

Employee Support Programs 2024

Grupo Energía Bogotá has established programs that seek to enhance and benefit physical, mental and emotional well-being of its employees. These programs focus on the balance of personal and work life, work environment and the emotional well-being of workers.

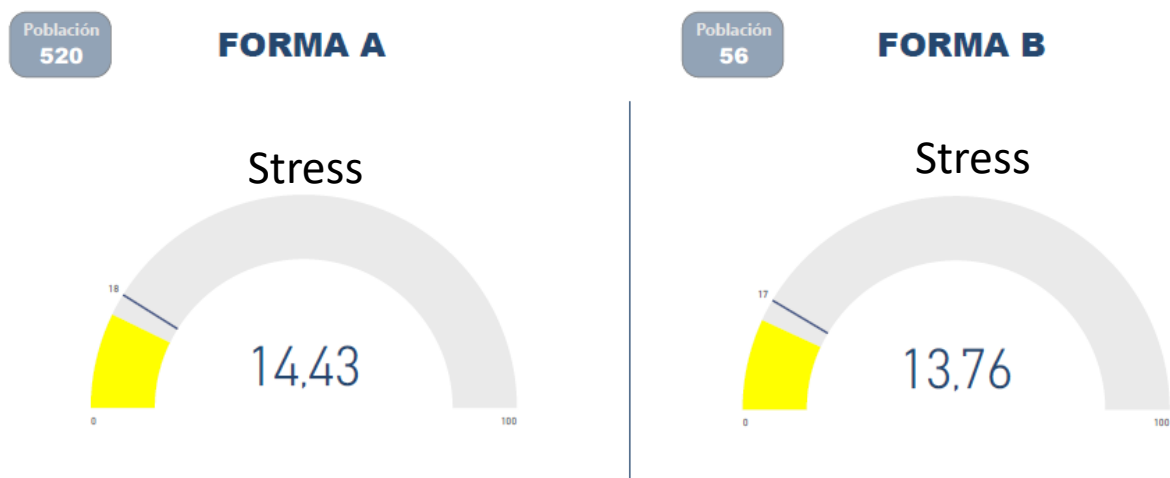


Grupo
Energía
Bogotá

*Mejoramos vidas
con energía
sostenible y
competitiva*

Featured Programs: Stress Management

GEB's **psychosocial risk survey** is conducted every two years, considering individual factors that correlate with stress-related symptoms. The most recent survey was conducted in 2023, with the following results:

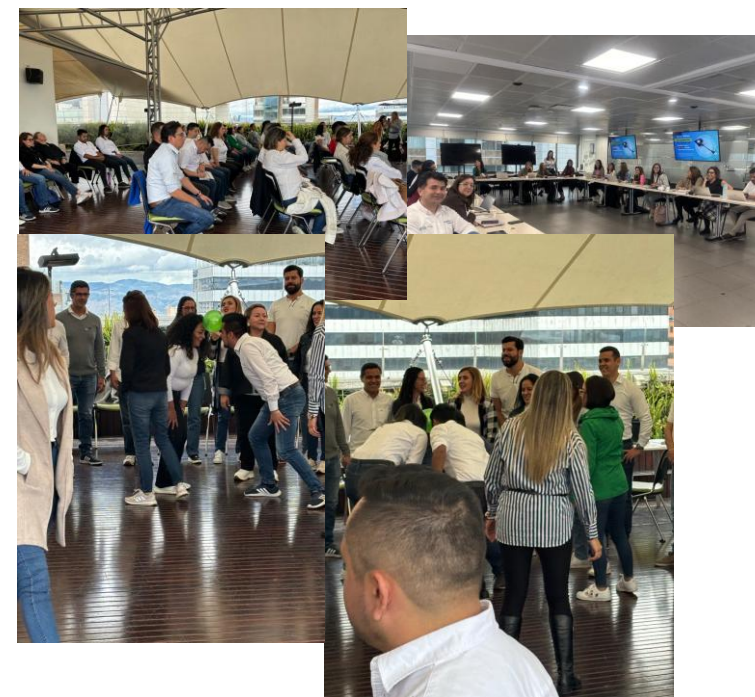


Stress levels at medium risk, indicating a moderate stress response that warrants observation and intervention to prevent negative health effects.

