

# INTEGRATED SUSTAINABILITY REPORT

# 2022

**Competitive  
Energy**  
for Equity



# TABLE OF CONTENTS

---

About this Report	3	<b>03</b> Governance, Talent and Well-being	55
Letter to Stakeholders	7	<b>3.1</b> Corporate Governance	56
Materiality Analysis	9	<b>3.2</b> Ethics and Transparency	62
<b>01</b> GEB's Strategy	13	<b>3.3</b> Talent and Well-being Management	68
<b>1.1</b> Corporate Strategy	15	<b>3.4</b> Occupational Safety and Health	74
<b>1.2</b> Risk Management	20	<b>04</b> Sustainable and Competitive Portfolio	77
<b>02</b> Environment Management	24	<b>4.1</b> Economic Performance	78
<b>2.1</b> Shared Prosperity	25	<b>4.2</b> Operational Excellence and Service Quality	93
<b>2.2</b> Human Rights	33	<b>4.3</b> Energy Transition and Low-carbon Development	99
<b>2.3</b> Environmental Performance	39	<b>4.4</b> Innovation and Digital Transformation	106
<b>2.4</b> Climate Change	44		



## Supplements to the Report

1. Table of Contents by Standard
2. Indicators and Notes
3. Corporate Governance Report
4. Glossary
5. Statement on the Integrated Report Framework
6. Integrated Report Assurance Report
7. Summarized Financial Statements



# ABOUT THIS REPORT

(GRI 2-2 2-3)

**As part of the commitment of Grupo Energía Bogotá (GEB) to transparency, integrity and accountability, we present the 2022 Integrated Sustainability Report** (previously, the Sustainability Report), which discusses our management of environmental, social, economic and governance matters that are relevant for our stakeholders.



(GRI 2-14)

The report discusses how we create value for the Company, society and the planet. The report covers the performance of GEB (including the Transmission Branch) and its controlled companies in Colombia, Peru and Guatemala. These include: Transportadora de Gas Internacional S.A. (TGI), E.S.P., Contugas S.A.C., Gas Natural de Lima y Callao S.A. (Cáldida), Transportadora de Energía de Centroamérica, S.A. (Conecta, previously Trecca), and Electro Dunas S.A.A. (ElectroDunas)<sup>2</sup>. This report covers the period between January 1 and December 31, 2022<sup>3</sup>.

The Sustainability and Communications Department leads the preparation of the Integrated Sustainability Report of GEB.

(GRI 2-14)

All areas and processes of GEB and its controlled companies participate in preparing the report. The report is validated by GEB's Presidential Committee<sup>4</sup>, the Corporate Governance and Sustainability Committee of the Board of Directors, and the Board of Directors, prior to its final approval by the General Meeting of Shareholders.

This year, the focus of GEB's Integrated Sustainability Report is on «Competitive Energy for Equity», which means that the Business Group develops competitive businesses and operations that contribute to social equity, closing gaps and prosperity in its territories of influence.

1. Transportadora de Energía de Centroamérica S.A. (Trecca) has adopted the Conecta brand. The reported information includes Conecta and EEBIS.
2. It also includes the information of the holding company of Grupo Dunas, i.e., ElectroDunas. In future years we will progressively include information on the subsidiaries Cantaloc and Power Co.
3. The scope of GEB's companies included in the 2022 Integrated Sustainability Report corresponds to 99,6 % of the organization's consolidated operational income. The remaining percentage corresponds to the income of Cantaloc and Power Co.
4. The members of GEB's Presidential Committee are the Group's President and the organization's Vice Presidents and Directors.

Any reference to information about GEB includes the data of the Corporate Offices (the Group's holding company) and the Transmission Branch. Any exception to this understanding is noted in the corresponding section of the report. In the case of activities performed by one (1) or several subsidiaries, the specific company that carried out the activity will be mentioned.

**(GRI 2-6)**

We also highlight that in 2022, GEB incorporated its subsidiary Enlaza Grupo Energía Bogotá S.A. E.S.P. Starting in January 2023, this new subsidiary will operate the electricity transmission business in Colombia and will take over all the operations previously carried out by the Transmission Branch. GEB owns all the shares of Enlaza.

**(GRI 2-2)**

This integrated report includes financial information of the controlled companies. The financial statements of GEB are presented separately (electricity transmission business in Colombia, i.e., the Transmission Branch) and consolidated (financial results of the Business Group). Both the Group's consolidated financial statements, and GEB's separate financial statements (the Corporate office and the Transmission Branch), have been prepared in accordance with the International Financial Reporting Standards (IFRS), and were audited by KPMG.

The report is published including an external assurance statement dated March 29, 2023, following its approval by the General Meeting of Shareholders.

**(GRI 2-5)**

## EXTERNAL ASSURANCE

This report was externally verified by Ernst & Young Audit SAS. The purpose of the limited external assurance is to assure the accuracy of the information contained in the report, and that it reflects the ESG (Environmental, Social and Governance) management performed during the reporting period.

The external assurance was performed in accordance with the «Guide for Preparing Management Reports» of the Global Reporting Initiative (GRI), the Integrated Report Framework of The Value Reporting Foundation, and the guidelines set out in the ISAE 3000 international standard. The assurance included verification of the relevant indicators related to the material topics of GEB and its stakeholders.

The assurance report includes a declaration of independence in accordance with the ethical and independence requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, and a limited assurance conclusion. The assurance report provides details on the scope of the verification for each indicator.

**(GRI 2-4)**

In the event of any change in the formulas used for the calculation of indicators, or changes in the coverage or scope of those indicators compared to previous report, the corresponding explanation is provided in each section.



Grupo Energía Bogotá has prepared this report using as reference the GRI standards.

**External advisers:**  
ConTREEbute. S.A.S.



**(GRI 2-5)**

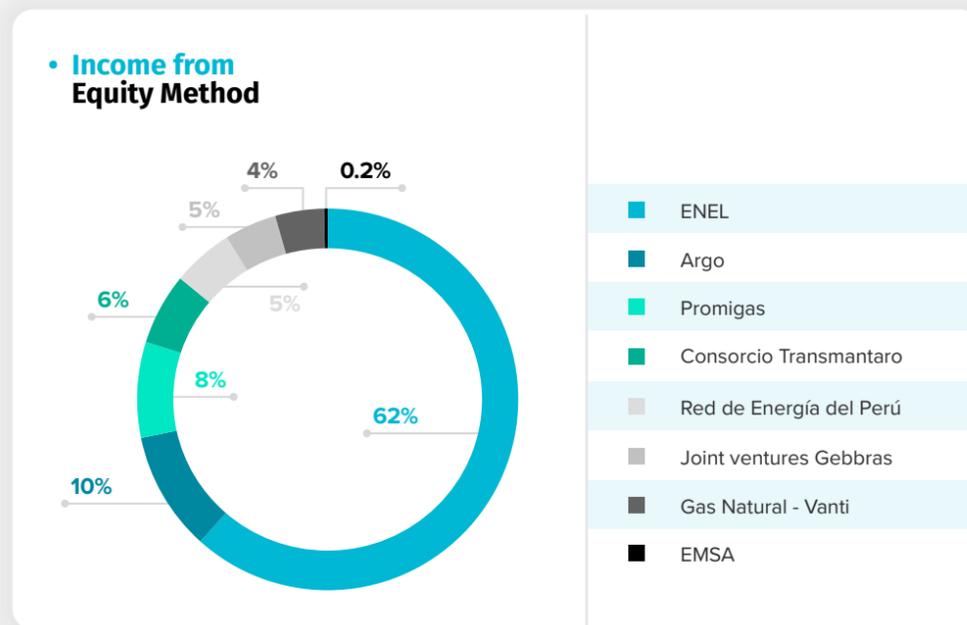
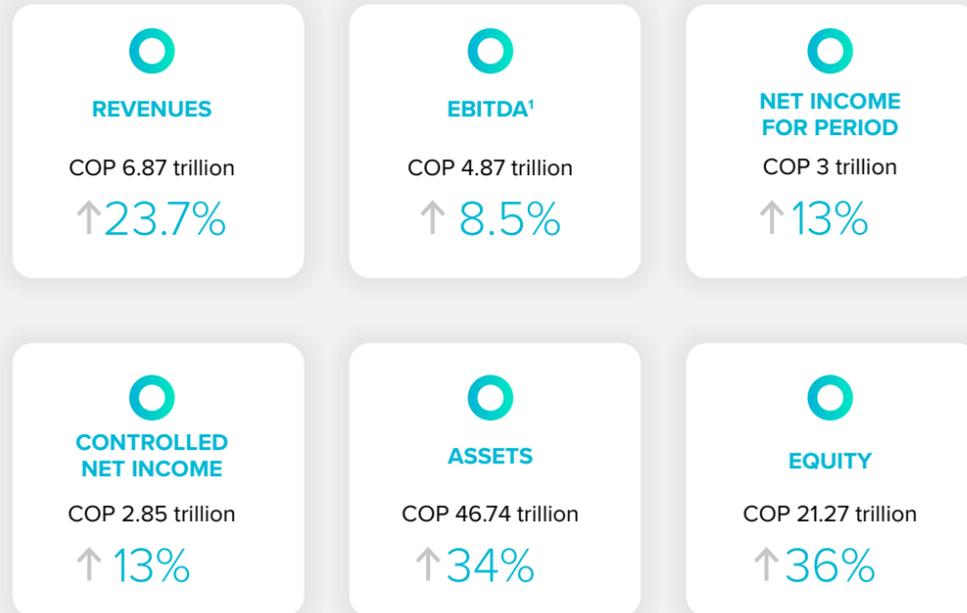
This report has been verified by the firm Ernst & Young Global Limited. Their independent assurance report is included in the Annexes.



Inquiries related to this report will be addressed by the Sustainability and Communications Department, which can be contacted by e-mail at [sostenibilidad@geb.com.co](mailto:sostenibilidad@geb.com.co)

# RELEVANT FIGURES

**GEB SHARE PRICES** COP 1,683  
Dec. 31, 2022

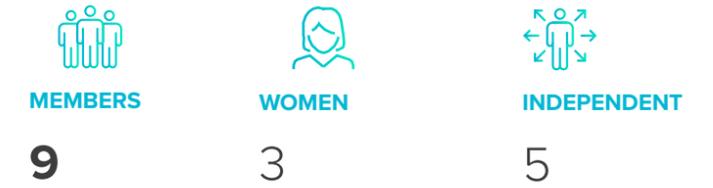


1. Adjusted EBITDA: Controlled EBITDA + declared dividends  
2. Includes Cantaloc and Power Co.

**Employees<sup>2</sup>**



**Board of Directors**



**AWARDS**

**FitchRatings**  
Corporate and local bonds Fitch: AAA, stable outlook

**MOODY'S**  
Corporate and International Bonds Moody's: Baa2, stable outlook



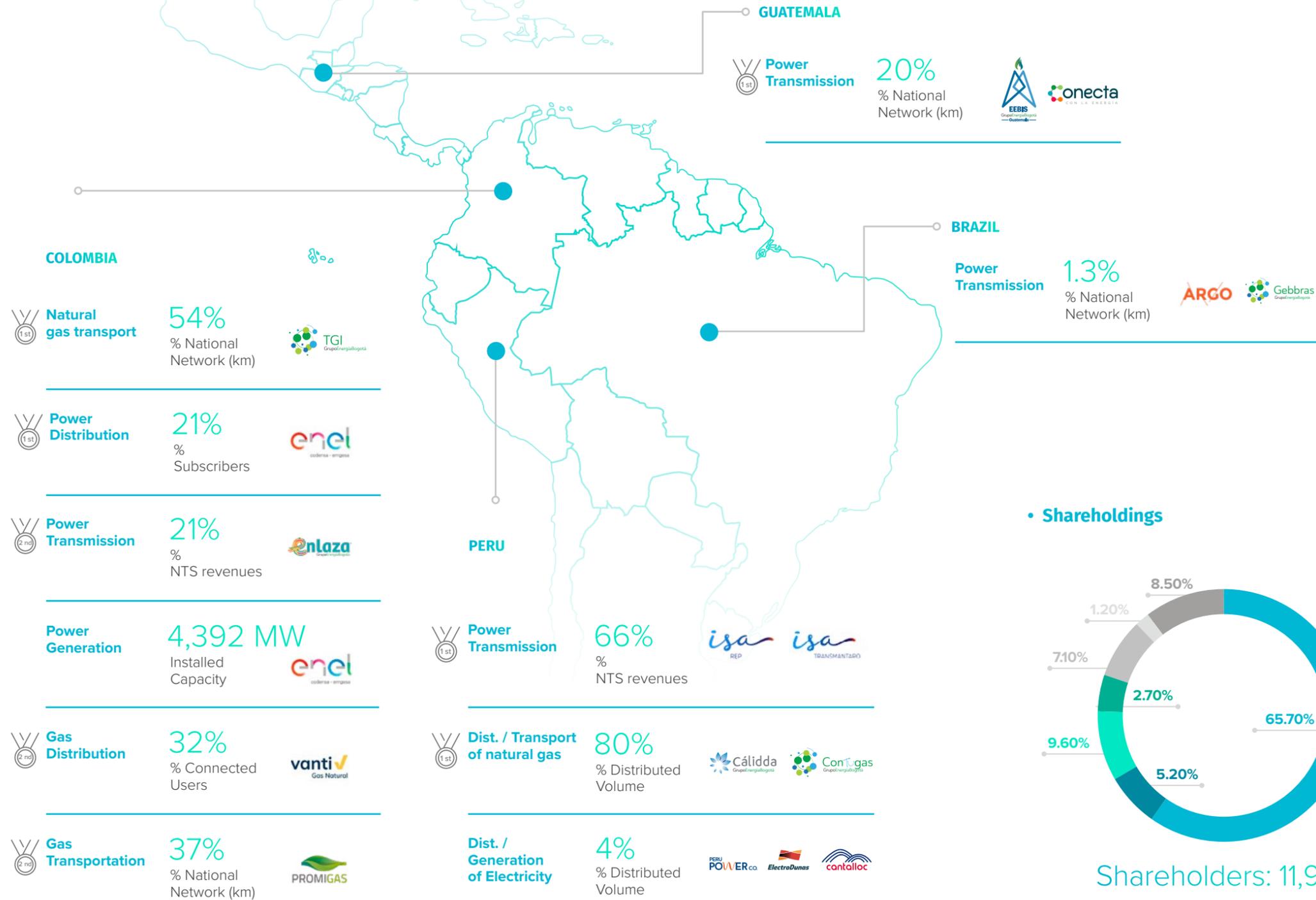
Member of **Dow Jones Sustainability Indices**  
Powered by the S&P Global CSA

**Sustainability Yearbook Member**  
S&P Global ESG Score 2022

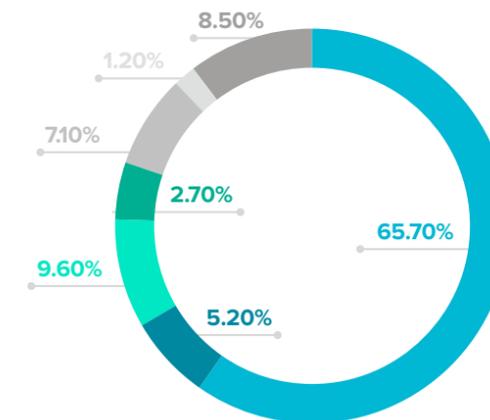




# INVESTMENT PORTFOLIO



## Shareholdings



Shareholders: 11,933

## CONTROLLED COMPANIES:

enlaza	100%	ConTgas	100%
TGI	100%	Gebbras	100%
onecta	100%	cantaloc	100%
Cálidda	60%	PERU POWER co., ElectroDunas	

## STRATEGIC PORTFOLIO

enel	43%	isa	40%
ARGO	50%	isa	
vanti	25%	EMSA	16%
PROMIGAS	15%		

■	Bogotá D.C.
■	Corficolombiana
■	Fondo Pensiones Obligatorias Porvenir
■	Fondo Pensiones Obligatorias Colfondos
■	Fondo Pensiones Obligatorias Protección
■	Fondo Pensiones Obligatorias Skandia
■	Other

# LETTER TO STAKEHOLDERS

(GRI 2-6 2-22)

**During 2022, the efforts of Grupo Energía Bogotá (GEB) focused on the execution of its Corporate Strategic Plan, institutional strengthening** and the creation of value and prosperity for its shareholders and the territories where it operates, within a strict framework of austerity, transparency and sustainability.

Thanks to the efforts and dedication of our team of over 2,500 employees working together in Colombia, Peru, Guatemala and Brazil to honor our higher purpose of improving lives through sustainable and competitive energy, we achieved growth of 8.5% in EBITDA compared to 2021, operating revenues of COP 6.87 trillion and net income of nearly COP 2.85 trillion.

These results have been obtained thanks to the efficient management of resources, cost control and accountability. Our growth was and will be focused on contributing in a decisive manner to the energy transition, sustainability and social prosperity as pillars for our business development, and on strengthening corporate governance as an integrating and transforming factor for the organizational culture and assurance for the execution of the Corporate Strategic Plan. Aware of GEB's central role as a leading Multi-Latin company in the energy sector and the energy transition, we will

focus on further developing the electricity transmission business – to connect the sites where renewable energy is generated with the demand centers – both at the national and international level. We also focus on contributing elements and technical evidence for the recognition and remuneration of the gas infrastructure as a key energy source on the path towards carbon neutrality, the recovery of air quality and sustainable mobility. We believe in the importance of making constructive technical, transparent and rigorous contributions to the creation of solutions to address the challenges of this transition, and our contribution to the stability and institutional reliability of the national and regional energy sector.

In Colombia, the Transmission Branch has now become a new subsidiary: Enlaza, with the aim of strengthening our capacity to execute and operate the projects required to ensure the electricity system's



availability and stability at the national level, and to coordinate the transmission business at the international level. We also increased our share of the electricity transmission business in Colombia through the acquisition of Elecnorte S.A.S. E.S.P., an important asset currently in operation in La Guajira, which confirms our unwavering commitment to the prosperity of this region of Colombia. At the Colectora project, in that same department, we completed the prior consultations with 219 communities, and we have every intention of continuing to work with the residents of the territories and the national and local authorities to make a reality the infrastructure required for the transmission and development of non-conventional renewable energies in this Colombian region, and to address the climate change risks faced by the country in a coordinated manner.

In southern Colombia, we managed to energize the Tesalia project, thanks to the completion of construction of the Tesalia 230 kV substation, the expansion of the Alférez 230kV substation, and the connection of 202 km of power lines at 230 kV in double circuit. This project enables connecting the department of Huila with southwestern Colombia, which also benefits the departments of Valle del Cauca and Tolima. This fills us with joy, not only because of its positive impact of the national electricity system, but also because it is proof of the possibility of using technology for construction while

respecting the environment. In this project, in full compliance with all the ecosystem protection measures, including the installation of environmental walkways and constructive engagement with the communities, the team of what is today Enlaza managed to build towers at an altitude of over 4,100 m in a *páramo* area. It was also in the context of this project that GEB, through its «Energy for Peace» program in partnership with the National Army, contributed to demining the canyon of Las Herosas, a legacy the Group will always be proud of.

Also in line with our contribution to electrification and the transmission of renewable energy, in northeastern Brazil – a strategic area for the development of wind energy sources –, hand in hand with our strategic partner REDEIA and the ARGO and GEBBRAS subsidiaries, electric power transmission concessions were acquired that total close to 2,416 km of transmission lines at 500 kV and 230 kV, and 20 substations in Bahía, Ceará, Minas Gerais, Paraíba, Piauí and Río Grande del Norte. In this manner, the Group achieved in advance the mandate of the Corporate Strategic Plan in terms of growth in kilometers of lines by 2030, by adding over 2,700 kilometers in 2022 to the portfolio, reaching 18,000 kilometers of transmission lines in the region.

Introduction

GEB's  
Strategy

Environment  
Management

Governance,  
Talent and  
Well-being

Sustainable and  
Competitive  
Portfolio



In Peru, Cálidda, with 1.5 million connections, achieved 75% of the target by 2025, with excellent financial results. Contugas managed to create new demand by signing new contracts with major clients, which strengthens its medium and long-term outlook. On its part, Grupo Dunas continues to contribute, with excellent financial and operating results, to strengthening the Peruvian electric system. Conecta's perseverance in Guatemala enabled it to energize major sections of the PET project. Thanks to the progress made, the project can be expected to be completed by next year.

In terms of sustainability, GEB was once again included in the Dow Jones indexes and was included in the S&P Global Sustainability Yearbook, in recognition of its strong performance and management of social, environmental and governance matters. Additionally, GEB and its subsidiary Transportadora de Gas Internacional (TGI) have verified their inventories of greenhouse gas emissions, and were certified – including the transmission business in Colombia – as carbon-neutral. We launched the design of the path for the reduction of emissions at all the Group companies, in order to define the actions that need to be taken to reduce greenhouse gas emissions by 2030 and 2050, in line with each country's commitments related to climate change. For GEB, it is a priority to establish verifiable, reliable and effective mechanisms to measure its emissions and manage their reduction in the various activities performed by the Group companies. TGI, as part of its sustainable mobility venture, created, jointly with Fondo

Kandeo and another 12 companies, the Sustainable Fund for Fleet Replacement using NGV, with a target of 4,000 vehicles in 3 years – 20 MMSCFD. It also optimized tasks through the implementation of LEAN methodologies; developed the first midstream service (through an O&M contract for the Maria Conchita Gas Pipeline, in La Guajira, 16 km), and will continue to work on its objective of substituting energy sources to achieve a greater impact on air quality through gas, as an affordable and reliable energy source.

Convinced of the invaluable contribution of education to improving lives, and with the aim of preparing the new generations for the challenges of innovation and technology for the energy transition, GEB joined the District's university education program «Todos a la U». With contributions in 2023 for COP 7 billion, in partnership with ATENEA, the Economic Development and Education Departments of the city of Bogotá, GEB will contribute to training of over 5,000 people in socio-emotional skills, the energy transition, bilingualism and technical skills in the digital and IT sector. Additionally, it began to implement the «Legacy for the Territories» component of the Fabio Chaparro program, whose objective is to enhance the technical skills of over 20,000 people by 2030 in the areas of influence, in relevant areas for the energy transition and sustainability. Additionally, thanks to joint efforts between GEB and TGI, awards were received for over COP 31 billion in educational infrastructure projects through the Works-for-Taxes mechanism, thereby becoming the fifth-largest participant in this mechanism in 2022.

In terms of the Group's internal strengthening, we highlight the creation of the Corporate Synergies Center for the administrative and financial optimization and integration of the Business Group, to ensure efficiency in the companies' cross-cutting services, with greater control over spending, performance monitoring, accountability and austerity. We also continued to enhance the Business Group's controls by strengthening the Compliance areas of all the Group's subsidiaries, implementing centralized information systems to support prevention, detection, monitoring and reporting activities. GEB's internal Code of Ethics and Conduct was updated and amended, a Code of Ethics and Conduct for GEB Suppliers and Contractors was published, the Ethical Channel was strengthened, and the Corporate Transparency and Ethics Program was implemented, whose aim is to promote confidence, legality, transparency and the timely management of the risks to which the Organization is exposed. Additionally, GEB received the IR recognition awarded by the Colombian Securities Exchange (BVC, for the Spanish original) for its efforts to enhance confidence and credibility with investors, obtaining a compliance score of 95.9%.

GEB also continued to work on its strategy to ensure a solid and strengthened corporate governance at the Group level, and particularly on the consolidation of a strategic direction arrangement through the Business Group Agreement. This document, which comes to life in our actions, establishes the foundations for the Group's relations based on the development of each asset's capabilities and on taking

advantage of synergies and talent within the Group. The above is in the framework of strengthening the commitments acquired with minority shareholders, investors and other stakeholders, as well as the autonomy and independence of each Group company's management.

This year, we foresee that structural regulatory discussions will take place. As a Group, we will continue to work on the basis of trust, transparency and technical rigor for strengthening a system that ensures access to energy, both electric and gas, in conditions of universality, equity, solidarity, efficiency and competitiveness. Our investments will continue to be focused on developing their potential in the context of the energy transition, on ensuring the reliability, adaptability and resilience of our infrastructure, and on protecting and increasing the Group's equity and the value we create for our shareholders and stakeholders. With efficiency, austerity and transparency, we will continue to honor our higher purpose of improving lives together.

**Juan Ricardo Ortega López**

Chairman

# MATERIALITY ANALYSIS

(GRI 2-29)

**For GEB and its subsidiaries, it is of utmost importance to maintain a transparent, strategic, and genuine relationship with stakeholders** that leads to building trust. This is the responsibility of all the Group's employees and contractors.

Given that Grupo Energía Bogotá is a mixed public-private company of the public utilities sector, and that it is listed on the stock exchange, it is strongly committed to engaging with its stakeholders and to disclosing its management and impacts.

In 2021, GEB updated its list of stakeholder groups based on a review of applicable literature on the sector, best international practices and relevant internal inputs, and it carried out an exercise to prioritize the Group's material topics, taking into consideration attributes such as dependence and influence, in a manner that facilitates the definition of the mechanisms to communicate and inquire on stakeholder perceptions on the most relevant topics for the Group.

Based on the results, the needs for information and expectations, GEB strengthened its procedures to ensure stakeholder participation and the frequency of engagement.



• The internal and external stakeholder groups prioritized by GEB are:



## STAKEHOLDER RELATIONS

GEB's Sustainability Strategy emphasizes the importance of stakeholder engagement, establishes guidelines to prioritize them, and provides guidelines for the identification of their main expectations and the most suitable channels to ensure their participation and to communicate the results. Additionally, it provides guidance on how to manage the potential risks and impacts related to their interactions with the Organization.

GEB has procedures and guidelines to manage relations with each of its stakeholder groups. They are part of the Organization's integrated management system and are aimed at maintaining transparent and ongoing relations with the stakeholders.

Stakeholder relations management is supervised by Senior Management and the results are periodically presented to the Board of Directors. Additionally, the Corporate Governance and Sustainability Committee of the Board of Directors is responsible for following up on the results of the discussions with stakeholders.

In addition to the Organization's Ethical Channel, GEB has different mechanisms that enable stakeholders to file complaints, including the addresses of local GEB offices; telephone numbers; the suggestions, complaints, petitions and claims channel, and e-mail.



## MATERIALITY ANALYSIS

**(GRI 3-1)**

The materiality exercise reports on social, economic, environmental and governance issues that are strategic, and their potential implications for business performance. It is an opportunity to define priorities, and compile information that allows us to evaluate and take advantage of risks, opportunities and trends in the environment from a sustainability perspective. These topics direct the organization's management towards objectives and goals that contribute to the fulfillment of our corporate strategy, to the creation of long-term value, to the continuous improvement of competitiveness and profitability, and the creation of favorable conditions that contribute to equity and closing gaps in the territories.

The materiality analysis was updated during the last trimester of 2021, implementing a double materiality approach, and using as references GEB's Sustainability Strategy and Corporate Strategy that define the mission, vision and goals for 2030. Additionally, GEB established its higher purpose: "Improving lives with sustainable and competitive energy"

**These topics direct the organization's management towards objectives and goals that contribute to the fulfillment of our higher purpose, to the long-term generation of value, and to continuous improvement.**



## MATERIALITY ASSESSMENT PROCESS



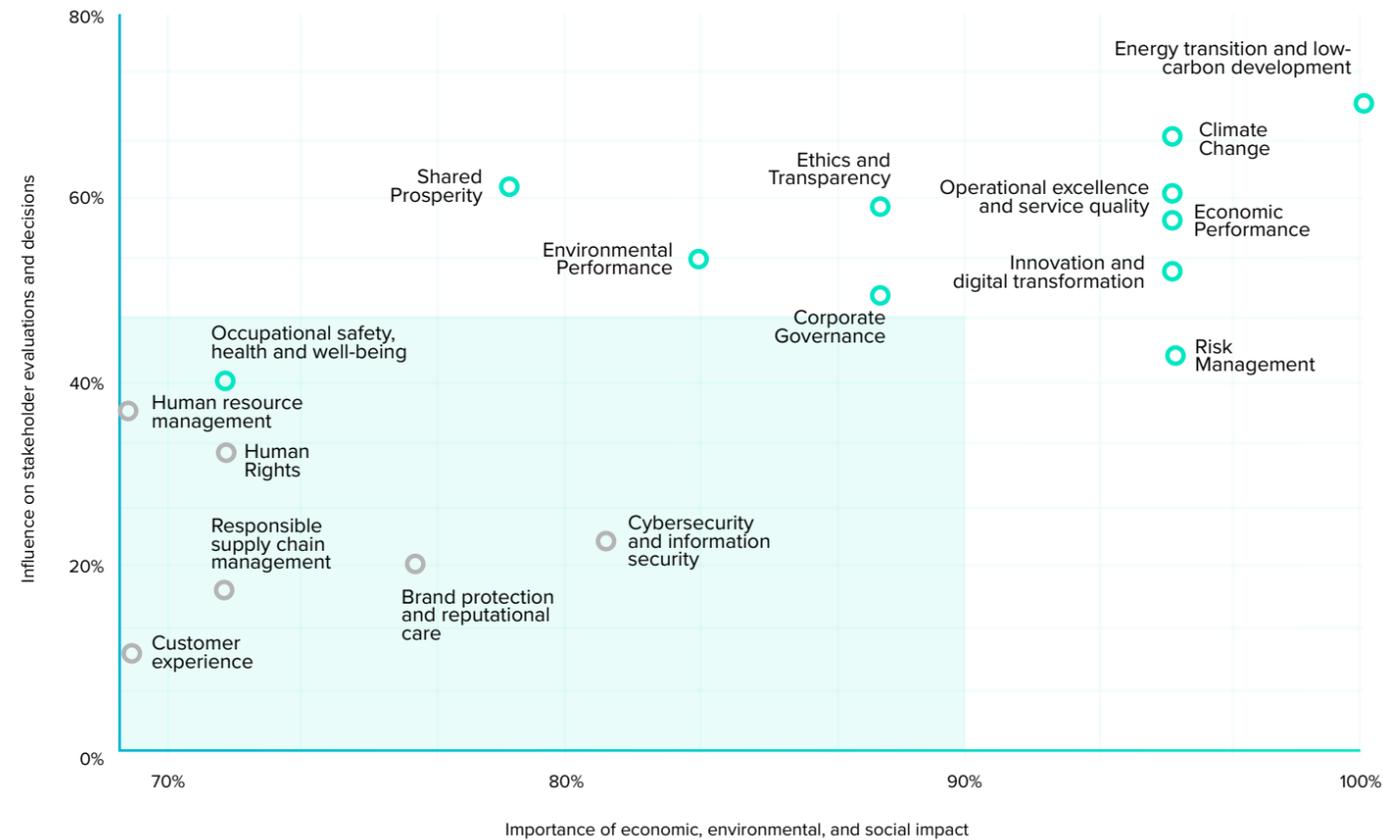
Introduction

GEB's  
Strategy

Environment  
Management

Governance,  
Talent and  
Well-being

Sustainable and  
Competitive  
Portfolio



The results of this analysis were validated by GEB's Presidential Committee and the Corporate Governance and Sustainability Committee of the Board of Directors.

(GRI 3-2)  
**LIST OF  
MATERIAL TOPICS**

The prioritized topics most important to GEB and its stakeholders are:

-  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
-  Occupational safety, health and well-being

The description of each material topic that has been prioritized is presented in the chapters of this Report. Additionally, the annexes of this report include a detailed list of the definitions arising from the 2021 materiality analysis.

There were no changes in the material topics compared to the previous report.

