction works / measures to implement to mitigate impacts from works / address commercial inquiries.	 Promotion of citizen participation in socioenvironmental commitments. Enhancement and promotion of the preventive culture regarding natural gas. Construction of the materiality process for the sustainability report. Human Rights, diversity, and inclusion. 	Review of the agreements made	 Communication about the upcoming project involving the construction of the Comalapa substation. Clarification of queries to community leaders and local residents. Public participation in the EIA, supported by the communities of Las Violetas, Macheren, and Colmenas. Involvement of community leaders and local authorities.

(Own 2 - Human Rights): Prior consultations conducted with local communities

Drior consultations with the community		Enlaza Enlaza		
Prior consultations with the community	2020	2021	2022	2023
Specify the number of prior consultations conducted.	33	139	84	18
Specify the number of communities involved in prior consultations	33	139	84	18
Specify the number of prior consultations broken down by project	Colectora CC (Colectora- Cuestecitas section): 30 communities Colectora CLL (Cuestecitas-La Loma section): 3 communities	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	Northern region: Colectora CC (Colectora Cuestecitas section): 17 / Membrillal: 1 / Total: 18 communities formalized

(Own 3 - Human Rights) Training on prior consultation processes

		Enla	za			TC	Gl	
Training on prior consultation processes	2020	2021	2022	2023	2020	2021	2022	2023
Total number of training courses about prior consultation	0	1	3	3	N/A	N/A	2	0
Number of participants in the training courses about prior consultation	0	19	19	58	N/A	N/A	2	0
Total number of indigenous communities involved in training about prior consultation	33	139	84	0	N/A	N/A	0	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. TGI does not have this information available.

The historical information reported by Enlaza corresponds to that previously presented as the GEB Transmission Branch.

(Own 5 - Human Rights) Complaints related to impacts of contractor behavior in the communities

Complaints related to impacts of contractor			GEB			En	laza			Т	GI			Cáli	dda			Con	itugas			Electr	odunas			Cor	necta			Busines	ss Group	
behavior on the communities	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	202
Total number of complaints related to impacts of contractor behavior on the communities.	77	105	216	0	N/A	N/A	N/A	1	20	13	24	7	0	0	0	0	5	0	0	1	0	0	0	0	0	0	0	0	102	118	240	9
lumber of complaints resolved	61	98	119	0	N/A	N/A	N/A	1	20	13	24	3	0	0	0	0	5	0	0	1	0	0	0	0	0	0	0	0	86	111	143	

(S&P Global CSA) Assessment of Human Rights

		GEB 2023			Enlaza 2023			TGI 2023			Cálidda in 2023			Contugas 2023	3	El	ectrodunas 20	23		Conecta 2023		В	ısiness Grou _l	2023
	% of total assessed in the last three years	% of total assessed where risks have been identified	Percentage of risks that have undergone mitigation measures	% of total assessed in the last three years	% of total assessed where risks have been identified	Percentage of risks that have undergone mitigation measures	% of total assessed in the last three years	% of total assessed where risks have been identified	Percentage of risks that have undergone mitigation measures	% of total assessed in the last three years	% of total assessed where risks have been identified	Percentage of risks that have undergone mitigation measures	% of total assessed in the last three years	% of total assessed where risks have been identified	Percentage of risks that have undergone mitigation measures	% of total assessed in the last three years	% of total assessed where risks have been identified	Percentage of risks that have undergone mitigation measures	% of total assessed in the last three years	% of total assessed where risks have been identified	Percentage of risks that have undergone mitigation measures	% of total assessed in the last three years	% of total assessed where risks have been identified	Percentage of risks that have undergone mitigation measures
Own Operations	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Level I Contractors and Suppliers	16%	100%	100%	N/A	N/A	N/A	100%	100%	100%	50%	50%	100%	25%	100%	100%	8%	100%	100%	N/A	N/A	N/A	40%	100%	100%
Joint ventures (including equity interests of more	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Note: Base for calculating own operations are the "sites" corresponding to the projects and operations of GEB: 1) In Colombia, this pertains to the energy transmission projects located in the three regions of the country (central, northern, and southwestern) and the natural gas transportation operation centers (eight operational infrastructures); 2) In Peru, this applies to Lima and Callao, along with four provinces (Chincha, Pisco, Ica, Nasca); and 3) In Guatemala, this concerns the operational sites of the Conecta electric powertransmission projects.

Regarding joint ventures, in December 2020, Grupo Energía Bogotá (GEB) co-founded the Data Analytics Agency (Ágata) with a 40% equity interest, along with Bogotá's mayor's office and other entities. Its objective is to improve the quality of life of citizens through data analysis and it began operations in 2021. Agata has adopted manuals and policies respecting Human Rights (HR), such as its IntegrityCode: "Ágata respects all laws and regulations related to the promotion and protection of human rights. Therefore, all its employees and stakeholders must act with social responsibility and respect for human rights, promoting a work environment in which dignity, respect, and integrity prevail, as well as fair treatment with adequate working conditions for all employees (...), rejecting any form of child, involuntary, or forced labor." Once the business matures, Ágata will conduct its human rights assessment.

BIODIVERSITY GRI 304-1; GRI Oil and Gas 11.4.2) perational sites in, or adjacent to, protected areas and areas of high biodiversity value perational sites in, or adjacent to, protected areas and areas of high biodiversity value Enlaza 2023 TGI 2023 Cálidda in 2023 Conecta 2023 Business Group 2023 Contugas 2023 Electrodunas 2023 Area Number Area Number Area Number Area Area Number of sites Number of sites Area (Hectare of sites (Hectares) What is the total number of sites and the total area used linked to operational activities such as production, 26,808.83 99 11,452 11,627 2.239 25 891.91 traction, forest plantations, or development? 26,808.83 ave biodiversity impact assessments been carried out in the facilities used for operational activities in the last five 11.452 891.91 2.239 99 25 11.627 30 299.36 6.408,15 long the sites assessed over the past five years, how many are close to critical biodiversity areas and what is the total 15 5,148.54 3,555.76 310.95 299.35 50.87 33 ea of these sites? 6.408,15 nong the sites near critical biodiversity areas, how many facilities have a biodiversity management plan and what area 15 50.87 33 5,148.54 3,555.76 310.95 299.35 covered by these biodiversity management plans? ocations within or alongside protected areas, or areas of substantial value for biodiversity located outside of protected TGI Contugas Conecta 2023 1. Pionono Protective Forest Reserve. Sopó, Cundinamarca 2. Bosque Oriental Protective Forest Reserve. Bogotá and La Calera. 3. Regional Natural Park Vista Hermosa de Monquentiva. Guatavita, Cundinamarca. 4. Natural Reserve of the Civil Society known as "Bosques de Chipaque". Chipaque, Cundinamarca. 5. Integrated Management District for Renewable Natural Resources Cuchilla Peñas Blancas and Subia. San Antonio del Tequendama, Cundinamarca. 5. Natural Reserve of the Civil Society called "Hacienda Sabaneta". Granada, Cundinamarca. 7. Upper Basin of the Bogotá River Protective Productive Forest Reserve (RFPP-CRB): Chocontá, Cogia, Gachancipá, Machetá, Zipaquirá, Nemocón, Sesquilé, Subachoque, Tabio, Tibirita, Suesca, and Madrid in the Department of Cundinamarca. 8. Regional Integrated Management Districts (RIMD) Cuchillas Negra and Guanaque (Santa María and Macanal, 1. Humar Marcona Trunk Pipeline and Humay-Pisco Trunk Pipeline. Boyacá); Cuchillas El Varal (Macanal). Civil Society Natural Reserve: Nuestra Señora de Fátima; El Encuentro; La The Humay-Marcona trunk pipeline and the Humay-Pisco trunk Esperanza; Naser; Don Mero (located in Madrid, Cundinamarca); The Electric Plant (Chocontá, Cundinamarca); El pipeline traverse the buffer zone of the Paracas National Reserve. Avenadal (Subachoque, Cundinamarca). RIMD Serranía de los Yarigüíes: - Santander, municipalities of Betulia, San Vicente del Chucurí, El Carmen de Chucurí, Vélez, and Santa Helena del The Humay-Marcona trunk pipeline and the Nasca branch pipeline Opón: Within the area pass through the San Fernando National Reserve. 11. Forest Reserve Law 2nd Rio Magdalena: - Santander, Vélez, La Paz, Bolívar: Within the area Lengths and progressions of the gas pipeline within the ZARNP and - Santander, Sucre: Adjacent to the area 12. RFPP High Basin of the Rio Bogotá: Special Protection Area Sierra de Los - Cundinamarca, Nemocón, Suesca: Within the area Cuchumatanes, Huehuetenango, Guatemala. 2. Pisco Operating Center (pk 36 + 400 of the Humay-Pisco branch). - Cundinamarca, Albán, Anolaima, Zipacón, Soacha: Adjacent to the area ographical location of sites and their proximity to protected areas (within the area, adjacent to the area, or with plo Bocas del Polochic Wildlife Refuge, Izabal, 13. IMD Salto del Tequendama Cerro Manjui: Within the area. the protected area). Cundinamarca, Albán, Anolaima, Cachipay, Zipacón, Tena, San Antonio del Tequendama, Soacha: Adjacent to the Guatemala. Adjacent to the area. Located in the Department of Ica, province of Pisco, district of Monte Espinoso del Valle del Río Motagua, Paracas. - Cundinamarca, San Antonio del Tequendama, Soacha: Within the protected area El Progreso, Guatemala. 14. IMD Guargua Laguna Verde: Situated within the buffer zone of the Paracas National Reserve. -Cundinamarca, Carmen de Carupa: Adjacent to the area - Cundinamarca, Tausa, Cogua: Within the area 3. Marcona City Gate. 15. RIMD Macizo el Tablazo: Located in the Department of Ica, province of Nasca, district of Cundinamarca, Pacho, Supatá, San Francisco: Within the area Southwestern Region: The station is within the buffer zone of the San Fernando National 1. Adjacent to the Central Forest Reserve Law 2nd: Altamira, Huila, Rioblanco, Tolima Reserve. 2. Adjacent to the Protective Forest Reserve of the Upper Basin of the Mocoa River, Agreement No. 14 of 1984: Mocoa and San Francisco, Putumayo. Northern Region: 1. RIMD Bañaderos. Location: La Guajira: Riohacha, Albania, Distracción, and San Juan del Cesar. Two monitoring points within the RIMD Bañaderos, Water Corridor. 2. PNR Los Besotes. Location: San Juan el Cesar, Township of Haticos. Fauna monitoring conducted at six points associated with tower and substation locations. The study area is situated 18 km from Los Besotes National Park. 3. RIMD Lower Ranchería River Basin. Location: La Guajira, Albania, Riohacha, and Maicao. Analysis of the flight behavior of the bird community around RIMA and RICU power lines, focusing on the effectiveness of flight diverters and their impact, with particular emphasis on the American Flamingo. Located within the RDMI Lower Basin of the Ranchería River. Central Region: Southwestern Region Building and/or operation of transmission Pipeline operations and ype of operation: production, manufacturing, extraction, forest plantations, or development. Development: Operation and maintenance Natural gas distribution pipeline maintenance. Northern Region: Develop 1. Pionono Protective Forest Reserve. Terrestrial ecosystem of natural forest, with freshwater from watercourses and wetlands 2. Bosque Oriental Protective Forest Reserve. Terrestrial ecosystem of natural forest, with freshwater from watercourses and wetlands 3. Regional Natural Park Vista Hermosa de Monquentiva. Terrestrial ecosystem of natural forest, with freshwater from watercourses. 5. Natural Reserve of the Civil Society known as "Bosques de Chipaque". Terrestrial ecosystem of natural forest, with freshwater from watercourses and wetlands 6. Integrated Management District for Renewable Natural Resources Cuchilla Peñas Blancas and Subia. Terrestrial ecosystem of natural forest, with freshwater from watercourses and wetlands 7. Natural Reserve of the Civil Society called "Hacienda Sabaneta". Terrestrial ecosystem of natural forest, with freshwater from watercourses and wetlands 8. Upper Basin of the Bogotá River Protective Productive Forest Reserve (RFPP-CRB): Aiming to identify the natural wealth and socio-economic activities in the area, guidelines will be developed for proper territorial management, covering rural areas of 27 Cundinamarcan municipalities, including Bogotá, the capital district. 9. Regional Integrated Management Districts (RIMD): 9.1 DMRI Cuchillas Negra and Guanaque aims to preserve and maintain the Andean and high Andean forest 9.2 DMRI Cuchillas El Varal (Macanal) aims to preserve and restore ecosystems, populations, habitats, and the productive capacity of the area of influence. 10. Civil Society Natural Reserve (RNSC): 10.1 RNSC Nuestra Señora de Fátima aims to preserve remnants of the Low Montane Dry Forest, restore areas with exotic species within the reserve, continue providing habitat for local wildlife, and increase populations of pollinators and seed dispersers; 10.2 RNSC El Encuentro seeks to preserve remnants of the Low Montane Dry Forest, restore areas with exotic species within the reserve, continue providing habitat for local wildlife, and enhance populations of pollinators and seed 10.3 RNSC La Esperanza is dedicated to promoting the continuity of ecological processes to preserve and conserve the biodiversity present in the Reserve, and to enhance habitat and population connectivity; 10.4 RNSC Naser aims to preserve remnants of the Low Montane Dry Forest, restore areas with exotic species The Paracas National Reserve (RNP, for the Spanish original) is vithin the reserve, continue providing habitat for local wildlife, and increase populations of pollinators and seed one of the two designated Protected Natural Areas (ANP, for the 10.5 RNSC Don Mero focuses on preserving remnants of the Low Montane Dry Forest and enhancing populations of Spanish original) in the Ica region that protects representative pollinators and seed dispersers; samples of marine and coastal ecosystems. Its importance lies 10.6 RNSC La Planta Eléctrica's objectives include conserving samples of the high Andean forest of the in that it protects large biological diversity that is indispensable for maintaining different biological cycles that guarantee the Cundiboyacense highlands, maintaining productive capacity, and preserving vegetation cover. above sea level. 10.7 RNSC El Avenadal aims to ensure the continuity of natural ecological and evolutionary processes for the preservation of the species; it also generates economic income for thousands of inhabitants. It also protects various archaeological conservation of samples of Closed Mid Forest Andean Scrub present on the property and guarantee the supply of ue of biodiversity, defined by the characteristics of the protected area or high biodiversity value zone outside Terrestrial ecosystems remains of the Paracas culture that settled in many areas of this environmental goods and services otected areas (terrestrial, marine, or freshwater ecosystems). mouth into Lake Izabal, crucial for 11. RIMD Serranía de los Yariguíes: reserve. - Terrestrial ecosystem of Natural Forest amphibians, and fish. - Preserve and restore the natural condition of representative ecosystems - Preserve populations and habitats for the survival of species of interest for conservation The San Fernando National Reserve preserves marine and coastal 12. Second Law Forest Reserve, Magdalena River: coastal wildlife (area of influence of the project components). In - Terrestrial ecosystem of natural forest. - Development of the forestry economy and protection of soil, water, and wildlife. this protected natural area, there are plant ecosystems, such as 13. RFPP Upper Basin of the Rio Bogotá: Tillandsial, short-stem cacti, as well as Guanacos. Terrestrial ecosystem of natural forest and freshwater of watercourses and wetlands. - Development of the forestry economy and protection of soil, water, and wildlife. Margay connectivity corridor. 14. IMD Salto del Tequendama Cerro Manjui: Terrestrial ecosystem of natural forest and freshwater of watercourses and wetlands. - Provision of water resources. - Preservation and restoration of the natural condition of representative ecosystems. - Preservation of populations and habitats critical for the survival of conservation-interest species. 15. IMD Guagua Laguna Verde: Terrestrial ecosystem of natural forest and freshwater of watercourses and wetlands. - Development of the forestry economy and protection of soil, water, and wildlife. RIMD Macizo el Tablazo:

Special Protection Area Sierra de los Cuchumatanes A zone of high endemism between altitudes of 2800 and 3600 meters Bocas del Polochic Wildlife Refuge: A wetland area near the Polochic River's aquatic bird species, mammals, reptiles, Monte Espinoso of the Motagua River Valley: ecosystems of great value such as benthic species and marine and fauna adapted to a semi-desert climate. Characterized by high endemism of flora and Terrestrial ecosystem of natural forest and freshwater of watercourses and wetlands. Development of the forestry economy and protection of soil, water, and wildlife Western region: 1. Central Forest Reserve, Second Law: Altamira, Huila, Rioblanco, Tolima, dedicated to the development of the forestry economy and protection of soil, water, and wildlife, designated as "Protective Forest Zones" and "Forests of General Interest". 2. Protective Forest Reserve of the Upper Basin of the Mocoa River, Agreement No. 14 of 1984: Mocoa and San Francisco, Putumayo, an area protected for the sustainable use of natural resources Northern Region: 1. RIMD Bañaderos: Comprising humid and tropical dry forests. Protects species such as the spider monkey, the frog, the tortoise, the Andean condor, the solitary eagle, the brush-finch, the green macaw, the night monkey, the ocelot, the cougar, and the red lion. It also encompasses the upper basin of the Tomarrazón – Camarones River, playing a crucial role in water supply to the Navío Quebrado Lagoon, thereby aiding the ecological balance of this lagoon ecosystem. 2. PNR Besotes: Encompasses tropical dry forests. Protects species such as Allobates sp., Geochelone carbonaria (Critically Endangered), Giant anteater, South American tapir, Night monkey, Jaguar, and White-faced capuchin. Hosts over 150 bird species. Safeguards the source areas of the Resbalosa Creek microbasin. 3. RIMD Lower Ranchería River Basin: Aims to preserve a representative sample of the very dry and tropical dry forests on the coastal plain of the La Guajira peninsula. Additionally, it focuses on the conservation of endangered plant species: Ébano (Caesalpinia ebano), Guayacán (Bulnesia arborea), and Monkey Pot (Eschweilera bogotensis), as well as species nearly threatened: Caracolí (Anacardium excelsum) and Puy (Tabebuia chrysea). lue of biodiversity, characterized for being included on the protected list (one of the categories for protected area Central Region: inagement of UICN, the Ramsar Convention and domestic laws) 1. Pionono Protective Forest Reserve. Agreement 17 of 1998 - CAR 2. Bosque Oriental Protective Forest Reserve. INDERENA Agreement 30 of September 30, 1976. 3. Regional Natural Park Vista Hermosa de Monquentiva. CAR Agreement 27 of September 19, 2017. 4. Natural Reserve of the Civil Society known as "Bosques de Chipaque". Resolution 0083 of May 13, 2005 - MAVDT. 5. Integrated Management District for Renewable Natural Resources Cuchilla Peñas Blancas and Subia. Resolution 112 of September 20, 1994. 6. Natural Reserve of the Civil Society called "Hacienda Sabaneta". Resolution 006 of January 18, 2012. MADS '. Upper Basin of the Bogotá River Protective Productive Forest Reserve (RFPP-CARB): INDERENA Agreement 30 of 1976, MINAGRICULTURE Resolution 76 of 1977 - MADS Resolutions 138, 456, 762, and 763 of 2014, 1070 and 2027 of 2015, and 1653 of 2016. SINAP / IUCN Category: Regional Integrated Management Districts / VI Protected area with sustainable use of natural resources 8.1 Black and Guanaque Blades RMID Agreement No. 20 of November 26, 2014 8.2 El Varal Blades RMID Agreement 003 of January 30, 2019

Paracas National Reserve: IUCN Category VI (protected area

San Fernando National Reserve: Classified under IUCN Category VI Protection Area (National Council of

the Peruvian Guanaco, listed as critically endangered according to Bocas del Polochic: Wildlife Refuge (National

Site.

the classification and categorization of threatened wildlife species Council of Protected Areas) and a Ramsar

(protected area with managed resources), this reserve is home to Protected Areas).

Sierra de los Cuchumatanes: Special

of managed resources)

Registry of Protected Areas. approved by Supreme Decree No. 004-2014-MINAGRI.

AICA: Important Bird and

BST: Tropical Dry Forest

Biodiversity Areas.

Paramo ecosystem.

O. SINAP / IUCN Category:

natural resources.

resources.

Western Region:

Francisco, Putumayo. Northern Region:

Natural Reserve of Civil Society / VI Protected area with sustainable use of natural resources

10. RIMD Serranía de los Yariguíes: Established under Agreement 00007 of May 16, 2005, by the Regional

12. RFPP Upper Basin of the Rio Bogotá: Declared by INDERENA through Resolution 0076 of 1997 and subsequently by MADS through Resolution 511 of 2012, Resolution 755 of 2012, Resolution 1765 of 2013, and Resolution 0138 of 2014.

14. IMD Guagua Laguna Verde: Declared by CAR Cundinamarca through Agreement 022 of 2009, Agreement 37 of 2016, and Agreement 007 of 2017. Ecosystem in IUCN Category: VI Protected area with sustainable use of natural

15. RIMD Macizo el Tablazo: Declared by CAR Cundinamarca through Agreement 10 of 2021. Ecosystem in IUCN

2. Protective Forest Reserve of the Upper Basin of the Mocoa River, Agreement No. 14 of 1984: Mocoa and San

These three protected areas primarily consist of Tropical Dry Forest. In Colombia, Tropical Dry Forest (BsT) is recognized as one of the most degraded, fragmented, and least studied ecosystems. Estimates suggest that from the original 8 million hectares, only about 720,000 hectares remain (Dry Forest map by MinEnvironment-IAvH 2014).

13. IMD Salto del Tequendama Cerro Manjui: Declared by CAR Cundinamarca through Agreement 43 of 1999, Resolution 1596 of 2006, Resolution 912 of 2009, and Agreement 007 of 2017. Ecosystem in IUCN Category: VI

areas. Ecosystem in IUCN Category: VI Protected area with sustainable use of natural resources.

Ecosystem in IUCN Category: VI Protected area with sustainable use of natural resources.

Autonomous Corporation of Santander - CAS. Ecosystem in IUCN Category: VI Protected area with sustainable use of ecosystem. PÁRAMO:

11. Second Law Forest Reserve, Magdalena River: Declared by the MADS through Law 2 of 1959 as in situ conservation RUNAP: National Unified

9.1 RNSC Nuestra Señora de Fátima Resolution 210 of December 28, 2018;

9.2 RNSC El Encuentro Resolution 214 of December 28, 2018; 9.3 RNSC La Esperanza Resolution 012 of March 05, 2021; 9.4 RNSC Naser Resolution 212 of December 28, 2018;

9.6 RNSC The Electric Plant Resolution 179 of November 21, 2017

9.5 RNSC Don Mero Resolution 052 of April 09, 2019;

9.7 RNSC El Avenadal Resolution 150 of October 08, 2015

Protected area with sustainable use of natural resources.

Category: VI Protected area with sustainable use of natural resources.

1. Central Forest Reserve, Second Law: Altamira, Huila, Rioblanco, Tolima

Note: Electrodunas and Contugas subsidiaries reported no significant impacts on biodiversity from their activities, products, and services.

Cálidda in 2023						
Significant impacts on biodiversity	Significant positive and negative, direct and indirect, impacts on biodiversity	Nature of the impact includes Pollution, Introduction of invasive species, Species reduction, Habitat transformation, and Changes in ecological processes.	Species affected (#)	Extension of areas impacted (ha)	Duration of impacts	Reversibility or irreversibility of impacts
Building or use of manufacturing plants, mines, and transportation infrastructures:	Our operations are conducted within the urban areas of Lima Department and the Constitutiona Province of Callao; thus, we do not engage in or execute projects within natural habitats of animals, natural vegetation, or seasonal vegetation. Accordingly, our ongoing projects in the construction and operation phases do not adversely affect biodiversity, as confirmed by the Environmental Impact Assessment for the Construction and Operation of the Secondary Distribution "Other Networks" in Lima and Callao, which identified no impacts on biodiversity. Although our operations are urban-based, we are committed to managing natural resources sustainably and contributing to the preservation and conservation of biodiversity, which is why we continue to develop our Biodiversity Program.	Not Applicable	Not Applicable	0	0	No information
Conecta 2023						
Significant impacts on biodiversity	Significant positive and negative, direct and indirect, impacts on biodiversity (fill out those that apply)	Nature of the impact includes Pollution, Introduction of invasive species, Species reduction, Habitat transformation, and 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	2349	Temporary	Reversible
Enlaza 2023						
Significant impacts on biodiversity	Significant positive and negative, direct and indirect, impacts on biodiversity (fill out those that apply)	Nature of the impact includes Pollution, Introduction of invasive species, Species reduction, Habitat transformation, and Changes in ecological processes.	Species affected (#)	Extension of areas impacted (ha)	Duration of impacts	Reversibility or irreversibility of impacts
Species reduction	Negative	Habitat transformation, species reduction	30	3.911	Specific / During the construction stage of the projects	Irreversible
	Negative	Species reduction, habitat transformation	44	16.981	Temporary/Permanent	Irreversible
Habitat transformations	Positive	Habitat transformation for forest compensation maintenance	12	0.62	Specific / During the operational phase of the projects.	Reversible
	Positive	Habitat transformation for forest compensation establishment	21	41.18	Specific / During the operational phase of the projects.	Reversible
TGI 2023						
Significant impacts on biodiversity	Significant positive and negative, direct and indirect, impacts on biodiversity (fill out those that apply)	Nature of the impact includes Pollution, Introduction of invasive species, Species reduction, Habitat transformation, and Changes in ecological processes.	Species affected (#)	Extension of areas impacted (ha)	Duration of impacts	Reversibility or irreversibility of impacts
Introduction of substances that are not naturally produced in a habitat from both localized and non-localized sources	Indirect impacts on fauna	Pollution: hydrocarbon water spill	None	0005	Contingency	Reversible
Habitat transformations	NEGATIVE IMPACTS Affectation of vegetation cover Alteration of flora species population Displacement of wildlife Modification of wildlife habitats	Habitat transformations	Guzmania rhonhofiana Guzmania sp. Bromeliad Puya Cyrtochilum dipterum Elleanthus maculatus Epidendrum cf. Frutex Epidendrum decurviflorum Sertifera colombiana	0.16	Long-term	Reversible: Revegetation and relocation processes in the intervened area of terrestrial flora and vascular epiphytes. Irreversible: In the intervened area, there is irreversible environmental impact related to non-vascular epiphytes; however, ecological rehabilitation measures are projected to be carried out to contribute to the development and care of these non-vascular species in areas adjacent to the intervention.

Location (department/municipality) of the habitat protected or restored

Casanare/Tauramena

Valle del Cauca/Zarzal

What is the goal?

What is the time period of the goal?

			Contugas 2023	
ocation (department/municipality) of the habitat protected or restored	Size of the area protected or restored by direct actions o company (hectares)	of the Is there collaboration with a third party to protect or restore this area? Who?	Describe the current condition of the area and indicate the main advances	Explain the standards or methodologies used for the calculation
ocation 1: The San Fernando National Reserve is located in the district of Marcona, rovince of Nasca, region of Ica, categorized as a protected natural area.	218.21	San Fernando National Reserve Contugas funded a two-year volunteer program, providing food, equipment, and insurance for volunteers SERNANP was provided with a surveillance and control booth to facilitate monitoring activities in the San Fernando National Reserve.	In 2016, the transplantation of Tillandsia spp. was undertaken, with ongoing assessments of their survival and growth in the recipient or restoration area (Nasca Branch, within the San Fernando National Reserve) The dry season monitoring in 2023 revealed a slight increase in vegetation cover, with historical data indicating a direct relationship between average height growth and cover expansion, which has been gradually increasing over time but is not yet visually noticeable. It should be noted that growth of these species is limited because they are herbs that often depend on	Assessment of Herpetofauna (Amphibians and reptiles) The methodology of visual encounter survey (VES) (Crump and Scott, 1994) was used, which allows calculating the relative abundance of the evaluated organisms, the sampling effort is measured by time. At each sampling station, 4 SESSIONS were established, which were spaced by more than 50 m, in order to ensure the independ
			Conecta 2023	
ocation (department/municipality) of the habitat protected or restored	Size of the area protected or restored by direct actions of company (hectares)	of the Is there collaboration with a third party to protect or restore this area? Who?	Describe the current condition of the area and indicate the main advances	Explain the standards or methodologies used for the calculation
Suchitepequez	4.5	N/A	Seedlings are provided to the National Forest Institute to support annual reforestation projects with different communities in the area	Not Applicable
Sacatepequez	0.12	N/A	Payment was made to the exclusive forestry fund of the National Forest Institution for the area of the forest recovery commitment.	Not Applicable
Huehuetenango	0.94	N/A	Payment was made to the exclusive forestry fund of the National Forest Institution for the area of the forest recovery commitment.	Not Applicable
Quiche	6.57	N/A	Payment was made to the exclusive forestry fund of the National Forest Institution for the area of the forest recovery commitment.	Not Applicable

			Institution for the area of the forest recovery commitment.	
Guatemala	1.5	Water Fund for the Metropolitan Region of Guatemala (FUNCAGUA)	Payment for reforestation for the conservation of the water basin of Guatemala City	Not Applicable
			Enlaza 2023	
Location (department/municipality) of the habitat protected or restored	Size of the area protected or restored by direct actions of the company (hectares)	Is there collaboration with a third party to protect or restore this area? Who?	Describe the current condition of the area and indicate the main advance	s Explain the standards or methodologies used for the calculation
Meta/Villavicencio	10.5	No. This is done directly.	Rescue and monitoring of 1271 individuals, with a 97% survival rate.	Resolution 2016 of October 24, 2018, issued by the Directorate of Forests, Biodiversity, and Ecosystem Services of the Ministry of Environment and Sustainable Development, through which the partial ban on wild plant species, belonging to the taxonomic groups of tree ferns, bromeliads, orchids, mosses, liverworts, and liche was lifted.
Meta/San Martín	41.18	Yes. The Meta Habitat Bank is operated by TERRASOS SAS. The Habitat Bank owns 601.79 ha of which we reserve 41.18 ha	The area is consolidated within the Habitat Bank framework with ecological rehabilitation strategies	The compensation analysis was applied following the methodology described in the Compensation Manual for Biodiversity Loss under Resolution 1517 of 2012
Antioquia, Abejorral	33	City Hall of Abejoral	First Year of Maintenance Establishment	Resolution 1371 of 2018 establishes ecological rehabilitation as a compensatory measure for lifting the ban.
Putumayo, Mocoa	4.5	Corpoamazonia	Second Year of Maintenance Establishment	Resolutions 925 of 2018 and 567 of 2019 establish ecological rehabilitation as a compensatory measure for lifting the ban.
La Guajira, Albania, Ware Ware District, Rancho Grande Property	75	Owner of the Rancho Grande Property EMS Company	The Rancho Grande property, located in the Tropical Dry Forest Ecosystem within the DRMI Middle-Lower Ranchería River Basin, encompasses 75 hectares dedicated to biotic component compensation measures, includin the lifting of regional and national bans of L.T Ricu-Rima. Three distinct polygons have been designated for floristic enrichment actions in areas of significant fragmentation. Progress towards compensation goals has reached 68%.	
La Guajira, Manaure, Regional Integrated Management District (IMD) Musichi	2	Corpoguajira Regional Autonomous Corporation	Train 15 Guardians of Forests and Peace, focusing on community development, control and surveillance, monitoring, and conservation. Establish a nursery to produce 10,000 seedlings annually. Set up a one-hectare pilot mangrove plot. Upgrade and improve the physical and structural aspects of the control and surveillance cabins at the Musichi RIMD. Support the operational strengthening for governance through the environmental and peace guardians strategy at the Musichi IMD.	Strategy proposed by CORPOGUAJIRA
El Paso, Cesar, La Loma de Calenturas District, El Cruce Sports Field	0.3	Community Action Board of El Cruce Sector	The area is situated in the Dry Forest ecosystem, where 34 native species were established and isolated in 2023.	The determination of the compensation area was conducted under Resolution 0001 of June 24, 2021, by CORPOCESAR.
			TGI 2023	

Size of the area protected or restored by direct actions of the Is there collaboration with a third party to protect or restore this Describe the current condition of the area and indicate the main advances Explain the standards or methodologies used for the calculation company (hectares)

Biological corridors were established at Hacienda El Tirol.

Property Owner

Property Owner

	Cálidda in 2023	Electrodunas 2023	Contugas 2023	Conecta 2023	Enlaza 2023	TGI 2023
Commitment to Biodiversity	Description	Description	Description	Description	Description	Description
Commitment required from own operations and of the supply chain to avoid operating activities near World Heritage sites and protected areas categories I-IV UICN	of Not Applicable	Not Applicable	An Environmental Impact Assessment approved by the Regional Directoral of Energy and Mines through Regional Directorial Resolution No. 025-2020 GORE-ICA/DREM, which stipulates actions and commitments to prevent Contugas' activities from affecting protected natural areas. Biological monitoring is conducted biannually during the wet and dry seasons as part of biodiversity status assessments.		No commitment exists due to the nature of the projects.	TGI S.A. ESP has established environmental programs and policies that promote strategies within the framework of environmental sustainability. These contribute to the development and proposition of biodiversity strategies aimed at conserving biological resources, including a Sustainability Policy, Climate Change Program, Comprehensive Waste Management Plan, and recently, the formulation of a biodiversity strategy. It is noteworthy that the development of operational activities is oriented towards fulfilling our mission and vision, with a focus on sustainability and environmental responsibility.
Application of the mitigation hierarchy (avoid, minimize, restore and offset) when operating near critical biodiversity	Not Applicable	Not Applicable	The hierarchy of avoidance and minimization is applied.	Rescue and relocation of fauna and epiphytes listed in the Threatened Species List for Guatemala are conducted in areas to be affected, preventing the death of individuals. Areas impacted by tree cutting are compensated through reforestation.	Guidelines from the Biotic Component Compensation Manual are adhered to, applying the mitigation hierarchy across all projects to avoid, mitigate, correct, and compensate for biodiversity impacts.	From the initial identification of the layout for construction and infrastructure, through the environmental diagnosis of alternatives, the preparation of Environmental Impact Studies, the drafting of documents for minor permit applications, to the construction stage, actions are directed towards the mitigation hierarchy, including: - Preliminary detailed identification and evaluation of the area to be affected. - Alternatives for route changes, where feasible, to avoid impacting critical habitats or biological diversity corridors. - Environmental compensations that aid in the restoration and conservation of areas, making amends to communities and the environment for the impacts caused by the project.
Work with external partners to fulfill the commitment. Indicate the name of the magnetic partners and information on the type of commitment:	In alignment with our biodiversity program, we promote the conservation of species and sustainable management of natural resources. Consequently, we have monitored the impact indicators for the "Implementation of Fog Catchers for Water Collection in Lomas de Villa María" project to assess the outcomes of the operational phase against the 2021 baseline, implementing necessary improvements to ensure project continuity.	Not Applicable	National Service of State-Protected Natural Areas (SERNANP)	Not applicable	and participatory conservation strategy for Leopardus	We seek to engage the landowner through conservation agreements, although no external partners contribute economic or technical capital to support these activities.
	Consistent with our Sustainability Policy, we are committed to "Caring for resources and the environment," aiming to protect the environment in our direct and indirect zones of influence. We are dedicated to enhancing biodiversity conservation in significant spaces like hills, which are considered fragile				Commitment to Drayonting Diadiversity Lossy Fach project	

utilized.

Reforestation established about 11 years ago on La Esperanza Property. With the delineation of the established polygon, which is isolated and overlaps with the protected areas designated by environmental authorities. The Arc GIS tool was

Control points were set at the start, end, and intermediate points of each corridor, generating polygons and calculating areas using the Arc GIS tool.

Application of the mitigation hierarchy (avoid, minimize, restore and offset operating near critical biodiversity) when Not Applicable	Not Applicable	The hierarchy of avoidance and minimization is applied.	Rescue and relocation of fauna and epiphytes listed in the Threatened Species List for Guatemala are conducted in areas to be affected, preventing the death of individuals. Areas impacted by tree cutting are compensated through reforestation.	Guidelines from the Biotic Component Compensation Manual are adhered to, applying the mitigation hierarchy across all projects to avoid, mitigate, correct, and compensate for biodiversity impacts.	 applications, to the construction stage, actions are directed towards the mitigation hierarchy, including: Preliminary detailed identification and evaluation of the area to be affected. Alternatives for route changes, where feasible, to avoid impacting critical habitats or biological diversity corridors. Environmental compensations that aid in the restoration and conservation of areas, making amends to communities and the environment for the impacts caused by the project.
Work with external partners to fulfill the commitment. Indicate the name of partners and information on the type of commitment:	In alignment with our biodiversity program, we promote the conservation of species and sustainable management of natural resources. Consequently, we have monitored the impact indicators for the "Implementation of Fog Catchers for Water Collection in Lomas de Villa María" project to assess the outcomes of the operational phase against the 2021 baseline, implementing necessary improvements to ensure project continuity.	Not Applicable	National Service of State-Protected Natural Areas (SERNANP)	Not applicable		We seek to engage the landowner through conservation agreements, although no external partners contribute economic or technical capital to support these activities.
Detail the metrics used to measure your impact on biodiversity and define of your biodiversity commitment (Net Positive Impact (NPI), No Net Loss (NOther Commitment). Please describe)		Not Applicable	According to the Conesa (2010) methodology, recommended by the Regional Directorate of Energy and Mines (DREM),	The direct impact on biodiversity from habitat alteration is quantified by the area of the ecosystem affected by the removal of forest cover. Areas impacted are compensated by reforesting equivalent areas. Commitment to No Net Loss.	Commitment to Preventing Biodiversity Loss: Each project licensed since 2012, adhering to the Biodiversity Loss Compensation Manual, targets ensuring ZERO biodiversit loss from ecosystem impacts Commitment to Biodiversity Gains and Additional Measures: For every project licensed since 2018, following the biotic component compensation manual, it is imperative to secure biodiversity gains and the additionality of the implemented actions.	
Net biodiversity loss or net improvement target What is the goal? What is the time period of the goal? What progress has been made towards the no-loss or improvement in biogoal? Conect	a 2023					
Net biodiversity loss or net improvement target	Description Referest 100% of the areas intervened during 2023					

What progress has been made towards the no-loss or improvement in biodiversity goal?	100%
Enlaza 2023 t biodiversity loss or net improvement target nat is the goal? nat is the time period of the goal? nat progress has been made towards the no-loss or improvement in biodiversital? 1 2023 t biodiversity loss or net improvement target	
Net biodiversity loss or net improvement target	
What is the goal?	2044: 0 net losses
What is the time period of the goal?	A twenty-year commitment to prevent loss, secure gains, and ensure additional biodiversity measures.
What progress has been made towards the no-loss or improvement in biodiversity goal?	2%
TGI 2023 Net biodiversity loss or net improvement target	Description
What is the goal?	Aim to protect species and ecosystems either vulnerable or of high biodiversity potential, situated within areas designated by Transportadora de Gas Internacional S.A. E.S.P. (TGI). Strive for a net increase in forest coverage through reforestation and ecological restoration initiatives that might establish significant ecosystems in crucial environmental areas; similarly, strategic land acquisitions bolster the preservation of key ecosystems.
What is the time period of the goal?	This goal is set to be pursued permanently, integrated across our pipeline operations.

Reforest 100% of the areas intervened during 2023.

The primary accomplishment to date is the formulation of the biodiversity strategy, establishing the framework for activity development. Furthermore, advancements in reforestation efforts are being made, fulfilling environmental commitments.

January to December 2023

Total number IUCN Red Li organization's operations		nd national	conservation	າ list species with	habitats in areas	affected by
	Enlaza 2023	TGI 2023	Cálidda in 2023	Contugas 2023	Electrodunas 2023	Conecta 2023

(304-4)
IUCN Red List species and national conservation list species with habitats in areas affected by operations.

	Enlaza 2023	TGI 2023	Cálidda in 2023	Contugas 2023	Electrodunas 2023	Conecta 2023	
Government	Number	Number	Number	Number	Number	Number	
Critically endangered	5	13	0	1	0	1	
Endangered	5	136	0	0	0	4	
Vulnerable	15	143	0	1	0	15	
Near threatened	8	99	0	1	0	4	
Minor concern	189	2020	0	59	0	258	

hat progress has been made towards the no-loss or improvement in biodiversity

EnvironmentalPerformance

(GRI 302-1)
Energy consumption within the organization
(S&P Global CSA)
Energy consumption

Energy consumption within the organization			Electrodunas			Cálidd	a		Contugas		TGI		C	onecta			GEB		Enlaza
(GJ)	2020	2021	2022	2023	2020	2021	2022	2023	2020 2021 2022	2023	2020 2021 2022	2023	2020 2021	2022 2023	2020	2021	2022	2023	2023
Consumption of energy from non-renewable sources (GJ)	1,564,943.84	1,642,925.94	2,063,350.18	2,057,176.70	193,850.21	244,973.72	257,775.34	219,471.65	31,114.70 36,059.98 35,960.51	34,021.02	2,324,929.92 2,431,926.81 1,996,688.63	2,298,628.49	426.65 391.21	430.27 584.55	173.83	325.66	320.63	68.39	150
Diesel fuel consumption (GJ)	2,736.71	3,677.60	3,329.15	3,995.42	834.09	1,097.71	1,140.60	1,299.82	119.57 1,466.72 1,199.72	974.26	7,860.62 8,172.01 8,652.55	9,734.73	368.74 338.50	364.97 533.64	64.59	151.55	119.55	68.39	117.05
Gasoline consumption (GJ)			3.69	205,18	1,530.08	1,496.18	1,108.71	908.46	260.12 287.26 185.82	350.50	1,318.30 903 756.07	796.89	57.91 52.71	65.30 50.91	109.24	174.11	201.08	-	32.95
Consumption of bunker fuel (GJ)					-	-	-	-							-	-			
GNV Consumption (GJ)					-	-	533.19	-	0.71 -	172.87	507.00 2,245.60 264.34	185.50			-	-			
Natural gas consumption (GJ)	1,562,207.13	1,639,248.34	2,060,017.34	2,053,157.98	191,486.04	242,379.83	254,992.84	217,263.37	30,734.30 34,306.00 34,574.97	32,523.39	2,315,244.00 2,420,606.20 1,987,015.67	2,287,911.37			-	-			
Coal consumption (GJ)				-															
Energy consumption from renewable sources (GJ)	-	-	615.56	608.67	-	-	-	51.39		-		-	:	701.64 657.00	74.88	63.36	60.20	72.88	
Solar (GJ)			615.56	608.67	-	-	-	51.39						701.64 657.00	74.88	63.36	60.20	72.88	
Wind Energy (GJ)					-	-	-												
Other (GJ)					-	-	-												
Purchased energy (GJ)	2.961.755,28	3.132.934,42	3.566.651,22	3.958.896	9,935.68	10,469.13	10,654.32	10,342.90	2,692.95 2,473.88 2,463.29	2,577.03	12,041.00 11,134.21 11,165.84	11,607.73	8,603.82 8,154.87 7	799.85 8.959.87	1,370.35	3,070.00	3,014.30	2,052.97	2,764.62
Purchased energy consumption (GJ)	2.961.755,28	3.132.934,42	3.566.651,22	3.958.896	9,935.68	10,469.13	10,654.32	10,342.90	2,692.95 2,473.88 2,463.29	2,577.03	12,041.00 11,134.21 11,165.84	11,607.73	8,603.82 8,154.87 7	799.85 8,959.87	1,370.35	3,070.00	3,014.30	2,052.97	2,764.62
Heating consumption (GJ)	-	-	-		-	-	-	-		-		-							
Heating consumption (GJ)				-															
Refrigeration consumption (GJ)	-	-	-	-	-	-	-	-		-		-							
Refrigeration consumption (GJ)				-															
Power generation for own consumption (GJ)	-	-	_		-	-	-	-		_		-							
Total energy generation (GJ)																			
Total energy sold (GJ)	2.610.975,87	2.703.040,94	2.987.877,60	3.385.645,09	-	-	-	-		-		-							
Energy sold (GJ)	2.610.975,87	2.703.040,94	2.987.877,60	3.385.645,09															
Total internal energy consumption (GJ)	1.915.723	2.072.819	2.642.739	2.631.218,16	203,785.89	255,442.85	268,429.66	229,865.94	33,807.65 38,533.86 38,423.80	36,598.05	2,336,970.92 2,443,061.02 2,007,854.47	2,310,236.22	9,030.47 8,546.08 8	931.76 10,201.42	1,619.06	3,459.02	3,395.13	2,194.24	2,914.62

Note:

The variation in the consumption of the subsidiaries is justified as follows:

Electrodunas: Increase in gasoline consumption due to the use of generators.
Contugas: Emissions from heaters in 2023 decreased relative to 2022, as the fishing industry operated at a reduced capacity that year, leading to lower-than-normal natural gas consumption for heating due to diminished market demand.

Energy consumption within the organization (GJ)	2020	2021	2022	2023
			Business Group	
Consumption of energy from non-renewable sources	4,115,439.15	4,356,603.32	4,354,525.56	4,610,100.80
Energy consumption from renewable sources	74.88	63.36	1,377.40	1,389.94
Purchased energy	2.996.399,08	3.168.236,51	3.601.748,82	3.997.201,12
Heating Consumption	-	-	-	-
Refrigeration consumption	-	-	-	-
Power generation for own consumption	-	-	-	-
Energy sold	2.610.975,87	2.703.040,94	2.987.877,60	3.385.645,09
Total internal energy consumption	4.500.937,24	4.821.862,25	4.969.774,18	5.223.228,64

Organizational Energy Consumption (MWh)	2020	2021	2022	2023
			Business Group	
Consumption of energy from non-renewable sources	1,143,177.54	1,210,167.59	1,209,590.43	1,280,583.56
Energy consumption from renewable sources	20.80	17.60	382.61	386.09
Purchased energy	832.333,08	880.065,70	1.000.485,78	1.110.333,64
Heating Consumption	-	-	-	-
Refrigeration consumption	-	-	-	-
Power generation for own consumption	-	-	-	-
Energy sold	725.271,08	750.844,71	829.966	940.456,97
Total internal energy consumption	1.250.260,34	1.339.406,18	1.380.492,83	1.450.896,84

(302-4)
Energy consumption within the organization

	TGI	Cál	lidda	Electrodunas					Contugas					
	2023	20	023	2023		2020			2021		2022		2023	
nitiative Name	1MW Solar Turboexpander Electric Compressors	Optimization S of the heating par process Chi		Solar Panels initiativ	Energy efficiency initiatives es in the administrative and ble operational areas of the project	Worker awareness activities	Vehicle optimization strategy	Energy efficiency initiatives in the administrative and operational areas of the project.	Worker awareness activities	Energy efficiency initiative in the administrative and operational areas of the project.	Activities for raising	in the use of fuel in the	Energy efficiency initiatives in the administrative and operational areas of the project.	Worker awareness activities
ercentage reduction energy consumption with e organization	This initiative is in the prefeasibility phase; hence, quantified data related to this item are not available.			No 137,266.842105263 Tons initiativ applicat		0%	49.33%	49.33%	49.33%	No information	No information	15%	No information	No information
pe of energy included the reduction (Fuel, ectricity, heating, cooling, eam, or all)	Electricity		Solar Natural Gas nergy for Vehicles	No initiatives applicable	Electric energy	Electric energy	Fuel DIESEL	Electric energy	Electric energy	Electric energy	Electric energy	Diesel	Electric energy	Electric energy
ase Year for Reduction enchmarks	This initiative is in the prefeasibility phase; hence, quantified data related to this item are not available.	2022 2	2022 2022	No initiatives applicable	2019	2019	2019	2019	2019	2019	2019	2019	2019	2019
andards, Methodologies, sumptions	Emission Factor-Based Calculation Methodology	The monthly consump	ption history was used	No initiatives applicable	Data are extracted from electricity bills and specific calculations made at facilities without meters.	Training record	No information	Data are extracted from electricity bills and specific calculations made at facilities without meters.	Training record		Data are extracted from c electricity bills and specific calculations made at facilities without meters.	The information is extracted from the invoices	Data are extracted from electricity bills and specific calculations made at facilities without meters.	Training record
23 Reduction target (GJ)	The goal will be set for 2025 be set for 2026 The goal will be set for 2025 be set for 2026	Not Ap	pplicable	No initiatives applicable	Reduce electric energy consumption by 2% compared to 2019	Reduce electric energy consumption by 2% compared to 2019	Reduce fuel consumption by 2% compared to 2019		Reduce electric energy consumption by 2.5% compared to 2019	Not established	Not established	Reduce 5% of Diesel consumption compared to 2019	Achieve a 3% reduction in energy consumption relative to 2019	No information

		Cá	idda					Electrodunas				C	ontugas					Conecta					Enlaza				TGI				GEB	
	2020	2021	2022	20	23	2020	2021	2022	2	023	2020	2021	2022	20)23	2020	2021	2022	202	23	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023
Water withdrawal by source (ml)	All areas	All areas	All areas	All areas	Water- stressed areas	All areas	All areas	All areas	All areas	Water- stressed areas		All areas	All areas	All areas	Water- stressed areas	All areas	All areas	All areas	All areas	Water- stressed areas	All areas	All areas	All areas	Water All areas stresse areas	d All areas	s All areas	s All areas	Water- All areas stressed areas	All areas	All areas	All areas	Water- All areas stressed areas
Total water withdrawal	3.50	1.45	0.08	0.002	0.002	1.44	2.32	9.80	9.80	-	3.68	3.11	3.66	3.56	-	0.93	1.93	1.59	1.84	-	-	-	-	0,02 -	3,35	2.51	2.02	2.10 -	11.21	5.97	11.54	3.11 -
Surface water	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	1	
Fresh surface water	0	0	0	0	0				0	0				0	0									0,02				0.000	0.28	0.28	1.06	
Other surface water	0	0	0	0	0				0	0				0	0																0.01	
Groundwater	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0,59	0.50	0 .4	0 -	-	-	-	
Fresh groundwater	0	0	0	0	0				0	0				0	0										0,59	0.5	0.4	0.002				
Other groundwater sources	0	0	0	0	0				0	0				-	0									0.000								
Sea water	-	-	-	-	-				-	-				-	-																	
Produced water	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-		-	-	-	
Freshwater produced	0	0	0	0	0				0	0				0	0																	
Other produced waters	0	0	0	0	0				0	0				0	0																	
Water from third parties	3.50	1.45	0.08	0.002	0.002	1.44	2.32	9.80	9.80	-	3.68	3.11	3.66	3.56	-	0.93	1.93	1.59	1.84	-	-	-	-	0,02	2.76	2.01	1.62	2.10 -	10.93	5.69	10.47	3.11
Freshwater from third parties	3.5	1.45	0.08	0.002	0.002	1.44	2.32	9.80	9.80	-	3.68	3.11	3.66	3.56	-	0.93	1.93	1.59	1.84					0,02	2.76	2.01	1.62	2.10	10.93	5.69	10.47	3.11
Other third-party waters	0	0	0	0	0				0	0				0	0																	

Note: During 2023, Contugas had an extraordinary groundwater consumption of 106.61 ML, associated with the start-up of a new project.

Note 2: Enlaza also had an additional consumption of 71.12 ML, associated with projects that are not reported in the table.

	Business Group				
	2020	2021	2022	2023	
Water withdrawal by source (ml)	All areas	All areas	All areas	All areas	Water- stressed areas
Total water withdrawal	24,11	17,29	28,69	20,43	0,03
Surface water	0	0	1	0	-
Fresh surface water	0.28	0.28	1.06		0,03
Other surface water	0	-	0.01		0
Groundwater	1	1	0		-
Fresh groundwater	0,59	0.50	0.4		0
Other groundwater sources	0	-	0		0
Sea water	-	-	-		-
Produced water	-	-	-		-
Freshwater produced	0	-	0		0
Other produced waters	0	-	0		0
Water from third parties	23,24	16,51	27,22	20,43	
Freshwater from third parties	23,24	16,51	27,22	20,43	
Other third-party waters	0	_	0		0

	Duain and C				
	Business 6		2022	2022	
Water Extraction by Source (M3)	2020 All areas	2021 All areas	2022 All areas	2023 All areas	Water- stressed areas
Total water withdrawal	0,02411	0.017	0.029	0,020	0.000
Surface water	0	0	0.001		0
Fresh surface water	0	0	0.001	0	0
Other surface water	0	0	0.000		0
Groundwater	0.001	0.001	0.000		0
Fresh groundwater	0.001	0.001	0.000	0	0
Other groundwater sources	0	0	0		0
Sea water	0	0	0		0
Produced water	0	0	0		0
Freshwater produced	0	0	0		0
Other produced waters	0	0	0		0
Water from third parties	0,023	0,017	0.027	0,020	0.000
Freshwater from third parties	0,023	0,017	0.027	0,020	0.000
Other third-party waters	0	0	0		0

The methodologies or standards applied for these calculations are: Cálidda: The information is extracted from the monthly receipts of Sedapal.

Enlaza: Details from water purchase invoices used for project-related activities and operational assets, including water consumption at warehouses and administrative sites

GEB: In 2023, the subsidiary Enlaza was excluded from the environmental reporting, which previously included the transmission business; now the data reflects only corporate activities.

The variation from the previous year is justified by the following situations: Cálidda: Installation of water-saving toilets, allowing for great efficiency in water consumption.

Contugas: It is related to awareness-raising activities. As part of these activities, it is managed through the "I Reduce" program. This program has 4 main pillars that contribute to the adaptation and mitigation

of climate change and aims to raise awareness among workers in 4 main pillars - Carbon Footprint Management

- Rational Energy Use

- Efficient Water Use and Conservation

- Comprehensive solid waste management using the 3 rs of ecology: reduce, recycle, reuse

Conecta: Water is purchased from third parties, through tankers from different departments, and the source of the water is unknown. The water supply for the offices is provided by the business complex, Zona Pradera.

Enlaza: Variations in data depending on construction activities and project phases
TGI: A marginal reduction in water consumption has been achieved through the implementation of actions specified by the Environmental Unit Emergency Action Plan (PUEAA), designed specifically for sites holding environmental permits.

(GRI 303-5) **Water Consumption**

		Business	Group						GEB					Enlaza					TGI		
	2020	2021	2022		202	3	2020	2021	2022	2023		2020	2021	2022	2023	202	20 2021	2	.022	2	2023
Water consumption (ml)	All areas	All areas	All areas	Areas subject to water stress	All areas	Areas subject to water stress	All areas	All areas	All areas	All areas	Areas subject to water stress	All areas	All areas	All areas	Are sub All areas to w str	eas ject All a ater ess	reas All area:	s All areas	Areas subject to water stress	All areas	Areas subject to water stress
Total Water Consumption	24.11	17.29	28.68	0.02	198.12	0.03	11.21	5.97	11.53	3.10	0	0.00	0.00	0.00	71.12	3.3	5 2.51	2.02	0.02	2.1	0.03

					Cálidda					Contuga	as				Conecta					
	2020	2021	2022		2023	2020	2021	2022	20	23	2020	2021	2022		2023	2020	2021	2022	20	23
Water consumption (ml)	All areas	All areas	All areas	All areas	Areas subject to water stress	All areas	All areas	All areas	All areas	Areas subject to	All areas	All areas	All areas	All areas	Areas subject to	All areas	All areas	All areas	All areas	Area
										water stress					water stress					subj <i>e</i>
																				to wa
																				Sule
Total Water Consumption	1.44	2.32	9.8	9.8	N/A	3.50	1.45	0.08	0.002	N/A	3.68	3.11	3.66	110.16	N/A	0.93	1.93	1.59	1.84	0

			Business Group					GEB				Enlaza					TGI				Co	ontugas				Cáli	idda					Electrod	unas				Conecta		
				20	023				2023				2	023				202	3				2023					2	023					2023				20	023
Total weight of waste in metric tons	2020	2021	2022	At the facilities	Outside the facilities	2020	2021	2022 fa	At the Outsic cilities faciliti	e 2020 es	2021	2022	At the facilities	Outside the facilities	2020	2021	2022	At the facilities	Outside the acilities	2020 :	2021 :	2022 <i>p</i> fa	At the Out cilities fa	side the cilities	2020	2021	2022	At the facilities	Outside the facilities	2020	2021	2022	At the facilities	Outside the facilities	2020	2021	2022	At the facilities	Outside the facilities
Preparation for reuse	0,00	0,00	0,00	0,00	0,00	0,00	0,00	7301,60	0,00 0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
Recycled	162,40	260,14	211,12	158,39	78,29	4468,37	1465,92	38,68	4,55 0,00	0,00	0,00	0,00	0,00	43,00	40,71	7,00	3,81	1,75	0,00	0,72	1,49	0,03	0,03	0,00	6,61	137,63	52,48	28,09	35,29	110,00	114,00	115,75	116,00	0,00	4,36	0,02	0,37	7,97	0,00
Other recovery operations	781,97	553,00	535,46	635,16	891500,89	0,00	0,00	0,00	0,00 0,00	0,00	0,00	0,00	0,00	0,00	781,97	553,00	535,46	635,16	0,00	0,00	0,00	0,00	0,00	0,00	497045,75	1467735,81	966455,76	0,00	891500,89	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
Incineration with energy recovery	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00 0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
Incineration without energy recovery	32,99	20,63	66,97	8,21	0,00	32,07	20,23	66,97	0,00 0,00	0,00	0,00	0,00	0,00	0,00	0,55	0,40	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,37	0,00	0,00	8,21	0,00
Transfer to landfill	21,68	478,98	265,92	549,78	76,16	0,00	2945,91	249,81	0,00 0,00	0,00	0,00	0,00	0,00	76,16	11,81	8,00	4,41	6,15	0,00	1,99	4,89	6,12	6,67	0,00	7,30	464,51	1263,79	534,14	0,00	0,00	0,00	0,00	0,00	0,00	0,58	1,58	5,58	2,82	0,00
Disposal	76,96	223,66	86,77	82,38	0,00	30868,30	3060,01	0,00	0,00 0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	2,30	2,56	0,59	0,38	0,00	25,72	145,10	0,00	0,00	0,00	48,00	76,00	86,18	82,00	0,00	0,94	0,00	0,00	0,00	0,00
Other disposal operations	14,29	11,50	8,17	21,05	90,12	0,00	0,30 2	21791,08	0,00 0,00	0,00	0,00	0,00	0,00	90,12	13,92	11,20	8,17	21,05	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,37	0,00	0,00	0,00	0,00
Total waste	1.090,29	1.547,91	1.174,41	1.454,96	891.745,47	35.368,74	7.492,37 2	9.448,14	4,55 0,00	0,00	0,00	0,00	0,00	209,29	848,96	579,60	551,85	664,11	0,00	5,01	8,94	6,74	7,08	0,00	497.085,38	1.468.483,05	967.772,03	562,23	891.536,18	158,00	190,00	201,93	198,00	0,00	6,62	1,60	5,95	18,99	0,00

Note: The consolidated data include only waste generated within the regular activities of the subsidiaries. Below are the adjustments on the historical consolidated waste generation data:

Preparation for reuse: in 2022, the value of Grupo Energía Bogotá (GEB) 7,301.60 tons was removed.

For recycling in 2020 and 2021, the values generated by GEB, 4,468.37 and 1465.92 tons respectively, were removed.

Other valorization operations: for the years 2020, 2021, and 2022, the values of Cálidda of 497,045.75 tons, 1,467,735.81 tons, and 966,455.76 tons, respectively, corresponding to extraordinary projects, were omitted.

Incineration without energy recovery: for 2020, there was an unexplained change.

Elimination: in 2020 and 2021, the values from GEB of 30,868.3 tons and 3,060.01 tons respectively, corresponding to projects, were removed.

Other elimination operations: in 2023, the value from GEB of 21,791.08 tons, resulting from projects not inherent to the operation, was removed.

Transfer to the landfill: all historical data underwent changes: In 2020, the figure was adjusted from 22.81 to 21.68. In 2021, 2,945.91 tons were removed from GEB, and in 2022, 1,263.79 tons generated by Cálidda in activities unrelated to the operation were omitted.

Wasta ganarated by samposition (tans)		Business Group							Enlaza																							
Waste generated, by composition (tons)	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023
Total hazardous waste	841,39	942,78	1.540,98	1.087,04	0,00	0,00	0,00	0,00	0,00	0,00	0,00	39,67	796,44	564,60	545,26	656,21	0,00	0,00	0,00	0,00	2,71	2,56	0,59	0,38	42,24	375,62	989,76	385,28	0,00	0,00	5,37	5,50
Total non-hazardous waste	532.625,32	1.475.812,80	996.445,66	892.113,38	35.368,74	7.492,37	29.448,14	4,55	0,00	0,00	0,00	169,61	52,52	15,00	6,59	7,90	0,62	1,60	5,95	18,99	2,30	6,38	6,15	6,70	497.043,14	1.468.107,45	966.782,27	891.713,13	158,00	190,00	196,56	192,50
Total waste generated by the organization	533.472,71	1.476.755,58	997.986,64	893.205,92	35.368,74	7.492,37	29.448,14	4,55	0,00	0,00	0,00	209,28	848,96	579,60	551,85	664,11	6,62	1,60	5,95	18,99	5,01	8,94	6,74	7,08	497.085,38	1.468.483,07	967.772,03	892.098,41	158,00	190,00	201,93	198,00

Note: This consolidated report, unlike the previous one, includes all generated waste, even if not part of the regular operational flow of the organization.

(SASB EM-MD-160a.1)
Description of environmental management policies and practices for active operations

	Describe your environmental management plan(s) implemented in active operations effluent discharges	Stages of the life cycle to which the plan(s) apply	Issues Addressed by the Plan(s)	The foundational references of the plan, including whether they involve codes, guidelines, standards, or regulations, and whether these were developed by the entity, an industry organization, an external organization, a governmental agency, or a combination thereof.
Cálidda in 2023	Not Applicable	Not Applicable	Not Applicable	Not Applicable
	Environmental parameters are monitored in accordance with standards; the Solid Waste Sworn Declaration and Solid Waste Management Plan, the Hazardous Waste Material Management Plan, the Annual Environment Management Report, and the update of the Annual Contingency Plan are executed. It is essential to note that we actively manage the measurement of our carbon footprint via our corporate platform, which highlights that Scope 1 contributes the most emissions.	All activities developed by the company.	Not Applicable	Not Applicable
	Prevention and Mitigation Plan (focused on air, soil, landscape, water resources, flora, and fauna):	Construction and operational stage of the natural gas distribution system	*Mitigation controls for noise and atmospheric emissions. *Flora and Fauna Protection Program. *Maintenance and cleaning actions along the right of way. *Management actions for fuels and chemical substances. -Operational Activities Management Program at Operational Centers (OC), City Gates (CG), and District Stations (DS).	Reviewed and approved by the Regional Directorate of Energy and Mines of Ica (DREM ICA)
Contugas 2023	Public spaces and transport routes management plan	Construction and operational stage of the natural gas distribution system	*Traffic management controls for vehicles and pedestrians. Mitigation controls to minimize the impacts caused by the occupation of public space. Mitigation actions to minimize the impact on existing public utility infrastructure. Mitigation actions to minimize the impact on social and commercial services infrastructure (buildings, access points).	Reviewed and approved by the Regional Directorate of Energy and Mines of Ica (DREM ICA)
	Solid waste management plan	Construction and operational stage of the natural gas distribution system	Solid waste management plan	Reviewed and approved by the Regional Directorate of Energy and Mines of Ica
	Monitoring and surveillance plan	Construction and operational stage of the natural gas distribution system	*Environmental Quality Monitoring Program *Biodiversity Monitoring Program *Socioeconomic Monitoring Program	(DREM ICA) Reviewed and approved by the Regional Directorate of Energy and Mines of Ica (DREM ICA)
Conecta 2023	Since the inception of Conecta's operations, Environment Management Plans have been developed as part of Environmental Impact Assessments for each new project and modifications. These plans cover the three phases of the projects: building, operation and maintenance, and dismantling phase	Building, operation, maintenance, and dismantling.	Water, waste, emissions, social, and biodiversity	46 environmental instruments have been approved by the Ministry of Environment and Natural Resources (MARN). The development of such tools must follow the guidelines of the Environmental Evaluation, Control, and Monitoring Regulations (RECSA) and its reforms. Environmental instruments are developed by third parties authorized by MARN.
Enlaza 2023	Projects are equipped with Environment Management Plans, derived from each environmental license issued by the National Authority of Environmental Licenses (ANLA). It is a mandatory requirement for Enlaza to adhere to each measure and to report the results periodically to the Authority.	Management measures correspond to each of the project phases (Building, Operation, and dismantling)	Each EMP contains measures tailored to the location; however, they can be broadly categorized as follows: Water, Air, Soil, Flora, and Fauna.	Not Applicable
TGI 2023	TGI conducts risk and impact analyses and management for the biotic, abiotic, and socioeconomic components across its 15 environmentally licensed projects. This is facilitated through the development of Environment Management Plans and Monitoring and Follow-up Plans, which have been recently updated by the company to enable more precise assessments of environmental impacts, aligning with the latest standards set by the environmental authority. These plans include management measures for the prevention, mitigation, correction, and/or compensation of potential impacts to the abiotic, biotic, and socioeconomic environments during the operation, maintenance, dismantling, and abandonment phases. Additionally, TGI S.A. ESP has established a Sustainability Policy arimed at setting commitments for conducting business operations with excellence and value creation, grounded in respect for human rights, the Sustainable Development Goals, and maintaining the trust of our stakeholders. The policy articulates a series of commitments, highlighting the following: Ensure adherence to environmental, social, occupational health and safety legislation. Proactively manage risks, impacts, and opportunities related to environmental, social, and occupational health and safety aspects under the principle of precaution, stemming from our operations. Furthermore, two presidential decisions from the corporate office of the Grupo Energia Bogotá, to which TGI S.A. ESP belongs, pertain to the following policices: 1. The Integrated Management System policy, adopted across the entirety of the corporate structure that forms part of the Grupo Energia Bogotá, including TGI S.A. ESP. The policy defines additional commitments regarding the environmental component which are related to the following: Oli Incorporate best practices and promote actions alimed at environmental protection, pollution prevention, and climate change mitigation and adaptation. Or he establishment of an Environment Management System to report on environmental performa		TGI S.A. ESP conducts regular monitoring of the environmental impacts associated with the company's projects. This monitoring involves reporting to the National Authority of Environmental Licenses - ANLA on the implementation of activities, measures, and indicators aimed at the prevention, mitigation, correction, and/or compensation of these impacts. This is facilitated through the submission of Environmental Compliance Reports in accordance with prevailing environmental legislation. According to the above, the environmental programs defined by TGI for managing the identified impacts are listed below: Soil Resource Management Program, which includes Flora and Fauna management Water Resource Management Program, encompassing the management of both solid and liquid waste (hazardous and non-hazardous) Air Resource Management Program, which covers the management of atmospheric emissions and noise Revegetation Program	These plans adhere to the standards set forth by the Environmental Authority in the Terms of Reference HI-TER-1-05, tailored for pipeline fluid transport projects in the hydrocarbons sector, reflecting their scale and unique characteristics.
GEB 2023	Not Applicable	Not Applicable	Not Applicable	Not Applicable

(CSA of S&P Global) Certification - Audit - Verification of Environment Management

Environment Manage	ment System 2023
Subsidiary	Coverage Percentage
Cálidda	100%
Electrodunas	0%
Contugas	75%
Conecta	0%
Enlaza	0%
TGI	100%
GEB	100%

2.4 Climate Change

(GRI 305-1) (GRI Oil and Gas 11.1.5 and 11.2.3) S&P Global CSA) (SASB EM-MD-110a.1) (SASB IF-EU-110a.1) (TCFD Metrics and Targets: b) **Direct GHG Emissions (Scope 1) (ton CO2eq)** (GRI 305-2) (GRI Oil and Gas 11.1.6 and 11.2.3) (S&P Global CSA) SASB IF-EU-110a.2, TCFD Metrics and Objectives: b **Indirect GHG Emissions (Scope 2) (ton CO2eq)** (GRI 305-3) (GRI Oil and Gas 11.1.7 and 11.2.3) (S&P Global CSA) TCFD Metrics and Objectives: b

Other Indirect GHG Emissions (Scope 3) (ton CO2eq)

IRECT AND INDIRECT EMISSIONS (ton CO₂eq) Conecta 2023 2022 2023 2020 2021 2022 2023 2020 2021 2022 ope 1 emissions 3,232.52 3,007.43 116,923.15 225,894.55 184,295.30 324,462.88 14,046.90 18,455.80 18,741.29 16,721.47 2,008.10 4,353.50 30.38 5.66 2,678.70 103,716.60 103,821.10 105,192.55 N/A 185.38 4.88 2,423.44 2,301.16 2,373.08 -127.50 33.50 332.62 0.00% 0.00% 6.20% 55.15% 40.81% 59.94% 20.47% 23.38% 21.87% ercentage of Scope 1 emissions produced by CH4 0.00% 11.13% 15.09% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 24.99% 9.21% 5.89% 0.00% 0.00% 0.00% 0.00% 0.00% cope 2 emissions including emissions from ansmission and distribution 32.96 132.69 591.99 406.08 352.33 556.89 469.70 494.40 593.52 60.95 135.01 73.23 68.34 37.98 612.05 127.30 116.80 137.20 152.84 109.60 100.29 34,669.65 831.60 736.09 348.94 ope 3 emissions 42.21 181.11 138.23 40.37 79.27 556.92 701.52 54.13 12,853.43 6,847.21 11,277.28 178.70 3,348.50 3,803.51 4,631.97 0.20 2.80 3.25 0.01 2.90 5.17 301.70 N/A 368.70 371.43 319.51 2,441.61 2,525.93 otal emissions for Scope 1, 2, and 3 3,822.40 3,841.64 117,569.27 239,154.06 191,495.25 336,297.05 14,695.30 22,298.70 23,138.32 2,135.60 4,473.10 1,327.80 1,141.02 1,001.07 162.05 295.93 247.72 278.12 2,792.30 2,540.69 103,829.10 103,926.56 140,163.90 109.40 21,965.49 offset emissions (carbon bonds) 3,822 3,842 15,818 80941 80,709 132,568 1,200.00 1,280.00 3,320.00 162.05 295.93 247.72 3,046 _ _ _ 278.12 2,541 3,320.00 - -Net Emissions (Ton CO2eq) 0 0 101,751.27 158,213.06 110,786.25 203,729.05 13,495.30 21,018.70 19,818.32 18,645.49 2,135.60 4,473.10 103,829.10 103,926.56 140,163.90 109.4 0.00 0.00 0.00 2,441.61 2,525.93 -1,327.8 1,141.0 1,001.1

Notes: Greenhouse gas emission figures reported by Grupo Energía Bogotá and Enlaza in 2022 were revised following a carbon footprint verification by ICONTEC.

TGI and Cálidda emission figures for 2021 were adjusted after recalculations using the ISO 14064 methodology and carbon footprint verifications by Icontec and Aenor, respectively.

DIRECT AND INDIRECT EMISSIONS (ton CO ₂ eq)	Business Group			
	2020	2021	2022	2023
Scope 1 emissions	135.687,2	355,156.77	312,430.53	452,094.91
Scope 2 emissions including emissions from transmission and distribution. If these are not included, please indicate in a comment	1,465.27	2,064.80	2,013.34	36,608.07
Scope 3 emissions	311.42	16,697.81	11,768.60	17,370.22
Total emissions for Scope 1, 2, and 3	137.510,7	373,919.38	326,212.47	506,073.20
Offset emissions (carbon bonds)	20,226.05	85,057.93	88,098.72	140,008.12
Net Emissions (Ton CO2eq)	117.237,84	288,861.45	238,113.75	366,065.08

Notes: The increase in emissions in the year 2023 corresponds to the inclusion of two new emission sources: "fugitive emissions" at TGI (87,015 tCO2eq) and "energy distribution losses" at ElectroDunas (34,641 tCO2eq). Greenhouse gas emission figures reported by Grupo Energía Bogotá and Enlaza in 2022 were revised following a carbon footprint verification by ICONTEC.

TGI and Cálidda emission figures for 2021 were adjusted after recalculations using the ISO 14064 methodology and carbon footprint verifications by Icontec and Aenor, respectively.

Reduced emissions 2023 (Ton CO2eq)	
Business Group	6,827
GEB	0.00
Enlaza	256.00
TGI	5,007.00
Cálidda	1,006
Contugas	0.00
Electrodunas	271.00
Conecta	287.00

Note: For more information on emissions reduction in the subsidiaries, please refer to the Climate Change Management Report 2023.

				GEB			Enlaz	za				TGI			Cálid	lda			Contug	gas				Electrodunas			C	onecta	
ogenic Emissions		2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023
on CO2eq)	Scope 1	0.00	0.63	0.41	0.34	0.00	1.12	1.20	0.51	0.00	52.57	16.77	54.65	0.00	10.44	9.91	6.29	0.00	4.59	3.54	3.42	0.00	8.75	18.61	8.92	0.00	0.00	0.00	0.00
	Scope 3	0.00	0.00	0.00	1.21	0.00	0.00	0.00	34.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Biogenic Emissions (Ton CO2eq)	Business Group					
(Ton CO2eq)		2020	2021	2022	2023	
	Scope 1	-	78.10	50.44	74.13	
	Scope 3	-	-	-	37.81	

Year 2023	Business Group		
	Scope 1	Scope 2	Scope 3
Gases included in the calculation	CO2, CH4, SF6, N2O, HFCs, PFC	N/A	CO2
Baseline year for calculations			where carbon footprint
		asurement under ISC	ew emission sources previousl 0 14064 commenced in 2023
Defined limit (operational or financial)	Operational		
Standards or calculation methodologies.	GHG Protocol and IS	O 14064	
Calculation tools.	Corporate Carbon Ze	ro CO2 (Excel and vir	tual tool)
Omissions	Conecta: Technical lo land use. TGI: Unassisted facili excluded from the in GHG emissions. Use of refrigerants in extinguishers and us excluded. Since thes	ties such as scraper aventory as they according equilibricating oils e emissions do not e	networks. tive methane emissions. n networks and emissions from traps and City Gates are ount for less than 1% of total uipment, refills of fire in compressor unit engines are exceed 5% of total emissions, bon footprint calculation.
	by the transportation the national operator and they vary dependent generation and network topic is beyond the second the	n companies. They are rs (XM-CND in Colome ding on the network rorks, and transport of cope of our organizations or reductions.)	lation as they are not manage re determined and reported by abia and AMM in Guatemala), type, size of demand, available capacity, among others. This ation, and it is not technically on targets. Nevertheless, Enlacture losses in 2023.

Emission factors and global warming potential (Sources)

Country	Source Type	Emission Source	Unit required by the factor	Kg CO2/Unit factor required by the factor	Kg CH4/Unit factor required by the factor	Kg N2O/Unit factor required by the factor	Source
	Fixed source:	Diesel	GAL	10.18	0.000	0.000	
	Fixed source:	Gasoline	GAL	8.808	0.000	0.000	
	Mobile sources	Diesel	GAL	10.18	0.000	0.000	UPME
Colombia	Mobile sources	Gasoline	GAL	8.808	0.000	0.000	UPIME
	Fixed source:	Natural Gas	M3	1.98	0.000	0.000	
	Mobile sources	Natural Gas	M3	1.98	0.003	0.000	
	Leaks and venting	Natural Gas	KPC		19.467		TGI
	Leaks and venting	Natural Gas	M3	0.003	0.707		Cálidda
	Fixed source:	Diesel	GAL	10.522	0.000	0.000	
	Fixed source:	Gasoline	GAL	8.316	0.000	0.000	
	Fixed source:	Natural Gas	M3	2.020	0.000	0.000	
ru	Fixed source:	LPG	KG	0.012	0.000	0.000	
	Mobile sources	Diesel	GAL	10.004	0.001	0.001	
	Mobile sources	Gasoline	GAL	8.732	0.004	0.000	
	Mobile sources	Natural Gas	M3	2.020	0.003	0.000	
	Mobile sources	LPG	KG	0.011	0.000	0	
	Fixed source:	Diesel	GAL	10.14	0.000	0.000	
	Fixed source:	Gasoline	GAL	8.81	0.000	0.000	IPCC
	Fixed source:	Natural Gas	M3	2	0.000	0.000	
	Fixed source:	LPG	KG	6.07	0.000	0.000	
	Mobile sources	Diesel	GAL	10.14	0.000	0.000	
uatemala	Mobile sources	Gasoline	GAL	8.81	0.000	0.000	
	Mobile sources	Natural Gas	M3	2	0.000	0.000	
	Mobile sources	LPG	GAL	6.07	0.000	0.000	
	Consumption	Lubricants	GAL	1.56			
	Consumption	Acetylene	KG	3.38			
	Consumption	Lubricating Grease	KG	0.15			

Global warming	g potential	

Gas	GWP:	Source	
CO2	1.00	AR6	
Fossil CH4	29.80	AR6	
Biogenic CH4	27.00	AR6	
N2O	273.00	AR6	
CO2	1.00	AR6	
HCFC 123	90.40	AR6	

	Most relevant sources of Scope 3 emissions	Relevance of the source in 2023	Metric tons of CO ₂ e	Standards or methodologies used for the calculation	Emissions percentage calculated from data provided by value chain suppliers or partners
GEB 2023	Flights	Scope 3 emissions have a high relevance equivalent to 49.7%	113	GHG Protocol	100%
	Rented vehicles	of total emissions.	25.23	GHG Protocol	100%
Enlaza 2023	Flights	Scope 3 emissions hold medium significance, accounting for	132.69	GHG Protocol	0%
	Rented vehicles	18.3% of the total emissions.	545.60	GHG Protocol	100%
TGI 2023	Sourcing Contracts	There was an increase in contracting and an inclusion of more detailed measurements compared to the previous year, amounting to a 3.4% increase.	11,277.28	For developing the organizational inventory, NTC-ISO 14064-1:2020 is utilized. TGI calculates the carbon footprint using the CARBONO CORPORATIVO web tool from CO2CERO.	Scope 3 emissions associated with paper consumption account for 0.002% / Scope 3 emissions related to waste disposal account for 0.2% / Scope 3 emissions from corporate flights represent 0.98% and Scope 3 emissions related to the acquisition of goods and services constitute 98.9%.
	Emissions associated with printing and paper use Indirect emissions from corporate flights Waste disposal	These other three emission sources account for 1.005%, therefo	re they are not consider	ed relevant.	
	_				
Cálidda in 2023	Upstream fuel consumption		1,712	Since 2019, carbon footprint measurements have	
	Acquired goods		1,945	resumed based on the international standard ISO 14064, the Greenhouse Gas Protocol, and the	0%
	Capital goods	Scope 3 emissions hold medium significance, accounting for 18.9% of the total emissions.	506.8	guidelines for preparing National Inventories from the Intergovernmental Panel on Climate Change (IPCC). This measurement enables the understanding of impacts and adjustment of the work strategy accordingly.	0%
Contugas 2023	Solid waste disposal	Scope 3 emissions are of very low significance, amounting to only 0.001% of the total emissions.	0.01	Calculations are performed in accordance with the GHG Protocol	100%
Electrodunas 2023	Mobile sources	Scope 3 emissions are of very low significance, amounting to	301.14	Carbon footprint platform	100%
	Stationery	only 0.2% of the total emissions.	0.53	Carbon footprint platform	0%
Conecta 2023	Transportation of workers (Reasonable Expenses)	Scano 2 amiggione have a high valouence a suivelent to 24 CC/ of	282.95	GHG Protocol and an internal methodology are employed to calculate the kilometers traveled.	0%
	Air and helicopter flights	Scope 3 emissions have a high relevance equivalent to 31.9% of total emissions	36.40	GHG Protocol and an internal methodology are	0%
				employed to calculate the kilometers traveled.	

GHG EMISSION SOURCES OF SCOPE 3 FOR THE CORPORATE GROUP IN 2023

Scope 3 Categories	Source relevance	Metric tons of CO2eq	Standards or Methodologies	GEB	Enlaza	TGI	CÁLIDDA	CONTUGAS	ELECTRO DUNAS	CONECTA
1. Purchased goods and services	75.47%	13109.48				11163.9	1945.58			
2. Goods and Services.	3.27%	568.44					568.44			
3. Activities related to Fuels and Energy (Not included in Scope 1 or 2).	N/A	N/A								
4. Upstream transportation and distribution.	10.22%	1774.92					1774.92			
5. Waste generated in operations	0.17%	30.38		0.01		0.119	29.53		0.558	0.16
6. Business travel	3.15%	546.51		113.04	155.92	110.9	130.25			36.4
7. Employee displacement	7.53%	1308.51		25.23	545.6		153.58		301.15	282.95
8. Upstream leased assets	N/A	N/A	GHG Protocol /							
9. Downstream transportation and distribution	N/A	N/A	ISO 14064							
10. Processing of sold products	N/A	N/A								
11. Usage of sold products	N/A	N/A								
12. End-of-life treatment of sold products	0.18%	31.99					29.68	0.010	0.238	
13. Downstream leased assets	N/A	N/A								
14. Franchises	N/A	N/A								
15. Investments	N/A	N/A								
Other Upstream	N/A	N/A								
Other Downstream	N/A	N/A								
		17370.22								

(GRI 305-4) Emissions intensity

Emission Intensity	Enlaza 2023						
,	2022	2023					
Total CO2eq emissions / # substations	369.40	229.78					

Emission Intensity	TGI	TGI			
	2022	2023			
Total CO2eq emissions / m3 of gas transported	0.037	0.067			
Total CO2eq emissions / MMBTU of gas supplied	0.976	1.681			

Emission Intensity	Cálidda	
	2022	2023
Total CO2eq emissions / # users or connections	0.015	0.012
Total CO2eq emissions / MMBTU of gas supplied	0.000	0.000

Emission Intensity	Contugas	5
	2022	2023
Total CO2eq emissions / MMBTU of gas supplied	0.000	0.000

Emission Intensity	Electrodunas				
	2022	2023			
Total CO2eq emissions / MWh of electricity supplied to clients	0.125	0.150			

Emission Intensity	Conecta	onecta				
	2022	2023				
Total CO2eq emissions / # substations	52.99	57.61				

(GRI 305-5)
Reduction of GHG emissions
(CSA of S&P Global)
Emission reduction goals
(SASB IF-EU-110a.3) EM-MD-110a.2

Analysis of short-term and long-term strategies or plans to manage Scope 1 emissions, emission reduction goals, and performance analysis relative to those goals

Direct and indirect emissions (ton	GI	IR	Enlaza		TGI		 Cálidda	Contugas		 Electrodunas		Conec	**
CO2eq) - GOALS	2022	2023	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
TARGET - Emissions reduction for scope 1					7% reduction in operational		Reduction of GHG			Net emissions			Net emissions
TARGET - Emissions reduction for scope 2	Net emissions reduction of 5.67% in all scopes compared to 2019	Carbon Neutrality for the three scopes.	Carbon Neutrality for the three scopes.	Net emissions reduction of 5.67% in all scopes compared to 2021	emissions (Scope 1 and 2) compared to the baseline	Net issuances reduction of 3.3 % in all the 21	emissions by 6.7% relative to 2019, covering scopes 1	Net emissions reduction of 3.3% in all scopes compared to 2019	N/A	reduction of 3.3% in all scopes compared	N/A	Net emissions reduction of 1.25% in all scopes compared to 2019	reduction of 2% in all scopes compared to
TARGET - Emissions reduction for scope 3	compared to 2017			compared to 2021	year of 2021	iii dit tile 21	and 2.	compared to 2017		to 2021		compared to 2017	2019
Are the goals science-based?	N/A	N/A	N/A	N/A	No	No	No	No	N/A	No	N/A	No	No
TARGET - Total emissions reductions for scopes 1, 2 and 3	3,936	247	3842	149,209	113,768	736	1,472	70	N/A	100,402	N/A	19	31

Direct and indirect emissions (ton	Business Group							
CO2eq) - GOALS	2021	2022	2023					
TARGET - Emissions reduction for scope 1	Reduction in emis	sions indicator Corporate	Emissions Indicator (ICME) by 5.87%; for					
TARGET - Emissions reduction for scope 2	further informatio	on, please visit the Climate	e Change Management Report 2023.					
TARGET - Emissions reduction for scope 3	There is no target	for reducing scope 3 emis	ssions					
Are the goals science-based?	of natural gas, an	established methodology	the transportation and distribution is not yet available under the Science and assess climate targets.					

