

**2019**

Sustainability

Report

With Social Awareness



# Recognitions



**GEB**  
We were recognized as an **“attractive employer and an example in the country”** by Great Place to Work, which described our work environment as “very satisfactory”.



Our position increased from **97 to 79** in the **corporate reputation ranking**, and from **98 to 54** in the social responsibility and corporate governance ranking of Monitor Merco. (Own - Reputation)

We were recognized with the 2Way Goodwill Award. During the last three years we climbed 56 positions to **number 7**

For the eighth consecutive year, we were one of the **companies with the best sustainability performance in the world**, according to the Dow Jones Sustainability Index.



**Energy for Peace** (Energía para la Paz)  
ANDI awarded us recognition as the **2019 Inspiring Company**.

Women Economic Forum granted us the **Iconic Companies that Create a Better World for Everyone** award.

We received **recognition from the Women Together organization**.

The Colombian government granted us recognition for **good practices in environmental and social management in the mining and energy sector**.

For the sixth consecutive year we have been recognized by the Colombian Securities Exchange for our information disclosure and **investor relations** practices.



**CÁLIDDA**  
For the second consecutive year, we have been included in the Merco ranking of the 100 companies with the best reputation. **We climbed 18 positions to 24<sup>th</sup> place.**



**CONTUGAS**  
Nutricontugas received the **Corresponsables Award for the best social initiative** in Peru.

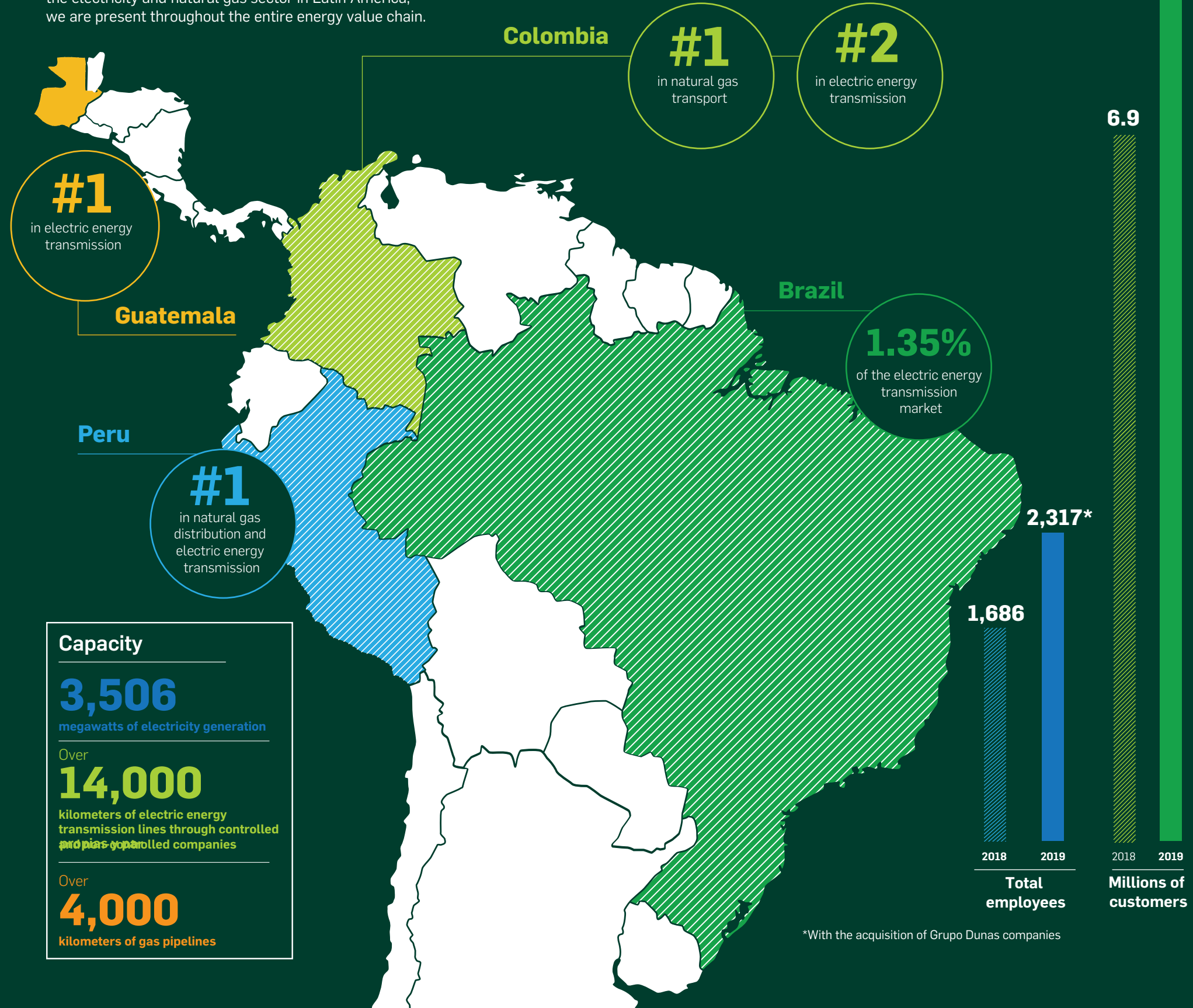


**TRECSA**  
We were awarded **ISO 9001:2015** certification, which makes us the first transport company in Central America with this recognition.

# Regional presence

(102-2) (102-4) (102-6) (102-7)

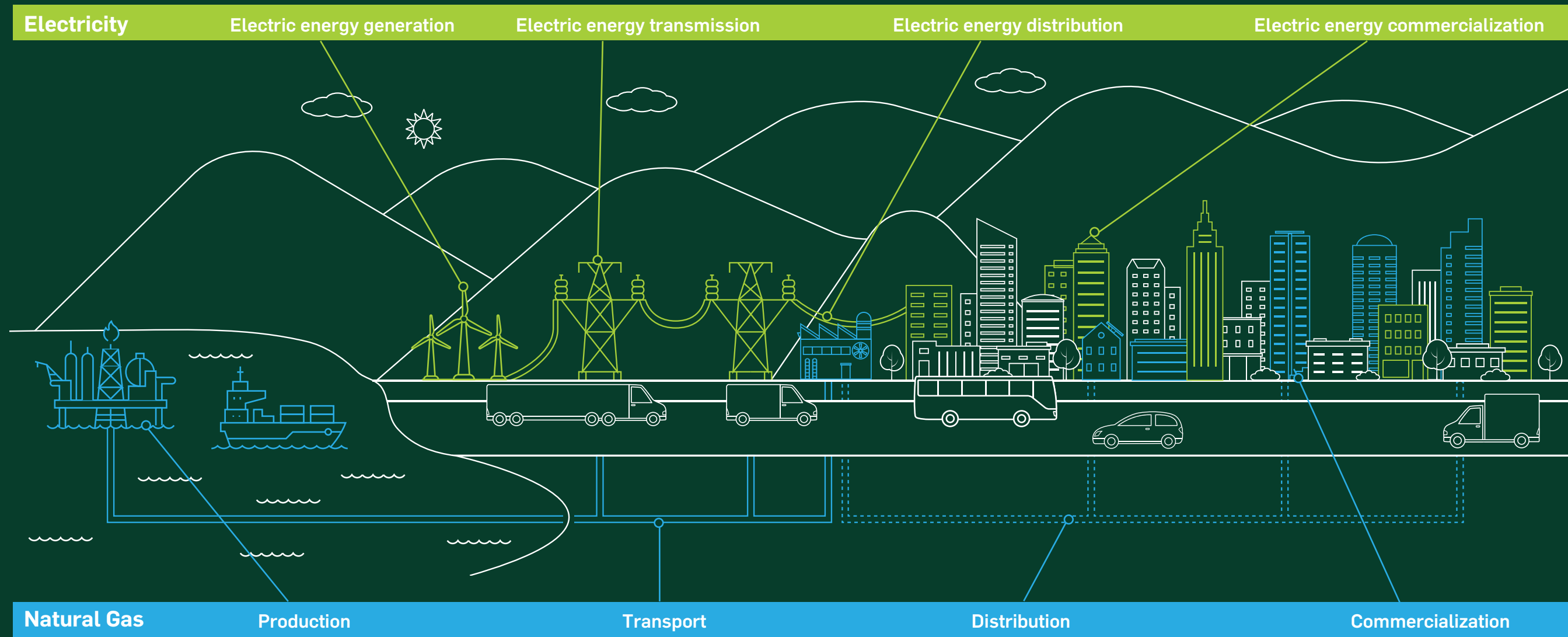
We are Grupo Energía Bogotá, a multi-Latin company with 123 years of history present in Colombia, Peru, Brazil and Guatemala. Through nine affiliates and shareholdings in large companies in the electricity and natural gas sector in Latin America, we are present throughout the entire energy value chain.



## OUR 2019 MILESTONES

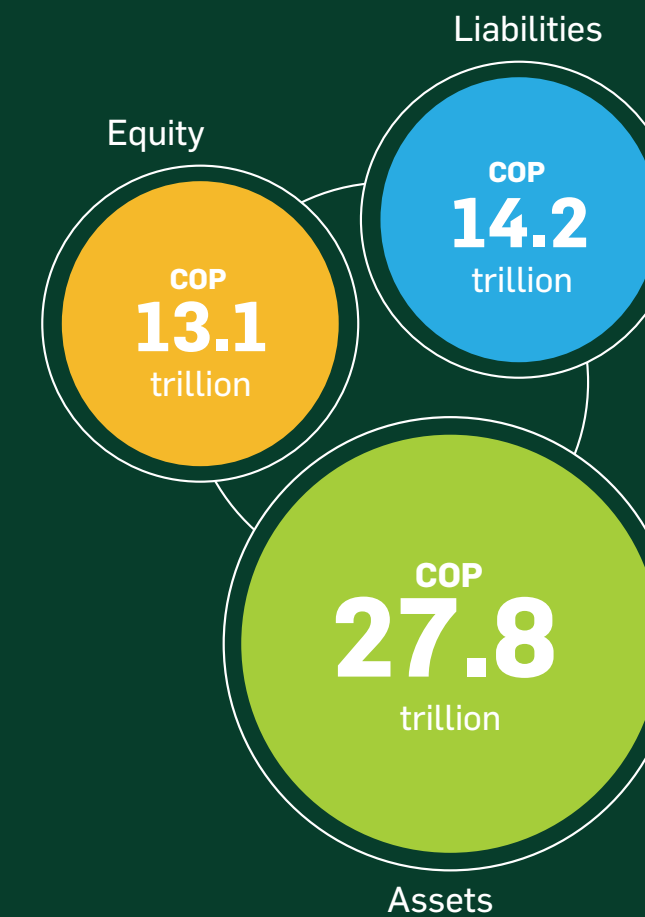






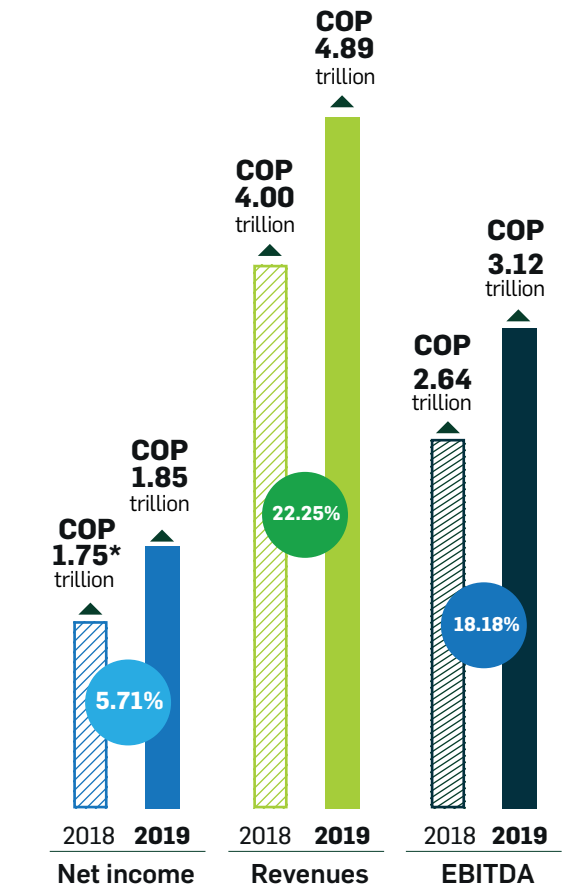
## Financial position

(102-7) (Own)



## Consolidated results

(102-7) (Own)

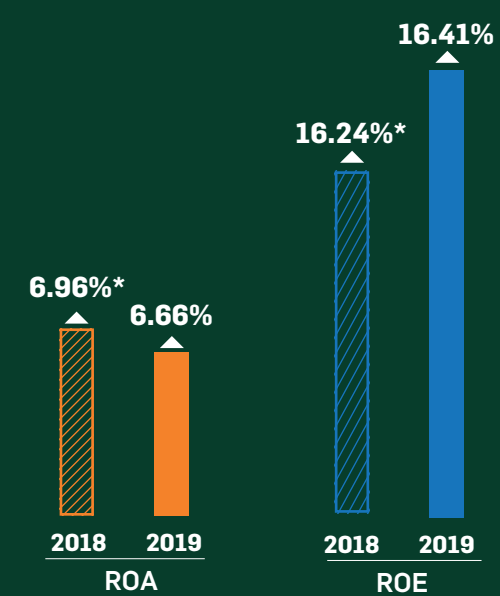


(\*) Restated (102-48)

## Operations throughout the energy chain (102-6) (102-7)

<p><b>Electric energy generation in Colombia:</b> Our market share is <b>20.2%</b> through our <b>51.5%</b> shareholdings in Emgesa.*</p> <p><b>emgesa*</b></p>	<p><b>Electric energy generation in Peru:</b> We have 38 Megawatts of installed capacity through Perú Power</p> <p><b>PERU POWER co.</b></p>	<p><b>Electric energy transmission in Colombia:</b> Our Transmission Business has a market share of <b>20%</b>.</p> <p><b>Grupo Energía Bogotá</b></p>	<p><b>Electric energy transmission in Peru:</b> We are market leaders with market share of <b>67.8%</b> through ISA REP and ISA Transmantaro*, in which we hold shareholdings of <b>40%</b>.</p> <p><b>isa*</b> <b>isa*</b></p>	<p><b>Energy transmission in Guatemala:</b> We are leaders with <b>22.6%</b> of the market through our companies Trecca and Eebis.</p> <p><b>Trecca</b> <b>EEBIS</b></p>	<p><b>Electric energy transmission in Brazil:</b> Our market share is <b>1.35%</b>; 0.6% with Gebbras and 0.7% with Argo**.</p> <p><b>Gebbras</b> <b>ARGO**</b></p>	<p><b>Natural gas transport:</b> Through our company TGI, we are leaders in Colombia with <b>54%</b> market share. In addition, 37.5% of Colombia's connected users with Promigas.</p> <p><b>TGI</b> <b>PROMIGAS</b></p>	<p><b>Electric energy distribution in Colombia:</b> Our market share is <b>23.9%</b> through our shareholdings of <b>51.5%</b> and <b>16.2%</b>, in Codensa* and EMSA*, respectively.</p> <p><b>codensa*</b> <b>EMSA*</b></p>	<p><b>We entered the electric energy distribution business in Peru</b> through the acquisition of Electro Dunas, with which we have <b>4%</b> of the market, and Cantaloc, which is in charge of marketing.</p> <p><b>cantaloc</b> <b>ElectroDunas</b></p>	<p><b>Natural gas distribution:</b> Our market share in Peru is <b>78.1%</b> through our companies Cálida and Contugas. In Colombia we have <b>32.1%</b> of the market through our <b>25%</b> shareholding in Vanti.*</p> <p><b>Contugas</b> <b>Cálida</b> <b>vanti*</b></p>
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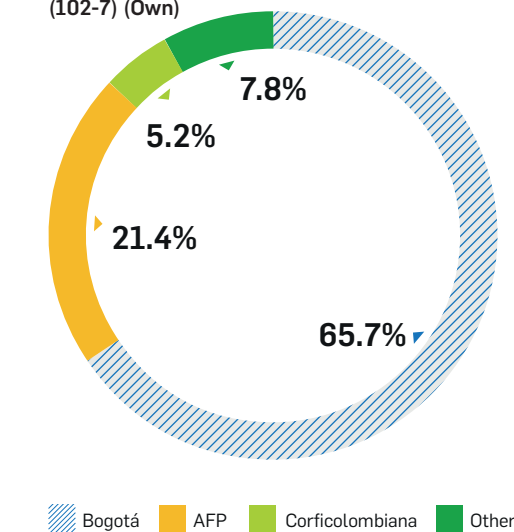
(\*) Non-controlled companies (\*\*) Company in the process of being acquired



(\*) Restated (102-48)

## Shareholdings

(102-7) (Own)



At December 31, 2019.



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**Concept, graphic design, journalistic editing and production:** Taller de Edición S.A.

**Front cover photograph:** Through our Colectora electric energy transmission project, we work on genuine relations with our communities to bring the best energy to all Colombians. On the right, Fabrizia Epinayú, social manager, with a representative of the Wayuu community.

**Back cover photograph:** Archaeologists Zulema Zelaya and Jesús Bahamonde, and Cultural Heritage Coordinator, Cecilia Camargo, from Cálidda, with some of the archaeological findings, including pre-Hispanic vessels of the Chancay culture.





# About this report and results

## Dear Shareholders and Stakeholders

# W

(102-50) (102-52)

We are pleased to submit our 2019 Annual *Sustainability Report*, which presents the economic, social and environmental performance of Grupo Energía Bogotá (GEB) and its companies in Colombia, Peru, Guatemala and Brazil. The information presented is for the period from January 1 to December 31, 2019.

(102-51) The report's last edition was published in March 2019 and covers the group's performance in 2018.

(102-32)\* This report has been formally reviewed and approved by the Group's President, by the principal members of the President's Committee and by the Board of Directors and its committees. Any clarifications or exceptions regarding coverage of information are explained throughout the document.

(102-49)\* Whenever reference is made to GEB information in this report, it includes data for GEB Colombia and its Transmission Branch. Any exception to this understanding is noted in the corresponding section of the report.

(102-45) (102-49) In this edition, we communicate the results for the company and the Strategic Business Groups (SBGs): Transmission and Transport, Distribution and Generation, based on new materiality results that enable us to continue strengthening and focusing our efforts on the

most important matters for our energy business. Moreover, these results are aligned with GEB's corporate strategy. Additional information on each of the companies that form part of the SBGs is available in their specific reports.

(102-54) Each chapter contains information on management, results and goals in the various dimensions of sustainability, according to the Global Reporting Initiative (GRI) standard's "core" option, which is identified by means of the appropriate codes for each indicator.

(102-56) PricewaterhouseCoopers Asesores Gerenciales Ltda. performed limited assurance of the information contained herein, and its independent review report is included in the Annexes section.

(102-53) Any questions or concerns will be addressed by Jacqueline Guevara at [jguevarag@geb.com.co](mailto:jguevarag@geb.com.co) or Juan Manuel Díaz at [jmdiaz@geb.com.co](mailto:jmdiaz@geb.com.co), or by calling 3268000, extension 1765.

\* (102-45) Controlled companies, Transmission and Transport SBG: GEB Transmission Branch and TGI in Colombia, Trecca in Guatemala. Controlled companies, Distribution SBG: Cálidda, Contugas and Electro Dunas in Peru. There are no controlled companies in the Generation SBG. Information for Gebbras in Brazil is not included. The company Argo in Brazil is in the process of being acquired.

\*\* The total number of the Corporate Group's 2,317 employees includes the companies acquired by GEB S.A. ESP in August 2019, as follows:  
• 100% of the shares of DUNAS ENERGÍA SOCIEDAD ANÓNIMA ABIERTA (DE-SAA), which in turn holds 99.96% of the shares of ELECTRO DUNAS S.A.A.;  
• 100% of the shares of PPC PERÚ HOLDINGS SOCIEDAD COMERCIAL DE RESPONSABILIDAD LIMITADA, which in turn holds 99.99% of the shares of PERÚ POWER COMPANY S.R.L.  
• 100% of the shares of CANTALLO PERÚ HOLDINGS SOCIEDAD COMERCIAL DE RESPONSABILIDAD LIMITADA, which in turn holds 99.99% of the shares of CANTALLO S.R.L.

The data presented for 2019 for Electro Dunas only includes employees of Electro Dunas S.A.A. It does not include data for Perú PowerCompany S.R.L. (377 employees), nor Catalloc S.R.L.

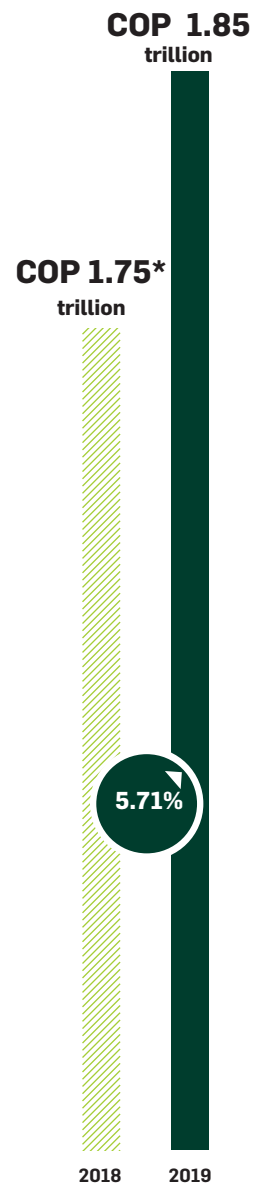
Tower near La Loma (Cesar) substation, a Transmission Branch project

**In this report,  
we present the  
2019 results  
of GEB and  
its Strategic  
Business  
Groups.**



# Dear shareholders:

(102-14)



Growth in net income  
\* restated  
(102-48)

## We have many reasons to feel proud about the consolidated results of Grupo Energía Bogotá in 2019.

Thanks to the effort, commitment and enthusiasm of our 2,317 employees in Colombia, Peru, Brazil and Guatemala, we achieved the goals set out in our Corporate Strategic Plan and continue to position ourselves as one of the leading groups in Latin America's energy value chain.

It was a year in which we continued to expand our borders and in which we strengthened our international expansion with the successful acquisition of the Electro Dunas Group, thus entering the electric energy distribution sector in Peru. We also doubled our share in energy transmission in Brazil by acquiring the company Argo, jointly with the Spanish company Red Eléctrica Internacional. We consolidated our Transmission Branch, which is developing nine projects, including the Colectora project, where one of the most important prior consultations processes is underway, involving ethnic communities of the Caribbean coast with whom we have built genuine ties of trust.

In Guatemala, we continue to consolidate our market share in the electricity sector, where we have become the largest private carrier. In Colombia and Peru we have maintained our leadership in natural gas.

All this led us to achieve record revenues, profits and dividends, as well as record stock prices. The central priority of Grupo Energía Bogotá, its affiliates and employees is to build energy infrastructure with Social Awareness, which translates

**We invite you to remain committed and to take ownership of the challenges we have set for ourselves in the years ahead, and: Show your good energy!**



into bringing progress and well-being to the communities in the territories where we are present with our transmission and natural gas projects and assets.

For this reason, one of our pillars for growth is Sustainability, which is the ability to understand and manage the environment, innovate and adapt our businesses, creating profitability and sharing social and environmental benefits in the territories where we operate. Another central pillar of growth is solid and robust Corporate Governance, which has allowed us to be more efficient and competitive.

We attained great recognition in 2019. Dow Jones highlighted us as the gas company with the best performance in terms of Sustainability, and Great Place to Work recognized our work environment for having reached a very satisfactory level, above other companies in the sector.

These recognitions are the result of the effort and dedication of our employees, who drive the Group to continue bringing progress to the communities where we are present, always with the slogan "Life Comes First", which reflects our commitment to protecting the lives of our workers, and the goal of Zero Accidents in our operations.

The good results shown in this report reflect our commitment to work focusing on our values, competencies and cultural attributes: Life Comes First, Social Awareness and Superior Performance.

These attributes, which are our differentiators, allowed us in 2019 to continue consolidating our position as a successful and competitive Group, one that works with passion to improve the lives of the millions of people we impact through our infrastructure.

These and many other achievements presented in this report encourage us to continue working with the same enthusiasm. To our employees, to the board members, the directories and executive boards of the Group and its affiliates in Colombia, Peru, Guatemala and Brazil we say: thank you!

We invite you to remain committed and to take ownership of the challenges we have set for ourselves in the years ahead, and: Show your good energy!

**Astrid Álvarez Hernández**  
President of Grupo Energía Bogotá

**Rafael Herz**  
Chairman of the 2019 Board of Directors

**Andrés Escobar Arango**  
Chairman of the 2020 Board of Directors





# Management with Social Awareness

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Meeting with representatives of the Wiwa people, in the township of Patillal (Cesar), during a prior consultations event for the Colectora project



# Management and Financial Report

## Dear Shareholders and Stakeholders,

It is highly satisfactory to report positive financial, operating and social contribution results for Grupo Energía Bogotá and its affiliates in 2019, a year during which we consolidated the objectives we had set out in our Corporate Strategic Plan (CSP), the roadmap we developed four years ago to position ourselves as one of the most important companies in Latin America's energy industry.

In 2016 we launched a profound transformation to drive the Group's growth and make in more competitive in the highly dynamic energy sector. We evolved from being an electric energy transmission company with an investment portfolio to becoming a major Corporate Group with nine affiliates in Colombia, Peru, Brazil and Guatemala, and equity stakes in other major companies in the electric energy and natural gas value chain.

We set out to develop leading and profitable companies all along the energy value chain, with the highest standards of Corporate Governance and Sustainability, and we are well on track to achieving this objective. We are a strategic connector that adds value to companies and brings together ideas, knowledge, capital and resources. We share the best practices and promote the growth agendas of each of our companies.

We currently have 7.4 million customers through controlled and non-controlled companies, 14,006 kilometers of transmission lines, over 4,500 kilometers of gas pipelines, close to 12,000 kilometers in natural gas distribution networks and installed capacity of 3,506 megawatts.

The results we present in this *2019 Sustainability Report* confirm that we made the right decision. Last year we achieved record revenues and profits, as well as record dividends paid out to the Capital District of Bogotá, our main shareholder (with 65.7% of shareholdings) and to over 6,000 private investors who have placed their trust in GEB.

In 2019 we continued to expand in the countries where we are present through the acquisition of electric energy distribution and transmission companies in Peru and Brazil. We started up operations at new projects, increased our number of customers, raised our share of the energy value chain and built closer links with the communities in the territories where we carry out our projects, as a legitimate actor that contributes to well-being and progress in the framework of the Sustainable Development Goals.

These achievements are based on two pillars of growth. The first is our solid Corporate Governance, which has made us more competitive, sustainable and profitable.

Our Corporate Governance was strengthened thanks to the adoption of the measures contained in *Código País* (based on the recommendations of the Organization for Economic Co-operation

**Beyond building and managing energy infrastructure assets, our 2,317 employees stand out for acting with Social Awareness.**



Maintenance work at our transmission lines in Guasca (Cundinamarca)

and Development, OECD) and the Democratization Process of a percentage of shares held by the Capital District in Grupo Energía Bogotá, which involved a Shareholder Agreement that provides for rigorous independence criteria and strengthening of all governance bodies to promote decision-making based on technical processes and criteria. An example of this is that for the first time in the history of Grupo Energía Bogotá, an independent member was elected as Chairman of the Board of Directors.

The other central pillar for our growth is Sustainability, which is the ability of Grupo Energía Bogotá to understand and manage its social and environmental surroundings, innovate and adapt its businesses in order to achieve profitability and generate benefits for the territories in which we operate, with a long-term vision and with future generations in mind.

Beyond building and managing energy infrastructure assets and developing electricity transmission lines and gas pipelines, our 2,317 employees stand out for acting with Social Awareness and for addressing the needs of our environment with respect for each reality, building genuine long-term relationships based on trust.

Over the last four years we have benefited over 900,000 people, equivalent to 62% of the population in the areas of influence of our projects under construction and assets in operation.

**COP 4.89**  
trillion in operating revenues.

**COP 1.85**  
trillion in net income.

**COP 27.8**  
trillion in consolidated assets.





Windmills in the municipality of Manaure (La Guajira) pump water to supply local communities

Thanks to our results in managing the Environmental, Social and Governance (ESG) factors of our businesses, for the eighth consecutive year we were ranked in the Dow Jones Sustainability Index, emerging market category, as the company with best performance in the gas sector. Additionally, for the second year in a row, we were listed in the Robeco SAM Sustainability Yearbook, which recognizes the top 15% of companies in each industry with best results in terms of Sustainability worldwide.

We also maintained high Occupational Safety and Health (OSH) standards and strengthened our main cultural attribute, Life Comes First, under the Vision Zero global prevention model. We also made major efforts to reduce and prevent any work-related accidents or diseases in all our operations.

In order to be more competitive and aligned with international trends, we began to implement a Digital Transformation process, involving an organizational change in which the people, the processes and the Business Model understand that technology is a tool to create value for employees and stakeholders. Our Digital Transformation aims to integrate new technologies in all areas of the Group and its affiliates in order to optimize processes, become more efficient, enhance service quality and reduce costs.

We also took major steps in promoting a more inclusive culture and closing the gender gap. In partnership with the Labor Ministry and the United Nations Development Program (UNDP), we are implementing the Equipares Gender Equality Management System, the purpose of which is to close gender gaps in organizations. We have also adopted a Policy on Diversity and Inclusion to promote a work environment that offers equal opportunities, rights and responsibilities for men and women.

Along with our financial, operating and social achievements, in 2019 we actively participated in national and international energy industry events, where we made proposals to benefit the sector. We established closer ties with representatives of the World Economic Forum, and we participated in a working session organized by the OECD in Paris (France), where we shared the corporate governance practices promoted by GEB and highlighted our democratization process.

We received recognitions that fill us with pride. Great Place to Work highlighted our work environment, for having reached very satisfactory level, above other companies in the sector. We climbed 18 positions in the ranking of the Corporate Reputation Monitor (Merco, for the Spanish original). Our Energy for Peace program, aimed at bringing progress and well-being to areas affected by the conflict, received four recognitions in 2019: The Women Together award, the Women Economic Forum, the 2019 Inspiring Company (from ANDI) and the social investment award of the Ministry of Mines and Energy.

We also received the Bonds & Loans Award from GFC Media Group in the "best Andean syndicated loan in 2018" category, for achieving favorable refinancing conditions

that enabled a substantial reduction in the company's financial cost. The award was received during the Bonds, Loans and Derivatives event, which brings together the main financial institutions, investment banks and corporate chief financial officers to share good practices and remain at the forefront of international trends.

## Business Environment

A relevant event is an ongoing process at the Center for Arbitration and Reconciliation of the Chamber of Commerce of Bogotá related to arbitration proceedings between GEB and Enel Américas. In these proceedings, GEB has entered a series of claims associated with breach of investment framework agreements signed between the shareholders of Codensa and Emgesa.

The claim seeks for the arbitrator to rule that Enel Américas has the binding obligation to fulfill the investment framework agreements, and on this basis, the development of any business related to non-conventional renewable energy sources by Enel or GEB must be jointly performed through Emgesa, and not individually, as Enel Américas has been doing through Enel Green Power Colombia S.A.S. It also seeks for the arbitration tribunal to rule on non-fulfillment by Enel regarding the distribution of 100% of the dividends generated by Emgesa and Codensa, in the terms of the investment framework agreements.

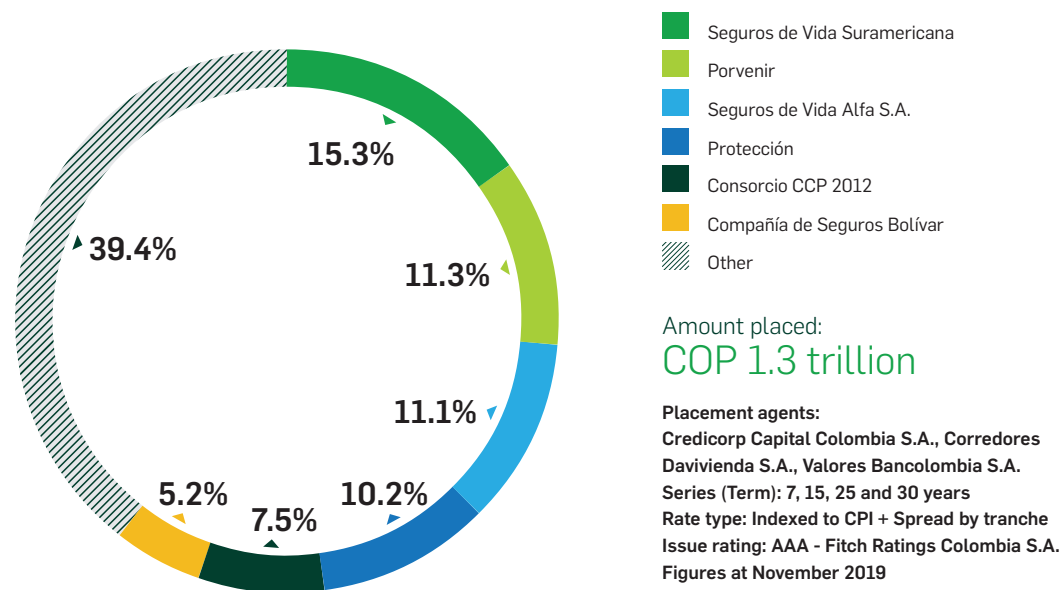
**COP 14.2**  
trillion in liabilities

**COP 13.1**  
trillion in equity

**COP 1.29**  
trillion is the record proposed dividend payout



### Main local bondholders



Source: Deceval local bondholder report - Confidential information Grupo Energía Bogotá 2020



Electricity tower of the Brazilian company Argo, which is in the process of being acquired

### Stock price trends

Between 2016 and December 31, 2019, the stock price has increased by over 30%.

Our Group has obtained the Colombian Securities Exchange's Investor Relations (IR) recognition since 2016.

We were ranked in **7<sup>th</sup> place among the 24** companies of the COLCAP index, with a 5.91% share of the total.



The arbitration tribunal should also rule on the change of brand of Emgesa and Codensa and on various decisions made in situations of conflict of interest and in breach of the bylaws and the investment framework agreements between the companies.

Simultaneously with the above arbitration proceedings, there are another two arbitration tribunals that should rule on the invalidity of the minutes of general meetings of shareholders and meetings of the boards of directors of Emgesa and Codensa, during which decisions were made in connection with the aforementioned claims.

Separately, we should point out that the businesses of Grupo Energía Bogotá displayed outstanding performance amidst a complex environment in Latin America, which only grew by 0.1%, the lowest growth rate in decades. Colombia stood out for having the highest economic growth in the region: an increase in Gross Domestic Product (GDP) of 3.3%, according to National Administrative Department of Statistics (DANE, for the Spanish original).

The electricity sector had a very dynamic year, with an increase in energy consumption of 4.02% in Colombia (71,925 gigawatts), according to XM, the wholesale market operator. The energy mix is about to experience major challenges due to

the entry of non-conventional renewable energy sources.

The gas market in Colombia faces a critical moment that requires making key decisions to assure supplies to meet demand with a diversity of complementary sources. This also requires regulations that enable profitable long-term investment, the use of existing resources and the development of future projects.

### Financial Results

The Group's consolidated revenues increased from COP 4.00 trillion in 2018 to COP 4.89 trillion in 2019, with growth of 22.25%; profits increased by COP 1.75 trillion to COP 1.85 trillion at year end, a 5.71% increase. Consolidated adjusted EBITDA has increased over the last 10 years, displaying strong growth in the assets controlled by GEB, increasing from COP 2.64 trillion in 2018 to COP 3.12 in 2019, up 18.18%.

The dividend distribution proposal from 2019 profits to be submitted to the General Meeting of Shareholders is for COP 1.29 trillion, once again honoring the trust our shareholders have placed in Grupo Energía Bogotá.



The stock price has displayed positive performance, reaching all-time records, with valuation of 31.4% over the last four years, with cut-off at December 2019, which indicates that the market acknowledges the efforts we have made to consolidate the Group as a solid company managed according to the highest corporate governance standards, a sustainability strategy and profitable growth. For the sixth consecutive year we were received the IR recognition from the Colombian Securities Exchange.

Other highlights of our financial management include the refinancing of the syndicated loan signed in 2017 for USD 749 million; the deal enabled improving and cost and profile of the company's debt (maturity of the obligation was extended by one year until July 23, 2024), and the interest rates was reduced from LIBOR + 2.15% to LIBOR + 1.625%, producing annual savings of approximately USD 3.93 million.

The consolidated assets of Grupo Energía Bogotá totaled COP 27.8 trillion, liabilities totaled COP 14.2 trillion, and equity reached COP 13.1 trillion.

## Strategic Business Groups

### Transmission and Transport

This SBG displayed strong dynamics and outstanding events in 2019. We reached 14,006 kilometers of electric energy transmission lines, including our controlled and non-controlled companies, and 4,017 kilometers of gas pipelines through our TGI subsidiary.

We continue to move forward with our International Expansion and Strengthening Plan in the Latin American countries where we are present. In Brazil, jointly with the Spanish company Red Eléctrica Internacional, we initiated the process of acquiring 100%, in equal shares, of the Brazilian company Energia Empreendimentos e Participações S.A. (Argo).

Through this operation, which is currently under regulatory review and which totals BRL 1,775 million for GEB, we will add 1,460 kilometers of transmission lines and 11 substations distributed in the states of Ceará, Maranhão, Minas Gerais, Piauí and Rondonia. Our objective is to build a major electric energy transmission platform in Brazil.

In Colombia, through our Transmission Branch we remain the second-largest electric energy transmission company, with a share of 20% of the revenues of the National Transmission System (STN, for the Spanish original). We currently have nine projects under execution in the STN: Colectora, Sogamoso-Norte-Nueva Esperanza, Chivor II-Norte-Bacatá, Refuerzo Suroccidental, Tesalia-Alférez, the Ren-

acer-Mocoa substation, La Loma, San Fernando-Ecopetrol and the Drummond connection, through which our transmission lines will increase from 1,655 kilometers to 4,004, and our substations will grow from 29 to 48 by 2023.

Through our Transmission Branch, in 2019 we acquired assets in operation, including the substations Betania 230 kV and Tuluní 230 kV, and their associated lines.

One of the greatest challenges for electricity transmission, sustainability and shared value programs, and the development of non-conventional renewable energy sources in the country, are the prior consultations currently underway with the indigenous peoples of Sierra Nevada, Cesar and La Guajira, through which the Colectora project will pass, which involves building of 480 kilometers of transmission lines and two substations: Colectora and Cuestecitas.

This is a key project because it will enable carrying the electricity to be generated by the planned solar and wind farms in northern Colombia to the rest of the country. This is one of the largest prior consultations processes at present, because it involves 235 communities, which is a huge challenge for both Grupo Energía Bogotá and the government entities.

Our subsidiary Transportadora de Gas Internacional (TGI), a leading natural gas transportation company with a 54% market share and 4,017 kilometers of gas pipelines, started up operations at the Puerto Romero-Vasconia loop of the Cusiana Phase IV project. It also started up operations of the Pompeya and Yarigüies-Puerto Wilches sections. TGI stands out because of its solid Occupational Safety and Health (OSH) program, and for the fifth consecutive year no deaths were reported in operations, maintenance and development projects.

On its part, Transportadora de Energía de Centroamérica (Trecsa) reported a 77.2% completion rate in construction of the Electricity Transmission System Expansion Plan (PET, for the Spanish original), with 556 kilometers built of the project's total 866 kilometers; it consolidated the associated Chiantla substation and obtained construction licenses for areas such as Sololá.

Eebis, another GEB subsidiary, obtained recognition for a toll at Anillo Pacífico Sur, the first private project undertaken and which was 100% completed in Guatemala. This project consists of 96 kilometers of transmission lines and 7 substations that connect the region's sugar mills.



Our Cálidda employees and the administrative headquarters in Lima, Peru

### Distribution

Through our Distribution SBG we reach 7.4 million customers, including 4.1 million electricity and 3.3 million natural gas customers.

Our subsidiary Cálidda, the largest natural gas distributor in Peru, with a 74% market share and 11,166 kilometers of distribution networks, achieved a record number of new connections: 191,466 last year, 4% more than the new connections reported in 2018. As a result, the company now serves 952,682 connected customers in the residential, commercial and industrial sectors, the highest number in its 15 years of history. It also arranged a local corporate bond issue that raised approximately USD 100 million, at a rate of 5.03%.

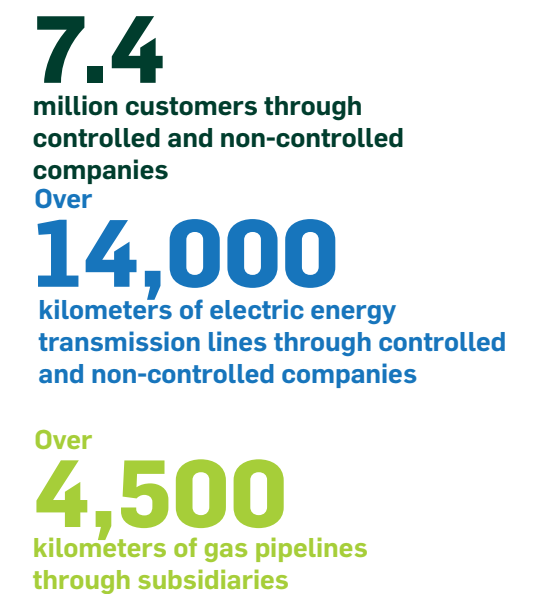
The company climbed up 18 positions in the Merco ranking, from position 42 in 2018 to 24 last year.

On its part, Contugas, with 300 kilometers of gas pipelines and over 1,000 kilometers of distribution networks, also achieved a record of over 60,000 connections, which implies that natural gas is becoming a mass market throughout the Ica region. In this manner, an ever increasing number of Peruvian families enjoy access to gas, which is more affordable and environmentally-friendly than the alternatives.

On September 30, 2019, the company successfully refinanced its syndicated loan in the amount of USD 355 million.

Our leadership in the Peruvian energy market, where we are number one in electric energy

transmission and natural gas distribution, was further leveraged last year by entering the electric energy distribution market. We successfully acquired Grupo Electro Dunas, which is comprised by three companies: Electro Dunas (an electricity distribution company), Cantalloc (which provides operation and maintenance services) and Perú Power Company (which develops co-generation, distributed generation and energy efficiency projects). The holding company, which has 245,990 users, was acquired in August 2019





for USD 260 million. Through this operation, Grupo Energía Bogotá will have a 4% share of the Peruvian electric energy distribution market, and adds 605 employees to its payroll.

The companies of Grupo Electro Dunas contributed close to 2.1% of GEB's consolidated EBITDA in 2019. Given the geographic location of the operations of Contugas and Electro Dunas, we expect these companies to achieve significant operating synergies in the operating, commercial and financial fronts.

Electro Dunas, with 107 years of history, has an area of coverage of 5,402 square kilometers, and it primarily operates in the province of Ica, which is one of Peru's most dynamic and prosperous areas, as well as in Huancavelica and Ayacucho. It has presence in 11 provinces: Ica, Pisco, Chincha, Nasca and Palpa (Ica); Castrovirreyna and Huaytará (Huancavelica), and Lucanas, Parinacochas, Paucar del Sarasara and Sucre (Ayacucho). It features highly efficient operations, high collections levels, low levels of electricity losses, low operating costs and high service quality indicators.

### Generation

The main investment of this Strategic Business Group is Emgesa, which has installed capacity of 3,506 megawatts, a 20.2% share of Colombia's installed capacity and a 21.7% share of total generation in 2019. It is one of the country's most important electric energy generation companies, and its major assets include the hydroelectric plants of Guavio (Cundinamarca) and Quimbo (Huila), and the Betania dam.

This sector has substantial growth potential, given that the government has adopted measures to enable greater diversification of the energy mix.

Currently, non-conventional renewable energy sources account for less than 1% of the mix, but the government expects that by 2030 at least 25% of the energy generated in the country will come from such sources, especially wind and solar energy. Global forecasts are ambitious, given that wind and solar energy are expected to produce 50% of the world's electricity by 2050.

Given this environment, GEB will search for investment opportunities in generation assets in

the countries in which it is present. In Colombia, the strategy focuses on the growth of Emgesa, through which investments of this type are expected to be made to assure its growth and consolidation.

### Vision of the Future

The transformation we have implemented in recent years will allow us to continue growing in the Latin American energy market. To this end, we have set ourselves great challenges, including a Mega strategic vision, which states that by 2025 "Grupo Energía Bogotá will be among the five companies with greatest profits in the Colombian market, with year-on-year growth of more than 9%, and its companies will generate EBITDA of more than COP 8 trillion from their Latin American operations".

We will continue to search for growth opportunities in Latin America in the energy transmission business, where we will participate in bidding processes for new expansion projects. In natural gas, we will continue to promote the massification use of this type of energy, not only for consumption by households, industry and commerce, but also for mass transport as it is the more environmentally friendly transitional energy source.

Another objective is to maintain operational excellence, with high standards and Superior Performance by each of our employees, as well as working to incorporate new technologies (digitalization, storage, use of hydrogen), in order to become more efficient and competitive.

And we will of course continue to implement Shared Value programs to bring progress and well-being to the communities in the territories in which our assets are present.

Our corporate group will continue to work with enthusiasm and to contribute to the growth and development of Colombia, Peru, Brazil and Guatemala.

Thank you.

  
**Astrid Álvarez Hernández**

President of Grupo Energía Bogotá

(\*) Weighted EBITDA of the individual assets.



Photograph by our employee Luis Ardila Cárdenas, from the GEB photography contest



# Safety at heights

**We are leaders in caring for life thanks to our occupational safety and health (OSH) culture. Line maintenance and tower mounting: two examples of this exemplary policy.**

**L**uis Carlos Urrego's knees finally stopped shaking. He confesses that this used to happen 20 years ago, when the first electric energy distribution towers were his new office. "In those days we did not go up with the current equipment and safety measures. We used a belt or a harness. You worked up there like you wanted to". But things changed 14 years ago with the transmission towers.

It is cold in the outskirts of Gachetá, in Cundinamarca, Colombia, at the base of Tower 77, Circo-Guavio line. Urrego checks his equipment next to a 40-meter-high structure, known as a "cat face" because of its shape. It takes him seven minutes to ascend, anchored with two "life hooks" to a piece of galvanized steel. At the top comes the remaining route: walk 1,300 meters to tower 76 twice on the same day to do maintenance on two spans or lines.

The 40 year-old lineman from Antioquia works for Instelec, a Grupo Energía Bogotá supplier. He calculates that in two decades he's climbed 15,000 towers, the tallest of which was 100 meters tall. Luis Carlos is not alone in this day of line maintenance: he is accompanied by six other officials in the air, plus personnel from the Group's Occupational Safety and Health (OSH) and Instelec, electrical engineers and floor officials. Twenty-five people in total.

The person that coordinates and gives the final instructions, one hour before leaving Gachetá to the site, is María Victoria Díaz, transmission lines supervisor for our company. "Every week we hold an operational maintenance meeting at the Bogotá office. Two spans will be repaired today. We leave nothing to chance", she says. By her side, Luis Mauricio Herrera, an OSH Management professional, who supervises each worker's compliance with safety requirements.

Also accompanying them is Fabián Rivera, Instelec OSH coordinator who explains the protocol in the event of an incident. "When the linemen move along the "bicycle" (a



A lineman spends an average of eight hours a day working at heights during maintenance of the transmission lines; Tower 77 of the Guavio, Circo line

seat adapted to propelling oneself along the spans), it is not normal to flip over because of wind or rain. But if that were to happen, the lineman would not fall because he is secured in place and always anchored to the conductors. He would be rescued from the floor below".

## This is how a tower is raised

In addition to line maintenance tasks, the Group has the duty of pre-assembling and mounting the towers. While Luis Carlos is doing maintenance on tower 77, in Pradera (Valle del Cauca, Colombia), another work team is getting ready to mount the tower 309 of the Tesalia-Alfárez project.

The time to pre-assemble and mount the tower depends on the difficulty of access: it varies between two and four days, in eight-hour shifts. In Candelaria, 30 minutes from the site of the new tower, Esperanza Rincon, OSH coordinator at GEB's Southern Region, gives the last instructions to the group of 25 contractor workers. "The same way we arrive, that's how we have to leave in the afternoon. We have family members waiting for us at home, whether it's a week, ten days, two weeks, however long it

takes to come back", Rincón explained. An uncovered 35-minute drive is the team's penultimate stop. Now they have a 40-minute walk up a steep slope. Demining went on a few months ago right here. You must not deviate from the trail. The winch, a device for tensioning and lifting pieces that weigh up to 1.5 tons, has to be loaded by a kind of rope cableway. It is the heart and soul of the operation.

"After bringing up the equipment, we get the pre-assembled parts, which had been previously unloaded. The officers bring the column in three parts, which is a cylindrical structure that acts as the backbone and base for the 'plumero' (leader lineman that coordinates the lifting), and it is raised in the center of the tower to assemble the parts," says Jhon Pino, OSH technical analyst for the Group.

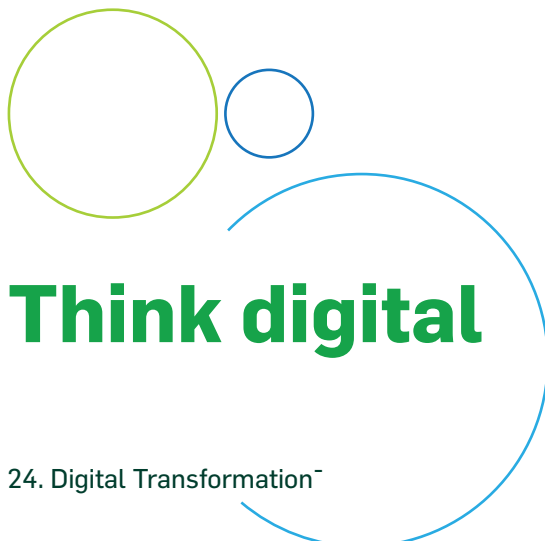
Tower 309 is finished. It is 60 meters high (like a 20-story building) and weighs 18 tons. Nothing is left to chance. Occupational safety and health takes precedence at every tower, every line, for every employee.

**Thanks to good Occupational Safety and Health practices, we had zero fatalities in 2019 among employees and suppliers of the Group and its affiliates.**





Our Digital Transformation enables us to become more efficient in operations. Photograph of Trecsa employees



# Think digital

24. Digital Transformation



# Digital Transformation

**Our aim is to integrate new technologies in all areas of the Group and its affiliates in order to optimize processes, become more efficient, enhance service quality and reduce costs.**

## Why is it important?

In order to be more competitive and aligned with international trends, we began to implement a Digital Transformation process, involving an organizational change in which the people, the processes and the Business Model understand that technology is a tool to create value for employees and stakeholders. Our Digital Transformation aims to integrate new technologies in all areas of the Group and its affiliates in order to optimize processes, become more efficient, enhance service quality and reduce costs.

In our *2017 Sustainability Report* we highlighted the consolidation of GEB as a conglomerate of energy companies, and our role as connectors. In 2018 we highlighted Change Management, which drives our transformation. And in 2019 we promote Digital Transformation as a tool to leverage our growth.

In order to carry out this process in our Group, it is essential that all employees develop the capacity to learn, to adapt to change, to manage and to analyze, in order to ensure its adequate implementation.

We started out our Digital Transformation by restructuring our processes in order to simply and standardize them, as follows:

- **Diagnosis of the current situation** It consisted in reviewing GEB's current processes and organizational structure, and comparing them to those required according to the guidelines defined in the Corporate Strategic Plan (CSP).
- **Alignment with the strategy** An operating model was designed based on the required processes and organizational structure, both for the corporate offices and the Transmission business, which had already been split off from the corporate area.
- **Plan to close gaps** The gap-closing stage consisted in identifying the initiatives required in order to bring the Group's current processes and organizational structure to the desired level, in order to fulfill the goals set out in the CSP.

As a result, in 2019 the CSP defined the objective of leading GEB towards a Digital Transformation. This was instrumented through a program we call NIDO, which groups together seven projects that cover all the requirements and which is executed by the Information Technology (IT) area.

We have addressed the transformation processes of the various businesses in order to standardize them and ensure that the Group has structured information available to facilitate consolidation and decision-making.

These actions led to restructuring the Technology Department's Work Model two years ago, in order to provide support for solutions that are favorable for the company and that have an impact throughout the technology platform with new equipment and services.



Launch of the SAP Ariba tool to enhance relations with our suppliers

## How we manage it

The Project Management (PMO), Information Technology and Talent Management areas have jointly taken the lead in GEB's technological development through a common project performance and assistance framework, through seven major projects:

- **SAP S4 HANA** This is the Group's main management technological platform and the largest of the seven NIDO projects. It manages all GEB financial and accounting data based on a single centralized account plan, currency information, financial consolidation and cost accounting for the Group and its affiliates. It also enables reporting on the maintenance of each of the organization's assets and of each of the affiliates. In Colombia we integrated the Success Factors talent management system into the platform.
- **SAP Ariba** This tool focuses on smart and strategic Sourcing management. It enables controlling the supply of goods and services, identifying the buyers, creating synergies with other companies to share experiences and perform collaborative activities. It also enables more efficient contracting processes, thereby improving our relationships with suppliers and creating a teamwork environment within the company. Lastly, this tool strengthens GEB's Sourcing Model, which is one of the Group's six operating models.

**Information is one of GEB's most important assets. The Digital Transformation has enabled us to streamline, standardize and manage the information for decision-making.**



- **SAP Concur** This travel management system facilitates the mobility of our employees who travel to the various regions of the country in which we operate (travel management).
- **Geographic Information System (SIG)** This is a tool under development, led by the Transmission Branch's Sustainability Department, which will help materialize Social Awareness by systematizing economic, environmental and social information on the territories, to assist in decision-making and provide guidance to Shared Value proposals and for GEB energy transmission projects. It will enable geo-referencing key locations (such as rights of way), energy infrastructure and properties in order to provide better service.
- **Documentation Management** In 2019, we performed a diagnosis to determine the companies' status in this area and to identify best practices. TGI and Contugas displayed the most outstanding practices. Based on the diagnosis results, in 2020 we will launch a project to digitize information in a more structured and organized manner and thus avoid reprocessing and duplicating the same information in several areas, which will translate into lower costs.

Through this project we aim to go beyond simply filing documents, in order to enable, in a cross-cutting manner, all areas to generate reports in accordance with each user's access profile. Documentation Management goes hand-in-hand with Information Governance, as it determines which applications have access to master files, and which applications can take information derived from it.

- **Information security and cybersecurity** This model aims to identify, protect and detect the company's information assets, as well as respond to information security incidents and protect the company against cyber-attacks.
- **Full outsourcing** It is an IT management model that enables decision-making and assigns associated responsibilities, and ensures collaboration between the business lines and the Information Technology area.

Our organization also has a Mega tool, and even though it is not included in the NIDO program, it is part of the Digital Transformation, because it enables decision-making by the Corporate Group to integrate digital technologies, automate and transform processes.



The core of our operation is the control center, where we monitor our transmission lines



Our substations have state of the art technology that enhanced service quality

## RESULTS

- We contracted a consulting firm to implement the SAP S4 HANA platform, which enables structuring all activities related primarily to finance. This involved reaching an agreement with the legal areas of four affiliates, two in Colombia and two in Peru, as part of an objective that had been defined in 2016.
- We launched SAP Ariba for Sourcing, a solution that has enabled us to standardize processes and improve response times with suppliers. This tool was 100% implemented in 2019.
- We strengthened our process-focused approach in line with the strategy and corporate governance.
- We managed to transform the technological tool, which has made it possible to change the mentality of the teams and employees with a high level of mobility, because we move around a lot and we need information anywhere at any time.

## CHALLENGES

- We will establish centralized Information Governance to unify the documentation of the Group and its affiliates.
- We will continue to standardized the process-based approach at all GEB affiliates.

**GEB's NIDO program consists of seven projects.**

**Digital Transformation requires all employees to develop the capacity to learn, to adapt to change, and to manage and analyze processes.**



# Aula abiertas sin fronteras (Open Classrooms without Borders)

In a partnership between Colombia's Ministry of Education, GEB and TGI, we succeeded in getting rural children in 6 schools to receive quality pedagogy with interactive tools in 2019 as part of the Energy for Learning program.

Strengthening local economies with creativity, knowledge and social innovation is part of the program's scope.



**J**esús Alberto Cuadiyó, in ninth grade, sinks his face into a mask that only leaves part of his hair visible. At the age of 14, he has never left his birthplace, the municipality of Hatonuevo (La Guajira), but with this technology he is transported from the classroom to the ledge of a tall building in Bogotá.

He takes a few steps and then stops with a sense of vertigo as the world bursts open under his feet. Five seconds later, his next stop is one of the Pyramids in Egypt, and when he turns his head to one side he feels like he is almost bumping into a group of tourists. He is not dreaming or hallucinating; this magic is possible thanks to virtual reality headsets.

Still overwhelmed, but excited, he narrates his sensations: "This classroom is teaching me a lot of things, like information technology, art, and to be more creative with the subjects." Now, attending school at the Institución Etnoeducativa Rural Guamachito is a trip to a world without borders. And not only through this experience, but also through a full range of options, including interactive desktops and tablets, to video beams and integrated sound systems. The classroom has an energy system that feeds



The Interactive Solar Education project assists in the educational development of children in Hatonuevo (La Guajira)

# 2,234

students are using the six interactive classrooms that opened in 2019. The goal is to reach 3,800 students in 11 Colombian departments by 2020.

off of solar panels, which gives it 24-hour energy independence and autonomy to take advantage of the content.

This school is one of six built in 2019 in the development of the Energy for Learning program, which was born as part of GEB's portfolio of shared value initiatives, in partnership with the Ministry of National Education and TGI. The other interactive classrooms are located at the schools Silvestre Francisco Dangond Daza (Villanueva, La Guajira), Rodolfo Castro Castro (two campuses in Valledupar, named Juan de Atuesta and Santa Rosa), Benito Ramos (El Paso, Cesar) and Alto Cauca (Marsella, Risaralda).

Argelia Ipwana, who teaches Art and Culture teacher in Wayunaiki (the Wayuu language) in Guamachito, made the following assessment: "With these information technology rooms, we have an ideal tool available for the students. In my area I will use videos to show the origin of the Wayuu, stories and legends, and educational topics that are so necessary. I am grateful those who support our indigenous communities".

The Interactive Solar Education project, with which we hope to reach educational centers in 11 departments in Colombia by 2020, recognizes education as a trigger for individual, family and collective development (combating poverty and inequality). So it favors social inclusion of the communities of the GEB and TGI, companies that with their cultural attribute of Social Awareness, promote the progress of the communities with their projects.





# Strategic Business Groups

- 32. Transmission and Transport
- 42. Distribution
- 50. Generation

The operations center of Electro Dunas is in the region of Ica (Peru). Photograph of Laguna de la Huacachina



# Transmission and Transport

(102-2) (102-4) (102-6) (102-7) and (102-8)

We continue to move forward with our International Expansion and Strengthening Plan through new acquisitions in Brazil and Peru.

## Colombia



No. 2 in the market

1,655 kilometers of transmission lines

100% completion of the maintenance plan

20% market share by revenues in the NTS

595 employees

99.96% asset availability

112 municipalities with projects that have been completed or are under construction



No. 1 in natural gas transportation

45 customers

447 employees

98.5% critical reliability

99.1% non-critical at Gas Compression Stations (GCS)

54% market share

4,016 kilometers of gas pipelines

99.2% continuity of the gas transportation service

98.9% completion of the gas pipeline maintenance plan

220 municipalities in which the company is present

97.6% critical availability

98.6% non-critical at Gas Compression Stations (GCS)

88.4% completion of the maintenance plan at critical GCS

## Guatemala



96 kilometers of transmission lines

7 substations



147 employees

20.7% market share (the No. 1 private transporter)

78% completion of construction of the Electric Energy Transportation System Expansion Plan (PET, for the Spanish original)

19 substations

556 kilometers of transmission lines

## Brazil



1,460 kilometers of transmission lines

\* Acquisition in progress



1,094 kilometers of transmission lines

1.35% is the two companies' combined share of the transmission market

## Peru



6,342 kilometers of transmission lines



4,261 kilometers of transmission lines



# Colombia - Transmission Branch

## Our achievements in 2019



We achieved a reduction of over 60% in the lost time incident frequency indicator (LTIFI).

We acquired assets in operation, including the substations **Betania (230 kV)** and **Tuluní (230 kV)**, and their associated lines.

We started up operations at the **Armenia (230 kV) project, Altamira (230 kV) substation and La Loma (500 kV substation).**

**9 projects in progress:** Colectora, Sogamoso-Norte-Nueva Esperanza, Chivor II-Norte-Bacatá, Refuerzo Suroccidental, Tesalia-Alfárez, Renacer-Mocoa substation, La Loma, San Fernando-Ecopetrol and the Drummond connection.

We began the country's largest prior consultations process for the **Colectora (500 kV)** project, involving 235 ethnic communities in La Guajira and Cesar.

We completed the first stage of the **Asset Management Implementation Project**, consisting of a diagnosis of gaps, a roadmap and the business case for the implementation stage.

We moved forward in developing the **Roadmap for Innovation** for the business, jointly with strategic partners.

### Our challenges

**Social Awareness:** We will consolidate the Sustainability Model and the Social Investment and Shared Value initiatives as competitive differentiating factors for GEB, based on the premise of this cultural attribute

We will ensure profitable growth for the business by receiving awards for new expansion projects and by seeking business opportunities with private parties.

**Life Comes First:** We will continue to move forward in the Occupational Safety and Health culture in all our processes to care for our people with a Vision of 0 accidents.

**Superior Performance:** We will implement the Productive Asset Management program by working in a coordinated and collaborative manner to leverage our assets' value.

We will maintain operational excellence through high quality standards and Superior Performance.

We will meet the deadlines to start up the projects that are currently in progress.

We will assure the timely renewal and replacement of assets through our Sustainment Investment Plan.

We will incorporate innovation and new technologies in our Energy Transformation.



Maintenance work on our transmission lines at Guavio-Circo in Guasca, Cundinamarca



# Colombia - TGI

## Our achievements in 2019



**For the fifth consecutive year, zero deaths were reported in our operations,** maintenance and project development. This ratifies our commitment to our cultural attribute: Life Comes First!

**We delivered the Bal-lena-Barrancabermeja** gas pipeline one month ahead of schedule, featuring two-way flow mechanical capabilities.

**We started up operations at the Puerto Romero-Vasconia Loop,** of the Cusiana Phase IV project.

**We brought well-being to the communities** through our Windmill programs to pump water in La Guajira, and Family Solar Energy, among others.

**We started up operations at the Pompeya and Yarigüies-Puerto Wilches sections.**

**We achieved outstanding financial revenue and EBITDA results,** and our ratings by credit rating agencies remained stable.

## Our challenges

We will participate in the bidding process for the Pacífico re-gasification plant.

We will begin to operate the two remaining loops of the Cusiana Phase IV project: Guillermo-La Belleza and El Porvenir-Miraflores bridge.

We will begin to operate the sections at Zona Industrial-Cantagallo, Cantagallo-San Pablo and Galán-Yondó.

We will continue to work on ensuring the reliability of the National Transport System by materializing the projects included in the UPME Supplies Plan.

We will promote increased demand from the different economic sectors: in vehicles, with 800 units powered by VNG; in industry, through energy substitution plans; and in households by implementing additional use of gas household appliances.

We will continue to uphold our commitment to Occupational Safety and Health.

We will continue to strengthen the Corporate Governance Model, in line with Grupo Energía Bogotá.



TGI employees at the Mariquita (Tolima) compression station



## Guatemala - Trecsa

### Our achievements in 2019



We achieved a **78% completion rate** in construction of the **Electric Energy Transmission System Expansion Plan (PET, for the Spanish original), with over 560 kilometers built.**

We achieved the **consolidation of the Chiantla substation** and powered up the expansion of the La Vega II substation.

We developed **closer relations with the communities of Sololá** and obtained construction licenses for the works.

We implemented the **Control Architecture Model** of GEB with three lines of defense, thereby strengthening our corporate governance.

We became the first electricity transportation company in Central America to have a certified **Quality Management System under the ISO 9001:2015 standard.**

Through the *Sembrando Huella* and *#YoReforestoChallenge* programs we **planted 36,666 trees.**

We implemented **22 Shared Value programs** that improve the lives of 28,740 Guatemalans: *El Camino de la Energía, Cine Móvil, Ingeniero PET*, among others.

Cantón Vega Seca, Chiantla, Huehuetenango, photograph of our employee Edwin Rolando Iquique in Guatemala

## Our challenges

We will ensure the viability of the remaining works of the project PET- 01-2009.

We will optimize the electric energy transportation lines by laying double circuits over the existing infrastructure.

We will continue to increase the communities' access to electricity service, improving the life conditions of populations in the most remote areas.

## Guatemala - Eebis

### Our achievements in 2019

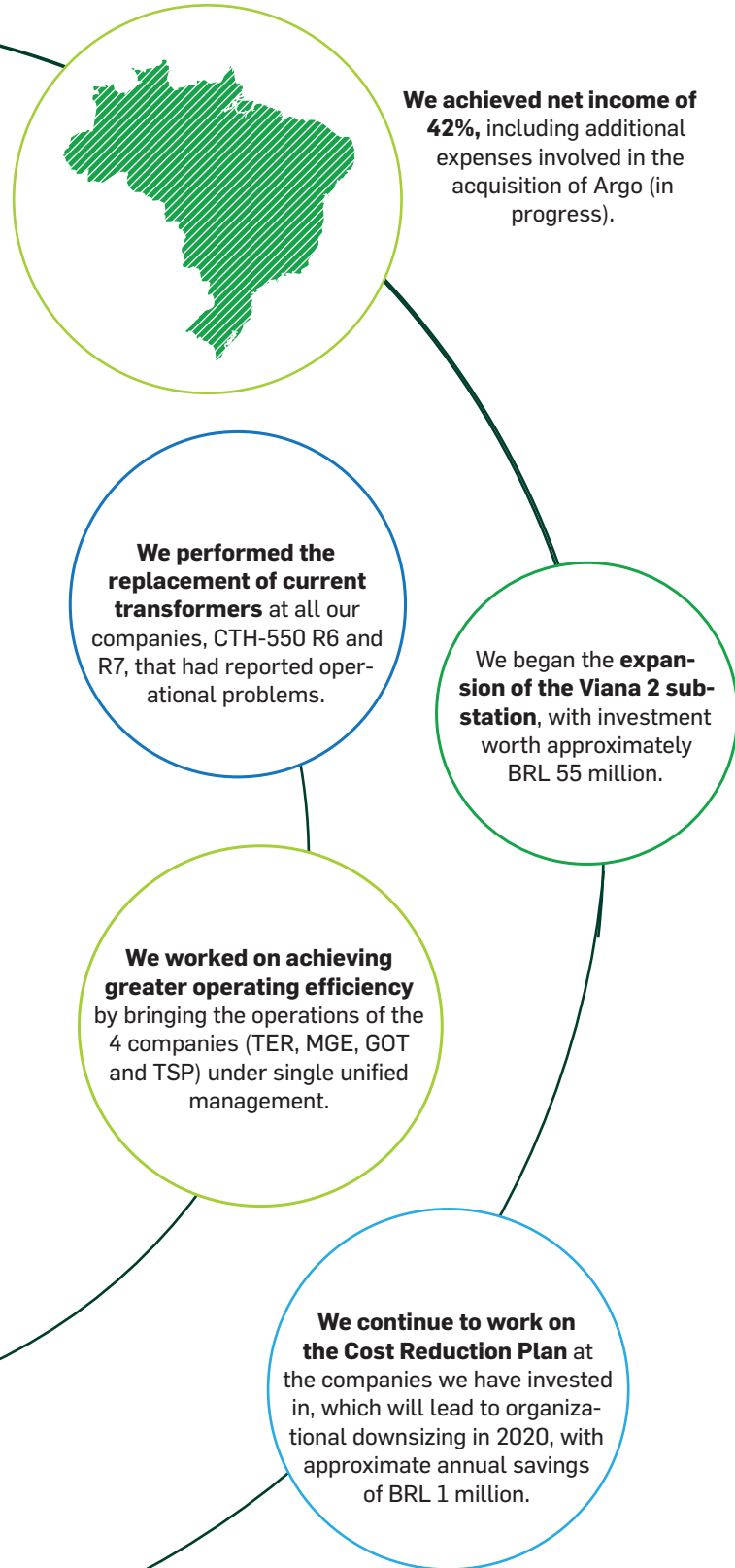
- We received clearance from the **National Electric Energy Commission** for a toll to remunerate the Anillo Pacífico Sur Project, following successful submission of all costs associated with the investment. This is the first project undertaken and 100% completed as a private initiative in Guatemala.
- The **Anillo Pacífico Sur Project consists of 96 kilometers of transmission lines** and 7 substations that connect the sugar mills.





