

Comprehensive Well-being Program



Grupo
Energía
Bogotá

*We improve lives
through sustainable
and competitive
energy*

Comprehensive Well-being Strategy

Milestone Board

Priorities

Target audience

Milestones

Work Environment

- ✓ Work-life balance
- ✓ Collaborative work
- ✓ Pride

Employees
GEB

- Life balance - birthday
- Integration activities
- "Your Energy Sings!" Talent Contest
- Pride: Plant-athon
- End-of-year recognition event

Mental and physical health

- ✓ Prevention and care
- ✓ Mental health ("Viva mente!")
- ✓ Physical health (Vitality!)
- ✓ Financial well-being

Employees
GEB

- Psychosocial risk survey and workshops
- Psychological first aid
- Sport Olympics
- Tominé for everyone!: Bicycle rides, hikes, sailing tour

Extended family

- ✓ Special dates
- ✓ Employee environment

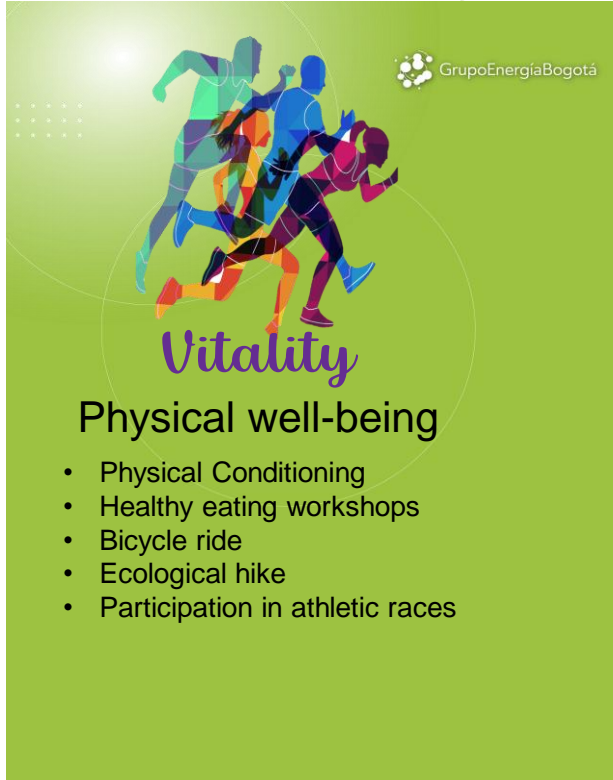
Extended family

- Tominé family day
- Recreational vacations
- Pet day
- Special dates

Survey measurement mechanism for internal
work environment every 2 years

At GEB, we have a Comprehensive Well-being Strategy

The second front of the Integral Wellness Plan is physical and mental health, which are managed by the **VITALITY** and “**VIVAMENTE**” schools, respectively.



Grupo Energía Bogotá

Vitality
Physical well-being

- Physical Conditioning
- Healthy eating workshops
- Bicycle ride
- Ecological hike
- Participation in athletic races

The graphic for Vitality features a green background with a group of stylized runners in various colors (blue, orange, purple, green) running towards the right. The word 'Vitality' is written in a purple script font, and 'Physical well-being' is in a black sans-serif font. A small logo and the text 'Grupo Energía Bogotá' are in the top right corner.



Vivamente
Mental well-being

- Physical, Social and Emotional Well-Being Workshop
- Feng Shui, Plants at home, Design your home office, Design a space for your pets, and Home organization workshops
- Mindfulness
- Time Management Workshop
- Personal and Family Balance Workshop
- Sleep hygiene

The graphic for Vivamente features a teal background with two cartoon characters, a man and a woman, sitting in a meditative pose. They are surrounded by various icons representing health and well-being: a heart, a bicycle, a person, a group of people, a house, and a leaf. The word 'Vivamente' is written in a purple script font, and 'Mental well-being' is in a black sans-serif font. A small logo and the text 'Grupo Energía Bogotá' are in the top right corner.