Are there GHG emission reduction	G	EB	Enla	aza	TGI		Cáli	dda	C	Contugas	El	ectrodunas	Con	ecta
goals that are part of a public zero- net emissions commitment?	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
Target timeframe														
Baseline year for reduction	2019	2019	2019	2019	2021	2021	2021	2021	2019	2019	2021	2021	2019	2019
Target year for reduction	2030	2030	2030	2030	2030 - 2050	2030 - 2050	2030	2030	2030	2030	2030	2030	2030	2030
Emissions reduction target for each														
scope														
Scopes 1 and 2	50%	50%	50%	50%	50%	50%	30%	30%	30%	30%	30%	30%	11%	11%
Scope 3	50%	N/A	50%	N/A	50%	N/A	30%	N/A	30%	N/A	30%	N/A	11%	N/A

Notes: Given that the majority of GEB's revenue comes from the transport and distribution of natural gas, there is currently no established methodology by the Science Based Targets Initiative (SBTi) for setting and evaluating climate targets.

For more information on reduction initiatives, refer to the GEB Climate Change Management Report 2023.

(SASB IF-EU-120a.1)

Emissions to the atmosphere of the following pollutants: (1) NOx (except N2O), (2) SOx, (3) Particulate Matter (PM1O), (4) Lead (Pb), and (5) Mercury (Hg); Percentage Near Densely Populated Areas.

(CSA of S&P Global)

Emissions of NOx

Emissions in tons per pollutant	TGI		Contugas	
	2023	2021	2022	2023
Emissions of nitrogen oxides (NOx)	1807,00 Ton	61,56 Ton	30 , 16 Ton	29,20 Ton
Emissions of sulfur oxides (SOx)	0	2.86 mg/ Nm3	4.4 mg/ Nm3	57.7 mg/ Nm3
Emissions of particulate matter (PM10)	0	0.22 mg/ Nm3	0.01 mg/ Nm3	0.01 mg/ Nm3
Emissions of lead	0	0	0	0
Emissions of mercury	0	0	0	0
Percentage of emissions from facilities located in or near densely populated areas	0	14%	14%	14%

(CSA of S&P Global) Adaptation to physical risks

	Climate Change Physical Risk Adaptation Plan	Is it publicly available?	Implementation timing of the measures (short, medium, or long term)	Percentage of revenues covered	Percentage of new operations covered
TGI 2023	Risk management measures are in place for impacts identified from physical climate risks.				
Enlaza 2023	Climate adaptation plans are currently being developed through Risk and Disaster Management Plans. Once results are available, an analysis of the implementation timeline will be conducted.	No	N/A	N/A	N/A

		Busines	s Group			TC	il			Cáli	dda			Cont	ugas			Electro	Dunas	
Year	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023
NOx emissions in metric tons	3.279,27	3.514,53	3.441,61	3.724,87	1.557,85	1.638,53	1.570,64	1.807,00	165,55	209,78	234,28	287,50	26,61	61,56	30,16	29,20	1.529,26	1.604,66	1.606,53	1.601,18

Note: For the calculation of nitrogen oxides emissions, the factors proposed by the EPA in AP 42 for gas compressors (1.94 lb/MMBtu) and flares (0.068 lb/MMBtu) were used.

Note 2: In 2021, Contugas saw an increase in emissions due to maintenance on the gas pipeline.



2.5

Corporate Governance, Talent, And Well-being

Corporate Governance

(GRI 2-10)

Appointment and selection of the highest governing body.

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 election process is conducted in accordance with the legally prescribed electoral quotient system, which involves list-based elections, ensuring compliance with the minimum number of independent and female members required in each appointment.

The Policy on Appointment, Succession and Compensation of the Board of Directors defines the procedures and criteria for board member selection, specifying minimum requirements and key aspects of the required profile. Candidates for the Board must demonstrate their experience in finance, law, related sciences, or activities related to the public services sector, and/or the operations conducted by the Company.

This aims to establish an experienced Board capable of responding to opportunities for the Company, designed to ensure a board with diverse experiences and perspectives, inclusive regarding culture, gender, age, nationality, ethnicity, areas of expertise, and competencies.

In accordance with the Corporate Bylaws, it must be ensured that the composition of the Board of Directors always includes a majority of independent members (at least 5 out of 9) and at least one third of the Board should be composed of women (at least 3 out of 9).

Additionally, following the Shareholders' Agreement signed by the Capital District during the democratization of part of its shares, the sixth position on the list of Board candidates was allocated to the 10 minority shareholders with the largest holdings.

The Board of Directors' regulations can be accessed via the following QR code.



The Board of Directors' Appointment Succession, and Compensation Policy can be accessed via the following QR code



(GRI 2-11)

Chair of the highest governance body

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



(GRI 2-12)

Role of highest governance body in supervising impact management

The Board, through its Audit and Risks Committee, monitors the environmental impacts, risks, and opportunities—primarily related to climate change—and social issues—primarily concerning human rights—that its operations may have on the environment.

(GRI 2-13)

Delegation of Impact Management Responsibility

The Board, via its Corporate Governance and Sustainability Committee, is informed at each of its regular sessions (five per year) about the management of impacts on the economy, environment, and people. This includes monitoring issues such as the implementation of the sustainability strategy, climate change mitigation and adaptation, environmental performance, social management, human rights, diversity, equity, and inclusion.



(GRI 2-15) Conflicts of Interest

In accordance with the Conflict of Interest Management Policy, the Audit and Risk Committee is tasked with addressing declared conflicts of interest among the Managers, the General Auditor, the Compliance Director, and members of the Ethics Committee by verifying the conflict's presence and recommending strategies for its management to the Board of Directors. Furthermore, the Audit and Risks Committee presents a consolidated report to the Board biannually regarding the declared and managed conflicts of interest within the Group.

The Annual Corporate Governance Report informs stakeholders about GEB's governance structure, reporting managed conflict of interests during the year, including those arising from the Board members' participation in other management bodies besides GEB, relationships with the controlling shareholder—the Capital District of Bogotá—and shareholdings by managers and employees within the company.

Furthermore, as per the relevant regulations, the Company annually presents to its shareholders and stakeholders a Report on Transactions with Related Parties, detailing the terms and conditions of these transactions. The disclosed conflicts of interest to stakeholders include issues such as membership on various boards, cross-shareholdings with suppliers and other stakeholders, the presence of controlling shareholders, and related parties, their relationships, transactions, and outstanding balances.

(GRI 2-17)

Collective knowledge of highest governing body

According to the Rules of the Board of Directors, members are entitled to ongoing induction and training. Consequently, the Corporate Governance and Sustainability Committee is tasked with reviewing and recommending the content of the induction process and the training of the Board of Directors, taking into account the required competencies and knowledge including environmental, social, and corporate governance issues.

(GRI 2-18)

Evaluating the highest governance body's performance

As per the Company's governance documents, the Board of Directors is required to annually present a self-evaluation report of its functions and its performance as a collegiate body to the General Meeting of Shareholders, detailing the level of compliance with its duties and the objectives of its support committees.

For the evaluation and self-assessment processes, an external advisor is hired who assists in formulating the evaluation criteria and each of its dimensions, resulting in collective assessments of the Board of Directors (as a collegiate body), Senior Management, among peers, and the self-assessment of each member.

Based on the outcomes, gaps in the functioning of the Board and its support committees are identified, leading to the establishment of an annual work plan that incorporates lessons learned and strengthens the functions of these committees. The performance results from the prior period are considered for the re-election of Board members.



(GRI 2-9)
Governance struct

Governance structure and composition (GRI 405-1)
Diversity in governance bodies and employees

(CSA of S&P Global)
Board Type
Gender Diversity Board
Average Duration of the Board of Directors

	GEB			
Please indicate the number of:	2020	2021	2022	2023
Total members of the Board of Directors	9	9	9	9
Executive members of the Board of Directors	0	0	0	0
Non-executive members of the Board of Directors	9	9	9	9
Independent Members of the Board of Directors	7	7	5	5
Women on the Board of Directors	3	3	3	3
Men on the Board of Directors	6	6	6	6
Individuals of other genders on the Board of Directors	0	0	0	0
Members under 30 years of age	0	0	0	0
Members aged 30 to 50 years	0	0	0	0
Members over 50 years of age;	9	9	9	9
Average age of Board members	60	61	62	63
Average seniority of the members of the Board of Directors	0	1	2	3

(CSA of S&P Global) Effectiveness of the Board of Directors

	GEB 2023	
<u>Indicator</u>		Methodology used for calculation
Total number of Board of Directors meetings during the last fiscal year	14	Total number of sessions in the fiscal year
Percentage of attendance at Board of Directors meetings	99.21%	Percentage of individual attendance of each member of the Board of Directors for the total number of sessions in the fiscal year
Minimum required attendance percentage for Board of Directors meetings	80.00%	Minimum requirement for re-election
	GEB 2023	
Board mandates		Names of these directors
Number of non-executive/independent directors with 4 mandates or less	9	Juan Mauricio Ramírez, Rafael Pardo, Martha Veleño, María Mercedes Cuellar, María Lorena Gutierrez, Luis Javier Castro, Juan Benavides, Ignacio Pombo, and Andrés Escobar
Number of other mandates for non-executive/independent directors restricted	4	N/A

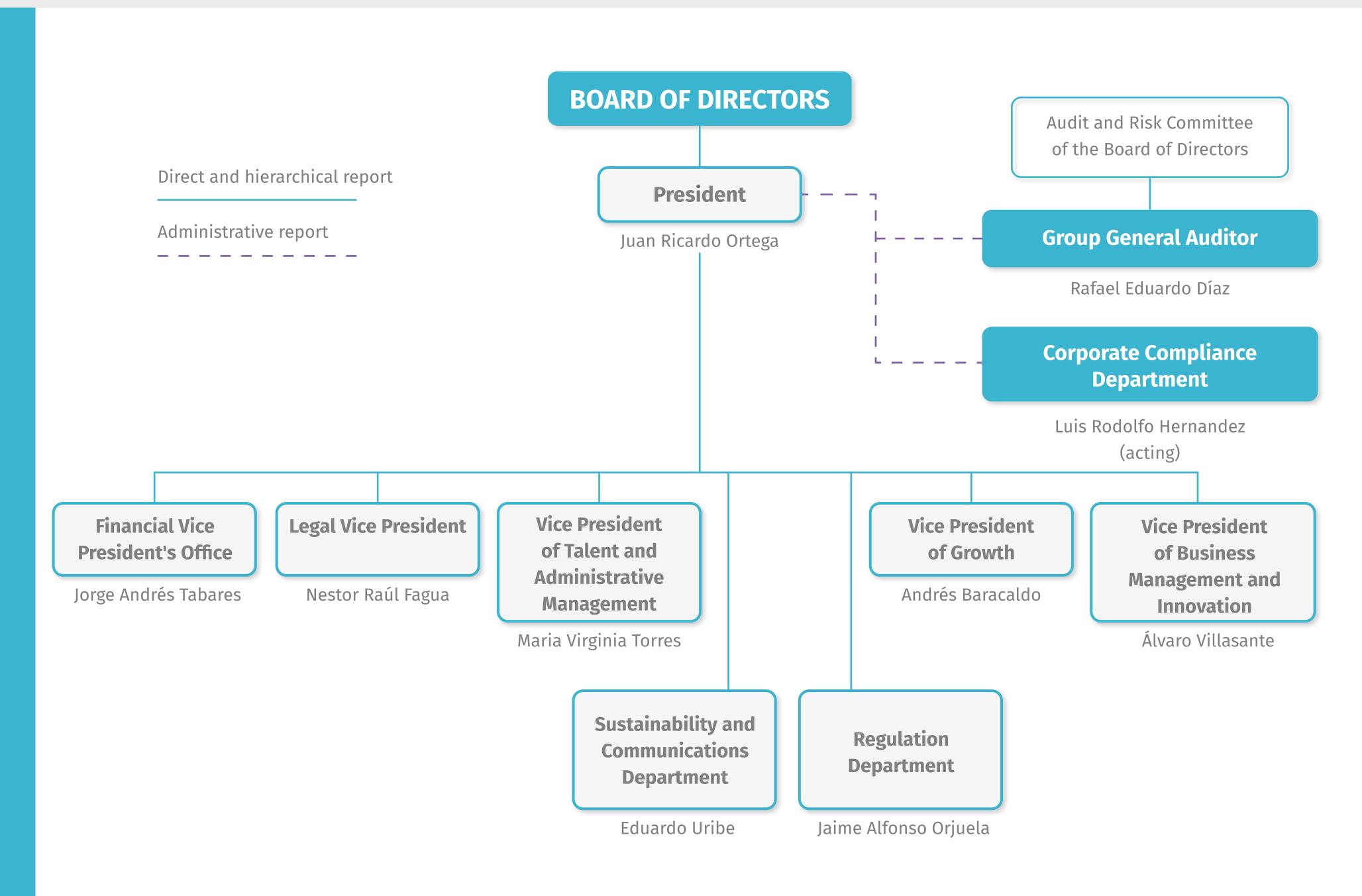
(CSA of S&P Global) Average duration of Board of Directors meetings

GEB 2023	
Number of women on the Board of Directors	3
Average age of Board members	63
Number of independent members on the Board of Directors	5
Average seniority of the members of the Board of Directors	4
Attendance percentage of Board of Directors members	99.21%
Number of annual Board of Directors meetings (excluding committee sessions)	14
Number of sessions held per year by the Board of Directors committees	Audit and Risk Committee: 7 Corporate Governance and Sustainability Committee: 7 Financial and Investment Committee 10 Compensation Committee 4

(CSA by S&P Global) Freedom of Association Governance of Grupo Energía Bogotá (GEB)		
dovernance of Grapo Energia Bogota (GEB)	 Name	Juan Ricardo Ortega
CEO	Base salary multiple	0
Average among other executive committee members who own	Name	Rafael Eduardo Díaz Vasquez, and Jaime Orjuela
shares	Base salary multiple	0,161548

Notes: The CEO does not hold company shares.

Organizational Structure





Senior Management compensation scheme

GEB's senior management compensation scheme includes both fixed and variable components, approved by the Board of Directors in accordance with item 20 of article 66 of the Corporate Bylaws, following a recommendation from the Talent, Culture, and Innovation Committee (formerly Compensation Committee) and a proposal from the company's management. In 2023, the fixed compensation was approved during the ordinary session No. 1688 of the Board of Directors on January 26, 2023, and the variable compensation during session No. 1689 on February 23, 2023.

Main functions, training and experience

Full name	Role	Functions
Juan Ricardo Ortega López	President	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	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	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	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.

Full name	Role	Functions
María Virginia Torres de Cristancho	Vice President of Talent and Administrative Management	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	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 Diaz Vásquez	Group General Auditor	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.
Jaime Alfonso Orjuela Vélez	Regulation Director	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.
Luis Rodolfo Hernandez Casadiego	Corporate Compliance Director	Plan, manage, and ensure the necessary preventive, investigative, and reporting actions for GEB and its subsidiaries, addressing proper management of reputational, regulatory, and contagion risks arising from their activities as a securities issuer, operations in multi-Latin markets, and interactions with various stakeholders (customers, shareholders, suppliers, workers, society, and regulatory authorities). 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	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.



Full name	Position	Education	Professional experience prior to GEB	Membership in management bodies other than the issuer
Juan Ricardo Ortega Lopez	President	 Bachelor's Degree in Economics, with a specialization in Mathematics Master's Degree in Oral Examinations on Financial Economics and Mathematics Master's Degree in International Development and Economics 	 23 years of professional experience at the Inter-American Development Bank (IDB). General Coordinator of the Alliance for Prosperity of the Countries of the Northern Triangle of Central America (2014 - 2020) National Tax and Customs Administration of Colombia (DIAN): General Director (2010 - late July 2014) Secretary of Finance for the city of Bogotá: Secretary of Finance (2008-2010) Inter-American Development Bank (IADB): Senior Advisor (2006-2008) Fondo de Garantías de Instituciones Financieras de Colombia (FOGAFIN): Director (2005) Ministry of Commerce, Industry and Tourism of Colombia: Vice-minister (2004-2005) Ministry of Finance and Public Credit of Colombia: (2002-2004) Vice-Minister Bilbao Vizcaya Argentaria Bank (BBVA) de Colombia: Head Economist (2002) Office of the President of the Republic of Colombia: Economic Advisor of the President (2000-2002) National Planning Department (DNP): Director of Economic Studies: 1999-2000 	Transportadora de Gas Internacional (TGI), Enlaza Group Energía Bogotá, Enel Colombia, Gas Natural de Lima y Callao S.A. (Cálidda), Dunas Group (Electro Dunas., Perú Power Company, Cantalloc., and Dunas Energía), Red de Energía del Perú (REP), Transmantaro (CTM), and Conecta.
Andrés Baracaldo Sarmiento	Vice President of Growth	 Economist MBA - Specialization in Finance 	 25 years of professional experience Interconexión Eléctrica S.A. ESP Vice President of Growth and Business Development (2016 - 2017) Corporación Financiera Colombiana S.A.: Investment Director (2011 - 2016) and Executive Director of Investment Banking (2009 - 2011) Royal Bank of Scotland: Associate Director (2005 - 2009) 	Enel Colombia, Dunas Group (Electro Dunas., Perú Power Company, Cantalloc., and Dunas Energía), Red de Energía del Perú (REP), Transmantaro (CTM), Conecta, Contugas, and Gas Natural de Lima y Callao S.A. (Cálidda).
Álvaro Villasante Losada	Vice President of Business Management and Innovation	 Bachelor's Degree in Business Administration and Management International Master's Degree in International Trade 	 9 years of professional experience Acciona Energía: Business Development Manager (2016 - 2017) Energyear: External Advisor (2015 - 2016) Panama: Business Developer (2013 - 2015) 	Transportadora de Gas Internacional (TGI), Gas Natural de Lima y Callao S.A. (Cálidda), Grupo Energía Bogotá (GEB), Enlaza, and Conecta
Nestor Raul Fagua Guauque	Legal Vice President	 Right Specialization in Commercial Law Specialization in Banking 	 19 years of professional experience Financiera de Desarrollo Nacional: Legal Vice President (2015-2019) and Advisor (2013-2014) Fagua López & Asociados (2003 - 2013): Partner 	Contugas and Enel Colombia

Full name	Position	Education	Professional experience prior to GEB	Membership in management bodies other than the issuer
Maria Virginia Torres De Cristancho	Vice President of Talent and Administrative Management	 Attorney Specialist in land market and policy for Latin America Senior Management Course Master's in Governance – Degree not conferred Postgraduate degree in Law, specializing in law 	 Over 30 years of professional experience Sociedad de Activos Especiales SAE SAS: President (2014 - 2020) National Taxes and Customs Directorate - DIAN: Director of Resource Management and Economic Administration (2010 - 2014) Secretary of Treasury of Bogotá: Legal Director (2004 - 2010) United Nations Development Program (UNDP): Consultant (2004) Ministry of the Environment and Territorial Development: UNDP Consultant (2003 - 2004) Transmilenio SAS: Consultant (2000) 	Connecta and Promigas
Jorge Andrés Tabares Angel	Financial Vice President	 Civil Engineer Mountain Roads Specialist Specialist degree in Finance MSc. In Management 	 20 years of professional experience Empresas Públicas de Medellín: Executive Vice President of Finance and Investments (2015 - 2020) BGT Pactual: Vice President of Investment Banking (2011 - 2015) BP América: Project Manager Business Development (2006 – 2011), Global Planning and Performance Manager (2004 – 2006) and Finance Delivery Manager (2002 – 2004) 	Grupo Dunas (Electro Dunas, Peru Power Company, Cantalloc, and Dunas Energía), Enel Colombia, EEB ENERGY RE and Gas Natural de Lima y Callao S.A. (Cálidda)
Rafael Eduardo Diaz Vasquez	Group General Auditor	 Business administrator Certified Internal Auditor. 	 16 years of professional experience Oleoducto Central S.A. Ocensa: Director of Audit (2009 - 2017) Johnson & Johnson de Colombia S.A.: HCC Manager NR (2008 - 2009) Novartis de Colombia S.A.: BPC Manager (2006 - 2008) 	
Jaime Alfonso Orjuela Velez	Regulation Director	 Electrical Engineer Master of Sciences in Economics 	 17 years of professional experience Electricaribe S.A. E.S.P Gas Natural Fenosa: Regulatory Analysis and External Coordinator (2007 - 2011) Mining and Energy Planning Unit (UPME): Coord. Transmission Planning (2006 - 2007) Electrificadora del Meta S.A. E.S.P (EMSA): Technical and Financial Analyst (2005 - 2006) Over 10 years of experience in executive roles public and private companies at the national level. Manager of Response and Detection at Grupo Energía Bogotá (2021-2023) Manager of Ethics and Compliance at Summum Corp Group (2017 - 2021) 	Transportadora de Gas Internacional S.A. E.S.P (TGI)
Luis Rodolfo Hernandez Casadiego (acting capacity)	Corporate Compliance Director	 Attorney Specialist in Business Law, Criminal Law, and Forensic Sciences 	 public and private companies at the national level. Manager of Response and Detection at Grupo Energía Bogotá (2021-2023) Manager of Ethics and Compliance at the Summum Corp Group (2017 – 2021) 	
Eduardo Uribe Botero	Director of Sustainability and Communications	 Agronomic Engineer Master's Degree in Soil Science Ph.D in Soil Sciences 	 Over 30 years of professional experience Ecopetrol: Vice President of Social and Environmental Sustainability (August 2015 – September 2018) Optim Consult: Founder Partner and Project Director 01/2008 - 09/2011 and 08/2013 – () Deputy Director of the BIOREDD+ Program 09/2011- 08/2013 Carboquimica: Registered agent for environmental matters 06/2013- 06/2015 and member of the Board of Directors 06/2010- 06/2015 Equion: Expert Witness (June 2010 – December 2014) Anglo Gold Ashanti (Ambiental Consultores): Strategic Environmental Advisor 2010-2011 	





Evaluation of Senior Management

GEB's performance evaluation model applies to Senior Management and all the organization's workers. It aligns individual objectives with the strategic goals and promotes leader feedback for their teams. The achievement of goals is assessed on an annual basis.

Fees of the Statutory Auditor:

The General Meeting of Shareholders approved the statutory auditor's fees for 2023:

Statutory Audit Department (in COP million)							
Company	2023	2022	Variation	%			
Grupo Energía Bogotá	423	374	49	13.12%			

Other On-Demand Services: Intermediate audit, new regulatory frameworks, asset impairment IAS 36, and re-audit under PCAOB rule

On-demand service (in COP million)							
Company	2023	2022	Variation	%			
Grupo Energía Bogotá	347	298	49	16.35%			

Other On-Demand Services: Other services offered upon request (in USD): Independent audit for the issuance and/or restructuring of public debt under rule 144A, Comfort letter for the issuance and/or restructuring of debt under rule 144A, Audit for the eventual Stock Registration with the SEC, and New acquisitions of the Group.

	On-demand service (in USD)										
Company	2023	2022									
Grupo Energía Bogotá	303,000	295,000									

Ethics and Transparency

(GRI 2-26) Mechanisms for the community to request advice and raise concerns

	Mechanisms for the community to request advice and raise concerns 2023
GEB	GEB employs social managers in the areas of influence of the regions where it operates in Colombia, who serve as the first point of contact, addressing various concerns, comments, complaints, claims or petitions from the communities through numerous meetings and visits conducted 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, PCCSC channel exists alongside physical and electronic mailboxes, strategically installed across the areas of influence in Colombia
Enlaza	Enlaza has social managers in the influence zones of its three regions (Southwest, North, and Central), who act as the initial contact for addressing the community's concerns, observations, comments, complaints, or requests during various meetings and site visits Additionally, there is an Ethics Channel enabling all stakeholders to report situations that could potentially be identified as suspected incidents of fraud or corruption, or unethical behavior within Enlaza 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. Furthermore, a claims and complaints handling system is in place for assignment, quality monitoring, and timeliness of responses 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, satisfaction surveys are conducted with local stakeholders, enabling the evaluation of their views on the investments and their satisfaction and awareness of TGI's social efforts Additionally, TGI has an ethics channel managed by an independent third party, through which all stakeholders can report behaviors related to suspected fraud and corruption or unethical actions, as well as make inquiries about ethical dilemmas. Accessible via the phone line 018005189191, through the website, and by email at canaleticogeb@ethicsglobal.com.
Cálidda	The primary mechanisms include customer service centers and various channels, such as 6149000 https://www.calidda.com.pe/atencion-al-cliente/canales-de-atencion#seccion
Contugas	Mechanisms for advice and addressing concerns from the community include: Ethics Channel and Customer Service Facilities. Governed by the Community Relations Plan and Social Observations Attention Program, which outlines communication tools available for the community to submit their social observations; this includes the Ethics Channel and Customer Service Facilities. Social specialists handle these observations and coordinate follow-up with the relevant departments until the observations are resolved.
Electrodunas	A customer support line is available through a call center and our physical offices. We additionally have a procedure and channel to receive petitions, complaints, claims, suggestions and congratulations (PCCSC)
Conecta	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)

(GRI 2-27) Compliance with the law and regulations

	GEB 2023	Enlaza 2023	TGI 2023	Cálidda in 2023	Contugas 2023	Electrodunas 2023	Conecta 2023	Business Group 2023
Total number of significant non-compliance cases with legislation and regulations.	0	0	0	5	1	0	0	6
Number of significant non-compliance cases with legislation and regulations that resulted in fines.	0	0	0	5	1	0	0	6
Number of significant non-compliance cases with legislation and regulations that resulted in non-monetary sanctions.	0	0	0	0	0	0	0	0

	GEB 2023	Enlaza 2023	TGI 2023	Cálidda in 2023	Contugas 2023	Electrodunas 2023	Conecta 2023
Total amount of fines paid during the reporting period for non-compliance with legislation and regulations.	0	0	0	5	2	10	0
Monetary value of the fines paid during the reporting period for non-compliance with legislation and regulations			PEN 10,116.51.	PEN 264,707.00	0		
Total number of fines paid during the reporting period for non- compliance with legislation and regulations that occurred in previous reports.	0	0	0	3	2	0	0
Monetary value of fines paid during the reporting period for non- compliance with legislation and regulations that occurred in previous reports:	0	0		USD 10,000.	At the administrative headquarters of OEFA, the fine was PEN 9,404.51. At the administrative headquarters of Osinergmin, the fine was PEN 712.00	0	0

(GRI 2-27) Compliance with the law and regulations

	GEB 2023	Enlaza 2023	TGI 2023	Cálidda in 2023	Contugas 2023	Electrodunas 2023	Conecta 2023
Significant Non-compliance Cases:	There have been no cases of non- compliance	There have been no cases of non-compliance	There have been no cases of non-compliance	Cases where alleged non-compliance with the five-year investment plan for 2014-2018 is being questioned, with these fines currently totaling USD 53 million. Four cases are in judicial proceedings, and one case is pending resolution at the administrative level.		There have been no cases of non-compliance	There have been no cases of non-compliance
Describe how the significant instances of non-compliance were determined.	There have been no cases of non-compliance	There have been no cases of non-compliance	There have been no cases of non-compliance		It is noteworthy that although the fines were imposed in 2022, they are included in the 2023 report as they are contested administratively, and their economic-financial impact could significantly affect Contugas. As of December 2023, the administrative sanctioning procedure is ongoing.	Significant non-compliance cases for the company involve fines exceeding USD 100,000. No fines of this magnitude were issued during the period.	There have been no cases of non-compliance

(GRI 2-28) Associations and affiliations

Grupo Energía Bogotá, committed to ethics and anti-corruption, engages in various initiatives that keep it updated on all regulatory changes related to its business activities, aligning with government policies on Ethics and Compliance 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. Combating corruption within electric sector companies.

Additionally, GEB is part of the Latin American Compliance Network, a network of compliance officers from various companies aimed at sharing best practices in ethics and compliance.

GEB is also a member of **UNODC - Global Compact**, aiming to exchange knowledge to enhance the development and implementation of measures for preventing, repressing, and penalizing corruption, in accordance with the United Nations Convention.

Lastly, GEB is part of the District Network of Compliance Officers, a network including all district entities, focused on preventing risks of Money Laundering and Terrorist Financing.

(GRI 205-1 + Oil and gas 11.20.2) Operations assessed for risks related to corruption

		GEB	Enla	za		ГGI	Cál	idda	Cont	ugas	Electr	odunas	Cone	cta	Busines	ss Group
	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
Total operations	1	1	0	1	19	19	1	0	1	1	1	0	1	1	24	23
Operations assessed for corruption-related risks	1	1	0	1	19	19	1	0	1	1	1	0	1	1	24	23
Percentage of assessed operations	100%	100%	0%	100%	100%	100%	100%	0%	100%	100%	100%	0%	100%	100%	100%	100%

	Significant risks related to corruption identified through the risk assessment in 2023
	Materialization of Unreported Conflicts of Interest
	Giving or receiving gifts or hospitality that compromise impartiality or objectivity in decision-making
	Giving or offering/promising gifts as consideration for any management by an employee, administrator, or external party
GEB	Obtaining undue benefits
	Facilitation Payments
	Materialization of relationships with third parties that appear on restrictive lists or pose risks based on due diligence or information analysis
	Bias or preferential treatment in the procurement processes for suppliers or contractors
	Materialization of unreported conflicts of interest
	Giving or receiving gifts or hospitality that impair impartiality or objectivity in decisions
	Delivering or promising/offering gifts in return for any actions taken by a worker, administrator, or external party
Enlaza	Obtaining undue benefits
	Facilitation Payments
	Formation of relationships with third parties found on restrictive lists or deemed risky based on due diligence or information analysis
	Bias or preferential treatment in the procurement processes for suppliers or contractors
	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 1 that could affect the Company's reputation
	Satisfaction and approval of payments for activities and products without proper verification or compliance with technical and contractual
	specifications
	Inadequate use of confidential information
	Favoring third parties in the award of contracts to gain a benefit for oneself or another
TGI	Altering, distorting, or suppressing payroll records to benefit oneself or another
101	Favoring the hiring of staff without adhering to established procedures for one's own benefit or that of another
	Negotiating real rights at a market value higher than standard for one's own benefit or that of another
	Fraud in preparing the property legal diagnosis / inventory of damages to benefit or to the detriment of a third party
	Signing acts or contracts with persons listed on OFAC; UN; offenses related to AML/CTF
	Generating more than one payment for the same real estate right for one's own benefit or that of another
	Development of social investment projects in infrastructure works without meeting the established requirements, for one's own benefit or that of
	another
	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
	Behavior involving the promise, offer, or delivery of money, valuable objects, or other benefits directly or indirectly to a public official, for that person at third party in exchange for performing, emitting, or delaying any act related to their duties in connection with company business or activities.
 Cálidda	or a third party, in exchange for performing, omitting, or delaying any act related to their duties in connection with company business or activities Breach of the ethical and regulatory framework in terms of compliance
Catidaa	Materialization of unreported conflicts of interest
	Giving or receiving gifts or hospitality that impacts the impartiality or objectivity in decisions
	Delivering or promising/offering gifts in return for any actions taken by a worker, administrator, or external party
Contugas	Obtaining undue benefits Facilitation Payments
	Facilitation Payments Formation of relationships with third parties found on restrictive lists or doomed right, based on due diligence or information analysis
	Formation of relationships with third parties found on restrictive lists or deemed risky based on due diligence or information analysis
	Bias or preferential treatment in the procurement processes for suppliers or contractors
	Breach of the ethical and regulatory framework in terms of compliance
Electrodunas	During the quarterly follow-ups and monitoring of the Company's risk matrix in 2023, no risks associated with corruption materialized.

(GRI 205-2) Communication and training on anti-corruption policies and procedures

					2023			
Governing body members who have been notified of the organization's anti-corruption policies and procedures.	GEB	Enlaza	TGI	Cálidda	Contugas	Electrodunas	Conecta	Business Group
Total governance body members	9	8	10	14	5	5	5	56
Governing body members who have been notified of the organization's anti-corruption policies and procedures.	9	8	10	14	5	5	5	56
Percentage of governing body members who have been notified of the organization's anti-corruption policies and procedures.	100%	100%	100%	100%	100%	100%	100%	100%

	2023										
Members of the governing body who have received anti-corruption training	GEB	Enlaza	TGI	Cálidda	Contugas	Electrodunas	Conecta	Business Group			
Total governance body members	9	8	10	14	5	5	5	56			
Members of the governing body who have received anti- corruption training	9	5	10	14	5	5	5	53			
Percentage of members of the governing body who have received anti-corruption training	100%	63%	100%	100%	100%	100%	100%	95%			

Workers who have been notified of the					20	23			
organization's anti-corruption policies and procedures.	Category	GEB	Enlaza	TGI	Cálidda	Contugas	Electrodunas	Conecta	Business Group
	Senior Management	16	6	22	8	4	32	8	96
	Middle Management	73	33	45	33	10	0	22	216
Total number of workers	Counseling and/or coordination	167	158	5	74	20	20	1	445
	Professionals	94	129	181	275	58	116	40	893
	Support and Assistance	48	44	178	42	33	102	60	507
	Senior Management	16	6	22	8	4	32	8	96
	Middle Management	73	33	44	33	10	0	22	215
Workers who have been notified of the organization's anti-corruption policies and procedures.	Counseling and/or coordination	167	158	5	74	20	20	1	445
	Professionals	94	129	178	275	58	116	40	890
	Support and Assistance	48	44	170	42	33	102	60	499
	Senior Management	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
	Middle Management	100.00%	100.00%	97.78%	100.00%	100.00%	0.00%	100.00%	99.54%
Percentage of workers who have been notified of the organization's anti-corruption policies and procedures.	Counseling and/or coordination	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
and procedures.	Professionals	100.00%	100.00%	98.34%	100.00%	100.00%	100.00%	100.00%	99.66%
	Support and Assistance	100.00%	100.00%	95.51%	100.00%	100.00%	100.00%	100.00%	98.42%

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Workers who have received anti-corruption training	Category	GEB	Enlaza	TGI	Cálidda	Contugas	Electrodunas	Conecta	Business Group
	Senior Management	16	6	22	8	4	32	8	96
	Middle Management	73	33	45	33	10	0	22	216
Total number of workers	Counseling and/or coordination	167	158	5	74	20	20	1	445
	Professionals	94	129	181	275	58	116	40	893
	Support and Assistance	48	44	178	42	33	102	60	507
	Senior Management	15	6	22	8	4	23	8	86
orkers who have received anti-corruption training	Middle Management	69	31	44	33	10	0	22	209
	Counseling and/or coordination	163	154	5	74	20	13	1	430
	Professionals	91	124	178	275	58	53	40	819
	Support and Assistance	46	42	170	42	33	19	60	412
	Senior Management	93.75%	100.00%	100.00%	100.00%	100.00%	71.88%	100.00%	89.58%
	Middle Management	94.52%	93.94%	97.78%	100.00%	100.00%	0.00%	100.00%	96.76%
rcentage of workers who have received anti-corruption training	Counseling and/or coordination	97.60%	97.47%	100.00%	100.00%	100.00%	65.00%	100.00%	96.63%
	Professionals	96.81%	96.12%	98.34%	100.00%	100.00%	45.69%	100.00%	91.71%
	Support and Assistance	95.83%	95.45%	95.51%	100.00%	100.00%	18.63%	100.00%	81.26%

Business partners notified of the organization's anti-corruption _					2023				
policies and procedures	Category	GEB	Enlaza	TGI	Cálidda	Contugas	Electrodunas	Conecta	Business Group
	Strategic	0	0	0	0	10	0	0	10
	Financial	0	0	0	0	0	0	0	0
	Suppliers and/or contractors	226	99	448	306	224	0	97	1400
otal number of business partners –	Distributors	0	0	0	0	0	0	0	0
	Technological	0	0	0	0	0	0	0	0
	Customers	N/A	N/A	42	N/A	N/A	0	N/A	42
	Strategic	0	0	0	0	7	0	0	7
	Financial	0	0	0	0	0	0	0	0
	Suppliers and/or contractors	226	99	448	306	224	0	97	1400
	Distributors	0	0	0	0	0	0	0	0
	Technological	0	0	0	0	0	0	0	0
	Customers	N/A	N/A	41	N/A	N/A	N/A	N/A	41
	Strategic	0%	0%	0%	0%	70%	0%	0%	70%
	Financial	0%	0%	0%	0%	0%	0%	0%	0%
usiness partners who have been notified of the organization's	Suppliers and/or contractors	100%	100%	100%	100%	100%	0%	100%	100%
·	Distributors	0%	0%	0%	0%	0%	0%	0%	0%
	Technological	0%	0%	0%	0%	0%	0%	0%	0%
	Customers	0%	0%	98%	0%	0%	0%	0%	98%

Additional stakeholders to whom the	e Company's anti-corruption policies and procedures were communicated in 2023
GEB	Suppliers participating in Open/Closed Competitive Processes Content published on the website concerning our Compliance Program for the general public.
Enlaza	Suppliers participating in Open/Closed Competitive Processes Content published on the website concerning our Compliance Program for the general public. An infographic with information about our Compliance program was created and shared with customers (8) through communications.
TGI	An interactive video was designed and disseminated via e-mail presenting the Ethics and Compliance Program and the Control Architecture Model of TGI, this video is available on the TGI website for all stakeholders.
Cálidda	Cálidda's anti-corruption policies are public and available on our web page for access by any of our stakeholders. Cálidda's anti-corruption guidelines are communicated to our counterparties via an anti-corruption clause included in all contracts.
Contugas	Contractor training was conducted in December 2023. The first Integrity Classroom session saw over 1,200 participants attend six sessions across the Group.
Electrodunas	The anti-corruption policy is published on the Company's website.
Conecta	It is notified to the owners/holders of real estate properties on which rights of way are established for the various projects developed by the Company (Trifoliar) Likewise, in contracts entered into with third parties, a clause associated with Compliance is established.

(GRI 205-3 + Oil and gas 11.20.4) Confirmed cases of corruption and measures taken

		(GEB			Enl	aza			Т	Gl			Cáli	dda			Cont	ugas			Electro	dunas			Con	ecta			Busines	s Group	
Type of incident																																
Breach of the Code of Ethics and Conduct	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	2	1	0	0	0	0	0	0	3	1
																																1

			GEB			En	laza			T	-GI			Cál	lidda			Con	tugas			Electro	odunas			Con	necta			Busines	s Group	
	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023
Total number of confirmed cases of corruption in which employees were fired or penalized	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1
Total number of confirmed cases that led to the termination or non-renewal of contracts with trading partners, due to violations related to corruption	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	0	0	0	0	0	0
Public legal cases related to corruption filed against the organization or its employees during the reported period and their outcomes	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	0	0	0	0	0	0

(CSA of S&P Global) Report on breaches of the Code of Ethics 2023

	NUMBER OF BREA	ACHES IN FISCA	L YEAR 2023					
Topic	GEB	Enlaza	TGI	Cálidda	Contugas	Electrodunas	Conecta	Business Group
Corruption or Bribery	0	0	0	0	0	1	0	1
Discrimination or Harassment	0	0	0	0	0	0	0	0
Customer privacy data	0	0	0	0	0	0	0	0
Conflicts of Interest	0	0	0	0	0	0	0	0
Money Laundering or Insider Trading	0	0	0	0	0	0	0	0

(GRI 206-1 + Oil and gas 11.19.2) Legal actions for unfair competition and monopolistic or anti-competitive practices

	G	ЕВ	Enl	aza	Ţ	GI	Cáli	dda	Cont	ugas	Electro	odunas	Со	necta	Busine	ss Group
	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
Number of pending or finalized legal proceedings involving the organization's participation in unfair competition and infractions of applicable antitrust and free competition laws	0	0	N/A	0	1	1	1	0	0	0	1	1	0	0	3	2

Main outcomes of completed legal actions, including decisions or sentences.

Currently, a process is ongoing before the Superintendence of Industry and Commerce, awaiting transfer to TGI for lawsuit response.

During 2023, no penalties were imposed on TGI for anti-competitive or monopoly practices.

Electrodunas 2023

Legal proceedings are active before the relevant Administrative Authority

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

In 2023, the group encountered no significant claims related to customer privacy violations or data loss, whether reported by third parties or regulatory bodies.

(CSA of S&P Global) Information privacy breaches

During 2023, GEB recorded no incidents that could compromise the confidentiality, integrity, and availability of customer information No notifications were received from regulatory bodies about potential irregularities or violations concerning customer information protection during this period. These outcomes demonstrate a strong commitment to protecting customer's confidential data.

(Own 1 - Ethics and Transparency) Events reported through the Ethics Channel

				2023				
	GEB	Enlaza	TGI	Cálidda	Contugas	Electrodunas	Conecta	Business Group
Number of reported incidents in the Ethics Channel	105	41	21	4	8	7	3	
Description of significant incidents reported in the Ethics Channel	Poor workplace environment Conflicts of interest	Conflicts of interest Alleged record alterations	Unauthorized or inappropriate use of the organization's assets Non-compliance with contractual procedures Possible conflict of interest Ethical dilemmas Labor situations Others not classified	Conflicts of interest Workplace harassment	Conflicts of interests Work environment Contract management	Workplace harassment Misuse of the Company's resources	Conflict of interest Negative leadership Unjustified dismissal	185

(CSA of S&P Global) Political contributions

			GEB			 Enlaza				TG	il en			Cál	idda			Cor	ntugas			Electr	rodunas			Сог	necta			Busi	iness Group	
Topic	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020				2020			2023
Lobbying, interest representation or similar (COP)	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-
Local, regional or national political campaigns / organizations / candidates (COP)	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-
Tax-exempt trade associations or groups (COP)	\$975.393.262	2 \$198.563.035	\$123.051.920	\$819.871.595	\$-	\$-	\$-	\$-	\$485.203.568	\$602.160.650	\$917.407.654	\$702.542.394	\$209.697.679	\$331.573.842	\$305.438.461	\$345.864.949	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$1.670.294.509	\$1.132.297.527	\$1.345.898.035	\$1.868.278.938
Other (e.g., expenses related to ballot measures or referendums) (COP)	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-
Total	\$975.393.262	2 \$198.563.035	\$123.051.920	\$819.871.595	\$-	\$-	\$ -	\$-	\$485.203.568	\$602.160.650	\$917.407.654	\$702.542.394	\$209.697.679	\$331.573.842	\$305,438,461	\$345.864.949	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$1.670.294.509	\$1.132.297.527	\$1.345.898.035	\$1.868.278.938

Note: The data have been modified, as in previous years figures were only reported for Colombia. For 2023, information is presented at the level of Grupo Energía Bogotá and its controlled subsidiaries.

Significant contributions and expenditures in 2023	Topic or matter	Corporate position	Description of the position/commitment	Total contribution (COP)
	1. Need to uphold institutional integrity and a stable legislative/regulatory framework to ensure investor security	_		
	2. Regulatory measures arising from the analysis of regulatory impacts	Support		\$691.622.320
GEB	3. Promote the use of natural gas and electric energy in the Colombian energy mix		GEB's annual membership/sustenance/brand presence fees for the following trade associations are covered: ANDESCO (National	
GLD	4. Key aspects for the development of transmission projects in progress		Association of Public Utilities and Communications Companies) and ANDI (National Business Association of Colombia)	
	Promote the presence and brand of Grupo Energía Bogotá (GEB) within the industry, by establishing networks and strategic partnerships that can yield benefits both at the corporate and sector levels.	Support		\$128.249.275
			ANDI: Membership fee, contributions to the foundation, and magazine. Participation in: Energy and Gas Board Mining Energy Environmental Committee Gender Equality Committee	
	ANDI and Mesa + Guajira	Support	Board + Guajira participation in: Board of Directors Social Management Institutional Strengthening Committee Biodiversity Committee Safety Committee Communications Committee	\$199.620.120
TGI	ANDESCO	Support	TGI presides over the Board of Directors. Energy and Gas Chamber Environmental and Sustainability Chamber Legal Chamber Tax and Legislative Affairs Chamber. Communications Committee	\$97.749.200
	NATURGAS	Support	TGI serves as a member of the Board of Directors. Regulation Committee. Communications Committee. Natural Gas Vehicles (NGV) Committee. Decarbonization Committee. Funding includes the conduct of studies on sustainable mobility, emissions, natural gas coverage, and energy security.	\$391.142.197
	Hidrógeno Colombia	Support	Normative and Regulatory Committee. Technical Committee.	\$14.030.877
Cálidda	Advancement of natural gas distribution	Support	To encourage massification, these expenses include affiliation fees	\$345.864.948,

Significant contributions and expenditures in 2023	Name of the organization	Corporate position	Total contribution (COP)	Total contribution (COP)	Description of the Organization
	ANDESCO	Support	GEB's annual membership/sustenance/ brand presence fees for the following trade associations are covered: ANDESCO	\$617.788.175	National Association of Public Utilities and Communications Companies (ANDESCO): A non-profit trade association that represents the interests of the affiliated companies of domiciliary public services and communications, through participation in the construction of public policies, the promotion of best practices and the generation of information of interest that helps to the sustainable growth of the sector and the reduction of social gaps, promoting care for the environment.
GEB	ANDI	Support	(National Associations of Public Utilities and Communications Companies) and ANDI (National Business Association of Colombia)	\$190.004.920	The National Business Association of Colombia (ANDI) is a non-profit organization aimed at disseminating and promoting the political, economic, and social principles of a sound free enterprise system. ANDI will actively lead, from the business sector, the economic revival of the country, with proposals that create quality jobs and accelerate growth in the short term, promoting the positioning of companies as drivers of progress in the regions and as key players in the pursuit of the Sustainable Development Goals, the principles of Conscious Capitalism, free enterprise, and democracy.
	ANDI	Support	Membership fee, contributions to the foundation, and magazine. Participation in: Energy and Gas Board Mining Energy Environmental Committee Gender Equality Committee Board + Guajira participation in: The Board of Directors, Social Management Committee, Institutional Strengthening Committee, Biodiversity Committee, Safety Committee, and Communications Committee.	\$199.620.120	The National Business Association of Colombia (ANDI) is a non-profit organization aimed at disseminating and promoting the political, economic, and social principles of a sound free enterprise system. ANDI will actively lead, from the business sector, the economic revival of the country, with proposals that create quality jobs and accelerate growth in the short term, promoting the positioning of companies as drivers of progress in the regions and as key players in the pursuit of the Sustainable Development Goals, the principles of Conscious Capitalism, free enterprise, and democracy.
TGI	ANDESCO	Support	TGI presides over the Board of Directors. Energy and Gas Chamber, Environmental and Sustainability Chamber, Legal Chamber, Tax and Legislative Affairs Chamber. Communications Committee	\$97.749.200	National Association of Public Utilities and Communications Companies (ANDESCO): A non-profit trade association that represents the interests of the affiliated companies of domiciliary public services and communications, through participation in the construction of public policies, the promotion of best practices and the generation of information of interest that helps to the sustainable growth of the sector and the reduction of social gaps, promoting care for the environment.
	NATURGAS	Support	TGI serves as a member of the Board of Directors. Regulation Committee, Communications Committee. Natural Gas Vehicles (NGV) Committee. Decarbonization Committee. Funding includes the conduct of studies on sustainable mobility, emissions, natural gas coverage, and energy security.	\$391.142.197	Colombian National Association of Natural Gas (NATURGAS): A private, non-profit organization that groups companies from the natural gas sector in Colombia, aimed at promoting the sustainable development of the natural gas market. It works in various areas, including production, transportation, distribution, and marketing of natural gas, as well as promoting public policies and regulations that enhance the sector's growth and competitiveness.
	Hidrógeno Colombia	Support	Normative and Regulatory Committee. Technical Committee.	\$14.030.877	Hydrogen Association Colombia, a guild promoting the development of hydrogen and its derivatives, encompasses companies, non-profit entities, academic institutions, and professionals focused on consolidating the hydrogen economy for decarbonization in the country.
Cálidda	Peruvian Society of Hydrocarbons	Support	Promotion of natural gas massification,	\$133.771.750	Peruvian Society of Hydrocarbons groups companies involved in the exploration, exploitation, transport, marketing, and services of the oil and gas industry. Its aim is to collaborate closely with the Ministry of Energy and Mines and other sector authorities to facilitate the development of the oil industry. Promote the sector's development through sustainable use of natural resources. Propose institutional reforms in the sector to position the business and the need for ongoing growth, promote the development of communities and indigenous peoples through social responsibility projects. Produce research and studies on the hydrocarbon industry.
	National Society of Mining, Oil, and Energy	Support	these expenses include membership fees.	\$212.093.199	National Society of Mining, Petroleum, and Energy of Peru (SNMPE): An Peruvian business organization representing the mining, hydrocarbons, and energy sectors, bringing together the leading companies operating in the exploration, exploitation, processing, and commercialization of minerals, oil, natural gas, and electric energy in Peru. It plays an active role in the formulation of public policies and in the creation of a regulatory framework that promotes the development of these sectors, always seeking a balance between economic growth and sustainability.

Note: Contributions have been made to support the effective operation of associations and organizations that represent the interests of member companies to society and serve as key interlocutors in the formulation of public policies, promoting the development of practices and initiatives that contribute to sustainability in the sector. This enables active participation in meetings among affiliate members to discuss and decide on relevant issues, such as: Promoting the development of the sector, fostering the sustainable use of natural resources, advocating good practices for climate change, aligned with our sustainability strategy and the climate goals set by Grupo Energía Bogotá and its subsidiaries.



(S&P Global CSA) Codes of Conduct: Systems/Procedures.

Aspects covered by the codes of conduct	GEB	Enlaza	TGI	Cálidda	Contugas	Electrodunas	Conecta
Corruption and bribery	Χ	X	X	X	X	X	X
Discrimination	Χ	X	X	X	X	X	Χ
Confidentiality of Information	X	X	X	X	X	X	Χ
Antitrust/anti-competitive policies	Χ	X	X	X	X	X	X
Money laundering and/or insider trading	Χ	X	X	X	X	X	X
Environment, Health and Safety	X	X	X	X	X	X	X
Reports	Χ	Х	X	X	X	X	X
Mechanisms to ensure the effective implementation of the codes of conduct	GEB	Enlaza	TGI	Cálidda	Contugas	Electrodunas	Conecta
Responsibilities, duties, and reporting lines are systematically defined across all divisions and group companies.	Χ	X	X	X	X	X	X
Help desks, focal points, ombudsperson, hotlines.	Χ	X	X	Х	X	X	X
Compliance related to employee compensation.	Χ	X	X	X	X	Х	X
Employee performance appraisal systems integrate compliance/code of conduct.	X	X	X	X	X	X	X
Disciplinary actions in case of Default, i.e., warning, dismissal, zero tolerance policy.	Χ	X	X	X	X	X	X
The compliance system is certified/audited/verified by third parties. Review the additional information banner and question guidance for more details.	Χ	X	X	X	X	X	X

(CSA of S&P Global) Corruption and bribery

Aspects covered by the anti-corruption and bribery policy	GEB	Enlaza	TGI	Cálidda	Contugas	Electrodunas	Conecta
All forms of bribery (including kickbacks) involved in contract payments or 'soft dollar' practices.	X	X	X	Χ	X	X	X
Direct or indirect political contributions.	X	X	X	Χ	X	X	X
Public disclosure of political contributions.	X	X	Х	Χ	X	X	X
Contributions and charity sponsorship.	X	X	X	Χ	X	X	X
Publicly disclosed charitable contributions and sponsorships.	X	X	X	X	X	X	X



Indicators and Notes

Climate Change Report



Patents and Trademarks

Country	Trademarks
Colombia	CÁLIDDA, ENERGÍA DE BOGOTÁ, TGI GRUPO ENERGÍA DE BOGOTÁ, TRECSA GRUPO ENERGÍA DE BOGOTÁ, ENERGIA de Bogotá, GRUPO ENERGÍA DE BOGOTÁ, CONTUGAS PERU, contugas, TRECSA GRUPO EB, EEBIS Perú GRUPO EB, EEBIS GRUPO ENERGIA DE BOGOTÁ PERÚ, EEBIS GRUPO ENERGÍA DE BOGOTÁ Guatemala, conTUgas GRUPO EB, Cálidda GAS NATURAL DEL PERU GRUPO EB, TGI GRUPO EB, GRUPO EB, EEBIS GUATEMALA GRUPO EB, GRUPO ENERGÍA BOGOTA, Gebbras, Trecsa, TGI, Contugas, ConTUgas GrupoEnergíaBogotá, GEB, Energy Re GrupoEnergíaBogotá, FUNDACIÓN GRUPO ENERGÍA DE BOGOTÁ, Transmisión GrupoEnergíaBogotá, INERGIA, Mejoramos Vidas con Energía Sostenible y Competitiva, CONECTA CON LA ENERGÍA GRUPO ENERGÍA BOGOTÁ, ENLAZA, STARS UP GrupoEnergíaBogotá.
Brazil	GRUPO ENERGÍA BOGOTÁ, GEBBRAS
Guatemala	TRECSA, TRECSA GRUPO EB, EEBIS, TRECSA GRUPO ENERGÍA DE BOGOTÁ, GRUPO ENERGÍA BOGOTÁ, ENERGIA DE BOGOTA Y DISEÑO, STARS UP GrupoEnergíaBogotá, GRUPO ENERGIA DE BOGOTA Y DISEÑO.
Peru	MANOS A LA OLLA CONCURSO GASTRONÓMICO INTERDISTRITAL DE COMEDORES POPULARES CÁLIDDA GAS NATURAL DEL PERÚ, TECNIGAS CAPACITACIÓN PARA JÓVENES, CÁLIDDA, CALIDDA GAS NATURAL DEL PERU, EEBIS GRUPO ENERGÍA DE BOGOTÁ PERÚ, MARCA FIGURATIVA, EEBIS PERÚ GRUPO EB, CÁLIDDA GAS NATURAL DEL PERÚ, CONTUGAS GRUPO EB, CONTUGAS GRUPOENERGIABOGOTÁ, TRECSA, GRUPO ENERGÍA BOGOTÁ, CONTUGAS.

Litigation

1. Foreign exchange penalty imposed by DIAN

Description: From 1990 to 1994, the Empresa de Energía de Bogotá registered four external borrowing transactions with European banks at the Banco de la República. These credits, having been paid to foreign banks via local intermediaries. In 2014, GEB discovered that these credits still showed outstanding balances at the Banco de la República and submitted Form 3A requesting the cancellation of the Credit Registrations due to the "impossibility of payment" since the debts no longer existed. The bank reported this cancellation request to DIAN, which initiated a sanctioning procedure against GEB for "extinguishing external debt obligations, which are subject to mandatory channeling, by means other than those authorized by the exchange regime." This procedure concluded in 2022 with a penalty of COP 29 billion, corresponding to the amount of the registered credits. GEB initiated an administrative litigation process aimed at declaring the nullity of the sanction.

A. Claims by the plaintiff, along with exceptions raised by the defendant and other involved parties:

Claims by GEB: These are as follows:

"3.1. Requests for nullification of the following administrative acts:

- **3.1.1.** Resolution No. 004649 of September 6, 2022, by the Division of Exchange Control and Liquidation of the Bogotá Sectional Customs, which imposed a penalty on the Company.
- **3.1.2.** Resolution No. 002013 of March 7, 2023, by the Sub-Directorate of Legal Resources of DIAN's Legal Management Division, which rejected a reconsideration request against Resolution No. 004649 of September 6, 2022.
- **3.2.** As a result, and in restitution of rights, it is requested that GEB not be obligated to pay the penalty specified in section 3 of article 3 of Decree 2245 of 2011.

Exceptions raised by DIAN: As of now, DIAN has not responded to the lawsuit.

B.Current status of the process: The demand was filed on October 2, 2023, and was assigned to Magistrate FABIO IVAN AFANADOR GARCIA of the First Section of the Arbitration Court of Cundinamarca with No. 25000234100020230127800, Office which, by order of December 15, 2023, dismissed the lawsuit. For this reason, GEB addressed the demand presented with the corresponding due diligence memorial. As of the date, the file is with the Office to decide on the admission of the demand.

C.Likelihood of a favorable or unfavorable decision: It is reasonable to state that Grupo Energía Bogotá is likely to achieve a favorable outcome. Considering that the charge formulated is based on the prescription of the sanctioning action because the act of formulating charges was notified to GEB after five years following the events under investigation, thus violating Article 5 of Decree 2245 of 2011. This situation was acknowledged by DIAN in an administrative act

D.Analysis of the potential material impact that the decision of the process would have: The potential impact relates to the payment of the imposed sanction, amounting to COP 29 billion.

2. Contentious contractual demand initiated by the KV Consortium

Description: On August 4, 2021, contracts numbered 102468, 102469, and 102470 of 2021 were executed, aimed at providing transportation services for officials of the entity across three regions of the country: north, south, and center, with CONSORCIO TRANSPORTES KV serving as the contractor. During the contract execution, interpretative discrepancies concerning the scope and applicable rates emerged, preventing a timely commencement of operations. This delay resulted in cost overruns for the contractor, who cited difficulties in servicing certain areas due to public order issues, geographical conditions, and excessive hours on duty.

These challenges led to labor disputes with employees who refused to provide services, culminating in GEB's decision to prematurely terminate the contracts and invoke the established penalty clause for non-compliance, which the contractor contends constitutes an abuse of dominance.



A. Claims by the plaintiff, along with exceptions raised by the defendant and other involved parties:

Claims put forth by CONSORCIO TRANPSORTES GRUPO KV: These are as follows:

FIRST: It is requested that it be declared that AL GRUPO DE ENERGÍA DE BOGOTÁ failed in its contractual duties under the aforementioned contracts.

SECOND: It is asserted that AL GRUPO DE ENERGÍA DE BOGOTÁ exploited its dominant position in the contractual relationship with my client.

THIRD: Consequently, it should be declared that AL GRUPO DE ENERGÍA DE BOGOTÁ is liable for the economic imbalance experienced by EL CONSORCIO TRANSPORTE GRUPO KV under these contracts.

FOURTH: It is demanded that EL CONSORCIO TRANSPORTE GRUPO KV be recognized as entitled to recover proven consequential damages and lost profits from this proceeding.

FIFTH: Furthermore, it is sought that the nullity of the punitive actions taken by GRUPO DE ENERGÍA BOGOTÁ, which led to the enforcement of the penalty clauses in transportation contracts No. 102468, 102469, and 102470 of 2021, be decreed.

SIXTH: As a result of the aforementioned declarations and in order to restore rights, it is demanded that GRUPO DE ENERGÍA DE BOGOTÁ be ordered to compensate for the following:

I. FOR CONSEQUENTIAL DAMAGES:

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Totals: \$ 1.124.508.308

II. II. FOR LOST PROFITS:

(...

Total: \$ 893.561.735

SEVENTH: GRUPO DE ENERGÍA BOGOTÁ should also be ordered to cover the costs of the legal proceedings and the attorney fees recognized.

Exceptions raised by GEB: As of today, GEB has not responded to the demand, as the contentious claim has yet to be accepted.

B. Current status of the legal process: Before resorting to the judicial control of contractual disputes before the Contentious Administrative Jurisdiction, the Consortium invited GEB to a conciliation hearing mandated as a procedural prerequisite by the Attorney General's Office. The hearing, conducted on November 7, 2023, was declared unsuccessful due to the inability to reach an agreement, reflecting a lack of conciliatory intent among the parties. On November 20, 2023, the KV Consortium formally filed the demand, which remains unadmitted and consequently unanswered by GEB.

- **C. Likelihood of a favorable or unfavorable decision:** Although the legal process has not formally commenced, current case information suggests that the outcome is likely to favor GEB, which adhered to the contractual terms for early termination and penalty clause enforcement.
- **D. Analysis of the potential material impact of the court's decision:** The economic claims of Consortium KV amount to COP 2,557,131,480

3. Official review settlement of DIAN's audit on the 2017 income tax return

Description: Grupo Energía Bogotá submitted its income tax return for the 2017 tax year on April 20, 2018, under return No. 91000485604831. The Tax Administration conducted an audit on the income tax return and consequently issued Official Review Settlement No. 2004852022000009 on April 27, 2022, confirmed by Resolution 003523 on May 3, 2023. In this settlement, management added COP 9,168,792,000 due to passive income generated in the captive passive income of EEB ENERGY RE LTD and financial returns from TRECSA S.A. and EEBIS S.A. of Guatemala (controlled foreign entities), and imposed a penalty for inaccuracy. GEB initiated a contentious administrative process to seek annulment of the Official Settlement.

A. Claims by the plaintiff, along with exceptions raised by the defendant and other involved parties:

Claims by GEB: These are as follows:

- 1.1. The Official Revision Settlement No. 2004852022000009, dated April 27, 2022, issued by the Operational Subdirectorate for Audit and Settlement and the Coordination of Intensive Tax Audit and Settlement of the Services and Financial Operations Sector of the Operational Directorate for Large Taxpayers, is claimed to be null. This settlement determined the income tax for the 2017 tax year, accountable to GRUPO ENERGÍA DE BOGOTÁ S.A.S. E.S.P., and Resolution 003523 of May 3, 2023, issued by the Deputy Director of Legal Resources of the UAE's Directorate of Legal Management. The Directorate of National Taxes and Customs has affirmed the Official Revision Settlement No. 2004852022000009 of April 27, 2022, for being issued in breach of the national regulations that should have governed its formulation.
- **1.2.** Consequently, and for the reestablishment of rights, it is demanded that the 2017 income tax return submitted by the plaintiff company on April 20, 2018, with form No. 1113602630653 and internal filing No. 91000485604831, be declared definitive, showing a total credit of COP 26,598,353,000 as corrected on September 28, 2018, via form 1113605382748 and internal filing No. 91000578404621, and that the company not be required to pay any penalties for inaccuracies in the 2017 income tax return.
- **1.3.** It is also requested that the defendant be ordered to pay costs should the claims be adjudicated favorably for my principal."

Exceptions raised by DIAN: As of now, DIAN has not responded to the lawsuit.

B. Current status of the legal process: On September 6, 2023, GEB filed a demand for annulment and reinstatement of rights before the Arbitration Court of Cundinamarca, against the administrative acts issued by the DIAN. The case was assigned to the office of Magistrate CARMEN AMPARO PONCE DELGADO, under case number 25000233700020230033500, and was officially accepted in a ruling on November 23, 2023, notified by the state on November 24, 2023.



C. Likelihood of a favorable or unfavorable outcome of the decision: The likelihood of a favorable outcome for Grupo Energía Bogotá is moderate considering that the legal arguments presented as charges of violation could be deemed by the Court as optimal to declare the nullity of the acts being challenged. However, there is no jurisprudence that precisely supports the facts subject to demand.

D. Analysis of the potential material impact of the court's decision: The fine imposed by DIAN amounts to COP 9,168,792,000.

Administrative procedures:

1. Penalty for improper refund - DIAN

Description: Grupo Energía Bogotá submitted its income tax return for the taxable year 2017 through declaration No. 91000485604831 dated April 20, 2018, in which it reported a favorable balance of COP 26,598,353,000. On August 1, 2018, a request for the refund of said balance in favor was filed, which was returned with Resolution No. 0788 on October 9, 2018. The Tax Administration conducted an audit on the income tax return and consequently issued Official Review Settlement No. 2004852022000009 on April 27, 2022, confirmed by Resolution 003523 on May 3, 2023. In the settlement, the administration added COP 9,168,792,000 for passive income generated in the captive passive income of EEB ENERGY RE LTD and the financial earnings of TRECSA S.A. and EEBIS S.A. of Guatemala (controlled foreign entities), reducing GEB's initially claimed credit to COP 19,359,319,000. On September 6, 2023, GEB filed a demand for annulment and restoration of rights before the Arbitration Court of Cundinamarca against the administrative acts issued by the DIAN. The case was assigned to the office of Magistrate CARMEN AMPARO PONCE DELGADO, under case number 25000233700020230033500, and was officially accepted in a ruling on November 23, 2023, notified by the state on November 24, 2023.

However, on December 1, 2023, the Tax Sanctions Coordination of the Operational Subdirectorate of Audit and Settlement of the Operational Directorate of Large Taxpayers issued a demand for the repayment of COP 7,239,034,000. This sum corresponds to the difference between the refunded credit of COP 26,598,353,000 and the value determined in the Official Review Settlement No. 2004852022000009 dated April 27, 2022, at COP 19,359,319,000, plus the accrual of moratory interest from the date the favorable administrative act was properly notified until the payment date and the calculation and payment of a fine equivalent to 20% of the excess refund. GEB proceeded to submit the corresponding response to the filing of charges.

A. Claims by the plaintiff, along with exceptions raised by the defendant and other involved parties:

Charges Filed: According to the Statement of Charges, the DIAN alleges that GEB is culpable of the sanctionable act stipulated in Article 670 of the Tax Statute, since the tax credit declared in the 2017 Income and Complementary Tax return of COP 26,598,353,000, was refunded by the administration but was later reduced to COP 19,359,319,000 by the Official Review Settlement, hence necessitating a repayment of COP 7,239,034,000. This amount represents the difference between the refunded credit and the value established in the Official Review Settlement, in addition to the required moratorium interest and a fine amounting to 20% of the excess refund.

Response to the charges brought: The following arguments were presented:

The imposition of the sanction outlined in Article 670 of the Tax Statute is contested due to uncertainty regarding the occurrence of the alleged punishable act, especially since the Official Review Settlement has been legally challenged. Considering that the legality of the act underpinning the sanctions process is in dispute, proceeding with the sanctions procedure contravenes the rights to due process and defense.

The basis of the sanctions procedure, the Official Review Settlement, is allegedly flawed due to: i) the improper interpretation of Article 884 of the Tax Statute, treating the profits of EEB ENERGY RE LTD as passive income in Colombia, hence subjecting it to the regime for controlled foreign entities; ii) the misinterpretation of Articles 884 and 885 of the Tax Statute, disregarding amendments introduced by Laws 1943 of 2018 and 2010 of 2019; iii) the direct violation of Articles 26 and 889 of the Tax Statute by including only financial earnings without accounting for the associated costs and expenses.

- **B. Current status of the legal process:** The response to the Statement of Charges was submitted on December 22, 2023. The sanctioning file is currently under evaluation to determine if the proposed sanction is applicable.
- **C. Likelihood of a favorable or unfavorable decision:** It is likely that the outcome will be unfavorable for GEB, given that in such administrative proceedings, DIAN typically relies on the objective application of the sanctioning norm. As the non-compliance attributed to GEB stems from an administrative act that, despite being challenged through administrative litigation, has not yet been declared illegal, it is anticipated that a sanction will be issued against GEB, in which case, GEB will be required to challenge its legality.
- **D. Analysis of the potential material impact of the court's decision:** The payment of COP 7,239,034,000 plus accrued moratory interest is impending.

2. Official Review of DIAN's Settlement for the 2020 Income Tax Return

Description: Grupo Energía Bogotá submitted its income tax return for the 2020 tax year on April 13, 2022, under declaration No. 111660013907. The Tax Administration conducted an audit of the tax return and subsequently issued the Official Review Settlement No. 0501-001189 on February 8, 2023. In this settlement, the administration added COP 13,983,674,000 for passive income generated by EEBIS and TRECSA S.A. (controlled foreign companies) and imposed an accuracy-related penalty. In response, on April 14, 2023, GEB filed a Reconsideration Appeal against the Official Review Settlement.



A. Claims by the plaintiff, along with exceptions raised by the defendant and other involved parties:

Arguments presented in GEB's appeal: The following arguments were presented:

Violation of Article 45 of the Tax Statute for not recognizing the treatment as non-taxable income or non-occasional gain for the damage insurance compensation awarded by MAPFRE Seguros Generales de Colombia S.A.

- Violation of Articles 74, 127, and 143 of the Tax Statute due to non-application, by ignoring the technical and accounting frameworks applicable to depreciation for non-extractable improvements on leased property.
- Violation of Articles 885 and 889 of the Tax Statute due to erroneous interpretation, treating income from an operational company as passive income.
- Violation of Article 884, clause 7, of the Tax Statute for improper application, alleging that the income from engineering services provided by EEBIS constitutes passive income; and violation of Article 131 of Law 2010 of 2019, and Official Notices 023485 of 2019 and 000493 of 2020 due to non-application.
- Violation of Article 647 for inappropriate application of the inaccuracy penalty.

Resolution to the appeal by DIAN: As of now, no resolution has been issued regarding the Reconsideration Appeal submitted.

B. Details of the current process status: Official Review Settlement No. 0501-001189 was issued on February 8, 2023. Conversely, the Reconsideration Appeal was filed on April 14, 2023, and remains unresolved.

C. Likelihood of a favorable or unfavorable decision: The likelihood of a favorable outcome for GEB is low, given precedents such as the Official Review of the 2017 Income Tax Return, which dealt with similar issues and confirmed the Review Settlement. Accordingly, once the act confirming the Official Settlement is issued, GEB will be required to legally challenge its validity.

D. Analysis of the potential material impact of the court's decision: The fine amounts to COP 13,983,674,000









Grupo Energía Bogotá

> (GRI 2-7) Workers

			GEB			Enlaza				T	GI			Cáli	dda		Cantalloc
Overall labor indicators	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2023
Total number of workers	621	675	669	399	N/A	N/A	N/A	373	457	462	455	431	396	404	388	401	580
Number of men with permanent employment contracts	187	224	237	162	N/A	N/A	N/A	125	337	336	328	312	277	279	280	284	9
Number of women with permanent employment contracts	155	187	196	189	N/A	N/A	N/A	67	113	119	123	117	99	98	97	107	1
Number of indefinite-term workers	342	411	433	351	N/A	N/A	N/A	192	450	455	451	429	376	377	377	391	10
Number of men with fixed-term employment contracts	160	139	121	18	N/A	N/A	N/A	103	3	4	1	1	12	18	7	5	521
Number of women with fixed-term employment contracts	119	125	115	30	N/A	N/A	N/A	77	4	3	3	1	8	9	4	5	42
Number of fixed-term workers	279	264	236	48	N/A	N/A	N/A	180	7	7	4	2	20	27	11	10	563
Number of men with another type of contract	0	0	0	0	N/A	N/A	N/A	0	0	0	0	0	0	0	0	0	5
Number of women with another type of contract	0	0	0	0	N/A	N/A	N/A	0	0	0	0	0	0	0	0	0	2
Number of workers under other types of contracts	0	0	0	0	N/A	N/A	N/A	0	0	0	0	0	0	0	0	0	7
Percentage of fixed-term workers	44.9%	39.1%	0	12%	N/A	N/A	N/A	48.3%	1.5%	1.5%	0.8%	0.5%	5.1%	6.7%	2.8%	2.5%	97.1%
Percentage of indefinite-term workers	55.1%	60.9%	1	88.0%	N/A	N/A	N/A	51.5%	98.5%	98.5%	94.5%	99.5%	94.9%	93.3%	97.2%	97.5%	1.7%
Percentage of workers under other types of contracts	0.0%	0.0%	0	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0	0.0%	0.0%	0.0%	0.0%	1.2%
Total number of men	347	363	358	180	N/A	N/A	N/A	228	340	340	329	313	289	297	287	289	535
Total number of women	274	312	311	219	N/A	N/A	N/A	144	117	122	126	118	107	107	101	112	45
Percentage of men	55.9%	53.8%	53.5%	45.1%	N/A	N/A	N/A	61.1%	74.4%	73.6%	72.3%	72.6%	73.0%	73.5%	74.0%	72.1%	92.2%
Percentage of women	44.1%	46.2%	46.5%	54.9%	N/A	N/A	N/A	38.6%	25.6%	26.4%	27.7%	27.4%	27.0%	26.5%	26.0%	27.9%	7.8%

		Co	ontugas			Electrodu	ınas			Cor	necta			Busines	ss Group	
Overall labor indicators	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023
Total number of workers	129	128	117	123	252	260	268	270	143	139	134	131	1998	2068	2031	2708
Number of men with permanent employment contracts	78	83	77	87	203	204	204	201	94	88	85	85	1176	1191	1211	1265
Number of women with permanent employment contracts	34	39	35	35	49	53	56	61	31	34	33	34	481	521	540	611
Number of indefinite-term workers	112	122	112	122	252	257	260	262	125	122	118	119	1657	1712	1751	1876
Number of men with fixed-term employment contracts	9	0	5	1	0	2	5	5	9	8	9	7	193	169	148	661
Number of women with fixed-term employment contracts	8	0	0	0	0	1	3	3	9	9	7	5	148	149	132	163
Number of fixed-term workers	17	0	5	1	0	3	8	8	18	17	16	12	341	318	280	824
Number of men with another type of contract	0	4	0	0	0	0	0	0	0	0	0	0	0	4	0	5
Number of women with another type of contract	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	2
Number of workers under other types of contracts	0	6	0	0	0	0	0	0	0	0	0	0	0	6	0	7
Percentage of fixed-term workers	13.2%	0.0%	4.3%	0.81%	0.00%	1.20%	3.00%	3.0%	12.6%	12.2%	11.90%	9.16%	17.1%	15.4%	13.8%	30.4%
Percentage of indefinite-term workers	86.8%	95.3%	95.7%	99.19%	100.00%	86.50%	97.00%	97.03%	87.4%	87.8%	88.10%	90.84%	82.9%	82.8%	86.2%	69.3%
Percentage of workers under other types of contracts	0.0%	4.7%	0.0%	0.00%	0.0%	0.0%	0.00%	0.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	0.3%
Total number of men	87	87	82	88	203	206	209	206	103	96	94	92	1369	1389	1359	1931
Total number of women	42	41	35	35	49	54	59	64	40	43	40	39	629	679	672	776
Percentage of men	67.4%	68.0%	70.1%	72%	80.60%	79.20%	78.00%	76.29%	72.0%	69.1%	70.1%	70.23%	68.5%	67.2%	66.9%	71.3%
Percentage of women	32.6%	32.0%	29.9%	28%	19.40%	20.80%	22.00%	23.70%	28.0%	30.9%	29.9%	29.77%	31.5%	32.8%	33.1%	28.7%

(GRI 2-8) Workers who are not employees

		GEB				E	nlaza			T	GI			Cáli	dda		Cantalloc
	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2023
Workers who are not employees and whose work is controlled by the organization.	31	32	29	22	N/A	N/A	N/A	0	0	0	0	311	0	0	0	5187	18

		Contug	as			Elect	rodunas			Con	ecta			Busines	ss Group	
	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023
Workers who are not employees and whose work is controlled by the organization.	0	0	0	0	0	0	0	1	0	0	0	0	31	32	29	5912

Indicate the most common type of work performed by non-employee workers

GEB: Apprentices

TGI: Physical security staff at the facilities, drivers, general services, apprentices

Cálidda: Building of external and internal networks, commercialization, and after-sales services

Electrodunas: Transfer from GEB to ElectroDunas.

Cantalloc: Administrative management, general support to the area



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(GRI 2-19) Remuneration policies

All the Company's strategic objectives are tied to performance related to the economy, sustainability, and the environment. All Company workers must comply with the following components, always taking into account the current law established in the countries of operation:

- 1. Fixed and variable compensation
- b. Fixed compensation: received consistently and regularly based on salary ranges, annual increments, and market labor market review.
- c. Variable compensation: associated with compliance with the Company's and individual objectives. For senior executives, most of it is associated with compliance with the strategic objectives dashboard.
- d. Benefits: monetary and non-monetary to meet the needs of workers and their families
- 5. Recruitment bonuses or incentive payments for hiring
- 6. Compensation for contract termination
- 7. Reimbursements
- 8. Retirement benefits

(GRI 2-20)

Process for determining remuneration

The compensation guidelines and policies are approved by the Board of Directors or Management Council, composed of members elected by the General Meeting of Shareholders. These members have the highest professional and personal qualities; they have a deep knowledge of the country's socioeconomic reality and indicators, which determine compensation decisions; and they are not workers of the group, so they recommend the guidelines through an independent committee. Moreover, the Company engages external compensation specialists who provide studies and data enabling informed compensation decisions aligned with best market practices.

The approval of policies and proposals is defined by the vote of the majority of the Board members, and recently the proposals have been unanimously approved.

To access the Policy on Appointment,
Succession and Compensation of the Board of
Directors, scan the QR code provided.



(GRI 2-21)
Annual Total Compensation Ratio
(CSA of S&P Global)
Median or Average Compensation of All Employees Versus CEO

	GEB	Enlaza	TGI	Cálidda	Cantalloc	Contugas	Electrodunas	Conecta
	2023	2023	2023	2023	2023	2023	2023	2023
Ratio of the CEO's annual total compensation to the median of the annual total compensation of all employees (excluding the highest-paid individual).	10.55	6.22	12.06	11.90	N/A	10.84	26.00	8.90
Ratio of the CEO's annual total compensation to the average of the annual total compensation of all employees.	9.55	6.55	14.82	8.75	N/A	6.74	18.82	7.30
Ratio of the percentage increase in the CEO's annual total compensation to the median percentage increase in the annual total compensation of all employees (excluding the CEO).	0.82	0.82	0.68	1	N/A	1	0.00	0.64

Note: In GEB in 2023, there was a reduction in the ratio between the CEO's compensation and the compensation of GEB employees because the salary of the company's lower-income positions increased in greater proportion than the increase in CEO compensation. This behavior reflects GEB's commitment to improving the salary and well-being conditions of its employees, and to creating environments of equity and inclusion.