## Brazil - Gebras

### Our achievements in 2019



## Our challenges

We will restructure our companies' debt in the context of lower interest rates, good liquidity in the Brazilian capital markets, low indebtedness levels at our assets and reliable cash flow.

We will achieve synergies with Argo (in progress) to achieve efficiencies in the short and long term.

**In Brazil, jointly with the Spanish company Red Eléctrica Internacional, we initiated the process of acquiring 100%, in equal shares, of the Brazilian company Energia Empreendimentos e Participações S.A. (Argo).**



We transport the electricity that supplies the city of Sao Paulo (Brazil)



# Distribution

(102-2) (102-4) (102-6) (102-7) and (102-8)

In 2019, we reached 7.4 million customers, including 4.1 million electricity and 3.3 million natural gas customers.

## Colombia



## Peru



No. 1 in the market

952,682 customers

4% market share

14 transformer substations

377 employees

11,038 kilometers of distribution networks

245,990 customers

6,000 kilometers of distribution networks

75.2% market share

61 substations

11 provinces where we are present

2,444 distribution substations

127 kilometers of gas pipelines

100% availability of gas distribution assets

605 employees 377 Cantalloc and 228 ElectroDunas

5,402 square kilometers distribution area



146 workers

1,750 kilometers of distribution networks

360 kilometers of gas pipelines

Over 61,000 customers

3 operating centers

99% availability of the distribution system

3 City Gates

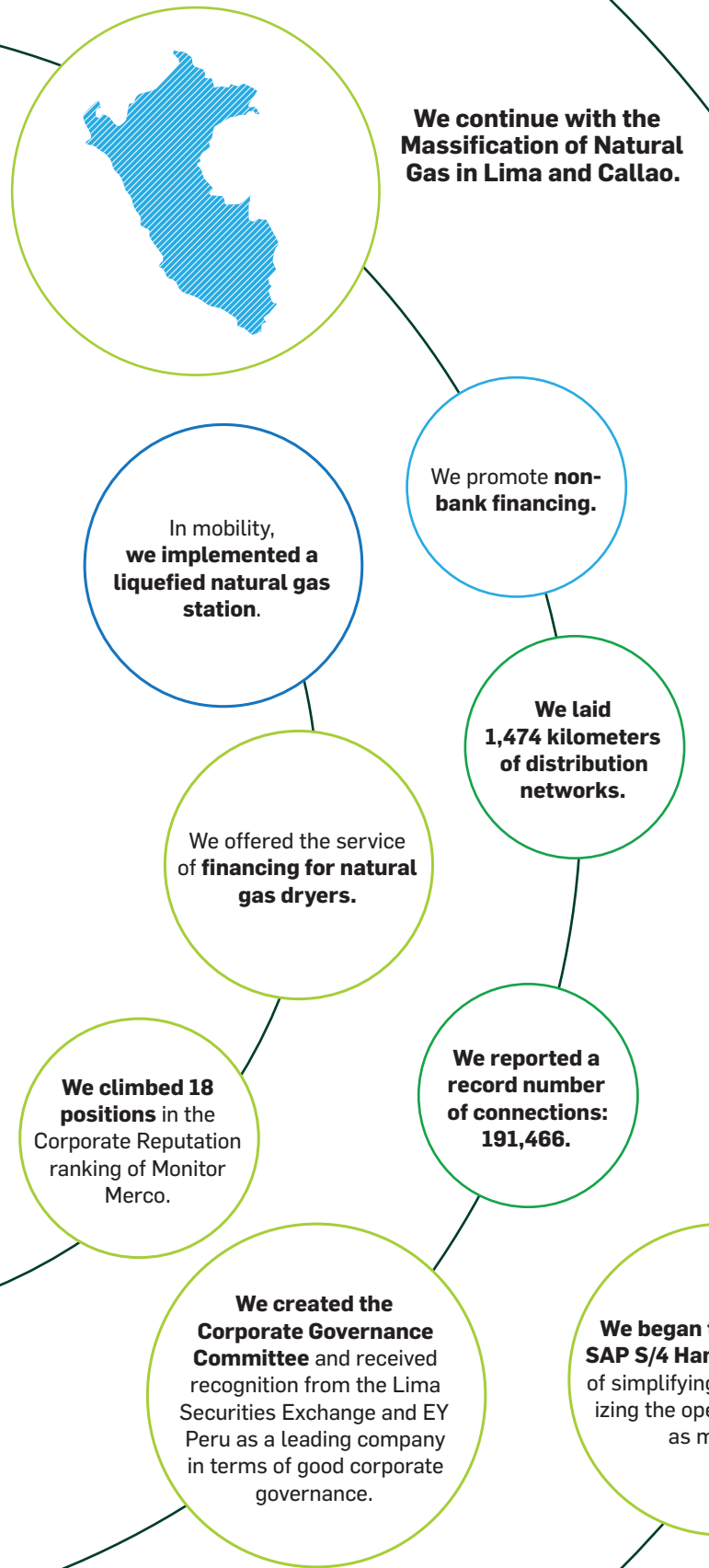
100% completion of the maintenance plan





## Peru - Cálidda

### Our achievements in 2019



## Our challenges

We will lay 1,600 kilometers of distribution networks.

In this way, we will reach 1.2 million customers.

We will position NGV/LNG as clean and sustainable fuel alternatives for urban and inter-city transportation

We will increase capacity at our City Gates

We will maintain our investment grade credit rating and obtain low rate financing in the market for USD 120 million to expand our networks

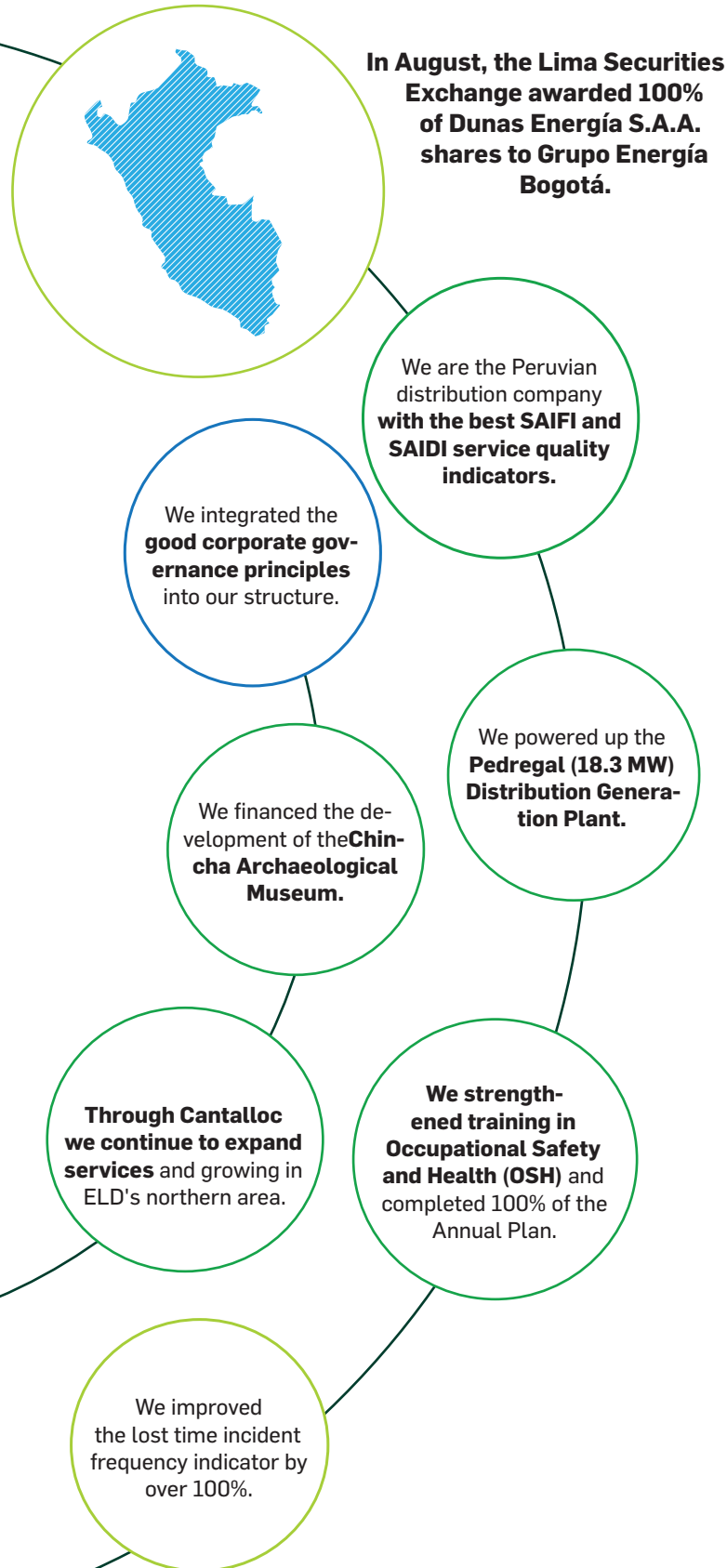


Cálidda employees at the Lurin City Gate in Lima



# Peru - Electro Dunas

## Our achievements in 2019



## Our challenges

We will ensure the profitable growth of the business with new expansion projects in distribution, sub-transmission and generation, by expanding the concession, by searching for businesses with private parties, venturing into micro-credit and greater engagement of customers.

We will strengthen and move forward in our OSH culture in all processes to take care of our people.

We will implement shared value initiatives in line with the scope of the projects and our business objectives.

We will improve customer perceptions and customer service by creating a virtuous connection to develop new products and services.

We will aim for operating efficiencies in our processes by optimizing resources, reducing losses, increasing automation and digitalization processes.

We will incorporate innovation and new technologies in order to grow and develop the distribution business (automation through smart metering, smart grids, storage, digital substations, LED lighting, energy efficiency).

We will consolidate growth of Cantaloc with third parties.

We will expand Perú Power Company's offerings to industry with the development of cogeneration and energy efficiency projects.



Employees at the facilities in Ica, Peru



## Peru - Contugas

### Our achievements in 2019



**Record number:**  
We reached over **60,000 connections**, which implies that natural gas is rapidly becoming a mass market and that every day more families enjoy this safe and environmentally-friendly energy source.

Our Shared Value program **NutriContugas** won the award for the best Sustainability project during the **10th Co-responsible Awards event** held in Spain, with the participation of over 600 Latin American companies.

Despite nearly one and a half million hours worked, **we reported no incapacitating accidents and no fatalities.**

**97% of workers** received at least four OSH training sessions.

**We refinanced a syndicated loan** on September 30, 2019, in the amount of USD 355 million

### Our challenges

We will implement the Savings and Synergy Plan to achieve greater operating efficiency.

We will implement the Sustainability Model and we will effectively measure the social investment and shared value initiatives, promoting and demonstrating our Social Awareness.

We will undertake a cultural transformation driven by cultural attributes and based on the development of competencies.

We will ensure the profitable growth of the business by receiving awards for new expansion projects and by engaging in businesses with private parties.

**We will implement the Vision Zero initiative and we will advance in the OSH culture in all our processes to care for our people, with a Vision of Zero Accidents, Life Comes First.**



Contugas employee at the Chinchá Operations Center in Peru





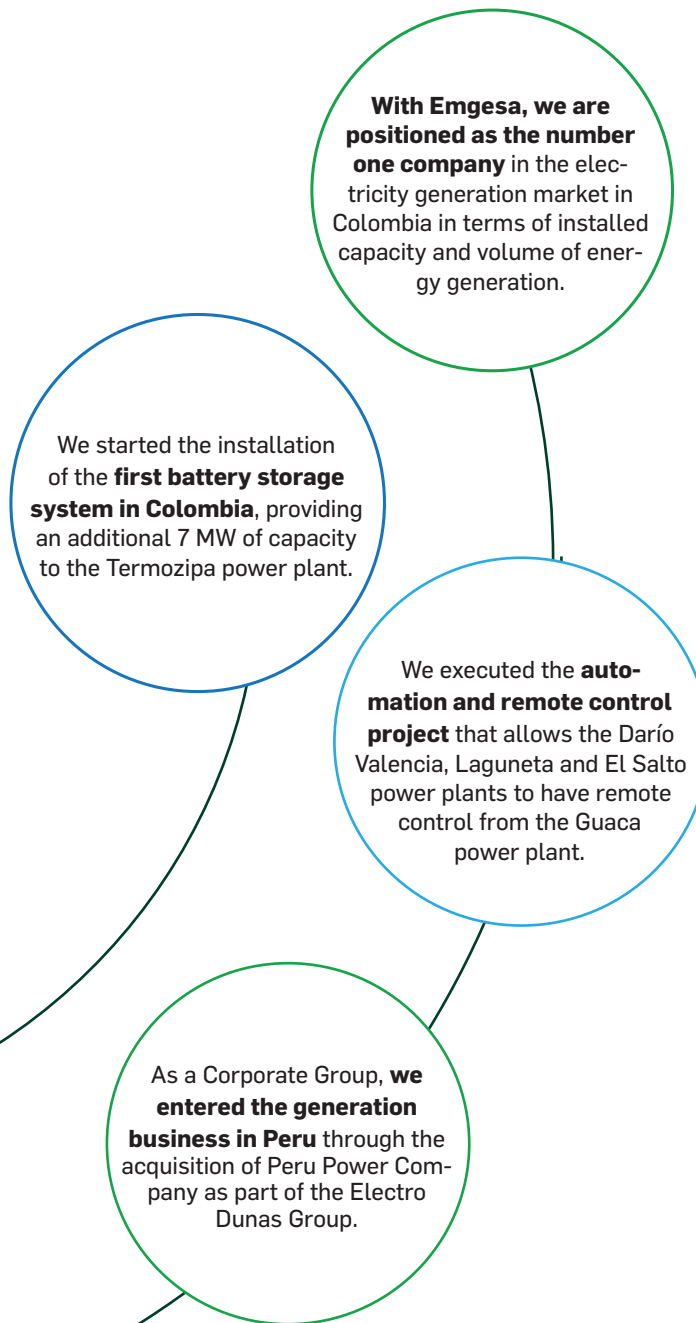
Guavio dam owned by Emgesa

# Generation

(102-2) (102-4) (102-6)(102-7)

**Our focus is on finding low-emission energy solutions to facilitate a transition towards a diversified and sustainable energy mix.**

## Our achievements in 2019



## Our challenges

We will continue to consolidate Emgesa's market position, in the context of an energy transition, as our vehicle for growth in the generation business in Colombia.

We will monitor and manage proposed changes to market regulations, as well as proposals made by the Energy Transformation Mission and the regulatory agenda of the Energy and Gas Regulatory Commission (CREG, for the Spanish original).

We will encourage growth in the Peruvian market in a situation of oversupply and low prices in the generation market.

**We will seek opportunities for growth in generation markets where we have a presence as a Corporate Group.**



# The Rebirth of Tower 473N

**Tower 473N rises majestically above the Campucana district in Putumayo. Throughout the works, we never cut the electricity service.**

**he inhabitants of Putumayo were on the verge of a blackout following a landslide that affected an electric power transmission tower. A GEB team, in the midst of difficult conditions and in record time, built a new tower, code-named 473N.**

**T**In the highlands area of the Campucana district (Putumayo), a downpour released tens of cubic meters of mud and plant material from a mountain, which hit tower 472 with full force, a structure that was 34 meters tall and had been operating for 11 years within the Tesalia-Jamondino line (Teja).

Two of the tower's legs buckled under, but it did not fall and continued to operate. So it did not generate an alert in GEB's monitoring room. If it had fallen, we would not have been able to guarantee the sustainability of the electric energy system in southern Colombia or the interconnection with Ecuador.

But our Maintenance Management employees who were inspecting the line noticed the fact and reported it. The next day, a team set out from Pitalito (Huila) to the site to assess the situation. The journey took three hours by car and four more on foot along a muddy and uneven path to tower 472.

On their return to Mocoa, the team delivered the diagnosis: the tower had two broken legs and was at risk of falling. We could not intervene on the site because a new landslide was imminent, so the recommendation was,



After a lot of hard work, the tower was raised, which enables the transportation of electric energy to southern Colombia

avoid a blackout, to leave the tower alone and implement a temporary bypass using the structures of a nearby line, the Mocoa-Jamondino (Moja) line, which had been out of service since 2017. Then, we suggested disabling the section between towers 470 and 507 of the Teja line in order to be able to work in the affected area without interrupting electric power transmission.

"We began engineering studies to determine how and where to connect the temporary bypass. Then, we proceeded with the property, legal and social requirements, and the construction of the temporary 1.2 km bypass", explains Javier Aponte, an engineer at GEB's Maintenance Management.

At the same time, we carried out the technical and engineering studies for the final solution on the Teja line and for the controlled dismantling of tower 472. It was to be implemented by March 10, 2019 at the latest. The best option was to remove tower 472 from the line and instead build a new 70-meter structure, called tower 473N.

## By mule and helicopter

To win the battle against time, we used the existing head of tower 473 and built the rest. In mid-February we disassembled towers 472 and 473. It was a very complex operation because our employees had to be ready at the meeting place in Mocoa at four o'clock in the morning to undertake a four-hour walk to the work site. "We refurbished six kilometers of that difficult dirt trail and used mules and motorcycles with small platforms to transport some materials. The vehicle could only go so far, and from that point on, we had to walk", Aponte recalls.

Dubán Suárez, line maintenance inspector, remembers that the work hours in those 1,643 meters above sea level were from seven o'clock in the morning to two o'clock in the afternoon because it was raining a lot. "The guys had lunch up at heights. Although the area's climate is hot and humid, up there the rain felt like pins stabbing through the your skin," says Leonardo Galeano, line maintenance inspector.

The 30 tons of tower 473N, which arrived in Mocoa from Bogota at the end of January, were transported to the Campucana site in 258 helicop-



Construction work of tower 309, second section of the Tesalia - Alférez project in Pradera, Valle del Cauca

ter trips. "It took us 40 days to mount it. On March 10, 2019, exactly on the deadline for delivering the final solution, the section that had been out of service was powered up and normalized," concludes Aponte with satisfaction.

**"We all worked hard to fulfill our promise to GEB and Colombia, meeting the established deadline and respecting all the safety and engineering protocols. This is a clear example of our Superior Performance".**

Javier Aponte, GEB Maintenance Management engineer.





# Corporate Governance

56 Corporate Governance  
72 Ethics and Transparency

The President of GEB, Astrid Álvarez, with the management team of GEB and the Transmission Branch





## Corporate Governance

# The pillar of growth

As a Corporate Group, we promote transparency and building of long-term genuine relations with our stakeholders. This is how we managed it in 2019.

### Why is it important?

(103-1)

**E**In 2016 we decided to strengthen our corporate governance in order to align it with the highest international standards. And we have achieved it: As of 2019, we fulfill 92.6% of the recommendations of Circular 028/2014 - Código País, issued by the Financial Superintendence of Colombia, which compiles the corporate governance principles published by the Organization for Economic Cooperation and Development (OECD).

Strategic decisions at the Corporate Group level have enabled us to mature our Corporate Governance Model and to become benchmarks for other companies and corporate groups. These include:

- An increase in the number of independent members: They increased from 25% to 44.4% of Board members. This means a minimum of four of the nine Board members. However, in 2019 GEB had six independent members.
- Chairperson of the Board of Directors: In 2019, for the first time, the Chairman of the Board of Directors is an independent member.
- Independence of the Board: We established stricter independence criteria based on the practices of leading companies in the region and companies listed on the New York Stock Exchange.
- Profit distributions: The City of Bogotá will vote in favor of any profit distribution proposal that is recommended by the Board of Directors, pursuant to the mechanism for determining profit distributions established by law.

posals that is recommended by the Board of Directors, pursuant to the mechanism for determining profit distributions established by law.

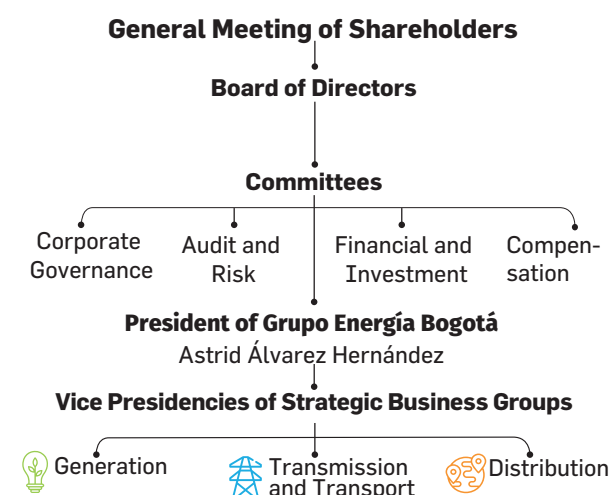
- Greater participation by minority shareholders: Previously, minority shareholders only had the right to call a General Meeting of Shareholders when they represented 25% of total shares outstanding. Now a meeting can be called with only 10%.

### How we manage it

(103-2) (103-3)

#### Governance structure (102-18)

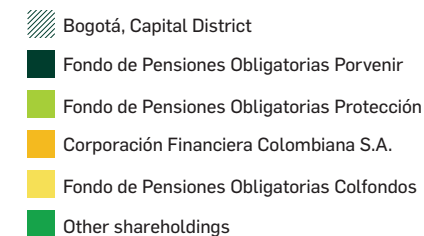
The bodies that form part of our corporate governance structure conduct, manage and oversee the company. They are the following:



### Grupo Energía Bogotá shareholdings in 2019\*

(102-7) (Own)

(\*) At December 31, 2019



Given that the shareholders of Grupo Energía Bogotá are predominantly institutional, there are no family relations between the holders of significant interests.

### General Meeting of Shareholders of GEB

It has its own rules and it is the highest governance body of Grupo Energía Bogotá. It is responsible for establishing guidelines and for guiding and assessing the performance of the Board members and the company's legal representatives. Its members are the shareholders, and it is consequently the main channel for providing information and interacting with them. Only in certain specific cases can the General Meeting of Shareholders delegate performance of any of its duties to the Board of Directors or the President, always taking into consideration the provisions of paragraph one of Article 58 of the Corporate Bylaws.

Given the status of Grupo Energía Bogotá S.A. E.S.P. as a securities issuer in the Colombian Securities Exchange, and taking into consideration that our majority shareholder is the city of Bogotá (the Capital District), and that we also have minority shareholders, including individuals and institutional investors such as pension funds, we fulfill the standards and requirements on the disclosure of information established by law, by the guidelines of the Financial Superintendence of Colombia, by the Comprehensive Securities Market Information System (SIMEV, for the original in Spanish) and the highest local and international standards on transparency.

It should be noted that the second-largest shareholder, Porvenir, and the fourth-largest, Corficolombiana, both belong to Grupo Aval, one of Colombia's most important financial conglomerates.

We reiterate our commitment to high standards of corporate governance and transparency, which we have incorporated in our Corporate Governance Code, the Corporate Governance Policy and the Disclosure of Information Policy. These instruments ensure that all our acts are framed in fair treatment for all.

Additionally, our Investors Relations Office is available to answer any specific inquiries (by investors), either by phone or in writing mailed to the physical address of Grupo Energía Bogotá or by e-mail at (ir@geb.com.co).

### Board of Directors

(102-18) (102-19) (102-22) (102-25) (102-26) (Own - attendance, seniority and experience of Board members)

Our highest strategic management body establishes the Company's general policies, ensures protection of the rights and fair treatment of all shareholders, as well as the stability and development of Grupo Energía Bogotá in the short, medium and long term.

One of its responsibilities is to ensure compliance with the law, the Bylaws, the Governance Code, and the commitments acquired by the company in performing its business and on environmental and social matters.

It is also responsible for supervising Senior Management's performance, for verifying the quality of all disclosed information, for establishing risk management guidelines, and for monitoring compliance with the corporate governance policies and arrangements required by regulations or voluntarily standards adopted by Grupo Energía Bogotá. It has nine principal members, who are elected by the General Meeting of Shareholders through the electoral quotient system for two-year terms.



**1 Beatriz Elena Arbeláez Martínez**  
(102-23)

- Finance Secretary of the Bogotá Mayor's Office until December 2019, CFO of Banco de Comercio Exterior de Colombia S.A.
- Economist
- Master's degree in Finance
- Non-independent
- Designated by the Capital District from 2016 to 2019.
- Financial and Investment Committee.
- 100% attendance.
- Did not report any potential conflicts of interest in 2019.

**4 Jaime Eduardo Ruiz Llano**

- Civil engineer with a master's degree in Civil Engineering.
- Independent
- Designated by the Capital District from 2016 to 2019.
- Vice-Chairman of the Board of Directors in 2019.
- Chairman of the Corporate Governance Committee since April 30, 2019.
- Member of the Audit and Risk Committee since April 30, 2019.
- 86% attendance.
- He reported a potential conflict of interests at the meeting held on February 21, 2019, as stated in Minutes No. 1607, in connection with his participation in the discussion of the point on the "Tominé Project".

**2 Gisele Manrique Vaca**

- Attorney
- Non-independent
- Designated by the Capital District from 2016 to 2019.
- Member of the Compensation Committee until April 29, 2019.
- Member of the Corporate Governance Committee since April 30, 2019.
- 100% attendance.
- Did not report any potential conflicts of interest in 2019.

**5 Margarita María Rehbein Dávila**

- Biomedical engineer
- Master's degree in Industrial Engineering
- Independent
- Designated by the Capital District from 2016 to 2019.
- Chairperson of the Compensation Committee since April 30, 2019.
- Member of the Corporate Governance Committee.
- 95% attendance.
- Did not report any potential conflicts of interest in 2019.

**6 Marc Willy Eichmann Perret**

- Mechanical engineer
- MBA from the Darden Business School of University of Virginia.
- Independent
- Designated on March 28, 2019 by the minority shareholders with greatest shareholdings in the company.
- Member of the Compensation and Audit and Risk Committees since April 30, 2019.
- 90% attendance.
- Did not report any potential conflicts of interest in 2019.

**3 Gustavo Antonio Ramírez Galindo**

- Investment VP of Corporación Financiera Colombiana.
- Electrical engineer with master's degree in Economics
- Non-independent
- Designated by Corficolombiana and Fondos Porvenir from 2014 to 2019.
- Chairperson of the Audit and Risk and Compensation Committees until April 29, 2019.
- Member of the Financial and Investment Committee since April 30, 2019.
- 95% attendance.
- As member of the Board of Directors of Promigas, at the meeting held on August 29, 2019, as stated in Minutes No. 1616, he reported a potential conflict of interests in the point on "TGI Presentation".
- Also, at the meeting held on September 25, 2019 he declared a potential conflict of interests, as stated in Minutes No. 1618, in the point on "Presentation of Electro Dunas S.A.S. Perú, Power Company S.R.L. and Cantaloc S.R.L.", specifically regarding co-generation businesses.



**7 Rafael Simón Herz Stenberg**

- Independent consultant for the mining-energy and infrastructure industries and on business sustainability.
- Vice-President of the Colombian Petroleum Association
- Master's degree in Economics
- Designated by Fondos Protección from 2016 to 2019.
- Chairman of the Board of Directors in 2019
- Chairman of the Financial and Investment Committee until April 29, 2019.
- Member of the Financial and Investment and the Compensation Committees.
- 100% attendance.
- Did not report any potential conflicts of interest in 2019.

**8 Roberto Holguín Fety**

- Economist
- Independent
- Designated by the Capital District from 2017 to 2019.
- Chairperson of the Audit and Risk Committee since April 30, 2019.
- Chairperson of the Financial and Investment Committee since April 30, 2019.
- 100% attendance.
- At the meeting held on August 29, 2019, as stated in Minutes No. 1616, he declared a potential conflict of interests in the point on "Davivienda syndicated loan" for being a member of the board of directors of that financial institution.

**9 Carlos Alberto Sandoval Reyes**

- Business administrator and economist
- Master's degree in Public Policy and Fiscal Studies from University of Bath.
- Independent
- Designated by the Capital District from 2016 to 2019.
- Chairman of the Corporate Governance Committee since April 30, 2019.
- Member of the Audit and Risk Committee since April 30, 2019.
- 100% attendance.
- Did not report any potential conflicts of interest in 2019.



## Committees of the Board of Directors

(102-22) (102-19) (102-20) (102-18)

In order to perform its duties, the Board of Directors receives support from the Corporate Governance, Audit and Risks, Financial and Investments, and Compensation Committees. Each has its own separate operating rules and its members are assigned by the Board of Directors to perform their duties over the same term, though they can be removed at any time.

The Committees are responsible for presenting periodic reports on the matters within their purview, and for proposing and supervising compliance with the corporate governance measures adopted by the Group.

Following the appointment by the General Meeting of Shareholders in March 2019 of Marc Willy Eichmann Perret as new member of the Board of Directors, adjustments were made to the members of the committees. We present the information on the composition of the committees before and after the appointments made by the Board of Directors at the meeting held on April 29, 2019.



### 1 Corporate Governance Committee

It proposes corporate governance measures and supervises compliance with the Corporate Group's established measures in this regard. It also makes recommendations related to our guiding Governance Model.

#### Committee members from January 1 to April 29, 2019

- Luis Fernando Uribe Restrepo  
Committee Chairperson
- Margarita María Rehbein Dávila
- Carlos Alberto Sandoval Reyes
- Roberto Holguín Fety

#### Committee members since April 30, 2019

- Carlos Alberto Sandoval Reyes  
Committee Chairperson
- Roberto Holguín Fety
- Margarita María Rehbein Dávila
- Gisele Manrique Vaca



Scan to view the Corporate Governance Policy



### 2 Compensation Committee

It is responsible for reviewing and discussing matters related to employee compensation: fixed and variable remuneration, incentives and benefits, employer-employee relations and industrial relations, with the objective of making specialized recommendations to the Board of Directors, which it supports for decision-making and advice related to the appointment and compensation of Board and Senior Management members.

#### Committee members from January 1 to April 29, 2019

- Gustavo Antonio Ramírez Galindo  
Committee Chairperson
- Rafael Simón Herz Stenberg
- Gisele Manrique Vaca

#### Committee members since April 30, 2019

- Margarita María Rehbein Dávila  
Committee Chairperson
- Marc Willy Eichmann Perret
- Rafael Simón Herz Stenberg
- Gustavo Antonio Ramírez Galindo



### 3 Audit and Risk Committee

(102-29) (102-30) (102-31) It fulfills the duties assigned to it by law, the Bylaws and its rules. Among other matters, it is responsible for supervising and assessing the fulfillment of the Annual Internal Audit Plan, which covers the Company's business risks and processes, and the Internal Control System, to recommend and issue opinions to the Board of Directors.

#### Committee members from January 1 to April 29, 2019

- Gustavo Antonio Ramírez Galindo  
Committee Chairperson
- Luis Fernando Uribe Restrepo
- Rafael Simón Herz Stenberg

#### Committee members since April 30, 2019

- Roberto Holguín Fety  
Committee Chairperson
- Marc Willy Eichmann Perret
- Rafael Simón Herz Stenberg
- Jaime Eduardo Ruiz Llano
- Carlos Alberto Sandoval Reyes



### 4 Financial and Investment Committee

It reviews new business opportunities and redefines existing investments in order to make specialist recommendations to the Board of Directors, which it supports in decision-making on matters within its purview. It also monitors the financial management of the company and of Grupo Energía Bogotá.

#### Committee members from January 1 to April 29, 2019

- Rafael Simón Herz Stenberg  
Committee Chairperson
- Beatriz Elena Arbeláez Martínez
- Jaime Eduardo Ruiz Llano
- Roberto Holguín Fety

#### Committee members since April 30, 2019

- Jaime Eduardo Ruiz Llano  
Committee Chairperson
- Rafael Simón Herz Stenberg
- Roberto Holguín Fety
- Beatriz Elena Arbeláez Martínez
- Gustavo Antonio Ramírez Galindo



### Board of Directors appointment process (102-24)

As set forth in the Rules of the General Meeting of Shareholders, the Rules of the Board of Directors and the Board of Directors Appointment, Succession and Compensation Policy, the ordinary General Meeting of Shareholders held on March 28, 2019, appointed the people who meet the highest professional and personal standards, regardless of their gender, race, nationality, or ethnicity.

Pursuant to the provisions of commercial law and the Corporate Bylaws, whenever two or more persons are to be elected to become members of the Board of Directors, the electoral quotient system shall be used in order to ensure the right to representation by minorities.

Pursuant to Decree 3923/2006 and whenever independent members must be elected, two votes must be made: one to elect the independent members as required by law or the bylaws, and the other to elect the remaining members, except when a single vote ensures that the minimum number of independent members is elected as required by law or the bylaws. The electoral quotient system must be used in both votes.

The Commercial Code establishes that the electoral quotient system consists in adding up all the votes validly made, and dividing the total into the number of positions to be filled. The number of votes in favor of each list is divided by the defined quotient, and the result indicates the number of positions each list is entitled to. Once the lists with full numbers have been exhausted, the residual number of each total shall be used. The remaining positions are allocated based on the highest residual value obtained by each list, until exhausting the number of members required. In the event of a tie in the residual numbers, the decision shall be made by chance.

The procedure carried out to elect the Board of Directors took into consideration the commitments made by GEB. In particular, these include the rules introduced by the Shareholder Agreement offered by the Capital District as part of the Democratization Process, and which became effective upon its delivery to the company's management, as well as the rules of the Policy on Appointment, Succession and Compensation of the Board of Directors. The Board of Directors was elected as follows:

- On the date on which notice was given on the call to a General Meeting of Shareholders, a list of the 10 largest minority shareholders was published on GEB's website, in accordance with information provided by the statutory auditor. This was to enable the ten or four largest minority shareholders to submit to the Capital District their candidate to independent member of the Board to be in-



Ordinary General Shareholders Meeting held in March 2019

cluded in the sixth line of the District's candidate list, pursuant to the terms of the aforementioned Shareholder Agreement.

- Subsequently, the four largest minority shareholders (Fondo de Pensiones Obligatorias Porvenir Moderado, Fondo de Pensiones Obligatorias Protección Moderado, Corporación Financiera Colombiana S.A. and Fondo de Pensiones Obligatorias Colfondos Moderado) made use, for the first time, of the prerogative granted by the Capital District, and designated Marc Willy Eichmann Perret as candidate to be placed in the sixth line of the single list to be put to the consideration of the General Meeting of Shareholders, pursuant to the signed Shareholder Agreement.
- Once the sixth line candidate had been designated, the Capital District forwarded to the company's management the single list of nine candidates to the Board, including the candidate nominated by the four largest minority shareholders, in order to verify fulfillment of the requirements and qualifications to become Board members.
- Our Legal and Compliance Department, with support from the external consultant Governance Consultants S.A.S., submitted to the Compensation and Corporate Governance Committees of the Board of Directors the report on

fulfillment of the requirements and qualifications by the candidates, to enable such committees, in a joint session held on March 18, 2019, to verify fulfillment of the requirements for their appointment. Afterwards, based on the recommendation of the Compensation and Corporate Governance Committees, an extraordinary meeting of the Board of Directors held on March 27, 2019, approved submitting the single list of Board candidates to the General Meeting of Shareholders of GEB.

- Lastly, the General Meeting of Shareholders approved the appointment of the single list of candidates submitted by the majority shareholder, with 98.21% votes in favor, at the meeting held on March 28, 2019, as stated in the Minutes No. 083.

### Board of Directors Compensation Policy (102-35) (102-36) (102-37)

By decision of the General Meeting of Shareholders and pursuant to what is set forth in the GEB Board of Directors Appointment, Succession and Compensation Policy, Board members receive as professional fees an amount equivalent to five (5) legally valid monthly minimum wages for their participation in each meeting and up to two Board meetings within the same month. The members of the Board of Directors' committees receive

professional fees for their participation in each meeting in an amount equivalent to seventy-five percent (75%) of the professional fees currently paid for Board meetings and up to two Committee meetings within the same month, as approved by the General Meeting of Shareholders held on October 2, 2018, as stated in Minutes No. 82.

### Evaluation procedure of the Board of Directors and Senior Management (102-28)

Each year, the Board of Directors, with the support of an external advisor (Governance Consultants S.A.) and subject to prior assessment by the Corporate Governance Committee, performs a self-assessment process as collegiate body on its operations, the matters it discusses, the fulfillment of its duties and expectations, and the work of its committees. Every year, a report on the outcome of such assessment is submitted to the General Meeting of Shareholders.

The self-assessment of the Board of Directors was carried out in December 2019 and January 2020, along with a peer-to-peer assessment, also involving Senior Management. Some of the main strengths identified in the assessment of our Board of Directors are its adequate focus on GEB's material topics, which has led to a positive perception of this body's contribution to the generation of value and the preservation of the long-term institutional vision of the Corporate Group. The report also highlighted its good teamwork, with a high level of professionalism, confidence to carry out discussions and open and articulated communications between its members and Senior Management.

Opportunities for improvement include the need to continue maturing the operating model of the committees, in connection with the amount of delegation of authority by the Board, as well as their role in terms of interactions with Senior Management.

The self-assessment and evaluation methodology of the Board of Directors included the analysis of the effectiveness of each collegiate body, its dynamics and operation, the work of its committees, the topics discussed and the extent to which points on the agenda were covered, and interaction with the Senior Management teams at each company. The results have propitiated important discussions at the Group's boards of directors and structuring action plans to continue moving forward in a robust direction in accordance with best local and international corporate practices. Our Corporate Group's Senior Management considered that the Board of Directors addressed topics with a strategic approach and in depth, and that it produced guidelines that provide orientation to Management. We also highlight the level of teamwork between Senior Management and the Board of Directors, which has created a high level of trust and contributes to management's decision-making process. Lastly, both the members of the Board and GEB's Senior Management believe the committees are an effective mechanism that facilitates and expedites the Board's decision-making.



## Senior Management

(102-19) (102-20) (102-26)

It is led by the President of Grupo Energía Bogotá, and its make-up and structure is defined by the Board of Directors.

Senior Management reports to the Board of Directors on the Company's economic, social and environmental management.

Given that Grupo Energía Bogotá S.A. E.S.P. is the Group's parent company, Senior Management, in accordance with the corporate strategy, performs its duties at the corporate level, defining guidelines and making decisions related to the coordination and development of synergies between the Group companies and the Strategic Business Groups.

## Parent Company

Grupo Energía Bogotá S.A. E.S.P. is comprised by a parent company organized into Strategic Business Groups and associated companies, and it acts as strategic controller and establishes guidelines and policies on significant matters in order to ensure consistent leadership for our companies and unity of purpose and direction for the Group.

The companies that form part of the Corporate Group are independent legal entities with separate management and governance structures, which are interrelated with the parent company and the Strategic Business Groups in the manner defined in the Corporate Intervention Model.



**Mauricio Vera** -  
CEO (D) of TGI



**Freddy Zuleta** -  
CEO of the Colombia  
Transmission Branch



**Martín Mejía del Carpio** -  
CEO of Cálidda



**Mauricio Acevedo** -  
CEO of Trecca and Eebis



**Paulo Bacci** -  
CEO of Contugas



**Marcos Díez** -  
CEO of Gebbras



**Milena Díaz** -  
CEO of Energy Re

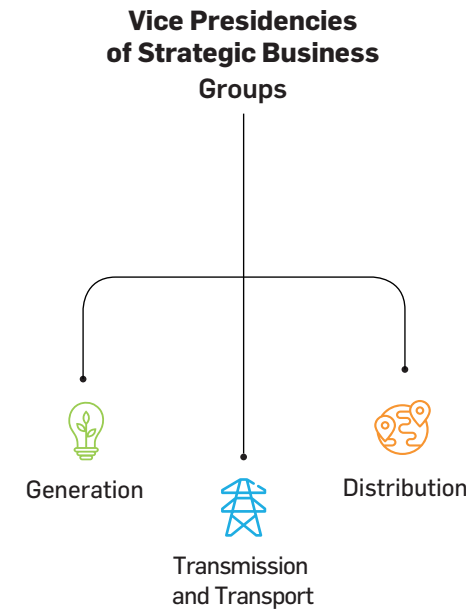


**Walter Sciutto** -  
CEO of Electro Dunas



## Strategic Business Groups

They group together the Grupo Energía Bogotá companies by line of business and corporate purpose as follows:



Each Strategic Business Group has a specialist liaison officer who understands the dynamics of the industry and the business, and who has the capabilities to support the deployment of strategies at the affiliates and acts as the point of contact between the parent company and the subsidiaries. This specialist has the title of Vice President of the Strategic Business Group.

**GEB's Senior Management is led by the President of the Group, and its make-up and structure is defined by the Board of Directors.**

## Monitoring compliance with corporate governance rules

The Legal, Regulatory and Compliance Vice-Presidency of Grupo Energía Bogotá monitors compliance with the Corporate Governance Code and all other internal rules. Our shareholders may file complaints through the Board of Directors or the Corporate Governance Committee in order to guarantee effective fulfillment of such rules.

## Training for the Board of Directors

(102-27)

Members of the boards of directors of GEB and of its affiliates are entitled to receiving orientation and ongoing training, as specified in the respective rules of the boards of directors. Consequently, in 2019 we carried out the following activities, in addition to orientation for new Board members:

- On December 2, 2019, at GEB offices we held a workshop named "Communications in Corporate Senior Management Teams", aimed at all members of the boards of directors of GEB and of its affiliates. The main speaker at the event was a well-known professor of the IE Business School from Spain, a specialist in clinical psychology and certified executive and corporate coach, and an expert in the development of personal competencies at all organizational levels.
- Every month during 2019 we hosted a series of talks related to the Corporate Strategic Plan, with participation by top-level national and international speakers: Nicholas Bahr, Global Director of Operational Risk at DuPont; Mark Dorsett, Executive Vice-President at Prosci; Cecilia Pinzón, Senior Principal at Korn Ferry; Norman Bay, Partner of Willkie & Fahr and former President of the Energy Regulatory Commission; Alejandro Silva, International Counsel at Hunton LLC and former General Counsel at IFC, among others.
- These talks, aimed at the Board members of GEB, discussed topics such as operating Risks in the Energy Sector, Change Management, Direct Current, tool for leaders, Digital Transformation, Corporate Governance, Orange Economy, among other topics of current interest.



## Shareholder information and communications

(102-21)

According to the provisions of the Corporate Governance Code adopted by GEB, shareholders have the right to receive adequate and effective responses to their information requests, in compliance with the provisions of the Code and other GEB internal rules. However, when the response to a request for information by a shareholder may give him or her an unfair advantage, such information will be made available to all other investors through the website, in accordance with regulatory provisions that apply to the company, given its status of securities issuer.

The main objective of GEB's Investor Relations Department is to communicate to shareholders and investors, regulators, securities markets and credit rating agencies information on the commercial, financial and operating performance of the Group companies and the economic environment in which they operate.

The financial and non-financial information provided is intended to provide stakeholders elements of judgment for their decision-making. Through these ongoing communications, the Investor Relations Department aims to build trust among stakeholders and consolidate GEB's position in national and international financial markets.

Also during 2019, GEB reported, through the Comprehensive Stock Market Information System (SIMEV, for the original in Spanish), 66 events that were considered relevant information, in order to enhance our transparency in the securities market and build trust among all market agents, as well as to provide stakeholders sufficient information for decision-making purposes. Such disclosures contain information that may have an impact on GEB and its stock.

## We multiplied good Corporate Governance practices

- In November 2019, jointly with the Mayor's Office of Bogotá, we participated in the DEV Talks organized by the Organization for Economic Co-operation and Development (OECD), through its Development Center, where we shared the experience of the practices promoted by the GEB in matters of Corporate Governance based on the Process of Democratization of a number of shares held by the city of Bogotá, Colombia's Capital District. This event was held in Paris, and it enabled GEB, represented by its President and three Board members, to share the processes and achievements of what we call the Plan for the Re-institutionalization of Corporate Governance.
- In June we participated in the 5<sup>th</sup> meeting of the League of Directors, organized by AT Kearney in partnership with Korn Ferry and Universidad de los Andes. The Chairman of the Board, a Board member and the company's President attended this event. The League of Directors is a knowledge platform for leading Latin American companies that provides ongoing training for boards of directors by sponsoring events for debate and the joint construction of knowledge. It is a high-level private event for leading companies that are invited directly by the organizer. The theme of this particular event was "The Board's Role in Times of Crisis." Its purpose was to raise awareness on the role that the board of directors must have in these times, given the volatility of the current political environment and the possible impact this may have on companies due to magnification through circulation of information in the social media. The agenda covered four key moments in responding to possible crises: anticipate, experience, learning and personal reflexion.
- In November, the GEB President participated in the 19<sup>th</sup> edition of ForoMET: Woman, Business and Technology, organized by MET Community in partnership with BBVA. This international NGO promotes female entrepreneurship and sustainability. Our President participated as a panel member on Inclusion and Participation in Boards of Directors, with María Paula Duque, Vice-President of International Relations at Avianca, and María Eugenia Rey, member of the Board of Directors of ANDI.



The Chairman of the 2019 Board of Directors, Rafael Herz, participated in the forum of La República on Corporate Governance



We participated in the 19<sup>th</sup> Edition of Foro MET, in partnership with BBVA



Our President Astrid Álvarez met with representatives of the World Economic Forum (WEF). In the photograph with the President of WEF, Klaus Schwab





We participated in an OECD DEV Talks event in Paris, France. In the photograph, the President of GEB with Gabriela Ramos, Chief of Staff



Biodiversity on a path of *Bosques de Paz*

**Being included in the Dow Jones Sustainability Index since 2012 has helped position us as a leader in emerging markets within the “gas utilities” industry.**



We participated in the executive Corporate Governance program in Madrid, Spain.



- This panel highlighted the importance of the role of women in boards of directors and the need to create spaces to increase their visibility in matters that enable them to move up in companies and have greater presence in the boards.
- The Chairman of our Board of Directors, Rafael Herz Stenberg, participated as speaker at a forum organized by *Semana* magazine under the theme "Women of Colombia, Women Who Inspire", during which leaders from several industries shared their experiences and thoughts on the path to be followed to achieve gender equality in the country. Rafael Herz participated as panel member on "How to Generate Cultural Transformations to Achieve Gender Equality at Companies," along with senior executives at other companies such as PepsiCo, 3M, Oleoducto de Colombia and Grupo Semana.
- In October, the President of GEB participated in the event of the Emerging Markets Network of the Organization for Economic Co-operation and Development (OECD, EMnet) as panel member in the discussion on the opportunities and challenges of political and economic trends in Colombia, in the framework of the country's adherence to this organization. It also explored the role of public institutions and the digital agenda in the creation of

- a favorable context for trade and investment, and the private sector's contribution towards developing more credible and visionary institutions in Colombia.
- We participated as panel members in the talk shop organized by the Latin American Association of Corporate Secretaries (ASCLA, for the original in Spanish), with the theme "Experiences and Progress in Board Assessments." Our Legal and Compliance Officer shared his experience with the Board of Directors, the assessment of its members and its challenges, year after year.
- We participated as a Corporate Group in the 6<sup>th</sup> meeting of the Latin American Network of Corporate Governance at Government-Owned Companies, organized by the Development Bank of Latin America and the Organization for Economic Co-operation and Development (OECD), with support from the government of Spain and the United Kingdom Prosperity Fund. The network's objective is to improve governance at public companies in the region through ongoing sharing of experiences and knowledge on policies, practices and reforms, based on OECD guidelines. The theme of the June 2019 meeting in Lima was "Performance and Integrity of the Boards of Directors of Government-owned Companies."



## Awards for Corporate Governance

- Being included in the Dow Jones Sustainability Index has helped position us as a leader since 2012 in emerging markets within the “gas utilities” industry. In 2019, we were ranked within the top 6% in terms of performance from among all companies in the same industry that aspired to be included in the Dow Jones Sustainability Index. This index is a benchmark for socially-responsible investors and it identifies and classifies the top sustainable companies based on environmental, social and corporate governance criteria.
- In 2019 we were recognized as one of the top one hundred companies with best reputation in Colombia, in the ranking of the Corporate Reputation Monitor, (MERCOC, for the Spanish original).
- In 2019 we were included in the Sustainability Yearbook published by the firm SAM (previously, RobecoSAM). This yearbook lists the companies with best performance in terms of sustainability, including the most outstanding companies in each industry in social, environmental and corporate governance matters.

## RESULTS

- For the first time in GEB’s history, on March 26, 2019, a Board member was designated by the four minority shareholders with the largest shareholdings, under the terms of the Shareholder Agreement. Marc Willy Eichmann Perret was designated as an independent candidate, having fulfilled the requirements established in the Policy on Appointment, Succession and Compensation of the Board of Directors, and was included in the sixth line of the single list of candidates to the Board of Directors of GEB submitted by the Capital District, in its capacity of majority shareholder.
- For the first time in GEB’s 123 years of history, an independent member was elected Chairman of the Board. Rafael Herz Stenberg was nominated by pension and severance fund management companies with shareholdings in the company; his election helps assure the independence of this collegiate body.
- We adopted a Senior Management Succession Policy, which defines the guidelines and main measures for succession (of the President of GEB and its affiliates, and GEB Vice-Presidents); to attract, retain and motivate the best talent; to maintain the professional suitability of its employees; to ensure the stability and continuity of the companies’ businesses, and to preserve and consolidate the institutional memory.
- We made adjustments and amendments to the Policy on Transactions with Related Parties, in order to provide clearer and more precise mechanisms to ensure compliance with the requirements to carry out transactions with related parties.
- In May 2019, our Corporate Group was elected as member of the Board of Directors of the Colombian Corporate Governance Institute (ICGC, for the original in Spanish). The ICGC promotes improvements in corporate governance to contribute to successful performance. The events promoted by ICGC bring together key stakeholders who share their experience and knowledge on best practices in this field.
- In order to preserve the institutional memory of the process carried out at GEB in what we call the Plan for the Re-institutionalization of Corporate Governance, in 2019 we prepared the document “Corporate Governance at GEB”, which highlights the Group’s efforts to adopt the best practices related to corporate governance as one of the pillars for growth and to create value for all its stakeholders.
- As a means to promote ongoing learning and training, the corporate governance teams of GEB and of its affiliates were certified by the Executive Corporate Governance Program. This degree was granted by the IE Business School in partnership with the Center

for Corporate Governance Studies (CEGC, for the original in Spanish) of Colegio de Estudios Superiores de Administración (CESA), jointly with the Colombian Corporate Governance Institute. The purpose of this program is to share research on current trends related to corporate governance and the experiences of their peers, to strengthen the soft skills required for the adequate performance of individuals in order to leverage the results of the team of Board members.

- We implemented a Communications Plan covering GEB, as the parent company, and all its affiliates. The plan is intended to communicate the corporate governance arrangement to all employees, to enable them to understand its importance and its workings, and to strengthen the message that a good corporate governance system is part of the Group’s corporate culture.
- Through the GEB Academy we offered a series of events to continuously provide training to our employees on relevant topics for our business, as well as specific required organizational competencies. An example of this is the Corporate Governance online course, which we developed in order to illustrate the importance of corporate governance as one of the main pillars for the Corporate Group’s growth, the operation of the various governance bodies and their composition, among other aspects. The course is available to all our employees and close to 90% have completed it.
- We currently fulfill 137 of the 148 recommendations defined in Annex 1 of External Circular Letter 028/2014 of the Financial Superintendence of Colombia, which means that 92.6% of the measures have been adopted.

## CHALLENGES

- To maintain and continue managing corporate governance good practices and standards at the Group.
- To disseminate and communicate both internally and externally the progress made in terms of corporate governance, to position the Company as a leader in this field.
- To consolidate corporate governance measures at the Group.\*

\* For more detailed information on our management of this topic, see our 2019 Corporate Governance Report at our website.

## Board of Directors 2020

On January 31, 2020 at an Extraordinary Meeting of Shareholders, the new GEB Board members were elected. They are:

- Andrés Escobar Arango, former Assistant Minister of Finance, elected as Chairman of the Board of Directors.
- Juan Mauricio Ramírez Cortés, Secretary of Finance of Bogotá.
- Rafael Pardo Rueda, former Minister of Defense.
- María Mercedes Cuéllar López, former President of the Banking Association.
- Luis Javier Castro Lachner, CEO of Mesoamérica and President Emeritus of the Business Alliance for Development (AED, for the original in Spanish).
- María Lorena Gutiérrez Botero, CEO of Corficolombiana.
- Martha Yaneth Veleño Quintero, Executive Vice-President of the Chamber of Commerce of Bogotá.
- Juan Mauricio Benavides Estévez, Director of the Interdisciplinary Center of Studies on Development (Cider, for the Spanish original) at Universidad de los Andes.
- Ignacio Pombo Villar, CEO of Inversiones Assure S.A.





Keys to creating value

# Ethics, Transparency and Anti-corruption

High standards of ethical behavior are essential in the actions of all employees of Grupo Energía Bogotá (GEB) in order to create value and as a factor that builds trust among partners, suppliers, citizens and stakeholders.

## Why is it important?

(103-1) (102-16)

- T**he corporate values that guide Grupo Energía Bogotá's ethics culture are framed in:
- **Transparency.** We manage our company in an objective, clear and verifiable manner.
  - **Respect.** We interact recognizing collective interests, individual diversity, sustainability of natural resources and institutions.
  - **Integrity.** We act with firmness, righteousness, honesty and consistency.
  - **Equity.** We act with justice, fairness and impartiality, seeking to cause positive and inclusive social impact.

**At GEB we are committed to a policy of "zero tolerance" towards fraud, money laundering, terrorist financing and corruption.**

## How we manage it

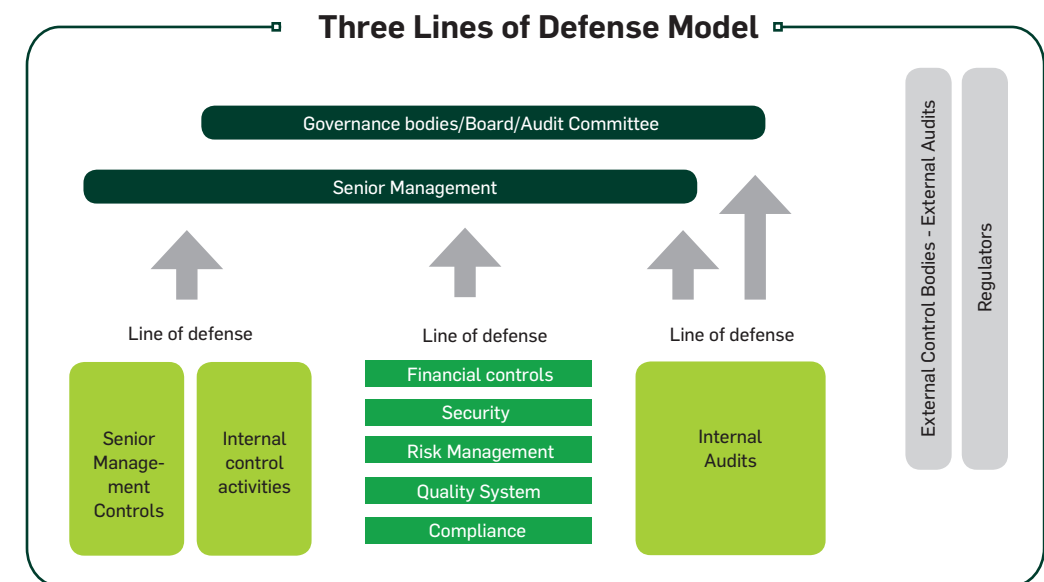
(103-2) (103-3) (102-17)

In order to perform detailed monitoring of the implementation of the corporate instruments for prevention, detection and investigation of situations associated with fraud and corruption, we have an Internal Control System that has been structured under the COSO (Committee of Sponsoring Organizations of the Treadway Commission) standard, and which is subject to annual independent assessment.

On the other hand, all the companies that belong to GEB must ensure compliance and preserve the integrity of the Internal Control system through the implementation of the Control architecture model based on Three Lines of Defense, according to the standard promoted by the European Confederation of Institutes of Internal Auditing (ECIIA), in which the responsibilities within the system are defined as follows:



GEB employees in the Corporate Governance program





- **First line of defense** It is performed by the employees. It enables the identification and management of risks (control/self-control) and the implementation of corrective actions to address any shortcomings in processes and controls.
- **Second line of defense** It covers the various supervisory and monitoring functions performed by the areas responsible for financial reporting, legal and regulatory compliance, quality management systems, information security, and risk management, supervision and inspection. These areas facilitate and monitor the implementation of risk mitigation and control activities. This line ensures that the first line of defense is operating as designed. The Compliance areas of the Group and each of its affiliates are part of this line of defense.
- **Third line of defense** It is responsible for providing independent assurance through internal audit activities carried out by the Group's general auditor. This line of defense provides corporate governance bodies and Senior Management reasonable assurance on the effectiveness of corporate governance, risk management and control, and independence and objectivity for our companies.

Each year, the Board of Directors' Audit and Risk Committee approves the overall strategies and policies related to the Internal Control System and the Annual Audit Plan, which are established based on the business risks identified by GEB.

In order to exercise control and promote compliance with the organization's rules and principles, we have established several mechanisms, including the Corporate Group Agreement, the Corporate Governance Code, the Code of Ethics, the Ethical Channel, the Policy on Internal Control and Prevention of Fraud and Corruption, the Policy on Managing Conflicts of Interest and Policy on Disclosure of Information. We also carry out initiatives aimed at the prevention, detection and investigation of events of fraud and corruption in all our companies through the following tools:

**The Global Institute of Internal Auditors assessed our Internal Audit activities, and issued a rating of "Generally Complies". This is the highest rating issued by the Institute and includes us in a select group of 23 certified companies in Colombia.**

## Prevention

(102-16) (102-17) (205-2)

Through our Ethics and Compliance Program we provided face-to-face and e-learning training to 88% of our employees on our anti-corruption policies and procedures in 2019. 100% of GEB employees were informed through internal communication channels.

Total employees	
Employees trained in anti-corruption policies and procedures	
Senior Management	8
Middle Management	76
Advisors	242
Professionals	142
Support/assistants	54
<b>TOTAL</b>	<b>522</b>

### Policy on Internal Control and Prevention of Fraud and Corruption

It establishes the commitment to adopt and maintain an Internal Control System that enables attainment of the objectives and the promotion and consolidation of an ethics culture based on the corporate values; it also establishes guidelines to identify, detect, assess, mitigate, monitor, investigate and prevent risks of fraud and corruption that may arise.

### Code of Ethics

It establishes and defines the principles of behavior and the rules of action at Grupo Energía Bogotá and its companies in their relationships with all stakeholders, as well as their actions in the markets where they do business.

(415-1) (Own) In 2019 we updated our Code of Ethics to include the express prohibition of making any direct or indirect contributions to political parties, candidates or campaigns, and of making any facilitation payments. We also established guidelines for lobbying activities, in the event they are carried out. Also, 100% of Board members and GEB employees renewed their annual adherence to the Code of Ethics and the Statement of Conflicts of Interest by digital means, in order to facilitate monitoring and avoid the use of paper records.

One of the most important updates made to the Code of Ethics was the prohibition of contributions to political parties or representatives, which implies that in 2019 no such contributions were made by the Group or its affiliates.



Customer service at Cálidda, Peru

### Manual of the System for Prevention of Money Laundering and Terrorist Financing (SIPLA, for the Spanish original)

In accordance with Basic Legal Official Letter 029/2014 of the Financial Superintendence of Colombia, the Group, given its status of issuer of securities that is not supervised by said entity, is required to fulfill the established provisions and to implement control mechanisms to control and prevent money laundering and terrorist financing for its shareholders. Consequently, we published a manual that contains the policies, controls and procedures adopted to prevent the associated risks.

In order to assure good practices and mitigate these risks, with the continuous support of the Compliance Officer, the following activities and controls were performed:

- The Central Securities Depository (DECEVAL, for the original in Spanish) issued monthly certificates on the Program to Prevent and Control

Money Laundering and Terrorist Financing in connection with the company's outstanding shares. To date, no suspicious or unusual shareholders transactions have been reported.

- The Compliance Officer submitted the biannual report to the Board of Directors, listing the activities carried out to prevent such crimes.
- As part of the Ethics and Compliance Training Program, we included a chapter related to the prevention of money laundering and terrorist financing, with the objective of disseminating the regulatory framework and the controls established to prevent these crimes.
- The statutory auditor is responsible for verifying compliance with the controls required to prevent money laundering and terrorist financing, and for issuing an opinion on this matter in the financial statements. To date, we have not received any reports that would indicate any event of non-compliance with these regulations.



**Anti-Corruption Plan and People Service**

In compliance with the provisions of article 73 of Law 1474/2011, we have prepared the Anti-corruption Plan, which includes, in addition to the contents of the Ethics and Compliance Program, the following:

- Identification of risks of corruption and management actions
- Anti-paperwork strategy
- Accountability
- People Service Strategy
- Mechanisms for transparency and access to information

**Fraud and Corruption Risk Management System (205-1)**

For the Group's critical operating processes, the assigned risk managers (for each process) follow up and monitor the preventive controls, which are also subject to internal audits to verify their effectiveness.

The system's training program, which involves employees, suppliers, Board members, in-house contractors and contract supervisors, complements the Ethics and Compliance Program with topics such as prevention and control of money laundering and terrorist financing, the law of transparency and access to information, data protection, the trans-national bribery law and oversight authorities.

The main risks identified regarding fraud and corruption, and which are monitored by the Control System, are:

- Improper use of financial entity products.
- Inadequate disclosure of financial obligations in the financial statements.
- Failure to make payments or charges of pension installments to external entities and failure to make the relevant accounting adjustments.
- Misstatements in payroll calculations or payments.
- Disbursing advance payments and travel expenses that do not fulfill the requirements.
- Misappropriation of the organization's funds to favor third parties.
- Inadequate control in establishing and managing framework contracts and purchase orders.
- Inconsistencies in payments.

**Validation in Restrictive Lists**

We performed 6,704 validations in the restrictive lists for individuals and legal entities that maintain business relations with the Group (suppliers, employees, rights of way lessors, leases, among others), using a software that enables reliable queries in such lists and other databases that give warning on such risks.

**Detection**

**Ethical Channel**

(Own)

This channel is managed by an independent third party, which guarantees our stakeholders' right to report situations that are deemed to involve presumed fraud or corruption, as well as unethical conduct in the Group, with full confidentiality, reliability and security. This is how we build trust: by carrying out our business in a transparent and sustainable manner.

(102-29) We also have a channel management manual, which was updated in 2019 to define the preliminary verification process of reports received through the channel. The aim of the above is to adequately manage reported presumed irregularities and implement the appropriate actions (preventive and reactive), and to enable making improvements to the processes and risk management. This activity is supervised by the Board of Directors' Coexistence, Ethics and Compliance, and Audit and Risk committees. At Group companies that do not have a Coexistence Committee in place, these responsibilities are assigned to the Human Resources department.

In 2019, we updated the Ethical Channel's technological platform, its communications channels, the User Manual and the Channel Management Manual in order to improve the process. This update was implemented and communicated to all Group companies. Also, the International Institute on Anti-corruption Studies, through the Technical Secretariat of its Latin American Compliance Network, performed a diagnosis of the Ethical Channel, in which we received a score of 25 over 28 points possible.



Work session during the Significant Connections Meeting

**To contact the Ethical Channel**

(102-17)

- **Toll-free telephone numbers**  
Colombia: 01800-012-5470  
Peru: 0800-52-093  
Guatemala: 1-800-8350-428
- **Website**  
<https://www.grupoenergiabogota.com/informacion-corporativa/etica-y-transparencia>
- **E-mail**  
canaleticogeb@co.pwc.com

**Events Reported Through the Ethical Channel**

(102-17) (205-3) (Own - Ethical Channel Events)

In 2019, the Group's Ethical Channel received 10 inquiries and ethical dilemmas, and no corruption events were reported:

**Ethical Channel Reports**

Status at December 2019

Type of report	Number	Review in progress	Closed
Work issue	4	0	4
Financial fraud	0	0	0
Corruption	3	0	3
Money laundering and terrorist financing	0	0	0
Misuse of company assets	3	1	2
Other	0	0	0
<b>TOTAL</b>	<b>10</b>	<b>1</b>	<b>9</b>



### Internal and External Audits

Based on the Annual Audit Plan approved by the Board of Directors' Audit and Risk Committee, 10 audits were carried out in 2019 that enabled the leaders of the audited processes to identify opportunities for improvement and to close gaps in order to strengthen the Internal Control System of the Group and its companies. The internal audits were carried out in accordance with the International Professional Practices Framework for Internal Audits.

### Investigation

#### Protocol for reports received through the Ethical Channel

Its purpose is to provide guidelines for the reception and analysis of reports made through the Ethical Channel, and it covers all operations of GEB and its companies in all the countries where we have operations.

#### People trained in 21 sessions (205-2)

- 4 Board members.
- 522 employees.

#### Attendance by cities where training was provided

- Bogotá: 354 people.
- Neiva: 26 people.
- Pereira: 26 people.
- Valledupar: 14 people.

**In 2019 we updated the Code of Ethics to expressly prohibit any direct or indirect contributions to political parties, candidates, or campaigns and any facilitation payments. We also established guidelines for lobbying activities.**

These are other training and awareness-raising programs carried out in 2019:

- Procedure for verification in restrictive lists for GEB's Sourcing, Sustainability and Land Management departments: 23 employees trained.
- Ethics and Compliance Program for contract supervisors, in order to reinforce the contents of the Code of Ethics, Ethical Channel, conflicts of Interest and supervision authorities: 7 sessions with 127 employees trained.
- 3 sessions with 89 employees, who were trained on the protection of personal information.
- Update on the Ethical Channel process. In March we launched a campaign to communicate the updated process, the application and the communication channels.
- Give yourself peace of mind. In November we carried out a campaign promoting to neither give nor receive gifts or gratuities from counterparties, in compliance with the Code of Ethics.
- Annual Suppliers Meeting. We held a meeting to reinforce the components of the Ethics and Compliance Program.

### Participation in initiatives

#### Collective Action

It is an action plan carried out jointly by the Compliance areas of Colombian electricity sector companies, aimed at creating transparency standards. Jointly with the other members of this team, we developed the risk matrix on money laundering and terrorist financing in the electricity sector. Also, for the second year in a row, we participated as members of the Anti-Corruption Technical Committee, whose objective is to analyze and assess new standards related to the commitments acquired by the Collective Action, and to develop specific proposals to progressively renovate and update the action.



Public hearing for the transmission project at El Carmen de Chucurí, Santander

### Latin American Network of Compliance Officers

It is a network of corporate compliance and anti-corruption officers that establishes task groups to work on themes related to presentation techniques, crises and strategic communications, and a practical workshop: "What do you do when the bosses don't listen, and what is the extent of the Compliance Office's responsibility towards the authorities?" We also participated in a conference to discuss the results of the survey on "Compliance with a gender approach, deferred research agreements and external monitoring: What are they and what are they for?" Lastly, we received training on interrogation techniques in internal investigations and on the Magnitsky Act. Our participation has enabled us to learn about international best practices and standards to strengthen our processes.

### Towards Integrity

It is an initiative of the United Nations Office on Drugs and Crime (UNODC) aimed at promoting public-private dialogs and sharing of knowledge, with the purpose of strengthening the development and enforcement of measures to prevent, repress and penalize corruption, in accordance with the United Nations Convention. To this effect, Global Compact Colombia, jointly with Alliance for Integrity, launched the Network of Compliance Officers and the CEOS Roundtable on Anti-corruption, which our Group has actively joined.