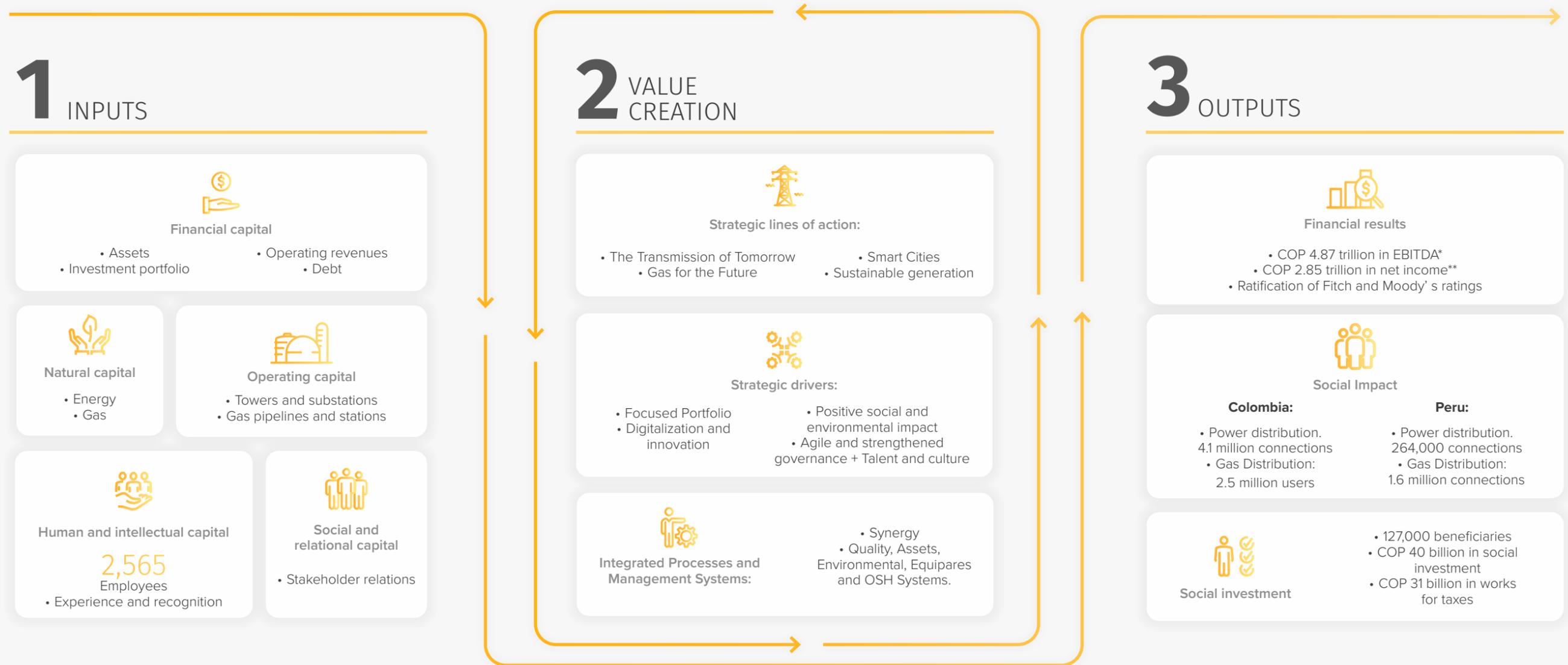


# 01

## GEB'S STRATEGY



# VALUE CREATION MODEL



## EXTERNAL CONTEXT (WORLD ECONOMIC FORUM)



### Economic:

- Inflation
- Low economic growth
- Currency depreciation
- Cybersecurity risks



### Social:

- Poverty
- Inequality
- Low access to energy
- Conflict



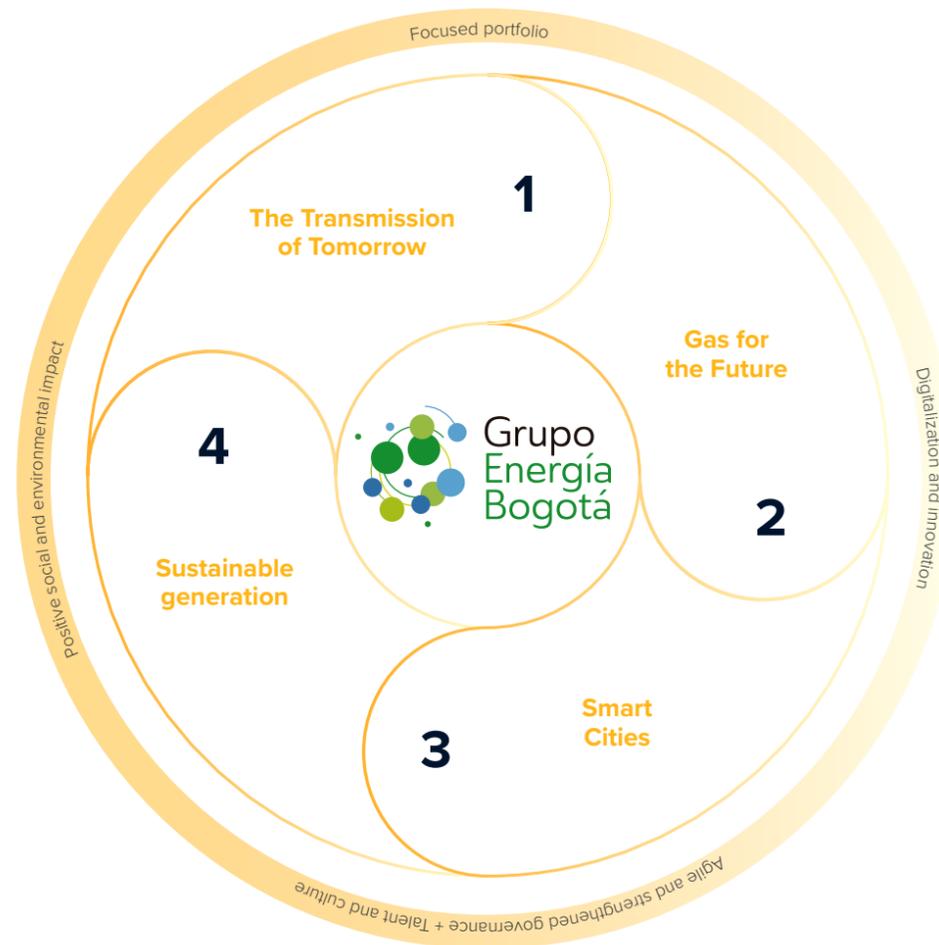
### Environmental:

- Climate change and extreme weather events
- Loss of biodiversity
- Energy Transition

\*Adjusted EBITDA: Controlled EBITDA + declared dividends  
\*\* Controlled net income

# CORPORATE STRATEGY

The strategy of Grupo Energía Bogotá focuses on its higher purpose of «Improving lives with sustainable and competitive energy», which seeks to make energy an enabler for the development, prosperity and well-being in the territories with operations.



## STRATEGIC ACTION LINES

- **The Transmission of Tomorrow:** Gas for the Future, Smart Cities and Sustainable Generation should be highlighted just as much as or more than the four strategic drivers.
- **Gas for the Future** seeks to promote the development of gas networks as an energy source for the transition with low environmental impact, with two strategic action lines: transportation and distribution.
- **Smart Cities** aims to drive and leverage the development of new energy transformation businesses in the cities where the Group operates.
- **Sustainable Generation** seeks to ensure the Company's involvement in non-conventional renewable energy sources, with a geographic focus on Colombia, maintaining a clean and competitive portfolio.

The four strategic drivers lie outside the strategy:

- **A focused portfolio:**  
It implies maintaining investments in assets and businesses in which the Group has experience and is competitive.
- **Digitalization and innovation**  
The digital transformation and data analysis offer a better understanding of the environment and strengthen the capacity to adapt and the medium and long-term projection. Additionally, innovation enables the improvement of operating levels for the assets and projects, optimizing processes and participating in new businesses that generate benefits for the Company and value for the stakeholders.

- **Agile and strengthened governance + Talent and culture:**  
This driver is aimed at making GEB an efficient parent company that creates value for all the subsidiaries to ensure the professional growth of employees based on merits, and for values to be the pillars for the Organization's actions.

- **Positive social and environmental impact:**  
Its purpose is for the operation to contribute to the creation of conditions for prosperity in the territories, to the protection of the environment and the mitigation of climate change.

## MAIN MILESTONES IN 2022

- GEB was included for the second consecutive year in the Dow Jones Emerging Markets and the Latin American Integrated Market (LAIM) indexes, and in the S&P Global Sustainability Yearbook, in recognition of its strong performance and management of social, environmental and governance matters.
- Launch of the «Stars Up» innovation brand, which seeks to build organizational capabilities to innovate in a productive, sustainable and exponential manner.
- Creation of the Group's Synergy corporate synergies center, which provides services to the GEB companies for the efficient operation of the organization's mission, the standardization of processes and reduction of costs.

## MAIN ACHIEVEMENTS BY STRATEGIC FOCUS AREA

### • The Transmission of Tomorrow

Early fulfillment of the strategic plan in terms of kilometers (km) of lines by 2030, adding over 2,700 km to the portfolio this year. At the end of 2022, GEB reached 18,000 km of transmission lines.



#### Colombia

- Creation of Enlaza, the transmission subsidiary in Colombia, which will begin to operate in 2023 and whose main purpose is to manage the operation and execution of electricity transmission projects in Colombia.
- Energizing of the projects Circuit No. 1 (Tesalia 1) and Circuit No. 2 (Tesalia 2).
- Energizing of the project La Mina with Drummond.
- Environmental permit obtained for the Colectora Project for the Cuestecitas-La Loma section.
- Start up of operations at the Tesalia project in Huila, Tolima and Valle del Cauca, which contributes to the progress and well-being of the communities in areas of post-conflict.
- Certification of the production Asset Management System under ISO 55001 and international recognition for the Corporate Transformation granted by the Asset Management Institute.



#### Guatemala

- Completion of testing, energizing and start-up of service of the reactor at Covadonga.
- Energizing, commercial enabling and start-up of services at the substations Chiantla and Huehuetenango II, and the 26.5 km transmission line Huehuetenango II-Chiantla.
- Energizing of substation at Las Cruces.
- Start-up of services of the main transmission system (CEMPRO).
- Completion and energizing of over 50 km of transmission lines and start-up of services of 60 MVA in multiple stages.



#### Peru

Through the ElectroDunas subsidiary:

- Satisfactory performance of EBITDA against budget: At the end of 2022, this indicator was surpassed with a year-to-date result of PEN 164,075 million, equivalent to fulfillment of 106.3%, mainly explained by higher distribution revenues and lower operating and maintenance expenses.
- Acquisition of Perú Power Company: Obtained financing for the acquisition of PPC by Dunas Energía.
- Over 1,200 GWh of electricity distributed in 2022.
- Automation of customer service and management.
- Implementation of 100% of the BESS Peak Shaving battery storage project.

### • Gas for the Future

#### Gas Distribution:

Cálida reached 1.5 million connections, achieving 75% of the target set for 2025 by the Group's Corporate Strategic Plan.

#### Gas Transport:

TGI (Transportadora de Gas Internacional) managed to transform the business through efficiency initiatives and the implementation of strategies to face the regulatory challenges of the future:



- Design of the Hydrogen and Ancillaries roadmap to contribute to the generation of low-emissions hydrogen. Launch of two studies on hydrogen and biogas, and signing of three agreements with strategic partners.
- Progress in the efficiencies pillars through the adoption of LEAN methodologies.
- First midstream service by signing an O&M contract for the María Conchita gas pipeline, located in La Guajira, 16 km.
- Creation of the Sustainable Fund for the Replacement of the Vehicle Fleet with Natural Gas for Vehicles with Fondo Kandeo and 12 companies from the sector, with a target of 4,000 vehicles in three years.
- Increase in the commercial segments of industry, with 13.2 MMSCFD, and mobility, with 4.9 MMSCFD transported.

• **Smart Cities**



• **Colombia**

- Completion of the agreement on the scope of the new company with Enel, aimed exclusively at public lighting.
- Through the public, private and product business lines of Agencia de Analítica de Datos (Ágata), revenues in 2022 are forecast at COP 7,579 million, and contracts signed for amounts to be invoiced in 2023 for approximately COP 4,620 million.

• **Sustainable generation**

- 13,633 GWh of net generation and 4,392 MW of installed capacity through Enel Colombia.
- Began construction of the high voltage line for the Windpeshi Wind Farm, of 220 kilovolts (kV) and 97 km long, of which 60 km will be built by Enel Colombia and 37 km will be refurbished by ISA INTERCOLOMBIA.
- Began construction of the largest solar energy park in Colombia and South America: Guayepo I & II, in the municipalities of Ponedera and Sabanalarga, in the department of Atlántico.

**13,633 GWh of net generation and 4,392 MW of installed capacity** through Enel Colombia.

## MAIN CHALLENGES IN 2022

During 2022, presidential elections were held in two countries where GEB is present: Colombia and Brazil. Additionally, during 2021, there was a change in government in Peru. For the regulated businesses in which GEB is involved, the policies of the new administrations could affect the profitability of the businesses, which implies that we closely monitor the events, especially in Peru, Colombia, and Brazil, through the analysis of the proposals made by the main candidates and by defining activities and opportunities to enable the Company's competitive growth. We also continuously review the inclusion of new risks and assess existing ones, and apply response and business continuity plans whenever required.

On the other hand, regulations on the remuneration of natural gas transportation and the postponement and the conditions of the Pacifico regasification project have put off the milestones that had been set for gas, because their fulfillment depends on government decisions. In the case of the remuneration for gas transportation in Colombia, regulatory

and legal processes have been carried out with the regulatory agency. TGI has focused mainly on improving its operating efficiency and on capitalizing economies of scale associated with its current assets.

Market conditions in 2022 have not allowed making the divestments required to strengthen GEB's portfolio, and such moves have been postponed until the market offers more favorable conditions.

Lastly, in the case of the Contugas subsidiary, several events affected the company's revenues, mainly due to judicial decisions such as the arbitration awards of Egasa and Egesur, and the court's decision on the calculation of the mean cost of transportation and the fine to be imposed by the Energy and Mining Investment Supervisory Agency (Osinermin, for the Spanish original). In this regard, the Company has actively sought new industrial users for the natural gas it commercializes, and it has three large potential clients. Additionally, operating savings and inter-company efficiencies have been achieved.

## COMPANY OBJECTIVES IN 2022\*

The following are the objectives that measure the entire Company's performance based on the 2022 strategic focus areas. In 2022, the target was fulfilled at **104.2%**.

The variable compensation of the President, Senior Management and employees of GEB is tied to fulfillment of the Company's objectives.



STRATEGIC FOCUS	STRATEGIC OBJECTIVE	INDICATOR	WEIGHTS	TARGETS 2022 - APPROVED			ACTUAL DEC	% FULFILLMENT DEC
				SATISFACTORY	VERY SATISFACTORY	EXTRAORDINARY		
Focused and profitable growth based on capabilities	Management of competitive businesses with attractive returns for shareholders and low costs for the communities  Diversify revenues in new geographies and businesses and optimize costs in current operations	1 ROIC Group % (Percentage)	25%	10.7%	11.2%	11.7%	10.9%	94%
		2 EBITDA (Proportional for individual assets) (COP billion)	15%	5,755,307	8,058,313	6,361,228	7,305,260	110%
		0 RTA % (generation of Alfa) *				5%	-13.8%	0%
Sustainable Company, leader in the energy transition and innovation	Sustainability as an enabler for the operations and as an opportunity to maximize positive impacts and create value for the communities	3 Innovation Strategy (Number of milestones)	10%	3	4	5	5	120%
		4 % net emissions GEB* TonCO2eq	10%	3.7%	4.2%	4.6%	13.85%	120%
		5 Corporate Sustainability Assessment (S&P Global)	10%	4.99% to -0.01%	Inclusion in DJSI	Two-point increase	Inclusion in DJSI	100%
Improve lives by being competitive, reliable and ethical	Provide energy to enable the people of the countries where we operate and those who work at the company to develop their potential and improve their quality of life	6 Culture initiatives portfolio (number of milestones)	20%	12	15	17	13	93%
		7 Lost Time Injury Frequency Rate (LTIFR)	10%	0.49	0.33	0.28	0.29	116%

OVERALL PERFORMANCE **104.2%**

\* Return on Equity is an indicator included as a plus in the extraordinary measurement Information audited by PwC as of February 20, 2023.

# SYNERGY - GEB SHARED SERVICES CENTER



**WHAT IS SYNERGY?** A shared services center that operates in Bogotá, Colombia and Peru.

- WHY WAS IT CREATED?**
- Improve service levels for the business.
  - Develop new capabilities and achieve greater operating effectiveness.
  - Improve the efficiency and effectiveness of support services.

Specialized cross-disciplinary team.

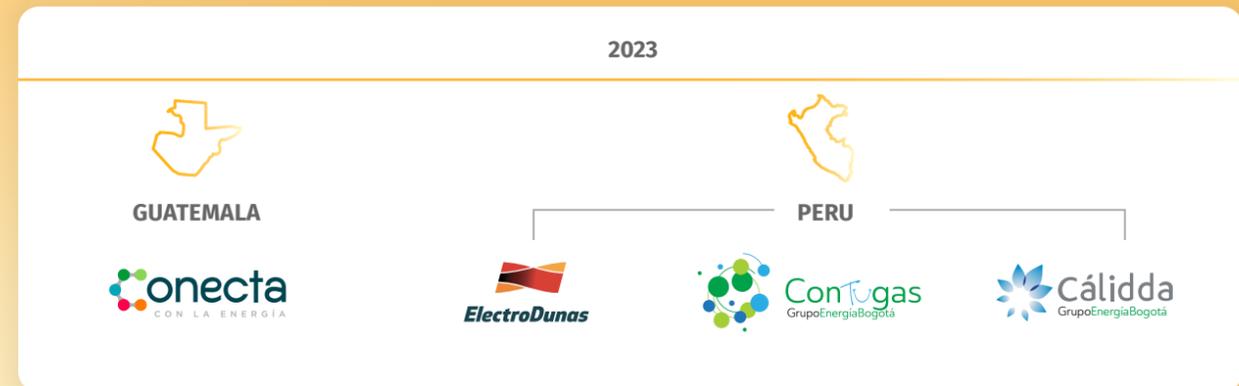
**WOMEN** 78 **MEN** 71

- BENEFITS**
- Effectiveness:** Through the creation of economies of scale and the optimization of processes
  - Standardization and control:** of processes and practices
  - Flexibility:** Operating models that reduce complexity
  - Service quality:** enhanced user experience

## PROCESSES

Sourcing	Administrative services	Finance	Human Resources	Technology
Number of PACC lines <b>1,056</b>	Number of offices served <b>94</b>	Tax returns <b>263</b>	Reports managed <b>5,044</b>	Requests serviced <b>1,598</b>
Number of competitive bid assessments <b>235</b>	M <sup>2</sup> covered by maintenance <b>213,505</b>	Number of invoices received <b>1,542</b>		
Supplier Registry <b>2,520</b>	Tax management <b>221</b>			

## IMPLEMENTATION AT GEB AND ITS SUBSIDIARIES



**Stakeholder Groups  
Impacted**

- Board of Directors/  
Senior Management
- Credit rating agencies
- Customers
- Employees
- Investors and analysts
- Partners
- Suppliers and  
Contractors
- Local communities

**Capital**



Financial



Human and  
Intellectual

**Prioritized  
SDGs**



11.6



11.5

# RISK MANAGEMENT

(GRI 3-3)

**Risk management at GEB and its subsidiaries is framed in its strategic priorities and is consistent with the cultural attributes, capacities, roles and responsibilities, ensuring fulfillment of the Corporate Risk Management Policy**, which establishes the framework for action and the commitments made in this regard, as well as the understanding and application of the Comprehensive Risk Management Model, which is based on the application of international management standards.

In this manner, risk management contributes to the results of the main financial, operating, environmental and social indicators of the Company, which demonstrate fulfillment of the Group's strategy and priorities, in general terms and within the expected ranges.

## In 2022 the Strategic Risks Materialization indicator remained

at 0% for GEB and the  
Transmission Branch.



The risk model enables the identification of possible threats, risks and opportunities for the Company, to assess and define the corresponding treatment, and managing and mitigating risks in a proactive manner. This increases the possibility of achieving the strategic and operating objectives that impact our stakeholders, who demand contributing to a more egalitarian society that reduces multidimensional poverty and the gaps in access to the basic public utilities of high-quality electricity and gas.

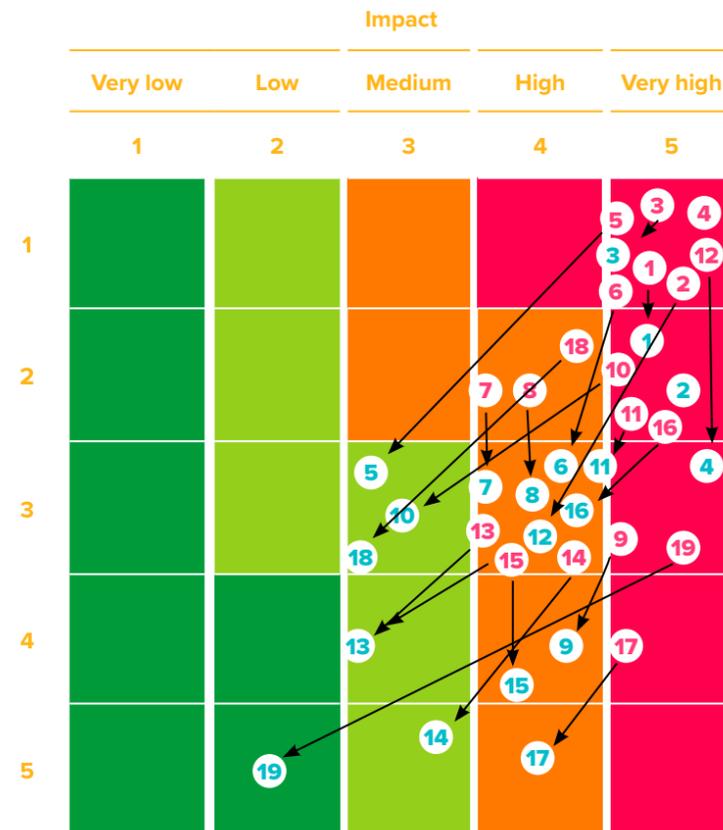


The timely identification, control and treatment of risks generates trust among stakeholders and contributes to creating value.

Every two months, risk management results are submitted to the Audit and Risk Committee of the Board of Directors, which makes recommendations to the Board regarding the risk matrix of the Group and its subsidiaries, and supervises and periodically reports on the effective application of controls to ensure that the main risks are identified, managed and communicated to the Board of Directors in a timely manner.

The Strategic Planning Department identifies, measures and manages the strategic and emerging risks to which the companies are exposed to minimize the probability of occurrence of potential financial and reputation impacts, and to leverage any opportunities that may arise from them.

**GEB STRATEGIC RISKS**



**IR** Inherent Risk / Uncontrolled Risk Assessment      **CR** Controlled Risk / Controlled Risk Assessment

#	Residual	Risk
1	1	Failure to repay the debt and credit obligations at Contugas
2	2	Breach of the contract between Trecca and the government (PET 001/2009)
3	4	Occupational accidents in the operations and activities performed by GEB and its subsidiaries
4	3	Regulatory changes that are unfavorable to the company's interests
5	11	Failure to fulfill the business plan
6	12	Breach of the ethical and/or regulatory framework in terms of compliance
7	6	Lack of continuity in the strategy or failure to implement the corporate governance practices
8	7	Inadequate management of the corporate strategy at subsidiaries
9	8	Not exercising an appropriate role as shareholder in the decisions adopted at companies in which GEB has non-controlling interests
10	16	Non-continuity of the business
11	9	Not having the appropriate and motivated human capital to develop the strategy
12	15	Loss of confidentiality, integrity or availability of the Company's information assets and/or cyberassets
13	17	Loss of competitiveness and/or reliability of the business operation due to inadequate digital transformation
14	18	Loss of profitability, viability and business continuity due to inadequate management of climate change
15	5	Potential differences between partners in non-controlled companies
16	10	Financing restrictions and/or increase in borrowing costs
17	13	Effects on GEB's reputation
18	14	Participation in non-strategic investments
19	19	Violation of human rights by GEB, or by a GEB employee, partner or contractor

The Corporate office establishes the risk appetite ranges for the subsidiaries. Based on this, the companies define the risk matrices, heat maps and risk levels, which are reviewed, updated and monitored periodically to ensure the early identification of warnings and the implementation of the actions required to prevent and minimize impacts whenever results deviate from expectations.

Through our Internal Audit and the risk-based Annual Audit Plan, we assess the risks and the effectiveness of the controls in mitigating them. In this process, we assess both the design and operation of the risk controls, and we report any audit findings to provide feedback to the risk management process in order to take action and to continuously improve. Every year, the process is assessed by means of internal and external audits of Quality and of the Integrated Management System.

It should be noted that the Company constantly promotes a risk management culture through theoretical and practical workshops that transmit knowledge and train the employees on how to adequately identify and manage risks.

## ● MITIGATION MEASURES



### Legal, regulatory, tax, and financing uncertainties

- Proactive management and monitoring of laws, regulations, doctrine and jurisprudence



### Instabilities of governments, economies, institutions or between states

- Proactive management and monitoring of the environment in the region
- Ongoing search for the growth of GEB's businesses in other geographies
- Proactive stakeholder relations
- Assessment of the socio-political environment in the territories where we are present in order to establish protocols for actions to protect the Group's investments



### Risk of economic and technological decoupling

- In this regard, the risk matrices for the sourcing processes have been updated to include different types of suppliers. However, further assessment is required, considering the multiple effects of different technologies (and their origin) that are used in the operations and that require a comprehensive assessment for the adoption to risk treatment measures.



**Through our Internal Audit and the risk-based Annual Audit Plan,** we assess the risks and the effectiveness of the controls in mitigating them.

(GRI 3-3)

## RESULTS 2022

- Inclusion of the human rights risk, whereby the highest governance body acknowledges the importance of protecting and promoting human rights, demonstrating GEB's commitment to performing its operations in the framework of the respect, protection and promotion of human rights.
- Inclusion of climate change in the strategic risk matrix based on the analysis of climate change risks and opportunities for GEB's businesses. The inclusion of climate change aims to engage in early management of mitigation and adaptation plans, creating value and avoiding future costs.
- Fraud and corruption risks were both included under the compliance strategic risk, in reference to an ethical framework that covers all policies, codes, procedures, guidelines and other aspects related to preventing compliance risks, as well as the management of fraud, corruption, bribery, money laundering, terrorism financing, financing the proliferation of weapons of mass destruction, free economic competition, personal data protection and conflicts of interest.
- Identification of legal, litigation, contractual, regulatory and tax contingencies, among others, in all Group companies, establishing a corporate method for their identification and management. They are periodically monitored and the results are presented to the Audit and Risk Committee of the Board of Directors.
- Global trends are monitored in order to identify the main trends in the electricity and gas sector that affect the Group's businesses, and to identify gaps and opportunities related to the strategic risks in order to develop action plans to close such gaps.

(GRI 3-3)

## TARGETS AND CHALLENGES

- Strengthen the trends identification and monitoring exercise with the objective of defining a new framework to review and update the strategic and emerging risks in the electricity and gas businesses in the different geographies where the Group is present.
- In 2023, update the process risk matrices to incorporate the organizational and technological changes involved in relevant projects such as Synergy, Enlaza and SAP4Hana.
- Close the gaps and implement the business continuity plans at all Group companies, in order to achieve the desired maturity level and enable an effective response to business interruption events in 2023.
- Identify and implement a suitable tool that enables managing risks in an expedite, integrated and reliable manner by 2024.

(GRI 3-3)

## LESSONS LEARNED

During 2022, the frequency of follow-up and monitoring of the strategic risks was increased, including the presentation of results to the Audit and Risk Committee of the Board of Directors. Monitoring is now performed every other month rather than quarterly, in order to achieve a more effective and proactive response to possible events that could become material. Through adequate and timely support for the Group's processes and businesses, along with periodic monitoring, we ensure the generation of early warnings and the development and implementation of timely response plans to mitigate the risks and impacts.

In order to anticipate and prevent the materialization of risks, a corporate contingency management methodology was implemented, which involves specific and operating monitoring of each of the contingencies present at GEB and its companies. This methodology integrates the legal, business, risk and planning areas so as to ensure cross-disciplinary monitoring in order to prevent relevant financial impacts on the businesses.





# 02

## ENVIRONMENTAL MANAGEMENT

---

**Stakeholder Groups Impacted**

- Communities
- Status
- Non-Governmental Organizations
- Partners
- Investors and analysts
- Board of Directors / Senior Management

**Capital**



Human and Intellectual



Social and relational



Financial

**Prioritized SDGs**

**8** DECENT WORK AND ECONOMIC GROWTH



8.1, 8.2, 8.4, 8.5, 8.7 and 8.8

**9** INDUSTRY, INNOVATION AND INFRASTRUCTURE



9.1, 9.4

**11** SUSTAINABLE CITIES AND COMMUNITIES



11.2

# SHARED PROSPERITY<sup>1</sup>

(GRI 3-3)

**At Grupo Energía Bogotá, the businesses are considered viable to the extent that the Company contributes to the progress and sustainability of the territories where it operates.**

In this sense, shared prosperity is a necessary condition for the successful development of the Group's projects and operations. Our success lies in simultaneously improving human development and social well-being at the local level while creating value for shareholders.

The creation of conditions for shared value requires understanding the realities of the territories and the materialization of social impact initiatives jointly with the communities, with the objective of driving local development, closing social gaps and strengthening local capabilities.

In order to create opportunities for progress, we endeavor to maintain ongoing, genuine and timely relations with our neighboring communities. This enables the consolidation of relationships based on stakeholder trust, respect for life and human rights, the protection of the environment and assigning value to diversity.

(GRI 203-2)

The Group's shared prosperity initiatives focus on implementing social impact projects, strengthening its supply chain, stimulating local economies, hiring local workers, creating shared value, strengthening local institutions and community leadership, social dialogue and intercultural relations, among others.

**Shared prosperity** is a necessary condition for the successful development of the Group's projects and operations

1. In essence, what the concept of shared prosperity seeks is the simultaneous improvement of the conditions of prosperity and social well-being at the local level, and the growth of the Group. It focuses on the poorest communities and most vulnerable groups. For additional information, see GEB's Sustainability Strategy: <https://www.grupoenergibogota.com/content/download/33981/file/Estrategia%20de%20Sostenibilidad%20Grupo%20Energ%C3%ADa%20Bogot%C3%A1%20VF.pdf> page 27.



## HUMAN RIGHTS IMPACT MANAGEMENT

(GRI 413-2)

All the Business Group's activities are guided by the principle of action with no harm, and the guidelines to assure respect for life and the protection of human rights. To this end, the Group has developed a set of initiatives to ensure that both its employees and its suppliers and contractors respect human rights and diversity in their different forms.

In order to prevent any negative impacts in the areas where the Group operates, methodologies have been adopted for the analysis of local environments. They are aimed at maintaining ongoing dialogues with stakeholders, ensuring their participation and promoting the implementation of projects that contribute to their progress and well-being.

To facilitate the development of activities that contribute to shared prosperity and that drive the Sustainability Strategy, policies and guidelines have been developed, such as:

-  Manuals on relations and management of the environment that establish the framework of action with the communities and other stakeholders.
-  Social investment guidelines to prioritize projects and initiatives with a positive social and environmental impact.
-  Risk matrices that enable identifying and managing the potential risks of each initiative.
-  Impact measurement tools to quantify the impact of the social investments on local development, community well-being and closing of gaps.

(GRI 413-1, 203-1)

## RESULTS 2022

### • Total social investment (COP)

<b>VOLUNTARY SOCIAL INVESTMENT</b>	COP 13,333,722,046	33%
<b>MANDATORY SOCIAL INVESTMENT</b>	COP 26,673,643,793	66%
<b>TOTAL</b>	COP 40,007,365,838	100%

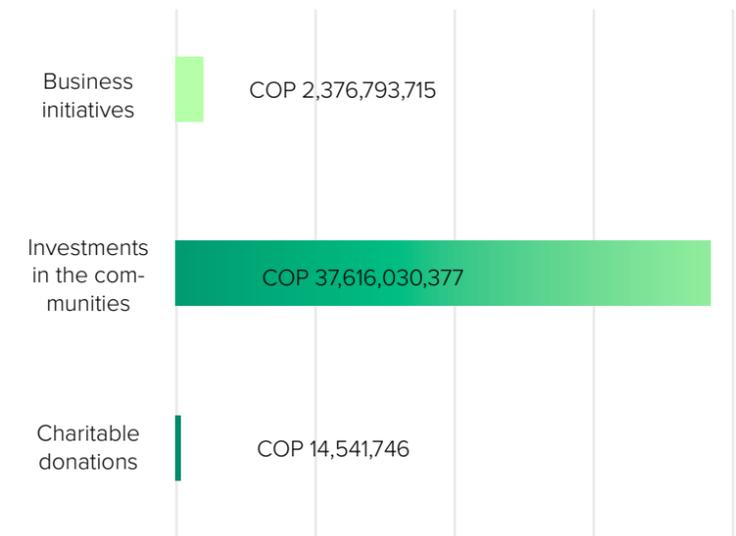


Voluntary social investment - \$13,333,722,046

Mandatory social investment - \$26,673,643,793

### • Type of social contribution (COP)

<b>CHARITABLE DONATIONS</b>	COP 14,541,746
<b>INVESTMENTS IN THE COMMUNITIES</b>	COP 37,616,030,377
<b>BUSINESS INITIATIVES</b>	COP 2,376,793,715
<b>TOTAL</b>	COP 40,007,365,838



Business initiatives COP 2,376,793,715

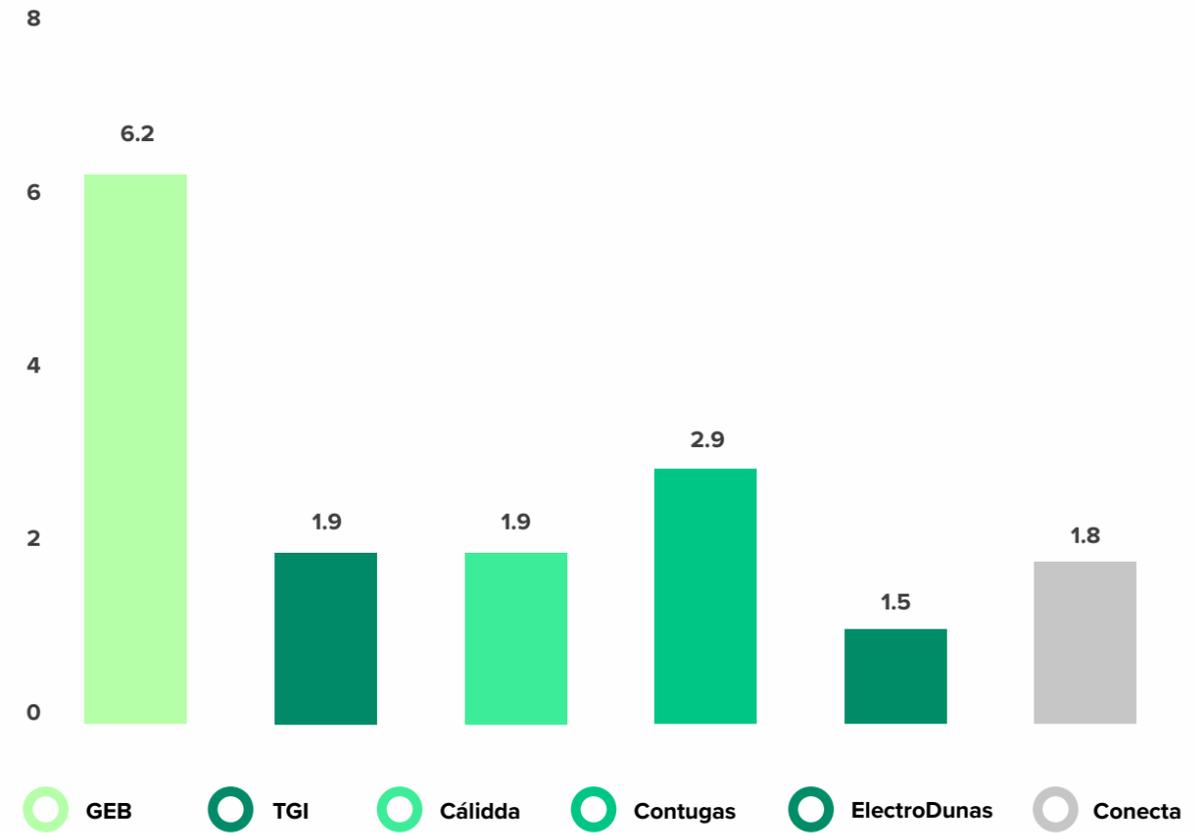
Investments in the communities COP 37,616,030,377

Charitable donations COP 14,541,746

• SROI of shared prosperity initiatives

GEB	6.2
TGI	1.9
CÁLIDDA	1.9
CONTUGAS	2.9
ELECTRO DUNAS	1.5
CONECTA	1.8

• SROI by subsidiary



## ● EDUCATION

Implementation began of the «Legacy for the Territories» component of the Fabio Chaparero program, whose objective is to enhance the technical skills of over **20,000 people by 2030** in the areas of influence, in relevant areas for the energy transition and sustainability.

