



# Annexes Sustainability Report

GEB



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# 01 GRI Table —

**GRI CONTENTS TABLE**

GRI Standard	Indicator	Location	Omissions	SDG	External assurance
<b>GRI 102: General disclosures 2016</b>					
<b>Organizational profile</b>					
GRI 102-1	Name of the organization	Grupo Energía Bogotá			
GRI 102-2	Activities, brands, products and services	Leader in the Latin American energy markets			
GRI 102-3	Location of headquarters	Main office: Cra. 9 No. 73-44, 6th floor Telephone: (601) 3268000 - FAX: (601) 3268010 Bogotá, D. C., Colombia			
GRI 102-4	Location of operations	Leader in the Latin American energy markets			
GRI 102-5	Ownership and legal form	Grupo Energía Bogotá S.A. E.S.P.			
GRI 102-6	Markets served	Leader in the Latin American energy markets			
GRI 102-7	Scale of the organization	Our presence			
GRI 102-8	Information on employees and other workers	Human talent management Annexes			
GRI 102-9	Supply chain	Responsible supply chain management			
GRI 102-10	Significant changes to the organization and its supply chain	Letter to our stakeholders Our alliances and future challenges			
GRI 102-11	Precautionary principle or approach	Risk management			
GRI 102-12	External initiatives	Ethics and Transparency			
GRI 102-13	Affiliation to partnerships	Ethics and Transparency			
<b>Strategy</b>					
GRI 102-14	Statement from the most senior decision-maker	Letter to stakeholders		16.7	
GRI 102-15	Main impacts, risks and opportunities	Risk Management Annexes			
<b>Ethics and integrity</b>					
GRI 102-16	Values, principles, standards, and norms of behavior	Corporate strategy			
GRI 102-17	Mechanisms for advice and concerns about ethics	Ethics and Transparency		16.5	
<b>Governance</b>					

GRI Standard	Indicator	Location	Omissions	SDG	External assurance
GRI 102-18	Governance Structure	Corporate Governance			
GRI 102-19	Delegation of authority	Corporate governance Annexes			
GRI 102-20	Executive-level responsibility for economic, environmental, and social topics	Corporate governance Annexes		16.6	
GRI 102-21	Consulting stakeholders on economic, environmental, and social topics.	Materiality Analysis		16.7	
GRI 102-22	Composition of the highest governance body and its committees	Corporate Governance			
GRI 102-23	Chair of the highest governance body	Corporate governance Annexes			
GRI 102-24	Nominating and selecting the highest governance body	Corporate governance Annexes			
GRI 102-25	Conflicts of interest	Corporate governance Annexes		16.5	
GRI 102-26	Role of highest governance body in setting purpose, values, and strategy	Corporate governance Annexes			
GRI 102-27	Collective knowledge of highest governing body	Corporate governance Annexes			
GRI 102-28	Evaluating the highest governance body's performance	Corporate governance Annexes			
GRI 102-29	Identifying and managing economic, environmental, and social impacts	Corporate governance Annexes		16.6	
GRI 102-30	Effectiveness of risk management processes	Corporate governance Annexes			
GRI 102-32	Role of highest governance body in preparing sustainability reports	About this Report		16.6	
GRI 102-35	Remuneration policies	Human talent management			
GRI 102-36	Process for determining remuneration	Human talent management			
GRI 102-37	Stakeholders' involvement in remuneration	Human talent management			
<b>Stakeholder participation</b>					
GRI 102-40	List of stakeholder groups	Materiality Analysis			



GRI Standard	Indicator	Location	Omissions	SDG	External assurance
GRI 102-41	Collective trading agreements		27.86% of GEB employees are covered by the collective trading agreements, as well as 71% of employees at TGI. Likewise, 18% of associates at Cálida and 28% of employees at Electro Dunas are part of collective agreements. At Contugas and Trecca no associates are covered by collective agreements.		
GRI 102-42	Identifying and selecting stakeholders	Materiality Analysis			
GRI 102-43	Approach to stakeholder engagement	Materiality analysis Annexes	16.7 Guarantee the adoption of inclusive, participative and representative decisions at every level that respond to needs.		
GRI 102-44	Key topics and concerns raised	Materiality analysis Annexes	16.7 Guarantee the adoption of inclusive, participative and representative decisions at every level that respond to needs.		
<b>Practices for report preparation</b>					
GRI 102-45	Entities included in the consolidated financial statements	About this Report			
GRI 102-46	Defining report content and topic boundaries	Materiality Analysis			
GRI 102-47	List of material topics	Materiality Analysis - Our material issues			
GRI 102-48	Restatements of information	Materiality analysis Annexes		16.6	
GRI 102-49	Changes in report preparation	About this Report			
GRI 102-50	Reporting period	About this Report			
GRI 102-51	Date of most recent report	The last issue corresponds to March 2021 and reflects the administration in 2020.			
GRI 102-52	Report preparation cycle	We have presented our Sustainable Management Report annually since 2016.			
GRI 102-53	Points of contact for questions regarding the report	About this Report		16.6	

GRI Standard	Indicator	Location	Omissions	SDG	External assurance
GRI 102-54	Claims of the preparation of report in accordance with the GRI standards	About this Report			✓
GRI 102-55	GRI Contents Index				
GRI 102-56	External assurance	About this Report		16.6	
<b>GRI 103: Management approach 2016</b>					
GRI 103-1	Explanation of the material topic and its scope				
GRI 103-2	The management approach and its components				
GRI 103-3	Evaluation of the management approach				
<b>GRI 201: Economic performance 2016</b>					
GRI 201-1	Direct economic value generated and distributed	Economic performance Annexes		9.1 9.4	✓
<b>GRI 202: Market presence 2016</b>					
GRI 202-2	Proportion of Senior Management hired from the local community	Human talent management Annexes			
<b>GRI 203: Indirect economic impacts 2016</b>					
GRI 203-1	Infrastructure investments and services supported	Shared prosperity Annexes		9.1	
GRI 203-2	Significant indirect economic impacts	Shared Prosperity			
<b>GRI 204: Acquisition practices 2016</b>					
GRI 204-1	Proportion of expenses on local suppliers	Responsible supply chain management			
<b>GRI 205: Anti-corruption 2016</b>					
GRI 205-1	Operations assessed over risks related to corruption	Ethics and Transparency Annexes			
GRI 205-2	Communication and training about anti-corruption policies and procedures	Ethics and Transparency Annexes			✓
GRI 205-3	Confirmed incidents of corruption and actions taken	Ethics and Transparency Annexes			
<b>GRI 206: Anti-competitive behavior 2016</b>					
GRI 206-1	Legal actions for unfair competition and monopolistic or anti-competitive practices	Ethics and Transparency Annexes			

GRI Standard	Indicator	Location	Omissions	SDG	External assurance
<b>GRI 302: Energy 2016</b>					
GRI 302-1	Energy consumption within the Organization	Climate change Annexes	Sources of lower heat values are not reported due to the amount of data available for each subsidiary.	7.2 7.3 13.1	✓
<b>GRI 303: Water and effluents 2018</b>					
GRI 303-3	Water withdrawal	Environmental performance Annexes		12.2	✓
GRI 303-5	Water consumption	Environmental performance Annexes		12.2	
<b>GRI 304: Biodiversity 2016</b>					
GRI 304-1	Owned, leased or managed operation centers located in or alongside protected areas, or areas of substantial value for biodiversity located outside of protected areas	Annexes		15.1 15.2 15.4	
GRI 304-2	Significant impacts of activities, products, and services on biodiversity	Annexes		15.1 15.2 15.4	
GRI 304-3	Habitats protected or restored	Annexes		15.1 15.2 15.4	
GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Annexes			
<b>GRI 305: Emissions 2016</b>					
GRI 305-1	Direct GHG emissions (scope 1)	Climate change Annexes		13.1	✓
GRI 305-2	Energy indirect (Scope 2) GHG emissions	Climate change Annexes		13.1	✓
GRI 305-3	Other indirect GHG emissions (scope 3)	Climate change Annexes		13.1	
GRI 305-5	Reduction of GHG emissions	Climate change Annexes		13.1	
<b>GRI 306: Residues 2020</b>					
GRI 306-3	Waste generated	Environmental performance Annexes		12.4	

GRI Standard	Indicator	Location	Omissions	SDG	External assurance
GRI 306-4	Non-discharged waste	Environmental performance Annexes			
GRI 306-5	Waste for disposal	Environmental performance Annexes			
<b>GRI 307: Environmental compliance 2016</b>					
GRI 307-1	Non-compliance with the law and environmental regulations	Environmental performance Annexes			
<b>GRI 308: Supplier environmental assessment 2016</b>					
GRI 308-1	New suppliers that were screened using environmental criteria	Responsible supply chain management	In 2021 we restated the information about this indicator. It is presented as its own indicator, since the supplier evaluations under social criteria are performed after formalizing contracts with suppliers.		
<b>GRI 401: Employment 2016</b>					
GRI 401-1	New employee hires and employee turnover	Human talent management Annexes		5.1 10.2	
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Human talent management Annexes			
GRI 401-3	Parental leave	Human talent management Annexes			
EU15	People nearing retirement age	Annexes			
<b>GRI 402: Labor-management relations 2016</b>					
GRI 402-1	Minimum notice periods regarding operational changes		At Electro Dunas, the minimum notice period regarding operational changes is three weeks. At GEB, TGI, Cálidda, Trecca and Electro Dunas no minimum notice periods regarding operational changes are established.		
<b>GRI 403: Occupational Safety and Health 2018</b>					
GRI 403-1	Occupational safety and health management system	Occupational well-being, safety and health Annexes			
GRI 403-2	Hazard identification, risk assessment, and incident investigation	Occupational well-being, safety and health Annexes			

GRI Standard	Indicator	Location	Omissions	SDG	External assurance
GRI 403-3	Occupational health services	Occupational well-being, safety and health Annexes			
GRI 403-4	Worker participation, consultations and communication regarding occupational safety and health	Occupational well-being, safety and health Annexes			
GRI 403-5	Worker training on occupational safety and health	Occupational well-being, safety and health Annexes			
GRI 403-6	Promotion of worker health	Occupational well-being, safety and health Annexes			
GRI 403-7	Prevention and mitigation of occupational health and safety impacts on workers directly linked by business relationships	Occupational well-being, safety and health Annexes			
GRI 403-8	Workers covered by an occupational safety and health management system	Occupational well-being, safety and health Annexes			
GRI 403-9	Work-related injuries	Occupational well-being, safety and health Annexes			✓
GRI 403-10	Work-related ill health	Occupational well-being, safety and health Annexes			✓
<b>GRI 404: Training and education 2016</b>					
GRI 404-1	Average hours of training per year per employee	Human talent management Annexes		8.5	
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Human talent management		8.5	
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	Human talent management Annexes			
<b>GRI 405: Diversity and equal opportunity 2016</b>					
GRI 405-2	Ratio of basic salary and remuneration of women to men	Human talent management Annexes			
<b>GRI 406: Non-discrimination 2016</b>					
GRI 406-1	Incidents of discrimination and corrective actions taken	Human Rights		5.1	

GRI Standard	Indicator	Location	Omissions	SDG	External assurance
<b>GRI 411: Indigenous peoples' rights 2016</b>					
GRI 411-1	Cases of violations of indigenous peoples' rights	Human rights Annexes			
<b>GRI 412: Human rights assessment 2016</b>					
GRI 412-1	Operations that have been subject to human rights reviews or impact assessments	Human rights Annexes		8.7	
GRI 412-2	Employee training in human rights policies or procedures	Human rights Annexes			
<b>GRI 413: Local communities 2016</b>					
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	Shared prosperity Annexes			
GRI 413-2	Operations with— real and potential— negative impacts on the local communities	Shared prosperity Annexes			
<b>GRI 414: Supplier social assessment 2016</b>					
GRI 414-1	New suppliers that were screened using social criteria	Responsible supply chain management			In 2021 we restated the information about this indicator. It is presented as its own indicator, since the supplier evaluations under social criteria are performed after formalizing contracts with suppliers.
<b>GRI 415: Public policy 2016</b>					
GRI 415-1	Contributions to political parties and/or representatives	Ethics and Transparency Annexes			
<b>GRI 418: Customer privacy 2016</b>					
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Cybersecurity and information security		16.10	
<b>Corporate model</b>					
Own	Materialization of strategic risks	Risk Management			✓

GRI Standard	Indicator	Location	Omissions	SDG	External assurance
Own	Emerging risks	Risk Management Annexes			
<b>Social and environmental management</b>					
Own	Number of people physically or economically displaced and who received compensation by project type	Shared prosperity Annexes			
Own	Number of forced rights of way	Shared prosperity Annexes			
Own	Social dynamics and environment	Shared prosperity Annexes			
Own	Institutional strengthening	Shared prosperity Annexes			
Own	Engagement events between the community and the organization	Shared prosperity Annexes			
Own	Pre-consultations with the community	Shared prosperity Annexes			
Own	Total social investment	Shared prosperity Annexes		11.2	
Own	Type of social contribution	Shared prosperity Annexes			
Own	Social investment by contribution amounts	Shared prosperity Annexes			✓
Own	Complaints related to impacts of contractor behavior on the communities	Shared prosperity Annexes			
Own	Other social investments	Shared prosperity Annexes			
Own	Return on our social investment (SROI)	Shared prosperity Annexes			
Own	Cases of harassment in work sites	Human rights Annexes			
Own	Training on pre-consultation processes	Human rights Annexes			
Own	Incentives related to climate change management	Annexes			
Own	Reported cases of workplace and/or sexual harassment	Annexes			

GRI Standard	Indicator	Location	Omissions	SDG	External assurance
Own	Biodiversity management	Annexes			
Own	Operating eco-efficiency: - Colombia operations	Annexes			
Own	Waste disposal	Annexes			
<b>Agile and strengthened governance + Talent and culture</b>					
Own	Shareholdings	Our presence			
Own	Structure, diversity and participation of governing bodies	Corporate governance			✓
Own	Events Reported Through the Ethical Channel	Ethics and Transparency Annexes		16.5	
DSJI 1.5.2	Largest Contributions & Expenditures	Ethics and Transparency			
Own	Recruitment	Human talent management Annexes			
EU15	People nearing retirement age	Human talent management Annexes			
Own	Investment in training	Annexes			
Own	Employee commitment	Annexes			
Own	Engagement index				
Own	Days worked by contractors and sub-contractors engaged in construction, operation and maintenance activities	Occupational safety, health and well-being Annexes			
Own	Severity index for employees and contractors	Annexes			
<b>Sustainable and competitive portfolio</b>					
Own	Proportion of local suppliers	Responsible supply chain management Annexes			
Own	Total value of expenses in suppliers	Responsible supply chain management Annexes			
Own	Percentage of new suppliers assessed with environmental and social criteria	Responsible supply chain management Annexes			
Own	Length of transmission and distribution lines	Operational excellence and service quality			



GRI Standard	Indicator	Location	Omissions	SDG	External assurance
Own	Availability of infrastructure for operation	Operational excellence and service quality			✓
Own	Maintenance Plan performance (%)	Operational excellence and service quality			
Own	Losses in gas and electricity transportation, distribution and storage	Operational excellence and service quality			
Own	Customer satisfaction	Operational excellence and service quality			
Own	Percentage of equity interest in GEB investments on energy transition	Energy transition and low carbon development		7.3 9.4	✓
<b>Innovation and digital transformation</b>					
Own	Research, development and innovation (R+D+I) spending	Innovation and digital transformation			✓

**S&P GLOBAL CORPORATE SUSTAINABILITY ASSESSMENT - DJSI**

Dimension	Chapter	Question on CSA questionnaire	IS21 Location	
<b>1. Economy and governance</b>	1.1. Corporate Governance	1.1.1. Board structure	Corporate Governance	
		1.1.2. Non-Executive Chairperson / Lead Director	Corporate Governance	
		1.1.3. Board Diversity Policy	Corporate Governance	
		1.1.4. Board Gender Diversity	Corporate Governance	
		1.1.5. Board Effectiveness	Corporate Governance	
		1.1.6. Board Average Tenure	Corporate Governance	
		1.1.12. Government Ownership	Corporate Governance	
			1.1.15 CEO to Employee Pay Ratio	Annexes
	1.2. Materiality		1.2.1. Material issues	Materiality Analysis
			1.2.2. Materiality disclosure	Materiality Analysis
	1.3. Risk and crisis management		1.3.1. Risk governance	Risk Management
			1.3.3. Emerging risks	Risk Management
			1.3.4. Risk culture	Risk Management
	1.4. Business ethics		1.4.4. Corruption and bribery	Ethics and Transparency
			1.4.8. Reporting on breaches	Ethics and Transparency
	1.5. Policy influence		1.5.1. Contributions & Other Spending	Annexes
			1.5.2. Largest Contributions & Expenditures	Annexes
	1.6. Supply chain management		1.6.6. Supply chain transparency and reporting	Well-being, Occupational Safety and Health Responsible supply chain management Annexes
	1.7. Information security/cybersecurity		1.7.1. Information security and cybersecurity governance	Cybersecurity and information security
			1.7.2. Information security and cybersecurity measurements	Cybersecurity and information security
		1.7.3. Information security and cybersecurity processes and infrastructure	Cybersecurity and information security	
		1.7.4. Information security and cybersecurity breaches	Cybersecurity and information security	
1.8. Innovation management		1.8.1. R&D Spending	Annexes	
<b>2. Environmental</b>	2.2. Environmental policy and management systems		2.2.4. Environmental violations	Environmental performance Annexes
	2.3. Operating Eco-efficiency		2.3.1. Direct greenhouse gas emissions (scope 1)	Climate Change Annexes
			2.3.2. Direct greenhouse gas emissions (scope 2)	Climate Change Annexes
			2.3.3. Energy consumption	Climate Change Annexes
			2.3.4. Water consumption	Climate Change Annexes
			2.3.5. Waste disposal	Climate Change Annexes
		2.3.7. Most relevant GHG emission sources, scope 3	Climate Change Annexes	

Dimension	Chapter	Question on CSA questionnaire	IS21 Location
<b>3. Social</b>	2.4. Biodiversity	2.4.1. Commitments to Biodiversity	Environmental performance
		2.4.2. Exposure and assessment of biodiversity	Annexes
	2.5. Climate Strategy	2.5.2. Climate-related management incentives	Climate Change Annexes
	2.6. Transmission & Distribution	2.6.2. Electricity Transmission & Distribution Reliability	Annexes
		2.6.3. Gas leak rate	Annexes
	3.2. Labor practice indicators	3.2.1. Discrimination and harassment	Annexes
		3.2.2. Workforce breakdown: Gender	Annexes
		3.2.3. Work Force breakdown: Race/ethnicity and nationality	Annexes
		3.2.4. Workforce breakdown: Other minorities	Annexes
		3.2.5. Gender Pay Indicators	Annexes
		3.2.6. Freedom of Association	GRI Table
	3.3. Human Rights	3.3.1. Commitment to Human Rights	Human Rights
		3.3.2. Human Rights Due Diligence Process	Human rights Annexes
		3.3.4. Human Rights Mitigation & Remediation	Human rights Annexes
	3.4. Human capital development	3.4.1. Training and development inputs	Human talent management Annexes
	3.5. Attracting and retaining talent	3.5.1. Hiring	Human talent management Annexes
		3.5.7. Employee turnover rate	Annexes
		3.5.8. Employee commitment	Annexes
	3.6. Corporate citizenship and philanthropy	3.6.1. Corporate citizenship strategy	Shared Prosperity
		3.6.2. Type of philanthropic activities	Annexes
3.6.3. Philanthropic contributions		Shared prosperity Annexes	
3.7. Occupational Safety and Health	3.7.3. Fatalities	Occupational well-being,safety and health Annexes	
	3.7.4. Lost-Time Injury Frequency Rate (LTIFR) - Employees	Occupational well-being,safety and health Annexes	
	3.7.5. Lost-Time Injury Frequency Rate (LTIFR) - Contractors	Occupational well-being,safety and health Annexes	
3.8. Customer relationship management	3.8.1. Satisfaction measurement	Annexes	
3.9. Privacy protection	3.9.2. Customer privacy information	Cybersecurity and information security	
	3.9.3. Breaches of Customer Privacy: Complaints	Cybersecurity and information security	

**CONTRIBUTION TO SUSTAINABLE DEVELOPMENT GOALS**

SDG	Description	Goals	Location
5	<b>Gender equality</b>	5.1. End all forms of discrimination against women and girls around the world.	Human talent management Human Rights
		5.5. Ensure the full and effective participation of women and equal opportunities of leaderships in all of decision levels of political, economic and public life.	Human talent management Human Rights
7	<b>Affordable and clean energy</b>	7.2. From now until 2030, significantly increase the proportion of renewable energy in the set of energy sources.	Climate Change Energy transition and low carbon development Innovation and digital transformation
		7.3. From now until 2030, double the world's rate of energy efficiency improvement.	Climate Change Operational excellence and service quality Energy transition and low carbon development Innovation and digital transformation
		8.1. Maintain the economic growth per capita according to national circumstances and, in particular, a growth of the gross domestic product of at least 7% annually in less-advanced countries.	Economic Performance
8	<b>Decent work and economic growth</b>	8.2. Attain higher levels of economic productivity through diversification, technological modernization and innovation, among others, and focusing on sectors with greater added value and intensive use of labor.	Human talent management Responsible supply chain management Economic Performance
		8.4. From now until 2030, gradually improve production and efficient consumption of world resources, and seek to unlink economic growth from the degradation of the environment, according to the Ten-Year Framework of the Sustainable Modes of Consumption and Production Programs, starting in developed countries.	Environmental performance
		8.5. From now until 2030, achieve full and productive employment, and decent work for all women and men, including youth and people with disabilities, as well as equality of compensation for work of equal value.	Human talent management Well-being, Occupational Safety and Health Shared Prosperity
		8.7. Adopt immediate measures to eradicate forced labor, end contemporary forms of slavery and human trafficking, and assure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers, and from now until 2025, put an end to child labor in all its forms.	Human Rights
		8.8. Protect labor rights and promote a safe work and risk-free environment for all workers, including migrants, and in particular, women migrants and people with precarious work.	Human talent management Responsible supply chain management Human Rights



SDG	Description	Goals	Location
9	<b>Industry, Innovation and Infrastructure</b>	9.1. Develop reliable, sustainable, resilient and quality infrastructure, including regional and cross-border infrastructures, to support economic development and human well-being, with special emphasis on affordable and equal access for all.	Shared Prosperity Energy transition and low carbon development
		9.4. From now until 2030, modernize infrastructure and reconvert industries to make them sustainable, using resources more efficiently and encouraging the adoption of clean and environmentally rational technologies and industrial processes, and achieving that all countries take measures according to their respective capabilities.	Shared Prosperity Operational excellence and service quality Energy transition and low carbon development Responsible supply chain management Innovation and digital transformation
		9.5. Increase scientific research and technological capacities of industrial sectors of all countries, in particular developing countries, encouraging among other things innovation and considerably increasing from now until 2030 the number of people who work in research and development per million inhabitants and public and private expenditures on research and development.	Energy transition and low carbon development Responsible supply chain management Innovation and digital transformation
10	<b>Reduced inequalities</b>	10.2. From now until 2030, empower and promote social, economic and political inclusion of all people, independently of their age, sex, disability, race, ethnic background, origin, religion, economic situation or other conditions.	Responsible supply chain management
		10.4. Adopt policies, especially in the fiscal, salary and social protection areas, and gradually achieve greater equality.	Responsible supply chain management
11	<b>Sustainable cities and communities</b>	11.2. From now until 2030, provide access to safe, affordable, accessible and sustainable transportation systems for all, and improve road safety, particularly through expanding public transportation, paying special attention to the needs of people in vulnerable situations, women, children, people with disabilities and the elderly.	Shared Prosperity
		11.6. From now until 2030, reduce the negative environmental impact per capita of cities, including special attention to air quality and management of city waste and other types of waste.	Risk management
12	<b>Sustainable consumption and production</b>	12.2. From now until 2030, achieve the sustainable management and efficient use of natural resources.	Climate Change
		12.4. From now until 2020, achieve an ecologically rational management of chemical products and all waste throughout their entire life cycle, according to agreed international frameworks, and significantly reduce release of waste products to the atmosphere, water and soil, to minimize their adverse effects on human health and the environment.	Climate Change

SDG	Description	Goals	Location
13	<b>Climate Action</b>	13.1. Strengthen the resiliency and adaptability to risks related to climate and natural disasters in all countries.	Climate Change
		15.1. From now until 2020, ensure conservation, restoration and sustainable use of land and interior ecosystems of fresh water and its services, in particular, forests, wetlands, mountains and arid areas, in a manner consonant with the obligations acquired due to international agreements.	Environmental performance
		15.2. From now until 2020, encourage the application of sustainable management in all types of forests, stop deforestation, recover degraded and significantly increase forestation and reforestation globally.	Climate Change
15	<b>Life on land</b>	15.3. From now until 2030, combat desertification, reenoble degraded lands and soils, including land affected by desertification, drought and floods, and strive for a world with a neutral effect on soil degradation.	Environmental performance
		15.4. From now until 2030, ensure the conservation of mountain ecosystems, including their biodiversity, to improve their capacity to provide essential benefits for sustainable development.	Environmental performance
		15.5. Adopt urgent and significant measures to reduce the degradation of natural habitats, stop the loss of biodiversity, and from now until 2020, protect threatened species and prevent their extinction.	Environmental performance
		15.b. Mobilize a significant volume of resources coming from all sources and all levels to finance a sustainable forest management and provide adequate incentives to developing countries to encourage this type of management, looking particularly at conservation and reforestation.	Environmental performance
		16.5. Significantly reduce corruption and bribery in all their forms.	Ethics and Transparency Responsible supply chain management Risk management
16	<b>Peace, justice and strong institutions</b>	16.6. Create effective and transparent institution at all levels, with accountability.	Corporate Governance Business Continuity
		16.7. Guarantee the adoption of inclusive, participative and representative decisions at every level that respond to needs.	Human talent management Human Rights
		16.10. Guarantee public access to information and protect fundamental liberties, according to national law and international agreements.	Cybersecurity and information security

**GLOSSARY FOR THE SUSTAINABILITY  
REPORT 2021 - GRUPO ENERGÍA BOGOTÁ**

Indicators for assurance	Criteria
<b>Structure, diversity and participation of governing bodies</b>	The indicator is composed of the following information: 1) Number of women in the Board of Directors (associates' representatives are not included in the total number of women on the Board of Directors). 2) Average age of Board members. 3) Number of members independent of the Board of Directors. 4) Average seniority of Board members. 5) % (percentage) of attendance of Board members. 6) Number of Board of Directors sessions held yearly (does not include Board of Directors committee sessions).
<b>Percentage of equity interest in GEB investments on energy transition</b>	The Company's Management includes in its Sustainability Report the results of their own indicator, "Percentage of equity interest in GEB investments on energy transition," for the period between January 1 and December 31, 2021. The criteria corresponds to information of the following companies that belong to the group: - GEB Corporate - Transmission Branch - Transportadora de Gas Internacional - Cálidda - Contugas - Trecca - Electro Dunas Total investment for energy transition is defined as the sum of investments related to energy transition that can be verified in Financial Statements. An investment for energy transition is understood as any investment associated to research and infrastructure projects related to energy generation using renewable sources and NCREs, and to the development of strategies and initiatives that contribute to accelerating energy transition and low-carbon development. This includes, but is not limited to, investments in: - Renewable energy for self-consumption - Biogas - Hydrogen - Wind and solar energy - Smart-grids - Transmission infrastructure for connecting renewable energy projects - New business in energy transition and substitution of high-emission fossil fuels On the other hand, GEB's total investments are defined as the sum of CapEx for the controlled companies that belong to the Group. CapEx or Capital Expenditures are defined as the investments necessary to maintain or expand capital assets (infrastructure, factories, machinery, vehicles, etc.). $\text{Formula} = \frac{\text{Total investment in energy transition}}{\text{Total investment by GEB}} \times 100\%$
<b>Availability of infrastructure for operation</b>	The criteria is defined in the following way for each business: <b>Contugas and Cálidda:</b> Defined as the average time between system failures divided into the sum of the average repair times and average time between failures, and takes into account the transportation and distribution networks, City Gate, High Network pressure, connections and stations. <b>TGI:</b> it is the ratio of the difference between the total hours in the period and the sum of the total UNPLANNED and planned maintenance hours, to the total hours in the period. Includes the transportation infrastructure, stations and equipment. <b>Trecca:</b> the ratio between the total available hours of equipment and the calendar hours for the same period, taking into account the transmission line infrastructure and inductive equipment (transformers and reactors). <b>Transmission Branch:</b> Defined as the total time divided into a given period, in which an asset was in service or available for service. Includes the infrastructure related to the transmission of electricity operating at 220 kV or more, and the transmission of electricity operating at less than 220 kV used by more than user.

Indicators for assurance	Criteria
<b>Waste Management</b>	This indicator provides the total of solid waste per organization (not recycled, not reused or total waste generated). <b>Total waste generated:</b> Solid waste generated during operations and administrative activities during consumption or any other human activity. <b>Total used / recycled / sold waste:</b> Generated waste that has been reused, recycled or sold, for example for purposes of energy recovery. <b>Total eliminated waste:</b> solid waste deposited in landfills, injected into deep wells or incinerated with no energy recovery (off-site or on-site). Does not take into account used / recycled / sold waste. Waste must be expressed in dry metric tons. Must NOT take into account waste from extraordinary activities. Must not include waste produced by construction and demolition.
<b>Research, development and innovation (R+D+I) spending</b>	Corresponds costs incurred in activities or initiatives that promote research, development and innovation within GEB and its subsidiaries, and externally in relevant innovation ecosystems for the corporate group. These costs include indirect or administrative expenses (for example, in staff partially or totally dedicated in R+D+I at GEB Corporate, management of open innovation and training programs, and support activities to manage innovation projects), and direct expenses or investments in ventures, R+D+I and digital transformation projects for the organization and its subsidiaries. These expenses on R+D+I may also include content development expenses, media development projects, software development costs, solution testing and experiments in the framework in a process of innovation and digitalization. Some topics were prioritized for the allocation of resources of innovation includes Industry 4.0 and digital transformation, carbon reduction, energy storage, distributed energy resources and their infrastructure, social tech, hydrogen and low-carbon gases, smart cities and smart networks.
<b>Materialization of strategic risks</b>	This indicator refers to the materialization of any of the 14 strategic risks presented during the period between January 1 to December 31, 2021. The indicator is expressed as a ratio of materialized risks to identified risks. The organization determines the amount of materialized risks on the basis of reports prepared by process leaders (if they happen) and must present the information below for each materialized risk: - Description of the risk - Category of the risk - Cause of the materialization of the risk - Impact caused by the materialization of the risk - Mitigation actions If no risks are materialized, the indicator is presented as 0%.
<b>Social investment by contribution amounts</b>	This indicator comprises three categories: (i) charitable donations, (ii) investment in community, and (iii) business initiatives • <b>Charitable donations:</b> refers to the continuous or occasional support to good causes in response to needs and petitions by local, regional and national government organizations and by benefit and community organizations; to requests by employees; or as a reaction to external events, such as emergency aid situations. These are usually considered as traditional philanthropy or awarding of grants. • <b>Investment in the community:</b> refers to long-term strategic participation and in association with local, regional and national government organizations, benefit and community organizations to address a limited set of social issues chosen by the Group to protect its long-term corporate interests and improve its reputation. • <b>Business initiatives:</b> these are activities related to the Group in the community, generally undertaken by business departments to directly support the organization's success, promoting its corporate identity and branding, and other policies, in association with local, regional and national government organizations and benefit and community organizations. $\text{Charitable donations} + \text{Investments in the community} + \text{Business initiatives} = \text{Social investment by contribution amounts}$





# 02

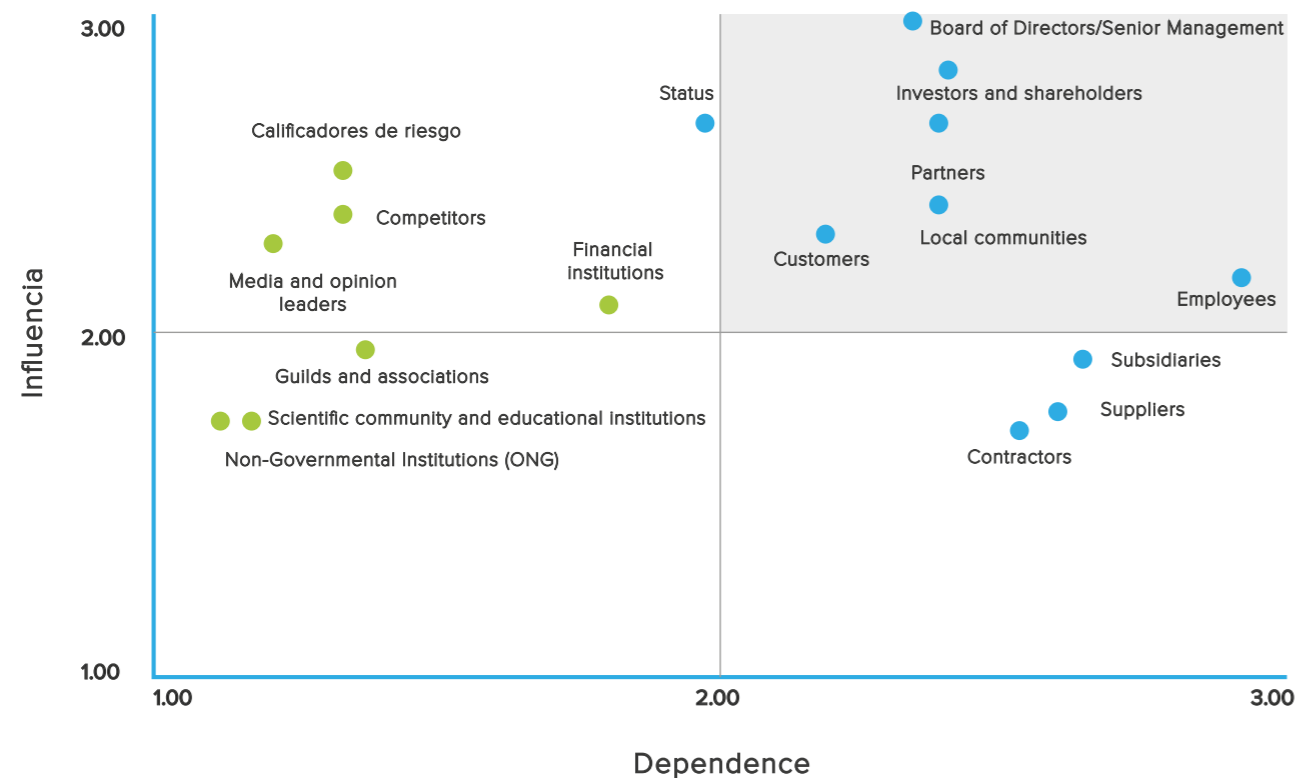
## Sustainability indicators

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## Materiality Analysis

In 2021 we updated the list of our stakeholders and performed a prioritization exercise considering attributes such as dependence and influence to define communications mechanisms that allow us to query their perception regarding the most relevant issues for the Group.