We manage work stress through comprehensive wellness and health activities



Vivamente – Mental health



Physical, Social and Emotional Well-Being Stress Management (2022) Workshop



Laughter Therapy Workshop (2022)

Energizar a las personas



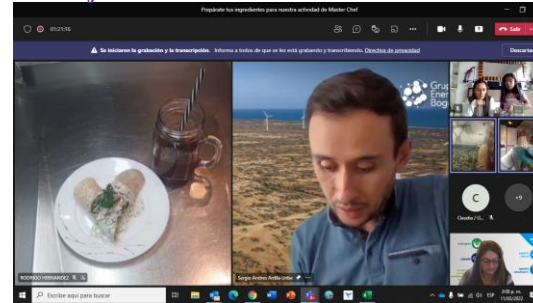
The importance of recognition



Balance lectures



Vitality – Physical health



Master GEB,



Physical Conditioning



Prevention lectures



Ecological hike



Mindfulness



Dance workshop



Bowling tournament

Psychoemotional Risk Survey

June 2022



Grupo
Energía
Bogotá

*We improve lives
through sustainable
and competitive
energy*

Emotional Well-being and Stress Management

For Grupo Energía Bogotá and its subsidiaries, the emotional well-being of its employees is the cornerstone of its values “Life First” and “Empathy.” In a changing environment full of challenges and uncertainty, **Grupo Energía Bogotá measures and manages the psychosocial risk and especially the stress levels of its employees** through different mechanisms, among which is applying **the psychosocial risk survey and leaders, employees and colleagues identifying stress symptoms** confidentially. This helps with designing a collaborative action plan with health and well-being, allowing for comprehensive intervention as per the needs of our employees and their families.

Cultural Strategy

...In the framework of the **ZERO Vision** strategy



ZERO VISION
Zero Damage – Healthy Work

A transformation-based approach to prevention that integrates the three dimensions of the **safety, health and well-being** of all people, on which the concept of **emotional well-being** is based.