## RESULTS

- We re-engineered, implemented and communicated the Ethical Channel of the Group and its affiliates, including an update to the technological platform, the communications channels, the User Manual and the channel's Management Manual. The International Institute on Anti-corruption Studies, through the Technical Secretariat of its Latin American Compliance Network, performed a diagnosis of the channel, in which we received a score of 25 over 28 points possible.
- We provided orientation to the Compliance officers of Group companies and worked jointly on defining timetables for preparing their respective Ethics and Compliance Programs.
- We held the Corporate Governance and Compliance workshop in Bogotá on January 24 and 25, 2019. All Compliance employees of the Group and its affiliates participated in the workshop.
- We carried out training and reinforcement sessions for compliance officers at the affiliates on June 20 and 21, 2019.
- We participated in the technical secretariat of the Organization for Economic Co-operation and Development (OECD) to assess implementation of Law 1778/2016 in Colombia.



- We implemented procedures to address inquiries and submission of reports to the Office of the Comptroller of Bogotá (Contraloría).
- We performed the internal auction *Me lo Pido* (I'll Take It) to auction off non-promotional gifts received by our employees, and which is also a mechanism to verify compliance with the Code of Ethics guidelines.
- We updated the protocol for responding to suggestions and comments received in the compliance officer's suggestion box from affiliates and support from external advisors on compliance and prevention of money laundering and terrorist financing.
- We implemented compliance management indicators at the affiliates to verify the progress made in activities such as training; annual adhesion to the Code of Ethics; reports, inquiries and ethical dilemmas; verification in control lists and requirements by oversight bodies. We also scheduled weekly progress report meetings with the affiliates.
- Through the Ethics and Compliance Committee we adopted a risk management methodology, which defines the criteria and tools used to guide activities related to fraud, corruption, money laundering, terrorist

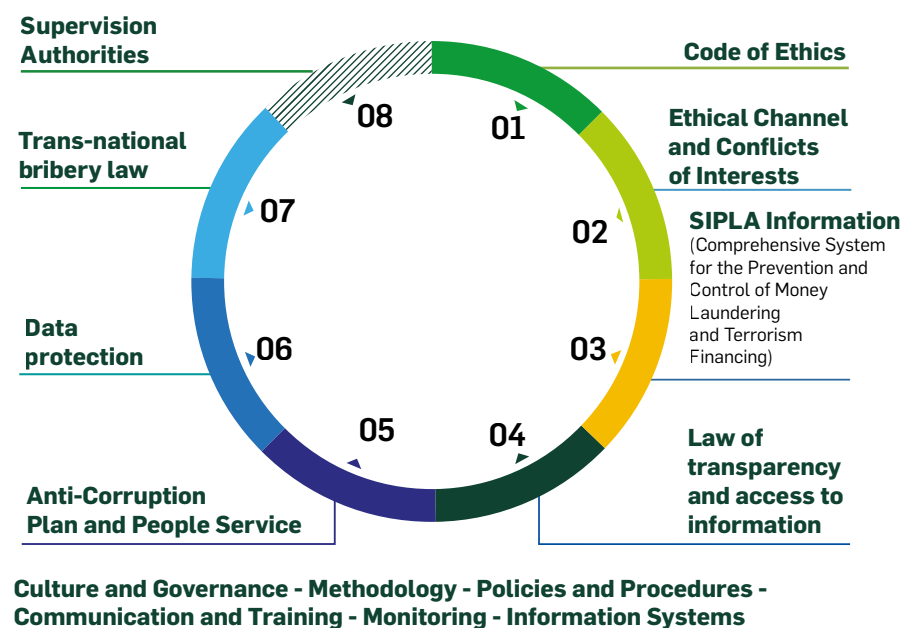
- financing and trans-national bribery, aimed at adopting the best corporate practices.
- We participated in different corporate governance bodies, such as the President's, Processes and Learning and Audit and Risk Committees at GEB; the Audit and Risk committees of affiliates, and we made presentations and provided support for local compliance management.
- We implemented the HIE work methodology (acronym in Spanish for Threads-Ideas-Edipas) for the analysis of unusual transactions and possible reporting of suspicious transactions in GEB. This strengthens our activities for the prevention of money laundering and terrorist financing.
- The Ethics and Compliance Committee of the Board of Directors increased the control level through the implementation of a methodology to manage the risks of fraud, corruption, money laundering, terrorist financing and trans-national bribery. This in turn raised the standard of best corporate governance practices in bodies such as the President's, Processes and Learning and Audit and Risk Committees at GEB; Audit and Risk committees of affiliates, and presentations and support for local compliance management.



Maintenance work on our transmission lines in Guasca, Cundinamarca

### Ethics and Compliance Program

- Culture and Governance Methodology
- Policies and Procedures
- Communication and Training
- Monitoring
- Information Systems





# Citizens with Good Energy

**At Grupo Energía Bogotá we highlighted 10 stories and awarded 3 citizens whose daily actions have had a positive impact on the lives of the residents of Colombia's capital.**

**O**n the steep streets of Bogota's La Merced Sur neighborhood, where the biting wind whips the cheeks of its inhabitants and people must go to great lengths to earn their daily bread, a group of women work tirelessly to help improve the living conditions of their neighbors.

One of them is Amparo Uribe, who for over 37 years has positively impacted this community through the Centro Social Unidad. "The most rewarding part of this experience is seeing the smiles on the children's

faces, seeing that people come to the social center and we can help them live their lives more peacefully," explains Amparo, who does literacy work, recreation, value formation and training for people in various trades.

Amparo engages in this work in a neighborhood formerly known as Los Chircales, in one of the most depressed areas of the capital and cradle of quarries whose inhabitants worked at making bricks. Amparo's endeavors were recognized by our Group during the *Ciudadanos Con Buena Energía* (Citizens with Good Energy) event, third edition. Its goal is to uncover the stories of anonymous characters whose good actions have benefited the country's capital and its inhabitants.

We selected 3 social projects from among the 10 finalists. Along with Amparo, the work of Yesenia Mosquera,



Six months ago, Yesenia Mosquera created a streaming television channel to promote and strengthen respect for Afro-Colombians



Rodrigo Meléndez is a doctor who decided 10 years ago to dedicate himself to caring for Bronx residents in Bogotá



Amparo Uribe provides literacy, recreation, values education and training for people in various trades in the La Merced neighborhood, in southern Bogotá

**Citizens with Good Energy aims to uncover the stories of anonymous characters whose good actions have benefited the Colombia's capital and its inhabitants.**

a woman displaced by violence, who six years ago created a streaming television channel to promote and strengthen respect for her Afro-descendant community throughout Colombia, was also recognized.

"I came to Bogotá because I am a victim of the armed conflict and what drove me to create this project was the desire to help my people, to see them empowered, to see my race prosper," says Yesenia, adding that her great motivation was

the desire to build a more just society and help close the inequality gap.

The third award-winner was Rodrigo Melendez, a doctor who decided 10 years ago to dedicate himself to caring for Bronx residents (homeless people), who need help and cannot afford to visit a doctor or go to an emergency room.

"Homeless people need a differential approach and everyone's solidarity. The most rewarding part of this experience is learning every day from the homeless people and helping them to get ahead," the doctor acknowledges. This doctor from the District Institute for the Protection of Children and Youth (IDIPRON, for the Spanish acronym) took on this task when he had his office in downtown Bogotá, an area where there were very few medical centers.

"Many times, when I left work at night, I met sick people who were waiting for me to take care of them. One day, one of them told me to go to the Bronx street because it was a place where there were many people who needed my help," he says.

Astrid Álvarez, President of Grupo Energía Bogotá, confirmed that she will continue to recognize in future editions of the Citizens with Good Energy awards those leaders who with selfless actions help build a better country for future generations.







Grupo Energía Bogotá offered support for a woman's group in La Loma and Potrerillo (Cesar), by publishing a book with recipes of their traditional cuisine

# Sustainable Strategy

- 86. Materiality
- 90. Risk Management
- 94. Social Dimension
- 130. Environmental Dimension
- 144. Economic Dimension



With a focus on our main topics

# Materiality

Over the course of 2019, the GEB conducted a new exercise in materiality that will allow us to continue strengthening our strategy and results management, focusing on the most important topics for the Group.

**A**t GEB, defining materiality is a continuous challenge. It is the basis for the Corporate Strategic Plan (CSP), and steers the Group to always think about what is truly important to us and our stakeholders, in order to develop clear strategies that have an impact on society.

In 2019 we took on the challenge of defining the Corporate Group's materiality, taking into consideration the risks, opportunities and impacts of all our businesses and contexts in which we operate, as well as the guidelines of the GRI standard. The purpose of the exercise was to achieve the following objectives:

- Obtain a clear view of the key topics in order to enrich the company's internal strategy, as well as our strategic relations with our stakeholders.
- Identify the risks, impacts and opportunities for Sustainability so as to define focused management and monitoring strategies.

## Materiality Process

(102-46)

### Stage 1 Initial definitions

We define the key elements for the materiality exercise. Primarily, the appropriate scope for the Group's nature and operations, the timing providing for an update in 2022, the identification of the applicable and relevant regulatory, business and sustainability references and frameworks for the GEB and its stakeholders.

### Stages 2 and 3 Frameworks of reference

We identified the topics of interest for GEB based on documentation and business references. The following were some of the main inputs for the mapping stage:

- Internal Group documents, such as the Corporate Strategic Plan (CSP), risks, management policies and models, among others.
- Relevant national and international frameworks such as the World Economic Forum, the Organization for Economic Co-operation and Development (OECD), World Business Council for Sustainable Development (WBCSD), the Sustainable Development Goals (SDGs), and the Principles of the United Nations Global Compact, among others.
- Industry frameworks such as the Dow Jones Sustainability Index (DJSI) and the Sustainability Accounting Standards Board (SASB) for the gas industry, the Climate Change Comprehensive Management System for the Mining-Energy Sector (PIGCC-ME, for the original in Spanish).
- Benchmarking corporate groups.

**Materiality at GEB is a constant challenge that invites us to think about what is truly important for our company and our stakeholders.**

### Stage 4 Consultations with stakeholders

We engaged in dialogs with GEB internal stakeholders: employees and senior management.

### Stage 5 Prioritization

With the inputs collected, we prioritized the topics that were identified. For this we took into account variables such as strategy, strategic opportunities and risks of the Group and its affiliates, internal policies, dialogs with employees and rating agencies, among others.

### Stage 6 Validation

Finally, the results obtained were validated by GEB's senior management.

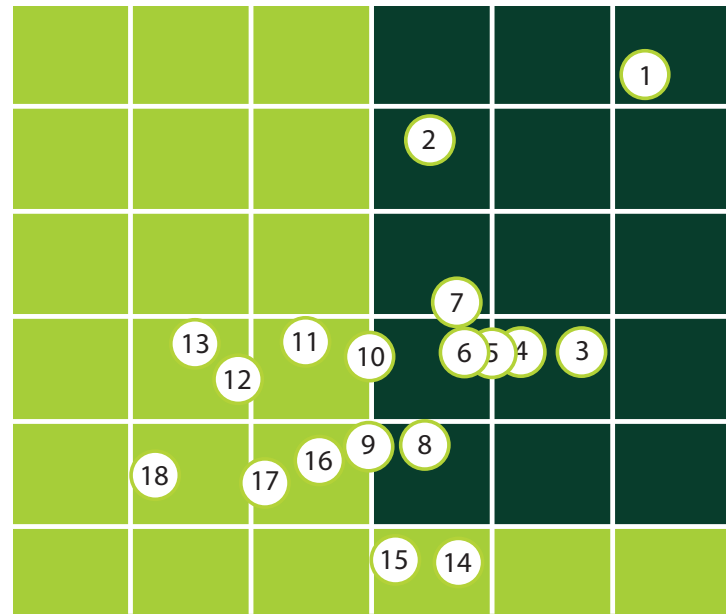
(102-47) This process allowed us to identify ten top priority topics for our management as a Corporate Group, which we list below in order of priority:



Women weavers from Guatemala



**Materiality of Grupo Energía Bogotá (102-47) (102-49)**



- Top priority topics**
1. Genuine Relations
  2. Creation of Shared Value
  3. Ethics, Compliance and Conduct
  4. Talent Management
  5. Superior Performance and Profitability
  6. Occupational Safety and Health
  7. Corporate Governance
  8. Proactive Regulatory Management
  9. Climate Strategy
  10. Biodiversity
- Financial Management Issues
11. Human Rights and the Company
  12. Water Resource Management
  13. Supply Chain
  14. Innovation
  15. Digital Transformation
  16. Operating Eco-efficiency
  17. New Business Opportunities
  18. Customer Experience

**GEB material topics (102-47) (102-49)**

	Description	Sustainable Development Goals
<b>Top priority topics</b>		
Genuine Relations	Definition of strategies and mechanisms for relations and communications with the organization's stakeholders in order to propitiate a favorable environment for the Corporate Group's operations.	4. Education 5. Gender equality 7. Affordable and clean energy
Creation of Shared Value	Implementation of initiatives that promote development of the communities in the area of influence of our operations.	4. Education 5. Gender equality 6. Clean water and sanitation 7. Affordable and clean energy 8. Decent work and economic growth 11. Sustainable cities and communities
Ethics, Compliance and Conduct	Definition and application of principles and standards of conduct that set the foundations for the operation and for relations with all stakeholders.	16. Peace, justice and strong institutions
Talent Management	Management of processes and initiatives aimed at the development and retention of existing talent, and promoting the interest of new talent in the organization.	4. Education 5. Gender equality 8. Decent work and economic growth
Superior Performance and Profitability	Definition of plans and strategies to fulfill the company's strategic objectives.	8. Decent work and economic growth 11. Sustainable cities and communities
Occupational Safety and Health	Level of maturity of the Occupational Safety and Health Management System of the Group and its affiliates to ensure the physical safety and well-being of employees and contractors.	8. Decent work and economic growth
Corporate Governance	Definition of strategies for the implementation and articulation of the Corporate Governance guidelines in the Group, the affiliates and participating companies.	16. Peace, justice and strong institutions 17. Partnerships for the goals
Proactive Regulatory Management	Establishment of policies and procedures for the proactive identification of changes in regulations related to the organization's operations.	16. Peace, justice and strong institutions
Climate Strategy	Management of natural and energy resources to reduce and mitigate the impacts produced by greenhouse gas emissions, and definition of strategies to offset them.	13. Climate Action
Biodiversity	Definition of strategies and guidelines to promote the protection and preservation of biodiversity in our areas of influence, as a positive consequence of the presence of our infrastructure in the territories.	6. Clean water and sanitation 13. Climate Action 15. Life on land



Fredy Zuleta, CEO of the Transmission Branch, visiting the Wiwa people

In addition to the ten material topics, we found the following additional topics in the Social and Environmental dimensions:

Efficient Management Issues	Description
Human Rights and the Company	Implementation of commitments and mechanisms for assistance, prevention and remediation of human rights impacts by the organization.
Water Resource Management	Manage water resources to ensure their adequate supply and use by the company and its entire value chain.
Supply Chain	Promote the development of suppliers and contractors throughout the supply chain in the Corporate Group's top priority topics.
Innovation	Promote innovation, research and development to create or enhance the organization's products, services or processes.
Digital Transformation	Application of technologies that promote management efficiencies and systems that assure information security.
Operating Eco-efficiency	Definition of strategies for the efficient use of designs and materials that both reduce their environmental impact throughout the value chain and generate financial savings.
New Business Opportunities	Definition of strategies to develop services aimed at satisfying market trends and needs and that promote business sustainability.
Customer Experience	Definition of relations and communications strategies and mechanisms to learn about and satisfy the expectations of customers and consumers.



**Risk Management**

# We prevent and act upon risks

In the strategic map of GEB and its affiliates we keep in mind the way to prevent and act in case of eventualities. Our proactive attitude will always prevent crises or lessen their effects.

## Why is it important?

(103-1)

**A**t Grupo Energía Bogotá, through the identification of risks and the adequate implementation of actions to mitigate their impact and probability of occurrence, we contribute to fulfilling our strategy and to the continuous improvement of our operations at all Group companies.

By being on the lookout for potential and emerging situations that may affect the organization and generating early warnings and managing risks within our acceptable risk appetite facilitates our decision-making, and also determines the risk levels, the contingencies and the competitiveness of our offerings in the case of new investments.

This management system prepares us to respond to any requirements by the internal and external oversight bodies, as well as comply with international standards related to quality, the environment, and Occupational Safety and Health (OSH). It is also a key element for building trust.

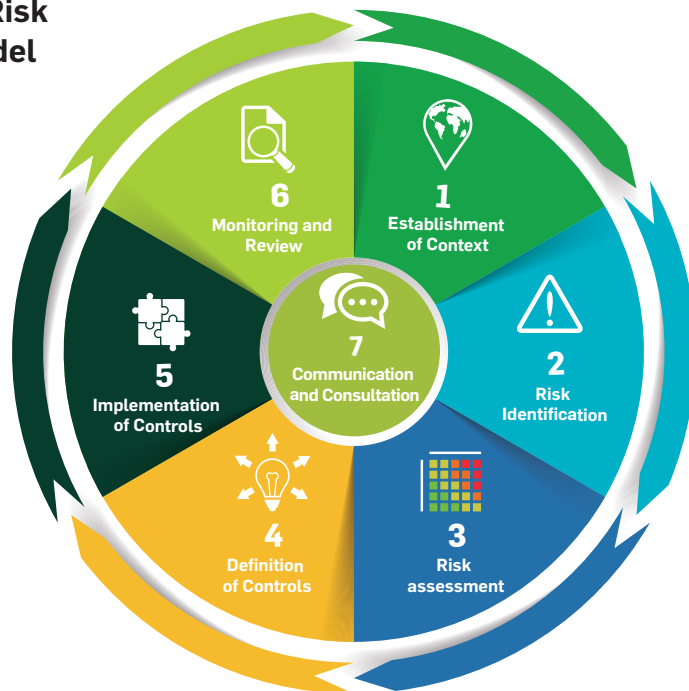
## How we manage it

(103-2)

Through application of our Comprehensive Risk Management Model, we identify and manage strategic risks in our processes and projects. From a strategic perspective, we identify events that may hinder or prevent fulfillment of our strategic objective of: "Proactively participating in the regu-

## Comprehensive Risk Management Model

(102-11)



Employees of Electro Dunas performing maintenance in Peru

latory agenda and in risk mitigation and control," which we implement at the Corporate Group and in all our businesses. In 2019, fulfillment of the indicators under this strategic objective reached 99.6%, thanks to the effectiveness of the model and performance of the initiative to strengthen financial risk management. (See annex - emerging strategic risks identified in 2019 in consolidation).

**We identify and manage any transferable and insurable risks by acquiring insurance policies with the required coverage, thereby mitigating the financial impact of any loss event.**



(Own) (102-11)(102-15)

Strengthening of our risk management culture has been a key element in achieving these results. This culture has been promoted at GEB and the affiliates by means of training included in the orientation program for all new hires. This training teaches the methodological aspects and the most important risks faced by the organization. We also raise awareness on the commitments and responsibilities of all employees regarding risk management.

During the year we provide reinforcement training at all levels of the organization, to ensure an adequate understanding of the Comprehensive Risk Management Model, and the methodology for its application. These training sessions are delivered at GEB, the Transmission Branch and at the affiliates.

Risk management is a process that requires monitoring and control, and for this reason at the Group we measure performance in project management through the Risk Management Indicator (RMI), and for processes through the Risk Materialization Indicator. Both indicators remained within the tolerable limits defined by the organization.

(103-3) Our Audit and Risk Committee is responsible for establishing general guidelines,

making recommendations to the Board of Directors on the risk matrix of the company and its affiliates, and for supervising and reporting periodically on the effective application of controls to identify, manage and report the main risks to the Board of Directors in a timely manner.

Our Internal Audits and the risk-based Annual Audit Plan also enable us to 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 System in order to take action and to continuously improve.

Every quarter the leader of the risk management area at GEB monitors this task to assess, among other matters, any new risks produced by changes in the internal or external environment, the materialization of any risks, the status of risk control implementation and performance results.

## RESULTS

(103-3)

- We approved and communicated the Comprehensive Risk Management Model, which provides a systematic approach for the continuous and effective improvement of risk management. This model consists of seven stages: establishing the context, risk identification, risk assessment, definition of controls, implementation of controls, monitoring and review, and communication and consultation.
- For each strategic project and UPME bidding process we undertook in 2019 we performed a risk assessment and the respective heat map, in order to calculate risk levels, mitigate impacts and increase competitiveness.
- We manage the risks of our projects with PMI standards, supported by the application of the Maturing and Value Creation Model.
- We strengthened risk management by adopting the GEB operating model in January 2019, through which the Comprehensive Risk Management process and its implementation were approved, to be managed through the Strategic Planning Department. This will provide us a global, comprehensive and strategic vision for Risk Management.
- Based on the approved model, we began updating the risk matrices by process to ensure their alignment with the new model and changes in the operational and organizational structure.
- We carried out an exercise to review and update the risks levels of the GEB and its affiliates, in order to strengthen our methodology for assessing them. In this process we took into consideration new elements to increase the accuracy of our calculations regarding their risk exposure. Some of the variables taken into consideration were the Corporate Strategic Plan (CSP), the risk response, the materialized risks and the financial structure.
- Our success stories associated with Risk Management include our participation in decision-making related to the acquisition of new businesses that will contribute to the Group's growth and expansion in Peru and its consolidation as a Multi-Latin group.



Photograph by our employee Mónica Sandoval in La Mesa, Cundinamarca

## CHALLENGES

(103-2)

- We will update the risk matrices according to the risks, levels and impact and probability assessment criteria that have been approved by the GEB and the affiliates.
- We will strengthen the Comprehensive Risk Management Model.
- We will work on the communication, understanding and implementation of the Comprehensive Risk Management Model at all levels of the organization and at the Group's affiliates.
- Our Risk Management will integrate strategic, process, project, OSH, environmental, SOX, information security and cyber-security risks, among others.
- We will lead the implementation of the Business Continuity Management Model.
- We will lead the integration and articulation of the Governance, Risk and Compliance models.
- We will adopt a technological tool with high standards to support Risk Management and its integration with the Control Architecture.
- We will identify and manage positive risks and opportunities in the strategic and process components.



TGI employees at the Mariquita gas compression station in Tolima





We support entrepreneurs in the areas of influence of our projects: farmers' market in Tominé

## Social Dimension

96. Sustainability, Genuine Relations and Shared Value

114. Talent Management

124. Occupational Safety and Health



Sustainability

# We bring progress and well-being

In 2019, Sustainability was consolidated as another growth pillar. Our shared value programs and genuine relations with our stakeholders are the engine to promote confidence building and generate economic development in the regions.

**O**ur Sustainability Model allows us to develop infrastructure and assets for electric energy transmission and transportation and distribution of gas under an organizational culture with an attribute of Social Awareness. We are progress enablers in the framework of the Sustainable Development Goals (SDGs).

### GEB Sustainability Model



Wiwa community in their ancestral activities

Our Sustainability model is a system that delivers and harmonizes:

- The environment in which we carry out our business (socio-political and territorial, laws and regulations, corporate, talent management and markets to identify partners and new businesses).
- ESG factors and criteria: (Environmental, Social, Governance) factors or criteria and innovation specific to the management of the Group and its companies.
- Relations with stakeholders with whom we maintain genuine, permanent and long-term relations: primarily the communities in the territories, employees and contractors, shareholders and investors, and authorities.
- The corporate strategy that guides the decisions and actions that respond to the manifestations of the environment and to the purposes of generating value, and which is deployed through solid corporate governance, corporate policies and processes with awareness and operating models aligned with the highest international standards and best practices.

**Sustainability is the ability to understand and manage the environment, to innovate and adapt the businesses, thereby creating profitability and sharing benefits with the territories in which we operate with a long-term vision.**



## Social Awareness in articulation with the SDGs



GEB's Sustainability Model is based on six strategic lines that guide our social, environmental and governance management, based on the SDGs, as follows:

- **Cultural transformation** We promote occupational safety, health and well-being as a top priority in carrying out our business and in everyday actions.
- **Connections of progress** We turn energy sources into enablers of progress for the communities in the territories where we operate.
- **Promotion of the regulatory agenda** We promote the regulatory agenda in favor of progress in the energy industry and to the common benefit of the stakeholders in the markets we develop, beyond the particular interests of our businesses.
- **Promotion of energy efficiency** We act as integrators for different organizations and educational institutions with the purpose of developing joint actions aimed at promoting the adoption of low emissions energy sources.
- **Transforming territories** We implement actions focused on progress and shared benefits to transform the territories where our infrastructure projects are located.
- **Climate resilience** We promote business opportunities taking into consideration their environmental and social challenges in their design.

As a Group we understand and apply Social Awareness, which is the sensitivity that allows us to interpret and respond to the realities of the communities in the territories where we operate and with which we permanently relate. We implement it taking into consideration the following factors, among others:

- **Diversity, inclusion, women and gender equality** Aimed at promoting and maintaining a work environment and corporate culture that offers equal opportunities, rights and responsibilities, free from any discrimination, to ensure the equality of men and women, as well as to promote women's leadership and empowerment.
- **Care of the environment** Focusing on relations with the environment and climate change, a systematic vision of the environment, our good behavior as citizens, mitigation of impacts in all operations, responsible compliance with applicable regulatory requirements regarding the environment, and acting under the precautionary approach.
- **Use of economic resources and customer orientation** Adequate management of the resources and public utilities of the best quality, to thereby promote the inclusive and sustainable economic growth of our customers.



Photograph by our employee Nelly Uribe  
Photography contest

- **Genuine Relations and generation of Shared Value** Focused on building trust and solutions for the progress and well-being of the territories and our businesses. We act in a manner that is respectful of the cultures of the countries where we are present and we are developing models to calculate our social return on investment (SROI) and other impact assessments. We also make our Social Awareness extensive to our employees' families, who are also part of the organizational culture.

The purpose of everything we do is to continue to stand out in the energy sector and businesses in the region, not just because of our financial results, but also for our Social Awareness as a leading company in multicultural relations, in due diligence practices regarding respect for human rights, in contributions to peace building and the protection of life based on occupational safety and health, and for our Shared Value proposals to address the challenges faced by the energy sector and the territories where we are present.





President of Grupo Energía Bogotá, Astrid Álvarez, with children of the Wiwa ethnic group during community meetings for the Colectora project.

**Our stakeholder relations are based on transparency and on building a harmonious environment.**

### Why is it important?

(103-1)

The implementation of our Sustainability Model is important because the environment in which we do business and operate our assets are rural areas, some of which have been affected by the armed conflict and illegal activities, or with presence of different indigenous communities, as well as numerous unmet needs, and in some cases, weak government presence.

At GEB we not only talk about strategic relations, we talk about Genuine Relations that are ongoing and transparent, a strategic vision aligned with global trends that contributes to the viability of the projects and to the generation of development at the local, territorial and community levels.

We also work on building partnerships with strategic partners such as the National Army, the National Police, NGOs, local companies, institutions and governments, in order to reach the territories and bring progress. In this way we maximize the impact of our investments while we improve the life quality of the people in the countries where our Group has operations.

### How we manage it

(103-1) (103-2) (103-3)

The integration of our corporate strategy with the various stakeholder groups is based on transparency and on building a harmonious environment based on the principles of the Organization for Economic Co-operation and Development (OECD).

The corporate strategy establishes the Sustainability Policy and the Sustainability Model, which provide specific prioritized guidelines for relations and social investment mechanisms. In 2019, by strengthening the Sustainability Department and the creation of the Transmission Branch (which includes the Sustainability Department, which in

turn is comprised by the offices for Social and Shared Value, the Environment and Lands Management), we continue to evolve towards the generation of Shared Value, as well as by enhancing the capabilities of the Occupational Safety and Health Department, which is responsible for implementing our model of the vision of Zero Accidents with disabilities, covering all processes and companies that are part of the Corporate Group.

The Social and Shared Value Office has become the best source of information on the reality of the communities, and is called upon to identify these contexts to enable other company areas to develop business models that generate solutions for their needs while identifying business opportunities.



Girl for the Wayuu community





Rodrigo Hernández, manager of the *Refuerzo Suroccidental* project with children from the Embera-Chamí community at the Suratena reservation in Marsella (Risaralda)



## Genuine Relations

### Why is it important?

(103-1)

GEB's Sustainability Model, which guides the genuine, permanent and transparent relationship with our stakeholders, begins with the understanding of the environment as the sum of social, cultural, economic and political conditions that define the territorial dynamics. In order to make the projects viable under the guidelines of our Sustainability Policy, we gain a better understanding of the territory by having a permanent presence, and thus we design and implement social management strategies according to the particular realities.

In 2019 we established general guidelines on social investment and inter-cultural relations covering the entire Corporate Group. In order to follow up on their implementation, we have incorporated them into our Integrated Management System.

### How we manage it

(103-2) (103-3)

One of the key aspects of the relations strategy is to have a team of social managers and an inter-disciplinary team of professionals in physical

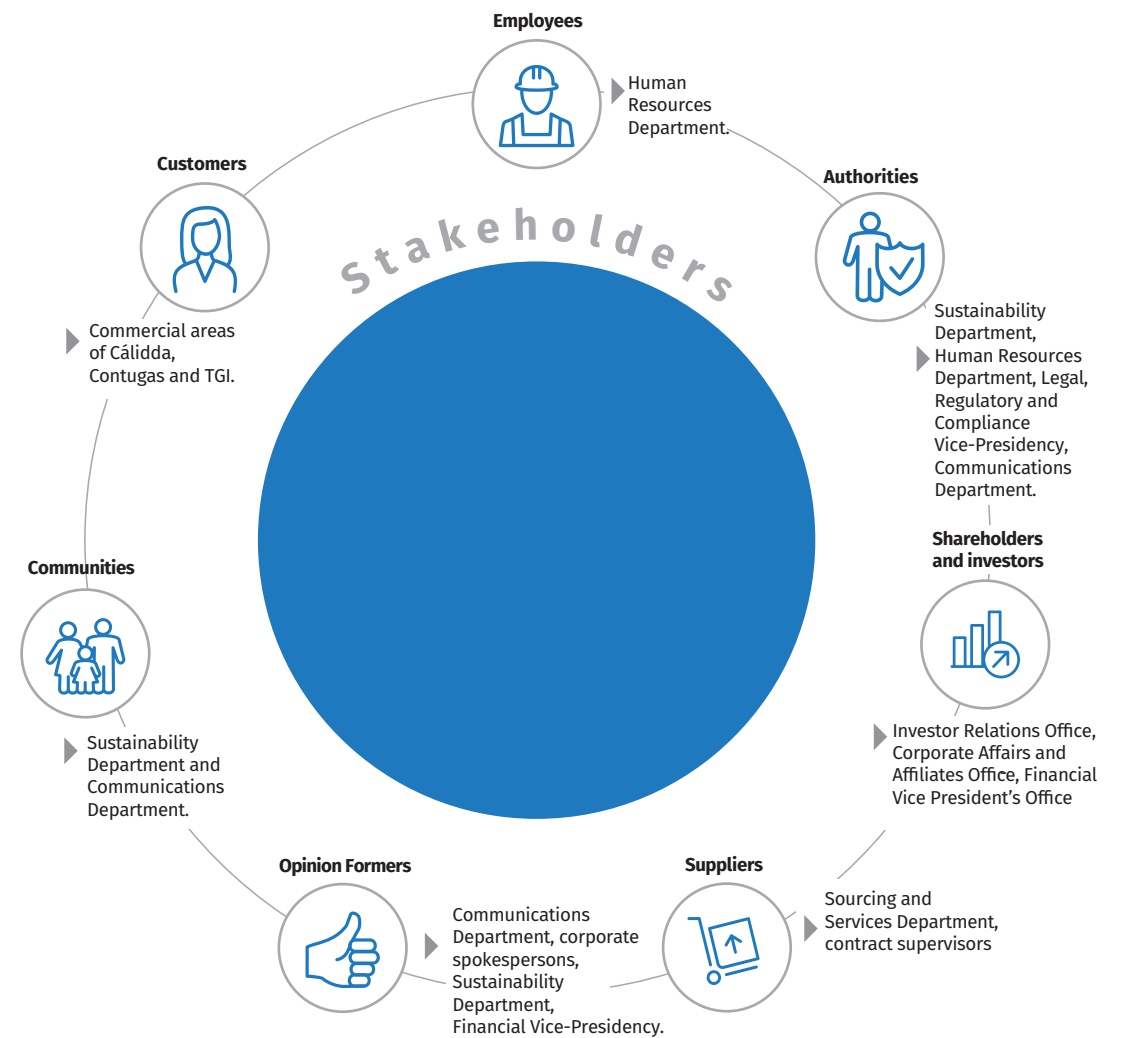
safety, environmental management, occupational safety and health (OSH) management and lands management, who are constantly present in the territories (they are distributed in four regions covering all the territories in which we have projects and operations). This presence has enabled us to provide information and timely assistance to all stakeholders: land owners and holders, municipal and departmental authorities, social organizations, ethnic groups and environmental authorities, among others.

(103-3)

**As a Corporate Group, we have defined 8 instruments to relate with our stakeholders in diverse socio-political and cultural environments.**

## Stakeholders and relations channels

(102-40) (102-42)



(102-43) (102-44) For additional details on the mechanisms, frequency of relations and key topics for our stakeholders, see the Annexes.

(102-43) As a Group, we have defined the following stakeholder relations instruments in diverse socio-political and cultural environments. These are:

- **Social dialog** We promote both formal and non-formal regional and local relations with a variety of actors, acknowledging the diversity of points of view on territorial development and the opportunities for our stakeholders.

- **Inter-cultural relations** We assure Human Rights due diligence and compliance with the principles of the Convention 169/1989 of the International Labour Organization (ILO) on indigenous peoples, to acknowledge and respect cultural diversity and the importance of self-determination for the communities that coexist in the territories. This is made extensive to other social groups, such as Afro-descendant communities and other ethnic minorities recognized by the Constitution, in the case of Colombia, which establishes the protection of their rights.





GEB employees with members of the Wayuu community in La Guajira

### 100% of the Corporate Group companies have the Sustainability Model implemented and in operation.

(Own - Implementation of the Sustainability Model)

- **Institutional strengthening** We support local authorities and entities in building and strengthening competencies and abilities to structure projects and searching for partners and possible sources of financing to implement their development plans.
- **Community empowerment** We support local communities in developing competencies for effective and legitimate governance of their formal community organizations, as well as the implementation of their development and life plans.
- **Promoting social leadership** We promote opportunities for local opinion formers and spokespersons with a greater understanding of local, regional and global dynamics, always with partners that favor the establishment of networks of social leaders at the regional, national or international level.
- **Accountability** We ensure that our stakeholders have timely access to sufficient information, and we submit periodic reports on our Social and Environmental Management and our Shared Value projects in the territories.
- **Social investment** We leverage the social infrastructure as a starting point for community business ventures and to materialize relations with vulnerable communities, always in coordination with local or national government bodies to ensure the continuity, permanence or expansion of the initiatives over time.
- **Corporate volunteers** We strengthen our Social Awareness cultural attributes in all our employees through specific and material actions in the territories, always in coordination with local government bodies and community leaders.

## RESULTS

The following was the progress made in building genuine relations with our stakeholders in 2019:

- **(206-1)** Regarding the company's position in the sector and its relations with other companies, the Group's affiliates were not involved in any legal proceedings related to unfair competition or monopolistic or anti-competitive practices.
- **(Own - training for authorities)** In Colombia, through the Transmission Branch, we signed agreements with eight public and private sector entities for the execution of shared value programs (SVP), including with the Coffee Grower Committees of Valle del Cauca and Risaralda, the Ministry of Education, Renergy, Efigas, Mayor's Office of Dosquebradas, Fundación San Clemente, Asodesam. Shared responsibility agreements and contributions in kind were also made with the municipal mayors of Pereira, Circasia, Pradera, Florida and Candelaria. Also in 2020, we discussed on two occasions entering into agreements with the committees of Coffee Growers of Caldas and Antioquia, and have an agreement underway with the Chamber of Commerce of Santa Rosa de Cabal.
- **(Own - Participating authorities).** In the framework of the UPME 02-2009 Armenia 230 kV project, we worked with Universidad EAFIT to implement the institutional strengthening of the municipal authorities of Circasia, Filandia, Pereira, Dosquebradas and Santa Rosa de Cabal. Training was provided to 25 civil servants on the Integrated Management System.
- **(Own - Dialog sessions)(413-1).** We restarted construction activities of the project UPME 05 -2009 Tesalia-Alferez 230 kV section IIB and section III, which we have been able to develop without stoppages or blockages. To this end, we carried out several information activities with stakeholders from the municipalities of Candelaria, Pradera, Florida and Cali, in Valle del Cauca (Colombia). We focused on achieving timely and ongoing Social Management in the territory, which has enabled the viability the works without social incidents.
- **(Own - Dialog sessions)(413-1).** We started the construction activities of the UPME 04-2014 project, in section I (Medellin-La Virginia), where we carried out information meetings at the 19 municipalities and 75 districts through which the project passes, in the departments of Antioquia, Caldas and Risaralda.
- **(EU22)** With the reconstruction of the Jamondino-Mocoa line, affected by weather conditions (avalanche in 2017), we assisted the resettlement process of three families in Mocoa (Putumayo); another family was relocated in Rio Blanco, Tolima. In this manner we help improve life conditions thanks to access to basic social services of health and education, in addition to public services.
- We strengthened the ancestral knowledge of the Paez Las Mercedes reservation and built the indigenous maloca that benefited the 65 families living in this reservation. We have been working on relations with the ethnic communities in the area of influence, based on the premise of respect for diversity and multiculturalism. Consequently, (411-1) in 2019 there were no cases of violation of the rights of indigenous peoples.

## Leaders in Sustainability

The results of the 2019 Corporate Sustainability Assessment of GEB performed by the firm SAM from Switzerland, enabled our recognition as leaders in the gas industry due to our performance in the Dow Jones Sustainability Index (DJSI). The assessment produced the highest score in the social dimension for stakeholder engagement practices (100 points of 100 possible) among the participating companies in the "gas utilities" industry. This achievement encourages us to continue enhancing our practices to world-class levels.



Delivery of solar kits by TGI in La Guajira





## Shared Value

### Why is it important?

(103-1)

Until the first quarter of 2019, the Group's Sustainability Model had four strategic lines for performance of the social investment strategy. Based on a review of our Sustainability Model, we redefined six social investment programs to generate shared value, and which are now part of the model adopted by all subsidiaries in Colombia, Peru and Guatemala.

(103-3) Our Social and Shared Value Management has enabled verification of compliance with corporate guidelines and regulatory requirements, as contemplated by our model, which is aligned with GEB's cultural attribute of Superior Performance. We achieved this by means of an Audit Plan and periodic monitoring performed by the contract supervisors as part of the Integrated Management System.

Additionally, our Sustainability Department defined a management indicator on "beneficiary population coverage", which aims to quantify the social coverage of the sustainability, social investment and shared value strategies in the area of influence of the projects that are either under construction or in active operation. This provides us better performance metrics for estimating the impact of our interventions in Colombia.

### How we manage it

(103-1) (103-2) (103-3)



United with Energy volunteer group during an embellishment drive at the neighborhood Las Cruces (Bogotá)



Delivery of school kits by the Transmission Branch in San Luis de Gaceno (Boyacá), in the area of influence of the Norte project

### Strategies for the Creation of Shared Value



#### Recognizing needs, products and consumers

- Improving financial access among the public through products and/or services
- Taking care of under served or marginalized customers



#### Redefine productivity in the value chain

- Driving productivity through better use of resources, employees and partnerships



#### Improve the company's operating environment

- Improving the workforce, supplier base and institutions in the communities where the company operates

We materialize our Shared Value strategy through six strategic programs we defined in 2019, to focus our efforts to bring progress to the territories. They are aligned with the Sustainable Development Goals (SDGs) and are not mutually excluding. For that reason, a single project may address several of the six action lines.

#### Energy for Peace (*Energía para la Paz*)

It is a program that brings together nearly 90 social, environmental, social infrastructure, leadership and life protection initiatives that benefit more than 18,000 people affected by the armed conflict in 11 municipalities in the departments of Valle, Huila and Tolima (Colombia). It includes initiatives to strengthen leadership, social capital and the social fabric, to recover the territories with safety and opportunities for progress.

We carry out initiatives in two action lines: the first is the Demining project, which is performed jointly with the National Army along 200 kilometers through which our energy transmission line passes in Tesalia-Alferez. 27 explosive artifacts have been deactivated. During the humanitarian demining operations, performed with The Halo Trust, an NGO, we have covered 46,542 hectares to verify that green areas are clear from mines, of which 7,288 have been declared clear over the last four years.

In the second line, the Skills for Peace project, we trained leaders in the territories where we operate in competencies to improve their coexistence through conflict resolution. (Own) We have trained 80 social leaders and teachers in skills to create opportunities for peace, and 55 civil servants and 300 social leaders in institutional strengthening. Their challenge is to multiply this knowledge among 14,000 youth and students, because we are convinced that a strong social fabric in a territory makes it less prone to the influence of external factors, corruption and violation of rights.



Our Energy for Peace program has received recognition from entities such as Women Together and Women Economic Forum, as well as the Significant Experience recognition of the Ministry of Mines and the Inspiring Companies award of ANDI.

**In 2019, the Group's social investment contributions totaled COP 17,502 million, including all affiliates.**

(Own - Social Investment)

#### Energy for Competitiveness

Through this program, we support initiatives focused on generating income or creating jobs. For example, supporting small projects with investments, training or business strengthening to make them more competitive and thus improve their income.

We also work with organizations based in the territories that are related to the projects or assets in operation, directly or indirectly, with the aim of increasing their capacity and creating direct jobs.

(203-1) (413-1) An example is an initiative we assisted in Peru: Since 2010, Cálidda has provided support for 855 popular soup kitchens by providing free natural gas installations in 21 of the 48 districts in which we operate. In 2019, with investment of USD 13,196, 35 soup kitchens were installed, to benefit 2,446 people and with a positive impact on 44% of the communities where we operate. These establishments are managed by women leaders, many of whom are heads of household.





The popular soup kitchens we support in Peru through Cálida and Contugas benefit 80,000 low-income people.

### Energy for Well-being

At the Group we are convinced that communities need more positive lifestyles: more physical activity, opportunities for leisure and recreation, access to clean water and adequate nutrition.

Our program includes initiatives for water filtration, bio-healthy parks, improvement of sports spaces and community recreation spaces, such as parks and sports courts, because we know that communities are better off if they have decent areas.

In Colombia, through TGI we provide support to close to 16,700 people in areas under hydric stress in La Guajira, through the construction of windmills to pump underground water, community centers, solar energy systems, sanitary units and rural roads. We also provided eco-efficient stoves.

At TGI through the Works for Taxes program, we contribute to improving the life quality of over 31,000 people in the municipality of La Paz (Cesar) with the construction of Phase I of the local water network.

Among other relevant projects, in 2019 the Energy that Builds My Future component carried out 67 of the 87 initiatives that had been agreed to with the communities in the departments of Tolima, Huila and Valle del Cauca (the program continues in 2020).

The initiatives we have managed include improvements for over 420 homes, remodeling of 34 sanitary units, 14 upgrades to community houses and schools, 4 upgrades to rural water networks, 720 lineal meters rehabilitated, one productive project, over 40 eco-efficient stoves and 3 projects for recovery of historic memories, which benefit over 17,000 people.

(Own - types of contributions in hours) To this we add the activities carried out through our corporate volunteers under the United with Energy program, through which we leave our mark and improve community environments by contributing over 10,000 hours of work by our employees.

### Energy for Learning

Through this program, we seek to improve the coverage and quality of education at all levels, including technical and vocational education, and to reduce school dropout rates. In addition, we include the improvement and construction of infrastructure to offer decent and technological conditions that favor student learning.

In Colombia, for example, in partnership with the Ministry of Education, we designed and began implementing the Interactive Classrooms with Solar Energy program. We started out with six solar energy classrooms, and during the first phase we will reach 24, which will include pedagogical contents from the Ministry and physical infrastructure made from recycled materials, air conditioning, computers, digital tablets and blackboards, interactive desk and projection equipment.

In Peru we provided training to over 520 students and teachers in social and emotional skills.



In 2020 we expect to benefit 15 municipalities in 8 departments of Colombia, and over 3,440 students with our Solar Energy Interactive Classrooms.



We trained 27 indigenous women from Guatemala in 2019 on making typical cloths and dresses. The aim of the program is to generate income to maintain their families.

### Ancestral Connections

At GEB we acknowledge the cultural wealth of each one of the communities in our areas of operations. With this program, we seek to recover traditions, uses and customs, ranging from culinary traditions to spiritual customs and languages. It is about recovering and preserving them, and in other cases it is about leveraging them through different initiatives.

A clear example is the initiative we implemented in Guatemala to train 150 women from Santa Lucía Milpas Altas, San Juan Sacatepéquez and San Raymundo, to help drive their economy by manufacturing and commercializing cleaning products.

Additionally, through agreements with local governments and organizations we provide supplies and machinery to make cloths and typical dresses, which were sold in the markets of Antigua and Sololá (Guatemala).

We also maintain genuine relations with more than 1,000 ethnic communities in our areas of influence in Colombia, Brazil, Peru and Guatemala.

In Colombia we work in areas with a very strong ethnic component, such as Mocoa, Nariño, La Guajira and Magdalena (Sierra Nevada de Santa Marta). An example is the initiative we carried out with the community that lives in the area of the Colectora project in La Guajira, where we initiated the largest prior consultations process in Colombia at present.

Additionally, through our highly qualified team of archaeologists we have managed various findings in the territories in which we operate. Our technicians in Peru, Colombia and Guatemala

have made more than 1,000 archaeological discoveries, which have been preserved under the guidelines of the competent institutions of the respective countries. All this is part of our strategy for the protection of the archaeological heritage. In Peru we have made over 300 findings, and in Guatemala we have made 485 excavations, finding 118 pieces and 24 monuments of the Maya culture.

### Energy for Transformation

We are committed to the mitigation of and adaptation to climate change, to the preservation of biodiversity and our natural wealth. To this end, we are developing initiatives such as Forests for Peace, with which we will reforest and protect more than 1,100 hectares in Colombia and Guatemala. We will also offset 9,600 hectares over the next three years. Another clear example is that we have planted 35,000 trees and restored 45 hectares to preserve the Barbas Bremen reserve, which is the green heart of the Coffee Triangle (Colombia).

In Peru we promote the use of clean energy, thereby avoiding the emission of 84 million tons of CO<sub>2</sub>; we therefore promote the use of natural gas in public transportation systems.

In Colombia we generate knowledge with the Alexander von Humboldt Biological Resources Research Institute through research projects. During 2019 we continued to manage through this institute a portfolio of offsetting areas for each one of our electric energy transmission projects. In this way we capitalize on this entity's knowledge and experience in biodiversity.



## RESULTS

- We transformed our Shared Value programs: we increased our lines of intervention from 4 to 6 lines, to bring process to the communities and territories in which we operate. This model of the Transmission Branch was adopted by GEB and is being replicated at all the affiliates.

### Colombia

- Through our Shared Value programs we benefited over 18.000 people in Valle, Huila and Tolima.
- We began to cultivate important relations with government entities such as the High Council for Competitiveness, the Territorial Renewal Agency, Colciencias and the Ministry of Education, as well as non-profit entities (the Alexander von Humboldt Institute for Research Biological Resources) and international cooperation entities such as ECLAC (Economic Commission for Latin America and the Caribbean), in order to articulate the territorial development plans and prioritize the areas that were most affected by the armed conflict, in order to combine efforts and raise financing to provide continuity to the programs.
- At the end of 2019 we executed 55 projects; 63 are still in progress and we hope to arrange 67 more that are currently being defined with the communities. Some of the most relevant programs are related to filtration of water for community use, lighting for public areas using alternative energy sources, and electricity for non-interconnected areas (distributed energy). We expect that the latter will begin to operate in 2020.
- Through a digital transformation for territorial management, we implemented a georeferencing



Volunteers of United with Energy for Bogotá

system that shows land tenure information and the daily activities of our social managers in the territories in real time. This avoids the use of paper.

- We developed a sustainable tourism model as part of our work on the promotion and preservation of the natural, cultural and archaeological heritage of a region covering six rural districts of the municipalities of Santa Rosa de Cabal, Dosquebradas and Pereira (department of Risaralda).
- We provided technical support for the preparation of the cookbook *Saberes, sabores, olores y fogones de La Loma afrocolombiana* (The know-how, flavors, smells and stove tops of Afro-Colombian La Loma) which includes the ancestral recipes of the community from the rural districts of Potrerillo and La Loma de Calentura, municipality of El Paso (Cesar), in order to strengthen their cultural identity.
- (413-1) We engage in operations, impact assessments and development programs with local community participation (Annexes).

- (413-2) We manage our real and potential negative impacts on our communities (Annexes) "Operations with significant (real and potential) negative impacts on the local communities" (Annexes).

### Peru

- With the social investment and shared value programs of Contugas and Cálidda we benefit more than 153,000 people in 49 municipalities in the country.
- With Contugas we implemented the first venture of a group of women belonging to the soup kitchen Un Día Mejor (Pisco), called Recicla+; this will generate greater income for them and their community.
- We received recognition in the Corresponsables Awards in Latin America, for the value of social responsibility practices in the NutriContugas program.
- We had no social conflicts with stakeholders in any of our operations.

## CHALLENGES

- We benefited over 2,000 families through the Non-Bank Financing Program, which provides Cálidda users with good payment records an alternative to finance products that are not necessarily related to natural gas, such as furniture, mattresses, materials and home appliances.

### Guatemala

- Through Trecca we carried out 22 projects to satisfy the needs of the communities in the focus areas of infrastructure, productivity and skills training. Through these programs we benefited 28,750 people.
- We opened spaces within the central offices for various social support organizations to involve our employees in their projects.
- We released two archaeological sites to the General Directorate of Cultural and Natural Heritage of the Ministry of Culture and Sports.
- We held a high-level discussion event on the economic efficiency of the electric energy transportation system and its impact on the country's development, with attendance by 300 participants.
- 180 people from different sectors and company stakeholders visited the substations to learn about the electricity transmission process.

- We will consolidate a more specific portfolio of shared value generation to strengthen social investment programs with offers of greater positive impact for communities.
- We will reach 100% implementation of the new Sustainability Model in all affiliates in order to position our Group as a partner for the territories and earn the trust of their inhabitants (strengthening Genuine Relations and the purpose of bringing progress to the communities).
- We will measure the impact of programs that already been in place for some time to assess their performance.
- We will expand the coverage of current projects to benefit more and more people in our areas of influence.
- We will complete the formalization of our management processes and procedures at each company, including the development of manuals and instructions.
- We will participate in implementing the territorial development plans with the social leaders of reach region and their teams.
- We will promote events with municipal governments for training of local authorities.
- We will approach the United Nations Institute for Training and Research (UNITAR) in Colombia to explore possible training partnerships.
- In Colombia we will consolidate strategic partnerships with the High Council for Competitiveness and the Renovation Agency.
- We will carry out prior consultations involving more than 200 ethnic communities in Colectora, a project located in the departments of Cesar and La Guajira (Colombia).
- With the Transmission Branch we will address requirements of both magistrates and environmental authorities to obtain the license for the two largest projects in central Colombia: Norte-Chivor and Sogamoso.



# The flavors of La Loma

A group of women from the townships of La Loma and Potrerillo, in El Paso (Cesar), are determined to maintain their ancestral culinary knowledge. We helped them publish a book of 71 delicious recipes from their region.



Group of women cooks at La Loma who graduated from a cooking course



Carmen Cuadro says her cooking secret is her good disposition



Typical dishes from La Loma

**“Working with the women of La Loma is part of the Group's main cultural attribute: Social Awareness, which seeks to understand the context of the communities, their interests and their desires”.**

Astrid Álvarez, President of Grupo Energía Bogotá.

**F**or Carmen Cuadros, the key to the seasoning is not in the sweet pepper, the aromatic cloves, the annatto, or in adding a pinch of salt or baking soda with her right hand. For her, the secret to cooking is a good-natured approach, not being mad at anybody. “My mom taught me when I was a little girl, when we used to get up at three o'clock in the morning to make my dad's breakfast and lunch. She did everything while singing and telling stories or poems. Even plain salted rice came out delicious, because she did everything in a good mood”, she recalls.

Carmen's mother is 77-year-old Cenaida Mercado Pitalúa, a slim, sprightly woman who likes to make her own meals. She also inherited the keys to the region's cuisine from her mother. “Cooking and eating unites us, it is a tradition: back then, you'd go to your neighbor's house to have a glass of freshly drawn milk, still warm with that frothy cover. Ahhh, delicious! I wish those things would come back. We are attempting to do just that with this group of women”.

The women Cenaida is referring to belong to the Julio Cesar Altamar Muñoz Community Council. For years,

the group has been fighting to preserve the culinary history in the region, which has deep African roots. La Loma de Calenturas and El Paso were mostly populated by blacks from Africa, brought by the Spaniards in the 16th century to take care of the cattle ranches that were beginning to grow.

They are the same 70 women that recently graduated, along with 5 men, from four basic courses: Hygiene and Food Handling, Innovative Entrepreneurship, Traditional Cuisine, and Customer Service. The workshops were the result of the partnership forged with Grupo Energía Bogotá. One of these women is Eufrosina Vega, registered agent of the community council, who more than anyone else has promoted the preservation of the afro-rural culinary history at La Loma and Potrerillo, its neighboring township.

During 2019, in this jurisdiction, GEB built a 500 kV substation and is currently developing a 110 kV transmission project and another substation to guarantee energy service in the Colombian Caribbean region.

“In addition to helping rescue and strengthen the ancestral culinary memory, we train the in-

habitants of the region to launch food businesses and offer their portfolio to companies that have operations in the region,” says Diego Efraín García Molina, manager of the La Loma project.

At their graduation ceremony, in addition to their diplomas we gave them something they'd dreamed of for years: a book with 71 typical ancestral recipes from the region: *Saberes, sabores, olores y fogones de La Loma afrocolombiana* (The know-how, flavors, smells and stove of Afro-Colombian La Loma). During the courses, the participants wrote the recipes down themselves. If they were uncertain, wanting to ensure that the recipes were true to the ancestral tradition, they asked the old people in the region.

“We have been wanting to capture our traditions for many years, to consign them to a memory for life, and today it is a reality thanks to Grupo Energía Bogotá. This work is an homage to our women: afro, rural and head of household women. It is our history, created around a stove: it is the flavor of La Loma”, concluded Carmen Cuadros with her cheerful disposition, the key to her seasoning.





At Grupo Energía Bogotá and its affiliates we promote gender equality. Contugas employees in Peru.



## Talent Management

# GEB's strength

**Our team of employees is the architect of the transformation process of the Business Group. Our human talent allows us to adapt to the challenges and changes imposed on us by the energy sector.**

### Why is it important?

(103-1)

**E** At Grupo Energía Bogotá we are dedicated to strengthening the work environment and making our companies the best places to work in Colombia, Peru, Brazil and Guatemala. (Own) These efforts were highlighted in 2019 by the well-known international firm *Great Place to Work*, which found that the work environment has reached a “very satisfactory” level and rated us as an “attractive employer and an example in Colombia”.

According to the Internal Satisfaction Survey, our employees’ sense of belonging received a score of 68.1%. This is undoubtedly one of our most important achievements, and it reflects the implementation of different strategies led by GEB’s senior management.

Over the last four years we have implemented two strategic initiatives that have now materialized and fill us with pride: the Diversity and Inclusion Policy and our cultural attributes.

**Improving the life quality of our employees is one of the reasons we have become a leading Group in the Colombian energy industry.**

(103-1)



## Diversity and Inclusion Policy

(405-1) (Own - Diversity and positions held by women)  
 We reiterate our commitment to adhere to the principles of women's empowerment (United Nations). In 2019 we adopted our Diversity and Inclusion Policy and implemented the Equipares Gender Equality Management System, led by the Colombian Ministry of Labor with technical support from the United Nations Development Program (UNDP).

(405-1) (Own - Diversity and positions held by women). Our gender equality status is outstanding. This is why:

- In our selection process we have an occupational segregation index of 0.26%, which means that the distribution of women and men by positions is almost proportional.
- 85% of women at GEB consider that the criteria for education and training include, in turn, criteria of equality and non-discrimination
- (405-2) The salary gap between men and women is only 0.88%. In Colombia, the average gap is 15.3%.
- At the corporate offices, 44 women hold executive positions (Senior and Middle Management), corresponding to 40.74% of the executive positions.
- 30.77% of employees, including the parent company and its subsidiaries, are women; this is equivalent to 597 women, 88 more than in 2018.
- At the corporate offices, women in senior management received an average of 53 hours of training, whereas women in middle management positions received 89 hours. In turn, women at the various affiliates received 27 hours of training.
- Currently, most professionals at the corporate offices are women: There are 88 women in this category, equivalent to 14.8% of the payroll.

(406-1) In the terms of the Diversity and Inclusion Policy, there were no cases of discrimination in 2019.



The President of GEB, Astrid Álvarez, with the Minister of Labor, Alicia Naranjo, signing an agreement of intent to implement the "Equipares" gender equality management system.

**Talent is the most important factor of the Superior Performance cultural attribute, because it enhances our teams' competencies to enable them to develop their maximum potential.**

## Cultural Attributes

- **Life Comes First** At Grupo Energía Bogotá and its affiliates, the protection of life, as well as the safety of employees and contractors, is our main cultural attribute. For this reason we emphasize the adequate planning of work, the verification of the conditions of the environment before the execution of risky activities and the culture of prevention for optimal self-care (see the Annexes).
- **Social Awareness** It is the ability of our employees and contractors to respond to the needs of the environment, its culture and traditions by acting with respect and building trust for genuine relationships. Social Awareness also refers to responsibility in caring for the environment, adequate use of economic resources, customer orientation and opportunities to create shared value.



The families of GEB and TGI employees enjoyed a marvelous outing at the Tominé reservoir, on Family Day.

- **Superior Performance** It focuses on the development of capabilities that make us different and better than other companies and business groups in the same industry. It is also based on principles of the highest standards to achieve technical, operating and financial excellence, as well as setting guidelines for innovation.

By identifying and describing these attributes we become even more aware of them, in order to experience them and put them into practice at every affiliate, process and operation of Grupo Energía Bogotá. This is a major step for the organization, because our Talent Management Department has led a collaborative effort and sharing of experiences involving the leaders of the affiliates in Colombia, Peru, Guatemala and Brazil.

**91%**

of employees are proud to work at Grupo Energía Bogotá, according to the acceptance percentages of the Great Place to Work Work Environment Survey.

(Own - Work environment)





**69%**  
of employees have permanent work contracts. The rest of the employees have fixed-term work contracts.

Great Place To Work highlighted our work environment, rating it as highly satisfactory, above other companies in the industry.

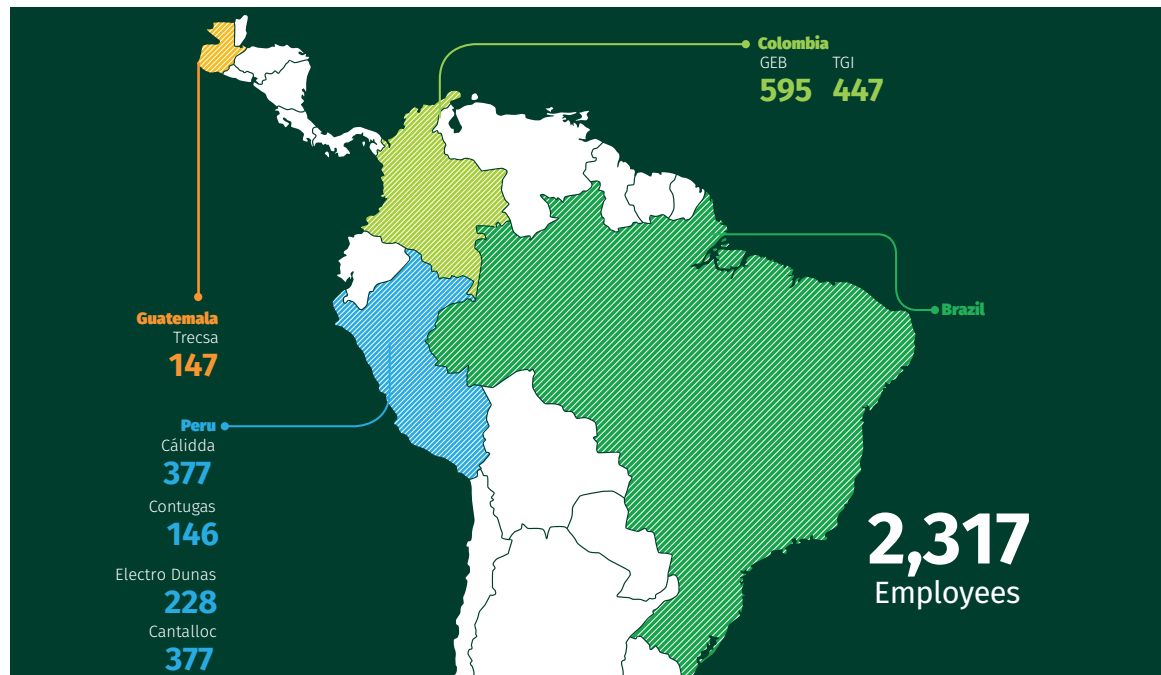
### How we manage it

(103-2) (103-3)

2019 was a year during which we consolidated many of the efforts we have made over the last four years. Today we have corporate competencies and ethical values that we can demonstrate through our actions. This is a major achievement, which is displayed in the results of our Cultural Plan, which focuses on three fronts: alignment

and strengthening of the work environment and culture, knowledge management and talent development, attraction and retention of the best talent. These action fronts are constantly monitored by means of indicators and action plans developed to achieve the best results.

### Total number of employees by country (102-7) (102-8)



The total number of the Corporate Group's 2,317 employees covers the companies that GEB S.A. ESP acquired in August 2019, as follows:

\* 100% of the stock of DUNAS ENERGÍA SOCIEDAD ANÓNIMA ABIERTA (DESAA), which in turn holds 99.96% of the stock of ELECTRO DUNAS S.A.A.

\* 100% of shareholdings of PPC PERÚ HOLDINGS SOCIEDAD COMERCIAL DE RESPONSABILIDAD LIMITADA, which in turn holds 99.99% of the stock of PERÚ POWER COMPANY S.R.L.

\* 100% of shareholdings of CANTALOC PERÚ HOLDINGS SOCIEDAD COMERCIAL DE RESPONSABILIDAD LIMITADA, which in turn holds 99.99% of the stock of CANTALOC S.R.L.

The data presented for 2019 for Electro Dunas only includes employees of Electro Dunas S.A.A. It does not include data for Perú Power Company S.R.L. (377 employees), nor Cantaloc S.R.L.

### Alignment and strengthening of the work environment and culture

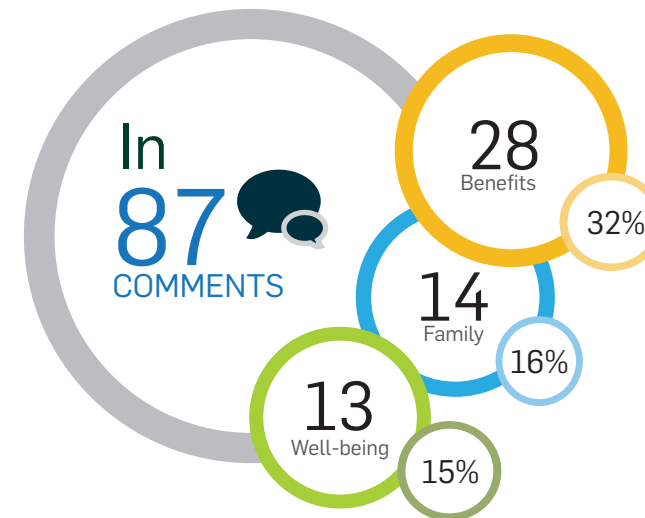
The following were the most common responses by a sample of 87 employees to the question:



Our female employees celebrate women's day at GEB

### What makes GEB a great place to work?

Our employees responded:



- "The extra-legal benefits for employees (loans, vouchers, health, etc.)"
- "At this company not only the employee is important, but also the entire family group. My family is proud to belong to the GEB family."
- "I like what the President does to break the routine and promote well-being for employees."

- 28 employees mentioned the benefits they receive for being GEB employees.
- 14 mentioned their families.
- 13 mentioned a feeling of well-being for working at GEB.



We joined initiatives against gender violence, Orange Day 2019 at GEB



## Knowledge management and talent development

(404-2) (404-3)

The GEB Academy is the main talent development initiative, and it has evolved from a process focused on training objectives towards greater articulation with integral personal development, linked to competencies assessments. In 2019, for example, we offered training programs linked to employee development by levels and by strategy, with an emphasis on strengthening of teams.

The strategy implemented by the GEB Academy achieved greater coverage of direct employees in Colombian regions and affiliates, because we provided assistance for educational and training programs in coordination with their development plans.

We also enhanced development through face-to-face workshops and e-learning methodologies, thanks to 100% activation of the SAP Success Factors e-learning module, our Talent Management platform, and course offerings through the Ubits platform, which we adopted in order to offer online contents on topics such as Corporate Governance, Control Architecture, Occupational Safety and Health and Process-based Management.

Thanks to the implementation of these strategies, the GEB Academy stands out because of its variety of training offerings that are well suited for our employees' individual development needs.

(404-1)

**In 2019 our male employees received an average of 56 hours of training, while women received an average of 59 hours.**

**99%**

**of employees were trained through the GEB Academy. 90% of employees received performance assessments**

(404-3)

**70%**

**of the plans aimed at improving employee well-being include their families.**



To promote learning among our employees, we provide CSP training on specific topics at GEB

### Attracting and retaining the best talent

A major achievement for Talent Management was the implementation of the Leadership Plan, which involved 100% of GEB employees distributed in three levels: strategic (directors and assistant managers), tactical (coordinators and supervisors) and operating (analysts, assistants and attendants).

The following stages were involved in the implementation of the Leadership Plan: assessment by competencies, feedback and alignment with individual development plan. (404-3) In terms of performance indicators, the strategic and tactical groups achieved 100% of assessments by competencies, feedback and individual development plans; the operating group achieved 100% of assessments by competencies and feedback, and 87.83% fulfillment of the individual development plans.

The company promotes employee competency development through the Leadership Plan. For this reason, certain profiles received specialized training in management skills through a program delivered by an important Colombian university, with participation by 119 employees who hold critical positions. We also delivered a special high-level Corporate Governance program for close to 20 employees in key positions to continue promoting best practices.

(401-2) In order to attract and retain the best talent, at GEB we offer a series of non-salary benefits, including: life insurance, funeral insurance, agreements with gyms, medical insurance, marriage subsidies, health, food, extended maternity and paternity leaves, and access to soft loans for specific purposes such as acquiring housing. Some of the benefits are made extensive to the employee's family group.



At Grupo Energía Bogotá we provide support to all our employees through training and competencies strengthening programs.

## TGI Collective Bargaining Agreement

(102-41)

In 2019 we negotiated a five-year contract that covers 317 employees, corresponding to 71% covered by the Collective Bargaining Agreement, and provides them with benefits such as:

- Compensation in a differential range for senior and specialist positions with more than five years in case of dismissal without just cause. Its purpose is to increase the perception of job stability and reduce turnover, particularly in management positions.
- Better conditions for mortgage loans, educational assistance, field of action for workers in remote areas for the benefit of their children, life insurance and days off on December 24 and 31.
- Extended the marriage and birth leave to eight days, plus an allowance for the baby. With regard to bereavement leave, we negotiated one day more than law requires.
- Increased the perception of the attributes passion for people, sense of teamwork and purpose of the role in the field.