(GRI 2-30)
Collective bargaining agreements
(CSA of S&P Global)
Freedom of Association

			GEB			En	laza			Ī	GI			Cál	idda			Con	tugas			Electr	odunas			Cor	necta		Cantalloc		Busine	ss Group	
Employees covered by collective bargaining agreemen	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2023	2020	2021	2022	2023
Total number of employees in the organization	621	675	669	399	N/A	N/A	N/A	373	457	462	455	431	396	404	388	401	129	128	117	123	252	260	268	270	143	139	134	131	580	1998	2068	2031	2708
Total employees covered by collective bargaining agreements	153	188	217	191	N/A	N/A	N/A	106	329	328	323	345	17	18	18	19	0	0	0	0	163	73	69	84	0	0	0	0	0	662	607	627	745
Percentage of employees covered by collective pargaining agreements	24.64%	27.85%	32.44%	47.87%	N/A	N/A	N/A	28%	71.99%	71.00%	70.99%	80.05%	4.29%	4.46%	4.64%	4.74%	0.00%	0.00%	0.00%	0.00%	64.68%	28.08%	25.75%	31.11%	0.00%	0.00%	0.00%	0.00%	0.00%	33.13%	29.35%	30.87%	27.51%
Number of consultations or negotiations on changes i the company	n 0	0	0	0	N/A	N/A	N/A	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0

Number of hirings by age, gender, job category, national origin, and ethnicity	2020	GEB 2021	2022 2023	2020 2021	Enlaza 2022	2023 2020	TGI 2021 202	2023	2020 2021	Cálidda 2022	2023 2020	Contugas 2021	2022 2023	2020	Electrodunas 2022	2023	2020 2021	Conecta 2022	2023 2	023 2020	2021	ness Group 2022	2023
By age Under 30 years old	Men Women Mei	Women Men 16 24	Women Men Women 4 5 3 2	Men Women Men Wo	omen Men Women Men N/A N/A N/A	Women Men Women 2 4 2 0	Men Women Men 6 3 1	Women Men Women Me 3 1 2	7 2 10 7	Men Women Men 4 2	Women Men Women 9 13 0 2	Men Women Men 3 1 1	Women Men Women 1 7 1	Men Women Men 0 0 9	Women Men Wome 6 6 9	en Men Women Men 12 11 2	Women Men Wom	nen Men Women Me 1 3 6	6 1 68	Women Men Women 9 27 2	en Men Women Men 23 46 42 19	Women Men 26 108	Women 43
Between 31 and 50 years old Over 51 years old By employment category	41 38 7 5	42 58 6 0	30 24 42 47 2 2 9 1	N/A N/A N/A N/A N/A N/A	N/A	21 15 3 3 2 1 2 1	7 5 8 2 2 3	13 13 11 1 1 0	11 3 11 2 1 0 0 0	11 4 0 0	13 7 5 3 0 0 1 0	6 0 10 1 0 0	0 9 6 0	0 0 8	2 8 3 2 1 0	9 7 9	3 5 0	8 4 3 0 2 0	2 3 52 2 0 6	5 69 5 0 11 6	60 79 75 71 6 9 4 8	47 161 3 21	3
Senior Management Middle Management Consultant	2 2 6 6 16 17	2 1 7 5 15 22	1 0 0 1 2 2 9 7 19 11 24 21	N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A	0 0 N/A N/ 0 0 N/A N/ 12 8 N/A N/	A 3 3 2 A 2 2 1 A 0 0 0	1 2 0 5 2 2 0 2 0	2 0 0 0 1 2 1 0 2 0 2 0	1 0 0 0 1 0	0 0 N/A N/A 1 0 N/A N/A 2 6 N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A	N/A 0 0 N/A 1 1 N/A 3 0	N/A N/A N/A N/A N/A N/A N/A N/A N/A	A N/A N/A N/A A N/A N/A N/A A N/A N/A	A 1 0 0 C A 3 2 2 A 0 1 0 C	1 0 2 0 0 0 0	0 0 1 2 0 0	0 0 N/A 1 1 N/A 0 0 N/A	N/A 4 3 N/A 9 8 N/A 18 1	3 5 4 4 8 10 8 5 7 17 22 20	1 3 7 17 11 43	1 13 36
Professionals Support/assistants By nationality and race	19 17 21 17	28 25 12 29	12 15 17 20 2 3 4 1	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	6 11 N/A N/ 7 1 N/A N/	A 7 5 7 A 3 0 2	11 7 10 0 2 1	13 3 17 8 1 0 1 1	12 4 1 2	19 12 N/A N/A 0 2 N/A N/A	N/A N/A N/A N/A N/A	N/A 9 5 N/A 3 1	N/A N/A N/A N/A N/A N/A	A N/A N/A N/A A N/A N/A N/A	A 12 11 1 A 6 5 8	0 1 3 5 6	1 1 3 7 6 6	3 1 N/A 6 2 N/A	N/A 33 2 N/A 30 2	0 53 39 32 2 22 37 11	33 73 11 28	70 13
Ethnic/racial minorities Country of origin nationality Foreign nationals	N/A N/A 64 59	N/A N/A 64 82 0 0	N/A N/A 1 4 36 31 52 50 0 0 1 0	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N N/A N/A N/A Z N/A N/A N/A	N/A N/A N/A N/ 25 20 7 4	A N/A N/A N/A 15 10 12 0 0 0	N/A N/A N/A 17 15 13 0 0 0	0 0 0 0 19 5 20 8 0 0 1 1	0 0 14 6 1 0	0 0 N/A N/A 22 20 N/A N/A 0 0 N/A N/A	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A 16 6 N/A 0 1	N/A N/A N/A N/A N/A N/A N/A N/A	A N/A N/A N/A A N/A N/A N/A	A N/A N/A C A 22 19 1 A 0 0 0	0 0 1 5 7 0 1 0	0 0 0 8 9 9 1 0 0	0 0 N/A 10 4 N/A 0 0 1	N/A 0 0 N/A 101 7.	0 0 0 0 73 106 108 71 1 1 2 1	0 1 63 162 0 2	132 1
TOTAL Total number of vacancies filled by international candidates	64 59 al 20 10	64 82 24 24	36 31 54 50 19 23 12 15	N/A N/A N/A N/A N/A	N/A	25 20 7 4 3 5 6 3	7 4 10	17 15 13 8 9 7	19 5 21 9 11 6 15 15	15 6 10 7	22 20 6 5 13 9 1 0	10 1 11 2 0 4	1 16 7 0 1 0	0 0 17 0 0 0	10 15 12 1 2 1	2 22 19 1 7 3 8	1 6 7 3 1 1	9 9 9 3	10 4 126 6 3 N/A	14 107 7 N/A 46 2	79 134 121 98 10 49 47 47	76 290 41 51	147
Percentage of vacancies filled by internal candidates Average cost of recruitment per FTE	24% 4,612,849	33% 2,516,179	63% 26% 12,927,112 5,029,144	N/A N/A N/A N/A	N/A N/A	18% 82% 2,382,552 N/A	44% 62° N/A 19,88°	% 57% 1,640 13,946,281	71% 100% 15,170,587 8,873,743	81%	52% 9% 19,161,702 12,920,468.90	18% 8,580,702.80 8,6	33% 4% 17,654.50 528,490.28	0.00%	4% 11% 2,270,645.00 2,608,018.14	24% 5,206,385.85	53% 25% 8,989,822.91 5,302,873.03	22%	9,437,864.61	N/A 35% N/A 9,892,976.45	38% 6,256,991.07	51%	7,956,059.89
Currency			СОР	N/A N/A		COP N/A	N/A CO	P COP	COP COP	СОР		СОР	COP COP	СОР	COP COP	COP	COP COP		СОР		COP		
Hiring rate by age, gender, job category, nationality, and ethnicity	2020 Men Women	2021 Men Women	2022 2023 Men Women Men Women	2020 2021	2022	2023 2020	2021 202	22 2023	2020 2021	2022	2023 2020	2021	2022 2023	2020	2021 2022	2023	2020 2021	2022	2023	023 2020	2021	2022	
Under 30 years old Between 31 and 50 years old	64.06% 64.41%	65.63% 70.73%	11.11% 16.13% 5.56% 4.00% 83.33% 77.42% 77.78% 94.00%	N/A N/A N/A	N/A N/A N/A 84.	.00% 75.00% 42.86% 75.00	0% 46.67% 50.00% 66.67%	76.47% 86.67% 84.62% 5	57.89% 60.00% 52.38% 22.22%	73.33% 66.67% 59	9.09% 35.00% 83.33% 60.00%	60.00% 0.00% 90.91%	0.00% 56.25% 85.71%	N/A N/A 47.06%	5% 20.00% 53.33% 25.00	0% 40.91% 36.84% 81.8	2% 50.00% 71.43% 88.	3.89% 44.44% 33.33% 2	20.00% 75.00% N/A	N/A 64.49% 63.2	29% 58.96% 61.98% 72.45	61.84% 55.52%	2% 68.71%
Over 51 years old By employment category Senior Management	10.94% 8.47% 3.13% 3.39%		5.56% 6.45% 16.67% 2.00% 2.78% 0.00% 0.00% 2.00%								.00% 0.00% 16.67% 0.00% .00% 0.00% N/A N/A												
Middle Management Consultant Professionals	9.38% 10.17% 25.00% 28.81% 29.69% 28.81%	10.94% 6.10% 23.44% 26.83% 43.75% 30.49%	5.56% 6.45% 16.67% 14.00% 52.78% 35.48% 44.44% 42.00% 33.33% 48.39% 31.48% 40.00%	N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A 0.0 N/A N/A N/A 48. N/A N/A N/A 24.	00% 0.00% N/A N/ .00% 40.00% N/A N/ .00% 55.00% N/A N/					.55% 0.00% N/A N/A .09% 30.00% N/A N/A 5.36% 60.00% N/A N/A	· · · · · · · · · · · · · · · · · · ·	· · · · · · · · · · · · · · · · · · ·		<u> </u>				· ·	·			
Support/assistants By ethnicity/nationality	32.81% 28.81%	18.75% 35.37%	5.56% 9.68% 7.41% 2.00%	N/A N/A N/A	N/A N/A N/A 28.	.00% 5.00% N/A N/	A 20.00% 0.00% 16.67%	0.00% 13.33% 7.69% 5	5.26% 0.00% 4.76% 11.11%	6.67% 33.33% 0.	.00% 10.00% N/A N/A	N/A N/A N/A	N/A 18.75% 14.29%	N/A N/A N/A	A N/A N/A N/A	A 27.27% 26.32% 72.7	3% 83.33% 85.71% 77.	7.78% 66.67% 66.67% 6	50.00% N/A	N/A 31.91% 31.4	43% 20.56% 33.64% 15.28	6 17.46% 19.31%	% 9.77%
Ethnic/racial minorities Country of origin nationality Foreign nationals	N/A N/A 100.00% 100.00% 0.00% 0.00%	N/A N/A 100.00% 100.00% 0.00% 0.00%	N/A N/A 1.85% 8.00% 100.00% 100.00% 96.30% 100.00% 0.00% 0.00% 1.85% 0.00%	N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N N/A N/A N/A 100 N/A N/A N/A 0.0	N/A N/A N/A N/A N/ 0.00% 100.00% 100.00% 100.00 00% 0.00% 0.00% 0.00	A N/A N/A N/A 00% 100.00% 100.00% 100.00% 0% 0.00% 0.00% 0.00%	N/A N/A 100.00% 100.00% 100.00% 10 0.00% 0.00% 0.00%	0% 0% 0% 00.00% 100.00% 95.24% 88.89% 0.00% 0.00% 4.76% 11.11%	0.0% 0.0% 0. 93.33% 100.00% 100 6.67% 0.00% 0.	.00% 0.0% N/A N/A 0.00% 100.00% N/A N/A .00% 0.00% N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A 100.00% 85.71% N/A 0.00% 14.29%	N/A N/A N/A N/A N/A N/A N/A N/A	A N/A N/A N/A A N/A N/A N/A	A N/A N/A 0.00 A 100.00% 100.00% 100.00 A 0.00% 0.00% 0.00	0% 0.00% 0.00% 0.0 00% 83.33% 100.00% 88. 0% 16.67% 0.00% 11.	00% 0.00% 0.00% 0 8.89% 100.00% 100.00% 10 1.11% 0.00% 0.00% 0	0.00% 0.00% N/A 00.00% 100.00% N/A 0.00% 0.00% 0.79%	N/A 0.00% 0.0 N/A 94.39% 92.4 0.00% 0.00% 1.2	41% 79.10% 89.26% 72.45	0.00% 0.34% 82.89% 55.86% 0.00% 0.69%	5% 89.80%
By gender	52.03% 47.97%	43.84% 56.16%	53.73% 46.27% 51.92% 48.08%	N/A N/A N/A	N/A N/A N/A 55.	.56% 44.44% 63.64% 36.36	6% 60.00% 40.00% 41.38%	58.62% 53.57% 46.43% 7	79.17% 20.83% 70.00% 30.00%	71.43% 28.57% 52	2.38% 47.62% 54.55% 45.45%	90.91% 9.09% 91.67%	8.33% 69.57% 30.43%	N/A N/A 62.96%	5% 37.04% 55.56% 44.44 Electrodunas	4% 53.66% 46.34% 64.7	71% 35.29% 43.75% 56.	5.25% 50.00% 50.00% 7	71.43% 28.57% 90.00%	10.00% 57.53% 42.4	47% 52.55% 47.45% 56.32	66.36% 66.36%	% 33.64%
Number of withdrawals by age, gender, job category, national, and ethnicity	2020 Men Women	2021 Men Women	2022 2023 Men Women Men Women	2020 2021 Men Women Men W	2022 Tomen Men Women M	2023 2020 Men Women Men Wom	2021 202 nen Men Women Men	2023 Women Men Women		Cálidda 2022 Men Women M	2023 2020 Men Women Men Wome	Contugas 2021 Men Women Men		2020 Men Women Men				Conecta 2022 omen Men Women					2023 Women
Under 30 years old Between 31 and 50 years old Over 51 years old	3 1 24 22	2 3 31 34	0 0 2 0 31 25 21 15 10 7 4 1	N/A N/A N/A	N/A N/A N/A	14 11 7 1	11 3 13	8 11 6	11 9 8 3	18 9	0 2 0 0 18 7 12 3	7 2 13	5 8 8	6 1 3	2 4 2	10 4 13	3 2 12	6 7 5	8 5 97	11 73 3	8 72 50 86	16 69 54 187	13 67
By employment category Senior Management	3 1						3 1 4	3 2 0	0 0 0 0	1 1	1 0 N/A N/A	N/A N/A N/A											2
Middle Management Consultant Professionals	7 4 21 8 7 10	5 5 18 19 20 13	1 14 10 10 5 3 2	N/A N/A N/A	N/A N/A N/A	4 8 2 1	1 0 0 7 3 14	0 0 0 9 9 7	4 3 1 2 10 4 8 5	4 1 16 6	1 0 N/A N/A 2 2 N/A N/A 16 5 N/A N/A	N/A N/A N/A N/A N/A N/A	N/A 7 5	N/A N/A N/A	A N/A N/A N/A	A 10 8 2	. 1 1	0 2 2 0 0 0 1 3 1	1 1 2 0 0 0 3 1 25	0 17 5 0 25 1 13 21 1	13 6 31 11 20 21 5 6 36 22 43	25 20 1 25 21 77	16 49
Support/assistants By ethnicity/nationality Ethnic/racial minorities	3 4 N/A N/A	4 3 N/A N/A	5 5 5 1 N/A N/A 0 0								0 2 N/A N/A 0 0 N/A N/A								8 3 9 0 0 N/A	2 24 1 N/A 0 0	7 20 9 15 0 0 0 0	0 0	0
Foreign nationals Total	0 0 41 27	0 48 44	1 0 1 0 41 32 27 16								1 0 N/A N/A 20 9 12 3												91
Employee turnover	2020 Men Women	GEB 2021 Men Women	2022 2023 Men Women Men Women	2020 2021 Men Women Men W	Enlaza 2022 omen Men Women M	2023 2020 Men Women Men Wom	TGI 2021 202 nen Men Women Men	2023 Women Men Women	2020 2021 Men Women Men Women	Cálidda 2022 Men Women M	2023 2020 Men Women Men Wome	Contugas 2021 Men Women Men	2022 2023 Women Men Women	2020 Men Women Men	Electrodunas 2021 2022 n Women Men Wom	2023 nen Men Women Me	2020 2021 en Women Men Wo	Conecta 2022 omen Men Women	Car 2023 2 Men Women Men	talloc 023 2020 Women Men Wor	Busi 2021 men Men Women Men	ness Group 2022 Women Men	2023 Women
Staff turnover rate - Under 30 years Turnover rate - Ages 31 to 50 Turnover rate - Over 51 years	0.00% 0.00% 35.21% 39.44% 19.72% 5.63%	2.15% 3.23% 34.41% 36.56% 16.13% 7.53%	0.00% 0.00% 7.41% 0.00% 42.47% 34.25% 77.78% 93.75% 13.70% 9.59% 14.81% 6.25%	N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A 0. N/A N/A N/A 53 N/A N/A N/A 0.	.0% 0.0% 0.00% 0.00 3.8% 42.3% 77.78% 11.11 .0% 3.8% 0.00% 11.11	0% 4.17% 0.00% 5.41% 1% 45.83% 12.50% 35.14% 1% 29.17% 8.33% 21.62%	0.00% 0.23% 0.23% 0 21.62% 2.55% 1.39% 5 16.22% 1.86% 0.70% 1	0.00% 0.00% 10.00% 25.00% 50.00% 30.00% 40.00% 15.00% 15.00% 5.00% 10.00% 0.00%	5.41% 0.00% 0 35.14% 21.62% 90 21.62% 16.22% 10	0.0% 22.2% 0% 0% 0.0% 77.8% 80% 20% 0.0% 0.0% 0% 0%		7.89% 2.44% 1.63% 23.68% 6.50% 6.50% 2.63% 0.00% 0.00%	0.00% 0.00% 31.58% 37.50% 6.25% 15.79% 25.00% 31.25% 26.32%	3% 10.53% 11.11% 22.22 9% 10.53% 22.22% 11.11 2% 5.26% 27.78% 5.56	2% 23.61% 32.61% 0.00 1% 8.80% 22.00% 81.2 5% 8.87% 21.88% 6.2	0% 0.00% 4.76% 0.0 5% 12.50% 57.14% 28. 5% 0.00% 9.52% 0.0	00% 9.09% 31.82% 1 3.57% 31.82% 3.73% 4 00% 4.55% 0.00% 1	11.76% 0.00% 21% 47.06% 29.41% 26% 11.76% 0.00% 30%	20% 12.14% 6.3 30% 40.20% 21.9 0% 11.56% 5.78	6% 7.45% 5.32% 6.16% 97% 38.30% 26.60% 40.76 8% 17.02% 5.32% 12.80	7.58% 17.97% 48.70% 48.70% 7.11% 9.64%	6 3.39% % 17.45% % 2.86%
Turnover rate by gender Employee turnover	54.93% 45.07%	52.69% 47.31% GEB	56.16% 43.84% 62.79% 37.21%	N/A N/A N/A	N/A N/A N/A 53 Enlaza	3.8% 46.2% 77.78% 22.22	2% 79.17% 20.83% 62.16% TGI	37.84% 66.7% 33.3% 6	55.00% 35.00% 60.00% 40.00%	62.16% 37.84% 69	9.0% 31.0% 80% 20%	83.33% 16.67% 65.79% Contugas	34.21% 52.38% 47.61%	62.50% 37.50% 73.68%	8% 26.32% 61.11% 38.89 Electrodunas	9% 64.10% 35.89% 87.5	0% 12.50% 71.43% 28.	3.57% 45.45% 54.55% 7 Conecta	70.59% 29.41% 87.12% Car	12.87% 65.90% 34.1	10% 62.77% 37.23% 59.72° Busi	6 40.28% 76.30% ness Group	6 23.70%
Staff turnover rate - Senior Management Turnover rate - Middle management	2020 19.05% 11.96%	2021 21.74% 10.00%	2022 2023 4.80% 6.25% 0.40% 9.59%	2020 2021 N/A N/A N/A N/A	2022 N/A N/A	2023 2020 0.00% 1.00% 14.00% 4.00%	2021 202 4.00% 2.00 5.00% 1.00	22 2023 0% 0.46% 0% 1.62%	2020 2021 0.00% 0.00% 0.51% 0.51%	2022 1.00% 0.50%	2023 2020 0.25% N/A 0.25% N/Δ	2021 N/A N/A	2022 2023 N/A 0.81% N/A 0.81%	2020 N/A N/A	2021 2022 N/A N/A N/A N/Δ	2023 4.35% 15.38%	2020 2021 5.56% 4.76% 27.78% 9.52%	2022 0.00% 18.18%	2023 0.00% 30.00% 11.76% 68.00%	023 2020 10.91% 9.17%	2021 13.51% 8.23%	2022 15.63% 26.05%	7.89% 13.36%
Turnover rate - Consultant Turnover rate - Professional	11.03% 9.44%	12.37% 14.29%	46.50% 14.29% 7.90% 5.32%	N/A N/A N/A N/A	N/A N/A	5.00% 0.00% 9.00% 3.00%	1.00% 0.00 10.00% 5.00	0% 0.00% 0% 3.71%	1.52% 0.76% 3.28% 3.28%	2.50% 10.90%	1.01% N/A 5.32% N/A	N/A N/A	N/A 2.44% N/A 9.76%	N/A N/A	N/A N/A N/A	33.33% 18.42%	0.00% 0.00% 16.67% 11.76%	0.00% 18.18%	0.00% 0.00% 23.53% 12.57% 7.41%	9.18% 4.58%	10.07% 6.97%	1.54% 7.53%	8.84% 14.21%
Turnover rate - Support/Assistants Staff turnover rate - Ethnic/racial minoritie Foreign staff turnover rate	10.77% es N/A 0.00%	N/A 0.00%	N/A 0.00% 33.30% 2.33%	N/A N/A N/A N/A	N/A N/A	N/A N/A 0.00%	N/A N/ 0.00% 0.00	A N/A 0.23%	0.00% 0.00% N/A N/A	0.00% N/A	0.00% N/A N/A N/A	N/A N/A	N/A N/A N/A 2.44%	N/A N/A	N/A N/A N/A N/A	N/A 0.00%	0.00% 0.00% N/A N/A	0.00% N/A	0.00% N/A 51.70%	0.00% N/A	0.00% N/A	0.00% N/A	0.00%
Number of workers who left the company mutual agreement Number of deceased workers Number of workers who left the company	0.00 0.00	0.00	5.00 0.00 0.00 0.00	N/A N/A N/A	N/A N/A	0.00 0.00 0.00 0.00	0.00 2.0	5.00	12.00 2.00 0.00 1.00	7.00	12.00 2.00 0.00 0.00	0.00	11.00	3.00	0.00 6.00 0.00 0.00	0.00	3.00 0.00 0.00 0.00	0.00	0.00 1.00	20	1	31 1	2
Number of workers who left the company due to retirement pension or contract expiration Number of workers transferred between	46.00	0.00	18.00 5.00	N/A N/A	N/A	6.00 1.00	6.00 3.0	0.00	6.00 3.00	0.00	4.00 9.00	0.00	0.00 0.00	9.00	0.00 3.00	9.00	0.00 2.00	1.00	1.00	71	11	25	119
companies Number of workers who left the company voluntary resignation	by 31.00	0.00	0.00 0.00 38.00 24.00	N/A N/A	N/A N/A	0.00 0.00 18.00 6.00	12.00 20.0	0.00	8.00 13.00	20.00	12.00 15.00	11.00	12.00 1.00	7.00	0.00 0.00	12.00	6.00 0.00	16.00	10.00 68.00	73	47	114	162
Number of workers fired Percentage of workers retired by mutual agreement (as % of total retirements)	0.00%	0.00	12.00 13.00 6.85% 0.00%	N/A N/A N/A	N/A N/A	2.00 3.00 0% 0.00%	6.00 12.0 0.00% 5.41	% 16.67%	0.00 1.00 26.09% 10.00%	2.00	1.00 2.00 41.38% 13.33%	0.00%	0.00 1.00 7.83% 28.57%	0.00	0.00 1.00 0.00% 33.33%	6.00 30.76%	9.00 8.00 16.67% 0.00%	0.00%	6.00 15.00 0.00% 0.56%	11.56%	16 1.06%	33 14.69%	7.81%
Employee turnover rate due to voluntary resignation TOTAL turnover rate	4.99% 10.95%	6.67% 13.33%	5.70% 6.02% 10.90% 10.52%	N/A N/A N/A	N/A N/A	5%1.31%9.52%2.19%	3.40% 4.00 5.19% 8.13		3.00% 3.00% 11.62% 4.95%			9.38%		3.00% 6.35%		9.85%	2.10% 3.60% 12.59% 15.11%	4.47% 16.42%	58.82% 37.98% 12.98% 30.86%	3.65% 8.66%	2.27% 9.09%	5.61%	5.98% 14.18%
Note: Certain historical data for this indicat	tor were undated to ensure enhanced	consistency and comparability																					

Note: Certain historical data for this indicator were updated to ensure enhanced consistency and comparability.

(GRI 401-2) Benefits provided to full-time employees that are not provided to temporary or part-time employees

GEB 2023	
Life insurance	No
Healthcare	No
Coverage for disability and incapacity	No
Parental leave	No
Retirement provision	No
Shareholdings	N/A
Other	All employees, regardless of their type of employment and working hours, receive all the benefits required by law, in addition to extra benefits that are of an extralegal nature and are related to the type of employment.

Note: The answer "No" means that the usual benefits mentioned are granted to the entire population regardless of whether they are full-time or part-time.

(GRI 401-3) Parental leave (S&P Global CSA) Employee benefits program

Rate of employees who returned to work after taking parental leave

Rate of retention of employees who took parental leave

Employee benefits program								
				GEB				
Return to work after maternity or paternity leave, by gender		2020		2021	202	2	20	23
	Male	Female	Male	Female	Male	Female	Male	Female
Number of employees who utilized maternity or paternity leave	15	15	11	7	17	13	7	4
Number of employees who returned to work after their maternity or paternity leave	15	15	11	7	17	13	7	4
Number of employees who remained with the organization 12 months after their maternity or paternity leave ended	13	15	10	7	15	13	1	0
Rate of employees who returned to work after taking parental leave	100%	100%	100%	100%	100%	100%	100%	100%
Rate of retention of employees who took parental leave	87%	100%	91%	100%	88%	100%	14%	0%
				Enlaza				
Return to work after maternity or paternity leave, by gender		2020		2021	202	2	20	23
	Male	Female	Male	Female	Male	Female	Male	Female
Number of employees who utilized maternity or paternity leave	N/A	N/A	N/A	N/A	N/A	N/A	9	7
Number of employees who returned to work after their maternity or paternity leave	N/A	N/A	N/A	N/A	N/A	N/A	9	7
Number of employees who remained with the organization 12 months after their maternity or paternity leave ended	N/A	N/A	N/A	N/A	N/A	N/A	0	0

N/A

N/A

N/A

N/A

N/A

N/A

N/A

N/A

100%

0%

100%

0%

				TGI				
Return to work after maternity or paternity leave, by gender		2020		2021	2022	2	20:	23
	Male	Female	Male	Female	Male	Female	Male	Female
Number of employees who utilized maternity or paternity leave	10	3	5	5	10	6	5	5
Number of employees who returned to work after their maternity or paternity leave	10	3	5	5	10	6	5	5
umber of employees who remained with the organization 12 months after their atternity or paternity leave ended	10	3	5	5	10	6	5	5
Rate of employees who returned to work after taking parental leave	100%	100%	100%	100%	100%	100%	100%	100%
Rate of retention of employees who took parental leave	100%	100%	100%	100%	100%	100%	100%	100%

N/A

N/A

N/A

N/A

				Cálidda					
Return to work after maternity or paternity leave, by gender		2020		2021	2022	2	202	23	
	Male	Female	Male	Female	Male	Female	Male	Female	
Number of employees who utilized maternity or paternity leave	14	3	3	3	15	5	9	4	
Number of employees who returned to work after their maternity or paternity leave	14	3	3	3	14	5	9	4	
Number of employees who remained with the organization 12 months after their maternity or paternity leave ended	14	3	3	3	0	0	8	4	
Rate of employees who returned to work after taking parental leave	100.00%	100.00%	100.00%	100.00%	93.00%	100.00%	100.00%	100.00%	
Rate of retention of employees who took parental leave	100.00%	100.00%	100.00%	100.00%	0.00%	0.00%	88.88%	100.00%	

				Contugas				
Return to work after maternity or paternity leave, by gender		2020		2021	202	2	20	23
	Male	Female	Male	Female	Male	Female	Male	Female
Number of employees who utilized maternity or paternity leave	5	3	3	3	5	0	7	2
Number of employees who returned to work after their maternity or paternity leave	5	3	3	3	5	0	7	1
Number of employees who remained with the organization 12 months after their maternity or paternity leave ended	5	2	3	3	5	0	7	1
Rate of employees who returned to work after taking parental leave	100%	100%	100%	100%	100%	0%	100%	50%
ate of retention of employees who took parental leave	100%	67%	100%	100%	100%	0%	100%	50%
				Electrodunas				
Return to work after maternity or paternity leave, by gender		2020		2021	202	2	20	23
	Male	Female	Male	Female	Male	Female	Male	Female
Number of employees who utilized maternity or paternity leave	6	2	0	6	0	0	8	2

Number of employees who returned to work after their maternity or paternity leave	6	2	0	6	10	1	8	2
Number of employees who remained with the organization 12 months after their maternity or paternity leave ended	6	1	0	6	10	1	8	2
Rate of employees who returned to work after taking parental leave	100.00%	100.00%	0.00%	100.00%	100.00%	100.00%	100%	100%
Rate of retention of employees who took parental leave	100.00%	50.00%	0.00%	100.00%	100.00%	100.00%	100%	100%

				Conecta				
Return to work after maternity or paternity leave, by gender		2020		2021	202	2	20:	23
	Male	Female	Male	Female	Male	Female	Male	Female
Number of employees who utilized maternity or paternity leave	3	1	7	4	0	0	3	0
Number of employees who returned to work after their maternity or paternity leave	3	1	7	4	5	0	3	0
Number of employees who remained with the organization 12 months after their maternity or paternity leave ended	3	0	0	0	5	0	0	0
Rate of employees who returned to work after taking parental leave	100.00%	100.00%	100.00%	100.00%	100.00%	Not applicable	100%	0%
Rate of retention of employees who took parental leave	100.00%	0.00%	0.00%	0.00%	100.00%	Not applicable	100%	0%

				Business Group				
Return to work after maternity or paternity leave, by gender		2020		2021	202	2	20)23
	Male	Female	Male	Female	Male	Female	Male	Female
Number of employees who utilized maternity or paternity leave	53	27	29	28	62	25	48	24
Number of employees who returned to work after their maternity or paternity leave	53	27	29	28	61	25	48	23
Number of employees who remained with the organization 12 months after their maternity or paternity leave ended	51	24	21	24	45	20	29	12
Rate of employees who returned to work after taking parental leave	100%	100%	100%	100%	98%	100%	100%	96%
Rate of retention of employees who took parental leave	96%	89%	86%	86%	73%	80%	60%	50%

	C	antalloc
Return to work after maternity or paternity leave, by gender		2023
	Male	Female
Number of employees who utilized maternity or paternity leave	N/A	N/A
Number of employees who returned to work after their maternity or paternity leave	N/A	N/A
Number of employees who remained with the organization 12 months after their maternity or paternity leave ended	N/A	N/A
Rate of employees who returned to work after taking parental leave	N/A	N/A
Rate of retention of employees who took parental leave	N/A	N/A

Employee support programs offered through the company's employee health and well-being promotion	2023	2023	2023	2023	2023	2023	2023	2023	2023
policies or programs	GEB	TGI	Cálidda	Enlaza	Contugas	Electrodunas	Conecta	Cantalloc	Business Group
Work stress management	Yes	Yes	Yes	Yes	Yes	No	No	ND	Yes (5 subsidiaries)
Sport and health initiatives	Yes	Yes	Yes	Yes	Yes	No	Yes	ND	Yes (6 subsidiaries)
Flexible work hours	No	Yes	Yes	No	Yes	No	Yes	ND	Yes (4 subsidiaries)
Arrangements to work from home	Yes	Yes	Yes	Yes	Yes	No	Yes	ND	Yes (6 subsidiaries)
Part-time work options	Yes	No	No	Yes	No	No	No	ND	Yes (2 subsidiaries)
Nurseries or allowances	No	No	No	No	No	No	No	ND	No
Facilities or benefits for breast feeding	Yes	Yes	Yes	Yes	Yes	Yes	No	ND	Yes (6 subsidiaries)
Paid parental leave for primary caregiver	Yes	Yes	Yes	Yes	Yes	Yes	Yes	ND	Yes (6 subsidiaries)
Paid parental leave for non-primary caregiver	Yes	Yes	Yes	Yes	Yes	Yes	Yes	ND	Yes (5 subsidiaries)
Extended paid family or caregiving leave beyond parental leave	Yes	No	Yes	Yes	Yes	Yes	No	ND	Yes (5 subsidiaries)
Number of paid weeks offered to the employee on Parental Leave - primary caregiver Note: Decimal data are permissible	18 weeks and 1 day	18	14	18 weeks and 1 day	14	14	12	ND	15,42
Number of paid weeks offered to employee on Parental leave - non-primary caregiver	2 weeks and 1 day	2	2.85	2 weeks and 1 day	1,5	1,5	2	ND	2,04
Number of paid weeks provided for family or caregiver leave, extending beyond standard parental leave (caring for a child, spouse, partner, dependent, parent, sibling, or another designated relation with a physical or mental health condition)	No defined duration set by the company. Each case is reviewed individually and the corresponding time is granted.	0	There are 4 coupons or days off per year. Sick leave, emergency, and death license.	No defined duration set by the company. Each case is reviewed individually and the necessary time is allocated	1	0	0	ND	View Company Details

(GRI 202-2)
Proportion of senior executives hired from the local community

		GEB				Enlaza	a			TO	il			Cálid	da	
	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023
Total number of senior managers	20	21	21	16	N/A	N/A	N/A	6	20	22	5	20	10	10	9	40
Indicate the number of senior executives from the local community	19	20	20	15	N/A	N/A	N/A	6	19	22	3	20	8	8	7	35
Proportion of senior executives hired from the local community	95%	95%	95%	94%	N/A	N/A	N/A	100%	95%	100%	60%	100%	80%	80%	78%	87.50%

Proportion of senior executives hired from the local community		Contugas				Electrod	ınas			Con	ecta		Cantalloc		Busines	ss Group	
	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2023	2020	2021	2022	2023
Total number of senior managers	2	4	5	5	9	9	9	8	8	8	8	8	7	69	74	57	110
Indicate the number of senior executives from the local community	0	3	3	3	0	0	0	0	4	5	5	5	6	50	58	38	90
Proportion of senior executives hired from the local community	0%	75%	60%	60%	0%	0%	0%	0%	50%	63%	63%	63%	86%	72%	78%	67%	82%

Definition used for "local community"		Definition used for "significant operations"
GEB	Colombia	Colombia
Enlaza	Colombia	Colombia
TGI	Colombia	Colombia
Cálidda	Peru	Cálidda's operations are carried out in the Department of Lima and the Constitutional Province of Callao
Contugas	Branches where the operation is carried out and administrative office	Branches where the operation is carried out and administrative office
Electrodunas	ICA - this is the area where the company's main operations are carried out - concession area	ICA - this is the area where the company's main operations are carried out - concession area
Conecta	Strategic	The country where the company operates activities
Cantalloc	Peru	Peru and main registered offices

GEB

Average annual training hours per employee,			GEB				Enlaza			TGI					Cálidda			Cont	ugas			Electr	rodunas			Cone	ecta		Cantalloc		Busines	ss Group	
broken down by:	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2023	2020	2021	2022	2023
Women	20.17	43.90	46.50	74.62	N/A	N/A	N/A	84.16	148.09	74.81	44.78	73.94	20.10	32.31	28.68	36.67	15.36	47.10	47.43	27.13	23.88	29.56	21.52	28.12	104.63	32.05	40.86	42.38	N/A	55.37	43.29	38.30	52.43
Men	21.93	50.02	43.35	62.74	N/A	N/A	N/A	91.1	149.32	83.59	24.97	46.30	16.94	19.75	37.28	36.62	16.94	59.74	26.85	44.74	23.08	31.02	21.52	30.27	84.05	47.03	33.72	33.24	N/A	52.04	48.53	31.28	49.29
Under 30 years old	N/A	N/A	46.06	84.17	N/A	N/A	N/A	67.21	N/A	N/A	N/A	N/A	N/A	N/A	N/A	33.37	N/A	N/A	N/A	N/A	N/A	N/A	N/A	28.52	N/A	27.71	31.49	23.00	N/A	N/A	27.71	38.78	47.25
Between 31 and 50 years old	N/A	N/A	45.64	71.40	N/A	N/A	N/A	89.15	N/A	N/A	N/A	N/A	N/A	N/A	N/A	36.72	N/A	N/A	N/A	N/A	N/A	N/A	N/A	22.59	N/A	46.25	42.10	38.65	N/A	N/A	46.25	43.87	51.70
Over 51 years old	N/A	N/A	38.82	48.55	N/A	N/A	N/A	89.96	N/A	N/A	N/A	N/A	N/A	N/A	N/A	41.06	N/A	N/A	N/A	N/A	N/A	N/A	N/A	24.04	N/A	16.82	36.25	27.47	N/A	N/A	16.82	37.54	46.22
Senior Management - women	17	18	19	76.40	N/A	N/A	N/A	136.5	137.7	57.1	11.4	83.5	20	19	25	52.25	26	28	48	0.00	24	30	N/A	37.03	28	34	60	58.75	N/A	42.12	31.02	32.68	63.49
Senior Management - men	20	43	49	28.05	N/A	N/A	N/A	63.4	156.3	91	60.6	64.2	19	14	15	22.06	29	8	11	11.00	23	31	7	23.45	84	27	42	60.92	N/A	55.22	35.67	30.77	39.01
Middle Management - women	25	128	24	91.72	N/A	N/A	N/A	89.29	190.9	39.5	52	83.9	22	24	35	34.54	13	26	31	18.00	24	30	37	41.29	194	23	34	76.75	N/A	78.15	45.08	35.50	62.21
Middle Management - men	27	118	23	73.86	N/A	N/A	N/A	104.68	206.3	56.5	40.2	72.4	40	29	41	30.60	20	52	20	23.00	23	31	14	34.31	88	57	32	59.05	N/A	67.38	57.25	28.37	56.84
Consultants - women	20	38	74	87.12	N/A	N/A	N/A	92.04	168	104	44.8	67	17	89	28	39.24	16	36	38	42.50	24	30	25	55.48	N/A	N/A	N/A	61.50	N/A	49.00	59.40	41.96	63.55
Consultants - men	23	56	64	73.61	N/A	N/A	N/A	101.25	136.6	87	30.6	39	41	7	40	33.19	26	28	48	59.80	23	31	42	59	N/A	N/A	N/A	N/A	N/A	49.92	41.80	44.92	60.98
Professionals - women	19	31	40	66.34	N/A	N/A	N/A	85.92	148	88	42.7	73	22	21	26	37.43	15	61	61	55.10	24	30	21	29.57	65	33	36	67.16	N/A	48.83	44.00	37.78	59.22
Professionals - men	18	20	30	52.00	N/A	N/A	N/A	81.53	166.5	100	40.1	50	35	21	37	37.79	16	79	17	79.90	23	31	28	36.04	101	65	32	31.82	N/A	59.92	52.67	30.68	52.73
Support/Assistants - women	18	22	22	38.40	N/A	N/A	N/A	33.21	115.6	61.8	25.2	69.9	14	38	45	38.83	15	27	20	20.00	24	30	19	18.19	85	35	12	21.75	N/A	45.27	35.63	23.87	34.33
Support/Assistants - men	21	5	15	26.04	N/A	N/A	N/A	68.39	124.6	79.5	11.4	41.4	14	32	36	22.33	20	44	35	49.00	23	31	18	17.37	70	33	29	24.36	N/A	45.43	37.42	24.07	35.56
Ethnic/racial minorities and foreign nationality	N/A	N/A	N/A	19.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	5.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	12.00
Business Needs Training.	N/A	N/A	N/A	16.86	N/A	N/A	N/A	18.04	N/A	N/A	N/A	N/A	N/A	N/A	N/A	9.36	N/A	N/A	N/A	36.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	20.07
Training based on performance needs	N/A	N/A	N/A	20.36	N/A	N/A	N/A	21.80	N/A	N/A	N/A	N/A	N/A	N/A	N/A	18.81	N/A	N/A	N/A	60.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	30.24
Leadership Strengthening Training Needs	N/A	N/A	N/A	5.45	N/A	N/A	N/A	6.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.89	N/A	N/A	N/A	36.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	12.83
Specific Needs Training	N/A	N/A	N/A	26.59	N/A	N/A	N/A	15.63	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2.59	N/A	N/A	N/A	9.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	13.45

Trained workers	2020	2024	2022	2022	2020	2024	2022	2022	2020	2024	2022	2022	2020	2024	2022	2022	2020	2024	2022	2022	2020	2024	2022	2022	2020	2024	2022	2022	2022	2020	2024	2022	2022
	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2023	2020	2021	2022	2023
Number of workers trained	614	614	665	391	N/A	N/A	N/A	369	457	456	448	429	395	404	453	401	129	128	115	123	252	260	268	270	143	139	134	131	N/A	1,990	2,001	2,095	2,114
Total number of hours dedicated to training	13,136	31,853	29,980	27,634	N/A	N/A	N/A	32709	68095	37547	13857	23097	12215	9323	13596	14691	2119	7128	3862	4870	5,856	7,986	6,527	9,207	12842	5893	5461	4747	N/A	114,263	99,730	73,283	116,954
Percentage of workers that received training	99%	91%	99%	98%	N/A	N/A	N/A	99%	100%	98%	98%	99.5%	100%	100%	100%	100%	100%	100%	98%	100%	100.00%	100%	100.00%	100%	100.00%	100.00%	100.00%	100%	N/A	99.60%	84.19%	100%	99.34%
Average training hours per FTE in training and development programs	21.15	47.19	44.81	69.26	N/A	N/A	N/A	87.93	149	81.27	30.45	53.8	30.85	23.08	35.04	36.63	16	56	33	39.59	23	31	24	34.10	90	42	41	36	N/A	57.19	48.23	36.08	55.0
Avorago invoctment in training and									\$ 2,572,584																								
Currency	N/A	N/A	COP	COP	N/A	N/A	N/A	COP	COP	COP	COP	COP	N/A	N/A	COP	СОР	СОР	COP	COP	СОР	N/A	СОР	COP	COP	COP	COP	COP	COP	N/A	COP	COP	COP	COP

Contugas

Electrodunas

Conecta

Cantalloc

Business Group

Cálidda

programs, leadership, young talent development, sales training for commercial executives, project	ect GEB			Enlaza	TGI				Cálidda ———————————————————————————————————			Contu	gas	Electrodunas	Cone	necta
Program name and description	Program Fabio Chaparro - Capacity Strengthening for the Digital Age. This program is a corporate education program for the energy transition, created based on the need to strengthen the capacities (knowledge and skills) of GEB's multi-Latin human talent in disciplines relevant to the future of the business, new opportunities in the digital age with impact on individual development and growth. For this purpose, this program has Coursera as a partner to provide Grupo Energía Bogotá workers with a global virtual learning platform in partnership with over 270 of the world's top universities.	Innovation Driver Program In seeks to develop an interdisciplinary team of collaborators to act as leaders and mobilizers of innovation in is in order to promote an innovative culture, develop the innovation capacity of the organization and structure at the challenges of the organization in matters such as energy transition, decarbonization and digitalization	Program 1: Capacity strengthening for the digital age		One of the programs is the Leadership Cluster aimed at providing leaders with the tools they need to face business challenges, strengthen their skills, and develop their work teams. Within the competencies developed are self-development and others, Change and Innovation Mobilizer, Effective Communication, Passion for Achievement, Collaborative Work, capacities required to achieve the company's higher purpose. The Leadership cluster is composed of the following strategies: 1. Executive Coaching 2. Team Alignment 3. Feedback 4. High-Performance Team 3. the	d the business, thereby chairing for is a diverse	Technical Courses Program	Effective Management Program in the Commercial Process	Coursera Learning Paths	implementation of our Essencxia Service Mo	several training sessions and workshops focused on promoting a diverse and inclus culture	sive CRECER	ENERGY LEADERS	The Power of the Electro Dunas Leader	Leadership	Project Management
Description of the program's objectives/commercial benefits	and development; iii) attraction and retention of talent, as the program offers opportunities for professional • Guide and support teams as a	nges through support and guidance in co-creation processes, as an expert in innovation methodologies.	Under the Corporate Education Program for Energy Transition initiated by Fabio Chaparro, it was recognized that strengthening the capacities (knowledge and skills) of GEB's multi-Latin human talent in key disciplines is essential for the business's future, especially in creating ropportunities that influence individual development and growth. Relying on Coursera as the leading global e-learning platform partner, which supports the a training plans of the Group's companies in collaboration with more than 270 leading univers worldwide.		This scholarship is designed to equip leaders with the necessary tools to tackle business challenges, bolster their competencies, and develop their teams. Within the competencies developed are self-development and others, Change and Innovation Mobilizer, Effective Communication, Passion for Achievement, Collaborative Work, capacities required to achieve the company's higher purpose.		For our workers in the Operations Department, this program includes diplomas, specializations, specific courses in maintenance and inspection of devices. Furthermore, the content of the technical training aligns with our purpose, as we ensure through training the standardization of activities in the handling and supervision of the Distribution System, and response to emergencies to continue guaranteeing a safe operation of natural gas through asset maintenance	This initiative targets the sales force driving our company's growth vectors. With the proposal, we aim to enhance strengths and expand knowledge opportunities through a training path co-designed by analyzing the sales macro-processes with case studied and real examples from the commercial team. Additionally, we are supported by leaders from Non-Bank Financing, Light Mobility, and Heavy Transport sectors who involved in their teams' development and participate in creating the training path.	We foster self-development by offering valuable training accessible to our employees; hence, as par of our training and development strategy, we have established Learning Paths on Coursera. These parameters are designed to guide personal and professional development in a clear, flexible, and engaging man Our Learning Paths, in collaboration with Coursera—a renowned digital platform hosting courses from prestigious institutions and universities—constitute one of the educational offerings we provide to demployees. The learning team curated content from its catalog to define learning paths that meet the business's needs. We conducted an analysis by worker level (individual contributor, tactical leader, and strategic leader and developed content suggestions that promote our value of superior performance in five key areaton and Experience Path - Innovation and Experience Path - Embracing Diversity Path	r. This year, we also enhanced knowledge and practices aimed at improving customer	Moreover, we have held numerous training sessions and workshops to foster a divers and inclusive culture. We launched the Women Is Energy Talent that Inspires Program (MujerEs Energía Talento que Inspira), offering training and workshops specifically fo female talents. The workshops covered topics such as self-awareness, empowerment and self-promotion, enabling the creation of a strong personal and professional bran We refined our inclusive hiring process by incorporating anonymous CV reviews and assessments, and we conducted workshops with leaders on Inclusive Selection and managing biases in the selection process. Additionally, we hosted workshops and discussions on new masculinities, as well as on responsible parenthood.	Crecer is a training and development program tailored for the organization's maintenance department. The program aims to en	hance perspectives by deepening understanding of the Contugas value chain. This initiative seeks	identified soft skills such as leadership, effection communication, teamwork, and personal empowerment—skills that are essential for achieving excellence in their roles	ctive It also prepares leaders for future challenges by developing necessary skills and competencies for successful leadership.	Develop the skills and y competencies necessary to manage projects with the best practices.
Quantitative impact of the business benefits (cash or non-cash)	• Financial savings of USD 132,720 with the certifications granted to employees through the Coursera platform • 13,000+ hours of training, with an average satisfaction level of 4.8 (on a scale of 1 to 5) in the courses carried out by the workers of Grupo Energía Bogotá (GEB).	• 25+ Innovation Challenges • 80+ Concepts • 22+ Sessions Conducted • 14+ Innovation Drivers Activated	More than 13,000 hours invested in talent development, 1,896 certifications from top universand leading industries in Technology and digital sectors, with a satisfaction rating of 4.8 out for the programs. *Financial savings for the business group totaled USD 132,720, achieved through worker certifications provided via the Coursera platform *The initiative promotes learning, reading, and self-study discipline, updating knowledge or practices and global trends *A key component of the program contributes 10% to the Individual Performance Plan, aime at reinforcing the development of high-potential workers and enhancing performance and processes *According to a Coursera report and GEB benchmarking against other companies in the LATA sector, GEB excels with: A 70% course completion rate compared to 42% in LATAM. A 101% utilization of licenses compared to 52.2% in LATAM.	Knowledge and talent retention is pursued. Incorporation of best practices as improvements in processes. The OCAI-Culture survey component showed that as a business group, GEB achieved weighted growth of 1.60 in Adhocracy, reflecting increased awareness of learning and vision. Additionally, there was growth in the CLAN culture of collaboration, which fosters talent development, commitment, and empowerment through knowledge management. 33 workers (GEB-Subsidiaries) are receiving guidance and advice in planning their studies abroad.	The program's benefits aim to strengthen team cohesion, refine leadership styles, and equip leaders with the necessary tools and techniques to enhance the feedback process. This effort is intended to improve each worker's performance by strengthening their capabilities with targeted actions, thereby increasing productivity, efficiency, and fostering a robust corporate culture.	hance skills and provide tools for women become agents of change, transforming the ganization, the region, and the business, thereby suring TGI is a diverse and inclusive company.	NPS: 77% Effectiveness: 70%	NPS: 86%	Approval %: 100	NPS: 91%	NPS: 82%	There is evidence of 100% participation by the workers and an in in their commitment to their tasks, along with improved communacross all team members. Additionally, technicians showing high competence levels have received internal promotions.	nication with enhanced expertise in the natural gas er business and greater involvement in the compa	ny's N/A	Leadership training has fostered the development of communication skills, problem-solving abilities, and time management. Achieving a leadership culture that allows for greater commitment from the staff in charge.	Project Management programs have increased the likelihood of project success, achieving cost reductions, better resource management, enhanced risk management, and more advantageous negotiation of agreements.
Percentage of FTEs participating in the program	• 100% of employees at the Business Group level have access to the platform • 65% (1765 employees) have certified courses	 1.6% of the total workforce (45 workers): TGI: 10 participants ENLAZA: 5 participants GEB: 9 participants CONTUGAS: 5 participants CANTALLOC: 2 participants ELECTRODUNAS: 4 participants CONECTA: 5 participants CÁLIDDA: 5 participants 	100% access to the platform 374 Enlaza workers with availability to access courses	5 Enlaza workers with indefinite term contracts who meet established requirements at the time of calls (short-tern return on investment assurance)	m 38%	27%	20%	4%	2%	56%	55%	100%	98%	1.47%	13%	8%

(GRI 404-3)
Percentage of employees receiving regular performance and professional development assessments (S&P Global CSA)
Type of individual performance appraisal

Number of employees who have received a periodic assessment of performance		GEB				En	laza				ГGI			Cá	lidda			Cont	ugas			Electi	rodunas			Co	necta		Cantalloc		Bu	siness Group	
and professional development during the reporting period, broken down by:	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2023	2020	2021	2022	2023
Total number of workers assessed (Senior Management)	19	21	21	16	N/A	N/A	N/A	6	6	22	20	22	8	10	9	8	2	4	5	4	N/A	0	1	12	8	7	8	8	N/A	43	64	64	76
Percentage of workers assessed (Senior Management)	95%	100%	100%	100%	N/A	N/A	N/A	100%	100%	100%	100%	100%	80.00%	100.00%	100.00%	100.00%	100%	100%	100%	100.00%	N/A	0.00%	100.00%	91.66%	100.00%	88.00%	100.00%	100.00%	N/A	78.18%	86.49%	100.00%	100.00%
Total number of workers assessed (Middle Management)	90	90	40	32	N/A	N/A	N/A	14	41	41	46	45	30	31	32	32	10	0	8	9	30	3	7	16	11	18	19	17	N/A	212	183	152	165
Percentage of workers assessed (Middle Management)	97%	97%	100%	100%	N/A	N/A	N/A	100%	100%	100%	100%	100%	94.00%	100.00%	100.00%	100.00%	100%	0%	100%	100%	94.00%	0.00%	100.00%	59.25%	95.00%	86.00%	100.00%	100.00%	N/A	88.33%	79.22%	70.70%	76.04%
Total number of workers assessed (Adviser)	260	263	268	168	N/A	N/A	N/A	177	8	7	4	5	53	56	58	69	28	5	18	17	13	1	35	18	N/A	N/A	N/A	1	N/A	362	332	383	455
Percentage of workers assessed (Adviser)	99%	99%	100%	100%	N/A	N/A	N/A	100%	100%	100%	100%	100%	93.00%	98.00%	99.00%	96.00%	100%	19%	86%	100%	37.00%	5.00%	92.00%	94.73%	N/A	N/A	N/A	100.00%	N/A	92.35%	81.57%	98.21%	98.06%
Total number of workers assessed (Professional)	178	184	172	88	N/A	N/A	N/A	128	121	206	130	112	252	282	267	266	53	24	47	48	9	4	88	93	41	41	40	38	N/A	654	741	744	773
Percentage of workers assessed (Professional)	99%	99%	100%	100%	N/A	N/A	N/A	100%	100%	100%	100%	100	92.00%	99.00%	99.00%	97.00%	98%	44%	92%	100%	17.00%	7.00%	84.00%	69.40%	98.00%	98.00%	100.00%	100%	N/A	81.04%	89.06%	87.53%	87.15%
Total number of workers assessed (Support/Assistants)	60	94	89	47	N/A	N/A	N/A	45	188	186	187	177	23	22	17	13	31	10	31	29	12	0	116	89	68	56	66	67	N/A	382	368	506	467
Percentage of workers assessed (Support/Assistants)	92%	97%	100%	100%	N/A	N/A	N/A	100%	100%	100%	100%	100%	0.00%	100.00%	100.00%	87.00%	89%	29%	97%	100%	10.00%	0.00%	99.00%	77.39%	96.00%	82.00%	99.00%	100%	N/A	75.79%	70.23%	98.83%	96.69%
Total number of workers assessed (Women)	270	306	301	215	N/A	N/A	N/A	140	110	262	118	117	94	106	101	106	41	16	34	30	10	1	52	45	40	38	40	39	N/A	565	729	646	692
Percentage of workers assessed (Women)	99%	98%	100%	100%	N/A	N/A	N/A	100%	100%	100%	100%	100	88.00%	99.00%	100.00%	95.00%	98%	39%	41%	24.39%	20.00%	2.00%	88.00%	58.44%	100.00%	88.00%	100.00%	100.00%	N/A	89.83%	100.00%	79.56%	94.66%
Total number of workers assessed (Men)	337	357	333	173	N/A	N/A	N/A	222	334	200	330	312	272	295	282	282	83	27	75	77	54	7	195	190	98	84	93	92	N/A	1178	970	1308	1348
Percentage of workers assessed (Men)	97%	98%	100%	100%	N/A	N/A	N/A	100%	100%	100%	100%	100	94.00%	99.00%	98.00%	98.00%	95%	31%	91%	62.60%	27.00%	3.00%	93.00%	82%	95.00%	88.00%	99.00%	100.00%	N/A	86.05%	69.83%	96.25%	96.56%

Time of newforms and continue		GEB				Enla	za			TGI			Cálidda			Contu	ıgas			Electrod	unas			Cone	ecta		Cantalloc		Bu	siness Group	
Type of performance evaluation.	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021 2022	2023	2020	2021 2	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2023	2020	2021	2022	2023
Frequency of performance assessments		Frequency	y			Freque	ency			Frequency			Frequency			Freque	ency			Freque	ncy			Freque	iency		Frequency			Frequency	
At least once a year					N/A	N/A	N/A		Χ	X X	Χ	N/A	N/A N	/A X	Χ	Χ	Χ		N/A	N/A	N/A	Χ					N/A				
Every quarter/twice a year	Χ	Χ	Χ	Χ	N/A	N/A	N/A	Χ				N/A	N/A N	/A				Χ	N/A	N/A	N/A		Χ	Χ	Χ	Χ	N/A	Χ	Χ	Χ	Χ
										Type of perfo	rmance evalu	ation.																			
				27	21.12	21.12	21.12	3.7		.,	37	21/2	21.10	1.0	2.7		3.7	2.4	21.12	21.12	21/2	n. / n	3.7	37			2.10		27		

										Туре	of performai	nce evaluati	on.																				
Management by objectives (systematic use of agreed measurable objectives)	Χ	Χ	Χ	Χ	N/A	N/A	N/A	Χ	Χ	Χ	Χ	Χ	N/A	N/A	N/A	Χ	Χ	Χ	Χ	Χ	N/A	N/A	N/A	N/A	Χ	Χ	Χ	Χ	N/A	Χ	Χ	Χ	Χ
Multi-dimensional performance evaluation (for example, 360 degree feedback)	Χ	Χ	Χ	Χ	N/A	N/A	N/A	Χ	Χ	Χ	Χ	Χ	N/A	N/A	N/A	Χ	N/A	N/A	Χ	N/A	Χ	Χ	Χ	Χ									
Formal comparative ranking of employees within a job category	Χ	Χ	Χ	Χ	N/A	N/A	N/A	Χ	Χ	Χ	Χ	Χ	N/A	N/A	N/A	N/A	Χ	Χ	Χ	N/A	Χ	Χ	Χ	Χ									
Agile Conversations (Unstructured approach to performance management and employee development throughout the year)	Х	Χ	Χ	Χ	N/A	N/A	N/A	Χ	Χ	Χ	Χ	Χ	N/A	N/A	N/A	N/A	Χ	Χ	Χ	Χ	N/A	Χ	Χ	X	Χ								

			GEB			Enlaz	za				GI				Cálidda			Contu	ıgas			Elect	rodunas		Conecta		Cantalloc	Business Grou
nployees in the organization by job category	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020 2021 20	22 2023	2023 2020	2021 2022
enior Management (women)	7	6	5	5	N/A	N/A	N/A	1	3	10	8	8	3	3	2	2	1	1	1	0	2	2	0	3	1 2 2	2 2	2 17	24 18
enior Management (men)	13	15	16	11	N/A	N/A	N/A	5	3	12	12	14	7	7	7	6	1	3	4	4	7	7	1	9	7 6	6 6	4 38	50 46
enior Management (Total)	20	21	21	16	N/A	N/A	N/A	6	6	22	20	22	10	10	9	8	2	4	5	4	9	9	1	12	8 8 8	8	6 55	74 64
iddle Management (Women)	41	38	43	34	N/A	N/A	N/A	3	18	14	19	19	11	11	12	12	4	4	4	5	5	8	2	5	9 9 7	7 8	1 88	84 87
iddle Management (Men)	52	55	56	39	N/A	N/A	N/A	11	33	27	31	26	21	20	20	20	6	5	4	5	27	28	5	16	13 12 1	2 14	4 152	2 147 128
iddle Management (Total)	93	93	99	73	N/A	N/A	N/A	14	51	41	50	45	32	31	32	32	10	9	8	10	32	36	7	21	22 21 1	9 22	5 240	231 215
dvisers (Women)	104	115	106	89	N/A	N/A	N/A	56	1	1	1	1	14	14	15	21	7	7	6	7	1	2	9	3	0 0 0	0 1	N/A 127	139 137
dvisers (Men)	159	163	162	79	N/A	N/A	N/A	123	7	6	3	4	43	43	44	52	21	19	15	13	35	37	29	15	0 0 0	0	N/A 265	5 268 253
dvisors (Total)	263	278	268	168	N/A	N/A	N/A	179	8	7	4	5	57	57	59	73	28	26	21	20	36	39	38	18	0 0 0	0 1	N/A 392	2 407 390
rofessionals (Women)	95	101	109	57	N/A	N/A	N/A	71	72	74	74	71	67	67	64	71	24	23	20	19	17	18	23	28	7 7 8	3 7	N/A 282	2 290 298
rofessionals (Men)	85	85	81	37	N/A	N/A	N/A	57	132	132	119	110	206	217	207	202	30	31	31	38	37	42	82	87	35 35 3	2 32	N/A 525	542 552
rofessionals (Total)	180	186	190	94	N/A	N/A	N/A	128	204	206	193	181	273	284	271	273	54	54	51	57	54	60	105	115	42 42 4	0 39	N/A 807	7 832 850
upport/assistants (Women)	27	52	48	34	N/A	N/A	N/A	13	165	163	164	19	12	12	8	6	6	6	4	4	24	24	25	25	23 25 2	3 21	N/A 257	282 272
upport/assistants (Men)	38	45	43	14	N/A	N/A	N/A	32	23	23	24	159	12	10	9	9	29	29	28	28	97	92	92	79	48 43 4	4 40	N/A 247	242 240
upport/assistants (Total)	65	97	91	48	N/A	N/A	N/A	45	188	186	188	178	24	22	17	15	35	35	32	32	121	116	117	104	71 68 6	61	N/A 504	524 512
OTAL	621	675	669	399	N/A	N/A	N/A	373	457	462	455	431	396	404	388	401	129	128	117	123	252	260	268	270	143 139 13	34 131	580 1998	8 2068 2031

Notes: In 2023 at Enlaza, an individual identified with the gender "Other" is not included in the gender-specific breakdown but is counted in the total workforce.
In 2023, Cantalloc was included in the total number of workers and in the breakdown by "Senior Management", However, there is no breakdown for this subsidiary by the employment categories "Advisor", "Professional", and "Support/Assistance",