The Fabio Chaparero program is developed in partnership with technical education entities, universities, local entities, multilateral agencies and private sector participants.

The Group joined the local government program «Todos a la U» in partnership with ATENEA, the local Economic Development Department and the Department of Education of Bogotá. With contributions of **COP 7 billion** between 2022 and 2023, education will be provided to over 5,000 people in socio-emotional skills, bilingualism and technical skills for the digital sector and information and energy transition technologies.

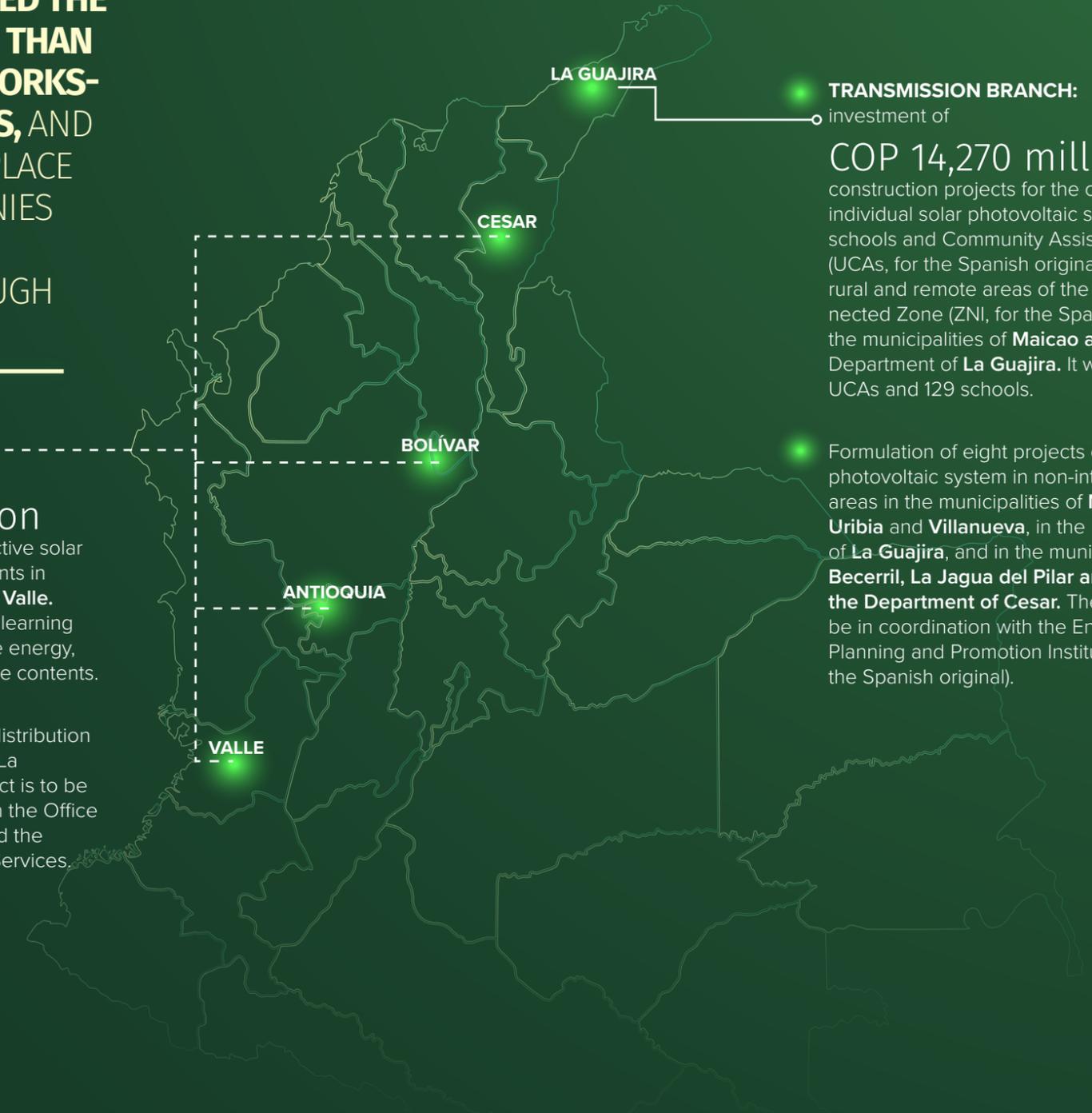
**11 schools, 47 teachers, 1,180 students and 500 families** will benefit from the «Affective Schools» program of ElectroDunas in **7 districts** in the Ica region (San José de los Molinos, Tinguiña, San Juan Bautista, Pueblo Nuevo, Pachacútec and Salas Guadalupe), including the design of **8 learning modules**.

**IN 2022, GEB OBTAINED THE APPROVAL OF MORE THAN COP 31,000 MM IN WORKS-FOR-TAXES PROJECTS, AND WAS RANKED IN 5<sup>TH</sup> PLACE AMONG THE COMPANIES WITH THE LARGEST INVESTMENTS THROUGH THIS MECHANISM.**

**TGI:** investment of **COP 17,120 million** in 42 rural schools with interactive solar classrooms and 22,000 students in **Antioquia, Bolívar, Cesar and Valle**. This project seeks to create a learning environment using sustainable energy, with high-quality and innovative contents.

Formulation of a natural gas distribution project for 12 rural districts in La Belleza, Santander. The project is to be developed in partnership with the Office of the Mayor of La Belleza and the distribution company Gasoil Services.

## WORKS FOR TAXES



**TRANSMISSION BRANCH:** investment of

**COP 14,270 million** in four construction projects for the construction of individual solar photovoltaic systems at the schools and Community Assistance Units (UCAs, for the Spanish original) located in rural and remote areas of the Non-interconnected Zone (ZNI, for the Spanish original) of the municipalities of **Maicao and Riohacha**, Department of **La Guajira**. It will benefit 362 UCAs and 129 schools.

Formulation of eight projects of solar photovoltaic system in non-interconnected areas in the municipalities of **Manaure, Uribia and Villanueva**, in the Department of **La Guajira**, and in the municipalities of **Becerril, La Jagua del Pilar and La Paz**, in the Department of **Cesar**. The projects will be in coordination with the Energy Solutions Planning and Promotion Institute (IPSE, for the Spanish original).

## CULTURE

- 

Cálidda developed the «Sustainable Management of the Cultural Heritage» program in Peru. The program promotes education on the pre-Hispanic history of Lima and Callao. Through the program, the Company recovered **317 archaeological findings**, to the benefit of almost **20,000 people**; published the book “Más que Junco y Totorá,” and supported the launch of the La Merced Huaca Interpretation Center.

- 

The Transmission Branch signed agreements with Corporación Colombia Crea Talento (CoCrea) to perform three culture and innovation projects:

  - «Callejón de los Capuchinos, a Space for Creativity and Culture» in the district of Riohacha in the amount of **COP 420 million.**
  - «Local Culture Units» to strengthen arts education for children, adolescents and youth in the District of Riohacha in the amount of **COP 2,100 million.**
  - «Experience, Science, Technology and Innovation Center of the Municipality of Tena» to benefit 3,000 people with an investment of **COP 561 million.**

## LOCAL DEVELOPMENT

- 

Partnership of the Transmission Branch with Comfenalco to implement tourist routes for the economic reactivation of Valle del Cauca. This initiative covers five municipalities (Cartago, Zarzal, Guacarí, Pradera and Palmira).
- 

Increase in the share of female workers in the operations of **TGI from 17% in 2021 to 19% in 2022.**

## SOCIAL WELL-BEING

- 

Performance of the Cálidda Cafeterias 2.0 program, which offers free gas connections and affordable and safe energy for community cafeterias:

  - Connections for 890 cafeterias in 26 districts of Lima and Callao, which benefit over **75,000** people per day.
  - Over 30 training and educational workshops held to train over **400** women.
  - Four (4) new partnerships with the Ministry of Production, MiBanco, CBC Perú and Nutriedúcate.

- 

Allocation of resources for over **COP 15 billion** up to 2027 at TGI to develop a gas connection strategy for **15,000 people** and start up a project to strengthen the capacity of ethnic communities in health and community care, reaching 22 communities in partnership with Fundación Baylor.



## ● INSTITUTIONAL STRENGTHENING AND STRATEGIC PARTNERSHIPS

- In Colombia, the Transmission Branch entered into partnerships with eight energy sector companies to develop water initiatives in the Department of La Guajira.
- Transmission Branch: Promotion of youth leadership in partnership with Comfenalco. **92 youth** were certified in political advocacy skills in the municipalities of Cartago, Andalucía, Candelaria, Buga and Tuluá.
- Launch by TGI of the «Sumemos» app to facilitate remote interaction with social leaders in the direct area of influence, with the aim of improving the efficiency of response by the Company.

## ● STRENGTHENING OF LOCAL SUPPLIES CENTERS

- GEB launched a program to strengthen the capacity of local business ventures in the municipality of Ubalá, Cundinamarca, to incorporate them in the territorial value chains through the provision of goods and services.

## ● VOLUNTEERS

- Three programs carried out at Contugas focused on the environment, the well-being of children, and education. These programs benefited over 300 people.
- 31 interventions to embellish public spaces and orchards performed by the Transmission Branch in the areas of influence of the projects at Colectora, Bonda, La Loma 110 and Membrillal, Southwest reinforcement of the West region, Sogamoso, North and Tesalia-Alfárez.
- Seven volunteer sessions at TGI with 627 participants for a total of 4,389 hours.
- Implementation of a Time Bank at TGI to promote mentoring and on-site and remote training processes.
- Over 70 families and 120 students from the districts of Salas Guadalupe and San Juan Bautista involved in entertainment activities at ElectroDunas.



**THE “FABIO CHAPARRO”  
EDUCATION FOR THE  
ENERGY TRANSITION  
PROGRAM**

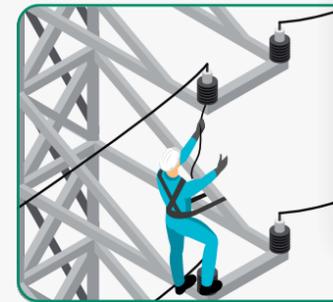


**FABIO CHAPARRO BELTRÁN (1949 - 1996)**

Lecturer at the Physics Department of Universidad Nacional, director of the Inter-faculties Teams Center, and Vice Rector of Resources.

He served as CEO of Empresa de Energía de Bogotá from January 1, 1995 to October 2, 1996.

His management and leadership were fundamental for the transformation and strategy of Grupo Energía Bogotá.



**TARGET:**

24 BENEFICIARIES BY 2030  
**USD 3.4 MILLION**



**SCHOLARSHIPS FOR THE FUTURE**

Graduate-level education for employees in relevant areas for GEB's corporate purpose.



**UPGRADING OF SKILLS**

Strengthening the technical capacities of the Group's human resources.

**TARGET:**

+4,000 BENEFICIARIES BY 2030  
**USD 1.2 MILLION**



**TARGET:**

20,000 BENEFICIARIES BY 2030  
**USD 8 MILLION**



**LEGACY FOR THE TERRITORIES**

Education in the areas of influence of GEB in relevant topics for the energy transition.



**RESEARCH AND INNOVATION AWARD**

Recognition for research and innovation in University undergraduate and graduate programs in the areas of influence.

**TARGET:**

88 BENEFICIARIES BY 2030  
**USD 421,000**



**USD 13 MILLION**

**+24,000**  
beneficiaries by 2030

## TARGETS AND CHALLENGES

### ● BY 2023:

- Assure fulfillment of minimum local labor requirements in all Group contracts.
- Strengthen the capacities of at least 2,500 people through performance of the Fabio Chaparro projects in subjects relevant for the energy transition, data analytics, sustainability and language skills in La Guajira, Cundinamarca and Bogotá.
- Structure a social impact bond for education for employment in Bogotá.
- Materialize partnerships between universities from the USA and regional universities in Colombia to implement educational exchange programs related to the energy transition and climate change.
- Continue to participate in structuring social infrastructure programs through the «Works-for-Taxes» mechanism.
- Continue to develop the «Cálida Cafeterías 2.0» program by improving the infrastructure of 10 community cafeterias, implementing more than two strategic partnerships.

### ● BY 2025:

- Strengthen the capacities of 5,000 people in Colombia through the Fabio Chaparro energy transition education program.
- Implement an estimated 480 social investment initiatives between 2023 and 2025 in the departments of Valle del Cauca, Cundinamarca, Meta, Boyacá, Risaralda, Quindío, Putumayo, Cauca, Santander, Cesar, La Guajira, Magdalena and Bolívar.

### ● BY 2030:

- Strengthen the capacities of 20,000 people in Colombia through the Fabio Chaparro energy transition education program.
- Strengthen at TGI the rural gas connections initiative through the development of new financing mechanisms and opening of at least 3 new processes.
- Install and deliver 42 interactive solar classrooms and develop an entrepreneurship and leadership training program for 200 women at TGI.

## LESSONS LEARNED

- As a Business Group, the need was identified to strengthen community communications when calling consensus-building meetings on social investment initiatives, in order to ensure greater participation during the different phases of the projects and taking ownership over the social investments.
- The efforts, scope and impact of social management in the territories should go beyond compliance with legal obligations.
- Continue to emphasize the importance of women's participation in the community organizational processes, and it will be necessary to enhance their leadership skills in handling conflicts within the communities and with the companies.



### Stakeholder Groups Impacted

- Communities
- Employees
- Suppliers and Contractors

### Capital



Human and Intellectual



Social and relational

### Prioritized SDGs



5.1, 5.5



8.7, 8.8 16.7

# HUMAN RIGHTS

**At Grupo Energía Bogotá, the respect, protection and promotion of human rights, and diversity, equity and inclusion (DEI) are key elements of the corporate strategy and enablers for our higher purpose: “Improving lives through sustainable and competitive energy”.**

Consequently, the Business Group has adopted the highest international and national standards to ensure equal opportunities and rights in the territories where it operates.

#### (GRI 2-23) (GRI 2-24)

As part of this commitment, in August 2022 the Board of Directors of GEB approved and adopted the Human Rights Policy. This policy establishes a frame of action to ensure that the operations and activities in all areas of relations and territories where the Corporate office and its subsidiaries operate are carried out in harmony with the respect for human rights (view the Human Rights Policy using this QR code).

Our policy covers topics such as: rejection of forced labor practices, prohibition of child labor and people trafficking, respect for the freedom of association and collective bargaining, equal remuneration, and the rejection of discrimination of any type, among others.



Here

GEB has also developed a due diligence process for its Corporate office and transmission business in Colombia to assure the adequate management of operating risks associated with possible human rights violations. It specifies the mechanisms and measures necessary to avoid and offset potential negative impacts and contribute to local well-being. Periodic assessments and reviews are performed on the effectiveness of these measures. It also establishes adequate measures to produce early warnings and prevent the materialization of risks.

**Respect and promotion of human rights and diversity, equity and inclusion are key elements of the corporate strategy.**



## HUMAN RIGHTS MANAGEMENT

The adequate management of matters related to human rights and diversity, equity and inclusion (DEI) contribute to strengthening stakeholder trust, prosperity in the territories, the continuity of the businesses, and risk management.

**(GRI 2-23) (GRI 2-24)**

In this regard, the internal policies, standards and processes of GEB and its subsidiaries are established within the framework of guaranteeing fundamental rights, the UN International Declaration of Human Rights and other binding agreements and treaties on human rights that are part of the constitutional block of the countries in which GEB is present.

**Adequate management of human rights affairs contributes to strengthening stakeholder trust.**



**(GRI 2-25)**

### THE FOLLOWING ACTIONS ARE AIMED AT ENSURING THE IDENTIFICATION, PREVENTION, MITIGATION AND REPARATION OF HUMAN RIGHTS IMPACTS:



Preparation of an action plan to close human rights gaps.



Preparation and adoption of the Group's Human Rights Policy.



Preparation of human resources procedures and manuals with a diversity and non-discrimination approach.



Preparation of manuals for the periodic assessment of human rights impacts and performance of due diligence.



Inclusion of the risk of human rights violations in the Group's strategic risks matrix.



Incorporation of a clause for unilateral termination in the event of human rights violations in all GEB contracts.



Updating of the Code of Ethics to include the chapters on respect for human rights and prevention of sexual harassment.



Development of a human rights and DEI training plan for employees, suppliers and contractors.

(CSA of S&P Global) Commitment to Human Rights

**REGARDING HUMAN RIGHTS AND DEI, GEB ALSO HAS THE FOLLOWING:**

Sustainability Strategy (to view the Sustainability Strategy, use this QR code).



Here

Guidelines for inter-cultural relations, to ensure the respectful performance of the prior consultations processes with ethnic communities.

Contracting Manual and Code of Ethics for Suppliers and Contractors with specific human rights clauses (to view the Contracting Manual and the Code of Ethics, use this QR code).



Here



Here

An Employee Relations Committee and a Diversity, Equity and Inclusion Committee, which supervise the Group's performance in these matters and define the actions to be taken to improve performance.

(CSA of S&P Global) Due diligence process

**Stages of the Due Diligence Process**



The due diligence process covers the following stakeholders: Own employees, women, children, Indigenous population, contractors and local communities.



**Potential impacts on Human Rights:**

- Labor practices
- Relations with local communities
- Environmental impact
- Public safety
- Privacy in digital technologies
- Ethics and Transparency
- Diversity, equity and inclusion
- Quality of supplies

## RESULTS 2022

### ● RELATIONS

Inter-cultural relations enable maintaining ongoing and direct contact with the communities, learn about their realities, address their requests and provide information on the projects and operations in a transparent and timely manner.

The following are some of the most important results achieved by the Transmission Branch in Colombia:

#### ● PROJECT LA LOMA 110 KV C

- Certification of three ethnic communities.
- Formalization of the consultations process through agreements with the ethnic community of the Community Council Casimiro Meza Mendoza – Coconebo.
- Initiation of the process of monitoring the agreements and providing support for structuring socio-cultural offsetting projects with the Yukpa people, the four Peoples of Sierra Nevada de Santa Marta, a Wayúu indigenous reservation and four black, Afro-Colombian, Raizal and Palenquero (NARP, for the Spanish original) communities.

#### ● PROJECT LA MINA 115 KV

- Certification of one ethnic community.

#### ● COLECTORA- CUESTECITAS SECTION OF THE COLECTORA PROJECT

- 206 communities formalized of the 212 certified communities (97%).
- Progress in the internal conflict management process between Wayúu Indigenous communities. Through inter-institutional work and the agreement entered into with the Ministry of the Interior, through the Directorate of the Prior Consultations National Authority (DANCP, for the Spanish original), with support from the Directorate of Indigenous, Rom and Minority Affairs (DAIRM, for the Spanish original) and the Fund for Non-conventional Energy Sources and Efficient Energy Management (Fenoge, for the Spanish original).
- Development of strategies for dialogues to manage conflicts in the territories and for consensus-building and negotiations for 43 situations of conflict identified in projects under construction and assets in operation.



### ● HUMAN RIGHTS MANAGEMENT

- Development of a Human Rights Management System at TGI that enables the systematic, coordinated and traceable monitoring of fulfillment of the commitments made. The System is aimed at the continuous improvement of human rights performance at the Company. Additionally, TGI assessed the human rights risks and impacts in 100% of its operation.
- Initiation of analysis of possible human rights risks associated with the operations of Cálidda, in order to identify potential impacts and establish a gap-closing plan. It also included in the OHS works supervision matrix findings related to possible impacts on human rights.
- Held 33 orientation talks with Contugas contractors on the sustainability policy, and dissemination among their employees of the corporate human rights policy and Sustainability Strategy.
- (407-1) (408-1) (409-1) The operations of the Group's subsidiaries do not pose significant risks of cases of child labor, forced labor, or violations to the rights of association and collective bargaining.
- (411-1) Over the last two years no cases have been reported of violations of the rights of indigenous peoples, and consequently no reparations plans were necessary.

## HUMAN RIGHTS MANAGEMENT IN THE SUPPLY CHAIN

- Inclusion of human rights clauses in the contracts with contractors and suppliers of GEB and its subsidiaries.
- Launch of the First Steps in Corporate Social Responsibility program in a partnership of TGI with Universidad Externado de Colombia and the Global Compact Network Colombia, to promote the incorporation and strengthening of ESG criteria with suppliers and contractors. Additionally, certification of 10 suppliers in human rights by the Global Compact.
- Use of the diagnosis tool to assess human rights and ESG performance for TGI suppliers and contractors.
- Development of a human rights training initiative for civil works contract supervisors, suppliers and contractors at Conecta.



## DIVERSITY, EQUITY AND INCLUSION (DEI)



Invitations to **1,700 suppliers** of the Group and its subsidiaries to attend semi-annual talks on DEI and inclusive leadership.



**ElectroDunas**

At ElectroDunas:

- Creation of the «Uqllay» diversity, equity and inclusion program. This name, which in Quechua means to embrace, represents unity and symbolizes the ability to accept differences. Work was carried out in four fronts: people with disabilities, LGBTIQ+ community, gender equity and inter-generational groups.
- Increase in hiring of LGBTIQ+ population, from 4% in 2021 to 5% during 2022.
- Agreement signed with UN Women to promote equity between men and women, and the establishment of the Committee for Prevention of Workplace Sexual Harassment.



Delivery to **1,700 companies** registered in the GEB suppliers registry of a communications kit on workplace and sexual harassment.

**Creation of the «Uqllay» diversity, equity and inclusion program.** This name, which in Quechua means to embrace, represents unity and symbolizes the ability to accept differences.



Inclusion of diversity, equity and inclusion requirements in competitive bidding contractual processes in Colombia.



At Conecta:

- Use of the diagnostic tool on Women Empowerment Principles (WEPs).
- Participation as member of the Board of Directors in the United Nations Global Compact accelerator initiative on Target for Gender Equality (TGE) and in the program of Companies for Gender Equality in Guatemala.
- Development of the program's inclusion initiative, whose objective is to promote access for people with disabilities to competitive jobs.

## MILESTONES



Approval and adoption Human Rights Policy by the Group's Board of Directors and the Boards of the subsidiaries (Cálidda, ElectroDunas, Conecta and Contugas).



Inclusion of the risk of human rights violations in the Group's strategic risks matrix.



Performance of 246 prior consultations with ethnic groups in the projects: Interconnection with Ecuador, Colectora, Refuerzo Suroccidental, La Loma, La Mina (Cesar) and Membrillar (Cartagena, Bolívar).

## TARGETS AND CHALLENGES

### 2023:

- Include human rights risks in the strategic risk matrices of the controlled subsidiaries.
- Implement human rights due diligence in at least two controlled subsidiaries.
- Incorporate in contractor performance evaluations aspects related to human rights.
- Strengthen the internal capacities of employees, suppliers and contractors in matters related to human rights.
- Formalize the consultations process with the remaining ethnic communities in the Colectora-Cuestecitas section of the Colectora Project to achieve 100% formalization, and submit the EIA to the Environmental Authority to obtain the project's environmental license.

### 2024:

- Begin implementation of the socio-cultural offsetting projects in the framework of the agreements derived from the consultations processes with the ethnic communities.
- Develop the human rights baseline at ElectroDunas.
- Perform four volunteer initiatives focusing on gender equity.
- Develop a due diligence procedure at Cálidda to standardize the methodology for these periodic assessments.
- Reach 90% of implementation of the gap closing plan related to diversity, equity and inclusion at Conecta.

## LESSONS LEARNED

### BUSINESS GROUP



Maintain permanent communication and coordination channels between governments and companies to strengthen the consultations and inter-cultural relations processes.



The need to establish a permanent communications and training process on potential human rights impacts and their associated risks.



The need to raise awareness on the strategic importance of maintaining solid and ambitious human rights and DEI management, making it extensive to contractors and suppliers.

### COLOMBIA



Continue strengthening trust and relations with the Wayúu communities, assisting in the peaceful solution of their internal conflicts, respecting their customs, habits and forms of organization, involving *palabrer*os (community mediators), with the support of government institutions.



Strengthen dialogues with ethnic communities to enable the formalization of agreements.



**Stakeholder Groups Impacted**

- Employees
- Subsidiaries
- Local communities
- Suppliers and Contractors
- Status

**Capital**



Individual

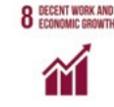


Human and Intellectual



Social and relational

**Prioritized  
SDGs**



8.4



15.1, 15.3, 15.4,  
15.5 and 15.6

# ENVIRONMENTAL PERFORMANCE

(GRI 3-3) (GRI Oil and Gas 11.4.1) (SASB EM-MD-160<sup>a</sup>.1)

**The aim of the Business Group's operations is to achieve environmental performance levels that will ensure the growth of the businesses and leave a positive legacy in the territories.**

The Group has strengthened its commitment to environmental protection and the preservation of natural resources, and has obtained a better understanding of the realities of the social and environmental surroundings of its operations, by identifying and assessing the risks and opportunities of each context, to take them into account during every stage of development of its projects and operations.

## MAIN ENVIRONMENTAL IMPACT MANAGEMENT MATTERS

In every stage of development of the projects and operations of GEB and its subsidiaries, there is a risk of generating environmental impacts. Consequently, the Group companies have adopted measures, practices and technologies to ensure high levels of environmental performance, incorporating prevention and control measures in all phases of planning, operation and maintenance.

**(GRI Oil and Gas 11.4.1)**

All decision-making processes involving environmental risks are managed based on the precautionary principle. In turn, the Environmental Management System enables the timely identification of environmental risks and opportunities, using as reference the measures specified in the mitigation hierarchy: avoid, minimize, rehabilitate/restore and offset. The aim of the above is not only to prevent net losses, but even more importantly, to create positive net impacts.

Additionally, GEB has publicly taken on commitments related to management of biodiversity and innovation, and the use of environmental management tools. They

include investments for the preservation, connectivity and restoration of ecosystems, and the sustainable use of biodiversity.

The Business Group's Sustainability Strategy contains the guidelines for action under which the subsidiaries must perform their environmental and social management. The strategy is developed following the environmental policy objectives adopted by the Group's Board of Directors and by strengthening the Environmental Management System. Environmental management is performed in strict compliance with the applicable laws of each country, including those related to preparing Environmental Impact Assessments, Management Plans, offsetting, etc.

**(GRI 303-1 303-2) (SASB IF-EU-140<sup>a</sup>.3)**

In terms of the adequate use of water sources, the Business Group obtains and consumes most of its water from each region's water public utility company, and in a few cases in Colombia, from underground and surface water sources. Discharges are managed in compliance with the applicable regulations in effect in each country of operation.



## ● IMPACT MANAGEMENT BY SUBSIDIARY

The subsidiaries have established environmental management systems and indicators. The companies have also adopted management measures and guidelines to control impacts and ensure adequate environmental management.

In the electricity transmission projects in Colombia and Guatemala, the main impact on the environment is related to interventions of vegetation and effects to the landscape. Management measures are applied to prevent and mitigate these impacts and to optimize the interventions. Priority is assigned to preventive measures over control and mitigation measures. In order to avoid impacts on the vegetation and fauna, engineering strategies are used, such as taller towers and laying cables using drones. The mitigation measures include, among others, handling of forest cover (trimming rather than felling).

At TGI, the impacts on biodiversity are mainly managed through offsetting activities. These involve the recovery of areas by preparing and planting protective reforestation, and improving connectivity between ecosystems.

In Peru, the subsidiary Cálidda manages impacts by fulfilling the environmental management commitments made in the Environmental Management Instruments (IGA, for the Spanish original), which has enabled obtaining financing at more favorable financing terms. On its part, Contugas manages its potential operating impacts, which are prevented, controlled and offset in accordance with the provisions set out in the Environmental Management Strategy (EMA, for the Spanish original), which includes waste usage, environmental monitoring and follow-up, and community relations. At ElectroDunas, no community reports have been filed in connection with the environmental performance of the gas pipelines and the electricity system substations.

**No material  
environmental impacts  
have been produced**  
that would give rise  
to penalties from  
the environmental  
authorities in the  
Group's subsidiaries.

## COMMITMENT TO BIODIVERSITY AND NO DEFORESTATION

GEB is committed to not intervening areas that have been declared World Heritage sites and protected areas of any category. Regarding national (forest reserves), regional or local protected areas, or private protected areas, regulatory procedures have been established that enable using them in a temporary

or permanent manner only when adequate offsetting is made, and avoiding the loss of biodiversity. For this reason, all operations are carried out under the mitigation hierarchy, in order to reduce possible negative impacts from the project activities on biodiversity and ecosystem services.



## TARGET OF NO NET LOSS

GEB's commitment is to use the criteria of functional connectivity in all its environmental investments, both mandatory and voluntary, as a premise that enables maximizing benefits for biodiversity in the territories of the area of influence. **To this end, we have set the target of no net loss (zero loss) of biodiversity in all projects over a 5 to 10 year period.**

**The Business Group aims to go beyond regulatory requirements and to leave behind positive environmental legacies.**

## RESULTS 2022

At GEB, the environmental performance of its projects and operations must attain levels of excellence. The Company seeks to go beyond the legal requirements and to leave behind positive environmental legacies in the territories.

GEB's Transmission Branch carried out an environmental offsetting strategy that prioritizes actions that contribute to ecological connectivity. As a result, the first biological connectivity corridor was developed on **20 hectares** in the municipality of San Antonio del Tequendama. A Habitat Bank will be developed for the San Fernando asset in Meta, on 38 hectares, and the Cuestecitas-La Loma project will include 821 hectares in the Habitat Bank of Cesar, and 757 strategic hectares of ecosystems will be rehabilitated and preserved. The Transmission Branch's connectivity model at a scale of 1:100,000

in all its offsetting plans provides a greater level of detail to develop more efficient measures.

Additionally, it developed a distribution model for the species *Leopardus tigrinus* in the Bogotá River basin area. This model enables making decisions for the conservation of the species.

TGI participated in the national tree planting drive promoted by the Ministry of Environment and Sustainable Development, planting **4,000 trees** of dry forest native species, and supporting planting of **500 native trees** in the municipality of Villavicencio, and voluntary offsetting in the municipality of Puente Nacional, with **600 native and 100 ornamental plants**.

Cálidda was awarded the **Blue Certificate** for its sustainable management of water

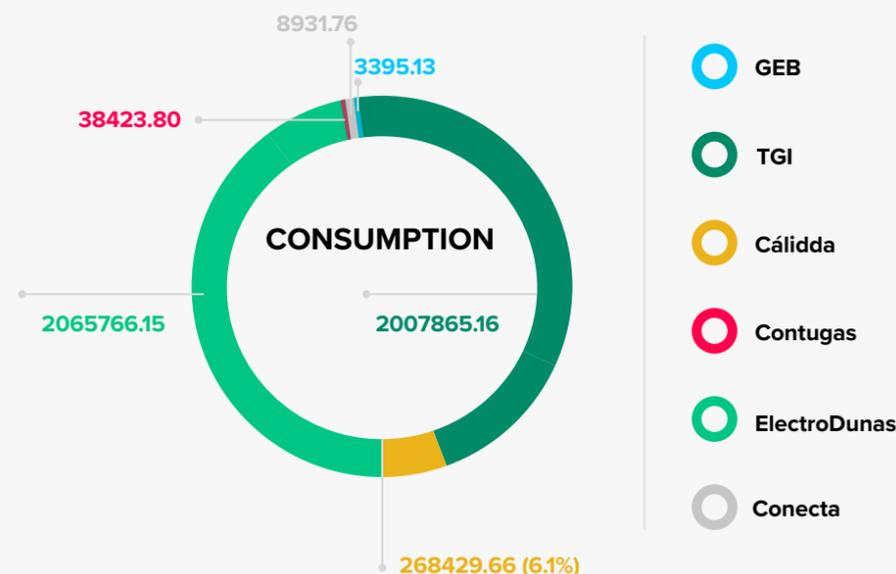
resources, granted by the National Water Authority (ANA, for the Spanish original). Raised awareness for () people on the importance of the sustainable management of water resources. A mountain area was reforested and a fog-catching system was installed.

Voluntary investment in **5 municipalities** of the department of Suchitepéquez covering over 4.5 hectares with the support of the National Forest Institute, and a mandatory reforestation investment was made in the amount of **USD 14,192 at Conecta**

Contugas implemented a project to create value from organic waste through worm composting in the area of Humay, Pisco. ElectroDunas substituted **17,098,888.9 KWh** of electricity from the grid by starting up operation of the photovoltaic solar plant at Ica Norte.

### • Energy Consumption

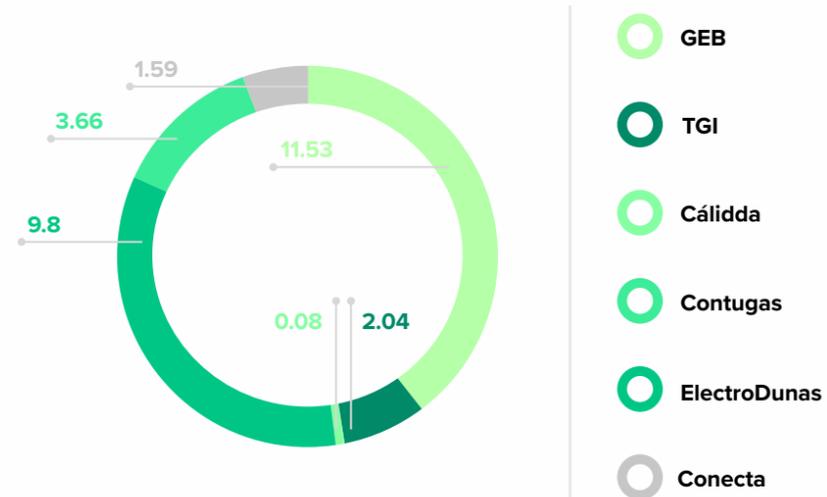
2022	
SUBSIDIARY	CONSUMPTION IN GJ
GEB	3395.13
TGI	2007865.16
Cálidda	268429.66
ElectroDunas	2065766.15
Contugas	38423.80
Conecta	8931.76



Energy consumption includes all types, such as renewable and non-renewable sources, and purchases from the public grid.