## RESULTS

- We identified the cultural attributes that represent us as a Group and also those of our affiliates.
- We implemented a Communications Plan covering all employees with the objective of unifying knowledge and attitudes towards the organizational culture and to implement the required cultural attributes.
- We consolidated the integration of the Group with its affiliates by issuing policies and guidelines to manage human talent with common parameters for all.
- Great Place to Work highlighted the balance in the manner GEB conceives “my leader”, in particular, and the company’s leadership.
- We implemented and consolidated a well-structured Leadership Plan at the Group and all its affiliates.
- We built a competencies assessment process that includes linking of cultural attributes and the skills required by the personnel in each business.
- We consolidated the GEB Academy: it is now a valuable resource for the development of our employees at all levels of occupation.
- We activated 100% of the performance, development and learning modules within the SAP Success Factors talent management platform.
- We established economic remuneration tables that are aligned among all Group affiliates, which promotes the mobility of our human resources.
- (401-1) We hired 144 women and 143 men in Colombia, Peru and Guatemala. 50% of employees who left GEB did so voluntarily.
- (401-3) 79 employees, 31 women and 48 men, enjoyed parental leaves in 2019 in the three countries. 97% of them returned to work at the end of their leave.
- In 2019, our training increased in terms of coverage and number of hours, and we fulfilled the approved budget for training.
- We individualized the development plans, which has allowed us to know the employee’s profile and skills in order to personalize talent development decisions.
- We benefited our employees with housing, education, health and well-being loans.
- (102-41) We signed the Collective Bargaining Agreement with employees for a 5-year term. 26% of employees at the corporate offices and the Transmission Branch are covered by the Agreement. 71% of TGI employees are covered by the collective bargaining agreement.

### TGI

- At TGI in Colombia we implemented the Recognition Program through the Starbox platform, which enables each employee to grant recognition to coworkers and teams based on the cultural attributes, assigning points that can be cashed in at a virtual store.
- We held meetings with the CEO, which are events to promote closeness and mobilization around topics of interest for the organization. Every six months, the CEO talks with the employees about the strategic results, new projects and achievements.

### Contugas

- We manage three cross-cutting programs to develop competencies: Contulider, *Potenciando mis Competencias* (Leveraging my Competencies) and *Capacitadores Poderosos* (Powerful Trainers).
- We implemented the initiative of *Aprendiendo de Expertos* (Learning from the Experts), which was awarded the first place in the 2018 Innovation Contest. It is aimed at leveraging knowledge management, training and the work environment.
- We developed the Business Partner model, which is the main point of contact for communications between Human Resources and employees to improve its presence in all the areas of influence of the company: Marcona, Nasca, Ica, Chinchá, Pisco and Lima (Peru).

### Trecsa

- At Trecsa in Guatemala we strengthened our organizational performance by updating 100% of position descriptions in accordance with the ISO 9000:2015 standard, we consolidated a performance scheme based on employee objectives and we assessed the positions.
- We strengthened the Promotions Committee, through which 44% of vacant positions were filled; the training and learning process with a total of 10,623 hours of training, and the human capital process, achieving a perception of pride and belonging to the brand of 87%.
- We carried out the second work environment survey through Gptw, with a very satisfactory outcome: 78.3%.



Biking at the Tominé Reservoir

## CHALLENGES

- We will maintain the “very satisfactory” certification of our work environment granted by Great Place to Work Colombia in 2019.
- We will continue to strengthen the process of cultural transformation, which involves the sharing of corporate values and the generation of cross-cutting skills. All of the above will continue into 2020 and 2021.
- We will develop a mobility program as a Group to promote growth, cross learning and employee development.
- We will consolidate the Leadership Plan together with the affiliates, leveraging on cultural attributes, values and organizational competencies.
- Our Talent Management Department will work on aligning the affiliates in three key aspects: a) selection, b) development and performance, and c) compensation and benefits.
- We will continue to work to stand out for gender equality.
- We are interested in providing outplacement assistance to employees who are reaching retirement age at the company, in order to provide them assistance and advice in different areas: finances, recreation and certification of competencies and skills.
- We will study and measure the results of the components of the work culture methodology.

### TGI

- We will continue to work on reducing the gap between the current culture and the culture required to achieve our strategic objectives by implementing and monitoring the program.

**Great Place to Work found that GEB’s work environment reached a “very satisfactory” level in 2019, and rated us among companies in the industry as an “attractive employer and an example for Colombia”.**

- We will reward the employees who have received recognition through the Recognition Program on the Starbox platform, and we will provide employees training offerings that suit their specific needs and the characteristics of each role.

### Cálidda

- We will design and implement an internal training academy based on the GEB model, to develop courses on soft and technical skills focused on the company’s competencies and behaviors.
- We will develop the Trainers Program in order to promote learning and collaboration and as a means to recognize leaders who are experts with special knowledge on critical aspects for the organization.
- We will design training programs for the different roles at the company and we will implement a platform to enable performing the internal and external selection process on line, based on competencies and behaviors, as well as sending reports on the candidates.





## Occupational Safety and Health

# Life Comes First!

**Zero fatal accidents in 2019 is the best presentation letter we could hope for as a Corporate Group. An achievement that we plan to ratify in 2020 and years to come.**

### Why is it important?

(103-1)

**O**ur GEB Sustainability Model has as one of its premises the strengthening of the Occupational Safety and Health (OSH) culture, inspired by our main cultural attribute: Life Comes First, which we apply from two different fronts:

- Occupational Safety and Health, through which we ensure the life of our employees, verify the risk conditions of the environment and plan the works, avoid accidents and promote the culture of prevention and selfcare.
- Care and balance of life, in which we assist our employees in achieving a balance between their personal and working lives, promoting a good working environment and climate, and encouraging the integral protection of their lives and their physical and mental conditions (we also include our contractors and suppliers).

Life Comes First is a premise that multiplies the positive impact of our operations. One of our greatest achievements as a Group in 2019 was that we had zero fatal accidents, and we achieved major reductions in accident rates among our own personnel and contractors.

### How we manage it

(103-2) (103-3)

The Life Comes First Cultural Attribute is the reference framework for the deployment of the strategic objective of developing an OSH culture at GEB and its affiliates. To achieve this, we have been implementing an OSH Culture Transformation Plan, developed in phases.

The first phase of the plan consisted in a project to contain critical risks, which involved assisting the teams of direct and indirect employees of all operations in identifying and prioritizing such risks and the implementation of immediate containment actions for their control and mitigation. This also involved raising awareness on risks for decision-making effects and the development of visible OSH leadership. This was achieved based on an international accident prevention model of reference called Vision Zero.

Currently, the Group and its companies have empowered leaders in OSH management. This is a strategic task that is monitored in performance evaluations. The second phase of implementation consisted in a benchmarking exercise with world-class companies that are no longer just measured by an accident outcome indicator (how many accidents we had, and how many caused disabilities) but focus more on proactive indicators such as "what I am doing to prevent accidents".

Based on the inputs of this benchmarking exercise, we developed the Proactive Indicator Performance Panel, with participation by all managers. With them, we defined OSH objectives and targets for 2019.

# 29.1

million hours were worked in 2019. All our employees returned home safely after each workday.



Maintenance of transmission lines at Circo-Guavio, tower 77





Electro Dunas infrastructure in Peru

**0**  
**fatal accidents in 2019: a historical achievement for our company.**

These achievements enhance our position at the International Social Security Association (ISSA), which has deployed the worldwide safety project named Vision Zero, and has been joined by over 6,800 companies worldwide, with the challenge of reducing lost time work incident rates by 50% in 10 years. In one year, we managed to reduce them by 65%, something extraordinary compared to what was proposed by Vision Zero and taking into account that 100% of the employees are covered by health and safety plans. This achievement presents us with a much more demanding challenge year after year: to realize the vision of zero disabling accidents by 2025.

We have specified these objectives in the document "Transformation of the Occupational Safety and Health Culture," using as reference the Vision Zero model.

We retained external consultants to implement the OSH transformation. During the first phase we worked with the Dupont consulting firm, and over the next 30 months (2020-2023) we will work with the firm Intertek. Their advisory will focus on strengthening this culture at all the affiliates. This consulting is aimed at assisting the company to evolve from a reactive culture, which was what we had in place in 2018 (when we began the transformation), towards a generative culture that acts preventively.

(403-1) We use OSH indicators at the top rank of our strategic map to verify fulfillment of our objectives; they are reviewed on a monthly basis by the Board of Directors. They are subsequently disseminated to the various levels, including the President's Committee, each affiliate's

committee, and with operations at each project. Fulfillment of these indicators is associated with individual performance metrics and variable remuneration schemes (403-7). We additionally have a matrix of occupational safety and health risks and impacts (see Annex).

In the case of the affiliates, these policies are deployed through the objectives set out in the corporate strategic map, taking into account the technical areas. We have also adopted other mechanisms for its dissemination, such as the Security Moment, a weekly meeting that begins with a video aimed at raising awareness on safety. Additionally, the companies must submit monthly reports on their performance indicators, which are reviewed by process committees (which review safety performance), and are monitored by the central Board of Directors.

(403-3) (403-6) We have occupational risks assistance services that promote and control our employees' health to ensure their physical, mental and social well-being and to protect them from occupational risk factors.

Additionally, our company provides economic benefits to provide employees access to additional healthcare plans. Specifically, GEB employees covered by the Collective Bargaining Agreement receive the benefit of 100% prepaid medicine, which provides access to a comprehensive health plan for their family group.

Another major achievement is TGI's occupational and preventive medicine program, which includes management of safe work stations, considering our employees' profiles, as well as healthcare policies and prepaid medicine.



Linemen carrying work tools wfor a maintenance session



## RESULTS

- (Own - Deaths) We finished 2019 with zero fatal accidents, which makes our program a successful benchmark in the industry (See the Annex).
- We joined Vision Zero of the International Social Security Association (ISSA), with the purpose of promoting a preventive approach at companies in order to reduce lost time work incident rates.
- (403-4) We have 468 leaders, in Colombia, Peru and Guatemala, empowered with their responsibility for security issues.
- We strengthened our contractor companies management to generate visible leadership through interventions, visits, meetings, follow-up and audits, along with company leaders and contract supervisors, creating spaces for engagement to achieve assurance for workers and the prevention of work accidents.
- For the second year in a row, we awarded recognition to contractors based on their safety performance. The 2019 award was for the company Instelec, which provides us electrical engineering services.
- We held the OSH Week at the Group and other activities at the affiliates, with participation by over 60% of employees. Some event activities included vaccination, the creation of emergency fire brigades, road safety, healthy habits and risk assessments.
- (403-5) We trained 100% of employees at the Transmission Branch and the corporate offices on the new approach and cultural attribute of Life Comes First, and the components of OSH.

### Cálidda

- (403-2) We implemented a business intelligence tool (Power BI), which enabled us to perform an objective analysis on performance indicator management and findings in terms of accident rates, in order to obtain, in turn, automatic indicators to improve decision-making and standardize Hazard Identification and Risk Assessment matrices (IPER, for the Spanish original), through our OSH engineers and contractors.

### Contugas

- (403-5) We provided training to 98% of our employees on OSH topics. Maintenance workers received training and received safety licenses to perform high risk tasks.

### TGI

- (403-5) We provided e-training to 97% of employees, and 90% of employees who perform work and at heights and in confined spaces received training and were certified for these high risk tasks.
- We performed 100% of noise pollution measurements at the gas compression stations; 88% of direct employees took the psycho-social risk battery of tests, and 100% of contract supervisors were trained, all with the purpose of strengthening OSH competencies at the contractor companies included in the accident rate measurements during 2019.

### Trecsa and Electro Dunas

- (403-5) 100% and 91% of employees, respectively, received training on Vision Zero and topics related to certification for work at heights, electrical risks at the workplace, use of fire extinguishers, first aid, and creation of emergency brigades, among others.



Talk on Occupational Safety and Health with employees at Cantalloc, in Peru

## CHALLENGES

- We will continue to move forward in the implementation of the OSH culture at all our Group's affiliates and with our critical contractors.
- We will implement at the affiliates, based on Group guidelines, the Vision Zero OSH Cultural Transformation Plan of the International Social Security Association (ISSA), aimed at the prevention and reduction of lost time work incidents.
- We will keep our focus on achieving zero fatal accidents in 2020. Our growth will involve an increase in man-hours worked, and will consequently require greater effort to maintain our OSH performance.
- We will achieve a 70% reduction in disabling accidents across the company compared to 2018.
- We will seek to continue to be recognized in the energy sector as a Corporate Group with good results in OSH.

### Cálidda

- We will make use of digital tools to optimize internal OSH processes (data input at works, learning management and cloud projects).

**The lost time work incident frequency rate decreased by 65% in 2019. This is a very positive outcome. The methodology we use for classification of events is that specified by the OSHA 300 standard (of the US Department of Labor's Occupational Health and Safety Administration).**





Tower in Filandia, Quindío

# Environmental Dimension

132. Climate Strategy

138. Biodiversity Management





Tominé Reservoir, owned by GEB



## Climate Strategy

# Environmental Partners

Climate change has required our Corporate Group to raise awareness on the actions we must take in our business activities to reduce our carbon footprint and adopt strategies for environmental conservation.

### Why is it important?

(103-1)

**A**t GEB we are committed to undertaking various strategies in order to set an example in climate change mitigation and adaptation, which is a purpose we have set forth in our Corporate Strategic Plan (CSP) and in the Group's Sustainability Model. For this reason, in 2017 the Corporate Group decided to give additional thrust to the activities we had been carrying

out separately, in order to unify their scope and methodology.

In 2019 we launched a strategy to collect the data provided by the Group and its affiliates (Cálidda and Contugas in Peru; Trecca in Guatemala; TGI, the Transmission Branch and the corporate offices in Colombia), based on gas and electricity transportation, which even though they are different in nature, they have in common that they both generate greenhouse gas emissions (GHG). This information became the baseline for our indicators, based on which future comparisons will be made.

In gas, GHG are produced by fugitive emissions

	2017	2018	2019
<b>(305-1) (305-2) (305-3) Corporate Group direct and indirect GHG emissions (Tons of CO<sub>2</sub> eq)</b>			
Scope 1 emissions	40,961.57	143,232.08	181,270.66
Scope 2 emissions	551.26	558.47	1,380.01
Scope 3 emissions	630.65	1,027.73	2,054.42
Scopes 1, 2 and 3 emissions	42,143.148	144,818.28	184,706.09

in the gas pipelines, which cover approximately 4,500 kilometers in Colombia and 10,000 in Peru; whereas in electricity they are produced by SF<sub>6</sub> gas (sulfur hexafluoride) at the substations.

In this context, the commitment of our Group and all our affiliates is to measure, control, and reduce or maintain, or decide to offset, our greenhouse gas emissions. To this effect, we have set the target of reducing our carbon footprint by 10%, and to the extent that doing so is cost-effective from an operating and technical standpoint, we will seek to reduce it through greater energy efficiency or improved performance and offsetting, in order to achieve carbon-neutral companies in the long term.



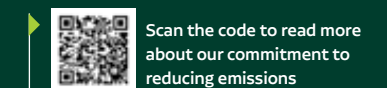
The massification of natural gas in Lima (Peru), promoted by Cálidda, has prevented emissions of 80 million tons of CO<sub>2</sub>

## Committed to reducing emissions

Since 2017, GEB has been associated with the Science Based Targets (SBT) initiative, to set adequate greenhouse gas emissions reduction targets, within the framework of international agreements and the pressing need to combat climate change.

The development of the sectoral validation tools applicable to GEB are being carried out by SBT and we are working on the consolidation of emission inventories with a scope covering the entire Corporate Group. Today, we are one of three Colombian companies committed to setting reduction targets as part of this global initiative.

Read more about this topic by scanning this code.





## How we manage it

(103-2) Our Group's decision to strive towards carbon neutrality over the long term is strategic in two senses:

- **As a corporation, we are in the business of low emission generation.** For this we created the Low Emission Generation SBG, in which we must start thinking about low emission projects or businesses, to assist in the transition in our countries towards energy sources that do not depend on fossil fuels (decarbonization).
- **We are aware of the climate situation.** Therefore, our challenge as a Corporate Group is that we all appropriate and internalize the social and environmental awareness. Thus, we will begin to have a more systematic program to measure our actions and set goals, including energy efficiency plans.

In this context, GEB has made the technical decision of using GIS type of electric substations, which use SF<sub>6</sub>, a greenhouse gas, with all the operating controls this implies. In gas, we have established an Emissions Reduction Plan that we will begin to implement in 2020 at Cálidda, in Peru, and at TGI, in Colombia.

In terms of offsetting, our challenge as Corporate Group is, once we know our carbon footprint, and to the extent that it is economically feasible to do so, we will offset it by acquiring reduction certificates.

In 2019 at TGI, in Colombia, we will offset 35% of emissions, and the Transmission Branch has offset 100% of its own emissions. According to our Sustainability Policy guidelines, once we have our measurement results, we will plan how to implement reduction, in order to gradually offset an increasing proportion.

Regarding adaptation to climate change, in our business it is not possible to mitigate to zero, because it is neither cost-effective nor technically reasonable to do so. Although at reduced levels, we will continue to have gas leaks, and electricity substations will continue to use SF<sub>6</sub> gas.

(103-3) In this context, we must admit the previous concept on company performance for the standardization of the Product Maturity Model and Value Creation, to strengthen project planning and asset operations (infrastructure design).



Tower in the township of La Loma, Cesar

**At GEB we start out with the premise that our business is one of low emissions: gas is a transitional fuel towards future types of energy, and electric energy transmission has a low level of impact.**

This will enable us to mitigate our operations' risks and incorporate solutions in the project design stage, such as building foundations for our electric towers located in mountainous areas affected by heavy rainfall that may lead to unstable soils. This is the case of towers in Nariño (Colombia), which connect with Ecuador, and the towers of the lines that supply the system in Bogotá (Colombia).

At GEB we are convinced that we will achieve our adaptation to climate change to the extent that we involve the Project Maturity Model, as well as the variables in practices of increasing value and environmental risk criteria in the layouts (due to instability of the terrain and sociocultural aspects of ethnic communities).



Photograph by our employee Juan David González. Photography contest

**10% is GEB's target for the reduction of greenhouse gas emissions in 2020.**

## RESULTS

- We began collecting carbon footprint information at the affiliates, the Transmission Branch and the corporate level. This is now the baseline to compare against in future years.
- TGI acquired 42,000 certified carbon credits in forestry plantation offsetting programs (5,859 hectares) and in natural forest conservation (855 hectares).
- In Cálidda, Peru, we carried out campaigns such as *Usa Gas Natural* (Use Natural Gas), *Lima Habla* (Lima Speaks Up) and *Lima 2034*, through which we promoted the benefits of better air quality and environmental care.
- GEB acquired 2,268 certified carbon credits in a REDD project on the edge of the deforestation frontier in the Amazon, in an area of 177,899 hectares.
- We took a first step in the new Supply Model, where the supplier registry includes information on their environmental performance.
- At TGI, in Colombia, we started the campaign to identify and quantify the emissions generated by leaks in equipment or components of the installed natural gas transportation infrastructure.

## CHALLENGES

- We will achieve a 10% reduction in greenhouse gas emissions in 2020.
- We will incorporate environmental and socio-cultural criteria in the design of new projects, in order to optimize their execution without affecting the territories or their populations.
- We strengthened the supply chain with a new HSE Manual for contractors based on the Group's sustainability model, taking into consideration that most of our activities are performed through third parties.
- In all affiliates we will design and implement plans to mitigate the impact of greenhouse gases based on the indicators recorded by each company at the end of 2019.



# Recycling Dreams

With Contugas, in Peru, we train women who manage soup kitchens to develop their own enterprises. Recicla+ is an example.



In Pisco, Recicla+ has 10 ecopoints installed at companies, restaurants and schools, which have become collection centers for recycling used cooking oil and PET plastics.

Rosa Jorges leads the entrepreneurial project Recicla+ with other women who manage popular soup kitchens

**“The recycled oil is not the only thing that has gone through a process of transformation to become household soap. We, the women of Recicla+, have also been transformed, we became entrepreneurs full of energy”.**

Rosa Jorges, Recicla+ entrepreneur.

In the locality of Alto El Molino, located in the province of Pisco, every day, under a splendid Peruvian sun, a group of micro-entrepreneurs meets led by Rosa Jorges, a dreamy, optimistic, ambitious woman full of that energy typical of the most enterprising women in this country.

In the midst of the hustle and bustle of her day to day life, and between pots, dishes and some diners that little by little begin to fill the environments of the *Un Día Mejor* soup kitchen,

Rosa takes a break from serving over 100 low-income children from the area.

As she orders the dishes to serve lunch, she tells us about the achievements of her new venture: “I thought it would be impossible because we have very few resources. We were not sure that this project would work out, but we decided to try”.

Rosa heads the Recicla+ project together with other women that are also members of the soup kitchen. She discovered the need to do something to improve the way waste products were being managed. News on social networks about the amount of waste polluting Pisco's beaches encouraged her to come up with a solution. So, she decided to start Recicla+.

Thanks to the training provided by Contugas in baking, good food handling practices, personal development, administrative management and other topics directly related to the soup kitchen, Rosa acquired the tools to start her dream. The company granted her the free installation of natural gas for the operation of her soup kitchen.

During one of Contugas' visits to the soup kitchen, the women's team expressed their interest in starting a small enterprise that would be characterized by its Social Awareness and would have a great impact on the region and the environment.

“We were trained in business planning and had good teachers. And the best thing is the attitude and commitment of the Contugas employees. For us it was a great blessing that made it possible to make Recicla+ a reality,” says Rosa.

Every day, Rosa pedals her tricycle around Alto El Molino. Between climbs, descents, and bumps, she collects used oil from her neighbors' kitchens, which used to be thrown away. She now dumps it into the buckets she carries and takes the opportunity to raise awareness on recycling among the inhabitants.

Today, Recicla+ is a reality that is growing. Already, about 10 ecopoints have been installed (collection centers for used cooking oil and PET plastic) at companies, restaurants and schools. She has also offered recycling workshops and strengthened its members' self-esteem.

When she arrives at the warehouse, Rosa unloads a bucket containing the day's recycled oil from her tricycle and tells us: “We didn't think we would get this far. There are people who didn't believe in us, but we are still here, believing, because we are doing this to ensure a better future for our children. I'm grateful to Contugas for giving us this opportunity and for helping me to make my dream come true. We also want to encourage other women to go after their own dreams”.





## Biodiversity Management

# GEB's heart is green

Research, innovation, the incorporation of good practices and promoting actions to prevent pollution and mitigate climate change are key principles in managing our territories.

### Why is it important?

(103-1)

**B**iodiversity Management is a central part of our project development process and of the way we relate with the territories. For this reason, at the strategic management level we developed the Sustainability Policy as the foundation for the construction and management of the environmental component of our Group and its affiliates.

To this effect, in 2019 at GEB we worked on developing management strategies in the territories of our projects that involve making informed and timely decisions that are responsive to the regions' environmental, social and economic signals. In addition, we established agreements aimed at complying with current environmental regulations that respect the environment, promote research, development and innovation (R+D+I); incorporate good practices and promote actions aimed at preventing pollution and adapting to and mitigating climate change.

The Corporate Governance Code establishes some of the main guiding principles of our company (compliance is mandatory), and it acknowledges Environmental Management as an element of social responsibility that enables harmonious relations with our stakeholders in order to achieve corporate sustainability.

Our Sustainability Policy is the tactical-level corporate document that provides guidance for our company's actions aimed at sustainability and promotes the search for a balance between creating value for our shareholders, the well-being of communities and employees, and the minimization of the environmental impact on the territories in which we are present.

Our electric energy transmission and gas transportation projects and operations pass through 311 municipalities in Colombia, featuring broad biological diversity and environmental wealth, which offers the opportunity to connect the territories through green corridors based on infrastructure layouts and designs that mitigate impacts on the vegetation cover, with adequately controlled and monitored works interventions and operations, and optimized environmental offsets aimed at achieving the greatest positive impact on the territories, including the involvement of communities under the premise of generating shared value. In this sense, our biodiversity management goes beyond environmental legal compliance, and becomes a manifestation of our cultural attributes of Social Awareness and Superior Performance.



Photograph by our employee Milton Eduardo Sánchez

### How we manage it

#### Our green initiatives

(103-2) In 2018 we began to formulate and implement initiatives framed in strategies aimed at sustainable management in the territories through which we pass. In 2019 we began to develop the concept of Green Corridors, a strategy aimed at contributing, in terms of the ecological connections of the territories, to the approach towards the rights of way of the transmission lines. To this end we initiated a contract with the Alexander von Humboldt Biological Resources Research Institute to develop an ecologically functional landscape design that would decrease the impact on biome, facilitate connections between habitats, and favor the ecological connectivity of the landscape environment and its integrity in electricity line rights of way and their contiguous areas.

(304-3) We also initiated a contract to perform the Tesalia-Alfárez Forest for Peace project, a component of which is the rehabilitation of 45.82 hectares of the Páramo del Meridiano Regional Natural Park, which is managed by the Nasa community, located in the Las Mercedes reservation. In this manner we fulfill the environmental obligations related to surveying banned species and their removal from the reservation. In addition, we carried out an intervention of 7 hectares through sustainable productive systems, as well as environmental education activities for the community

and the development of the peace and historical memory monument, in order to develop a Sustainable Management Model in the territory (See the Annexes).

Using the *BioTablero* application developed by the Alexander von Humboldt Biological Resources Research Institute in 2018, as an initiative of innovation and development by our company to approach environmental offsetting, we have continued working (with said tool as initial input) on decisions for offsetting the biotic component. In addition, in 2019 we generated the offsetting portfolio for the Mocoa - Jamondino Reconstruction project.

In terms of fauna, we developed the Field Manual for monitoring the Andean bear and the mountain tapir, in order to develop standardized procedures for monitoring these species in all the territories (they can be used both by our company's professionals and the communities). As a means for dissemination, we presented this experience at the FISE Fair, where we received recognition during the second edition of the Significant Experiences and Good Practices program in environmental and social management of the Mining and Energy sector. We also plan to hand out 500 copies of this manual to the Regional Environmental Agency of Alto Magdalena (CAM, for the Spanish original).



In the case of TGI in Colombia, we monitor fauna and flora at the gas compression station (GCS) in Hatonuevo, La Guajira, with the objective of assessing the status of the dry tropical forest ecosystem in the area of influence of our operations. In this process we took into consideration the proximity of the Wayuu Lomamoto reservation and included the community in the sampling activities and the survey of wildlife flora and fauna. The monitoring results indicate that the ecosystem has been preserved and that the activities carried out by TGI have not affected the environment.

We also support the Miraflores regional office of the Boyacá Environmental Agency (*Corpoboyacá*) for the preservation of native species that are representative of the strategic ecosystem at Macizo de Mamapacha and Bijagua. To this end we have established a nursery where we will plant seedling canelo, ceibo, ocobo, macana palm and wax palm. We will plant 15,000 trees in the territories of the municipalities of Rondón, Zetaquirá Miraflores, San Eduardo and Berbeo, which are in the area

of influence of the strategic ecosystem. In 2019 our Colombian affiliate also signed an agreement with the Environmental Agency of Santander (CAS, for the Spanish original) to support the Banco2 initiative, which pays for the preservation of ecosystem areas of interest to promote preservation and recovery of deforested areas. The agreement selected 23 families from the municipalities of Florián and Jesús María that own properties located in strategic ecosystems of the environmental agency. These families will receive incentives to preserve the forests on their properties and to reforest the area with native species.

In order to strengthen the Environmental Management strategy of the Corporate Group, including our affiliates, we entered into an agreement with the Humboldt Institute to generate knowledge and carry out interventions to translate the purpose into additional and voluntary opportunities, in terms of biodiversity, always involving the communities. Through this experience we expect to set the tone for Guatemala and Peru, where we can probably work in similar projects.



Photograph by our employee Luis Ardila Cárdenas. Photography contest

Transmission tower in Filandia municipality, part of the Armenia project between the Quindío and Risaralda departments.



(304-3) At our Contugas affiliate in Peru we found that the layout of the Ica regional gas pipeline passes through protected areas that belong to the Buffer Zone of the National Reserve of Paracas (ZARNP, for the Spanish original) and the National Reserve of San Fernando (RNSF, for the Spanish original). For this reason, in 2014 we restored 218 hectares and initiated ongoing monitoring to identify possible improvements in the ecosystem. As a result of our monitoring, in November 2019 we found that the vegetation cover in the area has increased slightly. The historical analysis also shows that average height (growth) is directly related to the increase in vegetation cover.

At Trecca, in Guatemala, we carried out reforestation activities in 12 hectares of the areas in which biodiversity is affected. These activities involved planting 5,555 trees. We also performed

maintenance on 10 hectares that had been reforested in previous years.

In 2019, we made offsetting payments through the private fund of the National Institute of Forests, to reforest 17.44 hectares affected by construction of the project, for a total of 1,037.90 hectares reforested in the last 9 years in partnership with the National Institute of Forests.

In the operations of Cálidda in Peru we have not identified any significant impacts on biodiversity. However, in 2019 plans were prepared to expand the natural gas network through a protected area in Lima: the Pantanos de Villa Wildlife Refuge. To this end we developed all required controls in the approved Environmental Management instrument to mitigate impacts in this area of high biodiversity.

In order to continue the voluntary restoration strategies defined by our Corporate Group,



**In compliance with mandatory offsetting, we intervened 35.5 hectares and planted 9,292 specimens of native vegetation.**

we performed maintenance on 6,500 specimens planted on 16.6 hectares surrounding the Tominé reservoir and 41,115 specimens of native vegetation at 45 hectares near the Barbas Bremen Soil Conservation District.

### Impact Measurement

(103-3) Our company approaches Biodiversity Management in areas where strategic or degraded ecosystems are present by means of strategies that are in place and ongoing monitoring and maintenance of the strategies, as follows:

#### Number of hectares and number of specimens planted through mandatory offsetting strategies implemented or under maintenance

In 2019 we planted 1.2 hectares with 1,790 native tree species at the Protective Forest Reserve of the Bogotá River Upper Basin in high Andean ecosystems, thereby fulfilling the offsetting for use of forests established by the Regional Environmental Agency of Cundinamarca (CAR, for the Spanish original).

In Altamira (Huila) we implemented enrichment strategies on 3 hectares by planting 500 specimens of native species prioritized by the Regional Environmental Agency for Alto Magdalena (CAM, for the Spanish original).

In Risaralda and Quindío, in neighboring areas to the Barbas Bremen Soil Conservation District, a strategic area in the region for the preservation of water resources, we intervened 17.8 hectares by planting 7,002 specimens of native vegetation.

## RESULTS

- We developed the concept of the Green Corridors initiative, aimed at developing connectivity processes with sustainable strategies to be developed in the electricity line rights of way areas.
- We developed the strategy for monitoring the Andean bear and the mountain tapir on Colombia's Central Cordillera, in areas of influence of the Ecuador Interconnection and Tesalia-Altamira projects.
- Through a partnership with Fundación Wii, we published the Field Manual for monitoring the Andean bear and the mountain tapir. We are currently in the process of delivering copies to the Regional Environmental Agency of Alto Magdalena (CAM).
- We used the *BioTablero* application for decision-making regarding environmental offsetting of biotic components in the framework of the Manual for Offsetting the Biotic Environment published by the Ministry of the Environment and Sustainable Development.
- We began performance of the contract of the Tesalia-Alfárez Forests for Peace project, which includes the rehabilitation of 45.82 hectares at the Páramo del Meridiano Regional Natural Park.

**In 2019 we intervened 61.6 hectares as part of the maintenance performed on 47,615 specimens of native species.**

### TGI

- We monitored fauna and flora at the gas compression station (GCS) in Hatonuevo, La Guajira.
- We provided support to the Miraflores regional office of the Boyacá Environmental Agency (*Corpoboyacá*) for the preservation of native species that are representative of the strategic ecosystem at Macizo de Mamapacha and Bijagua.
- We signed an agreement with the Environmental Agency of Santander (CAS) to support the BanCO2 initiative, which pays for the preservation of areas of ecosystem interest to promote preservation and the recovery of deforested areas.

### Contugas

- We continued to monitor the improvement of the ecosystems of the Buffer Zone of the Paracas National Reserve. As of November 2019 the vegetation cover had increased.

### Trecsa

- We planted 5,555 trees on 11 hectares. We also performed maintenance on 10 hectares we had reforested in previous years.



Photograph by our employee José Alejandro Rivera. Photography contest

## CHALLENGES

- We will implement a pilot program with the Green Corridors initiative in 20 hectares of electrical rights of way areas.
- We will formulate the connectivity strategy in the Serranía de Perijá - Sierra Nevada de Santa Marta.
- We will design and implement the research pilots to manage areas invaded by exotic species in the Tominé Reservoir.
- We will implement the Tesalia-Alfárez Forests for Peace program.

### TGI

- We will execute a reforestation contract to recover strategic areas in

the areas of influence of our projects.

- We will replicate what was done at the Hatonuevo GCS regarding fauna and flora monitoring, with emphasis on infrastructure near strategic ecosystems recognized by the regional environmental authorities.

### Cálidda

- We will expand the natural gas network through a protected area located in Lima (Peru), the Pantanos de Villa Wildlife Refuge, by implementing all necessary controls defined in the approved environmental management instrument in order to mitigate our impact in this high diversity area.





Employees of the Contugas operations area at the Ica City Gate (Peru)

## Economic Dimension

148. Superior Performance

160. Proactive Regulatory Management





## Superior Performance and Profitability

# A culture for our consolidation by 2025

To fulfill the Mega goal that we established in our Corporate Strategic Plan (CSP), in 2019 we are working to develop organizational capabilities that make us different from other companies and good practices that make us more efficient.

### Why is it important?

(103-1)

**A**s a Corporate Group, our strategy has set a path towards growth and strengthening asset management and financial performance, as well as expansion through the acquisition of new assets in Colombia and in the Latin American countries where we are present. This growth is based on a value proposition for our shareholders and stakeholders, and it incorporates Environmental, Social and Governance (ESG), factors.

To this effect, we established a Mega goal to 2025 of being among the five most profitable companies in the Colombian market, with year-on-year growth above 9%, with our companies generating EBITDA of more than COP 8 trillion derived from our operations in Latin America.

We will achieve this by creating value, which implies that our corporate decisions will be differentiated and guided by our three cultural attributes: Life Comes First, Social Awareness and Superior Performance, for which we already stand out in the market compared to other companies in the industry.

They must also be consistent with the financial objectives that form part of our Strategic Plan: a) maximizing dividends, b) optimizing the capital structure and debt costs, and c) maximizing financial efficiency.

All the above is materialized through the positioning of the businesses in the markets in which we participate, with processes that operate under the principles of efficiency and with capabilities and competencies of excellence, leadership and change management.

In this sense, Talent Management in a culture of Superior Performance, as that of GEB, is based on four lines of work:

- **Develop capabilities.** Implement best practices. This action line includes the development of abilities for Change Management and for Digital Transformation.
- **Excellence and high standards.** Technical, operating and financial excellence, which adapts with continuous improvement and the highest quality standards.
- **Fulfill the objectives.** We align around common objectives and leverage the Corporate Group's goals.



TGI employees at the Mariquita gas compression station (Tolima)

- **Talent and people.** Our employees and managers develop full capabilities focusing on achievement and teamwork (see chapter on "Talent Management," page 114).

### How we manage it

(103-2) (103-3) The financial results are presented, reviewed and assessed in accordance with the Rules of the Financial and Investment Committee of the Board of Directors, whose objective is to oversee financial management at the company and Grupo Energía Bogotá, and assess new business opportunities and redefine existing investments in order to make specialized recommendations to the Board of Directors on such matters.

In 2019, with the aim of boosting the company's Superior Performance and meeting the goals of our 2025 Mega goal, we prioritize strategic actions in four perspectives of the strategic map:

**The Transmission Branch developed 12 projects. Through these projects we were present in 177 municipalities in Colombia.**



## GEB 2019 strategic map



Our Superior Performance is demonstrated in our capacity to grow and expand, not only as a strategic connector, but also through our active participation in bidding processes to expand our market share in the electric energy transmission market in Colombia and the acquisition of assets abroad to strengthen our investment portfolio in Latin America.

Based on our corporate strategy, in 2019 we made major investments. In Peru we acquired 100% of the shares of Dunas Energía, PPC Perú Holdings and Cantaloc Perú Holdings, thus venturing into the Peruvian electricity distribution business through the company that today is known as Electro Dunas. The transaction involved an investment of US\$260 million: we obtained a 4% share of the Peruvian electricity distribution market and added 245,000 new customers.

In Brazil, jointly with the Spanish company Red Eléctrica Internacional, we initiated the process of acquiring 100%, in equal shares, of the Brazilian company Energia Empreendimentos e Participações S.A. (Argo). Through this transaction, which is currently under regulatory review and

which totals BRL 1,775 million for GEB, we will add 1,460 kilometers of transmission lines and 11 substations distributed in the states of Ceará, Maranhao, Minas Gerais, Piauí and Rondonia. Moreover, we increased our share in this market from 0.75% to 1.35%. Our objective is to build a major energy transmission platform in Brazil.

**In Peru we acquired 100% of the shares of Dunas Energía, PPC Perú Holdings and Cantaloc Perú Holdings, thus venturing into the Peruvian electricity distribution business through the company that today is known as Electro Dunas.**



In addition to laying networks and pipelines, our objective is to bring well-being to the communities in the countries where we are present. In the photograph, women who work in the popular soup kitchens in Peru, with support from our company Calidda

Also during 2019 we continued to make progress in implementing the best asset management practices for the delivery of electricity transmission services. Also in 2019 we adopted new recommendations by the Regional Energy Integration Commission (CIER, for the Spanish original), which is based on the UK standard PAS-55, translated into the ISO 55001 standard in 2014, which provides guidance on aligning the financial and non-financial functions in asset management.

Consequently, the following is our map for participation in the regional market:



**GEB's market share (Own)**

	<b>GEB (Colombia)</b>	<b>TGI (Colombia)</b>	<b>Cálidda and Contugas (Peru)</b>	<b>ISA REP and ISA Trans- mantaro (Peru)</b>	<b>Trecca and Eebis (Guatemala)</b>	<b>Gebbras (Brazil)</b>	<b>Electro Dunas (Peru)</b>
2017	15.2% of the electric energy transmission market	55% of the natural gas transportation market	80% of the natural gas distribution market	63.3% of the electric energy transmission market	19.9% of the electric energy transmission market	0.9% of the electric energy transmission market	N/A
	23.2% of the electric energy distribution and transportation market through Emsa* and Codensa*						
	22.1% of the electric energy generation market through Emgesa*						
	32.7% of the gas distribution market through Vanti*						
2018	18.8% of the electric energy transmission market through the Transmission Branch	54% of the natural gas transportation market	80% of the natural gas distribution market	66.6% of the electric energy transmission market through a 40% equity interest	23.5% of the electric energy transmission market	0.75% of the electric energy transmission market	N/A
	20.4% of the electric energy generation market through Emgesa*						
	22.9% of the electric energy distribution and transportation market through Emsa* and Codensa*						
	32.3% of the natural gas distribution market through Vanti*						
2019	20% of the electric energy transmission market through the Transmission Branch	54% of the natural gas transportation market	78.1% of the natural gas distribution market	67.8% of the electric energy transmission market through a 40% equity interest	20.7% of the electric energy transmission market	0.6% of the electric energy transmission market	4% of the electric energy transmission market
	21.7% of the electric energy generation market through Emgesa*						
	22.9% of the electric energy distribution and transportation market through our shareholdings of 51.5% and 16.2% in Codensa* and EMSA*, respectively.						
	25% of the natural gas distribution market through Vanti*						

(\*) Non-controlled companies.

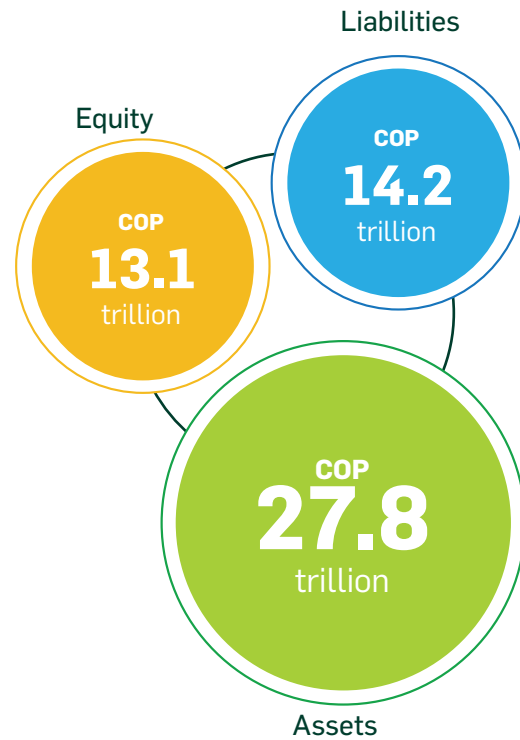
Trecca employee (Guatemala)





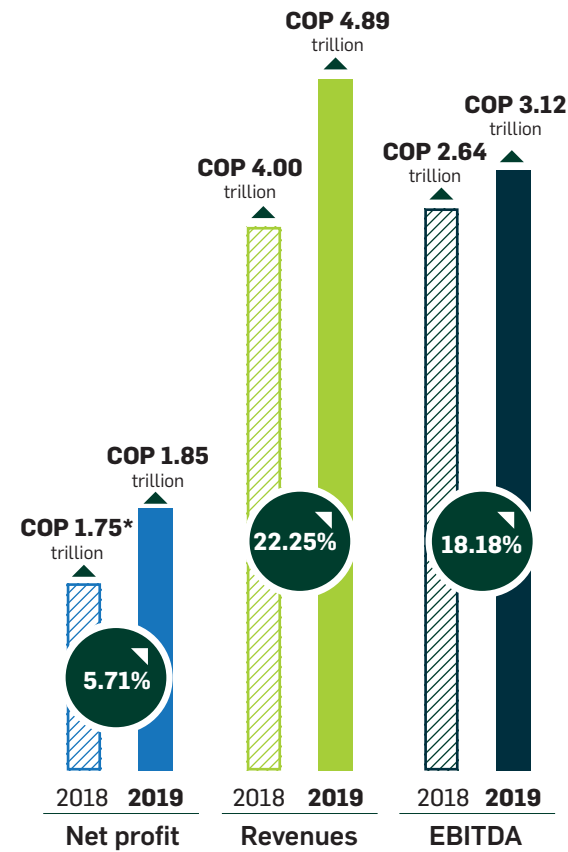
## Financial position

(102-7) (Own - Capital structure)



## Consolidated results

(102-7) (Own - Financial indicators)



\*Restated (102-48).

## The ratification of credit ratings by Moody's and Fitch was one of the greatest results of our Superior Performance in 2019.

(201-1) See the Annexes for additional information on economic value generated and distributed.

## RESULTS

### FINANCIAL

- We raised financing and restructured the Group's debt for over USD 3 billion 018-2019.
- We reduced GEB's financial costs by over USD 10 million.
- We improved the maturities profile and currency mix of our debt.
- We have an approved Overall Credit Line for a total of USD 1,420 million.
- The Transmission Branch in Colombia acquired new assets at the Betania substation and the 230-kilometer Tuluní project.
- We received the Bonds & Loans 2019 Award (*syndicated loan deal of the year*), as well as ratification of IR recognition by BVC, for the fifth and sixth consecutive years.
- We fulfilled our growth milestones through new acquisitions and investments in the market: Electro Dunas in Peru and the Brazilian company Argo (in progress). Through these acquisitions, our users increased from 6.8 million to 7.1 million by year-end 2019.
- We managed to start up operations in certain projects that were affected by roadblocks in the Colombian investment mechanisms: La Loma, the Armenia 230 kv substation and its associated lines and a transformer in Altamira.
- TGI in Colombia achieved solid cash flow performance, which enabled us to strengthen our finances and fulfill the agreed terms with our creditors. Also, with our own resources we repaid part of the financial debt for USD 40 million, which implies a 22.36% decrease in interest payments.

### TGI

- Our Leverage ratio closed at 3.1, which provides adequate financial capacity to finance new projects.
- Our investment grade credit ratings were confirmed at BAA3 from Moody's, BBB stable from Fitch Ratings and BBB- from Standard and Poor's.

### Trecsa

- We performed a capitalization for USD 31 million to engage in the Energy Transportation Expansion Plan (PET- 01-2009). It was created by the government of Guatemala in 2009 through the Mines and Energy Ministry and the National Electric Energy Commission, with the purpose of consolidating the electrical system, mainly in the areas with lowest economic development. This PTE is still in the construction stage of the transmission blocks, for which approved environmental licenses and rights of way are already in place.
- In Peru, through the acquisition of electric energy distribution businesses in the south of the country we aim to diversify the risk involved in the regulatory impacts on the gas transportation business and to renegotiate the contracts that begin to expire in 2021. Consequently, the operational contribution of the gas transportation business will tend to decrease.

### Electro Dunas

- At Electro Dunas in Peru, total revenues were above USD 112 million, and distributed value totaled USD 108 million, including operating costs, payroll and benefit expenses, payments to suppliers, taxes and social investment. We achieved the objective of sustained growth in EBITDA of USD 29 million.



Coexistence with our infrastructure in Guavio



## FOR THE OPERATION OF THE CORPORATE GROUP'S BUSINESSES

For more information on operating results, see the annexes.

- (EU4) The electric energy transmission lines in our Colombian operations increased from 1,550 to 1,640 kilometers. Our substations also increased from 24 to 27.

### TGI

- We began to implement the Comprehensive Risk Model and the integrity management tools (PIDT), which enable the assessment of the level of exposure to various threats. They also enable the definition of mitigation methods, inspection plans and priorities for assistance, based on international standards and Colombian regulations. We also brought the PIDT tool on line in 2019.
- We performed two of the three scheduled smart runs in 2019: Sutamarchán-La Belleza and Casacará-Curumaní, equivalent to 6% of the inspected area. The smart run of the Sucre-Oriental-Cogua section is pending due to technical adjustments performed on the infrastructure in 2019.
- We fulfilled the provisions of the 2019 PDT by performing the diagnostics phase of the five plans set out in the ASME B31.8s standard. We also delivered the master documents containing the integrity and performance plans, and fully complied with the Standardization Plan set forth in the VOP supported by guideline 005, issued by the company's CEO.

### Cálidda

- At Cálidda in Peru we managed to connect 191,466 customers, increasing our customer base to 952,547, which is equivalent to growth of 25.1% compared to 2018. The segment with strongest growth was households, with 188,989 new users, 22.7% of whom have more than one point of connection, followed by the business sector with 2,290 customers. The remaining 52 connections were made at industrial companies and VNG service stations.
- We expanded our distribution system by 15.2% by building 1,474 kilometers of networks; the system consists of 11,166 kilometers of underground pipelines of steel and polyethylene in almost 50 districts of Lima and Callao. We also sold a total of 8,101 million cubic meters of natural gas (784 million of cubic feet per day), nearly 1% more than in 2018.
- The regulator approved an expansion of our 2018-2021 investment plan and we obtained a change in the distribution rate that will enable us to make capital investments of over USD 500 million.

### Contugas

- We calculated the distribution system's continuity and availability rates according to the Instruction CTG-OPE-I-CS-005. We also supervised and monitored normal operating conditions using the Scasa system, as specified in Procedure CTG-OPE-P-CN-001.
- We successfully managed a ruling in favor of the company by the Constitutional Tribunal.
- We enabled 120 business customers, which represents a 26% increase compared to 2018.

### Electro Dunas

- We improved the quality of electricity service and consolidated our position as the number one distribution company in Peru in terms of quality of electricity service, with the best overall SAIFI and SAIDI indicators.
- Since 2015 we have maintained the availability and quality of public lighting indicators within the parameters required by law and consolidated the trust of Ica through profitable investments.
- We innovate and assess pilot studies on electric mobility through the

first electric charger in the region and the commercialization of an inter-city bus. We have also implemented pilot tests on smart metering and public lighting using LED lamps.

### Trecsa

- Between 2016 and 2019 the company's revenues increased by USD 24.7 million. To this end, one of the strategies was to refinance long term debt in the amount of USD 150 million. The contract with Cempro also provided USD1.64 million in additional revenues, thanks to completion of the bypass at El Pilar.
- We started up the Regularization project, through which we organized the assets in each warehouse and performed the first inventory count of materials valued at USD 23 million, which were duly recorded in the SAP MM module.
- We obtained approval to connect the Chiantla 230/69 kv substation and its associated lines.

Employee of Cantalloc performing maintenance in Peru



# 99.96%

is the weighted availability rate we achieved in the Colombian electricity transmission market.

(Own - Availability)

## CHALLENGES

- We will maintain the availability in the electricity transmission market in Colombia at the same rate as in 2019, at 99.96%, weighted by revenues.
- We will continue to work with the affiliates to standardize processes related to SAP technology, as part of the Group's Digital Transformation.
- With the purchase of the transmission business in Brazil (in process) we will diversify our business lines and improve operating margins, based on the contributions of these projects to cash flow, which will become even more relevant after having fully serviced the debt by 2022.
- We will follow up on the idea included in the 2016-2025 Corporate Strategic Plan to rethink GEB's structure and processes, thus fulfilling the mandate to create a branch to separate the Transmission Business from GEB's operations. In this way we will increase the visibility and provide greater autonomy to the Transmission Branch, to enable it to develop its competitive potential and define and implement its strategy.

### Cálidda

- At Cálidda in Peru we will fulfill the Investment Plan approved by the regulator. We will build over 3,000 kilometers of networks and will make capital investments worth approximately USD 250 million.
- We will connect over 300,000 customers to the distribution center, thereby broadly exceeding one of our most important goals: to provide natural gas distribution services to over one million customers connected in our concession area.

### Contugas

- We will enable the first shopping centers with natural gas in the city of Ica and the first VNG service station in the province of Nasca.
- At Contugas and Electro Dunas we will implement self-generation and co-generation projects.
- We will achieve operating synergies between Contugas, Electro Dunas and Cantalloc in order to create efficiencies in commercial operations.



## Sourcing Management

### Why is it important?

(103-1)

(102-9) Sourcing Management is an important factor for the materialization of the corporate strategy because it facilitates achieving three key objectives of our Corporate Strategic Plan (CSP): maximizing financial efficiency, improving GEB's reputation in the market, and performing our processes with operating excellence.

It is also important for our Corporate Group because:

- We create value for the Group by engaging suitable contractors in terms of quality, costs and timeliness.
- We optimize resources through innovative strategies in supplier selection processes.
- We minimize risks by using tools to assess the legal, financial and technical capacity of our suppliers and contractors.
- We generate innovation and trust by using top rate technological tools that enable tracking the entire process.

- We take care of improving our relations with our suppliers and contractors.
- We promote plurality and transparency in our contracting process by acting through various corporate governance and approval bodies.

### How we manage it

(103-2)

(102-9) In 2019 we implemented our Strategic Sourcing Model, and in August the Board of Directors approved the first update to our Contracting Manual. Through this update we drive the most important negotiations of the Transmission Branch by enabling mechanisms to materialize long-term relationships based on trust with strategic suppliers to perform the different projects of the Branch. Our affiliates TGI, Cálidda and Contugas also updated their contracting manuals, in line with the manual of Grupo Energía Bogotá, in September, October and November, respectively.

### Description of suppliers (102-9) (Own - % of local suppliers)

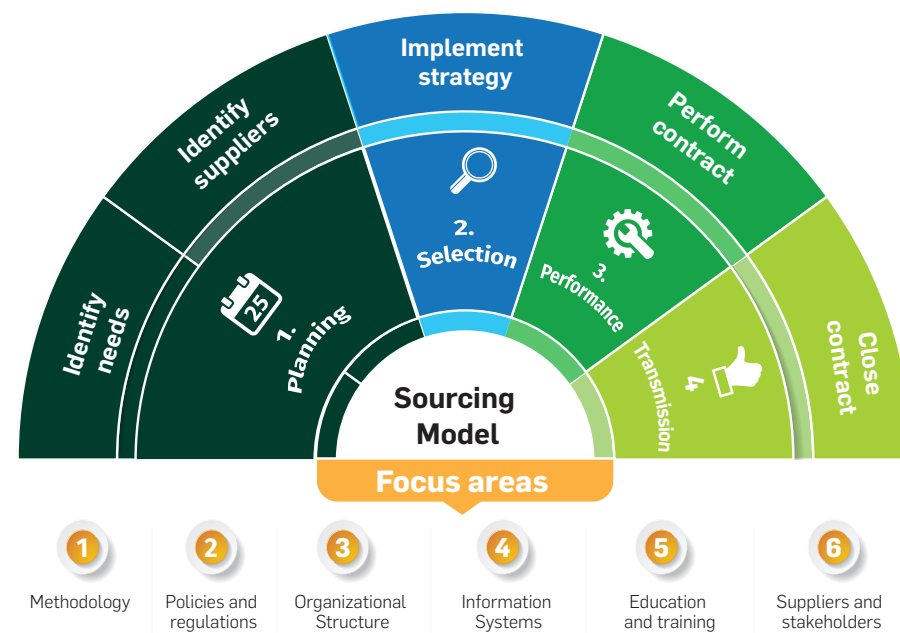
	GEB	TGI	Cálidda	Contugas	Trecsa	Electro Dunas	Total
Total number of suppliers	370	285	1,294	361	316	3,732	<b>6,358</b>
Total number of local suppliers	346	275	1,171	66	298	3,700	<b>5,856</b>
Total number of international suppliers	24	10	123	14	18	32	<b>221</b>
Percentage of local suppliers*	93.5%	96.5%	90.5%	18.3%	94.3%	99.1%	<b>92.1%</b>

**Note:** A local supplier is defined as one whose country origin is the same as that where each company's main operations are located. In this case, they are: Colombia, Peru and Guatemala

### RESULTS (103-3)

- We implemented SAP Ariba at the corporate offices and TGI, in order to have a single source of information for the entire Sourcing Process.
- We updated and standardized the forms used in the process.
- We implemented management by categories.
- We developed the Supplier Management Program.
- (Own - Savings) Implementation of the model enabled us to achieve savings of 31% compared to average market prices
- We strengthened the capabilities of our sourcing process personnel by means of the Strategic Sourcing Program, in partnership with Universidad de los Andes.

### Sourcing Model (102-9)



Source: GEB Sourcing and Services Department



At Grupo Energía Bogotá we grant recognition for our suppliers' performance

### TARGETS (103-2)

- We will consolidate the master files of goods and services, inventory and storage plans and logistics.
- We will implement the SAP 4 Hana - MM Module.
- We will reinforce sourcing planning through a management arrangement of specialist leaders by category.
- We will establish guidelines and standards for contract planning based on lessons learned and opportunities for improvement in order to optimize the process.
- We will promote the Digital Transformation through the use of SAP Ariba, and we will implement it at Cálidda and Trecsa.
- We will implement the Supplier Management Program.
- We will renew the CIPS certification in best strategic procurement practices.
- We will continue to implement the Sourcing Model at the affiliates.



# The boy from Zapallal and his Cuchimilcos

In the execution of our projects, we sometimes find fascinating traces of our past, which we recover and treasure.



Our archaeologist Cecilia Camargo at the finding of the Cuchimilcos in Peru



Unlike other findings, these Cuchimilcos were found intact, just like our ancestors had left them.

with them from Cálidda with much enthusiasm and wonder. They were very grateful for the care we gave their ancestors, who had inhabited their land long ago.

The news of the Cuchimilco finding while excavating the archaeological site disseminated quickly and attracted the attention of both the local and international press, in part because it had a particular nuance: the Cuchimilco is part of the popular culture, part of our millennial past, and now a character in an event that unites several Latin American countries. It made us proud of our history and of who we are as a people.

Committed to Superior Performance, we go beyond what the regulations require. We are passionate about our history, and so we deal with these findings respectfully, we reconstruct and investigate, and then disseminate the story that they tell through various formats so the community may learn of it. Thus we contribute to strengthening our identity as Peruvians.

Rescuing and safekeeping these fortuitous findings in Cálidda, we contribute to science and history and transform our ideas of city and community.

The arrival of natural gas at Puente Piedra not only translated into progress and life quality, it also meant pride and learning about our incredible history.

**O**n June 20, 2019, during the installation of the natural gas distribution network in the area of Zapallal, in the district of Puente Piedra (Peru), we found the remains of pre-Hispanic vessels that marked a burial site of our ancestors: an exceptional tomb with a small child, aged 1 to 2 years old, filled with ceramic objects, including a particular one that stood out:

The finding took place in a particular context: the 2019 Lima Pan American and Parapan American Games. The games' mascot was "Milco", a character inspired by the Cuchimilco, and as an invocation, the Cuchimilco figurine cried out to us, wanting to reveal its origin.

A Cuchimilco is a ceremonial figurine from Norte Chico of the province of Lima (Chillón river lower valley), a civilization that arose 1000 years ago. It was used in funeral services and represents deities that accompany the deceased person in the afterlife.

The young child discovered at the burial site had a female Cuchimilco figurine as its main escort to the afterlife, either a priest or character that performed the funeral rituals, and animal figurines, including a guinea pig. We also found fragments of decorated clay jars and pieces of metal. The people of Zapallal followed the story that we shared





## Regulatory Management Clear Rules

**The Regulations Department works, based on prioritization criteria, on focusing the regulatory agenda in order to contribute to the consolidation of an institutional and regulatory environment favorable to the development of businesses and projects, to thereby enable maintaining and improving the revenues of GEB and its affiliates.**

In 2019, Grupo Energía Bogotá created the Regulations Department, which during the first semester of the year reported to the Group's Legal Vice President's Office. Its establishment was a latent need in our company, since the electric energy and natural gas utilities businesses in which we participate are regulated in each of the countries in which we operate.

Our purpose as a Group is to position ourselves in the market as a strategic connector that drives development in the energy sector. To this effect, the Regulations Department has established the following as its main objectives:

- To maintain and improve GEB's income derived from the regulated activities of its affiliates, and increase the viability of new sources of income.
- To prioritize GEB's regulatory agenda in accordance with the Corporate Strategic Plan (CSP) and to implement structured and effective regulatory management.
- Contribute to the consolidation of an institutional and regulatory environment favorable to the development of businesses and projects.

### Why is it important? (103-1)

The government intervenes in electric energy and gas utilities by establishing rules aimed primarily at ensuring efficient, continuous and high quality services under arrangements of competitive and free markets.

In this sense, for Grupo Energía Bogotá, regulatory management is of great importance, as it seeks to comply with standards and regulations, as well as to manage actions aimed at enabling favorable institutional environments for the development of our affiliates' businesses and guaranteeing a profitable and sustainable business.

### How we manage it (103-2) (103-3)

Under the premise of promoting sustainability and improved revenues through the consolidation of a favorable institutional and regulatory environment, we have defined the following action lines:

- Consolidate and propose the strategic regulatory agenda.
- Prioritize institutional management and relations.
- Facilitate and coordinate regulatory discussions in the Group.
- Represent the Group before governments, industry associations and institutions, and act as spokesperson for the Group's positions on regulatory issues.
- Facilitate and lead, when required, institutional management and relations in cross-cutting topics for the affiliates.
- Coordinate and follow-up on the sectoral agenda of the Group and its affiliates in Colombia.
- Intervene in regulatory issues that benefit one affiliate with an impact on others.



We will lead the regulatory agenda with the main actors of the Colombian government.

Each affiliate has a regulations team that manages the particularities of each business. Consequently, the Regulations Department is a support and assistance area for relations with the government and industry associations (in the case of the Transmission Branch and TGI, on topics not related to their operational aspects in their normal course of business). For the affiliates outside Colombia, we provide periodic monitoring on regulations management and identify matters on which the Regulations Department may add value.

In order to achieve our objectives, sector committees are key events for the Group. At these events we aim to lead and actively participate in order to submit our proposals and positions on regulatory and institutional matters.

In 2019, we participated in the National Business Association of Colombia (ANDI, for the Spanish original), the Colombian Association of Electric Power Generators (ACOLGEN, for the Spanish original), and the National Association of Public Utilities and Communications Companies (ANDESCO, for the Spanish original). This year in ANDESCO we were elected as the Chair of the Board of Directors, and at its congress we promoted the adoption of OECD guidelines on regulatory quality and improvement, as well as the promotion of draft laws to speed up the execution of public service infrastructure projects, in face of delays in granting environmental licenses and in prior consultations with communities, as well as difficulties in the process of obtaining rights of way.

(Own - Industry Association Events) Additionally, in 2019 we actively participated in Colombia Generates (ANDI), the Naturgas Conference, the Colombian Business Conference (ANDI), the Colombian Energy Conference (Association of Colombian Engineers, ACIEM), Wholesale Energy Market Conference (National Council of Operations and Sales Advice Committee), Biennial Exhibition of the Electrical Industry (FISE), among others.

**The Regulations Department, created in 2019, provides support to all GEB businesses, and makes its experience available to transfer knowledge and best practices.**



## RESULTS

- We promoted opening the discussion on the relevance of reviewing the limits of vertical integration for the natural gas sector by means of a study in which we presented the problem, the consequences and a proposal for flexibility. During 2018 and 2019 we made specific presentations at government entities and forums, which led the Energy and Gas Regulation Commission (CREG) to accept to study the proposal, and on numerous occasions it has indicated its intention of issuing an amendment in 2020.
- We proposed a regulatory reform that would allow electricity generating agents to share their connection infrastructure to the National Transmission System (STN). This is particularly important for the timely and efficient development of projects related to non-conventional renewable energy sources in La Guajira. To this end, we took the lead in performing technical and economic studies jointly with interested generators. The result was the issuance of CREG Resolution 200/2019.

### TGI

- We carried out specific studies in order to propose changes in the methodology for the remuneration of natural gas transportation in Colombia in order to, on the one hand, add thrust to the gas market in the country, as well as increase its competitiveness and flexibility, and on the other to reduce the risk of under-remunerating certain assets of the affiliate. These proposals have been well received by the industry in general.
- The Group's President, Astrid Álvarez, was appointed Chairwoman of ANDESCO's Board of Directors.
- We submitted to CREG and the Public Utilities Superintendence (SSPD, for the Spanish original), our Control Architecture and compliance arrangement pursuant to the provisions of CREG Resolution 080/2019, aimed at establishing guidelines on the behavior of electric energy and natural gas companies in connection with users, the market and other companies. The Public Utilities Superintendence highlighted our compliance plan as an example of good practices.

## We proposed a Shared Connection by generators to the Transmission System in order to increase efficiency and prevent impacts on the infrastructure in La Guajira, where over the next years we will develop wind and solar energy farms.

- We organized events to discuss regulatory quality and improvement, such as that held with representatives from OECD, government entities, industry associations and market agents, during which we shared experiences and identified key topics to support the implementation of methodologies for the analysis of the impact of regulations in Colombia.

### Cálidda

- We managed to extend the original Five-Year Plan for 2018-2022 approved in May 2018, in order to assure the massification of natural gas during the current rates period and to connect more users. In order to enable the viability of the works required for the approved Five-Year Plan, we obtained an adjustment to the Single Distribution Rate in line with the aforementioned extension.
- We participated in discussions on the procedure for supervision of natural gas rationing mechanisms in the event of an emergency through the presentation of comments and meetings with Osinergmin (Body for the Supervision of Investment in Energy and Mining), in order to assist in application of the mechanism.

### Contugas

- We managed to sign the second addendum to the natural gas supply contract, together with Pluspetrol Perú Corporation S.A. It provides for a reduction in the amount of natural gas in the initial supply contract signed in 2010 and in the addendum to the supply contract signed in 2012. These efforts enable providing more services to customers of the Pipeline Network Distribution System.

## We work, jointly with ANDESCO, on legislation proposals to expedite performance of public utilities infrastructure projects, which face delays due to environmental licenses, prior consultations with communities and difficulties in obtaining rights of way.

## CHALLENGES

- In 2019, the Colombian government established a Mission for Energy Transformation, through which a group of experts studies and recommends reforms to the operation and structure of the electricity and natural gas sectors. We will continue to actively participate in the discussions and contribute to the construction of a roadmap for the implementation of these recommendations.
- We will manage the application of new discount rate and compensation methodologies for electricity transmission and natural gas transportation activities in Colombia.
- We will manage the modification of the vertical integration limits in natural gas.
- We will participate in the bidding process for the regasification plant in Buenaventura (plant and gas pipeline), a project in which TGI has special interest for the growth of its business.
- We will move forward in the implementation of methodologies to assess regulatory impact and quality.
- We will execute improvement processes related to compliance with the rules of behavior (CREG Resolution 080/2019).
- We will analyze and execute actions regarding the operation of the Peruvian Wholesale Energy Market and the participation of thermoelectric agents, as well as possible reforms to the rules of the electric and natural gas markets in Peru.
- At Contugas in Peru we will work of amending the Supreme Decree on Commercialization of CNG and LNG and the Regulation for the Installation and Operation of Establishments for Selling VNG to the Public, in order to carry out the mobility project using LNG (VNG-L).
- We will provide support to Contugas in preparing the 2022-2026 Five-Year Plan and the rates schedule for 2022-2026.
- We will provide support to Cálidda in actions to assure an adequate return on investments performed in connection with the final period of the concession.



We will promote events to discuss best practices of the OECD. Photograph of the regulations team during an event to discuss regulatory quality and improvements in the energy sector, held in Medellín





# Annexes

- 166. Separate Financial Statements
- 178. Consolidated Financial Statements
- 190. GRI Index Table
- 204. Other Annexes

Camp of Dreams. Sesquilé, Tominé reservoir, Cundinamarca





## Separate Statements of Financial Position

# Statutory Auditor's Report

## Audit Report on the Separate Financial Statements

### Opinion

I have audited the attached separate financial statements of GRUPO ENERGÍA BOGOTÁ S.A. E.S.P., which comprise the statement of financial position at December 31, 2019, the statements of income and other comprehensive income, of changes in net equity and of cash flow for the year then ended, and a summary of significant accounting policies and other explanatory notes.

In my opinion, the attached financial statements, taken from the accounting books, reasonably present, for all material effects, the financial position of GRUPO ENERGÍA BOGOTÁ S.A. E.S.P. as of December 31, 2019, the results of its operations and the cash flows for the year then ended, in accordance with Colombia's Generally Accepted Accounting and Financial Reporting Standards (NCIF, for the original in Spanish).

### Basis for the Opinion

I have performed the audit in accordance with the International Standards on Auditing accepted in Colombia. My responsibilities in accordance with said standards are described further below in my report in the section on the Auditor's responsibilities in connection with the audit of the financial statements. I am independent from the Company in accordance with the ethical requirements that apply to my audit of the financial statements, and I have fulfilled all other ethical responsibilities in accordance with such requirements. I believe the audit evidence I have obtained provides a reasonable basis to issue my opinion.

### Other matters of emphasis

#### a) Restatement of the Financial Statements

- *Limitation in the scope of the statutory auditor's report as of December 31, 2018:* The statutory auditor's report on the financial statements at December 31, 2018, dated February 21, 2019, included a limitation in scope because the audit procedures were insufficient to determine whether the implicit interest rates adopted by management reflected the market conditions of the electric energy concessions of the joint businesses of the affiliate Gebbras Participaciones LTDA, recognized under the equity method. During the second quarter of 2019, as indicated in Note 2 to the attached financial statements, the Company's Management reviewed the implicit interest rates of the assets of the contract held by its affiliate Gebbras Participaciones LTDA, and performed the respective adjustments to update the implicit rates.
- *Change in policy:* As indicated in Note 2 to the attached financial statements, the Company's Management suspended the process of disposing of its investment in shareholdings of Promigas S.A. E.S.P., which gave rise to a change of the accounting policy on the investment in EEB GAS S.A.S., the vehicle through which it holds the investment in Promigas S.A. E.S.P., transferring it from a non-current asset available for sale to an investment in an associate, measured by the equity method, starting on January 1, 2019. This change required performing retrospective calculations to reflect such changes as if they had been made on such dates.

Based on the above, as part of my audit of the 2019 financial statements, I also audited the adjustments described in Note 2 for the restatement of the financial statements at December 31, 2018. In my opinion, such adjustments are appropriate and have been adequately applied.



## b) Business plan for measurement of the recoverable value of long-term assets

Without changing my audit opinion, I bring to your attention the following matters related to the affiliates Contugas S.A.C. and Transportadora de Energía de Centroamérica S.A., given that there are certain circumstances and plans to be carried out by the respective management teams of Contugas S.A.C. and Transportadora de Energía de Centroamérica S.A., the purpose of which is to improve financial and operating indicators. These plans have been taken into consideration in the future cash flows used to measure the recoverable value of long-term assets; consequently, the evolution regarding measurement of such value will depend on the success of the plans mentioned in Note 15 and the shareholders' financial support.

### Key audit matters

Key audit matters are those that, according to my professional judgment, were the most important matters of the audit of the current period's financial statements. These matters were covered in the context of my audit of the financial statements as a whole, and in forming my opinion on them, and consequently I do not issue a separate opinion on such matters.