### Prioritization of stakeholder groups



### PRIORITY AND MANAGEMENT ISSUES

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

### DESCRIPTION OF PRIORITY AND MANAGEMENT ISSUES

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



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

**(102-43) Approach to stakeholder engagement**  
**(102-44) Key topics and concerns addressed**

**DESCRIPTION OF PRIORITY AND MANAGEMENT ISSUES**

Stakeholders (SH)	Media (relation channels)	Frequency of relations	Topics of interest (issues and concerns addressed with the SHs)
<b>Investors and shareholders*</b>	Sustainability Report	Annual	Information on management performance, financial achievements and challenges for the following year.
	Corporate Governance Report		Progress on implementation of Código País and Circular Letter 028/2015 and challenges for the upcoming year
	Quarterly performance reports and presentations- GEB, TGI and Cálidda	Quarterly	
	Events organized by Investor Relations Management, conferences, investor day, roadshows, webinars and group calls	On demand	Financial, commercial, operational, strategic, regulatory, social, environmental and governance management of GEB and 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.	Ongoing	Financial, commercial, operational, strategic, regulatory, social, environmental and governance management; investor services (income certificates, shareholder status, withholding tax refunds, dividends, among others).
	Timely addressing of queries and requirements regarding the GEB and subsidiaries, through e-mails, calls and meetings.		

Stakeholders (SH)	Media (relation channels)	Frequency of relations	Topics of interest (issues and concerns addressed with the SHs)
<b>Customers</b>	Satisfaction surveys, e-mail, written communications, customer service lines, virtual and self-service channels, <i>WhatsApp</i> , commercial visits, corporate events and sustainability report - TGI, Cálidda, Contugas and Electro Dunas	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
	Blog	Weekly	<ul style="list-style-type: none"> <li>Corporate strategy and sustainability.</li> <li>Corporate governance</li> <li>Human talent management</li> <li>Well-being</li> </ul>
<b>Employees</b>	Primary committees (Líder@net Agenda)	Ongoing	<ul style="list-style-type: none"> <li>Organizational changes</li> <li>Benefits and non-salary and extra-contractual remuneration</li> <li>Work environment</li> <li>Organizational culture</li> </ul>
	Digital platforms	Ongoing	
	E-mail	Quarterly	
	Employee relations committee	As required	
<b>Status</b>	Meetings about strategic issues	As required	
	Compliance reports		
	Response to requirements, petitions complaints, and claims	As required	<ul style="list-style-type: none"> <li>Management of GEB and its companies.</li> <li>Mandatory and regulatory compliance.</li> <li>Strategic partnerships.</li> </ul>
	Meetings, briefings		
	Visits		
	Website, e-mail and telephone lines	Ongoing	
<b>Local communities</b>	Sustainability Report and Corporate Governance Report	Annual	
	Relationship-building meetings	As required	
	Newsletters		<ul style="list-style-type: none"> <li>Social investment projects</li> <li>Social and environmental management</li> <li>Negotiation of rights of way (land) and offsetting of effects</li> <li>Environmental Impact Assessment results</li> <li>Ethics and transparency.</li> <li>Resettlement</li> <li>Pre-consultation and relations processes</li> <li>Socialization of projects and initiatives by GEB and its subsidiaries</li> </ul>
	Response to petitions, complaints, and claims		
	Meetings (virtual and/or face-to-face)		
	Citizen and/or community participation workshops	Ongoing	
	Telephone line, <i>WhatsApp</i> , e-mail and website		
Ethical Channel			
<b>Suppliers and Contractors</b>	Sustainability Report	Annual	
	Surveys	As required	<ul style="list-style-type: none"> <li>Contracting process</li> <li>Social and environmental management</li> <li>Ethics and transparency.</li> <li>Policies, manuals and procedures</li> <li>Supplier registration</li> <li>Strategic partnerships</li> </ul>
	Meetings and events	Unannounced	
	On-site inspections	Ongoing	
	Telephone lines, e-mail, website and ethical channel		
SAP Ariba (Colombia) and MiProveedor.com portal (Peru and Guatemala)			

Stakeholders (SH)	Media (relation channels)	Frequency of relations	Topics of interest (issues and concerns addressed with the SHs)
<b>Board of Directors</b>	Meetings of the Board of Directors, Board of Directors and President's committees	Ongoing	<ul style="list-style-type: none"> <li>Management and performance of GEB and its companies in financial, operational, regulatory, environmental, social and governance issues.</li> </ul>
	Sustainability Report and Corporate Governance Report	Annual	<ul style="list-style-type: none"> <li>Implementation of the corporate strategy</li> <li>Implementation of models, policies and guidelines</li> </ul>
<b>Partners</b>	Sustainability Report and Corporate Governance Report	Annual	<ul style="list-style-type: none"> <li>Management and performance of GEB and its companies in financial, operational, regulatory, environmental, social and governance issues.</li> </ul>
	Events and meetings	As required	
<b>Subsidiaries</b>	Sustainability Report and Corporate Governance Report	Annual	<ul style="list-style-type: none"> <li>Management and performance of GEB and its companies</li> <li>Corporate policies and guidelines</li> <li>Corporate strategy</li> </ul>
	Virtual events	As required	

\*Includes analysts, financial institutions and credit rating agencies

## 1. Corporate model

### 1.3. Risk management

#### ■ (102-15) Main impacts, risks and opportunities

STRATEGIC RISKS		
Description	Mitigation actions	Potential impacts (positive and negative)
<p><b>Regulatory changes unfavorable to the company's interests.</b></p> <p>Changes in current regulations (laws, decrees, resolutions, regulations, rulings, doctrine) with a negative impact on the interests of GEB.</p>	<ul style="list-style-type: none"> <li>Ongoing monitoring of market performance and the regulations issued in connection with the COVID-19 situation.</li> <li>Participation in sectoral and governmental forums to promote sustainable decisions for the Group's companies.</li> <li>Coordination and leadership in the definition of regulatory strategies with the Peruvian subsidiaries.</li> <li>Monitor changes in legislation and regulations</li> <li>Actively participate in industry associations (Andesco, Naturgas, ACOGEN, ANDI, among others).</li> <li>Group lobbying of senior government</li> </ul>	<ul style="list-style-type: none"> <li>Income reduction and effects on the companies' cash flow</li> <li>Limitations to growth of electrical transmission and TGI businesses</li> <li>Limitations to growth of GEB, subsidiaries and non-controlled companies</li> <li>Limitations to growth of CONDENSA and VANTI</li> <li>Limitations to growth of EMGESA and CONDENSA</li> <li>Adjust rates according to increases</li> <li>Income reduction and effects on the companies' cash flow</li> </ul>
<p><b>Workplace accidents.</b></p> <p>Work accidents during development, operation and maintenance activities of transmission projects affecting direct employees or third parties, involving serious injuries or deaths.</p>	<ul style="list-style-type: none"> <li>Implement the Industrial Safety Cultural Transformation Program.</li> <li>Inspect and verify compliance with Occupational Safety and Health (OSH) procedures for high risk jobs and affiliations to the social security system.</li> <li>Periodic verification of competencies and training of Company and contractor employees.</li> <li>Orientation and periodic awareness-raising on the risks and hazards employees and contractors are exposed to.</li> <li>Define indicators to measure OSH competencies and performance at all levels of the organization.</li> </ul>	<ul style="list-style-type: none"> <li>Serious or fatal injuries.</li> <li>Economic losses: fines, penalties and/or lawsuits.</li> <li>Work center or the Company closures.</li> <li>Effects on image and reputation.</li> <li>Effects on project timetables and compliance (delays).</li> </ul>
<p><b>Potential differences between partners in non-controlled partnerships.</b></p> <p>Differences in the interpretation of Shareholder Agreements and statutory obligations in investments in which GEB has no control.</p>	<ul style="list-style-type: none"> <li>Directives issued by the VP of Business and Innovation and the Corporate Affairs Department for effective participation in meetings of the Board of Directors.</li> <li>Identify and follow-up on relevant, critical or high material impact for companies where GEB has equity interest but no control.</li> <li>Set a legal strategy in case GEB's rights are violated to protect the Group's position on its investments.</li> </ul>	<ul style="list-style-type: none"> <li>Loss of businesses.</li> <li>Changes to the promise of value to shareholders through dividends.</li> <li>Loss of operating efficiency and resources.</li> <li>Effects to image and reputation.</li> <li>Litigation.</li> <li>Effects on compliance to the Group's corporate strategy.</li> </ul>

Description	Mitigation actions	Potential impacts (positive and negative)
<p><b>Lack of continuity in the strategy or failure to implement the corporate governance practices.</b></p> <p>Periodic changes in the Administration of the district and instability in the strategic guidelines, leading to lack of continuity in the implementation of the strategy and in corporate governance.</p>	<ul style="list-style-type: none"> <li>Implementing a Corporate Governance Model according to the market's best practices and aligned with the Corporate Strategic Plan (CSP) of the Company.</li> <li>Permanent verification of compliance with the standards of the Corporate Governance or adopted by the Company and strengthening of the periodic reports submitted to the Corporate Governance and Sustainability Committee, the Board of Directors, the General Meeting of Shareholders, oversight bodies and the market.</li> <li>Permanent verification of compliance with the Shareholder Agreement signed by the Capital District, the majority shareholder.</li> </ul>	<ul style="list-style-type: none"> <li>Changes in policies and guidelines, re-processing, inadequate execution of the budget and PAC.</li> <li>Effect on the company ratings awarded by credit rating agencies.</li> <li>Negative perception of investors on the commitment and stability of GEB's management.</li> <li>Breach of the shareholder agreement derived from the Democratization process.</li> <li>Effects on GEB's credibility among "stakeholders" regarding shareholder and management commitment to corporate governance.</li> <li>Difficulties in negotiating topics of interest with third parties.</li> </ul>
<p><b>Inadequate management of the corporate strategy at subsidiaries.</b></p> <p>Failure by GEB to adequately monitor the strategy and good corporate governance practices in subsidiaries and under shared control.</p>	<ul style="list-style-type: none"> <li>Direct approach to partners &lt; and company management.</li> <li>Implementing a Corporate Governance Model and Business Group Model according to the market's best practices and aligned with the Corporate Strategic Plan (CSP) for the entire Group.</li> <li>Monitor compliance with the Business Group Agreement and guidelines for GEB relations as Group's parent with its subsidiaries.</li> <li>Strengthening of processes for the legal protection of investments that define Corporate Governance mechanisms.</li> </ul>	<ul style="list-style-type: none"> <li>Loss of business or loss of value of GEB investments in its subsidiaries.</li> <li>Loss of operating efficiency and resources and inability to capture synergies between the companies that are part of the Group.</li> <li>Unfavorable impact on reputation in jurisdictions where we have presence.</li> <li>Inadequate financial performance.</li> <li>Failure to implement the strategy and Corporate Governance Model at Group level.</li> <li>Occurrence of contingencies that financially impact the Group's results.</li> </ul>
<p><b>Not exercising an appropriate role as shareholder in the decisions adopted at companies in which GEB has equity interest but no control.</b></p> <p>Not intervening in an appropriate and timely manner to influence the decisions made by companies in which GEB has equity interest but no control, in favor of the interests of GEB.</p>	<ul style="list-style-type: none"> <li>Identify and follow-up on relevant critical or high material impact for companies where GEB has equity interest but no control.</li> <li>Designated members of the Boards of Directors define and implement strategic guidelines for management and decision-making regarding assets.</li> <li>Review of the information by the involved areas in GEB and preparation before participating in the Boards of Directors and Committees in the companies where we have no controlling interest.</li> <li>Review of specific topics in the President's Committees that will be heard in the Board of Directors of non-controlled companies.</li> </ul>	<ul style="list-style-type: none"> <li>Loss of business/Loss of value.</li> <li>Loss of operating efficiency and resources.</li> <li>Effects to image and reputation.</li> <li>Litigation processes.</li> <li>Effects on company operations.</li> </ul>
<p><b>Not having the appropriate and motivated human capital to develop the strategy.</b></p> <p>Lack of consolidation of a Corporate Human Resource Management Model that meets business needs and contributes to retaining and developing the best talent.</p>	<ul style="list-style-type: none"> <li>Work plan to consolidate the comprehensive talent management process to govern the employee's life cycle and guard his/her personal integrity.</li> <li>Update, document, communicate and fulfill human resource management policies and procedures.</li> <li>Training plan and individual development plans.</li> <li>Work plans for Performance Management.</li> <li>Studies and analysis for efficient performance management and variable compensation schemes.</li> <li>Implement the workplace environment and quality of life strategy.</li> <li>Develop a project to manage new forms of work within legal parameters.</li> </ul>	<ul style="list-style-type: none"> <li>Inadequate selection of personnel and effects on the management life cycle.</li> <li>Lack of installed capacity to respond to requirements in the expected times for each project.</li> <li>High turnover and inadequate performance.</li> <li>Low motivation and unfocused strategy.</li> <li>Flight of knowledge.</li> <li>Inadequate resource investment and flight of knowledge, reprocessing, and failure to preserve knowledge.</li> <li>Low personnel productivity and motivation.</li> <li>Lawsuits or penalties by the Labor Ministry.</li> <li>Impact on productivity and business results.</li> <li>Lack of productivity.</li> <li>Lack of motivation of the staff.</li> </ul>

Description	Mitigation actions	Potential impacts (positive and negative)
<p><b>Financing restrictions and cost increase of debts.</b></p> <p>Difficulties to access resources, refunding and debt costs or restrictions.</p>	<ul style="list-style-type: none"> <li>Assessment and execution of refunding alternatives or currency exchange when facing favorable market conditions.</li> <li>Implementing policies for currency exchange rates risk management.</li> <li>Formulation and execution of a financial risk hedging strategy for debt and investments of GEB.</li> <li>Apply accounting coverage of net foreign investments, as provided by IFRS.</li> <li>Assessment and execution of financial covers when needed.</li> <li>Availability of funds to meet debt service obligations through analysis and monitoring.</li> </ul>	<ul style="list-style-type: none"> <li>Default event.</li> <li>Drop in share prices.</li> <li>Decrease of the company's cash flow.</li> <li>Financial cost overruns.</li> <li>Difficulties to secure resources.</li> <li>Non-viability of future businesses or inability to invest in new business.</li> <li>Non-compliance with indicators required by credit-rating companies to maintain investment grade.</li> <li>Decrease of credit lines by banking institutions.</li> <li>Restrictions in access to loans with third parties.</li> <li>Inability to work with some providers.</li> </ul>
<p><b>Failure to fulfill the Business Plan.</b></p> <p>Carry out the Business Plan with variables that are not aligned with the Group's economic and operational situation. Failure to monitor the Business Plan's financial plan in a timely manner.</p>	<ul style="list-style-type: none"> <li>Definition of goals, periodic performance reviews and controls of company assets</li> <li>Structure and monitor the business' financial plan, implement the debt repayment strategy under conditions consistent with revenue generation.</li> <li>Periodically present an updated budget and projections to Senior Management.</li> <li>Definition of procedures and guidelines for monitoring subsidiaries.</li> <li>Financial Committees.</li> <li>Development of inventories of new opportunities in different business areas with permanent monitoring.</li> <li>Asset management.</li> </ul>	<ul style="list-style-type: none"> <li>Lack of growth/ Drop in share prices.</li> <li>Lower dividends for shareholders.</li> <li>Difficulties in obtaining new financing.</li> <li>Default event.</li> <li>Low liquidity or insolvency event at any GEB company, consequently affecting the parent company.</li> <li>Loss of investment grade credit rating.</li> </ul>
<p><b>Fraud.</b></p> <p>Any intentional or negligent act, dishonest activity or omission designed to deceive others and generate a loss to the victim and/or benefit for the perpetrator. Fraud can be committed internally by employees, managers, or administrators or externally by customers, suppliers and other stakeholders. (Source: ACFE - Association of Certified Fraud Examiners).</p>	<ul style="list-style-type: none"> <li>Training to strengthen ethics, transparency and compliance culture aimed at employees and members of the Board of Directors.</li> <li>Training in the Ethics and Compliance Program for contractors and providers.</li> <li>Policy on Internal Control and Prevention of Fraud and Corruption.</li> <li>Monitoring the control system and guidelines of the Ethics Code.</li> <li>Strengthen and internalize corporate values through a training and communication program defined by the Compliance and Subsidiaries Department, permanent monitoring, analysis and actions in response to reports given in the Channel.</li> </ul>	<ul style="list-style-type: none"> <li>Economic losses/loss of efficiency drop in share prices.</li> <li>Legal processes.</li> <li>Lack of motivation among employees.</li> <li>Effects on the company's reputation or image.</li> <li>Loss of confidence by stakeholders.</li> <li>Inadequate decision-making based upon erroneous or manipulated information.</li> </ul>
<p><b>Effects on GEB's reputation.</b></p> <p>Failure to react appropriately to situations that jeopardize the Group's reputation and/or inappropriate handling of information published in internal or external, official or unofficial media.</p>	<ul style="list-style-type: none"> <li>Design and implement the internal and external communications strategy.</li> <li>Design and implement the communications strategy for social media.</li> <li>Constant monitoring of information given by communications media and digital channels related to GEB and immediately implementing an action plan.</li> <li>Levels of review and approvals for information to disclose.</li> <li>Timely attention to formal requirements by government institutions.</li> <li>Active participation in events and public and private agencies for proper relations.</li> <li>Crisis manual and circular letters to be applied.</li> </ul>	<ul style="list-style-type: none"> <li>Not achieving the desired positioning for GEB's reputation, affecting the achieved image/reputation.</li> <li>Lack of viability of projects.</li> <li>Drop in share prices.</li> <li>Loss of credibility by stakeholders.</li> <li>Loss of potential business for the company.</li> <li>Effects on work environment.</li> </ul>



Description	Mitigation actions	Potential impacts (positive and negative)
<b>Making non-strategic investments.</b>  Approve and develop investment projects not aligned with the strategy defined by GEB.	<ul style="list-style-type: none"> <li>Update and monitor the long-term strategic plan.</li> <li>Monitor and control policies, procedures for assessing investments and new businesses</li> <li>Analysis and assessment of investment per the guidelines and procedures established in the Development Plan for New Business.</li> <li>Identifying risk in investment projects.</li> </ul>	<ul style="list-style-type: none"> <li>Economic losses.</li> <li>Not delivering the profitability promised to shareholders.</li> </ul>
<b>Loss of confidentiality, integrity or availability of the Company's information assets or cyberassets</b>  Failure to maintain the confidentiality, integrity and availability of information assets, which may affect operations, competitiveness, profitability and corporate image.	<ul style="list-style-type: none"> <li>Monitor compliance with corporate policies, model and standards for information security and cybersecurity.</li> <li>Value, classify and establish controls to protect the Company's information assets and cyberassets according to identified risk levels through established policies and procedures.</li> <li>Contracting insurance policies.</li> <li>Transferable risks.</li> <li>Continuously survey the insurance market for new and better coverage, to reduce the financial impact of a loss event.</li> </ul>	<ul style="list-style-type: none"> <li>Loss of business know-how.</li> <li>Loss of competitiveness or loss of new business opportunities.</li> <li>Lower productivity or non-continuing businesses.</li> <li>Leaks or loss of key information.</li> <li>Impact on image, complaints, penalties and fines by control bodies.</li> <li>Fraud.</li> <li>Loss of control of devices and interruptions of operations.</li> <li>Effects on the safety of the public and/or citizens of a region or country.</li> </ul>
<b>Non-continuity of the business.</b>  Inadequate preparation to recover and restore critical business activities in case of a risk event that threatens its continuity	<ul style="list-style-type: none"> <li>Guidelines to prepare a Business Continuity Plan at GEB's Transmission Branch and subsidiaries.</li> <li>Design and implement the Business Continuity management at GEB and the Transmission Branch.</li> <li>Strategies and Business Continuity Plan.</li> <li>Identify and manage the risk due to the COVID-19 pandemic.</li> </ul>	<ul style="list-style-type: none"> <li>Economic losses, lower income.</li> <li>Unavailability of physical facilities.</li> <li>Non-participation in strategic decisions of subsidiaries and associates.</li> <li>Effects upon the health of direct employees and contractors, as well as suppliers and interested parties with possible effects on business continuity.</li> </ul>
<b>Loss of competitiveness and/or reliability of the business operation due to inadequate digital transformation.</b>  Not advancing in the digital transformation of GEB leveraged on: digital talent, strategy, processes and digital technology; to support the strategy, ensuring integral, reliable, current and cost-effective information that supports the organization's timely management and growth.	<ul style="list-style-type: none"> <li>Optimization of the operating models (capabilities, processes, people, information) that support the business.</li> <li>Strengthen the organizational capacities, digital talent, organizational culture, management and data exploration, agility for organizational transformations, innovation models, cybersecurity, IT/OT integration that optimize business based upon data and information.</li> <li>Change management towards digital transformation.</li> <li>Enable business growth and innovation based on data and digital technology.</li> <li>Technological oversight.</li> </ul>	<ul style="list-style-type: none"> <li>Loss of business and/or exiting the market.</li> <li>Not entering new markets in the energy sector in a timely manner.</li> <li>Not fulfilling our customers' expectations.</li> <li>Not having complete, reliable, timely and current information for decision-making.</li> <li>Loss of productivity compared to the market and/or competitors.</li> <li>Not generating new value-added processes, products and/or services.</li> <li>Not attracting and retaining the best human talent.</li> <li>Technology lag.</li> </ul>

Description	Mitigation actions	Potential impacts (positive and negative)
<b>Corruption.</b>  Abuse of positions of power or trust, for private benefit to the detriment of the collective interest, carried out through offering or requesting, delivering or receiving goods or cash in kind, in services or benefits, in exchange for actions, decisions or omissions, in order to unlawfully obtain benefits for themselves or for a third party (Transparencia por Colombia - Anti-Corruption Legal Counseling Center).	<ul style="list-style-type: none"> <li>Disciplinary actions for breaches of the SIPLAFT Manual, defined in the Internal Work Regulations.</li> <li>Policy of Gifts defined in the Code of Ethics and compliance verification.</li> <li>Compliance with no exceptions in the process of personnel selection and recruitment.</li> <li>Training to strengthen ethics, transparency and compliance culture aimed at employees and members of the Board of Directors.</li> <li>Training in the Ethics and Compliance Program for contractors and providers.</li> <li>Policy on Internal Control and Prevention of Fraud and Corruption.</li> </ul>	<ul style="list-style-type: none"> <li>Legal processes/penalties.</li> <li>Be the object of an investigation.</li> <li>Penalties established in the Foreign Corrupt Practices Act.</li> <li>FCPA Sanctions established in the 1778 Act of 2016.</li> <li>Effects on the company's reputation or image.</li> <li>Loss of confidence by stakeholders.</li> <li>Economic losses/drop in share prices.</li> <li>Cost overruns/mismanagement of Group's resources/damage to assets</li> <li>Project interruption and/or closure.</li> </ul>

**(OWN) EMERGING RISKS**

Global or industry trends	Emerging risks	Correlation with strategic risks	Opportunities	Mitigation actions
<b>Change of the country's government or financial situation.</b>	Legal, regulatory, tax and financing uncertainties.	Regulatory changes unfavorable to the company's interests.	Structure and execute works for taxes through our business. Transmission thus contributing to basic community needs.	<ul style="list-style-type: none"> <li>Proactive management and monitoring of laws, regulations, doctrine and jurisprudence.</li> <li>Group lobbying of senior government officials in each country.</li> <li>Legal stability agreements.</li> </ul>
<b>Energy transition.</b>	Reconfiguration of the energy sector value chain and accelerated implementation of new technologies	Lack of continuity in the strategy or failure to implement the corporate governance practices.	Development of new products and services under the strategic enabler of digitalization and innovation.	<ul style="list-style-type: none"> <li>Implement the new strategic plan for 2021-2030, where GEB's businesses in Electricity Transmission and Gas Transportation are strengthened.</li> <li>Execution of our Strategic plan.</li> <li>Use computer technology to ensure the digitization of the companies' core and back office processes.</li> <li>Proactive management and monitoring of the environment in the region, technological monitoring of new market entries and adoption of technologies that add value to the business.</li> <li>Evolution of the innovation system.</li> </ul>

Global or industry trends	Emerging risks	Correlation with strategic risks	Opportunities	Mitigation actions
<b>Impact on the world economy due to crises resulting from issues associated with climate, health or economic crises.</b>	Social instability in the countries where the Group is operating.	Lack of continuity in the strategy or failure to implement the corporate governance practices.	Structuring and execution of shared value projects with our stakeholders.	<ul style="list-style-type: none"> <li>Proactive stakeholder engagement and leadership in economic recovery in the countries where we operate.</li> </ul>
<b>Change of government or of the country's financial situation.</b>	Instabilities in government, economies, institutions or between states.	Regulatory changes unfavorable to the company's interests.	<ul style="list-style-type: none"> <li>Opportunities and investment for the economic reactivation of each country.</li> <li>Consolidation of region requirements to channel efforts of different actors, where the GEB can be the orchestrator of such resources for the assistance of the stakeholders.</li> </ul>	<ul style="list-style-type: none"> <li>Proactive management and monitoring of the environment in the region.</li> <li>Group lobbying of senior government officials in each country to ensure actions that produce stability for investments in each.</li> <li>Permanent search for the growth of our business and in other regions.</li> </ul>
<b>Catastrophes and major events.</b>	Uncertainty in the occurrence of extreme weather events and crises due to climate change management failure	Non-continuity of the business.	<ul style="list-style-type: none"> <li>The strategy approved in states addresses: Promotion of Non-Conventional Renewable Energies, capturing 20% of the potential future opportunity: 800-1200 MW3.</li> <li>Efficient energy consumption in the District.</li> <li>Support the District in meeting the goal of 600,000 electric vehicles by 2030.</li> <li>Commitment to reduce emissions of tCO2 equivalent with annual targets aligned with the commitment in each of the countries.</li> </ul>	<ul style="list-style-type: none"> <li>Take out insurance policies (transfer risks).</li> <li>Continuously survey the insurance market for new and better coverage, to reduce the financial impact of a loss event. Business Continuity Plan Institutional Emergency Response Plan (PIRE, for the Spanish original).</li> <li>Implementation of policy and analysis of qualitative and quantitative scenarios associated with availability and quality of water resources, and the generation of emissions and waste.</li> </ul>

Global or industry trends	Emerging risks	Correlation with strategic risks	Opportunities	Mitigation actions
<b>Cyber-security.</b>	Vulnerabilities in computer systems and information management in the Company, exacerbated by remote work environments.	Loss of the confidentiality, integrity or availability of information.	<ul style="list-style-type: none"> <li>Digitalization strategy focused on improving core business efficiency and ensuring productivity in the company's back-end processes, where improvements of 8-12% of the EBITDA of companies in Colombia could be achieved.</li> </ul>	<ul style="list-style-type: none"> <li>Automated control of accounts to access information systems and role profiling.</li> <li>Segmented and separate networks for access by guests both for cable and wireless networks.</li> <li>Internal audits both of the Information Security Model and the information systems.</li> <li>Anti-spam and anti-phishing tools.</li> <li>Ethical hacking and social engineering tests.</li> <li>Cybersecurity project to strengthen the protection of TO networks in the Transmission business to ensure and protect the availability of critical operations and service delivery.</li> </ul>
<b>Global pandemic situation</b>	Managing change while facing the pandemic's challenges through new ways to work.	Not having the appropriate and motivated human capital to achieve the strategy.	Improving the quality of life of employees by reducing commute times and improving safety conditions and family time.	<ul style="list-style-type: none"> <li>Analysis of the results of mental and physical health surveys, and execution of action plans to close gaps.</li> <li>Support the processes to upgrade the work infrastructure, for the digitalization of the business in accordance with new work arrangements, mobility plans and business digitalization.</li> <li>Action plan for preventing risks for the mental and physical health of our employees, in support to new realities of the pandemic.</li> <li>Managing change while facing the pandemic's challenges through new ways to work.</li> </ul>
<b>Global pandemic situation</b>	Spread of new pandemics.	Non-continuity of the business.	Strengthening of our genuine relations through the protection of our stakeholders and ensuring the financial continuity of the business, of the operations and of the services provided.	<ul style="list-style-type: none"> <li>Permanent updating of a COVID-19 team in risk factors associated with new variants.</li> <li>Updating the biosafety manual to adapt it to the changing conditions and include knowledge regarding the behavior of the virus and its variants.</li> <li>Reinforce awareness among our employees to follow biosafety measures both in work and non-work environments.</li> <li>Ongoing monitoring of the innovation initiatives to ensure that business continuity is not affected during their implementation.</li> <li>Support and monitoring of the booster vaccine strategy.</li> </ul>

## 2. Social and environmental management

### 2.1. Shared Prosperity

#### ■ (203-1) Infrastructure investments and services supported (Own) Other social investments

Program	Project status	Invested resources COP	Invested resources USD	Current or expected impacts on local communities and economies	People impacted	Type of investment	Investment/ service class
<b>SOCIAL INVESTMENT BRANCH 2021</b>							
Energy for competitiveness: Improvement of road infrastructure, mostly tertiary roads,	Projects in progress and executed	416,157,768	111,183	- Contribution to development of communities by improving tertiary roads with interventions in critical points, contributing to their interchange and mobility due to climate conditions, with the purpose of strengthening the access to health services and education, and boosting productive activities.	3,855	Voluntary	In Kind
<i>Energía para la Transformación</i> (Energy for Transformation): Lamps-Lighting system for public spaces and gasification. Biodigesters	Executed projects	809,701,122	216,324	- Improve the energy efficiency in public spaces, to increase their safety and allow them, in turn, to be used at different hours of the day. - Generating access to residential gas service in rural areas of the municipality. - Contribute to the reduction of the problems of pollution of residual water with sewage to maintain an environmental balance and improve the structure of the soil.	17,602	Voluntary	In Kind
Energy for well-being: improvement of community infrastructure, as well as the improvement of housing and recreational and sports spaces.	Projects in progress and executed	1,238,283,178	330,826	- Improvement of the use of play, recreational community spaces that make possible a healthy relaxation of the population and community participation - Promote social inclusion and access to quality education.	14,638	Voluntary	In Kind

Program	Project status	Invested resources COP	Invested resources USD	Current or expected impacts on local communities and economies	People impacted	Type of investment	Investment/ service class
Energy for Learning: improving schools/ interactive solar classrooms	Executed projects	305,612,679	81,649	- Promote social inclusion and access to quality education. - Contribute to the improvement of the quality of education through the use of innovative interactive tools that strengthen teaching activities and promote self-learning in students, based upon information technology and communications, with the purpose of improving the delivery of educational services.	4,073	Voluntary	In Kind

#### OTHER SOCIAL INVESTMENTS

Energy for Competitiveness and Ancestral Connection Programs	Executed projects	28,294,006	7,559.18	Contribute to the agriculture and livestock development of communities.	662	Voluntary	In Kind
Energy for Competitiveness/ Productive Project Programs	Executed projects	110,144,815	29,426.88	Contribute to the development of communities through bolstering productive activities	688	Voluntary	In Kind
Ancestral Connections/ Productive strengthening/ Cultural strengthening programs	Projects in progress and executed	132,760,220	35,468.93	- Contribute to the productive development and preservation of the historical memory of indigenous communities, through training and artisan reinforcement activities. - Contribute to the development, rebuilding and preservation of the historical memory of indigenous and afro-descendant communities.	33,550	Voluntary	In Kind

#### SOCIAL INVESTMENT TGI 2021

Networks of progress	Executed projects	1,271,967,370	339,826	- Expansion of access to public residential gas service. - Improvement of the conditions of mobility and meetings for communities. - Improvement of the health conditions of communities. - Generating clean energy for communities that lack this service.	5,167	Voluntary	In Kind
Empowering networks	Executed projects	214,896,100	57,413	Strengthening of abilities in leadership, project formulation and community management	96	Voluntary	In Kind
Competitiveness Networks	Projects in progress and executed	430,490,909	115,012	- Improve inputs for agricultural production and environmental protection. - Availability of inputs for production projects and support food security. - Improve health conditions through building eco-efficient stoves. - Improve the family productive conditions associated to the Cusiana Phase IV project	6,256	Mandatory and voluntary	In Kind



**SOCIAL INVESTMENTS CÁLIDDA 2021**

Program	Project status	Duration	Invested resources COP	Invested resources USD	Current or expected impacts on local communities and economies	People impacted	Type of investment
Cálidda Soup Kitchens	In progress	Permanent (11 years, since 2010)	124,641,600.20	32,032.29	The Cálidda soup kitchens program benefits through the free connection to NG, trainings and infrastructure improvements. In 2021, 18 popular soup kitchens were connected in seven districts of Lima and Callao, three of which are new, which we entered into as a program and the infrastructure of seven popular soup kitchens was improved.	2,409	Voluntary
Biodiversity	In progress	Permanent (first year since 2021)	115,865,620	29,755.56	Installation of four fog fences, storage systems, irrigation systems, three reservoirs were finished, filtering systems and one auxiliary sediment pool. Besides the cultivation of 500 specimens in the nursery, this has generated local jobs, reforested fragile systems and contributed to the local flora and fauna.	7,984	Voluntary
Energía Solidaria	In progress	Permanent (1 year since 2020)	44,831,323.45	11,517.55	The Energía Solidaria (Supportive Energy) program was started during the health crisis with the objective of connecting institutions in vulnerable conditions. In 2021, two institutions were connected.	4,055	Voluntary
Volunteers	In progress	Permanent (6 years, since 2015)	36,670,000	10,077.23	Creation of independent economies in communities.	200	Voluntary

**SOCIAL INVESTMENTS ELECTRO DUNAS 2021**

Program	Project status	Duration	Invested resources COP	Invested resources USD	Current or expected impacts on local communities and economies	People impacted	Type of investment	Investment/ service class
Escuelas Afectivas (Affective Schools)	In progress	2019-2023	242,952,611	59,778	Strengthen the emotional abilities of the educational community in four districts of the province of Ica.	730	Voluntary	Pro bono
December activity in Chiribamba	Performed	2021	5,203,584	1,280	Activity in kind for the Chiribamba Huancavelica community.	180	Voluntary	Pro bono

**SOCIAL INVESTMENTS TRECSA 2021**

Program	Project status	Duration	Invested resources COP	Invested resources USD	Current or expected impacts on local communities and economies	People impacted	Type of investment	Investment/ service class
Building in public spaces	Performed	Ongoing	353,544,058.5	94,452.46	Promotes community coexistence, providing spaces that are safe and adequate for meetings and recreation, and the reduction of risks and of the time ladies dedicate for housekeeping chores through the installation of a public water sources, specifically.	51,500	Voluntary	In Kind
Road infrastructure	Performed	Ongoing	1,658,863,412.25	443,180.21	Reduction in travel costs, vehicle maintenance and repair, increase the capital gains of land and safety for transportation of people and crops, stimulation of the economy.	15,000	Voluntary/ mandatory	In Kind
Water and sanitation	Performed	Ongoing	98,825,698.51	26,402.17	Access to drinking water in the community, reduction of flood risks, decrease in the economic investment required of community members to obtain drinking water, improve the hygiene conditions of residences, reduction of mortality and morbidity rates.	1,860	Voluntary	In Kind
Contribution to school infrastructures	In progress	Ongoing	133,805,885.19	35,747.44	Reduction of the number of students moving to the capital city to continue studies, which decreases family expenses and increases sheltering.	1,000	Mandatory	In Kind