TOTAL	621	675	669	399	N/A	N/A	N/A	373	457	462	455	431	396	404	388	401	129	128	117	123	252	260	268	270	143 139	134 131	580 1998 2068	2031 2708
Notes: In 2023 at Enlaza, an individual identified with the	e gender "Other" is not i	included in the gender-s	specific breakdown but is c	ounted in the total workfo	orce																							
In 2023, Cantalloc was included in the total number of wo						s subsidiary by the employm	nent categories "Adviso	r", "Professional", and "	Support/Assistance".																			
Percentage of employees in the organization by job category	2020	2021	GEB	2022	2020	Enlaza 2021	<u>2022</u>	2022	2020	T	2022	2022	2020	2021	Cálidda	2022	2020	Contug	as	2022	2020	Elect	rodunas	2022	Conec		ntalloc Busii 2023 2020 2021	iness Group
Percentage Senior Management (Women)	1.10%	0.90%	0.70%	1.30%	N/A	N/A	N/A	0.30%	0.70%	2.20%	1.80%	1.90%	0.80%	0.70%	0.50%	0.50%	0.80%	0.80%	0.90%	0.00%	0.80%	0.80%	0.00%	1.10%			N/A 0.90% 1.20%	
Percentage Senior Management (Men)	2.10%	2.20%	2.40%	2.80%	N/A	N/A	N/A	1.30%	0.70%	2.60%	2.60%	3.20%	1.80%	1.70%	1.80%	1.50%	0.80%	2.30%	3.40%	3.30%	2.80%	2.70%	0.40%	3.30%				
Percentage Senior Management (Total)	3.20%	3.10%	3.10%	4.00%	N/A	N/A	N/A	1.60%	1.30%	4.80%	4.40%	5.10%	2.50%	2.50%	2.30%	2.00%	1.60%	3.10%	4.30%	3.30%	3.60%	3.50%	0.40%	4.40%	5.60% 5.80%	6.00% 6.10%	N/A 2.80% 3.60%	3.20% 2.80%
Percentage Middle Management (Women)	6.60%	5.60%	6.40%	8.50%	N/A	N/A	N/A	0.80%	3.90%	3.00%	4.20%	4.40%	2.80%	2.70%	3.10%	3.00%	3.10%	3.10%	3.40%	4.10%	2.00%	3.10%	0.70%	1.90%				
Percentage Middle Management (Men)	8.40%	8.10%	8.40%	9.80%	N/A	N/A	N/A	2.90%	7.20%	5.80%	6.80%	6.00%	5.30%	5.00%	5.20%	5.00%	4.70%	3.90%	3.40%	4.10%	10.70%	10.80%	1.90%	5.90%				
Percentage Middle Management (Total) Percentage Advisors (Women)	15.00% 16.70%	13.80%	14.80% 15.80%	18.30% 22.30%	N/A N/A	N/A N/A	N/A N/A	3.80%	11.20% 0.20%	8.90% 0.20%	11.00% 0.20%	10.40% 0.20%	8.10% 3.50%	3.50%	8.20% 3.90%	8.00% 5.20%	7.80% 5.40%	7.00% 5.50%	6.80% 5.10%	8.10% 5.70%	12.70% 0.40%	13.80%	2.60% 3.40%	7.80%			N/A 12.00% 11.20% N/A 6.40% 6.70%	
Percentage Advisors (Men)	25.60%	24.10%	24.20%	19.80%	N/A	N/A	N/A	33.00%	1.50%	1.30%	0.70%	0.90%	10.90%	10.60%	11.30%	13.00%	16.30%	14.80%	12.80%	10.60%	13.90%	14.20%	10.80%	5.60%				
Percentage Advisors (Total)	42.40%	41.20%	40.10%	42.10%	N/A	N/A	N/A	48.00%	1.80%	1.50%	0.90%	1.20%	14.40%	14.10%	15.20%	18.20%	21.70%	20.30%	17.90%	16.30%	14.30%	15.00%	14.20%	6.70%			N/A 19.60% 19.70%	
Percentage Professionals (Women)	15.30%	15.00%	16.30%	14.30%	N/A	N/A	N/A	19.00%	15.80%	16.00%	16.30%	16.50%	16.90%	16.60%	16.50%	17.70%	18.60%	18.00%	17.10%	15.40%	6.70%	6.90%	8.60%	10.40%	4.90% 5.00%	6.00% 5.30%	N/A 14.10% 14.00%	14.70% 12.00%
Percentage Professionals (Men)	13.70%	12.60%	12.10%	9.30%	N/A	N/A	N/A	15.30%	28.90%	28.60%	26.20%	25.50%	52.00%	53.70%	53.40%	50.40%	23.30%	24.20%	26.50%	30.90%	14.70%	16.20%	30.60%	32.20%			N/A 26.30% 26.20%	
Percentage Professionals (Total)	29.00%	27.60%	28.40% 7.20%	23.60%	N/A N/A	N/A N/A	N/A	34.30%	44.60% 36.10%	44.60% 35.30%	42.40% 36.00%	42.00% 4.40%	68.90% 3.00%	70.30%	69.80%	68.10%	41.90% 4.70%	42.20%	43.60%	46.30% 3.30%	21.40% 9.50%	23.10% 9.20%	39.20% 9.30%	42.60% 9.30%	29.40% 30.20%		N/A 40.40% 40.20% N/A 12.90% 13.60%	
Percentage Support/assistants (women) Percentage Support/assistants (Men)	6.10%	6.70%	6.40%	3.50%	N/A	N/A	N/A	8.60%	5.00%	5.00%	5.30%	36.90%	3.00%	2.50%	2.30%	2.20%	22.50%	22.70%	23.90%	22.80%	38.50%	35.40%	34.30%	29.30%				
Percentage Support/assistants (Total)	10.50%	14.40%	13.60%	12.00%	N/A	N/A	N/A	12.10%	41.10%	40.30%	41.30%	41.30%	6.10%	5.40%	4.40%	3.70%	27.10%	27.30%	27.40%	26.00%	48.00%	44.60%	43.70%	38.50%			N/A 25.20% 25.30%	
TOTAL	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100% 100%	100% 100%	N/A 100% 100%	100% 100%
										_					-411													
Employees in the organization by age	2020	2021	GEB 2022	2023	2020	Enlaza 2021	a	2023	2020	T	ol 2022	2023	2020	2021	Cálidda 2022	2023	2020	Contug 2021	as 2022	2023	2020	Elect	rodunas 2022	2023	2020 2021		ntalloc Busii 2023 2020 2021	iness Group
Less than 30 years old (Women)	28	31	23	14	N/A	N/A	N/A	6	10	12	8	7	28	23	18	23	7	5	4	4	13	14	18	23	17 14		N/A 103 99	80 86
Less than 30 years old (Men)	19	21	16	10	N/A	N/A	N/A	4	16	19	10	7	42	39	23	20	14	7	5	10	43	39	29	36	16 11	8 10	N/A 150 136	91 97
Less than 30 years old (Total)	47	52	39	24	N/A	N/A	N/A	10	26	31	18	14	70	62	41	43	21	12	9	14	56	53	47	59	33 25	17 19	N/A 253 235	171 183
Between 31 and 50 years old (Women)	220	255	260	182	N/A	N/A	N/A	127	87	90	94	88	75	80	80	85	35	35	30	30	17	21	21	25	23 29	31 29	N/A 457 510	516 566
Between 31 and 50 years old (Men)	277	297	286	128	N/A	N/A	N/A	191	234	228	211	201	228	239	244	248	62	69	66	67	87	96	110	108	78 77		N/A 966 1006 N/A 1423 1516	991 1013
Between 31 and 50 years old (Total) Over 51 years old (Women)	26	26	28	23	N/A	N/A	N/A N/A	11	20	20	24	289	4	4	3		0	104	96	1	19	117	20	153	0 0		N/A 69 70	76 79
Over 51 years old (Men)	51	45	56	42	N/A	N/A	N/A	33	90	93	108	105	19	19	20	21	11	11	11	11	73	71	70	62	9 8		N/A 253 247	276 286
Over 51 years old (Total)	77	71	84	65	N/A	N/A	N/A	44	110	113	132	128	23	23	23	25	11	12	12	12	92	90	90	78	9 8	11 13	N/A 322 317	352 365
TOTAL	621	675	669	399	N/A	N/A	N/A	373	457	462	455	431	396	404	388	401	129	128	117	123	252	260	268	270	143 139	134 131	580 1998 2068	2031 2708
Percentage of Employees in the organization by age			GEB			Enlaza	a			Т	6l			C	Cálidda			Contug	as			Elect	rodunas		Coned	ta Car	ntalloc Busi	iness Group
Percentage of Employees in the organization by age	2020	2021	GEB 2022	2023	2020	Enlaza 2021	a 2022	2023	2020	T 2021	GI 2022	2023	2020	2021	2022	2023	2020	Contug 2021	as 2022	2023	2020	Elect 2021	2022	2023	2020 2021	2022 2023 2	2023 2020 2021	2022 2023
Percentage Under 30 years old (Women)	4.50%	2021 4.60%	GEB 2022 3.40%	2023 3.50%	2020 N/A	2021 N/A	2022 N/A	2023 1.60%	2020 2.20%	2021 2.60%	2022 1.80%	2023 1.60%	2020 7.10%	2021 5.70%	2022 4.60%	2023 5.70%	2020 5.40%	2021 3.90%	2022 3.40%	2023 3.30%	2020 5.20%	2021 5.40%	2022 6.70%	2023 8.50%	2020 2021 11.90% 10.10%	2022 2023 6.70% 6.90%	2023 2020 2021	2022 2023 3.90% 3.20%
Percentage Under 30 years old (Women) Percentage Under 30 years old (Men)	4.50% 3.10%	2021 4.60% 3.10% 7.70%	GEB 2022 3.40% 2.40% 5.80%	2023 3.50% 2.50% 6.00%	2020 N/A N/A	Enlaza 2021 N/A N/A N/A	2022 N/A N/A	2023 1.60% 1.10% 2.70%	2020 2.20% 3.50% 5.70%	4.10%	2022 1.80% 2.20% 4.00%	1.60%	2020 7.10% 10.60%	2021 5.70% 9.70%	2022 4.60% 5.90%	2023 5.70% 5.00%	2020 5.40% 10.90% 16.30%	2021 3.90% 5.50% 9.40%	2022 3.40% 4.30% 7.70%	2023 3.30% 8.10%	2020 5.20% 17.10%	2021 5.40% 15.00%	2022	13.30%	2020 2021 11.90% 10.10% 11.20% 7.90%	2022 2023 6.70% 6.90% 6.00% 7.60%	2023 2020 2021	2022 2023 3.90% 3.20% 4.50% 3.60%
Percentage Under 30 years old (Women)	4.50%	2021 4.60% 3.10% 7.70% 37.80%	GEB 2022 3.40% 2.40% 5.80% 38.90%	2023 3.50% 2.50% 6.00% 45.60%	2020 N/A N/A N/A N/A	2021 N/A	2022 N/A N/A N/A N/A	2023 1.60% 1.10% 2.70% 34.00%	2020 2.20% 3.50% 5.70% 19.00%		2022 1.80% 2.20% 4.00% 20.70%		2020 7.10% 10.60% 17.70% 18.90%	2021 5.70% 9.70% 15.30%	2022 4.60%		2020 5.40% 10.90% 16.30% 27.10%	2021 3.90% 5.50% 9.40% 27.30%	2022 3.40% 4.30% 7.70% 25.60%		2020 5.20% 17.10% 22.20% 6.70%	2021 5.40%	2022 6.70%		2020 2021 11.90% 10.10%	2022 2023 6.70% 6.90%	2023 2020 2021	2022 2023 3.90% 3.20%
Percentage Under 30 years old (Women) Percentage Under 30 years old (Men) Percentage Under 30 years old (Total)	4.50% 3.10% 7.60%	2021 4.60% 3.10% 7.70% 37.80% 44.00%	5.80%	6.00%	2020 N/A N/A N/A N/A	2021 N/A	2022 N/A N/A N/A N/A N/A	2023 1.60% 1.10% 2.70% 34.00% 51.20%	5.70%	4.10% 6.70%	2022 1.80% 2.20% 4.00% 20.70% 46.40%	1.60% 3.20%	17.70%	2021 5.70% 9.70% 15.30%	2022 4.60% 5.90% 10.60%	5.00%	16.30%	2021 3.90% 5.50% 9.40% 27.30% 53.90%	7.70%			2021 5.40% 15.00% 20.40%	2022 6.70% 10.80% 17.50%	13.30% 21.90%	2020 2021 11.90% 10.10% 11.20% 7.90% 23.10% 18.00%	2022 2023 6.70% 6.90% 6.00% 7.60%	2023 2020 2021	2022 2023 3.90% 3.20% 4.50% 3.60% 8.40% 6.80%
Percentage Under 30 years old (Women) Percentage Under 30 years old (Men) Percentage Under 30 years old (Total) Percentage Between 31 and 50 years old (Women) Percentage Between 31 and 50 years old (Men) Percentage Between 31 and 50 years old (Total)	4.50% 3.10% 7.60% 35.40% 44.60% 80.00%	4.60% 3.10% 7.70% 37.80% 44.00% 81.80%	5.80% 38.90% 42.80% 81.60%	6.00% 45.60% 32.10% 77.70%	2020 N/A N/A N/A N/A N/A	2021 N/A N/A N/A N/A N/A	2022 N/A N/A N/A N/A N/A	51.20% 85.30%	5.70% 19.00% 51.20% 70.20%	4.10% 6.70% 19.50% 49.40% 68.80%	46.40% 67.00%	1.60% 3.20% 20.40% 46.60% 67.10%	17.70% 18.90% 57.60% 76.50%	2021 5.70% 9.70% 15.30%	2022 4.60% 5.90% 10.60% 20.60% 62.90% 83.50%	5.00%	16.30% 27.10%	2021 3.90% 5.50% 9.40% 27.30% 53.90% 81.30%	7.70% 25.60% 56.40% 82.10%	8.10% 11.40% 24.40% 54.50% 78.90%		2021 5.40% 15.00% 20.40% 8.10% 36.90% 45.00%	2022 6.70% 10.80% 17.50% 7.80% 41.00% 48.90%	13.30% 21.90% 9.30% 40.00% 49.30%	2020 2021 11.90% 10.10% 11.20% 7.90% 23.10% 18.00%	2022 2023 6.70% 6.90% 6.00% 7.60%	2023 2020 2021	2022 2023 3.90% 3.20% 4.50% 3.60% 8.40% 6.80% 25.40% 20.90% 48.80% 37.40% 74.20% 58.30%
Percentage Under 30 years old (Women) Percentage Under 30 years old (Men) Percentage Under 30 years old (Total) Percentage Between 31 and 50 years old (Women) Percentage Between 31 and 50 years old (Men) Percentage Between 31 and 50 years old (Total) Percentage Over 51 years old (Women)	4.50% 3.10% 7.60% 35.40% 44.60% 80.00% 4.20%	2021 4.60% 3.10% 7.70% 37.80% 44.00% 81.80% 3.90%	5.80% 38.90% 42.80% 81.60% 4.20%	6.00%	2020 N/A N/A N/A N/A N/A N/A	2021 N/A	2022 N/A N/A N/A N/A N/A N/A	51.20% 85.30% 2.90%	5.70% 19.00% 51.20% 70.20% 4.40%	4.10% 6.70% 19.50% 49.40% 68.80% 4.30%	46.40% 67.00% 5.30%	1.60% 3.20% 20.40% 46.60% 67.10% 5.30%	17.70% 18.90% 57.60% 76.50% 1.00%	2021 5.70% 9.70% 15.30%	2022 4.60% 5.90% 10.60% 20.60% 62.90% 83.50% 0.80%	5.00% 10.70% 21.20% 61.80% 83.00% 1.00%	16.30% 27.10% 48.10% 75.20% 0.00%	2021 3.90% 5.50% 9.40% 27.30% 53.90% 81.30% 0.80%	7.70% 25.60% 56.40% 82.10% 0.90%	8.10% 11.40% 24.40% 54.50% 78.90% 0.80%	22.20% 6.70% 34.50% 41.30% 7.50%	2021 5.40% 15.00% 20.40% 8.10% 36.90% 45.00% 7.30%	2022 6.70% 10.80% 17.50% 7.80% 41.00%	13.30% 21.90% 9.30% 40.00% 49.30% 5.90%	2020 2021 11.90% 10.10% 11.20% 7.90% 23.10% 18.00% 16.10% 20.90% 54.50% 55.40% 70.60% 76.30% 0.00% 0.00%	2022 2023 6.70% 6.90% 6.00% 7.60% 12.70% 14.50% 23.10% 22.10% 55.20% 53.40% 79.10% 75.60% 0.00% 0.80%	2023 2020 2021 N/A 5.20% 4.80% N/A 7.50% 6.60% N/A 12.70% 11.40% N/A 22.90% 24.70% N/A 48.30% 48.60% N/A 71.20% 73.30% N/A 3.50% 3.40%	2022 2023 3.90% 3.20% 4.50% 3.60% 8.40% 6.80% 25.40% 20.90% 48.80% 37.40%
Percentage Under 30 years old (Women) Percentage Under 30 years old (Men) Percentage Under 30 years old (Total) Percentage Between 31 and 50 years old (Women) Percentage Between 31 and 50 years old (Men) Percentage Between 31 and 50 years old (Total) Percentage Over 51 years old (Women) Percentage Over 51 years old (Men)	4.50% 3.10% 7.60% 35.40% 44.60% 80.00% 4.20% 8.20%	4.60% 3.10% 7.70% 37.80% 44.00% 81.80% 3.90% 6.70%	5.80% 38.90% 42.80% 81.60%	6.00% 45.60% 32.10% 77.70%	2020 N/A N/A N/A N/A N/A N/A N/A N/A	2021 N/A N/A N/A N/A N/A	2022 N/A N/A N/A N/A N/A N/A N/A N/A	51.20% 85.30% 2.90% 8.80%	5.70% 19.00% 51.20% 70.20% 4.40% 19.70%	4.10% 6.70% 19.50% 49.40% 68.80% 4.30% 20.10%	46.40% 67.00% 5.30% 23.70%	1.60% 3.20% 20.40% 46.60% 67.10%	17.70% 18.90% 57.60% 76.50% 1.00% 4.80%	2021 5.70% 9.70% 15.30% 19.80% 59.20% 79.00% 1.00% 4.70%	2022 4.60% 5.90% 10.60% 20.60% 62.90% 83.50% 0.80% 5.20%	5.00% 10.70% 21.20% 61.80% 83.00% 1.00% 5.20%	16.30% 27.10% 48.10% 75.20% 0.00% 8.50%	8.60%	7.70% 25.60% 56.40% 82.10% 0.90% 9.40%	8.10% 11.40% 24.40% 54.50% 78.90% 0.80%	22.20% 6.70% 34.50% 41.30% 7.50% 29.00%	2021 5.40% 15.00% 20.40% 8.10% 36.90% 45.00%	2022 6.70% 10.80% 17.50% 7.80% 41.00% 48.90%	13.30% 21.90% 9.30% 40.00% 49.30% 5.90% 23.00%	2020 2021 11.90% 10.10% 11.20% 7.90% 23.10% 18.00% 16.10% 20.90% 54.50% 55.40% 70.60% 76.30% 0.00% 0.00% 6.30% 5.80%	2022 2023 6.70% 6.90% 6.00% 7.60% 12.70% 14.50% 23.10% 22.10% 55.20% 53.40% 79.10% 75.60% 0.00% 0.80% 8.20% 9.20%	2023 2020 2021 N/A 5.20% 4.80% N/A 7.50% 6.60% N/A 12.70% 11.40% N/A 22.90% 24.70% N/A 48.30% 48.60% N/A 71.20% 73.30% N/A 3.50% 3.40% N/A 12.70% 11.90%	2022 2023 3.90% 3.20% 4.50% 3.60% 8.40% 6.80% 25.40% 20.90% 48.80% 37.40% 74.20% 58.30% 3.70% 2.90% 13.60% 10.60%
Percentage Under 30 years old (Women) Percentage Under 30 years old (Men) Percentage Under 30 years old (Total) Percentage Between 31 and 50 years old (Women) Percentage Between 31 and 50 years old (Men) Percentage Between 31 and 50 years old (Total) Percentage Over 51 years old (Women)	4.50% 3.10% 7.60% 35.40% 44.60% 80.00% 4.20%	4.60% 3.10% 7.70% 37.80% 44.00% 81.80%	5.80% 38.90% 42.80% 81.60% 4.20%	6.00% 45.60% 32.10% 77.70%	N/A	2021 N/A N/A N/A N/A N/A	2022 N/A N/A N/A N/A N/A N/A N/A N/A	51.20% 85.30% 2.90%	5.70% 19.00% 51.20% 70.20% 4.40%	4.10% 6.70% 19.50% 49.40% 68.80% 4.30%	46.40% 67.00% 5.30%	1.60% 3.20% 20.40% 46.60% 67.10% 5.30%	17.70% 18.90% 57.60% 76.50% 1.00%	2021 5.70% 9.70% 15.30%	2022 4.60% 5.90% 10.60% 20.60% 62.90% 83.50% 0.80%	5.00% 10.70% 21.20% 61.80% 83.00% 1.00% 5.20%	16.30% 27.10% 48.10% 75.20% 0.00%		7.70% 25.60% 56.40% 82.10% 0.90%	8.10% 11.40% 24.40% 54.50% 78.90% 0.80%	22.20% 6.70% 34.50% 41.30% 7.50%	2021 5.40% 15.00% 20.40% 8.10% 36.90% 45.00% 7.30% 27.30%	2022 6.70% 10.80% 17.50% 7.80% 41.00% 48.90%	13.30% 21.90% 9.30% 40.00% 49.30% 5.90% 23.00%	2020 2021 11.90% 10.10% 11.20% 7.90% 23.10% 18.00% 16.10% 20.90% 54.50% 55.40% 70.60% 76.30% 0.00% 0.00%	2022 2023 6.70% 6.90% 6.00% 7.60% 12.70% 14.50% 23.10% 22.10% 55.20% 53.40% 79.10% 75.60% 0.00% 0.80% 8.20% 9.20%	2023 2020 2021 N/A 5.20% 4.80% N/A 7.50% 6.60% N/A 12.70% 11.40% N/A 22.90% 24.70% N/A 48.30% 48.60% N/A 71.20% 73.30% N/A 3.50% 3.40% N/A 12.70% 11.90%	2022 2023 3.90% 3.20% 4.50% 3.60% 8.40% 6.80% 25.40% 20.90% 48.80% 37.40% 74.20% 58.30% 3.70% 2.90% 13.60% 10.60%
Percentage Under 30 years old (Women) Percentage Under 30 years old (Men) Percentage Under 30 years old (Total) Percentage Between 31 and 50 years old (Women) Percentage Between 31 and 50 years old (Men) Percentage Between 31 and 50 years old (Total) Percentage Over 51 years old (Women) Percentage Over 51 years old (Men)	4.50% 3.10% 7.60% 35.40% 44.60% 80.00% 4.20% 8.20% 12.40%	4.60% 3.10% 7.70% 37.80% 44.00% 81.80% 3.90% 6.70% 10.50%	5.80% 38.90% 42.80% 81.60% 4.20%	6.00% 45.60% 32.10% 77.70%	N/A	2021 N/A N/A N/A N/A N/A	2022 N/A N/A N/A N/A N/A N/A N/A N/A	51.20% 85.30% 2.90% 8.80%	5.70% 19.00% 51.20% 70.20% 4.40% 19.70%	4.10% 6.70% 19.50% 49.40% 68.80% 4.30% 20.10%	46.40% 67.00% 5.30% 23.70%	1.60% 3.20% 20.40% 46.60% 67.10% 5.30%	17.70% 18.90% 57.60% 76.50% 1.00% 4.80%	2021 5.70% 9.70% 15.30% 19.80% 59.20% 79.00% 1.00% 4.70% 5.70%	2022 4.60% 5.90% 10.60% 20.60% 62.90% 83.50% 0.80% 5.20%	5.00% 10.70% 21.20% 61.80% 83.00% 1.00% 5.20%	16.30% 27.10% 48.10% 75.20% 0.00% 8.50%	8.60%	7.70% 25.60% 56.40% 82.10% 0.90% 9.40% 10.30%	8.10% 11.40% 24.40% 54.50% 78.90% 0.80%	22.20% 6.70% 34.50% 41.30% 7.50% 29.00%	2021 5.40% 15.00% 20.40% 8.10% 36.90% 45.00% 7.30% 27.30% 34.60%	2022 6.70% 10.80% 17.50% 7.80% 41.00% 48.90%	13.30% 21.90% 9.30% 40.00% 49.30% 5.90% 23.00%	2020 2021 11.90% 10.10% 11.20% 7.90% 23.10% 18.00% 16.10% 20.90% 54.50% 55.40% 70.60% 76.30% 0.00% 0.00% 6.30% 5.80% Coned	2022 2023 2 6.70% 6.90% 6 6.00% 7.60% 6 12.70% 14.50% 6 23.10% 22.10% 6 23.10% 22.10% 6 23.10% 75.60% 6 79.10% 75.60% 7 8.20% 9.20% 7 8.20% 9.90% 7 4 4 6 6.90% 7 7 6.90% 7 7 6.90% 7 7 6.90% 7 7 6.90% 7 7 6.90% 7 7 6.90% 7 7 6.90% 7 7 7 7 7 7 8 7 7 7 8 7 7 7 8 7 7 7 8 7 7 7 8 7 7 7 8 7 7	2023 2020 2021 N/A 5.20% 4.80% N/A 7.50% 6.60% N/A 12.70% 11.40% N/A 22.90% 24.70% N/A 48.30% 48.60% N/A 71.20% 73.30% N/A 3.50% 3.40% N/A 12.70% 11.90% N/A 16.10% 15.30%	2022 2023 3.90% 3.20% 4.50% 3.60% 8.40% 6.80% 25.40% 20.90% 48.80% 37.40% 74.20% 58.30% 3.70% 2.90% 13.60% 10.60% 17.30% 13.50%
Percentage Under 30 years old (Women) Percentage Under 30 years old (Men) Percentage Under 30 years old (Total) Percentage Between 31 and 50 years old (Women) Percentage Between 31 and 50 years old (Men) Percentage Between 31 and 50 years old (Total) Percentage Over 51 years old (Women) Percentage Over 51 years old (Men)	4.50% 3.10% 7.60% 35.40% 44.60% 80.00% 4.20% 8.20%	4.60% 3.10% 7.70% 37.80% 44.00% 81.80% 3.90% 6.70% 10.50%	5.80% 38.90% 42.80% 81.60% 4.20% 8.40% 12.60%	6.00% 45.60% 32.10% 77.70%	N/A N/A 2020	2021 N/A N/A N/A N/A N/A N/A N/A N/A	2022 N/A N/A N/A N/A N/A N/A N/A N/A	51.20% 85.30% 2.90% 8.80%	5.70% 19.00% 51.20% 70.20% 4.40% 19.70%	4.10% 6.70% 19.50% 49.40% 68.80% 4.30% 20.10%	46.40% 67.00% 5.30% 23.70%	1.60% 3.20% 20.40% 46.60% 67.10% 5.30%	17.70% 18.90% 57.60% 76.50% 1.00% 4.80%	2021 5.70% 9.70% 15.30% 19.80% 59.20% 79.00% 1.00% 4.70% 5.70%	2022 4.60% 5.90% 10.60% 20.60% 62.90% 83.50% 0.80% 5.20% 5.90%	5.00% 10.70% 21.20% 61.80% 83.00% 1.00% 5.20%	16.30% 27.10% 48.10% 75.20% 0.00% 8.50%	8.60% 9.40%	7.70% 25.60% 56.40% 82.10% 0.90% 9.40% 10.30%	8.10% 11.40% 24.40% 54.50% 78.90% 0.80%	22.20% 6.70% 34.50% 41.30% 7.50% 29.00%	2021 5.40% 15.00% 20.40% 8.10% 36.90% 45.00% 7.30% 27.30% 34.60%	2022 6.70% 10.80% 17.50% 7.80% 41.00% 48.90% 7.50% 26.10% 33.60%	13.30% 21.90% 9.30% 40.00% 49.30% 5.90% 23.00%	2020 2021 11.90% 10.10% 11.20% 7.90% 23.10% 18.00% 16.10% 20.90% 54.50% 55.40% 70.60% 76.30% 0.00% 0.00% 6.30% 5.80% Coned 2020 2021	2022 2023 2 6.70% 6.90% 6 6.00% 7.60% 6 12.70% 14.50% 6 23.10% 22.10% 6 23.10% 22.10% 6 55.20% 53.40% 7 79.10% 75.60% 7 0.00% 0.80% 1 8.20% 9.20% 1 8.20% 9.90% 1 ta Car 2022 2023 2	2023 2020 2021 N/A 5.20% 4.80% N/A 7.50% 6.60% N/A 12.70% 11.40% N/A 22.90% 24.70% N/A 48.30% 48.60% N/A 71.20% 73.30% N/A 3.50% 3.40% N/A 12.70% 11.90% N/A 16.10% 15.30% ntalloc Busing 2023 2020 2021	2022 2023 3.90% 3.20% 4.50% 3.60% 8.40% 6.80% 25.40% 20.90% 48.80% 37.40% 74.20% 58.30% 3.70% 2.90% 13.60% 10.60% 17.30% 13.50% iness Group 2022 2023
Percentage Under 30 years old (Women) Percentage Under 30 years old (Men) Percentage Between 30 years old (Total) Percentage Between 31 and 50 years old (Women) Percentage Between 31 and 50 years old (Men) Percentage Between 31 and 50 years old (Total) Percentage Over 51 years old (Women) Percentage Over 51 years old (Men) Percentage Over 51 years old (Total) Diversity Number of women in managerial positions (including junior, middle, and senior levels).	4.50% 3.10% 7.60% 35.40% 44.60% 80.00% 4.20% 8.20% 12.40%	4.60% 3.10% 7.70% 37.80% 44.00% 81.80% 3.90% 6.70% 10.50%	5.80% 38.90% 42.80% 81.60% 4.20% 8.40% 12.60%	6.00% 45.60% 32.10% 77.70%	N/A	2021 N/A N/A N/A N/A N/A N/A N/A N/A	2022 N/A N/A N/A N/A N/A N/A N/A N/A	51.20% 85.30% 2.90% 8.80%	5.70% 19.00% 51.20% 70.20% 4.40% 19.70%	4.10% 6.70% 19.50% 49.40% 68.80% 4.30% 20.10%	46.40% 67.00% 5.30% 23.70%	1.60% 3.20% 20.40% 46.60% 67.10% 5.30%	17.70% 18.90% 57.60% 76.50% 1.00% 4.80%	2021 5.70% 9.70% 15.30% 19.80% 59.20% 79.00% 1.00% 4.70% 5.70%	2022 4.60% 5.90% 10.60% 20.60% 62.90% 83.50% 0.80% 5.20% 5.90%	5.00% 10.70% 21.20% 61.80% 83.00% 1.00% 5.20%	16.30% 27.10% 48.10% 75.20% 0.00% 8.50%	8.60% 9.40%	7.70% 25.60% 56.40% 82.10% 0.90% 9.40% 10.30%	8.10% 11.40% 24.40% 54.50% 78.90% 0.80%	22.20% 6.70% 34.50% 41.30% 7.50% 29.00%	2021 5.40% 15.00% 20.40% 8.10% 36.90% 45.00% 7.30% 27.30% 34.60%	2022 6.70% 10.80% 17.50% 7.80% 41.00% 48.90% 7.50% 26.10% 33.60%	13.30% 21.90% 9.30% 40.00% 49.30% 5.90% 23.00%	2020 2021 11.90% 10.10% 11.20% 7.90% 23.10% 18.00% 16.10% 20.90% 54.50% 55.40% 70.60% 76.30% 0.00% 0.00% 6.30% 5.80% Coned 2020 2021	2022 2023 2 6.70% 6.90% 6 6.00% 7.60% 6 12.70% 14.50% 6 23.10% 22.10% 6 23.10% 22.10% 6 55.20% 53.40% 7 79.10% 75.60% 7 0.00% 0.80% 1 8.20% 9.20% 1 8.20% 9.90% 1 ta Car 2022 2023 2	2023 2020 2021 N/A 5.20% 4.80% N/A 7.50% 6.60% N/A 12.70% 11.40% N/A 22.90% 24.70% N/A 48.30% 48.60% N/A 71.20% 73.30% N/A 3.50% 3.40% N/A 12.70% 11.90% N/A 16.10% 15.30%	2022 2023 3.90% 3.20% 4.50% 3.60% 8.40% 6.80% 25.40% 20.90% 48.80% 37.40% 74.20% 58.30% 3.70% 2.90% 13.60% 10.60% 17.30% 13.50% iness Group 2022 2023
Percentage Under 30 years old (Women) Percentage Under 30 years old (Men) Percentage Under 30 years old (Total) Percentage Between 31 and 50 years old (Women) Percentage Between 31 and 50 years old (Men) Percentage Between 31 and 50 years old (Total) Percentage Over 51 years old (Women) Percentage Over 51 years old (Men) Percentage Over 51 years old (Total) Diversity Number of women in managerial positions	4.50% 3.10% 7.60% 35.40% 44.60% 80.00% 4.20% 8.20% 12.40%	4.60% 3.10% 7.70% 37.80% 44.00% 81.80% 3.90% 6.70% 10.50%	5.80% 38.90% 42.80% 81.60% 4.20% 8.40% 12.60%	6.00% 45.60% 32.10% 77.70%	N/A N/A 2020	2021 N/A N/A N/A N/A N/A N/A N/A N/A	2022 N/A N/A N/A N/A N/A N/A N/A N/A	51.20% 85.30% 2.90% 8.80%	5.70% 19.00% 51.20% 70.20% 4.40% 19.70%	4.10% 6.70% 19.50% 49.40% 68.80% 4.30% 20.10%	46.40% 67.00% 5.30% 23.70%	1.60% 3.20% 20.40% 46.60% 67.10% 5.30%	17.70% 18.90% 57.60% 76.50% 1.00% 4.80%	2021 5.70% 9.70% 15.30% 19.80% 59.20% 79.00% 1.00% 4.70% 5.70%	2022 4.60% 5.90% 10.60% 20.60% 62.90% 83.50% 0.80% 5.20% 5.90%	5.00% 10.70% 21.20% 61.80% 83.00% 1.00% 5.20%	16.30% 27.10% 48.10% 75.20% 0.00% 8.50%	8.60% 9.40%	7.70% 25.60% 56.40% 82.10% 0.90% 9.40% 10.30%	8.10% 11.40% 24.40% 54.50% 78.90% 0.80%	22.20% 6.70% 34.50% 41.30% 7.50% 29.00%	2021 5.40% 15.00% 20.40% 8.10% 36.90% 45.00% 7.30% 27.30% 34.60%	2022 6.70% 10.80% 17.50% 7.80% 41.00% 48.90% 7.50% 26.10% 33.60%	13.30% 21.90% 9.30% 40.00% 49.30% 5.90% 23.00%	2020 2021 11.90% 10.10% 11.20% 7.90% 23.10% 18.00% 16.10% 20.90% 54.50% 55.40% 70.60% 76.30% 0.00% 0.00% 6.30% 5.80% 6.30% 5.80% Conec 2020 2020 2021 10 11	2022 2023 2 6.70% 6.90% 6 6.00% 7.60% 1 12.70% 14.50% 1 23.10% 22.10% 1 55.20% 53.40% 1 79.10% 75.60% 1 0.00% 0.80% 1 8.20% 9.20% 1 8.20% 9.90% 1 ta Car 2022 2023 2 9 10	2023 2020 2021 N/A 5.20% 4.80% N/A 7.50% 6.60% N/A 12.70% 11.40% N/A 22.90% 24.70% N/A 48.30% 48.60% N/A 71.20% 73.30% N/A 3.50% 3.40% N/A 12.70% 11.90% N/A 16.10% 15.30% ntalloc Busing 2023 2020 2021	2022 2023 3.90% 3.20% 4.50% 3.60% 8.40% 6.80% 25.40% 20.90% 48.80% 37.40% 74.20% 58.30% 3.70% 2.90% 13.60% 10.60% 17.30% 13.50% iness Group 2022 2023 110
Percentage Under 30 years old (Women) Percentage Under 30 years old (Men) Percentage Under 30 years old (Total) Percentage Between 31 and 50 years old (Women) Percentage Between 31 and 50 years old (Men) Percentage Between 31 and 50 years old (Total) Percentage Over 51 years old (Women) Percentage Over 51 years old (Men) Percentage Over 51 years old (Total) Diversity Number of women in managerial positions (including junior, middle, and senior levels). Percentage of women in managerial positions (as a percentage of total managerial positions). Number of women in junior managerial positions	4.50% 3.10% 7.60% 35.40% 44.60% 80.00% 4.20% 8.20% 12.40%	4.60% 3.10% 7.70% 37.80% 44.00% 81.80% 3.90% 6.70% 10.50%	5.80% 38.90% 42.80% 81.60% 4.20% 8.40% 12.60% GEB 2022 48	6.00% 45.60% 32.10% 77.70% 5.80% 10.50% 16.30%	N/A N/A N/A 2020 N/A	2021 N/A	2022 N/A N/A N/A N/A N/A N/A N/A N/A	51.20% 85.30% 2.90% 8.80% 11.80%	5.70% 19.00% 51.20% 70.20% 4.40% 19.70% 24.10%	4.10% 6.70% 19.50% 49.40% 68.80% 4.30% 20.10% 24.50%	46.40% 67.00% 5.30% 23.70% 29.00%	1.60% 3.20% 20.40% 46.60% 67.10% 5.30% 24.40% 29.70%	17.70% 18.90% 57.60% 76.50% 1.00% 4.80% 5.80%	2021 5.70% 9.70% 15.30% 19.80% 59.20% 79.00% 1.00% 4.70% 5.70%	2022 4.60% 5.90% 10.60% 20.60% 62.90% 83.50% 0.80% 5.20% 5.90% Cálidda 2022	5.00% 10.70% 21.20% 61.80% 83.00% 1.00% 5.20% 6.20%	16.30% 27.10% 48.10% 75.20% 0.00% 8.50% 8.50%	8.60% 9.40% Contug 2021 5	7.70% 25.60% 56.40% 82.10% 0.90% 9.40% 10.30%	8.10% 11.40% 24.40% 54.50% 78.90% 0.80% 8.90% 9.80%	22.20% 6.70% 34.50% 41.30% 7.50% 29.00% 36.50%	2021 5.40% 15.00% 20.40% 8.10% 36.90% 45.00% 7.30% 27.30% 34.60% Elect	2022 6.70% 10.80% 17.50% 7.80% 41.00% 48.90% 7.50% 26.10% 33.60%	13.30% 21.90% 9.30% 40.00% 49.30% 5.90% 23.00% 28.90%	2020 2021 11.90% 10.10% 11.20% 7.90% 23.10% 18.00% 16.10% 20.90% 54.50% 55.40% 70.60% 76.30% 0.00% 0.00% 6.30% 5.80% Conec 2020 2021 10 11 33.3% 37.9%	2022 2023 2 6.70% 6.90% 6 6.00% 7.60% 1 12.70% 14.50% 1 23.10% 22.10% 1 55.20% 53.40% 1 79.10% 75.60% 1 0.00% 0.80% 1 8.20% 9.20% 1 8.20% 9.90% 1 ta Car 2022 2023 2 9 10 33.3% 33.3% 2	2023 2020 2021 N/A 5.20% 4.80% N/A 7.50% 6.60% N/A 12.70% 11.40% N/A 22.90% 24.70% N/A 48.30% 48.60% N/A 71.20% 73.30% N/A 3.50% 3.40% N/A 12.70% 11.90% N/A 16.10% 15.30% Busing 2023 2023 2020 2021 3 105 108 25.0% 35.6% 35.4%	2022 2023 3.90% 3.20% 4.50% 3.60% 8.40% 6.80% 25.40% 20.90% 48.80% 37.40% 74.20% 58.30% 3.70% 2.90% 13.60% 10.60% 17.30% 13.50% siness Group 2022 2023 110 37.6% 36,2%
Percentage Under 30 years old (Women) Percentage Under 30 years old (Men) Percentage Under 30 years old (Total) Percentage Between 31 and 50 years old (Women) Percentage Between 31 and 50 years old (Men) Percentage Between 31 and 50 years old (Total) Percentage Over 51 years old (Women) Percentage Over 51 years old (Men) Percentage Over 51 years old (Total) Diversity Number of women in managerial positions (including junior, middle, and senior levels). Percentage of women in managerial positions (as a percentage of total managerial positions).	4.50% 3.10% 7.60% 35.40% 44.60% 80.00% 4.20% 8.20% 12.40% 2020 48 42.5% 41	4.60% 3.10% 7.70% 37.80% 44.00% 81.80% 3.90% 6.70% 10.50% 2021 44 38.6% 38	5.80% 38.90% 42.80% 81.60% 4.20% 8.40% 12.60% GEB 2022 48 40.0% 43	6.00% 45.60% 32.10% 77.70% 5.80% 10.50% 16.30% 2023 39 43.8%	N/A N/A N/A 2020 N/A N/A	2021 N/A	2022 N/A	51.20% 85.30% 2.90% 8.80% 11.80% 2023 4 20.00%	5.70% 19.00% 51.20% 70.20% 4.40% 19.70% 24.10% 2020 21 36.8%	4.10% 6.70% 19.50% 49.40% 68.80% 4.30% 20.10% 24.50% T 2021 24 38.1%	46.40% 67.00% 5.30% 23.70% 29.00% 61 2022 27 38.6%	1.60% 3.20% 20.40% 46.60% 67.10% 5.30% 24.40% 29.70% 2023 27 40.3% 19	17.70% 18.90% 57.60% 76.50% 1.00% 4.80% 5.80% 2020 14 33.3% 11	2021 5.70% 9.70% 15.30% 19.80% 59.20% 79.00% 1.00% 4.70% 5.70%	2022 4.60% 5.90% 10.60% 20.60% 62.90% 83.50% 0.80% 5.20% 5.90% 2022 14 34.1%	5.00% 10.70% 21.20% 61.80% 83.00% 1.00% 5.20% 6.20% 2023 14 35.0%	16.30% 27.10% 48.10% 75.20% 0.00% 8.50% 8.50% 2020 5 41.7%	8.60% 9.40% Contug 2021 5 38.5%	7.70% 25.60% 56.40% 82.10% 0.90% 9.40% 10.30% as 2022 5 38.5% 4	8.10% 11.40% 24.40% 54.50% 78.90% 0.80% 8.90% 9.80% 2023 5 35.7% 5	22.20% 6.70% 34.50% 41.30% 7.50% 29.00% 36.50% 2020 7 17.1% 5	2021 5.40% 15.00% 20.40% 8.10% 36.90% 45.00% 7.30% 27.30% 34.60% Elect 2021 10 22.2%	2022 6.70% 10.80% 17.50% 7.80% 41.00% 48.90% 7.50% 26.10% 33.60% rodunas 2022 2 25.0%	13.30% 21.90% 9.30% 40.00% 49.30% 5.90% 23.00% 28.90%	2020 2021 11.90% 10.10% 11.20% 7.90% 23.10% 18.00% 16.10% 20.90% 54.50% 55.40% 70.60% 76.30% 0.00% 0.00% 6.30% 5.80% 6.30% 5.80% Conec 2020 2021 10 11 33.3% 37.9% 9 9	2022 2023 2 6.70% 6.90% 6 6.00% 7.60% 1 12.70% 14.50% 1 23.10% 22.10% 1 55.20% 53.40% 1 79.10% 75.60% 1 0.00% 0.80% 1 8.20% 9.20% 1 8.20% 9.90% 1 ta Car 2022 2023 2 9 10 33.3% 33.3% 2 7 8	2023 2020 2021 N/A 5.20% 4.80% N/A 7.50% 6.60% N/A 12.70% 11.40% N/A 22.90% 24.70% N/A 48.30% 48.60% N/A 71.20% 73.30% N/A 3.50% 3.40% N/A 12.70% 11.90% N/A 16.10% 15.30% ntalloc Busing 2023 2020 2021 3 105 108 25.0% 35.6% 35.4% 1 88 84	2022 2023 3.90% 3.20% 4.50% 3.60% 8.40% 6.80% 25.40% 20.90% 48.80% 37.40% 74.20% 58.30% 3.70% 2.90% 13.60% 10.60% 17.30% 13.50% siness Group 2022 2022 2023 105 110 37.6% 36,2% 87 87
Percentage Under 30 years old (Women) Percentage Under 30 years old (Men) Percentage Between 31 and 50 years old (Women) Percentage Between 31 and 50 years old (Men) Percentage Between 31 and 50 years old (Men) Percentage Between 31 and 50 years old (Total) Percentage Over 51 years old (Women) Percentage Over 51 years old (Men) Percentage Over 51 years old (Total) Diversity Number of women in managerial positions (including junior, middle, and senior levels). Percentage of women in managerial positions (as a percentage of total managerial positions). Number of women in junior managerial positions (first level of management). Percentage of women in junior managerial positions (first level of management).	4.50% 3.10% 7.60% 35.40% 44.60% 80.00% 4.20% 8.20% 12.40%	4.60% 3.10% 7.70% 37.80% 44.00% 81.80% 3.90% 6.70% 10.50%	5.80% 38.90% 42.80% 81.60% 4.20% 8.40% 12.60% GEB 2022 48	6.00% 45.60% 32.10% 77.70% 5.80% 10.50% 16.30%	N/A N/A N/A 2020 N/A N/A N/A N/A	2021 N/A	2022 N/A	51.20% 85.30% 2.90% 8.80% 11.80%	5.70% 19.00% 51.20% 70.20% 4.40% 19.70% 24.10%	4.10% 6.70% 19.50% 49.40% 68.80% 4.30% 20.10% 24.50%	46.40% 67.00% 5.30% 23.70% 29.00%	1.60% 3.20% 20.40% 46.60% 67.10% 5.30% 24.40% 29.70%	17.70% 18.90% 57.60% 76.50% 1.00% 4.80% 5.80%	2021 5.70% 9.70% 15.30% 19.80% 59.20% 79.00% 1.00% 4.70% 5.70%	2022 4.60% 5.90% 10.60% 20.60% 62.90% 83.50% 0.80% 5.20% 5.90% Cálidda 2022	5.00% 10.70% 21.20% 61.80% 83.00% 1.00% 5.20% 6.20%	16.30% 27.10% 48.10% 75.20% 0.00% 8.50% 8.50%	8.60% 9.40% Contug 2021 5	7.70% 25.60% 56.40% 82.10% 0.90% 9.40% 10.30%	8.10% 11.40% 24.40% 54.50% 78.90% 0.80% 8.90% 9.80%	22.20% 6.70% 34.50% 41.30% 7.50% 29.00% 36.50%	2021 5.40% 15.00% 20.40% 8.10% 36.90% 45.00% 7.30% 27.30% 34.60% Elect	2022 6.70% 10.80% 17.50% 7.80% 41.00% 48.90% 7.50% 26.10% 33.60%	13.30% 21.90% 9.30% 40.00% 49.30% 5.90% 23.00% 28.90%	2020 2021 11.90% 10.10% 11.20% 7.90% 23.10% 18.00% 16.10% 20.90% 54.50% 55.40% 70.60% 76.30% 0.00% 0.00% 6.30% 5.80% 6.30% 5.80% Conec 2020 2021 10 11 33.3% 37.9% 9 9 40.9% 42.9%	2022 2023 2 6.70% 6.90% 6 6.00% 7.60% 1 12.70% 14.50% 1 23.10% 22.10% 1 55.20% 53.40% 1 79.10% 75.60% 1 0.00% 0.80% 1 8.20% 9.20% 1 8.20% 9.90% 1 ta Car 2022 2023 2 9 10 33.3% 33.3% 2 7 8 36.8% 36.4% 2	2023 2020 2021 N/A 5.20% 4.80% N/A 7.50% 6.60% N/A 12.70% 11.40% N/A 22.90% 24.70% N/A 48.30% 48.60% N/A 71.20% 73.30% N/A 3.50% 3.40% N/A 12.70% 11.90% N/A 16.10% 15.30% ntalloc Busing 2023 2020 2021 3 105 108 25.0% 35.6% 35.4% 1 88 84 20.0% 36.7% 36.4%	2022 2023 3.90% 3.20% 4.50% 3.60% 8.40% 6.80% 25.40% 20.90% 48.80% 37.40% 74.20% 58.30% 3.70% 2.90% 13.60% 10.60% 17.30% 13.50% iness Group 2022 2023 110 37.6% 36,2% 87 87 40.5% 39,2%
Percentage Under 30 years old (Women) Percentage Under 30 years old (Men) Percentage Between 30 years old (Total) Percentage Between 31 and 50 years old (Women) Percentage Between 31 and 50 years old (Men) Percentage Between 31 and 50 years old (Total) Percentage Over 51 years old (Women) Percentage Over 51 years old (Men) Percentage Over 51 years old (Total) Diversity Number of women in managerial positions (including junior, middle, and senior levels). Percentage of women in managerial positions (as a percentage of total managerial positions). Number of women in junior managerial positions (first level of management). Percentage of women in junior managerial positions	4.50% 3.10% 7.60% 35.40% 44.60% 80.00% 4.20% 8.20% 12.40% 2020 48 42.5% 41	4.60% 3.10% 7.70% 37.80% 44.00% 81.80% 3.90% 6.70% 10.50% 2021 44 38.6% 38	5.80% 38.90% 42.80% 81.60% 4.20% 8.40% 12.60% GEB 2022 48 40.0% 43	6.00% 45.60% 32.10% 77.70% 5.80% 10.50% 16.30% 2023 39 43.8%	N/A N/A N/A 2020 N/A N/A	2021 N/A	2022 N/A	51.20% 85.30% 2.90% 8.80% 11.80% 2023 4 20.00%	5.70% 19.00% 51.20% 70.20% 4.40% 19.70% 24.10% 2020 21 36.8%	4.10% 6.70% 19.50% 49.40% 68.80% 4.30% 20.10% 24.50% T 2021 24 38.1%	46.40% 67.00% 5.30% 23.70% 29.00% 61 2022 27 38.6%	1.60% 3.20% 20.40% 46.60% 67.10% 5.30% 24.40% 29.70% 2023 27 40.3% 19	17.70% 18.90% 57.60% 76.50% 1.00% 4.80% 5.80% 2020 14 33.3% 11	2021 5.70% 9.70% 15.30% 19.80% 59.20% 79.00% 1.00% 4.70% 5.70%	2022 4.60% 5.90% 10.60% 20.60% 62.90% 83.50% 0.80% 5.20% 5.90% 2022 14 34.1%	5.00% 10.70% 21.20% 61.80% 83.00% 1.00% 5.20% 6.20% 2023 14 35.0%	16.30% 27.10% 48.10% 75.20% 0.00% 8.50% 8.50% 2020 5 41.7%	8.60% 9.40% Contug 2021 5 38.5%	7.70% 25.60% 56.40% 82.10% 0.90% 9.40% 10.30% as 2022 5 38.5% 4	8.10% 11.40% 24.40% 54.50% 78.90% 0.80% 8.90% 9.80% 2023 5 35.7% 5	22.20% 6.70% 34.50% 41.30% 7.50% 29.00% 36.50% 2020 7 17.1% 5	2021 5.40% 15.00% 20.40% 8.10% 36.90% 45.00% 7.30% 27.30% 34.60% Elect 2021 10 22.2%	2022 6.70% 10.80% 17.50% 7.80% 41.00% 48.90% 7.50% 26.10% 33.60% rodunas 2022 2 25.0%	13.30% 21.90% 9.30% 40.00% 49.30% 5.90% 23.00% 28.90%	2020 2021 11.90% 10.10% 11.20% 7.90% 23.10% 18.00% 16.10% 20.90% 54.50% 55.40% 70.60% 76.30% 0.00% 0.00% 6.30% 5.80% 6.30% 5.80% Conec 2020 2021 10 11 33.3% 37.9% 9 9	2022 2023 2 6.70% 6.90% 6 6.00% 7.60% 1 12.70% 14.50% 1 23.10% 22.10% 1 55.20% 53.40% 1 79.10% 75.60% 1 0.00% 0.80% 1 8.20% 9.20% 1 8.20% 9.90% 1 ta Car 2022 2023 2 9 10 33.3% 33.3% 2 7 8 36.8% 36.4% 2	2023 2020 2021 N/A 5.20% 4.80% N/A 7.50% 6.60% N/A 12.70% 11.40% N/A 22.90% 24.70% N/A 48.30% 48.60% N/A 71.20% 73.30% N/A 3.50% 3.40% N/A 12.70% 11.90% N/A 16.10% 15.30% ntalloc Busing 2023 2020 2021 3 105 108 25.0% 35.6% 35.4% 1 88 84	2022 2023 3.90% 3.20% 4.50% 3.60% 8.40% 6.80% 25.40% 20.90% 48.80% 37.40% 74.20% 58.30% 3.70% 2.90% 13.60% 10.60% 17.30% 13.50% iness Group 2022 2023 110 37.6% 36,2% 87 87 40.5% 39,2%
Percentage Under 30 years old (Women) Percentage Under 30 years old (Men) Percentage Under 30 years old (Total) Percentage Between 31 and 50 years old (Women) Percentage Between 31 and 50 years old (Men) Percentage Between 31 and 50 years old (Total) Percentage Over 51 years old (Women) Percentage Over 51 years old (Men) Percentage Over 51 years old (Total) Diversity Number of women in managerial positions (including junior, middle, and senior levels). Percentage of women in managerial positions (as a percentage of total managerial positions). Number of women in junior managerial positions (first level of management). Percentage of women in junior managerial positions (first level of management). Number of women in senior management positions	4.50% 3.10% 7.60% 35.40% 44.60% 80.00% 4.20% 8.20% 12.40% 2020 48 42.5% 41	4.60% 3.10% 7.70% 37.80% 44.00% 81.80% 3.90% 6.70% 10.50% 2021 44 38.6% 38	5.80% 38.90% 42.80% 81.60% 4.20% 8.40% 12.60% GEB 2022 48 40.0% 43	6.00% 45.60% 32.10% 77.70% 5.80% 10.50% 16.30% 2023 39 43.8%	N/A N/A N/A 2020 N/A N/A N/A N/A	2021 N/A	2022 N/A	51.20% 85.30% 2.90% 8.80% 11.80% 2023 4 20.00%	5.70% 19.00% 51.20% 70.20% 4.40% 19.70% 24.10% 2020 21 36.8%	4.10% 6.70% 19.50% 49.40% 68.80% 4.30% 20.10% 24.50% T 2021 24 38.1%	46.40% 67.00% 5.30% 23.70% 29.00% 61 2022 27 38.6%	1.60% 3.20% 20.40% 46.60% 67.10% 5.30% 24.40% 29.70% 2023 27 40.3% 19	17.70% 18.90% 57.60% 76.50% 1.00% 4.80% 5.80% 2020 14 33.3% 11	2021 5.70% 9.70% 15.30% 19.80% 59.20% 79.00% 1.00% 4.70% 5.70%	2022 4.60% 5.90% 10.60% 20.60% 62.90% 83.50% 0.80% 5.20% 5.90% 2022 14 34.1%	5.00% 10.70% 21.20% 61.80% 83.00% 1.00% 5.20% 6.20% 2023 14 35.0%	16.30% 27.10% 48.10% 75.20% 0.00% 8.50% 8.50% 2020 5 41.7%	8.60% 9.40% Contug 2021 5 38.5%	7.70% 25.60% 56.40% 82.10% 0.90% 9.40% 10.30% as 2022 5 38.5% 4	8.10% 11.40% 24.40% 54.50% 78.90% 0.80% 8.90% 9.80% 2023 5 35.7% 5	22.20% 6.70% 34.50% 41.30% 7.50% 29.00% 36.50% 2020 7 17.1% 5	2021 5.40% 15.00% 20.40% 8.10% 36.90% 45.00% 7.30% 27.30% 34.60% Elect 2021 10 22.2%	2022 6.70% 10.80% 17.50% 7.80% 41.00% 48.90% 7.50% 26.10% 33.60% rodunas 2022 2 25.0%	13.30% 21.90% 9.30% 40.00% 49.30% 5.90% 23.00% 28.90%	2020 2021 11.90% 10.10% 11.20% 7.90% 23.10% 18.00% 16.10% 20.90% 54.50% 55.40% 70.60% 76.30% 0.00% 0.00% 6.30% 5.80% 6.30% 5.80% 70.60% 76.30% 10 11 33.3% 37.9% 9 9 40.9% 42.9% 1 2	2022 2023 2 6.70% 6.90% 6 6.00% 7.60% 1 12.70% 14.50% 1 23.10% 22.10% 1 55.20% 53.40% 1 79.10% 75.60% 1 0.00% 0.80% 1 8.20% 9.20% 1 8.20% 9.90% 1 ta Car 2022 2023 2 9 10 33.3% 33.3% 2 7 8 36.8% 36.4% 2 2 2	2023 2020 2021 N/A 5.20% 4.80% N/A 7.50% 6.60% N/A 12.70% 11.40% N/A 22.90% 24.70% N/A 48.30% 48.60% N/A 71.20% 73.30% N/A 3.50% 3.40% N/A 12.70% 11.90% N/A 16.10% 15.30% ntalloc Busing 2023 2020 2021 3 105 108 25.0% 35.6% 35.4% 1 88 84 20.0% 36.7% 36.4%	2022 2023 3.90% 3.20% 4.50% 3.60% 8.40% 6.80% 25.40% 20.90% 48.80% 37.40% 74.20% 58.30% 3.70% 2.90% 13.60% 10.60% 17.30% 13.50% iness Group 2022 2022 2023 105 110 37.6% 36,2% 87 87 40.5% 39,2% 18 23
Percentage Under 30 years old (Women) Percentage Under 30 years old (Men) Percentage Between 31 and 50 years old (Women) Percentage Between 31 and 50 years old (Men) Percentage Between 31 and 50 years old (Men) Percentage Over 51 years old (Women) Percentage Over 51 years old (Men) Percentage Over 51 years old (Total) Diversity Number of women in managerial positions (including junior, middle, and senior levels). Percentage of women in managerial positions (as a percentage of total managerial positions). Number of women in junior managerial positions (first level of management). Percentage of women in junior managerial positions (first level of management). Number of women in senior management positions (no more than two levels below the President/CEO). Percentage of women in senior management positions	4.50% 3.10% 7.60% 35.40% 44.60% 80.00% 4.20% 8.20% 12.40% 2020 48 42.5% 41 44.1%	4.60% 3.10% 7.70% 37.80% 44.00% 81.80% 3.90% 6.70% 10.50% 2021 44 38.6% 38 40.9%	5.80% 38.90% 42.80% 81.60% 4.20% 8.40% 12.60% GEB 2022 48 40.0% 43 43.4%	6.00% 45.60% 32.10% 77.70% 5.80% 10.50% 16.30% 2023 39 43.8% 34 46.6% 5	N/A N/A N/A 2020 N/A N/A N/A N/A N/A	2021 N/A	2022 N/A	51.20% 85.30% 2.90% 8.80% 11.80% 2023 4 20.00% 3 21.4%	5.70% 19.00% 51.20% 70.20% 4.40% 19.70% 24.10% 2020 21 36.8% 18 35.3% 3	4.10% 6.70% 19.50% 49.40% 68.80% 4.30% 20.10% 24.50% T 2021 24 38.1% 14 34.1%	46.40% 67.00% 5.30% 23.70% 29.00% 61 2022 27 38.6% 19 38.0%	1.60% 3.20% 20.40% 46.60% 67.10% 5.30% 24.40% 29.70% 2023 27 40.3% 19 42.2%	17.70% 18.90% 57.60% 76.50% 1.00% 4.80% 5.80% 2020 14 33.3% 11 34.4%	2021 5.70% 9.70% 15.30% 19.80% 59.20% 79.00% 1.00% 4.70% 5.70% CO 2021 14 34.1% 11 35.5%	2022 4.60% 5.90% 10.60% 20.60% 62.90% 83.50% 0.80% 5.20% 5.90% 2022 14 34.1% 12 37.5%	5.00% 10.70% 21.20% 61.80% 83.00% 1.00% 5.20% 6.20% 2023 14 35.0% 12 37.5%	16.30% 27.10% 48.10% 75.20% 0.00% 8.50% 8.50% 2020 5 41.7% 4 40.0%	8.60% 9.40% Contug 2021 5 38.5% 4 44.4%	7.70% 25.60% 56.40% 82.10% 0.90% 9.40% 10.30% as 2022 5 38.5% 4 50.0%	8.10% 11.40% 24.40% 54.50% 78.90% 0.80% 8.90% 9.80% 5 35.7% 5 50.0%	22.20% 6.70% 34.50% 41.30% 7.50% 29.00% 36.50% 2020 7 17.1% 5 15.6%	2021 5.40% 15.00% 20.40% 8.10% 36.90% 45.00% 7.30% 27.30% 34.60% Elect 2021 10 22.2% 8 22.2%	2022 6.70% 10.80% 17.50% 7.80% 41.00% 48.90% 7.50% 26.10% 33.60% rodunas 2022 2 25.0% 2 28.6%	13.30% 21.90% 9.30% 40.00% 49.30% 5.90% 23.00% 28.90% 2023 8 24.2% 5 23.8%	2020 2021 11.90% 10.10% 11.20% 7.90% 23.10% 18.00% 16.10% 20.90% 54.50% 55.40% 70.60% 76.30% 0.00% 0.00% 6.30% 5.80% 6.30% 5.80% Conec 2020 2021 10 11 33.3% 37.9% 9 9 40.9% 42.9% 1 2 12.5% 25.0%	2022 2023 2 6.70% 6.90% 6 6.00% 7.60% 1 12.70% 14.50% 1 23.10% 22.10% 1 55.20% 53.40% 1 79.10% 75.60% 1 0.00% 0.80% 1 8.20% 9.20% 1 8.20% 9.90% 1 2022 2023 2 7 8 36.8% 36.4% 20 2 2 25.0% 25.0% 3	2023 2020 2021 N/A 5.20% 4.80% N/A 7.50% 6.60% N/A 12.70% 11.40% N/A 22.90% 24.70% N/A 48.30% 48.60% N/A 71.20% 73.30% N/A 3.50% 3.40% N/A 12.70% 11.90% N/A 16.10% 15.30% ntalloc Busing 2023 2020 2021 3 105 108 25.0% 35.6% 35.4% 1 88 84 20.0% 36.7% 36.4% 2 17 24	2022 2023 3.90% 3.20% 4.50% 3.60% 8.40% 6.80% 25.40% 20.90% 48.80% 37.40% 74.20% 58.30% 3.70% 2.90% 13.60% 10.60% 17.30% 13.50% iness Group 2022 2022 2023 105 110 37.6% 36,2% 87 87 40.5% 39,2% 18 23 28.1% 28,0%
Percentage Under 30 years old (Women) Percentage Under 30 years old (Men) Percentage Under 30 years old (Total) Percentage Between 31 and 50 years old (Women) Percentage Between 31 and 50 years old (Men) Percentage Between 31 and 50 years old (Total) Percentage Over 51 years old (Women) Percentage Over 51 years old (Men) Percentage Over 51 years old (Total) Diversity Number of women in managerial positions (including junior, middle, and senior levels). Percentage of women in managerial positions (as a percentage of total managerial positions). Number of women in junior managerial positions (first level of management). Percentage of women in junior managerial positions (first level of management). Number of women in senior management positions (no more than two levels below the President/CEO). Percentage of women in positions with revenue-generating duties Percentage of women in positions with	4.50% 3.10% 7.60% 35.40% 44.60% 80.00% 4.20% 8.20% 12.40% 2020 48 42.5% 41 44.1%	4.60% 3.10% 7.70% 37.80% 44.00% 81.80% 3.90% 6.70% 10.50% 2021 44 38.6% 38 40.9%	5.80% 38.90% 42.80% 81.60% 4.20% 8.40% 12.60% GEB 2022 48 40.0% 43 43.4%	6.00% 45.60% 32.10% 77.70% 5.80% 10.50% 16.30% 2023 39 43.8% 34 46.6% 5	N/A N/A N/A 2020 N/A N/A N/A N/A N/A N/A	2021 N/A	2022 N/A	51.20% 85.30% 2.90% 8.80% 11.80% 2023 4 20.00% 3 21.4% 1 16.7%	5.70% 19.00% 51.20% 70.20% 4.40% 19.70% 24.10% 2020 21 36.8% 18 35.3% 3	4.10% 6.70% 19.50% 49.40% 68.80% 4.30% 20.10% 24.50% T 2021 24 38.1% 14 34.1%	46.40% 67.00% 5.30% 23.70% 29.00% 61 2022 27 38.6% 19 38.0%	1.60% 3.20% 20.40% 46.60% 67.10% 5.30% 24.40% 29.70% 2023 27 40.3% 19 42.2%	17.70% 18.90% 57.60% 76.50% 1.00% 4.80% 5.80% 2020 14 33.3% 11 34.4%	2021 5.70% 9.70% 15.30% 19.80% 59.20% 79.00% 1.00% 4.70% 5.70% CO 2021 14 34.1% 11 35.5%	2022 4.60% 5.90% 10.60% 20.60% 62.90% 83.50% 0.80% 5.20% 5.90% 2022 14 34.1% 12 37.5%	5.00% 10.70% 21.20% 61.80% 83.00% 1.00% 5.20% 6.20% 2023 14 35.0% 12 37.5%	16.30% 27.10% 48.10% 75.20% 0.00% 8.50% 8.50% 2020 5 41.7% 4 40.0%	8.60% 9.40% Contug 2021 5 38.5% 4 44.4%	7.70% 25.60% 56.40% 82.10% 0.90% 9.40% 10.30% as 2022 5 38.5% 4 50.0%	8.10% 11.40% 24.40% 54.50% 78.90% 0.80% 8.90% 9.80% 5 35.7% 5 50.0%	22.20% 6.70% 34.50% 41.30% 7.50% 29.00% 36.50% 2020 7 17.1% 5 15.6%	2021 5.40% 15.00% 20.40% 8.10% 36.90% 45.00% 7.30% 27.30% 34.60% Elect 2021 10 22.2% 8 22.2%	2022 6.70% 10.80% 17.50% 7.80% 41.00% 48.90% 7.50% 26.10% 33.60% rodunas 2022 2 25.0% 2 28.6%	13.30% 21.90% 9.30% 40.00% 49.30% 5.90% 23.00% 28.90% 2023 8 24.2% 5 23.8% 3 25.0%	2020 2021 11.90% 10.10% 11.20% 7.90% 23.10% 18.00% 16.10% 20.90% 54.50% 55.40% 70.60% 76.30% 0.00% 0.00% 6.30% 5.80% 6.30% 5.80% Conec 2020 2021 10 11 33.3% 37.9% 9 9 40.9% 42.9% 1 2 12.5% 25.0%	2022 2023 2 6.70% 6.90% 1 6.00% 7.60% 1 12.70% 14.50% 1 23.10% 22.10% 1 55.20% 53.40% 1 79.10% 75.60% 1 0.00% 0.80% 1 8.20% 9.20% 1 8.20% 9.90% 1 10 33.3% 33.3% 2 7 8 36.8% 36.4% 2 2 2 2 25.0% 25.0% 3 1 1 1	2023 2020 2021 N/A 5.20% 4.80% N/A 7.50% 6.60% N/A 12.70% 11.40% N/A 22.90% 24.70% N/A 48.30% 48.60% N/A 71.20% 73.30% N/A 3.50% 3.40% N/A 12.70% 11.90% N/A 16.10% 15.30% ntalloc Busing 2023 2020 2021 3 105 108 25.0% 35.6% 35.4% 1 88 84 20.0% 36.7% 36.4% 2 17 24 33.0% 30.9% 32.4% 10 64 9	2022 2023 3.90% 3.20% 4.50% 3.60% 8.40% 6.80% 25.40% 20.90% 48.80% 37.40% 74.20% 58.30% 3.70% 2.90% 13.60% 10.60% 17.30% 13.50% iness Group 2022 2022 2023 105 110 37.6% 36,2% 87 87 40.5% 39,2% 18 23 28.1% 28,0% 35 60
Percentage Under 30 years old (Women) Percentage Under 30 years old (Men) Percentage Under 30 years old (Total) Percentage Between 31 and 50 years old (Women) Percentage Between 31 and 50 years old (Men) Percentage Between 31 and 50 years old (Total) Percentage Over 51 years old (Women) Percentage Over 51 years old (Men) Percentage Over 51 years old (Total) Diversity Number of women in managerial positions (including junior, middle, and senior levels). Percentage of women in managerial positions (as a percentage of total managerial positions). Number of women in junior managerial positions (first level of management). Percentage of women in junior managerial positions (first level of management). Number of women in senior management positions (no more than two levels below the President/CEO). Percentage of women in senior management positions (no more than two levels below the President/CEO). Number of women in positions with revenue-generating duties Percentage of women in positions with revenue-generating duties	4.50% 3.10% 7.60% 35.40% 44.60% 80.00% 4.20% 8.20% 12.40% 42.5% 41 44.1% 7 35.0% 9 N/A	4.60% 3.10% 7.70% 37.80% 44.00% 81.80% 3.90% 6.70% 10.50% 2021 44 38.6% 38 40.9%	5.80% 38.90% 42.80% 81.60% 4.20% 8.40% 12.60% GEB 2022 48 40.0% 43 43.4%	6.00% 45.60% 32.10% 77.70% 5.80% 10.50% 16.30% 2023 39 43.8% 34 46.6% 5 31.3%	N/A N/A N/A 2020 N/A N/A N/A N/A N/A N/A N/A N/A N/A	2021 N/A	2022 N/A	51.20% 85.30% 2.90% 8.80% 11.80% 2023 4 20.00% 3 21.4% 1 16.7%	5.70% 19.00% 51.20% 70.20% 4.40% 19.70% 24.10% 2020 21 36.8% 18 35.3% 3 50.0%	4.10% 6.70% 19.50% 49.40% 68.80% 4.30% 20.10% 24.50% T 2021 24 38.1% 14 34.1% 10 45.5%	46.40% 67.00% 5.30% 23.70% 29.00% 61 2022 27 38.6% 19 38.0% 8 40.0%	1.60% 3.20% 20.40% 46.60% 67.10% 5.30% 24.40% 29.70% 2023 27 40.3% 19 42.2% 8 36.4% 4	17.70% 18.90% 57.60% 76.50% 1.00% 4.80% 5.80% 2020 14 33.3% 11 34.4%	2021 5.70% 9.70% 15.30% 19.80% 59.20% 79.00% 1.00% 4.70% 5.70% CO 2021 14 34.1% 11 35.5% 3 30.0%	2022 4.60% 5.90% 10.60% 20.60% 62.90% 83.50% 0.80% 5.20% 5.90% 2022 14 34.1% 12 37.5%	5.00% 10.70% 21.20% 61.80% 83.00% 1.00% 5.20% 6.20% 2023 14 35.0% 12 37.5% 2 25.0%	16.30% 27.10% 48.10% 75.20% 0.00% 8.50% 8.50% 2020 5 41.7% 4 40.0% 1 50.0% 0	8.60% 9.40% Contug 2021 5 38.5% 4 44.4%	7.70% 25.60% 56.40% 82.10% 0.90% 9.40% 10.30% as 2022 5 38.5% 4 50.0% 1 20.0%	8.10% 11.40% 24.40% 54.50% 78.90% 0.80% 8.90% 9.80% 5 35.7% 5 50.0% 0 0.0%	22.20% 6.70% 34.50% 41.30% 7.50% 29.00% 36.50% 2020 7 17.1% 5 15.6%	2021 5.40% 15.00% 20.40% 8.10% 36.90% 45.00% 7.30% 27.30% 34.60% Elect 2021 10 22.2% 8 22.2% 0	2022 6.70% 10.80% 17.50% 7.80% 41.00% 48.90% 7.50% 26.10% 33.60% rodunas 2022 2 25.0% 2 28.6%	13.30% 21.90% 9.30% 40.00% 49.30% 5.90% 23.00% 28.90% 2023 8 24.2% 5 23.8%	2020 2021 11.90% 10.10% 11.20% 7.90% 23.10% 18.00% 16.10% 20.90% 54.50% 55.40% 70.60% 76.30% 0.00% 0.00% 6.30% 5.80% 6.30% 5.80% Conec 2020 2021 10 11 33.3% 37.9% 9 9 40.9% 42.9% 1 2 12.5% 25.0% 0 1 0.0% 1.0%	2022 2023 2 6.70% 6.90% 1 6.00% 7.60% 1 12.70% 14.50% 1 23.10% 22.10% 1 55.20% 53.40% 1 79.10% 75.60% 1 0.00% 0.80% 1 8.20% 9.20% 1 8.20% 9.90% 1 ta Car 2 2 2023 2 7 8 36.8% 36.4% 2 2 2 2 2 25.0% 25.0% 3 3 1 1 1 33.0% 6	2023 2020 2021 N/A 5.20% 4.80% N/A 7.50% 6.60% N/A 12.70% 11.40% N/A 22.90% 24.70% N/A 48.30% 48.60% N/A 71.20% 73.30% N/A 3.50% 3.40% N/A 12.70% 11.90% N/A 16.10% 15.30% ntalloc Busing 2023 2020 2021 3 105 108 25.0% 35.6% 35.4% 1 88 84 20.0% 36.7% 36.4% 2 17 24 33.0% 30.9% 32.4% 10 64 9 6.5% 0.2% 6.3%	2022 2023 3.90% 3.20% 4.50% 3.60% 8.40% 6.80% 25.40% 20.90% 48.80% 37.40% 74.20% 58.30% 3.70% 2.90% 13.60% 10.60% 17.30% 13.50% 37.6% 36,2% 87 87 40.5% 39,2% 18 23 28.1% 28,0% 35 60 10.5% 21.0%
Percentage Under 30 years old (Women) Percentage Under 30 years old (Men) Percentage Under 30 years old (Total) Percentage Between 31 and 50 years old (Women) Percentage Between 31 and 50 years old (Men) Percentage Between 31 and 50 years old (Total) Percentage Over 51 years old (Women) Percentage Over 51 years old (Men) Percentage Over 51 years old (Total) Diversity Number of women in managerial positions (including junior, middle, and senior levels). Percentage of women in managerial positions (as a percentage of total managerial positions). Number of women in junior managerial positions (first level of management). Percentage of women in junior managerial positions (first level of management). Number of women in senior management positions (no more than two levels below the President/CEO). Percentage of women in positions with revenue-generating duties Percentage of women in positions with	4.50% 3.10% 7.60% 35.40% 44.60% 80.00% 4.20% 8.20% 12.40% 42.5% 41 44.1% 7 35.0%	4.60% 3.10% 7.70% 37.80% 44.00% 81.80% 3.90% 6.70% 10.50% 2021 44 38.6% 38 40.9%	5.80% 38.90% 42.80% 81.60% 4.20% 8.40% 12.60% GEB 2022 48 40.0% 43 43.4%	6.00% 45.60% 32.10% 77.70% 5.80% 10.50% 16.30% 2023 39 43.8% 34 46.6% 5 31.3%	N/A N/A N/A 2020 N/A N/A N/A N/A N/A N/A N/A	2021 N/A	2022 N/A	51.20% 85.30% 2.90% 8.80% 11.80% 2023 4 20.00% 3 21.4% 1 16.7%	5.70% 19.00% 51.20% 70.20% 4.40% 19.70% 24.10% 2020 21 36.8% 18 35.3% 3 50.0%	4.10% 6.70% 19.50% 49.40% 68.80% 4.30% 20.10% 24.50% T 2021 24 38.1% 14 34.1% 10 45.5%	46.40% 67.00% 5.30% 23.70% 29.00% 61 2022 27 38.6% 19 38.0% 8 40.0%	1.60% 3.20% 20.40% 46.60% 67.10% 5.30% 24.40% 29.70% 2023 27 40.3% 19 42.2% 8 36.4% 4	17.70% 18.90% 57.60% 76.50% 1.00% 4.80% 5.80% 2020 14 33.3% 11 34.4%	2021 5.70% 9.70% 15.30% 19.80% 59.20% 79.00% 1.00% 4.70% 5.70% CO 2021 14 34.1% 11 35.5% 3 30.0%	2022 4.60% 5.90% 10.60% 20.60% 62.90% 83.50% 0.80% 5.20% 5.90% 2022 14 34.1% 12 37.5%	5.00% 10.70% 21.20% 61.80% 83.00% 1.00% 5.20% 6.20% 2023 14 35.0% 12 37.5% 2 25.0%	16.30% 27.10% 48.10% 75.20% 0.00% 8.50% 8.50% 2020 5 41.7% 4 40.0% 1 50.0%	8.60% 9.40% Contug 2021 5 38.5% 4 44.4%	7.70% 25.60% 56.40% 82.10% 0.90% 9.40% 10.30% as 2022 5 38.5% 4 50.0% 1 20.0%	8.10% 11.40% 24.40% 54.50% 78.90% 0.80% 8.90% 9.80% 5 35.7% 5 50.0% 0 0.0%	22.20% 6.70% 34.50% 41.30% 7.50% 29.00% 36.50% 2020 7 17.1% 5 15.6%	2021 5.40% 15.00% 20.40% 8.10% 36.90% 45.00% 7.30% 27.30% 34.60% Elect 2021 10 22.2% 8 22.2% 0	2022 6.70% 10.80% 17.50% 7.80% 41.00% 48.90% 7.50% 26.10% 33.60% rodunas 2022 2 25.0% 2 28.6%	13.30% 21.90% 9.30% 40.00% 49.30% 5.90% 23.00% 28.90% 2023 8 24.2% 5 23.8% 3 25.0%	2020 2021 11.90% 10.10% 11.20% 7.90% 23.10% 18.00% 16.10% 20.90% 54.50% 55.40% 70.60% 76.30% 0.00% 0.00% 6.30% 5.80% 6.30% 5.80% Conec 2020 2021 10 11 33.3% 37.9% 9 9 40.9% 42.9% 1 2 12.5% 25.0% 0 1 0.0% 1.0% N/A N/A	2022 2023 2 6.70% 6.90% 1 6.00% 7.60% 1 12.70% 14.50% 1 23.10% 22.10% 1 55.20% 53.40% 1 79.10% 75.60% 1 0.00% 0.80% 1 8.20% 9.20% 1 8.20% 9.90% 1 10 33.3% 33.3% 2 7 8 36.8% 36.4% 2 2 2 2 2 25.0% 25.0% 3 3 1 1 1 33.0% 6 13 12 12 1 1	2023 2020 2021 N/A 5.20% 4.80% N/A 7.50% 6.60% N/A 12.70% 11.40% N/A 22.90% 24.70% N/A 48.30% 48.60% N/A 71.20% 73.30% N/A 3.50% 3.40% N/A 12.70% 11.90% N/A 16.10% 15.30% ntalloc Busing 2023 2020 2021 3 105 108 25.0% 35.6% 35.4% 1 88 84 20.0% 36.7% 36.4% 2 17 24 33.0% 30.9% 32.4% 10 64 9	2022 2023 3.90% 3.20% 4.50% 3.60% 8.40% 6.80% 25.40% 20.90% 48.80% 37.40% 74.20% 58.30% 3.70% 2.90% 13.60% 10.60% 17.30% 13.50% iness Group 2022 2022 2023 105 110 37.6% 36,2% 87 87 40.5% 39,2% 18 23 28.1% 28,0% 35 60 10.5% 21.0% 179 110
Percentage Under 30 years old (Men) Percentage Under 30 years old (Men) Percentage Under 30 years old (Total) Percentage Between 31 and 50 years old (Women) Percentage Between 31 and 50 years old (Men) Percentage Between 31 and 50 years old (Total) Percentage Over 51 years old (Women) Percentage Over 51 years old (Men) Percentage Over 51 years old (Total) Diversity Number of women in managerial positions (including junior, middle, and senior levels). Percentage of women in managerial positions (as a percentage of total managerial positions). Number of women in junior managerial positions (first level of management). Percentage of women in junior managerial positions (first level of management). Number of women in senior management positions (no more than two levels below the President/CEO). Percentage of women in senior management positions (no more than two levels below the President/CEO). Number of women in positions with revenue-generating duties Percentage of women in positions with revenue-generating duties Number Women in STEM-related positions	4.50% 3.10% 7.60% 35.40% 44.60% 80.00% 4.20% 8.20% 12.40% 42.5% 41 44.1% 7 35.0% 9 N/A N/A	4.60% 3.10% 7.70% 37.80% 44.00% 81.80% 3.90% 6.70% 10.50% 2021 44 38.6% 38 40.9%	5.80% 38.90% 42.80% 81.60% 4.20% 8.40% 12.60% GEB 2022 48 40.0% 43 43.4%	6.00% 45.60% 32.10% 77.70% 5.80% 10.50% 16.30% 2023 39 43.8% 34 46.6% 5 31.3%	N/A N/A N/A 2020 N/A N/A N/A N/A N/A N/A N/A N/A N/A	2021 N/A	2022 N/A	51.20% 85.30% 2.90% 8.80% 11.80% 2023 4 20.00% 3 21.4% 1 16.7%	5.70% 19.00% 51.20% 70.20% 4.40% 19.70% 24.10% 2020 21 36.8% 18 35.3% 3 50.0%	4.10% 6.70% 19.50% 49.40% 68.80% 4.30% 20.10% 24.50% T 2021 24 38.1% 14 34.1% 10 45.5%	46.40% 67.00% 5.30% 23.70% 29.00% 61 2022 27 38.6% 19 38.0% 8 40.0%	1.60% 3.20% 20.40% 46.60% 67.10% 5.30% 24.40% 29.70% 2023 27 40.3% 19 42.2% 8 36.4% 4 44.0% 21	17.70% 18.90% 57.60% 76.50% 1.00% 4.80% 5.80% 2020 14 33.3% 11 34.4%	2021 5.70% 9.70% 15.30% 19.80% 59.20% 79.00% 1.00% 4.70% 5.70% CO 2021 14 34.1% 11 35.5% 3 30.0%	2022 4.60% 5.90% 10.60% 20.60% 62.90% 83.50% 0.80% 5.20% 5.90% 2022 14 34.1% 12 37.5%	5.00% 10.70% 21.20% 61.80% 83.00% 1.00% 5.20% 6.20% 2023 14 35.0% 12 37.5% 2 25.0%	16.30% 27.10% 48.10% 75.20% 0.00% 8.50% 8.50% 2020 5 41.7% 4 40.0% 1 50.0% 0	8.60% 9.40% Contug 2021 5 38.5% 4 44.4%	7.70% 25.60% 56.40% 82.10% 0.90% 9.40% 10.30% as 2022 5 38.5% 4 50.0% 1 20.0%	8.10% 11.40% 24.40% 54.50% 78.90% 0.80% 8.90% 9.80% 5 35.7% 5 50.0% 0 0.0%	22.20% 6.70% 34.50% 41.30% 7.50% 29.00% 36.50% 2020 7 17.1% 5 15.6%	2021 5.40% 15.00% 20.40% 8.10% 36.90% 45.00% 7.30% 27.30% 34.60% Elect 2021 10 22.2% 8 22.2% 0	2022 6.70% 10.80% 17.50% 7.80% 41.00% 48.90% 7.50% 26.10% 33.60% rodunas 2022 2 2 25.0% 2 10.00% 19 7.00% 17	13.30% 21.90% 9.30% 40.00% 49.30% 5.90% 23.00% 28.90% 2023 8 24.2% 5 23.8% 3 25.0% 19 21.0% 18	2020 2021 11.90% 10.10% 11.20% 7.90% 23.10% 18.00% 16.10% 20.90% 54.50% 55.40% 70.60% 76.30% 0.00% 0.00% 6.30% 5.80% 6.30% 5.80% Conec 2020 2021 10 11 33.3% 37.9% 9 9 40.9% 42.9% 1 2 12.5% 25.0% 0 1 0.0% 1.0% N/A N/A	2022 2023 2 6.70% 6.90% 6 6.00% 7.60% 1 12.70% 14.50% 1 23.10% 22.10% 5 55.20% 53.40% 1 79.10% 75.60% 1 0.00% 0.80% 1 8.20% 9.20% 1 8.20% 9.90% 1 4 2022 2023 2 7 8 36.8% 36.4% 20 2 2 2 2 25.0% 25.0% 3 3 1 1 1 1 33.0% 33.0% 6 6 13 12 2 2 26.0% 30.8% 0 0	2023 2020 2021 N/A 5.20% 4.80% N/A 7.50% 6.60% N/A 12.70% 11.40% N/A 22.90% 24.70% N/A 48.30% 48.60% N/A 71.20% 73.30% N/A 12.70% 11.90% N/A 16.10% 15.30% N/A 16.10% 15.30% N/A 10 108 2023 2020 2021 3 105 108 25.0% 35.6% 35.4% 1 88 84 20.0% 36.7% 36.4% 2 17 24 33.0% 30.9% 32.4% 10 64 9 6.5% 0.2% 6.3% 0 23 142	2022 2023 3.90% 3.20% 4.50% 3.60% 8.40% 6.80% 25.40% 20.90% 48.80% 37.40% 74.20% 58.30% 3.70% 2.90% 13.60% 10.60% 17.30% 13.50% iness Group 2022 2022 2023 105 110 37.6% 36,2% 87 87 40.5% 39,2% 18 23 28.1% 28,0% 35 60 10.5% 21.0% 179 110
Percentage Under 30 years old (Women) Percentage Under 30 years old (Men) Percentage Under 30 years old (Total) Percentage Between 31 and 50 years old (Women) Percentage Between 31 and 50 years old (Men) Percentage Between 31 and 50 years old (Total) Percentage Over 51 years old (Women) Percentage Over 51 years old (Men) Percentage Over 51 years old (Total) Diversity Number of women in managerial positions (including junior, middle, and senior levels). Percentage of women in managerial positions (as a percentage of total managerial positions). Number of women in junior managerial positions (first level of management). Percentage of women in junior managerial positions (first level of management). Number of women in senior management positions (no more than two levels below the President/CEO). Percentage of women in senior management positions (no more than two levels below the President/CEO). Number of women in positions with revenue-generating duties Percentage of women in positions with revenue-generating duties Percentage of women in STEM-related positions	4.50% 3.10% 7.60% 35.40% 44.60% 80.00% 4.20% 8.20% 12.40% 42.5% 41 44.1% 7 35.0% 9 N/A N/A	4.60% 3.10% 7.70% 37.80% 44.00% 81.80% 3.90% 6.70% 10.50% 2021 44 38.6% 38 40.9%	5.80% 38.90% 42.80% 81.60% 4.20% 8.40% 12.60% GEB 2022 48 40.0% 43 43.4%	6.00% 45.60% 32.10% 77.70% 5.80% 10.50% 16.30% 2023 39 43.8% 34 46.6% 5 31.3%	N/A N/A N/A 2020 N/A N/A N/A N/A N/A N/A N/A N/A N/A	2021 N/A	2022 N/A	51.20% 85.30% 2.90% 8.80% 11.80% 2023 4 20.00% 3 21.4% 1 16.7%	5.70% 19.00% 51.20% 70.20% 4.40% 19.70% 24.10% 2020 21 36.8% 18 35.3% 3 50.0%	4.10% 6.70% 19.50% 49.40% 68.80% 4.30% 20.10% 24.50% T 2021 24 38.1% 14 34.1% 10 45.5%	46.40% 67.00% 5.30% 23.70% 29.00% 61 2022 27 38.6% 19 38.0% 8 40.0%	1.60% 3.20% 20.40% 46.60% 67.10% 5.30% 24.40% 29.70% 2023 27 40.3% 19 42.2% 8 36.4% 4 44.0% 21	17.70% 18.90% 57.60% 76.50% 1.00% 4.80% 5.80% 2020 14 33.3% 11 34.4%	2021 5.70% 9.70% 15.30% 19.80% 59.20% 79.00% 1.00% 4.70% 5.70% CO 2021 14 34.1% 11 35.5% 3 30.0%	2022 4.60% 5.90% 10.60% 20.60% 62.90% 83.50% 0.80% 5.20% 5.90% 2022 14 34.1% 12 37.5%	5.00% 10.70% 21.20% 61.80% 83.00% 1.00% 5.20% 6.20% 2023 14 35.0% 12 37.5% 2 25.0%	16.30% 27.10% 48.10% 75.20% 0.00% 8.50% 8.50% 2020 5 41.7% 4 40.0% 1 50.0% 0	8.60% 9.40% Contug 2021 5 38.5% 4 44.4%	7.70% 25.60% 56.40% 82.10% 0.90% 9.40% 10.30% as 2022 5 38.5% 4 50.0% 1 20.0%	8.10% 11.40% 24.40% 54.50% 78.90% 0.80% 8.90% 9.80% 5 35.7% 5 50.0% 0 0.0%	22.20% 6.70% 34.50% 41.30% 7.50% 29.00% 36.50% 2020 7 17.1% 5 15.6%	2021 5.40% 15.00% 20.40% 8.10% 36.90% 45.00% 7.30% 27.30% 34.60% Elect 2021 10 22.2% 8 22.2% 0	2022 6.70% 10.80% 17.50% 7.80% 41.00% 48.90% 7.50% 26.10% 33.60% rodunas 2022 2 2 25.0% 2 10.00% 19 7.00% 17	13.30% 21.90% 9.30% 40.00% 49.30% 5.90% 23.00% 28.90% 2023 8 24.2% 5 23.8% 3 25.0% 19 21.0% 18	2020 2021 11.90% 10.10% 11.20% 7.90% 23.10% 18.00% 16.10% 20.90% 54.50% 55.40% 70.60% 76.30% 0.00% 0.00% 6.30% 5.80% 6.30% 5.80% 6.30% 5.80% 9 9 40.9% 42.9% 1 2 12.5% 25.0% 0 1 0.0% 1.0% N/A N/A N/A N/A N/A N/A 0 0	2022 2023 2 6.70% 6.90% 1 6.00% 7.60% 1 12.70% 14.50% 1 23.10% 22.10% 5 55.20% 53.40% 1 79.10% 75.60% 1 0.00% 0.80% 1 8.20% 9.20% 1 8.20% 9.90% 1 10 33.3% 33.3% 2 7 8 36.8% 36.4% 2 2 2 2 2 25.0% 25.0% 3 3 1 1 1 33.0% 6 13 12 2 2 2 26.0% 30.8% 0 0 0 0 0 0 0	2023 2020 2021 N/A 5.20% 4.80% N/A 7.50% 6.60% N/A 12.70% 11.40% N/A 22.90% 24.70% N/A 48.30% 48.60% N/A 71.20% 73.30% N/A 12.70% 11.90% N/A 16.10% 15.30% ntalloc Busing 2023 2020 2021 3 105 108 25.0% 35.6% 35.4% 1 88 84 20.0% 36.7% 36.4% 2 17 24 33.0% 30.9% 32.4% 10 64 9 6.5% 0.2% 6.3% 0 23 142 0.0% 23.0% 27.1%	2022 2023 3.90% 3.20% 4.50% 3.60% 8.40% 6.80% 25.40% 20.90% 48.80% 37.40% 74.20% 58.30% 3.70% 2.90% 13.60% 10.60% 17.30% 13.50% iness Group 2022 2022 2023 105 110 37.6% 36,2% 87 87 40.5% 39,2% 18 23 28.1% 28,0% 35 60 10.5% 21.0% 179 110 27.8% 33.6% 4 5
Percentage Under 30 years old (Women) Percentage Under 30 years old (Men) Percentage Under 30 years old (Total) Percentage Between 31 and 50 years old (Women) Percentage Between 31 and 50 years old (Men) Percentage Between 31 and 50 years old (Total) Percentage Over 51 years old (Women) Percentage Over 51 years old (Men) Percentage Over 51 years old (Total) Diversity Number of women in managerial positions (including junior, middle, and senior levels). Percentage of women in managerial positions (as a percentage of total managerial positions). Number of women in junior managerial positions (first level of management). Percentage of women in junior managerial positions (first level of management). Number of women in senior management positions (no more than two levels below the President/CEO). Percentage of women in positions with revenue-generating duties Percentage of women in positions with revenue-generating duties Percentage of women in STEM-related positions Number of employees with disabilities	4.50% 3.10% 7.60% 35.40% 44.60% 80.00% 4.20% 8.20% 12.40% 42.5% 41 44.1% 7 35.0% 9 N/A N/A 0.0% 0	4.60% 3.10% 7.70% 37.80% 44.00% 81.80% 3.90% 6.70% 10.50% 2021 44 38.6% 38 40.9%	5.80% 38.90% 42.80% 81.60% 4.20% 8.40% 12.60% GEB 2022 48 40.0% 43 43.4%	6.00% 45.60% 32.10% 77.70% 5.80% 10.50% 16.30% 2023 39 43.8% 34 46.6% 5 31.3%	N/A N/A N/A 2020 N/A N/A N/A N/A N/A N/A N/A N/A N/A	2021 N/A	2022 N/A	51.20% 85.30% 2.90% 8.80% 11.80% 2023 4 20.00% 3 21.4% 1 16.7%	5.70% 19.00% 51.20% 70.20% 4.40% 19.70% 24.10% 2020 21 36.8% 18 35.3% 3 50.0%	4.10% 6.70% 19.50% 49.40% 68.80% 4.30% 20.10% 24.50% T 2021 24 38.1% 14 34.1% 10 45.5%	46.40% 67.00% 5.30% 23.70% 29.00% 61 2022 27 38.6% 19 38.0% 8 40.0%	1.60% 3.20% 20.40% 46.60% 67.10% 5.30% 24.40% 29.70% 2023 27 40.3% 19 42.2% 8 36.4% 4 44.0% 21	17.70% 18.90% 57.60% 76.50% 1.00% 4.80% 5.80% 2020 14 33.3% 11 34.4% 3 30.0% 55 0.1% 9 0.0% 1	2021 5.70% 9.70% 15.30% 19.80% 59.20% 79.00% 1.00% 4.70% 5.70% CO 2021 14 34.1% 11 35.5% 3 30.0%	2022 4.60% 5.90% 10.60% 20.60% 62.90% 83.50% 0.80% 5.20% 5.90% 2022 14 34.1% 12 37.5%	5.00% 10.70% 21.20% 61.80% 83.00% 1.00% 5.20% 6.20% 2023 14 35.0% 12 37.5% 2 25.0%	16.30% 27.10% 48.10% 75.20% 0.00% 8.50% 8.50% 2020 5 41.7% 4 40.0% 1 50.0% 0	8.60% 9.40% Contug 2021 5 38.5% 4 44.4%	7.70% 25.60% 56.40% 82.10% 0.90% 9.40% 10.30% as 2022 5 38.5% 4 50.0% 1 20.0%	8.10% 11.40% 24.40% 54.50% 78.90% 0.80% 8.90% 9.80% 5 35.7% 5 50.0% 0 0.0%	22.20% 6.70% 34.50% 41.30% 7.50% 29.00% 36.50% 2020 7 17.1% 5 15.6%	2021 5.40% 15.00% 20.40% 8.10% 36.90% 45.00% 7.30% 27.30% 34.60% Elect 2021 10 22.2% 8 22.2% 0	2022 6.70% 10.80% 17.50% 7.80% 41.00% 48.90% 7.50% 26.10% 33.60% rodunas 2022 2 2 25.0% 2 10.00% 19 7.00% 17	13.30% 21.90% 9.30% 40.00% 49.30% 5.90% 23.00% 28.90% 2023 8 24.2% 5 23.8% 3 25.0% 19 21.0% 18 30.0% 1	2020 2021 11.90% 10.10% 11.20% 7.90% 23.10% 18.00% 16.10% 20.90% 54.50% 55.40% 70.60% 76.30% 0.00% 0.00% 6.30% 5.80% 6.30% 5.80% 6.30% 5.80% 6.30% 5.80% 9 9 40.9% 42.9% 1 2 12.5% 25.0% 0 1 0.0% 1.0% N/A N/A N/A N/A 0 0.0%	2022 2023 2 6.70% 6.90% 1 6.00% 7.60% 1 12.70% 14.50% 1 23.10% 22.10% 1 55.20% 53.40% 1 79.10% 75.60% 1 0.00% 0.80% 1 8.20% 9.20% 1 8.20% 9.90% 1 10 33.3% 33.3% 2 7 8 36.8% 36.4% 2 2 2 2 2 25.0% 25.0% 3 3 1 1 1 3 33.0% 33.0% 6 6 13 12 2 2 26.0% 30.8% 0 0 0 0 0.0% 0.0% 0	2023 2020 2021 N/A 5.20% 4.80% N/A 7.50% 6.60% N/A 12.70% 11.40% N/A 22.90% 24.70% N/A 48.30% 48.60% N/A 71.20% 73.30% N/A 3.50% 3.40% N/A 12.70% 11.90% N/A 16.10% 15.30% ntalloc Busing 2023 2020 2021 3 105 108 25.0% 35.6% 35.4% 1 88 84 20.0% 36.7% 36.4% 2 17 24 33.0% 30.9% 32.4% 10 64 9 6.5% 0.2% 6.3% 0 23 142 0.0% 23.0% 27.1% 0 2 2	2022 2023 3.90% 3.20% 4.50% 3.60% 8.40% 6.80% 25.40% 20.90% 48.80% 37.40% 74.20% 58.30% 3.70% 2.90% 13.60% 10.60% 17.30% 13.50% iness Group 2022 2022 2023 105 110 37.6% 36,2% 87 87 40.5% 39,2% 18 23 28.1% 28,0% 35 60 10.5% 21.0% 179 110 27.8% 33.6% 4 5 0.3% 0.6%

		GEB			Enlaza			TGI			Cálidda			Contugas			Electrodunas			Conecta			Cantalloc			Business Group	
– Workforce Demographics: Race/Ethnicity and Nationality	Number of people	% the Company's payroll	Percentage of all management positions (including junior, middle, and senior levels)	Number of people	% the Company payroll	Percentage of all 's management positions (including junior, middle, and senior levels)	Number of people	% the Company's payroll	Percentage of all management positions (including junior, middle, and senior levels)	Number of people	% the Company's payroll	Percentage of all management positions (including junior, middle, and senior levels)	Number of people	% the Company's payroll	Percentage of all management positions (including junior, middle, and senior levels)	Number of people	% the Company's payroll	Percentage of all management positions (including junior, middle, and senior levels)	Number of people	% the Company's payroll	Percentage of all management positions (including junior, middle, and senior levels)	Number of people %	% the Company's payroll	Percentage of all management positions (including junior, middle, and senior levels)	Number of people	% the Company's payroll	Percentage of all managemen positions (including junior, mid and senior levels)
Foreign nationals	2	1.00%	0.78%	N/A	N/A	N/A	0	0	0	7	2.00%	N/A	7	5.69%	57.14%	4	1.48%	33%	4	3.05%	36,36%	N/A	N/A	N/A	24	1,13%	5,26%
Afro	3	1.00%	0.39%	N/A	N/A	N/A	38	8.78%	0	N/A	N/A	N/A	0	0.00%	0%	N/A	N/A	N/A	0	0.00%	0.00%	N/A	N/A	N/A	41	3,77%	0,17%
White	212	53.00%	54.47%	N/A	N/A	N/A	N/A	ND	ND	N/A	N/A	N/A	0	0.00%	0%	N/A	N/A	N/A	0	0.00%	0.00%	N/A	N/A	N/A	212	19,56%	24,24%
Indigenous	1	0.25%	0.00%	N/A	N/A	N/A	8	1.8%	0	N/A	N/A	N/A	0	0.00%	0%	N/A	N/A	N/A	0	0.00%	0.00%	N/A	N/A	N/A	9	0,81%	0.00%
Mixed	139	35.00%	37.35%	N/A	N/A	N/A	N/A	ND	ND	N/A	N/A	N/A	116	94.31%	25.86%	N/A	N/A	N/A	127	96.95%	96.95%	N/A	N/A	N/A	382	35,24%	32,97%
Othor		11 000/	7.700/	NI / A	NI / A	NI / A	NI / A	ND	ND	DI / A	N1 / A	N. / A	0	0.000/	00/	NI / A	NI / A	NI / A	0	0.000/	0.000/	NI / A	NI / A	N1 / A		/ 000/	2 / 60/

N/A N/A N/A 10

9.0% 0.0% 0.0% 0.0% N/A 3.0% 0.0% 10.8% 4.7%

13 N/A N/A N/A N/A N/A 0 0 0 34

N/A

Note: The subsidiaries included in the workforce breakdown by race/ethnicity at the Business Group level are GEB, TGI, Conecta, and Contugas.

Number of employees belonging to ethnic minorities vorking at the registered office or branches located in

ercentage of employees belonging to ethnic minorities orking at the registered office or branches located in

Number of employees who identify as part of the GBTIQ+ community within the company

ercentage of employees who identify as part of the GBTIQ+ community within the company

			2023	
Diversity Goals	GEB		TGI	
Public participation goal for women (%)	45%	30%	40%	37%
For which types of positions does the goal apply?	Middle Management	Organization-wide	Director positions	Senior Management
Estimated year of achieving the target	2025	2025	2025	2025
Public participation goal for diverse talent (%)	9%* *ethnic/racial minorities, disabilities, LGBTIQ+		15%* *ethnic/racial minoritie	es
Estimated year of achieving the target	2025		2025	

Own 1 - Human Talent Management Population nearing retirement

			GEE	3		
Professional category	202	21	20)22	20)23
	In 5 years	In 10 years	In 5 years	In 10 years	In 5 years	In 10 years
Senior Management	4.00%	7.00%	4.00%	7.00%	0.50%	1.00%
Middle Management	8.00%	13.00%	9.00%	14.00%	1.80%	2.00%
Consultant	10.00%	16.00%	8.00%	17.00%	1.50%	4.30%
Professionals	3.00%	8.00%	3.00%	10.00%	0.80%	2.50%
Support/assistants	12.00%	4.00%	10.00%	4.00%	1.00%	0.30%

			Enlaz	za		
Professional category	202	21	20)22	20)23
	In 5 years	In 10 years	In 5 years	In 10 years	In 5 years	In 10 years
Senior Management	N/A	N/A	N/A	N/A	0.00%	100.00%
Middle Management	N/A	N/A	N/A	N/A	2.80%	5.60%
Consultant	N/A	N/A	N/A	N/A	21.40%	14.30%
Professionals	N/A	N/A	N/A	N/A	1.60%	3.90%
Support/assistants	N/A	N/A	N/A	N/A	4.40%	13.30%

			TGI			
Professional category	202	21	20)22	20)23
	In 5 years	In 10 years	In 5 years	In 10 years	In 5 years	In 10 years
Senior Management	1.00%	1.00%	1.00%	2.00%	0.23%	0.00%
Middle Management	2.00%	2.00%	2.00%	3.00%	0.00%	0.23%
Consultant	1.00%	2.00%	2.00%	6.00%	0.00%	0.00%
Professionals	1.00%	3.00%	2.00%	3.00%	0.23%	0.23%
Support/assistants	3.00%	7.00%	5.00%	6.00%	0.23%	0.23%

			Cálid	da		
Professional category	202	21	20)22	20)23
	In 5 years	In 10 years	In 5 years	In 10 years	In 5 years	In 10 years
Senior Management	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Middle Management	0.00%	1.00%	0.00%	1.00%	0.00%	1.00%
Consultant	0.00%	0.00%	0.00%	1.00%	0.00%	1.00%
Professionals	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
Support/assistants	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

			Contu	gas		
Professional category	202	21	20)22	20)23
	In 5 years	In 10 years	In 5 years	In 10 years	In 5 years	In 10 years
Senior Management	0.00%	0.78%	0.85%	1.71%	0.81%	1.63%
Middle Management	0.00%	0.78%	0%	0%	0%	0.00%
Consultant	0.78%	2.34%	0.85%	0.85%	0.81%	1.63%
Professionals	0.00%	0.00%	0.00%	0.00%	0%	0.81%
Support/assistants	0.00%	2.34%	0.85%	1.71%	1.63%	2.44%

			Electrod	unas		
Professional category	202	 21)22	20)23
	In 5 years	In 10 years	In 5 years	In 10 years	In 5 years	In 10 years
Senior Management	0.00%	0.00%	0.00%	0.00%	0.00%	0.007%
Middle Management	3.00%	1.00%	0.00%	1.00%	0.00%	0.00%
Consultant	0.00%	3.00%	1.00%	1.00%	0.00%	0.00%
Professionals	0.00%	0.01%	0.00%	1.00%	0.00%	0.004%
Support/assistants	0.06%	0.08%	2.00%	4.00%	0.011%	0.004%

			Coned	ta		
Professional category	202	21	20)22	20)23
	In 5 years	In 10 years	In 5 years	In 10 years	In 5 years	In 10 years
Senior Management	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Middle Management	0.00%	1.00%	1.00%	1.00%	0.00%	0.00%
Consultant	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Professionals	4.00%	0.00%	1.00%	3.00%	1.53%	0.00%
Support/assistants	3.00%	2.00%	5.00%	3.00%	0.76%	3.05%

	Canta	ılloc
Professional category	202	23
	In 5 years	In 10 years
Senior Management	N/A	N/A
Middle Management	N/A	N/A
Consultant	N/A	N/A
Professionals	N/A	N/A
Support/assistants	N/A	N/A

Management level (base salary only)

Management level (base salary + other cash incentives)

Non-Management level (base salary only)

Currency

Scope

Average Annual Salary		GE	B				nlaza				TGI			Cálidda				Cor	ntugas			Electro	dunas			Со	necta			Business	Group	
Women	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023
Executive level (base salary only)	385,772,469	398,848,594	433,324,637	566,761,342	N/A	N/A	N/A	462,561,024	423,463,308	433,376,844	502,304,352	675,438,098	472,912,588	404,029,135	505,146,261	580,750,414	346,385,461	325,371,841	386,462,039	N/A	294,850,573	282,910,980	338,484,843	370,171,916	271,894,083	274,712,861	321,902,759	359,688,458	313,611,212	302,750,037	355,374,984	430,767,322
Executive level (base salary + other cash incentives)	592,160,739	578,995,209	629,042,931	834,234,539	N/A	N/A	N/A	671,484,420	516,794,616	528,893,100	613,012,236	824,304,655	1,513,321,020	1,292,893,231	1,616,467,183	1,858,396,134	404,116,371	379,597,986	450,876,634	N/A	343,992,511	330,062,810	394,899,168	431,867,236	234,509,893	315,920,539	370,189,236	413,643,457	514,985,021	489,480,411	582,069,627	719,132,920
Management level (base salary only)	216,126,941	220,838,666	238,036,999	273,707,570	N/A	N/A	N/A	266,660,324	217,999,920	223,116,120	235,720,668	284,062,248	249,124,519	211,289,944	278,161,091	322,921,208	230,720,506	216,762,342	260,688,254	276,318,794	119,280,281	113,851,665	137,649,712	150,535,979	161,591,887	162,337,813	179,822,128	214,643,581	170,692,008	164,028,079	190,011,265	255,549,958
Management level (base salary + other cash incentives)	290,590,560	284,680,991	290,640,103	353,816,008	N/A	N/A	N/A	343,355,114	271,148,304	277,511,832	293,189,364	353,316,624	797,196,983	676,129,319	890,114,640	1,033,349,596	269,172,077	252,890,647	304,119,275	322,371,927	138,432,499	132,826,460	160,590,961	175,625,116	185,831,408	186,690,357	206,793,107	246,843,579	278,910,262	258,675,658	306,492,493	404,096,852
Non-Management level (base salary only)	96,403,469	94,610,814	101,529,509	126,443,518	N/A	N/A	N/A	118,711,730	94,777,044	97,677,288	105,420,108	107,869,659	280,562,399	222,189,822	289,718,866	318,250,154	69,361,301	66,327,555	81,398,056	84,256,299	39,344,040	37,750,800	45,641,980	49,810,930	69,398,234	67,210,924	81,368,268	88,542,424	92,835,212	83,681,029	100,725,255	127,697,816
Currency	СОР	COP	COP	COP	N/A	N/A	N/A	COP	COP	COP	СОР	COP	COP	COP	COP	COP	COP	COP	COP	COP	COP	COP	СОР	СОР	COP	COP	COP	COP	COP	СОР	СОР	СОР
Scope	100%	100%	100%	100%	N/A	N/A	N/A	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Average Annual Salary		GE	В				Inlaza				TGI			Cálidda				Cor	ntugas			Electro	dunas			Со	necta			Business	Group	
Men Men	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023
Executive level (base salary only)	525,062,301	388,352,169	597,639,123	764,110,205	N/A	N/A	N/A	546,984,540	347,367,552	345,470,172	389,985,888	645,875,952	622,087,398	536,190,156	685,721,602	815,025,397	643,689,861	282,491,002	338,877,709	372,373,830	294,850,573	282,910,980	338,484,843	592,037,332	360,198,627	380,485,099	445,846,704	498,180,884	399,036,616	316,557,083	399,507,981	604,941,163
Executive level (base salary + other cash incentives)	836,180,678	563,757,899	890,079,368	1,151,393,560	N/A	N/A	N/A	790,942,849	423,927,360	421,611,792	475,938,780	788,227,012	1,990,680,413	1,715,809,997	2,194,309,125	2,608,078,676	750,970,889	329,571,588	395,355,909	434,438,297	343,992,511	330,062,810	394,899,168	740,690,383	420,958,093	445,517,544	522,048,868	583,332,469	680,958,563	543,761,661	696,090,174	1,013,871,892

235,343,041

753,098,479

231,098,377

COP

294,604,111 338,941,193 76,954,849 71,186,086 93,981,392

293,710,469 355,116,880 243,735,906 230,855,076 244,998,447 264,550,333 119,280,281 113,851,665 137,649,712 148,946,465 200,867,077 203,897,342 228,266,057 255,065,499 178,843,044 177,471,758

87,132,457 39,344,040 37,750,800 45,641,980 51,773,564 85,844,766 87,419,867

939,873,500 1,136,376,612 284,359,173 269,330,298 285,833,649 308,639,893 138,432,499 132,826,460 160,590,961 176,400,235 230,993,814 234,482,130 262,509,583 293,324,891 296,429,641

198,229,601 269,970,103

321,368,815 431,565,307

109,382,533 138,418,736

276,942,906

886,218,039

263,757,611

COP

288,436,013

358,756,713

96,672,970

112,513,776

291,777,654 188,315,184 221,231,820 229,495,452

378,325,907 234,226,428 275,168,136 285,446,448

136,785,394 105,417,432 105,222,912

COP

Note: To ensure greater transparency, coverage of this indicator was expanded to report the average salaries at all managerial levels in Electrodunas and Conecta, for 2023 and historical data.