### Impairment of the long-lived assets Contugas S.A.C. and Transportadora de Energía de Centroamérica S.A.

#### Description:

As of year-end 2019, the Company has reported investments in the subsidiaries Contugas S.A.C. and Transportadora de Energía de Centroamérica S.A. in the amount of COP 83,255 million and COP 760,060 million, respectively, as described in Note 15.

The Company performs impairment testing whenever objective evidence exists that the carrying value of the investment asset will not be recoverable, and the amount of the adjustment is the difference between the carrying value and the recoverable amount of the asset, which will be affected by means of the equity method.

The determination of the recoverable amount is the result of complex estimations that require application of criteria, judgments and hypotheses by the Company's Management. I consider this a key matter for my audit because of the significant amounts and the complexity involved in the assignment of value to the key hypotheses considered.

*My audit procedures included the following, among others:*

- Understanding of the processes established by the Company's Management to determine the impairment in value of the assets of the subsidiaries.
- Assessment of the existence of indications of impairment, and if required, review of the model used by the Company's Management to determine the recoverable amount, jointly with our valuation specialists, and specifically the mathematical consistency of the model, the reasonableness of the forecast cash flows, the discount rates and long-term growth rates.
- Review of the disclosures included in the notes to the period's financial statements in terms of conformance with the applicable financial reporting regulatory framework.

### Acquisition of Dunas Group companies.

#### Description:

On August 9, 2019, Grupo Energía Bogotá acquired 100% of the shares of Dunas Energía S.A.A., Cantaloc Perú Holding S.R.L. and PPC Perú Holdings S.R.L. (hereinafter, Dunas Group), which are Peruvian companies involved in electric energy distribution, operations and maintenance services and leasing of energy generation assets, respectively, after having obtained all government approvals and having fulfilled all preceding requirements of the share acquisition agreement signed in February 2019. The price paid for the acquisition was COP 881,925 million.

As of August 9, 2019, Grupo Energía Bogotá identified and measured the acquired assets and the liabilities it took on, on the basis of the fair values as of the acquisition date. Consequently, provisional goodwill was recognized in the amount of COP 204,133 million.

The financial statements of Dunas Group were used by Grupo Energía Bogotá S.A. E.S.P. for recognition of the investment by the equity method. Consequently, the 2019 separate statement of income and other comprehensive income of Grupo Energía Bogotá includes the operations of Dunas Group for the period from August 9 to December 31, 2019.

I have considered that the measurement of the fair values of the assets acquired and of the liabilities taken on is a key audit matter.

*My audit procedures included the following, among others:*

- Verify that the figures of Dunas Group, including the calculated fair values of the fixed assets and intangible assets, and considering the adequate cut-off date of its operations, have been correctly incorporated in the financial statements of Grupo Energía Bogotá.
- Review the incorporation of the deferred tax effects on the identified fair value adjustments.
- Involve our internal valuation specialists in order to:
  - Understand the fair value study as of the acquisition date performed by the Company's management and reviewed by an independent third party from Grupo Energía Bogotá. Understand the main hypotheses and comparable items used to determine the fair value of the net assets acquired.
  - Assess the reasonableness of the assumption used by the entity to determine the appropriate discount rates and values of reference for each case.
  - Review that the methodology used by Grupo Energía Bogotá to determine the fair values is consistent with the methodology allowed by NCIF.
  - Recalculate, on a selective basis, the forecasts to validate the calculations performed.

### Responsibility of Management and of those responsible for governance regarding the financial statements

Management is responsible for the preparation and adequate presentation of these financial statements in accordance with Colombia's Generally Accepted Accounting and Financial Reporting Standards, and for the internal control that management considers appropriate for the preparation and adequate presentation of financial statements that are free from material misstatements, either due to fraud or error.

In preparing the financial statements, management is responsible for assessing the capacity of the Company to continue to operate as a going concern, and for disclosing, as appropriate, any matters related to the company as a going concern and its use of the going concern accounting principle, except when Management has the intention of liquidating the Company or winding up its operations, or when there is no other realistic alternative than to do so.

Those responsible for the entity's governance are responsible for supervising the Company's financial reporting process.

### Responsibilities of the auditor regarding the audit of the financial statements

My objective is to obtain reasonable assurance that the financial statements as a whole are free from material misstatements, due to either fraud or error, and to issue an audit report containing my opinion.

Reasonable assurance is a high level of assurance, but it does not guarantee that an audit carried out in accordance with the International Standards on Auditing accepted in Colombia will always detect an existing material misstatement. Misstatements may be produced by fraud or by error, and they are considered material if individually, or in combination, they could be reasonably expected to influence the economic decisions of users made on the basis of the financial statements. As part of an audit in accordance with the International Standards on Auditing accepted in Colombia, I used my professional judgment and maintained an attitude of professional skepticism throughout the audit. I also:

- Identified and assessed the risk of material misstatements in the financial statements, due to fraud or error; I designed and applied audit procedures to address such risks, and I obtained sufficient and adequate audit evidence to form a basis for my opinion. The risk of failing to detect a material misstatement due to fraud is greater than that of detecting a material misstatement due to error, because fraud may involve collusion, forgery, deliberate omissions, intentionally misleading assertions or bypassing internal controls.
- I obtained an understanding of relevant internal controls for the audit in order to design audit procedures that are appropriate under the circumstances, though not with the purpose of issuing an opinion on the effectiveness of the entity's internal controls.
- I reviewed the appropriateness of the accounting policies applied and the reasonableness of the accounting estimates and their associated disclosures made by Management.



- I concluded on the appropriate use by Management of the going concern accounting principle, and based on the audit evidence I obtained, I concluded on whether or not there is any material uncertainty regarding facts or conditions that would give rise to significant doubts on the Company's capacity to continue to operate as a going concern. In the event I conclude that material uncertainty exists, I am required to call to your attention in my audit report the corresponding information disclosed in the financial statements, or if such disclosures are inappropriate, to issue a qualified opinion. My conclusions are based on the audit evidence obtained up to the date of my audit report. However, future events or conditions may cause the Company to cease to be a going concern.
- I assessed the overall presentation, structure and contents of the financial statements, including the disclosures, and whether the financial statements present the transactions and events so as to achieve a reasonable presentation.

I informed those responsible for governance at the entity on, among other matters, the scope and timing of the planned audit and significant audit findings, as well as on any significant deficiency in internal control, if any, identified during the audit.

I also delivered to those responsible for governance at the entity a statement on fulfillment of relevant ethical requirements regarding independence, and I have reported all my relations and other matters that could be reasonably expected to affect my independence, and the corresponding safeguards, as appropriate.

The matters communicated to those responsible for governance at the entity include those which I determined to be the most significant matters of the audit of the current period's financial statements, and which are consequently the key audit matters. I have described such key audit matters in my audit report, except when legal or regulatory provisions prohibit disclosing such matters to the public, or in extremely infrequent circumstances, whenever I determine that a matter should not be disclosed in my report because doing so could reasonably be expected to produce negative consequences that outweigh the benefit to the public interest of such disclosure.

## Other Matters

The financial statements for the year ended on December 31, 2018, before being restated, which are included solely for comparative effects, were audited by me, on which I issued an opinion qualified by a limitation in scope on February 21, 2019.

## Consolidated Financial Statements

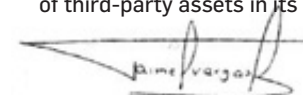
The attached separate financial statements were prepared in order to comply with legal requirements on statutory information the Company is subject to as an independent legal entity and, consequently, they do not include the adjustments or eliminations required for the presentation of the consolidated financial position and results of the Company and its subsidiaries. These separate financial statements must be read together with the consolidated financial statements of GRUPO ENERGÍA BOGOTÁ S.A. E.S.P. and its subsidiaries.

## Report on other legal and regulatory requirements

Within the scope of my audit, I report that the Company has carried its accounting in accordance with legal requirements and accounting technique; the transactions recorded in the accounting records, correspondence, account vouchers, book of minutes and shareholder ledger are adequately kept and preserved; the management report is consistent with the basic financial statements and includes a management statement on not obstructing the free circulation of invoices issued by vendors or suppliers; and the information contained in the self-prepared returns for payment to the Comprehensive Social Security System, and particularly the information related to affiliated employees and their income for payment effects, has been taken from the accounting records and supporting documents. At Tuesday, December 31, 2019, the Company is not in arrears in its payments to the Comprehensive Social Security System.

According to Article 1.2.1.4 of Decree 2420/2015, the statutory auditor shall apply the ISAE, in performance of the duties set forth in Article 209 of the Commercial Code, regarding assessment of compliance with by-law provisions and decisions of the Shareholder Assembly or Board, and the assessment of internal control. Also, according to Article 1.2.1.5 of said Decree, for the effects of application of Article 1.2.1.4, the statutory auditor shall not be required to prepare a separate report, but shall be required to express an opinion on each matter contained therein. The Technical Public Accounting Council will issue the required technical guidelines to this effect.

Based on the evidence obtained during my statutory audit of the 2019 period, in my opinion, nothing has caught my attention that would lead me to believe: a) that the actions of the Company's management are not consistent with the bylaws and/or decisions of the shareholders meeting and b) that internal controls measures are non-existent or inadequate regarding accounting, the preservation and custody of Company assets or of third-party assets in its power.



JAIME ALBERTO VARGAS ZAMBRANO  
Statutory Auditor  
Professional License 81.100 T  
Designated by Deloitte & Touche Ltda.

February 28, 2020.



## Separate statements of financial position at December 31, 2019, 2018 (restated) and January 1, 2018 (restated)

(In millions of Colombian pesos)

	At December 31		At January 1
	2019	2018 (Restated)	2018 (Restated)
<b>ASSETS</b>			
<b>CURRENT ASSETS:</b>			
Cash and cash equivalents	95,665	611,125	968,678
Financial assets	4,769	11,653	134,459
Accounts receivable	46,649	40,207	30,761
Accounts receivable from related parties	174,107	148,822	128,243
Tax assets	47,715	53,431	54,444
Inventories	9,336	9,350	10,729
Other assets	2,155	1,378	1,409
	380,396	875,966	1,328,723
Assets classified as held for sale	180,809	180,510	-
<b>TOTAL CURRENT ASSETS</b>	<b>561,205</b>	<b>1,056,476</b>	<b>1,328,723</b>
<b>NON CURRENT ASSETS:</b>			
Investments in subsidiaries	6,599,423	5,384,097	5,023,247
Investments in associates	7,048,690	6,594,400	6,280,927
Property, plant and equipment, net	2,205,273	1,794,043	1,400,425
Right to use assets	6,865	-	-
Investment properties	29,836	29,781	210,796
Financial assets	489,071	481,691	444,655
Accounts receivable	15,731	14,349	13,024
Accounts receivable from related parties	1,562,546	1,544,633	1,281,607
Intangible assets	80,403	35,660	4,253
<b>TOTAL NON-CURRENT ASSETS</b>	<b>18,037,838</b>	<b>15,878,654</b>	<b>14,658,934</b>
<b>Total assets</b>	<b>18,599,043</b>	<b>16,935,130</b>	<b>15,987,657</b>

	At December 31		At January 1
	2019	2018 (Restated)	2018 (Restated)
<b>LIABILITIES AND EQUITY</b>			
<b>CURRENT LIABILITIES:</b>			
Financial debt	974,271	99,013	61,570
Accounts payable	60,371	73,240	152,356
Accounts payable to related parties	7,654	1,895	1,329
Provisions for employee benefits	54,074	47,724	43,987
Tax liabilities	10,141	7,902	-
Other liabilities	242	-	7,818
Lease liabilities	4,938	-	-
<b>TOTAL CURRENT LIABILITIES</b>	<b>1,111,691</b>	<b>229,774</b>	<b>267,060</b>
<b>NON-CURRENT LIABILITIES:</b>			
Financial debt	3,726,912	3,738,068	3,603,660
Accounts payable to related parties	223,764	172,232	119,555
Provisions for employee benefits	161,031	148,007	169,514
Other provisions	74,265	48,416	-
Deferred tax liabilities	205,534	80,672	151,095
Lease liabilities	2,242	-	-
Other liabilities	1,085	1,218	2,794
<b>TOTAL NON-CURRENT LIABILITIES</b>	<b>4,394,833</b>	<b>4,188,613</b>	<b>4,046,618</b>
<b>Total liabilities</b>	<b>5,506,524</b>	<b>4,418,387</b>	<b>4,313,678</b>
<b>EQUITY</b>			
Issued capital	492,111	492,111	492,111
Share issue premium	837,799	837,799	837,799
Reserves	3,509,830	2,999,690	2,555,404
Retained earnings	5,590,182	5,455,079	5,460,669
Other comprehensive income	2,662,597	2,732,064	2,327,996
<b>TOTAL EQUITY</b>	<b>13,092,519</b>	<b>12,516,743</b>	<b>11,673,979</b>
<b>Total equity and liabilities</b>	<b>18,599,043</b>	<b>16,935,130</b>	<b>15,987,657</b>



**ASTRID ÁLVAREZ HERNÁNDEZ**  
President of Grupo Energía Bogotá



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**JAIME ALBERTO VARGAS ZAMBRANO**  
Statutory Auditor  
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## Separate statements of comprehensive income for the years ended on December 31, 2019 and 2018 (restated)

(In millions of Colombian pesos)

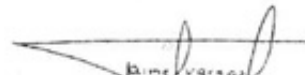
	2019	2018 (Restated)
Electricity transmission revenues	517,883	397,105
Electricity transmission costs	(158,644)	(127,597)
<b>GROSS PROFIT</b>	<b>359,239</b>	<b>269,508</b>
<b>EXPENSES</b>		
Strategic Business Group Expenses	(136,605)	(133,410)
Administrative expenses	(63,892)	(69,731)
Other revenues (expenses), net	19,533	125,709
<b>OPERATING PROFIT</b>	<b>178,275</b>	<b>192,076</b>
Financial revenue	170,876	153,298
Financial expenses	(249,461)	(195,248)
Difference in currency translation, net	19,038	(26,345)
Equity method	1,851,993	1,554,514
<b>PRE-TAX INCOME</b>	<b>1,970,721</b>	<b>1,678,295</b>
Minus income tax expense	(124,862)	70,423
<b>CURRENT PERIOD NET INCOME</b>	<b>1,845,859</b>	<b>1,748,718</b>
<b>OTHER COMPREHENSIVE INCOME</b>		
Items that will not be reclassified through income in the future:		
Re-measurement of defined benefit obligations	(19,033)	19,203
Items to be reclassified through income in the future:		
Valuation of associates	(12,303)	(6,420)
Difference in currency translation of foreign operations	(38,131)	391,285
Total current period other comprehensive income	(69,467)	404,068
<b>CURRENT PERIOD COMPREHENSIVE INCOME</b>	<b>1,776,392</b>	<b>2,152,786</b>
EARNINGS PER SHARE:		
<b>BASIC (IN COLOMBIAN PESOS)</b>	<b>COP 201.05</b>	<b>COP 190.47</b>



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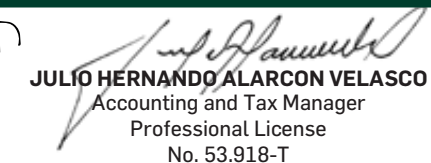
## Statements of cash flow for the years ended on December 31, 2019 and 2018 (restated)

(In millions of Colombian pesos)

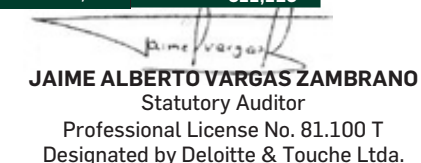
	2019	2018 (Restated)
<b>CASH FLOWS IN OPERATING ACTIVITIES</b>		
Net income	1,845,859	1,748,718
Adjustments to reconcile net income to net cash provided by (used in) operating activities:		
Deferred income tax	124,862	(70,423)
Depreciation and amortization	32,134	22,360
Loss on sale or de-recognition of fixed assets	4,848	830
Currency exchange difference	(19,036)	26,345
Recoveries	(6,475)	(75,771)
Financial expenses	248,868	195,248
Financial revenue	(170,875)	(153,298)
Income from equity method	(1,851,993)	(1,554,515)
	208,192	139,494
<b>NET CHANGES IN OPERATING ASSETS AND LIABILITIES:</b>		
Accounts receivable	(18,613)	(15,415)
Inventories	5	1,379
Tax assets	(7,579)	1,013
Other assets	(776)	31
Accounts payable	(12,308)	(82,126)
Tax liabilities	-	16,401
Provisions for employee benefits	4,294	(11,263)
Other provisions	(6,875)	(1,504)
Right to use liabilities	(3,417)	-
Interest on right to use assets	(874)	-
Other liabilities	11,338	(143)
Net cash flow provided by operating activities	173,387	47,867
<b>CASH FLOWS IN INVESTMENT ACTIVITIES:</b>		
Capitalization of subsidiaries	(260,407)	(196,632)
Cash used in business combinations, net	(881,925)	-
Dividends received	1,257,004	1,174,888
Interest received	150,689	138,777
Loans to related parties	(8,005)	(160,660)
Increase in investments	22,773	161,127
Acquisition of property, plant and equipment	(384,416)	(377,486)
Acquisition of investment properties	(60)	(326)
Acquisition of intangible assets	(45,905)	(32,439)
Net cash (used in) provided by investing activities	(150,252)	707,249
<b>CASH FLOWS IN FINANCING ACTIVITIES:</b>		
Dividends paid	(1,192,758)	(1,055,835)
Loans to related parties	50,000	168,649
Interest from related parties	(7,594)	-
Interest paid	(210,938)	(166,855)
Loans received	3,258,400	2,111,524
Loans paid	(2,449,431)	(2,181,212)
Net cash used in financing activities	(552,321)	(1,123,729)
<b>NET REDUCTION IN CASH</b>	<b>(529,186)</b>	<b>(368,613)</b>
Effect of exchange rate fluctuations on cash held in foreign currency	13,726	11,060
<b>OPENING CASH BALANCE</b>	<b>611,125</b>	<b>968,678</b>
<b>CASH AT END OF PERIOD</b>	<b>95,665</b>	<b>611,125</b>



ASTRID ÁLVAREZ HERNÁNDEZ  
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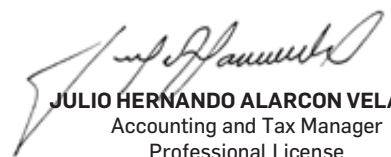
## Consolidated statements of income and other comprehensive income for the years ended on December 31, 2019 and 2018 (restated)

(In millions of Colombian pesos, except earnings per share)

	Issued capital	Share issue premium	Legal	Reserves		Occasional Reserve Art. 130 Tax Statute	Occasional	Total	Retained earnings	Other comprehensive income	Total equity	
				For system upgrades, expansions and replacements	Reserve on equity method of companies							
<b>BALANCES AT JANUARY 1, 2018 (Restated)</b>	<b>492,111</b>	<b>837,799</b>	<b>332,496</b>	<b>125,695</b>	<b>1,586,127</b>		<b>60,809</b>	<b>450,277</b>	<b>2,555,404</b>	<b>5,460,669</b>	<b>2,327,996</b>	<b>11,673,979</b>
Current period net income	-	-	-	-	-	-	-	-	1,748,718	-	-	1,748,718
Appropriations	-	-	-	-	387,584	-	56,702	444,286	(444,286)	-	-	-
Effect of regulatory changes	-	-	-	-	-	-	-	-	(2,755)	-	-	(2,755)
Changes in equity of investments recognized by the equity method	-	-	-	-	-	-	-	-	(1,367)	-	-	(1,367)
Effect of associates and subsidiaries' regulatory changes	-	-	-	-	-	-	-	-	(250,065)	-	-	(250,065)
Re-measurement of defined benefit obligations	-	-	-	-	-	-	-	-	-	19,203	-	19,203
Valuation of associates	-	-	-	-	-	-	-	-	-	(6,420)	-	(6,420)
Difference in currency translation of foreign operations	-	-	-	-	-	-	-	-	-	391,285	-	391,285
Dividend distribution	-	-	-	-	-	-	-	-	(1,055,835)	-	-	(1,055,835)
<b>BALANCES AT DECEMBER 31, 2018</b>	<b>492,111</b>	<b>837,799</b>	<b>332,496</b>	<b>125,695</b>	<b>1,973,711</b>		<b>60,809</b>	<b>506,979</b>	<b>2,999,690</b>	<b>5,455,079</b>	<b>2,732,064</b>	<b>12,516,743</b>
Current period net income	-	-	-	-	-	-	-	-	1,845,859	-	-	1,845,859
Appropriations	-	-	-	-	309,857	-	(22,361)	222,644	(510,140)	-	-	-
Changes in equity of investments recognized by the equity method	-	-	-	-	-	-	-	-	(7,063)	-	-	(7,063)
Re-measurement of defined benefit obligations	-	-	-	-	-	-	-	-	-	(19,033)	-	(19,033)
Valuation of associates	-	-	-	-	-	-	-	-	-	(12,303)	-	(12,303)
Difference in currency translation of foreign operations	-	-	-	-	-	-	-	-	-	(38,131)	-	(38,131)
Dividend distribution	-	-	-	-	-	-	-	-	(1,193,553)	-	-	(1,193,553)
<b>BALANCES AT DECEMBER 31, 2019</b>	<b>492,111</b>	<b>837,799</b>	<b>332,496</b>	<b>125,695</b>	<b>2,283,568</b>		<b>38,448</b>	<b>729,623</b>	<b>3,509,830</b>	<b>5,590,182</b>	<b>2,662,597</b>	<b>13,092,519</b>



**ASTRID ÁLVAREZ HERNÁNDEZ**  
President of Grupo Energía Bogotá



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**JAIME ALBERTO VARGAS ZAMBRANO**  
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# Consolidated Statements of Financial Position

## Statutory Auditor's Report

### Audit Report on the Consolidated Financial Statements

#### Opinion

I have audited the attached consolidated financial statements of GRUPO ENERGÍA BOGOTÁ S.A. E.S.P. AND SUBSIDIARIES (the Group), which include the consolidated statement of financial position at December 31, 2019, the statements of income and other comprehensive income, of changes of consolidated net equity and of consolidated cash flow for the year then ended, and a summary of the main accounting policies and other explanatory notes.

In my opinion, the attached consolidated financial statements reasonably present, for all material effects, the consolidated financial position of GRUPO ENERGÍA BOGOTÁ S.A. E.S.P. AND SUBSIDIARIES at December 31, 2019, the results of its consolidated operations and consolidated cash flows for the year then ended, in accordance with Colombia's Generally Accepted Financial Reporting and Accounting Standards (NCIF, for the original in Spanish).

#### Basis for the Opinion

I have performed the audit in accordance with the International Standards on Auditing accepted in Colombia. My responsibilities in accordance with said standards are described further below in my report in the section on the Auditor's responsibilities in connection with the audit of the consolidated financial statements. I am independent from the Group in accordance with the ethical requirements that apply to my audit of the financial statements, and I have fulfilled all other ethical responsibilities in accordance with such requirements. I believe the audit evidence I have obtained provides a reasonable basis to issue my opinion.

### Other matters of emphasis

#### a) Restatement of the Consolidated Financial Statements

- *Limitation in the scope of the statutory auditor's report as of December 31, 2018:* The statutory auditor's report on the consolidated financial statements at December 31, 2018, dated February 21, 2019, included a limitation in scope because the audit procedures were insufficient to determine whether the implicit interest rates adopted by management reflected the market conditions of the electric energy concessions of the joint businesses in Goias Transmissao S.A., Mge Transmissao S.A., Transenergia Renovavel S.A. and Transenergia Sao Paulo S.A., recognized under the equity method. During the second quarter of 2019, as indicated in Note 2 to the attached financial statements, the Company's Management reviewed the implicit interest rates of the assets of the contract it holds with the companies, and performed the respective adjustments to update the implicit rates.
- *Change in policy:* As indicated in Note 2 to the attached financial statements, the Company's Management suspended the process of selling its shareholdings in Promigas S.A. E.S.P. This situation led to a change in the accounting policy of its investment in Promigas S.A. E.S.P., which was transferred from a non-current asset available for sale to an investment in an associate measured using the equity method, starting on January 1, 2019. This change required performing retrospective calculations to reflect such changes as if they had been made on such dates.



Based on the above, as part of my audit of the 2019 consolidated financial statements, I also audited the adjustments described in Note 2 for the restatement of the financial statements at December 31, 2018. In my opinion, such adjustments are appropriate and have been adequately applied.

### b) Business plan for measurement of the recoverable value of long-term assets

Without changing my audit opinion, I bring to your attention the following matters related to the affiliates Contugas S.A.C. and Transportadora de Energía de Centroamérica S.A., given that there are certain circumstances and plans to be carried out by the respective management teams of Contugas S.A.C. and Transportadora de Energía de Centroamérica S.A., the purpose of which is to improve financial and operating indicators. These plans have been taken into consideration in the future cash flows used to measure the recoverable value of long-term assets; consequently, the evolution regarding measurement of such value will depend on the success of such plans mentioned in Note 17 and Note 21, and on the financial support of its shareholders.

#### Key audit matters

Key audit matters are those that, according to my professional judgment, were the most important matters of the audit of the current period's financial statements. These matters were covered in the context of my audit of the consolidated financial statements as a whole, and in forming my opinion on them, and consequently I do not issue a separate opinion on such matters.

### Impairment of the long-lived assets Contugas S.A.C. and Transportadora de Energía de Centroamérica S.A.

#### Description:

As of year-end 2019, the Group has reported long-lived assets on Contugas S.A.C. and Transportadora de Energía de Centroamérica S.A. in the amount of COP 1,174,658 million and COP 1,356,397 million, respectively, as described in Note 17 and in Note 21. The Group performs impairment testing whenever objective evidence exists that the carrying value of the investment asset will not be recoverable, and the amount of the adjustment is the difference between the carrying value and the recoverable amount of the asset.

The determination of the recoverable amount is the result of complex estimations that require application of criteria, judgments and hypotheses by the Group's Management. I consider this a key matter for my audit because of the significant amounts and the complexity involved in the assignment of value to the key hypotheses considered.

*My audit procedures included the following, among others:*

- Understanding of the processes established by the Group's Management to determine the assets' impairment in value.
- Assessment of the existence of indications of impairment, and if required, review of the model used by the Group's Management to determine the recoverable amount, jointly with our valuation specialists, and specifically the mathematical consistency of the model, the reasonableness of the forecast cash flow, the discount rates and long-term growth rates.
- Review of the disclosures included in the notes to the period's financial statements in terms of conformance with the applicable financial reporting regulatory framework.

### Acquisition of Dunas Group companies.

#### Description:

On August 9, 2019, Grupo Energía Bogotá acquired 100% of the shares of Dunas Energía S.A.A., Cantaloc Perú Holding S.R.L. and PPC Perú Holdings S.R.L. (hereinafter, Dunas Group), which are Peruvian companies involved in electric energy distribution, operations and maintenance services and leasing of energy generation assets, respectively, after having obtained all government approvals and having fulfilled all preceding requirements of the share acquisition agreement signed in February 2019. The price paid for the acquisition was COP 881,925 million.

As of August 9, 2019, Grupo Energía Bogotá identified and measured the acquired assets and the liabilities it took on, on the basis of the fair values as of the acquisition date. Consequently, provisional goodwill was recognized in the amount of COP 204,133 million.

The financial statements of Dunas Group have been consolidated in the financial statements of Grupo Energía Bogotá starting on August 9, 2019. Consequently, the 2019 consolidated statement of income and other comprehensive income of Grupo Energía Bogotá includes the operations of Dunas Group for the period from August 9 to December 31, 2019.

I have considered that the measurement of the fair values of the assets acquired and of the liabilities taken on is a key audit matter.

*My audit procedures included the following, among others:*

- Verify that the figures of Dunas Group, including the calculated fair values of the fixed assets and intangible assets, and considering the adequate cut-off date of its operations, have been correctly incorporated in the financial statements of Grupo Energía Bogotá.
- Review the incorporation of the deferred tax effects on the identified fair value adjustments.
- Involve our internal valuation specialists in order to:
- Understand the fair value study as of the acquisition date performed by an independent third party of Grupo Energía Bogotá.
- Understand the main hypotheses and comparable items used to determine the fair value of the net assets acquired.
- Assess the reasonableness of the assumption used by the entity to determine the appropriate discount rates and values of reference for each case.
- Review that the methodology used by Grupo Energía Bogotá to determine the fair values is consistent with the methodology allowed by NCIF.
- Recalculate, on a selective basis, the forecasts to validate the calculations performed.

### Responsibility of Management and of those responsible for governance regarding the financial statements

Management is responsible for the preparation and adequate presentation of these consolidated financial statements in accordance with Colombia's Generally Accepted Accounting and Financial Reporting Standards, and for the internal control that management considers appropriate for the preparation and adequate presentation of financial statements that are free from material misstatements, either due to fraud or error.

In preparing the financial statements, management is responsible for assessing the capacity of the Companies to continue to operate as going concerns, and for disclosing, as appropriate, any matters related to the company as a going concern and its use of the going concern accounting principle, except when Management has the intention of liquidating the Companies or winding up their operations, or when there is no other realistic alternative than to do so.

Those responsible for the entity's governance are responsible for supervising the Group's financial reporting process.

### Responsibilities of the auditor regarding the audit of the financial statements

My objective is to obtain reasonable assurance that the financial statements as a whole are free from material misstatements, due to either fraud or error, and to issue an audit report containing my opinion.

Reasonable assurance is a high level of assurance, but it does not guarantee that an audit carried out in accordance with the International Standards on Auditing accepted in Colombia will always detect an existing material misstatement. Misstatements may be produced by fraud or by error, and they are considered material if individually, or in combination, they could be reasonably expected to influence the economic decisions of users made on the basis of the financial statements. As part of an audit in accordance with the International Standards on Auditing accepted in Colombia, I used my professional judgment and maintained an attitude of professional skepticism throughout the audit. I also:

- Identified and assessed the risk of material misstatements in the financial statements, due to fraud or error; I designed and applied audit procedures to address such risks, and I obtained sufficient and adequate audit evidence to form a basis for my opinion. The risk of failing to detect a material misstatement due to fraud is greater than that of detecting a material misstatement due to error, because fraud may involve collusion, forgery, deliberate omissions, intentionally misleading assertions or bypassing internal controls.
- I obtained an understanding of relevant internal controls for the audit in order to design audit procedures that are appropriate under the circumstances, though not with the purpose of issuing an opinion on the effectiveness of the entity's internal controls.



-I reviewed the appropriateness of the accounting policies applied and the reasonableness of the accounting estimates and their associated disclosures made by Management.

-I concluded on the appropriate use by Management of the going concern accounting principle, and based on the audit evidence I obtained, I concluded on whether or not there is any material uncertainty regarding facts or conditions that would give rise to significant doubts on the Company's capacity to continue to operate as a going concern. In the event I conclude that material uncertainty exists, I am required to call to your attention in my audit report the corresponding information disclosed in the financial statements, or if such disclosures are inappropriate, to issue a qualified opinion. My conclusions are based on the audit evidence obtained up to the date of my audit report. However, future events or conditions may cause the Group to cease to be a going concern.

-I assessed the overall presentation, structure and contents of the financial statements, including the disclosures, and whether the financial statements present the transactions and events so as to achieve a reasonable presentation.

-I obtained sufficient and adequate evidence regarding the financial information of the entities or business activities of the Group to issue an opinion on the consolidated financial statements. I am responsible for the direction, supervision and performance of the audit of the Group. I am solely responsible for my audit opinion.

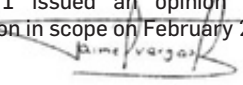
I informed those responsible for governance at the entity on, among other matters, the scope and timing of the planned audit and significant audit findings, as well as on any significant deficiency in internal control, if any, identified during the audit.

I also delivered to those responsible for governance at the entity a statement on fulfillment of relevant ethical requirements regarding independence, and I have reported all my relations and other matters that could be reasonably expected to affect my independence, and the corresponding safeguards, as appropriate.

The matters communicated to those responsible for governance at the entity include those which I determined to be the most significant matters of the audit of the current period's financial statements, and which are consequently the key audit matters. I have described such key audit matters in my audit report, except when legal or regulatory provisions prohibit disclosing such matters to the public, or in extremely infrequent circumstances, whenever I determine that a matter should not be disclosed in my report because doing so could reasonably be expected to produce negative consequences that outweigh the benefit to the public interest of such disclosure.

### Other Matters

The consolidated financial statements for the year ended on December 31, 2018, before being restated, which are included solely for comparative effects, were audited by me, on which I issued an opinion qualified by a limitation in scope on February 21, 2019.

  
**JAIME ALBERTO VARGAS ZAMBRANO**  
 Statutory Auditor  
 Professional License 81.100-T  
 Designated by Deloitte & Touche Ltda.

February 28, 2020.

## GRUPO ENERGÍA BOGOTÁ S.A. E.S.P. AND SUBSIDIARIES

### Consolidated statements of financial position at December 31, 2019, 2018 (restated) and January 1, 2018 (restated)

(In millions of Colombian pesos)

	At December 31		At January 1
	2019	2018 (Restated)	2018 (Restated)
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	769,357	1,128,112	1,569,021
Financial assets	21,230	28,198	145,540
Accounts receivable	1,046,446	769,660	543,917
Accounts receivable from related parties	275,331	242,360	161,466
Inventories	203,536	160,581	175,416
Tax assets	77,066	80,859	180,873
Other assets	16,595	22,131	27,261
	<b>2,409,561</b>	<b>2,431,901</b>	<b>2,803,494</b>
Assets classified as held for sale	183,987	180,510	
<b>TOTAL CURRENT ASSETS</b>	<b>2,593,548</b>	<b>2,612,411</b>	<b>2,803,494</b>
<b>NON CURRENT ASSETS:</b>			
Investments in associates and joint businesses	8,173,071	7,642,263	7,542,886
Property, plant and equipment	11,379,760	10,158,128	9,018,704
Right to use assets	69,849		
Investment properties	29,836	29,781	210,796
Financial assets	16,351	12,385	14,061
Accounts receivable	168,692	149,523	226,033
Goodwill	284,510	84,617	50,171
Intangible assets	4,879,115	4,308,278	3,744,080
Tax assets	102,622	109,246	105,820
Deferred tax assets	445	1	
Other assets	23,495	19,336	24,236
<b>TOTAL NON-CURRENT ASSETS</b>	<b>25,127,746</b>	<b>22,513,558</b>	<b>20,936,787</b>
<b>Total assets</b>	<b>27,721,294</b>	<b>25,125,969</b>	<b>23,740,281</b>



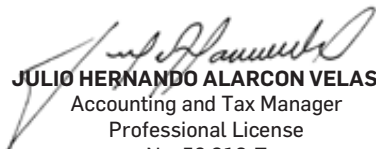
GRUPO ENERGÍA BOGOTÁ S.A. E.S.P. AND SUBSIDIARIES

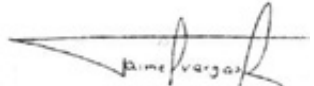
Consolidated statements of financial position at December 31, 2019, 2018 (restated) and January 1, 2018 (restated)

(In millions of Colombian pesos)

	At December 31		At January 1
	2019	2018 (Restated)	2018 (Restated)
<b>LIABILITIES AND EQUITY</b>			
<b>CURRENT LIABILITIES:</b>			
Financial debt	1,590,042	1,543,977	153,611
Accounts payable	424,063	475,955	431,668
Lease liabilities	21,523		
Accounts payable to related parties		7	5,604
Derivative financial instruments for hedging	17,589	15,407	1,410
Provisions for employee benefits	114,675	93,803	79,624
Other provisions	42,535	39,443	141,821
Prepaid revenues	166,529	95,154	106,458
Tax liabilities	169,185	47,938	179,047
Other liabilities	74,390	92,150	85,495
<b>TOTAL CURRENT LIABILITIES</b>	<b>2,620,531</b>	<b>2,403,834</b>	<b>1,184,738</b>
<b>NON-CURRENT LIABILITIES</b>			
Financial debt	9,360,219	8,081,825	8,730,150
Accounts payable	13,304		
Lease liabilities	48,440		
Tax liabilities	1,090	1,164	780
Provisions for employee benefits	160,578	148,006	169,514
Other provisions	262,491	229,471	260,918
Prepaid revenues	1,085	1,218	1,363
Deferred tax liabilities	1,679,091	1,294,739	1,310,273
Other liabilities	17,969	12,365	22,883
<b>TOTAL NON-CURRENT LIABILITIES</b>	<b>11,544,267</b>	<b>9,768,788</b>	<b>10,495,881</b>
<b>Total liabilities</b>	<b>14,164,798</b>	<b>12,172,622</b>	<b>11,680,619</b>
<b>PATRIMONIO</b>			
Issued capital	492,111	492,111	492,111
Share issue premium	837,799	837,799	837,799
Reserves	3,509,830	2,999,690	2,555,404
Retained earnings	5,590,182	5,455,079	5,460,669
Other comprehensive income	2,662,597	2,732,064	2,327,996
Total equity of the parent company	13,092,519	12,516,743	11,673,979
Non-controlling interest	463,977	436,604	385,683
<b>TOTAL EQUITY</b>	<b>13,556,496</b>	<b>12,953,347</b>	<b>12,059,662</b>
<b>Total equity and liabilities</b>	<b>27,721,294</b>	<b>25,125,969</b>	<b>23,740,281</b>

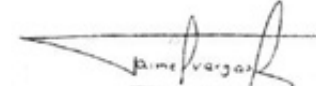
  
**ASTRID ÁLVAREZ HERNÁNDEZ**  
 President of Grupo Energía Bogotá

  
**JULIO HERNANDO ALARCON VELASCO**  
 Accounting and Tax Manager  
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GRUPO ENERGÍA BOGOTÁ S.A. E.S.P. AND SUBSIDIARIES

Consolidated statements of income and other comprehensive income for the years ended on December 31, 2019 and 2018 (restated)

(In millions of Colombian pesos, except earnings per share)

	2019	2018 (Restated)
Natural gas distribution	2,592,234	2,241,048
Natural gas transportation	1,538,243	1,312,833
Electricity transmission	605,535	447,873
Electricity distribution	151,182	
<b>TOTAL REVENUES</b>	<b>4,887,194</b>	<b>4,001,754</b>
Natural gas distribution	(2,017,005)	(1,705,322)
Natural gas transportation	(554,520)	(484,693)
Electricity transmission	(255,936)	(213,134)
Electricity distribution	(89,388)	
<b>TOTAL COSTS</b>	<b>(2,916,849)</b>	<b>(2,403,149)</b>
Gross profit	1,970,345	1,598,605
Administrative and operating expenses	(678,533)	(590,108)
Other revenues, net	103,192	222,409
Operating profit	1,395,004	1,230,906
Financial revenue	135,694	105,267
Financial expenses	(599,491)	(539,057)
Net gain (expense) from differences in currency translation	32,607	(52,302)
Equity method in associates and joint businesses	1,462,079	1,171,673
Pre-tax income	2,425,893	1,916,487
MINUS INCOME TAX	(471,958)	(86,294)
<b>CURRENT PERIOD NET INCOME</b>	<b>1,953,935</b>	<b>1,830,193</b>
<b>OTHER COMPREHENSIVE INCOME</b>		
Items not reclassified through profit or loss		
Re-measurement of defined benefit obligations	(19,033)	19,203
Net gain in fair value of equity instruments		
Items to be reclassified through income in the future		
Difference in currency translation of foreign operations	(30,448)	428,022
Hedging instruments	(13,151)	(6,203)
Gain or loss from other comprehensive income of affiliates	(12,303)	(6,420)
Total other comprehensive income for the period	(74,935)	434,602
<b>CONSOLIDATED COMPREHENSIVE INCOME FOR THE PERIOD</b>	<b>1,879,000</b>	<b>2,264,795</b>
Consolidated net income for the period attributable to:		
Controlling interest	1,845,859	1,748,718
Non-controlling interest	108,076	81,475
	1,953,935	1,830,193
Consolidated comprehensive income for the period attributable to:		
Controlling interest	1,776,392	2,152,783
Non-controlling interest	102,608	112,013
	1,879,000	2,264,796
<b>EARNINGS PER SHARE</b>	<b>COP 201.05</b>	<b>COP 190.47</b>



**GRUPO ENERGÍA BOGOTÁ S.A. E.S.P. AND SUBSIDIARIES**

**Consolidated statements of income and other comprehensive income for the years ended on December 31, 2019 and 2018 (restated)**

(In millions of Colombian pesos, except earnings per share)

	Issued capital	Share issue premium	Legal	Reserves		Occasional Reserve Art. 130 Tax Statute	Occasional	Total	Retained earnings	Other comprehensive income	Non-controlling interest	Total
				For system upgrades, expansions and replacements	Reserve on equity method of companies							
<b>BALANCES AT JANUARY 1, 2018 (Restated)</b>	<b>492,111</b>	<b>837,799</b>	<b>332,496</b>	<b>125,695</b>	<b>1,586,127</b>	<b>60,809</b>	<b>450,277</b>	<b>2,555,404</b>	<b>5,460,669</b>	<b>2,327,996</b>	<b>385,683</b>	<b>12,059,662</b>
Current period net income									1,748,718		81,475	1,830,193
Appropriations					387,584		56,702	444,286	(444,286)			
Effect of regulatory changes at GEB									(2,755)			(2,755)
Changes in equity of investments recognized by the equity method									(1,367)			(1,367)
Effect of regulatory changes at associates and subsidiaries									(250,065)		(2,470)	(252,535)
Dividend distribution									(1,055,835)		(58,622)	(1,114,457)
Other comprehensive income												
Re-measurement of defined benefit obligations										19,203		19,203
Difference in currency translation of foreign operations										397,484	30,538	428,022
Hedging instruments										(6,199)		(6,199)
Loss in other comprehensive income at associates and joint businesses										(6,420)		(6,420)
<b>BALANCES AT DECEMBER 31 2018 (Restated)</b>	<b>492,111</b>	<b>837,799</b>	<b>332,496</b>	<b>125,695</b>	<b>1,973,711</b>	<b>60,809</b>	<b>506,979</b>	<b>2,999,690</b>	<b>5,455,079</b>	<b>2,732,064</b>	<b>436,604</b>	<b>12,953,347</b>
Current period net income									1,845,859		108,076	1,953,935
Appropriations					309,857	(22,361)	222,644	510,140	(510,140)			
Changes in equity of investments recognized by the equity method									(7,063)			(7,063)
Dividend distribution									(1,193,553)		(75,235)	(1,268,788)
Other comprehensive income												
Re-measurement of defined benefit obligations										(19,033)		(19,033)
Difference in currency translation of foreign operations										(24,980)	(5,468)	(30,448)
Hedging instruments										(13,151)		(13,151)
Loss in other comprehensive income at associates and joint ventures										(12,303)		(12,303)
<b>BALANCES AT Tuesday, December 31, 2019</b>	<b>492,111</b>	<b>837,799</b>	<b>332,496</b>	<b>125,695</b>	<b>2,283,568</b>	<b>38,448</b>	<b>729,623</b>	<b>3,509,830</b>	<b>5,590,182</b>	<b>2,662,597</b>	<b>463,977</b>	<b>13,556,496</b>

**ASTRID ÁLVAREZ HERNÁNDEZ**  
President of Grupo Energía Bogotá

**JULIO HERNANDO ALARCON VELASCO**  
Accounting and Tax Manager  
Professional License  
No. 53.918-T

**JAIME ALBERTO VARGAS ZAMBRANO**  
Statutory Auditor  
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Designated by Deloitte & Touche Ltda.




GRUPO ENERGÍA BOGOTÁ S.A. E.S.P. AND SUBSIDIARIES


Consolidated statements of cash flow for the years ended on  
December 31, 2019 and 2018 (restated)

(In millions of Colombian pesos, except earnings per share)

	2019	2018 (Restated)
<b>CASH FLOWS FROM OPERATING ACTIVITIES:</b>		
Net income	1,953,935	1,830,194
Adjustments to reconcile net income to net cash provided by operating activities:		
Income taxes recognized through income	471,958	86,294
Income from equity method in associates and joint businesses	(1,462,079)	(1,171,673)
Financial expenses	599,491	539,057
Financial revenue	(135,694)	(105,267)
Depreciation and amortization	542,262	401,032
Loss on sale or de-recognition of fixed assets	5,437	558
Currency exchange difference	(32,607)	52,302
Impairment of long-term assets	169,290	98,957
Provisions (recoveries), net	71,690	(41,352)
	2,183,683	1,690,102
<b>NET CHANGES IN OPERATING ASSETS AND LIABILITIES:</b>		
Accounts receivable	(233,752)	(198,044)
Inventories	12,313	4,372
Other assets	9,401	3,879
Accounts payable	(42,716)	(40,184)
Provisions for employee benefits	11,622	(1,398)
Provisions	(7,858)	(34,136)
Other liabilities	(27,188)	(92,614)
Right to use liabilities	(27,364)	
Interest on right to use assets	(1,841)	
Taxes paid	(200,530)	(220,964)
Net cash flow provided by operating activities	1,675,770	1,111,013
<b>CASH FLOWS IN INVESTMENT ACTIVITIES:</b>		
Cash used in business combinations, net	(860,328)	
Dividends received	869,693	822,550
Gain on sale of fixed assets	216	433
Interest received	79,330	90,711
Financial assets	22,773	159,633
Acquisition of property, plant and equipment	(706,530)	(622,305)
Acquisition of investment properties	(58)	(326)
Acquisition of intangible assets	(474,240)	(502,779)
Net cash flow used in investment activities	(1,069,144)	(52,083)
<b>CASH FLOWS IN FINANCING ACTIVITIES:</b>		
Dividends paid	(1,271,237)	(1,116,681)
Interest paid	(587,197)	(453,036)
Loans received	5,156,714	4,445,239
Loans paid	(4,247,245)	(4,388,573)
Net cash flow used in financing activities	(948,965)	(1,513,051)
NET REDUCTION IN CASH	(342,339)	(454,121)
Effect of exchange rate fluctuations on cash held in foreign currency	(16,416)	13,212
OPENING BALANCE OF CASH AND CASH EQUIVALENTS:	1,128,112	1,569,021
<b>CASH AND CASH EQUIVALENTS AT END OF YEAR</b>	<b>769,357</b>	<b>1,128,112</b>

  
ASTRID ÁLVAREZ HERNÁNDEZ  
President of Grupo Energía Bogotá

  
JULIO HERNANDO ALARCÓN VELASCO  
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# GRI Contents Index

## GRI Contents Index 2019 GEB Sustainability Report

GRI Standard	Table of Contents	Location	Page	External assurance
GRI 102: General disclosures 2016				
Organizational profile				
102-1	Name of the organization	Grupo Energía Bogotá		X
102-2	Activities, brands, products and services	GENES Gatefold	32, 33, 42, 43, 51	X
102-3	Location of headquarters	Headquarters: Cra. 9 # 73-44, piso 6 Telephone number: +57 (1) 326-8000 - FAX: +57 (1) 326-8010 Bogotá D.C. - Colombia		X
102-4	Location of operations	GENES Gatefold	32, 33, 42,43, 51	X
102-5	Ownership and legal form	Grupo Energía Bogotá S.A. E.S.P.		X
102-6	Markets served	GENES Gatefold	32, 33, 42, 43, 51	X
102-7	Scale of the organization	GENES Gatefold Talent Management Annexes The total number of the Corporate Group's 2,317 employees covers the companies that GEB S.A. ESP acquired in August 2019, as follows:  * 100% of the stock of DUNAS ENERGÍA SOCIEDAD ANÓNIMA ABIERTA (DESAA), which in turn holds 99.96% of the stock of ELECTRO DUNAS S.A.A. * 100% of the stock of PPC PERÚ HOLDINGS SOCIEDAD COMERCIAL DE RESPONSABILIDAD LIMITADA, which in turn holds 99.99% of the stock of PERÚ POWER COMPANY S.R.L.  * 100% of the stock of CANTALLO PERÚ HOLDINGS SOCIEDAD COMERCIAL DE RESPONSABILIDAD LIMITADA, which in turn holds 99.99% of the stock of CANTALLO S.R.L.  The data presented for 2019 in Electro Dunas only includes employees for Electro Dunas S.A.A. It does not include data for Perú Power Company S.R.L. (377 employees), nor Catalloc S.R.L.	32, 33, 42, 43, 51, 118, 152	X
102-8	Information on employees and other workers	Gatefold Talent Management Annexes The total number of the Corporate Group's 2,317 employees covers the companies that GEB S.A. ESP acquired in August 2019, as follows: * 100% of the stock of DUNAS ENERGÍA SOCIEDAD ANÓNIMA ABIERTA (DESAA), which in turn holds 99.96% of the stock of ELECTRO DUNAS S.A.A. * 100% of the stock of PPC PERÚ HOLDINGS SOCIEDAD COMERCIAL DE RESPONSABILIDAD LIMITADA, which in turn holds 99.99% of the stock of PERÚ POWER COMPANY S.R.L. * 100% of the stock of CANTALLO PERÚ HOLDINGS SOCIEDAD COMERCIAL DE RESPONSABILIDAD LIMITADA, which in turn holds 99.99% of the stock of CANTALLO S.R.L.  The data presented for 2019 in Electro Dunas only includes employees for Electro Dunas S.A.A. It does not include data for Perú Power Company S.R.L. (377 employees), nor Catalloc S.R.L.	32, 33, 42, 43, 118	X
102-9	Supply Chain	Sourcing Management	156, 157	X



GRI Standard	Table of Contents	Location	Page	External assurance
102-10	Significant changes	In August 2019, GEB S.A. ESP acquired i) 100% of the stock of DUNAS ENERGÍA SOCIEDAD ANÓNIMA ABIERTA (DESAA), which in turn holds 99.96% of the stock of ELECTRO DUNAS S.A.A.; ii) 100% of the stock of PPC PERÚ HOLDINGS SOCIEDAD COMERCIAL DE RESPONSABILIDAD LIMITADA, which in turn holds 99.99% of the stock of PERÚ POWER COMPANY S.R.L. and iii) 100% of the stock of CANTALOC PERÚ HOLDINGS SOCIEDAD COMERCIAL DE RESPONSABILIDAD LIMITADA, which in turn holds 99.99% of the stock of CANTALOC S.R.L.		X
102-11	Precautionary Principle or approach	Environmental management at TGI applies the precautionary principle in accordance with Principle 15 of the Rio Declaration of the UN on the Environment and Development. Sustainable Strategy Annexes	90, 92	X
102-12	External initiatives	<ul style="list-style-type: none"> <li>Association of Public Utilities Companies (ANDESCO, for the original in Spanish)</li> <li>National Business Association of Colombia (ANDI, for the original in Spanish)</li> <li>Colombian Association of Electric Power Generators (ACOLGEN, for the original in Spanish)</li> <li>National Association of Generator Companies (ANDEG, for the original in Spanish)</li> <li>ProBogotá</li> <li>Commission for the Integration of Regional Energy (CIER, for the original in Spanish)</li> <li>Colombian CIER Committee (COCIER)</li> <li>Colombian Corporate Governance Institute</li> <li>Electricity Sector Research and Technological Development Center (CIDET, for the original in Spanish)</li> <li>World Energy Council (WEC)</li> <li>Dow Jones Sustainability Index since 2012, in the emerging markets category</li> <li>Carbon Disclosure Project - CDP Driving Sustainable Economies</li> <li>Securities issuers on the Colombian Securities Exchange and Investor Relations recognition for transparency and information disclosure practices.</li> <li>Members of the Colombian Securities Exchange's Corporate Governance Committee</li> <li>Corporación Reconciliación Colombia - Founding members</li> <li>Global Compact Network Colombia</li> <li>Colombian Security Council</li> <li>Integrated Management System pursuant to the following standards: ISO 9001, ISO 14001, and OSHAS 18001</li> <li>* Science Based Targets (SBT)</li> <li>* Latin American Network of Compliance Officers Collective Action Towards Integrity.</li> <li>* Mining-energy Committee on Security and Human Rights</li> <li>* Regional Center of the Private Sector to Support the United Nations' Sustainable Development Goals (CIFAL, for the original in Spanish), Bogotá</li> </ul>		X
102-13	Associations			X
<b>Strategy</b>				
102-14	Statement from senior decision-maker	About this report and results	6	X
102-15	Key impacts, risks and opportunities	Sustainable Strategy Annexes	92	
<b>Ethics and integrity</b>				
102-16	Values, principles, standards, and norms of behavior	Ethics, Transparency and Anti-corruption	72, 74	X
102-17	Mechanisms for advice and concerns about ethics	Ethics, Transparency and Anti-corruption	72, 74, 77	
<b>Corporate Governance</b>				
102-18	Governance Structure	Corporate Governance	56, 57, 58, 59, 60, 61	X
102-19	Delegation of authority	Corporate Governance	60, 61, 64	
102-20	Executive-level responsibility for economic, environmental, and social topics	Corporate Governance	60, 61, 64	
102-21	Consulting stakeholders on economic, environmental, and social topics.	Corporate Governance	64	

GRI Standard	Table of Contents	Location	Page	External assurance
102-22	Composition of the highest governance body and its committees	Corporate Governance	57, 58, 59, 60, 61	
102-23	Chair of the highest governance body	Corporate Governance	58	
102-24	Nominating and selecting the highest governance body	Corporate Governance	62	
102-25	Conflicts of interest	Corporate Governance	57	
102-26	Role of highest governance body in setting purpose, values, and strategy	Corporate Governance	57, 64	
102-27	Steps taken to develop and improve the collective knowledge of the highest governance body in connection with economic, environmental and social matters.	Corporate Governance	65	
102-28	Evaluating the highest governance body's performance	Corporate Governance	63, 64	
102-29	Identifying and managing economic, environmental, and social impacts	Corporate Governance, Ethics, Transparency and Anti-corruption	61, 76	
102-30	Effectiveness of risk management processes	Corporate Governance	61	
102-31	Review of economic, environmental, and social topics	Corporate Governance	61	
102-32	Highest governance body's role in sustainability reporting	About this report	5	
102-35	Remuneration policies	Corporate Governance	63	
102-36	Process for determining remuneration	Corporate Governance	63	
102-37	Stakeholders' involvement in remuneration	Corporate Governance	63	
<b>Stakeholder participation</b>				
102-40	List of stakeholder groups	Sustainability, Genuine Relations and Shared Value	103	X
102-41	Collective bargaining agreements	Talent Management Annexes	121, 122	X
102-42	Identifying and selecting stakeholders	Sustainability, Genuine Relations and Shared Value	103	X
102-43	Approach to stakeholder engagement	Sustainability, Genuine Relations and Shared Value Annexes	103	X
102-44	Key topics and concerns raised	Sustainability, Genuine Relations and Shared Value Annexes	103	X
<b>Practices for preparation of this report</b>				
102-45	Entities included in the financial statements	About this report	5	X
102-46	Defining report content and topic boundaries	Sustainable Strategy	87	X
102-47	List of material topics	Sustainable Strategy	87, 88, 89	X



GRI Standard	Table of Contents	Location	Page	External assurance
102-48	Restatements of information	About this report and results Throughout this report any changes in figures, scope and limits are reported, as applicable. Gatefold Annexes Financial figures were restated due to: a). Restatement of EEB Gas S.A.S: On December 12, 2019, the Board of Directors of EEB Gas SAS authorized suspending the sale of the shares it holds in Promigas S.A. E.S.P., and to transfer such shareholdings from non-current assets available for sale to investments in associates, measured by the equity method, starting on January 1, 2019. This change required performing retrospective calculations to reflect such changes as if they had been made on such dates. b). Restatement of joint businesses - application of IFRS 15: during the second quarter of 2019, based on guidelines by Brazilian regulators on application of IFRS 15, management adjusted the implicit interest rates used under IFRIC 12 in the transition to IFRS 15. The financial statements of GEB at December 31, 2018, have been restated as follows in order to recognize the overall effect of adoption of IFRS 15 in the joint businesses of Golas Transmissao S.A., Mge Transmissao S.A., Transenergia Renovavel S.A. and Transenergia Sao Paulo S.A.	6, 152	X
102-49	Changes in reporting	About this report During 2019, we carried out a review of material topics, which provided orientation for the contents of this report with a Corporate Group perspective. Sustainable Strategy Wherever reference is made to GEB information in this report, it includes data for GEB Colombia and its Transmission Branch. Any exception to this understanding is noted in the corresponding section of the report.	5, 88	X
102-50	Reporting period	About this report	5	X
102-51	Date of most recent report	About this report	5	X
102-52	Reporting cycle	About this report	5	X
102-53	Points of contact for questions regarding the report	About this report	5	X
102-54	Claims of reporting in accordance with the GRI Standards	About this report	5	X
102-55	GRI Contents Index	GRI Contents Index		X
102-56	External assurance	About this report Annexes	5	X

GRI Standard	Table of Contents	Location	Page	Omissions	External assurance
<b>Material topics</b>					
<b>Genuine relations</b>					
GRI 103: Management approach 2016					
GRI 418: Customer privacy 2016					
103-1	Explanation of the material topic and its boundary	Sustainability, Genuine Relations and Shared Value	102		X
103-2	The management approach and its components	Sustainability, Genuine Relations and Shared Value	102		X
103-3	Evaluation of the management approach	Sustainability, Genuine Relations and Shared Value	102		X
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No complaints related to breaches of privacy or loss of customer data have been reported in 2019			
Own	Market share	Superior Performance and Profitability	150		
Own	Customer satisfaction	Annexes			
<b>Creation of Shared Value</b>					
GRI 103: Management approach 2016					
GRI 203: Indirect economic impacts 2016					
GRI 206: Anti-competitive behavior 2016					
GRI 411: Rights of indigenous peoples 2016					
GRI 412: Human rights assessment 2016					
GRI 413: Local communities 2016					
103-1	Explanation of the material topic and its boundary	Sustainability, Genuine Relations and Shared Value	98		X
103-2	The management approach and its components	Sustainability, Genuine Relations and Shared Value	99		X
103-3	Evaluation of the management approach	Sustainability, Genuine Relations and Shared Value	99		X
203-1	Infrastructure investments and services supported	Sustainability, Genuine Relations and Shared Value	107, 108, 109		
203-2	Significant indirect economic impacts	Annexes		Does not include information on Electro Dunas	
206-1	Anti-competitive behavior	Sustainability, Genuine Relations and Shared Value No cases of anti-competitive behavior were reported in 2019.	105		
411-1	Incidents of violations involving the rights of indigenous peoples	Sustainability, Genuine Relations and Shared Value	105		
412-1	Operations that have been subject to human rights reviews or impact assessments	100% of GEB operations in Colombia have been subject to human rights impact assessments Description in Annexes		Only information for the Transmission Branch and corporate offices is included	
12-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Annexes		Does not include information on Contugas, Trecca and Electro Dunas	
413-1	Operations with local community engagement, impact assessments, and development programs	Sustainability, Genuine Relations and Shared Value Annexes	105, 107, 108, 109	Does not include information on Trecca and Electro Dunas	X
413-2	Operations with significant (real and potential) negative impacts on the local communities	Annexes		Only information for the Transmission Branch and corporate offices is included	



GRI Standard	Table of Contents	Location	Page	Omissions	External assurance
EU22	People physically or economically displaced and who received compensation by project type	Sustainability, Genuine Relations and Shared Value Annexes	105	Only information for the Transmission Branch and corporate offices is included. The number of displaced persons is not reported.	
Own	Complaints related to impacts of contractor behavior on the communities	Annexes		Does not include information on TGI and Electro Dunas	
Own	Engagement events between the community and the organization	Sustainability, Genuine Relations and Shared Value	105	Does not include information on Electro Dunas	
Own	Number of training sessions delivered to civil servants of local and regional authorities	Sustainability, Genuine Relations and Shared Value	105	Does not include information on Trecca, Cálidda and Electro Dunas	
Own	Number of civil servants of local regional authorities involved in training	Sustainability, Genuine Relations and Shared Value	105	The number of participants in some of the training events is reported	
Own	Percentage of philanthropic contributions	GEB does not make direct philanthropic contributions. Everything is channeled through corporate social investment and volunteer programs			
Own	Percentage of implementation of the Sustainability Model	Sustainability, Genuine Relations and Shared Value	104		
Own	Type of contributions	Sustainability, Genuine Relations and Shared Value	108		
Own	Social investment	Sustainability, Genuine Relations and Shared Value Annexes	107	Does not include information on Electro Dunas	
<b>Ethics, Compliance and Conduct</b>					
GRI 103: Management approach 2016					
GRI 205: Anti-corruption 2016					
GRI 415: Public policy 2016					
103-1	Explanation of the material topic and its boundary	Ethics, Transparency and Anti-corruption	72		X
103-2	The management approach and its components	Ethics, Transparency and Anti-corruption	72		X
103-3	Evaluation of the management approach	Ethics, Transparency and Anti-corruption	72		X
205-1	Operations assessed for risks related to corruption	Ethics, Transparency and Anti-corruption Annexes	76	The "Ethics, Compliance and Conduct" chapter only reports data on the corporate offices and the Transmission Branch. A description of the risks associated with corruption is provided.	
205-2	Communication and training about anti-corruption policies and procedures	Ethics, Transparency and Anti-corruption Annexes The reported information defined region as the country in which we operate.	74, 78 Annexes	Supplier information is not provided because it is not available. Supplier information will be published in the 2020 Sustainability Report. To achieve this, we are currently separating suppliers from creditors for the effects of data consolidation, in order to report the indicator focusing on suppliers.	X

GRI Standard	Table of Contents	Location	Page	Omissions	External assurance
205-3	Confirmed incidents of corruption and actions taken	Zero confirmed cases of corruption. Zero cases of contract cancellations or non-renewals with business partners due to infractions related to corruption. Zero cases reported of public legal proceedings related to corruption filed against the organization or its employees.	77		X
415-1	Contributions to political parties and/or their representatives	Ethics, Transparency and Anti-corruption	72		
Own	Contributions to industry associations (COP)	The following were the contributions to industry associations in 2019: ANDESCO: COP 38,092,000 ACOLGEN: COP 363,784,843 ANDI: COP 207,340,000 TOTAL 2019: COP 609,216,843			
Own	Events Reported Through the Ethical Channel	Ethics, Transparency and Anti-corruption	77	Only information for GEB is presented	
<b>Talent Management</b>					
GRI 103: Management approach 2016					
GRI 202: Market presence 2016					
GRI 401: Employment 2016					
GRI 402: Labor-management relations 2016					
GRI 404: Training and education 2016					
GRI 405: Diversity and equal opportunity 2016					
GRI 406: Non-discrimination 2016					
103-1	Explanation of the material topic and its boundary	Talent Management	115		X
103-2	The management approach and its components	Talent Management	118		X
103-3	Evaluation of the management approach	Talent Management	118		X
202-2	Proportion of Senior Management hired from the local community	Annexes		Does not include information on Electro Dunas for 2019	
401-1	New employee hires and employee turnover	Talent Management Annexes	122, Annexes	Reasons for leaving at Electro Dunas are not included	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Talent Management Annexes	121		
401-3	Parental leave	Talent Management Annexes	122, Annexes	At Electro Dunas, there is no information available for 2019 on employees who remain at the company 12 months after having returned; consequently the return rate does not include information on Electro Dunas	
402-1	Minimum notice periods regarding operational changes	Grupo Energía Bogotá does not have a pre-defined minimum number of weeks of advance notice prior to significant operating changes that would substantially affect employees.	-		
404-1	Average hours of training per year per employee	Talent Management Annexes	120	2017 data is not broken down by job category. Does not include information on Electro Dunas for 2019	X



GRI Standard	Table of Contents	Location	Page	Omissions	External assurance
404-2	Programs for upgrading employee skills and transition assistance programs	Talent Management	120	There are no transition assistance programs	
404-3	Percentage of employees receiving regular performance and career development reviews	Talent Management Annexes	120, 121	Does not include information on Electro Dunas for 2019	
405-1	Diversity of governance bodies and employees	Talent Management Annexes	116	Only data for GEB Colombia and the Transmission Branch are reported	
405-2	Ratio of basic salary and remuneration of women to men	Talent Management Annexes	116	Does not include information on Electro Dunas nor on Trecca for 2019	
406-1	Incidents of discrimination and corrective actions taken	Talent Management	116		
EU15	People nearing retirement age	Annexes		Does not include information on Electro Dunas nor on Trecca for 2019	
Own	Diversity	Talent Management Annexes	116	Includes data for GEB corporate offices and the Transmission Branch.	
Own	Percentage of management positions held by women	Talent Management Annexes	116	Does not include information on Electro Dunas for 2019	
Own	Employee work environment (employee commitment)	Talent Management	115, 117	Includes data for GEB corporate offices and the Transmission Branch.	
Own	Reputation	Gatefold	Not applicable	Includes data for GEB corporate offices and the Transmission Branch.	
<b>Superior Performance and Profitability</b>					
GRI 103: Management approach 2016					
GRI 201: Economic performance 2016					
103-1	Explanation of the material topic and its boundary	Superior Performance and Profitability	146		X
103-2	The management approach and its components	Superior Performance and Profitability	147		X
103-3	Evaluation of the management approach	Superior Performance and Profitability	147		X
201-1	Economic value generated and distributed	Superior Performance and Profitability Annexes	153	The information under the community investments item does not include data from Trecca nor Electro Dunas	X
Own	Capital structure	Gatefold Superior Performance and Profitability	152		
Own	Operating revenue, net income and EBITDA	Gatefold Superior Performance and Profitability	152		
EU4	Length of transmission and distribution lines	Superior Performance and Profitability Annexes	154		
Own	Availability	Superior Performance and Profitability Annexes	155	Does not include information on Electro Dunas nor on Cálidda for 2019	
Own	Service reliability (%)	Annexes		Only information on Contugas is reported in 2019.	
Own	Maintenance plan performance (%)	Annexes		Does not include information on the Transmission Branch, Electro Dunas nor Cálidda	
Own	Leaks in gas transportation and distribution	Annexes		Only information for the gas distribution and transportation businesses is reported	

GRI Standard	Table of Contents	Location	Page	Omissions	External assurance
<b>Occupational Safety and Health</b>					
GRI 103: Management approach 2016					
GRI 403: Occupational Safety and Health 2018					
103-1	Explanation of the material topic and its boundary	Life Comes First	124		X
103-2	The management approach and its components	Life Comes First	124		X
103-3	Evaluation of the management approach	Life Comes First	124		X
403-1	Occupational safety and health management system	Life Comes First, Annexes	126, 127	Does not include information on Electro Dunas	
403-2	Hazard identification, risk assessment, and incident investigation	Life Comes First, Annexes	128		
403-3	Occupational health services	Life Comes First	127	Does not include information on Electro Dunas	
403-4	Worker participation, consultation, and communication on occupational safety and health	Life Comes First (34) at the Transmission Branch and corporate offices, (41) at TGI, (6) Contugas, (10) Trecca, Annexes	128	Does not include information on Cálidda and Electro Dunas	
403-5	Worker training on occupational safety and health	Life Comes First	128	Does not include information on Cálidda	
403-6	Promotion of worker health	Life Comes First	127		
403-7	Prevention and mitigation of occupational health and safety impacts on workers directly linked by business relationships	Life Comes First, Annexes	127	Does not include information on Electro Dunas nor on Contugas for 2019	
403-8	Coverage of the occupational safety and health management system	100% of employees are covered in compliance with regulations, and certifications such as OSHAS 300.			
403-9	Work-related injuries	Annexes Rates are calculated in terms of each 1,000,000 hours worked, following international standards such as ISO and OSHA 18001. GEB EMPLOYEES: * Number of deaths produced by work-related injuries = 0 * Rate of deaths produced by work-related injuries = 0 * Number of work-related injuries with major consequences (excluding deaths) = 0 * Rate of work-related injuries with major consequences (excluding deaths) = 0 * Number of reportable work-related injuries = 0 * Rate of reportable work-related injuries = 0 * Total hours worked = 1,192,671 hours GEB CONTRACTORS: * Number of deaths produced by work-related injuries = 0 * Rate of deaths produced by work-related injuries = 0 * Number of work-related injuries with major consequences (excluding deaths) = 17 * Rate of work-related injuries with major consequences (excluding deaths) = 4.35 * Number of reportable work-related injuries = 39 * Rate of reportable work-related injuries = 9.98 * Total hours worked = 3,908,321 hours	* Does not include accidents with major consequences and reportable accidents for prior years for employees and contractors of GEB Colombia, the Transmission Branch and TGI * Total work-related accidents at TGI for employees and contractors is not broken down by gender.	X	



GRI Standard	Table of Contents	Location	Page	Omissions	External assurance
403-10	Work-related ill health	Annexes Number of deaths produced by work-related ill health in 2019 was zero for GEB and TGI employees. The number of reportable cases of work-related ill health in 2019 was zero for GEB and TGI employees.		Supplier information is not provided because it is not available.	X
EU17	Days worked by contractors and sub-contractors involved in construction, operation and maintenance activities	Annexes			
Own	LTIFR of employees and contractors Indicators on frequency and severity of incidents leading to lost time by employees and contractors	Annexes			
Own	Deaths	Life Comes First, Annexes	128		
<b>Corporate Governance</b>					
GRI 103: Management approach 2016					
GRI 405: Diversity and equal opportunity 2016					
103-1	Explanation of the material topic and its boundary	Corporate Governance	56		X
103-2	The management approach and its components	Corporate Governance	56		X
103-3	Evaluation of the management approach	Corporate Governance	56		X
Own	Effectiveness of the Board of Directors (attendance)	Corporate Governance	58, 59		
Own	Average seniority of the members of the Board of Directors	Corporate Governance	58, 59		
Own	Board of Directors' experience in the industry	Corporate Governance	58, 59		
Own	Shareholdings and shareholding requirements	At present, none of the members of the Board of Directors have shareholding in GEB, either directly or through family companies. In relation to Senior Management employees at GEB, as of December 31, 2019 it was confirmed that 16 of them have a shareholding (not material) equivalent to 0.0069%. For additional details on our guidelines, see our Policy on Trading in Shares at: <a href="https://www.grupoenergibogota.com/sostenibilidad/politicas-corporativas">https://www.grupoenergibogota.com/sostenibilidad/politicas-corporativas</a>			
Own	Shareholdings	Corporate Governance	57		
<b>Proactive Regulatory Management</b>					
GRI 103: Management approach 2016					
103-1	Explanation of the material topic and its boundary	Proactive Regulatory Management	160		X
103-2	The management approach and its components	Proactive Regulatory Management	160		X
103-3	Evaluation of the management approach	Proactive Regulatory Management	160		X
Own	Industry association events	Proactive Regulatory Management	161		

GRI Standard	Table of Contents	Location	Page	Omissions	External assurance
<b>Biodiversity</b>					
GRI 103: Management approach 2016					
GRI 304: Biodiversity 2016					
103-1	Explanation of the material topic and its boundary	Biodiversity Management	138		X
103-2	The indeterminate management approach and its components	Biodiversity Management	139		X
103-3	Evaluation of the management approach	Biodiversity Management	142		X
304-1	Significant impacts of activities, products, and services on biodiversity	Annexes		Does not include information on Cálida and Electro Dunas	X
304-3	Habitats protected or restored	Biodiversity Management, Annexes	139, 140, 141	Information is reported for GEB, Contugas and Trecca	
<b>Climate Strategy</b>					
GRI 103: Management approach 2016					
GRI 302: Energy 2016					
GRI 305: Emissions 2016					
103-1	Explanation of the material topic and its boundary	Climate Strategy	132		X
103-2	The management approach and its components	Climate Strategy	134		X
103-3	Evaluation of the management approach	Climate Strategy	134		X
302-1	Energy consumption within the Organization	Annexes		Electro Dunas only reports energy purchased from the network. Only the gross amount is reported based on the location of the indirect emissions	X
305-1	Direct GHG emissions (Scope 1)	Climate Strategy, Annexes	133	Does not include information on Electro Dunas for 2019	X
305-2	Indirect GHG emissions from generating energy (scope 2)	Climate Strategy Annexes	133	Does not include information on Electro Dunas for 2019	X
305-3	Other indirect GHG emissions (Scope 3)	Climate Strategy Annexes	133	Does not include information on Electro Dunas for 2019	
305-5	Reduction of GHG emissions	Annexes		Only information for Contugas is reported	
<b>Specific contents - non-material topics</b>					
<b>Supply Chain</b>					
GRI 102: General disclosures 2016					
GRI 204: Acquisition practices 2016					
GRI 308: Supplier environmental assessment 2016					
GRI 414: Supplier social assessment 2016					
103-1	Explanation of the material topic and its boundary	Sourcing Management	156		
103-2	The management approach and its components	Sourcing Management	156, 157		
103-3	Evaluation of the management approach	Sourcing Management	157		
Own	Proportion of local suppliers	Sourcing Management	157		
Own	Savings in contracting processes	Sourcing Management	157	This indicator does not include information on the controlled companies. It only includes information on GEB Colombia and the Transmission Branch.	X



GRI Standard	Table of Contents	Location	Page	Omissions	External assurance
<b>Eco-efficiency</b>					
GRI 302: Energy 2016					
GRI 303: Water and effluents 2018					
GRI 306: Effluents and waste 2016					
GRI 307: Environmental compliance 2016					
303-3	Water extraction	Annexes		Only information for GEB and TGI is reported	X
303-5	Water consumption	Annexes			
306-2	Waste by type and disposal method	Annexes			X
307-1	Environmental penalties	No environmental penalties were imposed on GEB during the reporting period			
<b>Risks</b>					
GRI 103: Management approach 2016					
103-1	Explanation of the material topic and its boundary	Sustainable Strategy	90		
103-2	The management approach and its components	Sustainable Strategy	90, 91, 93		
103-3	Evaluation of the management approach	Sustainable Strategy	92, 93		
Own	Strategic risks	Annexes			
Own	Emerging risks	Annexes			

Section 4, Article 47 of Law 222/1995

External Circular Letter 300-002/2010 from the Companies Superintendence.