• **Water Consumption**

2022	
SUBSIDIARY	CONSUMPTION IN ML
GEB	11.53
TGI	2.04
Cálidda	0.08
ElectroDunas	9.8
Contugas	3.66
Conecta	1.59

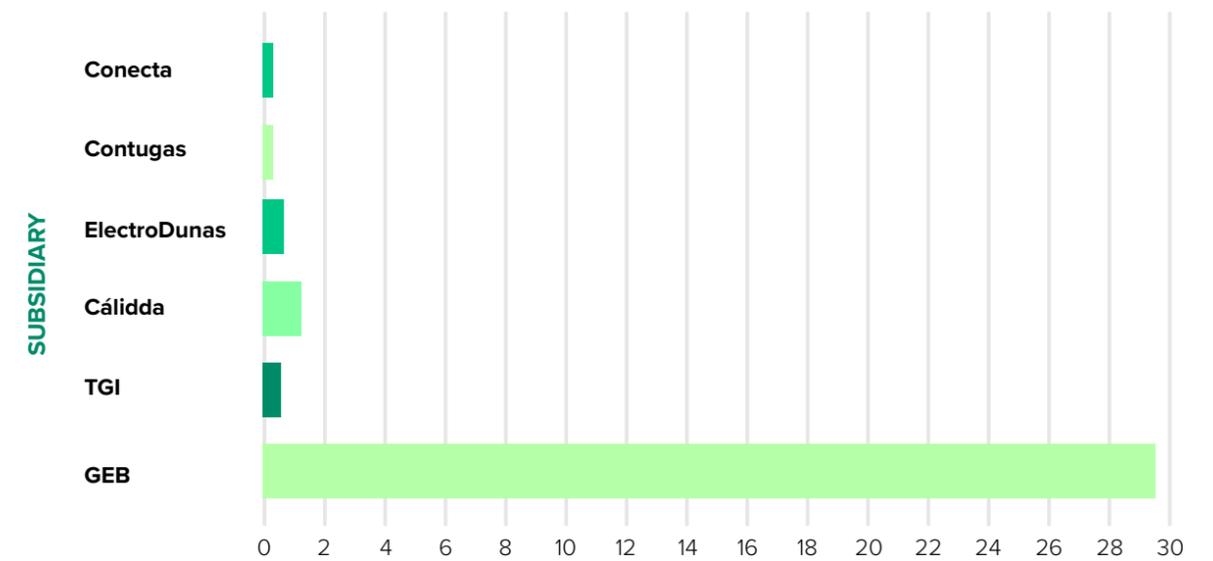


Water consumption includes all surface, underground and third party sources

• **Waste generation**

2022	
SUBSIDIARY	WASTE GENERATION IN TONS
GEB	29448.14
TGI	551.87
Cálidda	1316.27
ElectroDunas	20711
Contugas	6.15
Conecta	5.95

• **Generation in tons**



The figures include construction and demolition waste, and liquid wastes that are stored for subsequent disposal by certified third party handlers.



## TARGETS AND CHALLENGES

Consolidate the «Green Corridors» connectivity model in all the regions where the Transmission Branch (Enlaza) is present. Additionally, between 2023 and 2025, maintain the implementation of the initiatives for monitoring and conservation of the Andean bear and mountain tapir species in the Central mountain range; strengthen the initiative for the conservation of the northern oncilla (*Leopardus tigrinus*) in the upper and middle basin of the Bogotá River (Norte and Sogamoso projects), and continue the process of formulating and implementing the mandatory environmental offsetting projects.

- At TGI, 400 hectares of offsetting approved by ANLA will be implemented, with 90% of the offsetting to be carried out in strategic ecosystems, and voluntary offsetting will be carried out under the program «Unidos por un nuevo aire» of the Department of the Environmental of Bogotá.
- Cálida will continue with its Water Footprint Program with new projects, and will take on the challenge of continuing to improve performance by incorporating more efficient technologies.
- Conecta will implement a plan for the better use of water resources at the Morales, Izabal and El Pacifico substations (rainwater catchment), and will implement in 2023 and 2024 an Environmental Management System certified under the ISO 14001 standard.

## LESSONS LEARNED

In the electricity transmission businesses, the environmental investments associated with offsetting in the different areas of the country did not follow common guidelines. In view of the above, we are currently working on the development of a strategy for the different regions that facilitates the coordinated development of offsetting at the Company. The need was also found to work on the development of a methodology to manage exotic species at the Tominé Reservoir.

At TGI, alternatives were identified to improve the wastewater treatment systems of the gas compression stations at Miraflores and Puente Guillermo. Based on this experience, the needs of all the other stations will be reviewed. Currently, TGI periodically collects wastewater to ensure its treatment and final disposal.

Stakeholder Groups Impacted

- Investors and shareholders
- Employees
- Subsidiaries
- Local communities
- Suppliers and Contractors

Capital



Individual



Human and Intellectual



Social and relational



Financial

Prioritized SDGs



7.2, 7.3



9.4



12.2, 12.4



13.1



15.2

# CLIMATE CHANGE

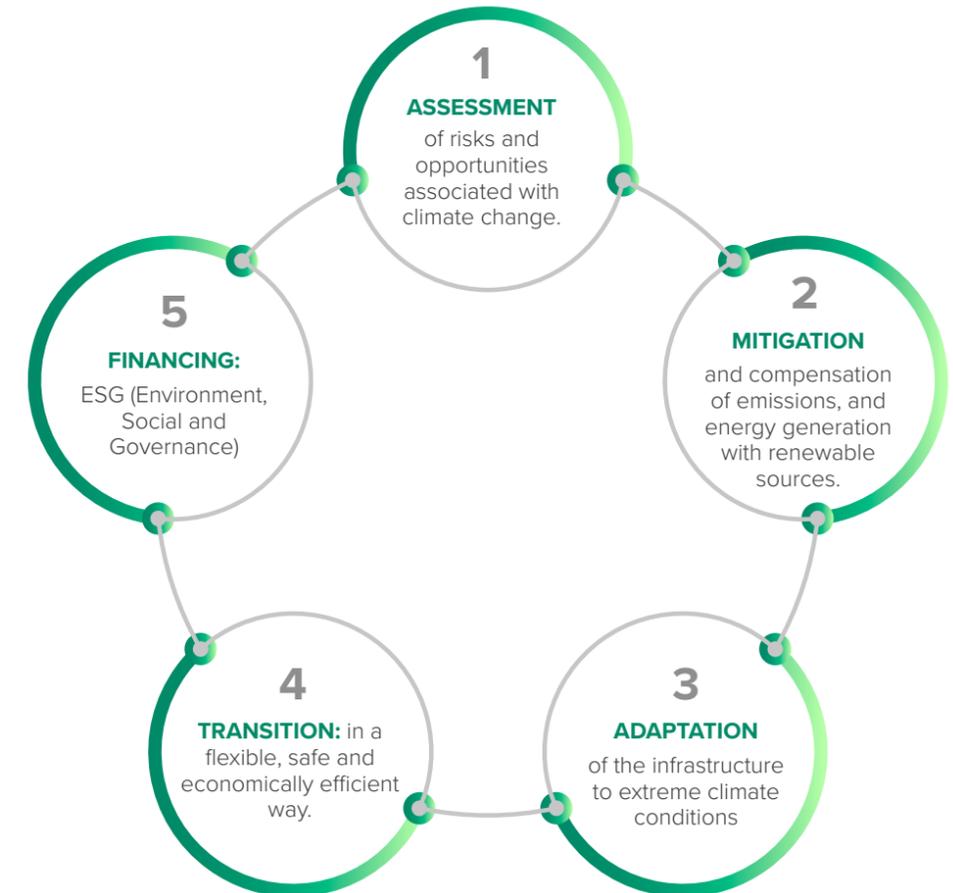
(GRI 3-3) (GRI Oil and Gas 11.2.1)

**Climate change management is a fundamental pillar of the Business Group's corporate strategy, which provides guidance on operations performance and consolidates its role as a leader in the energy transition in Latin America.**

It also enables taking timely action to mitigate risks and seize opportunities that contribute to the continuity of the business and the creation of long-term value. GEB's operations contribute to the expansion of clean energy and include actions to mitigate and adapt to climate change.

(GRI 3-3) (SASB IF-EU-110<sup>a</sup>.3) (SASB EM-MD-110<sup>a</sup>.2)

In January 2022, GEB adopted the Corporate Climate Change Policy. It establishes 16 commitments in 5 action lines: assessment of the risks and opportunities associated with climate change, mitigation, adaptation, energy transition and financial matters.



(To view the Climate Change Policy, use this QR code.)



Here

1

**ASSESSMENT OF RISKS AND OPPORTUNITIES ASSOCIATED WITH CLIMATE CHANGE**

(GRI Oil and Gas 11.2.1)

GEB assesses the possible impacts on business growth from the materialization of climate risks (physical and transition risks). Additionally, not taking advantage of the opportunities related to climate change could lead to the materialization of risks related to competitiveness. The Group has adopted the recommendations of the *Task Force on Climate-Related Financial Disclosures* (TCFD) for the transparent disclosure of information related to the risks and opportunities associated with climate change, and has incorporated these risks in its management strategy and systems.



2

**EMISSIONS MITIGATION AND OFFSETTING**

The management of greenhouse gas (GHG) emissions requires the identification and quantification of significant emissions sources. Their continuous monitoring enables the development of timely mitigation measures. The quantification, reporting and periodic monitoring of emissions is carried out using the Corporate Carbon tool, based on the GHG Protocol and ISO 14064.

(GRI 305-5) (GRI Oil and Gas 11.2.3) (SASB IF-EU-110a.3)

Considering the National Determined Contributions (NDCs) of each country where GEB operates, the following targets have been set by 2030:

Additionally, GEB has made a commitment to become **carbon-neutral by 2050.**

• Reduction of greenhouse gases by 2030



(GRI Oil and Gas 11.2.1)

Additionally, in 2022, the Board of Directors set the target of reducing the net emissions of the entire Business Group, based on the following levels of fulfillment:

FULFILLMENT LEVEL	2022 CO2E EMISSIONS REDUCTION TARGET
Satisfactory (90%)	3.70%
Very satisfactory (100%)	4.20%
Extraordinary (120%)	4.60%

% reduction of net emissions

Fulfillment of this target affects 10% of employees' variable compensation. Additionally, through the acquisition of carbon bonds, the Group's subsidiaries offset any emissions that cannot be reduced through technological adjustments.



3

### ADAPTATION OF THE INFRASTRUCTURE TO EXTREME CLIMATE CONDITIONS

*(GRI Oil and Gas 11.2.1)*

Based on the need to adapt GEB's infrastructure to uncertain conditions and climate variability, in 2023, GEB will work on identifying the adaptation measures required to ensure the resistance and resilience of its infrastructure in face of extreme climate events and permanent changes in weather.

**GEB, Cálidda and TGI have adopted the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD)** for the transparent disclosure of information related to the risks and opportunities associated with climate change

4

### TRANSITION

GEB's objective is to support a fair, sustainable and competitive transition, where in addition to fighting climate change, we provide safe and affordable energy to our clients.

5

### FINANCING

*(GRI Oil and Gas 11.2.1)*

GEB will search for opportunities to obtain financial benefits (rate reductions, insurance rates, etc.) through its high level of performance in climate change management. The Group will seek opportunities for the issuance of theme bonds (green bonds, sustainability bonds or transition bonds) and similar instruments for the financing of projects for GHG emissions reduction, energy efficiency, renewable energies or energy transition.

## MAIN IMPACTS OF CLIMATE CHANGE MANAGEMENT

In 2023, GEB will design a climate change adaptation plan for electricity transmission and gas transportation in Colombia.

(GRI 3-3)

### ● NEGATIVE IMPACTS OF INADEQUATE OR NON-EXISTENT CLIMATE CHANGE MANAGEMENT

According to the climate change strategic risk of «Loss of profitability, viability and business continuity due to inadequate management of climate change», the insufficient or inadequate management of climate risks would have the following consequences:



Discouraging investors and shareholders searching for clean businesses that contribute to mitigating climate change.



Reduced access to sustainable financing options.



Vulnerability of the operation and the infrastructure to extreme climate events or permanent changes in weather.



Increase in emissions due to leaks of natural gas and SF<sub>6</sub>.

(GRI 3-3)

### ● POSITIVE IMPACTS OF EFFECTIVE CLIMATE CHANGE MANAGEMENT

Sufficient and suitable management enables:



**Making effective contributions** to reducing GHG emissions and adaptation to climate change through the generation and transportation of renewable energy.



**Measuring, documenting and observing** trends in the main sources of GHG emissions in the operations.



**Identifying** risks in a timely manner and seizing opportunities associated with climate change.



**Increasing** employees' knowledge to involve them in climate change management.



**Expanding** the use of natural gas as an energy source that can contribute to a fair and economically efficient transition.



**Contributing** to social equity and the improvement of health and life quality conditions, especially for households that use natural gas to substitute coal or firewood.

(SASB IF-EU-110<sup>o</sup>.3) (SASB EM-MD-110<sup>o</sup>.2)

## ● DECARBONIZATION INITIATIVES



**Carbon Neutrality:** GEB intends for all its companies to implement specific actions aimed at measuring, managing, reducing and offsetting their greenhouse gas emissions. In 2022, the Corporate office and the electricity Transmission Branch in Colombia were certified as carbon-neutral. Additionally, the natural gas transport subsidiary in Colombia, TGI, certified four of its gas compression centers and one operations center as carbon-neutral. GEB intends for all its companies to verify their emissions following the carbon neutrality verification and certification handbook published by Icontec.



**Path towards emissions reduction:** In late 2022, GEB's subsidiaries identified their main opportunities to reduce GHG emissions. In 2023, the GEB companies will define the actions to be taken and the paths for the reduction of emissions. They will set the path for decarbonization, which will be aligned with the NDC 2030 targets set by the countries where the Group has operations, and they must be financially and technically optimal. To structure them, they will start out by preparing marginal abatement cost curves (MACC), and priorities will be set over time (2023-2030) depending on their cost and abatement potential (\$/tCO<sub>2</sub>e).



**Control and reduction of methane emissions:** the global warming potential of methane molecules is between 25 and 80 times greater than CO<sub>2</sub>. In 2022, TGI carried out a methane leak detection campaign, checking 13% of its infrastructure, and repaired all the leaks found. This effort will continue until covering 100% of the infrastructure. On its part, Cálidda, in Peru, identified and repaired leaks at four regulation stations.



**Control of SF<sub>6</sub> gas leaks:** The Transmission business in Colombia has GIS (*gas insulated switchgear*) substations that are encapsulated in sulfur hexafluoride (SF<sub>6</sub>), which is used for the electrical insulation of high voltage equipment. Consequently, a plan is in place for:

- The early detection of leaks through a telemetry system.
- Leak correction and maintenance based on reliability at the substations.
- Reuse of the SF<sub>6</sub> gas.
- Application of the technical guidelines on handling SF<sub>6</sub> gas.

In 2022, the Corporate offices, the **Transmission Branch and TGI in Colombia** were certified as carbon-neutral



## ADAPTATION TO CLIMATE CHANGE

(GRI Oil and Gas 11.2.1)

In June 2022, GEB published its first report on the adoption of the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), in which it published information about its risks and opportunities associated with climate change. The report covers four dimensions or themes:



The scope of the report covers the Group's operations in Colombia (Transmission Branch and TGI), which include the electricity transmission businesses of the Transmission Branch, and the natural gas transportation operation of its subsidiary Transportadora de Gas Internacional (TGI) (Use this QR Code to view the report).



Here

The following was the progress made by the Group (Transmission Branch and TGI) in 2022 in connection with the recommendations of the TCFD framework:

RECOMMENDATION	TABLE OF CONTENTS	SECTION OF THE TCFD 2021 REPORT (CHAPTER)	PROGRESS IN 2022	RI EXPANSION 2022
<b>Governance</b>				
Disclose the organization's governance of climate change-related risks and opportunities.	a) Describe the board's control over climate-related risks and opportunities.	<b>2.1.</b> Board oversight of risks and opportunities related to climate change	<b>2.1.</b> In 2022, climate change was included in the Organization's strategic risk matrix. In addition to the Organization's supervision of the climate strategy, the Board of Directors monitors the risks, controls and action plans to manage climate impacts and seize climate opportunities.	<b>RI - Climate Change Chapter and Annexes</b>
	b) Describe the role of management in assessing and managing climate-related risks and opportunities.	<b>2.2.</b> Roles in assessing and managing climate-related risks and opportunities	<b>2.2.</b> The inclusion of climate risk implies that GEB has processes and an adequate organizational structure to manage climate challenges. The progress made in risk management and the implemented measures are supervised by Senior Management.	
<b>Strategy</b>				
Disclose the current and potential impact of climate-related risks and opportunities on the organization's business, strategy and financial planning where such information is material.	a) Describe the climate-related risks and opportunities identified by the organization in the short, medium and long term.	<b>3.1.</b> Definition of climate change risks and opportunities for GEB	In 2022, an action plan began to be developed to enhance the controls for the main risks associated with climate change for the electricity transmission and gas transport businesses in Colombia. This plan defines the areas responsible for managing the risks, the actions to enhance the controls, the time frames for performance, and indicators. This plan is expected to be completed in the first quarter of 2023.	<b>N.A.</b>
	b) Describe the impact of climate-related risks and opportunities on the organization's business, strategy, and financial planning.	<b>3.2.</b> Analysis of climate change risks and opportunities for GEB <b>4.</b> Risk Management		
	c) Describe the resilience of the organization's strategy, taking into account the different weather-related scenarios, such as a scenario with 2 °C or less.	<b>3.4.</b> Resilience	<b>3.4</b> The Board of Directors requested Management to design in 2023 a plan to adapt the electricity transmission and gas transport infrastructure in Colombia to manage physical risks caused by climate.	



RECOMMENDATION	TABLE OF CONTENTS	SECTION OF THE TCFD 2021 REPORT (CHAPTER)	PROGRESS IN 2022	RI EXPANSION 2022
<b>Risk Management</b>				
Disclose how the organization identifies, assesses and manages weather-related risks.	a) Describe the organization's processes for identifying and assessing weather-related risks.	<b>4.1.</b> Risk identification and assessment process	<b>4.1</b> Define an initiative to carry out in 2023 the identification and assessment of climate risks and opportunities of the other controlled subsidiaries of GEB.	<b>RI Annexes: Table on loss of profitability, viability and business continuity due to inadequate management of climate change</b>
	b) Describe the organization's process for managing climate-related risks.			
	c) Describe how the processes for identifying, assessing and managing weather-related risks are integrated into the Organization's overall risk management.	<b>4.2.</b> Integration of weather-related risks in risk management	<b>4.2</b> Inclusion of the risk of «loss of profitability, viability and business continuity due to inadequate management of climate change» in the strategic risks of GEB.	
<b>Metrics and Objectives</b>				
Disclose the metrics and targets used to assess and manage relevant weather-related risks and opportunities where such information is material.	a) Disclose the metrics used by the organization to assess weather-related risks and opportunities in accordance with its strategy and risk management process.	<b>5.2.</b> Metrics to assess climate-related risks and opportunities	<b>5.1</b> In September 2022, the Corporate office and the transmission business of GEB were certified as carbon-neutral by Icontec.	<b>RI - Climate Change, Environmental Performance Chapters and Annexes</b>  <b>GRI 305-1</b> <b>GRI 305-2</b> <b>GRI 305-3</b> <b>GRI 305-5</b> <b>GRI 303-3</b> <b>GRI 303-5</b> <b>GRI 306-3</b> <b>GRI 306-4</b> <b>GRI 306-5</b> <b>GRI 302-1</b> <b>GRI 302-4</b>
	b) Disclose Scope 1, Scope 2 and, if applicable, Scope 3 greenhouse gas (GHG) emissions and their related risks.	<b>5.2.</b> Metrics to assess climate-related risks and opportunities	<b>5.1</b> In 2022, GEB decreased its net GHG emissions by 14.8% compared to the baseline year.  <b>5.2</b> During the first half of 2023, indicators will be developed to assess the different risks associated with climate change.	
	c) Describe the targets used by the organization to manage weather-related risks and opportunities and performance against targets.	<b>5.1.</b> Targets related to climate change	<b>5.1</b> Begin to design the path for the reduction of GHG emissions by 2030, aligned with the reduction targets for GEB's businesses; this project will be completed in the first half of 2023.	

(GRI 3-3)

## RESULTS 2022

### PERFORMANCE OF GHG EMISSIONS MANAGEMENT

(SASB EM-MD-110<sup>a.1</sup>) (SASB F-EU-110<sup>a.1</sup>) (SASB F-EU-110<sup>a.2</sup>)  
(GRI 305-1 305-2 305-3) (GRI Oil and Gas 11.1.5 11.2.3)

14.8% reduction during 2022 by GEB and its subsidiaries of net GHG emissions compared to the baseline year.

#### Table of emissions offset by subsidiary in 2022

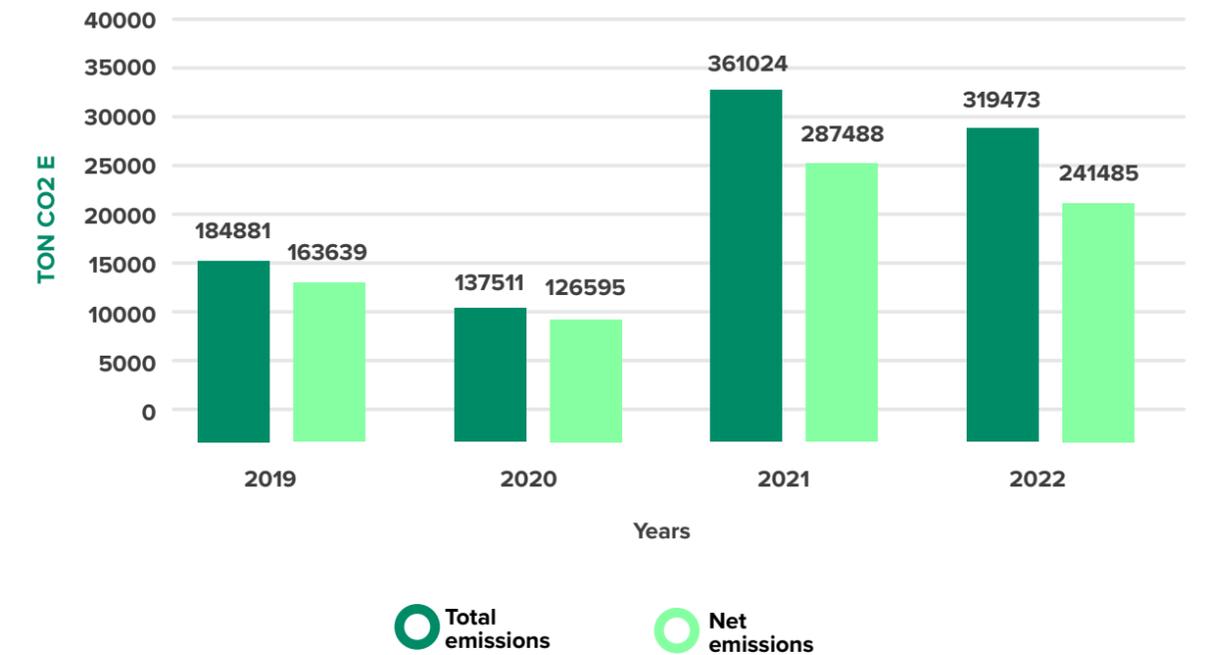
	OFFSET EMISSIONS IN 2022			
	Corporate	Branch	TGI	Calidda
TonCO <sub>2</sub> e	248	3823	70597	3320

Offsetting in 2022 by GEB and its subsidiaries of 77,987 tCO<sub>2</sub>e through the acquisition of carbon bonds issued for REDD+ projects. These bonds, in addition to representing the tons of CO<sub>2</sub> fixed in natural forests, include the generation of social benefits and contributions to biodiversity.

(GRI 3-5) (GRI Oil and Gas 11.2.3)  
(Own. Offset emissions) (Own. Net emissions)

#### Graph of total and net emissions of GEB in the last four years

DIRECT AND INDIRECT EMISSIONS (TON CO <sub>2</sub> EQ)	CORPORATE GROUP			
	2019	2020	2021	2022
Scope 1 emissions	179743	135734	355083	312431
Scope 2 emissions	2405	1465	2077	2013
Scope 3 emissions	2734	311	3865	5029
<b>Total scopes 1, 2 and 3 emissions</b>	<b>184881</b>	<b>137511</b>	<b>361024</b>	<b>319473</b>
Offset emissions (carbon bonds)	21242	10916	73575.93	77988
<b>Net Emissions (Ton CO<sub>2</sub>eq)</b>	<b>163639</b>	<b>126595</b>	<b>287448</b>	<b>241485</b>





- Verification of the footprint between 2019 (baseline year) and 2021 by an external entity (Icontec) for the electricity transmission business in Colombia and the Corporate office.
- Design of the «2019-2030 Carbon Neutral Plan» for the electricity transmission business in Colombia and the Corporate office.
- Certification as carbon neutral of the electricity transmission business in Colombia and the Corporate office.
- Publication of the first TCFD report.
- Acquisition of 2,542 carbon bonds of the Cupica Dolphin Conservation Project REDD+, located in Bahía Solano in Chocó, verified by Icontec, to offset 2021 emissions.



- Update and verify the 2021 carbon footprint based on the new version of the ISO 14064:2018 standard.
- Offsetting of 3320 tCO<sub>2</sub>e through the project «Tambopata Bahauja Biodiversity Reserve».
- Preparation of the first TCFD Report of Cálidda, available at:



Here



- Offsetting of 70,597 tCO<sub>2</sub>e, under the carbon bonds acquisition mechanism (for emissions produced by methane leaks produced by emergencies in the gas pipelines).
- Updating, under the NTC ISO 14064:2020 procedure, of the 2021 GHG inventory, identifying a total of 182,697.31 tCO<sub>2</sub>e, verified by a third party.
- Performance of the «Tightening Plan» of the infrastructure to plug the identified leaks and for the diagnosis of 13% of the infrastructure.
- Verification of the GHG inventory and Carbon Neutral certification by Icontec for four gas compression stations and one operations center located in Barrancabermeja, Paratebuena, Mariquita, Norean and District VII Manizales.



- Reduction of electric power consumption from the national grid at the facilities through the use of a solar photovoltaic plant at Ica Norte.



- Completion of 39% of the 1.12% GHG emissions reduction target compared to 2019.



- Acquisition of 8 natural gas minivans used for maintenance of the natural gas distribution system.

(GRI 305-5) (GRI Oil and Gas 11.2.3) (SASB IF-EU-110<sup>a</sup>.3)

## TARGETS AND CHALLENGES

### ● SHORT-TERM TARGETS 2023-2024:

- Fulfill 100% of the corporate emissions mitigation indicator (ICME, for the Spanish original) of 5.87% in 2023.
- Reduce operating emissions at TGI by 7% in 2023.
- Reduce operating emissions at Enlaza by 3% in 2023.
- Reduce operating emissions at Cálidda by 6.7% in 2023.
- Reduce net emissions at Conecta by 2.5% in 2023.
- Provide climate change training for the Group's employees.
- Maintain carbon neutrality at GEB (Corporate and Transmission Branch).
- Complete in 2023 the emissions reduction path for the Group.
- Develop the TCFD action plan at TGI and the Transmission Branch.
- Incorporate risks associated with climate change in the strategic risk matrix of the subsidiaries Cálidda and Enlaza.
- Implement ISO 14064 to calculate the Group's emissions.

- Develop climate change risks and opportunities matrices at Contugas, Conecta and ElectroDunas.
- Assess climate change management under the CDP (*Climate Disclosure Project*).
- Reduce methane fugitive emissions in 100% of TGI's infrastructure.

### ● MEDIUM AND LONG-TERM TARGETS 2025-2030

- Budget and implement the initiatives proposed in the emissions reduction path to achieve the targets aligned with the NDCs.
- Develop the climate change adaptation plan in GEB's businesses.
- Implement a science-based project for carbon capture.
- Create the Internal Carbon Market.
- Replace 100% of the gas relief systems in the flares.
- Achieve carbon neutrality in all GEB operations by 2050.

(GRI 3-3)

## LESSONS LEARNED

● In order to manage emissions in a comparative manner, the businesses must standardize their emissions inventories taking into consideration the baseline years, methodologies, emissions sources, emissions factors and global warming potential, among other factors. This alignment will facilitate comparisons of carbon footprint management between businesses and will enable prioritizing the reduction initiatives.

● The establishment of communications channels between the maintenance, sustainability, infrastructure and planning areas enabled defining responsibilities and establishing joint climate change management strategies.

● The roadmap for decarbonization facilitates the appropriation of the emissions reduction targets by the technical area.

● The incorporation of the TCFD framework in the Company's policies, strategies and risk matrix enables the identification of measures to mitigate climate risks and seizing opportunities.

# CLIMATE STRATEGIES IN 2023

**2022**



**CLIMATE RISKS ASSESSMENT**

- First TCFD Report
- Identification and assessment of climate risks at the Transmission Branch and TGI
- Inclusion of climate risks in GEB's strategic risk matrix

**MITIGATION**

- Adoption of the Climate Change Policy in all GEB subsidiaries
- Verification of GHG at GEB, TGI and Calidda
- Carbon Neutral Certification (at GEB, Transmission Branch and TGI\*)
- Reduction of GHG emissions in line with each country's NDCs:



**ADAPTATION**

- Offsetting through **77,987** carbon bonds in the Business Group

**2023**



- Identification, assessment and inclusion of climate change risks in the strategic risk matrices of the subsidiaries
- Presentation of the CDP assessment on climate management

Prepare and approve the emissions reduction path

- Include contractual requirements to report GHG emissions

- Plan to adapt GEB's infrastructure in Colombia to climate change.

**2030**



- Mitigate climate risks and seize climate opportunities

- **Reduction of greenhouse gases by 2030**



Implementation of infrastructure adaptation actions

**2050**



- Carbon neutrality in all GEB operations

**TOOLS**



Corporate Climate Change Policy



SAP Sustainability Control Tower



Corporate Carbon emissions measurement



TCFD CDP



GHG Protocol ISO 14064

**EMPLOYEE TRAINING ON CLIMATE MANAGEMENT**



# 03 GOVERNANCE, TALENT AND WELL-BEING

Stakeholder Groups Impacted

- Investors and analysts
- Employees
- Board of Directors / Senior Management
- Subsidiaries
- Credit rating agencies
- Suppliers and Contractors

Capital



Human and Intellectual



Social and relational



Financial

Prioritized SDGs



16.6

# CORPORATE GOVERNANCE

(GRI 3-3)

**Corporate governance is the driver of the corporate strategy and defines the way GEB's businesses are developed.**

It is a necessary tool to address the challenges of the energy transition in a competitive and sustainable manner, and its aim is to fulfill the stakeholders' requirements and guidelines, and to give continuity to the strategic development of the operations.

Corporate governance assures the respect for stakeholders' rights, and supports compliance with the duties and obligations by GEB's different governance bodies, which are set out in the legal, statutory and regulatory documents that define the Group's framework of action. The corporate governance instruments assure that the different corporate bodies fulfill the commitments acquired in the strategy for the protection of human rights. The above assures shareholders, investors and stakeholders that decision-making at the highest level will be made in

an effective and transparent manner, and ensures the traceability of GEB's decisions and management.

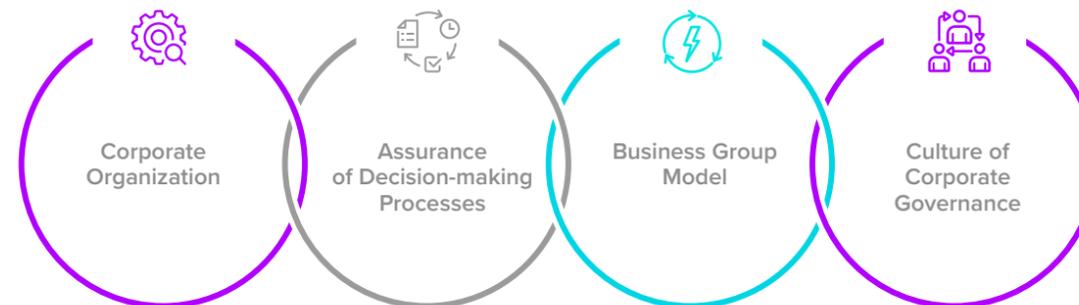
To this end, GEB continues to implement and follow the best corporate governance practices incorporated as rules in the corporate documents, particularly in the Company Bylaws, the rules of procedure of the governance and management bodies, and other corporate policies, which are permanently available on the website in the Corporate Governance section.