222,759,953 237,123,362

300,777,536 306,514,339

110.085.688

100%

106,185,685

COP

100%

253,487,073

118,274,040

285,897,874 N/A

369,132,896 N/A

141,861,284 N/A

N/A

100% N/A N/A

N/A

N/A

N/A

Ratio of men and women salary distributed by job level —		G	iEB				Enlaza				TGI			Cálidda				Cor	ntugas			Electro	dunas			Со	necta			Business	Group	
Ratio of men and women salary distributed by Job level	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023
Senior Management	0.73	1.03	0.73	0.74	N/A	N/A	N/A	0.85	1.22	1.25	1.29	1.05	0.76	0.75	0.74	0.71	0.54	1.15	1.14	N/A	1.00	1.00	1.00	0.63	0.75	0.72	0.72	0.72	0.79	0.96	0.89	0.71
Middle Management	0.71	1.03	0.71	0.72	N/A	N/A	N/A	0.85	1.22	1.25	1.29	1.05	0.76	0.75	0.74	0.71	0.54	1.15	1.14	N/A	1.00	1.00	1.00	0.58	0.56	0.71	0.71	0.71	0.76	0.90	0.84	0.71
Consultant	0.97	0.93	0.94	0.96	N/A	N/A	N/A	0.91	1.16	1.01	1.03	0.98	0.90	0.90	0.95	0.91	0.95	0.94	1.06	1.04	1.00	1.00	1.00	1.01	0.80	0.80	0.79	0.84	0.95	0.92	0.96	0.95
Professionals Professionals	0.97	0.93	0.92	0.96	N/A	N/A	N/A	0.91	1.16	1.01	1.03	0.98	0.90	0.90	0.95	0.91	0.95	0.94	1.06	1.04	1.00	1.00	1.00	1.00	0.80	0.80	0.79	0.84	0.94	0.92	0.95	0.94
Support/assistants	0.91	0.86	0.86	0.89	N/A	N/A	N/A	0.87	0.90	0.93	0.94	1.12	1.06	0.96	0.98	0.94	0.90	0.93	0.87	0.97	1.00	1.00	1.00	0.96	0.81	0.77	0.81	0.76	0.96	0.91	0.92	0.92
Support/assistants	0.71	0.00	0.00	0.07	IN/A	11/ / //	IN/ /\	0.07	0.70	0.73	0.74	1.12	1.00	0.20	0.70	U.)¬¬	0.70	0.73	0.07	0.77	1.00	1.00	1.00	0.70	0.01	0.77	0.01	0.70	0.70	0.71	0.72	0.72

		Long-term incentive programs		
		GEB - 2023	Constitution and the second	
Type of long-term incentive program.	Types of non-executive employees eligible for the program:	Long-term incentives for non-executive levels are typically paid after (time):	Specify the percentage of your non-executive level workforce (up to two levels below the CEO) that	Do the long-term incentives include objectives related to the company's sustainability performance? Please provide details in the comment box below:
Variable compensation	All	1 year	is eligible for this program: 100	Grupo Energía Bogotá's long-term incentives include sustainability goals. As in previous years, the 2023 Company Objectives included goals related to sustainability performance. The variable compensation of the workforce is tied to the achievement of these goals. In 2023, sustainability performance accounted for 30% of the total Company Objectives, incorporating indicators and targets related to net emissions, the sustainability assessment by S&P Global (social dimension), Innovation Strategy and Occupational Safety and Health, among others.
		Long-term incentive programs		
		Enlaza - 2023		
Type of long-term incentive program.	Types of non-executive employees eligible for the program:	Long-term incentives for non-executive employees are typically paid after (years):	Specify the percentage of your non-executive level workforce (up to two levels below the CEO) that is eligible for this program:	Do the long-term incentives include objectives related to the company's sustainability performance? Please provide details in the comment box below:
Variable compensation	All	1 year	100	Yes, 30% of the company's strategic objectives (upon which 80% to 100% of the incentive payment is contingent) are focused on "sustainability leadership, energy transition, and innovation."
		Long-term incentive programs		
		TGI - 2023		
Type of long-term incentive program.	Types of non-executive employees eligible for the program:	Long-term incentives for non-executive employees are typically paid after (years):	Specify the percentage of your non-executive level workforce (up to two levels below the CEO) that is eligible for this program:	Do the long-term incentives include objectives related to the company's sustainability performance? Please provide details in the comment box below:
Variable compensation	For all organizational levels	1 year	100%	Company objectives include performance related to sustainability (among other milestones related to emissions, the circular economy, and climate change adaptation). The value of the variable compensation is linked to two components: • The achievement of the Company's objectives set for that year. • The compliance with the individual performance objectives of each worker.
		Long-term incentive programs		
Type of long-term incentive program.	Types of non-executive employees eligible for the program:	Cálidda - 2023 Long-term incentives for non-executive levels are typically paid after (time):	Specify the percentage of your non-executive level workforce (up to two levels below the CEO) that is eligible for this program:	Do the long-term incentives include objectives related to the company's sustainability performance? Please provide details in the comment box below:
Variable compensation	All Cálidda workers.	1 year	100%	Variable compensation is tied to company objectives as well as individual goals. The company has the goal of reducing CO ₂ , which is aligned with one of the pillars of the sustainability strategy (Action for the climate). A key program within this pillar is our "Decarbonization Route" through which we aim to reduce our carbon footprint with various cross-company actions.
		Long-term incentive programs		
	Types of non-executive employees	Contugas - 2023 Long-term incentives for non-executive employees	Specify the percentage of your non-executive level workforce (up	Do the long-term incentives include objectives related to the
Type of long-term incentive program.	eligible for the program:	are typically paid after (years):	to two levels below the CEO) that is eligible for this program:	company's sustainability performance? Please provide details in the comment box below:
Variable compensation: Performance bonus	All workers	1 year	All workers	The objectives are based on the Company's Strategic Map focused on the Financial, Market, Processes, Sustainability, Learning areas
		Long-term incentive programs		
		Electrodunas - 2023	Specify the percentage of your	
Type of long-term incentive program. N/A	Types of non-executive employees eligible for the program: N/A	Long-term incentives for non-executive employees are typically paid after (years): N/A	non-executive level workforce (up to two levels below the CEO) that is eligible for this program: N/A	Do the long-term incentives include objectives related to the company's sustainability performance? Please provide details in the comment box below: N/A
		Long-term incentive programs		
		Conecta - 2023		
Type of long-term incentive program.	Types of non-executive employees eligible for the program:	Long-term incentives for non-executive employees are typically paid after (years):	Specify the percentage of your non-executive level workforce (up to two levels below the CEO) that is eligible for this program:	Do the long-term incentives include objectives related to the company's sustainability performance? Please provide details in the comment box below:
Incentive bonus for performance results	Workers with fixed-term and indefinite contracts	The performance objectives exercise is annual; therefore, all workers who have the performance assessment, who have joined by October 31 at the latest, and who are active at the end of the performance evaluation process of the assessed year can opt for said bonus, under the guidelines approved by the Board of Directors.	100.00%	The bonus by results methodology is composed of compliance with individual objectives and company objectives, which in turn are aligned with the company's strategic plan, where objectives related to sustainability may be associated according to the strategy.
		Long-term incentive programs		
		Cantalloc		
Type of long-term incentive program. N/A	Types of non-executive employees eligible for the program:	Long-term incentives for non-executive employees are typically paid after (years):	Specify the percentage of your non-executive level workforce (up to two levels below the CEO) that is eligible for this program: N/A	the comment box below:
	N/A	N/A	IV/A	N/A

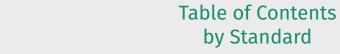
(CSA of S&P Global) Employee well-being trend

Employee Well being Trande		GEE	3			Enla	za			TG	l e				Cálidda	
Employee Well-being Trends	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023
Total employees	621	675	669	669	N/A	N/A	N/A	669	457	462	455	455	396	404	388	388
Number of employees who participated in the survey	609	662	642	642	N/A	N/A	N/A	642	451	452	455	455	390	398	340	340
Percentage of employees who participated in the survey	98%	98%	96%	96%	N/A	N/A	N/A	96%	98.6%	97.9%	100%	100%	99%	99%	99%	99%
Number of employees who reported the highest level of commitment, satisfaction, or well-being.	493	509	584	584	N/A	N/A	N/A	584	385	286	405	405	342	350	312	312
Percentage of employees who reported the highest level of commitment, satisfaction, or well-being.	81%	77%	91%	91%	N/A	N/A	N/A	91%	86%	63%	89%	89%	88%	88%	92%	92%
The survey addressed to employees covers the topic of "Job Satisfaction" (e.g., I am satisfied with my job).	Yes	Yes	Yes	Yes	N/A	N/A	N/A	Yes	N/A	N/A	Yes	N/A	N/A	N/A	N/A	Yes
The survey addressed to employees covers the topic of "Purpose" (e.g., my job has a clear sense of purpose).	N/A	N/A	N/A	Yes	N/A	N/A	N/A	Yes	N/A	N/A	N/A	Yes	N/A	N/A	N/A	Yes
The survey addressed to employees covers the topic of "Happiness" (e.g., I feel happy at work most of the time).	N/A	N/A	N/A	Yes	N/A	N/A	N/A	Yes	N/A	N/A	N/A	Yes	N/A	N/A	N/A	Yes
The survey addressed to employees covers the topic of "Stress" (e.g., I often feel stressed at work).	Yes	N/A	N/A	Yes	N/A	N/A	N/A	Yes	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Yes

Employee Well being Trends		Contu	gas			Electrod	unas			Cone	cta			Bus	siness Group	
Employee Well-being Trends	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023
Total employees	129	128	117	117	252	260	268	268	143	139	134	134	1998	2068	2031	2031
Number of employees who participated in the survey	129	128	115	115	250	258	247	247	143	N/A	133	133	1971	1898	1923	1923
Percentage of employees who participated in the survey	100%	100%	98%	98%	99.20%	99.20%	92%	92%	100%	N/A	99%	99%	98.66%	91.76%	94.69%	94,69%
Number of employees who reported the highest level of commitment, satisfaction, or well-being.	101	100	102	102	183	189	215	215	111	N/A	123	123	1615	1434	1753	1753
Percentage of employees who reported the highest level of commitment, satisfaction, or well-being.	78%	78%	89%	89%	73.10%	73.10%	87%	87%	77.4%	N/A	93%	93%	81.91%	75.59%	91%	91%
The survey addressed to employees covers the topic of "Job Satisfaction" (e.g., I am satisfied with my job).	N/A	N/A	N/A	N/A	N/A	N/A	Yes	N/A	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
The survey addressed to employees covers the topic of "Purpose" (e.g., my job has a clear sense of purpose).	N/A	N/A	N/A	Yes	N/A	N/A	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
The survey addressed to employees covers the topic of "Happiness" (e.g., I feel happy at work most of the time).	N/A	N/A	N/A	Yes	N/A	N/A	N/A	Yes	N/A	N/A	N/A	Yes	N/A	N/A	N/A	Yes
The survey addressed to employees covers the topic of "Stress" (e.g., I often feel stressed at work).	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Yes	N/A	N/A	Yes
Target Percentage of Employees with the Highest Level of Commitment, Satisfaction, or Well-Being													ND	ND	87,50%	87,50%

Note: To ensure greater transparency, minor adjustments were made to the historical data to standardize the formula used to calculate employee commitment in each subsidiary.

Note 2: The data for the employee commitment, satisfaction, or well-being survey corresponds to the MERCER survey conducted in 2022. This survey is carried out at the Corporate Group level every two years. In 2023, GEB conducted the OCAI (Organizational Culture Assessment Instrument) survey at the Corporate Group level, which included aspects of happiness and purpose, among many others.





2.5 Occupational Safety and Health

(GRI 403-1)

Occupational safety and health management system

The OSH regulatory framework in Colombia is very broad, however, Decree 1072 of 2015, through which the Sole Regulatory Decree of the Labor Sector is issued, largely collects the legal requirements in this matter in the country. The main resolutions in this matter are:

- Resolution 0312 of 2019 establishes the minimum standards of the OSHMS
- Resolution 5018 of 2019 Electric Risk

The Occupational Safety and Health Management System (OSHMS) of GEB is structured under the ISO 45001:2018 international standard, in which it is certified. It applies to both direct employees and contractors in all workplaces.

Additionally, the OSH management model is supplemented with international benchmark practices such as VISION ZERO of the International Social Security Association and promoted by the International Labor Organization (ILO)

Scope of coverage of workers:

- 1. Compliance with the standards, rules and instructions of the Occupational Safety and Health Management System.
- 2. Provide clear, truthful and full information on health conditions.
- 3. Report to OSH in a timely manner any hazards and latent risks at the workplace.
- 4. Participate in the occupational safety and health training activities defined in the training plan.
- 5. Participate in and contribute to the fulfillment of the objectives of the Occupational Safety and Health Management System (OSH-MS).
- 6. Take care of your overall health.

Workplaces covered by the OSH-MS

- 1. All registered office locations.
- 2. All assets in operation.
- 3. All building projects in transmission, transportation, and/or distribution and others.

(GRI 403-2; GRI Oil and Gas 11.9.3)

Hazard identification, risk assessment, and incident investigation

As a tool to map out and summarize 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.

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 personal protective equipment (PPE).

Likewise, Management Programs are established for critical risks (work at heights, lifting of loads, electrical, road safety, excavations, confined spaces, and hazardous energies) so that they are systematically managed considering their potential risk of causing serious work accidents.

As good practices identified and implemented, the OSH model integrates safe work analysis (SWA), the operational discipline program (safe work procedures), pre-use checklists, and the practice of minimum operational controls of critical risk.

The work permits procedure has been implemented for all critical risk activities, this procedure validates all risk analysis and defined controls, authorizes execution for a defined period, and is validated again to open new execution permits.

The quality of this process of hazard identification and update, and definition of controls is ensured through the adequacy of the responsible individuals: their profiles establish the required competencies, including the validity of their occupational health license that enables them to carry out these exercises. Similarly, through internal and external audit exercises, the quality of this process is systematically validated and subject to continuous improvement. Quarterly, the level of implementation of controls in the field is analyzed, and the level of deficiency is determined, which, if necessary, adjusts the risk levels of the activity and, if applicable, the need for new controls.

Based on the results of deficiency level assessments of controls and audit findings, systematic improvement actions are established for the continuous improvement of this process. If identified deviations occur, a root cause analysis is carried out, and corrective actions are defined.

To report occupational hazards or dangerous situations, all workers, contractors, or subcontractors have access to the online form and/or application (Prevsis) for the "Report of unsafe acts and conditions and self-reporting of health conditions" 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/application must specify the report to be generated as follows:

- 1. Report on unsafe acts: Identification of hazardous situations related to the person.
- 2. Report on unsafe conditions: Identification of hazardous situations at the workplace.
- 3. Self-reporting of 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.

Proactive practices were implemented (behavior observations, Critical Risk Operating Minimum inspections, and Pre-Use Checklists that, through planned inspections, allow the detection of deviations and the establishment of immediate controls). All findings are recorded in formats and/or in the Prevsis application.

The Company has an Ethics Channel where any worker, in the hypothetical case that there were to be any type of reprisals for reporting dangerous work conditions or for exercising their right to stop work that represents a serious or imminent risk, can report the situation. The independent firm responsible for managing the channel will carry out the corresponding investigation process, and based on these results, the Company will take the necessary actions in accordance with the internal work regulations and its Code of Ethics.

Within the corporate value framework Life Comes First, the integrated management policy of GEB defines that the senior management's first commitment is to protect the safety and health of all workers. In the event of a Serious and Imminent Risk, any worker is empowered to use the authority practice to stop work and refuse to perform work under such conditions. 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. Additionally, workers can approach the Employee Relations Committee or report to the Ethics Channel any retaliations that may have been taken due to their refusal to work under conditions of serious and imminent risk.

From the management levels, active participation of all workers in reporting risk conditions and suspending work presenting said conditions is encouraged and promoted. The procedure guides the task suspension mechanism and the steps to follow for its restart and safe completion -this procedure does not have disciplinary implications for the workers-.

For investigating work incidents, there is a procedure in place, in which the Injured Worker Investigation Committee, a member of the Bipartite Committee on Occupational Safety and Health (COPASST), the area supervisor, and an OSH area representative participate, complying with current legal regulations. This procedure establishes the immediate causes, root cause, and sets control measures according to the hierarchy of controls: elimination, substitution, engineering controls, administrative controls, and personal protective equipment (PPE).

The procedure includes the preparation of a "Safety Alert" that identifies the immediate controls taken into account to prevent recurrence of the event. This safety alert is disclosed in various work fronts for its implementation. Lessons learned are shared across all work fronts and with all subsidiaries.

For more information about the OSH, scan the following QR code.



Health Services

The Company has occupational risk services aimed at promoting and controlling the health of workers to ensure physical, mental, and social well-being, protecting them from occupational risk factors. These actions are part of the Annual Comprehensive Well-being Plan that includes the dimensions of Physical Health and Mental Health. This is complemented by occupational hygiene measurements as a fundamental input to take control measures at work sites, identifying risks and establishing the best control measures to implement.

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 these tasks.

The Group has the advice of a physical therapy professional who carries out operational risk analysis to identify the ergonomic risk factor of the different tasks performed in the Company, in order to identify the physical demands, the characteristics of the workplace, and to monitor the implementation of controls that allow suitable working conditions. It also has psychologists who enable constant monitoring of intralaboral risk factors of psychosocial characteristics, both for monitoring risk factors and for containment in crisis situations.

Additionally, the Company provides an economic benefit for workers to access additional health plans. Specifically, for workers covered by the Collective Bargaining Agreement, GEB provides payment for a collective prepaid medical plan, granting them access to a comprehensive health plan for themselves and their family members.

In order to maintain the confidentiality of the personal data of workers in accordance with current law, the Company has a strict personal data protection policy that ensures the confidentiality of workers' health information. This information is only accessible to the specialist in occupational health, with prior informed consent, and is safeguarded without being shared with any other entity within or outside the Company. In cases of force majeure where external requirements necessitate the sharing of such information, explicit worker authorization is required for disclosure.

Through the ethics line, any employee can report any situation that they consider is disadvantaging and/or advantaging their work condition based on their personal health information.

There is also the Employee Relations Committee, before which workers can file their complaints through different channels regarding the treatment or working conditions so that preventive measures are taken, the situation is addressed, and conflicts or work situations affecting the worker in their relationship with superiors, peers, or subordinates can be resolved.

(GRI 403-4; GRI Oil and Gas 11.9.5) Norker participation, consultation, and communication on occupational safety and health

GEB 2023

COPASST Committee: decisions are made by consensus of COPASST

2. Employee Relations Committee: decisions are made by consensus of

members by voting

committee members

ecision-making authority within the formal orker-company occupational health and afety committee

Enlaza 2023

TGI 2023

Cálidda in 2023

The committees have a governance structure with a Chairperson and Secretary, and decisions are made by consensus and a favorable vote of the majority of members

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 an equal number of employer and worker representatives.

The COPASST is comprised by an equal number of employer and worker representatives.

The OSH Committee is an independent entity in OSH matter decision-making authority is the same OSH Committee.

by all the Organization's workers.

Contugas 2023

Worker participation, consultations and		Effidza 2023	2023 Calidua III 2023	Contugas 2023 Electrodunas 2023 Conecta 2023	Cantallot 2023 Business Group 2023			
communication regarding occupational safety and health	2020 2021 2022 2023 2020	2021 2022 2023 2020 2021	2022 2023 2020 2021 2022	2 2023 2020 2021 2022 2023 2020 2021 2022 2023 2020 2021 2022 2023 2020	2021 2022 2023 2020 2021 2022	2023		
Total number of workers	652 717 698 420 N/A	N/A N/A 370 458 465	455 454 408 420 407	421 157 131 132 131 N/A N/A 268 270 149 139 134 131 N/A	N/A N/A 615			
Number of workers represented in occupational safety and health committees	652 717 698 420 N/A	N/A N/A 370 458 465	455 454 408 420 407	421 157 131 132 131 N/A N/A 268 270 149 139 134 131 N/A	N/A N/A 615			
Percentage of workers represented in occupational safety and health committees	100% 100% 100% N/A	N/A N/A 100% 100% 100%	100% 100% 100% 100% 100%	% 100% 100% 100% 100% 100% N/A N/A 100% 100% 100% 100% 100% 100% 100%	100% 100% 100%			
Worker participation, consultations and	GEB	Enlaza	TGI	Cálidda	Contugas	Electrodunas	Conecta Conecta	Cantalloc
communication regarding occupational safety and health	2023	2023	2023	2023	2023	2023	2023	2023
Workers are not represented in health and safety committees.	N/A	100% of workers are represented in the Joint Committee on Occupational Safety and Health (COPASST) and the Employee Relations Committee (CCL)	All workers are represented by OSH Committees	All workers are represented in the OSH committee	All workers are represented by the OSH Committee (occupational safety and health) from the moment the process of selecting titular and alternate representatives of the OSH Committee is democratically carried out.	N/A	All workers are represented	They are represented by a Central Committee
Processes for worker participation and consultation in the development, implementation, and assessment of the OSH management system, as well as the provision of access and communication of relevant information on occupational health and safety to workers	In GEB's Occupational Safety and Health Management model, consultation is understood as actions taken with the workers to seek their opinions before making a decision on OSH-related issues On the other hand, participation is understood as actions taken to involve the workers in the decision-making process on OSH-related issues The actions of consultation and participation of the workers are carried out through the Joint Committee of Safety and Health at Work (COPASST), the President's Committee, and specific groups of workers for particular issues, under the guidelines of the Talent Management and Related and Communications processes Participation in OSH hazard identification and risk assessment is carried out through the Integrated Risk Management process. Participation mechanisms include: 1. COPASST Committee, with 4 employer and 4 worker representatives (a total of 8 members). Through the COPASST, workers monitor compliance with legal requirements, OSH management programs and actions implemented or measures taken to prevent accidents or mitigate risks at the work sites. 2. Coexistence Committee, with 4 employer and 4 worker representatives (a total of 8 members). Workers can file labor harassment complaints or make suggestions. 3. Likewise, the practice of Deviation Report has been implemented using a QR code that allows any direct worker or contractor to report any risk situation (Substandard condition) or deviation (unsafe behaviors) to be managed and resolved before they materialize.	Mechanisms: - Being a member of the Joint Committee on Occupational Safety and Health (COPASST) and CCL - Being trained as an OSH and culture multiplier - Being a Sponsor of the OSH model practice - Being an Emergency Brigade member - Performing proactive practices of the OSH model - Being part of OSH technical committees - Participating as a member of the work accident investigation team - Reporting deviations, substandard acts and conditions, and work stoppages through the Prevsis tool - Access to information: - Access to OSH document repository - Receive OSH bulletins - Receive management reports	 Identification and assessment of risks and opportunities Preventive risk treatment actions Definition of controls and preventive measures Investigation of accidents and non-conformities Implementation of corrective actions The following are the mechanisms: 	#SafetyFirst Newsletter Proactive Management Meetings with OSH Partners OSH Committee Meetings ISO 45001 Internal Audit	There are worker representatives in the Joint Committee on Occupational Safety and Health, as well as an e-mail distribution "OSH MAILBOX" for issues related to OSH. Additionally, weekly communication meetings by departments and monthly general meetings were held. This is replicated for contractor partners.	A Occupational Safety and Health has been established, comprising representatives of the workers and representatives of the employer. The company consistently disseminates indicators and other information about the Safety and Health at Work Management System to all workers.	Participation for the assessment and perception of workers regarding the Health and Safety culture of the organization is carried out through an annual survey, resulting in progress in the level of maturity of the OSH culture, placing the organization in a Generative OSH culture. The system's communication has been conducted through internal communication, safety alerts, the OSH Report, the organization's monthly information space "Conecta-T," and via the ISOLUCION platform to all workers.	Monthly OSH committee meeting, where information on accident indicators, progress of the OSH Plan, events, follow-up of proposals, approval of procedures, review and approval of IPERC, etc., is shared. Also, through daily supervision, feedback is provided to the workers.
Responsibilities of the formal bipartite occupational safety and health committee	- Receive communication from senior management regarding the occupational safety and health policy - Receive information from GEB on the development of all stages of the Occupational Safety and Health Management System (OSHMS) - Be accountable internally for their performance in OSH - Provide recommendations for the improvement of the OSHMS - Participate in training sessions conducted by the Occupational Hazards Administrator - Review the Occupational Safety and Health Training program - Receive the results of workplace evaluations and make recommendations - Support the adoption of prevention and control measures resulting from change management - Participate in audit planning - Have knowledge of senior management review results	occupational diseases and propose corrective measures to prevent their occurrence Evaluate the programs that have been carried out - Visit the workplaces periodically and inspect the environments, machinery, equipment, devices, and operations carried out by the workers in each area or section of the company and inform the employer about the existence of risk factors and suggest corrective and control measures - Study and consider the suggestions presented by the workers in OSH matters - Serve as a coordinating body between the employer and the	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 workers 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.	- Ensure all new hires receive comprehensive training, instruction, and guidance on risk prevention. - Monitor adherence to legislation, internal regulations, and technical specifications concerning Occupational Safety and Health; including the Internal Safety and Health Regulations. - Confirm that employees understand the regulations, instructions, technical specifications for work, notices, and other written or graphical materials concerning risk prevention at the workplace. - Foster commitment, cooperation, and active participation of all employees in risk prevention at work, through effective communication, involving employees in resolving safety issues, and through training, drills, contests, and more. - Conduct regular inspections in administrative and operational areas, facilities, machinery, and equipment to enhance preventive management. - Investigate the circumstances and causes of all incidents, accidents, and occupational diseases in the workplace, issuing corresponding recommendations to prevent recurrence. - Assess the adherence to and effectiveness of these recommendations to prevent future accidents and occupational diseases. - Propose improvements to the working conditions and environment, ensuring the implementation of measures and reviewing their effectiveness. - Generate and disseminate reports on statistics of workplace incidents, accidents, and occupational diseases, which should be continuously updated by the employer's occupational safety and health unit. - Assist medical and first aid services. - Oversee Occupational Safety and Health services, providing support and advice to both employers and employees. - Report the following information to the employer's highest authority:	 Provide support in investigations to determine the causes of Emergencies and Occupational Diseases Meet monthly to analyze and assess the progress of the objectives established in the annual program, and extraordinary meetings to analyze 	Health Committee is to promote occupational health and safety, advise and oversee compliance with the provision of the Occupational Safety and Health Internal Regulations	 Ensure the use of the respective personal protection equipment Keep minutes of the accidents occurred 	Investigate, inspect, advise, and monitor compliance with the Internal Regulations and the Occupational Safety and Health Law.
Frequency of meetings of the formal joint bipartite committee on occupational safety an health	1. The COPASST meets monthly. 2. Employee Relations Committee: meets every three months and extraordinarily if there is any request or complaint of possible workplace harassment	Joint Committee on Occupational Safety and Health (COPASST) monthly meeting Regional Transmission System (CCL) quarterly meeting	COPASST meets monthly with the participation of its 4 representatives or their alternates, with a monthly Ordinary Session, for a total of 12 meetings per year.	es, One meeting per month	Monthly, and extraordinarily if necessary.	COSH meetings are held monthly, and extraordinary meetings are held as required	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	Meetings are monthly

The OSH Committee is an independent entity in OSH matters to make decisions in accordance with current regulations, which is made up of members representing the employer and workers. In this sense, the

Electrodunas 2023

Conecta 2023

Cantalloc 2023

of the joint committee

Article 17 of Ministerial Resolution 23-2017

The authority for the period 2023-2025 is the Chairperson of the OSH Committee, Mary Krystel Miñano Sánchez, in coordination with the members

The OSHC makes decisions in a democratic manner, i.e. health of the workers, the decision shall be made by the majority of the meeting each decision is made by a majority vote of its members

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

in the event of a tie, the coordinator will have the deciding vote on the situation.

By vote and by consensus

(GRI 403-5, GRI Oil and Gas 11.9.6) (SASB EM-MD-540a.4) Worker training on occupational safety and health

GEB

Employees who have completed relevant training in occupational		GED				Lillaza				101			Call	iuua			Com	tugas			Liectio	uurias			CO	necta				Cantalloc		
safety and health	2020	2021	2022	2023	2020	2021	2022 2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	
Number of employees	652	717	698	420	N/A	N/A	N/A 370	458	465	455	454	408	420	407	421	157	131	132	131	N/A	N/A	268	270	149	139	134	131	N/A	N/A	N/A	615	
Number of employees trained in occupational safety and health	574	717	698	420	N/A	N/A	N/A 370	458	465	455	454	408	420	407	421	157	131	132	131	N/A	N/A	268	255	149	139	134	131	N/A	N/A	N/A	615	
Percentage of employees trained in occupational safety and health	88%	100%	100%	100%	N/A	N/A	N/A 100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	N/A	N/A	100%	94%	100%	100%	100%	100%	N/A	N/A	N/A	100%	
		CED				Enland			_	TCI			C S I	talata			Com	A			Electus				C-					Cantallas		
Contractors who have completed relevant training in occupational		GEB				Enlaza				TGI			Call	idda			Con	tugas			Electro	dunas			Co	necta				Cantalloc		
safety and health	2020	2021	2022	2023	2020	2021	2022 2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	
Number of contractors	3096	2785	2349	387	N/A	N/A	N/A 2897	2037	1126	1213	1007	5680	9463	6741	5813	209	129	387	1090	N/A	N/A	751	932	423	479	619	588	N/A	N/A	N/A	9	
Number of contractors trained in occupational safety and health	2566	2785	2349	387	•	N/A	N/A 2897	2037	1126	1213	1007	5680	9463	6741	5813	209	129	387	1090	N/A	N/A	751	932	423	479	619	588	N/A	·	N/A	9	
Percentage of contractors trained in occupational safety and health	1 83%	100%	100%	100%	N/A	N/A	N/A 100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	N/A	N/A	100%	100%	100%	100%	100%	100%	N/A	N/A	N/A	100%	
Worker participation, consultations and communication regarding			(SEB			Enlaza				TGI				Cál	lidda			Contu	ugas				Electroduna	as				Co	necta		Cantalloc
occupational safety and health			2	023			2023				2023	3				023			202					2023						2023		2023
Description of training courses for workers on occupational safety and health, including general training courses and specific training courses on occupational hazards, hazardous activities, or dangerous situations.	- Specific Induction in OSH - E-learning Hazards and Risks in OSH - Visible Leadership in OSH - Emergency Brigades Training - Unwanted Events Reporting and Management - Authority to Stop Work - Behavioral Observations - Process Safety Fundamentals (Introduction) - TapRoof Accident Investigation - Nebosh Process Safety Management - Nebosh HSE Management Safety - Critical Risk Management Programs: load lifting, work at heights, electrical, road safety					- OSH Induction and	Reinduction		Courses, works are structured risk manageme tasks and risk biological, pub physical dange and hot work. and occupatio lifestyle habits and cleanlines systems to preare also offere knowledge of crisks associate are delivered to	around the opent programs, factors like molic order, che ers, hazardous Programs also and medicine, s, industrial hypothese, and epidented to workers to CSH aspects to do with their of the control of t	bjectives of control o	ritical ch-risk ectrical, ces, chive ealthy zation veillance s. These equire age courses	Health - Administration contingency - Handling a - Basic first - Usage and protective e - Preventation effects of so e - Hazard idea IPER Matrix - Emergency - Train the Topefensive - OSH Inductors - Work invo - Behaviora - Basics of Form of the Saving	ative sites a plan and usage of aid maintenar equipment ve measure plar radiation of Response frainers in of driving ction Talks lving heat a l Observation g Rules ritical Risk nvestigation	es against hai on and risk asse Plan OSH Culture and cold on ety ee Operations n	ses ishers al rmful essment –	covering ge First Aid, Fir Reporting, E Identification Lifting, Excast Heights, Work. We lessess and training. Co	neral and specta re Extinguisher Emergency Recon and Risk A avation, Confidence Hot and Cold Everage our "Recertify the suntractor parti	free of charge ecific topics su er Handling, Ev esponse Plans ssessment, Lo ned Space End Work, and Ele RANKMI" platfo iccessful comp ners also have the tasks the	, ch as vent Hazard ad ry, Work ctrical orm to letion of tailored y will	Policy - Defensive - Electric Sa - Personal F against Elec - IPERC - Pr - Fire Prever Extinguishe - Work Area - Identificat Waste - Environme Training: - Working a - Response and waste - First aid a First Aid Tra - Healthy lif - Mental He - Work ergo injuries The course aspects. Gra effectivenes	Driving, Trafety and Riving, Trafety and Riving, Trafety and Riving Risk eventive Tantion and Crs) Elements a cion and Harrion and Harrion and Harrion and Harrion and CPR for a cining: festyle festyle festyle alth and gunding and CPR for a cining and design is baded tests a cos of training.	conment, and caffic Rules (take isk Equipment (Falk for start of Control (Use and Signage andling of Hall Managem Rescue (Theo ncies caused brigade mer didelines for digade mer taken to cased on theo are taken to	cheory - prace PPE) and Eque of activities and Handlin exardous Ma ment and Dis oretical/Prace d by hazardo mbers Testress mana n of musculo oretical and measure the	ctice) uipment ng of Fire sterials and sposal of PC ctical) ous material agement oskeletal practical e	Train the T Understan occupation	ding Health nal risks with	and Safety S h ISO 45001:2	tandards and P	Methodology for ractices. Mitigate	- OSH Policy - OSH Committee - Escalation of structures in LT and MT - Electric risk and electrical safety - Ergonomics	
Training courses for contractors on health and safety at work, including general training courses and specific training courses on occupational risks, hazardous activities, or dangerous situations, include information on the course design, whether they are free and provided during paid working hours or if the courses are mandatory and attendees are compensated, and how the effectiveness of the training is evaluated	- OSH Hazarus a	and risks anagement Progra teams in OSH port	ams: load lifting	g, working at heig	hts, electrical safety, road s	- N - L - B - N safety (M - V - S - T - C	OSH Induction Minimum Critical Risk Operatin Life-Saving Rules (LSR) Behavioral Observations (BO) Monthly Accident Prevention M MAPC) Work Accident Investigation Self-leadership in OSH Team Leadership in OSH Critical Risk Management Fair Culture Operational Discipline		RC)	tools, either fa communicatio instructors, to allocated finar training. The b also reinvested	ace-to-face or ons videos, dig which end th ncial resource oudget amoun	virtual, through gital platforms e organization s to contract t	gh s or n has the	Safety and I - Use of Pow - Hot and Co - Work at Ho Trenching - Safety in M - Safety in M - Work in Co - Lifting of I - Lockout/T - First Aid a	Health ver Tools old Work - 0 eight 1.8 me Manual Exca Mechanical onfined Spa Loads agout (LOTO nd Firefight	avations Excavations aces O)	ment Measures in	occupationa and specific design varie and practice sessions in completely	al safety and training on ones, but they ue, OSH induct the field, etc.	contractors or health include occupational r isually combin tion, talks, trai . These are pro ge and take pla irs	e general isks. The e theory ning ovided	a theoretica certification	al-practical n and valida	design and ation.	includes an	exam for	- Developr and Safety - 5S, Order - Lack of S - Procedur - Work per - Work at h s - Manual T - Unsafe A - Road Saf - Alcohol, - - Excavatio - Confined - Heavy Lo - Hazardou	Standards a and Cleanli upervision es not follow mits and AT neight ools cts and Cond ety Tobacco, and on Work Spaces ad Lifting us Energies ate Decision	cilitation of M and Practices ness wed S ditions (Devia	ation Reports)	Understanding Health	- IPERC - OSH Policy Dissemination - OSH Committee - Five golden rules for working with electricity - Working at heights

Cálidda

Electrodunas

Contugas

Conecta

Cantalloc

Worker participation, consultations and communication regarding occupational safety and health	GEB 2023	Enlaza 2023	TGI 2023	Cálidda 2023	Contugas 2023	Electrodunas 2023	Conecta 2023	Cantalloc 2023
Way in which the organization facilitates workers' access to non-work-related medical and health care services, as well as the scope of access it provides.	access services included in the contract with MEDPLUS. This coverage incluplans for both the worker and their immediate family. For workers not covered by the collective bargaining agreement, the organichoice, allowing them to include their family in the coverage. Additionally, the company has an occupational physician available to provior work-related. Likewise, the organization provides executive medical cheand specialized medical assessments that cover pathologies that go beyon	psychology team that provides guidance and monitors workers who require it, either because they have been found to	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. Workers who report or present health issues that are NOT work-related are covered by the EPS (common illnesses). Worker have a health policy with Seguros Bolívar, which functions as a prepaid medical service; the company provides this benefit to workers, facilitating access to health-related services not connected to work. Through the family compensation fund, the	The Company offers comprehensive prevention and health promotion programs to all employees, evidenced through fully company-funded private family health insurance, life insurance, cancer insurance, parental insurance, a maternity program, personalized nutritional counseling, and emotional support counseling. Additional services include a General Practitioner Service (Topico), medical surveillance by an occupational physician a lactation room, and a benefits website where employees can access all company-provided benefits.	ONVERNMENT NESTINCARE CCNEME	It is provided through a social insurance policy (EsSalud) and EPS.	The company provides its own workers with social security (Guatemalan Social Securit Institute - IGSS) and all staff have life insurance and medical expenses insurance	The organization employs two occupational physicians responsible for overseeing employee health and scheduling annual EMO (occupational medical examinations) and EMOA (Annual Occupational Medical Examinations). The scope encompasses all company workers.
The organization upholds the confidentiality of employees' personal health data.	Under prevailing legislation, the Company enforces a rigorous data protect	ion policy that guarantees the confidentiality of employee health information. This information is accessible solely sent, and is securely protected without external or internal disclosure. In cases of force majeure where external	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	Health-related information is managed exclusively by the occupational physician, supported by a confidentiality and data protection agreement signed by our service providers.	adherence to confidentiality, medical secrecy, secure data storage systems, and strict	Workers have and exclusive line of communication with the corresponding confidentiality, according to Peruvian law, maintaining the confidentiality of the personal data.	An external occupational physician administers the health and medical evaluation program, safeguarding worker personal health data.	All workers are required to sign a confidentiality agreement.
The organization ensures that personal health information and worker participation in any program do not influence favorable or unfavorable treatment.	externally. This information is utilized solely by the Preventive and Occupational Meditheir medical restrictions and/or recommendations. Workers can report any perceived inequalities or biases related to their pe The Company has established an Employee Relations Committee where wo	of employees' health data, which is accessed only by the occupational health physician and not shared internally or cine team to ensure compliance with medical recommendations and safeguard employee working conditions based or rsonal health information through the Ethics Channel. rkers may submit their grievances regarding treatment or workplace environment through various channels. This ressed, and any work-related conflicts or issues involving superiors, peers, or subordinates are resolved.	participation, and the effectiveness of the training or lectures	copperior and company content of the	The company has established a Diversity and Inclusion Committee, a Code of Ethics, a Personal Data Protection Policy, and a Workplace Harassment Committee to safeguard employee well-being and privacy.	The medical information receives confidential treatment to ensure that is not used to give workers favorable or unfavorable treatment.	it Medical assessment results are confidentially handled and disclosed only to the individual concerned. An Ethics Channel is available for reporting any abuse or mishandling of information.	Personal health information is securely maintained by the occupational health department, with detailed copies provided only to the worker and a medical fitness certificate issued to requesting departments.
	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.		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	Occupational Physician Advisory: We employ an occupational physician who provides ongoing advice on occupational health matters, adhering to all relevant regulations. Among its main functions are: Updating mandatory records of the Occupational Health Management System, identifying occupational hazards, prioritizing control measures based on risk levels as per RM 312-2011 MINSA, conducting pre-occupational medical assessments, monitoring employees with restrictions, evaluating health and ergonomic conditions of the workplace, analyzing occupational monitoring results, and issuing recommendations. Occupational medical examinations: In compliance with current legislation, Cálidda conducts various occupational medical examinations, including pre-employment, annual, exit, positional change, and reintegration assessments.	Nutrition program	Healthy lifestyle: eating healthy to prevent overweight and related diseases.	Occupational Medical Assessments Program for all staff	Active Breaks
	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, technology.	muscular-skeletal injuries, both possibly work-related or of common causes. This program is part of the Annual Comprehensive Well-being Plan.		Family and oncology medical insurance (EPS 100% covered) The company provides private family medical insurance, covering 100% of the premium for the worker's family, including children up to the age of 28. The coverage applies at a national level.		Protection for pregnant workers	Telephone medical consultations program	Social Well-being
The organization offers voluntary health promotion services and programs to help employees manage significant health risks not related to work, detailing the specific ri	either because of the findings of psycho-social risk surveys, or day-to-day events. The orientation provided is confidential. This program is part of th Annual Comprehensive Well-being Plan. Physical Health Program: Vitality is a program aimed at promoting healthy lifestyles, and it offers workshops on healthy diet, promotion of physical	The Public Health Program is a program aimed at protecting health and its main objective is to monitor and control external factors that can affect the health of the population. Accordingly, the programs primarily aim to regulate air, water, soil quality, and food safety. They include activities that promote prevention concerning social and environmental determinants that could adversely affect the health of our employees and their families. This program is part of the Annual Comprehensive Well-being Plan.	Public health prevention: Theoretical-practical talks on the prevention of breast, prostate and colon cancer, and sexually	Parental insurance Cálidda offers a special premium for parental insurance cover for our workers, with a policy that also includes oncology insurance. Counseling in nutrition face-to-face and virtually Since 2018, personalized nutritional counseling has been provided to all staff members both virtually and face-to-face.	Occupational health programs	Protection from sun exposure	Staff symptom reporting program	Mental health
addressed and how access to these services and programs is facilitated.	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. This program is part of the Annual Comprehensive Well-being Plan.	The Financial Health Program is a program that provides guidance to our employees on managing their finances effectively to develop healthy financial habits and fulfill their personal goals. This program is part of the Annual Comprehensive Well-being Plan.	transmitted diseases, which are promoted by e-mail and virtual meetings via Teams.	Virtual emotional counseling Was implemented as a result of the pandemic to provide emotional support to workers i order to help them through the most challenging times.	in	Active breaks during the development of activities.		Eye Medical Campaign
	The Public Health Program is a program aimed at protecting health and its main objective is to monitor and control external factors that can affect the health of the population. Accordingly, the programs primarily aim to regulate air, water, soil quality, and food safety. They include activities tha promote prevention concerning social and environmental determinants that	at the state of th		Face-to-face and virtual Tópico Doctor Cálidda provides a general practitioner service that is fully covered by the company and is carried out face-to-face and virtually. Health prevention campaigns During the year, health prevention and promotion campaigns were carried out, including 3 vaccination campaigns against COVID-19, pneumonia, hepatitis, and influenza, Preventive check-up campaign: blood analysis exams, massages campaigns, and ophthalmological campaign.	g	COVID-19 prevention.	Nutritional Program	COVID-19 Vaccination Campaign
	could adversely affect the health of our employees and their families. This program is part of the Annual Comprehensive Well-being Plan.	The Financial Health Program is a program that provides guidance to our employees on managing their finances effectively to develop healthy financial habits and fulfill their personal goals. This program is part of the Annual		The Occupational Health Program aims to prevent work-related diseases through the	Program First Your Health	Training sessions related to health.		Pneumococcal Vaccination Campaign
	The Financial Health Program is a program that provides guidance to our employees on managing their finances effectively to develop healthy financial habits and fulfill their personal goals. This program is part of the Annual Comprehensive Well-being Plan.	Comprehensive Well-being Plan.	physical conditioning.	The Healthy Living Program Aims to create healthy work environments and lifestyles, fostering spaces for physical and mental well-being. Conecta Contigo program, promoting digital disconnection, the program sought to show workers that they have the power to control their own time and that working outside their working hours affects their emotional and physical health. Providing tools and tips to employees to reinforce and normalize digital disconnection within the company. Also show actions that demonstrate how leaders take initiatives for digital disconnection in their teams (good practices of leaders). And finally, reinforce the benefits of the compan associated with the balance between family and work life.		Weight control follow-up.	Active Breaks Program	Influenza Vaccination Campaign

(GRI 403-7; GRI Oil and Gas 11.9.8) (SASB EM-MD-540a.4) Prevention and mitigation of impacts to occupational health and safety directly linked through b	gh business relationships.												
Significant negative impacts on healt	GEB 2023 th and safety at work directly linked to operations, products, or services through business relationships, and associated bazards and risks	Sig	Enlaza 2023 Significant negative impacts on health and safety at work directly linked to operations, products, or services through business relationships, and associated hazards and ris	sks	2023	Cálidda 2023 Prations, Significant negative impacts on health and safety at work directly linked to operations,	Significant negative impacts on health and safety at work o	Contugas 2023 A directly linked to operations, products, or services through business relationships, and associated bazards and risks	Electrodunas 2023 Significant negative impacts on health and safety at work directly linked to operations, products, or services through business relationships, and associated hazar	ds Significant negative impacts on health and safety at wo	Conecta 2023 work directly linked to operations, products, or services through business relationships, and associated hazards and	Significant negative impacts on health and sa	Cantalloc 2023 safety at work directly linked to operations, products, or services through
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.	Preventive measures 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 planning and scheduling of substation and transmission line maintenance, direct supervision of field activities by own personnel or through audits. Education and training related to hazards and risks inherent to the processes. Strengthening of the Occupational Safety and Health Culture process, under the Vision Zero model with 6 pillars: field management in OSH, Talent management in OSH, Governance in OSH, Fair Culture, Contractor Management, and Process Safety. Annual action plan for Occupational Safety and Health.	Impact description Task conditions (mental load, task content, emotional demands, control systems, role definition, monoto etc.)	Application of Psychosocial Risk Assessment Tools Psychosocial Risk Program Psychology guidance tony, Training: Emotional intelligence, Selfcare Job profiles delivery Proper time management, Attending the assigned spaces for psychological support	Specific intervention for groups requiring support. Epidemiological surveillance program on psychosocial risk, Application of Psychosocial Risk Assessment Tools, results analysis and implementation of recommendations Employee Relations Committee Implementation of emotional well-being survey Training:		rd to rategic arry to ng or ion coact on services under the Zero Accident Vision model, which contributes to the operational excellence of the company and, consequently, to value creation prioritizing the life and safety of all our workers as a core Cultural Value. Impact description Preventive measures Mitigation measures "- 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 IPER Matrix controls - Field inspections to detect substandard acts and conditions Cálidda has an annual OSH program focused on prevention activities tailored to the company's objectives		Preventive measures Mitigation measures	Impact description Preventive measures Mitigation measures OSH training, OSH inspections, compliance with of ron-compliance with of ron-compliance with of standards. Field inspections to detect substanda acts and conditions, including identification and enforcement of control measures.	Impact description	Preventive measures Mitigation measures		
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 Epidemiological Surveillance Systems (ESS). Follow-up of medical recommendations: Periodic medical check-ups Comprehensive Well-being Plan that includes Physical Health and Mental Health Programs as health promotion and prevention programs.	Characteristics of the social work group (relationships, cohesion, quality of interactions, teamwork).	Application of Psychosocial Risk Assessment Tools Psychosocial Risk Program Psychology guidance Training: Emotional intelligence Selfcare Deliver job profiles Proper time management Attending assigned spaces for psychological support Psychological guidance Training on assertive communication, teamwork, emotional intelligence, performance feedback, well-being activities Specific intervention for groups or individuals with support needs Application of Psychosocial Risk Assessment Tools Attending assigned spaces for psychological counseling Training on assertive communication and teamwork	Training on the effects of psychoactive substances and health risks, awareness campaigns, a program for a healthy lifestyle and work environment, and a policy against the consumption of alcohol and psychoactive substances.		* Execution of safety risk studies, follow-up on recommendations for operational risks resulting from these studies, inventory monitoring, and risk study planning. Cálidda has an annual Process Safety program aimed at improving its processes in the natural gas distribution system operations of GEB and its subsidiaries that may cause or have the potential to impact people, operational assets, community infrastructure, or the environment. Process Safety incidents occurring during the operations of GEB and its subsidiaries that may cause or have the potential to impact people, operational assets, community infrastructure, or the environment. **Onducting drills for major and/or catastrophic scenarios.** Investigation of Process Safety events, follow-up on action plans, dissemination of alerts and lessons learned **Onducting drills for major and/or catastrophic scenarios.** Investigation of Process Safety events, follow-up on action plans, dissemination of alerts and lessons learned **Strengthening of the Culture in Process Safety (bulletins and moments of Process Safety).** **Strengthening of competencies (training sessions and specializations	Burns from fire or explosion in offices	Use of fire extinguishers, existence of trained emergen Smoke detectors, appropriate equipment maintenance plan. brigade, emergency response plan, and use of first ai equipment.	ncy d	Stress, mental and physical fatigue, tiredness, headaches fatigue syndrome.	Training: Work stress management es. Worker Assertive and effective communications Occupational health programs. Teamwork, relationship intelligence. Good eating habits Comply with the established work schedule	Work at heights	Training, certification, and work at heights
Process safety incidents occurring during the operations of GEB and its subsidiaries that may contain the potential to impact people, operational assets, community infrastructure, or the environal assets.	Implementation and strengthening of the Process Safety elements worked on by the Cultural Transformation Program in Occupational Safety and Heath. Incorporation of human resources in the corporate office and subsidiaries for the development, implementation, and follow-up of the process safety management model. Inclusion within the competencies matrix and training plan of the basic aspects of operating risks and CSP according to the responsibilities of each role within the company. Induction and reinduction in process safety for GEB staff and its subsidiaries. Disclosure of flyers on process safety topics to promote knowledge and corporate identity. Design and implementation of performance measurement indicators and results in Process Safety at each organizational level and among contractors. Gap analysis in Process Safety and a Strategic Action Plan to address these gaps. Strategic visibility of the impacts of risks associated with an unplanned and uncontrolled loss of hazardous substances and/or energies with consequences for people, finances, assets, and the environment. Adjustments to the process of identifying hazards and analyzing risks of each subsidiary's processes to ensure that operating risks are systematically evaluated. Management indicator to monitor the closure and/or attention and/or implementation of measures for treating high and very high risks identified. Follow-up on the impetendation of the closure and/or attention and/or implementation of the activities for the closure of the action plans outlined in the investigation reports of incidents. Follow-up on the implementation of the closure and/or attention and/or implementation of the activities for the closure and/or artention and/or implementation of the activities for the closure and/or artention and/or inplementation of the activities for the closure and/or artention and/or inplementation of the activities for the closure and/or artention and are proceed and and and articulation with the business recovery and continuity. Risk Ma	Leadership style, payment, hiring, participation, induction, and training, social welfare, performance evaluation, change management.	Application of Psychosocial Risk Assessment Tools Psychosocial Risk Program Psychology guidance Psychology guidance Training in assertive communication, teamwork, emotional intelligence, performance feedback, well-being activities. GEB Workers' Benefits Portfolio. Free time on Friday afternoons Induction and reinduction Scheduling of EXCELLENT family activities	Psychological orientation Training in assertive communication, teamwork, emotional intelligence, performance feedback, we being activities. GEB Workers' Benefits Portfolio. Free time on Friday afternoons Induction and reinduction Scheduling of EXCELLENT family activities		in CSP).	Hits and falls due to excavation work on Public networks	Signage at the worksite (delimitation), existence of safety protocol Emergency response plan, event assessment and to carry out specific processes, development of ATS (safe work communication, avoiding additional risks, timely medical analysis). covered by the SCTR.	I care	Contagious by Epidemics	In the event that they must attend a strictly necessary face-to-face meeting, they should reduce exposure time, practice social distancing, disinfection and hand washing, and use specific PPE such as face masks. Virtual meetings Vehicle disinfection Verification of symptoms such as body temperature over 37.	Work at Electrical Risk BT - MT - AT	Training on Electric Risk, Certification for Electrical Works
		Breaks, overtime hours, rest periods	Meeting work schedules, taking active breaks, complying with lunch and rest times Application of Psychosocial Risk Assessment Tool Psychosocial risk program Psychology guidance Assertive communication training, teamwork, emotional intelligence, performance feedback, well-being activities. GEB Workers' Benefits Portfolio. Free time on Friday afternoons Induction and reinduction	Provide psychological support, Epidemiological surveillance program on psychosocial risk, Application of Psychosocial Risk Assessment Tool, Employee Relations Committee, Training sessions, teamwork interventions, time management, stress management, rest.			Hot work burns	PPE designation according to the activity carried out, ATS performance, TAR permit, PPE checklist, existence of safety protocol to carry out said process, review of minimum operating critical risks (MOCR). Emergency response plan, event assessment and communication, avoiding additional risks, timely medical covered by the SCTR.	l care	Fires	Training: What to do in case of fire, Use of fire extinguishers, evacuation plan socialization, Emergency prevention, assistance and response plan. Elimination of risk conditions, signaling of ramps, Medical Evacuation Plan. stairs, handrail installation.	Collisions, vehicular accidents	Training, awareness raising, inspections,
		Postures (prolonged, sustained, forced, antigravitational) Long displacements walking or in vehicles in the project's influence areas Posture (Prolonged bipedestrian, sustained, forced, antigravitational) Repetitive Movements	Scheduling of EXCELLENT family activities Supply of Ergonomic Attachments (chairs, adjustable arm for VDT, footrest, Keyboard and external mouse accessory) Workstation inspection according to the characteristics of each position/area. Workstation adaptation according to each worker's characteristics Occupational exams with emphasis on musculoskeletal issues, Musculoskeletal Perceived Morbidity Survey, Implementation of Active Breaks. Postural hygiene training, Training or awareness in musculoskeletal disorder prevention, prevention schools, Talk on back discomfort care, follow-up on workers by occupational physician and physiotherapist, Infographics on back, neck, and upper limbs Carry out active breaks during displacement, Take short breaks, Postural hygiene training, Physical conditioning Contractor OSH plan Carry out active breaks during the workday, Take short breaks Breaks, active breaks Inspection of the workplace according to the characteristics of each position/area. Workstation adaptation according to each worker's characteristics Occupational exams with emphasis on musculoskeletal system, Musculoskeletal Perceived Morbidity Survey, Active breaks during work hours, Training on postural	Biomechanical risk surveillance system, Active break program. Occupational exams focusing on musculoskeletal issues, Perceived Musculoskeletal Morbidity Survey, implementation of Active Breaks. Postural hygiene training, Training or awareness in the				PPE designation according to the activity carried out, ATS performance, TAR permit, PPE checklist, existence of safety protocol to carry out said process, review of minimum operating critical risks (MOCR). Emergency response plan, event assessment and communication, avoiding additional risks, timely medical covered by the SCTR. PPE designation according to the activity carried out, ATS performance, TAR permit, PPE checklist, existence of safety protocol to carry out said process, review of minimum operating critical risks	l care		Social relationship with communities, Early warning program. Emergency prevention, assistance and response plan. Medical Evacuation Plan. Training: What to do in case of a snakebite, Personal protection equipment for work involving risks of snakebite accidents. Emergency prevention, assistance and response plan. Medical Evacuation Plan.	Level falls	Training, awareness-raising, cleanliness inspections, etc. Training sessions, awareness campaigns, inspections, guidelines
		Electromagnetic radiations	hygiene, Awareness on hand care, Prevention Schools for Musculoskeletal Disorders. Healthy habits styles, follow-up of workers by the occupational physician and physiotherapist Adjust screen lighting level, active breaks Compliance with exposure limits in the design and operation stages of the transmission infrastructure	follow-up of workers by the occupational physician and physiotherapist, infographics on Back, ne and upper limbs	eck,		Suffocation due to confined space work in hazardous environments	PPE designation according to the activity carried out, designation of hazardous particle monitoring equipment. ATS execution, TAP	l care	Earthquakes	Training: What to do in case of seismic movements. Evacuation drills at registered office locations Removal of risk conditions, signage of ramps, Medical Evacuation Flan. Medical Evacuation Flan.		Training sessions, campaigns, awareness
		Lighting (Visible light due to excess or deficiency) Work surfaces (Irregular, slippery, with level differences) Inadequate or poorly maintained stairs and raili	Periodic Medical Exams (Optometry) Postural Hygiene Training Visual Active Breaks Ensure furniture set up for home office work	Periodic Medical Exams (Optometry) Postural Hygiene Training Visual Active Breaks Strengthening prevention measures during work-from-home activities. Awareness on Ensuring			Physical damages from vehicular accidents	Defensive driving training, monitoring of maximum allowed speed, action plan for accidents, awareness of seatbelt use, driver qualification process. The series of the minimum operational critical risks (MOCR). Emergency response plan, event assessment and communication, avoiding additional risks, timely medical covered by the SOAT.	l care	Vehicle Accidents	stairs, installation of handrails, evacuation routes. Road safety procedure, travel permits, 360 vehicle inspection, vehicle maintenance program. Staff with a valid driver's license. Vehicle insurance, staff life insurance, and medical expenses insurance.		Training sessions, certifications, inspections
		use of furniture for storage Static electricity. Direct contact, Voltage of contact due to connection of computer equipment and/or wit conductive elements in poor condition.	Risk identification, socialization of safety moments, risk of home office work with Risk identification, socialization of safety moments, work risk at home Disclosure and awareness of campaigns and/or methodologies such as: 5, 7 or 9 S´s Awareness to maintain order and cleanliness in the areas designated for work from home, Training on order and cleanliness	Strengthening prevention measures during work-from-home activities. Awareness on Ensuring furniture provided for work at home Strengthening prevention measures during work activities at home									
		Order and cleanliness conditions Explosion, leak, spill, fire	Requesting the contractor to maintain order and cleanliness conditions in the work area. Implementation of order and cleanliness methodologies (5, 7 or 9 S's), Disposal of ecological triplets for waste disposal, Strengthening of order and cleanliness at registered offices Training in order and cleanliness, Use of ecological triplets, Order and cleanliness sessions Awareness on how to act in case of emergencies Previous information about the area, Risk assessment, Contact competent authorities of the region prior to the project execution for the recognition of landmines and demining of the area, MEDEVAC activation, Operating Procedure for mined areas Risk communication to exposed personnel in the area, When the activity is in the field, manage with GEB's physical security, wait for the army to clear areas with landmine presence, Respect the army's cleared areas and instructions Demand from the contractor: establish storage area with ventilation and natural light without direct exposure to UV rays Demand from the contractor: Identification, classification, and safe handling, MSDS for chemicals used by contractors, Signage and demarcation of storage area, Visualization of the chemical compatibility matrix, Safety data sheets for each product, Products must have readable labels, Products must be packaged in good conditions, Consider the space standards for each product. Require the contractor: Emergency Preparedness, Prevention, and Response Plan, Disclosure of the Standard Operating Procedure for fire and/or explosion by the contractor Training on public risk, Personal defense techniques, Follow the safety instructions provided by Grupo Energía Bogotá for physical safety, Normalized Operating	Awareness on how to act in case of emergencies									
		Theft, robberies, assaults, attacks, public order disturbances, loss or kidnapping of officials, detentions, blockades, etc. Collisions, run-overs, others	Security control: (Security cameras) Training on public risk, Follow the safety procedures previously established by the company Training on pedestrian road safety regulations. Road safety for users.	Training in public risk, Standard Operating Procedure for public disorders (Robberies, run-overs, etc.), Public risk prevention plan, Managing the support of external entities HSSE Manual - Road Safety Strategic Plan Policy GEB/Enlaza Audits and Monitoring of Contractor and Transport Provider Performance Road Safety Standards Training for Pedestrians and Passengers (Safe Pedestrian - Safe Passenger) Incorporation of Driver Training (Defensive Driving, Basic Mechanics, Emergency Response, and 4x Operation) Update of the Road Safety Strategic Plan to new guidelines of Resolution 40595/2022 Travel Management Rest Hours Control Form Vehicle Pre-Operation Application and Socialization of Life-Saving Rules RSV	X4								
		evaluation, change management.	Training: Emotional intelligence, Selfcare Induction and re-induction Job profile delivery Proper time management, Attend the assigned spaces for psychological counseling Application of Psychosocial Risk Assessment Tool Attend assigned spaces for psychological counseling, Assertive communication and teamwork training, Promote integration spaces Design and compliance of job profiles Verify that the staff in charge of the project has the competencies required by regulations according to their role. Selection process	Counseling services, Program for epidemiological surveillance in psychosocial risk, application of Psychosocial Risk Battery, Employee Relations Committee Counseling services, Program for epidemiological surveillance in psychosocial risk, application of Psychosocial Risk Battery, Employee Relations Committee									
		Interface persona tasks (Knowledge, skills, in relation to the task demand, initiative, autonomy, and recognition, person's identification with the task and the organization) Work organization	Training: Induction and re-induction Job profile delivery activities for occupational well-being	Training, application of Application of Psychosocial Risk Assessment Tool, Conduct psychotechnical tests, Psychosocial risk epidemiological surveillance program Ch Training on the effects of psychoactive substances and health risks, awareness campaigns, a program for a healthy lifestyle and work environment, and a policy against the consumption of alcohol and psychoactive substances.	tal								
		Contact with pathogenic biological agents: Virus, Bacteria, Parasites, Fungi, Algae Virus, bacteria (Exposure to pathogenic agents, in food in work areas where there is no control of drinkin water) Virus, bacteria (Exposure to pathogenic agents, in food in work areas where there is no control of drinking water) Exposure to biological agents such as viruses (direct contact with individuals, direct contact with contaminated objects or other sources of transmission) Exposure to biological agents such as viruses (direct contact with individuals, direct contact with contaminated objects or other sources of transmission)	Public health program Consume food prepared with quality standards, training in food hygiene, biological risk, healthy lifestyles, vaccination schedules Biosafety protocols Vaccination schedules Hand hygiene Identification of infected persons Isolation in case of flu symptoms Have hand sanitizer dispensers from reception and in coffee stations Minimize contact between workers by reducing meetings	Biological risk training, Public health program, Biological risk program PE use and maintenance training									
		Exposure to bites from vector agents (Insects, arachnids, myriapods or other arthropods) Earthquakes	Request contractors' protocol of action for carrying out activities Accommodate workers in hotels with appropriate biosafety protocols Vaccination Plan for the prevention and control of endemic diseases, Having the vaccination schemes for the staff in charge of carrying out and supervising the project, MEDEV Supply of first aid items Vaccination schemes, Safe Work Analysis (SWA), Training on biological risk from insect bites, Use of repellents, Selfcare, Accompaniment in tower areas (Do not mo alone around the area), Use of PPE and work clothing, First aid training Adopt the contractor's emergency plan (Risk Management): Vulnerability Analysis Emergency Preparedness, Prevention, and Response Plan Emergency Response Team Formation Standard Operating Procedures for Earthquakes Emergency Supplies, Emergency Signage	Biological risk training for stingers, Accident protocol on biological risk - insect bites, arachnids,	ases								
		Rockfall, Landslides, Tree falls, Trunks, Rocks, etc. Rain Thunderstorms Strong winds Lightning Landslides Mudslides Forest fires	Earthquake Training, Standard Operating Procedure, Participation in Drills, Emergency Team, knowledge of contractor's emergency team To mark and demarcate areas with collapses or that are not in good conditions Risk identification, Visual assessment and appraisal of the area, Training on natural and man-made phenomena, Complying with safety distances, Use of staff protection elements, First aid training Safety procedures, Zone analysis, Supply of emergency and first aid items, MEDEVAC,	Training sessions on (natural and man-made phenomena, first aid, safety distances), Emergency									
		Excavations in the area, Steep slopes or narrow passages, Unstable and irregular terrains; Topographical	Safety inspections of the site, Zone analysis, safe work procedures, conditions report, Request the contractor to adapt the area conditions, HIRA (Hazard Identificat and Risk Assessment), Zone analysis, Supply of emergency and first aid items, MEDEVAC. Selfcare in transit through unstable operational terrains. Knowledge in the path, use of PPE, first aid knowledge, safety regulations socialization for field work, SOC. Risk identification, Visual terrain analysis and assessment, Training on unstable terrain transit.	protocol for natural and man-made phenomena, Recruitment of guides with knowledge of the are Safety procedures tion Safety inspections of the site, Zone analysis, safe work procedures, conditions report, Request the contractor to adapt the conditions of the areas, HIRA (Hazard Identification and Risk Assessment), Training in onsite risk for unstable, sliding and irregular terrains, First aid training, trekking	e),								
		Exposure to shocks or vehicular accidents due to displacement to work areas, Vehicle rollovers, transit through secondary, tertiary road crossings, transit through railway crossings	Strategic road safety plan, Installation of safety system in the vehicle (such as overspeed warning, Seat belt usage, Proximity detector) Requirements from the GEB HSSE Manual. Training in risk, Defensive driving training, Seat belt use training, Job fitness exams, Defensive co-pilot training, Pedestrian road safety rules training, Mandatory se		ors ors								
		Impact noise, intermittent and continuous, in building projects, and equipment: Compressors, Vibratory Compactors, Pneumatic Hammers, Electric Saws that exceed the TLV Non-ionizing radiation (Exposure to UV rays during field project activities)	belt use, Drivers must meet the requirements of the GEB HSSE Manual, plan route schedules, check road conditions, road safety policies	Control Format. Vehicle pre-operation. Incorporation of Criteria for Selection of Tires and Vehicle Type according to the route. Application and socialization of life-saving rules RQSV Maintenance program for machines and equipment, Epidemiological surveillance program for physical risks, Training on noise, restrict visits to projects to strictly necessary times to reduce exposure									
		Exposure to blows from branches, trees. Particle projection. Sudden release of energy	Trail adaptation for transit, Safe work procedures, MEDEVAC, Supply of emergency items and first aid	Supply of emergency and first aid items. Safety procedures, risk training sessions, selfcare, first ai importance of PPE use, safety distances									
		Hits or falls during displacements on speed bumps, mule, horse. Animal hits/kicks Exposure to bites, charges, kicks, goring, scratches, and similar actions from vertebrate animals (canines, felines, bovines, pigs, equines, etc.), ophidian due to the presence of snakes	supply of emergency and first aid items Training and basic training in safe equine handling, risk identification, ensuring the saddle is in good condition and properly adjusted to the horse.	items Training and basic training in safe equine handling, risk identification, ensuring the saddle is in go condition and properly adjusted to the horse. Manual HSSE Contractors Safety inspections of contractor activities GEB Public Health Campaigns									
		Thermal discomfort (Heat or cold), thermal variation, moorlands, relative humidity, and ventilation in the	Use of PPE Hydration supply Refuge/rest area	Request contractor training in public health and prevention of foodborne and vector-borne disease Operational planning and OSH Manual HSSE Contractors Safety inspections for contractor activities Review of safe work procedures for contractors Located hydration points, Covered rest areas for sun protection, Availability of emergency items (faid kit, stretchers), MEDEVAC Disclosure of rest areas and hydration points, MEDEVAC activation, Finald training	first								
		Gases, Vapors generated by the processes or conditions specific to the work site, Possibility of contact wi chemical substances. Application of paint and finishing processes/improvement of metal structure	Camp or shelters for solar protection with Collection of chemicals in defined areas, labeling of chemicals	aid training Rest during work hours, Worker rotation. Operational planning and OSH HSSE Contractors Manual Safety inspections of contractor activities Review of safe work procedures for contractors Compliance with Decree 1496 of 2018 on the global harmonized system, labeling of chemical substances, Safety talks on the importance of PPE use, Compatibility matrix and safety data sheet	†s								
		Handling of cement, sands, and powders in building works	Cover stockpiles of sand and quarry material with plastic Stockpile cement in defined areas Use of PPE	for chemical products Operational planning and OSH Safety talks on the importance of using PPE Cement safety data sheet, application of the CMS for chemical products Operational planning and OSH									
		Task conditions (mental load, task content, emotional demands, control systems, role definition, monoto etc.) Leadership style, payment, hiring, participation, induction, and training, social welfare, performance	otony, Organization of work Work breaks	Promotion and prevention campaigns Training on stress prevention, health, and well-being Contractor's OSH plan Operational planning and OSH Promotion and prevention campaigns Training on stress prevention, health, and well-being									
		Interface persona tasks (Knowledge, skills, in relation to the task demand, initiative, autonomy, and recognition, person's identification with the task and the organization) Efforts in work maneuvers, application of force in work tools, handling of tools and heavy equipment, structure transfer on the shoulder mule transportation for the entry of materials and components to the	Organization of work Work breaks	Contractor's OSH plan Operational planning and OSH Promotion and prevention campaigns Training on stress prevention, health, and well-being Contractor's OSH plan Operational planning and OSH Training on postural hygiene, Use shoulder pads for the transportation of structure Operational planning and OSH									
		structure transfer on the shoulder, mule transportation for the entry of materials and components to the work fronts. Torque movements, repetition in iron and parts fastenings	Contractor's OSH plan Active breaks during the workday, take short breaks Contractor's OSH plan Active breaks during the workday, take short breaks Active breaks during the workday, take short breaks	Postural hygiene training, Perform active breaks during work, Take short breaks, Contractor OSH plan Operational and OSH planning									
		Handling of loads (packages, machinery, equipment)	Contractor's OSH plan Active breaks during the workday, take short breaks	Training in postural hygiene, Lifting workshop MSD injury prevention Workstation analysis Perform active breaks,									
		Direct and indirect accidental contact with electric energy courses in hydroxyty to the contact with electric energy courses.		Take short breaks, Contractor OSH plan Operational and OSH planning HSSE Contractors Manual Critical Tasks Manual Electric Safety Management Program E-Learning Program - Electric Safety Module Work Permit for Electric Works Competence for "Authorized Personnel", "Non-Electrician Personnel with OSH Role", and "Non-Electrician Personnel/Advised "Safe Work Procedures approved by Pre-Execution Oversight with improvements according to construction scenarios, includes safe de-energization/energization protocols" Pre-Work Visit" and "Work Plan for Electric Works" forms Consignment process with owner of the electric infrastructure (when applicable) HAZID (Hazard Identification, Risk Assessment, and Control Determination)									
		Direct and indirect accidental contact with electric energy sources in LV/MV/HV. Installation/Removal of Mechanical Protections for the Protection of Electrical Conductors in Mounting and Laying Activities		Consignment process with owner of the electric infrastructure (when applicable) HAZID (Hazard Identification, Risk Assessment, and Control Determination) Matrix of Electric TAR Equipment and Tools Matrix of Personal Protective Equipment Includes Emergencies (Electric Safety component) Pre-scheduling of maintenance work Maintenance work with de-energized transmission infrastructure (When applicable) Maintenance Program for TAR Equipment and Tools Verification of the application of the Safe Electrical Isolation System (SEIS) Use of Temporary Grounding Systems according to fault current level. Report on Deviations and MORC on PREVSIS Platform Planning and OSH HSSE Contractors Manual Required from contractor: Risk Management:									
		Pass through fences, gates, railings, or obstacles with sharp or rusty protrusions with sharp or irregular e (barbed wire, nails, splinters, etc.)	MEDEVAC activation (in necessary), supply of emergency items and mist aid	Required from contractor: Risk Management: Vaccination schedules (Tetanus), selfcare, avoiding contact with sharp or rusty objects, Use of PPE Knowledge in first aid, First aid training Visual inspection of the workplace Operational planning and OSH HSSE Contractors Manual Required from contractor: Supply of emergency items, Signage and marking	E,								

HSSE Contractors Manual
Critical Tasks Manual of Grupo Energía Bogotá
E-Learning Program - Module Working at Heights
Critical Risk Management Program for Work at Heights. Fall Prevention and Protection Program according to Resolution 4272/2021 guidelines. Work Permit for Heights
Safe Work Analysis. Rescue and MEDEVAC Plan for Work at Heights and staff trained and certified according to the guidelines of Resolution 4272/2021. Safe work procedures at heights and staff

HSSE Contractors Manual of Grupo Energía Bogotá
E-Learning Program - Module Working at Heights
Critical Tasks Manual of Grupo Energía Bogotá
E-Learning Program - Module Working at Heights
Critical Risk Management Program for Work at Heights. Fall Prevention and Protection Program
according to Resolution 4272/2021 guidelines. Work Permit for Heights
Falls from heights equal to or greater than 2 m or onto a lower level at the discretion of the Work at Heights
Coordinator

Rescue plan, MEDEVAC, Safe work procedures at heights, Field height coordinator, Follow safety procedures at heights, Field height coordinator, Follow safety procedures at heights, Field height coordinator, Follow safety procedures at heights and staff trained and certified according to the guidelines of Resolution 4272/2021

Rescue plan, MEDEVAC, Safe work procedures at heights and staff trained and certified according to the guidelines of Resolution 4272/2021

Rescue plan, MEDEVAC, Safe work procedures at heights and staff trained and certified according to the guidelines of Resolution 4272/2021

Rescue plan, MEDEVAC, Safe work procedures at heights and staff trained and certified according to the guidelines of Resolution 4272/2021

Use of ladder for ascent and descent, excavation work carried out by two people Area demarcation, rescue equipment available, elements for emergency care, vehicles

River floods, streams at the workplace and/or surrounding areas

aying of Conductor and/or Guard Cable ressing Structure

Installation of Protections on MT Lines

Delivery of fall protection equipment for work at heights, courses for working at heights, EMO for work at heights, training, permanent supervision.

Training sessions in occupational ergonomics, active break

In the event that they must attend a strictly necessary face-to-face meeting, they should reduce exposure time, practice social distancing, disinfection and hand washing, and use specific PPE such as face masks.

Work at Electrical Risk BT - MT - AT

Work at Electrical Risk BT - MT - AT

Training on Electric Risk, Certification for Electrical Works measurement equipment, five golden rules, delivery of PPEs, continuous supervision.

Collisions, vehicular accidents Training, awareness raising, inspections, Safe driving training, reinforcement in traffic rules

Level falls Training, awareness-raising, cleanliness inspections, etc.

Training sessions on order and cleanliness, reinforceme safety rules, delivery of PPE.

Animal attacks (dogs)

Training sessions, awareness campaigns, inspections, guidelines

PPE, dissemination of work provisions for the use of canine attack repellent.

(S&P Global CSA) Fatalities

			(GEB			En	laza				TGI			Cáli	idda			C	ontugas			Elec	trodunas			Co	onecta	
Work-related injuries - Employees	Unit	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023
EMPLOYEES			W M	W M	W M	W M	W M	W M	W M	W M	W M	W M	W M	W M	W M	W M	W M	W M	W M	W M	W M	W M	W M	W M	W M	W M	W M	W M	W N
Total number of employees	Number	292 360	336 381	333 365	188 232	0 0	0 0	0 0	143 227	117 340	122 340	126 329	323 131	107 289	107 297	101 287	118 303	157	131	132	131	49 203	54 206	59 209	63 207	42 107	43 96	40 94	39 9
Days worked	Days	220,446	234,404	231,685	143,492	0	0	0	122,891	118,802	117,392	117,196	116,956	132,492	141,609	147,430	143,271	46,232	39,325	38,555	38,074	73,461	84,004	87,864	92,965	50,181	47,882	47,283	44,825
Hours worked	Hours	1,763,564	1,875,228	1,853,482	1,147,932	0	0	0	983,124	950,412	939,135	937,565	935,645	1,059,939	1,132,868	1,179,441	1,146,167	369,858	314,596	308,444	304,591	587,687	672,034	702,914	743,717	401,444	383,052	378,261	358,596
Nork-related deaths	Number	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	0	0
Rate of deaths produced by work-related injuries	Index	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	0	0
Nork-related accidents with major consequences (excluding deaths)	Number	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	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Severity index	Index	8.51	5.87	14.03	0.00	0	0	0	30.51	22.10	54.31	139.72	102.6	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	43.06	9.19	12.80	0.00	0	0	0	0
TIFR (Lost Time Injury Frequency Rate)	Days	0	0	0	0	0	0	0	0	0	2	1	1	0	0	1	0	0	0	0	0	0	2.00	0	0	0	0	0	0
Rate of work-related injuries with lost time (LTIFR)	N/million hours worked	0	0	0	0	0	0	0	0	0	2.1	1.07	1.07	0.00	0.00	0.85	0.00	0.00	0.00	0.00	0.00	0.00	2.98	0.00	0.00	0	0	0	0
Data coverage	Percentage of total workforce affected	100%	100%	100%	100%	0	0	0	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

		Business	Group	
Unit	2020	2021	2022	2023
Hours	5,132,904	5,316,913	5,360,107	5,619,772
Number	0	4	2	1
Index	0.00	0.75	0.37	0.18
Percentage of total workforce affected	100%	100%	100%	100%
	Hours Number Index	Hours 5,132,904 Number 0 Index 0.00	Unit 2020 2021 Hours 5,132,904 5,316,913 Number 0 4 Index 0.00 0.75	Hours 5,132,904 5,316,913 5,360,107 Number 0 4 2 Index 0.00 0.75 0.37

Work-related injuries - Contractors	Unit		GE	EB			En	aza				TGI			Cálio	dda			Co	ntugas			Elec	trodunas			Coi	ecta	
		2020	2021	2022	2023	2020			2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023
CONTRACTORS																													
Total number of contractors	Number	3,121	2,785	2,349	387	0	0	0	2,897	2037	1126	1213	1007	5,680	9,463	6,741	5,813	209	129	387	1,090	N/A	N/A	296	932	423	479	619	588
Days worked	Days	748,748	911,085	944,590	93,471	0	0	0	602,063	549,755	403,861	335,700	263,546	1,090,553	2,369,141	2,212,113	2,005,505	17,868	26,848	38,548	142,085	133,450	177,162	221,567	259,929	96,287	107,947	121,369	117,584
Hours worked	Hours	5,989,983	7,288,677	7,556,716	747,767	0	0	0	4,816,506	4,398,041	3,230,884	2,685,598	2,103,149	8,724,422	18,953,127	17,696,906	16,044,037	142,940	214,785	308,387	1,136,677	1,067,599	1,417,294	1,772,538	2,079,428	770,294	863,574	970,954	940,669
Work-related deaths	Number	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	0	0
Rate of deaths produced by work-related injuries	Index	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	0	0
Work-related accidents with major consequences (excluding deaths)	Number	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1	2	0	0	0	0	0	0	0	0	1	0	0	1
Rate of work-related injuries with major consequences (excluding deaths)	Index	0	0.137	0	0	0	0	0	0	0	0	0	0	0.000	0.053	0.057	0.125	0	0	0	0	0	0	0	0	1.30	0.00	0.00	1.06
Severity index	Index	236.23	182.75	255.40	6.69	0	0	0	145.54	32.72	30.7	68.51	33.68	0.00	0.00	0.00	0.00	0	0	0	17.60	43.06	9.19	12.8	12.8	11.42	0.00	17.35	8.50
LTIFR (Lost Time Injury Frequency Rate)	Days	21	18	24	0	0	0	0	4	3	3	3	1	7	18	11	5	0	0	0	1	0	2	2	0	1	0	2	1
Rate of work-related injuries with lost time (LTIFR)	N/million hours worked	3.51	2.47	3.18	0.00	0	0	0	0.83	0.68	0.93	1.12	0.48	0.80	0.95	0.62	0.31	0	0	0	0.88	0.00	1.41	1.13	0.00	1.30	0.00	2.06	1.06
Data coverage	Percentage of total workforce affected	100%	100%	100%	100%	0	0	0	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

			Business	Group	
Work-related injuries - Contractors	Unit	2020	2021	2022	2023
CONTRACTORS					
Hours worked	Hours	21,093,279	31,968,341	30,991,099	27,868,233
LTIFR (Lost Time Injury Frequency Rate)	Number	32	41	42	12
Rate of work-related injuries with lost time (LTIFR)	Index	1.52	1.28	1.36	0.43
Data coverage	Percentage of total workforce affected	100%	100%	100%	100%

(GRI 403-10; GRI Oil and Gas 11.9.11) (SASB EM-MD-540a.4) Occupational illness

				Cálidda				Cantalloc			C	onecta					Contugas					Electrodun	nas			E	nlaza				GEB					TGI	
Work-related injuries - Employees	2020	20	2021		2022	2023	3	2023	2020		2021	2022		2023	2020	2021		2022	2023	2020	2021		2022	2023	2020	2021	2022	2023	2020	202 ⁻	2022		2023	2020	2021	20	.2
																										M W M											
Total number of employees	107	289	107	297	101 287	118	303	47 568	42	107 43	96	40	94	39 92	157	131		132	131	49 203	54	206	59 209	63 207	0	0	0	143 227	292 360	336	381 333	365	189 234	117 34	122	340 126	329 323
Deaths due to occupational illnesses	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	0	C	
Total occupational diseases	0		0		0	0		0	0		0	0		0	0	0		0	0	0	0		0	0	0	0	0	0	1	0	0		0	0	0	C	
Total reportable work-related diseases	0		0		0	0		0	0		0	0		0	0	0		0	0	0	0		0	0	0	0	0	0	1	0	0		0	0	0	C	
Total reportable work-related diseases	0		0		0	0		0	0		0	0		0	0	0		0	0	0	0		0	0	0	0	0	0	1	0	0		0	0	0		0

Work-related injuries - Contractors		Cálidda			Cantalloc			Conecta				Contugas			Electr	rodunas			Enla	za				GEB			T	GI	
	2020	2021	2022	2023	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023
Total number of contractors	5,680	9,463	6,741	5,813	9	423	479	619	588	209	129	387	1,090	0	0	751	932	0	0	0	2,897	3,121	2,785	2,349	387	2,037	1,126	1,213	1,007
Deaths due to occupational illnesses	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	0	0	0
Total occupational diseases	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	0	0	0
Total reportable work-related diseases	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	0	0	0
						OK																							

				OK				
Work-related injuries	Cálidda in 2023	Cantalloc 2023	Conecta 2023	Contugas 2023	Electrodunas 2023	Enlaza 2023	GEB 2023	TGI 2023
Types of occupational illnesses and diseases	Contusions, cuts, musculoskeletal pain, fractures	Not applicable	No work-related illnesses have been detected	No occupational diseases reported	0	ENLAZA reported no occupational diseases during the specified period.	l In 2023, no qualified work-related illnesses were reported.	At TGI, there are no registered occupational diseases; however, most cases are related to common pathologies affecting the cardiovascular system, immune system, and are influenced by lifestyle habits.
Occupational hazards that present a risk of occupational injury with major consequences, including a) How these hazards have been identified; b) Which hazards have caused or contributed to significant injuries during the reported period; c) The actions taken or planned to eliminate these hazards and minimize risks, using the hierarchy of control methods.	Refer to Annex 1 tab.	Not applicable	Hazards are determined through the Hazard Identification, Risk Assessment, and Controls Matrix. Implemented safety measures aimed at minimizing the likelihood and impact of incidents include engineering controls and risk elimination strategies for both administrative and field areas, revision of risk identification formats, and enhancements in hand protection gear.	d N/A	 A) 1. IPERC 2. Risk assessment 3. Training and educational programs B) No significant injuries were reported during the period. C) The primary control measure is the evaluation of hazard elimination, followed by hazard substitution, then the implementation of engineering controls, known as hard barriers, and finally, the analysis of soft barriers such as signage and warnings before considering the use of PPE. 	- Work at heights - Work in confined spaces	and includes high-risk tasks: work at heights, excavations, electrical, road	For the registered office: Biomechanical risk, locations, and psychosocial risk For Operating Offices (Districts and Stations): Work at Heights, confined spaces, lifting of loads, road safety (vehicle displacement), electric risk, biological risk (insect bites), natural technological factors (electrical
Contextual information needed to understand how the data was collected, such as standards, methodologies, or assumptions used	Workers at Cálidda and Contractors report events (accidents and/or incidents) via email, cellphone, or WhatsApp. This data is recorded in an Excel database on OneDrive for the respective follow-up. Additionally, contractors report their OSH indicators (including accidents and/or incidents) monthly through a digital form (platform: Smartsheet). This allows us to cross-reference information between databases. The OSHA 300 recordkeeping guide is used for event classification and based on the ANSI-Z-16.2 standard, the accident mechanisms, causing agents, and types of injuries are classified. This allows us to have a unified database of accidents from all GEB subsidiaries.	Monthly accident reports	Data is collected through the monthly report of man-hours and the indicator of Frequency of Disabling Occupational Accidents of each contractor.	Monthly records of statistics and occupational safety and health reports from Contugas and Contractors, required by law 29783.	The data has been collected based on the monthly statistical report from Electrodunas and contractors.	Parallel to compliance with the current Colombian regulation applicable in the classification of work-related events (occupational accidents and occupational illnesses); the company statistically classifies events based on OSHA 300 Recordkeeping	LTIFR=(Number of lost-time injuries) / (Total hours worked in accounting period) x 1,000,000 The main performance indicator for accident rates used by Grupo Energía Bogotá is the Lost Time Injury Frequency Rate (LTIFR) and not the TRIF. According to international comparison standards and the recommendations of expert consultancies worldwide such as Dupont.	N/A
Workers excluded from this content, including types of workers and reasons for exclusion	No workers have been excluded.	Not applicable	Workers are not excluded.	N/A	Not applicable	No worker is excluded	No worker has been excluded from this content.	There are no excluded workers

(SASB IF-EU-320a.1) (1) Total Recordable Incident Rate (TRIR), (2) Fatality Rate, and (3) Near Miss Frequency Rate (NMFR).