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

Operations with local community engagement, impact assessments, and development programs	2021					
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecca
Percentage of operations in programs with local community participation, impact assessment and/or development programs.	100	100	100	25	10	100
Social impact assessments, including assessments of gender impact on participative processes.	1	10	0	0	0	2
Environmental impact assessments and monitoring in progress.	10	0	8	5	0	11
Public content of the results of the environmental and social impact assessments.	5	1	8	20	0	0
Local community development programs based on the needs of local communities.	33	6	3	2	0	17
Participation plans of stakeholders based on mapping of stakeholders.	5	45	0	1	10	0
Committees and consultation processes with local communities that include vulnerable groups.	139	0	0	0	10	2
Work councils, occupational safety and health committees and other employee representative bodies to address impacts.	3	12	0	0	0	1
Formal complaint and/or claims processes in local communities.	92	159	0	0	1	2
Total number of operation centers.	28	24	1	4	15	4

**■ (413-2) Operations with significant (real and potential) negative impacts on the local communities**

BRANCH 2021	
Operation centers with significant, real or potential, negative impacts on the local communities	Impact description
<b>Central region</b>	<ul style="list-style-type: none"> <li>• Forest use: Handling clearing of land, trimming and brush removal. Qualified in the ] EIA as an activity with <i>moderate impact</i>, requires management measures to prevent and mitigate this action which is needed for the building phase. Also, its application tends to avoid unnecessary interventions in vegetation resources, coverings and/or elements of native flora located in the area of influence of the project, sensitive and special handling areas.</li> <li>• Handling of wildlife in projects, qualified as an activity with <i>moderate impact</i>, management measures were established that will allow preventing incidents affecting wildlife such as amphibians, reptiles, birds and mammals found in the project's area of intervention, especially during the construction work, tower site preparation and removal of vegetation cover and land clearing in easements swath.</li> <li>• Likewise, management measures were proposed that will allow preserving wildlife specimens under any of the threatened species categories (VU, EN and CR), endemic and almost endemic species, and those recorded in the project's area of direct influence.</li> <li>• The duration of these impacts and their prevention was estimated at 25 years, with special actions for the execution of the construction phase of the projects. The impact is the area of influence.</li> </ul>
<b>Northern region</b>	<ul style="list-style-type: none"> <li>• Methodologies used for assessing impacts in the EIA produce impact scores that match the following variables: less significant, moderate or significant (in general), without taking into account in this qualification the magnitude if it would be considered Significantly Negative.</li> <li>• It must be noted that in general the impacts tend to be temporary and the more severe ratings are associated with the construction phase.</li> </ul>
<b>Western region</b>	<ul style="list-style-type: none"> <li>• Medellín-La Virginia Southwest Reinforcement project, La Virginia-Alfárez Southwest Reinforcement project, Alfárez-San Marcos Southwest Reinforcement project, Armenia Assets in operation, SE Alfárez, Tesalia UMPME 2009 Project. In the Center, South and North regions, tie impacts identified within the Environmental Impact Assessments of the projects, because some of them are temporary in nature, were not qualified as highly negative, and are considered significant and moderate, and have handling measures in place to prevent, mitigate and offset impacts.</li> </ul>
<b>Southern region</b>	<ul style="list-style-type: none"> <li>• Modification of conditions and current status of roads and access routes: this has a moderate intensity, inasmuch as it will be corrected once the building phase is concluded, and thus its impact will be reduced during the operating phase.</li> <li>• Development of conflicts: this has high intensity, since it manifests during the works and the operation.</li> <li>• Social and community infrastructure affectation: its intensity is considered light, since during the construction damage to this infrastructure is avoided; however, once works are concluded, mechanisms will be sought to offset affectations and reduce the impact.</li> <li>• Disturbances in the community: considered of moderate intensity inasmuch as they occur during the building process and the operation of the asset.</li> </ul>

**TGI 2021**

Operation centers with significant, real or potential, negative impacts on the local communities	Impact description
<ul style="list-style-type: none"> <li>- Paipa Gas Operating Center</li> <li>- Valledupar Gas Operating Center</li> <li>- Barrancabermeja Gas Operating Center</li> <li>- La Sabana Gas Operating Center</li> <li>- Gualanday Gas Operating Center</li> <li>- Manizales Gas Operating Center</li> <li>- Villavicencio Gas Operating Center</li> <li>- Buga Gas Operating Center</li> <li>- Puente Guillermo Gas Compression Station</li> <li>- Miraflores Gas Compression Station</li> <li>- Mariquita Gas Compression Station</li> <li>- Hatonuevo Gas Compression Station</li> </ul>	<p>Generation of expectations from infrastructure maintenance activities. With relation to this impact, spaces for socialization and information regarding the project or activity and its various stages have been implemented to achieve clear and transparent communications.</p>
<ul style="list-style-type: none"> <li>- Mariquita Gas Compression Station</li> <li>- Puente Guillermo Gas Compression Station</li> </ul>	<p>Use of road infrastructure. In this regard, social projects have been developed which focus in maintenance or adaptation of road infrastructure, with respect to affectations caused by the mobilization of company vehicles.</p>
<ul style="list-style-type: none"> <li>- Hatonuevo Gas Compression Station</li> </ul>	<p>Noise generation, which was managed through technology changes to reduce it, as well as the installation of living fences that dampen the noise generated by the operation.</p>
<ul style="list-style-type: none"> <li>- Buga Gas Operating Center</li> <li>- Mariquita Gas Compression Station</li> <li>- Villavicencio Gas Operating Center</li> <li>- Villavicencio Gas Compression Station</li> </ul>	<p>For the comprehensive management of reusable non-hazardous solid waste (paper, metal, cardboard, plastic, glass), an agreement was signed between TGI and LA FUNDACIÓN RECICLA – VIDA INTEGRAL seeking to reduce waste sent to landfills and strengthen the circular economy model through collection, transportation and reuse of waste.</p>
<ul style="list-style-type: none"> <li>- Administrative headquarters In Bogotá</li> <li>- La Sabana Gas Compression Station</li> <li>- Mariquita Gas Compression Station</li> <li>- Padua Gas Compression Station</li> <li>- Miraflores Gas Compression Station</li> </ul>	<p>Regarding the use and leverage of resources, we have an operative automation process in the GCS related to starting the compressor engines and an electronically-controlled purge. The above allows venting smaller amounts of gas to the relief system in each start.</p>
<ul style="list-style-type: none"> <li>- Hatonuevo Gas Compression Station</li> <li>- Miraflores Gas Compression Station</li> <li>- Puente Guillermo Gas Compression Station</li> <li>- Vasconia Gas Compression Station</li> <li>- Vasconia HUB</li> <li>- Cogua Gas Operating Center</li> </ul>	<p>Resource use and leverage. We have a rainfall collection system to be used for household activities, which prevents the use of water taken from surface or underground water sources.</p>

**CÁLIDDA IN 2021**

Operation centers with significant, real or potential, negative impacts on the local communities	Impact description
<p><b>Operations are located in 47 districts of Lima and Callao, so the corresponding studies were carried out.</b></p>	<p>As part of this classification of risks of the organization, we have parameters to estimate the probability, as well as the impact/materiality, according to type, financial, image, human, operational and business. As a potential negative impact, we can consider interruptions and/or affectations to the distribution system as the result of a leak. For this we have the damage prevention plan and the emergency response team. The emergency process causes no leaks, in fact, causes originate from third parties, and thus our process has a positive impact in controlling leaks in the shortest time possible, should they happen.</p>

**CONTUGAS 2021**

Operation centers with significant, real or potential, negative impacts on the local communities	Impact description
<p><b>Four provinces in the Ica region: Ica, Chincha, Pisco and Nasca</b></p>	<p>Actual social significant negative impact: no budget available for social investment. High intensity: the population's expectations have not been heard. Duration: indeterminate. Reversibility: include a budget for social investment. This will depend on the improvement of the financial position of the company.</p>

**TRECSA 2021**

Operation centers with significant, real or potential, negative impacts on the local communities	Impact description
<p><b>Municipalities of Sacatepéquez, Huehuetenango, Quiché</b></p>	<p>These refer to the building phase of the LT or SE, and consist of the entry of personnel and construction materials and the possible reduction of forest cover in the easement swath; the first impact is mitigated through socialization actions by social managers, who maintain a permanent presence in communities, and through the execution of viability projects. Regarding the environmental aspect, impact is mitigated by laying cables using drones, which allows preserving the forest coverage and reducing affectations in the path of the project.</p>



**ELECTRO DUNAS 2021**

Operation centers with significant, real or potential, negative impacts on the local communities	Impact description
<b>Chiribamba - Huancavelica</b>	<ul style="list-style-type: none"> <li>Construction of the new SET Chiribamba:</li> <li>Delays in signing agreements and/or contract documents.</li> <li>Lack of knowledge of signed contract agreements by community representatives.</li> <li>Work stoppages due to claims and/or protests by community inhabitants. Contractors or local companies with little or no experience and without financial support.</li> <li>Attacks against the safety of workers and/or contractors.</li> <li>Impact intensity: light.</li> </ul>

**■ (Own) Number of people physically or economically displaced and who received compensation by project type**

In 2021 our subsidiaries TGI, Cálidda, Contugas and Electro Dunas did not execute displacement procedures.

2021		
Number of people physically or economically displaced and who received compensation by project type	Branch	Trecca
People physically or economically displaced by project type	3	15
Number of people who received compensation, including those who could be positively affected (for example, access to electricity, new work opportunities).	3	1
Description of compensation.	Western region: housing, income, mobilization, paperwork compensation factors.	Purchase of housing infrastructures, financial support for legal procedures and displacement costs.
Value of compensation.	COP 147000000	COP 249605885

**■ (Own) Number of forced rights of way**

In 2021 our subsidiaries Cálidda, Contugas and Electro Dunas did not execute forced rights of way.

2021			
Number of forced rights of way	Branch	TGI	Trecca
Number of forced rights of way	280	29	1
Number of people compensated for forced rights of way	280	56	1
Description of compensation	The value of the rights of way is calculated on the basis of the methodology proposed to the Agustín Codazzi Geographical Institute by the National Association of Public Utility and Communications Companies. The compensation quantifies the limitations, expressed as a percentage, starting from the commercial value of the land, coverages, crops and affected construction, on the basis of the three mentioned factors.		Compensation for use and enjoyment of the rights of way swath for the gas pipeline and traffic. Economic
Value of compensation	COP 16,556,270,247	COP 424,260,175	COP 1,208,979,343

**■ (Own) Social dynamics and environment**

2021						
Social dynamics and environment	Branch	TGI	Cálidda	Contugas	Electro Dunas	Trecca
Total number of stoppages	55	1	0	0	0	25
Number of projects with stoppages	3	1	0	0	0	1
Location of projects with stoppages	Suratena ethnic communities in RSO project	Miraflores-Boyacá	N/A	N/A	N/A	San Bartolomé Milpas Altas
Number of resolved PCCs within established times	157	159	328,830	19	0	8
Number of resolved PCCs outside of the established times	25	11	14,961	19	0	0
Number of resolved petition rights within established times	273	159	0	0	0	0
Number of resolved petition rights outside of the established times	60	11	0	0	0	0

**■ (Own) Institutional strengthening**

2021				
Institutional strengthening	Type of meeting/objective	Number of meetings held	Local authority officials involved	Main Results
<b>Branch</b>	<b>Central region:</b> informative and communication meetings about projects in construction and infrastructure in operation.	17,237	Municipal and environmental authorities, communities in the area of influence, municipal boards, contractors, community action boards, municipal solicitors, owners, inspections and/or organizations.	Create participation spaces.
	<b>Western region:</b> throughout 2021 the social management plan was implemented for the six operations that are active in this region, which were systematized in the five defined strategies, thus, information and relations, communications, attention to PCCs, citizen participation, resettling and inter-cultural relations/ consultations prior to social investments, shared value and accompaniment to rights of way.		Municipal administrations, legal entities, advocates, governors, environmental authorities, community action boards, educational sector (professors and deans), ethnic communities and the community in general.	Information and relations: meetings were held to discuss progress on the building phase of the RSO Medellín-La Virginia project. Progress was also made in the EIA of the RSO La Virginia-Alfárez project, with 264 meetings held on participation guidelines and to inform about the project and its impact. For the RSO Alfárez-San Marcos project, meetings were held with 12 territorial units to inform about progress of the building phase. Regarding the Tesalia project, communications are held continuously to inform the Community Action Boards.
	<b>Southern region:</b> meetings with communities to define, inform and implement social investment projects. Meetings with authorities and communities to socialize, inform and implement resettlement processes. Informative meetings and rights of way management. Informative meetings regarding projects and relations (start of works, INVAS startup, license socialization, socialization with owners) Coexistence with electric infrastructure workshops Spaces for citizen service, response forecasts, follow-up and closure of Petitions, Complaints and Claims.		Municipal authorities, environmental authorities, communities in the area of influence, Municipal Boards, Community Action Boards, legal entities, owners, inspections and/or organizations.	<ul style="list-style-type: none"> <li>• These spaces allowed agreeing on and implementing 32 social investment projects in 11 municipalities within the area of influence of assets and projects in the Southern region. 4 families in the follow-up stage, within the framework of resettlement processes. These spaces provide viability to the construction of the project that is currently being executed in compliance with established EMPs for projects and assets in operation.</li> <li>• Viability for the execution of activities related to construction and actions framed by operation and maintenance.</li> <li>• Strengthening and positioning GEB's corporate image in the territories.</li> <li>• Disclosure of project information and compliance of the handling measures set for assets and projects in the Southern region.</li> </ul>

2021				
Institutional strengthening	Type of meeting/objective	Number of meetings held	Local authority officials involved	Main Results
	<b>Northern region:</b> in 2021 there were 9,927 interactions within the framework of the various social management strategies, such as: Citizen participation, social relations, attention to PCCs, communication, permits management, prior consultations, among others.		Municipal authorities, environmental authorities, communities in the area of influence, Municipal Boards, Community Action Boards, legal entities, owners, inspections and/or organizations.	<ul style="list-style-type: none"> <li>• Mapping actors for each project to allow monitoring them continuously, as well as their expectations.</li> <li>• Implementing mechanisms for citizen participation with ethnic and other groups within the framework of the health emergency caused by the COVID-19 coronavirus.</li> <li>• Up to the December 2021 cutoff date, the consultation process has been held in 136 communities with the necessary guarantees for participants.</li> <li>• Social viability of filing the Environmental Impact Assessment with the competent environmental authorities (local and national).</li> <li>• Stimulation of the local economy by linking local labor and hiring assets and services in the territories, in a joint effort with local communities and authorities for projects in the construction stage during 2021.</li> </ul>
<b>TGI</b>	<ul style="list-style-type: none"> <li>- Socialization of the disaster risk management plan and principles of healthy coexistence with the gas pipeline.</li> <li>- Updating municipal files and directories of related parties.</li> <li>- Development of environmental workshops/social value workshops.</li> <li>- Interinstitutional partnerships for the development of projects in the territories</li> </ul>	560	Mayors, municipal secretaries, Representatives of the Risk Management Municipal Board (RMMB) and municipal solicitor	In 2021, TGI developed a permanent, adequate integration to the local and regional environment through proactive relations and joint efforts with municipal and departmental authorities to frame initiatives for the development of territories, respect for the environment and citizen participation.
<b>Contugas</b>	<ul style="list-style-type: none"> <li>- Strengthening of the natural gas culture</li> <li>- Prevention and safety issues, uses and benefits of natural gas, scope of services</li> </ul>	39	Presidents of Participative Monitoring Committees, mayors and officers of local municipalities, support institutions and contractors	<ul style="list-style-type: none"> <li>• Selection of new members of the Participative Monitoring Committees</li> <li>• Knowledge of network building</li> <li>• Knowledge of natural gas safety and prevention issues</li> <li>• Socialization of network building</li> </ul>
<b>Electro Dunas</b>	Civil Defense Provincial Committee	4	Provincial and district mayors, councilors and representatives of the main State entities.	Improve the culture of prevention and active participation in simulations of earthquakes and natural disasters.
	Regional Emergency Operational Committee	7	Regional governor, authorities and representatives of the main State entities.	Improve the culture of prevention and active participation in simulations of earthquakes and natural disasters.

2021				
Institutional strengthening	Type of meeting/objective	Number of meetings held	Local authority officials involved	Main Results
Trecsa	Viability of works related to LT Guate Sur-Las Cruces: installation of towers and poles, laying and installation of plazas	450	COCODES, boards of directors of Neighborhood Committees, lieutenant mayors	Social consent in villages and prioritization of shared value projects and their execution.
	Obtaining access permission for LT Sololá-Brillantes regarding environmental visits, plans and property activities	153	COCODES, board of directors of rural enterprises	Access permits to farms and communities for forestry and rights of way activities.
	Viability of cable-laying work, conflict prevention and maintaining social consent for LT Cruces-Sololá.	180	COCODES, lieutenant mayors, directors and former founding members of agricultural partnerships, municipal mayor and corporation, Roadway Committee directors.	Written consent for tower construction, finalizing cable-laying work, reducing expectations regarding compensation for right of way and shared value projects.
	Securing entry permits for maintenance work.	320	COCODES, lieutenant mayors.	Permits for maintenance activities.

#### ■ (Own) Engagement events between the community and the organization

Our Trecsa subsidiary does not have a quantification of the engagement events, but it is expected to keep records of these for 2022.

2021						
Institutional strengthening	Branch	TGI	Cálidda	Contugas	Electro Dunas	Trecsa
Total number of engagement events between the community and the organization	14,823	1,091	525	39	4	N/A

2021						
Institutional strengthening	Branch	TGI	Cálidda	Contugas	Electro Dunas	Trecsa
Main issues addressed	<ul style="list-style-type: none"> <li>- Socialization and follow-up meetings regarding instruments of environmental management plans</li> <li>- Information and disclosure of projects and infrastructure in operation.</li> <li>- Information regarding operation and maintenance activities for the Armenia corridor and the Alférez 230 kV/ 500 kV substation.</li> <li>- Advances in the process of Tesalia building project (UPME 05-2009), South-west reinforcement (UPME 04-2014) Leg 1 (Medellín-La Virginia) and Leg 3 (Alférez-San Marcos).</li> <li>- Prioritization, arrange and execute projects for shared value creation.</li> </ul>	<ul style="list-style-type: none"> <li>- Socialization of the disaster risk management plan and principles of healthy coexistence with gas pipelines.</li> <li>- Socialization of TGI's operational activities.</li> <li>- Updating rural district files and directories of related parties.</li> <li>- Disaster risk management workshops.</li> <li>- Development of environmental workshops/social value workshops.</li> <li>- Organizational meetings for the development of social projects.</li> </ul>	<ul style="list-style-type: none"> <li>- Starting construction activities.</li> <li>- Impacts and mitigation measures.</li> <li>- Commercial information to access services.</li> </ul>	<ul style="list-style-type: none"> <li>- Promote citizen participation in the socio-environmental commitments.</li> <li>- Disseminate and strengthen the preventive culture of natural gas.</li> <li>- Promote the empowerment of women, contribute to reducing the digital divide among schoolchildren, and strengthen employees' social awareness.</li> <li>- Performance of material issues for the Sustainable Management Report.</li> </ul>	Project explanation	<ul style="list-style-type: none"> <li>- Socialization of the project.</li> <li>- Prioritization of infrastructure projects</li> <li>- Reducing expectations regarding compensation for rights of way and social investment.</li> </ul>

#### ■ (Own) Prior consultations with the community

TGI does not have this information available. For their part, this indicator is not applicable to Electro Dunas, Cálidda or Contugas, taking into account that no native or indigenous communities exist in the corresponding operating areas. At Trecsa 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.

2021	
Prior consultations with the community	Branch
Total number of prior consultations performed	139
Number of communities involved in prior consultations	139

**■ (Own) Total social investment**

Total social investment (COP)	2021	
	Mandatory investment	Voluntary investment
<b>GEB</b>	\$24,330,851,912	\$9,873,459,521
<b>TGI</b>	\$144,547,651	\$1,823,998,789
<b>Cálidda</b>	\$106,505,245.5	\$1,040,127,922.73
<b>Contugas</b>	\$165,877,632.68	0
<b>Electro Dunas</b>	0	\$228,540,094
<b>Trecca</b>	\$483,284,519.27	\$1,768,964,496.39
<b>Total</b>	<b>\$25,231,066,960.45</b>	<b>\$14,735,090,823.12</b>

**■ (Own) Type of social contribution**

Type of social contribution (COP)	GEB	TGI
Strategic social investment	1,700,505,733	500,839,358
Activities related to prior consultations	23,927,437,238	0
Implementation of EMP - Social component	403,414,674	144,547,651
Value creation projects	3,040,953,788	1,271,967,372
Humanitarian aid	5,132,000,000	51,192,061
<b>Total</b>	<b>34,204,311,433</b>	<b>\$1,968,546,440.00</b>

**■ (Own) Social investment by contribution amounts**

Amounts by type of contribution	GEB		TGI		Cálidda		Contugas		Electro Dunas		Trecca	
	Amount COP	%	Amount COP	%	Amount COP	%	Amount COP	%	Amount COP	%	Amount COP	%
<b>Total charitable donations</b>	\$5,132,000,000	15%	51,192,059	3%	\$358,258,699.76	31%	-	0%	-	0%	-	0%
<b>Business initiatives</b>	\$1,461,700,000	4.27%	-	0%	\$443,857,366.76	39%	-	0%	-	0%	-	0%
<b>Total investment in the community</b>	\$27,610,611,433	80.72%	\$1,917,354,381	97%	\$344,517,101.71	30%	\$165,877,632.68	100%	\$228,540,094	100%	\$2,252,249,015.66	100%
<b>Total</b>	<b>\$34,204,311,433</b>	<b>100%</b>	<b>\$1,968,546,440.00</b>	<b>100%</b>	<b>\$1,146,633,168.23</b>	<b>100%</b>	<b>\$165,877,632.68</b>	<b>100%</b>	<b>\$228,540,094</b>	<b>100%</b>	<b>\$2,252,249,015.66</b>	<b>100%</b>

**■ (DJSI 3.6.2.) Types of philanthropic activities**

Type of contribution	Operations in Colombia	
	Amount (COP)	Percentage
<b>Total charitable donations</b>	5,132,000,000	15%
<b>Business initiatives</b>	1,461,700,000	4.27%
<b>Total investment in the community</b>	27,610,611,433	80.72%
<b>Total</b>	<b>34,204,311,433</b>	<b>100%</b>

**Note:** The reported data represent the consolidated values of GEB's operations in Colombia. These include Corporative operations and GEB branch.

Contribution percentages by category	2021					
	GEB	TGI	Cálidda	Contugas	Electro Dunas	Trecca
Contribution in cash	22%	0%	32%	0%	97.91%	0%
Contribution in kind	62.92%	2%	29%	0%	2.09%	100%
Contribution in employee volunteering hours paid	0.08%	0.21%	2%	100%	0%	0%
Contribution in administrative expenses in social investment by contribution in kind	15%	97.79%	36%	0%	0%	0%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>



### ■ (DJSI 3.6.3) Philanthropic contributions

Contribution percentages by category	Operations in Colombia	
	Amount (COP)	Percentage
Contribution in cash	7,524,948,515.26	22%
Contribution in kind	21,521,352,753.64	62.92%
Contribution in employee volunteering hours paid	27,363,449.15	0.08%
Contribution in administrative expenses in social investment by contribution in kind	5,130,646,714.95	15%
<b>Total</b>	<b>34,204,311,433</b>	<b>100%</b>

**Note:** The reported data represent the consolidated values of GEB's operations in Colombia. These include Corporate operations and GEB branch.

### ■ (Own) Complaints related to impacts of contractor behavior in the communities

In 2021, no complaints were lodged regarding community impact related to the behavior of contractors at our Cálidda, Contugas, Electro Dunas and Trecca subsidiaries.

2021		
Complaints related to impacts of contractor behavior on the communities	Branch	TGI
Total number of complaints related to impacts of contractor behavior on the communities.	105	13
Number of complaints resolved	98	13

### ■ (Own) Social Return on Investment (SROI)

Social return on investment (SROI)	Branch	TGI	Cálidda	Electro Dunas	Contugas	Trecca
Total population benefited	84,152	11,537	96,589	1,250	20,203	69,360
Total investment in USD	832,851	512,240	8,093,333.8	61,058	44,746	639,353.48
Net benefit in USD	832,851	142,868.8	7,996,858.6	37,210.5	5,668,821.5	4,258,878
<b>SROI</b>	<b>2.21</b>	<b>0.72</b>	<b>1.99</b>	<b>1.66</b>	<b>127.69</b>	<b>8.20</b>

## 2.2. Human Rights

### ■ (Own) Reported cases of workplace and/or sexual harassment

At Cálidda, Contugas, Electro Dunas and Trecca no reports of workplace or sexual harassment were recorded between 2018 and 2021.

Reported cases of workplace and/or sexual harassment	2019		2020		2021	
	GEB	TGI	GEB	TGI	GEB	TGI
Total number of cases of discrimination, workplace and/or sexual harassment reported by women during the period covered by the report	2	0	3	3	2	2
Total number of cases of discrimination, workplace and/or sexual harassment reported by men during the period covered by the report	0	1	1	6	0	2

### ■ (DJSI 3.2. 1) Reported cases of discrimination, workplace and/or sexual harassment

Operations in Colombia	2018	2019	2020	2021
Cases of discrimination, workplace and/or sexual harassment reported by women	1	2	6	4
Cases of workplace and/or sexual harassment reported by men	0	1	7	2

**Note:** The reported data represent the consolidated values of GEB's operations in Colombia. These include Corporate operations, GEB branch, and TGI.

### ■ (411-1) In 2021 we identified no cases of violation of rights of indigenous peoples

#### TOTAL NUMBER OF IDENTIFIED CASES OF VIOLATIONS OF RIGHTS OF INDIGENOUS PEOPLES DURING THE PERIOD OF THE REPORT

Operations in Colombia	2018	2019	2020	2021
GEB	N/A	0	1	0
TGI	0	0	0	0
Trecca	0	0	0	0

Contugas, Electro Dunas and Cálidda have no indigenous peoples within their communities of influence

■ **(412-1) Total number and percentage of operations submitted to human rights or impact to human rights assessment**

	2018		2019		2020		2021	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
GEB	4	100%	4	100	6	100	4	100
TGI	0	0	0	0	0	0	4	17

\* GEB's 4 operations correspond to the projects of Colectora, La Loma and La Mina 115 in the Northern region, and the Southwest project in the Western region. In the Northern region, the following were reported: 105 communities (ethnic, indigenous, Raizal, Palenquero, gypsies [Roma], Afro-Colombian) among which the Prior consultation process was carried out and in the Western region: 1 Parcialidad Indígena in which the Prior consultation process was carried out. In the above communities we are executing continuous engagement and genuine and permanent relation actions, and all communities with protocolized prior consultations were involved in the training processes for prior consultations.

(412-2) In 2021, a total of 252 hours were recorded in human rights training or procedures, and human rights aspects relevant to the operations, distributed in the following manner: Electro Dunas 159 hours, Cálidda 73 hours and TGI 22 hours.

Percentage of employees who received training on the policies or procedures regarding human rights during the period of the report were 18.97% in Electro Dunas, and 100% in Cálidda. For their part, in TGI 448 employees received training, however the percentage was not available.

■ **(Own) Training on prior consultation processes**

<b>GEB</b>		
	2020	2021
Total number of training courses about prior consultation	0	1
Number of participants in the training courses about prior consultation	0	19
Total number of indigenous communities involved in training about prior consultation	33	139
Total number of prior consultations carried out during the period of the report	33	139

\* In other subsidiaries no prior consultations were carried out, therefore the indicator does not apply. The number of participants in training corresponds to GEB employees and contractors who attended the Prior Consultation Certification course.

## 2.3. Responsible supply chain management

■ **(Own) Percentage of new suppliers assessed with environmental and social criteria.**

Suppliers	2018	2019	2020	2021
<b>% of socially-assessed suppliers</b>				
Cálidda	100	100	100	100
Contugas	9.23	1.11	3.17	13.33
Electro Dunas	100	100	100	100
GEB	N/A	24.24	10.79	14.39
TGI	N/A	24.24	43.88	24.46
Trecca	N/A	N/A	N/A	0
<b>% of environmentally-assessed suppliers</b>				
Cálidda	100	1.11	3.17	13.33
Contugas	100	100	100	100
Electro Dunas	N/A	25.76	12.23	17.27
GEB	N/A	77.42	58.65	75.56
TGI	N/A	77.42	58.65	75.56
Trecca	N/A	N/A	N/A	30.43

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

**■ (204-1) Proportion of expenditures on local suppliers.**

Subsidiary	Proportion of expenditures on local suppliers			
	2018	2019	2020	2021
<b>Cálidda</b>	86.39	96.16	97.71	94.85
<b>Contugas</b>	96.48	99.35	99.74	96.09
<b>Electro Dunas</b>	26.57	38.16	24.66	21.40
<b>GEB</b>	-	92.73	92.27	69.90
<b>TGI</b>	74.72	96.84	96.88	94.75
<b>Trecca</b>	90.33	91.42	94.58	89.30

**■ (Own) Proportion of local suppliers**

Subsidiary	Proportion of local suppliers (%)			
	2018	2019	2020	2021
<b>Cálidda</b>	92.06	90.49	91.32	91.08
<b>Contugas</b>	92.62	96.12	96.97	94.90
<b>Electro Dunas</b>	99.13	98.90	98.86	98.66
<b>GEB</b>	89.26	93.31	94.44	89.27
<b>TGI</b>	93.51	96.49	97.20	95.12
<b>Trecca</b>	95.18	94.30	95.35	95.14

**■ (Own) Total value of expenditures in suppliers<sup>1</sup>**

VALUE OF EXPENDITURES IN SUPPLIERS (MILLION USD) PER YEAR				
Subsidiary	Proportion of local suppliers (%)			
	2018	2019	2020	2021
<b>Cálidda</b>	119.86	78.00	536.82	116.91
<b>Contugas</b>	76.46	57.12	47.64	48.68
<b>Electro Dunas</b>	20.44	10.97	18.92	19.67
<b>GEB</b>	N/A	131.74	85.08	79.96
<b>TGI</b>	83.54	120.06	40.87	50.28
<b>Trecca</b>	4.83	22.42	11.42	14.34

<sup>1</sup> GEB's data for 2018 is not reported because in 2019 the centralized consolidation of this indicator was started in SAP Ariba.

## 2.4. Environmental performance

**■ (Own) Biodiversity management**

Description	Number of facilities	Area (Ha)
<b>General:</b> What is the total number of facilities and total area used for operations?	45	15,490
<b>Impact assessment</b> Have biodiversity impact assessments been carried out in the facilities used for operational activities in the last five years?	18	2034,58
<b>Exposure</b> Of the sites assessed in the last five years, how many are close to critical biodiversity and what is the total area of these locations?	12	359,82
<b>Management plans</b> Of these sites near critical biodiversity, how many have a biodiversity handling plan and what is the area covered by these handling plans?	12	359,82

**Note 1:** The information included refers to operations of the Transmission Branch and TGI in Colombia.

**Note 2:** All the evidence of data included is kept at the official websites of GEB, Transmission Branch and TGI.

**■ (304-2) Significant impacts of activities, products, and services on biodiversity**

Company	Reversibility or irreversibility of impacts	Nature of the impact	Significant impacts on biodiversity	Species affected	
<b>GEB</b>	Irreversible impacts	Habitat transformations (2.1 ha)	Habitat transformation that causes species reduction	Flora	
		Positive (1,800 ha)	Monitoring focal species.	Fauna	
		Positive (0.05 ha)	Maintenance and monitoring relocated protected species.	Flora	
		Positive (0.05 ha)	Investigation in the management and handling of <i>Acacia decurrens</i> at the Tominé Reservoir.	Flora	
	Reversible impacts	Positive (5 ha)	Consolidation of forest plantation with native species.	Flora	
		Negative (0.03 ha)	Change in flora composition, which alters the habitats of flora and fauna.	Flora and fauna	
		Positive (5 ha)	Ecological restoration	Flora	
		Positive (7 ha)	Complementary strategies for ecological restoration Sustainable productive systems	Flora	
	<b>TGI</b>	Irreversible impacts (20 ha)	Construction	Alteration of vegetation coverage	Arboreal flora
			Construction	Changes in the composition and structure of species of land fauna.	Fauna
Reversible impacts (20 ha)		Biotic compensation	Changes in the composition of species of flora.	Arboreal and land flora, and fauna	
		Construction and operation	Intervention in threatened or protected species of flora	Arboreal and land flora	
<b>Trecsa</b>	Irreversible impacts (103.51 ha)	Ecological connectivity	Implementation of the High Precision Forest Use Project and the use of drones for cable-laying has improved the ecological fragmentation and connectivity index by 4,74%.	Fauna	
	Reversible impacts (2,349 ha)	Habitat transformation and changes in ecological processes	The PET-01-2009 project generates habitat loss due to forest cover clearing and habitat alteration due to the presence of workers.	Flora and fauna	

**■ (304-3) Habitats protected or restored**

Company and location	Area size (ha)	Collaboration with third parties	Description	Standards or methodologies
<b>GEB</b> Huila, Tolima, Putumayo, Guajira, Cesar, Magdalena, Bolívar, Quindío, Risaralda, Valle del Cauca, Cundinamarca, Meta, Antioquia, Santander, Boyacá	752,429.64	Alexander von Humboldt Institute, research centers, private companies and institutions, mayor's office and regional autonomous corporations	Areas intervened with different methodologies (and through 33 projects) to ensure and promote protections, restoration and recovery of various habitats throughout the national territory.	<b>Habitat protection and restoration:</b> <ul style="list-style-type: none"> <li>• Environmental offsetting</li> <li>• Ecosystem recovery</li> <li>• Monitoring and relocating of species</li> <li>• Voluntary investment, consolidation of the Group's "Green Corridors" model</li> </ul>
<b>TGI</b> Cundinamarca/ Cajicá	2.99	No	Reforested area with maintenance that contributes to guaranteeing the plant growth and development	<b>Compliance with offsetting measures:</b> <ul style="list-style-type: none"> <li>• Density of planting in area.</li> <li>• Trees that take root and develop</li> </ul>
<b>TGI</b> Boyacá/Miraflores-Páez and Zetaquirá	276.88	Mayor's office of Miraflores, Zetaquirá, Páez, Corpoboyacá	Areas acquired for conservation of water resources, in process of approval of measures by the Corporation.	<b>Compliance with offsetting measures:</b> <ul style="list-style-type: none"> <li>• Hectares needed to be acquired to comply with the obligation.</li> </ul>
<b>Cálidda</b> Department of Lima, Province of Lima, District of Villa María del Triunfo	62	Asociación de Lomeros at Lomas del Paraíso	Area threatened by uncontrolled urban growth over a fragile ecosystem It is under risk of disappearing in a few years.	<b>Implementation of fog fence system:</b> <ul style="list-style-type: none"> <li>• Provides water for irrigation of reforested areas</li> <li>• Green belt and conservation of fragile ecosystems</li> </ul>
<b>Contugas</b> San Fernando National Reserve (District of Marcona, Province of Nasca, Ica region)	218.21	Protected Natural Areas National Service by the Peruvian government (SERNANP for the Spanish original)	Area with transplants of the <i>Tillandsia spp</i> species, thus the company has been assessing the survival and development of tillandsias in the receiving or recovery area	<b>Vegetation monitoring:</b> <ul style="list-style-type: none"> <li>• Quadrant method</li> <li>• Flora inventories, biodiversity indexes, vegetation coverage</li> </ul>



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

Status	GEB	TGI	Cálidda	Contugas	Electro Dunas	Trecca
Critically endangered	1	0	0	0	0	0
Endangered	5	7	0	25	0	9
Vulnerable	75	18	0	0	0	10
Threatened	4	8	0	0	0	5
Minor concern	1,089	854	0	37	0	291

Once species that appear the Red List of the International Union for the Conservation of Nature (IUCN) have been identified, detailed handling measures are set in the operating areas where they are located. In that regard, the handling measures must be mandatory for companies whenever maintenance or construction work is performed, to preserve the habitat of the identified species.