GEB's 2022 Strategic Comprehensive Well-being Route

Quality of Life
Employees and their
Families

Work Environment



Work-
life
Balance

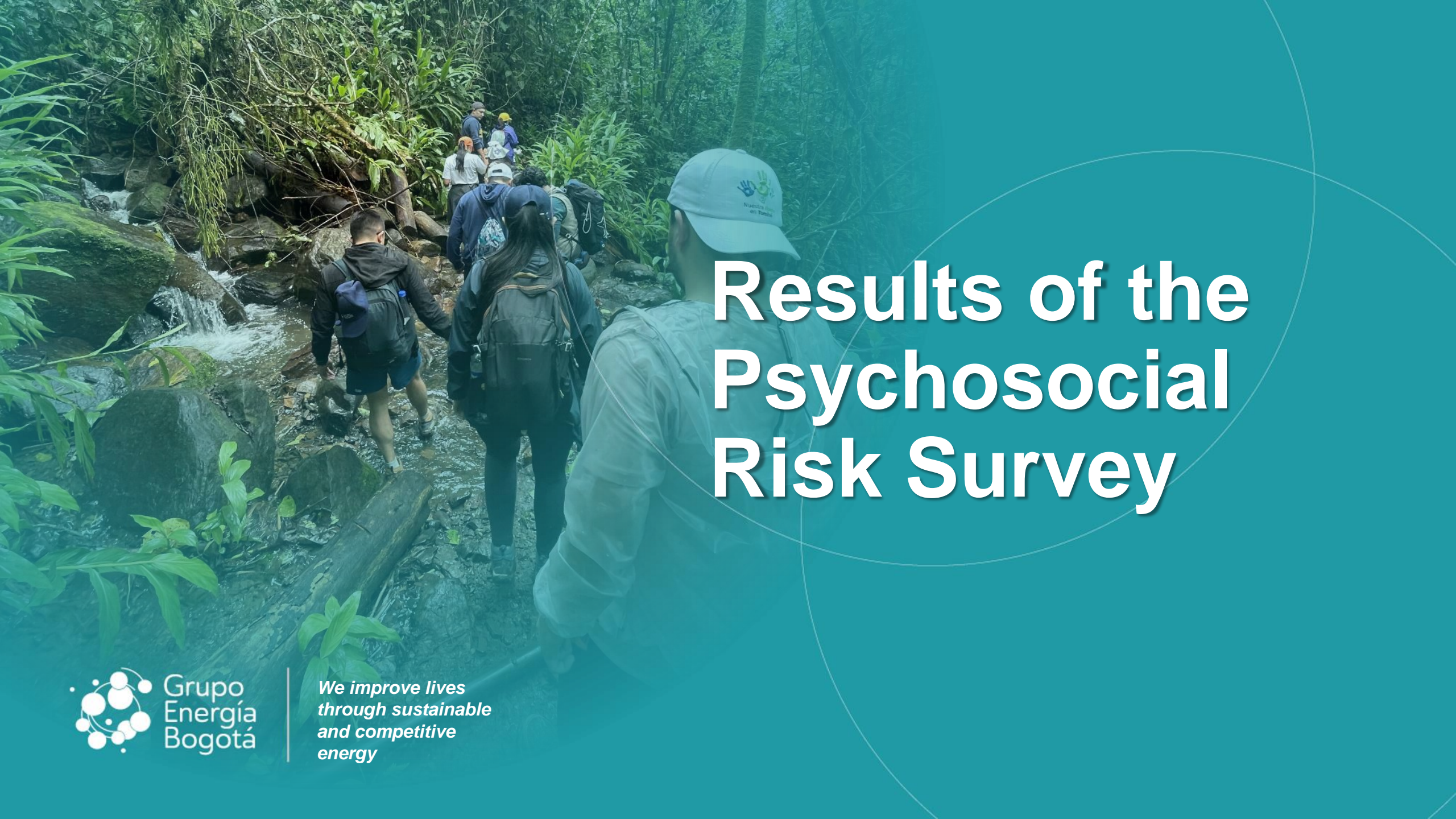


Physical and
Emotional Well-
being



Indicators

Together we improve lives!

A group of people, including a man in the foreground wearing a light blue cap and a grey jacket, are hiking through a dense, green forest. They are walking on a rocky path next to a stream with a small waterfall. The scene is overlaid with a teal gradient and a large white circle.

Results of the Psychosocial Risk Survey



Grupo
Energía
Bogotá

*We improve lives
through sustainable
and competitive
energy*

General Results of the Psychosocial Risk Survey

Emotional Well-being (Vivamente)



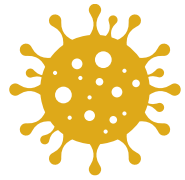
Percent of total
78%
GEB employees
Total 643 as of June 2021



63% **Mild Level**

Risk Level
Consolidated Psychosocial

Survey Dimensions



80%

Mild Risk

Level of Adaptation
to COVID-19



90%

Medium risk

Intra-occupational dimension

91% Expresses difficulties
communicating with the work
team

88% Mentions a greater required
mental effort in daily activities



55%

Medium risk

Extra-occupational dimension

58% Employees at medium and high
risk

39% Believes the quality of family
relationships has become more
difficult (work-life balance)



60%

Medium risk

Stress Conditions

60% Employees at
medium risk

3% Of employees at high
risk

Focus:

Low

239 Employees

Medium

385 Employees

High and very high

18 Employees

The categorization of risk will be updated by applying the new psychosocial risk battery in the last quarter of 2022 or at the beginning of 2023 (Newsletter 064 of 2020 of the Ministry of Labor).


General Results of the Psychosocial Risk Survey


Physical Health and Habits (Vitality)

Employees with Cardiovascular Risk

 **37%** overweight
18% obese


 **60%** men
have abdominal obesity
*More than 90 cm of abdominal circumference


 **11%** women
have abdominal obesity
*More than 88 cm of abdominal circumference


 **13%**
Musculoskeletal symptoms

Habits of Employees


 **5%**
Smokers


 **4%**
Hypertensive

 **36%**
Occasional alcohol consumption

 **88%** sedentary
*less than 30 minutes a day of regular exercise, less than 3 days a week

Frequent Diagnoses in Employees

 **80%**
refractive disorders

 **26%** dyslipidemia
(elevated cholesterol and triglycerides)

 **13%**
joint pain



What are we doing?



Grupo
Energía
Bogotá

*We improve lives
through sustainable
and competitive
energy*

Types of interventions established in the work plan:

Primary health prevention: measures aimed at preventing the onset of a disease or health disorder by controlling the causal agents and risk factors (WHO, 1998).

Secondary health prevention: aimed at health monitoring and intervention with respect to the development of adverse effects.

Tertiary health prevention: aims at reducing the prevalence of chronic disabilities and reducing the functional limitations caused by diseases. Therefore, it includes actions for rehabilitation and reintegration into work and society.

Source: Occupational risk prevention fund - Promoting, preventing and intervening in psychosocial factors and their effects on the working population. General Technical Guide.