Here

(GRI 3-3)

## GOVERNANCE MODEL



## GEB'S SHAREHOLDINGS STRUCTURE



Bogotá, Capital District



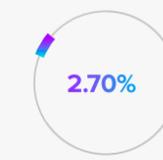
Corficolombiana



Fondo Pensiones Obligatorias Porvenir



Other



Fondo Pensiones Obligatorias Colfondos



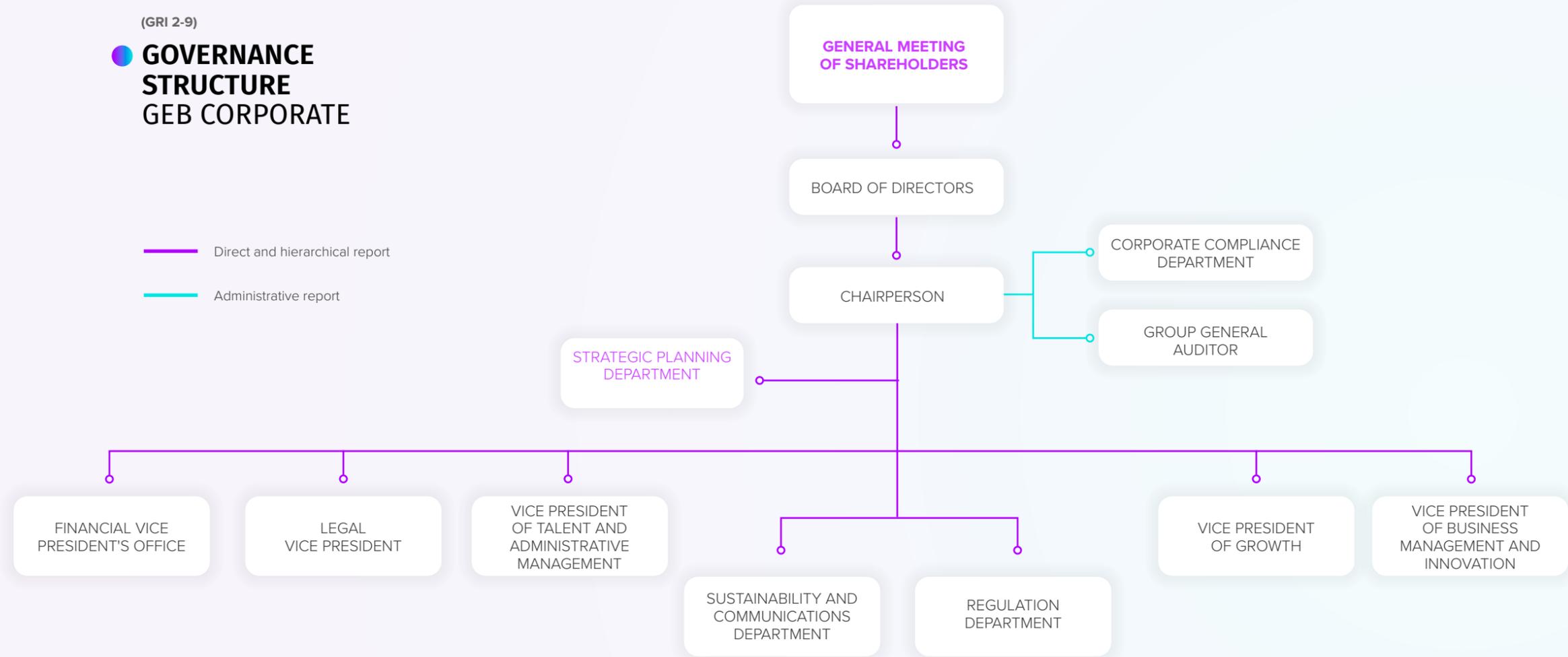
Fondo Pensiones Obligatorias Protección



Fondo Pensiones Obligatorias Skandia

(GRI 2-9)  
**GOVERNANCE  
STRUCTURE  
GEB CORPORATE**

— Direct and hierarchical report  
— Administrative report



## GENERAL MEETING OF SHAREHOLDERS

It is GEB's highest governance body, in which a shareholders' meeting carried out in accordance with the law and the Company Bylaws<sup>2</sup> adopts the most important decisions of the Company and exercises effective control over its operation, providing guidance on the mandate and performance of the Company's management.

**Corporate governance** assures the respect for the rights of stakeholders

2. The Company has two classes of shares: ordinary shares and shares with preferred dividends and no voting rights. (Art 9. GEB Corporate Bylaws).

(GRI 2-9)

## BOARD OF DIRECTORS



Juan Mauricio Ramírez Cortés  
Non-independent



Luis Javier Castro Lachner  
Non-Independent



Ignacio Pombo Villar  
Independent



Rafael Pardo Rueda  
Independent



María Lorena Gutiérrez Botero  
Non-independent



Martha Yaneth Veleño Quintero  
Vice Chairman of the Board – Non-independent



María Mercedes Cuéllar López  
Independent



Juan Mauricio Benavides  
Independent



Andrés Escobar Arango  
(102-23) Chairman of the Board - Independent

The Board of Directors is comprised of nine (9) principal members with no alternates, of whom five (5) meet the independence criteria, three (3) are women, and none holds an executive position in the Company's Management. The provisions of the Policy on Appointment, Succession and Compensation of the Board of Directors ensure that: **(i)** the majority of Board members are independent; **(ii)** the members are diverse in terms of culture, gender, nationality and specialty areas; **(iii)** the members fulfill the profile and experience requirements in accordance with GEB's corporate purpose, and **(iv)** the members have the time availability required to fulfill the duties of the position, and verification is performed at the time of their appointment to ensure that, pursuant to law, none of the members belongs to more than four (4) additional boards of directors of joint-stock companies.

According to Colombian law, Board members are elected through the electoral quotient system, which ensures the adequate representation of shareholders in the management body. Additionally, based on the commitment it made in 2017, the Capital District, the majority shareholder, must include in its list of candidates one person nominated by the 10 (or 4) minority shareholders with the largest shareholdings, and who must fulfill the independence criteria.

The Board of Directors is the highest governance and strategic direction body and, consequently, maintains a consolidated vision of GEB and its subsidiaries. The extraordinary General Meeting of Shareholders held on January 31, 2020, elected the Board of Directors of GEB for a two year period, as follows:



Here

(GRI 2-9 2-12)

## SUPPORT COMMITTEES OF THE BOARD

One of the guarantees of good corporate governance is the establishment of support committees to advise the Board of Directors for the effects of decision-making. The Board of Directors receives support from the Corporate Governance and Sustainability, Audit and Risks, Financial and Investments, and Compensation Committees. Each has its own separate operating rules and their members are assigned by the Board of Directors to perform their duties over the same term as their appointment. They are available at:

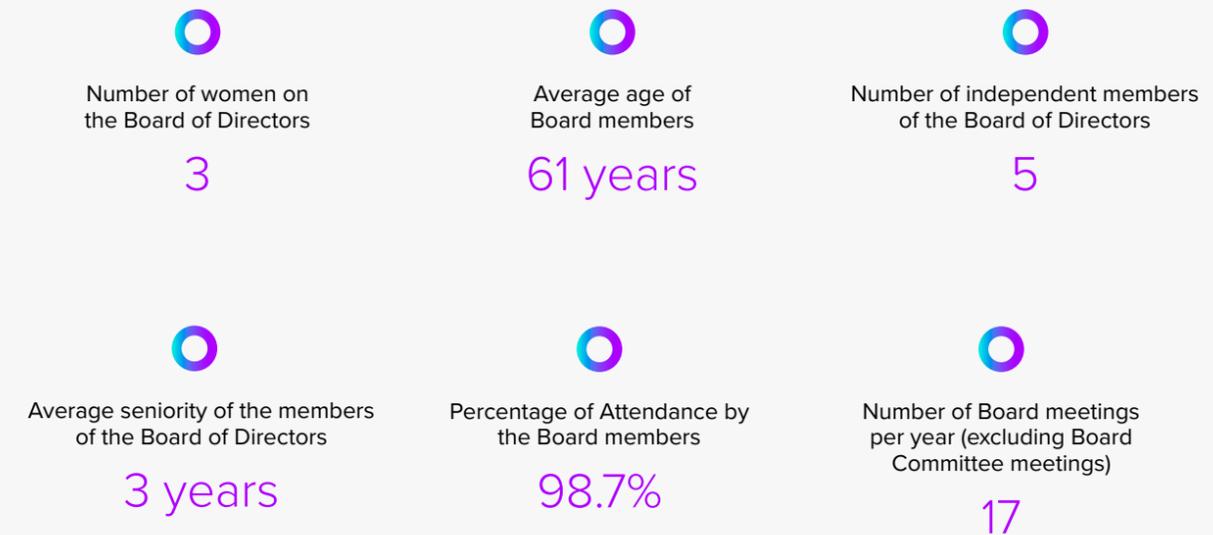


Here



(Own) (GRI 405-1)

## STRUCTURE, DIVERSITY AND PARTICIPATION OF GOVERNANCE BODIES



MEMBERS OF GOVERNANCE BODIES <sup>3</sup>	YEAR	MEN	WOMEN	BETWEEN 40 AND 50 YEARS OLD	OVER 50 YEARS OLD
Number of individuals and percentage of the Board of Directors	2022	6 67%	3 33%	- 0%	9 100%
	2021	6 67%	3 33%	- 0%	9 100%
	2020	6 67%	3 33%	1 11%	8 89%
	2019	6 67%	3 33%	- 0%	9 100%

3. No members are under 30 years old; between the ages of 30 and 40; or belong to minority or vulnerable groups.

(GRI 2-12 2-13)

## MANAGEMENT TEAM

It is led by the President of GEB and its structure is defined by the Board of Directors. Senior Management reports to the Board on the company's economic, social, and environmental performance. Given that GEB is the parent company of the Business Group, 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 all Group companies.

(GRI 2-13)

## HOW DOES THE BOARD OF DIRECTORS DELEGATE IMPACT MANAGEMENT?

The Board of Directors has a Corporate Governance and Sustainability Committee that proposes and supervises compliance with the corporate governance measures and of the sustainability approach adopted by the Company and the Group companies. In addition to Corporate Governance matters, the Committee addresses relevant topics for GEB and its stakeholders, such as progress in the implementation of the sustainability strategy, the results of the Organization's evaluations on sustainability, including the *Dow Jones Sustainability Index*, and the development of the Human Rights and climate change strategies, among others.

Additionally, the Audit and Risk Committee of the Board of Directors monitors the

Organization's strategic risks, including those related to the respect for human rights and climate change.

GEB's different areas also work in a coordinated manner on the preventive and timely management of the possible impacts the Organization may have on the economy, the environment and people. To this end, it has established processes and identified the impacts, risks, controls and persons responsible for managing with excellence the matters related to sustainability at the Organization.

The Organization's sustainability performance (impacts, risks and achievements) is also periodically supervised by the Group's President's Committee.

(GRI 13-3)

## RESULTS 2022

During 2022, corporate governance efforts focused on strengthening the capabilities of GEB as the parent company of the Business Group, to which end it updated the Business Group Agreement signed with the subsidiaries, which establishes the corporate framework for strategic relations, as well as the organizational arrangement required for its implementation.

The Company also continued on the path of adopting and consolidating the best corporate governance practices, obtaining highly positive results in the various measurements, such as:

-  Fulfillment of **95.9%** of the best corporate governance practices established by the Financial Superintendence of Colombia in Código País.
-  IR (Investor Relations) Award granted by the Colombian Securities Exchange (BVC) to issuers that make efforts to strengthen trust and credibility among the investor community, obtaining a score of **97.3%** in terms of fulfillment of BVC's recommendations.
-  Score of **100%** in the measurement of corporate governance carried out by the District Ombudsman's Office (*Veeduría*) of companies in which the Capital District has shareholdings.
-  Scored **83 points** in the Economic and Sustainability Dimension of S&P Global's Dow Jones Sustainability Index.

(GRI 13-3)

## TARGETS AND CHALLENGES

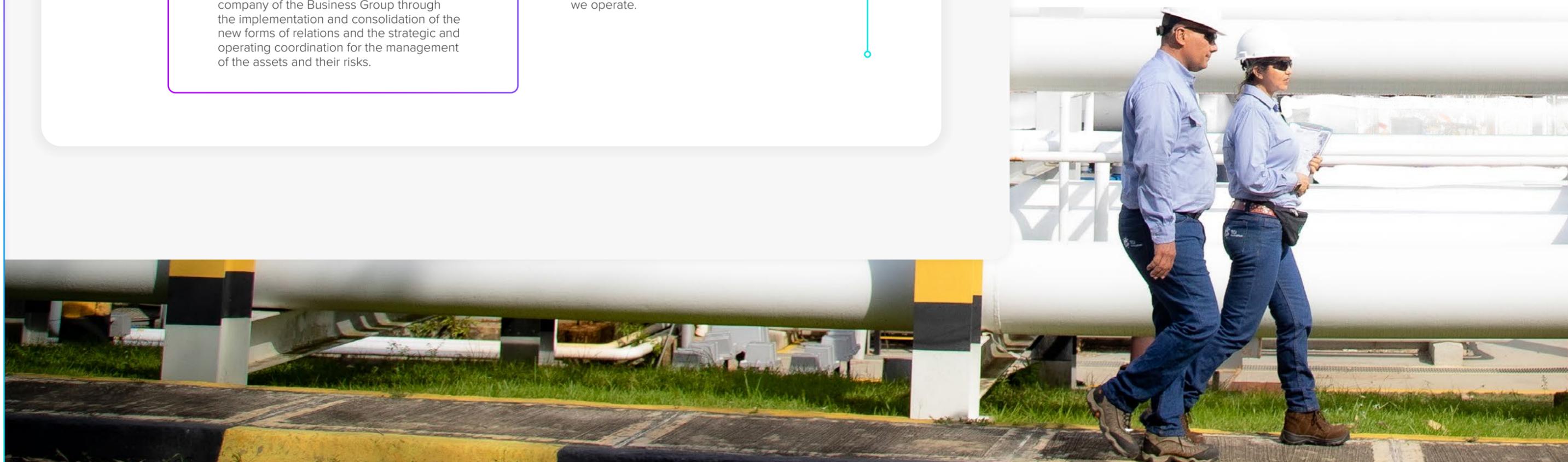
The following are the main short-term objectives related to corporate governance:

- Ensure the continuity of the corporate strategy through the implementation of corporate governance measures aimed at ensuring an adequate succession of the Board of Directors, provide greater guarantees for the participation of minority shareholders in decision-making and strengthening the process for electing Senior Management.
- Consolidate the role of GEB as the holding company of the Business Group through the implementation and consolidation of the new forms of relations and the strategic and operating coordination for the management of the assets and their risks.
- Contribute corporate governance instruments to assure the Business Group's Sustainability Strategy, creating mechanisms for the continuous monitoring and assessment of fulfillment of the established goals.
- Make corporate governance a fundamental component for cultural transformation, that defines the way we do business with a positive impact on the environment in which we operate.

(GRI 13-3)

## LESSONS LEARNED

Considering the growth and evolution of GEB's businesses based on the implementation of the Corporate Strategic Plan, the corporate governance process must strengthen stakeholder communications and feedback on the adopted measures, and consolidate the joint construction of the relations system with the Group companies and strategic partners.



### Stakeholder Groups Impacted

- Employees
- Financial institutions
- Status
- Subsidiaries
- Guilds and associations
- Investors and analysts
- Board of Directors / Senior Management
- Partners
- Suppliers and Contractors
- Community

### Capital



Human and Intellectual



Social and relational



Financial

### Prioritized SDGs



16. 5

# ETHICS AND TRANSPARENCY

(GRI 3-3)

**Ethics and transparency are the foundations for engaging in all relationships, interactions, actions and decisions by Grupo Energía Bogotá and its subsidiaries.**

For GEB, it is essential to ensure that all business objectives are fulfilled without breaching the institutional ethics framework, and that management is based on transparent conducts.

The Ethics and Compliance Program is developed by the Corporate Compliance Department and approved by the Audit and Risk Committee of the Board of Directors. It guides the conduct of all employees, partners and stakeholders in the context of respect, as well as the knowledge, adoption and practice of the corporate values, ensuring that their actions are framed in the value of integrity. The objective of GEB and its subsidiaries is to maintain a strong ethics culture based on the Code of Ethics and Conduct, as well as the Code of Ethics and Conduct for Suppliers and Contractors, contributing in this manner to fairness throughout the value chain.

The Corporate Compliance Office is also responsible for training employees on existing provisions, as well as for creating a suitable and safe environment to ensure the adequate management and verification of any breach or deviation from the ethics framework, and that timely action is taken as required to produce the least impact possible on the Company's strategy and its stakeholders.

Managing matters related to ethics and transparency enables the management and prevention of the materialization of risks related to acts of fraud, corruption, bribery, money laundering, financing of terrorism and the proliferation of weapons of mass destruction, restriction to free competition, conflicts of interest, and failure to abide by the regulations on the protection of personal data, among others. It is an indispensable activity to fulfill and drive the Corporate strategy and the Group's mission.

Diversity, gender equity and inclusion are essential conditions for the progress of society and the sustainable growth of the Company. In this regard, the institutional commitment is to strongly reject any form of discrimination or exclusion, thereby promoting a business based on Competitive Energy for Equity. This is achieved through the adoption of guidelines and provisions that highlight the need for fair and transparent relationships based on the trust placed in us by the employees, shareholders, partners, and all stakeholders in general, without allowing any

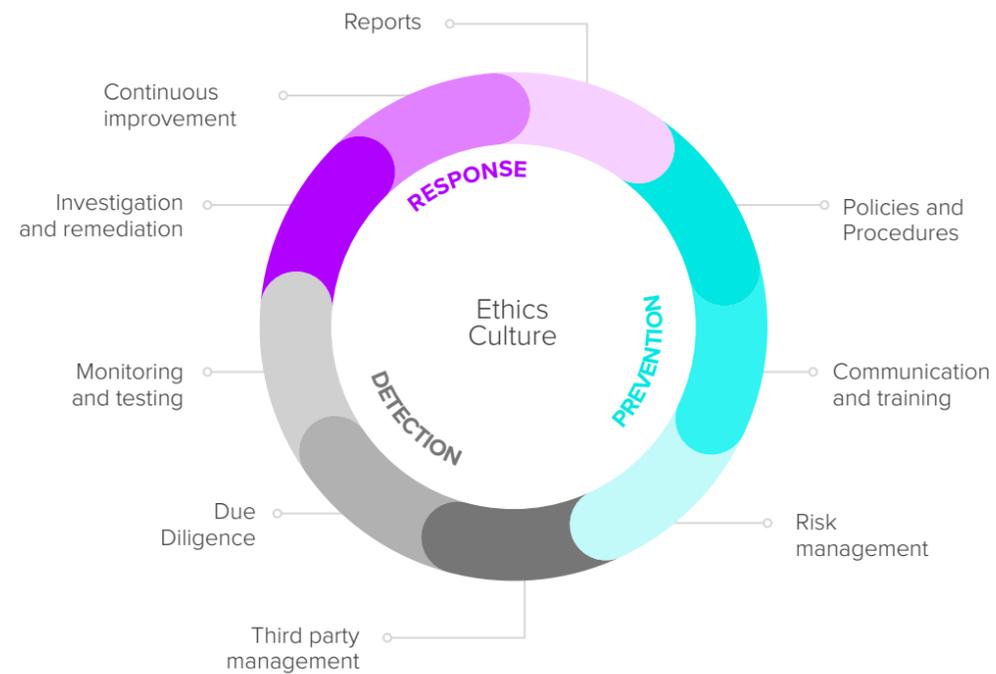
unequal treatment or incurring in any act of discrimination.

The Business Group also protects the market interests of indirect consumers by rejecting any practices that limit or endanger free competition or that have negative impacts on consumer well-being, in order to protect healthy, free and fair competition in the market, ensuring equity in all areas. To this end, GEB and its subsidiaries promote an independent and reliable Ethics Channel that enables making reports in a direct and anonymous manner, which can be fully verified.

Also, as part of its ethical and transparent behavior, GEB rejects any activity related to or that leads to sexual harassment.

## COMPLIANCE PROGRAM

The central focus of the Ethics and Compliance Program is on promoting an ethics culture, with three basic focus areas: prevention, detection and response, as displayed in the following graph:



(GRI 2-25 2-26)

## ETHICS CHANNEL

One of the strategies aimed at creating trust among stakeholders is the implementation and availability of an Ethics Channel for GEB and all its subsidiaries. This channel is managed by an independent third party and enables all GEB employees and external

agents to communicate ethical dilemmas, report any situation that may involve actual or potential deviations from and effects to the Company's ethics framework. It also enables making inquiries related to ethics and compliance.

### TOLL-FREE TELEPHONE NUMBERS

Colombia: 018005189191  
Peru: 7052233  
Guatemala: 50223784852  
Brazil: 08008923392

### WEBSITE



Here

### EMAIL

canaleticogeb@ethicsglobal.com

### APP

**EthicsGlobal** –Play store –App store

Reception and generation of the report records.

Analysis, classification of the reports, preliminary review of the reports.

Ethics Global Call Center



### INVESTIGATION ON THE ACCOUNT OF GEB OR THIRD-PARTY EXPERTS

Employees may be called for questioning in order to validate a possible report.

Ethics and Compliance Committee

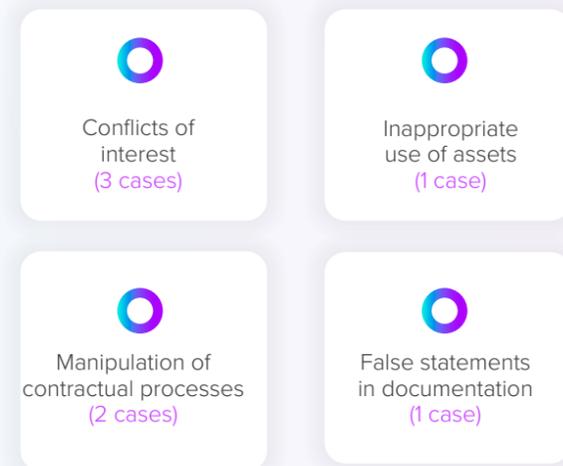
Employee Relations Committee

Audit and Risk Committee

## EVENTS REPORTED THROUGH THE ETHICAL CHANNEL

In 2021, 30 inquiries and 8 reports were received. In 2022, at November 30, GEB had received and addressed 43 ethical dilemmas or inquiries and 27 reports. All the dilemmas or inquiries and 16 of the reports have been closed. Those that remain open are under investigation or in the process of being closed.

Of the 16 closed reports, the claims made in 7 of them were confirmed, under the following categories:



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

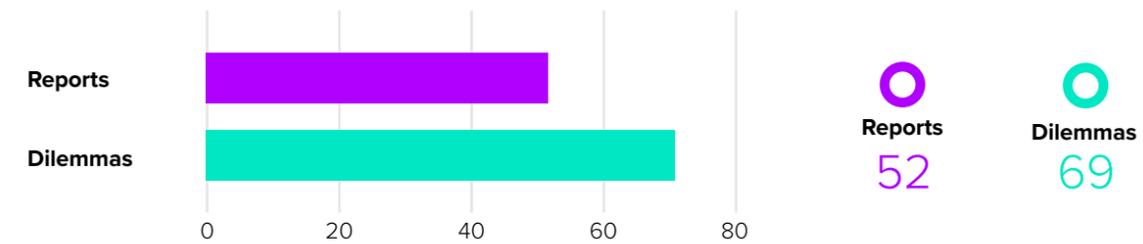
### Total number of cases of confirmed violations of the Code of Ethics and/or Conduct, and nature of the cases.

In 2022, no cases of corruption or bribery were confirmed, according to the reports included in the channel.

(Own)

### Number of Events Reported through the Ethical Channel in 2022

### EVENTS REPORTED THROUGH THE ETHICS CHANNEL



Note: the Supplements section of this report provides additional details on the description of the reports and ethical dilemmas reported through the Ethics Channel.

(205-1 + Oil and gas 11.20.2)

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

By applying the Comprehensive Risk Management Model we identified and managed the strategic and process risks by means of periodic monitoring and control in coordination with the process leaders. During 2022, we assessed the compliance risks of 100% of the operations of GEB and its subsidiaries.

(GRI 205-1 + Oil and gas 11.20.2)

### Description of significant risks related to corruption identified through the risk assessments

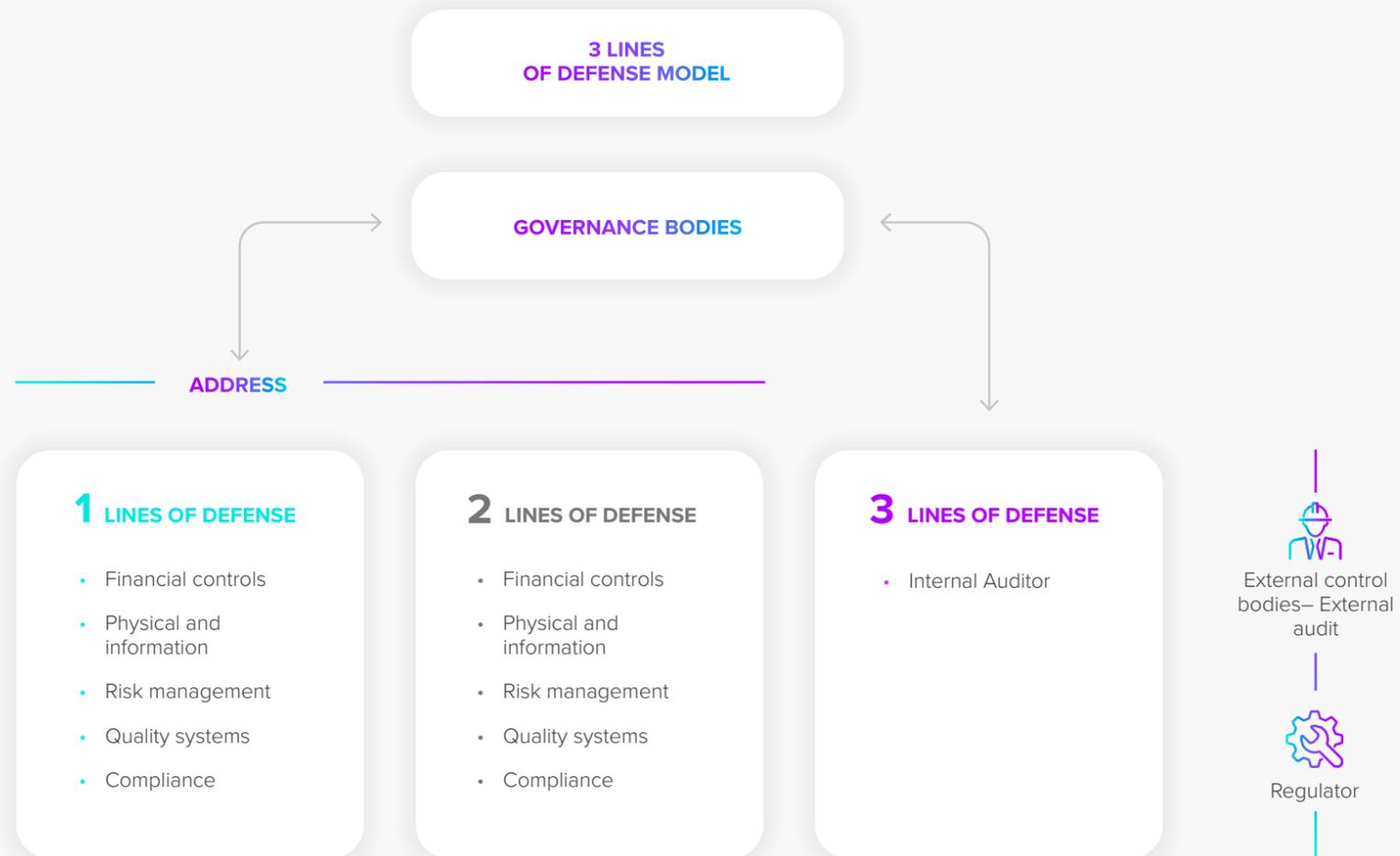
The following were the risks identified as most significant in connection with fraud and corruption at GEB:

- Misappropriation of the organization's funds to favor third parties.
- Inadequate control in establishing and managing framework contracts and purchase orders.
- Unauthorized access to technological applications and/or infrastructure systems.
- Failure to detect in a timely manner any conflicts of interest of contracted personnel and in goods and services contracting processes.
- Weaknesses in the goods and services contracting processes (superficial preliminary or feasibility studies, targeted request for bid documents, insufficient technical capacity of contractors, filtered information).
- Third parties included in ML/TF sanctions lists that may produce impairment of image or lead to penalties from regulatory agencies.
- Contracts with third parties included in ML/TF sanctions lists that may produce impairment of image or lead to penalties from regulatory entities.

Note: the Supplements section of this report provides additional details on the description of the significant risks related to corruption identified by GEB and its subsidiaries

(GRI 3-3)  
**COMPLIANCE AS SECOND  
LINE OF DEFENSE**

GEB uses the three lines of defense model, based on the standard promoted by the European Confederation of Institutes of Internal Auditing (ECIIA), which defines the responsibilities related to the Internal Control System. In this sense, GEB has implemented a control architecture based on:



**DIAGNOSING AND  
CLOSING PTEE GAPS**

During 2022, GEB carried out a diagnosis to identify the actions required to implement a Program of Transparency and Enterprise Ethics (PTEE). Once the gaps were identified for the implementation of a comprehensive program for the adequate management of compliance risks, taking into consideration the particular risk factors and susceptibilities of GEB, work was carried out to close 94% of these gaps.

**During 2022, GEB carried out a diagnosis to identify the actions required to implement a Program of Transparency and Enterprise Ethics.**



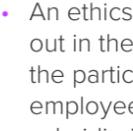


(GRI 13-3)

## RESULTS 2022

- Fulfillment of **96%** of the Compliance Program, which in 2022 included **135 activities** in the focus areas of prevention, detection and response.
- The manager of the Ethics Channel was replaced, ensuring the contracting of an independent third party. This implies, among other benefits, an expansion of the reporting channels by enabling an app for mobile devices, in addition to the existing channels (toll-free telephone number, website form and e-mail).
- Implementation of the Personal Data Protection (PDP) Program.
- Update and approval by the Board of Directors and dissemination of the internal Code of Ethics and Conduct of GEB, available at:
 


Here
- Drafting and approval by the Board of Directors and dissemination of the Code of Ethics and Conduct for Suppliers and Contractors of GEB, available at:
 


Here
- Design and implementation of a compliance e-learning course for all GEB employees.
- Delivery of training to targeted groups that require more in-depth training on particularly relevant matters for their duties and responsibilities, based on the identification and assessment of the compliance risks.
- Consolidation of the team of the Corporate Compliance Office, ensuring the functions of prevention, detection and response.
- Training for all suppliers and contractors involved in open or closed competitive bidding processes, starting in July 2022.
- Development of monitoring mechanisms for relevant compliance aspects.
- An ethics culture survey was carried out in the entire Business Group, with the participation of over 90% of the employees of the Corporate office and its subsidiaries.
- Drafting and approval by the Board of Directors of the Manual for Prevention of ML/TF/FPWMD (Money Laundering, Terrorism Financing, Financing the Proliferation of Weapons of Mass Destruction), which voluntarily compiles some of the best practices in this field (Sagrilaft, for the Spanish original).
- Drafting and approval by the Board of Directors of the Corporate Ethics, Anti-bribery and Anti-corruption Policy.
- Drafting and approval of the Corporate Ethics, Anti-bribery and Anti-corruption Manual.
- Visits to all the subsidiaries to ensure cohesion, presence and a common direction regarding ethics and compliance.
- Organization of a face-to-face meeting of the Compliance Officers of all the subsidiaries and of the Corporate offices, to cover a 2-day work agenda.
- In terms of strengthening GEB's PDP Program, during 2022 a Personal Data Protection Officer was appointed at the Corporate Compliance Office, who during the year updated and designed the policies, manuals and procedures related to personal data protection.
- Coordination of the Personal Data Protection programs of the subsidiaries in their different jurisdictions.

(GRI 3-3)

## TARGETS AND CHALLENGES

- In 2023, achieve the gradual and full implementation of the Program of Transparency and Enterprise Ethics, closing 100% of the identified gaps and updating the corporate documents, defined and implemented in accordance with regulations issued in this regard by the Superintendence of Public Utilities, as the administrative authority that supervises GEB.
- In 2023, begin the implementation of the ISO 37001(2016) certification process, which is expected to be obtained in 2024.
- In 2023, define and consolidate the Internal Control area, hiring the defined profiles and developing the corresponding procedures.
- In 2023, participate in the Enterprise Transparency measurement and obtain a score above 90/100.
- In 2023, fulfill all the indicators that ensure inclusion in the Dow Jones index under the Ethics and Compliance chapter.

(GRI 3-3)

## LESSONS LEARNED

During 2022, the Compliance Office carried out a cross-sectional survey of GEB and all its subsidiaries, with the aim of establishing the knowledge baseline related to ethics and compliance, in order to identify the gaps, opportunities for improvement and aspects that require special attention in terms of training and communications. The lessons learned were communicated to the respective areas to enable them to update their quality procedures and reinforce their training for employees and third parties.

**During 2022, the Compliance Office carried out a cross-section survey of GEB** and its its subsidiaries, aimed at establishing the knowledge baseline related to ethics and compliance.



### Stakeholder Groups Impacted

- Employees
- Board of Directors / Senior Management

### Capital



Human and Intellectual



Social and relational



Financial

### Prioritized SDGs



5.1, 5.5



8.2, 8.5, 8.8

# TALENT AND WELL-BEING MANAGEMENT

(GRI 3-3)

**The aim of talent management and employee well-being is to consolidate the Group's commitment to its higher purpose and the development of the corporate strategy.**

This management is framed in the corporate values (Life Comes First, Integrity, Teamwork with Individual Responsibility, Focus on Results and Empathy), which establish the frame of action for enabling talent development at GEB, to make it a company of reference in the market in this area.



The development of human capital strengthens the employees' skills and creates tools both to face the challenges of the business and the environment, and to achieve the organizational goals. This is achieved by promoting innovative practices required to optimize and achieve process efficiency, always with the aim of positioning the Group as an organization of superior operating and financial performance. Talent management also promotes the attraction and retention of talent, creates a healthy workplace environment, and promotes inclusion and diversity in the work teams.

In 2022, the talent and well-being management work plan focused on strengthening employees' development, leadership skills, and safety and well-being conditions. The above are important considerations for the creation of value, the objective of producing positive social impacts and contributing to equity in the areas of influence.



Life Comes First



Integrity



Teamwork with individual responsibility



Focus on results



Empathy

(GRI )

**INFORMATION  
ON EMPLOYEES\***



\* Does not include Cantaloc nor Peru Power Co.