All GEB brands are duly registered before the competent authorities. The Company has also complied with intellectual property and copyright regulations.

Paragraph 2, Article 87 of Law 1676/2013

During 2019, in compliance with Memorandum No. 220-105469 dated July 07, 2014, issued by the Companies Superintendence, we declare that GEB has not hindered the free circulation of invoices issued by vendors or suppliers.



# GEB 2019 Annexes

## Ethics, Compliance and Conduct

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

Members of the highest governance body informed and trained in anti-corruption	2019	
	No.	GEB %
Total Board and Committee members	9	100%
Number and percentage of Board and Committee members who have been informed of the organization's anti-corruption policies and procedures	9	100%
Number and percentage of Board and Committee members who have received training on the fight against corruption	4	44%

GEB and Transmission Branch employees informed and trained by region in Colombia

Employees	Number informed	Percentage informed	Number trained	Percentage trained
Colombia	595	100%	522	88%
Region is defined as country				

GEB and Transmission Branch employees informed and trained by job category in Colombia

Employees	Number informed	Percentage informed	Number trained	Percentage trained
Senior Management	16	100%	8	50%
Middle Management	91	100%	76	84%
Advisors	259	100%	242	93%
Professionals	161	100%	142	88%
Support/assistants	68	100%	54	79%
<b>Total</b>	<b>595</b>	<b>100%</b>	<b>522</b>	<b>88%</b>

## Sustainable Strategy

(102-11) (102-15) (Own) Strategic and emerging risks

#	Strategic risk	Brief description	STRATEGIC RISKS	
			Mitigation actions	Potential impacts
1	Regulatory changes unfavorable to the Company's interests.	Changes in current regulations (laws, decrees, resolutions, regulations, rulings, doctrine) with a negative impact on the interests of GEB.	Promote that by 2021 the government entities that issue for the most relevant regulations for GEB (MME and CREG) have adopted the practices recommended by OECD related to the analysis of impact of regulations. Define and implement a strategic regulatory agenda: Monitor changes in legislation and regulations. Actively participate in industry associations (Andesco, Naturgas, Acolgen, Andi, La Sociedad, among others). Institutional mapping. Group lobbying of high government in Colombia and Peru.	Lower revenues/Limitations to growth of GEB, its affiliates and investees.

## Other Annexes



#	Strategic risk	Brief description	STRATEGIC RISKS	
			Mitigation actions	Potential impacts
2	Work accidents during project development, operation and maintenance activities.	Work accidents during project development, operation and maintenance activities of transmission projects affecting direct employees or third parties, involving serious injuries or deaths.	Implement the Industrial Safety Cultural Transformation Program. Inspect and verify compliance with occupational safety and health (OSH) procedures for high risk jobs and affiliations to the social security system. Periodic verification of competencies and training of Company and contractor employees. Orientation and periodic awareness-raising on the risks and hazards employees and contractors are exposed to. Establish indicators to measure OSH competencies and performance at all levels of the organizations and with contractors. Periodic review and/or update operating procedures for high risk activities. Require personal accident insurance policies for high risk field tasks from contractors and sub-contractors.	Serious or fatal injuries. Economic losses. Fines, penalties or lawsuits; shut-down of work sites or of the Company. Effects on image and reputation. Effects on project time-tables and compliance (delays).
3	Lack of continuity in the strategy or failure to implement the corporate governance practices.	Periodic changes in the Administration of the city of Bogotá and instability in the strategic guidelines, leading to lack of continuity in the implementation of the strategy and in corporate governance.	Monitor compliance with and continuity of good corporate governance practices aligned with OECD guidelines. Ongoing promotion of the importance of strong, clear and effective corporate governance mechanisms, and quantify the negative effects of non-compliance Assimilation, consolidation and communications of Phase 4 of the corporate governance re-institutionalization process. Update and monitor the long-term strategic plan (CSP). Monthly monitoring to ensure alignment with the CSP at GEB and its affiliates (strategic overview to detect early warning signs on achievement of the MEGA goal). Fulfillment of the commitments derived from the shareholder agreement signed with the Majority Shareholder as part of the Democratization process (Matrix of Compliance with Corporate Governance Rules). Strengthening of the Intervention Model. Monitor and control the Compensation Model. CSP communications plan, internal and external communications.	Changes in policies and guidelines, re-processing, inadequate execution of the budget and PAC. Effect on ratings awarded by credit rating agencies. Negative perception of investors on the commitment and stability of GEB's management. Breach of the shareholder agreement derived from the Democratization process. Effects on GEB's credibility among stakeholders regarding shareholder and management commitment to corporate governance. Difficulties in negotiating topics of interest with third parties (credit, new businesses, partners).
4	Inadequate management of the corporate strategy at affiliates.	Failure by GEB to adequately monitor the strategy and good corporate governance practices at the affiliates.	Implementation and ongoing monitoring of the Corporate Governance Model and communications with affiliates (strengthen boards of directors, committees, bylaws and reporting lines). Definition of procedures and guidelines for managing assets. Implementation of key processes (to leverage the growth strategy: sourcing, communications, new businesses, human resources management, cost control, among others). Adoption of the Intervention Model. Follow-up on SBG VPs and Affiliates (quarterly reports submitted to the BoD by the SBGs). Definition of leader profiles, competencies and development plans. Evaluation, coaching and monitoring during the performance objectives definition and structuring stage. Implementation and application of the compensation model and its alignment across Group companies. Identification of critical roles vs. development plans (for succession).	Loss of business/Loss of value. Loss of operating efficiency and resources. Unfavorable impact on reputation. Failure to fulfill the budget. Failure to implement the strategy. High contingencies or subsidizing inefficiencies in new investments.
5	Not exercising an appropriate role as shareholder in the decisions adopted at companies in which GEB has non-controlling interests.	Not intervening in an appropriate and timely manner to influence the decisions made by companies in which GEB has non-controlling interests, in favor of the interests of GEB.	Definition of a clear agenda in companies where GEB holds non-controlling interests. Define each asset's role within GEB's investment portfolio. Implementation of an orderly plan with other shareholders, with a defined purpose and aligned with the strategy. Management plan and competencies to participate in boards of directors (and their reorganization by appointing SBG VPs to the BoDs). Define procedures and guidelines to manage companies in which GEB has non-controlling interests.	Loss of business/Loss of value. Loss of operating efficiency and resources. Effects to image; reputation. Litigation. Effects on company operations.

#	Strategic risk	Brief description	STRATEGIC RISKS	
			Mitigation actions	Potential impacts
6	Not having the appropriate and motivated human capital to develop the strategy.	Not having the appropriate and motivated human capital to develop the strategy.	Design and implementation of the Human Resource Management Model framework. Update, document, communicate and fulfill human resource management policies and procedures. Definition of leader profiles, competencies and development plans. Evaluation, coaching and monitoring during the performance objectives definition and structuring stage. Definition of responsibilities and structure to design and implement knowledge management at the company. Identification of critical roles vs. development plans (for succession). Implement the workplace environment and organizational culture strategy. Implementation and application of the compensation model and its alignment across Group companies. Align the GEB Academy to the cross-cutting needs identified at GEB and its companies.	Inadequate selection of personnel and effects to the management life cycle. High turnover and inadequate performance. Low motivation and unfocused strategy. Not having high-performance teams with adequate recognition models. Inadequate resource investment and flight of knowledge, reprocessing, and failure to preserve knowledge. Misaligned implementation of the human resources management model. Low personnel productivity and motivation.
7	Inadequate debt management.	Higher costs or difficulties in renewing current credit lines or obtaining new loans for GEB.	Formulation of mechanisms for early refinancing at longer terms and more favorable market conditions. Cash management to gradually pay down debt. Time optimization mechanisms - Medium-term debt programs. Negotiation of less restrictive contractual clauses, guarantees or parent company/affiliate support. Formulation and implementation of a financial risk hedging strategy for debt and investments of GEB. Search for debt arrangements that do not require ratings. Evaluate and implement actions aimed at restructuring debt concentration by term or currency.	Default event. Drop in share prices. Lower cash flow. Additional financial costs. Difficulties in placement/commercialization of papers. Non-viability of future businesses.
8	Failure to fulfill the Business Plan.	Carry out the Business Plan with variables that are not aligned with the Group's economic and operational situation. Failure to monitor the Business Plan's financial plan in a timely manner.	Development of a pipeline of new opportunities in different business areas. Definition of mid-term goals and periodic monitoring of fulfillment. Active management control over revenues. Structure and monitor the business financial plan. Implement a debt restructuring strategy in conditions that are consistent with income generation. Monitor CSP indicators. Definition of procedures and guidelines for monitoring affiliates - Financial Committees.	Lack of growth/ Drop in share prices. Lower dividends for shareholders. Difficulties in obtaining new funding. Default event. Low liquidity or insolvency event at any GEB company, consequently affecting the parent company. Loss of investment grade credit rating.
9	Fraud and Corruption.	Any dishonest act or negligent omission designed to deceive others and cause losses to the victim or a benefit for the author. Failure to prevent, detect, investigate and correct acts of fraud or corruption at or against the companies of Grupo Energía Bogotá.	Training to strengthen ethics, transparency and compliance. Ethical Channel. Define authority levels in procedures and policies, matrix of segregation of functions in SAP, system access controls. Fulfill with no exceptions the personnel selection process. Declarations of conflict of interest; review and management of reported cases. Plural number of participants in contracting processes, technically and legally supported preliminary studies, cross-checks, signing of confidentiality agreements, checking on restrictive lists. Include evidence of results from queries in restrictive lists in order to sign or amend any type of contract. Supplier workshop, supplier assessment and implementation of supplier registry. Establishment of administrative penalties for employee failure to comply with the SIPLA Manual.	Economic losses. Impact on reputation. Loss of stakeholder trust. Low employee morale. Drop in share prices.



STRATEGIC RISKS				
#	Strategic risk	Brief description	Mitigation actions	Potential impacts
10	Non-continuity of the business.	Inadequate preparation to recover and restore critical business activities in case of a risk event that threatens business continuity.	Implementation of a Business Continuity Plan. Take out insurance policies/transfer risks. Back-up data center for SAP services. Office 365 (e-mail). Adequate selection of alternate board members at affiliates in order to ensure ongoing support.	Economic losses, lower income. Non-availability of physical facilities. Non-participation in strategic decisions of affiliates and associates.
11	Loss of the confidentiality, integrity or availability of information.	Failure to maintain the confidentiality, integrity and availability of information assets, which may affect operations, competitiveness, profitability and corporate image.	Training, education and awareness-raising on information and systems security. Policy, procedures and tools to inventory, assess, classify and treat information. Apply segregation of functions in information systems (SAP) and active security (ongoing monitoring of user roles and profiles). Automated control of accounts to access information systems and role profiling. Segmented and separate networks for access by guests both for cable and wireless networks. Internal audits both of the Information Security Model and the information systems. Ethical hacking and social engineering tests. Anti-spam and anti-phishing tools. Automatic information backups.	Industrial espionage and loss of competitiveness. Loss of businesses. Leaks or loss of key information. Impact on image, penalties and fines by control bodies. Lower productivity or non-continuing businesses.

EMERGING RISKS				
Global or industry trends	Risk Emerging	Correlation with strategic risks	Possible impacts	Mitigation actions
Changes of government and of the economic situation of the country.	Changes in tax and financing laws.	Unfavorable changes in regulations for the company's interests.	Effects on revenues and EBIT-DA, drop in stock prices	<ul style="list-style-type: none"> <li>Monitor laws, regulations, doctrine and jurisprudence.</li> <li>Group lobbying of high government in each country.</li> <li>Legal stability agreements.</li> </ul>
Cyber-security.	Cyber-attacks.	Loss of the confidentiality, integrity or availability of information.	<ul style="list-style-type: none"> <li>Industrial espionage and loss of competitiveness.</li> <li>Loss of businesses.</li> <li>Leaks or loss of key information.</li> </ul>	<ul style="list-style-type: none"> <li>Automated control of accounts to access information systems and role profiling.</li> <li>Segmented and separate networks for access by guests both for cable and wireless networks.</li> <li>Internal audits both of the Information Security Model and the information systems.</li> <li>Anti-spam and anti-phishing tools.</li> <li>Ethical hacking and social engineering tests.</li> </ul>
Catastrophes and major events.	Climate change.	Non-continuity of the business.	Inability to deliver the services, with financial and reputation effects on the Company.	<ul style="list-style-type: none"> <li>Take out insurance policies/transfer risks. Continuously survey the insurance market for new and better coverage, to reduce the financial impact of a loss event if a risk materializes.</li> <li>Business Continuity Plan.</li> <li>Institutional Emergency Response Plan (PIRE, for the original in Spanish).</li> </ul>

## Genuine relations

(102-43)(102-44) Stakeholders

Stakeholders	Mechanisms for relations	Frequency of relations	Relevant topics	Where can I find 2019 results?
Shareholders and investors	Sustainability Report	Annual	Stock performance information with shareholders and investors, graphs on stock performance, financial achievements and challenges for the upcoming year.	Superior Performance and Profitability chapter. Annexes
	Corporate governance report	Annual	Progress on implementation of <i>Código País</i> and Circular Letter 028/2015 and challenges for the upcoming year.	
	Quarterly performance reports of GEB, TGI and Cálidda	Quarterly	Financial, commercial and operating	
	Conference on performance of GEB, TGI and Cálidda	Quarterly	Financial, commercial and operating	
Customers	Only Cálidda and Contugas have customers/satisfaction surveys, performance indicators, talks, workshops and activations	Annual	Mechanisms are in place for petitions, claims and complaints, citizen participation, education plans, information for neighbors and feedback that enable managing impacts, promote the safe use of natural gas and prevent damages.	Genuine relations chapter.
Employees	Blog	Weekly	<ul style="list-style-type: none"> <li>Corporate governance.</li> <li>Audit and control.</li> <li>Talent management.</li> <li>Well-being.</li> <li>Organizational changes.</li> <li>Benefits and non-salary and extra-contractual remuneration.</li> <li>Work environment.</li> <li>Organizational culture.</li> <li>Strategic planning.</li> </ul>	Corporate Governance, Ethics and Transparency chapter. Talent Management chapter. Vision Zero – Life Comes First chapter. Annexes
	Digital platforms	Ongoing		
	E-mail	Ongoing		
	Ethical Channel	As required		
	Work coexistence committee	Quarterly		
	TVs in offices	Weekly		
Authorities	Strategy meetings	Annual	<ul style="list-style-type: none"> <li>Offsetting for loss of biodiversity.</li> <li>Change in soil use.</li> <li>Rehabilitation of habitats for non-vascular epiphytes.</li> <li>Social investment projects</li> <li>Strategic partnerships.</li> <li>Creation of jobs and opportunities.</li> <li>Environmental management plans.</li> </ul>	Corporate Governance, Ethics and Transparency chapter. Genuine relations chapter. Shared value chapter. Biodiversity Management chapter. Climate Strategy chapter. Annexes
	Environmental compliance reports	Biannual		
	Biannual report on lifting of bans	Biannual		
	Negotiations on environmental offsetting	Monthly		
	Visits	As required		
	Meetings, briefings	As required		
	Newsletters	As required		
	Response to complaints, petitions and claims	As required		
	Website	Ongoing		
	E-mail	Ongoing		
Communities	Work meetings	As required	<ul style="list-style-type: none"> <li>Shared Value Projects.</li> <li>Forestry offsetting to be performed in the area of indirect influence.</li> <li>Price negotiation and offsetting of effects.</li> <li>Negotiation of rights of way (land).</li> <li>Negotiation of environmental matters.</li> <li>Environmental Impact Assessment results.</li> <li>Ethics and transparency.</li> <li>Biodiversity and water management.</li> <li>Construction process and gas installation.</li> </ul>	Corporate Governance, Ethics and Transparency chapter. Genuine relations chapter. Shared value chapter. Biodiversity Management chapter. Climate Strategy chapter. Superior Performance and Profitability chapter. Annexes
	Telephone line	Ongoing		
	Sustainability Report	Annual		
	Ethical Channel	Ongoing		
	Broadcast pieces	As required		
	Invitations to meetings	Ongoing		
	Citizen and/or community participation workshops	Ongoing		
	Communications office and social management area	As required		
	Relationship-building meetings	As required		
	Meetings, briefings	As required		
	Newsletters	As required		
	Response to complaints, petitions and claims	Ongoing		
	Website	Ongoing		



Stakeholders	Mechanisms for relations	Frequency of relations	Relevant topics	Where can I find 2019 results?
Opinion formers	Events, talks, press conferences and press releases	Monthly	Financial information, stock information, relevant events	Superior Performance and Profitability chapter.
Suppliers	Website	Ongoing	<ul style="list-style-type: none"> <li>Contracting process.</li> <li>Bidding processes.</li> <li>Social management.</li> <li>Ethics and transparency.</li> <li>Policies.</li> <li>Manuals and procedures.</li> <li>Sourcing model.</li> <li>Cooperation strategic partnerships.</li> </ul>	Corporate Governance, Ethics and Transparency chapter.
	Surveys	As required		Genuine relations chapter.
	E-mail	Ongoing		Shared value chapter.
	On-site inspections	Unannounced		Superior Performance and Profitability chapter.
	Ethical Channel	Ongoing		Annexes
	Telephone line	Ongoing		
	Sustainability Report	Annual		
Work meetings	As required			

### (Own) Customer satisfaction

Customer satisfaction (%)	TGI					Cálidda					Contugas							
	2015	2016	2017	2018	2019	2019 Target	2015	2016	2017	2018	2019	2019 Target	2015	2016	2017	2018	2019	2019 Target
Customer satisfaction level	91%	82%	91%	86%	85%	Not available	84%	83%	83%	81%	73%	84%	82.8%	85.9%	84.9%	85.6%	80%	80%

## Shared Value

### (203-2) Significant indirect economic impacts

GEB 2019	
Impact description	Where it occurred
Shared value project aimed at strengthening tourism activities in the municipalities of the Coffee growing region by designing tourism routes and providing training for associated businesses.	Western Region: Armenia project. Department of Risaralda. Municipalities: Pereira, Dosquebradas and Santa Rosa de Cabal.
Hiring of skilled workers in the area through the sustainability operator. Job creation through works contractors, which have hired unskilled labor in the area of influence of the projects.	Western Region: RSO, Armenia and Tesalia- Alférez projects. Departments: Antioquia, Quindío, Risaralda, Caldas and Valle del Cauca.
Through the "Skills for Peace" component of the "Energy for Peace" program, 27 agents of change were graduated, all with initiatives that were prioritized with active community participation, performed jointly by GEB and the Association of Women Entrepreneurs of Herrera Tolima (ASOMEHT, for the Spanish original), including young local leaders, teachers and school administrators from the Technical Agricultural School of San Rafael, High School Campus and San José Primary School Campus in Herrera. The following were the initiatives: "Women Embroidering for Peace and Non-Violence", "I Participate to Lead: Children and Youth Sports School for Leadership", "Education Initiatives: Learning and Playing: "I Recreate: A Space for Learning, Color and Games".	Southern region: Tesalia-Alférez Project. Department of Tolima. Municipalities: Rioblanco, Herrera township.
Strengthening of the ancestral knowledge of the Paez Las Mercedes reservation and building of the indigenous maloca that benefited the 65 families living in this reservation.	Southern region: Tesalia-Alférez Project. Department of Tolima. Municipalities: Rioblanco. Herrera township, district of Las Mercedes.
Improvement in the life quality of over 690 families through performance and delivery of 20 investment projects, 50 projects in progress that will benefit over 1,200 families in the rural areas of influence of the Tesalia-Alférez project.	Southern region: Tesalia-Alférez Project. Departments of Tolima and Huila.

GEB 2019	
Impact description	Where it occurred
The life quality of the Yonda family improved considerably following their resettlement because their house was located on the rights of way area. They were consensually resettled to the town center of the township of Herrera, where the children will no longer have to take 2-hour walks to go to school, since now they live across the street from the school. The mother can now make use of her seamstress skills, and they additionally established a business at their home, where they sell groceries, sweets and stationery, taking advantage of the excellent location of their new house. Their income improved noticeably and the father can still work on the crops at the farm. As an added value, the project's management contributed some household appliances and furniture, beds in particular, because at their old home they lived in precarious conditions.	Southern region: Tesalia-Alférez Project. Department of Tolima. Municipalities: Rioblanco. Township: Herrera.
The life quality of three families who lived on the JAMONDINO line improved thanks to their resettlement in the San Antonio district of the Municipality of Mocoa, which was seriously affected by the mudslide that occurred in March 2017. Conditions for the three families improved significantly in terms of quality of housing, access to basic social services such as health, education and public utilities such as electricity, water and sewage. Support was also provided for the reestablishment of crops to generate income for their livelihoods.	Southern region: Renacer-Mocoa Project. Department of Putumayo. Municipality: Mocoa. District: San Antonio.
Improvement of the social infrastructure to benefit over 400 people from the surrounding rural areas, who now have a suitable and pleasant area to hold community meetings and events to strengthen the social fabric.	Southern region: Renacer-Mocoa Project. Department of Putumayo. Municipality: Mocoa. District: San Antonio and Guaduales.
Creation of 37 unskilled and 4 skilled jobs in the social, environmental and technical areas in the Municipality of Mocoa, department of Putumayo, helping improve the difficult employment conditions in the region.	Southern region: Renacer-Mocoa Project. Department of Putumayo. Municipality: Mocoa. District: San Antonio and Guaduales.
Acquisition of goods and services in the region such as food, lodging, civil works materials, supplies, equipment, solid and dangerous waste collection services, supply of wood, protection equipment, stationery, leases, transportation, services such as dump trucks, heavy machinery and personnel transportation vehicles, which have helped drive the economy of the Municipality of Mocoa, which was serious affected by the mudslide that occurred in March 2017, causing numerous deaths and seriously affecting social and community infrastructure, and which led to a slump in the local economy.	Southern region: Renacer-Mocoa Project. Department of Putumayo. Municipality: Mocoa. District: San Antonio and Guaduales.
The Colectora Project sought to contribute to the transformation of the local economy by involving the "Association of Wiwa Women Artisans from Tezhumke" in the "Macro Round for Reconciliation", an event intended to mobilize and manage resources through business partners to support projects promoted by organizations, leaders or foundations. Thanks to their participation in this event, the association managed to contact handicraft suppliers and to close business offers and increase their income. 19 women are members of the association.	Northern region: Colectora Project. Department of Cesar. Municipality: Valledupar. Township: Patilla.
The Colectora Project sought to contribute to the transformation of the local economy by involving the "Multi-activity Cooperative of Pottery Workers from Valledupar (COOMULVAL, for the Spanish original)" in the "Macro Round for Reconciliation", an event intended to mobilize and manage resources through business partners to support projects promoted by organizations, leaders or foundations. Thanks to their participation in this event, the association managed to contact construction companies from Valledupar and to close business offers and increase their income. This helped improve the life quality of the 70 families that benefit from the cooperative.	Northern region. Department: Valledupar. District: Las Casitas (Valencia de Jesús Township).
The Colectora Project sought to contribute to the transformation of the local economy by involving la "Curaril Wayuu community" of the Municipality of Maicao (La Guajira) in the "Macro Round for Reconciliation", an event intended to mobilize and manage resources through business partners to support projects promoted by organizations, leaders or foundations. Thanks to their participation in this event, the community met new suppliers.	Northern region. Department: La Guajira. Municipality: Maicao.



GEB 2019	
Impact description	Where it occurred
The Loma 110 project sought to contribute to the transformation of the local economy by involving the association "Las Peralejas Sabores Playoneros" in the "Macro Round for Reconciliation", an event intended to mobilize and manage resources through business partners to support projects promoted by organizations, leaders or foundations. Thanks to their participation in this event, the association was able to contact businesses in the gastronomy industry and to arrange potential sales. 60 women are members of the association.	Northern region: Loma 110 Project. Department: Cesar. Municipality of EL Paso. Township: Potrerillo.
The Loma 110 project sought to contribute to the transformation of the local economy by involving the community council "COACNEJA" of La Jagua de Ibirico (Cesar) in the "Macro Round for Reconciliation," an event intended to mobilize and raise resources through business partners to support projects promoted by organizations, leaders or foundations. Thanks to their participation in this event, the council was able to contact companies in the pig industry and make business deals.	Northern region: Loma 110 Project. Department: Cesar. Municipality: La Jagua de Ibirico.

TGI 2019
Impact description
Significant indirect positive economic impacts: 1. Infrastructure for competitiveness: During 2019, TGI carried out projects focusing on healthy lifestyles and the well-being of community members, as a strategy to promote social cohesion and equality in the territories, in articulation with the objective of providing universal access to safe, accessible and inclusive green areas and public spaces. The development of public spaces is essential for creating cheerful and inclusive cities and/or towns.
2. Sustainable energy: It is a development premise that TGI shares and promotes in the most vulnerable neighboring rural communities. The social gaps and the weakened culture of the Wayuu indigenous communities in northern La Guajira have led the company to decidedly bring solar panels for electricity to improve productivity and preserve the traditions and hopes of these families.
3. Access to water, basic sanitation and sewage: In line with this challenge and for the sake of equity, TGI contributes to improving and facilitating access to water for rural communities in its areas of interest.
4. Local entrepreneurship: In line with its focus on projects aimed at increasing the communities' productivity and competitiveness, TGI promotes entrepreneurship and the growth of traditional raising of minor livestock species in the communities, to create income opportunities and consolidate the traditions and the natural vocation of rural communities.
5. Ethnic and rural female entrepreneurship: Promoting the participation of women in benefiting from entrepreneurship opportunities that will spiritually and economically dignify them is a moral and social responsibility that TGI champions and promotes.
6. Innovation - access to biogas: Ensuring universal access to affordable, reliable and modern energy services is a global challenge that TGI has incorporated in its development initiatives, in view of the gap in access to basic services in rural Colombia and in many neighboring areas of the company.
7. Education: Improving the quality and relevance of education is one of the objectives of the social investment made by TGI. In this line, the company has supported "construction, upgrading and equipping school facilities to offer safe, adequate, non-violent, inclusive and effective learning environments for all."
8. Support for micro and small enterprises: TGI joins the global spirit of generating a culture of entrepreneurship and job creation as a means to drive productivity and innovation in the territories, and thereby foster their sustainable economic growth. The Province of Vélez, an example to be replicated.
9. Social leadership: In the case of the social leadership program carried out at 9 municipalities in TGI's direct areas of influence, transparent communications with all stakeholders is essential. These exchanges promote continuous improvement and strengthen the company's role in the community's engagement and development.
10. Strengthening of job skills: The diversification of employment is a pressing need to enable the economic growth of people and regions. To this end, TGI promotes the development of profitable and sustainable business units through technical training processes to enhance their productivity and competitiveness.
11. Corporate volunteer work: The employees join as volunteers who freely and selflessly offer their time, work and talent in favor of the common good of stakeholder groups within the territories of the company's AID.
12. Risk Management: The methodology adopted for the education and training program is based on the methodology of Awareness and Preparedness for Emergencies at the Local Level (APELL). It is primarily a means to contribute to increasing the awareness of local communities and to promote the culture of prevention, as well as the development of training programs aimed at all stakeholders.

CÁLIDDA 2019	
Impact description	Where it occurred
Natural gas provides families and industries in Lima and Callao savings in energy costs of 60%, generating progress and bringing life quality.	Lima and Callao.

CONTUGAS 2019	
Impact description	Where it occurred
Implementation of a socio-environmental entrepreneurship venture led by members of a popular soup kitchen. The entrepreneurial venture is called RECICLA + and will generate additional income for its members. All the above is in the framework of the Entrepreneurial Women program.	Province of Pisco, Department of Ica.
A NutriContugas program implemented at the popular soup kitchens provides savings when cooking meals.	Provinces of Nasca, Pisco, Chincha and Ica, in the Department of Ica.
Performance of the 2 <sup>nd</sup> Sustainability Fair, to benefit local start-ups.	Department of Ica.
Contracting of local suppliers and labor.	Department of Ica.
Change in the energy mix, promotion of the national policy of massification of natural gas, to the benefit of industrial and business customers.	Department of Ica.

TRECSA 2019	
Impact description	Where it occurred
Contracting of local labor.	Construction sites.
Opportunity to sell goods and services.	Construction sites.
Presence of people from outside the community that may interfere in the community's dynamics.	Construction sites.

**(412-1) Operations that have been subject to human rights reviews or impact assessments**

GEB	
Operations that have been subject to human rights reviews or impact assessments	<p><b>Western region-</b> Certified ethnic communities. At Reinforcement section 1 we have 3 non-certified communities, with whom in any case we have the obligation of engaging in differentiated relations according to the license. In Q2 4 certified communities and in Tesalia (Pradera) we have 1 non-certified ethnic community. Regarding resettlement, we have 2 cases in progress: 1 in progress in Marsella for the reinforcement project and in the completed project in Tesalia. It should be noted that none of the above cases has been subject to human rights risk assessments.</p> <p><b>Southern Region-</b> In the Tesalia-Alferez project (Sections I, IIA and IIB) a resettlement process is in progress with one family, an indigenous reservation (Las Mercedes) and an indigenous community (not certified by the Ministry), the Pijao El Vergel (<i>Cabildo</i>) Indigenous Council.</p> <p><b>Southern Region-</b> At the Renacer-Mocoa project there are three resettlement processes, and two of the families are part of the population displaced by the Colombian armed conflict. There are no indigenous communities present in the Mocoa project.</p> <p><b>Northern region-</b> Due diligence was performed on the prior consultations processes by means of a contract with the consulting firm Zabala Innovation Consulting for the Colectora Project (Colectora-Cuestecitas section), with a total of 208 communities monitored.</p>



**(412-3)** Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening

Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	2019		
	GEB	TGI	CÁLIDDA
Definition of "significant investment agreements":	Contracts that enable performance of the sustainability and shared value projects proposed by the Group.	Contracts that enable the company's sustainability and shared value plans.	Customer connection contracts, network construction, enabling, maintenance, supervision and oversight. They represent 85% of the amounts contracted by Cálidda.
Total number of significant investment agreements and contracts.	A contract with the consulting firm Zabala Innovation Consulting for the Colectora Project (Colectora- Cuestecitas section) to ensure due diligence regarding human rights in prior consultation processes, with a total of 208 communities monitored.	47	13
Total number of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.	1	All contracts are associated with the Code of Ethics, which establishes respect for human rights.	13
Percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.	100%	100%	100%

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

Operation centers where socio-environmental programs have been implemented	2019			
	GEB - Transmission Branch in Colombia	TGI	CÁLIDDA	CONTUGAS
Percentage (%) of operation centers with socio-environmental programs	95.65%	100%	43.75%	100%

**GEB - Transmission Branch in Colombia**

The calculated amount takes into consideration operations with community participation in: i) social impact assessments (does not include gender impact assessments in the participative processes); ii) environmental impact assessments and monitoring in progress; iii) publication of the results of the environmental and social impact assessments, and iv) committees and consultation processes with local communities that include vulnerable groups.

**TGI**

The calculated amount takes into consideration operations with community participation in: i) environmental impact assessments and monitoring in progress, and ii) local community development programs based on local community needs.

**CÁLIDDA**

The calculated amount takes into consideration operations with community participation in: i) local community development programs based on local community needs.

**CONTUGAS**

The calculated amount takes into consideration operations with community participation in: i) environmental impact assessments and monitoring in progress, ii) stakeholder engagement plans based on stakeholder mapping, iii) local community development programs based on local community needs. iv) labor councils, occupational safety and health committees and other worker representation bodies to address impacts, and v) formal complaint and/or claim processes at the local communities.

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

Operation center	Type of actual or potential impact	GEB 2019
		Impact description
Western Region	Change in landscape quality	It refers to effects on the landscape environment, in terms of visual incidence, and the effects of human activities on the landscape, mainly due to changes in the terrain and vegetation cover. These changes affect observers' perceptions of the landscape, thereby changing its functionality.
	Involuntary resettlement of the population	Performance of projects, works of activities require specific areas to locate the infrastructure involved in such projects, and such areas may sometimes coincide with houses or economic infrastructure on which families depend. In other words, it may give rise to the "loss of housing and assets as a result of the acquisition of lands related to a project, which requires resettling the affected person or persons to a different location," or "the loss of flows of income or means for livelihoods as a result of the acquisition of lands or the obstruction of access to resources (land, water or forest) due to the construction or operation of a project or its associated facilities."
	Created expectations	Development of positive or negative beliefs among residents or communities in connection with the dynamics of the territories that arise due to the presence of events that are considered drivers. In general, the arrival of a project to a region generates curiosity, interest, fear or rejection among residents in the area of influence, mainly in connection with acquiring rights of way, hiring local labor, negative impacts, fulfillment or non-fulfillment of agreements, or possible benefits to be received.
	Effects to community and private infrastructure	They are temporary or final restrictions to private and/or community infrastructure due to performance of infrastructure projects, works or industrial and agricultural activities, etc., that produce limitations to the operation or establishment of new private or community infrastructure. Such limitations have repercussions on the social and economic dynamics of families and communities, due to the temporary or permanent loss of the services they provide.
	Changes to the current conditions of roads and entrances to properties	The use of country and private roads for transportation and vehicle traffic contribute to the temporary or permanent impairment of roads, producing changes to their structure, and consequently changing the use and connectivity of the territorial units that use them. Changes to the current conditions of roads and entrances to properties not only affects the pedestrian and vehicle traffic of neighboring communities, but also their social and economic dynamics.
	Changes in the economic use of land	Changes in the economic use of land refer to changing the potential economic activity performed on the intervened property or land. They are caused by human, economic, cultural or natural activities carried out in the area of influence, which in turn creates the probability of producing changes in production and trade procedures.
	Generation of annoyance - Generation and/or worsening of conflicts	Annoyance is produced by a situation of discomfort for the residents of a territory. Such situation may arise during project construction and operation of projects, works or activities associated with the economic dynamics of the territory (hydrocarbons exploration and transportation, operation of transmission lines, or mining, cattle ranching, agro-industry, construction and use of roads, among others) whose effects may interfere in the everyday lives of the communities.
	Alterations to the nation's historical or archaeological heritage	It refers to partial and/or total alteration of archaeological or historical sites that shed light on the various activities carried out by ancient civilizations, and the cultural materials contained by such sites (pottery, stonework, metals, bones, macro-remains, and structures, among others).
Southern Region – Tesalia-Alfárez project	Impact on landscape	The impact on the landscape is primarily in the area of the Páramo del Meridiano Park, where special measures had to be taken jointly with the communities, and in particular with our partners and park guardians, the reservation of Las Mercedes and the Environmental Agency of Tolima (Cortolima), to mitigate any impact produced by the project, because the area was declared a regional natural park after the environmental license had been issued by ANLA.
Southern Region- La Loma 500 kV sub-station Río Córdoba Substation Cartagena- Bolívar transmission line Termocandelaria infrastructure in operation	Impact on landscape Birds collide against the guard wires and electricity lines. Cultural effects on the peoples of Sierra Nevada Santa Marta.	Change in the visual quality of the landscape. Birds collide against the guard wires and electricity lines. Diagnosis of cultural and spiritual effects to the Tayrona Indigenous Confederation (CIT, for the Spanish original).



(EU22) People physically or economically displaced and who received compensation by project type

**GEB Projects - Transmission Branch in Colombia**

<b>Western Region:</b> Tesalia-Alfárez Project. 1 family with 3 members was resettled.
<b>Southern region:</b> Tesalia- Alfárez project: 1 family with 5 members was resettled.
<b>Southern region:</b> Mocoa Project: 3 families with a total of 11 members were resettled.

(Own) Complaints related to impacts of contractor behavior on the communities

Complaints related to impacts of contractor behavior on the communities	2019				
	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA
Indicate the total number of complaints related to impacts of contractor behavior on the communities.	6 claims/complaints at the Tesalia-Alfárez project in the Southern region. 3 claims/complaints at the Renacer Mocoa project in the Southern region. 1 claim/complaint at the Renacer Mocoa project at the Loma 500 substation in the Southern region.	16	0	7	3
Indicate how many complaints were resolved.	6 claims/complaints at the Tesalia-Alfárez project in the Southern region. 3 claims/complaints at the Renacer Mocoa project in the Southern region. 1 claim/complaint at the Renacer Mocoa project at the Loma 500 substation in the Southern region.	16	0	7	3

(Own) Engagement events between the community and the organization

Engagement events between the community and GEB	2019				
	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA
Indicate the total number of engagement events between the community and the organization	<p><b>Western Region:</b> UPME 05-2009 Tesalia Alfárez 230 kV: 200 dialogue events. UPME 04 2014 RSO Section I: 1024 dialogue events. UPME 04 2014 RSO Section II: 360 dialogue events. UPME 04 2014 RSO Section III: 56 dialogue events. UPME 02 2009 Armenia: 354 dialogue events. S/E Alfárez: 38 dialogue events. Total: 2,032.</p> <p><b>Southern region:</b> 287 community engagement and relations events at the Renacer Mocoa project. 2,018 Community engagement meetings. Total: 2,305.</p> <p><b>Northern region:</b> Project UPME 06-2017 Colectora: 3,293. Project UPME RTS 13-2015 La Loma 110: 348. La Loma 500 kV Substation: 150. § Río Córdoba Substation: 5. Cartagena- Bolívar transmission line: 7. Total: 3,803.</p> <p><b>Central region:</b> Sogamoso Project: 5 information meetings and 3 public hearings were held. San Fernando project: 17 engagement events. Total: 25.</p>	Not available	315	184	Not available

Engagement events between the community and GEB	GEB	2019			
		TGI	CÁLIDDA	CONTUGAS	TRECSA
Indicate the main topics addressed during the engagement events between the community and the organization	<p>Western Region: UPME 05-2009 Tesalia Alfárez 230 kV: Awareness-raising workshop on safe coexistence with the infrastructure, SVP, Restart of works, participation in CMDR of the Municipality of Pradera, Itinerant Assistance Points, Delivery of communications pieces on PAC, satisfaction surveys.</p> <p>UPME 04 2014 RSO Section I: Invitations and meetings on works commencement, submission of license request to municipal and environmental authorities, delivery and dissemination of newsletters No. 6 and No. 7, information visits on project progress, prospective archeology, volunteer work, workshop on safe coexistence with the infrastructure and SVP.</p> <p>UPME 04 2014 RSO Section II: Visits to inform on the project's status, workshops on safe coexistence with the infrastructure.</p> <p>UPME 04 2014 RSO Section III: Visits to inform on the project's status, workshops on safe coexistence with the infrastructure, visits to inform on the final license for the project.</p> <p>UPME 02 2009 Armenia: Bimonthly meetings, workshops on safe coexistence with the infrastructure, workshops on the energy cycle, follow-up on agreement 101270, delivery and communication on the rights of way kits, handbook for municipal authorities with guidelines on Barbas Bremen, satisfaction surveys, SVP, meeting on lifting of suspension of activities, invitations to and delivery of course on comprehensive management systems by EAFIT with municipal authorities, invitations and meetings on closing of the construction stage and beginning of the operations stage, delivery and communication of information newsletters No. 4 and No. 5.</p> <p>S/E Alfárez: Information visits on Resolution 2202/2018 amending the license, invitation to and performance of meetings on commencement of the works including minor changes and amended license, events to receive resúmenes.</p> <p>Southern region: Meetings to communicate initiation or closing of the energy infrastructure project, as well as for each shared value or social investment project. Meetings to clarify community concerns on various issues, such as hiring local labor, contracting goods and services, training on environmental matters, on coexistence with the infrastructure, the importance of electricity, community agreements, meetings to communicate and deliver results of the EIA, meetings with municipal and community authorities, direct relations with stakeholders, ethnic groups, owners and citizens, among others.</p>	<ul style="list-style-type: none"> <li>• Presentations on initiation, progress and closing of operating activities.</li> <li>• Local hiring.</li> <li>• Prioritization and definition of social investment initiatives.</li> </ul>	<ol style="list-style-type: none"> <li>1. Request to expand networks.</li> <li>2. Coordination to begin construction.</li> <li>3. Safety of the distribution system.</li> </ol>	<p>The following are the main topics addressed:</p> <ul style="list-style-type: none"> <li>- Company presentation.</li> <li>- Main activities in our direct area of influence.</li> <li>- Citizen participation in the socio-environmental commitments.</li> <li>- Joint care for the natural gas pipelines.</li> <li>- Presentation on our contractors and their activities.</li> <li>- Uses and benefits of natural gas</li> <li>- How to identify and what to do in the event of a natural gas leak.</li> <li>- Emergency number of Contugas.</li> <li>- Contugas contingency plans.</li> <li>- Damage prevention plan.</li> <li>- Typical ditches of natural gas pipelines and minimum distances according to regulations.</li> <li>- Coordination before and during the works and in the event of damages to the distribution network.</li> <li>- Survey on expectations for the effects of materiality in Sustainable Management Report.</li> <li>- How to identify and what to do in the event of a natural gas leak.</li> <li>- Contugas contingency plans.</li> <li>- Damage Prevention Plan.</li> <li>- Typical ditches of natural gas pipelines and minimum distances according to regulations.</li> <li>- Coordination before and during the works and in the event of damages to the distribution network.</li> </ul>	Information on the project, conflict resolution, prioritization of social investment projects, environmental issues.



Engagement events between the community and GEB	2019				
	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA
<p><b>Northern region:</b> Engagement in local workforce hiring. Establishment of rights of way. Contracting of goods and services. Social investment programs. Environmental offsetting. Electromagnetic fields.</p> <p><b>Central region:</b> At the Sogamoso Project, 5 information meetings and 3 public hearings were held. These events addressed topics such as environmental impacts, comprehensive property management and payment of rights of way, socioeconomic impacts, impacts on health, substations location, social investment benefits for the territories.</p> <p>In the case of the San Fernando Project, the 17 engagement events on the environmental license were performed in compliance with the Environmental Management Plan, the "Community Information and Engagement" program, with the objective of providing timely information to the communities in the direct area of influence, as well as municipal authorities, on the various project stages, in order to report on the technical characteristics, activities, impacts and measures set forth in the Environmental Management Plan. However, the form specifies the objectives of other planned measures, such as responding to claims/complaints filed by communities in the direct area of influence, information on contracting requirements and measures to strengthen municipal authority management.</p>					

#### (Own) Social Investment

2019	GEB	TGI	Cálidda	Contugas	Trecsa	CORPORATE GROUP TOTAL
Social investment (millions of COP)	COP 10,716.00	COP 5,264.82	COP 253.22	COP 1,268.71	COP 583.10	COP 18,085.85

\*The policies of GEB and its companies do not take into consideration grant-type contributions.

\* Does not include information on Electro Dunas

## Talent Management

(102-7) Scale of the organization

(102-8) Information about employees and other workers

(102-48) Information on TGI employees in 2017 and 2018 was restated due to errors in data consolidation in previous reports.

#### Note:

- In 2017, 2018 and 2019, all reported employees with work contracts are full-time workers.
- No significant activities of the organization are carried out by workers who are not employees.
- The detailed information in the annexes on human resources is taken from the company's payroll databases.

Overall labor indicators	Unit	2017					CORPORATE GROUP
		GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	
Women	Number	222	96	105	50	27	501
Men		328	327	286	130	90	1,163
Total number of employees		550	423	391	180	117	1,664
Percentage of women	Percentage	40.4%	22.7%	26.9%	27.8%	23.1%	30.1%
Percentage of men		59.6%	77.3%	73.1%	72.2%	76.9%	69.9%

Employees by type of work contract	Unit	2017					CORPORATE GROUP
		GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	
Number of permanent employees	Number	274	423	362	128	116	1,303
Number of fixed-term employees		276	1	29	52	1	358

Employees by job category	Unit	2017					CORPORATE GROUP
		GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	
Senior Management (Women)	Number	7	3	3	2	0	15
Senior Management (Men)		10	10	7	4	1	32
Senior Management (Total)		17	13	10	6	1	47
Middle Management (Women)		12	6	12	2	0	32
Middle Management (Men)		32	20	16	12	3	83
Middle Management (Total)		44	26	28	14	3	115
Advisors (Women)		98	1	19	8	4	130
Advisors (Men)		162	8	37	25	14	246
Advisors (Total)		260	9	56	33	18	376
Professionals (Women)		75	66	36	29	4	210
Professionals (Men)		86	129	118	43	18	394
Professionals (Total)		161	195	154	72	22	604
Support/assistants (Women)		30	20	35	9	19	113
Support/assistants (Men)		38	160	108	46	54	406
Support/assistants (Total)		68	180	143	55	73	519
<b>TOTAL</b>			<b>550</b>	<b>423</b>	<b>391</b>	<b>180</b>	<b>117</b>

Percentage Senior Management (Women)	Percentage	1.3%	0.7%	0.8%	1.1%	0.0%	0.9%
Percentage Senior Management (Men)		1.8%	2.4%	1.8%	2.2%	0.9%	1.9%
Percentage Senior Management (Total)		3.1%	3.1%	2.6%	3.3%	0.9%	2.8%
Percentage Middle Management (Women)		2.2%	1.4%	3.1%	1.1%	0.0%	1.9%
Percentage Middle Management (Men)		5.8%	4.7%	4.1%	6.7%	2.6%	5.0%
Percentage Middle Management (Total)		8.0%	6.1%	7.2%	7.8%	2.6%	6.9%
Percentage Advisors (Women)		17.8%	0.2%	4.9%	4.4%	3.4%	7.8%
Percentage Advisors (Men)		29.5%	1.9%	9.5%	13.9%	12.0%	14.8%
Percentage Advisors (Total)		47.3%	2.1%	14.3%	18.3%	15.4%	22.6%
Percentage Professionals (Women)		13.6%	15.6%	9.2%	16.1%	3.4%	12.6%
Percentage Professionals (Men)		15.6%	30.5%	30.2%	23.9%	15.4%	23.7%
Percentage Professionals (Total)		29.3%	46.1%	39.4%	40.0%	18.8%	36.4%
Percentage Support/assistants (Women)		5.5%	4.7%	9.0%	5.0%	16.2%	6.8%
Percentage Support/assistants (Men)		6.9%	37.8%	27.6%	25.6%	46.2%	24.4%
Percentage Support/assistants (Total)		12.4%	42.6%	36.6%	30.6%	62.4%	31.2%



Employees by age	Unit	2017					
		GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	CORPORATE GROUP
Less than 30 years old (Total)	Number	70	29	45	50	15	209
Between 31 and 40 years old (Total)		288	172	199	83	54	796
Between 41 and 50 years old (Total)		118	147	112	39	38	454
Between 51 and 60 years old (Total)		63	67	31	8	7	176
Over 61 years old (Total)		11	8	4	0	3	26
Percentage less than 30 years old (Total)	Percentage	12.7%	7%	11.5%	27.8%	12.8%	12.6%
Percentage between 31 and 40 years old (Total)		52.4%	41%	50.9%	46.1%	46.2%	47.9%
Percentage between 41 and 50 years old (Total)		21.5%	35%	28.6%	21.7%	32.5%	27.3%
Percentage between 51 and 60 years old (Total)		11.5%	16%	7.9%	4.4%	6%	10.6%
Percentage over 61 years old (Total)		2%	2%	1%	0%	2.6%	1.6%

Diversity	Unit	2017					
		GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	CORPORATE GROUP
Number of women in management positions	Number	19	9	15	4	0	47
Percentage of women in management positions	Percentage	31.1%	23.1%	39.5%	20%	0%	29%
Number of women in junior management positions (lowest management level)	Number	12	6	12	2	0	32
Percentage of women in junior management positions (lowest management level)	Percentage	27.3%	23.1%	42.9%	14.3%	0%	27.8%
Number of women in senior management positions (maximum 2 levels below the President)	Number	7	3	3	2	0	15
Percentage of women in senior management positions (maximum 2 levels below the President)	Percentage	41.2%	23.1%	30.0%	33.3%	0%	31.9%

Overall labor indicators	Unit	2018					
		GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	CORPORATE GROUP
Women	Number	220	96	109	50	33	508
Men		311	328	298	128	111	1176
Total number of employees		531	424	407	178	144	1684
Percentage of women	Percentage	58.6%	77.4%	73.2%	71.9%	77.1%	69.8%
Percentage of men		41.4%	22.6%	26.8%	28.1%	22.9%	30.2%

Employees by type of work contract	Unit	2018					
		GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	CORPORATE GROUP
Number of permanent employees	Number	281	424	357	137	127	1045
Number of fixed-term employees		250	0	50	41	16	107

Employees by job category	Unit	2018					
		GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	CORPORATE GROUP
Senior Management (Women)	Number	4	5	2	2	0	13
Senior Management (Men)		12	10	7	3	7	39
Senior Management (Total)		16	15	9	5	7	52
Middle Management (Women)		15	7	11	2	4	39
Middle Management (Men)		29	16	18	11	17	91
Middle Management (Total)		44	23	29	13	21	130
Advisors (Women)		99	1	17	11	0	128
Advisors (Men)		161	6	44	27	0	238
Advisors (Total)		260	7	61	38	0	366
Professionals (Women)		75	61	37	28	5	206
Professionals (Men)		73	133	121	45	31	403
Professionals (Total)		148	194	158	73	36	609
Support/assistants (Women)		27	22	42	7	24	122
Support/assistants (Men)		36	163	108	42	56	405
Support/assistants (Total)		63	185	150	49	80	527
<b>TOTAL</b>		<b>531</b>	<b>424</b>	<b>407</b>	<b>178</b>	<b>144</b>	<b>1684</b>
Percentage Senior Management (Women)	Percentage	0.8%	1.2%	0.5%	1.1%	0.0%	0.8%
Percentage Senior Management (Men)		2.3%	2.4%	1.7%	1.7%	4.9%	2.3%
Percentage Senior Management (Total)		3.0%	3.5%	2.2%	2.8%	4.9%	3.1%
Percentage Middle Management (Women)		2.8%	1.7%	2.7%	1.1%	2.8%	2.3%
Percentage Middle Management (Men)		5.5%	3.8%	4.4%	6.2%	11.8%	5.4%
Percentage Middle Management (Total)		8.3%	5.4%	7.1%	7.3%	14.6%	7.7%
Percentage Advisors (Women)		18.6%	0.2%	4.2%	6.2%	0.0%	7.6%
Percentage Advisors (Men)		30.3%	1.4%	10.8%	15.2%	0.0%	14.1%
Percentage Advisors (Total)		49.0%	1.7%	15.0%	21.3%	0.0%	21.7%
Percentage Professionals (Women)		14.1%	14.4%	9.1%	15.7%	3.5%	12.2%
Percentage Professionals (Men)		13.7%	31.4%	29.7%	25.3%	21.5%	23.9%
Percentage Professionals (Total)		27.9%	45.8%	38.8%	41.0%	25.0%	36.2%
Percentage Support/assistants (Women)		5.1%	5.2%	10.3%	3.9%	16.7%	7.2%
Percentage Support/assistants (Men)		6.8%	38.4%	26.5%	23.6%	38.9%	24.0%
Percentage Support/assistants (Total)		11.9%	43.6%	36.9%	27.5%	55.6%	31.3%



Employees by age	Unit	2018					
		GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	CORPORATE GROUP
Less than 30 years old (Total)	Number	74	31	60	48	34	247
Between 31 and 40 years old (Total)		277	170	202	89	62	800
Between 41 and 50 years old (Total)		112	149	114	33	39	447
Between 51 and 60 years old (Total)		59	67	27	8	8	169
Over 61 years old (Total)		9	7	4	0	1	21
Percentage less than 30 years old (Total)	Percentage	14%	7%	14.7%	27%	23.6%	14.7%
Percentage between 31 and 40 years old (Total)		52%	40%	59.6%	50%	43.1%	47.5%
Percentage between 41 and 50 years old (Total)		21%	35%	28%	19%	27.1%	26.5%
Percentage between 51 and 60 years old (Total)		11%	16%	6.6%	4%	5.6%	10%
Percentage over 61 years old (Total)		2%	2%	1%	0%	0.7%	1.2%

Diversity	Unit	2018					
		GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	CORPORATE GROUP
Number of women in management positions	Number	19	12	13	4	4	52
Percentage of women in management positions	Percentage	31.7%	31.6%	34.2%	22.2%	14.3%	28.6%
Number of women in junior management positions (lowest management level)	Number	15	7	11	2	4	39
Percentage of women in junior management positions (lowest management level)	Percentage	34.1%	30.4%	37.9%	15.4%	19.0%	30%
Number of women in senior management positions (maximum 2 levels below the President)	Number	4	4	2	2	0	12
Percentage of women in senior management positions (maximum 2 levels below the President)	Percentage	25.0%	22.2%	22.2%	40.0%	0.0%	23.1%

Overall labor indicators	Unit	2019						
		GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	ELECTRO DUNAS	CORPORATE GROUP
Women	Number	256	112	98	47	39	46	597
Men		339	335	279	99	108	182	1,342
Total number of employees		595	447	377	146	147	228	1,940
Percentage of women	Percentage	43.0%	25.1%	26.0%	32.2%	26.5%	20.2%	30.8%
Percentage of men		57.0%	74.9%	74.0%	67.8%	73.5%	79.8%	69.2%
<b>Notes</b>								
The data presented for 2019 for Electro Dunas only includes employees for Electro Dunas S.A.A. It does not include data for Perú Power Company S.R.L. (377 employees), nor Catalloc S.R.L.								
• The total number of the Corporate Group's employees includes the companies acquired by GEB S.A. ESP in August 2019, as follows:								
• 100% of the stock of DUNAS ENERGÍA SOCIEDAD ANÓNIMA ABIERTA (DESAA), which in turn holds 99.96% of the shares of ELECTRO DUNAS S.A.A.;								
• 100% of the shares of PPC PERÚ HOLDINGS SOCIEDAD COMERCIAL DE RESPONSABILIDAD LIMITADA, which in turn holds 99.99% of the shares of PERÚ POWER COMPANY S.R.L.								
• 100% of the shares of CANTALOC PERÚ HOLDINGS SOCIEDAD COMERCIAL DE RESPONSABILIDAD LIMITADA, which in turn holds 99.99% of the shares of CANTALOC S.R.L.								