Grupo
Energía
Bogotá

*Improving lives
through sustainable
and competitive
energy*

Primary Intervention in Stress Management



18 leaders

Disclosing results -
Survey

From Oct. 26 to Nov. 12, 2021



5 workshops

Self-awareness and
emotional self-regulation

Nov 2021 – Apr 2022

92 Invited employees

51 Attendees



6 workshops

Sleep hygiene

Nov 2021 – May 2022

51 Invited employees

37 Attendees



2022 Prevention and Promotion Activities

- Monitoring self-awareness and self-regulation focus groups
- Follow-up on sleep hygiene focus groups
- Workshops on preventing psychoactive substance use
- Life balance activities
- Personal and family balance workshop
- Psychological first aid program

Secondary Intervention in Stress Management



18 employees

High and very high risk level

Due to stressful conditions

89% Coverage

Interventions and/or recommendations:

5 employees

They were provided support and recommended to request an appointment for psychology or psychiatry by EPS.

8 employees

People attend psychoeducation processes to regulate emotions and manage stress.

4 employees

Decision-making advice was provided.

4 employees

They were given advice on effective time management and adopting healthy lifestyles.

These processes had the support of psychology professionals from ARL Colmena.

Secondary Intervention



11 workshops

Disclosure of the intervention protocol with leaders

Apr - Jun 2022

130 Invited employees

90 Attendees

*This program is for employees in positions from Advisors I to Directors, and other positions of employees with people under them have been included.

*Two additional workshops will be held to cover the missing leaders.

12 employees

Referred by the leaders; they have been identified to need support.

Results of the support:

- 5** People with sleep disorders
- 6** People with physical exhaustion or fatigue
- 4** People with difficulties in interpersonal relationships
- 3** People with difficulties in family relationships
- 4** People with desire not to attend work and a lack of motivation towards the near future
- 3** People with irrational thoughts, catastrophic ideas and debasing thoughts
- 10** People with mental exhaustion, confusion, worry and difficulty in making decisions

Some people are still in the process of being treated by ARL Colmena's psychology professionals.

Tertiary Intervention



10 employees

With diagnoses from their EPS associated with mental and/or behavioral disorder pathologies.

Diagnoses:

- 6** People with depression, sadness and hopelessness
- 7** People with anxiety, anguish and emotional crises
- 4** People with irritability, frustration or restlessness

*These employees are part of the GEB's epidemiological monitoring system and are monitored on a quarterly basis.



2022 Prevention and Promotion Activities

- Promoting educational, sports, recreational and cultural activities
- Promoting healthy lifestyles
- Systematic desensitization techniques for situations of anxiety
- Effective time management
- Preventing psychoactive substance use
- Promoting mental health and preventing occupational mental disorders



New work modalities

2022



Grupo
Energía
Bogotá

*We improve lives
through sustainable
and competitive
energy*

The Challenges of Hybrid Work

Burn Out

Work stress, increased anxiety and depression. WHO Data:

- Depression and anxiety cost the economy USD 1 trillion every year in lost productivity
- 49% of remote workers report problems related to their well-being
- 24% of companies found their employees to have very high stress levels