■ **(Own) Operating eco-efficiency: - Colombia operations**

Operations in Colombia	2018	2019	2020	2021
<b>TOTAL ENERGY CONSUMPTION OF THE ORGANIZATION, MWH</b>				
Total non-renewable fuels	444522	638383,94	64914,58	679638,4
Consumption of renewable energy	N. A.	18.92	20.8	17.6
<b>Total energy consumption of the organization, GJ</b>	<b>885521</b>	<b>638383.94</b>	<b>649587.58</b>	<b>679638.4</b>
<b>WATER WITHDRAWAL (MILLION M<sup>3</sup>)</b>				
Surface water	0	0	0.0003	0.0003
Groundwater	0	0	0	0.0005
Sea water	0	0	0	0
Produced water	0	0	0	0
Water from third parties	0.0116	0.0116	0.0142	0.0077
<b>Total water withdrawal from areas under hydrological stress</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total water withdrawal from all areas</b>	<b>0.0116</b>	<b>0.0116</b>	<b>0.0145</b>	<b>0.0085</b>

Operations in Colombia	2018	2019	2020	2021
<b>WASTE MANAGEMENT (METRIC TONS)</b>				
Total recycled/reused waste	41.94	25.79	56,76	21,6
Total eliminated waste	615,91	320,75	840,91	633,43
Waste sent to landfills	36,91	33,14	26,29	59,5
Incinerated waste with energy value	0	0	0	0
Incinerated waste without energy value	0	0.07	32.62	20.63
Waste disposed by other methods	579	287.54	782	553.3
Waste disposed by unknown methods	0	0	0	0
<b>Total generated waste</b>	<b>657.85</b>	<b>346.54</b>	<b>5362.09</b>	<b>5011.96</b>

**Note 1:** Colombia operations refer to the operating activities of the Transmission Branch, TGI and Corporate administrative activities.

**Note 2:** No water originating from areas with hydrological stress was consumed and no changes in water storage were made that caused significant impact.

**Note 3:** Electricity consumption is included in the total consumption of non-renewable energy

■ **302-1 Energy consumption**

ITEM	2018					
	GEB	TGI	Trecca	Electro Dunas	Contugas	Cálidda
<b>TOTAL CONSUMPTION OF FUELS FROM NON-RENEWABLE SOURCES, GIGAJOULES (GJ)</b>						
Diesel	36.5	0	N. A.	N. A.	2251.14	729.6
Gasoline	0	0	N. A.	N. A.	713.34	2703.34
VNG	0	0	N. A.	N. A.	29.51	0
Natural Gas	0	1587595.16	N. A.	N. A.	32027	196474.04
<b>Total non-renewable fuels</b>	<b>36.5</b>	<b>1587595.16</b>	<b>N. A.</b>	<b>N. A.</b>	<b>35020.99</b>	<b>199906.98</b>
<b>TOTAL CONSUMPTION (GJ)</b>						
Consumption of electricity	2565.4	10081.92	N. A.	N. A.	3339.96	5203.42
Heating consumption	0	0	N. A.	N. A.	0	0
Refrigeration consumption	0	0	N. A.	N. A.	0	0
Steam consumption	0	0	N. A.	N. A.	0	0

2018						
ITEM	GEB	TGI	Trecca	Electro Dunas	Contugas	Cálidda
<b>TOTAL SALES (GJ)</b>						
Electricity sales	0	0	N. A.	N. A.	0	0
Heating sales	0	0	N. A.	N. A.	0	0
Refrigeration sales	0	0	N. A.	N. A.	0	0
Steam sales	0	0	N. A.	N. A.	0	0
<b>TOTAL ENERGY CONSUMPTION WITHIN THE ORGANIZATION (GJ)</b>						
<b>Total energy consumption of the organization, in joules or multiples</b>	<b>2601.9</b>	<b>1597677.08</b>	<b>N. A.</b>	<b>N. A.</b>	<b>38360.95</b>	<b>205110.4</b>

2019						
ITEM	GEB	TGI	Trecca	Electro Dunas	Contugas	Cálidda
<b>TOTAL CONSUMPTION OF FUELS FROM NON-RENEWABLE SOURCES, GIGAJOULES (GJ)</b>						
Diesel	N. A.	8420	345.53	N. A.	2354.3	1325.39
Gasoline	236.4	2052	149.97	N. A.	453.63	2293.77
VNG	0	3102	0	N. A.	20.14	0
Natural Gas	0	2270983	0	N. A.	32697.32	256997.15
<b>Total non-renewable fuels</b>	<b>236.4</b>	<b>2284557</b>	<b>426.65</b>	<b>N. A.</b>	<b>35525.39</b>	<b>260616.31</b>
<b>TOTAL CONSUMPTION (GJ)</b>						
Consumption of electricity	2166	11223	8603.82	N. A.	3271.68	11350
Consumption of renewable energy	68.11	0	0	N. A.	0	0
Heating consumption	0	0	0	N. A.	0	0
Refrigeration consumption	0	0	0	N. A.	0	0
Steam consumption	0	0	0	N. A.	0	0
<b>TOTAL SALES (GJ)</b>						
Electricity sales	0	0	0	N. A.	0	0
Heating sales	0	0	0	N. A.	0	0

2019						
ITEM	GEB	TGI	Trecca	Electro Dunas	Contugas	Cálidda
Refrigeration sales	0	0	0	N. A.	0	0
Steam sales	0	0	0	N. A.	0	0
<b>TOTAL ENERGY CONSUMPTION WITHIN THE ORGANIZATION (GJ)</b>						
<b>Total energy consumption of the organization, in joules or multiples</b>	<b>2470</b>	<b>2295780</b>	<b>9132.66</b>	<b>N. A.</b>	<b>38797.1</b>	<b>271966.31</b>

2020						
ITEM	GEB	TGI	Trecca	Electro Dunas	Contugas	Cálidda
<b>TOTAL CONSUMPTION OF FUELS FROM NON-RENEWABLE SOURCES, GIGAJOULES (GJ)</b>						
Diesel	64.59	7860.62	368.74	2736.71	119.57	834.09
Gasoline	109.24	1318.3	57.91	0	260.12	1530.08
VNG	0	507	0	0	0.71	0
Natural Gas	0	2315244	0	1562207.13	30734.3	191486.04
<b>Total non-renewable fuels</b>	<b>173.83</b>	<b>2324929.92</b>	<b>426.65</b>	<b>1564943.84</b>	<b>31114.7</b>	<b>193850.21</b>

<b>TOTAL CONSUMPTION (GJ)</b>						
Consumption of electricity	1370.35	12041	8603.82	2876.42	26293	9935.68
Consumption of renewable energy	74.88	0	0	0	0	0
Heating consumption	0	0	0	0	0	0
Refrigeration consumption	0	0	0	0	0	0
Steam consumption	0	0	0	0	0	0

<b>TOTAL SALES (GJ)</b>						
Electricity sales	0	0	0	2708460	0	0
Heating sales	0	0	0	0	0	0
Refrigeration sales	0	0	0	0	0	0
Steam sales	0	0	0	0	0	0

2020						
ITEM	GEB	TGI	Trecca	Electro Dunas	Contugas	Cálidda
<b>TOTAL ENERGY CONSUMPTION WITHIN THE ORGANIZATION (GJ)</b>						
<b>Total energy consumption of the organization, in joules or multiples</b>	<b>1619.06</b>	<b>2336970.92</b>	<b>9030.47</b>	<b>1567820.3</b>	<b>33808</b>	<b>203785.89</b>
2021						
ITEM	GEB	TGI	Trecca	Electro Dunas	Contugas	Cálidda
<b>TOTAL CONSUMPTION OF FUELS FROM NON-RENEWABLE SOURCES, GIGAJOULES (GJ)</b>						
Diesel	151.55	81722.01	338.5	3677.6	1466.72	1097.71
Gasoline	174.11	903	52.71	0	287.26	1496.18
VNG	0	2245.6	0	0	0	0
Natural Gas	0	2420606.2	0	1639248.34	34306	242379.83
<b>Total non-renewable fuels</b>	<b>325.66</b>	<b>2,431,926.86</b>	<b>391.21</b>	<b>1642925.94</b>	<b>36059.98</b>	<b>244973.72</b>
<b>TOTAL CONSUMPTION (GJ)</b>						
Consumption of electricity	3070	11134.21	8154.87	2319.81	2473.88	10469.13
Consumption of renewable energy	63.36	0				
Heating consumption	0	0	0	0	0	0
Refrigeration consumption	0	0	0	0	0	0
Steam consumption	0	0	0	0	0	0
<b>TOTAL SALES (GJ)</b>						
Electricity sales	0	0	0	2708460	0	0
Heating sales	0	0	0	0	0	0
Refrigeration sales	0	0	0	0	0	0
Steam sales	0	0	0	0	0	0
<b>TOTAL ENERGY CONSUMPTION WITHIN THE ORGANIZATION (GJ)</b>						
<b>Total energy consumption of the organization, in joules or multiples</b>	<b>3459.02</b>	<b>2,433,061.07</b>	<b>8546.07</b>	<b>1645245.75</b>	<b>38533.86</b>	<b>255442.85</b>

**Note 1:** GEB's data corresponds to Transmission Branch plus Corporate

**Note 2:** Consumption of electricity was taken directly from bills. Energy produced by fuels was obtained from consumption levels multiplied by the lower heat value. Renewable energy is directly taken from the photovoltaic system records at the building on Calle 73, Bogotá. And, finally, electricity sales values were obtained from customer business relation supports (e.g.: invoices, contracts)

### ■ (303-3) Water withdrawal

2018						
ITEM	GEB	TGI	Trecca	Electro Dunas	Contugas	Cálidda
<b>WATER WITHDRAWAL (MEGALITERS)</b>						
Surface water	0	0	N. A.	N. A.	0	0
Groundwater	0	0	N. A.	N. A.	0	0
Sea water	0	0	N. A.	N. A.	0	0
Produced water	0	0	N. A.	N. A.	0	0
Water from third parties	6.48	5.16	N. A.	N. A.	0	0
Total water withdrawal from areas under hydrological stress	0	0	N. A.	N. A.	0	0
<b>Total water withdrawal from all areas</b>	<b>6.48</b>	<b>5.16</b>	<b>N. A.</b>	<b>N. A.</b>	<b>6.06</b>	<b>6.88</b>
2019						
ITEM	GEB	TGI	Trecca	Electro Dunas	Contugas	Cálidda
<b>WATER WITHDRAWAL (MEGALITERS)</b>						
Surface water	0	0	0	N. A.	0	0
Groundwater	0	0	0	N. A.	0	0
Sea water	0	0	0	N. A.	0	0
Produced water	0	0	0	N. A.	0	0
Water from third parties	6.72	4.91	1.19	N. A.	7.73	0
Total water withdrawal from areas under hydrological stress	0	0	0	N. A.	0	0
<b>Total water withdrawal from all areas</b>	<b>6.72</b>	<b>4.91</b>	<b>1.19</b>	<b>N. A.</b>	<b>7.73</b>	<b>6.85</b>
2020						
ITEM	GEB	TGI	Trecca	Electro Dunas	Contugas	Cálidda
<b>WATER WITHDRAWAL (MEGALITERS)</b>						
Surface water	0.28	0	0	0	0	0
Groundwater	0	0	0	0	0	0
Sea water	0	0	0	0	0	0
Produced water	0	0	0	0	0	0
Water from third parties	10.93	3.3	0.93	1.44	3.68	3.5
Total water withdrawal from areas under hydrological stress	0	0	0	0	0	0
<b>Total water withdrawal from all areas</b>	<b>11.21</b>	<b>3.3</b>	<b>0.93</b>	<b>1.44</b>	<b>3.68</b>	<b>3.5</b>

2021						
ITEM	GEB	TGI	Trecca	Electro Dunas	Contugas	Cálidda
<b>WATER WITHDRAWAL (MEGALITERS)</b>						
Surface water	0.28	0	0	0	0	0
Groundwater	0	0.5	0	0	0	0
Sea water	0	0	0	0	0	0
Produced water	0	0	0	0	0	0
Water from third parties	5.69	2	1.874	2.32	3.11	1.45
Total water withdrawal from areas under hydrological stress	0	0	0.06	0	0	0
<b>Total water withdrawal from all areas</b>	<b>5.97</b>	<b>2.5</b>	<b>1.87</b>	<b>2.32</b>	<b>3.11</b>	<b>1.45</b>

#### Waste Management

2018						
ITEM	GEB	TGI	Trecca	Electro Dunas	Contugas	Cálidda
<b>DRY METRIC TONS</b>						
Total recycled/reused waste	11.48	30.46	N. A.	N. A.	0.89	11.04
Total eliminated waste	0	24.24	N. A.	N. A.	16.75	60.36
Waste sent to landfills	0	12.67	N. A.	N. A.	15.14	9.07
Incinerated waste with energy value	0	0	N. A.	N. A.	0	0
Incinerated waste without energy value	0	0	N. A.	N. A.	0	0
Waste disposed by other methods	0	579	N. A.	N. A.	0	0
Waste disposed by unknown methods	0	0	N. A.	N. A.	0	0
<b>Total waste generated</b>	<b>11.48</b>	<b>646.37</b>	<b>N. A.</b>	<b>N. A.</b>	<b>32.78</b>	<b>80.47</b>

2019						
ITEM	GEB	TGI	Trecca	Electro Dunas	Contugas	Cálidda
<b>DRY METRIC TONS</b>						
Total recycled/reused waste	25.79	0	0.01	N. A.	0.57	14.47
Total eliminated waste	192.6	22.32	1.71	N. A.	11.74	52.9
Waste sent to landfills	0	10.82	1.71	N. A.	10.65	11.97
Incinerated waste with energy value	0	0	0	N. A.	0	0
Incinerated waste without energy value	0	0.07	0	N. A.	0	0
Waste disposed by other methods	0	287	0	N. A.	0	0
Waste disposed by unknown methods	0	0	0	N. A.	0	0
<b>Total waste generated</b>	<b>218.39</b>	<b>320.75</b>	<b>3.43</b>	<b>N. A.</b>	<b>22.96</b>	<b>79.34</b>

2020						
ITEM	GEB	TGI	Trecca	Electro Dunas	Contugas	Cálidda
<b>DRY METRIC TONS</b>						
Total recycled/reused waste	4468.37	41	4.36	110	0.72	6.61
Total eliminated waste	0	26.29	0.94	48	2.3	25.72
Waste sent to landfills	0	11.81	0.58	0	1.99	7.3
Incinerated waste with energy value	0	0	0	0	0	0
Incinerated waste without energy value	32.07	0.55	0.37	0	0	0
Waste disposed by other methods	0	782	0	0	0	0
Waste disposed by unknown methods	0	0	0	0	0	0
<b>Total waste generated</b>	<b>4500.44</b>	<b>861.65</b>	<b>6.25</b>	<b>158</b>	<b>5.01</b>	<b>39.63</b>

2021						
ITEM	GEB	TGI	Trecca	Electro Dunas	Contugas	Cálidda
<b>DRY METRIC TONS</b>						
Total recycled/reused waste	1465.92	7	0.023	114	1.49	137.63
Total eliminated waste	0	11.2	0	76	2.56	145.1
Waste sent to landfills	2945.9	8	1.58	0	4.89	12.78
Incinerated waste with energy value	0	0	0	0	0	0
Incinerated waste without energy value	20.23	0.4	0	0	0	0
Waste disposed by other methods	0.3	553	0	0	0	0
Waste disposed by unknown methods	0	0	0	0	0	0
<b>Total waste generated</b>	<b>4432.36</b>	<b>580</b>	<b>1.60</b>	<b>190</b>	<b>8.94</b>	<b>295.51</b>

## 2.5. Climate Change

#### (305-1) Direct GHG emissions (Scope 1)

#### (305-2) Energy indirect (Scope 2) GHG emissions

The verified figures correspond to indicators 305-1 ad 305-2 for GEB, TGI, Trecca, Cálidda, Contugas and Electro Dunas companies. Verification was performed by Ernst & Young S.A.S.



**■ (305-3) Other indirect GHG emissions (Scope 3)**

Emissions by GHG operations in Colombia				
Year	2018	2019	2020	2021
Scope 1 emissions	141,499.0	161,039.0	119,896.4	222,392.2
Scope 2 emissions	395.6	602.1	742.6	520.8
Scope 3 emissions	825.6	739.4	185.2	297.4
<b>Total emissions</b>	<b>142,720.2</b>	<b>162,380.5</b>	<b>120,824.2</b>	<b>223,210.4</b>

**Notes:** The reported data represent the consolidated values of GEB's operations in Colombia. These include Corporate operations, GEB branch, and TGI.

This year TGI had two contingencies related to natural events that caused the release of methane to the atmosphere, which caused an increase of 72,000 tCO<sub>2</sub>eq in emissions inventory.

**DIRECT AND INDIRECT GHG EMISSIONS (tCO<sub>2</sub>eq)**

Subsidiaries/year	2018					2019				
	GEB	TGI	Cálidda	Contugas	Trecca	GEB	TGI	Cálidda	Contugas	Trecca
Scope 1 emissions	1,573.6	139,925.4	N/A	1,733.1	N/A	3,599.0	157,440.0	16,289.9	2,244.0	466.5
Scope 2 emissions	78.5	317.1	N/A	162.9	N/A	89.8	512.3	536.6	142.5	1,062.8
Scope 3 emissions	615.2	210.4	N/A	202.1	N/A	513.4	226.0	1,289.4	22.0	476.7
<b>Total emissions</b>	<b>2,267.3</b>	<b>140,452.9</b>	<b>N/A</b>	<b>2,098.1</b>	<b>N/A</b>	<b>4,202.2</b>	<b>158,178.3</b>	<b>18,115.9</b>	<b>2,408.5</b>	<b>2,006.0</b>

**DIRECT AND INDIRECT GHG EMISSIONS (tCO<sub>2</sub>eq)**

Subsidiaries/year	2020					
	Corporate	Branch	TGI	Cálidda	Contugas	Trecca
Scope 1 emissions	21.2	2,905.3	116,969.91	14,046.9	2,008.1	N/A
Scope 2 emissions	87.4	63.2	592	469.7	127.3	109.4
Scope 3 emissions	93.3	37.8	54.1	178.7	0.2	N/A
<b>Total emissions</b>	<b>201.9</b>	<b>3,006.3</b>	<b>117,616.01</b>	<b>14,695.3</b>	<b>2,135.6</b>	<b>109.4</b>

**DIRECT AND INDIRECT GHG EMISSIONS (tCO<sub>2</sub>eq)**

Subsidiaries/year	2021						
	Corporate	Branch	TGI	Cálidda	Contugas	Electro Dunas	Trecca
Scope 1 emissions	251.5	2,675.3	219,465.3	18,455.8	4,353.5	103,716.6	127.5
Scope 2 emissions	67.4	39.0	414.4	494.4	116.8	109.6	831.6
Scope 3 emissions	42.0	110.7	144.7	105.1	2.8	2.9	368.7
<b>Total emissions</b>	<b>360.9</b>	<b>2,825.0</b>	<b>220,024.5</b>	<b>19,055.3</b>	<b>4,473.1</b>	<b>103,829.0</b>	<b>1,327.8</b>

**Notes:** For 2021 the Group's emissions inventory includes those generated by the Electro Dunas subsidiary.

The carbon footprint includes biogenic emissions of all subsidiaries.

For 2021 a single reduction of emissions goal was set at 2.25% for scopes 1, 2 and 3 compared to the emissions for base year 2019 (for each subsidiary).

Emissions	2021						
	Corporate	Branch	TGI	Cálidda	Contugas	Electro Dunas	Trecca
Biogenic emissions	0.63	1.12	52.57	23.16	4.59	8.75	0

**DESCRIPTION OF THE METHODOLOGY USED TO CALCULATE THE 2021 CARBON FOOTPRINT**

Status	GEB
<b>Description of the calculation method</b>	2021 Footprint
<b>Gases included in the calculation</b>	CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, SF <sub>6</sub> , HFC, R410A
<b>Baseline year for calculations</b>	The company decided to choose 2019 as the baseline year for the majority of its subsidiaries, since in that year the carbon footprint measurement was strengthened, including new emission sources previously not taken into account. For Electro Dunas the baseline year is 2021. GEB's emission mitigation and reduction strategies use 2019 as the baseline year.
<b>Source of emission factors</b>	Fuels: UPME (Colombia <a href="http://www.upme.gov.co/calculadora_emisiones/aplicacion/calculadora.html">http://www.upme.gov.co/calculadora_emisiones/aplicacion/calculadora.html</a> ), Ministry of Environment (Peru and Guatemala, respectively), IPCC-2006. Electric energy: UPME 2020 (Colombia). Ministry of Environment (Peru and Guatemala, respectively). Refrigerant gases: GHG Protocol Linde. R410a: <a href="http://www.linde-gas.com/en/products_and_supply/refrigerants/hfc_refrigerants/r410a/index.html">http://www.linde-gas.com/en/products_and_supply/refrigerants/hfc_refrigerants/r410a/index.html</a> Process leaks: TGI internal natural gas study. Ministry of Environment of Peru. Scope 3: Flights (ICAO <a href="http://www.icao.int/ENVIRONMENTAL-PROTECTION/CarbonOffset/Pages/default.aspx">http://www.icao.int/ENVIRONMENTAL-PROTECTION/CarbonOffset/Pages/default.aspx</a> ). Printing supplies (Ecoinvent 3,3). Waste (WARM-WasteReductionModel). Fuels (Ecoinvent 3,3).

Status	GEB				
<b>Emission factors used</b>	Emission factors (Colombia)				
	Indicator	kg CO <sub>2</sub> /m <sup>3</sup>	kg CH <sub>4</sub> /m <sup>3</sup>	kg N <sub>2</sub> O/m <sup>3</sup>	Source
	Diesel B10	2,714	0.036	0.022	UPME
	Engine gasoline	2,326	0.101	0.02	
	Natural Gas	kg CO <sub>2</sub> /m <sup>3</sup> st	kg CH <sub>4</sub> /m <sup>3</sup> st	kg N <sub>2</sub> O/m <sup>3</sup> st	
		1.9801	0.0000357	0.0000036	
	Emission factors (Peru)				
	Indicator	kg CO <sub>2</sub> /m <sup>3</sup> st	kg CH <sub>4</sub> /m <sup>3</sup>	kg N <sub>2</sub> O/m <sup>3</sup>	MINAM IPCC
	Diesel	2633.57	0.0001386	0.00013861	
	Gasoline	2700.86	0.001286	0.00012471	
	Natural Gas	kg CO <sub>2</sub> /m <sup>3</sup> st	kg CH <sub>4</sub> /m <sup>3</sup> st	kg N <sub>2</sub> O/m <sup>3</sup> st	
		1.983404	0.000177	0.00000354	
	Emission factors (Guatemala)				
Indicator	kg CO <sub>2</sub> /m <sup>3</sup>	kg CH <sub>4</sub> /m <sup>3</sup>	kg N <sub>2</sub> O/m <sup>3</sup>	IPCC	
Diesel	2712.56	0.036	0.022		
Engine gasoline	2012	0.09041	0.01808		
Conversion factors: the same factors reported under indicator 302-1 were used Colombia: 0.126 tCO <sub>2</sub> e/MWh Source: UPME, Resolution 000382 of 2021 Peru: 0.17 tCO <sub>2</sub> e/Mwh Data obtained from the Economic Operations Committee of the National Interconnected System (COES, for the Spanish original) and delivered by Cálidda and the consultant A2G Guatemala: 0.3671 tCO <sub>2</sub> e/Mwh Source: National Electric Energy Commission GWP: CO <sub>2</sub> :1 CH <sub>4</sub> :28 N <sub>2</sub> O:265 HCFC 123: 78 SF <sub>6</sub> : 23,500 R410A (Col) = 1924 Kg CO <sub>2</sub> e/Kg R410A (Peru) = 1749 Kg CO <sub>2</sub> e/Kg Source IPCC: <a href="http://ghgprotocol.org/sites/default/files/ghgp/Global-Warming-Potential-Values%20%28Feb%2016%202016%29.pdf">http://ghgprotocol.org/sites/default/files/ghgp/Global-Warming-Potential-Values%20%28Feb%2016%202016%29.pdf</a>					
<b>Defined limit (operational or financial)</b>	Operational				
<b>Standards or methodologies</b>	GHG Protocol				
<b>Calculation Tools</b>	CO2CERO calculation tool (Excel and on-line tool)				

Status	GEB
<b>Omissions</b>	GEB: Technical losses in transmission networks and electric power plants. Contugas: Electric power plants. Trecsa: Technical losses in transmission networks. Energy losses are omitted from the calculation as they are not managed by the transportation companies. They are determined and reported by the national operators (XM-CND in Colombia and AMM in Guatemala), and they vary depending on the network type, size of demand, available generation and networks, and transport capacity, among others. This topic is beyond the scope of our organization, and it is not technically feasible to establish baselines or reduction targets. Even so, in year 2022, GEB expects to make a preliminary estimate of losses in its infrastructure.
	TGI: Unassisted facilities such as scraper traps and City Gates are excluded from the inventory as they account for less than 1% of total GHG emissions. Use of refrigerants in air conditioning equipment, use or refilling of fire extinguishers and use of lubricating oils in compressor unit engines are excluded. Since these emissions do not exceed 5% of total emissions, they have little influence on the total carbon footprint calculation.
	Scope 3 biogenic emissions were not taken into account since the calculation method did not consider the use of biological or renewable fuels.

### ■ (DJSI 2.3.7.) Most relevant GHG emission sources scope 3

Most relevant sources of Scope 3 emissions	Relevance of the source in 2021	Metric tons of CO <sub>2</sub> e	Calculation method
Paper consumption	0.06%	131.29	Greenhouse Gas Protocol (GHG Protocol Corporate Standard)
Corporate flights	0.04%	87.95	Greenhouse Gas Protocol (GHG Protocol Corporate Standard)
Outsourced land transport	0.03%	74.67	Greenhouse Gas Protocol (GHG Protocol Corporate Standard)

The reported data represent the consolidated values of GEB's operations in Colombia. These include Corporate operations, GEB branch, and TGI.

### ■ (305-5) Reduction of GHG emissions

Description	GEB (Corporate + Branch)	TGI	Cálidda
<b>Reduction of GHG emissions</b>	3,485 tCO <sub>2</sub> eq	72,000 tCO <sub>2</sub> eq	1,220 tCO <sub>2</sub> eq
<b>Emissions compensation</b>	3209 tCO <sub>2</sub> eq	72,000 tCO <sub>2</sub> eq	1,220 tCO <sub>2</sub> eq
<b>Gases included in the calculation</b>	CO <sub>2</sub>	CH <sub>4</sub>	CO <sub>2</sub>
<b>Baseline year</b>	2019 (see justification in the table Description of the methodology used to calculate the 2021 carbon footprint)		

<b>Scope of reductions</b>	<p><b>Scope 1</b> Reported information refers to the carbon credits obtained or participation in environmental projects to voluntarily offset contingencies and presented emissions.</p>
<b>Standards, methodologies, assumptions and calculation tools used</b>	<p>The impact of contingencies presented during the year was calculated using the Carbono Corporativo tool, which is based on the methodologies of GHG Protocol and ISO 14064. In the case of GEB and Cálidda, compensations are associated with 2020 emissions, while TGI has already advance the purchase process to compensate its contingencies for 2021.</p>

## 3. Agile and strengthened governance + Talent and culture

### 3.1. Corporate Governance

(102-20) Currently, various executive roles have responsibility in economic, environmental, and corporate matters. The Senior Management is led by the President of Grupo Energía Bogotá. Its composition and structure is defined by the Board of Directors. Given that Grupo Energía Bogotá S.A. E.S.P. is the Group's parent company, its senior management team, in accordance with the corporate strategy, performs its duties at the corporate level, defining guidelines and making decisions related to the coordination and development of synergies between the Group companies.

The President of GEB must ensure permanent compliance with the specific measures regarding the governance of GEB, its behavior and information, in order to ensure respect for the rights of all shareholders and other stakeholders.

(102-23) (102-24) According to the provisions of the Corporate Bylaws, the Chairperson of the Board of Directors must be one of the members that meets the independence criteria. This guarantees that the Chair of the highest governance body is never headed by an executive from the organization. In addition, the bylaws establish the process for selecting and appointing the members of the Board, which can be consulted here:

The members of the Support Committees are appointed by the Board of Directors to perform their duties over the same term as each of them serve as members of GEB's Board of Directors, and they may be removed at any time.

The Board of Directors of GEB must include people with the highest personal and

professional qualities, willing to commit the time and interest required to fulfill their responsibilities. Consequently, shareholders must nominate candidates with suitable profiles, taking into consideration:

- their professional and academic in the fields of finance, law or related sciences, and/or in activities related to the sector of public utilities and/or operations carried out by the Company, and
- their profile, including trajectory, recognition, prestige, availability, leadership, good name and recognition of the candidate for their professional suitability and integrity.

We are aware of the benefits of having an independent Board of Directors. Therefore, at least five of the nine members of our Board of Directors must meet the independence criteria.

(GRI 102-25) The Board of Directors of GEB has a Policy on Managing Conflicts of Interest, which establishes the guidelines for the identification, management, and resolution of conflicts of interest of managers and employees of the Group and its subsidiaries. This policy establishes different regimes regarding the capacity of each person, for managers, i.e. for members of the Board of Directors and Managers; the General Auditor of the Group, the Compliance Officer or any member of the Ethics Committee; and for employees of the organization.

(GRI 102-26) The Board of Directors and GEB are responsible for setting the policies for the administration and management of corporate business as a company and as parent company of their business group. This

function includes the approval of the corporate strategy, which includes economic, social, environmental and governance aspects.

**(GRI 102-27)** GEB has implemented an induction process for members appointed to their Board of Directors. Several presentations covering different business and investment topics were made by the Vice President of Growth and the Vice President of Business Management and Innovation Offices, as well as financial, regulatory, litigation and Corporate Governance aspects, the Sustainability and Control Architecture Models, the management models, and the Corporate Strategic Plan, among others. Training for Board members aimed at strengthening their knowledge on the industry and the business was also promoted.

**(GRI 102-28)** Assessments have been performed on the Boards of Directors in GEB and its subsidiaries in the last five years, aimed at promoting a culture of continuous improvement in the Company's main decision-making bodies.

For the assessment process of the boards of directors of the Group's parent company and its subsidiaries and its committees, GEB is supported by an independent third party that specializes in corporate governance. This guarantees independence and the anonymity of the assessments. The assessment methodology consists of three components:

- Self-assessment
- Assessment from Senior Management
- Peer Assessment

According to the results, an action plan is proposed to narrow gaps, based on which Management and Senior Management strengthen their good corporate governance practices. During 2021, in addition to the annual assessment, a twice-yearly assessment was carried out in order to permanently monitor the functioning of the Board of Directors.

GEB is committed to the highest ethical standards, which have been formally established

in the Corporate Group Agreement, the codes of Ethics and Corporate Governance, the Policy on Internal Control and Prevention of Fraud and Corruption, and the Internal Audit Statutes.

The Corporate Governance Report presents the different conflicts of interest presented by members of the Board of Directors in the different sessions of the Board of Directors and its Support Committees and operations with related parties are disclosed, etc. In addition, the profiles of the members of the Board of Directors, published on the GEB website, indicate the additional boards of directors apart from GEB in which each member of the Board of Directors participates.

**(GRI 102-29)** The Board of Directors has a Corporate Governance and Sustainability Committee establishes that the purpose of the Committee is to propose and oversee compliance of the corporate governance measures and of the sustainability approach adopted by the Company and Group companies. In addition to Corporate Governance matters, the Committee is presented with topics such as progress in the implementation of the Sustainability Strategy, the results of the evaluations presented by the organization on sustainability, such as the *Dow Jones Sustainability Index*, the Human Rights strategy and the climate change strategy, among others relevant topics for the GEB and its stakeholders.

**(GRI 102-30)** As risk management is a cross-sectional matter for the whole group, our commitment to the prevention and mitigation of risks is led from the Audit and Risk Committee of the Board of Directors, whose functions include the supervision and evaluation of the Group's Internal Control System, which includes risk analysis, to recommend and make statements to the Board of Directors.

The Audit and Risk Committee is presided over by Ignacio Pombo, and has two independent members of the Board of Directors, María Mercedes Cuéllar, and Martha Veleño, who have the experience and knowledge to assist in risk management for the Group.

### 3.2. Ethics and Transparency

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

In the last 4 years, GEB didn't have no confirmed cases of corruption by employees or suppliers, and no lawsuits or public proceedings related to corruption, fraud, money laundering or terrorist financing. Also, no violations were reported to the Code of Ethics or unfair competition or restrictive practices.

	Number of employees who have been notified of the organization's anti-corruption policies and procedures.	Percentage of employees who have been notified of the organization's anti-corruption policies and procedures.	Number of employees who have received training on the organization's anti-corruption policies and procedures.	Percentage of employees who have received training on the organization's anti-corruption policies and procedures.
<b>Senior Management</b>	21	100%	5	24%
<b>Middle Management</b>	93	100%	0	0%
<b>Consultant</b>	278	100%	22	1%
<b>Professionals</b>	186	100%	105	56%
<b>Support/assistants</b>	87	100%	0	0%

**Note:** Members of the governing bodies: 100% of the members of the governing bodies have been made aware and trained in the organization's anti-corruption policies and procedures.

- Employees: In the last three years, 66% of all GEB employees have been trained in anti-corruption policies and procedures.
- Suppliers and contractors: of the GEB contractors have been notified of the organization's anti-corruption policies and procedures.

#### ■ **(GRI 206-1) Legal actions for anti-competitive behavior, anti-trust and monopoly practices.**

In 2021, we did not have any legal actions due to anti-competitive behavior, anti-trust, or monopoly practices at GEB and its subsidiaries.

#### ■ **(GRI 415- 1) Contributions to political parties and/or representatives**

Our Code of Ethics prohibits contributions to political parties, and this is monitored.