Employees by type of work contract	Unit	2019				
		GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA
Number of men with permanent employment contracts	Number	187	333	238	81	95
Number of women with permanent employment contracts	Number	147	106	75	35	32
Number of permanent employees	Number	334	439	313	116	127
Number of men with fixed-term employment contracts	Number	152	2	41	18	12
Number of women with fixed-term employment contracts	Number	109	6	23	12	7
Number of fixed-term employees	Number	261	8	64	30	19
Note: There is no information available broken down by type of work contract for Electro Dunas						

Employees by job category	Unit	2019						ELECTRO DUNAS	CORPORATE GROUP
		GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA			
Senior Management (Women)	Number	5	7	3	1	1	Not available	17	
Senior Management (Men)		12	9	5	0	7		33	
Senior Management (Total)		17	16	8	1	8		9	59
Middle Management (Women)		39	13	10	3	8	Not available	73	
Middle Management (Men)		52	27	20	8	15		122	
Middle Management (Total)		91	40	30	11	23		28	223
Advisors (Women)		94	1	16	8	0	Not available	119	
Advisors (Men)		164	7	40	19	0		230	
Advisors (Total)		258	8	56	27	0		28	377
Professionals (Women)		88	68	53	27	10	Not available	246	
Professionals (Men)		74	126	192	38	34		464	
Professionals (Total)		162	194	245	65	44		55	765
Support/assistants (Women)		30	23	16	8	22	Not available	99	
Support/assistants (Men)		37	166	22	34	51		310	
Support/assistants (Total)		67	189	38	42	72		108	516
<b>TOTAL</b>			<b>595</b>	<b>447</b>	<b>377</b>	<b>146</b>	<b>148</b>	<b>228</b>	<b>1,940</b>
Percentage Senior Management (Women)	Percentage	0.8%	1.6%	0.8%	0.7%	0.7%	Not available		
Percentage Senior Management (Men)		2.0%	2.0%	1.3%	0.0%	4.8%			
Percentage Senior Management (Total)		2.9%	3.6%	2.1%	0.7%	5.4%		3.9%	3%
Percentage Middle Management (Women)		6.6%	2.9%	2.7%	2.1%	5.4%	Not available		
Percentage Middle Management (Men)		8.7%	6.0%	5.3%	5.5%	10.2%			
Percentage Middle Management (Total)		15.3%	8.9%	8.0%	7.5%	15.6%		12.3%	11.5%
Percentage Advisors (Women)		15.8%	0.2%	4.2%	5.5%	0.0%	Not available		
Percentage Advisors (Men)		27.6%	1.6%	10.6%	13.0%	0.0%			
Percentage Advisors (Total)		43.4%	1.8%	14.9%	18.5%	0.0%		12.3%	19.4%
Percentage Professionals (Women)		14.8%	15.2%	14.1%	18.5%	6.8%	Not available		
Percentage Professionals (Men)		12.4%	28.2%	50.9%	26.0%	23.1%			
Percentage Professionals (Total)		27.2%	43.4%	65.0%	44.5%	29.9%		24.1%	39.4%
Percentage Support/assistants (Women)		5.0%	5.1%	4.2%	5.5%	15.0%	Not available		
Percentage Support/assistants (Men)		6.2%	37.1%	5.8%	23.3%	34.7%			
Percentage Support/assistants (Total)		11.3%	42.3%	10.1%	28.8%	49.7%		47.4%	26.6%



Employees by age	Unit	2019					ELECTRO DUNAS	CORPORATE GROUP	
		GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA			
Less than 30 years old (Women)	Number	38	12	25	14	16	Not available		
Less than 30 years old (Men)		33	13	45	25	16			
Less than 30 years old (Total)		71	25	70	39	32	34	271	
Between 31 and 40 years old (Women)		144	42	42	28	20	Not available		
Between 31 and 40 years old (Men)		169	114	140	46	50			
Between 31 and 40 years old (Total)		313	156	182	74	70	56	851	
Between 41 and 50 years old (Women)		48	43	26	5	3	Not available		
Between 41 and 50 years old (Men)		86	128	77	19	32			
Between 41 and 50 years old (Total)		134	171	103	24	35	46	513	
Between 51 and 60 years old (Women)		23	12	4	0	0	Not available		
Between 51 and 60 years old (Men)		41	70	14	8	7			
Between 51 and 60 years old (Total)		64	82	18	8	7	56	235	
Over 61 years old (Women)		3	3	1	0	0	Not available		
Over 61 years old (Men)		10	10	3	1	3			
Over 61 years old (Total)		13	13	4	1	3	36	70	
Percentage less than 30 years old (Women)		Percentage	6.4%	2.7%	6.6%	9.6%	10.9%	Not available	
Percentage less than 30 years old (Men)			5.5%	2.9%	11.9%	17.1%	10.9%		
Percentage less than 30 years old (Total)			11.9%	5.6%	18.6%	26.7%	21.8%	14.9%	14%
Percentage between 31 and 40 years old (Women)			24.2%	9.4%	11.1%	19.2%	13.6%	Not available	
Percentage between 31 and 40 years old (Men)			28.4%	25.2%	37.1%	31.5%	34.0%		
Percentage between 31 and 40 years old (Total)	52.6%		34.9%	48.3%	50.7%	47.6%	24.6%	43.9%	
Percentage between 41 and 50 years old (Women)	8.1%		9.6%	6.9%	3.4%	2.0%	Not available		
Percentage between 41 and 50 years old (Men)	14.5%		28.6%	20.4%	13.0%	21.8%			
Percentage between 41 and 50 years old (Total)	22.5%		38.3%	27.3%	16.4%	23.8%	20.2%	26.5%	
Percentage between 51 and 60 years old (Women)	3.9%		2.7%	1.1%	0.0%	0.0%	Not available		
Percentage between 51 and 60 years old (Men)	6.9%		15.7%	3.7%	5.5%	4.8%			
Percentage between 51 and 60 years old (Total)	10.8%		18.3%	4.8%	5.5%	4.8%	24.6%	12.1%	
Percentage over 61 years old (Women)	0.5%		0.7%	0.3%	0.0%	0.0%	Not available		
Percentage over 61 years old (Men)	1.7%		2.2%	0.8%	0.7%	2.0%			
Percentage over 61 years old (Total)	2.2%		2.9%	1.1%	0.7%	2.0%	15.8%	3.6%	

#### (102-41) Collective bargaining agreements

Employees covered by collective bargaining agreements	2017				
	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA
Total employees covered by collective bargaining agreements	156	355	23	No collective bargaining agreements	
Percentage of employees covered by collective bargaining agreements	28.4%	83.9%	5.9%		

Employees covered by collective bargaining agreements	2018				
	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA
Total employees covered by collective bargaining agreements	152	317	20	No collective bargaining agreements	
Percentage of employees covered by collective bargaining agreements	28.6%	74.8%	4.9%		

Employees covered by collective bargaining agreements	2019					
	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	ELECTRO DUNAS
Total employees covered by collective bargaining agreements	153	317	17	No collective bargaining agreements		69
Percentage of employees covered by collective bargaining agreements	26%	71%	5%			30%

#### (202-2) Proportion of senior management hired from the local community

Managers from the local community in places where significant operations are carried out	2017				
	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA
Total number of senior managers	17	31	10	6	1
Indicate the number of managers from the local community	16	16	8	2	0
Proportion of senior management hired from the local community	94%	52%	80%	33%	0%
Define what the organization means by "local" (e.g., Department, country, region, etc.)	For Grupo de Energía, Cálidda, Contugas and Trecca, local means country. For TGI, local means a region within Colombia				

Managers from the local community in places where significant operations are carried out	2018				
	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA
Total number of senior managers	16	40	9	5	7
Indicate the number of managers from the local community	15	14	9	2	3
Proportion of senior management hired from the local community	94%	35%	100%	40%	43%
Define what the organization means by "local" (e.g., Department, country, region, etc.)	For Grupo de Energía, Cálidda, Contugas and Trecca, local means country. For TGI, local means a region within Colombia				

Managers from the local community in places where significant operations are carried out	2019				
	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA
Total number of senior managers	17	56	8	1	7
Indicate the number of managers from the local community	16	49	6	0	4
Proportion of senior management hired from the local community	94%	88%	75%	0%	57%
Define what the organization means by "local" (e.g., Department, country, region, etc.)	For Grupo de Energía, Cálidda, Contugas and Trecca, local means country. For TGI, local means a region within Colombia				



(401-1) New employee hires and employee turnover

(102-48) Employee turnover at TGI for 2017 and 2018 was restated due to adjustments in data consolidation

2017						
Employee turnover	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	CORPORATE GROUP
Employees who left the company	102	23	26	38	15	203
Employee turnover rate	19%	5%	7%	21%	13%	12%
Employee turnover rate due to voluntary resignation	8%	3%	3%	8%	6%	6%
Number of employees who left the company by mutual agreement	0	0	10	7	2	19
Number of employees who left the company due to retirement pension or contract expiration	36	1	2	15	0	54
Number of employees who left the company by voluntary resignation	46	14	13	14	7	94
Number of employees fired	20	8	1	1	6	36
Percentage of employees who left the company by mutual agreement	0%	0%	38%	18%	13%	9%
Percentage of voluntary resignations	45%	61%	50%	37%	47%	46%

2017				
Employee turnover by age and gender	GEB	TGI	CÁLIDDA	CONTUGAS
Less than 30 years old	18	0	3	13
Between 31 and 40 years old	46	6	13	20
Between 41 and 50 years old	28	9	9	5
Between 51 and 60 years old	10	7	1	0
Over 61 years old	0	1	0	0
Female	46	8	10	14
Male	56	15	16	24

2017				
Employee turnover rate by age and gender	GEB	TGI	CÁLIDDA	CONTUGAS
Less than 30 years old	18%	0%	12%	34%
Between 31 and 40 years old	45%	26.1%	50%	53%
Between 41 and 50 years old	27%	39.1%	35%	13%
Between 51 and 60 years old	10%	30.4%	4%	0%
Over 61 years old	0%	4.3%	0%	0%
Female	45%	35%	38%	37%
Male	55%	65%	62%	63%

2018						
Employee turnover	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	CORPORATE GROUP
Employees who left the company	147	18	39	29	26	259
Employee turnover rate	28%	4%	10%	16%	18%	15%
Employee turnover rate due to voluntary resignation	9%	2%	4%	3%	5%	5%
Number of employees who left the company by mutual agreement	0	0	17	10	3	30
Number of employees who left the company due to retirement pension or contract expiration	73	1	5	12	0	91
Number of employees who left the company by voluntary resignation	47	11	15	6	7	86
Number of employees fired	27	6	2	1	16	52
Percentage of employees who left the company by mutual agreement	0%	0%	44%	34%	12%	12%
Percentage of voluntary resignations	32%	61%	38%	21%	27%	33%

2018						
Employee turnover by age and gender	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	CORPORATE GROUP
Less than 30 years old	32	2	10	11	2	57
Between 31 and 40 years old	64	10	13	11	11	109
Between 41 and 50 years old	35	3	10	6	9	63
Between 51 and 60 years old	13	2	6	1	3	25
Over 61 years old	3	1	0	0	1	5
Female	61	6	19	8	11	105
Male	86	12	20	21	15	154

2018						
Employee turnover rate by age and gender	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	CORPORATE GROUP
Less than 30 years old	22%	11.1%	26%	38%	8%	22%
Between 31 and 40 years old	44%	55.6%	33%	38%	42%	42%
Between 41 and 50 years old	24%	16.7%	26%	21%	35%	24%
Between 51 and 60 years old	9%	11.1%	15%	3%	12%	10%
Over 61 years old	2%	5.6%	0%	0%	4%	2%
Female	41%	33%	49%	28%	42%	41%
Male	59%	67%	51%	72%	58%	59%

2018						
Number of new hires by age and gender	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	CORPORATE GROUP
<b>TOTAL</b>	<b>100</b>	<b>19</b>	<b>51</b>	<b>27</b>	<b>53</b>	<b>250</b>
Less than 30 years old	22	4	25	9	20	80
Between 31 and 40 years old	47	8	15	17	20	107
Between 41 and 50 years old	25	5	9	0	10	49
Between 51 and 60 years old	5	2	2	1	2	12
Over 61 years old	1	0	0	0	1	2
Female	45	5	23	8	17	98
Male	55	14	28	19	36	152

2018						
Employee hiring rate by age and gender	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	CORPORATE GROUP
Less than 30 years old	22%	21%	49%	33%	38%	32%
Between 31 and 40 years old	47%	42%	29%	63%	38%	42%
Between 41 and 50 years old	25%	26%	18%	0%	19%	20%
Between 51 and 60 years old	5%	11%	4%	4%	4%	5%
Over 61 years old	1%	0%	0%	0%	2%	1%
Female	45%	26%	45%	30%	32%	39%
Male	55%	74%	55%	70%	68%	61%



Employee turnover	2019						
	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	ELECTRO DUNAS	CORPORATE GROUP
Employees who left the company	86	33	89	52	25	17	302
Employee turnover rate	14%	7%	24%	36%	17%	7%	16%
Employee turnover rate due to voluntary resignation	0%	3%	5%	10%	5%	Not available	Not available
Number of employees who left the company by mutual agreement	8	0	58	8	4		78
Number of employees deceased	0	1	0	0	0		1
Number of employees who left the company due to retirement pension or contract expiration	25	1	1	10	3		40
Number of employees transferred between companies	1	0	0	0	0		1
Number of employees who left the company by voluntary resignation	43	15	18	15	8		99
Number of employees fired	9	16	8	19	10		62
Percentage of employees who left the company by mutual agreement	9%	0%	65%	15%	16%		Not available
Percentage of voluntary resignations	50%	39%	20%	29%	32%		Not available

Employee turnover by age and gender	2019						
	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	ELECTRO DUNAS	CORPORATE GROUP
Less than 30 years old	12	1	25	10	5	7	60
Between 31 and 40 years old	41	12	42	27	8	6	136
Between 41 and 50 years old	24	14	15	13	12		78
Between 51 and 60 years old	7	5	7	2	0	4	25
Over 61 years old	2	1	0	0	0		3
Female	41	12	38	13	9	5	118
Male	45	21	51	39	16	12	184

Employee turnover rate by age and gender	2019						
	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	ELECTRO DUNAS	CORPORATE GROUP
Less than 30 years old	14%	3%	28%	19%	20%	41%	20%
Between 31 and 40 years old	48%	36.4%	47%	52%	32%	35%	45%
Between 41 and 50 years old	28%	42.4%	17%	25%	48%	0%	26%
Between 51 and 60 years old	8%	15.2%	8%	4%	0%	24%	8%
Over 61 years old	2%	3%	0%	0%	0%	0%	1%
Female	48%	36%	43%	25%	36%	29%	39%
Male	52%	64%	57%	75%	64%	71%	61%

Number of new hires by age and gender	2019						
	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	ELECTRO DUNAS	CORPORATE GROUP
<b>TOTAL</b>	<b>136</b>	<b>56</b>	<b>48</b>	<b>18</b>	<b>25</b>	<b>8</b>	<b>291</b>
Less than 30 years old	27	12	30	8	6	3	86
Between 31 and 40 years old	67	16	13	6	15	4	121
Between 41 and 50 years old	31	22	5	3	4		65
Between 51 and 60 years old	9	6	0	1	0	1	17
Over 61 years old	2	0	0	0	0		2
Female	71	28	20	10	12	3	144
Male	61	28	28	8	13	5	143

Employee hiring rate by age and gender	2019						
	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	ELECTRO DUNAS	CORPORATE GROUP
Less than 30 years old	20%	21%	63%	44%	24%	38%	30%
Between 31 and 40 years old	49%	29%	27%	33%	60%	50%	42%
Between 41 and 50 years old	23%	39%	10%	17%	16%	0%	22%
Between 51 and 60 years old	7%	11%	0%	6%	0%	13%	6%
Over 61 years old	1%	0%	0%	0%	0%	0%	1%
Female	52%	50%	42%	56%	48%	38%	49.48%
Male	45%	50%	58%	44%	52%	63%	49.14%

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

Mandatory employee benefits for full-time employees	2019					
	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	ELECTRO DUNAS
Social security	X	X	X	X	X	X
Pension fund	X	X	X	X	X	X
Other (Severance Fund Service Bonuses)	X	Severance fund, service bonus, vacations	Life insurance			

Non-mandatory benefits for full-time employees	2019					
	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	ELECTRO DUNAS
Life insurance	X	X	X	X	X	X
Health insurance	X	X	X	X		X
Accident insurance	X		X	X	X	X
Health subsidies	X		X			
Marriage subsidy		X				
Meal subsidy	X	X	X			
Vacation bonus		X				
Flexible schedules	X	X	X			
Education subsidies	X					
Other	Results-based bonus	Results-based bonus	Bonuses in July and December, Christmas basket in December, Quinquennial bonus, profit performance bonus, 4 days off.	Performance bonus	Results-based bonus	



Employee hiring rate by age and gender	2019						
	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	ELECTRO DUNAS	CORPORATE GROUP
Less than 30 years old	20%	21%	63%	44%	24%	38%	30%
Between 31 and 40 years old	49%	29%	27%	33%	60%	50%	42%
Between 41 and 50 years old	23%	39%	10%	17%	16%	0%	22%
Between 51 and 60 years old	7%	11%	0%	6%	0%	13%	6%
Over 61 years old	1%	0%	0%	0%	0%	0%	1%
Female	52%	50%	42%	56%	48%	38%	49.48%
Male	45%	50%	58%	44%	52%	63%	49.14%

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

Mandatory employee benefits for full-time employees	2019						
	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	ELECTRO DUNAS	
Social security	X	X	X	X	X	X	X
Pension fund	X	X	X	X	X	X	X
Other (Severance Fund Service Bonuses)	X	Severance fund, service bonus, vacations	Life insurance				

Non-mandatory benefits for full-time employees	2019						
	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	ELECTRO DUNAS	
Life insurance	X	X	X	X	X	X	X
Health insurance	X	X	X	X			X
Accident insurance	X		X	X	X		X
Health subsidies	X		X				
Marriage subsidy		X					
Meal subsidy	X	X	X				
Vacation bonus		X					
Flexible schedules	X	X	X				
Education subsidies	X						
Other	Results-based bonus	Results-based bonus	Bonuses in July and December, Christmas basket in December, Quinquennial bonus, profit performance bonus, 4 days off.	Performance bonus	Results-based bonus		

**(401-3) Parental leave**

Return to worker after maternity or paternity leave, by gender	2019													
	GEB		TGI		CÁLIDDA		CONTUGAS		TRECSA		ELECTRO DUNAS		CORPORATE GROUP	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Employees entitled to maternity or paternity leave	6	15	12	5	11	5	11	4	0	2	8	0	48	31
Employees who took maternity or paternity leave	6	15	12	5	11	5	11	4	0	2	8	0	48	31
Employees who returned to work upon finalization of their maternity or paternity leave	6	15	12	5	11	5	11	4	0	1	8	0	48	30
Employees who remain at the company 12 months after having taken their maternity or paternity leaves	6	15	12	5	11	5	8	3	0	0	Not available	Not available	37	28
Return-to-work rate	100%	100%	100%	100%	100%	100%	100%	100%	Not applicable	50%	100%	Not applicable	100%	97%
Retention rate	100%	100%	100%	100%	100%	100%	73%	75%		0%	Not available		77%	90%

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

**(102-48)** Employee training information at TGI for 2017 and 2018 was restated due to adjustments in data consolidation

Employees trained	2017				
	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA
Number of training hours by gender (females)	4,565.5	2,859	4,507	955	368
Number of training hours by gender (males)	7,044.5	7,586	11,591	2,469	1,230
Average training hours by gender (females)	20.6	29.5	5.5	19	13.6
Average training hours by gender (males)	21.2	23.1	6.2	19	13.7
Average hours of training by employee	21.6	24.5	6.2	19	13.7

Employees trained	2018				
	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA
Number of training hours by gender (females)	3,845	5,630.5	3,470.5	2,145	542
Number of training hours by gender (males)	5,861	9,668.5	12,256.3	7,033	2,950
Average training hours by gender (females)	17.4	58.7	31.3	42.9	16.4
Average training hours by gender (males)	18.8	29.7	41.1	54.9	26.6
Average hours of training by employee	18.2	34.1	38.5	51.6	24.3
Average training hours per year for Senior Management	33.1	25.1	1.7	153.6	53
Average training hours per year for Middle Management	32.9	149.3	3.3	90.2	43
Average training hours per year for advisers	21.3	694.1	3.6	35	-
Average training hours per year for professionals	11.7	23.4	3.1	53.8	20.4
Average training hours per year for support/assistants	7.5	17.5	3.2	40.4	18.6



Average hours of training by employee, broken down by gender and job category	2019				
	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA
Senior Management (Women)	270	387	162	-	16
Senior Management (Men)	437	676	222	16	112
Senior Management (Total)	707	1,063	384	16	128
Middle Management (Women)	3,555	617	335	-	49
Middle Management (Men)	4,017	693	825	66	38
Middle Management (Total)	7,572	1,310	1,160	66	86.75
Advisers (Women)	7,443	694	339	416	-
Advisers (Men)	11,170	2,422	1,481	970	-
Advisers (Total)	18,613	3,116	1,819.7	1,386	0
Professionals (Women)	3,008	3,788	1,004	662	134
Professionals (Men)	2,320	3,386	5,286	1,232	190
Professionals (Total)	5,328	7,174	6,289.8	1,894	323.77
Support/assistants (Women)	766	94	334	134	25
Support/assistants (Men)	1,106	4,653	430	528	36
Support/assistants (Total)	1,872	4,747	763.5	662	60.89
<b>Total hours of training in the latest year</b>	<b>34,092</b>	<b>17,410</b>	<b>10,416.5</b>	<b>4,024</b>	<b>599.41</b>
Average training hours for senior management (women)	54	55.3	54	-	16
Average training hours for senior management (men)	40	75.1	44.3	-	16
Average training hours for middle management (women)	91	47.5	33.5	-	6.1
Average training hours for middle management (men)	77	25.7	41.3	8.3	2.5
Average training hours for advisers (women)	79	694	21.2	52	-
Average training hours for advisers (men)	68	346	37	51.1	-
Average training hours for professionals (women)	35	55.7	18.9	24.5	13.4
Average training hours for professionals (men)	31	26.9	27.5	32.4	5.6
Average training hours for support/assistants (women)	25	4.1	20.9	16.8	1.1
Average training hours for support/assistants (men)	30	28	19.5	15.5	0.7
Number of training hours by gender (females)	15,042	5,580	2,173.7	1,212	223.4
Number of training hours by gender (males)	19,050	11,830	8,242.8	2,812	376
Average training hours by gender (females)	59	49.8	22.18	25.79	5.7
Average training hours by gender (males)	56	35.3	29.54	28.40	3.5
Average training hours	6,818.4	3,482	2,083.3	804.8	119.9
Average hours of training by employee	57.3	38.9	27.6	27.6	4.1

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

Percentage of employees receiving regular performance and career development reviews	2018									
	GEB		TGI		CÁLIDDA		CONTUGAS		TRECSA	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Senior Management	91%	100%	100%		100%		100%		100%	
Middle Management	85%	77%		79%		100%				
Advisers	90%	91%		92%		Not applicable				
Professionals	90%	84%		97%		97%				
Support/assistants	83%	90%		95%		95%				

Percentage of employees receiving regular performance and career development reviews	2019									
	GEB		TGI		CÁLIDDA		CONTUGAS		TRECSA	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Senior Management	100%	100%	86%	89%	67%	100%	Not available	Not applicable	Not available	100%
Middle Management	95%	100%	100%	100%	100%	85%	67%	88%	100%	93%
Advisers	100%	100%	100%	100%	94%	95%	100%	89%	Not applicable	Not applicable
Professionals	100%	100%	87%	99%	77%	91%	81%	97%	90%	94%
Support/assistants	100%	100%	100%	99%	88%	91%	100%	100%	91%	98%

**(405-1)** Diversity of governance bodies and employees  
**(Own)** Diversity

Governance body members	GEB		TGI		CÁLIDDA		CONTUGAS		TRECSA		ELECTRO DUNAS	
	Board members	Percentage	Board members	Percentage	Board members	Percentage	Board members	Percentage	Board members	Percentage	Board members	Percentage
Men	6	66.7%	6	85.7%	5	71.4%	6	85.7%	4	80%	4	80%
Women	3	33.3%	1	14.3%	2	28.6%	1	14.3%	1	20%	1	20%
Less than 30 years old	0	0%	0	0.0%	0	0.0%	0	0%	0	0%	0	0%
Between 30 and 40 years old	0	0%	1	14.3%	0	0.0%	1	14.3%	1	20%	0	0%
Between 40 and 50 years old	1	11.1%	3	42.9%	1	14.3%	2	28.6%	1	20%	2	40%
Over 50 years old	8	88.9%	3	42.9%	5	71.4%	4	57.1%	3	60%	3	60%
People who belong to minorities or vulnerable groups in governance bodies	6	66.7%	4	57.1%	2	28.6%	2	28.6%	2	40%	1	20%
Nationalities	1	11.1%	3	50%	2	28.6%	2	28.6%	2	40%	2	40%

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

**(102-48)** The ratio of basic salary of women to men at TGI for 2017 and 2018 was restated due to adjustments in data consolidation

Ratio of men's and women's salary distributed by job level	GEB			TGI			CÁLIDDA			CONTUGAS		
	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019
Senior Management	0.99	0.95	0.92	1.17	1.13	0.97	1.20	1.23	0.74	1.33	1.15	0.00
Middle Management	1.05	0.94	0.95	1.05	0.72	1.12	1.05	1.09	0.91	7.95	6.22	0.96
Advisers	1.03	1.05	1.01	1.33	1.00	1.00	1.01	0.99	0.99	1.30	1.17	0.86
Professionals	0.93	0.92	0.89	0.77	0.86	0.93	0.99	1.42	0.91	1.32	1.08	0.93
Support/assistants	1.41	0.95	0.93	0.86	0.82	0.84	0.94	0.44	1.24	1.08	1.02	0.89

**(EU15)** People nearing retirement age

Professional category	GEB		TGI		CÁLIDDA		CONTUGAS	
	In 5 years	In 10 years	In 5 years	In 10 years	In 5 years	In 10 years	In 5 years	In 10 years
Senior Management	3	3	0	2	0	0	0	0
Middle Management	8	11	8	15	0	0	0	0
Advisers	10	12	3	4	0	0	1	0
Professionals	3	7	12	22	0	0	0	0
Support/assistants	7	5	17	43	1	3	0	2



(Own) Percentage of management positions held by women

Diversity	Unit	2019				
		GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA
Number of women in management positions	Number	44	20	13	4	9
Percentage of women in management positions	Percentage	40.7%	35.7%	34.2%	33.3%	29%
Number of women in <i>junior management positions</i> (lowest management level)	Number	39	13	10	3	8
Percentage of women in <i>junior management positions</i> (lowest management level)	Percentage	42.9%	40%	33.3%	27.3%	34.8%
Number of women in senior management positions (maximum 2 levels below the President)	Number	5	7	3	1	1
Percentage of women in senior management positions (maximum 2 levels below the President)	Percentage	29.4%	43.8%	37.5%	100%	12.5%

## Occupational safety and health

(403-1) Occupational safety and health management system

(403-9) Work-related injuries

(403-10) Work-related ill health

Implementation of the occupational safety and health management system	GEB
Which legal requirements are fulfilled through implementation of the occupational safety and health management system?	Law 1562/2012. Decree 1072/2015. Resolution 0312/2019 Resolution 5018/2019 Among other regulatory requirements.
Which guidelines or standards were taken into consideration to implement the Occupational Safety and Health Management System?	OHSAS 18001 Version 2007 <b>Safe work standards for:</b> 1. Work at heights 2. Load lifting 3. Road safety 4. Electrical risk <b>Epidemiological surveillance programs:</b> 1. Bio-mechanical 2. Psycho-social <b>Classification of work-related accidents in accordance with the OHSAS 300 standards of the US Department of Labor</b> <b>VISION ZERO model (International Social Security Association).</b>
Describe the scope of coverage of workers, activities and workplaces by the occupational safety and health management system, and explain if any workers, activities or workplaces are not covered by said system, and the reasons why.	<b>Scope of coverage of workers:</b> 1. Compliance with the standards, rules and instructions of the Occupational Safety and Health Management System. 2. Provide clear, truthful and full information on health conditions. 3. Report to OSH in a timely manner any hazards and latent risks at the workplace. 4. Participate in the occupational safety and health training activities defined in the training plan. 5. Participate in and contribute to the fulfillment of the objectives of the Occupational Safety and Health Management System (OSH-MS). 6. Take care of your overall health. <b>Workplaces covered by the OSH-MS</b> 1. All administrative offices nationwide. 2. Assets in operation. 3. Transmission line and other construction projects. <b>OSH-MS Activities</b> 1. Orientation and retraining to explain the risks associated with the work activities, both for administrative and field workers. 2. Celebration of the World Day for Safety and Health at Work. 3. Self-care Week. 4. Communications on safe work standards. 5. Preventive ergonomic inspection of workstations. 6. Training for performance of high-risk tasks. 7. Individual interventions for employees with high or very high stress levels. 8. Assistance in readapting to work for employees returning from maternity leaves. 9. Training for Occupational Safety and Health committees on performance of their duties. 10. Investigation of work accidents and high-potential incidents. 11. Monitor contractors.

Implementation of the occupational safety and health management system	TGI
Which legal requirements are fulfilled through implementation of the occupational safety and health management system?	As a member country of the Andean Community of Nations (CAN, for the Spanish original), Colombia adopted Decision 584/2004, and Resolution 957/2005, which establish guidelines and policies for the implementation of Occupational Safety and Health Management Systems. In 2019, by means of Resolution 0312, an amendment was made to the Minimum Standards of the Occupational Safety and Health Management System for employers and contracting parties that had been previously defined in Resolution 1111/2017, which established the Minimum Standards in the framework of the Mandatory System to Assure the Quality of the Occupational Risk System for employers and contracting parties. TGI SA ESP has adopted such standards through the continuous improvement process of its system, while continuing to abide by the Single Regulatory Decree of the Labor Sector, Decree 1072/2015, issued by the Labor Ministry.
Which guidelines or standards were taken into consideration to implement the Occupational Safety and Health Management System?	Presidential Guideline No. 013 regulated the Policy on Occupational Safety and Health and the Environment, with 10 commitments aimed at the goal of zero accidents, no injuries to people and no damages to assets or the environment.  Based on the 2019 Corporate Strategic Plan (CSP), the OSH-MS is managed through Process P3: Consolidate a Sustainable Development strategy and strengthen Corporate Governance.  This also involves the Sustainable Development and Safety Committees, which address legal criteria, provide management support and monitor OSH matters.  The legal matrix, a document that compiles legal requirements that apply to the company based on the activities involved in its line of business, enables addressing the regulatory and technical guidelines for development of the OSH-MS, which is updated whenever new applicable provisions are issued.  The HSEQ and Social Manual for Contractors, M-ASI-002, is a contractual document that establishes the requirements contractors and subcontractors of TGI SA ESP must fulfill regarding Occupational Safety and Health, Social, Environmental, Energy and Quality management, during performance of contractual activities.  International standards such as ISO, OSHA 18001.
Describe the scope of coverage of workers, activities and workplaces by the occupational safety and health management system, and explain if any workers, activities or workplaces are not covered by said system, and the reasons why.	The Occupational Safety and Health Management System (OSH-MS) is led by senior management and is implemented with the participation of employees and stakeholders of TGI SA ESP, which provides it the strength, flexibility and adequate bases for the development of a culture of sustainability and safety and health.  The scope of implementation of the OSH-MS includes the design, construction, operation and maintenance of the transportation infrastructure, aimed at ensuring its safe operation free from risks to Health, Safety and the Environment, which implies that all direct and indirect workers, contractors and stakeholders are involved in management and performance of the OSH-MS.
Implementation of the occupational safety and health management system	CÁLIDDA
Which legal requirements are fulfilled through implementation of the occupational safety and health management system?	<ul style="list-style-type: none"> <li>Ensure that all levels of the organization know and accept their responsibilities regarding occupational safety and health.</li> <li>Define and communicate to all workers the department or area responsible for the identification, assessment or control of the hazards and risks related to occupational safety and health.</li> <li>Implement effective supervision, as required, to assure the protection of the safety and health of workers.</li> <li>Promote cooperation and communication among personnel, including workers, their representatives and trade unions, in order to efficiently apply the elements of the Occupational Safety and Health Management System at the organization.</li> <li>Comply with the principles for Occupational Safety and Health Management Systems set out in Article 18 of Law 29783 and in the voluntary occupational safety and health programs adopted by the employer.</li> </ul>



Implementation of the occupational safety and health management system	CÁLIDDA
Which guidelines or standards were taken into consideration to implement the Occupational Safety and Health Management System?	<p>National Regulation on Buildings, Construction Safety Regulations, G-50. Basic Standards on Safety and Health in Construction Works approved by means of Supreme Resolution 021-83-TR. Safety Regulations for Hydrocarbons Activities, approved by means of Supreme Decree No. 043-2007-EM. Emergency and occupational disease statistics and reporting procedure for the activities of the hydrocarbons sub-sector, issued by means of Resolution OSINERGMIN No. 172-2009-OS/CD. Law on Occupational Safety and Health, approved by means of Law 29783. Occupational Safety and Health Regulation of Law 29783, approved by means of Supreme Decree 005-2012-TR. Law 30220 amending Law 29783 Law on Occupational Safety and Health. Regulation on Occupational Safety and Health Committees, approved by means of Directorate Resolution 1472-72-IC-DGI. List of occupational diseases established by means of Technical Health Standard NTS 068-MINSA/DGSP V.1. Law establishing the obligation of preparing and submitting emergency plans, Law 28851. Supreme Decree 023-2018-EM, which amends the Environmental Protection Regulation for Hydrocarbons Activities. Safety Regulation on Storage of Hydrocarbons, issued by means of Supreme Decree 052-93-EM. Safety Regulation on Transportation of Hydrocarbons, issued by means of Supreme Decree 026-94-EM. Regulation on the Commercialization of Liquid Fuels, issued by means of Supreme Decree 030-98-EM. National Law on Land Transportation of Hazardous Goods and Wastes, issued by means of Law 28256. National Regulation on Land Transportation of Hazardous Goods and Wastes, issued by means of Supreme Decree 021-2008-MTC. Form for the Summary Safety Sheet for Land Transportation of Hazardous Goods and Wastes, D.S. 2613-2013-MTC/15. National Regulation on Vehicles, issued by means of Supreme Decree 058-2003-MTC. National Traffic Regulation, issued by means of Supreme Decree 016-2009-MTC. NTP 399.010-1. Safety Signs. NTP 350.043-1. Portable Fire Extinguishers. Technical Documents, Occupational Medical Exams and Diagnostic Guidelines for mandatory medical exams by activity RM No. 312-2011/MINSA. Basic Ergonomics Standard RM-375-2008 TR. Ministerial Resolution No. 050-2013-TR, which "Approves the forms of reference on minimum information for mandatory records of the Occupational Safety and Health Management System". Law 30102, which establishes preventive measures against the harmful effects on health from prolonged exposure to solar radiation. Ministerial Resolution - amending the protocols of EMO 571-2014 MINSA (Art. 6.7.2 "on the permanence of the Occupational Health Physician". DS- 006 - 2014 TR amending regulation DS 005 2012 TR (Art. 27, 28 and 101). DS -012 - 2014 TR amending regulation DS 005 2012 TR (Art. 110 amending forms 01 and 02). Ministerial Resolution RM 087 2015 PCM on performance of drills. Law 28048, "Law on the protection of pregnant women who perform tasks that put at risk their own health or the normal development of the embryo and fetus", dated 08-07-2003. Supreme Decree 009-2004-TR, "Regulation of the Law on the Protection of Pregnant Women", dated 20-07-2004. Construction manual prepared by SUNAFIL. OSHAS 29 CFR 1926 standard. Supreme Decree 011-2019-TR, "Regulation on Occupational Safety and Health for the Construction Sector". OHSAS 18001 standard. OSHA Standards.</p>
Describe the scope of coverage of workers, activities and workplaces by the occupational safety and health management system, and explain if any workers, activities or workplaces are not covered by said system, and the reasons why.	<p>The scope of the Occupational Safety and Health Management System covers all Cálidda processes carried out at the administrative offices (San Borja headquarters and customer service centers), operations centers of the Natural Gas Distribution System (valve rooms, City Gates and stations), new projects and services performed by contractors and suppliers such as the construction of networks, maintenance, general services, etc.</p>

Implementation of the occupational safety and health management system	CONTUGAS
Which legal requirements are fulfilled through implementation of the occupational safety and health management system?	<p>Law 29783 Occupational Safety and Health. Supreme Decree 005-2012-TR Regulation of the Law. Supreme Decree 006-2014-TR amending the regulation of the Law. Supreme Decree 012-2014-TR Single record of information on accidents. Ministerial Resolution 050-2013-TR Mandatory records. Supreme Decree 014-2013-TR Regulation of the registry of auditors. Supreme Decree 003-98-SA. Ministerial Resolution 021-2016-MINSA. Supreme Decree 003-98-SA SCTR Standards. Supreme Decree 016-2009-MTC National Traffic Regulation. Law 26842, General Health Law. Ministerial Resolution 510-2005/MINSA approving the occupational health manual. Directorate Resolution 312-2011-MINSA EMO Protocol. Ministerial Resolution 375-2008-TR Ergonomics. Ministerial Resolution 480-2008/MINSA Technical standards on occupational diseases. Law 29973 PCD General Law.</p> <p>Among others mapped out in the legal OSH matrix.</p>
Which guidelines or standards were taken into consideration to implement the Occupational Safety and Health Management System?	<p>The main commitment of the IMS policy of Contugas: - To provide safe and healthy environments for the prevention of work-related injuries and diseases by eliminating hazards and reducing occupational risks, promoting a culture of selfcare and prevention. - Compliance with applicable legal regulations and other voluntary commitments taken on by the company. - Participation by workers or their representatives and by stakeholders.</p>
Describe the scope of coverage of workers, activities and workplaces by the occupational safety and health management system, and explain if any workers, activities or workplaces are not covered by said system, and the reasons why.	<p>CTG's Occupational Safety and Health Management System covers all CTG workers and contractors, and covers all locations where work activities are performed, including: SDGN facilities, work fronts on public roads and private premises.</p>
Implementation of the occupational safety and health management system	TRECSEA
Which legal requirements are fulfilled through implementation of the occupational safety and health management system?	<p>Government Resolution 229-2014. Reform 33-2016. Ministerial Resolution 23-2017. NRD2.</p>
Which guidelines or standards were taken into consideration to implement the Occupational Safety and Health Management System?	<p>OSHA, OHSAS 18001, NFPA.</p>
Describe the scope of coverage of workers, activities and workplaces by the occupational safety and health management system, and explain if any workers, activities or workplaces are not covered by said system, and the reasons why.	<p>The scope covers all Trecea employees and contractors, in all activities performed at projects in progress or operations and maintenance activities.</p>

**(403-2) Hazard identification, risk assessment, and incident investigation**

**(403-9) Work-related injuries**

**(403-10) Work-related ill health**

Hazard identification, risk assessment, and incident investigation	GEB
Describe the procedures used to identify work-related hazards and to assess risks, periodically or from time to time, as well as application of the control hierarchy aimed at eliminating hazards and minimizing risks.	As a tool to map out and summarize hazards and assess risks, a matrix of identification of occupational safety and health hazards and evaluation and assessment of risks is used, in order to determine the preventive and corrective actions required to improve work conditions, based on the methodology of the Colombian Technical Guidelines 045 Version 2012.



Hazard identification, risk assessment, and incident investigation	GEB
Describe the procedure followed by workers who wish to report hazards or situations of work-related hazards, and explain how workers are protected against possible reprisals.	All employees, contractors and subcontractors have access to the Form "Report on unsafe acts or conditions and self-reporting of health conditions" to report any adverse safety and health conditions at the workplace, in order to fulfill their responsibilities under the Occupational Safety and Health Management System. The form specifies the report to be generated, as follows: 1. Report on unsafe acts: Identification of hazardous situations related to the person. 2. Report on unsafe conditions: Identification of hazardous situations at the workplace. 3. Self-report on health conditions: Formally report to the company any symptoms.  The reports should be delivered to the respective occupational safety and health area, which is responsible for following up on the action plans in each case.
Describe the policies and procedures to be followed workers who wish to leave the workplace due to situations they believe may cause injuries, poor health or illnesses, and explain how such workers are protected against possible reprisals.	In the framework of our superior attribute: Life Comes First! In our sustainability policy, senior management's first commitment is to protect the health and safety of All employees. Employees can also report through the work coexistence committee, or through the ethical channels, any possible reprisals that may have been taken due to having refused to work in unsafe conditions.
Describe the procedures used to investigate work accidents, including the process used to identify the hazards and assess the risks associated with the incidents in order to establish corrective actions through the hierarchy of control and to determine the improvements that must be made to the occupational safety and health management system.	A procedure is in place for the investigation of work accidents and incidents, which enables the participation of the worker who suffered the accident in the investigation committee, along with a member of Employer-employee Joint Committee on Safety and Health at Work (COPASST, for the Spanish original), the area supervisor and a representative of the OSH area, in compliance with applicable regulations, during which the immediate and root causes are established, and control measures are taken in accordance with the control hierarchy.

Hazard identification, risk assessment, and incident investigation	TGI
Describe the procedures used to identify work-related hazards and to assess risks, periodically or from time to time, as well as application of the control hierarchy aimed at eliminating hazards and minimizing risks.	Within the company, risk analysis is focused on the well-being of workers and their work conditions, with the objective of minimizing risks in performing their activities, for both administrative and core business tasks, to achieve the result of zero work-related accidents or deaths. Towards the outside of the company, risk analysis focuses on performance and adopting good industry practices, regarding the environment, work with communities and asset integrity, aimed at implementing controls for safe design and infrastructure, avoiding damages in the processes. OHS risk analysis has two focuses: on people and on processes, to assure their reliability and to work under safe conditions.  TGI SA ESP has a procedure in place to identify hazards, assess risks and establish controls, P-ASI-013, which is easily available to all employees through the ISOLUCION tool, and which is communicated or discussed at least once a year, through training or retraining. The output of this procedure is the matrix of risks and hazards of each work center (district, compression station, administrative offices), providing a full view of the risks and controls at each work center. The matrix is updated based on the risks, assessments, accidents that take place and new controls defined by the company. The HS professionals at each work center are responsible for updating the matrix and communicating it to other employees.  Based on current OHS legislation, in 2019 TGI SA ESP changed its risk assessment methodology based on GTC 45 as the new methodology, and also made all adjustments required for its implementation.
Describe the procedure followed by workers who wish to report hazards or situations of work-related hazards, and explain how workers are protected against possible reprisals.	Company and contractor employees and workers have mechanisms to report unsafe acts and conditions called the Observation and Assurance Card (TOA, for the original in Spanish), which is a tool to observe, report and record unsafe behaviors and conditions and to make suggestions to improve the work centers (districts, gas compression stations and administrative facilities), with the purpose of preventing accidents.  During 2019, this tool was used to consolidate information for minimizing risks at the work centers. The challenge for 2020 is to implement the Cultural Transformation Program (Vision Zero - Life Comes First) under corporate guidelines; to provide Proactive Performance Indicators for decision-making.

Hazard identification, risk assessment, and incident investigation	TGI
Describe the policies and procedures to be followed by workers who wish to leave the workplace due to situations they believe may cause injuries, poor health or illnesses, and explain how such workers are protected against possible reprisals.	Implementation of the OSH-MS is mandatory according to current regulations; additionally, TGI SA ESP is committed to the formulation of measurable objectives, performance assessments, execution of continuous improvement plans in occupational safety and health, as well as to defining and auditing processes, managing risks and implementing best industry practices, and to documenting, analyzing, investigating and communicating any accidents.  During the personnel selection and hiring process, new employees are also informed of their duties and risks, and are provided the <i>Competencies Manual</i> , which describes their roles and the risks associated to their respective duties.  Due to the above, at TGI SA ESP no cases have been reported of employees leaving the workplace due to risk exposure.
Describe the procedures used to investigate work-related incidents, including the process used to identify the hazards and assess the risks associated with the incidents in order to establish corrective actions through the hierarchy of control and to determine the improvements that must be made to the occupational safety and health management system.	TGI SA ESP has an Incident Management procedure in place, P-ASI-017, which is easily available to all employees through the ISOLUCION tool; its purpose is to establish guidelines for reporting, investigating and analyzing incidents that may arise at the workplaces (districts, compression stations, administrative offices). Its scope covers all workers and contractors at TGI SA ESP facilities.  Each work-related incident is evaluated using the risks and hazards matrix of TGI SA ESP, taking into consideration the consequences and probability of the incident that took place. Incidents rated as high and extreme require involvement by the company's central level. Incidents rated as medium or low are managed locally (immediate supervisor, HSE Professional and a member of COPASST in the area), and are reported to headquarters by forwarding a copy of the investigation within 10 calendar days from the event. Note 1: When a work-related incident is rated as serious or causes death, an in-house or contracted licensed Occupational Health professional must participate.  The following methodology is used to assess the causes that led to the accident: Accidents of Extreme, High and Medium potential are analyzed using the "Fishbone Diagram" method, while incidents rated as Low are analyzed using the "5 Whys" method, with the objective of determining the root cause of a defect or problem.  TGI SA SP formulates the corrective and/or preventive actions aimed at eliminating the causes that gave rise to the incident and prevent its re-occurrence. Such actions must be adequate, convenient and effective for the company in terms of the resources available to carry them out and their impact on worker safety and health. Monthly verification and follow-up is performed on the necessary intervention measures on the reported events, during the COPASST meetings, and ultimately changes may be made to the hazards and risks matrix of the work center where the incident took place, as well as revisions to the risk assessment of the activity that was performed, in terms of probability and consequences, and the proposed actions proposed by the investigation are included in the hazards and risk matrix in terms of the operating controls to be implemented.

Hazard identification, risk assessment, and incident investigation	CÁLIDDA
Describe the procedures used to identify work-related hazards and to assess risks, periodically or from time to time, as well as application of the control hierarchy aimed at eliminating hazards and minimizing risks.	· A procedure is in place for the identification of hazards and risks (IPER), which specifies the methodology for preparing the hazards and risks identification matrix (IPER matrix); the matrix is reviewed at least once each year or whenever changes are made to the facilities, equipment, work procedures, regulations and other factors. · Whenever a change is made to the IPER matrix, a meeting is held with the person responsible for the process and the Occupational Safety and Health (OSH) area. The associated hazards and risks are reviewed and the criticality of the risk is assessed, based on which the required operating controls are established through the control hierarchy (eliminate, substitute, engineering and management and personal protection equipment). If the risk level is not acceptable, residual risk controls are included.



Hazard identification, risk assessment, and incident investigation	CÁLIDDA
Describe the procedure followed by workers who wish to report hazards or situations of work-related hazards, and explain how workers are protected against possible reprisals.	<ul style="list-style-type: none"> <li>Any worker can report work-related hazards or risks to the immediate supervisor, in coordination with the OSH area and members of the OSH Committee. The associated risks are reviewed, and the matrix is updated, if necessary. The above is specified in Art. 10 of the Internal OSH Rules (RISST, for the original in Spanish).</li> <li>Art. 9 of the RISST states that employees have the right to not be subject to hostile acts or other coercive measures by the company arising as a result of their duties in connection with OSH.</li> <li>Art. 10 of the RISST specifies that employees must report to their immediate supervisor any event that endangers or may endanger their safety or health or the physical facilities, and whenever possible, appropriate corrective measures must be immediately implemented, and this shall not give rise to any type of penalty.</li> </ul>
Describe the policies and procedures to be followed by workers who wish to leave the workplace due to situations they believe may cause injuries, poor health or illnesses, and explain how such workers are protected against possible reprisals.	<p>All workers have the right to halt an activity and if necessary leave the workplace in the event of imminent danger, according to Article 9 of the RISST. The Company's employees have the following rights in connection with occupational safety and health, among others:</p> <p>b) To be informed, consulted and to participate in training on prevention, to halt any activities in the event of serious or imminent risk.</p>
Describe the procedures used to investigate work-related incidents, including the process used to identify the hazards and assess the risks associated with the incidents in order to establish corrective actions through the hierarchy of control and to determine the improvements that must be made to the occupational safety and health management system.	<p>A procedure is in place for Recording, Investigating and Analyzing Incidents, according to which all workers report work-related incidents to their immediate supervisor and the OSH area. A meeting is called with all those involved (OSH Engineer, the person involved in the accident, a member of the OSH Committee) to review the causes using the loss-control methodology, which are recorded in the form, along with an action plan assigning specific responsibilities and deadlines for performance. Based on the review, the decision is made on whether or not the IPER matrix should be amended, and if so the update is made.</p>

Hazard identification, risk assessment, and incident investigation	CONTUGAS
Describe the procedures used to identify work-related hazards and to assess risks, periodically or from time to time, as well as application of the control hierarchy aimed at eliminating hazards and minimizing risks.	<p>A hazard identification, risk assessment and control matrix (IPERC, for the original in Spanish) is developed, associated with each profile's duties and activities.</p> <p>Each work activity is subject to an assessment to determine the need to issue a work permit and/or safe work assessment, in order to identify hazards and risks and establish control measures before starting to work.</p>
Describe the procedure followed by workers who wish to report hazards or situations of work-related hazards, and explain how workers are protected against possible reprisals.	<p>Internal communications channels are available to report substandard acts and conditions, such as the corporate WhatsApp, cell phone, OSH voice mail, corporate email.</p> <p>Any worker who witnesses a hazard or dangerous situation that may affect his or her own integrity, or that of co-workers or any other person, can report it through the internal communication channels. The identity of the witness remains confidential (if required) and an assessment is made of the root cause of the deviation in behavior or condition that gave rise to the substandard act or condition. It is stated that the purpose is to find the root cause of the deviation, and not to assign blame or to find who is "guilty". The main objective is to minimize the probability of re-occurrence of the deviation that could produce an undesirable event.</p>
Describe the policies and procedures to be followed by workers who wish to leave the workplace due to situations they believe may cause injuries, poor health or illnesses, and explain how such workers are protected against possible reprisals.	<p>Contugas is committed to providing safe and healthy work environments. All CTG workers have the power to halt an activity if they believe the integrity of the worker, a co-worker or any other person is at risk. Workers communicate the deviation and they are provided support directly by OSH to assess the risk and take immediate corrective action to minimize the risk level. The analysis is participative and may involve the worker who observed the condition, the worker who was observed, the user area and the OSH area.</p>
Describe the procedures used to investigate work-related incidents, including the process used to identify the hazards and assess the risks associated with the incidents in order to establish corrective actions through the hierarchy of control and to determine the improvements that must be made to the occupational safety and health management system.	<p>A procedure is in place for reporting and investigating work-related incidents and accidents, with participation by the areas involved and the OSH Committee. The event investigations determine the types of controls to be applied in order to prevent re-occurrence. Specific responsibilities and deadlines are assigned for implementation of such controls, the continuous monitoring is performed on implementation and on closing the corrective measures.</p>

Hazard identification, risk assessment, and incident investigation	TRECSA
Describe the procedures used to identify work-related hazards and to assess risks, periodically or from time to time, as well as application of the control hierarchy aimed at eliminating hazards and minimizing risks.	<p>Matrix for risk identification and assessment and determination of controls.</p> <p>Work permits and safe work analysis.</p> <p>Safety meetings before starting to work.</p> <p>Reports on unsafe conditions, acts and incidents (report CI, AI, I for the originals in Spanish).</p> <p>Daily reports.</p> <p>Consolidation of findings.</p>
Describe the procedure followed by workers who wish to report hazards or situations of work-related hazards, and explain how workers are protected against possible reprisals.	<p>Any employee who detects an unsafe condition or observes an unsafe act reports it to the OSH professional using the form "SST-F-ST-916 CI, AI, I Report", which can be delivered physically or, when outside Trecca premises, by sending a photo or scanned copy by email to <a href="mailto:saludseguridad-ocupacional@trecca.com.gt">saludseguridad-ocupacional@trecca.com.gt</a>.</p> <p>The OSH technician performs safety inspections to detect unsafe acts or conditions or to make safety observations at any Trecca facility, which are recorded in the form "SST-F-ST-916 CI, AI, I Report" and entered as electronic records in "SST-F-ST-917 Consolidated Safety" and "SST-F-ST-004" daily OSH activities report.</p> <p>The OSH Professional ensures that the "SST-F-ST-916 CI, AI, I Reports" generated by employees or the OSH Technician are recorded in "SST-F-ST-917 Consolidated Safety" and follows up on proposed improvement actions or proposals with the areas involved to mitigate risks and eliminate unsafe conditions. The reports may be made anonymously to protect the identity of the person who made the report.</p>
Describe the policies and procedures to be followed by workers who wish to leave the workplace due to situations they believe may cause injuries, poor health or illnesses, and explain how such workers are protected against possible reprisals.	<p>They are performed in accordance with Government Resolution 229-2014 and its amendments, Article 303. Third Level of Assistance a) to arrange the worker's transfer depending on his or her capabilities (medical assessment following an accident or a diagnosed disease).</p>
Describe the procedures used to investigate work-related incidents, including the process used to identify the hazards and assess the risks associated with the incidents in order to establish corrective actions through the hierarchy of control and to determine the improvements that must be made to the occupational safety and health management system.	<p>3.1 OPENING OF THE INCIDENT INVESTIGATION: The department responsible for the project assigns an investigation team including an expert in the methodology, depending on the type of accident, the place of the event and its particularities, so as to ensure that the team includes technical experts with capacity to propose and assess hypotheses and the root causes of the accident. The leader of the area is responsible for signing off and approving the report.</p> <p>3.2 GATHERING OF INFORMATION FOR THE INVESTIGATION The investigation team gathers the information for the investigation on the incident or accident, recording it in the corresponding box of the form "SST-F-ST-602 Accident Investigation Report".</p> <p>The investigation team takes into consideration the following when gathering information for the incident or accident investigation: Accept only proven, specific and objective facts, avoiding subjective interpretations, assumptions or value judgments.</p> <p>Investigate and review any existing records of safety inspections or any other documentation related to the process or activity where the incident or activity took place.</p> <p>Take photographs and videos to support the evidence, particularly on the conditions of the site after the incident took place.</p> <p>Carry out the investigation as soon as possible after the event to ensure that the information gathered reflects the conditions at the time of the incident or accident.</p> <p>Compile the lessons learned from the incident.</p> <p>"SST-I-ST-001 Instruction the Investigations of Incidents/Accidents." "SST-F-ST-002 Matrix for Risk Identification and Assessment and to Determine Controls." "SST-F-ST-006-Annual OSH Work Plan." "SST-F-ST-917 Consolidated on Safety"</p>

Hazard identification, risk assessment, and incident investigation	ELECTRO DUNAS
Describe the procedures used to identify work-related hazards and to assess risks, periodically or from time to time, as well as application of the control hierarchy aimed at eliminating hazards and minimizing risks.	<p>At ELECTRO DUNAS (ELD), the Occupational Safety and Health Committee and Management approve the Annual Occupational Safety and Health Program (PASST, for the original in Spanish), which establishes the planned educational activities, training for specific tasks, procedure reviews, inspections and observations. Controls are applied in compliance with the Standards and Procedures established by Regulatory Entities.</p>
Describe the procedure followed by workers who wish to report hazards or situations of work-related hazards, and explain how workers are protected against possible reprisals.	<p>Workers have the duty of previously verifying the conditions of the area where they will perform activities involving risks; if they observe any substandard conditions they report them using the form "Suspension of the Activity Due to Unsafe Conditions". At ELD, the Internal Work Rules and the Code of Ethics protect actions of this type.</p>



Hazard identification, risk assessment, and incident investigation	ELECTRO DUNAS
Describe the policies and procedures to be followed by workers who wish to leave the workplace due to situations they believe may cause injuries, poor health or illnesses, and explain how such workers are protected against possible reprisals.	The workers fill out the form "Suspension of the Activity Due to Unsafe Conditions". Management then instructs to verify the information, and if confirmed, corrective actions are undertaken and advisory is sought, as specified in our Internal Work Rules. The Ethics Line - Ethics Committee can be used to maintain confidentiality and prevent possible reprisals.
Describe the procedures used to investigate work-related incidents, including the process used to identify the hazards and assess the risks associated with the incidents in order to establish corrective actions through the hierarchy of control and to determine the improvements that must be made to the occupational safety and health management system.	The Occupational Safety and Health Committee and the OHS area are summoned to perform the inquiries related to the event, and a detailed report is prepared including technical recommendations and corrective actions. Following a Management review, the measures to be applied to mitigate and/or eliminate risks are determined. Incidents are also reported to the Company's Management Committee by means of weekly OHS presentations, and control measures are established to strengthen the preventive actions.

**(403-4) Worker participation, consultation, and communication on occupational safety and health**

Worker participation, consultation and communication on Occupational Safety and Health	2019					
	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	ELECTRO DUNAS
Percentage of workers represented in occupational safety and health committees			100%			Not available
Describe the process for worker participation and consultation for the development, application and assessment of the occupational safety and health management system, as well as the procedures to communicate relevant information on occupational safety and health.	COPASST Work coexistence committee Emergency brigade	1. Joint Employer-employee Committee on Safety and Health at Work (COPASST, for the Spanish original) committee, with 4 employer representatives and 4 worker representatives, and one OSH "Watchman" at each operations work center (a total of 23 Watchmen and 8 members of the main COPASST) . COPASST email: comite.paritario@tgi.com.co. Through the COPASST, the employees at the work centers (districts, stations and administrative offices) monitor fulfillment of legal requirements, the progress made in implementation of action plans or efforts made to prevent accidents or mitigate risks at the work centers.  2. Coexistence Committee, with 4 employer and 4 worker representatives (a total of 8 members). Chairperson email: catalina.madrid@tgi.com.co. Employees can file labor harassment complaints or make suggestions using form F-GTH-017.	1. Substandard acts and conditions are reported by email at: comitesst@calidda.com.pe. 2. Committee members participate in all incident and accident investigations at the company. 3. They interact and participate in monthly scheduled inspections.	The OSH Committee participates in the approval of the occupational safety and health annual plan. An OSH voice mail, is available to receive reports on substandard acts and conditions and for worker inquiries regarding OSH. Communications are made through internal channels such as <i>Conectados, Blog</i> , as well as through the OSH voice mail.	Different processes provide support to manage and assess the Occupational Safety and Health Management System. It was approved by the ISO Committee. The system has been informed to all employees through internal channels, as well as the internal communications program "Treca Avanza".	Joint Committee

Worker participation, consultation and communication on Occupational Safety and Health	2019					
	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	ELECTRO DUNAS
Describe the responsibilities of the formal employer-employee occupational safety and health committee	See Presidential resolution 017/2018, available on file	1. The COPASST Committee has the following duties: INVESTIGATE it assists in analyzing the causes of work-related accidents and illnesses, proposing corrective measures to prevent their re-occurrence; INSPECT facilities, equipment, machines, tools, emergency equipment, brigades, industrial processes and operations; OVERSEE compliance by the employer and workers of legal regulations and the Occupational Safety and Health Management System; and PROMOTE, propose and participate in training activities on occupational safety and health.  2. Coexistence Committee: it seeks to prevent worker harassment and to protect employees against psycho-social risks that affect health at the workplace. The purpose of the committee is to improve coexistence among all employees.	a. Review documentation and reports regarding work conditions required to fulfill their tasks, as well as those produced by the occupational safety and health area. b. Approve the employer's Internal Rules on Safety and Health. c. Approve the Occupational Safety and Health Annual Program. d. Review and approve the Annual Occupational Safety and Health Service Program. e. Participate in drafting, implementing and reviewing the policies, plans and programs to promote occupational safety and health and the prevention of work-related accidents and illnesses. f. Approve the annual training plan for workers on occupational safety and health. g. Promote that all new workers receive adequate orientation, training and instructions on risk prevention. h. Oversee compliance with legislation, internal rules and technical specifications related to occupational safety and health, as well as the Internal Rules on Occupational Safety and Health. i. Ensure that workers are aware of the rules, instructions, technical specifications, warning signs and other written or graphic materials related to risk prevention at the workplace.	Review documentation and reports regarding work conditions required to fulfill their tasks, as well as those produced by the occupational safety and health area. Approve the employer's Internal Rules on Safety and Health. Approve the Occupational Safety and Health Annual Program. Review and approve the Annual Occupational Safety and Health Service program. Participate in drafting, implementing and reviewing the policies, plans and programs to promote occupational safety and health and the prevention of work-related accidents and illnesses. Approve the annual training plan for workers on occupational safety and health. Promote that all new workers receive adequate orientation, training and instructions on risk prevention. Oversee compliance with legislation, internal rules and technical specifications related to occupational safety and health, as well as the Internal Rules on Occupational Safety and Health. Ensure that workers are aware of the rules, instructions and specifications	Responsibilities: Participate in accident investigations to determine the true root causes that produced them. Promote the continuous improvement of OSH process. Perform OSH training. Make recommendations on safety and health and follow up on them. Ensure the use of appropriate personal protection equipment. Carry records on the accidents that have taken place. Monitor the effectiveness of the safety and health process. Assist in developing safety and health rules. Assist in developing safe work procedures. Cooperate in Complying with Local Legal Resolutions 229/2014, 33/2016, NRD2, etc.	Not available



Worker participation, consultation and communication on Occupational Safety and Health	2019						
	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	ELECTRO DUNAS	
			<p>j. Promote the commitment, cooperation and active participation of all employees in preventing occupational risks through effective communications, the participation of workers in solving safety problems, orientation, training, contests and drills, among others.</p> <p>k. Perform periodic inspections of administrative and operations areas, facilities, machinery and equipment aimed at reinforcing prevention management.</p> <p>l. Consider the circumstances and investigate the causes of all work-related incidents, accidents and illnesses that occur at the workplace, issuing appropriate recommendations to prevent their re-occurrence.</p> <p>m. Verify fulfillment and the effectiveness of their recommendations to prevent the re-occurrence of work-related accidents and illnesses.</p> <p>n. Make appropriate recommendations to improve the work environment, follow up on implementation of the agreed measures and review their effectiveness.</p> <p>o. Analyze and issue reports on statistics of work-related incidents, accidents and illnesses at the workplace; the records and assessments must be continuously updated for each of the employer's occupational safety and health organizational units.</p> <p>p. Cooperate with the medical and first aid services.</p>	<p>work techniques, signs and other written or graphic materials related to risk prevention at the workplace. Promote the commitment, cooperation and active participation of all employees in preventing occupational risks through effective communications, the participation of workers in solving safety problems, orientation, training, contests and drills, among others.</p> <p>Perform periodic inspections of administrative and operations areas, facilities, machinery and equipment aimed at reinforcing prevention management. Consider the circumstances and investigate the causes of all work-related incidents, accidents and illnesses that occur at the workplace, issuing appropriate recommendations to prevent their re-occurrence. Verify fulfillment and the effectiveness of their recommendations to prevent the re-occurrence of work-related accidents and illnesses. Make appropriate recommendations to improve the work environment, follow up on implementation of the agreed measures and review their effectiveness. Analyze and issue reports on the</p>			

Worker participation, consultation and communication on Occupational Safety and Health	2019						
	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	ELECTRO DUNAS	
			<p>q. Supervise the occupational safety and health service and the assistance and advisory to the employer and workers.</p> <p>r. Report the following information to the employer's highest governance body:</p> <p>r.1) Death-producing or dangerous incidents, immediately.</p> <p>r.2) The investigation on each death-producing accident and the corrective measures adopted within ten (10) days from its occurrence.</p> <p>r.3) Quarterly statistics on work-related accidents, incidents and illnesses.</p> <p>r.4) The quarterly activities of the Occupational Safety and Health Committee.</p> <p>s. Document in the Book of Minutes the verifications performed on fulfillment of agreements.</p> <p>t. Hold ordinary monthly meetings to review the progress made in achieving the objectives established in the annual program, and hold extraordinary meetings to review serious accidents or as required by the circumstances.</p>	<p>statistics of work-related incidents, accidents and illnesses at the workplace; the records and assessments must be continuously updated for each of the employer's occupational safety and health organizational units. Cooperate with the medical and first aid services. Supervise the occupational safety and health service and the assistance and advisory to the employer and workers. Report the following information to the employer's highest governance body:</p> <p>r.1) Death-producing or dangerous incidents, immediately.</p> <p>r.2) The investigation on each death-producing accident and the corrective measures adopted within ten (10) days from its occurrence.</p> <p>r.3) Quarterly statistics on work-related accidents, incidents and illnesses.</p> <p>r.4) The quarterly activities of the Occupational Safety and Health Committee.</p> <p>s) Document in the Book of Minutes verifications performed on fulfillment of agreements.</p> <p>t) Hold ordinary monthly meetings to review the progress made in achieving the objectives established in the annual program, and hold extraordinary meetings to review serious accidents or as required by the circumstances.</p>			



Worker participation, consultation and communication on Occupational Safety and Health	2019					
	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	ELECTRO DUNAS
Indicate the frequency of meetings of the formal joint employer-employee committee on occupational safety and health	Monthly	1. COPASST Committee: It holds monthly meetings, which are documented in minutes. 2. Coexistence Committee: it holds quarterly meetings, which are documented in minutes.	Monthly	Monthly	It is mandatory for the Occupational Safety and Health Committee to meet at least once per month. At the first Committee meeting minutes on its constitution are drafted, indicating the date of the upcoming ordinary meeting.	Monthly
Indicate the decision-making authority of the formal joint employer-employee committee on occupational safety and health	COPASST Chairperson	1. COPASST Committee: decisions are made by all members of COPASST, which has no highest decision-making authority. They jointly decide by vote. 2. Coexistence Committee:	1. Chairperson: Ricardo Jaramillo 2. Secretary: Cristina Collantes Decisions are made by consensus of the meeting.	Chairperson of the OSH Committee	The Committee's decisions should be by consensus. When a consensus is not possible, as long as the matter does not involve conditions that put the workers' life and health at risk, the decision shall be approved by the majority of members present at the meeting. If no consensus is reached, the decision is made by vote, and in the event of a tie, the coordinator shall have two votes to determine the most suitable decision. Article 17 of Ministerial Resolution 23-2017.	Not available

- (403-7) Prevention and mitigation of occupational health and safety impacts on workers directly linked by business relationships
- (403-9) Work-related injuries (items C and D, measures taken to eliminate workplace hazards that pose the risk of work-related injuries with major consequences or other hazards)
- (403-10) Work-related ill health (item C, workplace hazards that pose the risk of work-related illnesses)

At Grupo de Energía de Bogotá we understand that impacts on the health and safety of workers directly linked by business relationships are no different from those defined in the risk and impact matrices for in-house employees, whenever direct business-related contacts take place, given that such matrices cover the physical spaces of the operations of GEB Colombia and the Transmission Branch. Additionally, the type of service and product sold by the company only involves transportation of intangibles to distributors or industries that require gas or electric energy.

GEB 2019		
Impacts on the health and safety of workers directly linked by business relationships		
Impact description	Preventive measures	Mitigation measures
Work-related accidents with injuries Work-related ill health	Review of OSH plans before initiating a contract.	Not applicable
	Use of checklists for critical tasks; participation in Daily Safety Talks; observation of behavior; ensure pre-operational inspection of equipment; participation in maintenance planning and scheduling of SE and LT; direct supervision of field activities through own staff or contract supervisors.	Not applicable
	Share lessons learned from work-related accidents and security alerts of high-potential incidents. Carry out meetings for the prevention of work-related accidents with contractors (REMPAC), to monitor and control the results of contractor indicators.	Monitor closing of action plans derived from investigations of work-related accidents and high-potential incidents.

TGI 2019	
Impacts on the health and safety of workers directly linked by business relationships	
Impact description	Preventive measures
The risks faced by persons or areas involved in such business relations are no different from those to which the employees who work in TGI's administrative areas in Bogotá are exposed to.  The risks and hazards matrix of the administrative area covers all administrative employees, including risks of travel by land and air, and walking, which are OSH risks that may be faced by commercial area workers during negotiations.	Training for contractors, communication of the company's Occupational Safety and Health plans, visitor registration, among others.

CÁLIDDA 2019		
Impacts on the health and safety of workers directly linked by business relationships		
Impact description	Preventive measures	Mitigation measures
Partial or irreversible damage to the physical integrity of employees.	OSH accreditation in order to supply goods or services (fulfillment of OSH requirements). Application of penalties due to non-fulfillment of OSH requirements (contractual provisions).	Field inspections to detect standard acts and conditions.

TRECSA 2019		
Impacts on the health and safety of workers directly linked by business relationships		
Impact description	Preventive measures	Mitigation measures
Stress, mental and physical fatigue, tiredness, headaches. Worker fatigue syndrome.	Training: Work stress management. Assertive and effective communications. Teamwork, relational intelligence.	Active breaks program. Comply with the established work schedule. Occupational health programs. Good eating habits.
Injuries of different severity level: Contusions, wounds, slips, falls, scrapes, sprains, fractures, minor lacerations.	Emergency prevention, assistance and response plan. Training: Self-care when walking through office areas and prevention of same-level falls. <i>Pasos seguros</i> (Safe Steps campaign) (Not to use the cell phone while walking).	Elimination of risk conditions, signs on ramps, stairs, installation of handrails.
Visual fatigue, headaches.	Occupational medicine exams.	Active breaks program. Recommendation of using glasses with anti-UV and anti-reflective coating. Control natural sunlight access.



(403-9) Work-related injuries  
 (403-10) Work-related ill health  
 (EU17) Days worked by contractors and sub-contractors involved in construction, operation and maintenance activities  
 (Own) LTIFR of employees and contractors. Indicators on frequency and severity of incidents leading to lost time by employees and contractors  
 (Own) Deaths  
 (102-48) Restatement of information. Data is presented on death rates, injury rates and occupational illness rates based on 1,000,000 worked hours for employees and contractors.

GEB Colombia and Transmission Branch				
Work-related injuries, ill health, days lost, absenteeism and number of deaths		2017	2018	2019
DIRECT EMPLOYEES	Unit	Total	Total	Total
Total number of employees	Number	595	531	595
Hours worked	Hours	1,485,887	1,114,990	1,192,671
Days worked	Days	189,033	139,374.0	149,083.9
Work-related deaths	Number	0	0	0
Rate of deaths produced by work-related injuries	Index	0	0	0
Work-related accidents with major consequences (excluding deaths)	Number	Not available		0
Rate of work-related injuries with major consequences (excluding deaths)	Index	Not available		0
Absence due to work accident	Days	10	21	0
Severity index	Index	6.7	18.8	0
Total reportable work-related accidents	Number	Not available	Not available	0
Rate of reportable work-related injuries	Index	Not available	Not available	0
Deaths due to occupational illnesses	Number	0	0	0
Occupational illness	Number	0	0	0
Days of absence due to occupational illnesses	Days	0	0	0
Occupational illness frequency rate	Index	0	0	0
Sick leave due to common illness	Number	429	301	346
Absenteeism due to common illness	Days	Not available	Not available	1,675
Rate of worker absenteeism due to common illness	Rate %	288.7	270.0	290.1
Main types of injuries produced by work-related accidents	The most common injuries produced by work-related accidents were blows or contusions on upper limbs, sprains or twists of ankles or knees and cut wounds.			
Workplace hazards that pose the risk of work-related injuries due to accidents or illnesses with major consequences for employees.	The workplace hazards that pose the risk of work-related injuries due to accidents with major consequences have been included in the risks and hazards matrix covering all administrative employees, including the risk of travel by land or air or walking. They are also identified as described in indicator 403-2 (see annexes). Some hazards include falling, slipping, tripping and injuries.			
Measures taken or planned to eliminate other workplace hazards and minimize risks through the control hierarchy.	The measures taken or planned to eliminate other workplace hazards and minimize risks through the control hierarchy are included under indicator (403-1) on the Management System. Additionally, through all the health preventive and promotion programs (403-6), the health services, such as the preventive and occupational medicine program (403-2) and employee participation bodies such as the COPASST Committee and the Coexistence Committee.			
The information included in this table is calculated in accordance with international standards such as OSHAS 300 and 18001. Additionally, GEB Colombia and the Transmission Branch monitor their performance through the Lost Time Injury Frequency Rate (IFI AT, for the Spanish original) for employees and contractors.				
At GEB Colombia and the Transmission Branch, accidents with major consequences are classified based on DAFW (days away from work), which began to be measured in 2019 in accordance with the guidelines of OSHAS 300.				

GEB Colombia and Transmission Branch				
Work-related injuries, ill health, days lost, absenteeism and number of deaths		2017	2018	2019
CONTRACTORS	Unit	Total	Total	Total
Total number of contractors	Number	Not available	9	2,455
Hours worked	Hours	3,048,347	3,022,966.0	3,908,321.0
Days worked	Days	381,043	377,870.0	162,846.7
Work-related deaths	Number	4	1	0
Rate of deaths produced by work-related injuries	Index	1	0	0
Work-related accidents with major consequences (excluding deaths)	Number	Not available		17
Rate of work-related injuries with major consequences (excluding deaths)	Index	Not available		4.35
Absence due to work accident	Days	24,432	6,687	Not available
Severity index	Index	8,014.8	2,212.1	Not available
Total reportable work-related accidents	Number	Not available		39
Rate of reportable work-related injuries	Index	Not available		9.98
Deaths due to occupational illnesses	Number	Not available		
Occupational illness	Number			
Days of absence due to occupational illnesses	Days			
Occupational illness frequency rate	Index			
Sick leave due to common illness	Number			
Absenteeism due to common illness	Days			
Rate of worker absenteeism due to common illness	Rate %			
Main types of injuries produced by work-related accidents	The most common injuries produced by work-related accidents were blows or contusions on upper limbs, sprains or twists of ankles or knees and cut wounds.			
Workplace hazards that pose the risk of work-related injuries due to accidents or illnesses with major consequences for employees.	Workplace hazards that pose the risk of work-related injuries due to accidents or illnesses with major consequences for contractors are considered to be the same as for any GEB employee if they are within any of the facilities of GEB and its affiliates.			
Measures taken or planned to eliminate other workplace hazards and minimize risks through the control hierarchy.	The measures taken or planned to eliminate other workplace hazards and minimize risks through the control hierarchy are included under indicator (403-1) on the Management System. Additionally, training is provided to contractors to inform them of the OHS management system and to promote best practices. At present, the company has no special measures for contractors.			
The information included in this table is calculated in accordance with international standards such as OSHAS 300 and 18001. Additionally, GEB Colombia and the Transmission Branch monitor their performance through the Lost Time Injury Frequency Rate (IFI AT, for the Spanish original) for employees and contractors.				
At GEB Colombia and the Transmission Branch, accidents with major consequences are classified based on DAFW (days away from work), which began to be measured in 2019 in accordance with the guidelines of OSHAS 300.				



Work-related injuries, ill health, days lost, absenteeism and number of deaths	EMPLOYEES	Unit	TGI								
			2017			2018			2019		
			Men	Women	Total	Men	Women	Total	Men	Women	Total
Total number of employees	Number	328	96	424	328	96	424	335	112	447	
Hours worked	Hours	597,861.4	181,537	779,398	683,671.1	192,917.5	876,589	703,748.3	196,475	900,223	
Days worked	Days	70,210.6	21,298.2	91,509	80,431.9	22,696.2	103,128	82,793.9	23,114.6	105,909	
Work-related deaths	Number	0	0	0	0	0	0	0	0	0	
Rate of deaths produced by work-related injuries	Index	0	0	0	0	0	0	0	0	0	
Work-related accidents with major consequences (excluding deaths)	Number	Not available						0	0	0	
Rate of work-related injuries with major consequences (excluding deaths)	Index	Not available						0	0	0	
Absence due to work accident	Days	12	2	14	24	0	24	6	6	12	
Severity index	Index	20.1	11.0	18.0	35.1	0	27.4	8.5	30.5	13.3	
Total work-related accidents	Number	7			13			10			
Total reportable work-related accidents	Number	Not available						0	0	0	
Rate of reportable work-related injuries	Index	Not available						0	0	0	
Deaths due to occupational illnesses	Number	0	0	0	0	0	0	0	0	0	
Occupational illness	Number	0	0	0	0	0	0	0	0	0	
Days of absence due to occupational illnesses	Days	0	0	0	0	0	0	0	0	0	
Occupational illness frequency rate	Index	0	0	0	0	0	0	0	0	0	
Sick leave due to common illness	Number	65	29	94	44	26	70	45	36	81	
Absenteeism due to common illness	Days	270	65	335	187	87	274	767	722	1,489	
Rate of absenteeism due to common illness	Rate %	108.7	159.7	120.6	64.4	134.8	79.9	63.9	183.2	90.0	
Main types of injuries produced by work-related accidents	The most common injuries produced by work-related accidents were blows or contusions on upper limbs, sprains or twists of ankles or knees and cut wounds.										
The workplace hazards that pose the risk of work-related injuries due to accidents with major consequences.	The workplace hazards that pose the risk of work-related injuries due to accidents with major consequences have been included in the risks and hazards matrix covering all administrative employees, including the risk of travel by land or air or walking. They are also identified as described in indicator 403-2 (see annexes). Some hazards include falling, slipping, tripping and injuries.										
Measures taken or planned to eliminate other workplace hazards and minimize risks through the control hierarchy.	The measures taken or planned to eliminate other workplace hazards and minimize risks through the control hierarchy are included under indicator (403-1) on the Management System. Additionally, through all the health preventive and promotion programs (403-6), the health services, such as the preventive and occupational medicine program (403-2) and employee participation bodies such as the COPASST Committee and the Coexistence Committee.										
Starting in 2019, the information included in this table is calculated in accordance with international standards such as OSHAS 300, where non-reportable incidents are defined as DAFW (days away from work), deaths, medical treatment cases (MTC) and restricted work cases (RWC). Additionally, TGI SA ESP monitors its objectives through the Lost Time Injury Frequency Rate (IFI AT, for the Spanish original) for employees and contractors.											
For the effects of interpretation of this information, accidents with major consequences are based on days of absence due to medical leave.											
These figures cover all TGI employees without exception.											