Work Hours

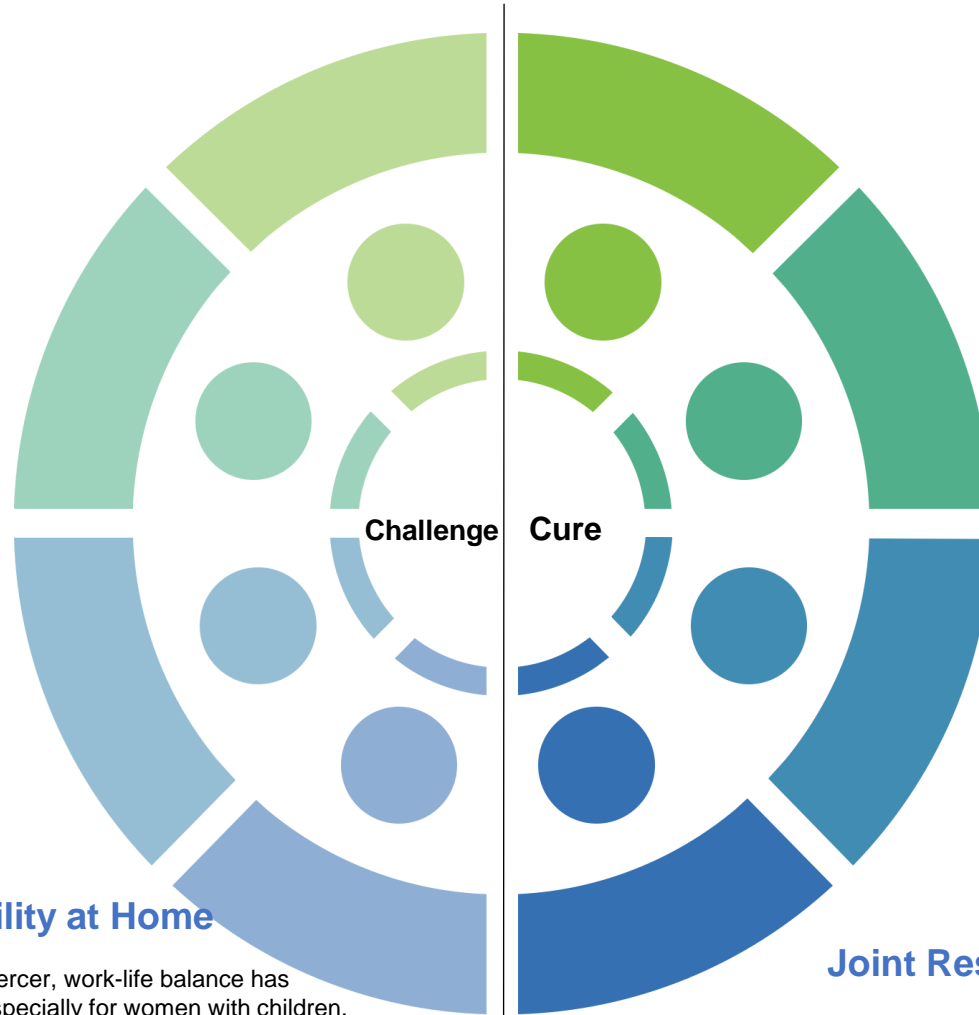
According to the results of Mercer's April 2022 survey, **GEB employees perceive that work hours are not respected in remote work.**

A Sense of Belonging

- Virtuality makes it difficult to create bonds and relationships between employees from different areas.
- Feeling you are not treated equally (some workers will have offices for on-site work, while others will not)

Joint Responsibility at Home

According to Mercer, work-life balance has deteriorated, especially for women with children.



Burn Out

- **Comprehensive well-being plan (mental and physical health)**
- **Conscious meetings** (no more than 60 minutes, only calling those who need to be called, sending the presentation before the meeting, promoting calendar organization to block out personal and individual work spaces).

Work Hours

- **Disconnection Agreements**
- **Mediation with the leader** to define the work schedule according to the employee's particular needs, such as schedules for picking up children, lunch schedules, medical appointments, etc.

A Sense of Belonging

- Comprehensive well-being plan (on-site integration activities)
- Purposeful on-site group meetings at least once a month
- Promoting extra-occupational communities managed by employees themselves such as: Soccer teams, cooking groups, pets, etc.
- Implementing alternative work spaces for territories in which there are no physical headquarters (We Work, cafes, etc.).

Joint Responsibility at Home

The Calle 73 office has open doors for employees to be able to work from there whenever they need to.

Our Value Offer

For the employee

Develop

- Training Leaders
- Career Plans
- Performance Evaluation
- Recognition



Develop



WE IMPROVE
LIVES



Work Flexibility

Work Flexibility

- **You decide:** You decide where and when to work (work flexibility)
- **Mediation:** Agree upon a work schedule with your supervisor according to your needs.
- **Disconnection Agreements**
- **Physical Presence with a Purpose**

Quality of Life with Sustainability

- **Comprehensive Well-being Plan**
- **Sustainable on-site activities** (hikes, plant-athon)
- **Leave Extensions**
- **Mental health:** Vivamente
- **Physical health:** Vitality
- **Sustainable Mobility**



Quality of Life

Thank You!



Grupo Energía Bogotá



For restricted use by GRUPO ENERGÍA BOGOTÁ S.A. ESP. and its subsidiaries

All rights reserved. No part of this presentation may be reproduced or used in any form or by any means without the express permission of GRUPO ENERGÍA BOGOTÁ S.A. ESP. or its subsidiaries as owners of the information.