#### ■ **(DJSI 1.5.2) Largest Contributions & Expenditures**

MAJOR CONTRIBUTIONS			
Issue or topic	Corporate position	Description of position/engagement	Total spend in fy 2021 (cop)
Promote the use of renewable energies and the system's electrification	SUPPORT	Promote the strengthening of the energy system through electrification and the use of renewable energies for the development of the energy sector.	\$ 172,008,785
Promote the use of natural gas	SUPPORT	Position natural gas as a transition energy source and fundamental fuel for the reactivation of the country and promote discussions on regulatory and normative issues.	\$ 330,644,034



**■ Colombia Operating Contributions (figures in COP)**

COLOMBIA OPERATING CONTRIBUTIONS (FIGURES IN COP) 2021	
ANDESCO (National Association of Public Utility and Communications Companies Colombia)	\$127,302,000
ANDI( National Business Association of Colombia)	\$181,983,000
• ACOLGEN (Colombian Association of Electric Power Generators)	\$153,231,035
NATURGAS (Colombian National Association of Natural Gas in Colombia)	\$330,644,034

**Note:** The information presented corresponds to the Group's operations in Colombia (GEB and TGI).

**■ Major contributions**

Topic	2018	2019	2020	2021
Lobbying, interest representation or similar, Colombia.				
Local, regional or national political campaigns / organizations / candidates.				
Tax-exempt trade associations or groups.	\$475,137,736	\$1,361,522,729	\$1,460,596,830	\$800,723,685
Other (e.g., expenses related to ballot measures or referendums).				
<b>Total</b>	<b>\$475,137,736</b>	<b>\$1,361,522,729</b>	<b>\$1,460,596,830</b>	<b>\$800,723,685</b>

**Note:** The information presented corresponds to the Group's operations in Colombia (GEB and TGI).

### 3.3. Human talent management

**■ (102-8) Information about employees and other workers**

Overall labor indicators	2021					
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecca
Women	312	122	107	41	54	43
Men	363	340	297	87	206	96
Total number of employees	675	462	404	128	260	139
Percentage of women	46.22	26.41	26.49	32.03	21	30.94
Percentage of men	53.78	73.59	73.51	67.97	79	69.06

Employees by type of contract	2021					
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecca
Number of permanent employees (women)	187	119	98	39	44	34
Number of permanent employees (men)	224	336	279	83	181	88
Number of fixed-term employees (women)	125	3	9	2	3	9
Number of fixed-term employees (men)	139	4	18	4	0	8

Employees in the organization by job category	2021					
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecca
Senior Management (women)	6	10	3	1	2	2
Senior Management (men)	15	12	7	3	7	6
Senior Management (total)	21	22	10	4	9	8
Middle Management (women)	38	14	11	4	8	9
Middle Management (men)	55	27	20	5	28	12
Middle Management (total)	93	41	31	9	36	21
Consultants (women)	115	1	14	7	2	0
Consultants (men)	163	6	43	19	37	0
Consultants (total)	278	7	57	26	39	0
Professionals (women)	101	74	67	23	18	7
Professionals (men)	85	132	217	31	42	35
Professionals (total)	186	206	284	54	60	42
Support/assistants (women)	52	163	12	6	24	25
Support/assistants (men)	45	23	10	29	92	43
Support/assistants (total)	97	186	22	35	116	68
<b>Total</b>	<b>675</b>	<b>462</b>	<b>404</b>	<b>128</b>	<b>260</b>	<b>139</b>
Percentage Senior Management (women)	0.89	2.16	0.7	0.78	8	1
Percentage Senior Management (men)	2.22	2.6	1.7	2.34	0.02	5
Percentage Senior Management (total)	3.11	4.76	2.5	3.13	0.03	6
Percentage Middle Management (women)	5.63	3.03	2.7	3.13	0.03	6
Percentage Middle Management (men)	8.15	5.84	5	3.91	0.1	9
Percentage Middle Management (total)	13.78	8.87	7.7	7.03	0.13	15

Employees in the organization by job category	2021					
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecca
Percentage Consultants (women)	17.04	0.22	3.5	5.47	8	0
Percentage Consultants (men)	24.15	1.3	10.6	14.84	0.14	0
Percentage Consultants (total)	41.19	1.52	14.1	20.31	0.15	0
Percentage Professionals (women)	14.96	16.02	16.6	17.97	0.06	5
Percentage Professionals (men)	12.59	28.57	53.7	24.22	0.16	25
Percentage Professionals (total)	27.56	44.59	70.3	42.19	0.23	30
Percentage Support/assistants (women)	7.7	4.98	3	4.69	0.09	18
Percentage Support/assistants (men)	6.67	35.28	2.5	22.66	0.35	31
Percentage Support/assistants (total)	14.37	40.26	5.4	27.34	0.44	49
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

Employees in the organization by age	2021					
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecca
Under 30s (women)	31	12	23	5	14	14
Under 30s (men)	21	19	39	7	39	11
Under 30s (total)	52	31	62	12	53	25
Between 31 and 40 years old (women)	176	46	49	22	7	21
Between 31 and 40 years old (men)	181	95	149	43	57	44
Between 31 and 40 years old (total)	357	141	198	65	64	65
Between 41 and 50 years old (women)	79	44	31	13	14	8
Between 41 and 50 years old (men)	116	133	90	26	39	33
Between 41 and 50 years old (total)	195	177	121	39	53	41
Between 51 and 60 years old (women)	23	17	4	1	11	0
Between 51 and 60 years old (men)	39	83	18	10	39	5
Between 51 and 60 years old (total)	62	100	22	11	50	5
Over 61 years old (women)	3	3	0	0	8	0
Over 61 years old (men)	6	10	1	1	32	3
Over 61 years old (total)	9	13	1	1	40	3
<b>Total</b>	<b>675</b>	<b>462</b>	<b>404</b>	<b>128</b>	<b>260</b>	<b>139</b>
Percentage under 30 years old (women)	4.59	2.6	5.7	3.91	0.05	10
Percentage under 30 years old (men)	3.11	4.11	9.7	5.47	0.15	8

Employees in the organization by age	2021					
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecca
Percentage under 30 years old (total)	7.7	6.71	15.3	9.38	0.2	17
Percentage between 31 and 40 years old (women)	26.07	9.96	12.1	17.19	0.02	15
Percentage between 31 and 40 years old (men)	26.81	20.56	36.9	33.59	0.21	32
Percentage between 31 and 40 years old (total)	52.89	30.52	49	50.78	0.24	47
Percentage between 41 and 50 years old (women)	11.7	9.52	7.7	10.16	0.05	6
Percentage between 41 and 50 years old (men)	17.19	28.79	22.3	20.31	0.15	24
Percentage between 41 and 50 years old (total)	28.89	38.31	30	30.47	0.2	30
Percentage between 51 and 60 years old (women)	3.41	3.68	1	0.78	0.04	0
Percentage between 51 and 60 years old (men)	5.78	17.97	4.5	7.81	0.15	4
Percentage between 51 and 60 years old (total)	9.19	21.65	5.4	8.59	0.19	4
Percentage over 61 years old (women)	0.44	0.65	0	0	0.03	0
Percentage over 61 years old (men)	0.89	2.16	0.2	0.78	0.12	2
Percentage over 61 years old (total)	1.33	2.81	0.2	0.78	0.15	2
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>1</b>	<b>100</b>

Diversity	2021											
	GEB		TGI		Cálidda		Contugas		Electrodunas		Trecca	
	#	%	#	%	#	%	#	%	#	%	#	%
Disability	0	0	N/A	N/A	1	0.25	0	0	1	0.3	0	0
LGBTQ+	20	2.96%	N/A	N/A	0	0	0	0	0	0	0	0
Indigenous People	1	0	N/A	N/A	0	0	0	0	0	0	0	0
Blacks, Palenqueros, Raizales	3	0	N/A	N/A	0	0	0	0	0	0	0	0
Mixed/mestizo	293	46.73%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Foreign nationals	4	0.59%	1	0.2	8	1.98	8	6.25	4	1.5	3	2
White	254	40.1%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Other racial identity	24	3.83%	N/A	N/A	0	0	0	0	0	0	0	0

**Note:** In GEB the racial autoidentification was carried out through an employee survey which had a coverage of 92.89% of total workforce. 8.29% of the respondents preferred not to answer this question.

Diversity	2021											
	GEB		TGI		Cálidda		Contugas		Electrodunas		Trecsa	
	#	%	#	%	#	%	#	%	#	%	#	%
Proportion of women in STEM positions (as % of total STEM positions)	77	26.1	14	13.6	10	37.0	41	32.03	N/A	N/A	N/A	N/A
Proportion of women in management position in income-generating functions (for example, sales), as % of all managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	5	18.51	0	0	2	20	1	20	0	0	1	100

Overall labor indicators	2020						
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecsa	
Women	274	117	107	42	49	40	
Men	347	340	289	87	203	103	
Total number of employees	621	457	396	129	252	143	
Percentage of women	44.12	25.6	27.02	32.56	19	27.97	
Percentage of men	55.88	74.4	72.98	67.44	81	72.03	

Employees by type of contract	2020						
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecsa	
Number of permanent employees (women)	155	113	99	34	49	31	
Number of permanent employees (men)	187	337	277	78	203	94	
Number of fixed-term employees (women)	119	4	8	8	0	9	
Number of fixed-term employees (men)	160	3	12	9	0	9	

Employees in the organization by job category	2020						
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecsa	
Senior Management (women)	7	3	3	1	2	1	
Senior Management (men)	13	3	7	1	7	7	
Senior Management (total)	20	6	10	2	9	8	
Middle Management (women)	41	18	11	4	5	9	
Middle Management (men)	52	33	21	6	27	13	
Middle Management (total)	93	51	32	10	32	22	
Consultants (women)	104	1	14	7	1	0	
Consultants (men)	159	7	43	21	35	0	
Consultants (total)	263	8	57	28	36	0	

Employees in the organization by job category	2020						
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecsa	
Professionals (women)	95	72	67	24	17	7	
Professionals (men)	85	132	206	30	37	35	
Professionals (total)	180	204	273	54	54	42	
Support/assistants (women)	27	165	12	6	24	23	
Support/assistants (men)	38	23	12	29	97	48	
Support/assistants (total)	65	188	24	35	121	71	
<b>Total</b>	<b>621</b>	<b>457</b>	<b>396</b>	<b>129</b>	<b>252</b>	<b>143</b>	
Percentage Senior Management (women)	1.13	0.66	0.8	0.78	8	1	
Percentage Senior Management (men)	2.09	0.66	1.8	0.78	0.02	5	
Percentage Senior Management (total)	3.22	1.31	2.5	1.55	0.03	6	
Percentage Middle Management (women)	6.6	3.94	2.8	3.1	0.02	6	
Percentage Middle Management (men)	8.37	7.22	5.3	4.65	0.1	9	
Percentage Middle Management (total)	14.98	11.16	8.1	7.75	0.12	15	
Percentage Consultants (women)	16.75	0.22	3.5	5.43	4	0	
Percentage Consultants (men)	25.6	1.53	10.9	16.28	0.13	0	
Percentage Consultants (total)	42.35	1.75	14.4	21.71	0.14	0	
Percentage Professionals (women)	15.3	15.75	16.9	18.6	0.06	5	
Percentage Professionals (men)	13.69	28.88	52	23.26	0.14	24	
Percentage Professionals (total)	28.99	44.64	68.9	41.86	0.21	29	
Percentage Support/assistants (women)	4.35	5.03	3	4.65	0.09	16	
Percentage Support/assistants (men)	6.12	36.11	3	22.48	0.38	34	
Percentage Support/assistants (total)	10.47	41.14	6.1	27.13	0.48	50	
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>1</b>	<b>100</b>	

Employees in the organization by age	2020						
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecsa	
Under 30s (women)	28	10	28	7	13	17	
Under 30s (men)	19	16	42	14	43	16	
Under 30s (total)	47	26	70	21	56	33	
Between 31 and 40 years old (women)	158	47	48	30	6	19	
Between 31 and 40 years old (men)	179	101	144	41	51	46	
Between 31 and 40 years old (total)	337	148	192	71	57	65	
Between 41 and 50 years old (women)	62	40	27	5	11	4	
Between 41 and 50 years old (men)	98	133	84	21	36	32	

Employees in the organization by age	2020					
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecsa
Between 41 and 50 years old (total)	160	173	111	26	47	36
Between 51 and 60 years old (women)	24	17	4	0	12	0
Between 51 and 60 years old (men)	43	78	17	10	41	6
Between 51 and 60 years old (total)	67	95	21	10	53	6
Over 61 years old (women)	2	3	0	0	7	0
Over 61 years old (men)	8	12	2	1	32	3
Over 61 years old (total)	10	15	2	1	39	3
<b>Total</b>	<b>621</b>	<b>457</b>	<b>396</b>	<b>129</b>	<b>252</b>	<b>143</b>
Percentage under 30 years old (women)	4.67	2.19	7.1	5.43	0.05	12
Percentage under 30 years old (men)	2.9	3.5	10.6	10.85	0.17	11
Percentage under 30 years old (total)	7.57	5.69	17.7	16.28	0.22	23
Percentage between 31 and 40 years old (women)	25.44	10.28	12.1	23.26	0.02	13
Percentage between 31 and 40 years old (men)	28.82	22.1	36.4	31.78	0.2	33
Percentage between 31 and 40 years old (total)	54.27	32.39	48.5	55.04	0.22	46
Percentage between 41 and 50 years old (women)	9.98	8.75	6.8	3.88	0.04	3
Percentage between 41 and 50 years old (men)	15.78	29.1	21.2	16.28	0.14	22
Percentage between 41 and 50 years old (total)	25.76	37.86	28	20.16	0.18	25
Percentage between 51 and 60 years old (women)	3.86	3.72	1	0	0.04	0
Percentage between 51 and 60 years old (men)	6.92	17.07	4.3	7.75	0.16	4
Percentage between 51 and 60 years old (total)	10.79	20.79	5.3	7.75	0.21	4
Percentage over 61 years old (women)	0.32	0.66	0	0	0.02	0
Percentage over 61 years old (men)	1.29	2.63	0.5	0.78	0.12	2
Percentage over 61 years old (total)	1.61	3.28	0.5	0.78	0.15	2
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>1</b>	<b>100</b>

Overall labor indicators	2019					
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecsa
Women	256	112	98	47	46	39
Men	339	335	279	99	182	108
Total number of employees	595	447	377	146	228	147
Percentage of women	43.03	25.06	25.99	32.19	20	27.21
Percentage of men	56.97	74.94	74.01	67.81	78	72.79

Employees by type of contract	2019					
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecsa
Number of permanent employees (women)	147	106	75	35	44	32
Number of permanent employees (men)	187	333	238	81	181	95
Number of fixed-term employees (women)	109	6	23	12	3	7
Number of fixed-term employees (men)	152	2	41	18	0	13

Employees in the organization by job category	2019					
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecsa
Senior Management (women)	5	7	3	1	1	0
Senior Management (men)	12	9	5	0	8	7
Senior Management (total)	17	16	8	1	9	7
Middle Management (women)	39	13	10	3	4	8
Middle Management (men)	52	27	20	8	26	15
Middle Management (total)	91	40	30	11	30	23
Consultants (women)	94	1	16	8	1	0
Consultants (men)	164	7	40	19	27	0
Consultants (total)	258	8	56	27	28	0
Professionals (women)	88	68	53	27	13	10
Professionals (men)	74	126	192	38	37	34
Professionals (total)	162	194	245	65	50	44
Support/assistants (women)	30	166	16	8	27	22
Support/assistants (men)	37	23	22	34	84	51
Support/assistants (total)	67	189	38	42	111	73
<b>Total</b>	<b>595</b>	<b>447</b>	<b>377</b>	<b>146</b>	<b>228</b>	<b>147</b>
Percentage Senior Management (women)	0.84	1.57	0.8	0.68	4	0
Percentage Senior Management (men)	2.02	2.01	1.3	0	0.03	5
Percentage Senior Management (total)	2.86	3.58	2	0.68	0.03	5
Percentage Middle Management (women)	6.55	2.91	2.7	2.05	0.01	5
Percentage Middle Management (men)	8.74	6.04	5.3	5.48	0.11	10
Percentage Middle Management (total)	15.29	8.95	8	7.53	0.13	15
Percentage Consultants (women)	15.8	0.22	4.2	5.48	4	0
Percentage Consultants (men)	27.56	1.57	10.6	13.01	0.11	0
Percentage Consultants (total)	43.36	1.79	14.9	18.49	0.12	0
Percentage Professionals (women)	14.79	15.21	14.1	18.49	0.05	7
Percentage Professionals (men)	12.44	28.19	50.9	26.03	0.16	23



Employees in the organization by job category	2019					
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecsa
Percentage Professionals (total)	27.23	43.4	65	44.52	0.21	30
Percentage Support/assistants (women)	5.04	5.15	4.2	5.48	0.11	15
Percentage Support/assistants (men)	6.22	37.14	5.8	23.29	0.36	35
Percentage Support/assistants (total)	11.26	42.28	10.1	28.77	0.48	50
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>1</b>	<b>100</b>

Employees in the organization by age	2019					
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecsa
Under 30s (women)	38	12	25	14	7	16
Under 30s (men)	33	13	45	25	27	16
Under 30s (total)	71	25	70	39	34	32
Between 31 and 40 years old (women)	144	42	42	28	7	20
Between 31 and 40 years old (men)	169	114	140	46	47	50
Between 31 and 40 years old (total)	313	156	182	74	54	70
Between 41 and 50 years old (women)	48	43	26	5	11	3
Between 41 and 50 years old (men)	86	128	77	19	36	32
Between 41 and 50 years old (total)	134	171	103	24	47	35
Between 51 and 60 years old (women)	23	12	4	0	12	0
Between 51 and 60 years old (men)	41	70	14	8	44	7
Between 51 and 60 years old (total)	64	82	18	8	56	7
Over 61 years old (women)	3	3	1	0	9	0
Over 61 years old (men)	10	10	3	1	28	3
Over 61 years old (total)	13	13	4	1	37	3
<b>Total</b>	<b>595</b>	<b>447</b>	<b>377</b>	<b>146</b>	<b>228</b>	<b>147</b>
Percentage under 30 years old (women)	6.39	2.68	6.6	9.59	0.03	11
Percentage under 30 years old (men)	5.55	2.91	11.9	17.12	0.11	11
Percentage under 30 years old (total)	11.93	5.59	18.6	26.71	0.14	22
Percentage between 31 and 40 years old (women)	24.2	9.4	11.1	19.18	0.03	14
Percentage between 31 and 40 years old (men)	28.4	25.5	37.1	31.51	0.2	34
Percentage between 31 and 40 years old (total)	52.61	34.9	48.3	50.68	0.23	48
Percentage between 41 and 50 years old (women)	8.07	9.62	6.9	3.42	0.04	2
Percentage between 41 and 50 years old (men)	14.45	28.64	20.4	13.01	0.15	21
Percentage between 41 and 50 years old (total)	22.52	38.26	27.3	16.44	0.2	23
Percentage between 51 and 60 years old (women)	3.87	2.68	1.1	0	0.05	0

Employees in the organization by age	2019					
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecsa
Percentage between 51 and 60 years old (men)	6.89	15.66	3.7	5.48	0.19	5
Percentage between 51 and 60 years old (total)	10.76	18.34	4.8	5.48	0.24	5
Percentage over 61 years old (women)	0.5	0.67	0.3	0	0.03	0
Percentage over 61 years old (men)	1.68	2.24	0.8	0.68	0.12	2
Percentage over 61 years old (total)	2.18	2.91	1.1	0.68	0.16	2
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>1</b>	<b>100</b>

Overall labor indicators	2018					
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecsa
Women	220	96	109	50	49	33
Men	311	328	298	128	193	111
Total number of employees	531	424	407	178	242	144
Percentage of women	41.43	22.64	26.78	28.09	20	22.92
Percentage of men	58.57	77.36	73.22	71.91	80	77.08

Employees by type of contract	2018					
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecsa
Number of permanent employees (women)	121	96	89	38	48	26
Number of permanent employees (men)	160	328	268	99	185	101
Number of fixed-term employees (women)	99	0	20	12	1	7
Number of fixed-term employees (men)	151	0	30	29	8	10

Employees in the organization by job category	2018					
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecsa
Senior Management (women)	4	5	2	2	1	0
Senior Management (men)	12	10	7	3	9	7
Senior Management (total)	16	15	9	5	10	7
Middle Management (women)	15	7	11	2	5	4
Middle Management (men)	29	16	18	11	26	17
Middle Management (total)	44	23	29	13	31	21
Consultants (women)	99	1	17	11	2	0
Consultants (men)	161	6	44	27	30	0
Consultants (total)	260	7	61	38	32	0

Employees in the organization by job category	2018					
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecsa
Professionals (women)	75	61	37	28	15	5
Professionals (men)	73	133	121	45	42	31
Professionals (total)	148	194	158	73	57	36
Support/assistants (women)	27	163	42	7	26	24
Support/assistants (men)	36	22	108	42	86	56
Support/assistants (total)	63	185	150	49	112	80
<b>Total</b>	<b>531</b>	<b>424</b>	<b>407</b>	<b>178</b>	<b>242</b>	<b>144</b>
Percentage Senior Management (women)	0.75	1.18	0.5	1.12	4	0
Percentage Senior Management (men)	2.26	2.36	1.7	1.69	0.03	5
Percentage Senior Management (total)	3.01	3.54	2.2	2.81	0.04	5
Percentage Middle Management (women)	2.82	1.65	2.7	1.12	0.02	3
Percentage Middle Management (men)	5.46	3.77	4.4	6.18	0.1	12
Percentage Middle Management (total)	8.29	5.42	7.1	7.3	0.12	15
Percentage Consultants (women)	18.64	0.24	4.2	6.18	8	0
Percentage Consultants (men)	30.32	1.42	10.8	15.17	0.12	0
Percentage Consultants (total)	48.96	1.65	15	21.35	0.13	0
Percentage Professionals (women)	14.12	14.39	9.1	15.73	0.06	3
Percentage Professionals (men)	13.75	31.37	29.7	25.28	0.17	22
Percentage Professionals (total)	27.87	45.75	38.8	41.01	0.23	25
Percentage Support/assistants (women)	5.08	5.19	10.3	3.93	0.1	17
Percentage Support/assistants (men)	6.78	38.44	26.5	23.6	0.35	38
Percentage Support/assistants (total)	11.86	43.63	36.9	27.53	0.46	55
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>1</b>	<b>100</b>

Employees in the organization by age	2018					
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecsa
Under 30s (women)	38	13	23	15	8	17
Under 30s (men)	36	18	39	33	39	17
Under 30s (total)	74	31	62	48	47	34
Between 31 and 40 years old (women)	123	40	49	27	9	14
Between 31 and 40 years old (men)	154	130	153	62	48	48
Between 31 and 40 years old (total)	277	170	202	89	57	62
Between 41 and 50 years old (women)	35	31	32	8	12	2

Employees in the organization by age	2018					
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecsa
Between 41 and 50 years old (men)	77	118	80	25	35	37
Between 41 and 50 years old (total)	112	149	112	33	47	39
Between 51 and 60 years old (women)	22	11	4	0	10	0
Between 51 and 60 years old (men)	37	56	23	8	44	8
Between 51 and 60 years old (total)	59	67	27	8	54	8
Over 61 years old (women)	2	1	1	0	10	0
Over 61 years old (men)	7	6	3	0	27	1
Over 61 years old (total)	9	7	4	0	37	1
<b>Total</b>	<b>531</b>	<b>424</b>	<b>407</b>	<b>178</b>	<b>242</b>	<b>144</b>
Percentage under 30 years old (women)	7.34	3.06	5.4	8.43	0.03	12
Percentage under 30 years old (men)	6.59	4.24	9.3	18.54	0.16	12
Percentage under 30 years old (total)	13.94	7.13	14.7	26.97	0.19	24
Percentage between 31 and 40 years old (women)	23.16	9.43	12.5	15.17	0.03	10
Percentage between 31 and 40 years old (men)	29	30.66	37.1	34.83	0.19	33
Percentage between 31 and 40 years old (total)	52.17	40.09	49.6	50	0.23	42
Percentage between 41 and 50 years old (women)	6.59	7.3	7.9	4.49	0.05	1
Percentage between 41 and 50 years old (men)	14.5	27.83	20.1	14.04	0.14	26
Percentage between 41 and 50 years old (total)	21.09	35.14	28	18.54	0.19	27
Percentage between 51 and 60 years old (women)	4.33	2.59	1	0	0.04	0
Percentage between 51 and 60 years old (men)	6.78	13.2	5.7	4.49	0.18	6
Percentage between 51 and 60 years old (total)	11.11	15.8	6.6	4.49	0.22	6
Percentage over 61 years old (women)	0.38	0.23	0.2	0	0.04	0
Percentage over 61 years old (men)	1.32	1.41	0.7	0	0.11	1
Percentage over 61 years old (total)	1.69	1.65	1	0	0.15	1
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>1</b>	<b>100</b>

### ■ (DJSI 3.2.2.) Workforce breakdown: Gender

Employees in the organization by age	2021
	GEB
Proportion of women in the total labor force	46.22%
Proportion of women in management positions, including junior, middle and Senior Management (as % of total management positions)	38.6%
Percentage of women in junior positions, i.e. at first level management (as % of all subordinate management positions)	40.9%

Employees in the organization by age	2021
	GEB
Proportion of women in Senior Management positions, i.e. as a maximum two levels from General Director or comparable positions (in % of the total Senior Management or management positions)	28.6%
Proportion of women in STEM positions (as % of total STEM positions)	26.1%
Proportion of women in management position in income-generating functions (for example, sales), as % of all managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	18.5%

**Note:** The reported data represent the values of GEB's operations in Colombia (Corporate and Transmission branch)

#### ■ (DJSI 3.2.3.) Workforce breakdown: Race/ethnicity and nationality

Breakdown	Share in total workforce (as % of total workforce)	Share in all management positions, including junior, middle and senior management (as % of total management workforce)
Foreign origin	0.59%	4.76%
African American	0.16%	0.00%
White	40.51%	43.44%
Indigenous	0.16%	0.00%
Mixed	46.73%	34.00%
Black	0.32%	0.00%
Other	3.83%	22.56%

**Note:** The reported data represent the values of GEB's operations in Colombia (Corporate and Transmission branch)

#### ■ (DJSI 3.2.4.) Workforce breakdown: other minorities

Diversity indicators	% FTEs
People with disabilities	0
Age groups:	
< 30	7.70
30-50	81.78
> 50	10.52

**Note:** The reported data represent the values of GEB's operations in Colombia (Corporate and Transmission branch)

#### ■ (202-2) Proportion of Senior Management hired from the local community

Definition used for "locations with significant operations"	
GEB	Colombia
TGI	Region
Cáldida	By geographic location

Definition used for "locations with significant operations"	
Contugas	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
Trecca	Strategic

Directors from countries with significant operations	2021					
	GEB	TGI	Cáldida	Contugas	Electrodunas	Trecca
Total number of senior managers	21	22	10	4	9	8
Number of directors from the local community	20	22	8	3	0	5
Percentage of senior executives in locations with significant operations contracted in the local community	95.24	100	80	75	0	63

Directors from countries with significant operations	2020					
	GEB	TGI	Cáldida	Contugas	Electrodunas	Trecca
Total number of senior managers	20	56	10	2	9	8
Number of directors from the local community	19	42	8	0	0	4
Percentage of senior executives in locations with significant operations contracted in the local community	95	75	80	0	0	50

Directors from countries with significant operations	2019					
	GEB	TGI	Cáldida	Contugas	Electrodunas	Trecca
Total number of senior managers	17	56	8	1	9	7
Number of directors from the local community	16	49	8	0	0	4
Percentage of senior executives in locations with significant operations contracted in the local community	94.12	88	100	0	0	57

Directors from countries with significant operations	2018					
	GEB	TGI	Cáldida	Contugas	Electrodunas	Trecca
Total number of senior managers	16	40	9	5	10	7
Number of directors from the local community	15	14	9	2	0	3
Percentage of senior executives in locations with significant operations contracted in the local community	93.75	35	100	40	0	43

**■ (Own) Contracting**

Hires and Costs	2021					
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecca
Total number of new hires	146	25	30	11	27	15
Vacancies filled by internal candidates	48	11	15	2	1	4
Percentage of vacant positions filled by internal candidates (internal hires)	25%	33	33.3	18.18	3.7	21
Vacancies filled by women	93	10	9	1	10	12
Vacancies filled by men	80	15	21	10	17	7
Percentage of vacancies filled by women	54	40	30	9.09	0.37	63
Percentage of vacancies filled by men	46	60	70	90.9	0.63	37
Average cost of hires	2,516,179.00	N/A	2,406	810.89	2,200.00	1,416.71

Hires and Costs	2020					
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecca
Total number of new hires	123	11	46	11	46	17
Vacancies filled by internal candidates	30	9	17	1	3	9
Percentage of vacant positions filled by internal candidates (internal hires)	20	20	27	9.09	6	35
Vacancies filled by women	74	4	19	5	10	7
Vacancies filled by men	80	7	27	6	36	19
Percentage of vacancies filled by women	48.05	36.36	41.3	45.45	0.22	27
Percentage of vacancies filled by men	51.95	63.63	58.7	54.54	0.78	73
Average cost of hires	4,612,849.00	N/A	3,454	157.00	3,000.00	2,434.05

Hires and Costs	2019					
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecca
Total number of new hires	136	56	48	22	7	25
Vacancies filled by internal candidates	26	17	26	5	2	7
Percentage of vacant positions filled by internal candidates (internal hires)	16	20	35.1	17	29	22
Vacancies filled by women	85	27	20	10	4	13
Vacancies filled by men	77	29	28	12	3	19
Percentage of vacancies filled by women	52.47	48.21	41.7	40.9	0.57	41
Percentage of vacancies filled by men	47.53	51.78	58.3	59.09	0.43	59
Average cost of hires	1,519,364.00	N/A	3,351	536.95	1,000.00	2,458.05

Hires and Costs	2018					
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecca
Total number of new hires	100	19	51	23	24	51
Vacancies filled by internal candidates	9	11	26	2	1	24
Percentage of vacant positions filled by internal candidates (internal hires)	8	20	33.8	8.69	4.2	32
Vacancies filled by women	49	5	23	6	5	19
Vacancies filled by men	60	14	28	17	19	56
Percentage of vacancies filled by women	44.95	26.31	45.1	21.73	0.21	25
Percentage of vacancies filled by men	55.05	73.68	54.9	78.26	0.79	75
Average cost of hires	1,907,375.00	N/A	759	287.62	N/A	2,196.54

\*GEB and TGI report in COP, while Contugas, Trecca, and Cálidda report in USD. Electrodonas reports in USD.

**■ (DJSI 3.5.1) Hiring**

	2021	2020	2019	2018
<b>Total number of new employee hires</b>	146	123	136	100
<b>Percentage of vacant positions filled by internal candidates (internal Hires)</b>	25%	20%	16%	8%
<b>Average cost of Hires/FTE currency COP - Colombian Peso</b>	\$2,516,179	\$4,612,849	\$1,519,364	\$1,907,375

**■ (401-1) New employee hires and employee turnover**

Number of new hires by age and gender	2021											
	GEB		TGI		Cálidda		Contugas		Electrodunas		Trecca	
	M*	W**	M	W	M	W	M	W	M	W	M	W
Over 50 years old	6	0	2	2	0	0	1	0	0	2	0	0
Between 30 and 50 years old	42	58	8	7	11	2	6	0	8	2	4	8
Under 30 years old	16	24	5	1	10	7	3	1	9	6	2	1

\* Men

\*\* Women



New hires rate by age and gender	2021											
	GEB		TGI		Cálidda		Contugas		Electrodunas		Trecsa	
	M	W	M	W	M	W	M	W	M	W	M	W
Over 50 years old	9.38	0	13.33	20.00	0	0	0.78	0	0	0.007	0	0
Between 30 and 50 years old	65.63	70.73	53.33	70.00	2.7	0.5	4.69	0	0.3	0.007	27	53
Under 30 years old	25	29.27	33.33	10.00	2.5	1.7	2.34	0.78	0.34	0.23	13	7

Number of resignations by age and gender	2021											
	GEB		TGI		Cálidda		Contugas		Electrodunas		Trecsa	
	M	W	M	W	M	W	M	W	M	W	M	W
Over 50 years old	15	7	7	2	2	0	1	0	5	1	2	0
Between 30 and 50 years old	32	34	11	3	8	3	7	2	3	2	12	6
Under 30 years old	2	3	1	0	2	5	2	0	6	2	1	0

Employee turnover rate by age, gender, and labor category	2021						
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecsa	
Employee turnover rate	13.33	5.2	5%	9.38	7	12.95	
Employee turnover rate due to voluntary resignation	6.67	3.5	3%	8.59	2	3.6	
Senior Management employee turnover rate (women)	66.67	4.2	0%	0	0	0	
Senior Management employee turnover rate (men)	6.67	12.5	0%	0.78	0	0.36	
Senior Management employee turnover rate (total)	23.81	16.7	0%	0.78	0	0.36	
Middle Management employee turnover rate (women)	7.89	4.2	0%	0	0	0.72	
Middle Management employee turnover rate (men)	7.27	16.7	15%	0.78	0.4	0.72	
Middle Management employee turnover rate (total)	7.53	20.8	15%	0.78	0.4	1.44	
Consultant employee turnover rate (women)	18.26	4.2	10%	0	0	0	
Consultant employee turnover rate (men)	11.04	0.0	5%	1.56	0	0	
Consultant employee turnover rate (total)	14.03	4.2	15%	1.56	0	0	
Professional employee turnover rate (women)	12.87	12.5	25%	0.78	0.4	0.72	
Professional employee turnover rate (men)	22.35	29.2	35%	3.13	2	0.72	
Professional employee turnover rate (total)	17.2	41.7	60%	3.91	2.4	1.44	
Support/assistants employee turnover rate (women)	5.77	0.0	5%	0.78	1	3.24	
Support/assistants employee turnover rate (men)	8.89	16.7	5%	1.56	3	6.47	
Support/assistants employee turnover rate (total)	7.22	16.7	10%	2.34	4	9.71	
Senior Management employee turnover rate due to voluntary resignation (women)	0	0.0	0%	0	0	0	

Employee turnover rate by age, gender, and labor category	2021					
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecsa
Senior Management employee turnover rate due to voluntary resignation (men)	6.67	6.3	0%	0	0	0.36
Senior Management employee turnover rate due to voluntary resignation (total)	4.76	6.3	0%	0	0	0.36
Middle Management employee turnover rate due to voluntary resignation (women)	7.89	6.3	0%	0	0	0.36
Middle Management employee turnover rate due to voluntary resignation (men)	5.45	18.8	15%	0.78	0	0
Middle Management employee turnover rate due to voluntary resignation (total)	6.45	25.0	15%	0.78	0	0.36
Consultant employee turnover rate due to voluntary resignation (women)	5.22	0.0	15%	0	0	0
Consultant employee turnover rate due to voluntary resignation (men)	6.13	6.3	8%	1.56	0	0
Consultant employee turnover rate due to voluntary resignation (total)	5.76	6.3	23%	1.56	0	0
Professional employee turnover rate due to voluntary resignation (women)	7.92	12.5	31%	0.78	0.4	0.36
Professional employee turnover rate due to voluntary resignation (men)	11.76	37.5	31%	3.13	1	0
Professional employee turnover rate due to voluntary resignation (total)	9.68	50.0	62%	3.91	1.4	0.36
Support/assistants employee turnover rate due to voluntary resignation (women)	3.85	0.0	0%	0.78	0	1.44
Support/assistants employee turnover rate due to voluntary resignation (men)	4.44	12.5	0%	1.56	0.4	1.08
Support/assistants employee turnover rate due to voluntary resignation (total)	4.12	12.5	0%	2.34	0.4	2.52
Support/assistants employee turnover rate due to voluntary resignation (women)	4.12	0.0	25%	0	1	0.72
Employee turnover rate for under 30s (men)	14.29	4.2	10%	1.56	2	1.01
Employee turnover rate for under 30s (total)	15.38	4.2	35%	1.56	3	1.73
Turnover rate for employees aged 31 to 40 (women)	12.5	8.3	10%	0.78	0	4.27
Turnover rate for employees aged 31 to 40 (men)	11.05	37.5	10%	3.91	0.8	3.1
Turnover rate for employees aged 31 to 40 (total)	11.76	45.8	20%	4.69	0.8	7.37
Turnover rate for employees aged 41 to 50 (women)	15.19	4.2	5%	0.78	0	0.36
Turnover rate for employees aged 41 to 50 (men)	6.9	8.3	30%	1.56	0.4	2.11
Turnover rate for employees aged 41 to 50 (total)	10.26	12.5	35%	2.34	0.4	2.47
Turnover rate for employees aged 51 to 60 (women)	17.39	8.3	0%	0	0	0
Turnover rate for employees aged 51 to 60 (men)	25.64	12.5	5%	0.78	0	0.72