		GE	Ь			Ellla	dZd			101				Calluda				Contugas				Electrodulias				Conecta				Cantalloc		
	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023
Total Recordable																																
Incident Rate (TRIR) for	1 44	1.05	1 57	0.11	Ν/Δ	Ν/Δ	N / A	0.62	0	0.43	0.21	0.21	1 04	150	0.91	0.67	0	0	0	0.139	Ν/Δ	NI / A	N / A	0.21	0	0	0	0	0	0	0	0
work-related injuries	1.77	1.03	1.57	0.11	14/74	IN / /	N/A	0.02	O	U13	0.21	0.21	1,07	1.50	0.71	0.07	O	O	O	0.137	IV/A	N/A	IN/A	0.21	U	O	O	O	O	V	O	O
and diseases																																
Rate of mortality for	0.00	0.00	0.00	0.00	Ν/Δ	N / A	N / A	0	0	0	0	0	0.00	0.00	0.00	0.00	0	0	0	0	NI / A	NI / A	NI / A	0.00	0	0	0	0	0	0	0	0
work-related deaths	0.00			0.00	14774	11177	11/71	0								0.00				<u> </u>	11/74	11/7	11/74	0.00								
Frequency rate																																
of quasi-accidents	0.52	0.66	0.57	0.53	Ν/Δ	Ν/Δ	N / A	0.17	0	0	0	0	0.43	0.32	0.18	0.14	0	0	0	0.416	Ν/Δ	NI / A	N / A	0.00	0	0	0	0	0	0	0	0
(NMFR) for work-related	0.52	0.00	0.57	0.55	14//	IV/A	IV/A	0.17	J	O	O	0	0.73	0.52	0.10	0.14	J	O	0	0.710	14/74	IN/ A	IV/A	0.00	O	O	O	O	0	0	0	O
quasi-accidents																																



2.6

Sustainable and Competitive Portfolio

Economic Performance

(GRI 201-1) Economic value generated and distributed		TRM as of December 31, 2020.	TRM as of December 31, 2021.	TRM as of December 31, 2022.	TRM as of December 31, 2023.
	USD	3693.36	3743.09	4255.44	3822.05

Feen emis newfeetnense		Grupo Energía Bog	gotá (COP Million)			Grupo Energía Bo	gotá (USD Million	
Economic performance	2020	2021	2022	2023	2020	2021	2022	2023
Economic value generated (EVG)	\$ 6,987,211	\$ 7,873,549	\$ 9,294,336	\$ 10,021,567	\$ 1,892	\$ 2,103	\$ 2,184	\$ 2,622
Operating Revenue	\$ 5,125,946	\$ 5,558,593	\$ 6,876,110	\$ 7,978,433	\$ 1,388	\$ 1,485	\$ 1,616	\$ 2,087
Financial revenues (interest, dividends, others)	\$ 85,487	\$ 76,592	\$ 259,002	\$ 271,228	\$ 23	\$ 20	\$ 61	\$ 71
Income from Equity Method Investees	\$ 1,602,363	\$ 1,997,939	\$ 2,096,561	\$ 1,718,584	\$ 434	\$ 534	\$ 493	\$ 450
Other non-operating revenues	\$ 173,415	\$ 240,425	\$ 62,663	\$ 53,322	\$ 47	\$ 64	\$ 15	\$ 14
Economic value distributed	\$ 5,216,545	\$ 6,824,770	\$ 7,137,123	\$ 8,155,543	\$ 1,412	\$ 1,823	\$ 1,677	\$ 2,134
Operating costs (property leases, license fees, royalties, contractor payments, among others)	\$ 2,200,020	\$ 2,649,800	\$ 3,229,749	\$ 3,153,153	\$ 596	\$ 708	\$ 759	\$ 825
Salaries, mandatory benefits and other employee benefits (salaries, pension contributions, insurance, indemnities, payroll taxes, among others)	\$ 330,544	\$ 353,548	\$ 412,270	\$ 546,388	\$ 89	\$ 94	\$ 97	\$ 143
Dividends to shareholders (profit distribution proposal)	\$ 1,395,242	\$ 2,506,461	\$ 1,762,786	\$ 2,304,475	\$ 378	\$ 670	\$ 414	\$ 603
Interest payments	\$ 664,230	\$ 672,707	\$ 1,019,884	\$ 1,378,443	\$ 180	\$ 180	\$ 240	\$ 361
Payments to governments, (taxes, fines, penalties, permits, among others)	\$ 602,814	\$ 602,288	\$ 672,427	\$ 737,180	\$ 163	\$ 161	\$ 158	\$ 193
Investments in the communities	\$ 23,695	\$ 39,966	\$ 40,007	\$ 35,904	\$ 6	\$ 11	\$ 9	\$ 9
Economic value retained	\$ 1,770,666	\$ 1,048,779	\$ 2,157,213	\$ 1,866,024	\$ 479	\$ 280	\$ 507	\$ 488
EBITDA	\$ 3,662,018	\$ 4,482,836	\$ 4,865,880	\$ 5,197,071	\$ 992	\$ 1,198	\$ 1,143	\$ 1,360
Net income	\$ 2,616,877	\$ 2,669,163	\$ 3,026,986	\$ 2,768,370	\$ 709	\$ 713	\$ 711	\$ 724

2.6

Economic Performance

(CSA of S&P Global) Return on Investment in Human Capital

Unit	ts	2020	2021	2022	2023
a) Total operating revenue.	СОР	\$ 5,125,946,000,000	\$ 5,558,593,000,000	\$ 6,788,462,000,000	\$7,953,723,000,000
b) Total operating expenses.	СОР	\$ 3,520,019,000,000	\$ 4,025,195,000,000	\$ 4,750,289,000,000	\$5,329,084,000,000
c) Total employee-related expenses (salaries + benefits).	СОР	\$ 312,792,000,000	\$ 335,049,000,000	\$ 384,892,000,000	\$513,642,000,000
Resulting HC ROI calculation: (a - (b - c)) / c.	Number	6.13	5.58	6.30	6.11
Total Number of Employees*	Number	1998	2068	2031	2128

Note: The reported data includes the following companies: Grupo Energía Bogotá, TGI, Enlaza, Conecta, Cálidda, ElectroDunas, and Contugas.

(Own) Operating revenue by business sector.

	2020	2021	2022	2023
Year-end exchange rate.	\$ 3,432.50	\$ 3,981.16	\$ 4,810.20	\$ 3,822.05
Average exchange rate	\$ 3,693.36	\$ 3,743.09	\$ 4,255.44	\$ 4,325.05

Revenue (Millions)	2020	2021	2022	2023
Gas Distribution	\$ 2,361,401,000,000	\$ 3,008,197,000,000	\$ 3,690,129,000,000	\$ 4,112,108,000,000
Gas Transport	\$ 1,683,318,000,000	\$ 1,440,089,000,000	\$ 1,704,844,000,000	\$ 2,005,186,000,000
Power Transmission	\$ 681,900,000,000	\$ 693,334,000,000	\$ 911,153,000,000	\$ 1,205,764,000,000
Power Distribution	\$ 399,327,000,000	\$ 416,973,000,000	\$ 568,465,000,000	\$ 655,375,000,000
Total Revenues	\$ 5,125,946,000,000	\$ 5,558,593,000,000	\$ 6,874,591,000,000	\$ 7,978,433,000,000
Revenue in USD (Year-end closing rate).	\$ 1,493,356,446	\$ 1,396,224,467	\$ 1,429,169,473	\$ 2,087,474,784
Revenue in USD (average annual rate).	\$ 1,387,881,495	\$ 1,485,027,878	\$ 1,615,483,005	\$ 1,844,703,067

(Own) Operational revenue by company and coverage of the Integrated Sustainability Report

Management	Company	2020	2021	2022	2023
Gas Distribution	Contugas	\$ 274,021,000,000	\$ 279,032,000,000	\$ 226,945,000,000	\$ 339,157,000,000
	Cálidda	\$ 2,087,380,000,000	\$ 2,729,165,000,000	\$ 3,463,184,000,000	\$ 3,772,951,000,000
Gas Transport	TGI	\$ 1,683,318,000,000	\$ 1,440,089,000,000	\$ 1,704,844,000,000	\$ 2,005,186,000,000
Power Distribution	ElectroDunas	\$ 399,327,000,000	\$ 416,973,000,000	\$ 540,801,000,000	\$ 630,665,000,000
	Cantalloc	\$ 0	\$ 0	\$ 27,664,000,000	\$ 24,710,000,000
Power Transmission	Enlaza	\$ 570,071,000,000	\$ 598,429,000,000	\$ 723,973,000,000	\$ 1,055,913,000,000
	Power & Co	\$ 0	\$ 0	\$ 8,599,000,000	\$ 0
	Elecnorte	\$ 0	\$ 0	\$ 49,866,000,000	000 \$ 0 000 \$ 0
	Conecta	\$ 111,829,000,000	\$ 94,905,000,000	\$ 128,715,000,000	\$ 149,851,000,000
Total Revenues		\$ 5,125,946,000,000	\$ 5,558,593,000,000	\$ 6,874,591,000,000	\$ 7,978,433,000,000
Revenue in USD¹		\$ 1,493,356,446	\$ 1,396,224,467	\$ 1,429,169,473	\$ 2,087,474,784
Revenue excluding PowerCo	o, Cantalloc, and ElecNorte².	\$ 5,125,946,000,000	\$ 5,558,593,000,000	\$ 6,788,462,000,000	\$ 7,953,723,000,000
Revenue without PowerCo,	Cantalloc, and ElecNorte in USD²	\$ 1,493,356,446	\$ 1,396,224,467	\$ 1,411,263,981	\$ 2,081,009,668
Reported coverage.		100.00%	100.00%	98.75%	99.69%

Note 1: Figures are expressed at the year-end exchange rate, as of December 31

Note 2: The figures presented correspond to the operational revenues of the GEB companies included in the Integrated Sustainability Report, namely Grupo Energía Bogotá, Enlaza, TGI, Cálidda, Contugas, Conecta, and ElectroDunas. Cantalloc and PowerCo are not included. It is important to note that Elecnorte, the company acquired by GEB in 2022, was absorbed by GEB. The operation of the transmission project previously managed by Elecnorte was taken over by Enlaza, so the social and environmental indicators derived from Elecnorte are integrated into GEB and Enlaza.

(Own) FTEs from the Integrated Sustainability Report

FTEs from GEB and its Subsidiarie	es			
Employees	2020	2021	2022	2023
Enlaza	379	360	352	373
GEB	242	315	317	399
TGI	457	462	455	431
Cálidda	396	404	388	401
Contugas	129	128	117	123
ElectroDunas	252	260	268	270
Conecta	143	139	134	131
Cantalloc	354	411	533	580
PowerCo	3	2	1	2
Total excluding Cantalloc and PowerCo	1998	2068	2031	2128
Total Corporate Group	2355	2481	2565	2710
% Coverage	84,8%	83,4%	79,2%	78,5%

Notes: In accordance with the reported operational revenue, figures for Grupo Energía Bogotá, Enlaza, TGI, Cálidda, Contugas, Conecta, and ElectroDunas are presented. Employees from Cantalloc and PowerCo are not included in most of the talent management indicators of the Sustainability Report.

1. The material variations in the results of the operation

Changes in the Statement of Financial Position

- Increase in cash and cash equivalents by COP 1,162 corresponding to the payment of the Intercompany credit from TGI in December 2023.
- Decrease in the balance of investments in controlled companies, associates, and joint ventures by COP 2,645, mainly corresponds to the effect of the closing rate variation between December 31, 2023 (COP 3,822.05) and the rate at December 31, 2022 (COP 4,810.20). Additionally, it is important to clarify that at ENEL, due mainly to the deterioration of the Windpeshi project, there was a decrease of COP 868,467 million.
- Financial obligations decreased by COP 924, corresponding to the effect of the closing rate variation between December 31, 2023 (COP 3,822.05) and the rate on December 31, 2022 (COP 4,810.20).

Variations in the Income Statement

Transmission revenue: Increased primarily due to revenues recognition from collector and San Juan projects and the rise in the average TRM.

Transmission costs: The increase corresponds to a higher cost for the projects that entered into operation, the following is the detail:

Cost of sales	2022	2023	Variation
General	7	98	91
Contributions and royalties	96	140	44
Depreciation	45	62	17
Taxes	9	15	6
Insurance	7	6	-1
Amortization	8	11	3
Services - XM	6	1	-5
Surveillance and security	3	3	-
Maintenance and repairs	17	10	-7
Leases	4	2	-2
Staff costs	33	-	-33
Other	2	-	-2
Total	237	348	111

Equity Method Income:			
Controlled	2022	2023	Variation
TGI	482	668	186
EEB Perú Holdings	258	270	12
EEB Gas*	178	-	-178
Gebbras	69	158	89
Conecta	-	2	2
Grupo Dunas	80	81	1
Enlaza	-	-	-
Energy	-11	5	16
Elecnorte*	8	-	-8
EEBIS GT	3	9	6
Trecsa	2	-48	-50
Contugas	-56	-30	26
Total	1013	1115	102

Associates and Joint Ventures	2022	2023	Variation
	_		
Enel	1292	821	-471
Argo	211	233	22
СТМ	127	106	-21
REP	109	116	7
Gas Natural - Vanti	87	110	23
EMSA	6	5	-1
Promigas*	-	154	154
AGATA	-	1	1
	1832	1546	-286
TOTAL	2845	2661	-184



Primarily influenced by increased investment in GEBBRAS following positive results from ARGEB, and additionally, CTM reports impairment of the Nueva Yanango and Nueva Huánuco substations totaling COP 34. It is also noteworthy that ENEL's results include impairments from the Windpeshi project (COP 284), Chucás (COP 119), effects of the El Niño phenomenon mainly in Panama (COP 86), and the sale of Termocartagena (COP 58).

- **Financial activities:** The most significant expenses recognized for financial activities stem from interest on increased debt related to the issuance of USD 400 million in sustainable bonds, a USD 509 million syndicated loan for the acquisition of Quantum in November 2022, and additional increases in interest expenses in 2023 due to rising costs of local currency bonds.
- **Exchange Rate Difference:** A decline in exchange difference income is noted, primarily due to increased exchange difference expenses from receivables owed to GEB's subsidiary companies. This effect is attributed to the exchange rate fluctuation between December 31, 2023 (COP 3,822.05) and December 31, 2022 (COP 4,810.20).
- Taxes: Deferred taxes were lower compared to 2022.

2. Material changes in relation to the issuer's liquidity and solvency situation

Grupo Energía Bogotá S.A. ESP (GEB) is a multi-Latin company within the energy sector's value chain, holding shares in entities involved in generating, transmitting, and distributing electricity and natural gas. Moreover, in its pursuit of innovation in alternative energy sources, GEB is exploring wind energy systems among other initiatives.

It is crucial to note that financial sustainability is essential to ensure compliance with its obligations and to maintain its longevity across various business models and the diversification they facilitate.

Material changes between 2022 and 2023 for the economic group highlight its strong liquidity and financial robustness.







Liquidity:working capital decreased by COP 419,788 million between the end of 2022 and the end of 2023, representing a percentage variation of -23.3%, which also led to a decrease in the current ratio, which went from 1.70 at the end of 2022 to 1.38 at the end of 2023. The Acid Test ratio also fell, from 1.56 in 2022 to 1.25 in 2023.

However, it is important to highlight the increase of COP 681,090 million in the company's pure liquidity, due to the favorable change in Cash and Cash Equivalents. Thus, it closed the 2023 fiscal year at COP 1.41 trillion, a value 11.5% higher than that presented at the end of the previous year. The company's pure liquidity represents 3.2% of the total assets by the end of 2023.

Additionally, the COP 681,090 million increase in the current asset during the year 2023 determined that said short-term asset increased its equity interest within the asset, going from 9.4% in 2022 to 11.6% in 2023. Therefore, the entity's capacity to meet its short-term obligations is preserved.

Solvency: Solvency, interpreted as the ability to fulfill medium and long-term obligations through responsible and sustainable financial management, is demonstrated by three key financial solvency indicators detailed in the following table:

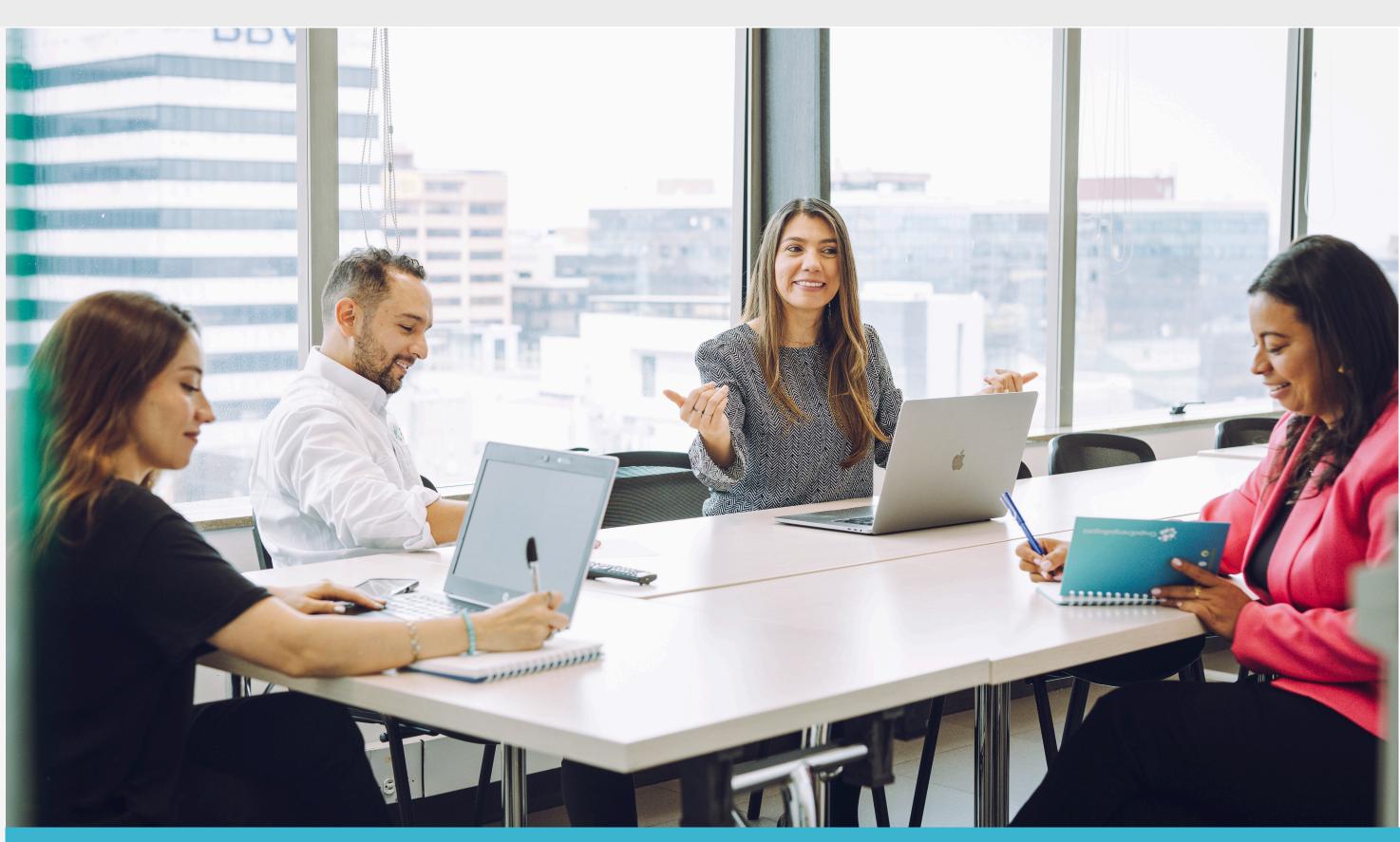
Solvency and liquidity indicators

Liquidity	2022	2023	АН
Working capital	\$ 1,803,772	\$ 1,383,984	-\$419,788
Current Ratio	1.70	1.38	-0.32
Acid test	1.56	1.25	-0.31
Solvency	2022	2023	АН
Asset-to-liability ratio	\$ 2	\$ 2	-\$0
Debt / Equity	0.96	0.95	0.00
Liabilities / Equity	1.20	1.23	0.03

Source: Consolidation and Tax Management Calculations: Treasury and Financial Risk Manager

These indicators show relative stability in 2023, with absolute changes ranging from -0.02 to +0.03. The company concluded the year 2023 with COP 181 in assets for every COP 100 of liabilities, evidencing robust financial backing.

Furthermore, it is important to analyze the moderate level of financial leverage that the company has, considering that for every COP 100 of equity, there is COP 95 of financial indebtedness at the end of 2023, which are essential elements to support the company's investment plan.



In this regard, the relative vision can be complemented in terms of having COP 123 of liabilities, both financial and non-financial, for every COP 100 of equity, a level that confirms the financial sustainability previously mentioned.

Finally, it is worth confirming that the liquidity and solvency of the company are robust, in line with the financial sustainability that is a fundamental part of the organizational strategy.

3. Off-balance sheet operations that may materially impact the issuer's operations, its financial position, or changes in its financial position

Post cut-off date and up to the publication of GEB's Separate Financial Statements, no significant events have occurred that necessitate adjustments or additional disclosures in the financial statements.





4. Trends, events, or uncertainties that have the ability to materially impact the issuer's operations, its financial position, or changes to its financial position; as well as the assumptions used to prepare these analyses

Grupo Energía Bogotá (GEB) is a holding company that consolidates operations of both controlled and non-controlled entities across the energy chain in Colombia, Peru, Brazil, and Guatemala. Thus, the main risks can be broken down according to the jurisdiction and the macroeconomic and regulatory perspectives of the countries where it operates. The functional currency for GEB is the Colombian peso, prompting a review of the most significant risks in Colombia:

Economic risks in Colombia, including exchange rate and interest rate fluctuations:

The uncertainty caused by governmental reforms and other external factors has led to volatility in the exchange rate, potentially resulting in significant devaluation due to foreign portfolio capital outflow. This scenario could diminish GEB's leverage capacity, especially since much of its debt is denominated in U.S. dollars. Nevertheless, it is crucial to highlight that over the past year, the exchange rate has decreased as Colombia has maintained its institutional integrity across judicial, legislative, and monetary frameworks.

GEB employs natural hedging strategies that buffer against exchange rate fluctuations. Additionally, the company evaluates financial hedges to mitigate both short-term and long-term risks deemed pertinent. To engage in hedging, changes in operating variables, market variables and the entity's accounting balances are permanently monitored and updated to ensure that the hedging strategy is consistent with the Group's reality and the market conditions. The Group also engages in hedging to cover foreign exchange risks arising from future transactions. To stabilize equity fluctuations caused by the translation of foreign operations, GEB has designated net foreign investments (NFIs) as hedging instruments against the aforementioned risks.

To combat inflation, the Banco de la República has raised the intervention rate, significantly increasing the cost of capital for businesses. The rate escalated from 2.75% at the onset of the pandemic (March 2020) to 13.25% as of May 2023. Central banks in major economies, including the United States, have also elevated their benchmark rates. The main debt indexers of GEB in local currency (CPI) and external (SOFR) rose, affecting the cost of indebtedness for that period of time. GEB faces interest rate risk due to its variable rate debt, accounting for 65% of its total debt as of December 2023. However, continuous monitoring of market variables is carried out in order to implement mitigation strategies in a timely manner.

Moreover, proposed legislative reforms by the Government and potential increases in public spending that might alter fiscal rules could lead to revisions of the sovereign rating. Such changes could impact GEB's credit rating and the interest rates available to it in financial markets.

Regulatory risks in Colombia:

For the key companies within the group, specific regulatory considerations that impact our operations in Colombia have been identified.

1. Enel:

- Exchange and Reliability Charge rules, which could directly affect Enel's revenues from energy sales on the Exchange or from reliability charge compensations. Efforts will be made to sustain ongoing technical discussions with a long-term outlook to maintain a stable and conducive environment in the generation sector. This aspect is essential to ensure the continuity and profitability of the business. Furthermore, the El Niño phenomenon adds pressure on regulators, compounded by rising stock exchange prices. It is noteworthy that the risk to GEB is mitigated by the fact that approximately 22% of GEB's consolidated EBITDA comes from Enel, with only 16% derived from stock exchange transactions.
- Commercialization: The Energy and Gas Regulatory Commission (CREG) is set to publish a proposal in the third quarter about the new remuneration methodology for energy commercialization to regulated users. This will significantly influence Enel's revenue and future profitability related to its commercialization activities.
- **2. Enlaza:** The Energy and Gas Regulatory Commission (CREG) plans to issue a regulatory proposal in the third quarter of this year that will define the new methodology for compensation in the transmission activity. Adequate compensation is essential to ensure the financial feasibility of the transmission operations carried out by Enlaza.
- **3. TGI:** Management will continue working with different entities to achieve the final version of the Energy and Gas Regulatory Commission (CREG) Resolution 702 009 of 2022 proposal. Obtaining a definitive resolution is crucial to maintain the stability and favorability of the natural gas transportation business.
- **4. Cross-cutting:** Additionally, the Government intends to amend Laws 142 and 143 from 1994, which govern the delivery of public utilities such as electricity and natural gas, to better align with current economic and environmental priorities. In 2024, we will continue working with the Bank of the Republic and the National Administrative Department of Statistics to establish an index that reflects the particularities of regulated sectors and updates the revenues related to the provision of services.

The Pact for Tariff Justice announced by the government and energy service providers in October 2022 was in response to the complaints about protests against tariff increases, as many of the contracts have historically been indexed to the IPP, which increased significantly. As a mitigation measure, it was decided to index based on the minimum between the Consumer Price Index and the CPI. The deadline for this agreement ended in October 2023, and since then the Energy and Gas Regulatory Commission has been studying an index that better reflects the cost structure of companies throughout the electric energy chain, which would be reflected in a second round of the Pact for Tariff Justice.

The regulator also considers reviewing the rules of vertical integration in the electricity sector. This review could lead to additional rules for Grupo Energía Bogotá or other entities. Furthermore, this discussion could open the door to eliminating barriers to vertical integration in the natural gas sector.



5. Quantitative Analysis of Market Risk

Identification of Market Risk Factors

As part of the growth strategy of Grupo Energía Bogotá S.A. E.S.P., investments have been made in subsidiaries in different geographies. Consequently, market risk exposure arises from the exposure of such investments in foreign currency. Note that the cash flows from subsidiary companies may be denominated in currencies other than the group's functional currency (Colombian Peso - COP), including U.S. Dollars (USD), Peruvian Soles (PEN), and potentially Brazilian Reais (BRL).

Consequently, the behavior of the market risk factors, such as exchange rates, interest rates and the performance of the businesses in which investments are held (price), is subject to permanent monitoring.

The following are the market risk factors of each of the instruments that are part of the Group's financial assets:

(A					
(Amounts in millions of COP) GL Account/description	Currency	Fair value at December 31, 2023	Interest Rate	Exchange Rate	Price
Cash and cash equivalents	(several)	\$ 1,551,193.10		Χ	
Short-term financial assets	(several)	\$ 412,113.90	Χ	Χ	
Investments in associates					
Enel Colombia	СОР	\$ 7,272,440.20			Χ
Vanti	СОР	\$ 363,578.50			Χ
Promigas	СОР	\$ 1,023,154.40			Χ
Consorcio Trasmantaro SA	USD	\$ 750,407.30		Χ	Χ
Red de Energía del Perú SA	USD	\$ 218,181.80		Χ	Χ
Electrificadora del Meta	СОР	\$ 51,687.90			Χ
Agencia Analítica de Datos - ÁGATA	СОР	\$ 8,804.00			Χ
Investments in Joint Ventures					
Goias Transmissao SA	BRL	\$ 165,434.20		Χ	Χ
Mge Transmissao SA	BRL	\$ 167,602.00		Χ	Χ
Transnergia Renovavel SA	BRL	\$ 83,558.70		Χ	Χ
Transnergia Sao Paulo SA	BRL	\$ 31,640.90		Χ	Χ
ArGEB	BRL	\$ 1,132,722.90		Χ	Χ
Argo Energia Empreendimentos e Participacoes SA	BRL	\$ 2,783,313.20		Χ	Χ

The following is an overview of these assets:

- Cash and cash equivalents: Pursuant to Decree 1086/2015, which establishes guidelines on handling surplus liquidity for entities in which the government's share of ownership is less than 90%, assertive management must be carried out, assigning greater weight to liquidity and security through bank accounts and trust funds.
- Short-term financial assets: The Group makes short-term investments as part of its liquidity management. Such instruments are exposed to the interest rate risk factor, because the returns on collective investment funds (FICs, for the Spanish original), term deposit certificates (CDs) and trust funds, among others, depend on the behavior of the fixed-rate market. Additionally, time deposits are also exposed to the exchange rate risk factor, because they are denominated in US dollars (USD).
- Investments en associates and joint ventures: Part of the Group's strategy is to make investments in markets other than Colombia, which implies holding assets in different currencies, such as the US dollar (USD), Peruvian sol (PEN) and Brazilian real (BRL). Consequently, there is exposure to exchange rate risk through investments in currencies other than the group's functional currency; as well as exposure to price risk factors, influenced by the performance of the businesses in which it invests.





Regarding the investments that GEB has in subsidiaries, it is worth noting that they are part of the Group's strategy and some of them are made in foreign currency. Therefore, it is worth noting the existence of two risk factors:

- Representative market exchange rate: Investment in currency other than the functional currency of the Group. In this case,
- **Price:** According to the performance of the businesses in which it is invested.

It is important to note that the mechanisms for financing such investments, both in subsidiaries and in associates and joint ventures, are through debt instruments obtained both at the local and international level. Consequently, in the framework of the Comprehensive Risk Management Model (CRMM), any natural hedges are identified, and the possibility of arranging financial hedges is assessed to cover market risk factors that exceed the Group's risk appetite.

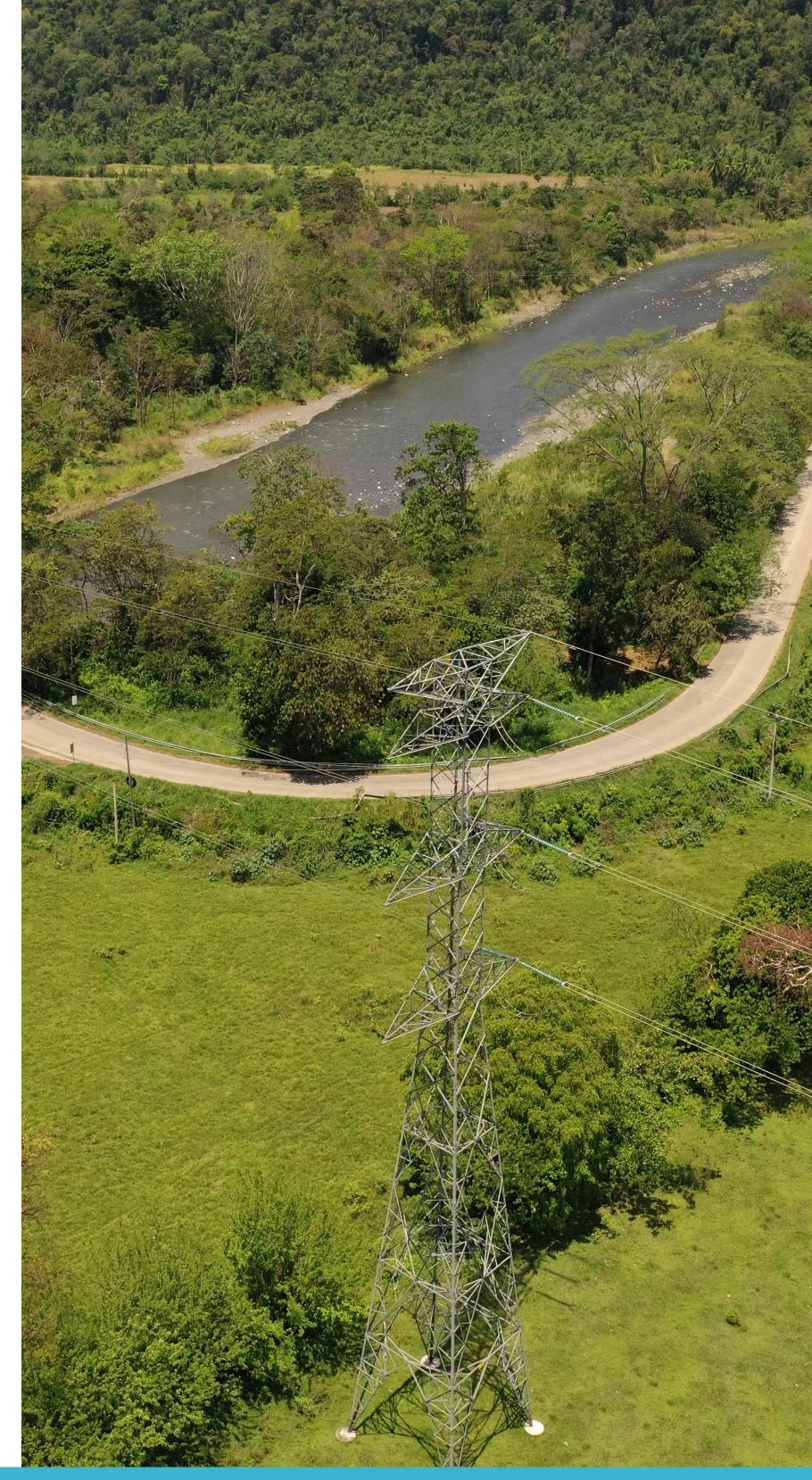
(Amounts in millions of COP)					
GL Account/description	Currency	Fair value at December 31, 2023	Interest Rate	Exchange Rate	Price
Investments in controlled companies					
TGI	COP	\$ 4,019,649.20			Х
TRECSA	USD	\$ 874,800.80		Χ	Х
Contugas	USD	\$ 134,716.10		Χ	Х
EEB Perú Holdings	USD	\$ 1,198,928.20		Χ	Х
Cálidda	USD	\$ 923,285.40		Χ	Χ
EEBIS Guatemala	USD	\$ 20,890.80		Χ	Χ
EEB Ingeniería y Servicios	USD	\$ 20,508.80		Χ	Χ
EEB Energy	USD	\$ 30,286.00		Χ	Χ
Gebbras	BRL	\$ 1,459,969.50		Χ	Χ
Dunas Energía	PEN	\$ 725,068.10		Χ	Χ
Cantalloc SAC	PEN	\$ 9,088.90		Χ	Χ
PPC Perú Holdings	PEN	-\$106,888.00		Χ	Χ
Electrodunas	PEN	\$ 380,398.80		Χ	Χ
Enlaza	COP	\$ 264.10			Χ
Transnova	USD	\$ 0.10		Χ	Х
Conecta	USD	\$ 149,447.80		Χ	Χ

¹In June 2023, the Colombian subsidiary TGI changed its functional currency from USD to COP. Therefore, by the end of 2023, this investment no longer poses exchange rate risk for Grupo Energía Bogotá.

General conditions of the instruments exposed to market risk:

Beyond the previously disclosed fair value, additional contractual terms of the instruments exposed to market risk are detailed below. These terms enable estimation of the cash flows for the instruments over the next five years and their expected maturity dates:

(Amounts in millions of COP)				
GL Account/description	Currency	Fair value at December 31, 2023	Interest Rate	Exchange Rate
Financial debt				
GEB - 2033 international bonds issuance	USD	\$ 1,528,820.00		Χ
GEB - 2030 international bonds issuance	USD	\$ 1,528,820.00		Χ
Banco Davivienda	USD	\$ 1,146,615.00	Х	Χ
GEB - 2045 Bonds in UVR tranche 1	UVR	\$ 536,628.40	Х	
GEB Bonds tranche 2 A/30	СОР	\$ 328,100.00	Х	
GEB - 2027 Bonds in COP tranche 1	СОР	\$ 320,852.00	Х	
GEB Bonds tranche 1 A/15	СОР	\$ 283,000.00	Χ	
GEB - 2035 Bonds in COP tranche 1	СОР	\$ 214,900.00	X	
GEB Bonds tranche 2 A/15	СОР	\$ 191,700.00	Χ	
GEB Bonds tranche 1 A/7	СОР	\$ 187,000.00	X	
GEB Bonds tranche 1 A/25	СОР	\$ 180,000.00	X	
GEB Bonds tranche 2 A/7	СОР	\$ 130,200.00	X	
GEB - 2035 Bonds in COP tranche 1(1)	СОР	\$ 178,920.00	X	
GEB - 2042 Bonds in UVR tranche 1(1)	UVR	\$ 107,609.10	Χ	
Syndicated Loan GEB 2022	USD	\$ 1,945,423.50	Χ	Χ
Elecnorte - Syndicated Itaú Davivienda Assignment	СОР	\$ 247,380.00	Х	
TGI - Club Deal Banca Local	СОР	\$ 1,342,506.90		
TGI-Leasing Occidente 180-094099	СОР	\$ 1,677.10	Х	
TGI-Leasing Bogotá 354421137	СОР	\$ 939,90	Х	
TGI-Leasing Bogotá 354121568	СОР	\$ 4,536.80	Х	
TGI - International Bond 2028	USD	\$ 2,290,448.80		Χ
Cálidda Energía - BCP promissory note	USD	\$ 8,790.70		Χ
Cálidda Energía - BCP promissory note	USD	\$ 57,330.80		Χ
Cálidda - IADB loan	USD	\$ 382,205.00	Х	Χ
Cálidda - Nova Scotia loan	USD	\$ 764,410.00	Х	Х
Cálidda - Syndicated Loan	USD	\$ 1,337,717.50	X	X
Cálidda - Local bonds	USD	\$ 233,764.50		X
Cálidda - Local bonds	USD	\$ 384,340.20		Х
Cálidda - CAF Loan	USD	\$ 229,323.00	X	X
Contugas - Syndicated loan	USD	\$ 1,318,607.30	X	Х
Trecsa - Citibank loan	USD	\$ 149,633.30	X	X
Conecta - Banco de América Central S.A. (BAC)	USD	\$ 439,535.80		X
Conecta - Credit CP Citibank	USD	\$ 38,220.50	X	X
Conecta - CP Credit Itaú Panama 1	USD	\$ 57,330.80	X	X
Conecta - CP Credit Itaú Panama 2	USD	\$ 30,576.40	X	X
EEBIS - Citibank loan	USD	\$ 171,992.30	A	X
EEBIS - BAC International Bank Inc.	USD	\$ 107,017.40		X
Dunes (Cantalloc) - SBP - N°62460AFB	PEN	\$ 1,769.10		X
Dunas (Cantalloc) - SBP - N°62673AFB	PEN	\$ 1,213.10		X
Dunas (Cantalloc) - SBP - N°62268AFB	PEN	\$ 971.10		X
Dunes (PPC) - BCP - No. 607874FB	PEN	\$ 2,684.30		X
Dunes - Sustainability Report - No. 39104	PEN	\$ 2,084.30		X
Dunes - BBVA - N° 00846895	PEN	\$ 492.70		X
Dunas - Local bond 5Y	PEN			Λ V
Dunas - Local bond 10Y	PEN	\$ 67,423.70 \$ 237,269.70		X
Dunas - IBK Bridge Loan	PEN	\$ 237,269.70		X
	PEN			X
Dunas - IBK promissory note	PEN	\$ 20,587.40		Λ



The following should be noted about the above instruments:

- Foreign Currency Debt: To seek a natural hedge against its investments in various geographies and to diversify the use of funds, the Group incurs debt in U.S. Dollars (USD) and Peruvian Soles (PEN), thereby exposing it to exchange rate risk.
- Debt at variable rates: In the process of financing investments, depending on market conditions, debt has been acquired that is indexed to Libor, SOFR, DTF or CPI, which implies exposure to the interest rate risk factor. In should be noted that the risk on debt indexed to the CPI is lower, because this economic indicator is a key factor for defining the rates that determine the Group's revenues.



- Debt in UVR: The locally obtained debt, denominated in the Real Value Unit (UVR), is subject to interest rate risk, as the UVR directly correlates with the Consumer Price Index (CPI). However, the risk of this type of debt is lower for the same reason mentioned above in connection with debt indexed to the CPI.
- Cash flows over the next five years: While all 47 of the Group's debts involve cash flows from coupon/interest payments from 2024 to 2028, it is notable that 31 of these debts will mature within the next five years. Given their amounts, the following financial debts should be mentioned, listed by the debtor or issuer company, each of which accounts for 5% of more of total debt:
- GEB: Syndicated Loan November 2027 (10.4%), International Bonds May 2030 (8.1%), International Bonds November 2033 (8.1%), and Davivienda Bank Credit March 2032 (6.1%)
- TGI: international bond November 2028 (12.2%) and Credit Club Deal Local Banking (7.2%)
- Cálidda: International Bond December 2026 (7.1%)
- Contugas: Syndicated Loan September 2024 (7.0%)

Additionally, under the Comprehensive Risk Management Model (CRMM), following an assessment of any natural hedges, guidelines are established for arranging financial hedges aimed at minimizing market risk exposure. Based on the above, a list is provided of the financial hedges (interest rate swaps – IRS) contracted by the Group, with the aim of mitigating the interest rate risk of its financial liability instruments:

Interest Rate Hedges Table (Interest Rate Swaps - IRS):

(Amounts in millions)															
Cut-off	Entity	Туре	Entity	Primary position	Amount (USD)	Currency right	Currency obligation	Rate right	Rate obligation	Start	Expiration	Fair value (COP)	Fair value (USD)	Fair value Right (COP)	Fair value Obligation(COP)
December 31, 2023	GEB	IRS	GEB separate	Banco Davivienda	300	USD	USD	Libor 6M + 2.35%	3.351%	September 9, 2020	March 9, 2032	\$ 308,206.3	USD 80.6	\$ 1,372,563.7	-\$1,126,757.7
December 31, 2023	Cálidda	IRS	Cálidda	Financing IDB August 20	USD 80.0	USD	USD	SOFR 6M	0.773%	Nov-15-2018	Nov-15-2028	\$ 28,161.6	USD 7.4	\$ 28,161.6	\$ 0.0
December 31, 2023	Cálidda	IRS	Cálidda	Financing IDB USD 20 million	USD 20.0	USD	USD	SOFR 6M	0.910%	Nov-15-2018	Nov-15-2028	\$ 6,746.3	USD 1.8	\$ 6,746.3	\$ 0.0
December 31, 2023	Cálidda	IRS	Cálidda	IRS Bilateral USD 100 million	USD 100.0	USD	USD	SOFR 3M Dcomp	From Dec-21 to Jun-23: 0.7500% / From Jun-23 to Dec-26: 1.6350%	Dec-21-2021	Dec-16-2026	\$ 25,532.5	USD 6.7	\$ 25,532.5	\$ 0.0
December 31, 2023	Cálidda	IRS	Cálidda	Syndicated IRS BofA	USD 320.0	USD	USD	SOFR 3M	2.156%	March-20-22	Dec-28-2026	\$ 64,678.5	USD 16.9	\$ 64,678.5	\$ 0.0
December 31, 2023	Cálidda	IRS	Cálidda	IRS Syndicated SMBC	USD 30.0	USD	USD	SOFR 3M	2.032%	May 31, 2022	Dec-28-2026	\$ 6,844.7	USD 1.8	\$ 6,844.7	\$ 0.0
December 31, 2023	Cálidda	IRS	Cálidda	IRS Bilateral USD 60 million	USD 60.0	USD	USD	SOFR 3M Dcomp	March/23 to March/24: 1.5000 % / March/24 to March/25: 3.0000% March/25 to December/26: 4.7820%	March 27, 2023	Dec-16-2026	\$ 615.5	USD 0.2	\$ 615.5	\$ 0.0
December 31, 2023	Cálidda	IRS	Cálidda	IRS Bilateral USD 40 million	USD 40.0	USD	USD	SOFR 3M Dcomp	March/23 to December/23: 2% / From Dec-23 to Dec-26: 3,387%	March 27, 2023	Dec-16-2026	\$ 2,584.3	USD 0.7	\$ 2,584.3	\$ 0.0



These financial derivatives mitigate the interest rate risk factor of the loans when the structure of the primary position and the financial derivative are assessed in combination.

Additionally, based on the analysis of the exposure to the exchange rate risk factor in terms of Peruvian sols (PEN), financial hedges were arranged through forwards, as well as cross currency swaps (CCS).

					(Amounts in millions)				(Amounts in millions)	(Amounts in millions)							(Amounts in millions)	(Amounts in millions)
Cut-off	Entity	Туре	Entity	Primary position	Amount (USD)	Strike USD PEN	Start	Expiration	Fair value (COP)	Fair value (USD)	Underlying asset	Buy / Sell	Days to maturity	Amount (USD 000)	Fair Value (USD 000)	Part fwd%	Fair value Right (COP)	Fair value Obligation(COP)
December 31, 202	23 Cálidda	Forward (Cálidda	IR-01.23	USD 2.66	3.876	23- Feb-23	Mar-22-2024	-\$423.1	-USD 0.111	USD	Buy	82	USD 2,655	-USD 111	3.0%	\$ 0.0	-\$423.1
December 31, 202	23 Cálidda	Forward (Cálidda	IR-02.23	USD 2.55	3.840	Mar-23-2023	Mar-22-2024	-\$322.9	-USD 0.084	USD	Buy	82	USD 2,554	-USD 84	2.9%	\$ 0.0	-\$322.9
December 31, 202	23 Cálidda	Forward (Cálidda	IR-03.23	USD 2.72	3.796	April 26, 2023	Mar-22-2024	-\$222.1	-USD 0.058	USD	Buy	82	USD 2,716	-USD 58	3.1%	\$ 0.0	-\$222.1
December 31, 202	23 Cálidda	Forward (Cálidda	IR-04.23	USD 2.76	3.731	May-24-2023	Mar-22-2024	\$ 50.4	USD 0.013	USD	Buy	82	USD 2,765	USD 13	3.1%	\$ 50.4	\$ 0.0
December 31, 202	23 Cálidda	Forward (Cálidda	IR-05.23	USD 2.76	3.684	June 23, 2023	Mar-22-2024	\$ 96.1	USD 0.025	USD	Buy	82	USD 2,759	USD 25	3.1%	\$ 96.1	\$ 0.0
December 31, 202	23 Cálidda	Forward (Cálidda	IR-06.23	USD 2.86	3.619	July 24, 2023	Mar-22-2024	\$ 248.6	USD 0.065	USD	Buy	82	USD 2,862	USD 65	3.3%	\$ 248.6	\$ 0.0
December 31, 202	23 Cálidda	Forward (Cálidda	IR-07.23	USD 2.91	3.768	August 22, 2023	Mar-22-2024	-\$147.2	-USD 0.039	USD	Buy	82	USD 2,912	-USD 39	3.3%	\$ 0.0	-\$147.2
December 31, 202	23 Cálidda	Forward (Cálidda	IR-08.23	USD 2.62	3.778	Sep-22-2023	Mar-22-2024	-\$167.7	-USD 0.044	USD	Buy	82	USD 2,620	-USD 44	3.0%	\$ 0.0	-\$167.7
December 31, 202	23 Cálidda	Forward (Cálidda	IR-09.23	USD 2.71	3.886	October 24, 2023	Mar-22-2024	-\$460.4	-USD 0.120	USD	Buy	82	USD 2,709	-USD 120	3.1%	\$ 0.0	-\$460.4
December 31, 202	23 Cálidda	Forward (Cálidda	IR-10.23	USD 3.12	3.751	Nov-23-2023	Mar-22-2024	-\$101.7	-USD 0.027	USD	Buy	82	USD 3,119	-USD 27	3.6%	\$ 0.0	-\$101.7
December 31, 202	23 Cálidda	Forward (Cálidda	IR-11.23	USD 3.07	3.695	Dec-26-2023	Mar-22-2024	\$ 72.7	USD 0.019	USD	Buy	82	USD 3,073	USD 19	3.5%	\$ 72.7	\$ 0.0
December 31, 202	23 Cálidda	Forward (Cálidda	Forward- Fraction-12.23 1	USD 13.00	3.760	Dec-6-2023	January 3, 2024	-\$674.4	-USD 0.176	USD	Buy	3	USD 13,000	-USD 176	14.8%	\$ 0.0	-\$674.4
December 31, 202	23 Cálidda	Forward (Cálidda	Forward- Fraction-12.23 2	USD 10.50	3.760	Dec-6-2023	Jan-8-2024	-\$544.1	-USD 0.142	USD	Buy	8	USD 10,500	-USD 142	12.0%	\$ 0.0	-\$544.1
December 31, 202	23 Cálidda	Forward (Cálidda	Forward- Fraction-12.23 3	USD 5.30	3.779	Dec-11-23	Jan-16-2024	-\$369.9	-USD 0.097	USD	Buy	16	USD 5,300	-USD 97	6.0%	\$ 0.0	-\$369.9
December 31, 202	23 Cálidda	Forward (Cálidda	Forward- Fraction-12.23 3	USD 5.30	3.780	Dec-11-23	Jan-22-2024	-\$369.6	-USD 0.097	USD	Buy	22	USD 5,300	-USD 97	6.0%	\$ 0.0	-\$369.6
December 31, 202	23 Cálidda	Forward (Cálidda	Forward- Fraction-12.23 3	USD 13.00	3.718	Dec-29-2023	Jan-31-2024	-\$72.9	-USD 0.019	USD	Buy	31	USD 13,000	-USD 19	14.8%	\$ 0.0	-\$72.9
December 31, 202	23 Cálidda	Forward (Cálidda	Forward- Fraction-12.23 3	USD 10.00	3.712	Dec-29-2023	Jan-5-2024	-\$21.4	-USD 0.006	USD	Buy	5	USD 10,000	-USD 6	11.4%	\$ 0.0	-\$21.4





It is also worth mentioning that the change in TGI's functional currency in June 2023, whose previous functional currency was USD and is now COP since June, generated a need for currency cover. As a result, in mid-June, three (3) cross currency swaps - CCS were negotiated and closed. The detail, both for Cálidda and for TGI, is shown below:

Table of Exchange Rate Hedges (Cross Currency Swaps - CCS)

		(Amounts in millions)													
Cut-off	Entity	Туре	Entity	Primary position	Amount (USD)	Currency righ	t Currency obligation	Rate right	Rate obligation	Start	Expiration	Fair value (COP)	Fair value (USD)	Fair value Right (COP)	Fair value Obligation(COP)
December 31, 2023	Cálidda	CCS	Cálidda	Local Bonds July 18	USD 30.6	PEN	USD	6.469%	4.736%	July 23, 2018	July 23, 2028	-\$17,051.2	-USD 4.5	\$ 0.0	-\$17,051.2
December 31, 2023	Cálidda	CCS	Cálidda	Local Bonds July 18	USD 30.6	PEN	USD	6.469%	4.736%	July 23, 2018	July 23, 2028	-\$17,051.2	-USD 4.5	\$ 0.0	-\$17,051.2
December 31, 2023	Cálidda	CCS	Cálidda	Local Bonds Sep. 19	USD 100.6	PEN	USD	5.270%	3.165%	Sep. 6, 2019	Sep. 6, 2029	-\$32,520.2	-USD 8.5	\$ 0.0	-\$32,520.2
December 31, 2023	Cálidda	CCS	Cálidda	Portfolio February 20	USD 0.4	USD	PEN	20.55%	22.42%	18- Feb-20	Jan-31-2024	\$ 153.3	USD 0.0	\$ 153.3	\$ 0.0
December 31, 2023	Cálidda	CCS	Cálidda	Portfolio March 20	USD 1.5	USD	PEN	20.22%	22.48%	Mar-04-2024	29- Feb-24	\$ 440.5	USD 0.1	\$ 440.5	\$ 0.0
December 31, 2023	Cálidda	CCS	Cálidda	Portfolio February 23	USD 2.2	USD	PEN	24.63%	30.53%	9- Feb-23	Jan-31-2024	-\$1,225.2	-USD 0.3	\$ 0.0	-\$1,225.2
December 31, 2023	Cálidda	CCS	Cálidda	Portfolio March 23	USD 2.6	USD	PEN	24.72%	31.25%	Mar-10-2023	29- Feb-24	-\$219.9	-USD 0.1	\$ 0.0	-\$219.9
December 31, 2023	Cálidda	CCS	Cálidda	April 23 Portfolio	USD 2.6	USD	PEN	24.48%	28.18%	Apr-11-2023	Mar-27-2024	-\$292.2	-USD 0.1	\$ 0.0	-\$292.2
December 31, 2023	Cálidda	CCS	Cálidda	AR June 19	USD 2.5	USD	PEN	79.60%	91.90%	Jun-09-2023	Apr-30-2024	-\$1,362.9	-USD 0.4	\$ 0.0	-\$1,362.9
December 31, 2023	Cálidda	CCS	Cálidda	AR July 2023	USD 3.3	USD	PEN	39.36%	43.39%	Jul-07-2023	May-31-2024	-\$292.1	-USD 0.1	\$ 0.0	-\$292.1
December 31, 2023	Cálidda	CCS	Cálidda	AR August 2023	USD 4.8	USD	PEN	33.35%	36.93%	Aug-09-2023	Jun-28-2024	-\$158.4	-USD 0.0	\$ 0.0	-\$158.4
December 31, 2023	Cálidda	CCS	Cálidda	Portfolio Sep 23	USD 5.9	USD	PEN	26.28%	29.05%	Sep-07-2023	Aug-29-2024	-\$200.3	-USD 0.1	\$ 0.0	-\$200.3
December 31, 2023	Cálidda	CCS	Cálidda	AR October 2023	USD 6.3	USD	PEN	26.80%	28.84%	Oct-06-2023	Sep-30-2024	-\$946.6	-USD 0.2	\$ 0.0	-\$946.6
December 31, 2023	TGI	CCS	TGI	International Bond 2028	USD 300	USD	COP	5.55%	IBR + 3.5870% DV	Jun-16-2023	Nov-01-2028	-\$102,684.2	-USD 26.9	\$ 1.255.396.6	-\$1,358,080.8
December 31, 2023	TGI	CCS	TGI	International Bond 2028	USD 148	USD	COP	5.55%	IBR + 3.6525% DV	Jun-16-2023	Nov-01-2028	-\$53,214.3	-USD 13.9	\$ 611.575.0	-\$664,789.3
December 31, 2023	TGI	CCS	TGI	International Bond 2028	USD 100	USD	COP	5.55%	IBR + 3.6525% DV	Jun-16-2023	Nov-01-2028	-\$36,378.0	-USD 9.5	\$ 418.080.3	-\$454,458.2

6. Qualitative Analysis of Market Risk

Market Risk Exposure

Based on the above analysis, natural foreign currency hedges are in place, because several of the assets denominated in USD or PEN generate positive operating cash flows, both directly (cash equivalents and EBITDA of subsidiaries) and indirectly (dividends from associates and joint ventures), which offset the negative cash flows from the financial liabilities denominated in USD or PEN, as the case may be.

The following are the assets and liabilities in foreign currency at December 31, 2023 and December 31, 2022, respectively:

Table - Foreign Currency Assets and Liabilities

	(Amounts in millions of USD)				Exchange rate (TRM):	Mar-31-2023	\$ 4.627.27
	Ass	ets	Lial	oilities			
Currency	Fair value at December 31, 2023	Fair value at December 31, 2022	Fair value at December 31, 2023	Fair value at December 31, 2022			
EUR	USD 0.0	USD 0.0	USD 0.01	USD 0.0			
USD	USD 511.9	USD 566.9	USD 1,910.1	USD 1,736.3			
PEN	USD 150.5	USD 37.5	USD 68.7	USD 43.5			

Regarding the interest rate risk factor, the Group's exposure at the same date would be the amount of the balance in functional currency exposed to the variable rate, excluding the debts that are the primary position of the financial derivatives (IRS) and adding the 2 debts denominated in UVR. Based on the above, this exposure totals COP 644,238 million, which is a relative exposure, given that the interest rates are correlated with the same indicators that determine the performance of the Group's revenues.

Market Risk Management

Regarding market risk management, the financial hedges are assessed to mitigate both exchange rate and interest rate risks, both in the short and long term. To this end, changes in operating variables, market variables and the Group's accounting balances are permanently monitored to ensure that the hedging strategy is suitable for the Group's reality and the market conditions.

As of December end 2023, the Group has financial hedges for the USD/PEN and USD/COP exchange rates.

Regarding the nature of the instruments exposed to market risk, it should be noted that the main purpose of the balances of Cash and cash equivalents, as well as short-term investments, is to optimize the Group's excess liquidity, based on the principles of security, liquidity and profitability established in Decree 1068/2015, Book 2, Part 3, Title 3.

On their part, the investments in subsidiaries, associates and joint ventures are part of the Group's corporate strategy of enhancing its position in the energy industry value chain, both in electricity and natural gas. Consequently, these are considered instruments of a structural nature that reflect the Group's continuous growth in the industry.

Given that the main financing source for these investments in subsidiaries, associates and joint ventures is debt, these financial liabilities are also of a structural nature. However, the Group continuously monitors its excess liquidity and market conditions, in order to assess the possibility or convenience of making prepayments on debt, either in the money market (repurchases of bonds) or in the credit market (prepayments to the financial creditors).

In accounting terms, with the purpose of stabilizing variations in equity arising from exchange differences in its businesses abroad, the Group has defined an amount of USD 1.581 million as hedging instrument to cover the exchange rate risk, which is equivalent to its liability position in financial debt.

In conclusion, based on the aforementioned mechanisms, in the framework of the Group's diversification of revenues through different business lines in different geographies, the natural hedges, the financial hedges, and ongoing monitoring of the risk factors, the Group has achieved financial sustainability as a key premise for the various stakeholders, obtaining a comprehensive position to face society's challenges of the present and the future.

² TGI closed the year 2023 with an account payable of EUR 10,989.

Fuel Switching		Energy efficiency		Renewable Energy	
CNG vehicles/ infrastructure	TGI: Replacement of polluting fuels such as Diesel and gasoline with CNG in freight and passenger transport. Calidda: Light mobility, currently, there are over 282,000 light vehicle customers who use CNG in their vehicles. Of these, approximately 85% are taxi drivers. The remainder of the vehicles are private and corporate. Heavy mobility: Currently, there are over 6,776 customers in the bus category, 5,430, and trucks, 1,346, that use CNG. Additionally, 281 stations are connected to the Company's distribution network, serving drivers who use CNG in their vehicles. CONTUGAS: Financing Fund for buses and trucks on CNG, continuously promoted on institutional social networks, and through two events: one in the city of Ica, and another in the city of Pisco where the financing mechanism was introduced with the support of the respective municipalities.	Information campaigns, audits, management measures.	TGI: *Identification and quantification of fugitive emissions for surface infrastructure began in 2022 with a project to "Provide technological service for the identification and quantification of fugitive emissions in the infrastructure selected by TGI SA ESP." *10 of TGI's compressor stations are certified with ISO 50001 (Energy Management System). This certification is granted to companies that ensure continuous improvement in energy efficiency, energy security, and energy use and consumption. Calidda: Runs energy efficiency awareness campaigns for internal and external stakeholders.	Biogas and Biomethane	TGI: BMG Initiative: Distributed biogas and centralized biomethane from agricultural and urban waste consisting of a biodigester and a photobioreactor for the production of biogas and fertilizers intended for use by rural communities in the area of influence of TGI. Electrodunas: Power generation with natural gas: -Luren Distributed Generation Plant, located in the city of Ica. Composed of 2 simple cycle natural gas motor generators. Installed power of 20 MWPedregal Distributed Generation Plant, located in the city of Chincha. Composed of 2 simple cycle natural gas motor generators. Installed power of 20 MWNasca Distributed Generation Plant, located in the city of Nasca. Composed of 3 simple cycle natural gas motor generators. Installed power of 10 MW
Heating, Ventilation, and Air Conditioning (HVAC) and appliances (including Micro- Combined Heat and Power, etc.)	Calidda: HVAC: Partnership with the LG brand, which applies HVAC systems to industries, administrative zones, and industrial laboratory production zones. MICRO-CHP: Savings analysis for self- generation in power ranges of 200 kW to 400 kW. This technology was applied in two projects of Cálidda clients: an Industrial MOLINOS PRETEL (plastics sector) and a COESTI Service Station (Minimarket and fuel dispensers). There is interest from companies in the 200 to 400 kW range to have a Microgeneration project.	Energy management services, including: Cogeneration for industrial customers	TGI: 6 agreements with Distributors and Industrial firms to replace polluting energy sources such as coal and diesel with natural gas in their production processes. Cálidda: Cogeneration solutions provided to industrial clients enhance energy efficiency by generating electricity and heat. The excess heat produced by the generation of electricity in the industrial process can be used for processes that require hot air, hot water, steam, refrigeration and electrical energy, among others.	Renewable Energy	TGI: H2-C: Centralized hydrogen for exporting clean energy for LOHC: liquid H2 carriers; Ammonia/ fertilizers; Synfuels: green fuels; FCEVs: focus on long-haul trucks; HNO: Hydrogen Network Operator, initiating Blend + DeBlend, transitioning to 100% H2. Electrodunas: Photovoltaic Solar Technology Photovoltaic solar plant Ica Norte, located at the ElectroDunas administrative facilities in the city of Ica. Installed power is 122 KWp, useful life of 25 years. The plant has 298 installed panels and a 100 KW three-phase inverter, avoiding the emission of 135 Tn/year of CO2. Photovoltaic solar plant Llipata, located at the Llipata SET in the city of Palpa. Installed power is 500 KWp, useful life of 25 years. The plant features 768 installed panels and three 185 KW three-phase inverters, preventing the emission of 675 Tn/year of CO2.
Others (specify):	TGI: Infrastructure to connect the turbo expander in Cogua to the electric grid to generate 1.2 MW for self-consumption and surplus with non-conventional energy. Advancing initiative for distributed hydrogen in transport, which will reduce emissions and fossil fuel consumption with an initial investment for the pilot of more than USD 8,500.	Others (specify):	TGI: Torch Shutdown Project aims to reduce the start-up fuel gas consumption of compression units by using compressed air, resulting in a reduction of CO2 emissions by avoiding the need to keep the torch lit. Electrodunas: (BESS) Battery Energy Storage System - BESS Llipata system, located at the Llipata SET, with a capacity of 1MW / 2MWh, autonomy of 2 hours, technology based on Lithium-Ion batteries with 5000 charge and discharge cycles giving a lifespan of 13 years.	Others (specify):	TGI: Solar lighting at regulation and branching facilities in district 8 and 30 solar light kits at the Barrancabermeja compression station.

Energy Transition

(CSA of S&P Global) Current Investment Budget (Gas)								
Energy transition and low carbon development		Câ	álidda (USD)			Electroduna	s (USD)	
	2020	2021	2022	2023	2020	2021	2022	2023
Income derived from products and services related to energy, gas, and water, excluding the retail and wholesale sale of electricity, gas, and water, for the following years	\$ 21,290,910	\$ 23,916,151	\$ 29,771,828	\$ 34,386,285	\$ 2,462,240	\$ 4,785,402	\$ 5,667,218	\$ 6,479,565
Local reporting currency				USD				

of S&P Global)	
t meter penetration	
sy transition and low carbon dovolonment	Electrodunas
gy transition and low carbon development	2023
t meters in their distribution network indicate ercentage of measuring devices that are t meters	0.93%
tity of smart meters	2,690

(Own 1) Percentage of equity interest in GEB inves	stments on ener	gy transition.							
Francition	Business Group								
Energy Transition	2021	2022	2023						
GEB's share of investments in the energy transition (USD)	\$ 170,675,409	\$ 826,373,411	\$ 225,068,649						

Energy Transition	GEB			Enlaza T			TGI	Cálidda Cálidda			Contugas			Electrodunas			Conecta				
Energy Transition —	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023
GEB's share of investments in the energy transition (USD)	N/A	\$ 587,000,000	\$ 0.00t	\$ 33,399,045	\$ 62,423,392	\$ 68,438,515	\$ 1,813,274	\$ 1,031,027	\$ 2,387,385	\$ 133,450,783	\$ 138,138,767	\$ 114,523,000	\$ 1,147,682	\$ 3,166,563	\$ 11,012,422	\$ 859,756	\$ 2,530,000	\$ 5,796,767	\$ 37,978	\$ 32,083,662	\$ 22,910,560



Innovation

(CSA of S&P Global)
Disbursements on R+D

Disbursements on R+D		Business Gr	oup	
Disbursements on R+D	2020	2021	2022	2023
Total R&D Expenditure (in USD Millions)	16.05	32.99	9.07	7.40
Number of R&D positions	37.00	55.20	64.23	52.40
R&D spending as a percentage of total sales	2.03%	3.87%	1.28%	0.93%
Local reporting currency	Millions USD	Millions USD	Millions USD	Millions USD

Note: While there is a reduction in total R&D expenditure, it is important to highlight some points here:

- 1. In line with last year's report, the interest in being consistent is maintained, specifically including the resources directly associated with Innovation and Digitalization, thus keeping the reduction in the report of investments in IT. For example, this year the expenses associated with the implementation of SAP Hana were reduced, with no subsidiary reporting, and on the corporate side, it decreased from USD 3.7M in 2022 to USD 1.6M in 2023.
- 2. Regarding capitalizations for our risk investments, in 2022 the last capitalization was made by GEB for USD 1.4M for the investment commitment in Agata (Analytics Agency of the District). During 2022, there were no disbursements associated with this type of investments. However, a significant milestone was achieved in the Group's Venture Capital path with the approval of the investment in the first venture capital fund carried out by the group, with a commitment of EUR 10M that will be executed through one of our subsidiaries in Peru and will have its initial disbursements in the 2024 fiscal year (~EUR 1.5-2M in 2024).
- 3. By removing the effect of projects such as the implementation of SAP USD 2.1M and the capitalization of Agata USD 1.4M (~USD 3.5M in total) from the analysis, and comparing the investment in innovation in 2022 versus that in 2023, it can be evidenced that specifically the resources allocated to innovation initiatives continue to follow a path of growth by the entire business group. The approval of the investment in the venture capital fund supports this commitment to further increase the group's investment in the coming years, where Grupo Energía Bogotá aims to create a fund of venture capital funds.



	Business Group			
Example of open innovation approach	Open innovation Efficiency improvements (for example, reduction of cycle time/commercialization time, etc.)	Cost reduction/Revenue generation	Access to human capital, technologies, inventions, etc.	Another impact
Corporate Venture Capital: GEB advanced in its open innovation roadmap by taking an initial but representative step in corporate venture capital. Through its Peruvian subsidiary Dunas Energía, the Business Group approved and is in the process of subscribing, to invest up to EUR 10M in the first venture capital fund, approaching the vision of managing a fund of funds as a mechanism of innovation. Likewise, it maintains a close relationship as a partner of the District Data Analytics Agency with its participation in the Board of Directors and support in its strategic direction	Note: The investment in the Venture Capital fund does not have efficiency figures that can be reported. For Agata, achievements in efficiency can be	The investment in the venture capital fund expects potential returns above 20%. Results of cost reduction and income from Ágata will be available by the second week of February 2024	With the first investment in a venture capital fund, it is projected to make investments in about 15-20 energy startups globally and access collaboration opportunities with +400 startups that are part of the fund's deal flow. Also, with participation in the VC fund, GEB/Dunas and other subsidiaries will	With the materialization of the investment in the fund, GEB will become the first Colombian Utility to make an investment in an external venture capital fund specialized in energy. It will also allow GEB to continue strengthening knowledge and defining the path to becoming a fund of funds in venture capital as a long-term strategic vision
Collaboration with startups through structured programs (corporate entrepreneurship or corporate venturing in English) both internal and external, but also through ad hoc interactions. For example, in 2023, GEB participated in an international program (Incubatenergy Labs by the Electric Power Research Institute) and in a local program (ClimaTech Accelerator by Connect), and launched its alliance with Wayra Hispam (from Telefónica Movistar) to facilitate the operation of said programs in the future and agile relationship with startups.	No figures related to officions ware available from	The innovation portfolio of GEB as of December 31, 2023, had accumulated potential benefits of ~USD 33M, these benefits include both cost reductions and income generation. The materialization of these benefits will depend on the execution and implementation of the innovation projects, the current figures are taken from the quantitative business cases built in the demonstration phase	In 2023, GEB managed to engage and connect with 298 startups, continue the implementation of 7 out of the 12 innovation pilots started in 2022, and initiate the execution of 3 new pilots with startups.	Scaling from position 305 in 2021 to position 43 in 2023 in the ranking of the most innovative companies in Colombia, according to Andi, and ranking 8th in the Open Corps ranking, illustrates the positive impact of working with ecosystems. This recognition allows GEB to continue contributing to the strengthening of local innovation ecosystems
Collaboration with universities and students. Two examples include a collaboration with Universidad de los Andes (Bogotá, Colombia) to develop data analytics use cases for GEB's businesses, which allowed funding for 3 master's degree students, and participation in the bootcamp (or hackathon) 3dE (https://3de2023.com/) with guests from 10 universities in the Bogotá Region aimed at solving three challenges of the Enlaza subsidiary	There are no results regarding efficiency due to collaboration with universities	There are no results regarding cost reduction or increase in income from collaboration with universities	Training in Data Analytics and machine learning by expert groups from Universidad de los Andes Development of 3 data analytics pilots in the electric energy distribution and transmission businesses in Peru and Colombia respectively	Without additional figures
Hackathon Cálidda-PUCP: Cálidda participated in the Innova Business Fest, organized by PUCP, promoting a Hackathon with 40 undergraduate and postgraduate students. The 8 teams addressed the internal challenge of reducing low complexity emergencies at home. Cálidda experts shared information and provided training sessions. Cálidda sponsored significant awards: First place:PEN 5,000, second place: PEN 3,000, and third place: PEN 2,000. The initiative promoted collaboration between the company and academia, generating innovative solutions and consolidating Cálidda's commitment to talent development and improving safety in domestic emergencies		Having 8 Prototypes of solutions developed by each of the teams of the Pontifical Catholic University of Peru 1 Winning Prototype: "Caliddito Team" On the other hand, recognition was given to each of the 40 participants	Savings of USD 20,000 (approximate amount) by having the facilities of the CIDE (Innovation and Development Center) of the PUCP and management.	Exposure to the Industry: Employees of the company have the opportunity to interact with talented students and professors from the university. This not only allows them to showcase their expertise and knowledge, but also increases their visibility within the academic community and can generate networking and recruitment opportunities. Skills Demonstration: Both Cálidda employees and students have the opportunity to showcase their skills in a practical and challenging environment. This can increase self-confidence and enhance their professional profile by demonstrating their ability to address issues in real time.
Electro Dunas (ELD) excelled in the regional challenge Ica Challenge, organized by the Chamber of Commerce, Industry, and Tourism of Ica, and ProInnóvate*. Committed to collaborative innovation, we participate in all stages of the process, from formulating challenges to implementing the pilot. Our challenge, "Optimization of the quality of supply, safety, and efficiency of the electric energy service networks through the use of innovative and intelligent technologies," won first place, securing 100% of the financing for the pilot project, valued at USD 15,202.				
In partnership with the solution provider, we implement drones and cutting-edge technologies to inspect our electric networks. The pilot, conducted from July to October 2023, yielded positive results, strengthening ELD's competitiveness and demonstrating the impact of innovation on improving the quality and efficiency of our electric services.				
The National Program for Technological Development and Innovation - ProInnovate, an entity of the Ministry of Production, provides non-refundable co-financing to companies with collaborative innovation projects to develop innovative technological solutions.				



Cybersecurity

(CSA of S&P Global)
Information Security Process and Infrastructure

In order to avoid interruptions of the information technology system and cyber attacks, GEB and its subsidiaries are using different technological tools and control mechanisms, namely:

- Monitoring security events on Premise and Cloud
- 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
- Implementation of security patches in the operating systems
- Development of the Backup Policy
- Enforcement of security requirements on PCs and Servers (hardening)
- Connection to critical internal services through VPN
- Implementation of an Incident and Recovery Management Procedure
- Adoption of a physical and logical cyber protection scheme



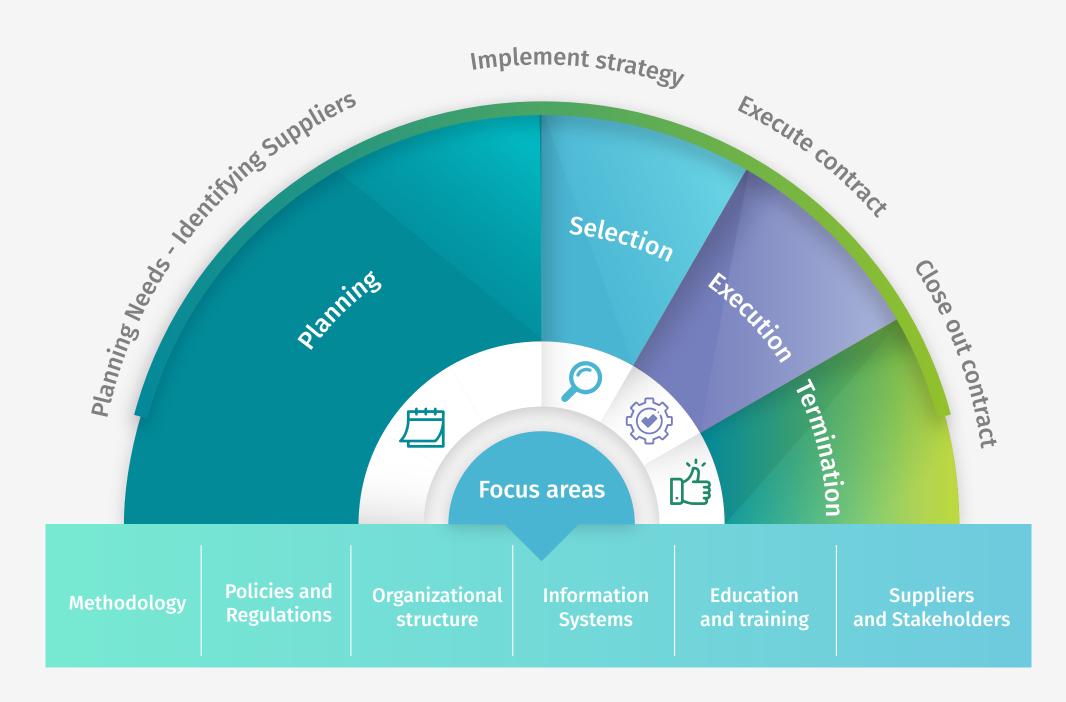


2.7

Responsible Supply Chain Management

Grupo Energía Bogotá (GEB) and its subsidiaries are committed to generating a positive social impact by seeking sustainability, quality, efficiency, ethics, and transparency in its sourcing chain. In line with this commitment, the Group has a Strategic Sourcing Model that incorporates policies, regulations, manuals, and procedures regarding recruitment. It also has information systems that support management and guidelines for the relationship with suppliers and contractors.

The sourcing model includes the following axes and stages:



The Group has defined a policy aimed at ensuring strategic sourcing through the promotion of practices that strengthen competitiveness, the improvement of the quality of goods and services, and regulatory compliance. In addition, they must contribute to the protection of human rights, environmental and social sustainability, industrial safety, and occupational health.

Access the sourcing policy by scanning the QR Code provided



Additionally, the Contracting and Execution Control Manual indicates how to control contracts, and the general aspects of managing contractual activities. The Contractual Risk Manual regulates risk management in the recruitment and acquisition processes of works, goods, and/or services. Furthermore, the Business Group has a Code of Ethics and Conduct for suppliers and contractors.

The sourcing model, aligned with the Sustainability Strategy of the Group, aims to prioritize labor recruitment and create commercial opportunities, under conditions of equality, diversity, competitiveness, and transparency, for local suppliers of goods and services.



Indicators and Notes

Climate Change Report



Impacts, Risks, and Opportunities

7.1. Market risk exposure

(GRI 2-25)

In its supply chain management, the Group has identified different impacts, risks, and opportunities. Response measures have been defined and implemented for each one of them:

Impacts	Characterization	Mechanisms to remedy or prevent negative impacts / Measures to enhance positive impacts
Contribution to respect for Human rights in the value chain.	• Positive • Real	Inclusion of obligations regarding respect, protection, and promotion of Human rights in agreements with contractors and suppliers.
Strengthening of environmental, social, and governance (ESG) capacities in the value chain.	• Positive • Real	Training programs on Human Rights, in report and Global Reporting Initiative standards.
Stimulating the local economy.	• Positive • Real	 Local supplier registration in the Grupo Energía Bogotá databases Contracting of local suppliers
Soil and water pollution due to possible spillage of chemicals during transportation, handling, and/or storage.	NegativePotential	 HSSE Manual - Health, Safety, and Environment Procedure for handling chemical substances to be applied by contractors Technical sheets for the safe storage of chemical substances Emergency response plan for each warehouse of GEB and its subsidiaries TGI, Enlaza, Cálidda, and Conecta

Risks and Opportunities	Horizon	Effects	Measures to Manage Risks and Opportunities
Risks	,		
Non-compliance with laws and regulations or inadequate social and environmental management by critical suppliers and/or contractors of the Group.	Medium term	Financial and reputational	 Definition of recruitment process requirements Previous assessment of suppliers (prequalification and market analysis) Supplier registration including categorization, preselection, and prequalification Performance evaluation of suppliers and contractors
Recruitment of a supplier and/ or maintenance of contractual relationships with a provider or contractor reported on restrictive, disqualification, and/or conflicts of interest lists.	Short term	Financial and reputational	 Consultations in the restrictive lists available through the Compliance Officer of Grupo Energía Bogotá and in the Unique Bidders Registry (RUP) through the supplier PAR Servicios Deactivation of suppliers and approval of this process by the Operating Committee Inclusion of termination clause due to disability, incompatibility, impediment, or conflict of interest in the signed contracts
Shortage of essential or critical materials to carry out maintenance operations, projects, and functional areas.	Short term	Financial	 Inventory levels are defined to control the sourcing and alerts of essential materials for operation, this definition of levels includes a statistical component and from the reliability area MRP runs are carried out in SAP (Material Requirements Planning) to control inventory levels and meet GEB's material needs; these runs are conducted monthly for monitoring purposes Follow-up is carried out on materials with an ongoing logistical process to control sourcing of materials and address needs, whether due to stock, purchase orders in transit, or inventory transfers An analysis of material movements and replenishment times is carried out to manage material planning more efficiently

- Update of the purchasing process, and design of sourcing strategies aligned with the industry's best practices and the market.
- Increase in the efficiency of the consolidated sourcing process through the strategic support and assistance of the planners from the Management of Sourcing.
- Baseline assessment of the originality, monitoring, and timeliness indicators for the annual improvement of the Purchasing and Recruitment Plan (PACC).
- Updating and adjusting contractual processes with suppliers and contractors, and presenting projects to update their procedures to enhance their agility and efficiency.
- Redesign of the sourcing policy, in line with the needs of the stakeholders, aiming for the strengthening of supplier management, procurement, logistics and inventory planning, environmental and social sustainability, as well as audit and supervision.
- Definition of the ESG criteria applicable for the registration of suppliers, the selection of contractors, and the execution and supervision of agreements. These will be applied in the Group's purchasing processes starting in 2024.
- Development of the first day of the campaign to register local suppliers in the areas of influence of the electric energy transmission projects in Colombia.
- Implementation of the strengthening project for local suppliers in the municipality of Ubalá, Cundinamarca. 12 production and commercial units were trained, and six partnerships were formed for the provision of local goods and services.

Metrics and Goals



Objective	Indicator	Goal	Target year	Resul	t
	Short term				
To improve the management time of the processes executed and the compliance of the sourcing team (Service Level Agreements - SLA).	Percentage of successful recruitment processes (with signed contracts) completed within expected response times.	70%	2023	85%	
Obtain savings against the official budget on the established category baseline for competitive recruitment processes.	Percentage of savings.	3% to 5%	2023	21%	
Contribution to respect for Human Rights in the management of critical contractors of the Group.	Percentage of prioritized contractors evaluated on human rights.	>80%	2024	0%	
(CSA of S&P Global) Promotion of best practices in ESG among the	Number of subsidiaries that are part of the Corporate Synergy Center, with ESG criteria implemented in the supply chain.	≥ 4	2025	0%	0
suppliers and contractors of the Group	Percentage of prioritized contractors trained in ESG issues.	>80%	2024	0%	0

Lessons Learned

The implementation of the Corporate Synergies Center allowed the integration of logistics processes with the 4PL (Fourth Party Logistics) strategy for GEB and the subsidiaries TGI, Enlaza, Cálidda, and Conecta. This has contributed to optimizing the use of time, resources, and costs. Effective communication within the supply chain is necessary to ensure optimizations in all segments and operations.

The recruitment process for the 4PL service has resulted in lessons learned for improvement options in the sourcing process, facilitating and making more efficient the pre-contractual and contractual administrative processes.