Work-related injuries, ill health, days lost, absenteeism and number of deaths	CONTRACTORS	Unit	TGI								
			2017			2018			2019		
			Men	Women	Total	Men	Women	Total	Men	Women	Total
Total number of contractors	Number	987	177	1,164	811	313	1,124	1,889	388	2,277	
Hours worked	Hours	1,930,790	328,900	2,259,689.44	2,587,123.7	694,908.7	3,282,032	3,915,109.7	886,504.9	4,801,614	
Work-related deaths	Number	0	0	0	0	0	0	0	0	0	
Rate of deaths produced by work-related injuries	Index	0	0	0	0	0	0	0	0	0	
Work-related accidents with major consequences (excluding deaths)	Number	Not available						0	0	0	
Rate of work-related injuries with major consequences (excluding deaths)	Index	Not available						0	0	0	
Absence due to work-related accidents	Days	207	17	224	159	0-	159	81	3	84	
Severity index	Index	911.3	439.3	97.8	61.5	-0	48.4	20.7	3.4	17.5	
Total work-related accidents	Number	32			27			45			
Total reportable work-related accidents	Number	Not available						6	0	6	
Rate of reportable work-related injuries	Index	Not available						1.2			
Deaths due to occupational illnesses	Number	Not available									
Occupational illness	Number	Not available									
Days of absence due to occupational illnesses	Days	Not available									
Occupational illness frequency rate	Index	Not available									
Sick leave due to common illness	Number	207.00	17.00	224	328.00	159.00	487	294.00	224.00	518	
Absenteeism due to common illness	Days	853.00	49.00	902	2,211.0	739.0	2,950	1,125.0	565.0	1,690	
Rate of absenteeism due to common illness	Rate %	911.3	439.3	97.8	126.8	228.8	148.4	75.1	252.7	107.9	
Main types of injuries produced by work-related accidents	The most common injuries produced by work-related accidents were blows or contusions on upper limbs, sprains or twists of ankles or knees and cut wounds.										
Workplace hazards that pose the risk of work-related injuries due to accidents or illnesses with major consequences for employees.	The workplace hazards that pose the risk of work-related injuries due to accidents with major consequences or work-related ill health for contractors are considered to be the same as for any TGI employee if they are within any of the facilities of GEB and its affiliates.										
Measures taken or planned to eliminate other workplace hazards and minimize risks through the control hierarchy.	The measures taken or planned to eliminate other workplace hazards and minimize risks through the control hierarchy are included under indicator (403-1) on the Management System. Additionally, training is provided to contractors to inform them of the OHS management system and to promote best practices. At present, the company has no special measures for contractors.										
Starting in 2019, the information included in this table is calculated in accordance with international standards such as OSHAS 300, where non-reportable incidents are defined as DAFW (days away from work), deaths, medical treatment cases (MTC) and restricted work cases (RWC). Additionally, TGI SA ESP monitors its objectives through the Lost Time Injury Frequency Rate (IFI AT, for the Spanish original) for employees and contractors.											
For the effects of interpretation of this information, accidents with major consequences are based on days of absence due to medical leave.											



**2017 EMPLOYEES OTHER AFFILIATES**

Work-related injuries, ill health, days lost, absenteeism and number of deaths	Unit	CÁLIDDA	CONTUGAS	TRECSA	ELECTRO DUNAS
		Total	Total	Total	Total
Hours worked	Hours	775,310.24	412,341	1,485,887	632,244
Days worked	Days	32,304.59	260	189,030	0
Work-related deaths	Number	0	0	0	0
Rate of deaths produced by work-related injuries	Rate %	0	0	0	0
Absence due to work accident	Days	8	126	10	0
Severity index	Rate %	10.3	305.6	6.7	0
Total reportable work-related accidents	Number	1	1	7	0
Rate of reportable work-related injuries	Rate %	1.3	2.43	4.71	0
Sick leave due to common illness	Number	Not available	70	429	0
Absenteeism due to common illness	Days		338	1,197	959
Rate of absenteeism due to common illness	Rate %		819.71	805.58	1,516.82

**2017 SUPPLIERS OTHER AFFILIATES**

Work-related injuries, ill health, days lost, absenteeism and number of deaths	Unit	CÁLIDDA	CONTUGAS	TRECSA	ELECTRO DUNAS
		Total	Total	Total	Total
Hours worked	Hours	7,793,993.00	850,001.00	3,048,347.00	
Days worked	Days	324,750.00	260.00	381,043.00	
Work-related deaths	Number	0.00	Not available		
Rate of deaths produced by work-related injuries	Rate %	0			
Absence due to work accident	Days	861	16	24,432.00	
Severity index	Rate %	111	19	8,015	
Total reportable work-related accidents	Number	33	1	75	
Rate of reportable work-related injuries	Rate %	4	1	25	
Sick leave due to common illness	Number	Not available	17	0	
Absenteeism due to common illness	Days		126	0	
Rate of absenteeism due to common illness	Rate %		148	0	

**2018 EMPLOYEES OTHER AFFILIATES**

Work-related injuries, ill health, days lost, absenteeism and number of deaths	Unit	CÁLIDDA	CONTUGAS	TRECSA	ELECTRO DUNAS
		Total	Total	Total	Total
Hours worked	Hours	1,081,162.00	457,411	606,002	
Days worked	Days	45,048.00	252	68,864	
Work-related deaths	Number	0	0		
Rate of deaths produced by work-related injuries	Rate %	0			
Absence due to work accident	Days	21			
Severity index	Rate %	19.4			
Total reportable work-related accidents	Number	0			
Rate of reportable work-related injuries	Rate %	0			
Sick leave due to common illness	Number	161	21	3	
Absenteeism due to common illness	Days	1,548	171	105	
Rate of absenteeism due to common illness	Rate %	1,431.8	373.84	173.27	

**2018 SUPPLIERS OTHER AFFILIATES**

Work-related injuries, ill health, days lost, absenteeism and number of deaths	Unit	CÁLIDDA	CONTUGAS	TRECSA	ELECTRO DUNAS
		Total	Total	Total	Total
Hours worked	Hours	12,343,845.00	1,064,288.00	141,587.00	
Days worked	Days	514,327.00	252.00	16,089.00	
Work-related deaths	Number	0.00	Not available		
Rate of deaths produced by work-related injuries	Rate %	0			
Absence due to work accident	Days	2,166.00	2		
Severity index	Rate %	176	2		
Total reportable work-related accidents	Number	Not available			Not available
Rate of reportable work-related injuries	Rate %	0	0		
Sick leave due to common illness	Number	Not available	14		
Absenteeism due to common illness	Days		6		
Rate of absenteeism due to common illness	Rate %		6		

**2019 EMPLOYEES OTHER AFFILIATES**

Work-related injuries, ill health, days lost, absenteeism and number of deaths	Unit	CÁLIDDA	CONTUGAS	TRECSA	ELECTRO DUNAS
		Total	Total	Total	Total
Hours worked	Hours	1,118,606	481,544	405,124	632,244
Days worked	Days	46,609	251	46,036	
Work-related deaths	Number	0	0	0	
Rate of deaths produced by work-related injuries	Rate %	0	0	0	
Absence due to work accident	Days	7	0	0	
Severity index	Rate %	6.3	0	0	
Total reportable work-related accidents	Number	1	0	0	
Rate of reportable work-related injuries	Rate %	0.9	0	0	
Sick leave due to common illness	Number	151	63	17	
Absenteeism due to common illness	Days	1,622	581	202	959
Rate of absenteeism due to common illness	Rate %	1,450.00	1,206.54	498.61	1,516.82

**2019 SUPPLIERS OTHER AFFILIATES**

Work-related injuries, ill health, days lost, absenteeism and number of deaths	Unit	CÁLIDDA	CONTUGAS	TRECSA	ELECTRO DUNAS
		Total	Total	Total	Total
Hours worked	Hours	14,682,554	782,981	730,445	1,053,170
Days worked	Days	611,773	251	83,005	-
Work-related deaths	Number	0	Not available		
Rate of deaths produced by work-related injuries	Rate %	0			
Absence due to work accident	Days	728		70	37
Severity index	Rate %	49.6	Not available	95.8	35.1
Total reportable work-related accidents	Number	Not available		2	
Rate of reportable work-related injuries	Rate %	2.04	Not available	2.74	
Sick leave due to common illness	Number	Not available	16	21	
Absenteeism due to common illness	Days		89	52	
Rate of absenteeism due to common illness	Rate %		113.67	71.19	

# Climate Strategy

- (305-1) Direct GHG emissions (Scope 1)
- (305-2) Indirect GHG emissions from generating energy (Scope 2)
- (305-3) Other indirect GHG emissions (Scope 3)

Direct and indirect emissions (Ton CO <sub>2</sub> e)	2017					2018					2019								
	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	TOTAL	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	TOTAL	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	ELECTRO DUNAS	TOTAL
Scope 1 emissions	1,482.69	Not available	14,022.30	25,456.58	Not available	40,961.57	1,573.6	139,925.38	Not available	1,733.1	Not available	143,232.08	3,599	157,440	17,983	2,244	5.66	Not available	181,270.66
Scope 2 emissions	61.68	Not available	288.29	201.29	Not available	551.26	78.5	317.07	Not available	162.9	Not available	558.47	89.79	512.30	536.57	142.50	98.85	Not available	1,380.01
Scope 3 emissions	449.39	Not available	36.65	144.61	Not available	630.65	615.2	210.43	Not available	202.1	Not available	1,027.73	513.38	226	1,293	22.04	Not available	Not available	2,054.42
Scopes 1, 2 and 3 emissions	1,993.76	Not available	14,347.24	25,802.48	Not available	42,143.48	2,267.0	140,452.88	Not available	2,098.1	Not available	144,818.28	4,202.17	158,178.30	19,812.57	2,408.54	104.51	Not available	184,706.09

## Description of the methodology used to calculate the 2019 carbon footprint

Description	2019 Footprint																			
Gases included in the calculation	CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, SF <sub>6</sub> , HFC																			
Baseline year for calculations	2018																			
Source of emission factors	Fuels: FECOC																			
	Electric energy: UPME-XM 2019																			
Emission factors used	Refrigerant gases: IPCC-AR5 guidelines R410a: <a href="http://www.linde-gas.com/en/products_and_supply/refrigerants/hfc_refrigerants/r410a/index.html">http://www.linde-gas.com/en/products_and_supply/refrigerants/hfc_refrigerants/r410a/index.html</a>																			
	<table border="1"> <thead> <tr> <th>Indicator</th> <th>kgCO<sub>2</sub>/TJ</th> <th>kgCH<sub>4</sub>/TJ</th> <th>kgN<sub>2</sub>O/TJ</th> </tr> </thead> <tbody> <tr> <td>Diesel B2</td> <td>74,193</td> <td>10</td> <td>0.6</td> </tr> <tr> <td>Engine gasoline</td> <td>69,324</td> <td>10</td> <td>0.6</td> </tr> <tr> <td>Natural Gas</td> <td>55,539</td> <td>3</td> <td>0.1</td> </tr> <tr> <td>Source</td> <td>FECOC</td> <td>IPCC</td> <td>IPCC</td> </tr> </tbody> </table> <p>Conversion factors: the same factors reported under indicator 302-1 were used  <b>Colombia:</b> 164.38 g CO<sub>2</sub>/kW h                      Source: XM  <b>Peru:</b> 170.2 g CO<sub>2</sub>/kW h Source:<a href="http://www.coes.org.pe/Portal/Publicaciones/Estadísticas/">http://www.coes.org.pe/Portal/Publicaciones/Estadísticas/</a>  <b>Guatemala:</b> 0.367 t CO<sub>2</sub>e/ MW h                      Source: National Electric Energy Commission                      GWP:                      CO<sub>2</sub>: 1                      CH<sub>4</sub>: 28                      N<sub>2</sub>O: 265                      HCFC 123: 79                      SF<sub>6</sub>: 23,500                      R410a: 2,088</p>	Indicator	kgCO <sub>2</sub> /TJ	kgCH <sub>4</sub> /TJ	kgN <sub>2</sub> O/TJ	Diesel B2	74,193	10	0.6	Engine gasoline	69,324	10	0.6	Natural Gas	55,539	3	0.1	Source	FECOC	IPCC
Indicator	kgCO <sub>2</sub> /TJ	kgCH <sub>4</sub> /TJ	kgN <sub>2</sub> O/TJ																	
Diesel B2	74,193	10	0.6																	
Engine gasoline	69,324	10	0.6																	
Natural Gas	55,539	3	0.1																	
Source	FECOC	IPCC	IPCC																	
Defined limit (operational or financial)	Operational																			
Standards or methodologies used	GHG Protocol																			
Calculation Tools	CO2CERO calculation tool (Excel and on-line tool)																			
Omissions	GEB: Electric energy generation plants Contugas: Electric energy generation plants Trecsa: fixed sources TGI: Fire extinguishers																			

## Conversion factors used (Source: FECOC UPME)

	Density (kg/l)	LHV (MJ/kg)
Diesel	0.852	42.419
Gasoline	0.741	45.330
VNG		35.65

(102-48) Starting in 2019, at the TGI affiliate gas consumption is broken down by natural gas and vehicle natural gas. In 2017 and 2018 both items were included under a single total.

## (305-5) Reduction of GHG emissions

Indicate the projects carried out to reduce or prevent emissions and indicate the tons of CO <sub>2</sub> reduced by implementing the project	Description of the initiative, not to exceed 300 characters	CONTUGAS 2019		Scopes in which there were reductions (scopes 1, 2 and 3)	Explain the standards or methodologies used for the calculation	Baseline year for reduction calculations
		Gases included in the calculation (CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFC, PFC, SF <sub>6</sub> , NF <sub>3</sub> or all)				
Project 1: <i>Reciclatón</i> 2019 .	In June 2019, the "Second <i>Reciclatón</i> " was held at all company facilities, gathering a total of 570,175 kg of recycled material, which was delivered to the program for separating wastes at the source of the municipal district of San Borja - Lima, municipality of Pisco, provincial municipality of Chincha E IKREO.	GEB is currently calculating the carbon footprint of all its affiliates; once the calculations are performed, they will be compared against the carbon footprint calculated internally by Contugas.		GEB is currently calculating the carbon footprint of all its affiliates; once the calculations are performed, they will be compared against the carbon footprint calculated internally by Contugas.	An Excel worksheet called "Greenhouse Gas Inventory" is used to calculate tons of CO <sub>2</sub> equivalent.	2018
Project 2: Campaign "Yo dejo mi huella, y ¿tú?" (I leave my footprint, don't you?)	In August 2019, a climate change awareness-raising campaign was held for employees consisting of training, awareness-raising flyers through corporate email, and an internal contest on good practices for reducing the company's Carbon Footprint by reducing energy consumption, paper consumption and others.	GEB is currently calculating the carbon footprint of all its affiliates; once the calculations are performed, they will be compared against the carbon footprint calculated internally by Contugas.		GEB is currently calculating the carbon footprint of all its affiliates; once the calculations are performed, they will be compared against the carbon footprint calculated internally by Contugas.	An Excel worksheet called "Greenhouse Gas Inventory" is used to calculate tons of CO <sub>2</sub> equivalent.	2018
Project 3: 2 <sup>nd</sup> Sustainable Fair of the Ica Region.	The 2 <sup>nd</sup> Sustainable Fair of the Ica Region was held with over 200 participants.	GEB is currently calculating the carbon footprint of all its affiliates; once the calculations are performed, they will be compared against the carbon footprint calculated internally by Contugas.		GEB is currently calculating the carbon footprint of all its affiliates; once the calculations are performed, they will be compared against the carbon footprint calculated internally by Contugas.	An Excel worksheet called "Greenhouse Gas Inventory" is used to calculate tons of CO <sub>2</sub> equivalent.	2018
Project 4: Inter-institutional Agreements with the Municipal District of Parcona and the Municipal District of Vista de Alegre.	Additionally, native plants from the Ica region were given to the Municipal District of Vista Alegre in Nasca province and the Municipal District of Parcona in Ica province to reforest areas to the benefit of the communities, as well as to promote citizen awareness on climate change and the need to promote green areas in the city.	GEB is currently calculating the carbon footprint of all its affiliates; once the calculations are performed, they will be compared against the carbon footprint calculated internally by Contugas.		GEB is currently calculating the carbon footprint of all its affiliates; once the calculations are performed, they will be compared against the carbon footprint calculated internally by Contugas.	An Excel worksheet called "Greenhouse Gas Inventory" is used to calculate tons of CO <sub>2</sub> equivalent.	2018



# Biodiversity

## (304-1) Significant impacts of activities, products, and services on biodiversity

GEB 2019						
Owned, leased or managed operation centers located in or alongside protected areas, or areas of substantial value for biodiversity located outside of protected areas	Geographic location	Land and underground areas that may be owned, leased or managed by the Organization	Location with respect to the protected area (in, next to or partly inside the protected area) or area of great value for biodiversity outside the protected area	Type of operation (office, manufacturing, production or extraction)	Value of biodiversity in terms of the characteristics of the protected area or area of great value for biodiversity outside the protected area (land, marine or fresh water ecosystems)	Value of biodiversity, characterized for being included on the protected list (one of the categories for protected area management of UICN, the Ramsar Convention and domestic laws)
La Calera, Cundinamarca.		Property owned by CAR.	Property located inside the Protective Productive Forest Reserve of the Upper Bogotá River Basin.	Offsetting for use of forest by the Central Corridor asset in operation.	A variety of ecosystems are present in the Productive Forest Reserve of the Upper Bogotá River Basin, including: Bushes of the High Andes Orobiome, bushes of the Middle Andes Orobiome, dense forests of the High Andes Orobiome, fragmented forest of the High Andes Orobiome, mosaic of grasses with natural areas of the High Andes Orobiome, trees surrounded by grasses of the High Andes Orobiome, secondary or transitional vegetation of the High Andes Orobiome and secondary or transitional vegetation of the Middle Andes Orobiome.	Protective Productive Forest Reserve of the Upper Bogotá River Basin.
Tesalia-Alfárez 230 kV line.	Rioblanco, department of Tolima.	N.A.	Adjacent	Construction for energy transmission	The natural cover of the protected area includes very humid low mountain rainforest, mountain rainforest and sub-Andean <i>Páramo</i> rainforest in the Regional Nature Park (PNR, for the Spanish original), which contribute to the ecological integrity and connectivity between the various ecosystems. The historical, cultural and heritage wealth of the Nasa community of southern Tolima, by protecting the lagoon complexes within the <i>Páramo</i> del Meridiano We'pe Wala Regional Nature Park. The water resources from the upper Hereje River basin and its main tributaries (El Triunfo and Los Chorros streams), as goods or services provided by nature to the Department of Tolima. The animal and plant species that are endemic or to some degree threatened with extinction.	<i>Páramo</i> del Meridiano We'pe Wala Regional Natural Park.
230 kV transmission line; interconnection with Ecuador.	Pasto, Department of Nariño.	N.A.	Adjacent	Energy transmission	It is a protected reserve; La Cocha is located inside this reserve, and it is one of the most extensive and well conserved lagoons of the northern Andes, and is considered the largest fresh water reserve in the Department of Nariño. Several rivers and streams, originating in the Guamués River, which is an affluent of the Putumayo River of the Amazon basin, flow into La Cocha Lagoon. The lake's Corota Island is a wildlife sanctuary, an Andean <i>orobiome</i> forest with predominant species such as <i>encenillos</i> , Colombian pines, <i>siete cueros</i> , wax palm and the ecosystems of the Andean highlands ( <i>páramo</i> ) with presence of <i>frailejon</i> species such as <i>Espeletia hartwegiana</i> , <i>Blechno loxensis</i> , <i>Calamagrostis spp.</i> , <i>Hypericum spp.</i> and <i>Festuca spp.</i>	Protective Forest Reserve of La Cocha Lagoon-Patacoy Hilltop

Owned, leased or managed operation centers located in or alongside protected areas, or areas of substantial value for biodiversity located outside of protected areas	Geographic location	Land and underground areas that may be owned, leased or managed by the Organization	Location with respect to the protected area (in, next to or partly inside the protected area) or area of great value for biodiversity outside the protected area	Type of operation (office, manufacturing, production or extraction)	Value of biodiversity in terms of the characteristics of the protected area or area of great value for biodiversity outside the protected area (land, marine or fresh water ecosystems)	Value of biodiversity, characterized for being included on the protected list (one of the categories for protected area management of UICN, the Ramsar Convention and domestic laws)
230 kV transmission line; interconnection with Ecuador.	San Francisco and Mocoa, Department of Putumayo.	N.A.	Adjacent	Energy transmission	Thanks to its size and the high level of conservation of its biodiversity, animal and plant indicators in the area are high. Currently in the area there are vulnerable and endangered species such as the poison frog <i>Epidobates ingeri</i> , and plant species such as ( <i>Cedrelinga catenaeformis</i> ) and cumint ( <i>Aniba sp.</i> ), which increases the strategic value of the reserve; nonetheless, within the reserve there are human settlements that put pressure on these resources. This is an example of regional conservation.	Protective Forest Reserve of the Upper Mocoa River Basin.
These are potential areas, and consequently no implementation mechanism has been defined to date.	Villavicencio, Meta.	La Esmeralda property Villa Paula property	Even though the project's area of influence does not include protected areas, it does include the riverbed on the Guayuriba River and its associated forest vegetation, as well as two other important bodies of water of great value for biodiversity due to their habitats and niches.	Offsetting for lifting the national ban during the construction stage of the San Fernando project.	At the La Esmeralda property there is secondary vegetation cover in the process of recovery and gallery forests associated with bodies of water that form part of the basin that supplies the water system of Las Mercedes district. The Villa Paula property includes tall open forest cover.	N.A.

Owned, leased or managed operation centers located in or alongside protected areas, or areas of substantial value for biodiversity located outside of protected areas	Geographic location	TGI 2019	
		Value of biodiversity in terms of the characteristics of the protected area or area of great value for biodiversity outside the protected area (land, marine or fresh water ecosystems)	Value of biodiversity, characterized for being included on the protected list (one of the categories for protected area management of UICN, the Ramsar Convention and domestic laws)
LAM 2501	SOUTHERN BOLIVAR	Dry tropical forest with different types of vegetation cover, such as grass with trees, open forest, grasslands and surface bodies of water called "jagüeyes".	Integrated Regional Management Districts in Santander of the San Silvestre wetlands.
LAM 2501	SOUTHERN BOLIVAR	Dry tropical forest with different types of vegetation cover, such as grass with trees, open forest, grasslands and surface bodies of water called "jagüeyes".	Integrated Regional Management Districts in Santander of Serrania de los Yariquies.
LAM 0069	EAST CENTRAL	Low Mountain Rainforest and Low Mountain Dry Forest. Most of the native forest has been transformed and the area is predominantly covered by grasses and small dispersed areas of stubble and bushes on the grasslands.	Regional Integrated Management Districts in Boyacá - Fúquene, Cucunubá and Palacio Lake Complex.
LAM 0069	EAST CENTRAL	Low Mountain Rainforest and Low Mountain Dry Forest. Most of the native forest has been transformed and the area is predominantly covered by grasses and small dispersed areas of stubble and bushes on the grasslands.	Regional Integrated Management Districts in Boyacá -Paramo de Guargua and Laguna Verde.
LAM 0034	BALLENA - BARRAN-CABERMEJA	Dry tropical forest with various types of vegetation cover including grass with trees, open forest, pastures and natural bodies of water such as the wetlands complex of the mid-Magdalena valley.	National Protected Forest Reserves -Upper Caño Alonso Basin.
LAM 0299	MARIQUITA - CALI	Forms part of the major Biome: Orobiome of the Tropical Humid Zonobiome, which includes Andean rainforest ecosystems, fragmented forest with secondary vegetation, paramo, forestry agro-ecosystem, cattle ranching agro-ecosystem, mosaic of crops, grasses and natural areas.	Regional Integrated Management Districts in Quindío - Of the Upper Basin of Río Quindío de Salento
LAM 0069	EAST CENTRAL	Low Mountain Rainforest and Low Mountain Dry Forest. Most of the native forest has been transformed and the area is predominantly covered by grasses and small dispersed areas of stubble and bushes on the grasslands.	Regional Natural Parks in Santander - Serrania de las Quinchas.
LAV 0003-12	LA SABANA	Forms part of the major Biome: Azonal Orobiome of the Tropical Humid Zonobiome, includes ecosystems of permanent crops agro-ecosystems, agro-ecosystem of mosaic of crops and grasses, Andean wetlands.	Regional Integrated Management Districts - Wetlands of Guali Tres Esquinas and Lagunas del Funzhe.
LAM 0054	BOYACÁ - SANTANDER	Low Mountain Rainforest and Low Mountain Dry Forest. Most of the native forest has been transformed and the area is predominantly covered by grasses and small dispersed areas of stubble and bushes on the grasslands.	Regional Integrated Management Districts in Boyacá -Lago de Sochagota.
LAM 0069	EAST CENTRAL	Low Mountain Rainforest and Low Mountain Dry Forest. Most of the native forest has been transformed and the area is predominantly covered by grasses and small dispersed areas of stubble and bushes on the grasslands.	Regional Integrated Management Districts - Cuchilla de San Antonio.
LAM 0278	CUSIANA - EL PORVENIR - LA BELLEZA	Low Mountain Rainforest and Low Mountain Dry Forest. Most of the native forest has been transformed and the area is predominantly covered by grasses and small dispersed areas of stubble and bushes on the grasslands.	Regional Integrated Management Districts in Boyacá - Paramo Mamapacha and Bijagual.
LAM 0034	BALLENA - BARRAN-CABERMEJA	Dry tropical forest with different types of vegetation cover, such as grass with trees, open forest, grasslands and surface bodies of water called "jagüeyes".	Regional Integrated Management Districts in La Guajira - Lower basin of Rancheria River.
LAM 0951	CUSIANA - APIAY - USME	Forms part of the major Biome: Orobiome of the Tropical Humid Zonobiome, includes ecosystems of the agro-ecosystem of mosaic of crops, grasses and natural areas, sub-Andean rainforest. It also includes the major Biome of the Tropical Humid Zonobiome, with the following ecosystems: Agro-ecosystem of mosaic of crops, grasses and natural areas, basal rainforest, fragmented forest with grasses and crops.	National Protected Forest Reserves -Quebrada Honda and Caños Parrado y Buque.
LAM 0299	MARIQUITA - CALI	Forms part of the major Biome: Fragmented forest with grasses and crops, including agro-ecosystems of mosaic of grasses and natural areas, Andean rainforest, paramo and secondary vegetation.	National Protected Forest Reserves - Rio Blanco and Quebrada Olivares.

Owned, leased or managed operation centers located in or alongside protected areas, or areas of substantial value for biodiversity located outside of protected areas	Geographic location	TGI 2019	
		Value of biodiversity in terms of the characteristics of the protected area or area of great value for biodiversity outside the protected area (land, marine or fresh water ecosystems)	Value of biodiversity, characterized for being included on the protected list (one of the categories for protected area management of UICN, the Ramsar Convention and domestic laws)
LAM 0299	MARIQUITA - CALI	Forms part of the major Biome: Orobiome of the Tropical Humid Zonobiome, which includes Andean rainforest and paramo ecosystem and cattle ranching agro-ecosystem.	Regional Protected Forest Reserves - Torre Cuatro.

**Note:** All reported operation centers have rights of way contracts near protected areas and have gas pipeline transportation operations. Of the 15 reported centers, 14 are located in the buffer area of the protected areas, and only LAM 0069 in the East Central area is within a protected area.

Owned, leased or managed operation centers located in or alongside protected areas, or areas of substantial value for biodiversity located outside of protected areas	Geographic location	Land and underground areas that may be owned, leased or managed by the Organization	Location with respect to the protected area (in, next to or partly inside the protected area) or area of great value for biodiversity outside the protected area	Type of operation (office, manufacturing, production or extraction)	CONTUGAS 2019	
					Value of biodiversity in terms of the characteristics of the protected area or area of great value for biodiversity outside the protected area (land, marine or fresh water ecosystems)	Value of biodiversity, characterized for being included on the protected list (one of the categories for protected area management of UICN, the Ramsar Convention and domestic laws)
Location 1 Sections and Branches.	The layout of the Ica regional gas pipeline passes through protected areas that belong to the Buffer Zone of the National Reserve of Paracas (ZARNP, for the Spanish original) and the National Reserve of San Fernando (RNSF, for the Spanish original).	Humay - Pisco gas pipeline. Humay - Marcona gas pipeline. Nasca gas pipeline section.		Natural gas distribution pipeline.	The Paracas National Reserve (RNP, for the Spanish original) is one of the two designated Protected Natural Areas (ANP, for the Spanish original) in the Ica region that protects representative samples of marine and coastal ecosystems. Its importance lies in that it protects large biological diversity that is indispensable for maintaining different biological cycles that guarantee the preservation of the species; it also generates economic income for thousands of inhabitants. It also protects various archaeological remains of the Paracas culture that settled in many areas of this reserve.  The San Fernando National Reserve preserves marine and coastal ecosystems of great value such as benthic species and marine and coastal wildlife (area of influence of the project components). In this protected natural area, there are plant ecosystems, such as Tillandsia, short-stem cacti, as well as Guanacos.	Peruvian Guanaco: According to the red list for the classification and categorization of legally protected endangered wildlife species, approved by Supreme Decree 004-2014-MINAGRI, the guanaco (Lama guanicoe) is critically endangered.



CONTUGAS 2019					
Owned, leased or managed operation centers located in or alongside protected areas, or areas of substantial value for biodiversity located outside of protected areas	Geographic location	Land and underground areas that may be owned, leased or managed by the Organization	Location with respect to the protected area (in, next to or partly inside the protected area) or area of great value for biodiversity outside the protected area	Type of operation (office, manufacturing, production or extraction)	Value of biodiversity in terms of the characteristics of the protected area or area of great value for biodiversity outside the protected area (land, marine or fresh water ecosystems)
Location 2: B. Pisco Operating Center.	Located in the Department of Ica, province of Pisco, district of Paracas.	Pisco Operating Center (pk 36 + 400 of the Humay-Pisco branch).	Located in the buffer zone of the Paracas National Reserve.	Operations Center for natural gas distribution.	<p>The Paracas National Reserve (RNP, for the Spanish original) is one of the two designated Protected Natural Areas (ANP, for the Spanish original) in the Ica region that protects representative samples of marine and coastal ecosystems. Its importance lies in that it protects large biological diversity that is indispensable for maintaining different biological cycles that guarantee the preservation of the species; it also generates economic income for thousands of inhabitants. It also protects various archaeological remains of the Paracas culture that settled in many areas of this reserve.</p> <p>Its importance lies in that it protects large biological diversity that is indispensable for maintaining different biological cycles that guarantee the preservation of the species; it also generates economic income for thousands of inhabitants. It also protects various archaeological remains of the Paracas culture that settled in many areas of this reserve.</p>
Location 3: C. Marcona City Gate.	Located in the Department of Ica, province of Nasca, district of Marcona.	Marcona City Gate located at PK 194 of the Humay - Marcona branch.	Located in the buffer zone of the San Fernando National Reserve.	City Gate for the distribution of natural gas	<p>The San Fernando National Reserve preserves marine and coastal ecosystems of great value such as benthic species and marine and coastal wildlife (area of influence of the project components).</p> <p>The San Fernando National Reserve is the only coastal-marine area that features 9 different ecosystems, as well as 3 biological corridors used by different species: The first is the air biological corridor used by condors to fly between the mountains and the coast; the second is the Andean coastal land corridor used by the Peruvian Guanaco, the Andean Fox and Deer, and the last one is the Coastal Corridor used by sea lions, penguins, whales, dolphins, etc.</p> <p>Peruvian Guanaco: According to the red list for the classification and categorization of legally protected endangered wildlife species, approved by Supreme Decree 004-2014-MINAGRI, the guanaco (<i>Lama guanicoe</i>) is critically endangered.</p>

TRECSEA 2019					
Owned, leased or managed operation centers located in or alongside protected areas, or areas of substantial value for biodiversity located outside of protected areas	Geographic location	Location with respect to the protected area (in, next to or partly inside the protected area) or area of great value for biodiversity outside the protected area	Type of operation (office, manufacturing, production or extraction)	Value of biodiversity in terms of the characteristics of the protected area or area of great value for biodiversity outside the protected area (land, marine or fresh water ecosystems)	Value of biodiversity, characterized for being included on the protected list (one of the categories for protected area management of UICN, the Ramsar Convention and domestic laws)
Sololá sub-station.	Municipality of Sololá.	Within the protected area.	Electric energy switching and transformer station.	It is part of the Eastern Guatemala Volcanic Chain, considered a top priority area for the conservation of biodiversity. (Source: Protected Area Master Plan).	Multiple Use Reserve.
Las Cruces-Sololá line.	Municipalities of Sololá, Concepción and Panajachel.	Partially within the protected area.	Electric energy transportation.	It is part of the Eastern Guatemala Volcanic Chain, considered a top priority area for the conservation of biodiversity. (Source: Protected Area Master Plan).	Multiple Use Reserve.
Sololá Brillantes line.	Sololá, San José Chacayá, Santa Lucía Utatlán, Santa Clara La Laguna, Santa María Visitación.	Partially within the protected area.		It is part of the Eastern Guatemala Volcanic Chain, considered a top priority area for the conservation of biodiversity. (Source: Protected Area Master Plan).	Multiple Use Reserve.
Izabal-Morales line.	Municipality of Livingston.	Partially within the protected area.	Electric energy transportation.	It is one of the most important areas of the country in terms of wildlife. A total of 44 species of amphibians have been reported, of which 14 are restricted or endemic. Also, 7 of the 87 species of reptiles, and 45 of the 202 species of birds are considered restricted or endemic. There are 128 mammal species in the park, including 39 species of bats (Protected Area Master Plan).	National Park.
Chiantla-Covadonga line.	Municipality of Chiantla.	Partially within the protected area.	Electric energy transportation.	Included in the Cuchumatanes IBA (Important Bird Area), which is the habitat for 3 bird species whose distribution is restricted to the highlands of Central America and which are globally endangered. The pink-headed warbler ( <i>Ergaticus versicolor</i> ), the horned guan ( <i>Oreophaps derbianus</i> ) and the highland guan ( <i>Penelopina nigra</i> ).	Special Protection Area.

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

GEB 2019				
Location (department/municipality) of the habitat protected or restored	Size of the area protected or restored by direct actions of the company (hectares)	Is there collaboration with a third party to protect or restore this area? Who?	Describe the current condition of the area and indicate the main advances	Explain the standards or methodologies used for the calculation
La Calera, Cundinamarca.	Planting of 1,790 specified native species trees (1.2 ha)	Offsetting required for use of forest.	Property owned by the regional environmental agency (CAR, for the Spanish original).	Offsetting required by the regional environmental agency (CAR). Offsetting ratio per specimen of 1:5.
Altamira-Huila.	3 ha	Mayor's office of Altamira-Huila.	The property El Pomal is managed with the Mayor's office of Altamira, as an offsetting measure for use of 30 specimens of forest species. The regional environmental agency (CAM, for the Spanish original) determined that the holder must plant and maintain 500 specimens of native forest species from the area.	Fulfillment of CAM requirement for use of forest.

GEB 2019				
Location (department/municipality) of the habitat protected or restored	Size of the area protected or restored by direct actions of the company (hectares)	Is there collaboration with a third party to protect or restore this area? Who?	Describe the current condition of the area and indicate the main advances	Explain the standards or methodologies used for the calculation
Villavicencio, Meta.	10.5 ha	Aquabiósfera.	La Esmeralda property: the area of interest lies to the west of the Aguas Claras stream, covered with tall secondary vegetation. The area has not been intervened and is in the process of recovery, featuring large trees. Presence of vascular epiphytes such as bromelias and quiches, and non-vascular epiphytes (lichens, moss); as well as individuals of fern of the Cyathea genus, which is subject to a ban. The undergrowth is dense, fully covered, which ensures the natural regeneration of the forest. Mammals and their tracks were found. The property has bodies of water that form part of the basin that supplies water to the Las Mercedes district. Villa Paula property: covered by tall open forest, and neighboring areas feature secondary vegetation in recovery, in optimal conditions for an ecological rehabilitation process.	For construction of the San Fernando project, the Ministry of the Environment and Sustainable Development, by means of Resolution 2016/2018, requires the project to define potential areas for ecological rehabilitation, to rescue, relocate and reposition specimens subject to national bans.
Risaralda/ Pereira, Barbas-Bremen Land Conservation District.	10.8 ha	Offsetting required by environmental license resolution Santa Cruz de Barbas community.	Planting and enrichment of native forest species and bamboo, and five maintenance services.	Planting and enrichment of native forest species and bamboo, the fifth maintenance service is being scheduled.
Quindío/Pereira, Barbas-Bremen Land Conservation District.	45 ha	Voluntary agreement signed with the CRQ.	Planting and enrichment of native forest species and bamboo, the fifth maintenance service is being scheduled.	Methodology proposed by the regional environmental agency (CRQ) through a resolution.
Quindío/Pereira, Barbas-Bremen Land Conservation District.	5 ha	Offsetting required by the environmental license resolution.	Native forest species and bamboo were planted in November 2019.	The number was based ANLA requirements specified in Resolution 0582 dated June 5, 2014.
Quindío/Pereira, Barbas-Bremen Land Conservation District.	2 ha	Offsetting required by resolution for use of the central forest reserve of Law 2/1959.	Purchase of property and its rehabilitation.	Based on Resolution 557/2013.

CONTUGAS 2019				
Location (department/municipality) of the habitat protected or restored	Size of the area protected or restored by direct actions of the company (hectares)	Is there collaboration with a third party to protect or restore this area? Who?	Describe the current condition of the area and indicate the main advances	Explain the standards or methodologies used for the calculation
Location 1: The San Fernando National Reserve is located in the district of Marcona, province of Ica, region of Ica, categorized as a protected natural area.	218.21 Hectares (performed in 2014). Currently, biological monitoring is performed to verify the restored area.	Yes, there is currently a specific inter-institutional agreement between the National Service of Natural Areas Protected by the Peruvian State (SERNANP, for the original in Spanish) and Contugas by means of which we manage and implement various activities for the conservation of biodiversity in the area.  The following are the commitments taken on by Contugas for protection of biodiversity at the San Fernando National Reserve for the 2018-2019 period, which have been fulfilled: - Perform semi-annual monitoring of the Tillandsia species in the San Fernando National Reserve. - Place signs along the rights of way of the Contugas Nasca Section in the area that crosses the San Fernando National Reserve. - Contugas will finance a volunteer program for 2 years, covering food, equipment and insurance expenses for the volunteers of this program. - Provide SERNANP adequate facilities (control and surveillance shed) for monitoring activities at the San Fernando National Reserve. - Contugas will facilitate SERNANP use of a drone to monitor activities at the San Fernando National Reserve. - Contugas will facilitate SERNANP use of 2 off-road four-wheel vehicles to monitor activities at the San Fernando National Reserve. - Provide materials to publicize the biological diversity of the San Fernando National Reserve (Brochures, Banner, photographs, etc.).	In 2016, specimens of the tillandsia species were transplanted, and their survival and development is being monitored in the receiving or offsetting area (Nasca section), inside the San Fernando National Reserve.  Monitoring performed in 2019 indicates a slight increase in the area's vegetation cover, as well as a historical trend of direct relationship between average height (growth) and increase in vegetation cover, which has been increasing over time, but is still too small to be visibly noticeable. It should be noted that growth of these species is limited because they are herbs that often depend on the nursing effect of the specimens with each other.	Quadrant method It consists of delimiting a square, which in this case would be 10 m x 10 m. Samples are taken at random and all the species found within the square are counted, for which statistical tables have been developed.  In these quadrants, we will take inventory of the existing plants, find the diversity indicators and monitor the vegetation cover. We will also make a curve of the number of species by quadrants.  Methodology for monitoring animals  Arthropofauna We collected terrestrial arthropods using standard methodologies (Hill, 1999; Escobar et al., 2005; Larsen & Forsyth, 2005): yellow-tray traps and manual or direct collection with the help of entomological nets and suction devices.  Birds To take a full bird inventory, we took into account the species observed during the censuses, as well as those determined through indirect evidence that indicates their presence at the location. To this effect, mist nets were used for capturing, censuses were taken using the transect method, intensive searches at each sampling site were performed, as well as direct observation with binoculars (10 x 50), visual and auditory searches for the detection of birds, identification by prints, feathers, nests, underground galleries, feces and regurgitation; and we interviewed ANP park rangers.  Herpetofauna Fixed-strip transects: Transects measuring 200 m long by 10 m wide were laid out, taking into account the type of vegetation, the area of the zone and the geography of the area of study. Within these delimited sampling units, the visual encounter survey (VES) method was used for the searches.  Visual encounter survey: This method consists of the intensive search for reptiles in a specific area, on the substrate amid the vegetation, reviewing potential places of shelter for the reptiles, such as rocks, stones and vegetation.  Mastofauna Method for large mammals: Sampling units were established in accordance with the size of the area, which consisted of 1.5 km transects of variable widths; the distance of separation between each transect was at least 1 km.



TRECSA 2019				
Location (department/municipality) of the habitat protected or restored	Size of the area protected or restored by direct actions of the company (hectares)	Is there collaboration with a third party to protect or restore this area? Who?	Describe the current condition of the area and indicate the main advances	Explain the standards or methodologies used for the calculation
Chiantla, Huehuetenango	10 ha (11,111 trees)	National Council of Protected Areas (CONAP, for the original in Spanish).	Reforestation maintenance.	Areas assigned to this effect by the respective municipalities.
Sololá, Sololá	2 ha (2,222 trees)	National Forest Institute (INAB, for the original in Spanish).	Reforestation.	Areas assigned to this effect by the respective municipalities.
Livingston, Izabal	5 ha (25,000 propagules)	National Council of Protected Areas (CONAP) and National Forest Institute (INAB).	Reforestation.	Areas assigned to this effect by the respective municipalities.
San José Chuririín, Suchitepequez	1 ha (5,000 propagules)	National Forest Institute (INAB, for the original in Spanish).	Reforestation.	Areas assigned to this effect by the respective municipalities.
Chimaltenango, Chimaltenango	3 ha (3333 trees)	National Forest Institute (INAB) and the Army of Guatemala.	Reforestation.	Areas assigned to this effect by the respective municipalities.

## Superior Performance and Profitability

(201-1) Economic value generated and distributed

Economic value generated and distributed by GEB	Millions of COP Direct economic value generated and distributed
Operating revenues	COP 4,887,194
Financial revenue (may include: interests, dividends, others)	COP 135,694
Income from equity method	COP 1,462,079
Other non-operating revenues (may include: royalties, sales of PP&E)	COP 103,192
<b>DIRECT ECONOMIC VALUE GENERATED</b>	<b>COP 6,588,159</b>
Operating costs (may include: property leases, license fees, royalties, contractor payments, among others)	COP 2,075,283
Salaries and employee benefits (salaries, pension contributions, insurance, indemnities, payroll taxes, among others)	COP 300,928
Dividends to shareholders (profit distribution proposal)	COP 1,271,237
Interest payments	COP 599,491
Payments to governments (taxes, fines, penalties, permits)	COP 407,332
Investments in communities	COP 17,502
<b>DIRECT ECONOMIC VALUE DISTRIBUTED</b>	<b>COP 4,671,773</b>
<b>ECONOMIC VALUE RETAINED</b>	<b>COP 1,916,386</b>

\*At the upcoming General Meeting of Shareholders to be held on March 30, 2020, a dividend distribution proposal will be voted on in the amount of COP 1,285,365 million, distributing the profits earned in 2019.

\* The community investment amount does not include information from Trecca nor Electro Dunas.

(Own) Availability  
(Own) Service reliability (%)  
(Own) Maintenance plan performance (%)

INDICATOR	2017				2018				2019			
	GEB	TGI	CONTU-GAS	TRECSA	GEB	TGI	CONTU-GAS	TRECSA	GEB	TGI	CONTU-GAS	TRECSA
Availability of gas transportation assets	N.A.	99.88%	N.A.	N.A.	N.A.	99.31%	N.A.	N.A.	N.A.	99.91%	N.A.	N.A.
Availability of electric energy transmission assets	100%	N.A.	N.A.	99.99%	100%	N.A.	N.A.	99.99%	99.96%	N.A.	N.A.	99.98%
Availability of gas distribution assets	N.A.	N.A.	100%	N.A.	N.A.	N.A.	100%	N.A.	N.A.	N.A.	100%	N.A.
Availability of compression stations for gas transportation	N.A.	97.40%	N.A.	N.A.	N.A.	98.00%	N.A.	N.A.	N.A.	98.10%	N.A.	N.A.
Service reliability	See note	99.84%	100%	N.A.	See note	N.A.	100%	N.A.	See note	N.A.	100%	N.A.
Maintenance plan performance (%)	94.00%	99.20%	100%	100%	99.00%	99.60%	100%	100%	100%	98.90%	100%	100.00%

**Note from Grupo Energía Bogotá.** Service reliability (%) Transmission regulations do not establish a measurable mechanism that would enable auditing reliability; the closest indicator is infrastructure reliability. The concept of reliability is associated with the risk of not covering demand due to contingencies or instability; however, article 23, paragraph n) of Law 143/1994 establishes that one of the general responsibilities of the Energy and Gas Regulatory Commission (CREG, for the original in Spanish) is to define and implement technical criteria on quality, reliability and safety for energy services. In this regard, UPME (CAPT), national energy transmission companies (TN) and the system operator (XM) have the duty of identifying projects aimed at improving the reliability of the national transmission system (Sistema de Transmisión Nacional - STN), which are to be reviewed, and if a consensus exists on their benefit, they will be included in the Expansion Plan and will apply to the expansion procedures of UPME.

EU4 Length of transmission and distribution lines

INDICATOR	2017		2018		2019	
	GEB	TRECSA	GEB	TRECSA	GEB	TRECSA
Number of electricity transmission substations	22	16	24	16	27	16
Total length of the electricity transmission network (km)	1,550	457	1,550	457	1,654	457

INDICATOR	2019 ELECTRO DUNAS
Total length of the electricity distribution network (km)	459.49

INDICATOR	TGI		
	2017	2018	2019
Total length of the gas transportation network (km)	3,957.3	3,993.8	4,017

INDICATOR	2017			2018			2019		
	TGI	CÁLIDDA	CONTUGAS	TGI	CÁLIDDA	CONTUGAS	TGI	CÁLIDDA	CONTUGAS
Number of gas distribution substations	317	46	10	345	53	10	Not applicable	56	12
Total length of the gas distribution network (km)	Not applicable	8,347	1,468	Not applicable	9,691	1,709	Not applicable	11,166	1,750

(Own) Leaks in gas and electricity transportation, distribution and storage

INDICATOR	TGI		
	2017	2018	2019
Loss index (%)	0%	0%	0.454%

INDICATOR	CÁLIDDA			CONTUGAS		
	2017	2018	2019	2017	2018	2019
Natural gas distribution losses (%)	0.0029%	0.0015%	25.00%	0.000056%	0.89%	0%

## Non-material topics

### Eco-efficiency

(302-1) Energy consumption within the organization

Energy consumption within the organization	2017					
	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	TOTAL
Consumption of energy from non-renewable sources	350	997,237.22	34,352	15,180.18	Not available	1,047,119.40
Diesel fuel consumption	350	0	0	10,924.88	Not available	11,274.88
Gasoline consumption	0	0	24,679	3,506.77	Not available	28,185.77
Natural gas consumption	0	997,237.22	9,673	748.53	Not available	1,007,658.75
Coal consumption	0	0	0	Not applicable	Not available	-
Purchased energy	750,379.3	13,371.00	1,552,596	927,806.98	Not available	3,244,153.28
Purchased energy consumption	750,379.3	13,371.00	1,552,596	927,806.98	Not available	3,244,153.28
Refrigeration consumption	0	0	391,704	0	Not available	391,704.0
Refrigeration consumption	0	0	391,704	0	Not available	391,704.0
Power generation for own consumption	19,888.8	0	0	0	Not available	19,888.8
Generation of solar energy	19,888.8	0	0	N.A.	Not available	19,888.8
<b>Total internal energy consumption</b>	<b>770,618.1</b>	<b>1,010,608.22</b>	<b>1,978,652</b>	<b>942,987.16</b>	<b>Not available</b>	<b>4,702,865.48</b>

Energy consumption within the organization	2018					
	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	TOTAL
Consumption of energy from non-renewable sources	36.5	1,587,595.16	31,173	0	Not available	1,618,804.66
Diesel fuel consumption	36.5	0	5,239	16,456.5	Not available	5,275.5
Gasoline consumption	0	0	21,381	5,610.8	Not available	21,381
Natural gas consumption	0	1,587,595.16	4,553	827.9	Not available	1,592,148.16
Coal consumption	0	0	0	N.A.	Not available	-
Purchased energy	2,565.4	10,081.92	1,445,393.99	927,773.00	5,099.40	2,390,913.71
Purchased energy consumption	2,565.4	10,081.92	1,445,393.99	927,773.00	5,099.40	2,390,913.71
Refrigeration consumption	0	0	0	0	0	0
Refrigeration consumption	0	0	0	N.A.	Not available	0
Power generation for own consumption	0	0	0	0	0	0
Generation of solar energy	0	0	0	N.A.	Not available	0
<b>Total internal energy consumption</b>	<b>2,601.9</b>	<b>1,597,677.08</b>	<b>1,476,566.99</b>	<b>927,773</b>	<b>5,099.40</b>	<b>4,009,718.37</b>

Energy consumption within the organization (GJ)	2019						TOTAL
	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	ELECTRO DUNAS	
Consumption of energy from non-renewable sources	235.93	2,284,557.00	260,616.31	42,024.92	82.64	0	2,587,516.79
Diesel fuel consumption	0	8,420.00	1,325.39	2,354.30	0	0	12,099.69
Gasoline consumption	235.93	2,052.00	2,293.77	453.63	82.64	0	5,117.96
VNG consumption	0	3,102.00	0	0	0	0	3,102.00
Natural gas consumption	0	2,270,983.00	256,997.15	39,216.99	0	0	2,567,197.14
Coal consumption	0	0	0	0	0	0	0
Purchased energy	2,165.90	11,349.64	11,350.00	3,014.11	969.40	799,006.00	827,855.04
Purchased energy consumption	2,165.90	11,349.64	11,350.00	3,014.11	969.40	799,006.00	827,855.04
Power generation for own consumption	68,295.89	0	0	0	0	0	68,295.89
Generation of solar energy	68,295.89	0	0	0	0	0	68,295.89
<b>Total internal energy consumption</b>	<b>70,697.71</b>	<b>2,295,906.64</b>	<b>271,966.31</b>	<b>45,039.02</b>	<b>1,052.04</b>	<b>799,006.00</b>	<b>3,483,667.72</b>

Conversion factors used

Diesel	Density (kg/l):	0.85	LHV: MJ/kg	42.42
Gasoline	Density (kg/l):	0.74	LHV: MJ/kg	45.33
GNV	MJ/m <sup>3</sup>	42.73	Gallons to liters	0.26
GJ to kW h		277.77		

Source: GHG Protocol 2017. Emission Factors from Cross-Sector Tools. <http://ghgprotocol.org/calculation-tools>. Guidelines of the IPCC/2006 for national greenhouse gas inventories.

(303-3) Water withdrawal

Water withdrawal by source (ml)	2017		2018		2019			
	All areas	All areas	All areas	All areas	All areas	Areas under hydric stress	All areas	Areas under hydric stress
Total water withdrawal	6.48	4.01	6.31	5.156	6.75	0	4.913	0.31
Surface water	-	-	-	-	0.03	0	-	-
Fresh surface water	0	0	0	0	0.03	0	0	0
Groundwater		2.49		2.08	0	0	0.1338	0.31
Fresh groundwater	0	2.49	0	2.08	0	0	0.1338	0.31
Water from third parties	6.48	1.525	6.31	3.079	6.72	0	3.775	0
Fresh water from third parties	6.48	1.525	6.31	3.079	6.72	0	3.775	0
<b>Notes:</b>								
• The area under hydric stress is the Hatonuevo GCS								
• The All Areas column includes areas under hydric stress								

(303-5) Water consumption

Water consumption (ml)	2017	2018	2019
GEB	6.48	6.31	6.75
TGI	4.01	5.16	4.91
CÁLIDDA	4.54	6.88	6.85
CONTUGAS	2.91	660.58	7.74
TRECSA	Not available	Not available	1.19
ELECTRO DUNAS	Not applicable	Not applicable	7.20
<b>TOTAL</b>	<b>17.95</b>	<b>678.93</b>	<b>34.64</b>



(306-2) Waste by type and disposal method

Waste management (tons)	2017					2018					2019						
	GEB	TGI	CÁLIDDA	CONTUGAS	TOTAL	GEB	TGI	CÁLIDDA	CONTUGAS	TOTAL	GEB	TGI	CÁLIDDA	CONTUGAS	TRECSA	ELECTRO DUNAS	TOTAL
Total hazardous waste by disposal method	Not available	467.59	24.41	8.64	500.64	Not available	590.57	22.19	1.61	614.37	13.64	290.04	48.05	1.09	0	7.22	360.03
Bioremediation	Not available	0	0	N.A.	0	Not available	0	0	N.A.	0	0	139.4	0	N.A.	0	0	139.40
Internal or external reuse	Not available	0	0	N.A.	0	Not available	0	0	N.A.	0	0	26.03	0	N.A.	0	0	26.03
Recycling	Not available	0.57	0	0	0	Not available	0	0	0	0	0	13.21	0	0	0	0	13.21
Physicochemical treatment	Not available	0	0	0	0.57	Not available	0	0	0	0	0	52.80	0	N.A.	0	0	52.8
Incineration	Not available	0	0	0	0	Not available	0	0	0	0	8.67	0.07	0	N.A.	0	0	8.74
Hazardous waste landfill	Not available	8.96	24.41	8.64	42.01	Not available	11.57	22.19	1.61	35.37	2.67	11.43	48.05	1.09	0	7.22	70.45
Other	Not available	0	0	Not available	0	Not available	0	0	Not available	0	0	47.10	0	Not available	0	0	47.1
Unclassified	Not available	458.06	0	Not available	458.06	Not available	579	0	Not available	579	2.3	0	0	Not available	0	0	2.3
Total non-hazardous waste by disposal method	15.42	17.43	5.42	15.77	54.04	11.48	43.13	12.06	16.03	82.7	204.75	10.83	20.26	9.87	1.72	0.16	247.58
Internal or external reuse	Not available	0	0	0	0	Not available	0	1.35	0	1.35	0.79	0	0	0	0	0	0.79
Recycling	15.42	4.76	1.5	0.11	21.79	11.48	30.46	2.4	0.89	45.22	25	0	8.84	0.57	0	0.08	34.49
Sanitary landfill	Not available	12.67	3.92	15.66	32.25	Not available	12.67	8.31	15.14	36.12	178.96	10.83	11.42	9.30	1.72	0.08	212.30
Total waste disposal (tons)	Not available	21.63	28.33	24.3	74.26	Not available	24.24	30.5	16.75	71.49	190.3	22.33	59.47	10.39	1.72	7.29	291.49
Total waste generated by the organization	15.42	485.02	29.83	24.41	554.68	11.48	633.7	34.25	17.64	697.07	218.39	300.87	68.3	10.96	1.72	7.37	607.61

**Note:** The disposal method is defined based on the type of waste, applicable regulations and availability of service providers in the operations area.

## Evolution of GEB's Integrated Management System

Grupo Energía Bogotá (GEB) obtained certification for the Quality Management System in accordance with the international standard ISO 9001 for the Electric Energy Transmission Business in 2003 and for its Shareholdings Portfolio in 2004.

As part of its commitment to the continuous improvement of its processes, GEB integrated into its Quality Management System the implementation of its Environmental Management and Occupational Safety and Health (OSH) Management systems, which were certified in 2008 in accordance with the international standards ISO 14001 and OHSAS 18001, respectively.

In 2011, GEB consolidated the integration of its management systems, including Quality under the ISO 9001:2008 standard, Environmental under the ISO 14001:2004 standard, and Occupational Safety and Health (OSH) under the OHSAS 18001:2007 standard.

In 2016, with the objective of consolidating its position as a leading group in the region's energy chain, and one of the few that combines electricity and natural gas in a coordinated manner, we redefined our focus, as approved by the Board of Directors on September 26, 2016, in order to address the key challenges faced by GEB in maintaining the path of profitable growth, actively intervening in its companies and further consolidating its successful public-private governance model, which is a benchmark for the region.

The adoption of this new strategy, in combination with the analyses carried out in 2016 and 2017, demonstrated the need for the parent company to focus on the role of strategic connector, while at the same time separating and adding thrust to the Transmission business, which at the time was immersed in GEB's operations. In order to achieve this, organizational restructuring was required in terms of processes, organizational structure and change management, which in October 2017 led to the initiation of a project to restructure GEB, which was completed in December 2018, with the following objectives fulfilled:

- **Separate** the Transmission business from the parent company in order to strengthen its role as strategic connector and clear the way for growth and positioning of the business.
- **Implement** the process-based model at the Group and the Transmission Branch, to support the Group's efforts in the framework of best industry practices.
- **Implement** an organizational structure at the Group and the Transmission Branch in line with the new process-based model.

As part of this restructuring process, the Integrated Management System (IMS) was refocused to fulfill the objective of leveraging the Group's new strategy. In 2018, the transition was performed to the standards NTC ISO 9001:2015 and NTC ISO 14001:2015, and work continued on OHSAS 18001:2007. Currently, the IMS is part of the second line of defense of the Control Architecture Model established at GEB, to verify that processes are carried out in compliance with the corporate guidelines and regulatory requirements, and to promote among employees a culture of quality in rendering services, personal self-care and the protection of the environment.

Continuing with the purpose of providing better services every day and honoring the cultural attribute of Superior Performance, on February 11, 2019, GEB signed a memorandum of understanding with the Labor Ministry, indicating the willingness of the parties to implement the Equipares Gender Equality Management System (GEMS). Achievements:

- Establishment of the Diversity and Inclusion Committee to coordinate the activities required to implement the Equipares GEMS.
- Performance of a diagnosis of the organization with assistance from the United Nations Development Program (UNDP) to identify gender gaps at GEB. The diagnosis consisted in the analysis and triangulation of the information gathered in the self-diagnosis of processes and procedures, leader perception tests, survey of the entire organization, development of the occupational and salary segregation index, in-depth interviews with process leaders and focus groups at the parent company's offices, the Branch and the regions.
- Design of an action plan based on the results of the organizational diagnosis, with actions aimed at closing the identified gaps. The action plan was developed with the leaders of each of the eight dimensions of Equipares, and was approved by the Diversity and Inclusion Committee in November 2019.
- Design and publication of the Group's Diversity and Inclusion Policy.
- Implementation of the action plan began in November 2019, and progress will be audited in April and May 2020, aimed at obtaining the Equipares Silver Seal.

# Limited assurance independent report



## Limited Assurance Independent Report on the 2019 Sustainability Report of Grupo Energía Bogotá S.A. E.S.P. for the year ended on December 31, 2019

To the General Meeting of Shareholders, Board of Directors and Management of Grupo Energía Bogotá S.A. E.S.P.

March 30, 2020

We have carried out a limited assurance engagement on the sustainability information (hereinafter, the identified sustainability information) listed below included in the 2019 Sustainability Report (hereinafter, SR19), for the year ended on December 31, 2019 (hereinafter, the reviewed year). This assurance engagement was carried out by an inter-disciplinary team that included auditors and sustainability experts.

### Identified sustainability information

- a. The identified sustainability information of the performance indicators included in the SR19 of Grupo Energía Bogotá S.A. E.S.P. (hereinafter, the Company), issued by Management, both in its print and PDF 1 versions is listed below:
  - i. GRI Indicator 201-1: Direct economic value generated and distributed.
  - ii. GRI Indicator 205-2: Communication and training on anti-corruption policies and procedures.
  - iii. GRI Indicator 205-3: Confirmed incidents of corruption and actions taken.
  - iv. GRI Indicator 302-1: Energy consumption within the organization.<sup>1</sup>
  - v. GRI Indicator 303-3: Water extraction (v.2018).
  - vi. GRI Indicator 304-1: Owned, leased or managed operations centers located in or alongside protected areas, or areas of substantial value for biodiversity located outside of protected areas.
  - vii. GRI Indicator 305-1: Direct GHG emissions (Scope 1).
  - viii. GRI Indicator 305-2: Indirect GHG emissions from generating energy (Scope 2).
  - ix. GRI Indicator 306-2: Waste by type and disposal method.
  - x. GRI Indicator 403-9: Work-related injuries (v.2018).
  - xi. GRI Indicator 403-10: Work-related ill health (v.2018).
  - xii. GRI Indicator 404-1: Average hours of training per year per employee.

<sup>1</sup> The Company's Management is responsible for the maintenance and integrity of the website of Grupo Energía Bogotá (<https://www.grupoenergibogota.com/>), which the repository of the PDF version of the 2019 Sustainability Report of Grupo Energía Bogotá S.A. E.S.P. The work carried out by PwC does not include consideration of such activities, and consequently PwC shall not be held liable in any way for any difference between the information published on said website and the identified sustainability information in the Report issued by the Company's Management, on which such assurance was performed and on which the conclusion was issued.

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- xiii. GRI Indicator 413-1: Operations with local community engagement, impact assessments, and development programs.
  - xiv. Own Indicator Savings in contracting processes
- b. The Company's claim included in the SR19 regarding its presentation in accordance with the "Core" option of the Global Reporting Initiative (GRI) Standards, 2016.

Our limited assurance was performed only in connection with the identified sustainability information that fulfills the criteria described in Annex I, for the year ended on December 31, 2019; and we have not performed any procedures regarding prior periods or any other elements included in the SR19, and consequently we issue no conclusion in such regard.

**Criteria**

The criteria used by the Company to prepare the identified sustainability information that was subject to limited assurance were established in accordance with the terms and conditions set forth in the Global Reporting Initiative(GRI) standards (2016), and with the formal procedures associated with such indicators that were defined by Management to complement those described by GRI, which are described in detail in Annex I.

**Management's responsibility for the identified sustainability information**

The Company's Management is responsible for the preparation and presentation of the identified sustainability information, according to the criteria set forth in the attached Annex I. Such responsibility includes the design, implementation and maintenance of relevant internal controls for the preparation and presentation of the identified sustainability information to ensure that it is free from material misstatements due to fraud or error.

**Our independence and quality control**

We have fulfilled the ethical and independence criteria of the Code of Ethics for Professional Accountants issued by the International Ethics Standard Board for Accountants, which is based on criteria of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our Firm applies the International Standard on Quality Control 1, and consequently maintains a comprehensive quality control system that includes documented policies and procedures related to fulfillment of ethical requirements, professional standards and applicable legal and regulatory requirements.



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**Responsibility of PwC**

Our responsibility is to issue a limited assurance conclusion on the identified sustainability information based on the procedures we have carried out and the evidence we have obtained. Our limited assurance engagement was carried out in accordance with the "International Standard for Assurance Engagements other than Audits or Reviews of Historical Financial Information" (ISAE 3000 - Revised) issued by the International Auditing and Assurance Standards Board. Said standard requires us to plan and perform our work in order to obtain limited assurance as to whether the identified sustainability information is free from material misstatements.

A limited assurance engagement involves assessing the appropriateness, under the circumstances, of the criteria used by the Company as basis for the preparation of the identified sustainability information; assessing the risk of material misstatements in the identified sustainability information due to fraud or error; addressing the assessed risks to the extent required under the circumstances, and assessing the overall presentation of the identified sustainability information. The scope of a limited assurance engagement is substantially narrower than that of a reasonable assurance engagement, both in terms of the risk assessment procedures, including an understanding of internal controls, and of the procedures carried out to address the assessed risk.

The procedures we carried out were based on our professional judgment and included inquiries, observations of the processes carried out, the inspection of documents, and reconciliation of the respective supporting documents. Given the circumstances of the engagement, we carried out the following procedures, among others:

- a. Understanding of the tools used to generate, aggregate and report the identified sustainability information through inquiries with those responsible for the associated processes during visits to the Company's corporate headquarters in Bogotá
- b. Substantive testing on details based on selection criteria determined in accordance with assurance standards, on the information taken to determine the indicators covered by the limited assurance, by means of:
  - i. Inspection of the policies and procedures established by the Company.
  - ii. Inspection of supporting documents generated both internally and externally.
  - iii. Arithmetic calculations in accordance with predefined formulas specified in the reporting criteria presented in Annex I, attached hereto.
  - iv. Comparison of the contents presented by Management in the SR19 against what is defined in this regard in the "Core" option of the Global Reporting Initiative (GRI) standards (2016).



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The nature of the evidence collection procedures for a limited assurance engagement is less extensive than for a reasonable assurance engagement, and consequently the assurance level obtained from a limited assurance engagement is substantially less than that obtained from a reasonable assurance engagement. Consequently, we do not issue a reasonable assurance conclusion on whether the Company's identified sustainability information has been prepared, for all material effects, in accordance with the criteria set forth in Annex I.

We believe the evidence we have obtained provides sufficient and appropriate grounds to issue our limited assurance conclusion.

**Limited assurance conclusion**

Based on the procedures we have performed and the evidence we have obtained, nothing has caught our attention that would lead us to believe that:

1. The performance indicators included in SR19, in terms of the information that fulfills the assurance criteria described in the attached Annex I, have not been prepared, for all material affects, in accordance with such criteria.
2. The Company's claim included in the SR19 regarding its presentation in accordance with the "Core" option of the Global Reporting Initiative (GRI) standards, 2016, in terms of the information that fulfills the assurance criteria described in attached Annex I, has not been prepared, for all material effects, in accordance with such criteria.

**Inherent Limitations**

Without qualifying our opinion, we bring to your attention the fact that:

- i. Non-financial information is subject to greater inherent limitations than financial information, due to both the nature and the methods used to determine, calculate, take samples or estimate such information. Qualitative interpretations on the relevance, materiality and accuracy of the information are subject to individual assumptions and judgments.



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- ii. Our assurance is performed on the identified sustainability information for the reviewed year, and consequently it does not cover information from prior years included in the SR19, or related to forecasts or future targets, or financial information of the Company for the reviewed year, except when otherwise specified in Annex I, attached hereto. We have not carried out any work beyond the agreed scope, and consequently our conclusion is restricted to the identified sustainability information that fulfills the assurance criteria described in Annex I.

Given the absence of a significant body of established criteria for the assessment of non-financial information, different, but acceptable, methods and measurements are allowed, which may affect comparability with other entities. Additionally, the measurement of Greenhouse Gases (GHG) involves inherent uncertainty due to the absence of full scientific knowledge for determining the emission factors and the assessment methods for combining emissions of the different gases.

**Restricted use and distribution**

This report, including the conclusion, has been prepared solely for the Company's Management for the effects of presentation to the Board of Directors and the General Meeting of Shareholders of Grupo Energía Bogotá S.A. E.S.P. as part of its SR19 performance and activities report. We authorize publication of this report within the 2019 Sustainability Report. To the extent allowed by law, we will not accept any responsibility and will not be held liable for our work or for this report by any third parties other than the Company's Management, the Board of Directors and the General Meeting of Shareholders of Grupo Energía Bogotá S.A. E.S.P., except pursuant to terms that have been expressly agreed to, with our previous knowledge, in writing.

Diego Henao  
Partner  
PricewaterhouseCoopers AG Ltda.