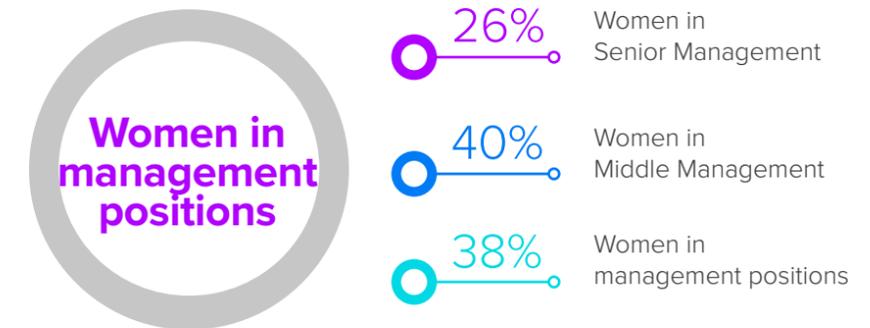
(GRI 405-1, GRI Oil and Gas 11.11.5)

**DIVERSITY,  
EQUITY AND INCLUSION**

During 2022, the diversity, equity and inclusion plan was implemented. The plan included activities involving the employees' full life cycle and which set a benchmark for peers in the industry. Programs were carried out such as blind CVs; training on diversity, inclusion and unbiased selection; three agreements were signed to promote diverse and inclusive selection with partners such as Caja de Compensación Familiar (Compensar), SENA and the LGBTQ Chamber of Commerce, and the human resources digital self-service systems include modules with

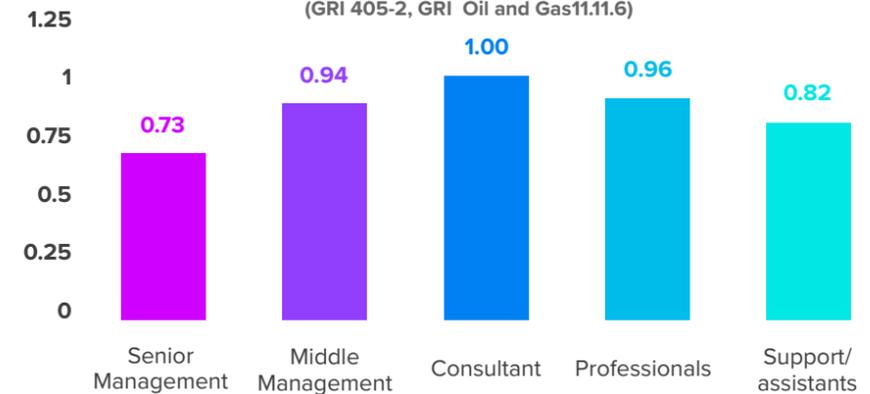
unbiased demographic information through communications strategies, among others.

Employee awareness-raising was also promoted to complete their profiles in internal talent tools, including fields such as ethnic groups, LGBTQ+ and people with disabilities. Additionally diversity and equity selection targets were established up to 2025. The above is aimed at being a more competitive, inclusive and attractive company for the best talent and a benchmark of best practices in the market.



**RATIO OF MEN'S AND WOMEN'S SALARY DISTRIBUTED BY JOB LEVEL**

(GRI 405-2, GRI Oil and Gas 11.11.6)



## ● WELL-BEING AND DEVELOPMENT

Aware of the organizational challenges of the post-pandemic, we began the path towards a cultural evolution based on five values and the implementation of new flexible work models. In this regard, the internal work rules were updated, and the automation of Human Resources services was strengthened, among others.

As part of the cultural transformation, the work-life balance and time management strategies, activities were carried out under the Quality of Life program with impact on over 600 families, promoting digital disconnection and making good use of free time.

**In a survey covering over 95% of the population performed by the firm Mercer, the employees rated their level of satisfaction with the workplace environment as “high”.**

The presence of Business Group leaders in two-way communications events enabled building trust among employees and other stakeholders in the corporate strategy. Additionally, participation in the training programs of the GEB Academy contributed to the development of leadership and employee management skills.

The GEB Academy placed special emphasis on strengthening leadership skills in strategic and tactical level positions at GEB and its subsidiaries. The training programs were oriented towards leading teams in digital and competitive environments, with new forms of work, strengthened commitment, greater clarity

and the alignment between teams and their members, frequent feedback and the development of psychologically safe environments. Training was also provided in technical areas such as occupational safety and health, contract supervision, sustainability and asset management.

At the same time, the first «innovation drivers» were selected. This group began a training program focused on the development of practical, expedite and innovative methodologies to become ambassadors or promoters for the optimization of innovative processes in their respective fields or areas.

(GRI )

## ● COMPETITIVE COMPENSATION

GEB has solid policies that establish guidelines and criteria for the remuneration of the members of the Board of Directors, the President and Senior Management. These include:



Compensation  
and Benefits  
Policy



Recommendations  
of the Compensation  
Committee

In addition to the above policies, it should be noted that remuneration is determined using as reference the market median.



Compensation  
Management  
Procedure



Approval by  
the Board of  
Directors

## ● PERFORMANCE EVALUATION

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

Additionally, GEB implements 360° evaluations for leaders who are responsible for teams.

During 2022, 100% of GEB employees received periodic performance evaluations.

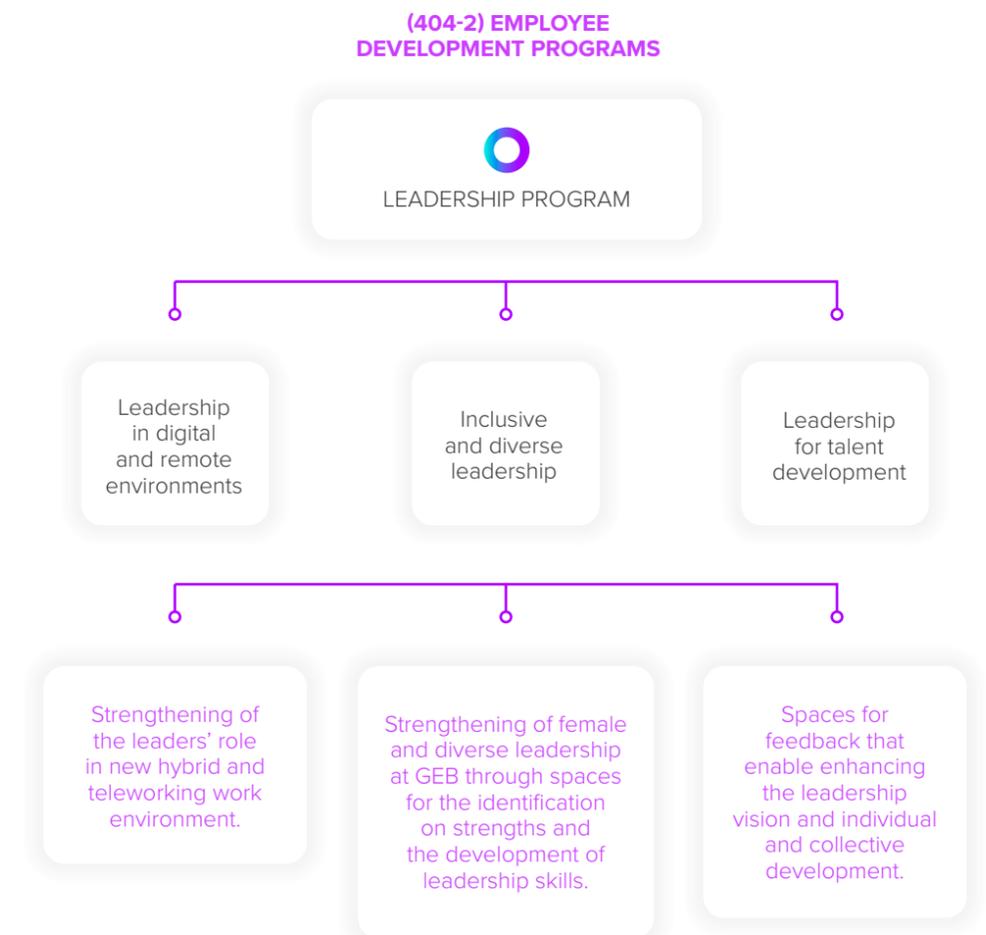
## RESULTS 2022

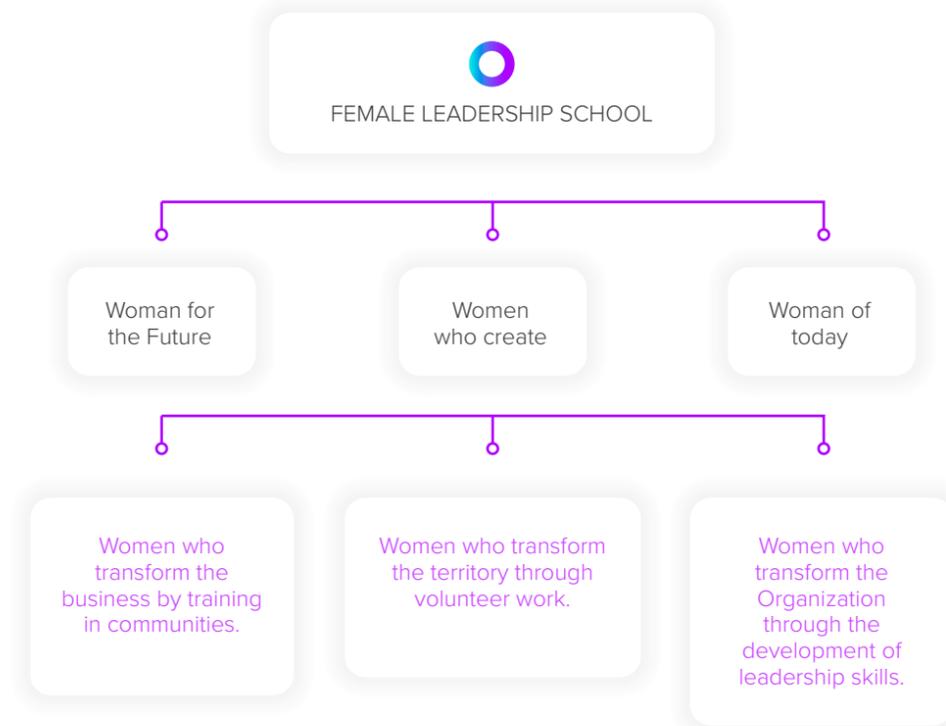
- Closing gaps towards the required culture with extraordinary fulfillment of its main objective and measurement of the strength of the culture using the methodology of OCAI (Organizational Culture Assessment Instrument), increasing by more than one (1) point in the innovation dimension.
- Awarded the Equipares Gold Seal. This recognition highlights human resources management with special emphasis on inclusive selection, training and development with gender equality, and talent retention.
- Performance of evaluations using the 360 methodology, applied to 100% of leaders, promoting behaviors, leadership vision, spaces for conversation and feedback, and detecting strengths and opportunities. This supplements the individual performance management strategy named «Maratón 3K».
- Contribution to the Group's operating excellence and the organization's resource efficiency through talent management modules in the SAP Success Factors platform (360°, development, LMS, selection, among others) and the implementation of the Corporate Synergy Center for human resources services aimed at employees and companies.
- Strengthening of the Comprehensive Well-being Plan with a focus on mental and physical health in response to the post-pandemic environment.



(GRI 404-1 404-2)

## INVESTMENT IN EMPLOYEE EDUCATION AND TRAINING PROGRAMS.





**(404-1) INVEST IN EMPLOYEE TRAINING**

2022	
Average hours of training and development by employee	45 hours
Average investment in training and development by employee (COP)	1,418,558

**99% of GEB employees** participated in training programs in 2022

Note: The reported data represent the values of GEB's operations in Colombia

(Corporate and Branch).



## TARGETS AND CHALLENGES

In 2023, efforts will focus on strengthening and evolving GEB's culture through three action fronts:

**1** Incorporate and position at all levels the culture model, based on the corporate higher purpose, values, behaviors and competencies.

**2** Implement the GEB Leadership Model and disseminate it among all leaders in the Organization.

**3** Design, approve and implement the plan for closing cultural gaps during 2023, with the participation of the Management Committee, the Vice Presidents and Department Managers, and led by all those responsible for Culture at the Group companies.

- Measure the maturity of the human resources procedures with the aim of implementing best practices and contributing to the standardization and adequate adoption of the operating model through the Corporate Synergy Center.
- Map out potentials and skills, and establish professional development plans in order to facilitate the development of high-potential employees to enable them to take critical positions in the future of equal or more responsibility, contributing to the strategic planning of the human resources required by the Group for the challenges of today and of the future.

- Have access in 2023 to an online education and learning platform for training programs, updating of skills and certifications for the individual development of the employees of GEB and its subsidiaries.
- Strengthen the «Vivamente» program to further raise awareness on topics related to mental health, psycho-social risks and leadership skills to address these challenges, in the framework of the 2023 Comprehensive Well-being Plan.

## LESSONS LEARNED

In the Cultural Transformation process, challenges have been found in the people's incorporation of the values and their corresponding behaviors. As part of the action plan to turn these behaviors into inputs for talent management, the values have been included in the Performance Management program.

Strengthening of leadership training for remote and hybrid teams and the disconnection agreements have guided the establishment of plans to consolidate committed teams with integrity, high leadership capacity and a focus on results.



**Stakeholder Groups Impacted**

- Employees
- Suppliers and Contractors

**Capital**



Human and Intellectual



Social and relational

**Prioritized  
SDGs**



8.5

# OCCUPATIONAL SAFETY AND HEALTH

**At Grupo Energía Bogotá, the protection of life, as well as the safety of employees and contractors is a central objective. This is reflected in the corporate value of «Life Comes First».**

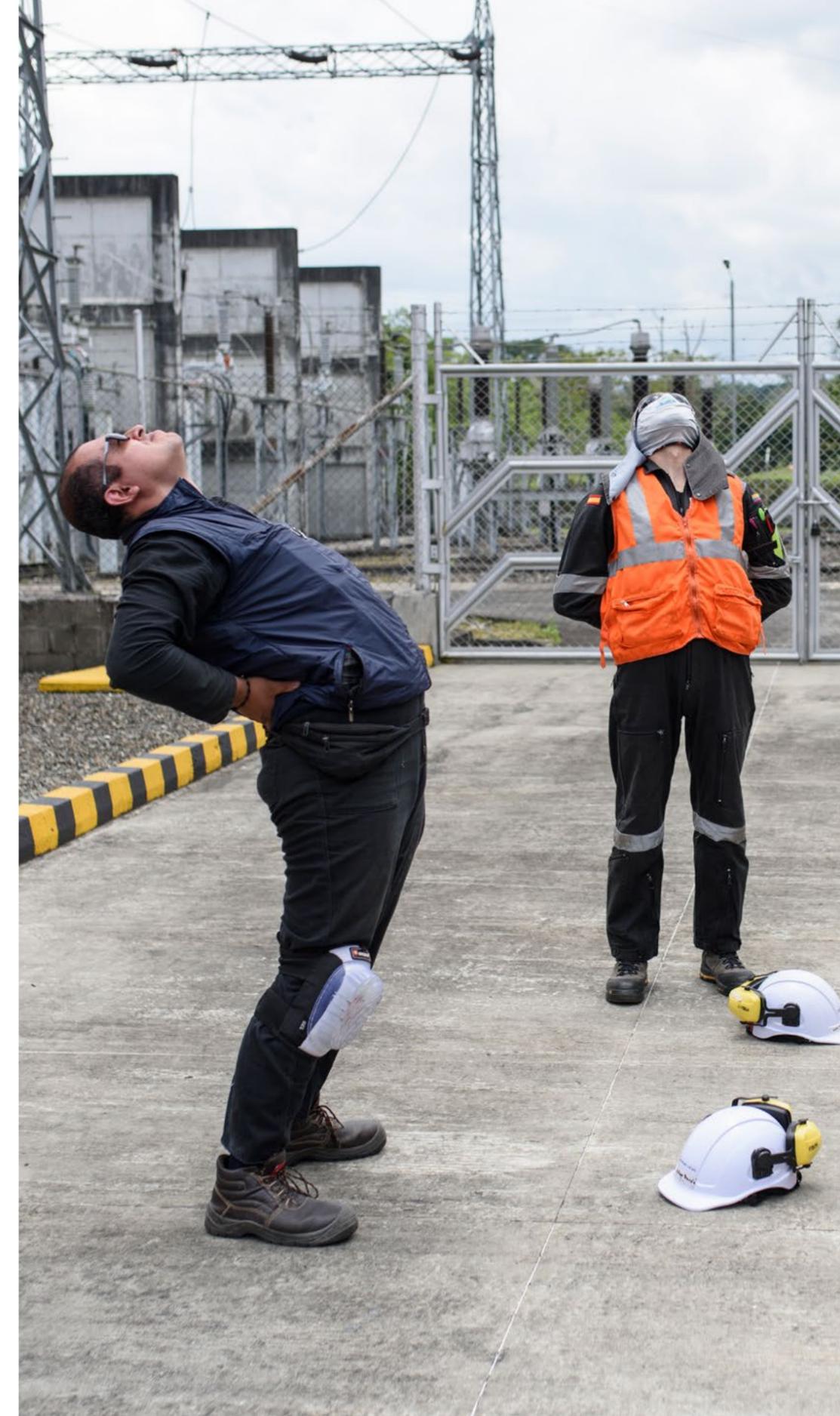
For this reason, GEB keeps abreast of global trends and contributes to the achievement of Sustainable Development Goal 8 (SDG 8): Decent work and economic growth, aimed at the creation of decent and safe jobs.

**(GRI 403-1) (EM-MD-540a.4)**

The Group has defined as a strategic objective the need to consolidate an Occupational Safety and Health (OSH) culture, in which caring for life is incorporated as a corporate value in all the subsidiaries and as a central focus for the operations. The Group has established an Occupational Safety and Health Management System (OSHMS) that not only complies with applicable law in each country where we operate, but also has been designed following the international standard ISO 45001-2018 and best international practices. This management system establishes the corporate guidelines, policies and directions related to OSH for all the Group's subsidiaries (use this QR code to view the OSH policy and statement of commitment).



**Here**



## RESULTS 2022

(GRI 403-4 403-5 403-6 403-9 403-10)  
(IF-EU-320a.1) (EM-MD-540a.4)

**Life Comes First** is the corporate value that multiplies the positive impact of our operations.

-  A reduction was reported in the lost time incident frequency rate (LTIFR) of employees and contractors. GEB's leaders are responsible for caring for their employees, for performing reviews and improvement actions with their contractors, and for strengthening OSH functions in high-risk areas (MORC).
-  The ISO 45001:2018 certification follow-up audit performed by Bureau Veritas Quality International reported positive results, highlighting the definition and application of detailed control criteria for critical contractors in connection with HSE (Health, Safety & Environment). The audit did not report any non-conformities.
-  10% increase in the perceptions of GEB direct employees regarding the maturity of occupational safety and health management compared to 2021.
-  **100%** of employees and **100%** of contractors received training on Occupational Safety and Health topics.
-  Carry out the OSHMS assessment at all the subsidiaries, which serves as input to define the annual OSH work plan.
-  Implementation of programs that promote healthy habits, lifestyles and the comprehensive well-being of GEB's direct employees.
-  **90%** fulfillment of the proactive performance indicator, with increased coverage and included verification of the quality of the proactive practices.
-  **100%** of workers are represented in the occupational safety and health committees.

**Five years with no fatal work accidents** in all the operations in Colombia, Peru, Guatemala and Brazil.



## TARGETS AND CHALLENGES

The OSHMS establishes annual targets to measure the performance of all the Group's subsidiaries. Weaknesses and strengths are identified and compared to opportunities and threats in the environment to define the continuous improvement initiatives.

- In 2023, continue the process of strengthening the OSH culture within the Group, as well as strengthening the practice of fair culture with contractors, including tools for granting recognition and imposing penalties based on deviations from thresholds for critical risks.
- Continue to improve and reduce the Lost Time Injury Frequency Rate (LTIFR) and to strengthen the safety indicators of direct employees and contractors.
- Maintain the fatalities indicator at zero (0) at all GEB subsidiaries, for both employees and contractors.
- In 2025, have a Lost Time Injury Frequency Rate (LTIFR) of one (1).

## LESSONS LEARNED

Lessons learned are extracted from the materialization of serious work accidents or high potential incidents, which are disseminated among all the subsidiaries in Colombia, Peru and Guatemala.

During 2022, high potential incidents were reported at GEB's transmission unit (Conecta), TGI and Cálidda, which were thoroughly investigated, and the lessons learned were disseminated among all the employees and contractors. These conclusions were included in the Critical Risk Management Programs, and the operating thresholds were adjusted for critical risks (MORC).

The Corporate office's OSH Assessment of all the subsidiaries identified the best OSH practices within the Group. Said practices were shared with all the companies. They are currently in the process of being incorporated and standardized in the OSHMS.





# 04

## SUSTAINABLE AND COMPETITIVE PORTFOLIO

---

**Stakeholder Groups Impacted**

- Employees
- Investors and analysts
- Partners
- Customers
- Subsidiaries
- Suppliers and Contractors

**Capital**



Financial



Human and Intellectual



Operational

Prioritized  
SDGs

**8** DECENT WORK AND  
ECONOMIC GROWTH



8.1, 8.2

# ECONOMIC PERFORMANCE

(GRI 3-3)

**The Group's strategic long-term vision is to be a leader in Latin America**, with a focused, profitable and sustainable portfolio driven by innovation and agile and transparent governance, that creates positive social and environmental value for its stakeholders and communities in the territories where we operate.

Grupo Energía Bogotá endeavors to protect the equity of the city of Bogotá, the pension savings of Colombians and the interests of its minority shareholders, who have supported the Group throughout its history.

In this regard, the efforts are focused on preserving and driving an efficient and profitable financial performance that enables expanding and strengthening the energy infrastructure in the countries where we operate, and to reliably meet the growing demand for competitive energy services. Investments and efforts are also being directed towards the energy transition and on expanding the capacity to create value, with attractive returns for investors and high social benefits for the communities. Over the last 20 years, the Company has been able to reinvent itself, investing in the massification of gas in Colombia and Peru, as well as building a portfolio of transmission assets as its central growth focus in Colombia and Brazil.

The responsible management of the investment opportunities and the effective management of their financing have enabled us to build a healthy and robust portfolio of transmission assets in Colombia, which

will now be operated by a new company: Enlaza. Additionally, Argo and Gebbras, in combination, will operate five new concessions in northeastern Brazil. These achievements position GEB as a key player in the Latin American energy market.

On the other hand, the global macroeconomic environment of bottlenecks in supplies, conflicts, and inflation that affects interest rates has posed new challenges for financial and risk management. These include the generation and care of cash. The nature of the Group's assets allows for long-time debt profiles and attractive interest rates in US dollars. However, even though revenues have adequate regulatory adjustment mechanisms, the volatility experienced during 2022 required special monitoring, which led GEB to engage in proactive management to protect the profitability of its investments and the interests of its investors.



(GRI 3-3)

## RESULTS 2022

During 2022, the financial results were positive. Progress was made in fulfillment of the corporate strategy, and competitive financing was raised in local and international markets, once again demonstrating its solid position and the trust of its stakeholders. This was achieved despite the highly volatile environment, the inflationary pressures, high interest rates and uncertainty in the markets.

GEB reported record results in 2022, with annual revenues of COP 6.87 trillion, consolidated net income of COP 3.0 trillion, and EBITDA of COP 4.8 trillion (EBITDA margin of 71%), which demonstrates the strength of investing in regulated energy infrastructure assets.

Operating profit totaled COP 2.1 trillion, 18% higher than in 2021, thanks to the 24% increase in revenues, with growth in all the businesses as a result of the higher operating levels, combined with the effect of indexed revenues and the geographic and currency diversification of the companies. On their part, costs increased by 24%, in line with the higher operating level and maintenance. Lastly, operating expenses increased by 8%.

These results were not exempt from the challenges and impacts of the economic environment. One of the main effects was the increase observed in financial expenses of +52%, arising from a 14% increase in the

average exchange rate and the variable rates. This impact was contained thanks to a conservative debt profile, achieved over the years, with 62% of debt at fixed interest rates and long terms, and an average estimated life of 5.7 years. However, the strengthening of the US dollar against the Colombian peso, with devaluation of 21% in 2022, has increased debt servicing costs. The above is a consequence of the concentration of GEB's liabilities in foreign currency, which was partly offset by the indexing of a substantial proportion of its revenues, which produces a natural hedge for such fluctuations. The latter is even more relevant in view of possible changes in the regulations of the transportation of natural gas in Colombia, and the exposure of TGI's liabilities to the US dollar.

**GEB reported record results in 2022, with annual revenues of COP 6.87 trillion, consolidated net income of COP 3.0 trillion and EBITDA of COP 4.8 trillion**

## ● MARKET RISK MANAGEMENT

### ○ Quantitative Analysis

#### • Identification of Risk Factors

As part of the growth strategy of Grupo Energía Bogotá S.A. E.S.P., investments have been made in subsidiaries in different geographies. Consequently, market risk exposure arises from the exposure of such investments in foreign currency. In this regard, it should be noted that the subsidiaries may be denominated in currencies other than the Group's functional currency (Colombian peso – COP), including the US dollar (USD), Peruvian sol (PEN) and Brazilian real (BRL).

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

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



● **Table 1. Asset associated with market risk**

NATURE	GL ACCOUNT/DESCRIPTION	CURRENCY	FAIR VALUE DEC 31, 2022	INTEREST RATE	EXCHANGE RATE	PRICE
Liquidity	Cash and cash equivalents	(several)	<b>COP 1,332</b>		○	
Liquidity	Short-term financial assets	(several)	<b>COP 146</b>	○	○	
Structural	Enel Colombia	COP	<b>8,141</b>			○
Structural	Vanti	COP	<b>341</b>			○
Structural	Promigas	COP	<b>1,008</b>			○
Structural	Consorcio Trasmantaro SA	USD	<b>849</b>		○	○
Structural	Red de Energía del Perú SA	USD	<b>268</b>		○	○
Structural	Electrificadora del Meta	COP	<b>52</b>			○
Structural	Agencia Analítica de Datos - ÁGATA	COP	<b>9</b>			○
Structural	Argo Energia Empreendimentos e Participacoes SA	BRL	<b>4,778</b>		○	○

(Amounts in billions of COP)



**The following is an overview of these assets:**

**CASH AND CASH EQUIVALENTS:**  
Pursuant to Decree 1086/2015, which establishes guidelines on handling surplus liquidity for entities in which the government's share of ownership is less than 90%, assertive management must be carried out, assigning greater weight to liquidity and security through bank accounts and trust funds.

**SHORT-TERM FINANCIAL ASSETS:**  
The Group makes short-term investments as part of its liquidity management. Such instruments are exposed to the interest rate risk factor, because the returns on collective investment funds (FIC, for the Spanish original), term deposit certificates (CDs) and trust funds, among others, depend on the behavior of the fixed-rate market. Additionally, time deposits are also exposed to the exchange rate risk factor, because they are denominated in US dollars (USD).

**INVESTMENTS EN ASSOCIATES AND JOINT VENTURES:**  
Part of the Group's strategy is to make investments in markets other than Colombia, which implies holding assets in different currencies, such as the US dollar (USD), Peruvian sol (PEN) and Brazilian real (BRL). Consequently, exchange rate risk exposure arises from investments in currencies other than the Group's functional currency, and price risk exposure arises depending on the performance of the businesses in which investments are held, including subsidiaries that are consolidated in the Group's financial statements, as well as investments en associates and joint ventures.

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

**• General conditions of the instruments exposed to market risk**

Beyond the fair value, which has been previously disclosed, other contractual terms of the instruments exposed to market risk enable estimating the cash flows of the instruments over the next five years and their estimated maturity dates. The following is a breakdown of the financial liabilities:

Table 2. Financial liabilities

NATURE	GL ACCOUNT/DESCRIPTION	CURRENCY	COUPON/RATE	EXPIRATION.	FAIR VALUE AT DECEMBER 31, 2022	INTEREST RATE	EXCHANGE RATE	PRICE
Structural	GEB syndicated loan	USD	Libor 6M + 1.625%	07/2024	1,534	○	○	
Structural	GEB - International bonds issuance 2030	USD	4.875%	05/2030	1,924		○	
Structural	Banco Davivienda	USD	Libor 6M + 2.35%	03/2032	1,443	○	○	
Structural	GEB - 2045 Bonds in UVR tranche 1	UVR	3.99%	06/2045	486	○		
Structural	GEB Bonds tranche 2 A/30	COP	CPI + 4.10%	02/2047	328	○		
Structural	GEB - 2027 Bonds in COP tranche 1	COP	CPI + 3.24%	06/2027	321	○		
Structural	GEB Bonds tranche 1 A/15	COP	CPI + 3.85%	02/2032	283	○		
Structural	GEB - 2035 Bonds in COP tranche 1	COP	CPI + 3.87%	06/2035	215	○		
Structural	GEB Bonds tranche 2 A/15	COP	CPI + 3.85%	02/2032	192	○		
Structural	GEB Bonds tranche 1 A/7	COP	CPI + 3.19%	02/2024	187	○		
Structural	GEB Bonds tranche 1 A/25	COP	CPI + 4.04%	02/2042	180	○		
Structural	GEB Bonds tranche 2 A/7	COP	CPI + 3.21%	02/2024	130	○		
Structural	GEB - 2035 Bonds in COP tranche 1(1)	COP	CPI + 3.87%	06/2035	COP 179	○		
Structural	GEB - 2042 Bonds in UVR tranche 1(1)	UVR	5.45%	06/2042	98	○		
Structural	GEB syndicated loan 2022	USD	SOFR + adj 0.15% + 1.80%	11/2027	2,448	○	○	
Structural	TGI-Leasing Occidente 180-094099	COP	DTF + 2.9% QA	05/2024	2	○		
Structural	TGI-Leasing Bogotá 354421137	COP	DTF + 2.9% QA	05/2024	COP 1	○		
Structural	TGI-Leasing Bogotá 354121568	COP	DTF + 2.9% QA	09/2024	5	○		
Structural	TGI - International bonds 2028	USD	5.55%	11/2028	2,858		○	

(Amounts in billions of COP)

● Table 2. Financial liabilities

NATURE	GL ACCOUNT/DESCRIPTION	CURRENCY	COUPON/RATE	EXPIRATION	FAIR VALUE AT DECEMBER 31, 2022	INTEREST RATE	EXCHANGE RATE	PRICE
Structural	Elecnorte - Syndicated Itaú Davivienda	COP	IBR 3M + 4.33%	03/2032	267	○	○	
Structural	Cálidda - International bonds	USD	4.38%	04/2023	1,539			
Structural	Cálidda - BBVA loan	USD	1.37% (ASG)	07/2023	385		○	
Structural	Cálidda Energía - Scotiabank promissory note	USD	2.36%	05/2024	11		○	
Structural	Cálidda - IADB loan	USD	Libor 6M + 2.10%	05/2024	481	○	○	
Structural	Cálidda - Nova Scotia loan	USD	Libor 3M + 2.25% (ASG)	12/2026	481	○	○	
Structural	Cálidda - Syndicated loan	USD	Libor 3M + 1.35%	12/2026	144	○	○	
Structural	Cálidda - Local bonds	USD	6.468759% (sw 4.7359%)	07/2028	294		○	
Structural	Cálidda - Local bonds	USD	5.03125% (sw 3.1651%)	09/2029	484		○	
Structural	Contugas - Syndicated loan	USD	Libor 6M + 1.75%	09/2024	1,708	○	○	
Structural	Trecca- Banco de América Central S.A. (BAC)	USD	5.85%	03/2023	688		○	
Structural	Trecca - Citibank loan	USD	SOFR 12M + 2.18%	12/2023	48	○	○	
Structural	Trecca - Citibank loan	USD	Libor 6M + 2.97%	12/2028	230	○	○	
Structural	EEBIS - Citibank loan	USD	5.40%	03/2025	216		○	
Structural	Dunas - BCP promissory note	PEN	8.80%	06/2023	13		○	
Structural	Dunas - BCP promissory note	PEN	8.80%	02/2023	13		○	
Structural	Dunas - BCP promissory note	PEN	10.85%	12/2023	4		○	
Structural	Dunas - BCP promissory note	PEN	7.78%	02/2023	11		○	
Structural	Dunas - BCP promissory note	PEN	8.12%	03/2023	11		○	
Structural	Dunas - SBP – No. 62268AFB (Cantalloc)	PEN	11.20%	01/2028	COP 1		○	

(Amounts in billions of COP)

● **Table 2. Financial liabilities**

NATURE	GL ACCOUNT/DESCRIPTION	CURRENCY	COUPON/RATE	EXPIRATION	FAIR VALUE AT DECEMBER 31, 2022	INTEREST RATE	EXCHANGE RATE	PRICE
Structural	Dunas - BCP – No. 607874FB (PPC)	PEN	7.45%	12/2026	4		○	
Structural	Dunas - SBP – No. 35418	PEN	5.25%	10/2023	COP 1		○	
Structural	Dunas - SBP – No. 39104	PEN	2.29%	04/2024	0		○	
Structural	Dunas - BBVA – No. 00846895	PEN	2.34%	12/2024	COP 1		○	
Structural	Dunas - Local bond 5Y	PEN	2.75%	12/2025	82		○	
Structural	Dunas - Local bond 10Y	PEN	4.59%	12/2030	290		○	
Structural	Dunas - IBK bridge loan	PEN	5.73%	01/2027	55		○	

(Amounts in billions of COP)

**The following should be noted about the above instruments:**

- DEBT IN FOREIGN CURRENCY:**  
In order to achieve optimal financial conditions given the volume of resources required, and to achieve a natural hedge on its investments in other geographies, as well as diversify its use of funds, the Group has debts in US dollars (USD) and Peruvian sols (PEN), which implies exposure to the exchange rate risk factor.
- DEBT AT VARIABLE RATES:**  
In the process of financing investments, depending on market conditions, debt has been acquired that is indexed to Libor, SOFR, DTF or CPI, which implies exposure to the interest rate risk factor. It should be noted that the risk on debt indexed to the CPI is lower, because this economic indicator is a key factor for defining the rates that determine the Group's revenues.
- DEBT IN UVR:**  
Debt acquired locally denominated in "real value units" (UVR, for the Spanish original) is exposed to the interest rate risk factor, because the UVR is a direct function of the CPI. However, the risk of this type of debt is lower for the same reason mentioned above in connection with debt indexed to the CPI.