(GRI 204-1) (GRI Oil and Gas 11.1)

Proportion of expenditures on local suppliers

				GEB			Enlaza			TGI		(Cálidda		C	ontugas		Electro	odunas		Cone	ecta						
The organization's geograp	ohical defini	tion of "local."		all suppliers l ned in Colombi		Refers to all su established in			t is understo national terri		nhia cor	cal suppliers of mpanies form ritory.				Peru		Within Peruv	vian territory		n is establish des services try		t the					
Definition used for "signific	ant operatio	onal locations".	complex	project location project location project local project lo	, social,	Refers to proje complexity in t environmental safety terms.	technical, so	cial, ational	t refers to all of influence a nfrastructure registered off	along the ins	talled in I sig	idda operate tribution con Lima and Call nificant opera ese 2 province	cession loca ao, therefore ations take p	ited e the	Conc	ession Zone		Within Peruv	vian territory	Strate	egic location	1S						
Land arms Page		G	EB			Enla	ıza			1	GI			Cá	lidda			Cont	tugas			Electr	odunas			Со	necta	
Local suppliers	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023
Percentage of local suppliers	93.0%	89.27%	88.97%	88.12%	N/A	N/A	N/A	88.12%	97.20%	95.12%	95.90%	96.58%	91.32%	91.08%	95.00%	90.00%	92.00%	94.90%	97.67%	96.48%	98.86%	99.32%	99.64%	99.35%	95.35%	94.59%	93.33%	88.66%
Sourcing budget		G	EB			Enlaz	za			T	Gl			Cál	idda			Cont	ugas			Electro	odunas			Con	ecta	
	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023
Percentage of the sourcing budget for significant operations areas* allocated to local suppliers of the	92.27%	89.27%	78.53%	78.95%	N/A	N/A	N/A	78.95%	97.00%	95.00%	79.00%	99.34%	97.71%	94.85%	92.06%	98.21%	99.74%	96.09%	99.00%	0.51%	N/A	N/A	N/A	83.67%	N/A	N/A	N/A	N/A

Duraning and an incident		G	EB			Enlaz	za				ГGI			Cál	idda			Cont	tugas			Electro	odunas			Coi	necta	
Procurement sourcing	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023
Percentage of products and services purchased locally	N/A	N/A	N/A	91.55%	N/A	N/A	N/A	97.39%	96.88%	94.75%	79.26%	99.35%	N/A	N/A	N/A	96.89%	N/A	N/A	N/A	96.10%	N/A	N/A	N/A	99.76%	95.35%	94.59%	93.33%	91.14%

(GRI 308-1) New suppliers that have met environmental criteria selection filters

(GRI 414-1 and Gas 11.10.8) New suppliers that have passed social criteria screening

(GRI 308-2) Negative environmental impacts in the supply chain and mitigative measures taken

(GRI 414-2 and Gas 11.10.9)

New suppliers		GE	В			Enl	aza			Т	GI			Cáli	dda			Cont	ugas			Electr	odunas			Con	ecta	
assessed with ESG criteria	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023
Percentage of new suppliers that were screened and selected using environmental criteria	58.65%	75.56%	99.71%	0.90%	N/A	N/A	N/A	16.67%	58.65%	75.56%	100.00%	100.00%	3.17%	13.33%	100%	100.00%	100%	100%	100%	40.00%	7.20%	16.00%	20.00%	N/A	N/A	30.43%	40.67%	47.42%
Percentage of new suppliers that were screened and selected using social criteria	10.79%	14.39%	99.28%	0%	N/A	N/A	N/A	11.76%	43.88%	24.46%	100.00%	100.00%	100%	100%	100%	100.00%	3.17%	13.33%	0.00%	40.00%	7.20%	9.00%	9.00%	N/A	N/A	0.00%	N/A	N/A

Suppliers evaluated against ESG criteria	GEB 2023		Enlaza 2023		TGI 202		Cálidd 2023		Contug 2023		Electrodu 2023		Conecta 2023	a	Business G 2023	roup
	Environmental	Bylaws	Environmental	Bylaws	Environmental	Bylaws	Environmental	Bylaws	Environmental	Bylaws	Environmental	Bylaws	Environmental	Bylaws	Environmental	Bylaws
Total number of suppliers	221		153		234	ŀ	492		90		33		97		1429	
Number of suppliers assessed regarding environmental/social impacts	218	218	153	153	137	137	82	82	26	26	0	0	97	97	766	766
Number of suppliers identified as having significant potential and actual negative environmental/social impacts	0	0	0	0	2	13	5	0	0	0	N/A	N/A	46	N/A	53	13
Number of suppliers identified as suppliers with significant negative environmental/social impacts - potential and actual - with whom improvements have been agreed as a result of an assessment.	0	0	0	0	0	12	0	0	0	0	N/A	N/A	0	N/A	0	12
Number of suppliers identified as suppliers with significant negative environmental/social impacts - potential and actual - with whom the relationship has been terminated as a result of the assessment.	0	0	0	0	0	0	0	0	0	0	N/A	N/A	0	N/A	0	0
Percentage of suppliers identified as suppliers with significant negative environmental/social impacts - potential and actual - with which improvements have been agreed as a result of an assessment.	0.00%	0.00%	0.00%	0.00%	0.00%	5.13%	0.00%	0.00%	0.00%	0.00%	N/A	N/A	0.00%	N/A	0.00%	0.78%
Percentage of suppliers identified as suppliers with significant negative environmental/social impacts - potential and actual - with whom the relationship has been terminated as a result of the assessment.	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	N/A	N/A	0.00%	N/A	0.00%	0.00%
Reason for terminating the business relationship as a result of the assessment	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		

	GE	B	Enla	aza	TGI		Cálidda		Cor	tugas	Electrodu	nas	Conecta	
Impacts evaluated by ESG criteria	202	23	20	23	2023		2023		2	023	2023		2023	
	Environmental	Bylaws	Environmental	Bylaws	Environmental	Bylaws	Environmental	Bylaws	Environmental	Bylaws	Environmental	Bylaws	Environmental	Bylaws
Significant negative environmental, social impacts - potential and real identified in the supply chain.	Soil and water contamination due to potential chemical spills during transport, handling, and/or storage.	_		Impact on communities residing in the areas influenced by the group's projects.	Regarding the assessment of performance on environmental criteria, non-compliance has been identified in relation to the lack of regular training sessions (minimum of one per month) for the staff assigned to the provision of services on the environmental aspects and impacts associated with the development of the contract	No events with negative impact have been caused on the social environment that would affect contract performance.	We identify the environmental impacts in the recruitment of contractors in the environmental aspects matrix where they are evaluated, assessed, and controlled. We have identified that the comprehensive contractors for building external, internal networks, and gas pipelines carry out activities included in the environmental aspects matrix, which are being monitored by the Sustainability Area through indicators monthly. There were 5 comprehensive contractors in 2023, representing 0.01%.	N/A	Contugas is exposed to possible sanctions due to pollution and non-compliance with national environmental regulations by its suppliers.	Child labor or work performed by suppliers, leaving Contugas exposed to possible sanctions.	N/A	N/A	Potential environmental impacts can be identified, it is important to mention that controls are established to mitigate the impacts: Impact on Cultural Heritage Alteration of the quality of receiving bodies Alteration of the quality of surface and groundwater Alteration of soil quality Alteration of plant composition and structure Land use change Soil compaction Erosion Habitat fragmentation and edge effect increase Increase in gas concentration due to fuel consumption Increase in particulate matter concentration Increase in Noise Pressure Levels Loss of vegetation cover Disturbance of local fauna	N/A

(GRI 407-1) Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

			GEB 2	023			Enlaza	2023		TGI 2023			Cálidda in 20	023
	Type of transaction	Number of Suppliers	Geographical Area	Measures taken by the organization during the reporting period to support the right to freedom of association and collective bargaining.	Type of transaction	Number of Suppliers	Geographical Area	Measures taken by the organization during the reporting period to support the right to freedom of association and collective bargaining.	Type of transaction	Number of Geographical Suppliers Area	Measures taken by the organization during the reporting period to support the right to freedom of association and collective bargaining.	Type Number of Operation of Suppliers	Geographical Area	Measures taken by the organization during the reporting period to support the right to freedom of association and collective bargaining.
Operations and supplier where the right to freedoof association and collection bargaining might be at r	om ctive	0	Colombia	Contracts with suppliers include obligations regarding respect, protection, and promotion of human rights; non-compliance is considered by GEB as a human rights violation, with established contractual consequences. "No practices that violate the right to life, personal integrity, personal freedom, freedom of expression, or that restrict the freedom of union association and/or collective bargaining of its workers are permitted." "No practices that violate the right to life, personal integrity, personal freedom, freedom of worship, freedom of expression, the right to property, or that restrict the freedom of community association and collective bargaining are permitted."	Identification of operations or suppliers that impact this aspect has not been performed	0	Colombia	Contracts with suppliers include obligations regarding respect, protection, and promotion of human rights; non-compliance is considered by ENLAZA as a human rights violation, with established contractual consequences. "No practices that violate the right to life, personal integrity, personal freedom, freedom of expression, or that restrict the freedom of union association and/or collective bargaining of its workers are permitted." "No practices that violate the right to life, personal integrity, personal freedom, freedom of worship, freedom of expression, the right to property, or that restrict the freedom of community association and collective bargaining are permitted."	N/A	O N/A	The Code of Ethics and Conduct for TGI Suppliers and Contractors (Annex 12) outlines the commitments that Suppliers and Contractors must adhere to in their activities. In section 9.2 "Labor Standards," it is defined, among other aspects: Ensure the freedom of assembly and association of its employees, as well as the right to collective bargaining. No procedures for non-compliance due to violations of labor standards have been recorded.	All	0	Most of Cálidda's suppliers are geographically located in the concession area (Lima and Callao) No risk of violation of freedom of association and collective bargaining has been identified

			Contugas	2023			Electrodun	as 2023		Co	necta 2023	
Operations and suppliers where the right to freedom	Type of transaction	Number of Suppliers	Geographical Area	Measures taken by the organization during the reporting period to support the right to freedom of association and collective bargaining.	Type of transaction	Number of Suppliers	Geographical Area	Measures taken by the organization during the reporting period to support the right to freedom of association and collective bargaining.	Type of transaction	Number of Suppliers	Geographical Area	Measures taken by the organization during the reporting period to support the right to freedom of association and collective bargaining.
of association and collective bargaining might be at risk	Internal Facilities	1	lca	Our agreements have clauses that prohibit limiting trade union freedom	0	0	0	N/A	N/A	N/A	N/A	Conecta complies with what is established in the Guatemalan Law on the right of association and collective bargaining.

(GRI 408-1) Operations and suppliers at significant risk for incidents of child labor

			Contugas 2023				Conecta	2023
	Type of transaction	Number of Suppliers	Geographical Area	Measures implemented by the organization during the reporting period aimed at contributing to the abolition of child labor.	Type of transaction	Number of Suppliers	Geographical Area	Measures implemented by the organization during the reporting period aimed at contributing to the abolition of child labor.
Operations and suppliers deemed at significant risk of child labor incidents	Internal Facilities	1	lca	Our agreements have clauses that prohibit child labor. Likewise, an annual evaluation of suppliers is carried out.	N/A	N/A	N/A	The Contracting and Execution Control Manual stipulates that contractors must adhere to the company's Human Rights Policy, additionally, the contract includes a clause where the contractor must not commit certain acts that constitute a human rights violation, allowing for early termination if proven

	G	EB 2023		En	nlaza 2023		TGI 2023	3		Cá	lidda in 2023			Contugas 2023			Conecta 2023	
	Type of transaction	Number of Suppliers	Geographical Area	Type of transaction	Number of Suppliers	Geographical Area	Type of transaction	Number of Suppliers	Geographical Area	Type of Operation	Number of Suppliers	Geographical Area	Type of transaction	Number of Suppliers	Geographical Area	Type of transaction	Number of Suppliers	
Operations and suppliers considered at significant risk of having young workers exposed to hazardous work	Identification of operations or suppliers that impact this aspect has not been performed	0	Colombia	Identification of operations or suppliers that impact this aspect has not been performed	U	Colombia	The Code of Ethics and Conduct for TGI Suppliers and Contractors (Annex 12) outlines the commitments that Suppliers and Contractors must adhere to in their activities. In section 9.2 "Labor Standards," it is defined, among other aspects: Ensure the freedom of assembly and association of its employees, as well as the right to collective bargaining. No procedures for non-compliance due to violations of labor standards have been recorded.	0	N/A	Building sector	0	Lima and Callao	Internal Facilities	1	lca	N/A	N/A	N/A

Note: Electrodunas subsidiary does not have the information available for 2023.

(GRI 409-1) Operations and suppliers at significant risk for incidents of forced or compulsory labor

			GEB 202	3			Enlaza 202	3			TGI 2023			Cálidda in 2023	3
	Type of transaction	Number of Suppliers	Geographical Area	Measures taken by the organization during the reporting period aimed at contributing to the abolition of all forms of forced or compulsory labor.	Type of transaction	Number of Suppliers	Geographical Area	Measures taken by the organization during the reporting period aimed at contributing to the abolition of all forms of forced or compulsory labor.	Type Number of transaction of Suppliers	Geographical Area	Measures taken by the organization during the reporting period aimed at contributing to the abolition of all forms of forced or compulsory labor.	Type of Operation	Number of Suppliers	Geographical Area	Measures taken by the organization during the reporting period aimed at contributing to the abolition of all forms of forced or compulsory labor.
Operations and suppliers considered at significant risk of incidents involving forced or compulsory labor.	Identification of operations or suppliers that impact this aspect has not been performed	0	Colombia	Contracts with suppliers include obligations regarding respect, protection, and promotion of human rights; non-compliance is considered by GEB as a human rights violation, with established contractual consequences. "Refrain from engaging in practices of child labor, forced labor, human trafficking, sexual exploitation, debt bondage, or any other form of modern slavery."		0	Colombia	Contracts with suppliers include obligations regarding respect, protection, and promotion of human rights; non-compliance is considered by GEB/ENLAZA as a human rights violation, with established contractual consequences. "Refrain from engaging in practices of child labor, forced labor, human trafficking, sexual exploitation, debt bondage, or any other form of modern slavery."	N/A 0	N/A	The Code of Ethics and Conduct for TGI Suppliers and Contractors (Annex 12) outlines the commitments that Suppliers and Contractors must adhere to in their activities. In section 9.2 "Labor Standards," it is defined, among other aspects: Ensure the freedom of assembly and association of its employees, as well as the right to collective bargaining. No procedures for non-compliance due to violations of labor standards have been recorded.	All	0	Lima and Callao	No significant risk of forced labor has been identified in the assessment. Within the company's commitment statement, the issue of forced labor is addressed. Also, there is a clause in the agreements that guarantees compliance with labor rights and respect for human rights.

			Contugas 2	023			Conecta 2	2023
	Type of Operation	Number of Suppliers	Geographical Area	Measures taken by the organization during the reporting period aimed at contributing to the abolition of all forms of forced or compulsory labor.	Type of transaction	Number of Suppliers	Geographical Area	Measures taken by the organization during the reporting period aimed at contributing to the abolition of all forms of forced or compulsory labor.
Operations and suppliers considered at significant risk of incidents involving forced or compulsory labor.	Internal Facilities	1	lca	Our agreements have clauses that prohibit or limit forced labor Supplier assessments	N/A	N/A	N/A	The Contracting and Execution Control Manual stipulates that contractors must adhere to the company's Human Rights Policy, additionally, the contract includes a clause where the contractor must not commit certain acts that constitute a human rights violation, allowing for early termination if proven

Note: Electrodunas subsidiary does not have the information available for 2023.

(CSA of S&P Global) KPI for supplier selection

Supplier type	GEB 2023	Enlaza 2023	TGI 2023	Cálidda in 2023	Contugas 2023	Electrodunas 2023	Conecta 2023	Business Group
Total number of suppliers	221	153	234	492	199	33	97	1423
Total Number of Tier 1 Suppliers	221	153	29	492	118	33	97	1143
Total Number of Significant Tier 1 Suppliers	75	56	29	4	41	16	5	226
Total Number of Significant Non-Tier 1 Suppliers	0	0	0	0	1	0	0	1
Total number of significant suppliers (level 1 + non-level 1)	75	56	29	4	42	16	5	227
Percentage of total expenditure on significant level 1 suppliers	80%	95%	23%	73%	7%	100%	23,6%	55,4%

		GEB		Enlaza		TGI		Cálidda	Co	ontugas	(Conecta	Busin	ess Group
Supplier evaluations	2023	Objective 2023	2023	Objective 2023										
Total number of significant suppliers evaluated through desktop assessments/ on-site assessments	75	75	56	56	29	29	4	4	41	41	5	5	227	227
Percentage of significant suppliers assessed		100%		100%	1	00%		100%		100%		100%		100%
Number of suppliers assessed with real/potential substantial negative impacts		21		6		9		4		2		0		42
Percentage of suppliers with real/potential substantial negative impacts with agreed corrective action/ improvement plan		0%		0%		0		0		0		0%		0%
Number of suppliers with substantial real/potential negative impacts with whom the relationship has been terminated as a result of the assessment		0		0		0		0		0		0%		0
Percentage of suppliers assessed with substantial real/potential negative impacts supported in the implementation of the corrective action plan		100%		100%	1	00%		100%		100%		100%	,	100%

*Cálidda established the goal of evaluating 100% of suppliers with a contract greater than USD 100,000 by 2023.

	(EB		Enlaza		TGI		Cálidda	C	ontugas	C	onecta	Busir	ness Group
Support for the corrective action plan	2023	Objective 2023	2023	Objective 2023	2023	Objective 2023	2023	Objective 2023	2023	Objective 2023	2023	Objective 2023	2023	Objective 2023
Total number of suppliers supported in the implementation of the corrective action plan	21	21	6	6	0	0	4	4	0	0	0	0	31	42
Percentage of suppliers assessed with substantial real/potential negative impacts supported in the implementation of the corrective action plan	al ne 100%			100%		0		100%		0		0		73.8%

	(GEB		Enlaza		TGI	(Cálidda	C	ontugas	C	onecta	Busir	ess Group
Support for the corrective action plan	2023	Objective 2023	2023	Objective 2023										
Total Number of Suppliers in Capacity Building Programs	19	21	6	6	0	0	4	4	0	0	0	0	29	42
Percentage of significant suppliers in capacity-building programs	2	25%		100%		0		100%		0		0		12,8%

(Own - Responsible supply chain management) Proportion of regional suppliers out of total suppliers and percentage of sourcing budget for purchasing goods and services at the regional level.

	GEB	Enlaza	TGI	Cálidda	Contugas	Electrodunas	Conecta
The geographical definition of the organization.	Refers to all suppliers legally established in Colombia whose goods and services are offered only at the municipal or departmental level.	Refers to all suppliers legally established in Colombia whose goods and services are offered only at the municipal or departmental level.	Suppliers based in Bogotá with contract in 2023	Lima and Callao	Suppliers of Ica	Within Peruvian territory	Local

Degional cumpliars		G	iEB			E	nlaza			Т	GI			Câ	ilidda				Contugas			Electro	odunas			Cone	ecta	
Regional suppliers	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023
Percentage of regional suppliers	N/A	N/A	5.50%	11.88%	N/A	N/A	N/A	11.88%	N/A	N/A	47.12%	64.96%	91.32%	91.08%	95.00%	90.00%	12.00%	10.00%	5.00%	9.05%	100.00%	91.13%	88.79%	99.35%	95.35%	94.59%	93.33%	88.66%
Percentage of the sourcing budget for significant operating locations used in regional providers	N/A	N/A	6.00%	2.78%	N/A	N/A	6.00%	2.78%	96.9%	94.8%	79.3%	99.3%	97.71%	94.85%	92.06%	98.21%	9.00%	12.00%	1.00%	0.51%	N/A	N/A	N/A	83.67%	0.00%	0.00%	0.00%	0.00%

Procurement sourcing		GEB				Enla	ıza			TG				Cá	lidda				Contugas			Electro	dunas			Cone	ecta	
	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023
Percentage of products and services purchased in the regional scope	N/A	N/A	N/A	4.39%	N/A	N/A	N/A	8.50%	96.88%	94.75%	79.26%	81.78%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	5.78%	N/A	N/A	N/A	99.76%	95.35%	94.59%	93.33%	91.14%

(Own - Responsible supply chain management) Total value and proportion of spending on suppliers

Supplier expenditure																												
	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023
Total value of expenses in suppliers (in USD Millions)																												



2.8

Operational Excellence and Service Quality

(SASB IF-GU-000.B)
Quantity of Natural Gas Supplied (MMBtu)
(SASB IF-EU-000.A)
Number of natural gas customer supplied (MMBtu)
(SASB EM-MD-000.A)
Metric tons of natural gas over total kilometers (Ton/km)

INDICATOD, MILLION DDITICU TUEDMAL UNITS (MMDTU) OF NATUDAL CAS		TGI				Cá	llidda			Contuga	S	
INDICATOR: MILLION BRITISH THERMAL UNITS (MMBTU) OF NATURAL GAS	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023
Amount of natural gas supplied to residential clients	0	0	0	0	6,279,528.00	6,634,180.00	7,317,723.00	8,265,968	394,400	379,571	393,200	422,105
Amount of natural gas supplied to commercial clients	13,010,225.00	13,523,589.00	21,104,550.00	13,028,890	1,470,458.00	1,792,819.00	2,251,205.00	2,804,753	62,888	65,155	79,246	88,633
Amount of natural gas supplied to industrial clients	81,279,296.00	102,385,423.00	93,868,975.00	134,015,649	43,522,620.00	50,426,635.00	55,477,306.00	51,006,724	6,598,971	8,989,179	9,608,143	9,263,383
Amount of natural gas supplied transferred to third parties	39,603,231.00	42,655,905.00	44,786,453.00	45,514,876	133,625,556.00	68,448,304.00	192,248,495.00	219,483,603	0	4,093,954	0	0
Total Natural Gas Supplied (MMBtu)	133,892,752.00	158,564,917.00	159,759,978.00	192,559,415	184,898,162	227,301,938.0	257,294,729.00	281,561,048	7,056,258	13,527,860	10,080,590	9,774,122
Total Natural Gas Supplied (Tons)	3,398,645.07	4,024,906.99 3	3,600,859.13	4,888,535.54	3,634,314.00	4,462,782.00	5,061,756.00	5,539,147				

INDICATOR: METRIC TONS OF NATURAL GAS PER KILOMETER		TGI			Cálidda Contug						tugas		
INDICATOR: METRIC TONS OF NATURAL GAS PER KILOMETER (TON/KM)	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	
(10N/KM)	843.8	998.0	892.8	-251,285.0	299.3	310	317.7	330	96.5	120.6	119	92.62	

Number of Customers		TGI				C	álidda		Contugas				
Number of Customers:	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	
Number of residential customers					0	0	0	1,743,735	61704	68044	73263	88495	
Number of commercial customers	44	40	40	42	0	0	0	29,956	565	637	804	990	
Number of industrial customers					0	0	0	750	57	57	62	62	

Colombian energy company's sustainability report Electricity Generation and Supply Length of transmission and distribution lines

Total gas

transported

through the available

infrastructure (MMSCFD). 464

480

496

484

INDICATOR	Busines	s Group			Cálidda				Contuga	S						
	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023				
Total length of the gas distribution network (km)	13900	16169	17771	21137	12144	14394	15935	19,018	1756	1775	1836	2119				
INDICATOR	Busines	s Group			Enlaza				Electrod	unas			Conecta			
INDICATOR	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023
Total length of the electricity distribution network (km)	5635	5715	5887	5978	N.A.	N.A.	N.A.	N.A.	5635	5715	5887	5978	N.A.	N.A.	N.A.	N.A.
Total length of the electricity transmission network (km)	2448	2483	3177	3290	1655	1690	2238	2323	372	372	372	372	421	421	567	595
INDICATOR	TGI															
	2020	2021	2022	2023												
Total length of the gas transportation network (km)	4028	4033	4033	4033												

(SASB IF-GU-240a.1)

Average rate of gas grouped by million British thermal units (MMBTU) of gas supplied to retail customers (SASB IF-GU-240a.2)

Typical monthly gas bill for residential clients for (1) 50 MMBTU and (2) 100 MMBTU of gas supplied per year (SASB IF-GU-240a.3)

Number of residential gas clients whose service was disconnected due to non-payment; percentage of services reestablished within 30 days (SASB 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) (SASB IF-GU-240a.4)

Analysis of External Factors' Impact on Gas Affordability for Customers, Including Economic Conditions in the Service Area.

GAS		Business Group				Cálidda			Contugas					
	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023		
Average retail gas rate for clients:														
Residential	\$ 0.87	\$ 12,635.00	\$ 10,363.62	\$ 53.51	\$ 0.87	\$ 12,635.00	\$ 10,311.00	\$ 12.35	N/A	N/A	\$ 52.62	\$ 41.16		
Commercial	\$ 0.35	\$ 0.50	\$ 654.07	\$ 4,203.87	\$ 0.35	\$ 0.50	\$ 0.51	\$ 9.01	N/A	N/A	\$ 653.56	\$ 4,194.86		
Industrial	\$ 0.09	\$ 0.13	\$ 659,929.43	\$ 500,338.26	\$ 0.09	\$ 0.13	\$ 0.13	\$ 6.59	N/A	N/A	\$ 659,929.30	\$ 500,331.68		
Only transportation services	\$ 0.20	\$ 0.24	\$ 0.22	\$ 9.76	\$ 0.20	\$ 0.24	\$ 0.22	\$ 9.76	N/A	N/A	N/A	N/A		
Others (specify) (Generation)	\$ 0.06	\$ 0.09	\$ 0.09	\$ 4.29	\$ 0.06	\$ 0.09	\$ 0.09	\$ 4.29	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	\$-	\$-	\$ 4.85	\$ 4.35	N/A	N/A	N/A	N/A	N/A	N/A	\$ 4.85	\$ 4.35		
Typical monthly gas bill for the first 100 MMBTU of gas supplied to residential clients per year	\$-	\$-	\$ 5.67	\$ 4.59	N/A	N/A	N/A	N/A	N/A	N/A	\$ 5.67	\$ 4.59		
Number of residential gas clients whose service was disconnected due to non-payment; percentage of services reestablished within 30 days	\$ 3,807.00	\$ 17,285.00	\$ 15,059.00	\$ 29,414.00	N/A	N/A	N/A	N/A	\$ 3,807.00	\$ 17,285.00	\$ 15,059.00	\$ 29,414.00		
Percentage of disconnected clients whose service was reconnected within 30 days	\$ 0.91	\$ 0.74	\$ 0.88	\$ 0.80	N/A	N/A	N/A	N/A	\$ 0.91	\$ 0.74	\$ 0.88	\$ 0.80		
Percentage of gas utility revenues from rate structures that are decoupled	\$ 0.44	\$ 0.50	\$-	\$-	\$ 0.44	\$ 0.50	N/A	N/A	N/A	N/A	N/A	N/A		
Percentage of gas utility revenues from rate structures that contain a loss of revenues adjustment mechanism (LRAM)	\$-	\$-	\$-	\$-	\$-	\$-	\$-	\$-	N/A	N/A	N/A	N/A		

			Cálidda in 2023					
	Economic conditions in the service territory	Frequency	Magnitude	Trend of the effect of the factor on the affordability of gas	Risks	Opportunities		
The distribution tariff is regulated by Osinergmin. The tariff validity period is four years. The setting of rates carries regulatory risk by the regulator, who, despite following a normative process in tariff studies, approves them. The current resolution approving the tariff is	The distribution tariff is regulated by Osinergmin	The tariff validity period is fou years	r	None	The setting of rates carries regulatory risk by the regulator, who, despite following a normative process in tariff studies, approves them.	None		
Resolution Osinergmin N° 279-2022-OS/CD.			Contugas 2023					
	Economic conditions in the service territory	Frequency	Magnitude	Trend of the effect of the factor on the affordability of gas	Risks	Opportunities		
Geographic area: Region Ica prone to earthquakes	According to the National Institute of Statistics and Informatics (INEI), the Department of Ica has the lowest levels of monetary poverty in the country. The Human Development Index of Ica in 2020 was 0.562, classifying it at a medium level in terms of quality of life and development opportunities. It is also ranked 5 out of 24 departments in the Regional Competitiveness Index of the Peruvian Institute		Choose: a. negligible, b. minor, c. critical, d. major, and e. catastrophic.	Choose: a. Increasing, b. Decreasing,	Lack of payment of gas bills by customers, uncertainty in the recovery of accounts receivable Decreased income Adverse financial effects	Emergency public policies that promote the country's recovery in all sectors of the affected area		
Climate (El Niño phenomenon: heavy rains, floods, excessive heat)	of Economics. Regarding employment: In Ica, 65.5% of the Working Age Population (WAP) was found to be in the labor market. A total of 168,200 individuals are employed this year, which represents a 7.5% decrease compared to the same period last year. The unemployment rate stood at 5.2%. The unemployment rate decreased by 1.5% during the first quarter of 2023. According to INEI, 168,200 people are	Every year	Choose: a. negligible, b. minor, c. critical, d. major, and e. catastrophic.	Choose: a. Increasing, b. Decreasing,	Lack of payment of gas bills by some customers who are most affected by climate emergencies Less income Adverse financial effects	Emergency public policies that promote the recovery of businesses affected by this phenomenon		
Regulations that modify the rates against the company	currently employed. For the Ica region, monetary poverty fluctuates between 1.8% and 4.4%, and extreme poverty between 0.3% and 0.7%. While the annual per capita GDP of the region was PEN 20,408 According to the 2017 Population and Housing Census, the population counted in Ica was 850,765 inhabitants. The average monthly income from work in 2018 was PEN 1,414.80, an income that is at the national average level. According to the Regional Competitiveness Index (INCORE), Ica remained the fifth most competitive region in the country.	Indeterminate due to political instability		Choose: a. Increasing, b. Decreasing,	Reduced revenue Adverse financial effects	Promote regulations that benefit the business, increased visibility in the media		
Adverse Public Policies	Country.	Indeterminate due to political instability	Choose: a. negligible, b. minor, c. critical, d. major, and e. catastrophic.	Choose: a. Increasing, b. Decreasing,	Reduced revenue Adverse financial effects	Promote public policies that benefit the business, increased visibility in the media		
Social conflicts: road blockades, strikes that hinder the mobilization of the population and the building of networks, strike by contractor workers		Indeterminate due to political instability		Choose: a. Increasing, b. Decreasing,	Lack of payment of gas bills by customers, uncertainty in the recovery of accounts receivable Less income Adverse financial effects Impact on reputation due to delays in network construction	Emergency public policies that favor the recovery of businesses affected by this situation		

(SASB EM-MD-540a.2)

Percentage of Pipelines Inspected for (1) Natural Gas and (2) Hazardous Liquids.

(SASB EM-MD-540a.4)

Analysis of Management Systems Used to Integrate a Safety Culture and Emergency Preparedness Throughout the Value Chain and Throughout the Project Lifecycle

		Contugas		
	2020	2021	2022	2023
Percentage of natural gas pipelines inspected	100	100	100	100
Percentage of hazardous liquid pipelines inspected	N/A	N/A	N/A	N/A

Contugas 2023

How it integrates a safety culture and an emergency preparedness program across its entire value chain and the life cycles of its projects.

There is a risk study for the natural gas distribution system using qualitative, semi-quantitative, and quantitative analysis, which forms the basis for the emergency response plan considering possible scenarios. Furthermore, specialized staff are continuously trained through emergency drills and joint management with local authorities, support agencies, and regulators. Participation in local authorities' risk and disaster platforms to enhance joint capabilities.

(CSA de S&P GLOBAL) Customer Satisfaction

		Satisfie	d customers	
Customer Satisfaction Measurement Net Promoter Score (NPS)	2020	2021	2022	2023
TGI	81%	77%	82%	88%
Electrodunas	N/A	N/A	N/A	79%

Note: data from the Transmission Branch and Conecta are not included, since they have no direct clients who can be surveyed for customer satisfaction.

		C	álidda		
Customer Satisfaction Measurement Net Promoter Score (NPS)	2020	2021	2022	2023	What was your goal for fiscal year 2023?
Satisfied customers	27%	43%	47%	61%	170/
Data coverage: % of surveyed customers/consumers	100%	100%	100%	100%	47%

Note: Cálidda, a natural gas distribution company in Peru with over 1.8 million customers, accounts for more than 80% of the total customers of GEB companies.

In 2023, with the Cálidda Service Model for contractors, its application was reinforced among more than 3,700 employees. At the Customer Experience Control Center, we included 5 customer service processes and completed the customer experience cycle. A call center team addresses customer dissatisfaction, investigates the reasons for dissatisfaction, and offers immediate solutions, serving as input for generating action plans across various departments, resulting in an average improvement of 14 percentage points over the set target.

(CSA of S&P GLOBAL) Gas leaks rate

INDICATOR - GAS	2020	2021	2022	2023
LEAKS	TGI			
	0.70	1.29	1.01	1.38
Leaks in natural	Cálidda			
gas distribution	0.003	0.003	0.003	0.003
(%)	Contugas			
	0.005	0.054	0.197	0.003

(CSA de S&P GLOBAL) Global Leakage Rate

Voor	km of distributi	on networks		% of km distri networks	bution	Distribution Leaks						
Year	Cálidda	Contugas	Total	%Cálidda	% Contugas	Cálidda	Contugas	Global Leakage Rate				
2023	19018	2119	21137	90%	10%	0,003	0,003	0,003				
2022	15935	1836	17771	90%	10%	0,003	0,197	0,023				
2021	14394	1775	16169	89%	11%	0,003	0,054	0,009				

S&P Global CSA Customer privacy information

Customer privacy	TGI	Cálidda	Contugas	Electrodunas	Conecta
information		2023			
Total number of customers	42	1782596	89547	271,631	Not applicable
Customers whose data is used for secondary purposes	0	421323	0	129,885	Not applicable
Percentage of clients whose data is used for secondary purposes	0%	24%	0%	48%	Not applicable

(SASB IF-EU-550a.2)
(CSA of S&P Global)
(1) System Average Interruption Duration Index (SAIDI), (2) System Average Interruption Frequency Index (SAIFI), and (3) Customer Average Interruption Duration Index (CAIDI), Including Days with Major Events.

	<u>Enlaza</u>									Electrodunas								Conecta									
	2020 2021 2022 2023		023	2	.020	2021		2	2022	2023			2020	2	2021	2	.022	2	2023								
System Average Interruption Duration Index	Value	of serious	Value	of serious	Value	of serious	Value	of serious	Value	of serious	Value	of serious	Value	of serious	Value	of serious	Value		Value	of serious	Value	of serious		Days of serious events			
(SAIDI)	4.46		7.18		8.21		11.43		18.4		19.7		15.30		15.0		0	Not applicable	0	Not applicable	0	Not applicable	0	Not applicable			

(SASB F-EU-000.E)

Total Wholesale Purchased Electricity - Megawatt Hours (MWh).

INDICATOR (MM/h) Russbaced electricity		Electrodunas					
INDICATOR (MWh) - Purchased electricity	2020	2021	2022	2023			
Total Wholesale Electricity Purchased (MWh)	822,709.80	895,124.10	990,736.50	1,099,693.33			

(SASB F-EU-000.A)

Number of Customers: (1) Residential, (2) Commercial, and (3) Industrial Served (SASB F-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

INDICATOR Megawatt hours (MWh)	<u>Electrodunas</u>							
delivered	2020	2021	2022	2023				
The total electricity supplied to residential customers	269,453	277,793	280,028	302,334				
The total electricity supplied to commercial customers	70,914	69,996	79,014	80,315				
The total electricity supplied to industrial customers	N/A	N/A	N/A	N/A				
The total electricity supplied to all other retail customers	28,226	28,943	29,773	30,906				
The total electricity supplied to wholesale customers.	332,252	373,903	441,150	523,799				

INDICATOR: Number of Customers	<u>Electrodunas</u>						
indicator: number of customers	2020	2021	2022	2023			
Number of residential customers	251,705	269,453	277,793	249,410.00			
Number of commercial customers	88,596	70,914	69,996	20,383.00			
Number of industrial customers	N/A	N/A	N/A	Not applicable			
Number of other retail customers	27,947	28,226	28,943	316			
Number of Wholesale Customers	356,820	332,252	373,903	1,775.00			

(S&P of CSA Global) Electric Power Distribution Losses

Distribution	Electrodunas							
Distribution	2020	2021	2022	2023				
Losses due to distribution in percentage (%)	8.75%	8.83%	8.91%	7.09%				

(S&P of CSA Global) Electric Power Transmission Losses

Transmission	Enlaza						
Transinission	2020	2021	2022	2023			
Losses due to Transmission in percentage (%)	ND	1,45%	1,61%	1,58%			

(SASB IF-EU-550a.1)

Number of Non-compliance Incidents with Physical or Cybersecurity Standards or Regulations.

Contugas 2023						
Non-compliance cases with standards or voluntary regulations on physical or cyber security						
Standard	Defaults cases	Mitigation Action				
Internal Procedure of Contugas - Procedure CTG-ARF-P-SI-006- Comprehensive Safety and Access to Facilities	Not registered	Talks on comprehensive safety, weekly supervision, recommendations for preventive measures, having a CCTV system.				

(SASB EM-MD-540a.2)

Percentage of Pipelines Inspected for (1) Natural Gas and (2) Hazardous Liquids. (SASB EM-MD-540a.4)

Analysis of Management Systems Used to Integrate a Safety Culture and Emergency Preparedness Throughout the Value Chain and Throughout the Project Lifecycle

	Contugas				
	2020	2021	2022	2023	
Percentage of natural gas pipelines inspected	100	100	100	100	
Percentage of hazardous liquid pipelines inspected	N/A	N/A	N/A	N/A	

ontugas 2023

How it integrates a safety culture and an emergency preparedness program across its entire value chain and the life cycles of its projects.

There is a risk study for the natural gas distribution system using qualitative, semi-quantitative, and quantitative analysis, which forms the basis for the emergency response plan considering possible scenarios. Furthermore, specialized staff are continuously trained through emergency drills and joint management with local authorities, support agencies, and regulators.

Participation in local authorities' risk and disaster platforms to enhance joint capabilities.

(Own)
Availability of Gas Distribution Assets (%)
(Own) Maintenance plan performance (%)
(Own)
Availability of Compressor Stations (%) (Own)
Availability of electricity distribution assets (%)

INDICATOR	Enlaza				Conecta			
	2020	2021	2022	2023	2020	2021	2022	2023
Availability of electricity Transmission Assets (%)	99.95	99.92	99.91	99.87	99.99	100	100	100
Maintenance plan performance (%)	100	100	100	98.92	100	97.10	99.99	99.64

NDICATOR -		Cálido	da		Contugas			
	2020	2021	2022	2023	2020	2021	2022	2023
Availability of Gas Distribution Assets (%)	100	100	100	100	100	100	100	100
Maintenance plan performance (%)	95.40	98.80	98.70	97.00	100	100	100	100

INDICATOR			TGI	
INDICATOR ·	2020	2021	2022	2023
Availability of compression stations for gas transportation (%)	0.98	97.8	96.4	96.1%

INDICATOR	TGI						
INDICATOR	2020	2021	2022	2023			
Availability of Gas Transport Assets (%)	98.00	97.80	99.93	99.76			
Maintenance plan performance (%)	98.40	98.30	98.10	0.99			

INDICATOR	Electrodunas					
INDICATOR	2020	2021	2022	2023		
Availability of electricity distribution assets (%)	100	100	99.9	99.8		
Maintenance plan performance (%)	82.94	91.31	84.5	91.8		



3.

Glossary

Al: artificial intelligence

AML/CTF: Anti-Money Laundering and Counter-Terrorism Financing

ANDI: National Business Association of Colombia

BAU: business as usual

CAF: Development Bank of Latin America and the Caribbe-an

CCPS: Center for Chemical Process Safety

CCS: Cross Currency Swap **CDP:** Carbon Disclosure Project

CIER: Regional Energy Integration Commission **CIER:** Regional Energy Integration Commission

CNO: National Council of Operations

Corporate Social Responsibility: Immediate Response Command

COSO: Committee of Sponsoring Organization of the Treadway Commission

CSP: Corporate Strategic Plan

DEI: Diversity, Equality, and Inclusion

ESG: environmental, social, and governance

ESRS: European Sustainability Reporting Standards

FPADM: Financing the Proliferation of Weapons of Mass Destruction

GHG: greenhouse gasGNV: Natural Gas VehiclesGRI: Global Reporting Initiative

HR: human rights

ICMA: International Capital Market Association ICME: Corporate Emissions Mitigation Indicator

ICS: Internal Control System

IFC: International Finance Corporation

IFRS: International Financial Reporting Standards

ILO: International Labour Organization

IT: Information Technology

LEAP: locate, assess, analyze, and prepare to disclose

LTIFR: Lost Time Injury Frequency Rate MACC: counterpart quota model

ML: machine learning

MORC: critical risk operational minimums
MTE: measurement of enterprise transparency
NCRE: non-conventional renewable energies
NDC: Nationally Determined Contributions

NIST: National Institute of Standards and Technology OCAI: Organizational Culture Assessment Instrument

OECD: Organisation for Economic Co-operation and Devel-opment

OSH: Occupational Safety and Health

OSH-SMS: Occupational Safety and Health Management System

OT: operational technology PCD: persons with disabilities

PS: Process Safety

PEP: politically exposed persons

R&D&I: research, development and innovation

ROIC: return on invested capital

SASB: Sustainability Accounting Standards Board

SBTN: Science Based Targets Network SDGs: Sustainable Development Goals SIN: National Interconnected System SOC: Security Operations Center

SOFR: Secured Overnight Financing Rate

SOX: Sarbanes Oxley Act

SPBR: process safety based on risks **SROI:** Social Return on Investment

TCFD: Task Force on Climate-Related Financial Disclosures





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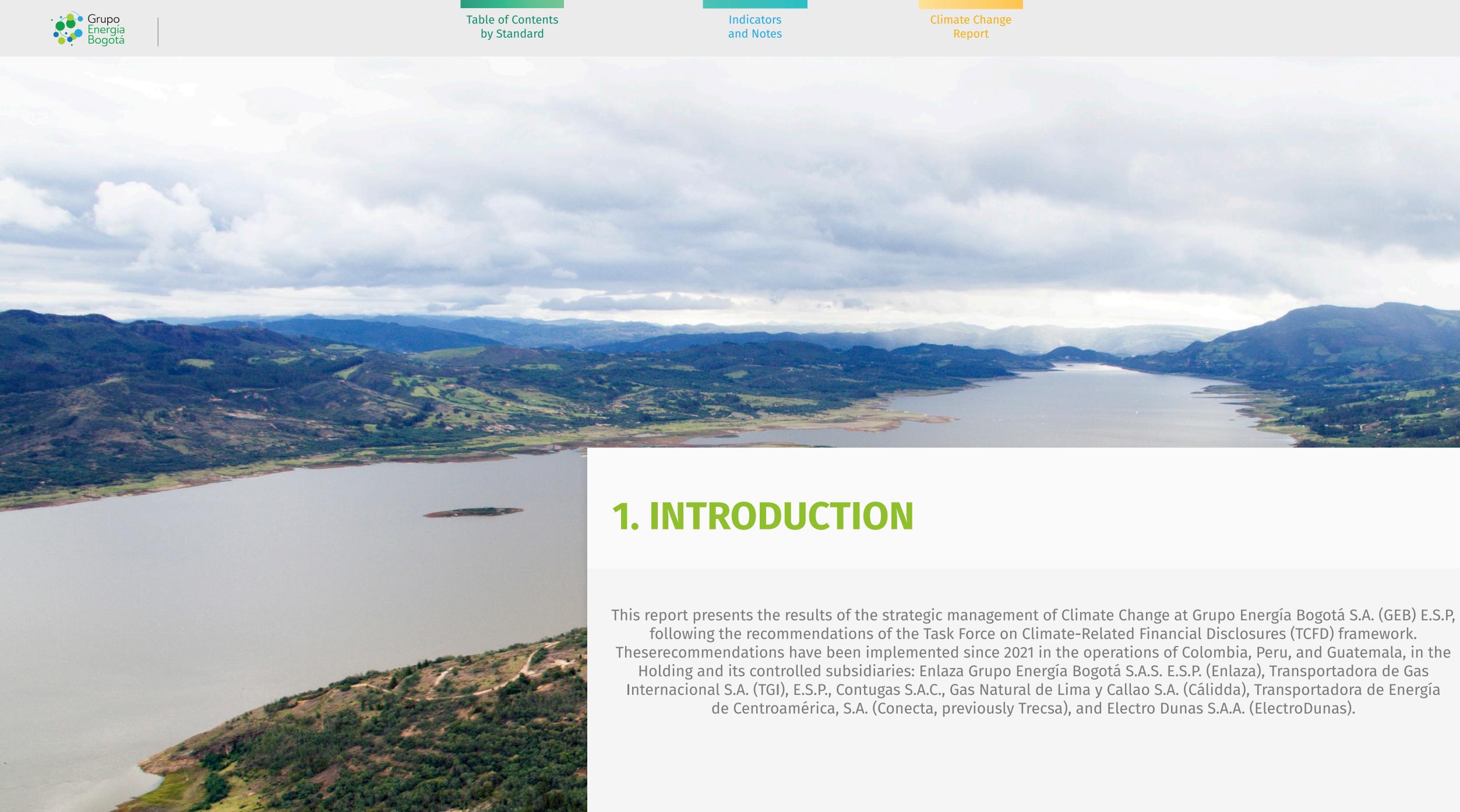
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2. GOVERNANCE

The Energía Bogotá Group (GEB) has established a governance structure for sustainability, ensuring precise steps in fulfilling its Environmental, Social, and Governance (ESG) commitments and maintaining transparent and responsible accountability to all stakeholders.

Under the leadership of the Board of Directors, a Comprehensive Sustainability Corporate Governance System was adopted. The purpose is to steer and advance the Corporate Sustainability Strategy, creating tools to monitor objectives outlined in the Corporate Strategic Plan and to identify risks and opportunities amid the challengesconfronting various business sectors.

The management and administration of GEB is exercised, within their corresponding spheres of competence, by the General Assembly of Shareholders, the Board of Directors and the Presidency.

The Board of Directors is the highest governance and strategic management body. It aims to maintain the vision and the coordinated and consistent management of the Group and its subsidiaries. Among its main functions are the approval, modification and follow-up of the strategic plan of the organization, the creation and supervision of support committees, the evaluation of the Senior Management's performance, and the definition of administration and business management policies. The Board of Directors has 4 support committees: Audit and Risk Committee; Talent, Culture, and Innovation Committee; Financial and Investment Committee, and Corporate Governance and Sustainability Committee. All are chaired by an independent member.





2.1 Oversight of the Board of Directors on the Risks and Opportunities Related to Climate Change

The GEB Board of Directors is responsible for approving the Corporate Strategy of the Business Group, the business plan, the management objectives and the guidelines for their execution. In 2020, the Corporate Strategic Plan 2021 - 2030 was approved.

The Board of Directors approves the climate change indicators that are part of the company's goals, compliance with which is tied to the variable compensation of all employees in the organization. Over the past three years, climate change indicators have been included. In 2023, the Corporate Emissions Mitigation Indicator (CEMI) was created, which assesses the performance of climate goals in different challenges, according to the operations and the level of management maturity in each controlled subsidiary. The ICME rates reductions at three levels: satisfactory 90%, very satisfactory 100%, and extraordinary 120%. The compliance follow-up for these emissions mitigation goals is quarterly. During the year 2023, the weight of those goals corresponded to 10% of the Grupo Energía Bogotá objectives. The variable compensation of Corporate employees is tied to these goals:

The Corporate Emissions Mitigation Indicator (ICME) is the sum of the contributions from the subsidiaries.			
Subsidiary	Type of indicator	Reduction goal	Scope
TGI	Operating emissions	-7%	Includes Scope 1 and 2 emissions Emergency venting is not included as it is fully compensated at 100% Verified 2021 baseline Does not consider compensations
Enlaza	Operating emissions	-3%	Includes Scope 1 and 2 emissions 2022 Baseline Does not consider compensations
Cálidda	Net emissions	-6.7%	Includes Scope 1 and 2 emissions 2019 Baseline Includes compensations
Conecta	Net emissions	-2.5%	Includes Scope 1 and 2 emissions 2019 Baseline Includes compensations

Table 1. Corporate Emission Mitigation Indicator.



GEB's Board of Directors has four Support Committees responsible for overseeing climate change risks and opportunities and monitoring the financial outcomes of climate management efforts:

Corporate Governance and Sustainability Committee: Monitors and provides recommendations to ensure compliance with corporate governance and sustainability objectives and goals. Recommends to the Board of Directors the sustainability strategy and the adoption of policies and guidelines aligned with best practices, international standards, and social and environmental risks and opportunities, as well as stakeholder requirements.

Furthermore, it evaluates and tracks the environmental strategy of the company, including achieving climate change reduction and adaptation goals, environmental performance, biodiversity, the circular economy, action plans, and the management of risks and opportunities.

Financial and Investment Committee: Monitors the financial, financing, and financial risks management of the Group. Analyses opportunities for new business and the opportunity to redefine existing investments, and makes recommendations to management and the Board of Directors. Additionally, it reports on and tracks the financial results arising from the social management of the environment and the company's strategy for climate change adaptation and mitigation, along with managing the financial aspects of greenhouse gas (GHG) emissions reduction trajectories.

Audit and Risk Committee: Oversees and evaluates the Internal Control system of GEB. Analyze financial and non-financial risks. It regularly updates the Board of Directors on the effective application of GEB and its subsidiaries' risk matrix, ensuring that major financial and non-financial risks, including environmental, social, and corporate governance risks, are identified, managed, and communicated to the Board timely and appropriately.

Committee on Talent, Culture, and Innovation: Analyzes and discusses issues related to Human Talent Management at GEB. This includes training plans, compensation, organizational culture development, and innovation initiatives.

The committee also recommends to the Board the annual performance objectives that lead to variable compensation for employees, including targets derived from the sustainability strategy.

Analysis and quantification of climate change risks and opportunities for controlled businesses and the climate change management report under the TCFD framework will be presented to the previously mentioned Board Committees. For 2024, the goal is to include climate risks in the risk matrix of Contugas, Electrodunas, and Conecta.



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2.2 Management's Role in Assessing and Managing Climate-Related Risks and Opportunities

For GEB and its subsidiaries, mitigation and adaptation to climate change are integral components of the business strategy. Senior Management monitors and approves the initiatives and policies that, in one way or another, contribute to an effective control of risks and use of climate opportunities.

Senior Management of GEB (Holding):

Grupo Energía Bogotá has established a Steering Committee responsible for monitoring the implementation of the corporate strategy and managing organizational risks. It approves the corporate guidelines and supervises the environmental, social and governance performance of the Group. This Committee, which is made up of the Directors who lead the areas of the Holding, meets every week and recommends the strategic issues that should be presented for the consideration of the support committees of the Board of Directors.

The issues related to climate change presented and discussed by the committee in 2023 were:

Subject Discussed	Month (Date)
Progress in the Climate Change Strategy	May
Climate change reduction pathways	September
Climate change reduction pathways	October
Progress in Sustainability Strategy (climate change management)	November

Table 2. Climate change issues discussed in the Board of Directors committees

Within the Holding Company, the following departments participate in managing the Group's climate risks:

Vice Presidency of Business Management and Innovation: monitors the execution of the Corporate Strategic Plan. It is responsible for the coordination of the Group's processes and procedures. Additionally, it identifies, measures and manages strategic and emerging risks to minimize the probability of materialization of financial and reputational impacts and to seize potential opportunities. The Vice President's Office is also responsible for promoting development, investigation, and innovation initiatives. The Innovation strategy has energy transition and decarbonization as one of its pillars.

Sustainability and Communications Department: leads and monitors the Sustainability Strategy and the Climate Change Policy of GEB companies. Coordinates the analysis of climate change risks and opportunities and guides the definition of the emission reduction paths required to achieve the proposed climate goals.

Regulation Department: Tracks the legal and regulatory risks of GEB's businesses and analyzes changes in climate regulations to discern their potential positive or negative impacts on business operations.

Vice Presidency of Growth: Ensures that new investments by the Group adhere to sustainability criteria and support the energy transition in operational countries.

Financial Vice Presidency: Spearheads the financial strategy of the Group, focusing on financing that meets environmental, social, and governance performance criteria. Seize the financing opportunities arising from the climate management of the Business Group companies.

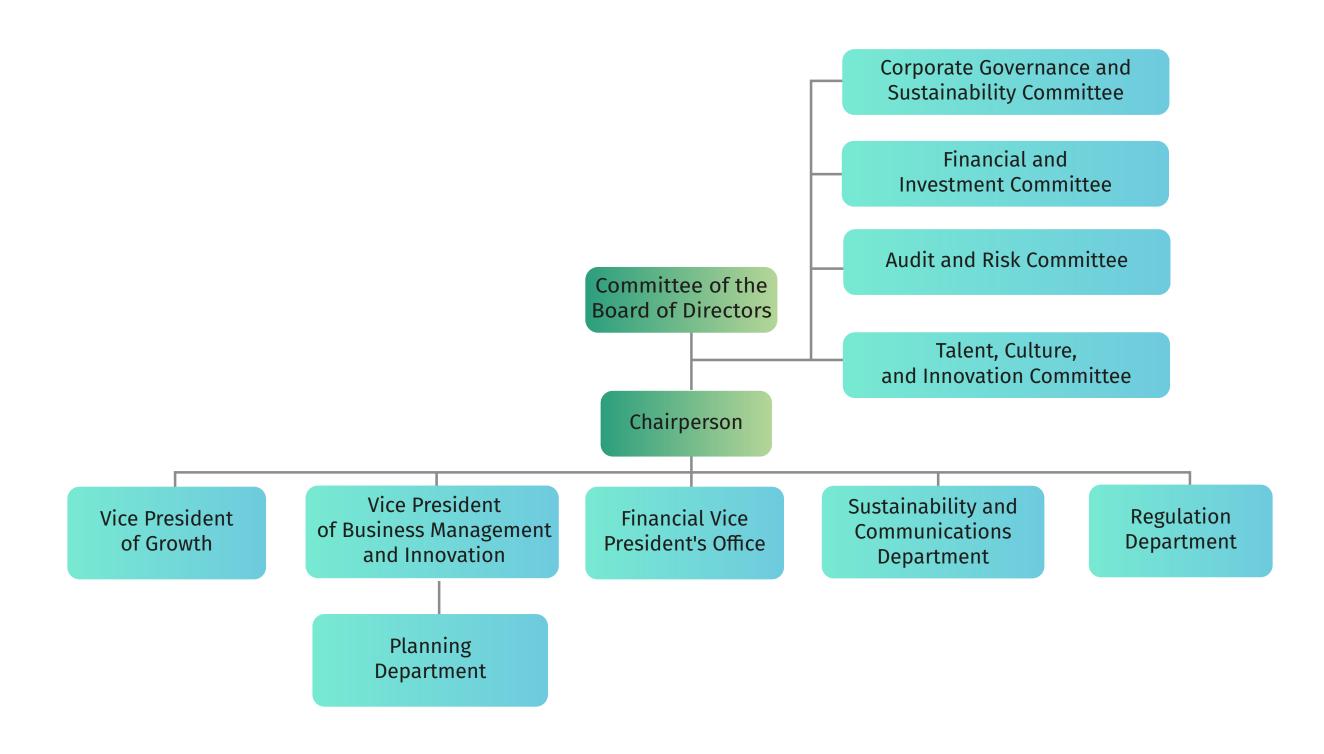


Figure 1. Departments with responsibilities related to climate change in GEB.



3. STRATEGY

The climate strategy of Grupo Energía Bogotá is developed in the light of the organization's climate change policy adopted by the Board of Directors of the Business Group. In essence, it seeks to contribute to the achievement of the emission reduction goals assumed by the governments of the countries where GEB operates. This role also involves developing measures to enhance the resilience and robustness of company infrastructure against climate events and enduring climate changes (adaptation). GEB seeks to disclose reliable information transparently to stakeholders about its climate management, and its risks and opportunities, contribute to a fair energy transition, and take advantage of the financial opportunities that arise from ambitious climate management.





1. Assessment

of Risks and Opportunities Associated with Climate Change



2. Adaptation

of the Infrastructure to Extreme Climate Conditions



3. Financing

ESG (Environment, Social and Governance)



4. Transition

Flexible, Safe and Economically Efficient Way



5. Mitigation

and Compensation through Emission Reduction and Renewable Sources

Figure 2. Corporate Climate Change Policy.

3.1 Assessment of Risks and Opportunities Associated with Climate Change

The Group's subsidiaries have technical teams responsible for monitoring and reporting relevant climate indicators, mainly those related to Scope 1 and 2 emissions

Risk management is a cross-departmental commitment within the Group. It is directed by the Audit and Risk Committee of the Board of Directors, which is tasked with overseeing and evaluating the Group's Internal Control System, including risk analysis and issuing recommendations to management and the Board of Directors.

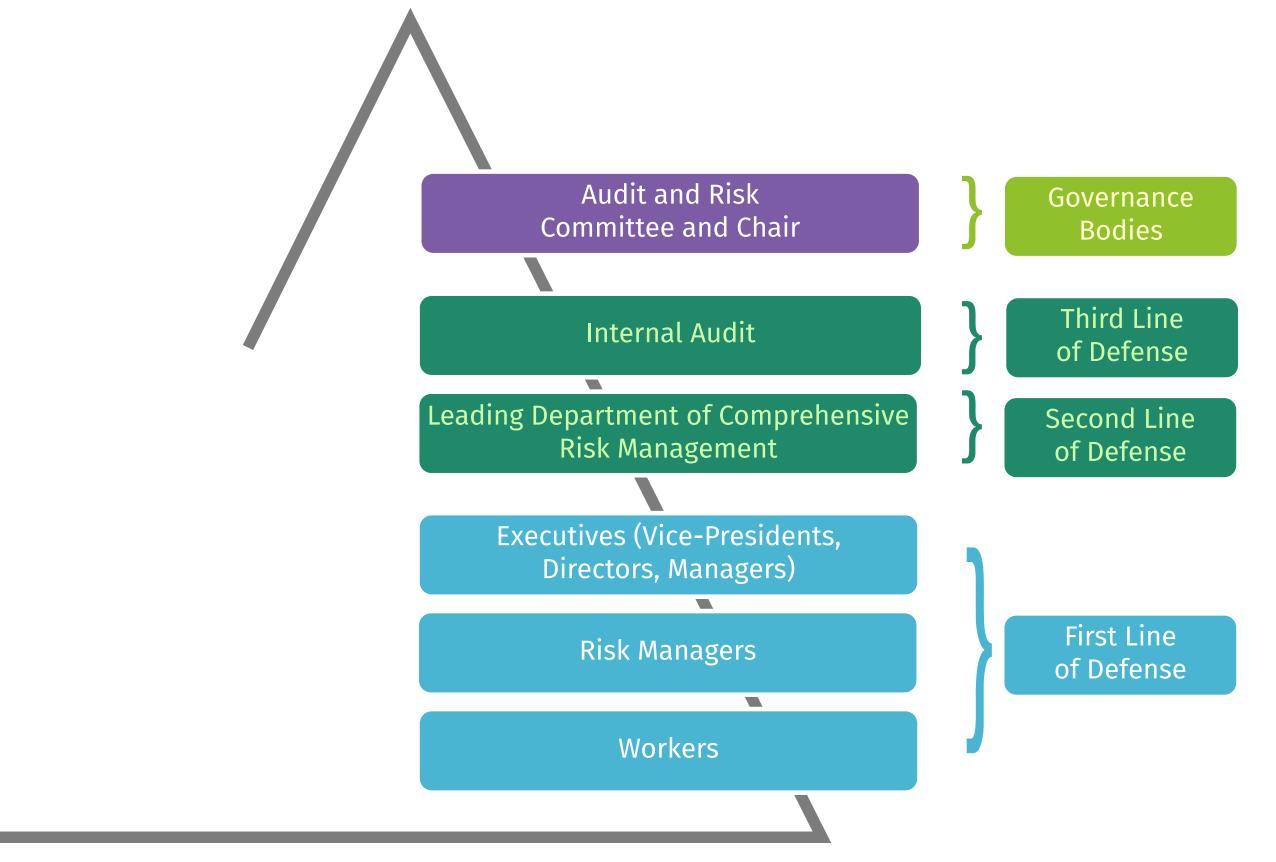


Figure 3. Risk Governance Structure.

Every quarter, management reports the strategic risks to the Audit and Risk Committee and to the Board of Directors. This is done for purposes of follow-up, adjustment and strengthening treatment plans, and taking action on relevant risks.

The Comprehensive Risk Management Model (MGIR) is based on the NTC ISO 31000:2018. It provides a framework of reference to assure performance of the necessary activities for adequate management of the identified risks. Its aim is to assure the achievement of the strategic objectives, the continuous improvement of the operations of the Group and its affiliates, and the care of its assets, resources and properties.

The Corporate sector identifies, measures, and manages strategic risks to which the companies are exposed. This is done to minimize the probability of occurrence of potential financial and reputational impacts, and to take advantage of the opportunities that may arise. The following figure shows the map of the strategic risks.

Strategic Risks

No	Residual	RISK
1	2	BREACH OF THE CONTRACT BETWEEN TRECSA AND THE GOVERNMENT (PET 001/2009)
2	4	OCCUPATIONAL ACCIDENTS IN THE OPERATIONS AND ACTIVITIES PERFORMED BY GEB AND ITS SUBSIDIARIES
3	1	FAILURE TO REPAY THE DEBT AND CREDIT OBLIGATIONS AT CONTUGAS
4	20	PROCESS SAFETY INCIDENTS AT GEB AND SUBSIDIARIES' OPERATIONS
5	3	REGULATORY CHANGES THAT ARE UNFAVORABLE TO THE COMPANY'S INTERESTS
6	11	FAILURE TO FULFILL THE BUSINESS PLAN
7	12	BREACH OF THE ETHICAL AND/OR REGULATORY FRAMEWORK IN TERMS OF COMPLIANCE
8	6	LACK OF CONTINUITY IN THE STRATEGY OR FAILURE TO IMPLEMENT THE CORPORATE GOVERNANCE PRACTICES
9	7	INADEQUATE MANAGEMENT OF THE CORPORATE STRATEGY AT SUBSIDIARIES
10	8	NOT EXERCISING AN APPROPRIATE ROLE AS SHAREHOLDER IN THE DECISIONS ADOPTED AT COMPANIES IN WHICH GEB HAS NON-CONTROLLING INTERESTS.
11	16	NON-CONTINUITY OF THE BUSINESS
12	9	NOT HAVING THE APPROPRIATE AND MOTIVATED HUMAN CAPITAL TO DEVELOP THE STRATEGY
13	15	LOSS OF CONFIDENTIALITY, INTEGRITY OR AVAILABILITY OF THE COMPANY'S INFORMATION ASSETS AND/OR CYBERASSETS
14	17	LOSS OF COMPETITIVENESS AND/OR RELIABILITY OF THE BUSINESS OPERATION DUE TO INADEQUATE DIGITAL TRANSFORMATION
15	18	LOSS OF PROFITABILITY, VIABILITY AND BUSINESS CONTINUITY DUE TO INADEQUATE MANAGEMENT OF CLIMATE CHANGE
16	5	POTENTIAL DIFFERENCES BETWEEN PARTNERS IN NON-CONTROLLED COMPANIES
17	10	FINANCING RESTRICTIONS AND/OR HIGHER COST OF BORROWING
18	13	EFFECTS ON GEB'S REPUTATION
19	14	PARTICIPATION IN NON-STRATEGIC INVESTMENTS
20	19	VIOLATION OF HUMAN RIGHTS BY GEB, OR BY A GEB EMPLOYEE, PARTNER OR CONTRACTOR

As shown in Figure 4, risk 15, loss of profitability, feasibility, and business continuity due to inadequate climate change management without controls (inherent risk) represents a high impact with a medium probability of occurrence. However, even though controlled risk has an equally high impact, its likelihood of occurrence is low.

GEB Heat Map

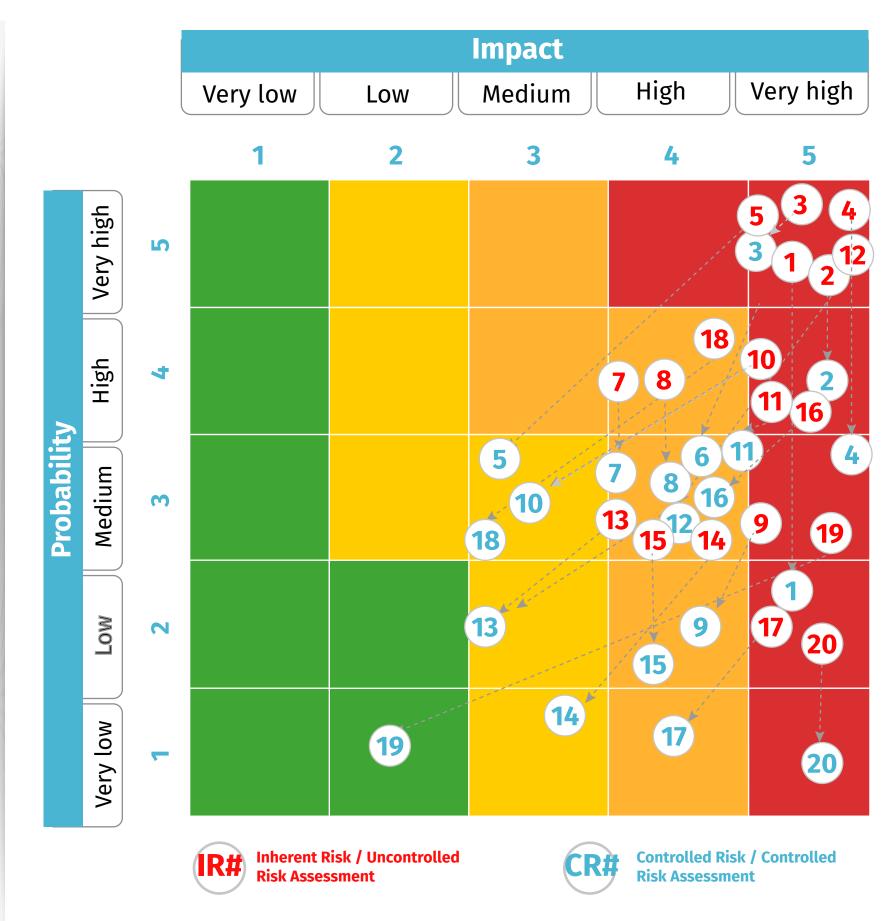


Figure 4. Strategic Risks of the Organization.

3.2 Integration of Climate Risks into General Risk Management

The GEB Comprehensive Risk Management model seeks to, progressively and based on the analysis of the internal and external context, identify the type of climatic events that could affect, positively or negatively, the fulfillment or achievement of the objectives strategic of the organization.

Climate risks are assessed by estimating their likelihood and the impact of potential outcomes. Based on these assessments, the level of risk and corresponding response strategies or plans are formulated.



Figure 5. Risk management model.

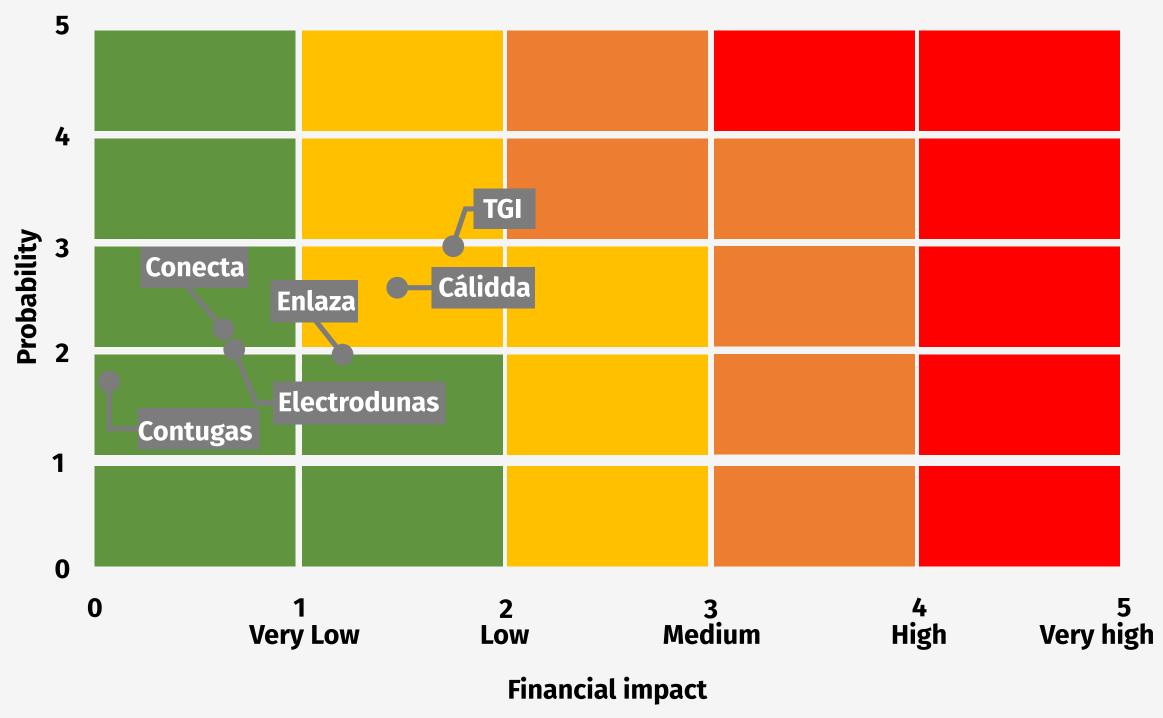


Figure 6. Prioritization of climate risk in relation to the Group's appetite.

It can be observed that in most of GEB's subsidiaries, climate risk has a low impact and a medium probability of occurrence. TGI and Cálidda's gas businesses are the most exposed to climate risks



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3.3 Mitigation

As part of this Sustainability Strategy, GEB and its subsidiaries committed to accompanying the governments of the countries where they operate in meeting the climate goals agreed upon through their Nationally Determined Contributions (NDCs). In Colombia, GEB and its subsidiaries aim to reduce net GHG emissions by at least 51% by 2030 compared to the Business as Usual (BAU) scenario and achieve carbon neutrality by no later than 2050. In Peru, the target is a 30% reduction in emissions by 2030 compared to the baseline scenario. On the other hand, in Guatemala, there is a goal to reduce emissions by 11.2% by the year 2030 compared to the reference scenario.







Figure 7. Emission Reduction Goals for 2030:

In 2023, Grupo Energía Bogotá emitted a total of 488,702.98 tons of CO2 equivalent (tCO2eq), in scopes 1 and 2. The calculation included, in addition, two new sources of bond issue: "fugitive emissions" at TGI(87,015tCO2eq) and "energy distribution losses" at Electro Dunas (34,641 tCO2eq). Despite the efforts made by the subsidiaries to reduce their emissions, at the end of the year GEB emitted 10,526 tCO2eq more than in the base year.

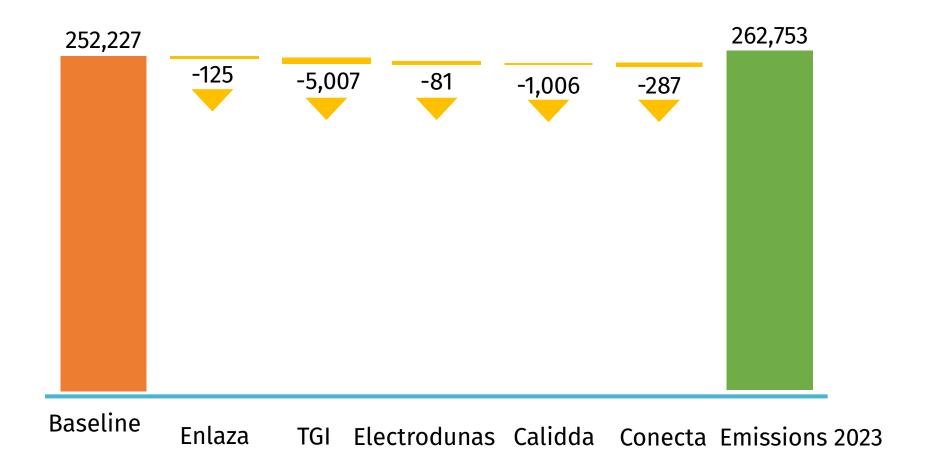


Figure 8. Reduction of emissions during 2023.

Emissions reductions compared to each subsidiary's baseline were as follows:

- Enlaza: reduced 125 tCO2eq with its SF6 gas leak control plan
- TGI reduced 5,007 tCO2eq through the implementation of the TEAs shutdown project and operational controls for scheduled maintenance.
- ElectroDunas: reduced 81 tCO2eq in energy consumption, installation of photovoltaic plant.
- Cálidda: reduced 1,006 tCO2eq through energy efficiency in its heaters.
- Conecta: reduced its energy consumption by 287 tCO2eq.

Despite these reduction initiatives, emissions increased mainly due to the fuel consumption of TGI's subsidiary compressors(+10.00 ton CO2 eq compared to 2021). The main reasons for this increase were:

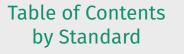
- The Villavicencio station will come on stream in June 2023.
- Mayor transportation of gas, mainly by thermal dispatch due to the El Niño phenomenon.

Starting from 2024, the subsidiaries will establish reduction goals for emissions following reduction paths. Those paths project the emissions by 2030 of each subsidiary (Business as Usual scenario - BAU), and their decrease as new projects and technologies are implemented.

The identified opportunities for emission reduction in the period 2023 - 2030 were prioritized technically and economically. Marginal Abatement Cost Curves (MACC) were developed to prioritize emission reduction alternatives based on their cost-effectiveness.

The design of the pathways for reducing greenhouse gas emissions (Scope 1 and 2) of the companies within Grupo Energía Bogotá was the initial step in establishing emission reduction strategies.

The proposed reduction paths are not the only way companies have to achieve emission reductions. Reduction paths must be updated periodically considering the costs and effectiveness of existing options for emissions reduction.



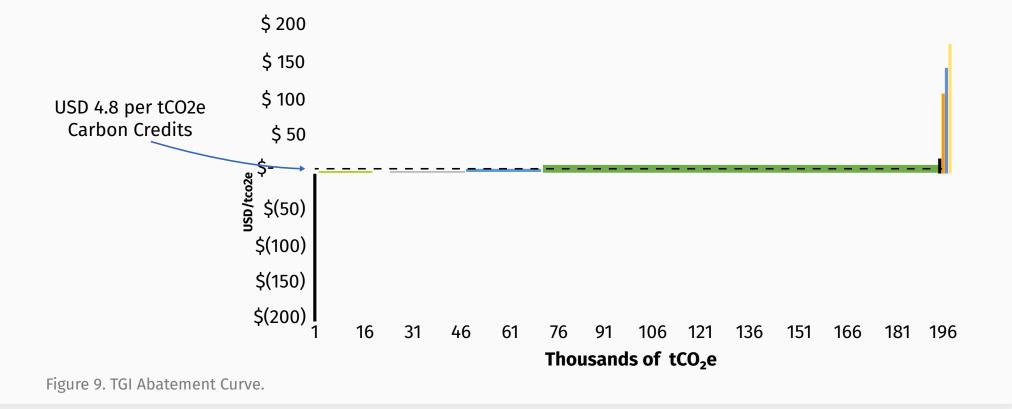
The following are the pathways of each company:

TGI

TGI's emissions by 2030 were projected at 114,112 tCO2eq. This represents a 1.2% reduction compared to what was reported in 2021. It is important to clarify that this emissions value does not include leaks due to contingencies and emergencies. TGI has a goal to reduce its emissions by 51% compared to the BAU scenario by 2030.

Below, the TGI emissions reduction curve is presented

Measures	Cost (USD)	tCO ₂ e
Turboexpander	-446	866
Electric compressors meeting Useful Life Norm (VUN)	-4	17,736
Preventive Maintenance	-1	2,944
1MW Solar PPA	0	1,292
Optimization of flaring in TEA	2	23,339
Leak repairs	5	24,983
Compressors not meeting Regulatory Useful Life (RUL)	15	122,911
Energy efficiency	24	882
Sustainable Mobility B10 to CNG	113	243
Sustainable mobility E10 to HB	146	49
Replacement of light fixtures	180	16



TGI Reduction Pathway

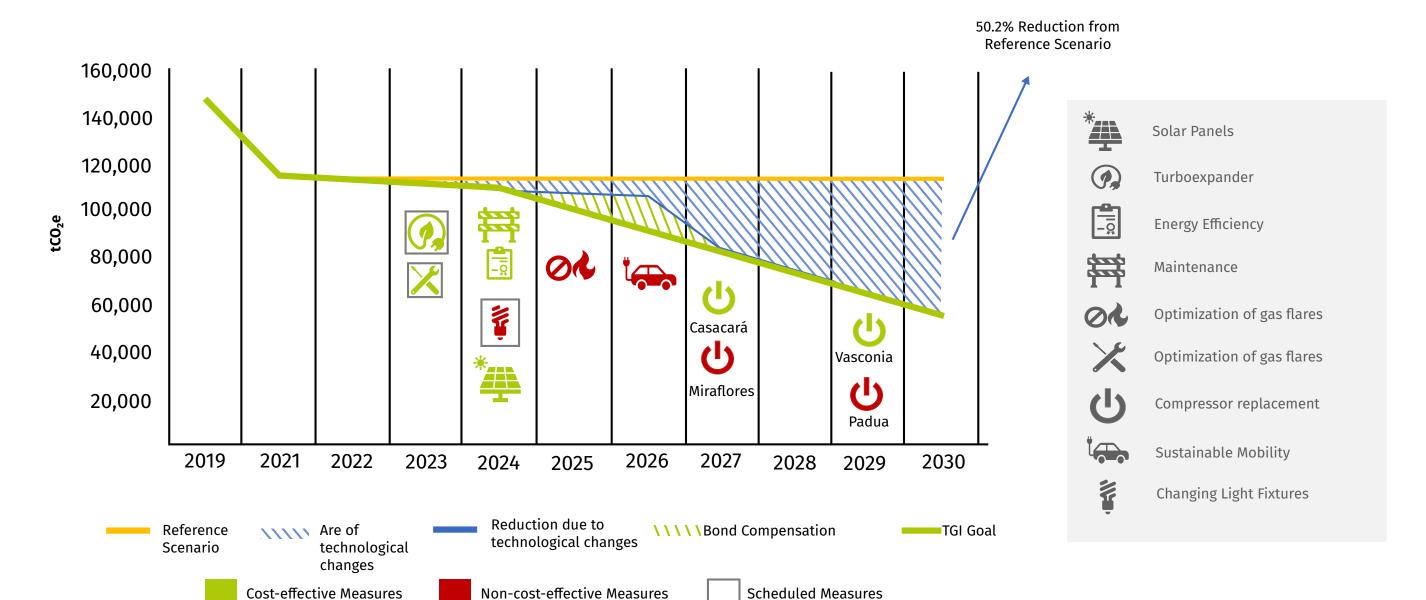


Figure 10. TGI emission reduction pathway.

The identified measures have a potential reduction by 2030 of 57,245 tCO2eq. This represents a 50.2% reduction in emissions compared to its BAU scenario. In order to stay on track, it would be necessary to offset a total of 26,419 tCO2eq during the period 2023-2030. The following figure shows the path for reducing TGI emissions by 2030.



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Enlaza

The projected emissions for 2030 are 8,021 tCO2eq. This represents an increase of 196% compared to what was reported in 2021. However, Enlaza is the only company in the Group that has a carbon neutrality goal by 2030.

Below, the proposed abatement curve for ENLAZA is presented.

		Me	easures		(USD)	tCO ₂ e	
		Solar PPA			-217	569	
		SF6 Leak Repair Circu	IS		15	7,135	
		Repair of SF6 leaks P	araíso		37	8,726	
		Sustainable Mobility	B10 NGV		324	99	
		Sustainable mobility	E10 to HB		475	111	
USD 4.8 per tCO2e Carbon Credits	400 300 200 100 (100)		5,500		10,500	15,	500
Figure 11. Enla	aza abate	ement curve.		tCO₂e			

The reduction potential of these measures is 3,200 tCO2eq (39.9%) compared to the BAU. In order to meet the target for reduction, it would be necessary to offset a total of 28,122 tCO2eq through carbon credits between 2023 and 2030.

Elanza Reduction Pathway

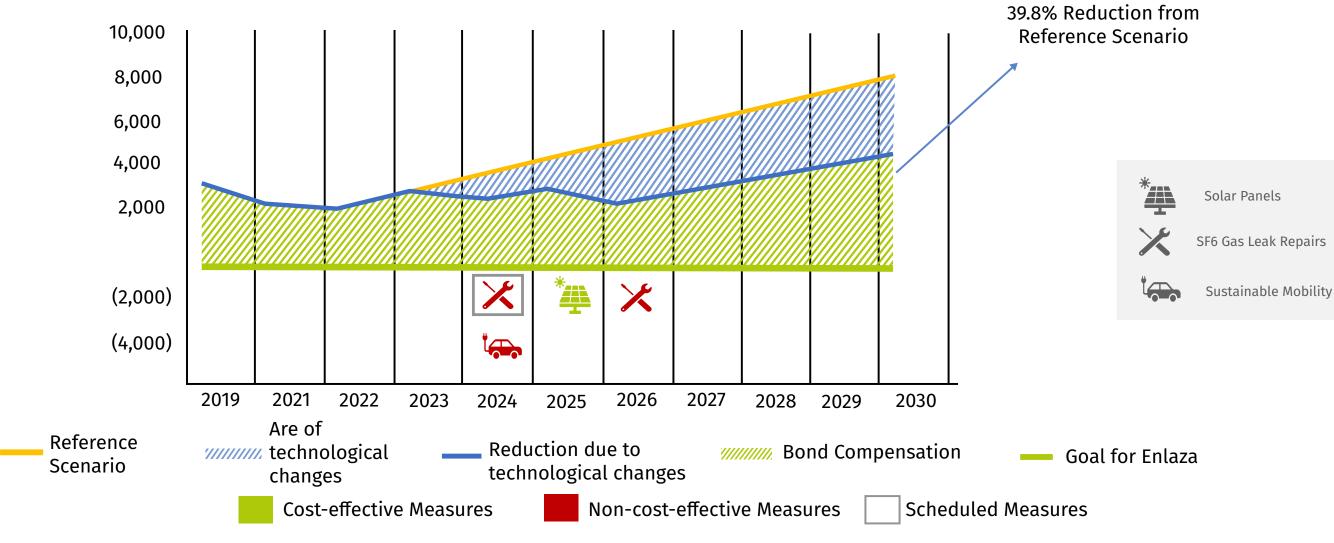


Figure 12. Enlaza emission reduction pathway.



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Cálidda

The projected emissions by 2030 are 20,586 tCO2eq. This represents a 9% increase compared to the estimate in 2021. The greenhouse gas emissions reduction target set by the company for 2030 is 30% compared to the BAU scenario.

Most of Cálidda's emissions are generated by the gas used in water heaters. However, the high investment required to replace gas heaters with electric ones, and the high cost of electric energy compared to natural gas make this technological change financially unfeasible.