Based on survey results, multiple activities were carried out within the **psychosocial risk surveillance program**, among others:

- Stress Management Workshops
- Individualized accompaniment in specific cases
- Workshops on the role of leaders in stress prevention and management

Activities were carried out in divisions with medium risk (4 divisions and 143 participants). 7 individual cases were intervened and tools for stress management were provided.



Featured programs: Health and Sports

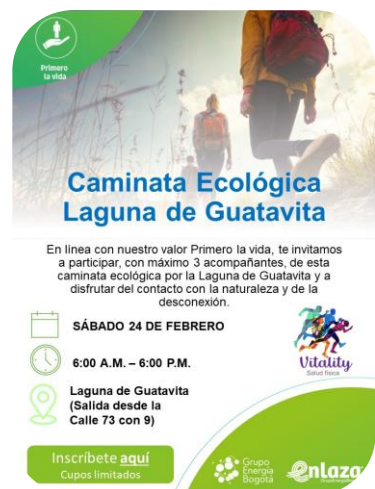
Within the framework of GEB's **Comprehensive Wellness Plan**, activities and programs have been defined to help strengthen the emotional and physical health of employees:

Some of the activities carried out in 2024 were:

- Bowling tournament
- Sports Olympics
- Eco-walks
- Support to compete in athletic races
- Physical activity for seniors
- Health promotion and disease prevention talks
- Blood donation

The Wellness Plan also includes a wide range of activities for families and for celebrating special dates.

Featured programs: Health and Sports



Ecological Walk
134 attendees (employees and families)



Hike and tree planting
120 attendees (employees and families)



Bowling Tournament
80 employees



Bogotá Half Marathon
81 employees



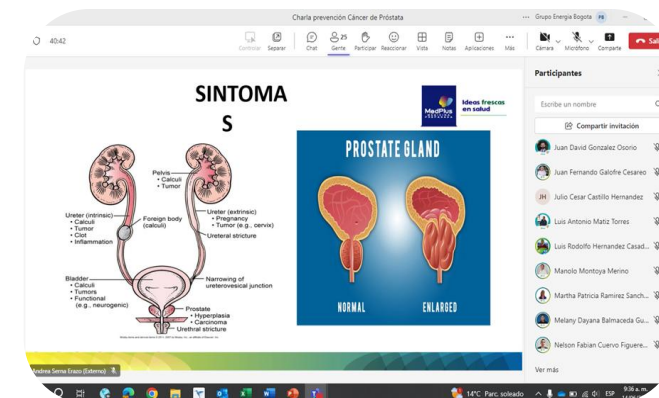
Physical activity for seniors
5 employee family members



Sports Olympics
106 employees



Colorectal Cancer Prevention
40 employees



Prostate Cancer Prevention
25 employees

Wellness Program: featured activities

The Comprehensive Wellness Plan has family activities, celebration of special dates and integration of work teams.



Children's Day

31 children participating



Father's Day

22 attendees in Bogota and
38 gifts sent nationwide



Recreational Vacations

74 children attending



Family Day

800 attendees



Mother's Day

32 attendees



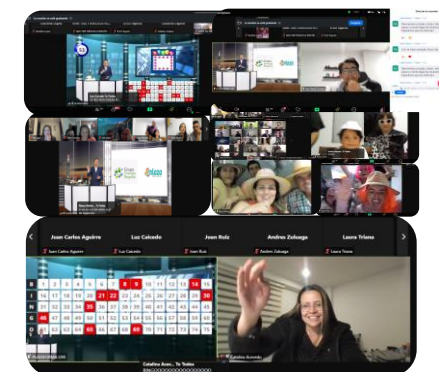
Family Trips

56 attended with their
families



Wind Festival

150 attendees



Love & Friendship Bingo

200 attendees

Family Benefits - Working Conditions and Leave

Work from home: GEB has adapted a hybrid work scheme that brings together and balances the advantages of face-to-face office work and teleworking. For more information, please see our