- Cash flows over the next five years:**  
Even though all the 46 debts of the Group imply coupon/interest cash flows between 2023 and 2027, it should be noted that 29 of these debts come due within the next five years. Given their amounts, the following financial debts should be mentioned, listed by the debtor or issuer company, each of which accounts for 5% of more of total debt:

**GEB:** November syndicated loan

2027 (12.1%)

May international bonds

2030 (9.5%)

July syndicated loan

2024 (7.6%)

and Banco Davivienda loan March

2032 (7.1%)

**TGI:** International bonds November

2028 (14.1%)

**Cálidda:** International bonds April

2023 (7.6%)

**Contugas:** Syndicated loan September

2024 (8.4%)

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

● **Table 3. Interest rate hedges (interest rate swaps – IRS)**

ENTITY	ENTITY	PRIMARY POSITION	AMOUNT (USD)	CURRENCY RIGHT	CURRENCY OBLIGATION	RATE RIGHT	RATE OBLIGATION	START	EXPIRATION	FAIR VALUE (COP)	FAIR VALUE (USD)
GEB	GEB separate	GEB syndicated loan	<b>USD 319.0</b>	USD	USD	Libor 6M + 1.625%	2.056%	July 22, 2020	July 22, 2024	<b>COP 122,913</b>	<b>USD 25.6</b>
GEB	GEB separate	Banco Davivienda	<b>USD 300.0</b>	USD	USD	Libor 6M + 2.35%	3.3514%	September 9, 2019	March 9, 2032	<b>COP 333,738</b>	<b>USD 69.4</b>
Cálidda	Cálidda	Financing IDB August 20	<b>USD 80.0</b>	USD	USD	Libor 6M	0.730%	August 30, 2020	November 15, 2028	<b>COP 48,339</b>	<b>USD 10.0</b>
Cálidda	Cálidda	Financing IDB USD 20 million	<b>USD 20.0</b>	USD	USD	Libor 6M	0.843%	January 22, 2021	November 15, 2028	<b>COP 11,103</b>	<b>USD 2.3</b>
Cálidda	Cálidda	IRS bilateral USD 100 million	<b>USD 100.0</b>	USD	USD	Libor 3M	December/21 to June/23 0.7500% June/23 to December/26: 1.6350%	December 21, 2021	December 16, 2026	<b>COP 45,740</b>	<b>USD 9.5</b>
Cálidda	Cálidda	IRS syndicated BofA	<b>USD 320.0</b>	USD	USD	Libor 3M	2.087%	March 3, 2022	December 28, 2026	<b>COP 105,789</b>	<b>USD 22.0</b>
Cálidda	Cálidda	IRS Syndicated SMBC	<b>USD 30.0</b>	USD	USD	Libor 3M	1.97%	March 3, 2022	December 28, 2026	<b>COP 11,717</b>	<b>USD 2.4</b>
Cálidda	Cálidda	IRS bilateral USD 60 million	<b>USD 60.0</b>	USD	USD	Libor 3M	March/23 to March/24: 1.5000% / March/24 to March/25: 3.0000% March/23 to December/26: 4.7820%	June 22, 2022	December 16, 2026	<b>COP 6,149</b>	<b>USD 1.3</b>
Cálidda	Cálidda	IRS bilateral USD 40 million	<b>USD 40.0</b>	USD	USD	Libor 3M	March/23 to December/23: 2% December/23 to December/26: 3.387%	August 12, 2022	December 16, 2026	<b>COP 6,048</b>	<b>USD 1.3</b>

(Amounts in millions)

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

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

● **Table 4. Interest rate hedge (forwards)**

ENTITY	ENTITY	PRIMARY POSITION	AMOUNT (USD)	STRIKE USD PEN	START	EXPIRATION	FAIR VALUE (COP)	FAIR VALUE (USD)	UNDERLYING ASSET	BUY/SELL
Cálidda	Cálidda	Income tax payment 02/22	<b>USD 2.21</b>	3.865	18- Feb-22	March 27, 2023	<b>-COP 55.84</b>	<b>-USD 0.0116</b>	USD	Buy
Cálidda	Cálidda	Income tax payment 03/22	<b>USD 2.02</b>	3.870	18-Mar-22	March 27, 2023	<b>-COP 62.99</b>	<b>-USD 0.0131</b>	USD	Buy
Cálidda	Cálidda	Income tax payment 04/22	<b>USD 2.50</b>	3.875	April 22, 2022	March 27, 2023	<b>-COP 90.20</b>	<b>-USD 0.0188</b>	USD	Buy
Cálidda	Cálidda	Income tax payment 05/22	<b>USD 2.52</b>	3.814	May 24, 2022	March 27, 2023	<b>COP 97.63</b>	<b>USD 0.0203</b>	USD	Buy
Cálidda	Cálidda	Income tax payment 06/22	<b>USD 2.52</b>	3.826	June 22, 2022	March 27, 2023	<b>COP 32.22</b>	<b>USD 0.0067</b>	USD	Buy
Cálidda	Cálidda	Income tax payment 07/22	<b>USD 2.53</b>	3.998	July 22, 2022	March 27, 2023	<b>-COP 476.75</b>	<b>-USD 0.0991</b>	USD	Buy
Cálidda	Cálidda	Income tax payment 08/22	<b>USD 2.48</b>	3.940	August 24, 2022	March 27, 2023	<b>-COP 291.38</b>	<b>-USD 0.0606</b>	USD	Buy
Cálidda	Cálidda	Income tax payment 09/22	<b>USD 2.44</b>	3.978	September 23, 2022	March 27, 2023	<b>-COP 428.85</b>	<b>-USD 0.0892</b>	USD	Buy
Cálidda	Cálidda	Income tax payment 10/22	<b>USD 2.51</b>	4.048	October 25, 2022	March 27, 2023	<b>-COP 631.90</b>	<b>-USD 0.1314</b>	USD	Buy
Cálidda	Cálidda	Income tax payment 11/22	<b>USD 2.58</b>	3.896	November 23, 2022	March 27, 2023	<b>-COP 161.73</b>	<b>-USD 0.0336</b>	USD	Buy
Cálidda	Cálidda	Income tax payment 12/22	<b>USD 2.97</b>	3.844	December 22, 2022	March 27, 2023	<b>-COP 28.23</b>	<b>-USD 0.0059</b>	USD	Buy
Cálidda	Cálidda	AR week 1 January	<b>USD 8.90</b>	3.911	December 7, 2022	January 4, 2023	<b>-COP 1073.96</b>	<b>-USD 0.2233</b>	USD	Buy
Cálidda	Cálidda	AR week 2 January	<b>USD 9.00</b>	3.919	December 7, 2022	January 10, 2023	<b>-COP 1142.85</b>	<b>-USD 0.2376</b>	USD	Buy
Cálidda	Cálidda	AR week 3 January	<b>USD 2.20</b>	3.845	December 12, 2022	January 16, 2023	<b>-COP 98.89</b>	<b>-USD 0.0206</b>	USD	Buy
Cálidda	Cálidda	AR week 4 January	<b>USD 2.20</b>	3.846	December 12, 2022	January 24, 2023	<b>-COP 61.77</b>	<b>-USD 0.0128</b>	USD	Buy

(Amounts in millions)

● **Table 5 – Exchange rate hedge (cross currency swaps – CCS)**

ENTITY	ENTITY	PRIMARY POSITION	AMOUNT (USD)	CURRENCY RIGHT	CURRENCY OBLIGATION	RATE RIGHT	RATE OBLIGATION	START	EXPIRATION	FAIR VALUE (COP)	FAIR VALUE (USD)
Cálidda	Cálidda	Local bonds July 18	<b>USD 29.1</b>	PEN	USD	6.5%	4.7%	July 18, 2018	July 23, 2028	<b>-COP 27,195</b>	<b>-USD 5.7</b>
Cálidda	Cálidda	Local bonds July 18	<b>USD 29.1</b>	PEN	USD	6.5%	4.7%	July 18, 2018	July 23, 2028	<b>-COP 27,195</b>	<b>-USD 5.7</b>
Cálidda	Cálidda	Local bonds Sept 19	<b>USD 99.4</b>	PEN	USD	5.3%	3.2%	September 3, 2019	September 6, 2029	<b>-COP 59,810</b>	<b>-USD 12.4</b>
Cálidda	Cálidda	AR January 19	<b>USD 0.6</b>	USD	PEN	18.9%	20.7%	February 22, 2019	January 31, 2023	<b>COP 377</b>	<b>USD 0.1</b>
Cálidda	Cálidda	AR February 19	<b>USD 0.5</b>	USD	PEN	20.9%	22.6%	15-Mar-19	28- Feb-23	<b>COP 313</b>	<b>USD 0.1</b>
Cálidda	Cálidda	AR March 19	<b>USD 0.5</b>	USD	PEN	20.5%	22.3%	April 16, 2019	March 31, 2023	<b>COP 342</b>	<b>USD 0.1</b>
Cálidda	Cálidda	AR April 19	<b>USD 0.3</b>	USD	PEN	66.7%	55.3%	May 17, 2019	April 28, 2023	<b>-COP 2,078</b>	<b>-USD 0.4</b>
Cálidda	Cálidda	AR June 19	<b>USD 0.6</b>	USD	PEN	20.3%	22.3%	June 19, 2019	May 31, 2023	<b>COP 389</b>	<b>USD 0.1</b>
Cálidda	Cálidda	AR July 19	<b>USD 1.1</b>	USD	PEN	19.6%	21.3%	July 18, 2019	June 30, 2023	<b>COP 766</b>	<b>USD 0.2</b>
Cálidda	Cálidda	AR August 19	<b>USD 0.7</b>	USD	PEN	21.1%	23.1%	August 16, 2019	July 27, 2023	<b>COP 432</b>	<b>USD 0.1</b>
Cálidda	Cálidda	AR September 19	<b>USD 0.9</b>	USD	PEN	21.9%	23.5%	September 20, 2019	August 31, 2023	<b>COP 551</b>	<b>USD 0.1</b>
Cálidda	Cálidda	AR October 19	<b>USD 0.7</b>	USD	PEN	21.3%	23.0%	October 17, 2019	September 29, 2023	<b>COP 439</b>	<b>USD 0.1</b>
Cálidda	Cálidda	AR December 19	<b>USD 0.7</b>	USD	PEN	20.4%	21.9%	December 13, 2019	November 30, 2023	<b>COP 430</b>	<b>USD 0.1</b>
Cálidda	Cálidda	AR January 20	<b>USD 0.6</b>	USD	PEN	20.2%	21.5%	January 17, 2020	December 29, 2023	<b>COP 463</b>	<b>USD 0.1</b>
Cálidda	Cálidda	AR February 20	<b>USD 0.6</b>	USD	PEN	20.6%	22.4%	February 18, 2020	January 31, 2024	<b>COP 353</b>	<b>USD 0.1</b>
Cálidda	Cálidda	AR March 20	<b>USD 1.9</b>	USD	PEN	20.2%	22.5%	4-Mar-20	29- Feb-24	<b>COP 1,006</b>	<b>USD 0.2</b>
Cálidda	Cálidda	AR November 22	<b>USD 15.5</b>	USD	PEN	38.6%	30.8%	November 29, 2022	October 31, 2023	<b>-COP 876</b>	<b>-USD 0.2</b>

(Amounts in millions)

## Qualitative Analysis of Market Risk

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

which offset the negative cash flows from the financial liabilities denominated in USD or PEN, as the case may be.

The following are the assets and liabilities in foreign currency at December 31, 2022 and December 31, 2021, respectively:

**Table 6. Assets and Liabilities in Foreign Currencies**

Currency	ASSETS		LIABILITIES	
	Fair value at December 31, 2022	Fair value at December 31, 2021	Fair value at December 31, 2022	Fair value at December 31, 2021
USD	USD 567	USD 516	USD 1,736	USD 1,097
COP	USD 155	USD 173	USD 146	USD 138
PEN	USD 37	USD 90	USD 43	USD 26

(Amounts in millions of USD)

Regarding the interest rate risk factor, the Group's exposure at the same date would be the amount of the balance in functional currency exposed to the variable rate, excluding the debts that are the primary position of the financial derivatives (IRS) and adding the two debts denominated in UVR. Based on the above, this exposure totals COP 7.31 trillion, which is a relative exposure, given that the interest rates are correlated with the same indicators that determine the performance of the Group's revenues.

## Market Risk Management

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

At the end of December 2022, the Group has financial hedges on USD/PEN exchange rates.

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

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

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

In accounting terms, with the purpose of stabilizing variations in equity arising from exchange differences in its businesses abroad, the Group has defined an amount of USD 1,110 million as hedging instrument to cover the exchange rate risk, which is equivalent to its liability position in financial debt.

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

## ● FOCUS ON ENERGY MARKETS

### ○ The Transmission of Tomorrow

- Acquisition in Brazil through Argo, a company controlled jointly with Redeia, of Rialma III (currently Argo IV) and of five transmission concessions in northeastern Brazil, which is the area of greatest potential for the development of renewable energy sources, and which needs substantial development of transmission networks. These acquisitions in Brazil represent an additional 2,416 km of transmission lines, which make Argo the fifth-largest network operator in the country.
- Acquisition in Colombia of the company Elecnorte S.A.S. ESP, with 158 km of transmission lines at 115 kV in the department of La Guajira, in northern Colombia, near the area where the Colectora project is currently being developed. The latter will incorporate the non-conventional renewable energy sources from the northern region of Colombia.
- Top priority is assigned to operational transformation, innovation and infrastructure improvement processes. To this end, Synergy was created as the first phase of the implementation of the Corporate Synergy Center, which seeks to generate efficiencies and increase productivity in the operations. Implementation of SAP S4HANA also continued, moving forward the digitalization and automation of critical business processes.

### ○ Sustainable Generation and Smart Cities

Strengthening of the relationship with the strategic partner Enel Américas. This was achieved by signing a new Framework Agreement for Investments, and the materialization of the merger through absorption of Emgesa S.A. ESP, Codensa S.A. ESP and Enel Green Power Colombia S.A.S. ESP and Essa2 SpA. This agreement enabled the creation of Enel Colombia, a company in which GEB holds an equity stake of 42.515% of shares. The above enabled strengthening business growth and diversification through participation in future developments of non-conventional renewable energy sources.

### ○ Gas for the Transition

Driving the expansion of the natural gas network through massification in Peru and reliability in Colombia. TGI is moving forward in its roadmap for hydrogen and ancillaries. Cálidda maintains its investment efforts. Contugas continues to assure access to a safe and competitive energy source, seeking to improve the Company's financial conditions.



## ● EVOLUTION OF SHARE PRICES AND RETURN ON EQUITY (ROE)

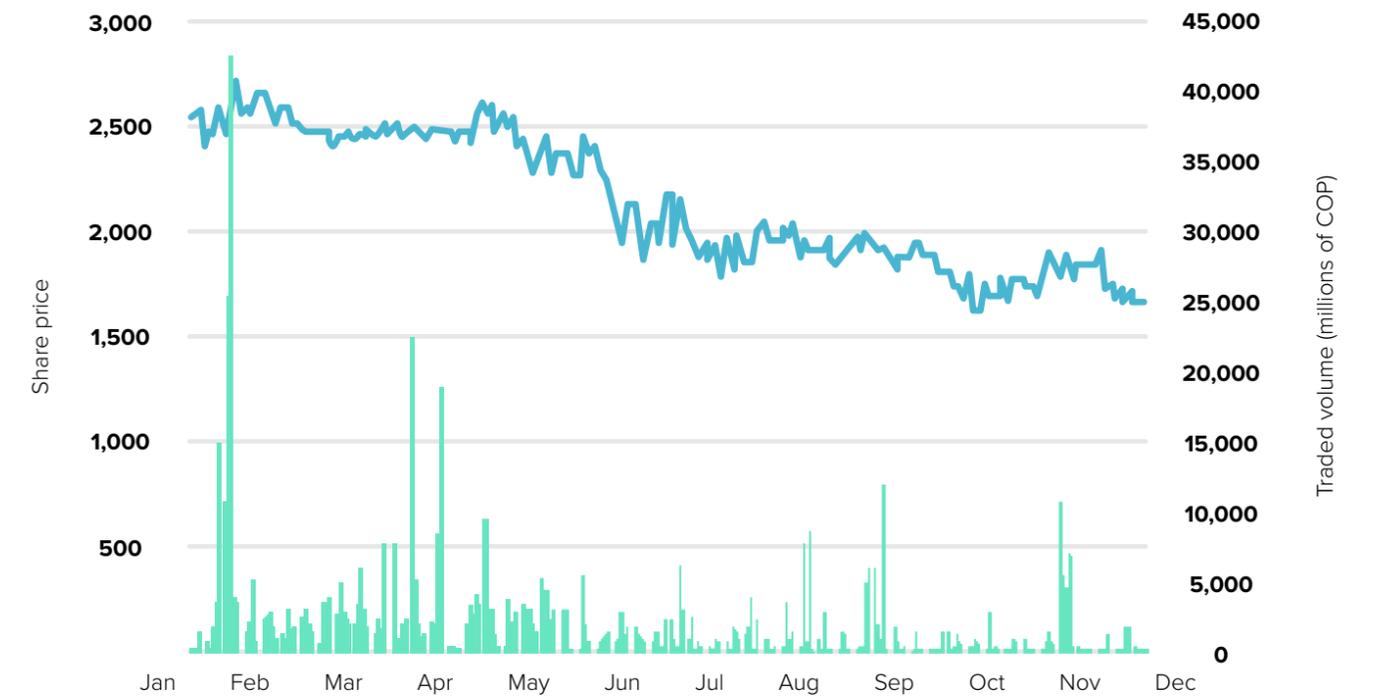
The average share price was COP 2,146 compared to COP 2,619 in 2021, even though the Colombian Securities Exchange (BVC for the Spanish original) benchmark index experienced a change of -8.9% in 2022. At the end of the year, GEB's share price was COP 1,683, a devaluation of 33%, closing the year with a stock market capitalization of COP 15.4 trillion (USD 3.2 million), which makes GEB the sixth-largest company by size in the Colombian market. During 2022, share prices reached a maximum of COP 2,699 and a minimum of COP 1,647. The largest shareholder continues to be the city of Bogotá D.C., with 65.7% of total shares, followed by mandatory pension funds with a share of 20.6%, and Corficolombiana, with 5.2%. The remaining 7.4% is held by minority shareholders.

SHAREHOLDERS	ORDINARY SHARES AT DECEMBER 31, 2022	PERCENT OF TOTAL
<b>Bogotá D.C.</b>	6,030,406,241	65.7%
<b>Corficolombiana</b>	475,298,648	5.2%
<b>Fondos Obligatorios de Pensiones – PFA</b>	1,892,868,215	20.6%
Porvenir	879,592,274	9.6%
Colfondos	248,455,911	2.7%
Protección	650,163,969	7.1%
Skandia	114,656,061	1.2%
<b>Other</b>	782,603,913	8.5%
<b>Total</b>	<b>9,181,177,017</b>	<b>100%</b>

Return on Equity (ROE), calculated as the daily average share price over total dividends declared in 2022 of COP 192, was -9.6%, compared with the market's ROE of 12.0%. This represents significant impairment, considering historical annual compounded returns of 8.5% since 2011. Even though these annual results do not reflect the Group's good financial performance during 2022, they challenge us to set as an objective for 2023 to recover value for shareholders, and strengthening generation of cash flow and returns.

**As an objective in 2023:** recover value for shareholders, and strengthen generation of cash flow and returns.

### • Behavior of GEB shares in 2022



The liquidity of GEB shares in the Colombian Securities Exchange was affected by low investor appetite, and despite the good corporate results, investors did not actively participate in the local equities market. Daily trading volume averaged COP 2.3 billion, which is the lowest since the 2018 democratization, which averaged COP 4.3 billion. At the end of the year there were 11,933 shareholders, 2,408 more than in 2021, who accompany the Group in its higher purpose.

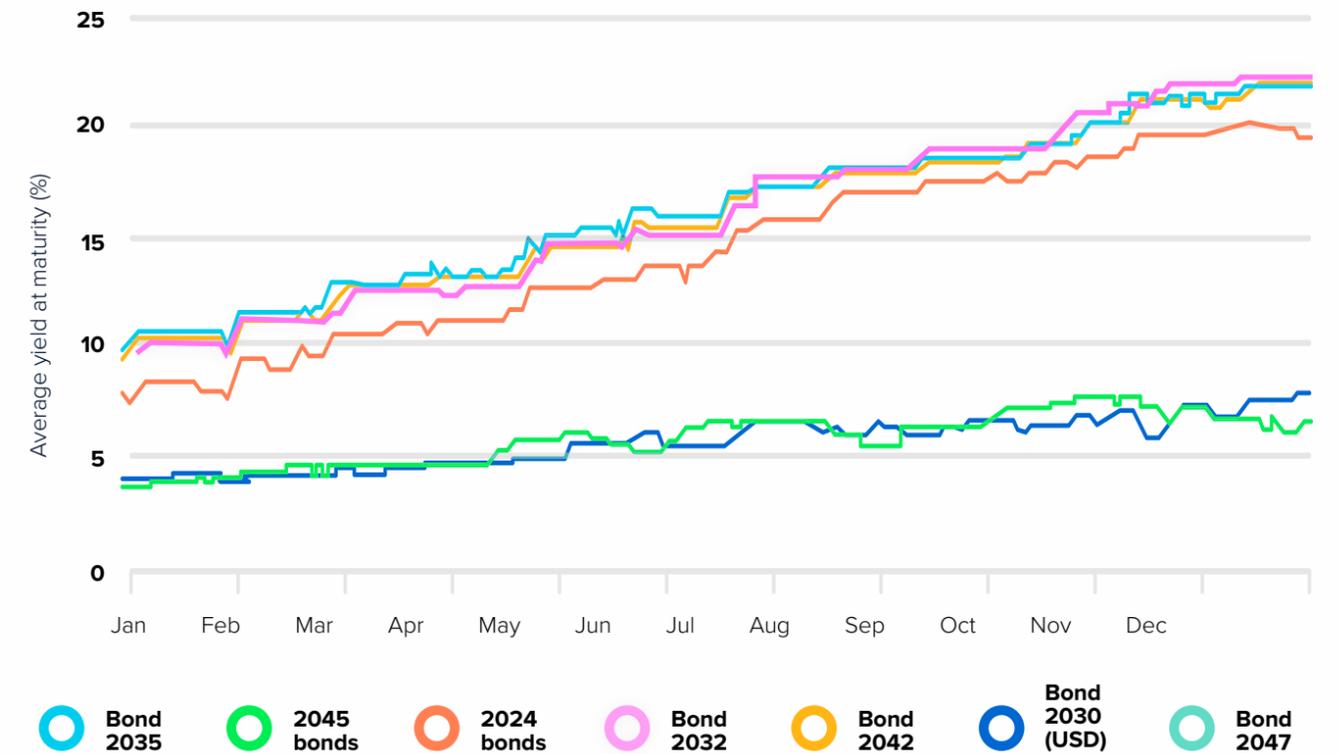
## ● DEBT MANAGEMENT

Fitch Ratings and Moody's confirmed their ratings of GEB at BBB and Baa2, respectively, with a stable outlook, maintaining the investment grade for the Company. This enables lower borrowing costs thanks to the trust it creates among the bondholders and financial institutions that partner with the Group as investors.

Durante 2022, an international syndicated loan was obtained for USD 509 million, and debt was placed in the local market for COP 262 billion. The purpose of the above was to finance the 2022 investment plan, including the acquisition in Brazil.

The following was the average yield on GEB bonds:

### ● Behavior of GEB bond yields in 2022



## ● REGULATORY MANAGEMENT

In the regulatory sphere, GEB has adhered to the pact to reduce electricity rates promoted by the Colombian government. At TGI, talks continue with the regulator aimed at mitigating the possible impacts of a change in the remuneration scheme and a change in the functional currency from USD to COP, and in Peru, the five-year rate revision was completed with sustainable results for the subsidiaries.



(GRI 3-3)

## TARGETS AND CHALLENGES

- Reduce the Group's consolidated financial leverage following the recent acquisitions, to a net debt//EBITDA ratio below 4x by the end of 2023.
- Consolidate GEB as a leader in the transmission business, with growth focused primarily in Brazil and Colombia, and increase the contribution of this business to consolidated adjusted EBITDA by approximately 10 percentage points by 2025.

(GRI 3-3)

## LESSONS LEARNED

### ● ADVANCE PAYMENT OF DIVIDENDS TO INDIVIDUAL SHAREHOLDERS

Based on the approval issued by the ordinary General Meeting of Shareholders held on March 28, 2022, it was decided to pay a dividend of COP 192 per share, with a differentiated schedule of payments for minority shareholders who are individuals. The payment made to individuals on May 27, 2022, led to trading of two different versions of the Group's ordinary shares on the Colombian Securities Exchange starting on May 23, the start of the ex dividend period. GEB shares were those that at the date of the ex dividend period were held by legal entity shareholders, whose dividends were to be paid in two equal installments in May and December 2022. And the SDGEB shares were those owned by individuals, who were to receive 100% of the dividend in May. The above had a significant negative impact on share prices and liquidity.

### ● DEBT MANAGEMENT

Even though GEB maintains an efficient position with over 60% of its debt at fixed rate, efficient management was maintained in view of the volatility of interest rates. This enabled favorable conditions for the placement of local bonds in pesos, the syndicated loan to finance the acquisition of five concessions in Brazil, and the partial repurchase of TGI bonds to take advantage of a significant discount in the market.

**GEB maintained an efficient debt management** considering the volatility of interest rates in the market.



### Stakeholder Groups Impacted

- Customers
- Suppliers
- Contractors
- Employees
- Investors and analysts
- Partners
- Board of Directors/  
Senior Management

### Capital



Financial



Human and  
Intellectual



Operational

Prioritized  
SDGs



5.1, 5.5



8.2, 8.5, 8.8

# OPERATING EXCELLENCE AND SERVICE QUALITY

(GRI 3-3)

**Operating excellence and service quality enable achieving high standards of reliability and availability, and an adequate management of costs and risks, making the Business Group's subsidiaries role models in management of the energy value chain in Latin America.**

To fulfill two of the strategic objectives defined by the Board of Directors (Transmission of Tomorrow and Gas for the Future), the Business Group works on assuring high quality in the provision of services and on operating efficiency.

Substandard operating performance can produce both social and environmental externalities. It could give rise to integrity risks for the people and affect the well-being of the communities. It could also lead to penalties and legal risks for the Company. It could even put at risk service continuity for millions of users of the electric power and natural gas networks. All the above would produce serious economic and reputational damages to the Company, the shareholders, employees and other stakeholders.

The Business Group has established operating excellence and service quality as key objectives for its management. The continuous improvement of operation and

maintenance processes in the electric power generation, transmission and distribution, and the natural gas transportation and distribution infrastructures, have led the Group and its subsidiaries to venture into innovative digitalized models.

The Business Group has an Integrated Management System in place to assure the reliable operation of the infrastructure and the availability of the services. This system is complemented by service continuity, knowledge management, innovation and good practices plans. All the above adds resilience to the infrastructure and the maintenance of the operations, even against events that threaten business continuity.



## ACTION OF THE BUSINESS GROUP FOR THE **EFFECTIVE MANAGEMENT OF OPERATING EXCELLENCE AND SERVICE QUALITY**

The Corporate office has strengthened the Integrated Management Systems (IMS), which has been certified under the Technical Standards for Quality (NTC ISO 9001:2015), Environmental (NTC ISO 14001:2015), Occupational Safety and Health (NTC ISO 45001:2018), Production Assets (NTC ISO 55001:2014), and Equipares (Gender Equality Management System Manual established by the Labor Ministry). It uses a risk-based approach and process-based management, governed through bylaws, rules, Group agreements, codes, policies and procedures.

By means of innovative digitalization processes, optimization and continuous improvement procedures for the construction, operation and maintenance of projects, the Transmission Branch has assured service quality and the efficient operation of the electric power infrastructure. These guidelines are shared with contractors and suppliers.



### (IF-GU-540a.4)

In order to assure the stability of the National Transportation System (SNT, for the Spanish original), TGI closely monitors nomination unbalances between receivers and producers. It also performs simulations in Pipeline Manager and Pipeline Studio for predictive analysis of the System's operation. The subsidiary was certified under the ISO 50001 energy efficiency standard.

### (IF-GU-540a.4)

Cálidda's integrity system aims to ensure that the natural gas distribution infrastructure and equipment are always in operation and in good conditions. It also has a damage prevention plan that is communicated through training to other companies and entities that perform civil works in Lima and Callao, and whose operations could affect the integrity of the Company's infrastructure.

**It uses a risk-based approach and process-based management, governed through bylaws, rules, Group agreements, codes, policies and procedures.**

## RESULTS 2022

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

### • Availability of infrastructure in operation

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

### • Fulfillment of the maintenance plan

2019	2020	2021	2022
BRANCH			
100.00	100.00	100.00	100.00
TGI			
98.90	98.40	98.30	98.10
CÁLIDDA			
100.00	95.40	98.80	98.70
CONTUGAS			
100.00	100.00	100.00	100.00
CONECTA			
99.60	100.00	97.10	99.99
ELECTRO DUNAS			
94.40	82.94	91.31	96.50

• **Main Results Related to Operating Excellence and Service Quality**



- Implementation of the strategic initiative to consolidate the management systems.
- ISO 55001:2014 certification for the Asset Management System.
- Start-up and visualization of results in the technological tool SAP SIGNAVIO, as platform for cloud-based process management.



- Availability of 99.91% for all the assets, 9% above the regulatory requirement.
- Recognition as the most cost-efficient company in terms of maintenance among 17 participants in the ranking of CIER 11 (Regional Energy Integration Commission).
- Performance of a pilot to incorporate the Phasor Measurement Units (PMUs) of certain substations in the Ping Things visualization platform of the EPRI (Electric Power Research Institute), to identify the challenges of incorporating these technologies in the system's operations.

Recognition as the most cost-efficient company in terms of maintenance  
**among 17 participants in the ranking of CIER 11 (Regional Energy Integration Commission).**

**ISO 55001:2014 certification**  
for the Asset Management System.





- 100% service availability.
- Start-up of operation of the first reactive power compensation equipment units in Central America.
- Completion of the construction phase at SE Guate Oeste, and availability of over 1,200 MVA of capacity.
- Energizing and enabling of the Chiantla substation and the Chiantla-Huehue II transmission line; and completion of the construction phase of the SE Interface.
- Initiation of the construction phase of the Modesto Méndez substation, and completion of the construction phase of the Guate Sur - Las Cruces transmission line.
- Incorporation in the SIN of Guatemala of two 30 MVAR variable reactors that have managed to stabilize and maintain optimal voltage values in the area of Huehuetenango and Quiché, and availability of 135 MVA of power to expand electricity service in the area.



- Availability of 100% of the distribution network, which assured the safe shipment of natural gas.
- The distribution networks worked within the safe operation limits (IPLI 100%).
- Completion of the personnel training and qualification plan, in accordance with local regulation RCD 004-2016-OS/CD.
- Expansion of distribution capacity at the Lurín City Gate from 420 to 540 Mmcf/d.
- Implementation of the RBI (Risk-Based Inspection) system at the 4 main stations and a mitigation system to control external corrosion.
- Strengthening of the mobile application to access drawings of the distribution system for third-party excavators (location of active gas pipelines).
- Implementation of the stochastic model for arrival and control of emergencies, above the levels required by regulations, of 95% and 97%, respectively.
- First service station dedicated to natural gas for vehicles (NGV) for the client Perú Bus, and the first liquefied natural gas (LNG) station in the district of Puente Piedra.
- 109% increase in digital transactions with clients.
- First place in the CX INDEX 2022 Awards under the public utilities category.



- Savings of USD 6.78 million through the actions implemented by the operation.
- Implementation of 95% of the «Tightening and Adjustment Plan» to reduce methane emissions.



- Change in the SAP commercial system with no impact on customer service.
- Customer service through virtual appointments, and reduction of face-to-face service.
- 40% reduction in customer complaints compared to the previous year.

**Implementation of the RBI (Risk-Based Inspection) system** at the 4 main stations and a mitigation system to control external corrosion.

Implementation of the stochastic model for arrival and control of emergencies, **above the levels required by regulations, of 95% and 97%, respectively.**

## TARGETS AND CHALLENGES

- Work plan for Multi-site Certification between GEB and Enlaza by 2024.
  - Implementation of the process mining technique through SAP SIGNAVIO in 2023.
  - Development and standardization of the Group's knowledge management during 2023.
  - Efficiency and capabilities through organizational design in 2023.
  - Performance of 100% of the maintenance plan.
  - Maturity level of asset management above the certification level obtained by Enlaza.
  - Asset availability consistent with the regulatory levels of 99.83% for Enlaza.
- Strengthening of the safety culture by completing 100% of the 2023 process safety work plan at Cálidda.
  - Improvement of service quality at Contugas, reducing response time to complaints to 20 days.
  - Implementation of the Asset Management System under the 55001 standard, which at Conecta will achieve an overall diagnosis in 2022, closing gaps in 2023, implementation in 2024 and certification in 2025.

(GRI 3-3)

## LESSONS LEARNED



The comprehensiveness of the IMS enables achieving efficiencies in the quality, environmental, occupational safety and health, process, production assets and Equipares management systems.



The operation of the various processes under the IMS standards facilitates the process of documentation preparation, updating and control activities.



Greater synergies and efficiencies in the processes through the identification and visualization of the relationships between the inputs and outputs of the procedures.



Opportunities to increase productivity and optimize time through the identification of the activities that are suitable for automation and systematization.



In negotiating new projects for clients, the forecasts must include exogenous factors of a social, environmental and political nature that could affect project planning.



The use of maintenance techniques based on reliability and quality standards enables maintaining service availability.

### Stakeholder Groups Impacted

- Investors and shareholders
- Board of Directors
- Subsidiaries
- Local communities
- Status
- Customers
- Guilds and associations

### Capital



### Prioritized SDGs



# ENERGY TRANSITION AND LOW-CARBON DEVELOPMENT

(GRI 3-3)

**GEB contributes to the diversification of the energy mix and increased resilience of the electricity systems in the countries where it operates.**

In its operations, it has evolved from energy systems based mainly on the use of fossil fuels towards a growing participation in renewable energy and low-carbon emissions sources. Through its operations, it facilitates the growth of sustainable mobility, energy efficiency, the use of solar and wind energy sources, and eventually the incorporation of new energy sources such as hydrogen.

Compliance with standards and regulations is a necessary condition to ensure the normal development of the Group's operations and projects. In this regard, and as part of its regulatory management, GEB's agenda covers the strategic aspects required to achieve the following objectives, among others:



(i) maintain and improve current income sources.