Employee turnover rate by age, gender, and labor category	2021					
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecca
Turnover rate for employees aged 51 to 60 (total)	22.58	20.8	5%	0.78	0	0.72
Turnover rate for employees over 61 (women)	33.33	0.0	0%	0	0.4	0
Turnover rate for employees over 61 (men)	83.33	16.7	5%	0	2	0
Turnover rate for employees over 61 (total)	66.67	16.7	5%	0	2.4	0
Employee turnover rate due to voluntary resignation of employees under 30 years old (women)	12.9	0.0	31%	0	0.4	0
Employee turnover rate due to voluntary resignation of employees under 30 years old (men)	9.52	0.0	15%	1.56	2	0.36
Employee turnover rate due to voluntary resignation of employees under 30 years old (total)	11.54	0.0	46%	1.56	2.4	0.36
Employee turnover rate due to voluntary resignation of employees aged 31 to 40 (women)	4.55	6.3	15%	0.78	0	2.16
Employee turnover rate due to voluntary resignation of employees aged 31 to 40 (men)	7.73	50.0	8%	3.91	0	0.72
Employee turnover rate due to voluntary resignation of employees aged 31 to 40 (total)	6.16	56.3	23%	4.69	0	2.88
Employee turnover rate due to voluntary resignation of employees aged 41 to 50 (women)	6.33	6.3	0%	0.78	0	0
Employee turnover rate due to voluntary resignation of employees aged 41 to 50 (men)	2.59	6.3	31%	1.56	0	0.36
Employee turnover rate due to voluntary resignation of employees aged 41 to 50 (total)	4.1	12.5	31%	2.34	0	0.36
Employee turnover rate due to voluntary resignation of employees aged 51 to 60 (women)	8.7	6.3	0%	0	0	0
Employee turnover rate due to voluntary resignation of employees aged 51 to 60 (men)	10.26	6.3	0%	0	0	0
Employee turnover rate due to voluntary resignation of employees aged 51 to 60 (total)	9.68	12.5	0%	0	0	0
Employee turnover rate due to voluntary resignation of employees over 61 years old (women)	0	0.0	0%	0	0	0
Employee turnover rate due to voluntary resignation of employees over 61 years old (men)	50	18.8	0%	0	0	0
Employee turnover rate due to voluntary resignation of employees over 61 years old (total)	33.33	18.8	0%	0	0	0

Number of new hires by age and gender	2020											
	GEB		TGI		Cálidda		Contugas		Electrodunas		Trecca	
	M	W	M	W	M	W	M	W	M	W	M	W
Over 50 years old	7	5	2	1	1	0	1	0	1	1	0	0
Between 30 and 50 years old	41	38	3	3	11	9	5	3	13	2	9	3
Under 30 years old	16	16	2	0	15	10	0	2	22	7	2	3

New hires rate by age and gender	2020											
	GEB		TGI		Cálidda		Contugas		Electrodunas		Trecca	
	M	W	M	W	M	W	M	W	M	W	M	W
Over 50 years old	10.94	8.47	28.57	25.00	0.3	0	0.78	0	0.003	0.003	0	0
Between 30 and 50 years old	64.06	64.41	42.86	75.00	2.8	2.3	3.88	2.33	0.05	0.007	53	18
Under 30 years old	25	27.12	28.57	0.00	3.8	2.5	0	1.55	0.08	0.02	12	18

Number of resignations by age and gender	2020											
	GEB		TGI		Cálidda		Contugas		Electrodunas		Trecca	
	M	W	M	W	M	W	M	W	M	W	M	W
Over 50 years old	14	4	0	1	3	1	0	0	4	5	1	0
Between 30 and 50 years old	25	28	7	1	10	6	12	3	6	1	13	2

Employee turnover rate by age, gender, and labor category	2020					
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecca
Employee turnover rate	10.95	2.2	7%	21.71	9	12.24
Employee turnover rate due to voluntary resignation	4.99	1.3	3%	11.63	3	2.1
Senior Management employee turnover rate (women)	14.29	0	0%	0	0	0.35
Senior Management employee turnover rate (men)	23.08	10	0%	0	0.4	0.35
Senior Management employee turnover rate (total)	20	10	0%	0	0.4	0.7
Middle Management employee turnover rate (women)	7.32	0	4%	0	0	0
Middle Management employee turnover rate (men)	11.54	40	8%	2.33	0.8	2.45
Middle Management employee turnover rate (total)	9.68	40	12%	2.33	0.8	2.45
Consultant employee turnover rate (women)	8.65	0	12%	0.78	0	0
Consultant employee turnover rate (men)	13.84	0	12%	0	0.8	0
Consultant employee turnover rate (total)	11.79	0	23%	0.78	0.8	0
Professional employee turnover rate (women)	10.53	10	12%	5.43	0.4	0.7
Professional employee turnover rate (men)	8.24	20	31%	6.2	0.8	1.05

Employee turnover rate by age, gender, and labor category	2020					
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecsa
Professional employee turnover rate (total)	9.44	30	42%	11.63	1.2	1.75
Support/assistants employee turnover rate (women)	14.81	10	8%	1.55	3	1.75
Support/assistants employee turnover rate (men)	7.89	10	15%	5.43	3	5.59
Support/assistants employee turnover rate (total)	10.77	20	23%	6.98	6	7.34
Senior Management employee turnover rate due to voluntary resignation (women)	0	0	0%	0	0	0
Senior Management employee turnover rate due to voluntary resignation (men)	7.69	16.7	0%	0	0.4	0
Senior Management employee turnover rate due to voluntary resignation (total)	5	16.7	0%	0	0.4	0
Middle Management employee turnover rate due to voluntary resignation (women)	4.88	0	0%	0	0	0
Middle Management employee turnover rate due to voluntary resignation (men)	5.77	33.3	0%	0.78	0.4	0
Middle Management employee turnover rate due to voluntary resignation (total)	5.38	33.3	0%	0.78	0.4	0
Consultant employee turnover rate due to voluntary resignation (women)	5.77	0	20%	0	0	0
Consultant employee turnover rate due to voluntary resignation (men)	5.66	0	20%	0	0.8	0
Consultant employee turnover rate due to voluntary resignation (total)	5.7	0	40%	0	0.8	0
Professional employee turnover rate due to voluntary resignation (women)	3.16	0	20%	4.65	0	0
Professional employee turnover rate due to voluntary resignation (men)	4.71	33.3	40%	2.33	0.8	0.7
Professional employee turnover rate due to voluntary resignation (total)	3.89	33.3	60%	6.98	0.8	0.7
Support/assistants employee turnover rate due to voluntary resignation (women)	3.7	0	0%	0.78	0.8	0
Support/assistants employee turnover rate due to voluntary resignation (men)	5.26	16.7	0%	3.1	0	1.4
Support/assistants employee turnover rate due to voluntary resignation (total)	4.62	16.7	0%	3.88	0.8	1.4
Turnover rate for employees under 30s (women)	7.14	0	8%	5.43	1	1.24
Employee turnover rate for under 30s (men)	26.32	10	15%	4.65	2	1.24
Employee turnover rate for under 30s (total)	14.89	10	23%	10.08	3	2.48
Turnover rate for employees aged 31 to 40 (women)	10.13	0	15%	1.55	0.4	1.24
Turnover rate for employees aged 31 to 40 (men)	5.59	10	23%	5.43	1	5.03

Employee turnover rate by age, gender, and labor category	2020					
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecsa
Turnover rate for employees aged 31 to 40 (total)	7.72	10	38%	6.98	1.4	6.27
Turnover rate for employees aged 41 to 50 (women)	8.06	10	8%	0.78	0	0.36
Turnover rate for employees aged 41 to 50 (men)	13.27	60	15%	3.88	0.4	2.52
Turnover rate for employees aged 41 to 50 (total)	11.25	70	23%	4.65	0.4	2.88
Turnover rate for employees aged 51 to 60 (women)	12.5	10	0%	0	0.4	0
Turnover rate for employees aged 51 to 60 (men)	20.93	0	8%	0	0.8	0.36
Turnover rate for employees aged 51 to 60 (total)	17.91	10	8%	0	1.2	0.36
Turnover rate for employees over 61 (women)	50	0	4%	0	2	0
Turnover rate for employees over 61 (men)	50	0	4%	0	1	0
Turnover rate for employees over 61 (total)	50	0	8%	0	3	0
Employee turnover rate due to voluntary resignation of employees under 30 years old (women)	0	0	20%	4.65	0.4	0
Employee turnover rate due to voluntary resignation of employees under 30 years old (men)	15.79	16.7	10%	1.55	1	0.36
Employee turnover rate due to voluntary resignation of employees under 30 years old (total)	6.38	16.7	30%	6.2	1.4	0.36
Employee turnover rate due to voluntary resignation of employees aged 31 to 40 (women)	5.06	0	10%	0.78	1	0
Employee turnover rate due to voluntary resignation of employees aged 31 to 40 (men)	2.79	16.7	50%	3.1	0.4	1.33
Employee turnover rate due to voluntary resignation of employees aged 31 to 40 (total)	3.86	16.7	60%	3.88	1.4	1.33
Employee turnover rate due to voluntary resignation of employees aged 41 to 50 (women)	4.84	0	10%	0	0	0
Employee turnover rate due to voluntary resignation of employees aged 41 to 50 (men)	7.14	66.7	0%	1.55	0.4	0.36
Employee turnover rate due to voluntary resignation of employees aged 41 to 50 (total)	6.25	66.7	10%	1.55	0.4	0.36
Employee turnover rate due to voluntary resignation of employees aged 51 to 60 (women)	0	0	0%	0	0	0
Employee turnover rate due to voluntary resignation of employees aged 51 to 60 (men)	6.98	0	0%	0	0	0
Employee turnover rate due to voluntary resignation of employees aged 51 to 60 (total)	4.48	0	0%	0	0	0
Employee turnover rate due to voluntary resignation of employees over 61 years old (women)	50	0	0%	0	0	0
Employee turnover rate due to voluntary resignation of employees over 61 years old (men)	12.5	0	0%	0	1	0
Employee turnover rate due to voluntary resignation of employees over 61 years old (total)	20	0	0%	0	0.4	0

Number of new hires by age and gender	2019											
	GEB		TGI		Cálidda		Contugas		Electrodunas		Trecsa	
	M	W	M	W	M	W	M	W	M	W	M	W
Over 50 years old	9	4	4	5	0	0	1	0	0	1	1	0
Between 30 and 50 years old	50	56	20	18	11	7	5	7	2	2	11	12
Under 30 years old	6	11	5	4	17	13	6	3	1	1	1	0

New hires rate by age and gender	2019											
	GEB		TGI		Cálidda		Contugas		Electrodunas		Trecsa	
	M	W	M	W	M	W	M	W	M	W	M	W
Over 50 years old	13.85	5.63	13.79	18.52	0	0	0.68	0	0	0.004	4	0
Between 30 and 50 years old	76.92	78.87	68.97	66.67	2.9	1.9	3.42	4.79	0.008	0.008	44	48
Under 30 years old	9.23	15.49	17.24	14.81	4.5	3.4	4.11	2.05	0.004	0.004	4	0

Number of resignations by age and gender	2019											
	GEB		TGI		Cálidda		Contugas		Electrodunas		Trecsa	
	M	W	M	W	M	W	M	W	M	W	M	W
Over 50 years old	5	6	5	1	1	3	4	0	2	2	1	0
Between 30 and 50 years old	37	32	15	11	43	32	29	13	2	2	15	9
Under 30 years old	3	4	1	0	7	3	6	0	4	1	0	0

Employee turnover rate by age, gender, and labor category	2019						
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecsa	
Employee turnover rate	13.61	7.4	24%	35.62	5	17.01	
Employee turnover rate due to voluntary resignation	7.9	3.6	5%	10.27	3	2.72	
Senior Management employee turnover rate (women)	0	3	1%	1.37	0	0	
Senior Management employee turnover rate (men)	25	9.1	3%	2.05	0.4	0.68	
Senior Management employee turnover rate (total)	17.65	12.1	4%	3.42	0.4	0.68	
Middle Management employee turnover rate (women)	7.69	3	3%	0	0.4	1.36	
Middle Management employee turnover rate (men)	9.62	9.1	3%	2.74	0	1.02	
Middle Management employee turnover rate (total)	8.79	12.1	7%	2.74	0.4	2.38	
Consultant employee turnover rate (women)	18.09	0	1%	2.05	0.4	0	
Consultant employee turnover rate (men)	12.8	0	10%	6.85	0.4	0	
Consultant employee turnover rate (total)	14.73	0	11%	8.9	0.8	0	

Employee turnover rate by age, gender, and labor category	2019					
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecsa
Professional employee turnover rate (women)	18.18	24.2	12%	4.79	0.4	1.7
Professional employee turnover rate (men)	13.51	33.3	25%	8.9	2	2.72
Professional employee turnover rate (total)	16.05	57.6	37%	13.7	2.4	4.42
Support/assistants employee turnover rate (women)	6.67	12.1	25%	0.68	0.8	4.08
Support/assistants employee turnover rate (men)	10.81	6.1	16%	6.16	0.8	5.44
Support/assistants employee turnover rate (total)	8.96	18.2	40%	6.85	1.6	9.53
Senior Management employee turnover rate due to voluntary resignation (women)	0	0	0%	0	0	0
Senior Management employee turnover rate due to voluntary resignation (men)	25	18.8	6%	0	0.4	0
Senior Management employee turnover rate due to voluntary resignation (total)	17.65	18.8	6%	0	0.4	0
Middle Management employee turnover rate due to voluntary resignation (women)	7.69	0	6%	0	0.4	0
Middle Management employee turnover rate due to voluntary resignation (men)	3.85	6.3	0%	0	0	0
Middle Management employee turnover rate due to voluntary resignation (total)	5.49	6.3	6%	0	0.4	0
Consultant employee turnover rate due to voluntary resignation (women)	9.57	0	0%	0.68	0	0
Consultant employee turnover rate due to voluntary resignation (men)	7.93	0	6%	2.74	0	0
Consultant employee turnover rate due to voluntary resignation (total)	8.53	0	6%	3.42	0	0
Professional employee turnover rate due to voluntary resignation (women)	10.23	18.8	28%	1.37	0.4	0.34
Professional employee turnover rate due to voluntary resignation (men)	9.46	31.3	33%	4.79	0.4	0
Professional employee turnover rate due to voluntary resignation (total)	9.88	50	61%	6.16	0.8	0.34
Support/assistants employee turnover rate due to voluntary resignation (women)	0	6.3	22%	0	0.4	1.02
Support/assistants employee turnover rate due to voluntary resignation (men)	2.7	18.8	0%	0.68	0.4	1.36
Support/assistants employee turnover rate due to voluntary resignation (total)	1.49	25	22%	0.68	0.8	2.38
Turnover rate for employees under 30s (women)	21.05	0	13%	0	0.4	1.02
Employee turnover rate for under 30s (men)	15.15	6.1	15%	4.11	2	1.8
Employee turnover rate for under 30s (total)	18.31	6.1	28%	4.11	2.4	2.82
Turnover rate for employees aged 31 to 40 (women)	13.19	15.2	21%	6.16	0.8	4.32



Employee turnover rate by age, gender, and labor category	2019					
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecca
Turnover rate for employees aged 31 to 40 (men)	11.83	18.2	26%	13.7	0.4	4.32
Turnover rate for employees aged 31 to 40 (total)	12.46	33.3	47%	19.86	1.2	8.64
Turnover rate for employees aged 41 to 50 (women)	14.58	18.2	7%	2.74	0	2.16
Turnover rate for employees aged 41 to 50 (men)	16.28	24.2	10%	6.16	0	3.6
Turnover rate for employees aged 41 to 50 (total)	15.67	42.4	17%	8.9	0	5.76
Turnover rate for employees aged 51 to 60 (women)	13.04	3	0%	0	0	0
Turnover rate for employees aged 51 to 60 (men)	9.76	12.1	8%	2.74	0	0.72
Turnover rate for employees aged 51 to 60 (total)	10.94	15.2	8%	2.74	0	0.72
Turnover rate for employees over 61 (women)	33.33	0	0%	0	1	0
Turnover rate for employees over 61 (men)	0	3	0%	0	1	0
Turnover rate for employees over 61 (total)	7.69	3	0%	0	2	0
Employee turnover rate due to voluntary resignation of employees under 30 years old (women)	15.79	0	28%	0	0.4	0
Employee turnover rate due to voluntary resignation of employees under 30 years old (men)	9.09	12.5	22%	2.05	1	0
Employee turnover rate due to voluntary resignation of employees under 30 years old (total)	12.68	12.5	50%	2.05	1.4	0
Employee turnover rate due to voluntary resignation of employees aged 31 to 40 (women)	6.25	18.8	17%	2.05	1	1.08
Employee turnover rate due to voluntary resignation of employees aged 31 to 40 (men)	7.69	12.5	6%	5.48	0	1.32
Employee turnover rate due to voluntary resignation of employees aged 31 to 40 (total)	7.03	31.3	22%	7.53	1	2.4
Employee turnover rate due to voluntary resignation of employees aged 41 to 50 (women)	8.33	6.3	11%	0	0	0.36
Employee turnover rate due to voluntary resignation of employees aged 41 to 50 (men)	9.3	31.3	17%	0.68	0	0
Employee turnover rate due to voluntary resignation of employees aged 41 to 50 (total)	8.96	37.5	28%	0.68	0	0.36
Employee turnover rate due to voluntary resignation of employees aged 51 to 60 (women)	4.35	0	0%	0	0	0

Employee turnover rate by age, gender, and labor category	2019					
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecca
Employee turnover rate due to voluntary resignation of employees aged 51 to 60 (men)	4.88	12.5	0%	0	0	0
Employee turnover rate due to voluntary resignation of employees aged 51 to 60 (total)	4.69	12.5	0%	0	0	0
Employee turnover rate due to voluntary resignation of employees over 61 years old (women)	33.33	0	0%	0	1	0
Employee turnover rate due to voluntary resignation of employees over 61 years old (men)	0	6.3	0%	0	1	0
Employee turnover rate due to voluntary resignation of employees over 61 years old (total)	7.69	6.3	0%	0	0.8	0

Number of new hires by age and gender	2018											
	GEB		TGI		Cálidda		Contugas		Electrodunas		Trecca	
	M	W	M	W	M	W	M	W	M	W	M	W
Over 50 years old	3	3	2	0	1	1	1	0	0	0	4	0
Between 30 and 50 years old	40	32	10	4	13	11	9	4	6	3	29	11
Under 30 years old	12	10	2	1	14	11	7	2	13	2	2	5

New hires rate by age and gender	2018											
	GEB		TGI		Cálidda		Contugas		Electrodunas		Trecca	
	M	W	M	W	M	W	M	W	M	W	M	W
Over 50 years old	5.45	6.67	14.29	0.00	0.2	0.2	0.56	0	0	0	8	0
Between 30 and 50 years old	72.73	71.11	71.43	80.00	3.2	2.7	5.06	2.25	0.02	0.01	56	22
Under 30 years old	21.82	22.22	14.29	20.00	3.4	2.7	3.93	1.12	0.05	0.008	4	10

Number of resignations by age and gender	2018											
	GEB		TGI		Cálidda		Contugas		Electrodunas		Trecca	
	M	W	M	W	M	W	M	W	M	W	M	W
Over 50 years old	10	6	2	1	1	3	1	0	7	0	2	1
Between 30 and 50 years old	56	43	9	4	11	13	12	2	16	5	13	9
Under 30 years old	20	12	1	1	7	4	7	4	15	3	0	1

Employee turnover rate by age, gender, and labor category	2018					
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecca
Employee turnover rate	15.25	7.4	10%	14.61	5	17.01
Employee turnover rate due to voluntary resignation	4.52	3.6	4%	2.81	3	2.72
Senior Management employee turnover rate (women)	75	3	5%	0.56	0	0
Senior Management employee turnover rate (men)	8.33	9.1	0%	0	0.4	0.68
Senior Management employee turnover rate (total)	25	12.1	5%	0.56	0.4	0.68
Middle Management employee turnover rate (women)	26.67	3	5%	0	0.4	1.36
Middle Management employee turnover rate (men)	17.24	9.1	10%	1.69	0	1.02
Middle Management employee turnover rate (total)	20.45	12.1	15%	1.69	0.4	2.38
Consultant employee turnover rate (women)	14.14	0	13%	0	0.4	0
Consultant employee turnover rate (men)	11.18	0	8%	1.12	0.4	0
Consultant employee turnover rate (total)	12.31	0	21%	1.12	0.8	0
Professional employee turnover rate (women)	8	24.2	26%	1.69	0.4	1.7
Professional employee turnover rate (men)	26.03	33.3	28%	4.49	2	2.72
Professional employee turnover rate (total)	16.89	57.6	54%	6.18	2.4	4.42
Support/assistants employee turnover rate (women)	14.81	12.1	0%	1.69	0.8	4.08
Support/assistants employee turnover rate (men)	19.44	6.1	5%	3.37	0.8	5.44
Support/assistants employee turnover rate (total)	17.46	18.2	5%	5.06	1.6	9.53
Senior Management employee turnover rate due to voluntary resignation (women)	50	0	0%	0	0	0
Senior Management employee turnover rate due to voluntary resignation (men)	0	18.8	0%	0	0.4	0
Senior Management employee turnover rate due to voluntary resignation (total)	12.5	18.8	0%	0	0.4	0
Middle Management employee turnover rate due to voluntary resignation (women)	20	0	0%	0	0.4	0
Middle Management employee turnover rate due to voluntary resignation (men)	0	6.3	0%	0	0	0
Middle Management employee turnover rate due to voluntary resignation (total)	6.82	6.3	0%	0	0.4	0
Consultant employee turnover rate due to voluntary resignation (women)	4.04	0	0%	0	0	0
Consultant employee turnover rate due to voluntary resignation (men)	3.73	0	0%	0	0	0
Consultant employee turnover rate due to voluntary resignation (total)	3.85	0	0%	0	0	0

Employee turnover rate by age, gender, and labor category	2018					
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecca
Professional employee turnover rate due to voluntary resignation (women)	5.33	18.8	40%	1.12	0.4	0.34
Professional employee turnover rate due to voluntary resignation (men)	5.48	31.3	47%	1.12	0.4	0
Professional employee turnover rate due to voluntary resignation (total)	5.41	50	87%	2.25	0.8	0.34
Support/assistants employee turnover rate due to voluntary resignation (women)	0	6.3	0%	0	0.4	1.02
Support/assistants employee turnover rate due to voluntary resignation (men)	2.78	18.8	13%	0.56	0.4	1.36
Support/assistants employee turnover rate due to voluntary resignation (total)	1.59	25	13%	0.56	0.8	2.38
Turnover rate for employees under 30s (women)	10.53	0	10%	2.25	0.4	1.02
Employee turnover rate for under 30s (men)	30.56	6.1	18%	3.93	2	1.8
Employee turnover rate for under 30s (total)	20.27	6.1	28%	6.18	2.4	2.82
Turnover rate for employees aged 31 to 40 (women)	13.01	15.2	21%	1.12	0.8	4.32
Turnover rate for employees aged 31 to 40 (men)	14.94	18.2	10%	3.37	0.4	4.32
Turnover rate for employees aged 31 to 40 (total)	14.08	33.3	31%	4.49	1.2	8.64
Turnover rate for employees aged 41 to 50 (women)	25.71	18.2	10%	0	0	2.16
Turnover rate for employees aged 41 to 50 (men)	12.99	24.2	21%	3.37	0	3.6
Turnover rate for employees aged 41 to 50 (total)	16.96	42.4	31%	3.37	0	5.76
Turnover rate for employees aged 51 to 60 (women)	9.09	3	8%	0	0	0
Turnover rate for employees aged 51 to 60 (men)	13.51	12.1	3%	0.56	0	0.72
Turnover rate for employees aged 51 to 60 (total)	11.86	15.2	10%	0.56	0	0.72
Turnover rate for employees over 61 (women)	0	0	0%	0	1	0
Turnover rate for employees over 61 (men)	14.29	3	0%	0	1	0
Turnover rate for employees over 61 (total)	1.11	3	0%	0	2	0
Employee turnover rate due to voluntary resignation of employees under 30 years old (women)	5.26	0	13%	1.12	0.4	0
Employee turnover rate due to voluntary resignation of employees under 30 years old (men)	8.33	12.5	40%	0.56	1	0

Employee turnover rate by age, gender, and labor category	2018					
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecca
Employee turnover rate due to voluntary resignation of employees under 30 years old (total)	6.76	12.5	53%	1.69	1.4	0
Employee turnover rate due to voluntary resignation of employees aged 31 to 40 (women)	4.88	18.8	27%	0	1	1.08
Employee turnover rate due to voluntary resignation of employees aged 31 to 40 (men)	2.6	12.5	13%	1.12	0	1.32
Employee turnover rate due to voluntary resignation of employees aged 31 to 40 (total)	3.61	31.3	40%	1.12	1	2.4
Employee turnover rate due to voluntary resignation of employees aged 41 to 50 (women)	11.43	6.3	0%	0	0	0.36
Employee turnover rate due to voluntary resignation of employees aged 41 to 50 (men)	2.6	31.3	7%	0	0	0
Employee turnover rate due to voluntary resignation of employees aged 41 to 50 (total)	5.36	37.5	7%	0	0	0.36
Employee turnover rate due to voluntary resignation of employees aged 51 to 60 (women)	4.55	0	0%	0	0	0
Employee turnover rate due to voluntary resignation of employees aged 51 to 60 (men)	2.7	12.5	0%	0	0	0
Employee turnover rate due to voluntary resignation of employees aged 51 to 60 (total)	3.39	12.5	0%	0	0	0
Employee turnover rate due to voluntary resignation of employees over 61 years old (women)	0	0	0%	0	1	0
Employee turnover rate due to voluntary resignation of employees over 61 years old (men)	14.26	6.3	0%	0	1	0
Employee turnover rate due to voluntary resignation of employees over 61 years old (total)	11.11	6.3	0%	0	0.8	0

**■ (DJSI 3.5.7.) Employee turnover rate**

	2021	2020	2019	2018
<b>Total turnover rate</b>	10.96	10.95	13.61	15.25
<b>Voluntary employee turnover rate</b>	6.81	4.99	7.9	4.52
<b>Data coverage (%)</b>	100%	100%	100%	100%

**Note:** The reported data represent information for GEB (Corporate and Branch)

**■ (404-1) Average hours of training per employee per year**

Employees trained	2021											
	GEB		TGI		Cálidda		Contugas		Electrodunas		Trecca	
	M	W	M	W	M	W	M	W	M	W	M	W
Total hours for the Senior Management	638.00	109.00	910	571	100	58	24.00	4.00	217.11	59.10	162.83	67.00
Average hours for Senior Management	43.00	18.00	91	57	14.29	19.33	8.00	4.00	3.43	3.33	2.46	2.67
Total hours for Middle Management	6,513.00	4,867.00	1,470	553	578	269	258.00	104.00	868.45	236.43	680.56	208.16
Average hours for Middle Management	434.00	811.00	57	39	28.9	24.45	52.00	26.00	5.35	5.19	3.12	2.29
Total hours for Consultants	9,059.00	4,404.00	5,129	1,979	304	1252	1,213.00	250.00	1,148.00	59.10	0	0
Average hours for Consultants	604.00	734.00	87	104	28.45	23.38	64.00	36.00	6.12	5.55	0	0
Total hours for Professionals	1,742.00	3,151.00	7,868	4,601	4560	1418	2,440.00	1,411.00	1,303.08	532.38	2,264.69	232.00
Average hours for Professionals	116.00	525.00	100	88	21.01	20.55	79.00	61.00	8.22	7.59	3.27	2.56
Total hours for support/assistants	204.00	1,166.00	13,043	1,423	324	460	1,262.00	162.00	2,854.30	710.10	1,408.94	871.21
Average hours for support/assistants	147.00	194.00	80	62	15.43	18.4	44.00	27.00	7.08	6.48	2.92	2.81

Employees trained	2020											
	GEB		TGI		Cálidda		Contugas		Electrodunas		Trecca	
	M	W	M	W	M	W	M	W	M	W	M	W
Total hours for the Senior Management	259.90	116.40	469	413	134.5	59.5	29.00	17.00	161.38	47.49	587.00	28.00
Average hours for Senior Management	22.00	16.60	156.3	137.7	19	20	29.00	17.00	2.46	2.52	84.00	28.00
Total hours for Middle Management	1,379.90	1,034.50	6,809	3,435	834.5	240.5	120.00	53.00	623.28	119.34	1,150.00	1,747.00
Average hours for Middle Management	26.50	25.20	206.3	190.9	40	22	20.00	13.00	4.09	4.18	88.00	194.00
Total hours for Consultants	3,663.90	2,080.70	956	168	1743.6	234.5	262.00	114.00	808.12	23.54	0	0
Average hours for Consultants	23.00	20.00	136.6	168	41	17	12.00	16.00	4.37	4.47	0	0
Total hours for Professionals	1,490.60	1,799.80	21,979	10,653	7183.7	1452.2	473.00	369.00	854.23	406.34	3,547.00	457.00
Average hours for Professionals	17.50	18.90	166.5	148	35	22	16.00	15.00	6.14	6.27	101.00	57.00
Total hours for support/assistants	816.50	493.70	20,555	2,658	169.5	166.5	590.00	92.00	2,239.53	573.59	3,373.00	1,953.00
Average hours for support/assistants	16.00	11.00	124.6	115.6	14	14	20.00	15.00	5.18	5.30	70.00	89.00

Employees trained	2019											
	GEB		TGI		Cálidda		Contugas		Electrodunas		Trecsa	
	M	W	M	W	M	W	M	W	M	W	M	W
Total hours for the Senior Management	437.00	270.00	676	387	222	162	16.00	0	175.58	21.45	112.00	16.00
Average hours for Senior Management	36.40	54.00	75	55	44.4	54	16.00	0	2.36	2.38	16.00	16.00
Total hours for Middle Management	4,017.00	3,555.00	693	617	825	335	66.00	0	571.56	87.02	38.00	49.00
Average hours for Middle Management	77.30	91.20	26	47	41.25	33.5	8.00	0	3.55	3.57	3.00	6.00
Total hours for Consultants	11,170.00	7,443.00	2,422	694	1,481	339	970.00	416.00	593.56	21.45	0	0
Average hours for Consultants	68.10	79.20	346	694	37.03	21.19	51.00	52.00	4.21	4.23	0	0
Total hours for Professionals	2,320.00	3,008.00	3,386	3,788	5,286	1,004	1,232.00	662.00	813.55	282.51	190.00	134.00
Average hours for Professionals	31.40	34.20	27	56	27.53	18.94	32.00	25.00	5.52	5.56	6.00	13.00
Total hours for support/assistants	1,106.00	766.00	4,653	94	430	334	528.00	134.00	1,847.48	587.29	36.00	25.00
Average hours for support/assistants	29.90	25.50	28	4	19.55	20.88	16.00	17.00	5.00	5.03	1.00	1.00

Employees trained	2018											
	GEB		TGI		Cálidda		Contugas		Electrodunas		Trecsa	
	M	W	M	W	M	W	M	W	M	W	M	W
Total hours for the Senior Management	321.00	331.00	933	186	0	0	600.00	168.00	265.31	29.03	371.00	0
Average hours for Senior Management	36.00	66.00	55	26.5	0	0	150.00	84.00	3.32	3.29	53.00	0
Total hours for Middle Management	910.00	283.00	1,968.5	420.5	0	0	1,077.00	96.00	767.04	145.15	756.00	147.00
Average hours for Middle Management	35.00	28.00	73	60	0	0	77.00	48.00	5.18	5.13	44.00	37.00
Total hours for Consultants	3,404.00	1,891.00	4,080	778.5	0	0	885.00	445.00	885.04	58.06	0	0
Average hours for Consultants	24.00	22.00	66.8	51.6	0	0	33.00	40.00	5.54	5.48	0	0
Total hours for Professionals	762.00	855.00	2,129	2,332.5	0	0	2,693.00	1,235.00	1,239.06	435.45	564.00	169.00
Average hours for Professionals	11.00	14.00	34.9	47.5	0	0	57.00	44.00	7.57	7.50	18.00	34.00
Total hours for support/assistants	186.00	342.00	1,326	1,813	0	0	1,778.00	201.00	2,537.13	755.19	1,259.00	226.00
Average hours for support/assistants	6.00	11.00	14.73	90.6	0	0	42.00	29.00	6.47	6.40	22.00	9.00

**■ (Own) Investment in training**

Investment in training and development	2021					
	GEB	TGI	Cálidda	Contugas	Electrodunas	Trecsa
Projected goal		570,000,000	181521918.4	50000	130000	48900
Resources invested in training and development (COP)		531,917,896	148087204.1	28199	0	12471.6

Investment in training and development	2021				
	GEB	TGI	Cálidda	Contugas	Trecsa
Senior Management (women)	5,815,938	3,242,528	1,033,166.54	98	324.25
Senior Management (men)	54,638,780	5,383,338	2,410,721.93	918	930
Senior Management (total)	60,454,718	4,312,933	3,443,888.47	713	1,254.25
Middle Management (women)	106,689,029	2,672,374	3,788,277.31	568	476
Middle Management (men)	97,692,038	2,160,577	6,887,776.93	148	260.74
Middle Management (total)	204,381,067	2,339,706	10,676,054.25	381	3,037.93
Consultants (women)	60,366,471	2,052,174	4,477,055.01	191	0
Consultants (men)	95,649,797	1,450,045	15,153,109.25	205	0
Consultants (total)	156,016,269	1,596,718	19,630,164.26	195	0
Professionals (women)	15,178,123	1,090,325	23,762,830.42	280	258.26
Professionals (men)	35,058,198	1,194,816	74,732,379.73	162	149.86
Professionals (total)	50,236,320	1,153,339	98,495,210.16	229	3,239.49
Support/assistants (women)	6,145,447	319,853	8,609,721.17	123	290.24
Support/assistants (men)	25,406,230	421,238	7,232,165.78	147	319.85
Support/assistants (total)	31,551,678	408,768	15,841,886.95	127	4,939.93
Under 30s (women)		650,671	1,933,061.22		293.64
Under 30s (men)		1,037,125	6,701,438.78		264.07
Under 30s (total)		888,489	8,634,500		2,788.56
Between 31 and 40 years old (women)		1,331,399	26,170,346.94		121.5
Between 31 and 40 years old (men)		1,232,535	59,412,867.35		104.78
Between 31 and 40 years old (total)		1,263,830	85,583,214.29		6,942.7
Between 41 and 50 years old (women)		1,821,019	7,034,632.65		0
Between 41 and 50 years old (men)		1,113,767	39,943,357.14		304.48
Between 41 and 50 years old (total)		1,289,581	46,977,989.8		2,740.34
Between 51 and 60 years old (women)		1,478,396	174,071.43		0
Between 51 and 60 years old (men)		886,652	6,717,428.57		0