Teleworking and Right to Disconnect Policy:

<https://www.grupoenergiabogota.com/en/content/download/39847/file/Policy%20Teleworking%20and%20Right%20to%20Disconnect%20from%20Work.pdf>

Part-time work and flexible work: in 2015 the company implemented a reduced working week of 42 hours for all its employees in GEB (holding) and Enlaza, although the legal working week in Colombia was 48 hours at that time (Law 2101 approved in 2021, set the legal working week at 42 hours starting in 2026). For more information on flexible working and part-time work options, please visit the website:

<https://www.grupoenergiabogota.com/en/media/geb-web/archivos/talento/internal-work-regulations-geb.pdf>

Paid leave other than parental leave: see the following link to learn about the paid leave that GEB offers to its employees: <https://www.grupoenergiabogota.com/en/geb-group/geb-talent/quality-of-life/conventional-paid-leaves>



Bogotá

Family Benefits - Lactation Room

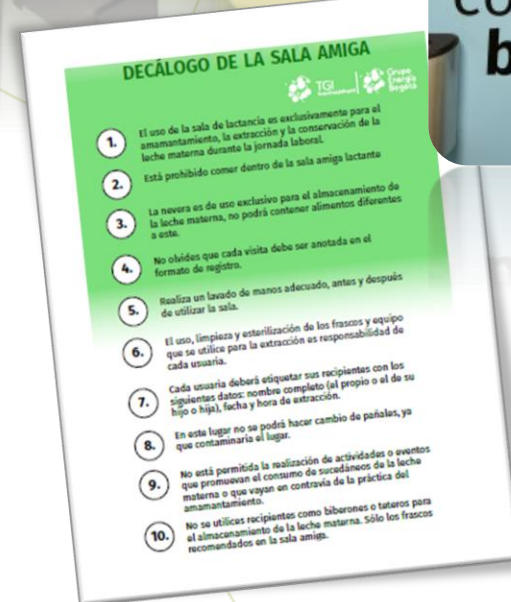
GEB Headquarters – Calle 73

At GEB we have a lactation room in a warm and friendly environment, which benefits pregnant and breastfeeding mothers working at GEB, Enlaza and TGI and offers them the appropriate conditions to carry out the extraction and conservation of breast milk, under technical safety standards, to then transport it home and have it available to feed the baby.

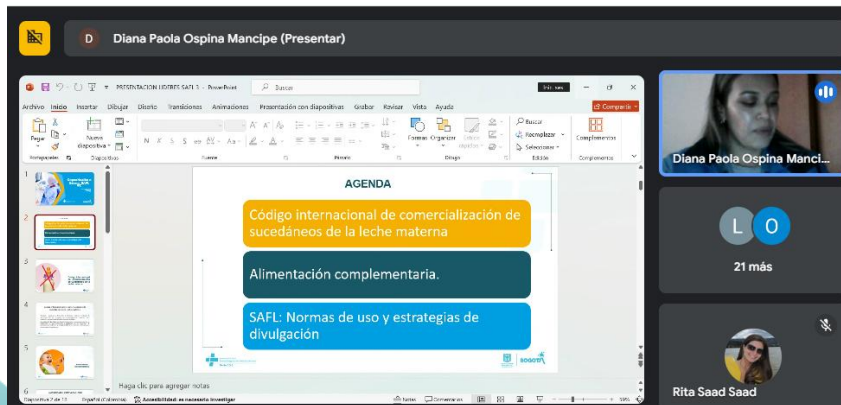
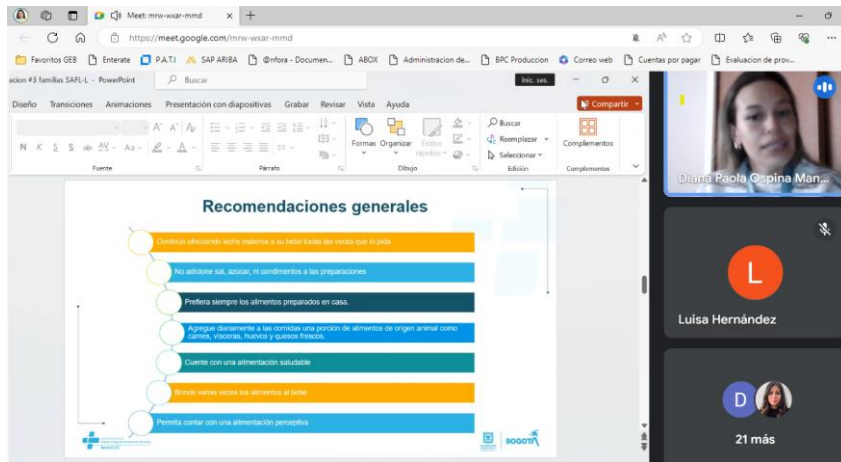
This space is adequate and fully equipped to provide the appropriate conditions for the extraction and conservation of breast milk