(ii) generate new income, and

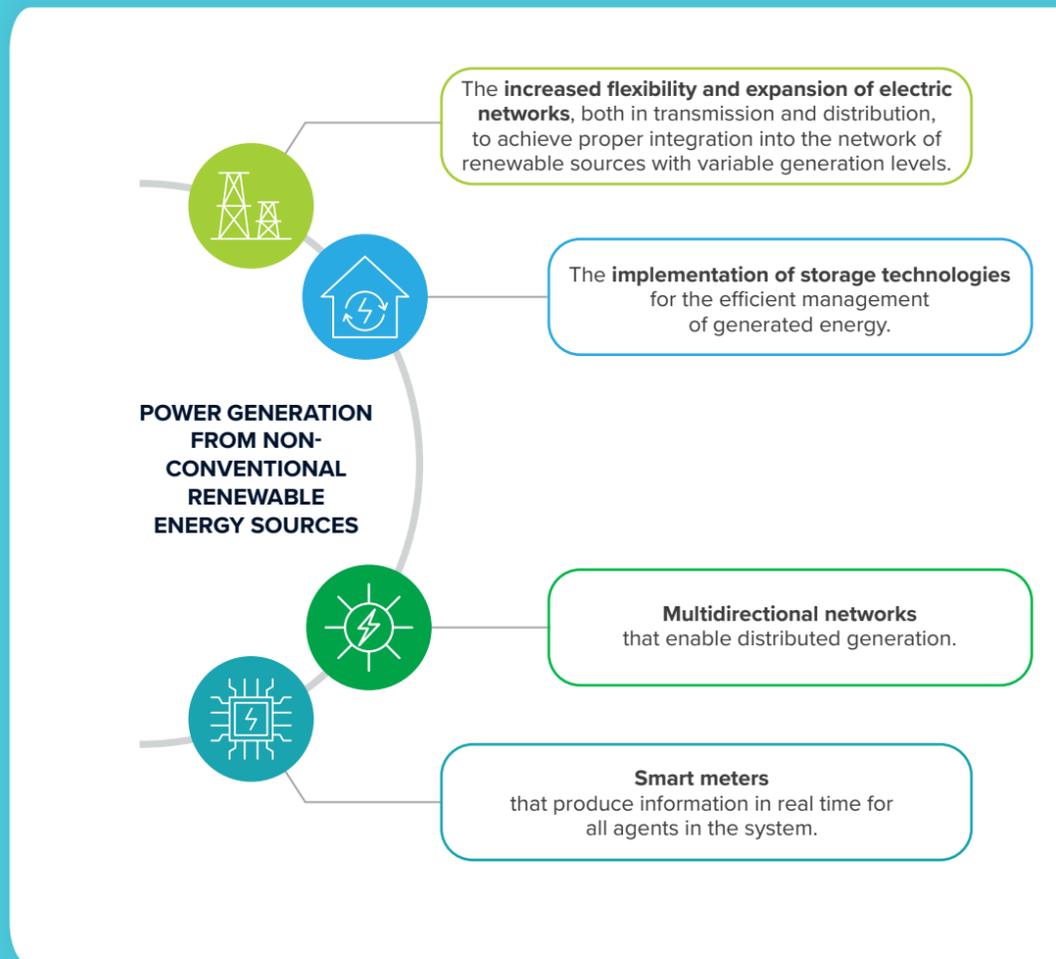


(iii) consolidate an institutional environment favorable to the sustainable development of new businesses and projects.

To be leaders in energy transition is one of the stated commitments of the Business Group's Sustainability Strategy. This strategy seeks to create value for the various stakeholders through the sustainable growth of the operations and businesses, the generation of efficiencies in the use of energy resources, the improvement of social well-being conditions, and assuring the sustainability of the operations, projects and activities.

● MAIN FOCUS AREAS:

• Power generation from non-conventional renewable energy sources



Note: Electrodunas has installed 2,690 smart meters, which is equivalent to 1.04% of the total meters in its distribution network.

○ **Gas transportation and distribution:** this activity is of major importance for the development of a diversified and environmentally healthy energy mix in the countries where the Business Group has operations. Natural gas contributes to ensuring the reliability of the electricity systems; reduces the vulnerabilities that could arise from the intermittent supply of renewable energy sources; contributes to improving air quality, and is a central component of the energy transition strategies.

○ **Smart Cities:** Through the planning and promotion of electric mobility and the switch-over of vehicle fleets to natural gas, the aim is to improve traffic management, the environment and safety in the cities. Additionally, to strengthen public lighting, remote management, self-generation and distributed generation.

○ **Substitution of high-emissions fossil fuels:** The incorporation of new energy sources such as biogas and hydrogen diversify the energy mix, which increases its resilience to climate variability. A fair energy transition requires balancing four pillars:

- Competitiveness through fair prices.
- Reliability to generate equity.
- Sustainability through the search for cleaner energy sources.
- Social commitment through energy transition initiatives that aim for social justice.



# ENERGY TRANSITION

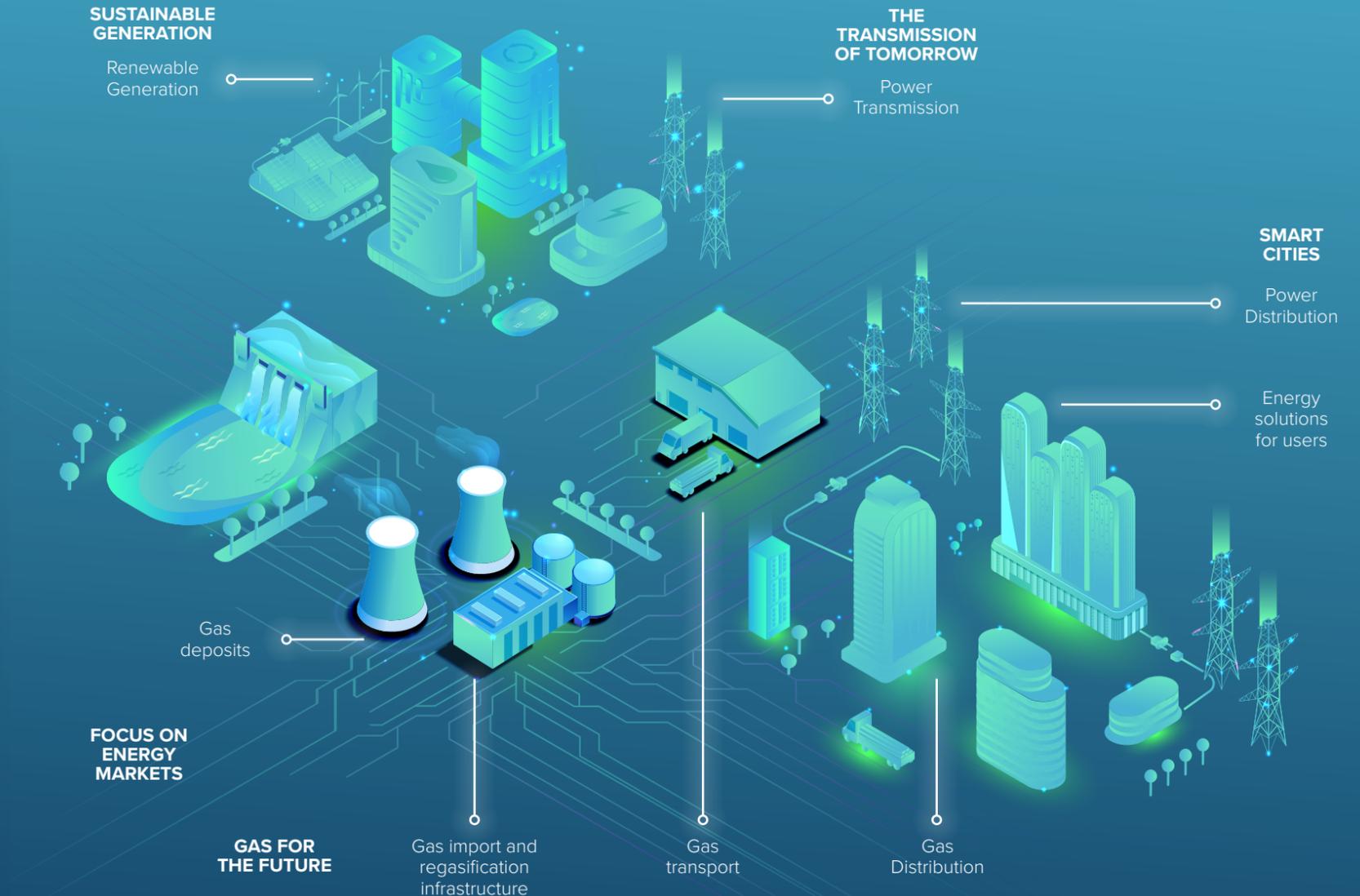
The following are some of the most relevant aspects for managing the energy transition at GEB:

- The consolidation of an energy mix that is cleaner, more diversified and resilient to climate variability.
- The promotion of sustainable mobility, energy efficiency, solar and wind energy, electricity connections and the incorporation of new energy sources.
- The creation of the conditions necessary to increase access to gas and electricity.
- The reduction of GHG emissions in the different regions and business lines.
- The substitution of firewood and high-emissions fossil fuels that have harmful health effects.
- Economic growth through the creation of high-quality jobs and the development of business ventures that strengthen the value chains at the local level.
- The creation of conditions for a fair and economically viable energy transition.

The energy transition is one of the five action lines of the new Corporate Climate Change Policy. GEB seeks to create conditions for a flexible, safe and economically efficient energy transition, with a fair distribution of its associated costs and benefits, and its effective contribution to local prosperity.

GEB's growth will focus on energy transmission and distribution projects, because the networks are the ones that deliver the renewable energy to the large demand centers in the countries where it has operations.

The availability and provision of electricity and gas public utilities contribute to human dignity by ensuring the right to adequate levels of well-being, and by creating favorable conditions for the energy transition, they facilitate the people's right to enjoy a healthy environment through access to clean air and water.



(Own)

## • GEB investments in the energy transition in 2022

### GEB investments in the energy transition (USD)

GEB	Branch	TGI	Cálidda	Contugas	ElectroDunas	Conecta	TOTAL
587,000,000	62,423,392	1,031,027	138,138,767	3,166,563	2,530,000	32,083,662	826,373,411



## ELECTRICITY TRANSMISSION FOR RELIABLE LOW-EMISSIONS SUPPLIES

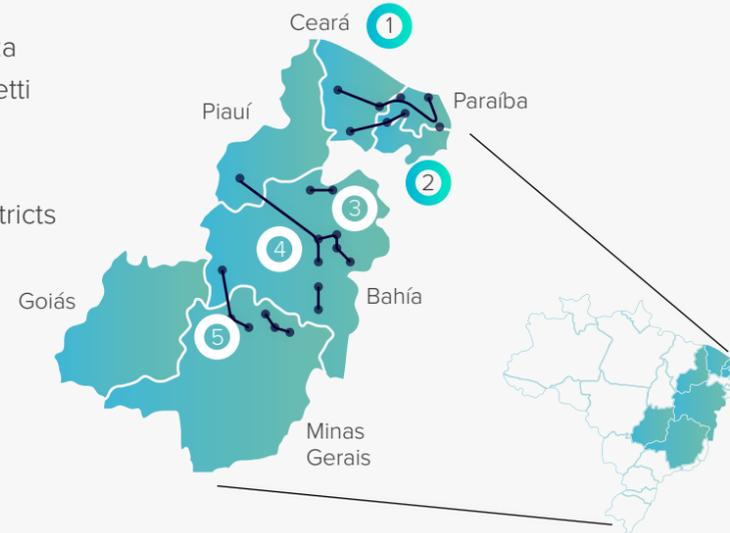
### Acquisition of Argo Reinforces presence in Brazil

The scale achieved will consolidate a competitive company in the area with greatest demand for connections to renewable energy sources.

**Total investment = USD 821 million\***

(\*) BRL- USD exchange rate, 5.26

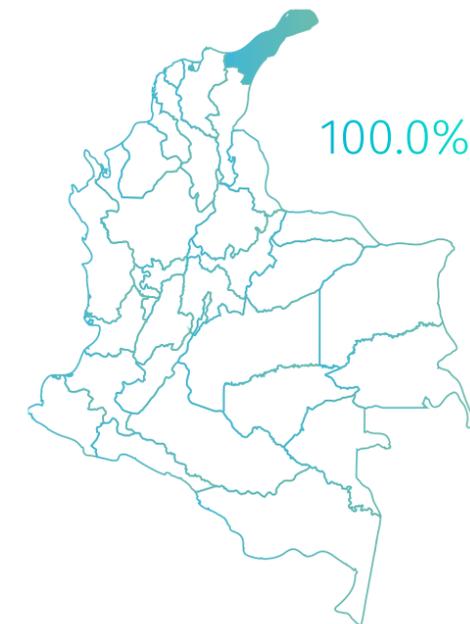
1. Esperanza
2. Sanguinetti
3. Odoyá
4. JMM
5. Rural districts



**2,416 km**  
Transmission lines

### Acquisition of Elecnorte in Colombia:

Regional transmission system in northern Colombia located in La Guajira



Neighboring cities or towns

Connection point to the national transportation network



It improves electricity service for 53% of the population in La Guajira, and reduces rationing and its associated costs

138.3 km of regional transmission lines.

**Colectora transmission project:**  
Incorporates 1,050 MW of wind energy to the National Interconnected System

**Refuerzo Suroccidente transmission project (RSO)**  
Increases flexibility in the southwestern area and strengthens the international interconnection with Ecuador

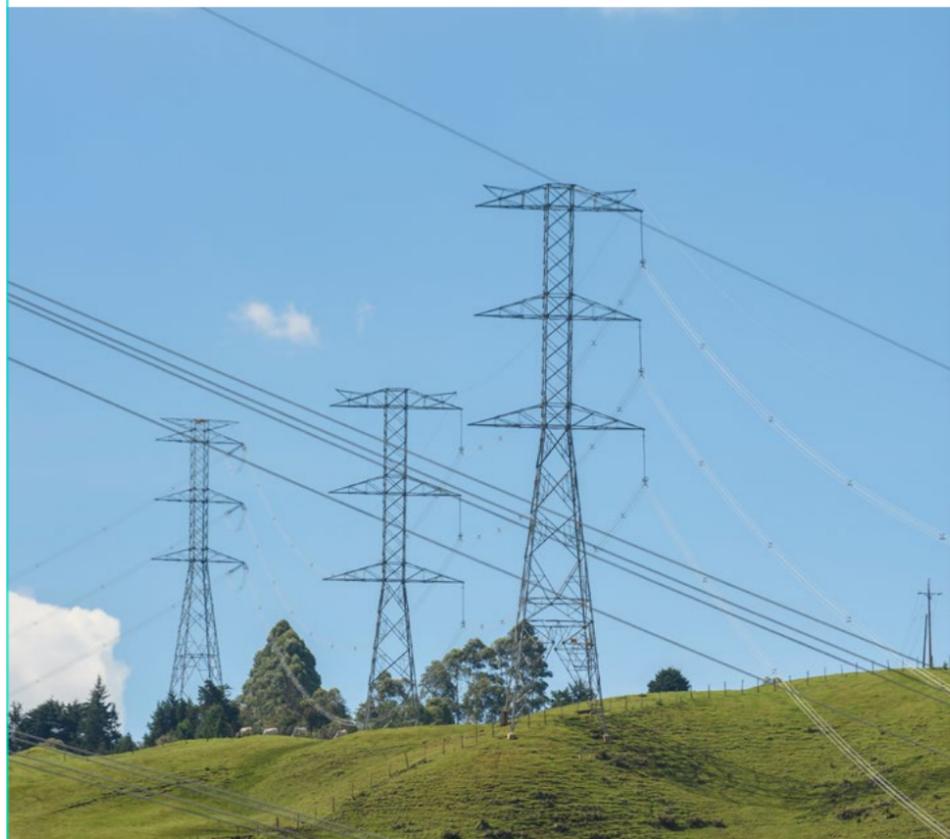
**Norte 230kV and Sogamoso 500kV transmission projects**  
Reduce the need for thermal generation, reducing generation costs and emissions

(GRI 3-3)

## RESULTS 2022

### ● INVESTMENTS IN THE ENERGY TRANSITION DURING 2022

**In 2022, 84% of  
GEB's investments**  
were in energy  
transition projects.



#### ○ New gas distribution on connections

- Launch of the first LNG station in Peru by Cálidda. Additionally, expansion of 1,333 km of polyethylene and steel gas pipelines 219,175 new connections were installed, for a total of 1,519,397 clients at year-end.
- The study on how natural gas improves air quality and health and mitigates climate change in Lima and Callao found that it has prevented emissions of over 116.4 million tons of CO<sub>2</sub>e and 2 million cases of respiratory diseases.

#### ○ Transmission and gas distribution infrastructure

- The acquisition of the company Elecnorte, in La Guajira, Colombia, enables improving electricity service quality in the region through 138.3 km of lines for the Transmission Branch. The construction license for the UPME transmission line project Río Córdoba-Bonda will enable incorporating non-conventional renewable energy sources to the National Interconnected System, and the connection of the LatamSolar solar farm to the La Loma 110 kV substation. The start-up of the remaining section of the UPME Tesalia project reinforces the network in the southwestern region of Colombia and the connection of national industry with the La Loma 500 kV substation, promoting competitiveness and the transition to renewable energy sources.
- In 2022, TGI managed to transport 158.6 million (MMBtu) of natural gas, fulfilling its clients' expectations.

- The substitution between 2012 and 2021 of diesel, GLP and other fuels for natural gas and NGV in the electricity generation, industrial, commercial, transportation and residential sectors prevented emissions of over 1.5 million tons of CO<sub>2</sub> equivalent in the Ica region served by Contugas.

#### ○ Substitution of high-emissions fossil fuels

- Adoption of tools and algorithms to improve electric mobility planning in Bogotá.
- Development of five agreements to promote consumption of NGV in Colombia.
- Signing of a collaboration agreement between the Bogotá Mobility Department and Grupo Energía Bogotá to promote sustainable mobility models and reduce the impact of vehicle traffic in the city.

#### ○ Wind and solar energy

- Through the non-controlled affiliate Enel Colombia, GEB increased its participation in renewable energy assets (hydraulic, wind and solar) in Colombia, Guatemala, Panama and Costa Rica.
- Start-up of a photovoltaic solar plant at Ica Norte, on the account of ElectroDunas, which prevents emissions of 84 tons of CO<sub>2</sub> per year, and has prevented consumption of 70 tons of fossil fuels.

## ● SOLAR PLANT

- Start-up of a photovoltaic solar plant at Ica Norte, which prevents emissions of 84 tons of CO2 per year, and has prevented consumption of 70 tons of fossil fuels.

## ● SMART GRID

- Installation of a BESS system (storage of energy for frequency regulation) at the Lipata transmission substation in Peru, of ElectroDunas.

## ● GENERATION OF EFFICIENCY

- Identification and quantification of fugitive emissions associated with TGI's infrastructure. To date, leaks have been quantified in 13% of its infrastructure. This identification project aims to plug 94% of the identified leaks.
- Performance of the first quantification of fugitive emissions in the natural gas distribution system of Cálidda at the different operating facilities. As a

result, 59 leaks were detected, which if uncontrolled would have produced 5,970.15 tons of CO<sub>2</sub>eq/year. An action plan was launched to repair leaks in 2022 and 2023.

- The ElectroDunas Luren and Pedregal distributed generation centers achieved greater efficiency through a reduction of 38 tons of CO<sub>2</sub> in 2022.

## ● AWARENESS-RAISING CAMPAIGN (SAME SIZE AS THE SOLAR PLANT)

- The objective of the client awareness-raising campaign is to implement comprehensive measures to promote the efficient use of natural gas and other types of energy. The target audience is the natural gas clients of Cálidda and the community in general.

**Gas is the path**  
towards a fair  
energy transition



(GRI 3-3)

## TARGETS AND CHALLENGES

- At TGI, a key goal by 2025 is to contribute to positioning natural gas as an essential fuel to achieve a fair, inclusive and economically efficient energy transition: Inventory of 100% of fugitive emissions in the infrastructure; 6 projects to reduce emissions through operating efficiency; 11 facilities certified for energy efficiency; consolidate the Biogas road map, and define the hydrogen road map and a strategic niche within the hydrogen chain where TGI can be competitive: production, logistics, end use, etc.
- Implement the Gastrack Kandeo project to finance up to 4,000 trucks dedicated to natural gas for cargo transportation in three years. The substitution of diesel for NGV in 4,000 trucks will enable a reduction of 327,294 tons of CO<sub>2</sub> emissions per year. The eventual substitution of 24,000 units will enable the reduction of approximately 2 million tons of CO<sub>2</sub> per year.
- On its part, Enlaza intends to build new kilometers of transmission lines and promote innovation and the inclusion of new technologies in the transmission segment (implement the road map).
- Cálidda will implement self-generation photovoltaic systems to reduce electricity consumption from the grid. Change over 50% of the vehicle fleet that uses gasoline or diesel to NGV by 2025, and 90% by 2030.

- Measure the emissions avoided by the use of natural gas in 2023 by Contugas users, and reach 11,952 residential connections.
- ElectroDunas will increase its electricity generation capacity by 10 MW by using natural gas (2024). It will also increase electricity generation capacity using photovoltaic solar energy by 500 kW (2023) and 225 kW (2024), and will improve energy storage capacity by using batteries by 3 MW (2024).
- Implementation of the Asset Management System under the 55001 standard, which at Conecta will achieve an overall diagnosis in 2022, closing gaps in 2023, implementation in 2024 and certification in 2025.



(GRI 3-3)

## LESSONS LEARNED AND OPPORTUNITIES

In Colombia, air pollution produces over 8,000 deaths per year, whose cost is equivalent to 1.5% of GDP, and which is unequally distributed. For this and other reasons, the substitution of liquid fuels and coal for natural gas in industry and transportation is an option that contributes both to economic growth and social equity.

The decrease in the price of some technologies (hydrolyzers) is an opportunity for the development of green hydrogen.

The progress made in large-scale energy storage mitigates the risk of intermittent supplies associated with solar and wind energy.

Targeted investments are required to broaden the technological portfolio in the electricity distribution sector to take advantage of technologies such as electric mobility and distributed generation.

It is necessary to articulate the different agents of the natural gas value chain, including vehicle importers and users, to increase its demand in mobility.

### Stakeholder Groups Impacted

- Employees
- Board of Directors/ Senior Management
- Customers
- Subsidiaries

### Capital



Financial



Human and Intellectual



Operational

### Prioritized SDGs



7.2, 7.3



9.4, 9.5

## INNOVATION AND DIGITAL TRANSFORMATION

(GRI 3-3)

**Innovation and digital transformation are drivers of the Business Group's corporate strategy that enables finding new sustainable sources of value that are consistent with its higher purpose and the evolution of the markets** in which it participates. It enables the adoption of good research, development and innovation practices (R&D+i) aimed at new forms of creating equity with competitive energy. This will be achieved through mass access to energy sources that are incrementally more efficient, sustainable and affordable.

Management of the R&D+i function at GEB generates and captures material and sustainable value for the medium and long term. When innovation translates into sustainable growth of the businesses, it creates value for the various stakeholders: shareholders, investors, partners, regulators, employees, suppliers, communities, etc.



## MAIN IMPACTS OF R&D+I MANAGEMENT



The innovation management model focuses on collaboration with local innovation ecosystems, and contributes to their growth and maturity. GEB's collaboration with local and foreign startups is an example of this contribution.



The economic impact of the contribution to local innovation ecosystems may take years to materialize. However, it has an evident impact on the Business Group's culture: the Group's employees have noticed the transformation towards a culture that values innovation, entrepreneurship and agility. This is reflected in the internal surveys.

# INNOVATION



## DISSEMINATION

Strategy focused on energy.



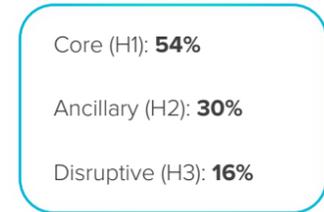
The strategy is measured by the distribution of initiatives, not in terms of expenses or impact



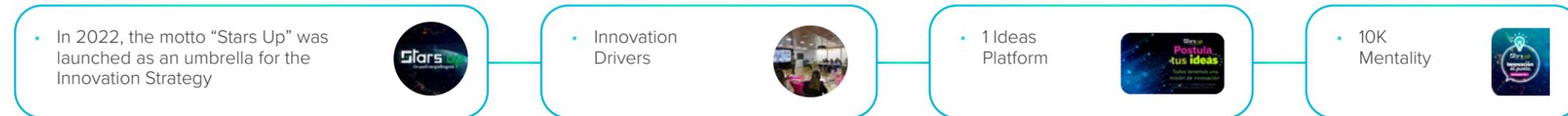
## INNOVATION ECOSYSTEM



Initiatives by Horizon



## CULTURE AND KNOWLEDGE MANAGEMENT



## GOVERNMENT AND INVESTMENT

The first meeting of the Innovation Committee was held in 2022.



Based on the CSP, GEB's path for gradual investment in R&D+i was established



COP 50 billion by 2025



COP 700-800 billion by 2030

## INNOVATION PROCESS

Focus on facilitating and accelerating the planning and execution of pilots as a service



## HIGHLIGHTS OF ACHIEVEMENTS IN 2022

-  Adoption of the first Innovation Policy, which defines the guidelines for management of this field in the Business Group.
-  Progress in the implementation of the Innovation Strategy by implementing a road map for open innovation, a road map for innovation culture, and the launch of the Innovation Committee with participation by the controlled subsidiaries.
-  Inclusion in the innovation activities and process of criteria that consider the social, environmental and human rights impact of the ideas.

Additionally, the Digital Transformation process implies an organizational change in which the people, processes and business model implement technology as a tool to create value for stakeholders.

This organizational change has had a positive effect of the business processes, the culture and the experience of clients, consumers, employees and stakeholders. The aim is to fulfill the changing usage, regulatory, commercial and market requirements through digital technologies. The digital transformation is oriented towards optimization and efficiency.

The digital transformation is consequently essential for the Organization, because it supports operating efficiency through the optimization of processes and activities, and the creation of new digital services, business processes and commercial models. In also builds stakeholder trust, continuity and sustainability:



The development and implementation of new technologies and process automation enable more agile and user-friendly management of activities.



The standardization and unification of the Group's financial, sourcing, human resources and technology processes increases efficiency and reduces costs.



Greater efficiency in negotiations with suppliers produces economic savings.

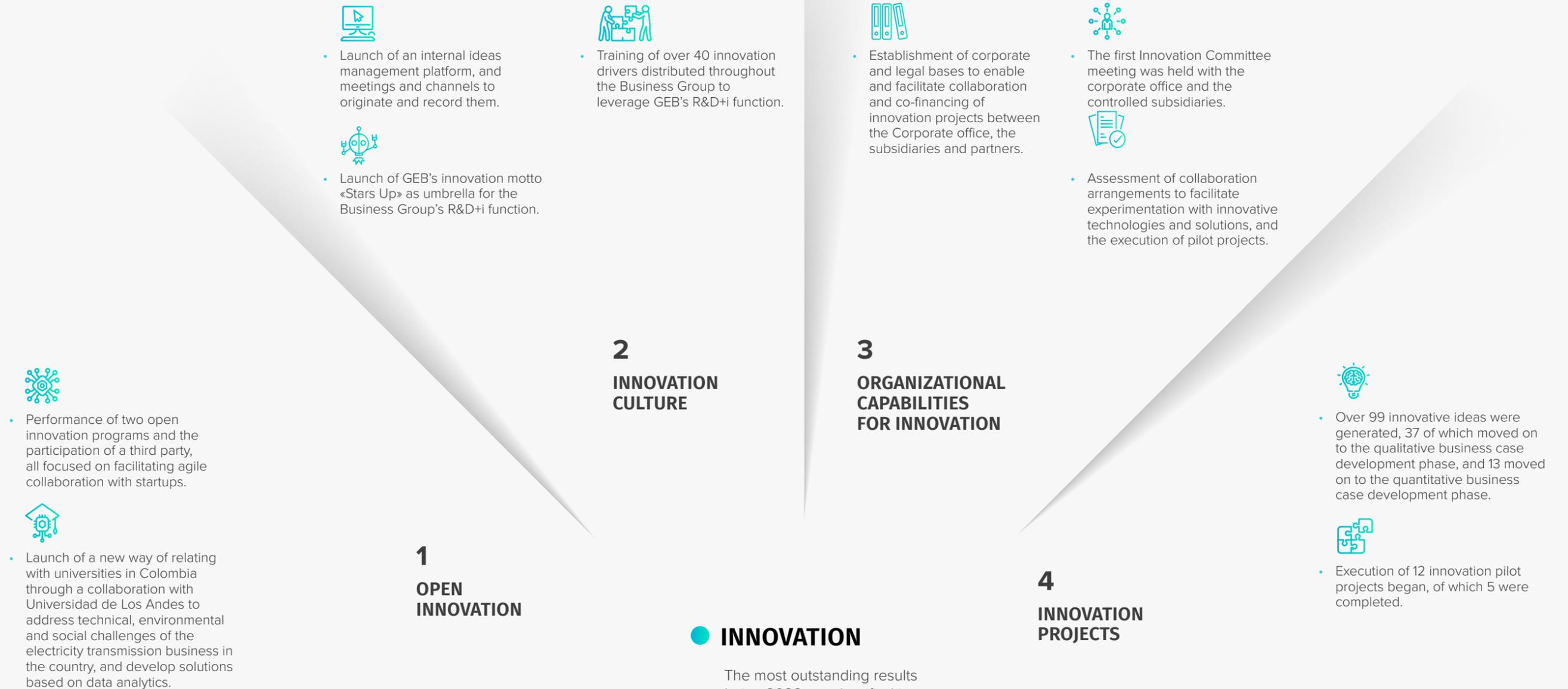


The adoption of new technologies through change management increases efficiency in achieving the business objectives.



(GRI 3-3)

# RESULTS 2022



- Launch of an internal ideas management platform, and meetings and channels to originate and record them.



- Training of over 40 innovation drivers distributed throughout the Business Group to leverage GEB's R&D+i function.



- Launch of GEB's innovation motto «Stars Up» as umbrella for the Business Group's R&D+i function.



- Establishment of corporate and legal bases to enable and facilitate collaboration and co-financing of innovation projects between the Corporate office, the subsidiaries and partners.



- The first Innovation Committee meeting was held with the corporate office and the controlled subsidiaries.



- Assessment of collaboration arrangements to facilitate experimentation with innovative technologies and solutions, and the execution of pilot projects.



- Over 99 innovative ideas were generated, 37 of which moved on to the qualitative business case development phase, and 13 moved on to the quantitative business case development phase.



- Execution of 12 innovation pilot projects began, of which 5 were completed.

## ● OPEN INNOVATION

Three types were adopted:



● **Collaboration with startups:** began execution of 12 innovation pilot projects involving 10 startups from 5 countries and 4 GEB subsidiaries. Nine of these pilots were born from 3 corporate venturing programs designed to facilitate collaboration: two venture client programs –one of GEB itself and another external– and one invitation to submit proposals by GEB for open innovation challenges.



● **Collaboration with peers and startups:** support from peer companies, business partners and startups to execute 15 innovation pilot projects. Three of them were co-financed under the Incubateenergy Labs program. These pilots involved participation by both the startups and other actors, including a US residential public utilities company and the Electric Power Research Institute (USA), a non-profit R&D entity.



● **Consolidation of a collaborative joint venture:** Capitalization of Ágata, the data analytics agency of the city of Bogotá. This is a joint venture of GEB created in 2021 by organizations in which the Capital District holds equity interests. In addition to its strategic value for the Capital District and GEB, the agency's financial results surpassed the expectations of its initial investment plan.

## ● DIGITAL TRANSFORMATION

The following were the main achievements in terms of digital transformation:

- Implementation of remote work supported by digital technologies, enabling employees to perform their duties and to interact between work teams.
- 100% of the queries functionalities went live, as well as a minimally functionally viable product for property management in the geographic information system.
- Implementation of the cybersecurity project, including physical and logical security controls.
- Definition of risk management and cyberasset management methodologies.
- Implementation of SAP S4HANA is in progress at the subsidiaries in Peru (ERP and IS-U), and it was delivered to Contugas (ERP and IS-U) and Cálidda (ERP).
- Assurance of 30% of the cyberassets at GEB substations.
- Assessment to select the tool that will support documentation management at GEB.
- Inclusion of clauses and guidelines in the contracts to strengthen technical controls.
- Establishment of the Data Governance Model for GEB and its subsidiaries.
- Update and approval of the information security and cybersecurity policy.
- Strengthening of information security controls to protect data from computer viruses, and identity protection in the event of theft or impersonation of credentials and information leaks.

(GRI 3-3)

## TARGETS AND CHALLENGES

### ● INNOVATION

By 2025, we expect to:

- Achieve an intensity of investment in R&D+i of at least 0.6% of the Business Group's (adjusted) operating revenues, excluding investments made in the digital transformation.
- Achieve an economically self-sustainable R&D+i function through the establishment of an innovation subsidiary, or a functionally equivalent organizational vehicle.
- Position the Business Group as one of the 30 most innovative organizations in Latin America and most open to collaboration with innovation ecosystems, achieving such positions in the most relevant rankings of the countries where it has presence.
- Achieve an impact on EBITDA that is at least proportional to the investment level in R&D+i.

### ● DIGITAL TRANSFORMATION

- Complete the SIGEB with the incorporation of the property management system in 2023.
- Implement the industrial cybersecurity project at the Transmission Branch by 2026.
- Contract the documentation management system and begin operations six months after contracting the provider, in 2023.
- Implement the process mining system to enable optimizing its development in the Group's information systems.
- Implement the sustainability control tower for the automation, capture, measurement and reports on sustainability in 2023.



(GRI 3-3)

## LESSONS LEARNED

### ● INNOVATION

One of the most valuable lessons learned in 2022 is that innovation management requires planning and alignment of those responsible for the innovation function at each GEB subsidiary.

Partly due to GEB's annual planning cycles, the preparation of the following items facilitates the fluid execution of R&D+i activities during the year:



● Explicitly budget for each business the allocation of economic resources for R&D+i activities.



● Budget in each business the dedication of human resources for R&D+i activities.



● Align the annual R&D+i targets of the subsidiaries and the corporate office.

These lessons have been incorporated in the Innovation Policy as guidelines for the management model, as well as in the different commitments and agreements of understanding that are being established with GEB's subsidiaries.

### ● DIGITAL TRANSFORMATION

The adoption of technology, change management and collaborative work in all Company areas are ongoing and systematic activities that are necessary to assure the perception and adequate use of the technology by the people in order to obtain the expected results. It is necessary to incorporate in all project stages, even after they are in production, actions such as:



- Ensure the adoption and efficient use of the technologies through change management.



- Constantly create a culture within the Group, accompanied by good practices and the application of the defined controls.



- Carry out collaborative work between the operations and technology areas to create synergies and convergences that enable the definition and implementation of the processes, technologies and tools to ensure the reliability, availability, integrity and continuity of the cyberassets in operation.



# INTEGRATED SUSTAINABILITY REPORT 2022