Investment in training and development	2021			
	GEB	TGI	Cálidda	Contugas Trecsa
Between 51 and 60 years old (total)		987,248	6,891,500	0
Over 61 years old (women)		593,290	0	0
Over 61 years old (men)		398,569	0	0
Over 61 years old (total)		440,295	0	0

Investment in training and development	2020		
	GEB	TGI	Cálidda
Between 41 and 50 years old (women)		2,130,863	2,934,704.08
Between 41 and 50 years old (men)		2,539,616	46,982,403.06
Between 41 and 50 years old (total)		2,441,034	49,917,107.14
Between 51 and 60 years old (women)		1,371,255	270,010.20
Between 51 and 60 years old (men)		2,004,082	6,317,765.31
Between 51 and 60 years old (total)		1,902,830	6,587,775.51
Over 61 years old (women)		214,225	0
Over 61 years old (men)		864,665	0
Over 61 years old (total)		711,620	0

Investment in training and development	2020			
	GEB	TGI	Cálidda	Electrodunas Trecsa
Projected goal		921,000,000	153,012,479.59	100,000 91,893
Resources invested in training and development (COP)		1,026,461,197	167,376,377.55	0 59,840

Investment in training and development	2020		
	GEB	TGI	Cálidda
Senior Management (women)	6,976,830	3,982,033	1,268,002.86
Senior Management (men)	32,253,368	4,819,856	2,958,673.34
Senior Management (total)	39,230,198	4,447,490	4,226,676.20
Middle Management (women)	25,685,661	2,950,876	4,649,343.82
Middle Management (men)	22,828,724	2,894,673	8,876,020.02
Middle Management (total)	48,514,385	2,911,534	13,525,363.84
Consultants (women)	85,324,567	642,299	5,917,346.68
Consultants (men)	197,717,132	1,423,517	18,174,707.66
Consultants (total)	283,041,699	1,225,462	24,092,054.34
Professionals (women)	31,104,207	2,185,736	28,318,730.55
Professionals (men)	26,531,957	4,069,103	87,069,529.74
Professionals (total)	31,104,207	3,323,886	115,388,260.28
Support/assistants (women)	5,796,881	442,503	5,072,011.44
Support/assistants (men)	13,968,440	1,088,770	5,072,011.44
Support/assistants (total)	19,765,321	1,013,543	10,144,022.88
Under 30s (women)		534,244	22,850,816.33
Under 30s (men)		912,505	9,762,102.04
Under 30s (total)		776,331	32,612,918.37
Between 31 and 40 years old (women)		2,091,678	8,566,193.88
Between 31 and 40 years old (men)		2,062,136	69,692,382.65
Between 31 and 40 years old (total)		2,071,304	78,258,576.53

Investment in training and development	2019				
	GEB	TGI	Cálidda	Electrodunas	Trecsa
Projected goal		905999.999	675,613,061.22	50,000	157,937
Resources invested in training and development (COP)		1,015,833,601	248,344,367.35	0	122,872

Investment in training and development	2019		
	GEB	TGI	Cálidda
Senior Management (women)	100,471,532	11,580,463	1,976,215.12
Senior Management (men)	72,569,423	4,828,095	3,293,691.87
Senior Management (total)	173,040,955	6,960,422	5,269,907.00
Middle Management (women)	206,216,849	4,662,611	6,587,383.75
Middle Management (men)	151,092,814	2,349,771	13,174,767.50
Middle Management (total)	357,309,663	3,010,582	19,762,151.25
Consultants (women)	279,864,332	3,419,549	10,539,814.00
Consultants (men)	399,611,097	1,873,167	26,349,535.00
Consultants (total)	679,475,429	2,156,042	36,889,349.00
Professionals (women)	150,367,519	2,193,009	34,913,133.87
Professionals (men)	61,373,670	1,795,676	126,477,767.99
Professionals (total)	211,741,189	1,959,987	161,390,901.86
Support/assistants (women)	19,251,848	233,017	10,539,814.00
Support/assistants (men)	26,398,095	1,682,248	14,492,244.25
Support/assistants (total)	45,649,943	1,531,461	25,032,058.25
Under 30s (women)		2,661,059	0



Investment in training and development	2019		
	GEB	TGI	Cálidda
Under 30s (men)		1,956,085	0
Under 30s (total)		2,200,114	9,998,857.14
Between 31 and 40 years old (women)		2,210,780	14,867,602.04
Between 31 and 40 years old (men)		2,044,231	38,042,275.51
Between 31 and 40 years old (total)		2,087,950	52,909,877.55
Between 41 and 50 years old (women)		3,785,061	0
Between 41 and 50 years old (men)		1,837,524	154,444,948.98
Between 41 and 50 years old (total)		2,298,479	154,444,948.98
Between 51 and 60 years old (women)		2,348,228	5,372,704.08
Between 51 and 60 years old (men)		1,969,263	0
Between 51 and 60 years old (total)		2,019,791	5,372,704.08
Over 61 years old (women)		125,162	0
Over 61 years old (men)		373,678	0
Over 61 years old (total)		318,453	0

Investment in training and development	2018				
	GEB	TGI	Cálidda	Electrodunas	Trecca
Projected goal		800,000,000	1,884,110,122.45	200,000	10,000
Resources invested in training and development (COP)		987,147,877	1,157,641,489.80	0	15,462.74

Investment in training and development	2018	
	GEB	TGI
Senior Management (women)	48,715,242	5,660,838.58
Senior Management (men)	25,100,020	19,812,935.03
Senior Management (total)	73,815,262	25,473,773.61
Middle Management (women)	42,267,250	31,134,612.20
Middle Management (men)	104,941,554	50,947,547.23
Middle Management (total)	147,208,804	82,082,159.42
Consultants (women)	246,383,133	48,117,127.94
Consultants (men)	380,227,599	124,538,448.78
Consultants (total)	626,610,733	172,655,576.72
Professionals (women)	130,999,383	113,216,771.62
Professionals (men)	125,453,178	515,136,310.86

Investment in training and development	2018	
	GEB	TGI
Professionals (total)	256,452,561	628,353,082.48
Support/assistants (women)	62,022,022	116,047,190.91
Support/assistants (men)	58,317,642	133,029,706.65
Support/assistants (total)	120,339,664	249,076,897.56
Under 30s (women)		1,695,795.92
Under 30s (men)		101,987,438.78
Under 30s (total)		103,683,234.69
Between 31 and 40 years old (women)		78,366,185.71
Between 31 and 40 years old (men)		254,635,654.59
Between 31 and 40 years old (total)		333,001,840.31
Between 41 and 50 years old (women)		1,759,591.84
Between 41 and 50 years old (men)		514,015,285.71
Between 41 and 50 years old (total)		515,774,877.55
Between 51 and 60 years old (women)		55,102.04
Between 51 and 60 years old (men)		205,052,966.84
Between 51 and 60 years old (total)		205,108,068.88
Over 61 years old (women)		18,367.35
Over 61 years old (men)		55,102.04
Over 61 years old (total)		73,469.39

### ■ (DJSI 3.4.1) Training and development inputs

	2021
Average hours of training and development by employee	50
Average investment in training and development by employee	1,126.605

**Note:** The reported data represent the values of GEB's operations in Colombia (Corporate and Transmission branch)

**(404-3) Percentage of employees receiving regular assessments and career development reviews**

Percentage of employees receiving regular performance and career development reviews	2021											
	GEB		TGI		Cálidda		Contugas		Electrodunas		Trecsa	
	M	W	M	W	M	W	M	W	M	W	M	W
Senior Management	100	100	100.00	100.00	100	100	3.44	2.43	0.02	0.007	86	100
Middle Management	98	95	100.00	100.00	100	100	5.74	9.75	0.1	0.03	86	89
Consultants	97	92	100.00	100.00	98	100	21.83	17.07	0.03	0.003	0	0
Professionals	86	92	100.00	100.00	98	96	35.63	56.09	0.08	0.05	100	89
Support/assistants	98	96	100.00	100.00	100	100	33.33	14.63	0	0	81	85

Percentage of employees receiving regular performance and career development reviews	2020											
	GEB		TGI		Cálidda		Contugas		Electrodunas		Trecsa	
	M	W	M	W	M	W	M	W	M	W	M	W
Senior Management	92	100	100.00	100.00	83	100	1.14	2.38	0.02	0	100	100
Middle Management	98	95	100.00	100.00	100	91	6.89	9.52	0.1	0.02	92	100
Consultants	99	98	100.00	100.00	100	92	24.13	16.66	0.03	0	0	0
Professionals	98	100	100.00	100.00	99	100	34.48	57.14	0.07	0.05	97	100
Support/assistants	100	87	100.00	100.00	100	100	33.33	14.28	0	0.01	94	100

Percentage of employees receiving regular performance and career development reviews	2019											
	GEB		TGI		Cálidda		Contugas		Electrodunas		Trecsa	
	M	W	M	W	M	W	M	W	M	W	M	W
Senior Management	100	100	100.00	100.00	0	0	0	2.12	0.03	0	100	0
Middle Management	100	95	100.00	100.00	0	0	8.08	6.38	0.11	0.01	93	100
Consultants	100	100	100.00	100.00	0	0	19.19	17.02	0.03	0.004	0	0
Professionals	100	100	100.00	100.00	0	0	38.38	57.44	0.07	0.04	94	90
Support/assistants	100	100	100.00	100.00	0	0	34.34	17.02	0	0.02	98	91

Percentage of employees receiving regular performance and career development reviews	2018											
	GEB		TGI		Cálidda		Contugas		Electrodunas		Trecsa	
	M	W	M	W	M	W	M	W	M	W	M	W
Senior Management	100	91	100.00	100.00	0	0	2.34	4	0.03	0	100	0
Middle Management	77	85	100.00	100.00	0	0	8.59	4	0.1	0.02	100	100
Consultants	91	90	100.00	100.00	0	0	21.09	22	0.03	0	0	0
Professionals	84	90	100.00	100.00	0	0	35.15	56	0.07	0.05	97	60
Support/assistants	90	83	100.00	100.00	0	0	32.81	14	0	0.02	89	92

**(405-2) Ratio of basic salary and remuneration of women to men**

Percentage of employees receiving regular performance and career development reviews	GEB		TGI		Cálidda		Contugas		Electrodunas		Trecsa											
	2018	2019	2020	2021	2018	2019	2020	2021	2018	2019	2020	2021										
	Colombia				Colombia				San Borja-Lima		Lima and Ica Region		Ica		Guatemala							
Senior Management	0.95	0.92	0.76	0.73	0.98	1.05	1.40	1.25	0.81	0.74	0.76	0.8	0.87	0	0.54	1.15	N/A	N/A	N/A	N/A	1.25	1.08
Middle Management	0.94	0.95	0.93	0.93	0.97	1.01	1.04	1.01	0.92	0.91	0.90	0.9	0.88	0.96	0.95	0.94	0.93	0.9	0.99	0.97	0.87	0.85
Consultants	1.05	1.01	1	1	1.00	1.00	1.00	1.00	1.01	0.99	1.09	1.1	0.85	0.86	0.85	0.86	1.72	2.06	2.11	2.19	0	0
Professionals	0.92	0.89	0.88	0.94	0.85	0.89	0.91	0.94	0.71	0.91	0.89	1.0	0.93	0.93	0.92	0.94	1.44	1.34	1.16	1.08	1.05	1.03
Support/assistants	0.95	0.93	0.82	0.85	0.82	0.84	0.85	0.86	2.26	1.24	1.25	0.8	0.98	0.89	0.92	0.91	1.09	1.08	1.1	1.08	0.75	0.75

Ratio of men's and women's salary distributed by job level	GEB		TGI		Cálidda		Contugas		Electrodunas		Trecsa											
	2018	2019	2020	2021	2018	2019	2020	2021	2018	2019	2020	2021										
	Colombia				Colombia				San Borja-Lima		Lima and Ica Region		Ica		Guatemala							
Senior Management	0.95	0.86	0.71	0.71	0.98	1.06	1.25	1.29	0.81	0.74	0.76	0.8	0.85	0	0.58	1.93	N/A	N/A	N/A	N/A	1.25	1.08
Middle Management	0.95	0.93	0.97	0.93	1.02	1.00	0.99	1.00	0.92	0.91	0.90	0.9	0.93	0.63	0.77	1.11	0.92	0.9	0.95	0.95	0.87	0.85
Consultants	1.02	1.02	1.02	1.02	1.00	1.00	1.00	1.00	1.01	0.99	1.09	1.1	0.9	0.85	0.84	0.83	1.55	1.83	1.79	1.88	0	0
Professionals	0.99	0.96	0.95	1.01	0.90	0.90	0.92	0.95	0.71	0.91	0.89	1.0	0.92	0.8	3.35	0.96	1.34	1.24	1.09	1.03	1.05	1.03
Support/assistants	0.88	0.87	0.88	0.79	0.83	0.86	0.87	0.87	2.26	1.24	1.25	0.8	0.78	0.72	0.9	0.72	0.97	0.97	0.97	0.97	0.75	0.75

**(DSJI 3.2.5) Gender salary index**

Position category	Average salary women	Average salary men
<b>Executive level (base salary)</b>	398,848,594	388,352,169
<b>Executive level (base salary + other incentives)</b>	578,995,209	563,757,899
<b>Management level (base salary)</b>	220,838,666	237,123,362
<b>Management level (base salary + other incentives)</b>	284,680,991	306,514,339
<b>Non management level</b>	94,610,814	110,085,688

**Note:** This index is calculated with the average salaries of positions held by both women and men. Positions only held by women or only held by men are not taken into account.

**1.1.15 CEO to Employee Pay Ratio**

Employee Compensation	Median compensation of employees	Average compensation of employees <sup>1</sup>
The ratio between the total annual compensation of the CEO and the average or median compensation of employees: Compensation of the CEO divided by the average or median compensation of employees	10.38	9.53

**■ (Own) Employee commitment**

Measurement of employee engagement	2021				
	GEB	TGI	Cálidda	Contugas	Electrodunas
Employee engagement (measured as a percentage of engaged employees or measured by a quantitative methodology other than percentage)	The methodology used is the Great Place to Work (GPTW) work environment measurement model.	66.3 (very satisfactory)	88%	78.2 (very satisfactory)	0

**■ (Own) Engagement index**

Company	Female index	Male index
TGI	85%	85%
Cálidda	86%	88%

**■ (DJSI 3.5.8.) Employee engagement rate**

	2021	2020	2019	2018
<b>Employee engagement index</b>	93%	83.4%	68.1%	87%

**Note:** The data reported corresponds to GEB Corporate.

Employee engagement by demographic group	2021	Employee engagement by demographic group	2021	Employee engagement by demographic group	2021
23 and less than 30 years	97	Strategic level	81	Black/afro	NA
30 and less than 39 years	91	Tactical level	91	Indigenous	NA
39 and less than 52 years	94	Support level	95	Mixed/Mestizo	94
52 years or more	95			White	94
				Other	91
				Women	94
				Men	93

**■ (EU15) Population nearing retirement age**

Company	Retirement eligibility assumptions by region	Work categories
<b>GEB</b>	Age	
<b>TGI</b>	Established by the Law	
<b>Cálidda</b>	Established by the Law: pension system retirement 65 years; obligatory retirement; 70 years	- Senior Management - Middle Management
<b>Contugas</b>	Age	- Consultants - Professionals
<b>Electrodunas</b>	Staff who will soon turn 65 are considered	- Support/assistants
<b>Trecsa</b>	You must be 60 and have paid 180 monthly installments to the Guatemalan Social Security Institute, i.e. 15 years.	

People nearing retirement age	2021											
	GEB		TGI		Cálidda		Contugas		Electrodunas		Trecsa	
	In 5 years	In 10 years	In 5 years	In 10 years	In 5 years	In 10 years	In 5 years	In 10 years	In 5 years	In 10 years	In 5 years	In 10 years
Senior Management	0.59	1.04	1	1	0	0	0	0.78	0	0	0	0
Middle Management	1.19	1.93	2	2	0	0.25	0	0.78	3	0.01	0	1
Consultants	1.48	2.37	1	2	0.25	0.25	0.78	2.34	0	3	0	0
Professionals	0.44	1.19	1	3	0.74	0.5	0	0	0	0.01	4	0
Support/assistants	1.78	0.59	3	7	0.25	0	0	2.34	0.06	0.08	3	2

**■ (DJSI 3.2.6) Freedom of association**

<b>% employees represented by a labor union or covered by collective bargaining agreements:</b>	27.86%
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**Note:** The reported data represent the values of GEB's operations in Colombia (Corporate and Transmission branch)

### 3.4. Occupational safety, health and well-being

**Our Occupational Safety and Health Management System**

(403-1) Our OSHMS comply with the different applicable legal requirements in each of the different countries where we operate. For our companies in Colombia, we are guided mainly by the following regulations: Decree 1072 of 2015, Resolution 0312 of 2019, and Resolution 5018 of 2019. In turn, our OSHMS is structured based on the framework of international standard ISO 45001:2018, in which we are group certified. Likewise, the model is complemented by international reference practices, such as VISION ZERO, of the International Social Security Association, and by applicable local technical guides.

The Occupational Safety and Health Management System covers direct employees and the employees of contractors in all work centers of Grupo Energía Bogotá.

Some of the responsibilities of our employees and contractors regarding the OSHMS are:

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 Occupational Safety and Health any latent risks and hazards in the workplace in a timely manner.
4. Participate in the occupational safety and health training activities defined in the training plan.
5. Participate and contribute to the fulfillment of the objectives of the Occupational Safety and Health Management System.

6. Take care of your overall health.

Our Occupational Safety and Health Management System covers:

- All the management offices in the country where we operate.
- Assets in operation.
- Construction projects.

Likewise, GEB has designed a person responsible for the Occupational Safety and Health Management System. This person is a direct employee of the company and has an occupational safety and health team with direct staff which includes, but is not limited to, engineers, a specialist doctor, professionals, holders of technological and technical degrees, who have a current license to provide services in this area.

#### ■ (403- 8) Coverage of the Occupational Safety and Health Management System

Coverage of the Occupational Safety and Health Management System	2021											
	GEB		TGI		Cálidda		Contugas		Electrodunas		Trecsa	
	#	%	#	%	#	%	#	%	#	%	#	%
Employees and contractors covered by this system	3,502	100%	462	100%	9,883	100%	129	50.2%	597	69%	594	97%
Employees and contractors covered by this system, subject to internal audit	3,502	100%	462	100%	9,883	100%	129	50.2%	597	69%	323	75%
Employees and contractors covered by this system, subject to audit or certifications by a third party	3,502	100%	462	100%	9,883	100%	48	18.7%	597	69%	139	23%

#### COVERAGE OF THE OCCUPATIONAL SAFETY AND HEALTH MANAGEMENT SYSTEM 2021

##### Whether any workers have been excluded from this content, including the type of worker and the reason for exclusion.

No worker from GEB or its branches was excluded.

##### Any type of contextual information needed to understand how data have been collected, and any standard, methodology or assumption used.

**GEB**

The scope of the OSHMS is established for all direct employees, employees on assignment and contractors working at our work centers.

<b>Cálidda</b>	At the end of each month, the compensation and remuneration area reports the number of workers (by mail). Suppliers and contractors at the end of each month report the number of workers who performed services for Cálidda (by Smartsheet electronic form). All this information is uploaded in the Smartsheet platform. Then the data are imported in Power BI to obtain an automatic consolidation.
<b>Contugas</b>	The information corresponds to the internal and external audits carried out in the 2021 period. 100% of the company and third party employees are covered by national regulatory compliance Law 29783.
<b>Electrodunas</b>	Internal statistics.
<b>TGI</b>	The data are collected monthly via the Human Talent area, which provides information on the number of employees, man-hours worked, amongst other data, on a monthly basis.
<b>Trecsa</b>	For data collection, the reports of indicators of man-hours worked monthly by direct and indirect contractors are used, taking into account the average number of contractors during 2021.

#### Hazard identification, risk assessment, and incident investigation

(403- 2) 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 applicable technical guidelines in each of the territories where we operate.

The logical process starts with the identification of all hazards present in each of the processes and work centers. Then, a risk assessment is performed for each of the hazards identified and controls are established for each one of the risks. In the case of intolerable risks, additional control measures are established based on the control hierarchy: elimination, substitution, engineering controls, administrative controls and personal protective equipment.

Finally, management programs are established for critical risks (work at heights, load lifting, electrical, road safety, excavations and hazardous energy), which are assessed continuously through process and results indicators, and from which adjustments and

improvements are made to the Occupational Safety and Health Management System.

These hazard assessments are led by the Occupational Safety and Health team (engineers, professionals and technologists), with the participation of employees involved in various tasks.

All employees, contractors and subcontractors have access to the Form “Report on unsafe acts or conditions and self-reporting of health conditions” to report any adverse safety and health conditions at the workplace.

The form specifies the report to be generated, as follows:

- Report on unsafe acts: Identification of hazardous situations related to the person.
- Report on unsafe conditions: Identification of hazardous situations related to the work environment.
- Self-reporting of health conditions: Formally report to the company about 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.

Our controls seek to avoid any activities performed in unsafe conditions; if they are identified, our employees and contractors have the ability to stop the activity until ensuring that adequate conditions to perform the work exist. In that regard, the Occupational Safety and Health team must immediately assess conditions and set additional controls with the owner of the process, so that it is possible to perform the work in a safe manner. Also, employees may go to the Employee Relations Committee to report any irregularities that may occur in this process.

If a risk materializes, a procedure is in place for the investigation of work accidents and incidents, which enables the participation of the worker who suffered the accident in the investigation committee, along with a member of Employer-employee Joint Committee on Occupational Safety and Health (COPASST, for the Spanish original), the area supervisor and a representative of the OSH area, during which the immediate and root causes are established, and control measures are taken in accordance with the control hierarchy.

### Occupational health services

(403-3) Grupo Energía Bogotá has occupational risks assistance services that promote and control employees' health to ensure their physical, mental and social well-being and to protect them from occupational risk factors.

Occupational risk management starts with the identification of hazards associated with each process and work center, risk assessment and definition of controls (following the hierarchy of controls). In addition, for all operational work, a safe work analysis is performed beforehand, which is prepared by the team that will perform the task and where the hazards associated with

the specific job to be performed, as well as the mitigation and control measures are discussed. For high-risk tasks, a Work Permit is also completed prior to the execution of these tasks.

Likewise, GEB provides economic benefits to provide employees access to additional health care plans. Specifically, employees covered by the Collective Bargaining Agreement receive the benefit of 100% prepaid medicine, which provides access to a Comprehensive Health Care Plan for their family group.

### Worker participation, consultation, and communication on occupational safety and health

(403-4) Employee consultation and participation actions are carried out through the Joint Committee on Occupational Safety and Health ((COPASST, for the Spanish original), the President's Committee and specific groups of employees for particular issues, under the guidelines of the Talent Management and Relations and Communications processes.

Participation in OSH hazard identification and risk assessment is carried out through the Integrated Risk Management process.

Every year we develop and implement a communications strategy to keep all employees continuously informed about the development of the Occupational Safety and Health Management System. These activities include:

- Weekly safety brief to reinforce relevant topics for the development of the system.
- Continuous awareness campaigns about topics related to COVID-19.
- Public health bulletins.
- Reinforcement actions related to understanding the roles and responsibilities for occupational safety and health.

## PARTICIPATION MECHANISM

Joint Committee on Occupational Safety and Health (COPASST)		
Composition	Meeting schedule	Authority
12 members: 6 for the company; 6 for the employees	Monthly	Decisions are made by consensus of the members, by voting.
<b>Description</b>	Employees monitor compliance with legal requirements, occupational safety and health management programs and actions implemented or measures to prevent accidents or mitigate risks at work sites.	
<b>Responsibilities</b>	Receive from Senior Management the communication of the Occupational Safety and Health Policy. Receive information from GEB on the development of all stages of the Occupational Safety and Health Management System. Be internally accountable for its occupational safety and health performance. Give recommendations to improve the Occupational Safety and Health Management System. Participate in the training provided by the occupational risk administrator. Review the training program in Occupational Safety and Health. Receive the results of the workplace environment assessments and issue recommendations. Support the adoption of prevention and control measures derived from the change management. Participate in audit planning. Be aware of the results of the Senior Management review. Be part of the team investigating occupational incidents, accidents and illnesses.	
Composition	Meeting schedule	Authority
8 members: 4 for the company; 4 for the employees	Every three months and extraordinarily when there is a request or report of possible harassment in the workplace.	Decisions are made by consensus in the meeting.
<b>Description</b>	Employees can file labor harassment complaints or make suggestions.	
<b>Responsibilities</b>	Prevent workplace harassment by helping to protect employees against psychosocial risks affecting their health in the workplace. Improve relations among all employees.	

### Worker training on occupational safety and health

(403-5) Our training program about the OSH Management system for employers include the following topics:

- Specific OSH training
- E-learning OSH hazards and risks
- Visible OSH leadership
- Emergency brigade training
- Socialization of biosafety protocols
- Behavioral observations
- Process safety (introduction)
- TapRoof accident investigation
- Nebosh Process Safety Management
- Nebosh HSE Management Safety
- Critical Risk Management Programs: load lifting, work at heights, electrical, road safety.



- Training for safe work at heights
- Training in defensive driving

Regarding our contractors, some of the topics covered are:

- Specific OSH training
- OSH hazards and risks
- Socialization of biosafety protocols.
- Critical Risk Management Programs: load lifting, work at heights, electrical, road safety.

### Promotion of worker and contractor health

(403-6) Currently, GEB offers to all employees with at least one year with the company and covered by the prepaid medical policy under the signed Collective Bargaining Agreement. To any employees not covered by the collective bargaining agreement, the Group offers the option of an extra-legal benefit to acquire prepaid or complementary medical services of their choice, which allows them to include their families in the coverage.

Additionally, GEB has an occupational physician who provides orientation in any health topics to employees and performs follow-up in the situation of a COVID-19 case or if medical advice is required for any type of illness. Also,

the organization has an advising physician who offers information about the current COVID-19 situation to employees in different scenarios, to keep them better informed.

Likewise, Grupo Energía Bogotá provides executive medical check-ups through its ARL and the insurance company to its employees at managerial levels, who undergo different exams and specialized medical assessments that cover pathologies that go beyond occupational risks.

To complement our health services, we offer the following programs:

- 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. Likewise, fathers returning from paternity leave are included.
- COVID-19 epidemiological surveillance system: a surveillance system against the risks of COVID-19 as an emerging pandemic that may impact from a common or occupational origin. On a daily basis, employees who show symptoms are identified and contacted by the company's physician to verify their health conditions, as well as the condition of their family. Also, orientation for accessing the health system is provided and the illness' evolution is monitored.

### ■ (403-7) Prevention and mitigation of occupational health and safety impacts on workers directly linked by business relationships

Impact description	Preventive measures	Mitigation measures
Work-related illness	Implementation of Epidemiological Surveillance Systems (ESS) for illnesses and disorders with higher impact, for osteomuscular diseases, psychosocial risks and COVID-19. We also carry out health promotion and prevention programs: healthy lifestyles, prevention of alcoholism, smoking and drug addiction, cardiovascular risk prevention, and visual and hearing conservation.	Case definition and identification Inclusion in the corresponding ESS Follow-up of medical recommendations Periodic medical check-ups

Impact description	Preventive measures	Mitigation measures
Work accidents that cause injuries of varying severity, classified according to OSHA 300 standard, fatal events, DAFW (days absent from work), RWC (restricted work cases), MTC (medical treatment cases), FAC (first aid cases), Near Miss.	Occupational risk management through hazard identification, risk assessment and establishment of controls based on the hierarchy of controls. Management programs for high-risk tasks with controls for people, infrastructure and the management system. Application of checklists for critical tasks, participation in the Daily Safety Dialog, behavioral observations. Pre-operational inspection of equipment; participation in maintenance planning and scheduling of SE and LT; direct supervision of field activities through own staff or contract supervisors. Education and training related to hazards and risks inherent to the processes.	Four lines of work were established among the priority risk mitigation measures: Strengthen visible OSH leadership. Strengthen the technical competence of the OSH team. Strengthen the management of contractors in OSH. Learn from undesired events.

### ■ (403-9) Work-related injuries

From 2018 to 2021 no deaths were reported due to a work-related injury or a work-related injuries with major consequences (excluding deaths) of Group employees. In this regard, both the rate of deaths resulting from employees' work-related injuries and the rate of work-related injuries with major consequences (excluding deaths) of employees is zero for this period.

Work-related injuries with major consequences (excluding deaths) among contractors	Cálidda				Electro Dunas				Trecsa			
	2018	2019	2020	2021	2018	2019	2020	2021	2018	2019	2020	2021
Number of injuries	4	4	0	1	5	2	0	2	0	2	1	0
Rate of injuries	0.08	0.07	0	0.01	-	-	-	-	0	0.55	0.26	0

Year	Number of hours worked by employees					
	GEB	TGI	Cálidda	Contugas	Electro Dunas	Trecsa
2018	1,114,990.00	876,589.00	1,081,162.00	457,410.70	717,223.00	606,002.00
2019	1,192,671.00	909,904.30	1,118,606.00	481,543.86	632,244.00	414,141
2020	1,761,164.00	950,409.00	1,059,939.00	369,858.03	587,688.00	401,444.00
2021	1,870,136.00	939,134.90	1,132,868.00	314,596.43	672,034.00	383,052.00

Year	Number of hours worked by contractors					
	GEB	TGI	Cálidda	Contugas	Electro Dunas	Trecca
2018	3,022,966.00	3,282,032.30	12,343,845.00	1,064,288.35	977632	141,587.00
2019	3,908,321.00	4,801,614.10	14,682,554.00	783,940.60	1053170	845830
2020	5,989,983.00	4,398,041.10	8,724,422.00	143,828.50	1067599	833090
2021	7,288,677.00	3,230,884.70	18,953,127.00	214,785.00	2,089,328.00	863,574.00

Work-related injuries	GEB		TGI		Cálidda		Contugas		Electro Dunas		Trecca	
	Employees	Contractors	Employees	Contractors	Employees	Contractors	Employees	Contractors	Employees	Contractors	Employees	Contractors
LTIFR days outside of work in 2021	0	18	2	3	0	18	0	0	0	78	0	0
LTIFR rate, days outside of work in 2021	0	2.47	2.13	0.93	0	0.23	0	0	0	0.34	0	0
LTIFR days outside of work in 2020	0	21	0	3	0	7	0	0	0	0	0	1
LTIFR rate, days outside of work in 2020	0	3.51	0.00	0.68	0	0.19	0	0	0	0	0	0.24
LTIFR days outside of work in 2019	0	17	0	6	1	30	0	0	0	2	0	1
LTIFR rate, days outside of work in 2019	0	4.35	0.00	1.25	0.21	0.49	0	0	0	0.46	0	0.24
LTIFR days outside of work in 2018	1	18	4	12	2	73	0	1	78	3	0	0
LTIFR rate, days outside of work in 2018	0.90	5.95	4.56	3.66	0.44	1.42	0	0.23	2.79	0.74	0	0

### ■ (DJSI 3.7.3) Fatalities

Fatalities	2018	2019	2020	2021
Employees	0	0	0	0
Contractors	1	0	0	0

**Note:** The information presented corresponds to GEB.

### ■ (DJSI 3.7.4) Lost Time Injury Frequency Rate (LTIFR) - Employees

LTIFR	Unit	2018	2019	2020	2021
LTIFR employees	N/million hours worked	0.90	0	0	0
Data coverage	Total workforce percentage	100	100	100	100

**Note:** The rates have been calculated for every 1,000,000 hours worked for GEB, the coverage of the indicator 100%

### ■ (DJSI 3.7.5) Lost Time Injury Frequency Rate (LTIFR) - Contractors

LTIFR	Unit	2018	2019	2020	2021
LTIFR contractors	N/million hours worked	5.95	4.35	3.51	2.47
Data coverage	Total contractor percentage	100	100	100	100

**Note:** The rates have been calculated for every 1,000,000 hours worked for GEB, the coverage of the indicator 100%

### ■ (403-10) Work-related ill health

In 2019 and 2021 there were zero deaths as a result of occupational diseases and illnesses, and zero recorded cases of occupational diseases and illnesses both at GEB and our subsidiaries.

In 2020 there was one case of occupational diseases and illnesses associated to one GEB employee, while the number of deaths resulting from an occupational disease or illness remained at zero. In the rest of the Group there were no deaths resulting from an

occupational disease and illness and/or occupational diseases and illnesses in 2020. Likewise, in 2018 we had one case of occupational disease and illness associated with an employee at Cálidda, while the number of deaths resulting from an occupational disease or illness remained at zero. In the rest of the Group, including GEB, there were no deaths resulting from an occupational disease and illness and/or occupational diseases and illnesses in 2018.

### ■ (403-09) and (403-10)

2021		
Main types of work-related injuries		
Subsidiary	Employees	Contractors
GEB	Blows and contusions, and sprains or strains.	The characterization of the accident rate has the following Pareto analysis in terms of injuries derived from the OA for contractor personnel: 1. Blow, contusion or crushing (40%); 2. Sprains or strains (17%); 3. Superficial trauma (12%); 4. Wounds (10%); 4. Fractures (7%); 5. Multiple injuries (3%); 6. Lower back pain (2%).

2021		
Main types of work-related injuries		
Subsidiary	Employees	Contractors
<b>TGI</b>	Roadway: contusion or blows; on-site: ground-level falls causing blows or contusions; biological: wasp stings; mechanical: blows, injuries and wounds; and ergonomic: strains or load handling causing osteomuscular pain.	On-site: ground-level falls causing blows or contusions; biological: wasp stings; mechanical: blows, injuries and wounds; and ergonomic: strains or load handling causing osteomuscular pain.
<b>Cálidda</b>	Sprains, contusions, blows and eye injury due to thrown glass particles	
<b>Contugas</b>	No injuries recorded.	
<b>Electro Dunas</b>	Heat burns and fractures.	
<b>Trecca</b>	No injuries recorded.	

**Workplace hazards that pose the risk of work-related injuries with major consequences and/or risk of disease or illness**

<b>GEB</b>	The hazards have been included in the risk and hazard matrix that involves all employees and includes high-risk tasks: work at heights, excavations, electrical, road safety, hazardous energy and confined spaces. They are also identified as described in indicator GRI 403-2.
<b>TGI</b>	Work at heights, work in confined spaces, vehicle driving and biological risks due to wasp stings or snake bites.
<b>Cálidda</b>	Hazards are described according to activity and work station in the Hazard Identification and Risk Assessment (HIRA) Matrix, together with the workers. To minimize these risks, controls are implemented. It is worth mentioning that in 2021, a vehicle not related to the operation ran over a contractor employee, causing a back injury.
<b>Contugas</b>	They are identified in the HIRA, safe work analysis and safe work permits, documents in which control measures are considered. No accidents occurred during the period of the report.
<b>Electro Dunas</b>	The Identification of hazards and assessment of risks (IPERC, for the Spanish original) and risk study were used. Main hazards are working at heights and electrical risks, which were addressed through prevention lectures and trainings, inspections and procedures.
<b>Trecca</b>	Dangers were detected through the Hazard Identification Matrix, risk assessments and control rating; in 2021 no hazards were materialized. Events in 2019 and 2020 generated action plans focused on employee training, mandatory certification of personnel working at heights, pre-use checklists for equipment used for work, specific procedures for work at heights and continuous supervision of OSH during work at heights.