- GEB Headquarters Calle 73
- 4th Floor
- Permanently available



Lactation room – training and talks



Talk March 22



Charla Familias Lactantes

Teniendo en cuenta que te encuentras en este periodo de lactancia, te invitamos como familia a participar de estos ciclos de capacitación con temas de interés. En esta oportunidad, se hablará de la normativa que protege la maternidad y lactancia materna en Colombia y todo lo relacionado con alimentación complementaria

22 DE MARZO
8:00 A.M.
Conexión Google Meet

Talk June 26



Charla Familias Lactantes

Teniendo en cuenta que te encuentras en este periodo de lactancia, te invitamos como familia a participar de estos ciclos de capacitación con temas de interés. En esta oportunidad, se hablará de los beneficios de la lactancia materna, los cuidados de la madre y el bebé (signos de alarma) y las técnicas y posiciones para el amamantamiento

26 DE JUNIO
2:00 P.M.
Conexión Google Meet

Lactation room – certification

GEB's lactation room was recertified in 2024 (certification valid for 2 years)

November 19, 2024

Visit and recertification of the room for two more years



Formulario de seguimiento a las Salas Amigas de la Familia Lactante

Frente a cada pregunta, en SÍ o NO asigne el puntaje correspondiente conforme a los siguientes valores: SÍ = 25 NO = 0. Luego haga la sumatoria de cada numeral y los valores obtenidos escríbalos en el cuadro de consolidación, defina compromisos y cierre la visita firmando el formato.

Con el fin de realizar el seguimiento a los hallazgos de la visita, y en caso de requerirse diligencie la columna "observaciones".

Empresa: TGI-SEB Sala Compartida

Fecha: 19/11/2024



SUMATORIA TOTAL: NUMERAL 1, 2 Y 3

300

Evaluación del seguimiento

CUADRO DE ASIGNACIÓN DE CONCEPTO Y PROCEDIMIENTOS ACORDE AL PUNTAJE OBTENIDO

CONCEPTO	VALOR	PROCEDIMIENTO
<u>SATISFACTORIO</u>	200-300	Programar visita de seguimiento bianual
CUMPLIMIENTO PARCIAL	51-199	Programar visita de seguimiento para corroborar plan de mejoramiento dentro de los 6 meses siguientes a la visita para corroborar el cumplimiento del plan de mejoramiento.
INCUMPLIMIENTO	50 o menos	Programar visita de seguimiento para corroborar plan de mejoramiento en el mes siguiente a la visita para corroborar el cumplimiento del plan de mejoramiento.

Firma de la Entidad/Empresa verificada

Rita Saad Saad - dga Riquelme

Nombre de contacto Entidad/Empresa verificada

Rita Saad Saad - dga Riquelme

Teléfono de contacto Entidad/Empresa verificada

3168755383 - 52978571

Nombre de quien realiza la aplicación de lista de chequeo Rita Alexandra Fierro Torres

Profesión Nutricionista

Registro de tarjeta profesional TP-05553



Grupo Energía Bogotá



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