The abatement curve constructed is shown in the figure:

Measures	Cost (USD)	tCO ₂ e
Solar	-223	90
Sustainable Mobility	-122	120
Energy efficiency	-13	8,449
Leak repairs	5	5,619

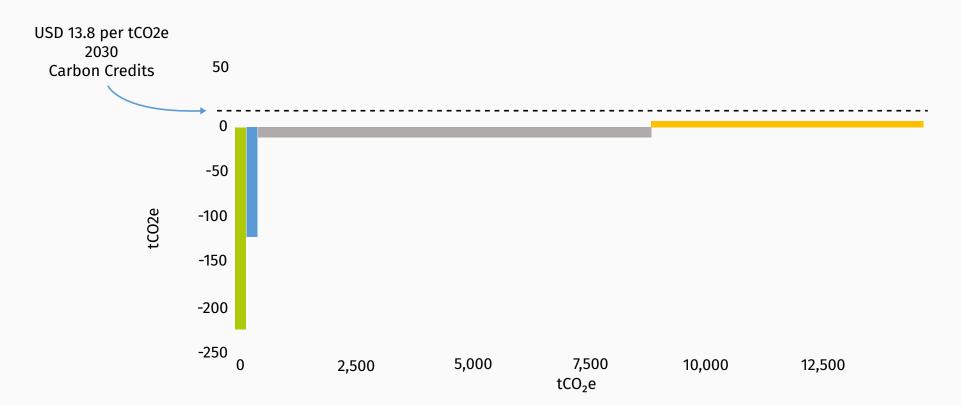


Figure 13. Cálidda abatement curve.

The implementation of these measures has the potential to reduce 2,429 tCO2eq (11.8%) by 2030 compared to the BAU scenario. In order to meet the 30% reduction target, it would be necessary to offset 10,823 tCO2eq through carbon credits between 2023 and 2030.

Cálidda Reduction Pathway

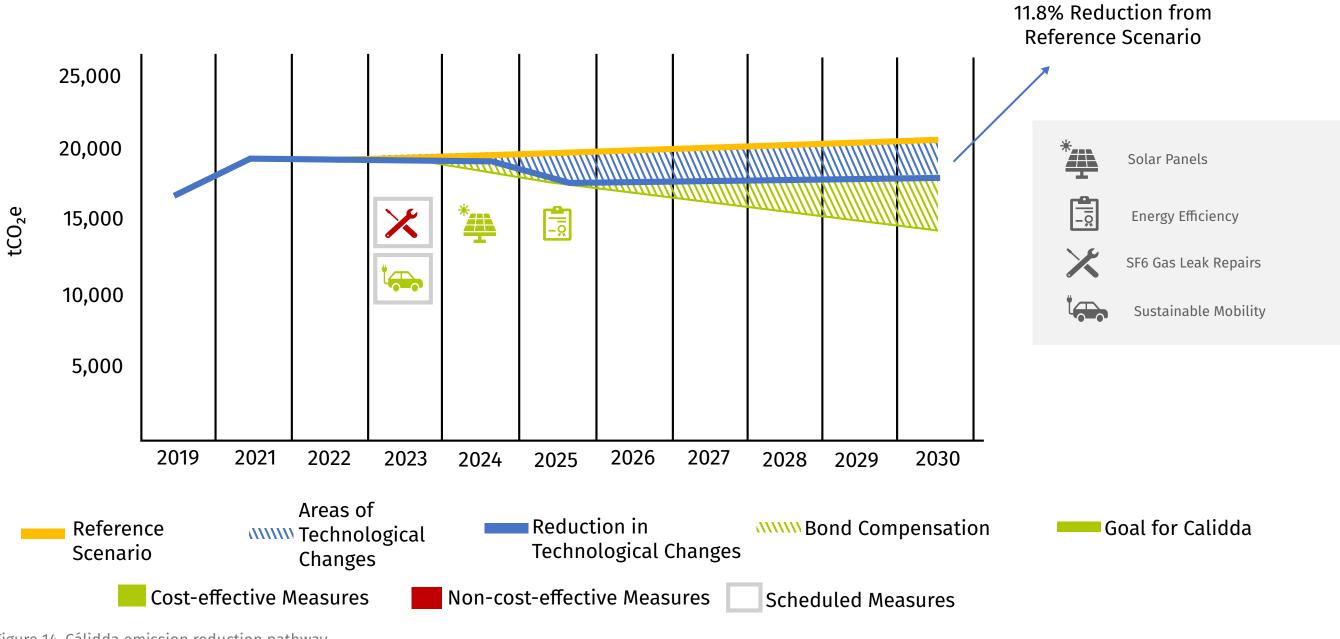


Figure 14. Cálidda emission reduction pathway.

Contugas

By 2030, total emissions are estimated to be 3,518 tCO2eq. This represents a 31.4% increase compared to the 2019 report. Contugas has a goal of reducing by 30% by 2030. Its highest emissions are associated with gas combustion in the heaters. However, replacing gas heaters with electric heaters would have a marginal abatement cost of 791 dollars per tCO2eq reduced, making the implementation of this measure unfeasible.

Below, the abatement curve with the prioritized measures is presented:

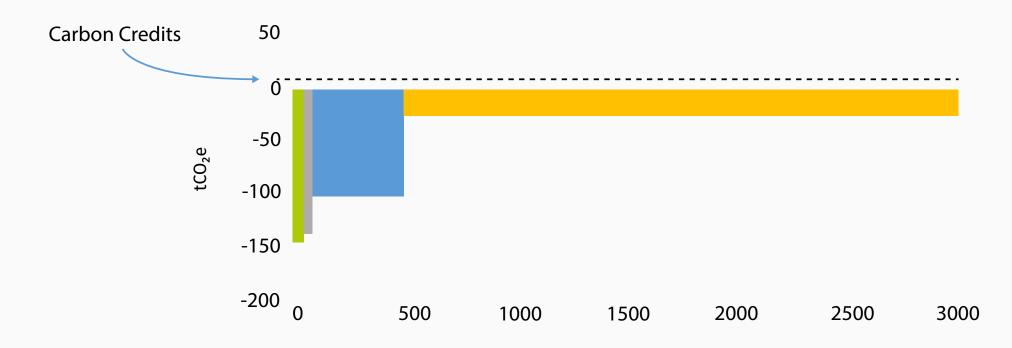


Figure 15. Contugas abatement curve.

Note: Maintenance is carried out on the gas pipeline every 4 years at Contugas. Those maintenance operations significantly increase their emissions. The last maintenance was carried out in 2021, and the next ones are projected for 2025 and 2029.

The measures identified in the abatement curve have the potential to reduce 508 tCO2eq (14.4%) by 2030, compared to the BAU scenario. However, they are not sufficient to reach the goal. Therefore, it would be necessary to offset the remaining emissions with carbon credits totaling 6,989 tCO2eq between 2023 and 2030.

Contugas Reduction Pathway

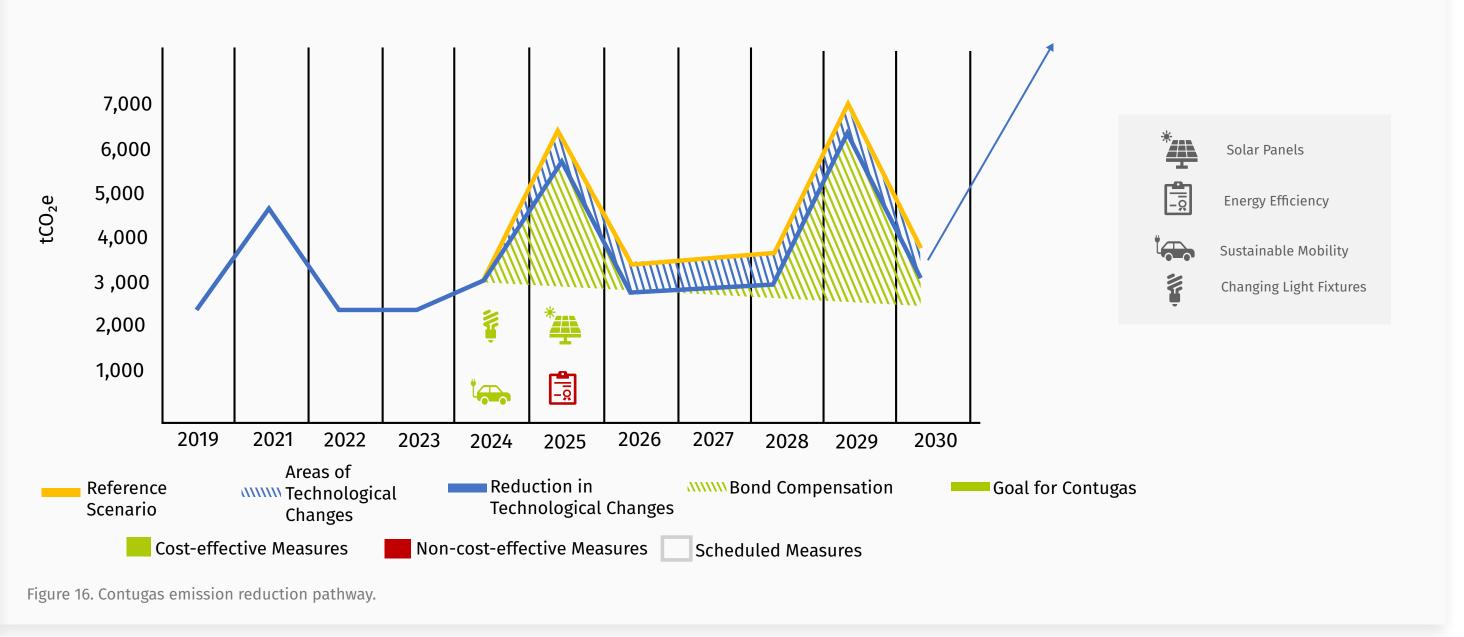




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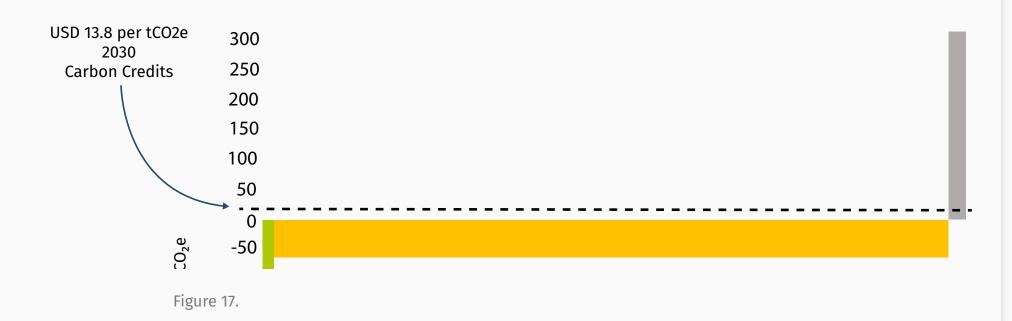
ElectroDunas

Projected emissions for 2030 are 132,176 tCO2eq. This is 27.3% higher than estimated in 2021. The increase in emissions was mainly due to the commissioning of a new power plant. The goal set for 2030 is to reduce emissions by 30% compared to Business as Usual.

ElectroDunas' main source of emissions corresponds to the use of gas for energy generation. The main mitigation measure is the implementation of energy efficiency measures.

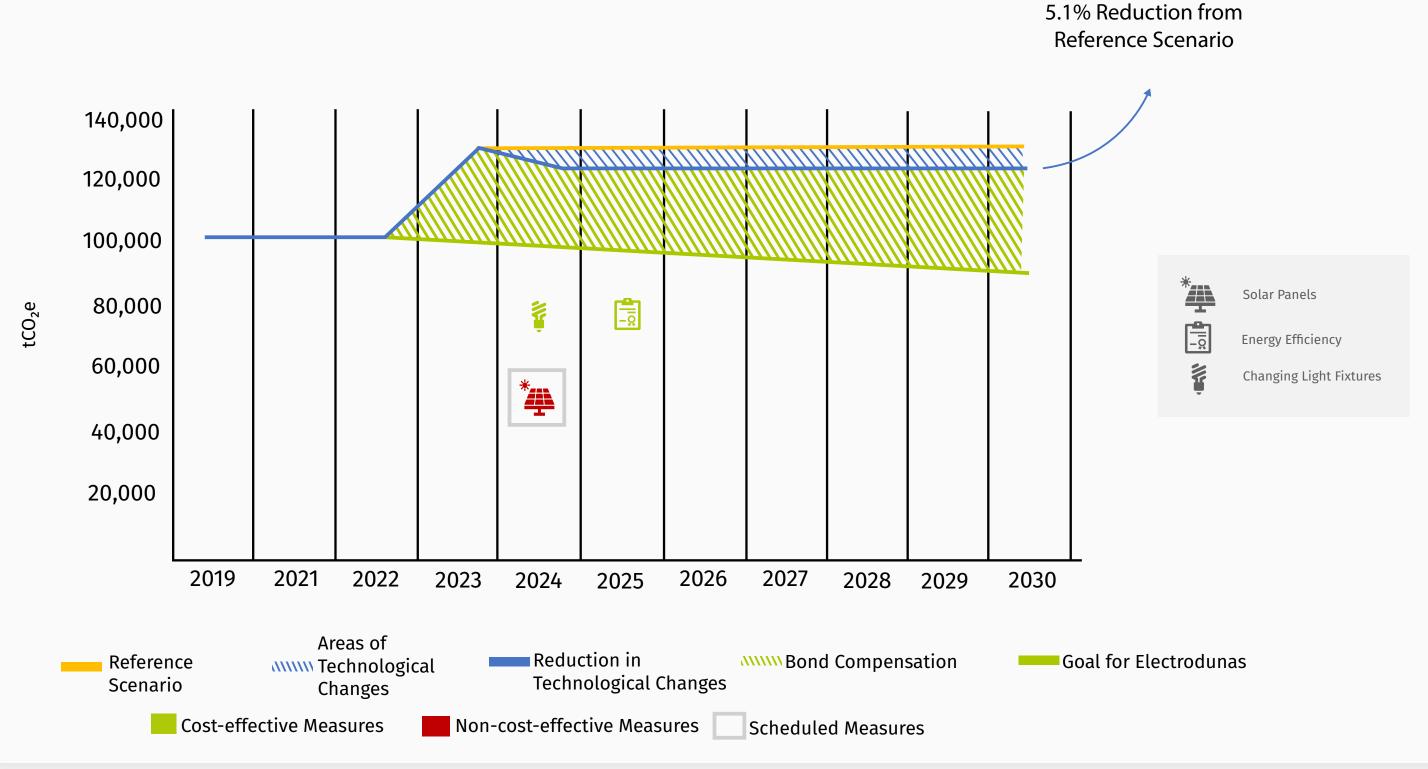
The technical and economic prioritization of measures to achieve compliance with the target is presented in the following abatement curve:

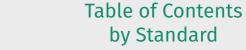
Measures	Cost (USD)	tCO ₂ e
Replacement of light fixtures	-95	107
Energy efficiency	-59	39,344
Solar	488	876



These measures have a potential reduction of 6,692 tCO2eq (5.1%) by 2030, compared to the BAU scenario. Given that they are not sufficient to reach the target, it would be necessary to offset the remaining emissions with 202,687 carbon credits between 2023 and 2030.

ElectroDunas Reduction Pathway





Conecta

The projected emissions amount to 1,090 tCO2eq for 2030. This represents an 11% increase compared to the estimated figure in 2021. Conecta aims to reduce its emissions by 11.2% by 2030, compared to the BAU scenario.

In order to achieve the goal, the company prioritized the installation of solar panels that have a potential to reduce emissions by 3.95% by 2030 compared to the BAU. To meet Conecta's reduction target, it would be necessary to offset the remaining 96.05% through carbon credits. This would correspond to 202,687 carbon credits between 2023 and 2030.

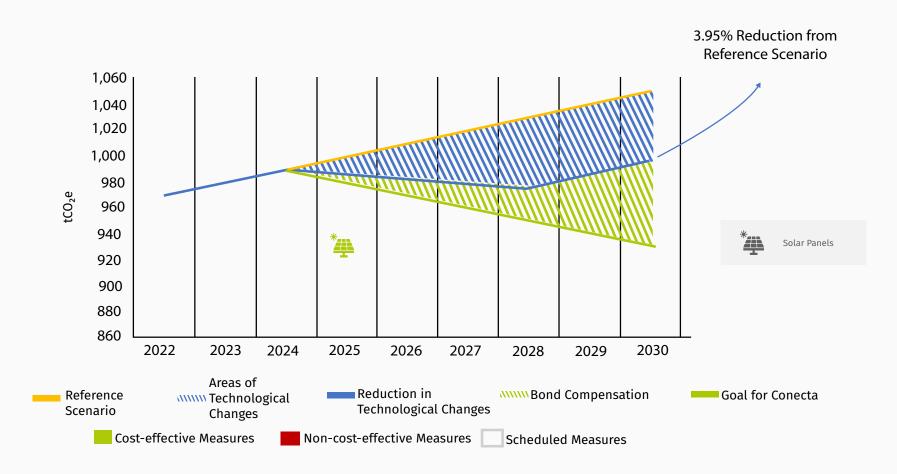


Figure 19. Conecta emission reduction pathway

3.4 Compensation

When subsidiaries determine that the costs associated with the direct reduction of emissions are higher than the prices of acquiring carbon credits, they may opt for this latter alternative.

In 2023, a total of 140,008 carbon credits were acquired.

- Transportadora de Gas Internacional S.A. E.S.P. (TGI) acquired 132,568 bonds to compensate for emergencies caused by breaks in the gas pipelines and to certify 10 of its facilities as carbon neutral.
- Enlaza acquired 3,842 carbon credits to obtain its certification as carbon-neutral.
- Cálidda acquired 3,320 carbon credits to achieve the proposed goals.
- The corporate acquired 278 bonds, which allowed it to offset all of its emissions.

When the acquisition of bonds to offset emissions is necessary, priority is given to bonds generated in collective territories of ethnic groups, through ecological restoration and avoided deforestation projects, preferably within the areas of influence of the Group's operations. Only carbon credits certified with the strongest and most reliable standards recognized by the global market are acquired.

Carbon Shadow Price

Grupo Energía Bogotá, in its Sustainability Strategy, has adopted a carbon shadow price based on the Markit Global Carbon Index, aimed at providing tangibility and monetizing the economic, social, and environmental costs of GHG emissions. This price is integrated into the financial evaluations of future projects to meet stakeholder expectations and enhance operational efficiency and financial structuring of projects. Additionally, it is used to incorporate climate criteria into decision-making and to design emission reduction pathways for its subsidiaries. In 2024, GEB will develop a plan to apply this internal carbon price in line with its sustainability strategy. As of December 31, 2023, the index price stands at USD 52.71 per ton of CO2 eq.

3.5 Adaptation

In 2023, subsidiaries in Colombia began identifying necessary adaptation measures to ensure the infrastructure's resilience and robustness against extreme weather events and permanent climatic changes. During 2024 in the definition of a portfolio of adaptation measures, using the following methodology:

1 Risk Assessment:

Identification of specific climate risks in the region, sector, project, or community. Analysis of current and future vulnerability to identified risks.

Assessment of the probability and impact of identified risks.

2 Planning and prioritization:

Definition of necessary adaptation strategies and actions. Establishment of criteria to prioritize actions according to impact, feasibility, and urgency. Specific goals and objectives for each adaptation action.

3 Formulation and implementation plan:

Development of the adaptation plan and definition of actions for its implementation.

4 Monitoring and Assessment:

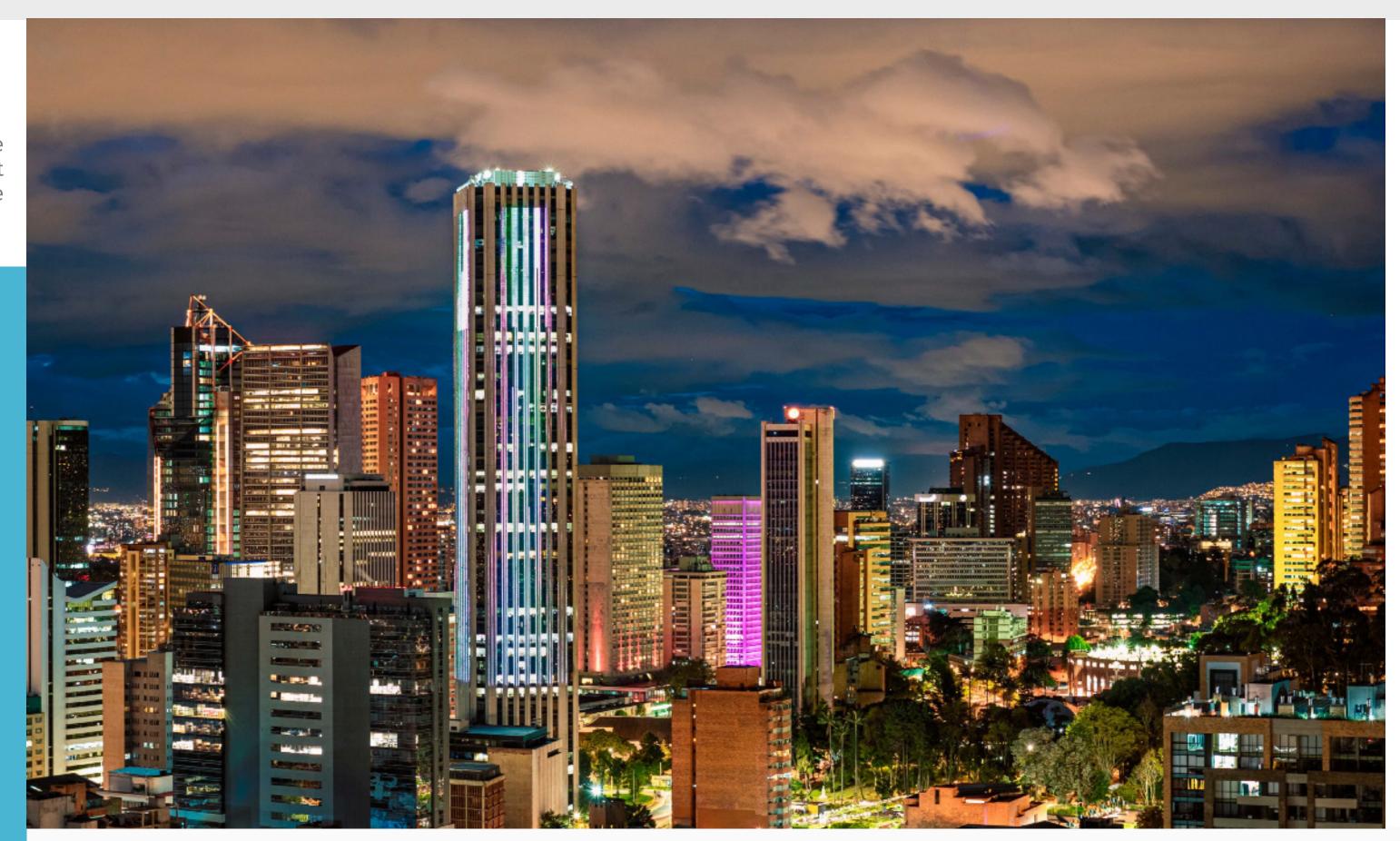
Formulation of indicators to measure the progress and impact of adaptation actions. Periodic assessment of the plan's performance and adjustment of actions as necessary.

5 Communication and engagement:

Development of communication strategies to inform and engage the various stakeholders involved in the adaptation plan.

The risk assessment process is being carried out in a detailed and thorough manner, using public information, such as "Colombia's Third National Communication on Climate Change" and other sources of information.

The experience in designing adaptation plans for the energy transmission subsidiaries - Enlaza and natural gas transportation - TGI, will serve as an example to expand the plan to the entire business group.



3.6 Energy Transition

One of the strategic pillars of the Group is to contribute to a fair, flexible, safe, and economically efficient energy transition that ensures an equitable distribution of the costs and benefits associated and effectively contributes to local prosperity.

The approach to the growth of Grupo Energía Bogotá's electricity transmission and distribution businesses focuses on the construction, operation, and acquisition of infrastructure that delivers renewable energy to the major demand centers in the countries where it operates.

For more information, refer to the Energy Transition chapter of Grupo Energía Bogotá's 2023 Integrated Report. https://www.grupoenergiabogota.com/content/download/44818/file/V.FINAL%20REPORTE-INTEGRADO%202023.pdf

3.7 Financing

Grupo Energía Bogotá and its subsidiaries have integrated their sustainability and financial strategies. As part of this, in 2023 GEB developed its first Sustainable Financing Framework.

The Sustainable Financing Framework of GEB, aligned with international standards, establishes criteria for sustainable financing transactions. This has been verified by S&P Global and is based on principles and taxonomies of the international market Eligible projects according to the issuer's green financing framework are evaluated based on their environmental benefits and risks using the Shades of Green methodology.

Shades of Green Methodology:

Dark green:

indicates activities that are aligned with a future of carbon emissions close to zero and also incorporate climate resilience.

Light Green:

indicates activities that significantly reduce greenhouse gas emissions, but do not replace the underlying fossil fuel infrastructure.

Yellow:

Activities that denote a certain level of climate risk.

Red:

Points out a significant climate risk, activities that are notably harmful to the climate, such as building new fossil fuel infrastructure.

The GEB framework contains an exclusion list for financing activities such as the exploration and production of fossil fuels, activities involving human rights exploitation, among others.

For more information visit:

Framework for Sustainable Financing: https://www.grupoenergiabogota.com/investors/results-center/content-library/sustainable-financing-framework

ESG Report by S&P Global: https://www.grupoenergiabogota.com/investors/results-center/content-library/esg-report





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4. RISK MANAGEMENT

In 2023, climate risks and opportunities were assessed in the ElectroDunas, Contugas, and Conecta subsidiaries.

Climate risks and opportunities were analyzed in the scenarios defined by the International Energy Agency (IEA) and the United Nations Intergovernmental Panel on Climate Change (IPPC). These scenarios allow assessing the probability of their materialization, in accordance with the TCFD recommendations.

Below, the analysis of the main climate risks and opportunities of the Group is presented:

	Description		
IEA Energy Sector Scenarios	General	Energy sector	
STATED POLICIES SCENARIO	 The analysis takes into account climate policies, laws, and goals already implemented or announced by governments in their NDCs and governmental strategies. It is assumed that governments will not meet their stated goals and that Business as Usual will dominate the development progress of each country and organization. No additional policies to combat climate change are considered. 	 Final energy consumption is projected to increase by 76% by 2050. Final hydrogen consumption is expected to be at 1 EJ. Natural gas final consumption will increase by 35% by 2050. Electricity generation from renewables is projected to increase by 3.6 times. Total CO2 emissions are projected to be 33,903 MtCO2 by 2050. 	
NET ZERO BY 2050 SCENARIO	 The global energy sector is expected to reach net zero CO2 emissions by 2050. Early action by advanced economies in meeting the net zero goal. Non-energy emissions will be reduced in the same proportion as energy emissions. In line with the Paris Agreement's goal, the global temperature increase is to be limited to 1.5 °C. Climate change commitments must be supported by solid and credible policies and long-term plans. Countries are expected to go beyond existing commitments to achieve the Net Zero goal. 	 Final energy consumption is projected to increase by 107% by 2050. Final hydrogen consumption is expected to be at 20 EJ. Natural gas final consumption will decrease by 71% by 2050. Electricity generation from renewables is projected to increase by 8.2 times. Time horizon 	

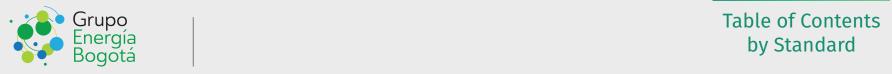
TABLE 3. IEA Climate Scenarios

Time Horizons	Descripción Escenarios IPCC		
IPCC SSP5-8.5	 Highest level of global warming and CO2 emissions. No additional climate policies and non-compliance with existing policies. Development remains reliant on fossil fuel exploitation and the adoption of energy-intensive lifestyles globally. High economic growth and technological progress, significant investments in health and education, and effective management of pollution issues. 	 Increase in global average surface temperature by 2100 between 3.3°C and 5.7°C compared to pre-industrial times. Amplified variability of precipitation related to El Niño in the second half of the century. Likely sea level rise of 0.63-1.01 m by 2100 	
IPCC SSP3-7.0	 High emissions and significant global fragmentation, with intense regional rivalries among countries and governments. No additional climate policies and non-compliance with existing policies. Dominance of nationalist governments and slow economic growth, resulting in high CO2 emissions, albeit lower than in the SSP5-8.5 scenario. Regional conflicts and uneven development hinder the necessary integration to combat climate change. Environmental issues lose international priority, and environmental degradation intensifies. Increased difficulty in mitigating and adapting to climate change. 	 CO2 emissions continue to increase sharply, doubling the current levels by 2100. Global average surface temperature for 2100 expected to rise between 2.8°C and 4.6°C compared to pre-industrial times. 	
IPCC SSP1-1.9	 Warming limited to 1.4°C by the end of the century, after temporarily surpassing 1.5°C. Drastic reduction in CO2 emissions to achieve carbon neutrality by 2050, with negative emissions in the latter half of the century. Strong international cooperation, inclusive and sustainable development measures, improved living conditions, eradication of poverty, and shifts in consumer behavior towards environmentally friendly and less energy-intensive products and services. Immediate and decisive actions for mitigation and adaptation. 	 Global average surface temperature for 2100 expected to rise between 1.0°C and 1.8°C compared to pre-industrial times. Global mean sea level continues to rise during the 21st century, with a probable increase by 2100 of 0.28-0.55 m. Mid-century (2050) implicit net CO2 emissions. 	

Table 4: IPCC CLIMATE SCENARIOS

Time Horizons		Description
Short term From 2022 to 2030		This short-term horizon is aligned with the GEB Strategic Plan for 2030. It acknowledges the global, regional and local context of the industry, the ESG dimensions and its trends. It identifies the opportunities and challenges that the Group and its subsidiaries face in order to continue growing and playing a leading role in the energy transition and in the construction of conditions of prosperity.
Medium term From 2030 to 2040		This medium-term horizon is delimited both by the horizon defined in the GEB Corporate Strategy and by national climate change guidelines.
Long Term	From 2040 to 2050	This long-term horizon has been defined in line with the Colombian Strategy for Low Carbon Development by 2050. It guides the policies and actions of the government, sectors and territories aimed at building a climate-resilient future in Colombia. It includes long-term planning exercises.

Tabla 5. horizontes temporales considerados en el análisis



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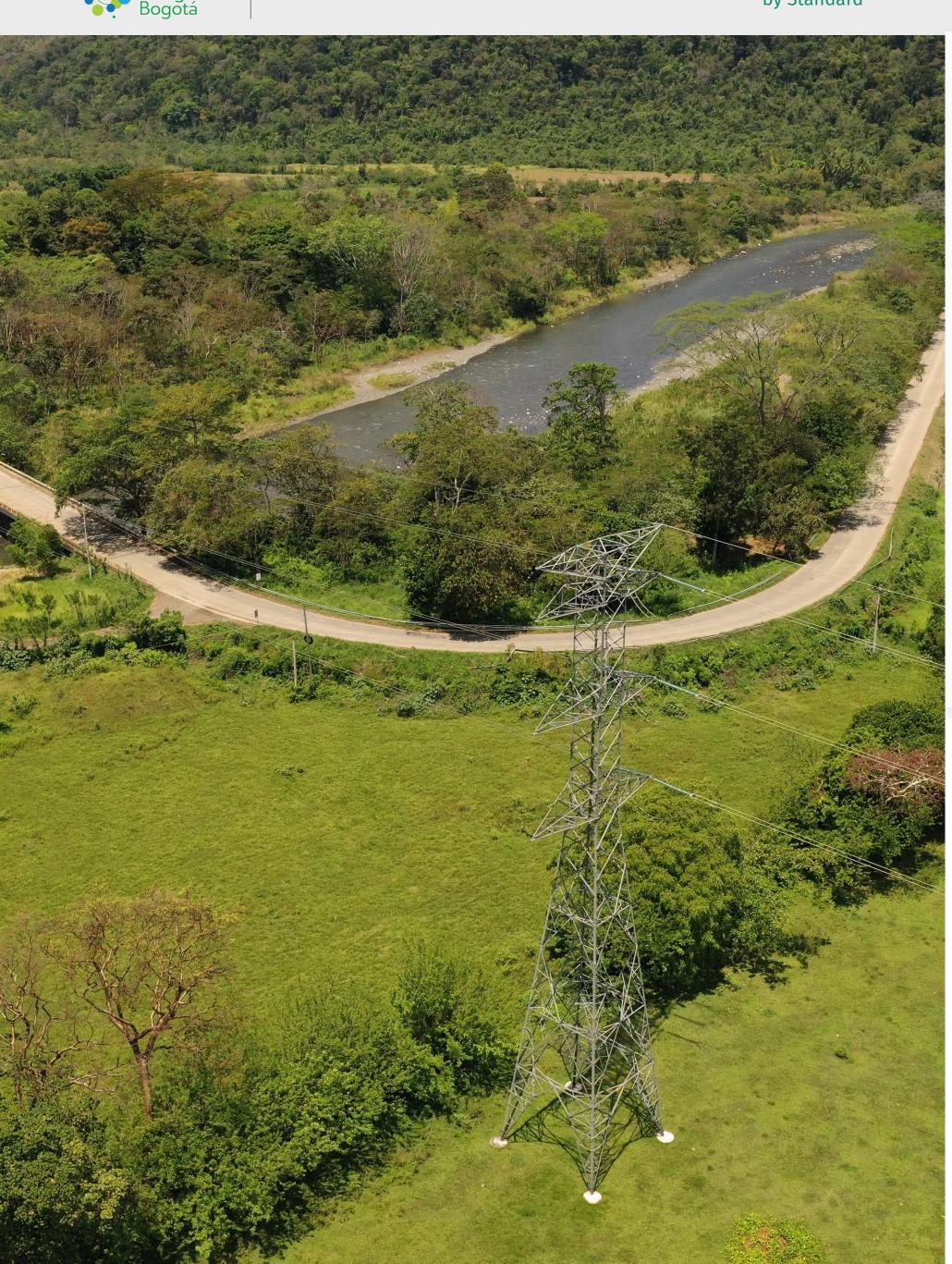
Transition risks		Impact	Risk management measures	
	Policies or laws that increase the price of carbon credits, enhance reporting requirements on mitigation and adaptation actions, or demand rapid adoption of technologies.	Loss of business profitability and competitiveness.	Management of follow-up, analysis, and proposal management to promote	
Political and legal	Policies or laws that require the adjustment of the infrastructure for adapting to climate change.	Loss of business profitability and competitiveness against other energy sources.	GEB's initiatives related to climate change and its impact on business. Reduction paths to mitigate emissions with cost-efficiency criteria. Portfolio of measures to adapt infrastructure to extreme climate events.	
	Legal claims related to the non-compliance with policies and regulations concerning climate change and the inaction or insufficient action in facing the challenges of climate change.	Operation impacts as a carrier. Financial Impact: Loss of credibility from stakeholders.		
Technological risks	Technological advancements or innovations that hasten the transition to a more energy-efficient and lower-carbon economy, such as renewable energies, battery storage, energy efficiency, carbon capture and storage, biogas, or hydrogen.	Lag in technology and loss of competitiveness. Need for new investments to adapt industrial processes and distribution networks.	Identification of new technologies and processes focused on updating operation systems: Installation of units, equipment, ensuring energy efficiency and emissions reduction. Innovation processes focused on the mitigation and adaptation of the infrastructure.	
	Increase in prices of high-carbon-footprint raw materials (e.g., cement, steel, copper) for infrastructure construction.	Loss of profitability and competitiveness.		
Market risks	Decrease in natural gas demand due to the acceleration of the energy transition.	Loss of market and income. Obsolescence of infrastructure	Long-term supply agreements for its projects, in which the supplier assumes cost variability, advanced payments, and recruitment strategies. Monthly analysis of the competitiveness of Natural Gas (NG) vs. substitute fuels by tariff category, in order to determine the percentage of savings or	
	Changes in customer consumption habits.	Loss of active customers. Loss of potential customers. Loss of profitability in businesses and decrease in consumption volume and revenue.	expenses of NG compared to the substitutes. Policies for transferring risks (all risks for material damages, loss of earnings).	
	Changes in insurance contract policies and conditions due to increased climate risks.	Loss of profitability and competitiveness.		
Reputational risks	Lack of awareness of stakeholder expectations regarding climate change mitiga- tion and adaptation measures.	Loss of trust with stakeholders (investments, communities, shareholders, etc.) and new social barriers to expansion.	A relationship strategy that allows to understand and manage the expectations and needs of stakeholders.	

Table 6. Climate risks analyzed for the subsidiaries of Grupo Energía Bogotá.



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Physic	al risks	Impact	Risk management measures
Acute risks	Extreme weather events, including increased intensity of weather events (hurricanes, overflows, storms, landslides, heat waves, droughts, floods, etc.)	Damage or destruction of gas transport infrastructure	Policies for transferring risks (all risks for material damages, loss of earnings). Portfolio of measures to adapt infrastructure to extreme climate events. Maintenance plans focused on works fo
Chronic risks	Long-term shifts in weather patterns that degrade gas transmission infrastructure and necessitate its adaptation to conditions of climate uncertainty and volatility.	Higher construction and operating costs, and loss of profitability. Increased maintenance andreplacement costs for gas transport and electricity transmission infrastructure, and profitability loss Greater uncertainty in the electricity transmission service planning process, higher operating costs and loss of profitability.	protection and stabilization of slopes for assets in operation. Detailed environmental studies from the design phase, incorporating primary data from the territory

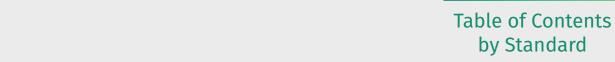
Table 7. Physical risks analyzed for the subsidiaries of Grupo Energía Bogotá.

The analysis of all physical and transition risks identified those considered priority based on their potential impact and likelihood of occurrence. Additionally, their financial impact was assessed.

During 2023, the subsidiaries identified and analyzed their risks under different climate change scenarios, some of them already had controls in place to decrease the likelihood of occurrence and financial impact.

The analysis of transition and physical risks allowed for the identification of priority risks due to their potential impact and occurrence probability. Political and legal risks were prioritized for both electricity transmission and gas transportation businesses, especially the emergence of policies or laws requiring infrastructure adaptation to climate change. For this reason, the development of adaptation plans for the Group's subsidiaries was initiated.

In addition to the risks, as part of the analysis, opportunities also arose for each of the businesses. For gas transportation, in contrast to the risk of reduced gas demand due to the acceleration of the energy transition, opportunities arise from the increased demand for gas as a transitional fuel and the development of the alternative energy market such as hydrogen and biogas.



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	Opportunity	Benefit	Subsidiary
	Promote the use of LED lighting in facilities and urban areas to decrease energy consumption.	Reputational enhancement, carbon footprint reduction and cost reduction.	ElectroDunas:
	Implement sensors and monitoring systems to regulate energy flow in real-time and detect failures more rapidly.	Reduction of operating costs, increased sustainability, enhanced reliability, regulatory compliance, and reputation.	ElectroDunas:
Efficient Use of Resources	Upgrade and digitalize infrastructure to mini- mize energy losses and optimize distribution.	Cost reduction, increased sustainability, enhanced reliability, regulatory compliance, improved reputation.	ElectroDunas:
	Policies and regulations promoting energy efficiency in energy generation, transportation, distribution, and final consumption	Increased revenue from the development of more efficient and loss control projects, and reduced carbon footprint.	Enlaza.
Power Source	Development of the alternative energy market such as hydrogen and biogas	Increased profitability and new business opportunities.	TGI, Cálidda, and Contugas.
	Increased demand for gas as a transition fuel	Increased revenue and new business opportunities	TGI, Cálidda, and Contugas.
Market	Restrictions on the use of mineral coal and liquid fuels in the industry for electricity generation.	Increased revenue and new business opportunities	Contugas
	Increase in the supply and demand of renew- able energy that must be transported	Improved financial performance.	Enlaza and Conecta.
Products and Services	Implementation of best practices in technology that enhance efficiency and risk control in the transmission service provision.	Increase in profitability; new business opportunities; reduction in transmission losses and carbon credit expenditures	Conecta
Resilience	Transformation of the gas transportation business by leveraging technological, regulatory, cultural, and market opportunities, etc., to ensure its long-term adaptability and competitiveness in a changing climate.	Long-term business continuity and competitiveness.	TGI

Table 8. Climate opportunities analyzed for the subsidiaries of Grupo Energía Bogotá.





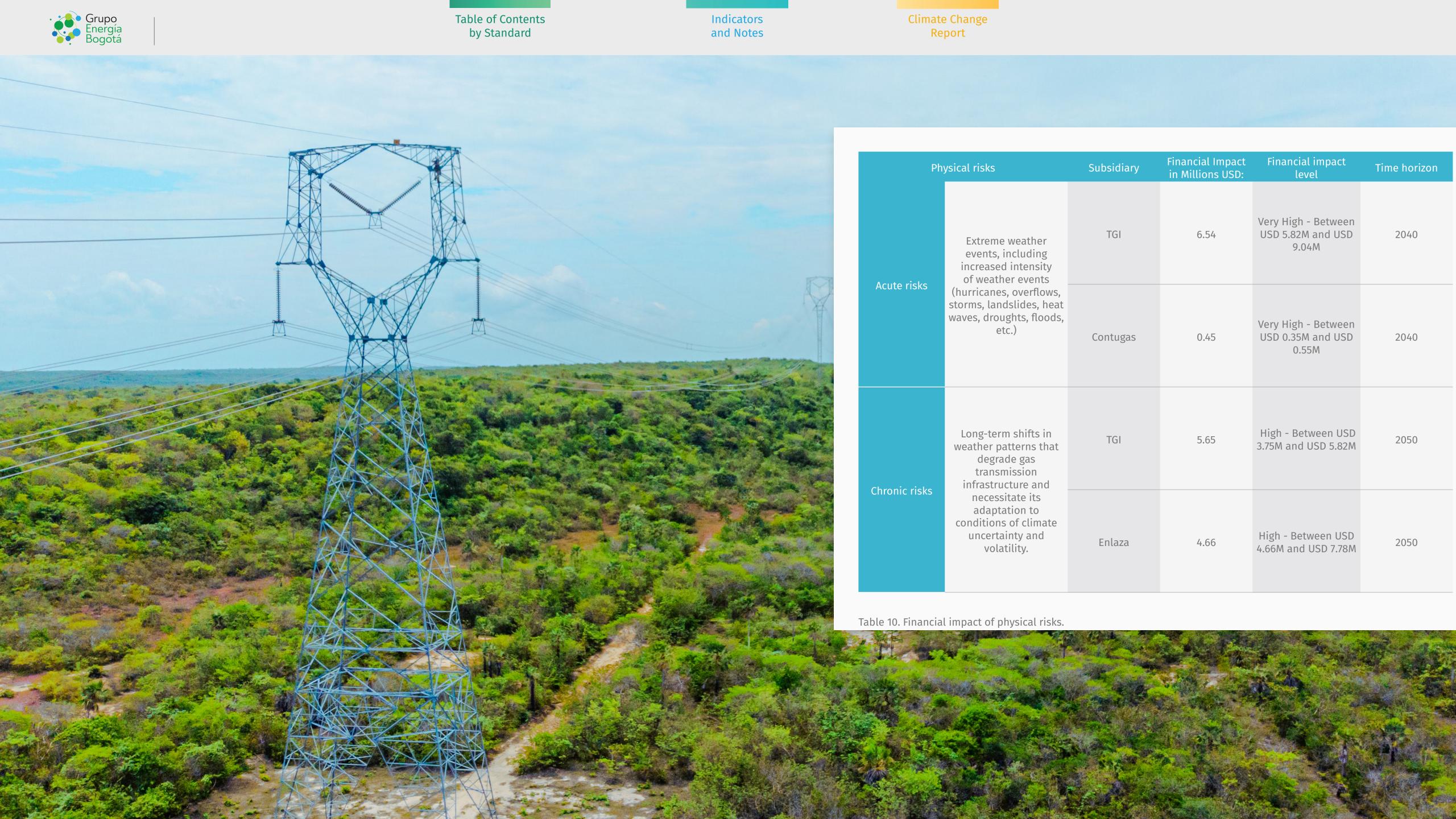
Financial Impact of Weather-related Risks and Opportunities

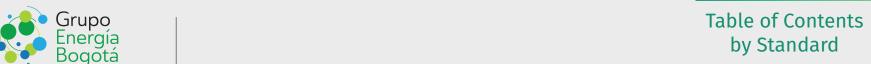
For the economic evaluation of climate change-related risks and opportunities, a qualitative and participatory methodology was employed:

- 1 Financial impact scales were established, taking into account the risk appetite of each business.
- 2 Questionnaires were designed and sent to the organization's interdisciplinary teams.
- 3 Risks and opportunities were prioritized according to their financial impact and probability of occurrence.
- 4 A weighted average of the values provided was calculated.

Transition risks		Subsidiary	Financial Impact in Millions USD:	Financial impact level	Time horizon
	Policies or laws that increase the price of carbon credits, enhance reporting requirements on mitigation and adaptation actions, or demand rapid adoption of technologies.	ElectroDunas	2.39	High - Between USD 2.10M and USD 2.68M	2040
		TGI	4.88	High - Between USD 3.75M and USD 5.82M	2030
		Enlaza	3.96	Medium - Between USD 2.79M and USD 4.66M	2030
		ElectroDunas	2.39	High - Between USD 2.10M and USD 2.68M	2040
Political and legal	Policies or laws that require the adjustment of the infrastructure for adapting to climate change.	TGI	5.00	High - Between USD 3.75M and USD 5.82M	2040
		Conecta	1.85	Very High - Between USD 1.72M and USD 1.97M	2040
		Contugas	0.45	Very High - Between USD 0.35M and USD 0.55M	2040
	Legal claims related to the non-compliance with policies and regulations concerning climate change and the inaction or insufficient action in facing the challenges of climate change.	ElectroDunas	1.87	Medium - Between USD 1.64M and USD 2.10M	2040
		Conecta	1.85	Very High - Between USD 1.72M and USD 1.97M	2040
Technological risks	Technological advancements or innovations that hasten the transition to a more energy-efficient and lower-carbon economy, such as	Conecta	1.85	Very High - Between USD 1.72M and USD 1.97M	2040
	renewable energies, battery storage, energy efficiency, carbon capture and storage, biogas, or hydrogen.	Contugas	0.45	Very High - Between USD 0.35M and USD 0.55M	2050
Market risks	Increase in the cost of high-carbon-footprint raw materials (e.g.,	Enlaza	3.96	Medium - Between USD 2.79M and USD 4.66M	2030
	cement, steel, copper) for infrastructure construction.	Conecta	1.85	Very High - Between USD 1.72M and USD 1.97M	2040
	Reduction in the demand for natural gas, due to the acceleration of the energy transition.	Contugas	0.45	Very High - Between USD 0.35M and USD 0.55M	2050
	Changes in insurance contract policies and conditions due to increased climate risks.	Contugas	0.45	Very High - Between USD 0.35M and USD 0.55M	2040
Reputational risks	Lack of awareness of stakeholder expectations regarding climate change mitigation and adaptation measures.	Conecta	1.85	Very High - Between USD 1.72M and USD 1.97M	2030

Table 9. Financial impact of transition risks on GEB subsidiaries.





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Opportunity		Subsidiary	Financial Impact in Millions USD:	Financial impact level	Time horizon
	Promote the use of LED lighting in facilities and urban areas to decrease energy consumption.	ElectroDunas	2.33	High - Between USD 2.10M and USD 2.68M	2030
Efficient Use of Resources	Implement sensors and monitoring systems to regulate energy flow in real-time and detect failures more rapidly.	ElectroDunas	2.33	High - Between USD 2.10M and USD 2.68M	2030
Of Resources	Upgrade and digitalize infrastructure to minimize energy losses and optimize distribution.	ElectroDunas	2.33	High - Between USD 2.10M and USD 2.68M	2030
	Policies and regulations that promote energy efficiency in the generation, transportation, distribution and final consumption of energy	Enlaza	4.43	Medium - Between USD 2.79M and USD 4.66M	2030
Daway Cauraa	Development of the alternative energy market such as hydrogen and biogas	TGI	5.71	High - Between USD 3.75M and USD 5.82M	2040
Power Source		Contugas	0.45	Very High - Between USD 0.35M and USD 0.55M	2050
Market	Increased demand for gas as a transition fuel	TGI	5.07	High - Between USD 3.75M and USD 5.82M	2030
Market	Increased demand for gas as a transition fuel	Contugas	0.45	Very High - Between USD 0.35M and USD 0.55M	2030
	Restrictions on the use of mineral coal and liquid fuels in the industry for electricity generation.	Contugas	0.45	Very High - Between USD 0.35M and USD 0.55M	2030
	Increase in the supply and demand of renewable energy that must be	Enlaza	5.44	High - Between USD 4.66M and USD 7.78M	2030
Products and Ser- vices	transported	Conecta	1.61	High - Between USD 1.50M and USD 1.72M	2040
	Implementation of best practices in technology that enhance efficiency and risk control in the transmission service provision.	Conecta	1.83	Very High - Between USD 1.72M and USD 1.97M	2050
Resilience	Transformation of the gas transportation business by leveraging technological, regulatory, cultural, and market opportunities, etc., to ensure its long-term adaptability and competitiveness in a changing climate.	TGI	4.89	High - Between USD 3.75M and USD 5.82M	2040

Table 11. Financial impact of the opportunities of the Grupo Energía Bogotá subsidiaries.

The financial analysis of climate change risks and opportunities for the subsidiaries of Grupo Energía Bogotá concludes the following:

At the Group level, the main risk is political and legal, as it has been prioritized by all subsidiaries, and the financial impact assessment could amount to up to USD 8.84 million by 2030 and USD 15.38 million by 2040

After political and legal risks, chronic physical risks are those that could have the most financial impact on Grupo Energía Bogotá. Between TGI and Enlaza, this impact was valued at USD 10.31 million by 2050.

The main financial risk assumed by one of the subsidiaries is the risk of extreme weather events, including the increased intensity of meteorological phenomena (hurricanes, overflows, storms, landslides, heatwaves, droughts, floods, etc.), assumed by TGI (USD 6.54 million by 2040).

The most financially impactful opportunity for the Group is the development of alternative energy markets, such as hydrogen and biogas at TGI. Its valuation is projected at USD 5.71M by 2030.

The second most impactful opportunity is Enlaza's with the increase in the supply and demand of renewable energy that will need to be transported, with an assessment of USD 5.44M.

Prioritization of Climate Risks for TGI:

No.	Identified risks
1	Policies or laws that increase restrictions and requirements related to the fight against climate change (Restriction on methane emissions, price of carbon credits, reporting on mitigation and adaptation actions, accelerated technology adoption)
2	Policies or laws that require adjusting gas transmission infrastructure for adaptation and mitigation to climate change
3	Lawsuits related to actions to combat climate change
4	Technological improvements or innovations that accelerate the transition towards cleaner fuels (biogas, hydrogen)
5	Inflation in prices of raw materials (with a high carbon footprint, such as cement, steel, polyethylene, iron, etc.) used in the construction of gas transmission infrastructure.
6	Reduction in the demand for natural gas, due to the acceleration of the energy transition
7	Changes in policies and in the conditions of insurance contracts and low appetite of investors and financiers due to the deterioration of the image of fossil fuels
8	High level of awareness of stakeholders about climate change
9	Inadequate identification and management of potential risks and opportunities associated with climate change
10	Ignorance of stakeholders' expectations in relation to mitigation and adaptation measures for climate change
11	Extreme weather events, including increased intensity of weather events (hurricanes, overflows, storms, landslides, heat waves, droughts, floods, etc.)
12	Long-term shifts in weather patterns that degrade gas transmission infrastructure and necessitate its adaptation to conditions of climate uncertainty and volatility

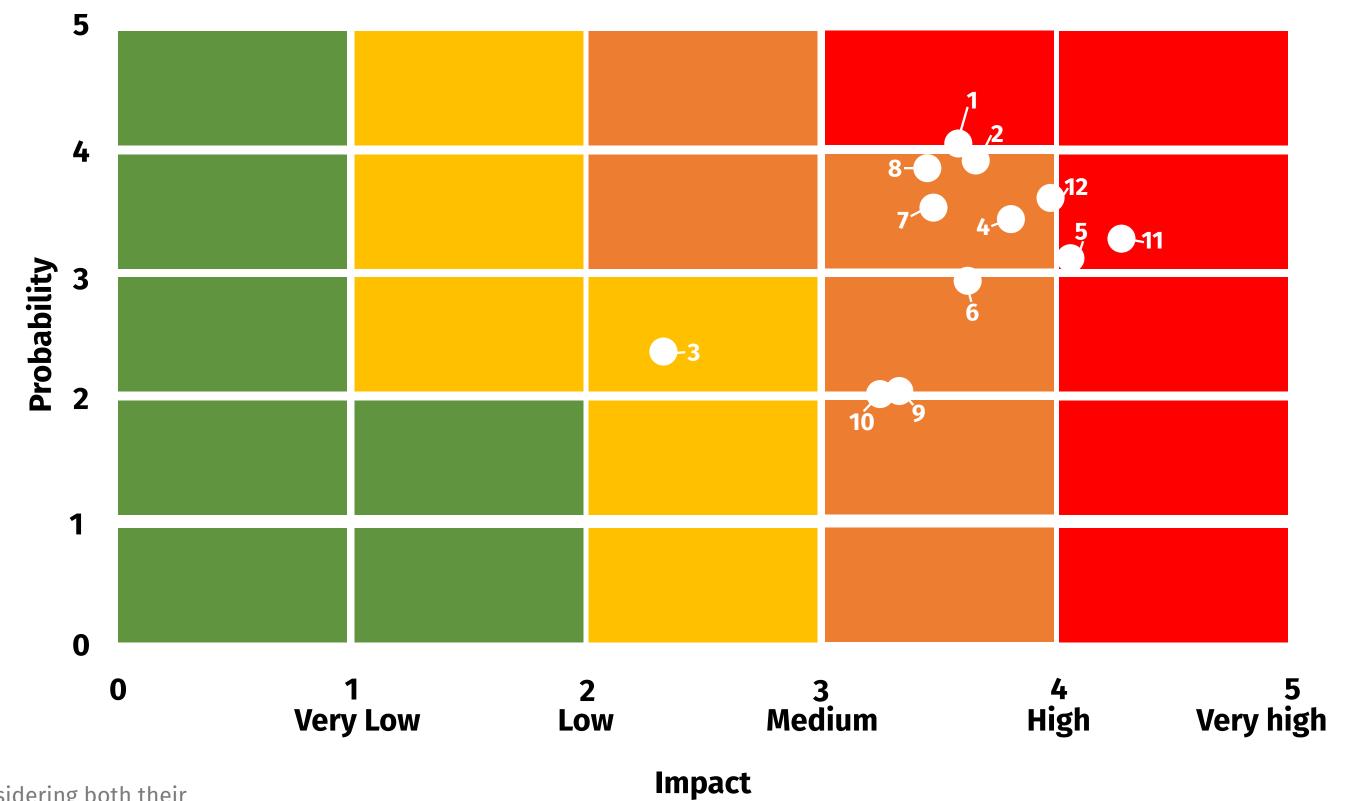


Figure 21

The prioritization of the identified risks is shown graphically below, considering both their probability of occurrence and their financial impact:

Prioritization of Climate Risks for Enlaza:

No.	Identified risks
1	Policies or laws that heighten restrictions and demands in combating climate change.
2	Policies or laws that require the adaptation of gas distribution infrastructure to climate change mitigation and adaptation.
3	Lawsuits related to actions to combat climate change
4	Technological improvements or innovations that accelerate the transition to cleaner fuels
5	Rise in commodity prices (with high carbon footprint e.g., cement, steel, copper, etc.) for infrastructure construction
6	Changes in policies and in the conditions of insurance contracts and low appetite of investors and financiers
7	High level of awareness of stakeholders about climate change
8	Inadequate identification and management of potential risks and opportunities associated with climate change
9	Ignorance of stakeholders' expectations in relation to mitigation and adaptation measures
10	Extreme weather events, including increased intensity of weather events (hurricanes, overflows, storms, landslides, heat waves, droughts, floods, etc.)
11	Long-term changes in weather patterns, leading to uncertainty and volatility in the supply of wind, solar and hydraulic energy sources
12	Long-term changes in weather patterns, leading to the need to adapt infrastructure to conditions of weather uncertainty and volatility
13	Long-term changes in weather patterns, which affect and deteriorate transmission infrastructure in vulnerable areas (coastal, mountainous, steep slopes, etc.)

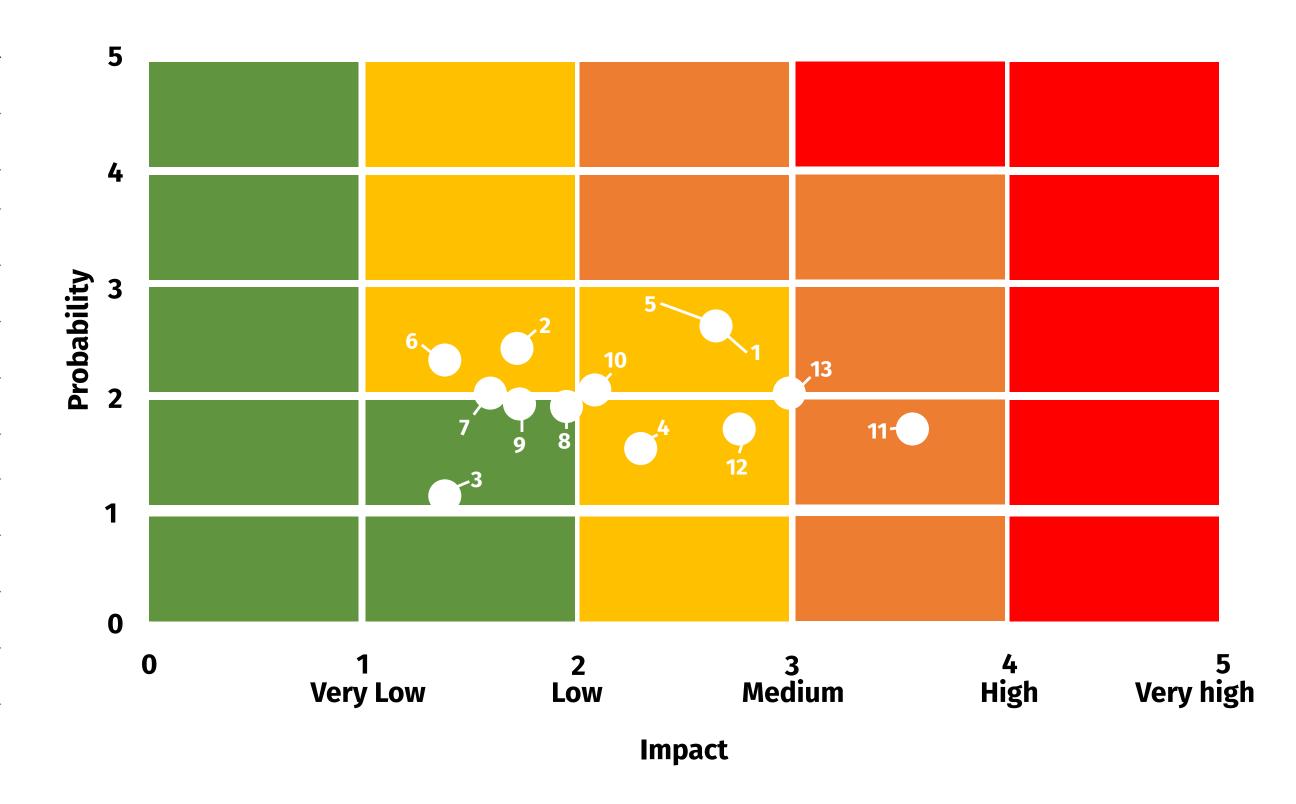


Figure 22.

Prioritization of Climate Risks for Contugas:

No.	Identified risks
1	Policies or laws that increase restrictions on methane emissions; raise the price of carbon credits; enhance reporting requirements on mitigation and adaptation actions; demand accelerated adoption of technologies (smart monitoring systems in gas pipelines, etc.)
2	Policies or laws that require the adaptation of gas distribution infrastructure to climate change mitigation and adaptation.
3	Legal claims related to occasional events or accidents that cause large methane leaks; non-compliance with policies and regulations related to climate change; inaction or insufficient action in the face of the challenges of climate change
4	Technological improvements or innovations that accelerate the transition towards cleaner fuels (biogas, hydrogen)
5	Inflation in prices of raw materials (with a high carbon footprint, such as cement, steel, polyethylene, iron, etc.) used in the construction of gas distribution infrastructure.
6	Reduction in the demand for natural gas, due to the acceleration of the energy transition
7	Changes in insurance contract policies and conditions due to increased climate risks.
8	High level of awareness of stakeholders about climate change
9	Inadequate identification and management of potential social and environmental risks associated with climate change.
10	Ignorance of stakeholders' expectations in relation to mitigation and adaptation measures for climate change
11	Extreme weather events, including increased intensity of weather events (overflows, storms, landslides, floods, etc.)
12	Long-term changes in climate patterns (higher average temperatures, sea level rise, unpredictability in weather patterns).

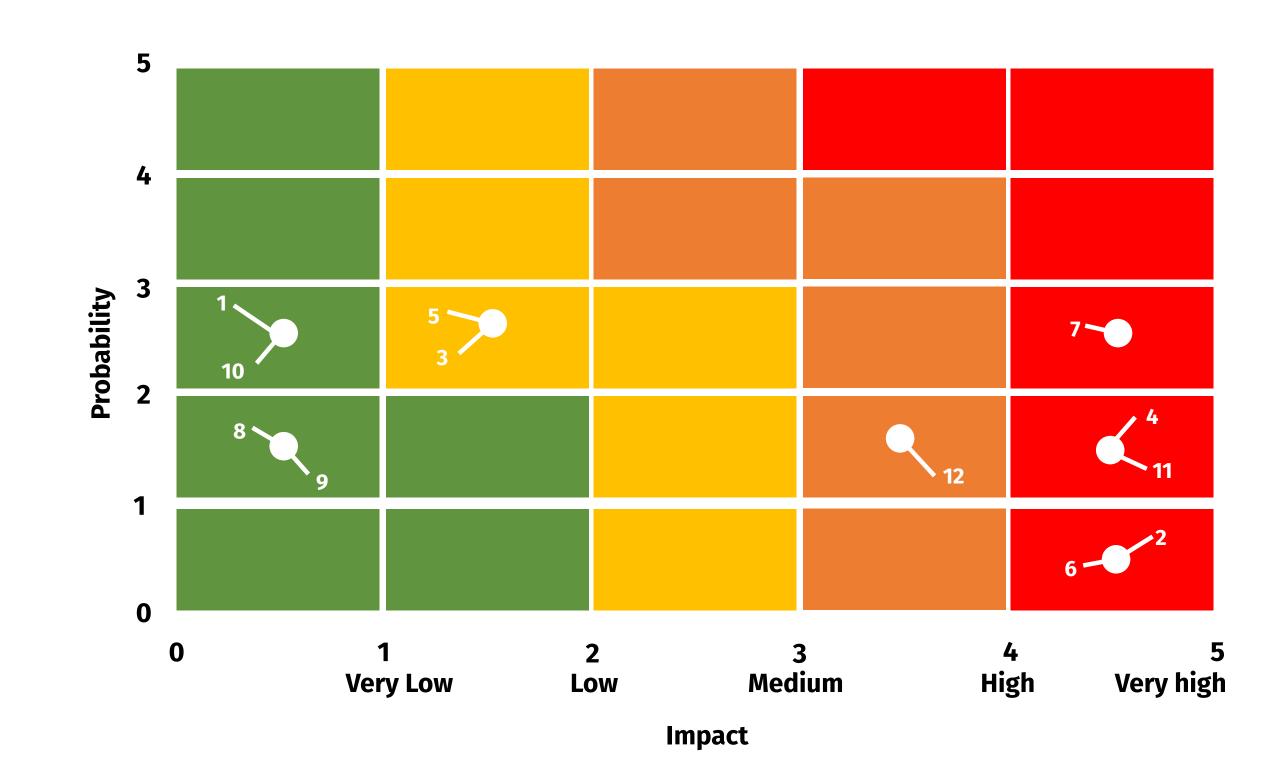
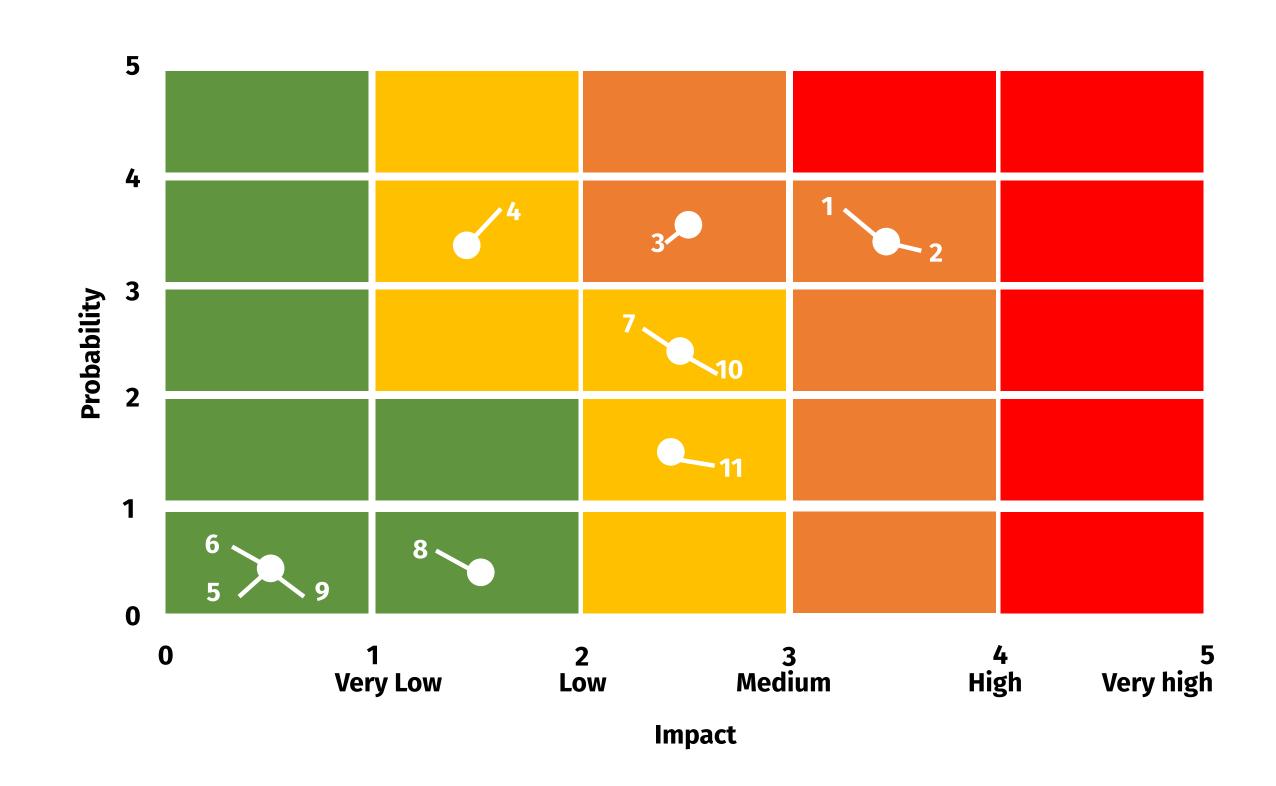


Figure 23.

Prioritization of Climate Risks for ElectroDunas:

No.	Identified risks
1	Policies or laws that increase the price of carbon credits; heighten reporting demands on mitigation and adaptation actions; require the fast adoption of technologies (such as smart grids, etc.).
2	Policies or laws that require the adjustment of the infrastructure for adapting to climate change.
3	Judicial demands related to non-compliance with policies and regulations related to climate change; or inaction or insufficient action in the face of the challenges of climate change
4	Changes and/or modifications in the current legal regulations applicable to operations in Peru
5	Technological improvements or innovations that accelerate the transition to a lower carbon and more energy-efficient economic system, such as renewable energy, storage, energy efficiency, and carbon capture and storage
6	Increase in the prices of raw materials (with a high carbon footprint e.g., cement, steel, copper, etc.) for the construction of infrastructure
7	Changes in insurance policies and contractual terms due to the enhanced perception of climate risks and reduced investor and financier interest amid the tarnishing reputation of fossil fuels.
8	High level of awareness of stakeholders about climate change
9	Inadequate identification and management of potential social and environmental risks associated with climate change.
10	Extreme weather events, including increased intensity of weather events (strong winds, overflows, storms, landslides, heat waves, droughts, floods, etc.)
11	Long-term changes in climate patterns (higher average temperatures, sea level rise, unpredictability about weather patterns)



Prioritization of Climate Risks for Conecta:

No.	Identified risks
1	Policies or laws that increase the price of carbon credits; heighten reporting demands on mitigation and adaptation actions; require the fast adoption of technologies (such as smart grids, etc.).
2	Policies or laws requiring the adaptation of energy transmission infrastructure to climate change.
3	Judicial demands related to non-compliance with climate change policies and regulations; and inaction or insufficient action in the face of the challenges of climate change
4	Technological improvements or innovations that accelerate the transition to an economic system with less carbon and more energy efficiency, such as renewable energy, storage, energy efficiency, and carbon capture and storage
5	Rise in commodity prices (with high carbon footprint e.g., cement, steel, copper, etc.) for infrastructure construction
6	Changes in the terms of insurance agreements due to the increase in extreme weather events.
7	High level of awareness of stakeholders about climate change
8	Inadequate identification and management of potential social and environmental risks associated with climate change.
9	Ignorance of stakeholders' expectations in relation to mitigation and adaptation measures for climate change
10	Extreme weather events, including increased intensity of weather events (hurricanes, overflows, storms, landslides, heat waves, droughts, floods, etc.)
11	Long-term changes in climate patterns (higher average temperatures, sea level rise, unpredictability in weather patterns).

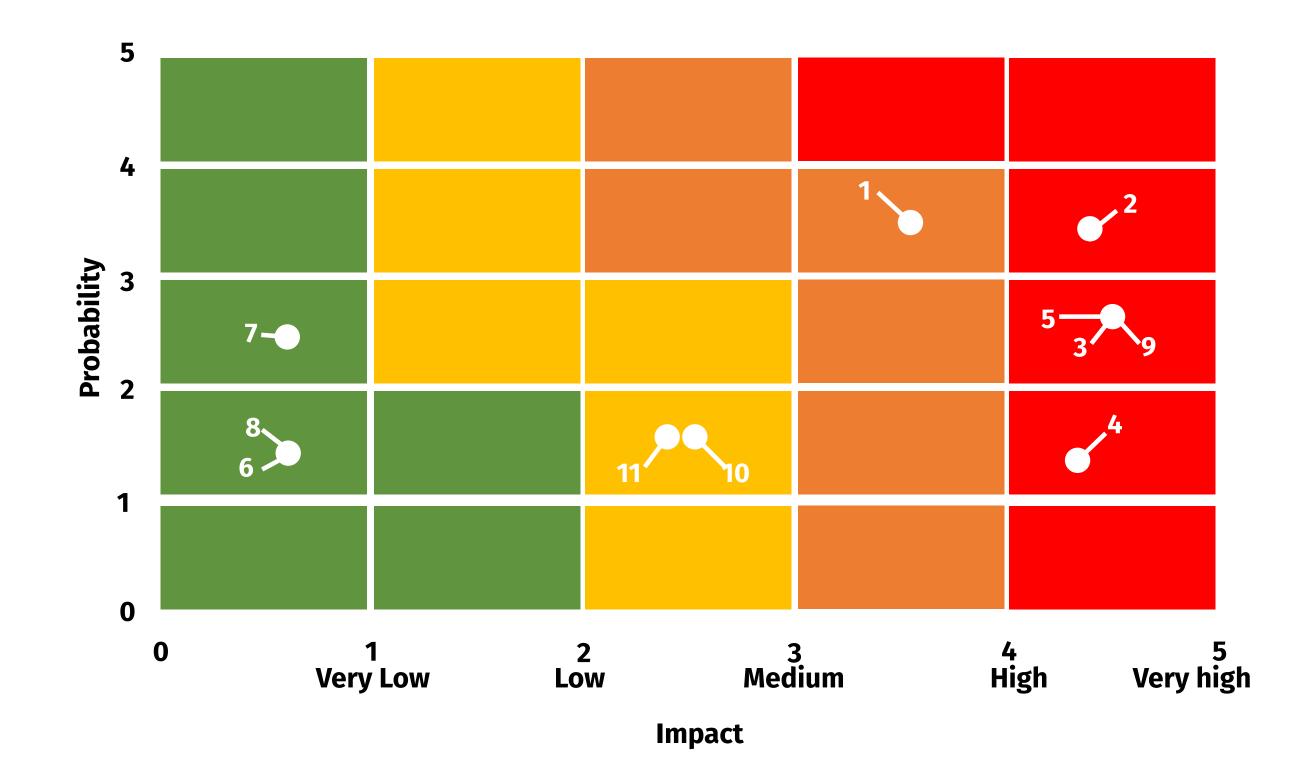


Figure 25.

Prioritization of Climate Risks for Cálidda: View Cálidda's TCFD report at the following link: https://www.calidda.com.pe/media/3solorly/report-calidda-tcfd.pdf

A weighted average of the values provided was calculated.



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5. GOALS AND METRICS

5.1 Climate Change-Related Goals for 2024:

2024 Goals						
1. Reduce 11% of operating emissions (scope 1 and 2) vs BAU 2024 (Strategic Indicator)	2. Compensate 100% of Enlaza's emissions.	3. Compensate all emissions caused by emergencies at TGI	4. At least one greenhouse gas emissions reduction pathway mitigation project, ongoing or formally approved by management, in at least 4 subsidiaries			

Table 12. Climate goals for GEB.

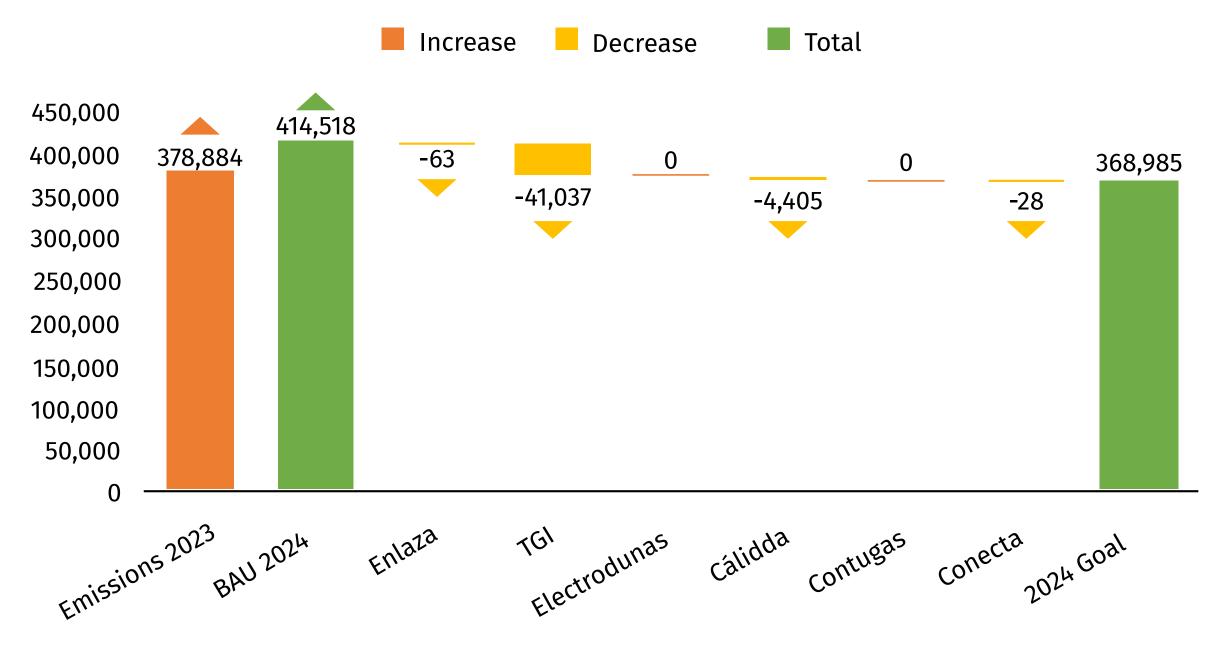


Figure 25. Emission Reduction Goals for 2024:

The projected emissions by 2024 (Business as Usual) amount to 414,518 tCO2eq, this value was projected based on the organic growth of the businesses. (Emissions from emergencies in TGI's gas pipelines are not included).

The emission reduction goals for the Greenhouse Gas emissions of the subsidiaries are as follows:

- Enlaza aims to reduce its emissions by 1% compared to BAU 2024, equivalent to 63 tCO2eq. Enlaza's main reduction initiative is the control of SF6 gas leaks.
- TGI will reduce its emissions by 18% compared to the BAU 2024, equivalent to 41,037 tCO2eq. The reduction initiatives it will prioritize include the plan to tighten and adjust fugitive emissions, operational shutdowns of Teas and Pilots, installation of solar panels at the City gates, and scheduled maintenance.
- ElectroDunas will not have a reduction target in the year 2024. Likewise, reducing distribution losses is expected to reduce emissions of energy.
- Cálidda will reduce 19% of its emissions compared to BAU 2024, equivalent to 4,405 tCO2eq. The main reduction initiatives include: energy efficiency in heaters, installation of solar panels at stations, substitution of Diesel consumption in own vehicle fleet, and hydrogen injection pilot in heaters.
- Conecta will reduce its emissions by 1.8% compared to BAU 2024, equivalent to 28 tCO2eq. The main reduction initiatives of Conecta are the control of SF6 gas leaks and energy consumption efficiency.

5.2 Climate Change-Related Initiatives for 2024:

- Report under ISO 14064 of the GHG emissions inventory for all subsidiaries.
- Increase the measurement of Scope 3 categories in all subsidiaries.
- Include climate criteria in the processes of recruitment, assessment, and management of suppliers and contractors.
- Achieve carbon neutrality for Enlaza.
- External verification of GHG emissions inventory for all subsidiaries.
- Improving the "B" rating on the Carbon Disclosure Project (CDP).
- Define the corporate climate change risk for Contugas, ElectroDunas, and Conecta.
- Update of the emissions reduction paths of each subsidiary.
- Conduct the pre-feasibility study of a REDD+ project.
- Promote training for employment and entrepreneurship in areas that contribute to the energy transition and climate change in the areas of influence of GEB in Colombia.

5.3 Climate-related Indicators

Foreign Transition	Business Group				
Energy Transition	2021	2022	2023		
GEB's participation in the energy transition	170,675,409	\$ 826,373,411	225,068,649		
Local reporting currency	USD	USD	USD		

*51.24% of investments made by GEB are in energy transition projects.

Table 13. Investment in Energy Transition.

Scopes	2020	2021	2022	2023
Scope 1	135.687,2	355.156,77	312,430.6	452.094,9
Scope 2	1,465.3	2,076.6	2.013,34	36.608,1
Scope 3	311.4	16.697,81	11.768,6	17.370,2
TOTAL	137.463,89	373.919,38	326.212,47	506.073,2

Table 14. Greenhouse gas emissions from GEB (tCO2eq).

Efforts have been made to achieve reductions in greenhouse gas emissions through technological improvements, operational enhancements, fuel substitution, energy efficiency, etc. However, in cases where, due to financial, technological, operational, regulatory constraints, etc., it was not possible, the acquisition of carbon credits was pursued. The following table represents the carbon credits that had to be acquired to achieve the goals:

Policy	2020	2021	2022	2023
Purchase of carbon bonds	20,226	85,057	88,098	140,008

Table 15. Emission Compensation.

Scopes	2020	2021	2022	2023
Net GEB Emissions.	117.237	288.861	238,113	366,065

Table 16. Net GHG Emissions of GEB (tCO₂eq).

6. CONTENTS OF THE TCFD RECOMMENDATIONS

TCFD (Task Force on Climate-Related Financial Disclosures) 2023

	Recommendation	Progress in 2023	2024 Plan	Expansion of IR-2023			
Governance							
Disclose the organization's governance of climate change-related risks and opportunities.	a) Describe the board's control over climate-related risks and opportunities.	2.1. In 2023, the strategic risk of climate change was included in the subsidiaries of Transportadora de Gas Internacional S.A. E.S.P. (TGI), Enlaza, and Cálidda. This necessitates that, beyond supervising the organization's climate strategy, the Board of Directors of these controlled subsidiaries actively monitors the risks, controls, and action plans needed to manage impacts and capitalize on climate opportunities.	Electrodunas' strategic climate change risk.	RI - Governance Chapter of Climate Change Management Report 2023 Annex.			
	b) Describe the role of management in assessing and managing climate-related risks and opportunities.						
Strategy							
Disclose the current and potential impact of climate-related risks and opportunities on the organization's business, strategy and financial planning where such information is material.	a) Describe the climate-related risks and opportunities identified by the organization in the short, medium and long term.	 3.1. GEB updates its 2023 management report on climate change - TCFD, describing its most impactful risks and opportunities associated with climate change. 3.4 In 2023, initiatives to adapt the energy transmission and gas transportation infrastructure in Colombia to physical climate risks commenced. 	3.4 The adaptation plans for the energy	RI - Annex Management Report on Climate Change - Strategy Chapter.			
	b) Describe the impact of climate-related risks and opportunities on the organization's business, strategy, and financial planning.						
	c) Describe the resilience of the organization's strategy, taking into account the different weather-related scenarios, such as a scenario with 2 ºC or less						
Risk Management							
Disclose how the organization identifies, assesses and manages weather-related risks.	a) Describe the organization's processes for identifying and assessing weather-related risks.	In 2023, climate risks and opportunities assessment was conducted for the subsidiaries of Contugas, Conecta, and ElectroDunas.					
	b) Describe the organization's processes for managing weather-related risks.			RI - Annex Climate Change Management Report - Risk Management Chapter.			
	C) Describe how the processes for identifying, assessing and managing weather-related risks are integrated into the Organization's overall risk management.	4.2. Integration of weather-related risks in risk management					
Metrics and Objectives							
Disclose the metrics and targets used to assess and manage relevant weather-related risks and opportunities where such information is material.	a) Disclose the metrics used by the organization to assess weather-related risks and opportunities in accordance with its strategy and risk management process.	In 2023, Enlaza was certified as Carbon Neutral and TGI certified 10 of its operating centers as carbon neutral. The pathways for reducing GHG emissions by 2030 aligned with the reduction goals of the countries where we operate have been completed.	In 2024, the goal is to Reduce 11% of operating emissions (scope 1 and 2) vs BAU 2024	Climate change chapter and environmental performance GRI 305-1			
	b) Disclose Scope 1, Scope 2 and, if applicable, Scope 3 greenhouse gas (GHG) emissions and their related risks.			GRI 305-2 GRI 305-3 GRI 305-5 GRI 303-3 GRI 303-5 GRI 306-3 GRI 306-4 GRI 306-5 GRI 302-1 GRI 302-4 RI - Annex Climate Change Management Report - Goals and Metrics Chapter			
	c) Describe the targets used by the organization to manage weather-related risks and opportunities and performance against targets.						