**Measures taken or designed to eliminate other workplace hazards and minimize risks through the control hierarchy.**

<b>GEB</b>	Measures taken are considered in the (403-1) indicator of the Management system. 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. Use of checklists for critical tasks. Participation in Daily Security Talks.
<b>TGI</b>	Occupational medical examinations: during entry, periodic and during exit. Epidemiological Surveillance Systems: ear, osteomuscular, psychosocial. Healthy life habits program. Project of cultural transformation in occupational safety and health. implementation of proactive practices: Behavior observation Safe infrastructure project OSH programs, procedures, standards and policies. Follow-up and compliance with legal requirements through the OSH compliance list in compliance with Resolution 0312 of 2019. HSEQ and social manual for contractors: Set the requirements that contractors and subcontractors must comply with at Transportadora de Gas Internacional S.A ESP., regarding occupational safety and health,

Social, Environmental, Energy and Quality Management during the performance of activities contemplated in the contract, under current Colombian law. Managerial visits or interventions by project supervisors or leaders, when an occupational accident occurs. OSH awareness trainings and lectures. Audits of OSH legal requirements and internal procedures at TGI.

<b>Cálidda</b>	Compliance with controls defined in HIRA matrix. Work procedures, OSH Manual and Contingency Plan Work permit system Education and/or training Compliance verification (inspection/audits) Basic and specific personal protection equipment according to type of activity, rescue and emergency response equipment. Implementation and maintenance of monitoring and measuring equipment. Health plan compliance.
<b>Contugas</b>	Safe work analysis Safe work permits
<b>Electro Dunas</b>	Administrative and engineering controls
<b>Trecca</b>	Updated safe work procedures for critical risk activities. Implemented proactive practices: observation of behavior, critical risk operating minimums, assessment of contractor partners, 9 rules that save lives and learned lessons. Follow-up to closure of findings detected at work sites.

**Whether rates have been calculated for every 200,000 or 1,000,000 worked hours**

<b>GEB</b>	1,000,000
<b>TGI</b>	1,000,000
<b>Cálidda</b>	240,000
<b>Contugas</b>	240,000
<b>Electro Dunas</b>	240,000
<b>Trecca</b>	200,000

**Whether any workers have been excluded from this content, including the type of worker and the reason for exclusion**

No worker from GEB or its subsidiaries was excluded.

**Any type of contextual information**

<b>GEB</b>	Key definitions: Low Injury Frequency Rate (LTIFR): Any work-related injury that prevents a company employee or an external contractor employee from returning to work on the next scheduled day/shift, under the criteria of OSHA 300 classification. The LTIFR is the number of injuries with lost time per million hours worked, calculated using the formula $LTIFR = (\text{Number of injuries with lost time}) / (\text{Total hours worked in the accounting period}) \times 1,000,000$ .
<b>TGI</b>	Man-hours worked and the number of TGI employees are provided by the Human Talent area. Regarding man-hours worked and the number of contractors, this information is provided by each contract auditor. In turn, the number of recordable work-related injuries is obtained following the methodology of OSHA 300 standard.
<b>Cálidda</b>	OSH maintains a follow-up database of accidents. At the end of each month, the compensation and remuneration area reports the number of man-hours (by mail). At the end of each month, providers and contractors report OSH indicators (workers, man-hours, accidents, incidents, among others) of the personnel that provided services for Cálidda (via a Smartsheet electronic form). All this information is uploaded in the Smartsheet platform. Then the data are imported in Power BI to obtain an automatic consolidation.
<b>Contugas</b>	100% of the company and third party employees are covered by national regulatory compliance Law 29783.
<b>Electro Dunas</b>	GEB statistics, standards and internal procedures
<b>Trecca</b>	We refer to the OSHA 300 Standard for the methodology.

**■ (Own) Severity index for employees and contractors**

Year	Severity index for employees and contractors					
	GEB	TGI	Cálidda	Contugas	Electro Dunas	Trecca
2018	1,615	44	39.1	5.5	47.58	0
2019	156.7	16.81	11.16	0	5.27	24.09
2020	185.8	32.72	5.67	0	43.06	11.42
2021	146.7	30.7	18.33	0	9.19	0

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

Benefits for full-time employees	Severity index for employees and contractors					
	GEB	TGI	Cálidda	Contugas	Electro Dunas	Trecca
Social security mandatory for full-time employees	X	X	X	X	X	X
<b>Social benefits</b>			Performance bonus, July and December bonuses, compensation for length of service, Christmas bonus, vacation.	Health Provider (EPS)	Severance fund, interests on severance funds, service bonus, vacation.	
Other						
Life insurance	X	X		X	X	X
Health insurance	*	X	X	X	X	X
Accident insurance	X	X		X		
<b>Voluntary employee benefits for full-time employees</b>						
Health subsidies	X	X				
Marriage subsidy	*	X			X	
Meal subsidy	*				X	
Vacation bonus	*	X			X	
Flexible schedules	X	X			X	X
Education subsidies	*	X				

Benefits for full-time employees	Severity index for employees and contractors					
	GEB	TGI	Cálidda	Contugas	Electro Dunas	Trecca
Other	Voluntary savings plan, insurance policy for employees and their families (funeral assistance), wellness health card (prepaid medicine, dental plan), bonus baskets, mortgage assistance, gym or club membership, dental plan.		Recognition program, benefit coupons, excellence awards, school subsidy.	Oncology insurance	Result-based bonus Extra-legal premiums paid in July.	

\*Only workers who benefit from the Collective Bargaining Agreement.

**■ (401-3) Parental leave**

Parental leave	2021											
	GEB		TGI		Cálidda		Contugas		Electro Dunas		Trecca	
	M	W	M	W	M	W	M	W	M	W	M	W
Total number of employees entitled to parental leave	11	7	5	5	15	6	3	3	0	6	7	4
Total number of employees who took parental leave	11	7	5	5	12	6	3	3	0	6	7	4
Total number of employees who returned to work within the period of the report after parental leave	11	7	5	5	12	3	3	3	0	6	7	4
Total number of employees who have returned to work after concluding their parental leave and continued employment for 12 months after returning	10	7	5	5	0	0	3	3	0	6	0	0
Rate of employees who returned to work after taking parental leave	100	100	100	100	100	100	100	100	0	100	100	100
Rate of retention of employees who took parental leave	90.9	100	100	100	100	100			0	100	100	100

**Work performed by contractors and subcontractors**

2021	
Subsidiaries	Work performed by contractors and subcontractors
<b>GEB</b>	Workers in construction of new projects such as transmission lines and electric substations, site agents, work assistants, work supervisor, OSH inspector, linemen Substation operators. Substation maintenance workers. Employees of environmental consulting agencies, environmental professionals, social workers
<b>Cálidda</b>	Work at heights, deep excavations, lockout and tagout, load lifting, hot work, work in confined spaces, tunnel liner (confined space) drilling, <i>ramming</i> (confined space), <i>hot tap</i> , horizontal directional drilling, river crossings.
<b>Contugas</b>	Mainly, construction and/or specialized technical work, such as: <i>Hot Tap</i> , <i>Line Stop</i> , welding, non-destructive trials, MT electrical maintenance, excavations, concrete breaking, load lifting, heavy equipment operator, shot blasting, hydrostatic tests, customer disconnection and reconnection, others, as needed by the operation.
<b>Electro Dunas</b>	Maintenance, construction of electric systems and emergency response
<b>TGI</b>	Job foreman, resident engineers, service engineers, consultants, work supervisor, foreman, technician, work assistants, auxiliary personnel, workers, among others.
<b>Trecca</b>	Construction of towers for LT, laying conductor cables for LT, construction at SE, maintenance at LT, operations at SE, heavy load lifting in warehouses.

**(Own) Days worked by contractors and sub-contractors engaged in construction, operation and maintenance activities**

2021						
Days equivalent to full-time worked by contractor and subcontractor employees in electric power supply systems	GEB	TGI	Cálidda	Contugas	Electro Dunas	Trecca
<b>Construction</b>	780,672	138,040.25	691,602	65	560	46,484
<b>Transaction</b>	20,737		369	240	925	24.09
<b>Maintenance</b>	32,116	153,585.21	25,261	340	545	15,937

## 4. Sustainable and competitive portfolio

### 4.1. Economic Performance

**(201-1) Direct economic value generated and distributed**

Direct economic value generated and distributed	2020		2021	
	COP million	USD	COP million	USD
<b>Economic value generated (EVG)</b>	<b>6,987,211</b>	<b>1,891,830,034</b>	<b>7,873,548</b>	<b>2,103,488,911</b>
Operating revenues	5,125,946	1,387,881,428	5,558,593	1,485,027,755
Financial revenues (interest, dividends, others)	85,487	23,146,247	76,592	20,462,248
Income from equity method	1,602,363	433,849,678	1,997,939	533,767,276
Other non-operating revenues	173,415	46,952,680	240,425	64,231,633
<b>Economic value distributed (EVD)</b>	<b>5,216,545</b>	<b>1,412,411,645</b>	<b>6,824,770</b>	<b>1,823,298,526</b>
Operating costs (property leases, license fees, royalties, contractor payments, among others)	2,200,020	595,669,043	2,649,800	707,917,733
Salaries, mandatory benefits and other employee benefits (salaries, pension contributions, insurance, indemnities, payroll taxes, among others)	330,544	89,496,833	353,548	94,453,514
Dividends to shareholders (profit distribution proposal)	1,395,242	377,770,377	2,506,461	669,623,580
Interest payments	664,230	179,844,451	672,707	179,719,722
Payments to governments, by country (taxes, fines, penalties, permits, among others)	602,814	163,215,489	602,288	160,906,660
Investments in the communities	23,695	6,415,452	39,966	10,677,317
<b>Economic value retained</b>	<b>1,770,666</b>	<b>479,418,389</b>	<b>1,048,778</b>	<b>280,190,386</b>
EBITDA	3,662,018	991,513,860	4,482,836	1,197,629,892
Net income	2,616,877	708,535,588	2,669,163	713,090,665

<b>TRM 2021</b>	\$3743.09
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<b>TRM 2020</b>	\$3,693.36
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## 4.2. Operational excellence and service quality

### ■ (Own) Length of transmission and distribution lines

Length of aerial transmission and distribution lines and buried lines per the regulatory framework	2018	2019	2020	2021
<b>Cálidda</b>				
<b>Total length of the gas distribution network (km)</b>	9,691	11,166	12,144	14,394
<b>Contugas</b>				
<b>Total length of the gas distribution network (km)</b>	1,709.49	1,753.11	1,756.48	1,775.13
<b>Electro Dunas</b>				
<b>Total length of the electricity distribution network (km)</b>	5,526	5,577	5,635	5,715
<b>Total length of the electricity transmission network (km)</b>	459.62	459.62	459.62	464.55
<b>Transmission Branch</b>				
<b>Total length of the electricity transmission network (km)</b>	1,550	1,654	1,655	1,690
<b>TGI</b>				
<b>Total length of the gas transportation network (km)</b>	3,994	4,017	4,028	4,033
<b>Trecsa</b>				
<b>Total length of the electricity transmission network (km)</b>	421	421	421	421

### ■ (Own) Customer satisfaction

	2018	2019	2020	2021
<b>Contugas</b>	86	80	86	83
<b>TGI</b>	81	82	81	77

**Note:** data from the Transmission Branch and Trecsa are not included, since they have no direct clients to make an assessment of customer satisfaction. ElectroDunas is developing the necessary infrastructure to measure the level of customer satisfaction.

### ■ (DJSI 3.8.1.) Customer satisfaction – Cálidda

Measurement of customer satisfaction Cálidda 2021 (Net Promoter Score - NPS)					
	2018	2019	2020	2021	Target 2021
Year	52%	36%	27%	43%	34,7%
Coverage	100%	100%	100%	100%	

### ■ (Own) Losses in gas and electricity transportation, distribution and storage

Losses in gas and electricity transportation, distribution and storage	2018	2019	2020	2021
<b>Cálidda</b>				
<b>Natural gas distribution losses (%)</b>	0.0015	0.0069	0.0029	0.0034
<b>Contugas</b>				
<b>Leaks in natural gas distribution (%) Specify leaks from flaring, fugitive emissions, vent, pneumatic emissions</b>	0.034	0.014	0.005	0.0536
<b>TGI</b>				
<b>Gas transport loss rate (%)</b>	0.00	0.051	0.007	0.060
<b>Electrodunas</b>				
<b>Electricity Distribution Losses (%)</b>	N.D	7.83%	8.75%	8.83%

### ■ (Own) Electric system reliability

	2018	2019	2020	2021
<b>SAIDI (hours)- Transmission network</b>	4.29 h (99.951%)	3.24 h (99.963%)	4.46 h (99.949%)	7.18 h (99.918%)
<b>SAIDI (hours)- Distribution network</b>	11.16	8.3	9.46	12.69

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

## Innovation and digital transformation

### ■ (DJSI 1.8.1.) R&D spending

	2018	2019	2020	2021
<b>Total R&amp;D spending (million USD)</b>	0.042	4.6509	16.053	32.988
<b>Number of R&amp;D positions (FTEs)</b>	2	3	37	55.2
<b>R&amp;D Spending as % of sales (%)</b>	0.00076	0.31	2.03	3.87



# 03

## Financial statements

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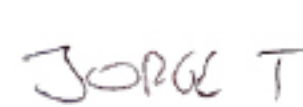
**Separate Statements of Financial Position  
for the years ended December 31, 2021 and 2020**

(In millions of Colombian pesos)

Assets	Note	2021	2020
<b>Current assets:</b>			
Cash and cash equivalents	8	\$ 304,807	31,178
Investments	9	4,214	1,069,688
Commercial debts and other counts under charge	10	60,028	69,958
Accounts receivable from related parties	36	1,514,711	213,722
Tax assets	11	67,022	54,818
Inventories	12	18,013	16,064
Hedging transactions	26	107,108	5,057
Other assets		4,093	11,014
		2,079,996	1,471,499
Assets classified as held for sale	13	180,809	180,809
<b>Total current assets</b>		<b>\$ 2,260,805</b>	<b>1,652,308</b>
<b>Non-current assets:</b>			
Investments in subsidiaries	14	\$ 7,795,285	7,010,035
Investments in associates	15	8,689,502	8,604,824
Property, plant and equipment, net	16	2,785,448	2,489,311
Right to use assets	17	-	2,686
Investment properties	18	30,123	29,832
Investments	9	7,500	11,924
Commercial debts and other counts under charge	10	11,122	16,910
Accounts receivable from related parties	36	494,319	1,589,275
Intangible assets	19	225,319	89,085
<b>Total non-current assets</b>		<b>\$ 20,038,618</b>	<b>19,843,882</b>
<b>Total assets</b>		<b>\$ 22,299,423</b>	<b>21,496,190</b>

The attached notes form integral part of the separate financial statements.

Liabilities	Note	2021	2020
<b>Current liabilities:</b>			
Financial debt	20	\$ 48,825	49,069
Trade and other accounts payable	21	70,263	83,598
Accounts payable to related parties	36	2,413	182,563
Employee benefits	22	56,526	54,575
Tax liabilities	23	19,217	11,503
Other liabilities		244	242
Lease liabilities		-	2,760
<b>Total current liabilities</b>		<b>\$ 197,488</b>	<b>384,310</b>
<b>Non-current liabilities:</b>			
Financial debt	20	\$ 6,287,329	6,317,583
Accounts payable to related parties	36	310,981	100,000
Employee benefits	22	105,025	158,863
Deferred tax liabilities	25	222,088	217,333
<b>Total liabilities</b>		<b>\$ 6,991,928</b>	<b>6,868,177</b>
<b>Equity:</b>			
Issued capital		\$ 492,111	492,111
Share issue premium		837,799	837,799
Reserves		4,078,312	4,070,324
Retained earnings		6,016,094	6,246,332
Other comprehensive income		3,685,691	2,597,137
<b>Total equity</b>	<b>27</b>	<b>\$ 15,110,007</b>	<b>14,243,703</b>
<b>Total equity and liabilities</b>		<b>\$ 22,299,423</b>	<b>21,496,190</b>

  
 Jorge Andrés Tabares Ángel  
 Registered Agent

  
 Julio Hernando Alarcón Velasco  
 Accounting Manager  
 and Corporate Reports  
 Professional License 53918 - T

  
 Lidia Nery Roa Mendoza  
 Statutory Auditor  
 Professional License 167431 - T  
 Member of KPMG S.A.S.

**Separate Statements of Income and Other Comprehensive Income at December 31, 2021 and 2020**


(In millions of Colombian pesos)

	Note	2021	2020
Electricity transmission revenue	28	\$ 598,429	570,071
Electricity transmission costs	30	(192,633)	(179,029)
Gross profit		405,796	391,042
Expenses:			
Strategic Business Group expenses	31	(169,666)	(140,079)
Administrative expenses	32	(62,069)	(63,161)
Other revenues, net	33	14,628	28,392
Operating income		188,689	216,194
Financial revenue	34	136,546	153,774
Financial expenses	35	(336,261)	(316,423)
Difference in currency translation, net		(67,866)	124,975
Equity method	29	2,650,214	2,346,211
Pre-tax income		2,571,322	2,524,731
Minus income tax expense	25	(45,450)	(10,282)
Net profit for the period		2,525,872	2,514,449
Other comprehensive income:			
Items that will not be reclassified through income in the future:			
Re-measurement of defined benefit obligations		56,901	(978)
Items to be reclassified through income in the future, after taxes:			
Gain or loss from other comprehensive income of associates		41,392	1,456
Derivative financial instruments for hedging, after deferred taxes		(74,597)	3,540
Foreign exchange difference in currency translation of foreign operations		1,064,858	(69,478)
Total other comprehensive income for the period		\$ 1,088,554	(65,460)
Comprehensive income for the period		3,614,426	2,448,989
Earnings per share:			
Basic (in Colombian pesos)		275	274


The attached notes form integral part of the separate financial statements.



Jorge Andrés Tabares Angel  
Registered Agent



Julio Hernando Alarcón Velasco  
Accounting Manager  
and Corporate Reports  
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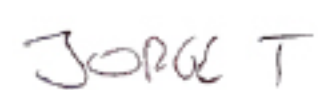



**Separate Statements of Changes  
in Equity at December 31 2021 and 2020**

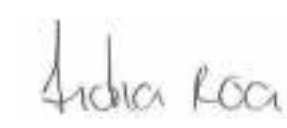
(In millions of Colombian pesos)

	Reserves										
	Issued capital	Share issue premium	Legal	For system upgrades, expansions and replacements	Company reserves	Occasional Reserve Art. 130 Tax Statute	Occasional	Total	Retained earnings	Other comprehensive income	Total equity
<b>Balances at December 31, 2019</b>	\$ 492,111	837,799	332,496	125,695	2,283,568	38,448	729,623	3,509,830	5,590,182	2,662,597	13,092,519
Net income for the period									2,514,449		2,514,449
Appropriations					581,741		(21,247)	560,494	(560,494)		
Changes in equity of investments recognized by the equity method									(12,441)		(12,441)
Re-measurement of defined benefit obligations										(978)	(978)
Valuation of associates										1,456	1,456
Foreign exchange difference in currency translation of foreign operations										(69,478)	(69,478)
Hedging transactions										3,540	3,540
Dividend distribution									(1,285,364)		(1,285,364)
<b>Balances at December 31, 2020</b>	\$ 492,111	837,799	332,496	125,695	2,865,309	38,448	708,376	4,070,324	6,246,332	2,597,137	14,243,703
Net income for the period									2,525,872		2,525,872
Appropriations					665,150		215,050	880,200	(880,200)		
Changes in equity of investments recognized by the equity method									(230,012)		(230,012)
Acquisition of non-controlling interest									13,408		13,408
Re-measurement of defined benefit obligations										56,901	56,901
Valuation of associates										41,392	41,392
Application of Decree 1311 of 2021 - Act 2155 of 2021 Social investment									(25,056)		(25,056)
Foreign exchange difference in currency translation of foreign operations										1,064,858	1,064,858
Hedging transactions, after taxes										(74,597)	(74,597)
Dividends distribution (Note 26)						(872,212)		(872,212)	(1,634,250)		(2,506,462)
<b>Balances at December 31, 2021</b>	\$ 492,111	837,799	332,496	125,695	2,658,247	38,448	923,426	4,078,312	6,016,094	3,685,691	15,110,007

The attached notes form integral part of the separate financial statements.


  
 Jorge Andrés Tabares Ángel  
 Registered Agent


  
 Julio Hernando Alarcón Velasco  
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 and Corporate Reports  
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 Lidia Nery Roa Mendoza  
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 Professional License 167431 - T  
 Member of KPMG S.A.S.



**Separate Statements Of Cash Flows  
at December 31, 2021 and 2020**

(In millions of Colombian pesos)

	Note	2021	2020
Cash flows from operating activities:			
Net profit for the period		\$ 2,525,872	2,514,449
Adjustments to reconcile yearly income to net cash provided by operating activities:			
Current income tax		39,337	-
Deferred income tax	25	6,113	10,282
Depreciation and amortization		46,352	43,408
Losses due to price drops of property, plant and equipment	16	1,196	387
Foreign exchange difference		67,865	(124,975)
Provisions		3,170	(579)
Financial expenses	35	336,261	316,423
Financial revenue	34	(136,546)	(153,774)
Income from equity interest		(2,650,214)	(2,346,211)
		239,406	259,410
Net changes in operating assets and liabilities:			
Commercial debts and other counts under charge		249,061	(69,091)
Inventories		(123)	(6,940)
Other assets		6,921	(1,331)
Trade and other accounts payable		(18,810)	16,887
Employee benefits		(15,694)	(8,986)
Provisions		(2,454)	(3,491)
Lease liabilities		(1,457)	(5,678)
Interest on leases		(14)	(191)
Other liabilities		(156)	(145)
Taxes paid		(33,976)	7,093
Net cash flow provided by operating activities		422,703	187,537
Cash flow in investment activities:			
Capitalization of subsidiaries		(13,408)	(22,494)

The attached notes form integral part of the separate financial statements.

	Note	2021	2020
Capitalization in associates		(8,531)	-
Amount paid for acquisition of associates and joint ventures		-	(1,366,930)
Amount paid for acquisition of subordinate subsidiaries		-	-
Dividends received		2,630,343	1,681,060
Interest received		119,365	143,646
Loans to related parties		(128,396)	13,102
Increase (decrease) of investments in financial assets		1,174,070	(565,683)
Acquisition of property, plant and equipment		(332,217)	(306,059)
Acquisition of intangible assets		(120,971)	(32,622)
Net cash flow provided by (used in) investment activities		3,320,256	(455,980)
Cash flow in financing activities:			
Dividends paid		(2,500,681)	(1,285,322)
Loans to related parties		(1,427)	47,803
Interest from related parties		(7,663)	(10,935)
Interest paid		(269,985)	(313,372)
Loans received		-	3,983,363
Loans paid		(707,439)	(2,207,220)
Net cash flow (used in) provided by financing activities		(3,487,195)	214,317
Net increase (decrease) in cash and cash equivalents		255,764	(54,125)
Effect of exchange rate fluctuations on cash held in foreign currency		17,865	(10,362)
Opening balance of cash and cash equivalents		31,178	95,665
Cash and cash equivalents at the end of the year		304,806	31,178



 Jorge Andrés Tabares Ángel  
Registered Agent  
(See attached certification)



 Julio Hernando Alarcón Velasco  
Accounting Manager  
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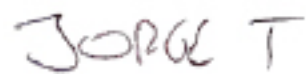
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**Consolidated statements of financial position at December 31, 2021 and 2020**

(In millions of Colombian pesos)

Assets	Note	December 2021	December 2020
<b>Current assets:</b>			
Cash and cash equivalents	7	\$ 1,691,538	851,232
Financial assets	8	4,214	574,251
Commercial debts and other counts under charge	9	1,149,778	1,170,640
Accounts receivable from related parties	33	127,839	306,764
Inventories		252,316	218,662
Tax assets	10	136,260	74,813
Hedging transactions	27	107,108	5,057
Other non-financial assets	12	38,741	37,702
		3,507,794	3,239,121
Assets classified as held for sale		181,751	181,621
<b>Total current assets</b>		<b>3,689,545</b>	<b>3,420,742</b>
<b>Non-current assets:</b>			
Investments in associates and joint ventures	14	\$ 9,925,807	9,744,821
Property, plant and equipment	15	13,631,479	12,094,342
Right to use assets	17	99,991	45,611
Investment properties	16	30,123	29,832
Financial assets	8	7,611	12,110
Commercial debts and other counts under charge	9	294,099	175,946
Goodwill	18	302,554	278,351
Intangible assets	19	6,679,288	5,233,406
Tax assets	10	109,158	94,641
Deferred tax assets	25	2,560	1,315
Other non-financial assets	12	37,259	21,529
<b>Total non-current assets</b>		<b>31,119,929</b>	<b>27,731,904</b>
<b>Total assets</b>		<b>34,809,474</b>	<b>31,152,646</b>

The attached notes form integral part of the separate financial statements.



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Liabilities	Note	December 2021	December 2020
<b>Current liabilities:</b>			
Financial debt	20	873,713	299,726
Trade and other accounts payable	21	581,458	528,632
Lease liabilities		9,376	20,633
Accounts payable to related parties	33	11	380
Derivative financial instruments for hedging	27	151,085	39,236
Employee benefits	22	138,161	114,414
Provisions	23	85,041	58,333
Prepaid revenues		22,941	20,682
Tax liabilities	24	111,648	180,497
Other non-financial liabilities	26	86,438	78,434
<b>Total current liabilities</b>		<b>\$ 2,059,872</b>	<b>1,340,967</b>
<b>Non-current liabilities:</b>			
Financial debt	20	14,250,112	12,651,925
Trade and other accounts payable	21	45,672	31,408
Lease liabilities		52,821	23,956
Tax liabilities	24	763	807
Employee benefits	22	105,025	159,056
Provisions	23	370,374	425,774
Prepaid revenues		54,684	54,840
Deferred tax liabilities	25	2,168,302	1,714,175
Other non-financial liabilities	26	20,983	19,268
<b>Total non-current liabilities</b>		<b>\$ 17,068,736</b>	<b>15,081,209</b>
<b>Total liabilities</b>		<b>\$ 19,128,608</b>	<b>16,422,176</b>
<b>Equity:</b>			
	28		
Issued capital		\$ 492,111	492,111
Share issue premium		837,799	837,799
Reserves		4,078,312	4,070,324
Cumulative profits		6,016,094	6,246,332
Other comprehensive income		3,685,691	2,597,137
Total equity of the parent company		15,110,007	14,243,703
Non-controlling interest	13	570,859	486,767
<b>Total equity</b>		<b>\$ 15,680,866</b>	<b>14,730,470</b>
<b>Total equity and liabilities</b>		<b>\$ 34,809,474</b>	<b>31,152,646</b>

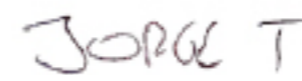
**Consolidated Statements of Income and Other Comprehensive Income at December 31, 2021 and 2020**

(In millions of Colombian pesos)

	Note	2021	2020
Natural gas distribution	\$	3,008,197	2,361,401
Natural gas transport		1,440,089	1,683,318
Electricity transmission		693,334	681,900
Electricity distribution		416,973	399,327
<b>Total revenue</b>		<b>5,558,593</b>	<b>5,125,946</b>
Natural gas distribution		(2,112,994)	(1,640,209)
Natural gas transport		(562,547)	(614,599)
Electricity transmission		(240,782)	(228,954)
Electricity distribution		(251,743)	(245,780)
<b>Total costs</b>	<b>29</b>	<b>\$ (3,168,066)</b>	<b>(2,729,542)</b>
<b>Gross profit</b>		<b>2,390,527</b>	<b>2,396,404</b>
Administrative and operating expenses	30	(835,266)	(759,382)
Other revenues, net		240,425	173,415
<b>Operating profit</b>		<b>1,795,686</b>	<b>1,810,437</b>
Financial revenue	31	76,592	85,487
Financial expenses	32	(672,707)	(664,230)
Net gain (expense) from differences in currency translation		(85,920)	178,247
Equity method in associates and joint ventures	14	1,997,939	1,602,363
Pre-tax income	25	3,111,590	3,012,304
Current tax		(403,745)	(409,086)
Deferred tax		(38,682)	13,659
<b>Consolidated net profit for the period</b>		<b>\$ 2,669,163</b>	<b>2,616,877</b>

	Note	2021	2020
Other comprehensive income:			
Items to be reclassified through income in the future			
Re-measurement of defined benefit obligations		56,901	(978)
Foreign exchange difference in currency translation of foreign operations		1,136,905	(49,163)
Hedging instruments, after taxes		(87,927)	14,913
Gain or loss from other comprehensive income of associates		28,583	9,036
<b>Consolidated comprehensive income for the year</b>		<b>1,134,462</b>	<b>(26,192)</b>
Consolidated profits for the period attributable to:			
Controlling interest		143,291	102,428
Non-controlling interest		2,669,163	2,616,877
Consolidated comprehensive income for the period attributable to:			
Controlling interest		3,614,426	2,448,990
Non-controlling interest		207,063	141,695
		<b>3,821,489</b>	<b>2,590,685</b>

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**Consolidated Statements of Changes  
in Equity at December 31 2021 and 2020**

(In millions of Colombian pesos)

	Reserves											Total
	Issued capital	Share issue premium	Legal	For system upgrades, expansions and replacements	Reserve on equity method of companies	Occasional Reserve Art. 130 Tax Statute	Occasional	Total	Cumulative profits	Other comprehensive income	Non-controlling interest	
<b>Balances at December 31, 2019</b>	492,111	837,799	332,496	125,695	2,283,568	38,448	729,623	3,509,830	5,590,182	2,662,597	463,977	13,556,496
Current period net income	-	-	-	-	-	-	-	-	2,514,449	-	102,428	2,616,877
Appropriations	-	-	-	-	581,741	-	(21,247)	560,494	(560,494)	-	-	-
Changes in equity of investments recognized by the equity method	-	-	-	-	-	-	-	-	(12,442)	-	-	(12,442)
Dividend distribution	-	-	-	-	-	-	-	-	(1,285,364)	-	(118,905)	(1,404,269)
Other comprehensive income:												
Re-measurement of defined benefit obligations	-	-	-	-	-	-	-	-	-	(978)	-	(978)
Foreign exchange difference in currency translation of foreign operations	-	-	-	-	-	-	-	-	-	(80,851)	31,688	(49,163)
Hedging instruments	-	-	-	-	-	-	-	-	-	14,913	-	14,913
Other comprehensive income at associates and joint ventures	-	-	-	-	-	-	-	-	-	1,456	7,580	9,036
<b>Balances at December 31, 2020</b>	492,111	837,799	332,496	125,695	2,865,309	38,448	708,376	4,070,324	6,246,332	2,597,137	486,767	14,730,470
Current period net income	-	-	-	-	-	-	-	-	2,525,872	-	143,291	2,669,163
Appropriations	-	-	-	-	665,150	-	215,050	880,200	(880,200)	-	-	-
Changes in equity of investments recognized by the equity method	-	-	-	-	-	-	-	-	(10,373)	-	-	(10,373)
Dividend distribution	-	-	-	-	(872,212)	-	-	(872,212)	(1,634,249)	-	(96,640)	(2,603,101)
Acquisition of non-controlling interest	-	-	-	-	-	-	-	-	12,916	-	(26,324)	(13,408)
Application of Decree 1311 of 2021 - Act 2155 of 2021 Social investment	-	-	-	-	-	-	-	-	(244,204)	-	(8)	(244,212)
Other comprehensive income:												
Re-measurement of defined benefit obligations	-	-	-	-	-	-	-	-	-	56,901	-	56,901
Foreign exchange difference in currency translation of foreign operations	-	-	-	-	-	-	-	-	-	1,063,985	72,920	1,136,905
Hedging instruments	-	-	-	-	-	-	-	-	-	(73,724)	(9,147)	(82,871)
Earnings in other comprehensive income at associates and joint ventures	-	-	-	-	-	-	-	-	-	41,392	-	41,392
<b>Balances at December 31, 2021</b>	492,111	837,799	332,496	125,695	2,658,247	38,448	923,426	4,078,312	6,016,094	3,685,691	570,859	15,680,866


The attached notes form integral part of the separate financial statements.



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**Consolidated Statements of Cash Flows  
at December 31, 2021 and 2020**

(In millions of Colombian pesos)

	2021	2020
Cash flows from operating activities:		
Consolidated net profit for the period	\$ 2,669,163	2,616,877
Adjustments to reconcile period profits to net cash provided by operating activities:		
Current and deferred tax recognized in results	442,427	395,427
Income from equity method in associates and joint businesses	(1,997,939)	(1,602,363)
Financial expenses	672,707	664,230
Financial revenue	(76,592)	(85,487)
Depreciation and amortization	687,381	667,167
Loss on sale or de-recognition of fixed assets	5,455	7,029
Foreign exchange difference	85,920	(178,247)
Recovery due to impairment of long-term assets	(123,522)	(75,159)
Provisions	22,442	86,281
	2,387,411	2,495,755
Net changes in operating assets and liabilities:		
Commercial debts and other counts under charge	(444,885)	(152,565)
Inventories	13,112	90
Other non-financial assets	(8,349)	(8,374)
Trade and other accounts payable	5,781	12,436
Employee benefits	10,883	(9,739)
Provisions	(32,333)	8,319
Other liabilities	(51,991)	29,734
Right to use liabilities	15,485	133
Interest on right to use assets	(98)	(1,507)
Taxes paid	(535,059)	(366,476)
Net cash flow provided by operating activities	1,359,957	2,007,806
Cash flow in investment activities:		

	2021	2020
Capitalization of subsidiaries	(13,408)	(22,494)
Capitalization of associated companies	(8,531)	-
Amount paid for acquisition of joint ventures	-	(1,366,930)
Capital reductions in joint ventures	-	-
Dividends received	2,630,343	1,681,060
Product of sale of fixed assets	119,365	143,646
Interest received	(128,396)	13,102
Investment in financial assets	1,174,070	(565,683)
Acquisition of property, plant and equipment	(332,217)	(306,059)
Acquisition of intangible assets	(120,971)	(32,622)
Net cash flow provided by (used in) investment activities	3,320,256	(455,980)
Cash flow in financing activities:		
Dividends paid	(2,596,797)	(1,395,242)
Interest paid	(614,765)	(673,059)
Loans received	1,299,584	5,057,952
Loans paid	(975,296)	(3,235,170)
Net cash flow used in financing activities	(2,887,274)	(245,519)
Net increase in cash and cash equivalents	698,707	49,964
Effect of exchange rate fluctuations on cash held in foreign currency	141,599	31,911
Opening balance of cash and cash equivalents	851,232	769,357
Cash and cash equivalents at the end of the year	1,691,538	851,232

The attached notes form integral part of the separate financial statements.



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